



PROFESSORILIITTO  
PROFESSORFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS

*FINNISH UNION OF UNIVERSITY PROFESSORS*  
**ANNUAL REPORT 2016**

# The operational focal points of 2016

## 1. Securing research, teaching, and education and learning

The union is an active operator in securing resources for research, developing universities and improving the working conditions of professors. We commissioned an enquiry into the union's cooperation with stakeholders and advocacy. We sent multiple briefings on funding of universities and research, gave a statement to the Education and Culture committee on the State budget for the year 2017, were heard by the Finance Committee Department of Education and Research, and lobbied the enforcing of resources for science, art and higher education in numerous meetings with interest groups.

The second evaluation of the effects of the reform of the Universities Act demonstrated that professors lack in possibilities to influence the strategic planning of their universities. We demand the increase of such possibilities, inter alia by fortifying the status of the collegial body.

We published the **Universities for the benefit of Finland** -vision together with the Finnish Union of University Researchers and Teachers. On request of the Minister of Education and Culture, we composed the **Less bureaucracy, more quality and effectivity** –presentation, also in collaboration with the Finnish Union of University Researchers and Teachers.

## 2. The working conditions of professors

We operate to ensure professors can concentrate on appropriate issues. Our enquiry **University as the Employer of Professors** was replied to by over 500 union members. A press conference on the enquiry was

held in October. The enquiry attracted significant media attention, and it has been taken to consideration by the management boards of university departments as well as the union administration. Together with the Finnish Broadcasting Company (YLE) we conducted and study concerning the role of professors as members of executive boards of companies, and received more than 700 replies from union members.

The Universities of Helsinki and Tampere dismissed many professors on productional and financial grounds. Professors were also made redundant by research institutes. The dismissed received extensive assistance from the professor stewards, local Chapters and the union personnel. The legality of ca. ten dismissals was evaluated by a lawyer sponsored by us. Union members were given guidance on employment and tenures ca. 400 times.

Union members and departments received assistance on copyright issues. Together with the IPR University Centre we organized a seminar **Copyright in University employment** with an attendance of 150 persons.

## 3. Union membership

Our union is a community of professors in different universities, and research fields and institutions. Hundreds of professors attended the Spring and Autumn conferences of our departments. Our Spring and Autumn seminars had a record attendance.

We advocated the decision to deny the use of the title Research Professor in Universities of Applied Sciences.



# The operational outline of 2016

## 1. Securing research, education and teaching

The Finnish Union of University Professors is a central advocate and a specialist within university and research politics. It emphasizes freedom in science, arts and higher education, and aims at enforcing their resources

**O**ur many public contentions, statements and interest group meetings advocated investing in research and education in Finland, i.e. ensuring adequate resources for universities and research institutes. Based on the Finnish government's earlier decision, the University Index has been frozen completely for years 2016-2019. State budget cuts for Universities alone equal to 200 million euros annually during the current government's rule. The funding of research institutes has also been reduced significantly, for example the funding of the Finnish Funding Agency for Innovation (Tekes) was cut by 130 million euros in 2016, and subsequently 150 million euros from 2017. Despite the Union's efforts, the Finnish

government decided to cut University funding by a further 13,9 million euros annually based on an, according to the union faulty, interpretation of the Competitiveness Pact.

We were invited by the Ministers of Finance and Education and Culture to consider the developmental direction of education, research and universities. We engaged in fruitful dialogue particularly with the Minister of Education and Culture. A letter to the editor of Helsingin Sanomat, written in cooperation by the Minister of Education and Culture, the Chair of the union, and two other professors on the importance of investing in research, was published in March.



The Union administration explored the University and research institute reform in Denmark.

We gave a proposal on re-evaluating the funding structure for universities, effective from the year 2017. The proposal expresses a concern inter alia on the growth of strategic funding and the increase in political advocacy. We followed up on the impact on universities of funding awarded by the Academy of Finland for strengthening university research profiles, and the proportional increase of strategic funding by the Ministry of Education and Culture. Toward the end of the year we took part in an event held by the Ministry of Education and Culture for the improving of research funding. We also participated the Autumn Seminar by the Council of Finnish Foundations (COFF) on issues in research funding.

We monitored the structural developments of universities and research institutions, and the evolving of the higher education system in Finland. The so-called **Tampere-3** scheme for combining the University of Tampere, Tampere University of Technology and Tampere University of Applied Sciences was postponed so that the new combination will be in working order from the beginning of the year 2019. The University of Lapland and Lapland University of Applied Sciences reached an agreement that from January 1st 2017, the University of Lapland will have a 49% share of the Lapland University of Applied Sciences, and from January 1st 2019, as the second part of the scheme, the share will increase to 50,5%. The Cities of Rovaniemi, Kemi and Tornio will own 51% of the new company in phase one, and 49,5% after phase two. The Lappeenranta University of Technology and the Saimaa University of Applied Sciences decided to merge their language centres from January 1st 2017. The University of Vaasa will transfer its language education and research into the University of Jyväskylä from August 1st 2017.

The autonomous position of universities and the importance of basic funding was emphasized in our operations throughout. Together with the Finnish Union of University Researchers and Teachers we

published the **Universities for the benefit of Finland** –vision. Our stance is that the connection between research and education should be preserved in all universities. We also prevail that the degree structures in universities and universities of applied sciences should remain intact.

We published the **Less bureaucracy, more quality and effectivity** –presentation for renewing university and research funding, also in collaboration with the Finnish Union of University Researchers and Teachers.

Together with the Finnish Union of University Researchers and Teachers we held a Spring Seminar: **The University of Finland Ltd**. About 250 members of the unions and stakeholders took part in the seminar, and the main speaker was Prime Minister Juha Sipilä.

We organized an excursion to Copenhagen for the union administration. During the trip, we explored the strategic development of universities and research institutions in Denmark, as well as their research and innovation funding.

We ordered a report to investigate and analyse the advocacy work and stake holder cooperation of the union. 11 prominent figures in university and science politics were interviewed for the report, and its contents was considered at the Autumn Council, the union administration and chair meeting. Preparations have been made to follow the suggestions given in the report to improve our work.

Our union was represented at meetings by the EI (Educational International) and HERSC (Higher Education and Research Standing Committee), as well as a meeting by the Teachers' Committee of Nordic universities.



The Union Council members who won't be continuing in 2017-2016 were acknowledged at the Council Autumn Conference

## The expertise of the Finnish Union of University Professors is being utilized in societal decision making

**The Finnish Union of University Professors Strategy for 2022 – The Future in Knowledge** was accepted by the Council on November 25th, 2016. The union supports the work of professors, promotes education and emphasizes the significance of knowledge drawn from research.

The expertise of professors was widely emphasized in the media, member newsletters and blogs. Professors are the sole employee group specifically mentioned in the Universities Act. The tenures of research professors within research institutes are also under legislation.

We met with the Finance Committee Department of Education and Research, and took part in working committees and other activities organized by the Ministry of Education and Culture.

Statements given by the union were based on enquiries and researched information, and union members took part in preparing them.

The developing of localized advocacy was discussed at the annual conference with the Union Chapter directors as well as individual Chapter conferences. We encouraged Union Chapters to keep contact with their local Members of Parliament and other societal decision makers.

## The Finnish Union of University Professors is a significant, discernible and reliable affiliate with direct contacts to central stakeholders, for example the administration of universities

During the year, we met with central stakeholders, for example representatives and political decision makers in the Ministry of Education and Culture, Ministry of Economic Affairs and Employment, Academy of Finland, Universities Finland UNIFI, National Union of University Students in Finland and The Association of Finnish Independent Education Employers (AFIEE).

The Union Chair, Executive Director and the Union Chapter directors were in regular contact with university principals and other university administration. These meetings, along with meetings with, for example, research institutions, have been added to the attachments section of this Annual Report. In addition to current affairs, discussions were had on issues concerning professor salaries in each university/research institution and other issues relating to working conditions and research possibilities. Additionally, the boards of directors of the Union Chapters had regular contact with the administration of their local university.



## 2. Securing benefits for professors

### The Finnish Union for Professors is a strong and courageous agent in the university and research labour market

**W**e act as a guardian of interest for professors at the Confederation of Unions for Professional and Managerial Staff in Finland – AKAVA, and the compilation of AKAVA affiliates, VAKAVA. We worked in close collaboration with the Finnish Union of University Researchers and Teachers, as well as other central unions in the university and

governmental fields. We actively participated in AKAVA's governmental work, as well as activities of their Education and Labour Force Policies Committee, Organizational Committee, Working Life Committee and Communications network. Partly through our influence, AKAVA remained as a member of the Labour Institute of Economic Research.

### The Competitiveness Pact

Union confederations reached an agreement on the Competitiveness Pact on February 29th, 2017. The aim of the pact is to improve the competitiveness of labour and businesses in Finland, boost economic growth and create new jobs. The pact substitutes the earlier Government plans concerning Ascension Day and Epiphany becoming unpaid public holidays, cutting sick and holiday pay and limiting the number of holiday days for long annual leave periods. The national labour and employer confederations demanded the abandoning of the additional package of 1.5 billion euros in expenditure cuts and tax increases, and the implementing of the income tax cuts, both referred to in the government programme.

Per the Competitiveness Pact, collective agreements will be extended for a period of 12 months, without increasing wages and salaries during that period. The collective bargaining round commencing in autumn 2017 will be conducted at industry level. The trade unions and employers' federations were ordered to complete negotiations in each industry by May 31st, 2016, with a view of including the amendments required under the Competitiveness Pact in their collective agreements. Annual working

time was extended by 24 hours in full-time work with no impact on earnings. Holiday bonuses were temporarily reduced by 30 per cent in the public sector (universities not affected) between 2017 and 2019. The employee's earnings-related pension and unemployment insurance contributions were increased, and correspondingly, the employer's contributions were reduced by the same amount. Employee security in enterprise downsizing was increased by introducing paid redeployment training in the event of redundancy. The dismissed employee will also be entitled to continued occupational health care services for a further six months after the duty to work ends. An employee must have worked for an employer for at least five years to qualify.

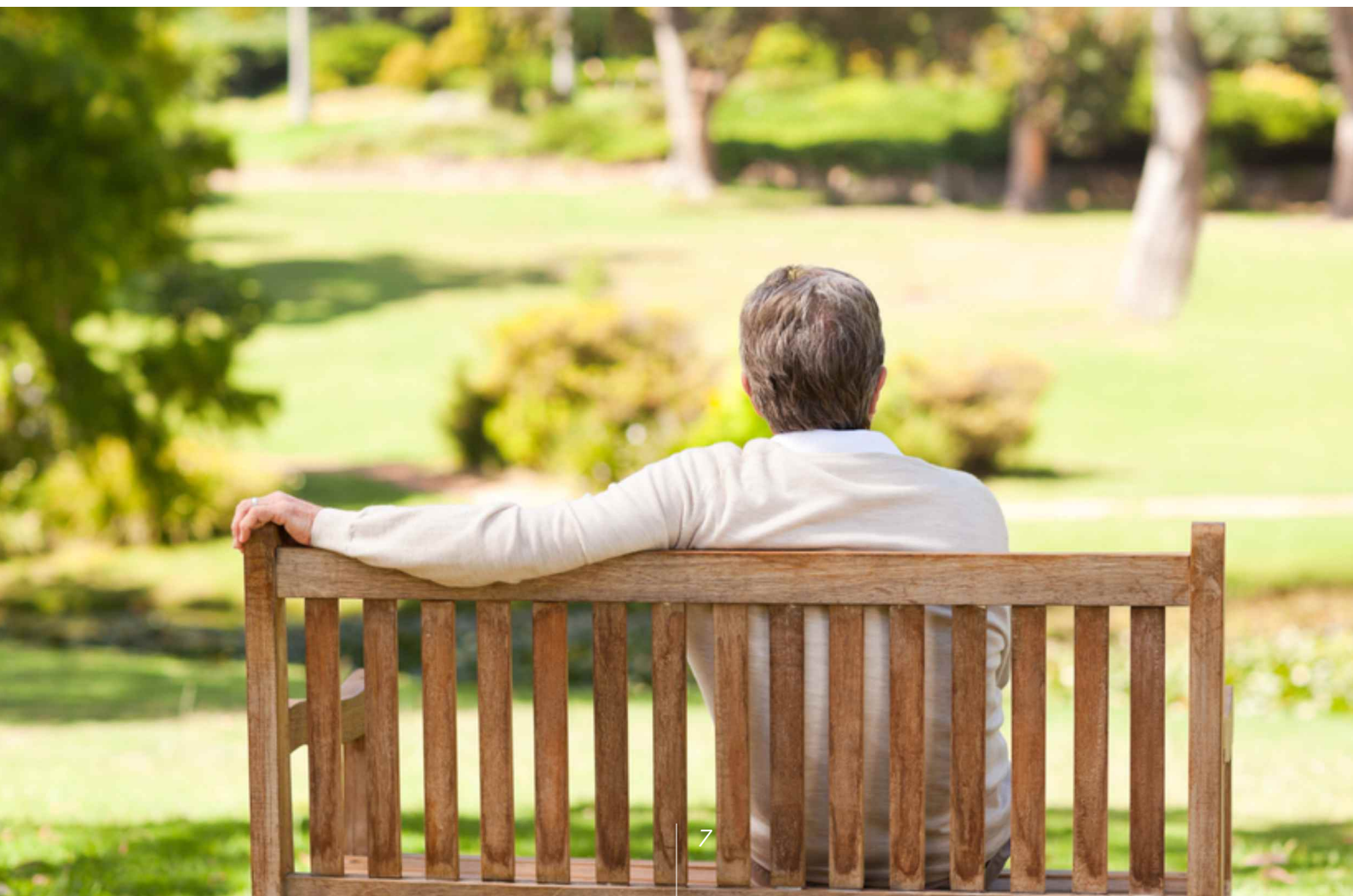
By May 31st, 2016, trade unions and employers' federations were required to negotiate new national collective agreement provisions to improve conditions for local collective bargaining. Topics covered include the so-called survival clause, measures to improve conditions for the work of shop stewards, allowing local agreements to take effect without inter-federation approval, and an opportunity to deploy a working time bank -system.

We continued our cooperation with AKAVA to change legislation concerning tax increase for pensioners (a six per cent tax increase for the pension amount exceeding 45000 euros after pension-income deduction).

## The tax increase for pensioners

The Supreme Administrative Court editorialised the tax increase for pensioner with its decision (KHO: 2016:180). On request by the Supreme Administrative Court, the Court of Justice of the European Union (CJEU) ruled that the tax increase for pensioners is not against the European Union norms of anti-ageism, and thus not against the Non-Discrimination Act (21/2004). The Supreme Administration Court

concluded that implementing the tax increase is not, when considering inter alia the appellant's solvency, in discrepancy with the principles of equality in section 6 of the Finnish Constitution, and additionally, not against the Finnish Constitution in a way described in section 106. The appeal was overruled.



We worked with the University Sector Advisory Committee of The Public Sector Negotiation Committee, JUKO, with the Working Hours Committee for teaching and research personnel, and other employer and employee union joint committees. We maintained organisational preparedness by participating in the activities of the Strike Committee of JUKO University Sector.

## The General Collective Agreement for Universities 1.2.2017-31.1.2018

The University Sector reached an agreement in line with the Competitiveness Pact on June 3rd, 2016. On June 8th, 2016, the University Sector Advisory Committee of JUKO approved the agreement, i.e. the renewal of the Collective Agreement, for the period 1.2.2017-31.1.2018.

The validity of the Collective Agreement for Universities was extended for a year, with pay and wages frozen for the period. Holiday pay for the employees of the university sector will not be cut. During the agreement period, the following committees will be in action: A committee for developing payroll system, a committee for training school working time and payroll systems, a Working Time Committee, Statistic Cooperation Committee, and Cooperation and Health and Safety joint operation Committee.

Amendments concerning working time were effective from January 1st, 2017. The annual working time of professors and other teaching and research personnel is now 1624 hours. The maximum hours of contact teaching for professors is 142 hours per academic year. For teaching-specific positions the maximum hours of contact teaching included in the schedule is 396/455 per academic year.

The minimum requirements for salary and other financial benefits can be negotiated locally in universities with the employer and shop steward from February 1st, 2017. A prerequisite for this is a financial crisis that may lead to employee reductions. Negotiations may come into question if the operations and activities implemented by the Universities Act are jeopardised because of the weakening of the financial situation of the university, thus risking the university operations and maintaining jobs. In the start of the negotiations, the parties will unanimously note the situation that has led to the negotiations. An agreement can be made for a period of one year, and during that time the employer is forbidden to suspend employees without pay or make them redundant based on productional or financial grounds.



We promoted the interests of research institutions, including developing the salary system of professors in cooperation with The Public Sector Negotiation Committee, JUKO, and VAKAVA.

## The Collective Agreement for State Civil Servants and Employees Under Contract 1.2.2017-31.1.2018

The validity of The Collective Agreement for State Civil Servants and Employees Under Contract was extended for a year, with pay and wages frozen for the period. Holiday pay will be cut by 30% between 2017-2019. For office based employment, working time was increased by six minutes a day from January 1st, 2017.

During the agreement period, the following committees will be in action: an Equality Committee, a committee for developing the salary systems of the State, and a Working Time Committee. Possibilities for localised decision making are increased.

Copyright issues evoked plenty of discussion in the past year. We were contacted numerous times about copyright. Together with the IPR University Centre, The Association of Finnish Independent Education Employers (AFIEE), and the Finnish Union of University Researchers and Teachers we organized a seminar, **Copyright in University employment**. Speakers at the seminar were leading Finnish specialists in copyright. The seminar had 150 attendees, and it was streamed live on the Internet.

## The pay of professors is in line with the demands of the work

We took part in developing the salary system of universities. The issue was considered by the union administration, and it gave preliminary alignments for improving the salary system. We also worked with the University Sector Advisory Committee of The Public Sector Negotiation Committee, JUKO, in salary system development. Through VAKAVA we worked with the State Committee of JUKO on developing policies for renewing the salary system of state offices and research institutions. The university and state sectors must continue to take into consideration the demanding nature of the work, as well as individual performance and the entire job description of professors.

We encouraged our professors to participate in the activities of the university evaluation committees. Of our union members, 20 were members of evaluation committees.

We produced a salary report that consisted of employer data and member surveys. The report helped follow the salary development of professors within the university salary system, the Aalto university professors, and professors working for state research institutions. We also noted the numbers of professors, the actualisation of salary equality, and the payment of fees for academic executive assignments, managing supplementary funding schemes, and specialist assignments and statements.

## The Salary report 2016

The number of full-time professors working in universities has decreased seven years running. From March 2009 till September 2016, the number of full-time professors has decreased by 374 professors (15,6%), the total number of professors last year being 2024. Comparably, the number of part-time professors has increased during the same period by 38%, their number last year being 398. The portion of professors with fixed-term contracts decreased from 21% to 19%.

Per employer data, the total salary of all professors rose by just 0,2% between September 2015 and September 2016. In 2016, professor salaries within the university and state sectors increased, as agreed, by the general increase of 0,43%. Within the state sector, the increase affected the so-called task-specific part of the salary, from where it reflected to other areas of the salary system. Per employer data, in September 2016 the full monthly salary for a professor was 7081 euros on a permanent contract, and 6463 euros on a fixed-term contract.

The average salary for professors was 6965 euros. According to member survey data, this means a salary increase of 0,1% on average. Despite all universities utilizing the same salary system (Aalto University is an exception), there were significant differences in professor salary development among universities. The salary of professors working in research institutes was 6305 euros on average, which is 4% less than previous year. This is partly explained by the part use of different research institutes on different years for the report.

The proportion of female professors among university professors has increased from 24,5% to 29,3% in the last decade. Both the salary part based on job requirements (vaati) and personal achievement (henki) were lower among female professors in comparison to male professors. The salary difference was 296 euros per month for the benefit of male professors. The salary gap narrowed slightly in comparison to the previous year. A female professor's euro is, per employer data, 95,8 cents. This varies between universities on a scale of 92 to 99,8 cents.

Per our salary report, salary development for professors has been weak for the past three years. Statistically speaking, it seems that universities are hiring replacements for retiring professors at lower salary levels. We demanded that the local Chapter of the union be present when developing systems for performance-related pay. External funds should be designated for performance-related pay, without causing a decrease in the salary as per the university salary system.

We increased the recommended compensations for specialist assignments outside employment contracts. These recommendations were requested often, and they are available on our website.



## The Finnish Union for University Professors offers the best security for professors at times of change

We offered consultation for members at times of change in working life. The union office gave consultation to employers under contract and civil servants ca. 400 times in total. The clear majority of contacts concerned redundancy, as the University of Helsinki and the University of Tampere both made redundant several professors during the year. Also research institutes terminated professor contracts.

As a membership benefit, the dismissed received preliminary evaluation of the legality of the dismissals. Ca. ten members received the pre-evaluation by a law office. The maximum compensation for legal protection was increased from 15 000 euros to 25 000 euros. The union was in active contact with the above-mentioned universities concerning the dismissed members, as well as spoke out in public on codetermination negotiations. Professors made redundant from permanent employment or civil servant contracts were offered outplacement. Outplacement offered by the union was taken up by a few members.

Professor shop stewards advised and supported union members in varying working life changes and issues. The shop stewards worked in local background committees formed to generate support for the main parties of the codetermination process. The union organized training for the shop stewards through The Public Sector Negotiation Committee, JUKO, and VAKAVA. 33 union members worked as either vice chief shop servant, shop steward or vice shop steward.

The Chapter officials actively participated schemes entailing change, for example schemes for the structural development of universities, highlighting the position of professors and the possibilities for personnel to having their voices heard.

Our members were offered a membership to the Teachers' Unemployment Fund. The majority of union members in employment were members of the Teachers' Unemployment Fund. We offered our members telephone consultation on private-life legal issues. This service was utilized ca. a hundred times.



### 3. Securing work for professors

Professors can concentrate on their work,  
and good working conditions enable good work



Briefing for the **University as the employer of professors** report.

**W**e wrote an account, **The University as the employer of professors**, which reports on the working conditions of professors and their views on their universities as employers. The report consists of a survey for professors, and data requested from the universities' human resources departments. The latter part was organized in cooperation with The Association of Finnish Independent Education Employers (AFIEE). A third of union members working in universities replied to the survey for professors. This generated information on professors' views on their employers, possibilities to influence matters in universities, research possibilities and possibilities for creative work. Also issues concerning specific universities were reported on. The results attracted plenty of publicity in national as well as local newspapers.

We utilized the report results in meetings with the university administration. We emphasized the

importance of offering professors a period for research without educational or administrative duties based on the employment contract, policies for arranging research leave specific to each university, and well-informed support for the personnel. We highlighted the need for basic funding, as professors' working time is excessively used on fund raising from outside sources.

The report was given to the union Chapters and human resources departments of universities. Chapter shop stewards had negotiations with each university's human resources department on university-specific results.

We organized a seminar on research ethics – **Fraud or not?** In cooperation with the Finnish Advisory Board on Research Integrity, AKAVA Special Branches, The Union of Professionals in Natural, Environmental and Forestry Sciences, the Academic Engineers and Architects in Finland and the Finnish Union of University Researchers and Teachers. It had an attendance of 130, and it was also available online.

## Professors are respected experts within the society and the science and university community

We highlight professor expertise in science and arts, higher education, administrating universities and research institutes, and societal advocacy.

We advocated increasing the proportional number of professors within teaching and research staff, as well

as making sure the tenure track –system (the path for permanent professor contracts) won't result in decreasing the number of professorships. The above-mentioned issues were taken up, for example, in meetings with university administrations.



Panel discussion at the union Autumn Seminar

We organized an Autumn Seminar called **the Seers and Makers of Education**. At the seminar, professors of different fields discussed the significance of higher education. 140 union members and stakeholder representatives attended.

In cooperation with the Finnish Broadcasting Company, we looked into professors working as members of executive boards in companies. 677 union members replied to the survey. Ca. 19% of respondents were members of an executive board in a company. 81% of respondents held no board position.

## Report by The Finnish Union for University Professors and the Finnish Broadcasting Company: Professors as Members of Company Executive Boards

The enquiry revealed that cooperation between universities and companies is valued and that it should take place more often than is currently the case. Per our respondents, academic expertise and know-how should more often be utilized by companies. Through cooperation, professors stay more aware of what in practice is occurring in corporate life. Cooperation also opens doors to students and doctoral students for employment in partner companies. Some respondents argued that

cooperation is not suitable for all fields of study and that companies are not interested in them. Per our respondents, decision making must remain within universities and scientific independence should not be endangered. Professors argue that academic freedom and a distinct scientific viewpoint should be preserved. Companies must also prevail from ordering results of a specific type or urging for results too quickly, thus protecting the quality of research.

## The authority of professors is on the increase within the university and scientific community

Per the second evaluation (in 2016) of the effects of the reform of the Universities Act, 72% of professors and other teaching and research staff felt that university departments at different hierarchy levels do not have enough power over the content of their university's strategy. Per the Finnish Union for University Professors' report **University as the Employer of Professors**, only 32% of respondents receive enough information about the activities of the highest-level administration in their university. Only about one in four respondents felt that the university administration is interested in the opinions of professors. The enquiry results were sent to the administration boards of universities and the Chairs of local union Chapters. University-specific results were discussed in meetings with university administration boards. We demanded that professors should be heard when making strategic decisions at universities and research institutes, especially decisions on structural development.

We argue that the possibilities for professors to participate and have influence can be improved through good management. We demand amendments to the Universities Act: approval of the university strategy and operational and financial programs, as well as passing ordinances, should be added to the duties of the collegial body. Another amendment would grant the collegial body the right to dismiss a member of the administrative board without the administrative board's initiative. The position of the Academic Affairs Committees of foundation universities must be reinforced in the Universities Act as well as the foundation code.

We emphasized the importance of professors within the university and scientific community, and improving their possibilities for having influence inter alia in press releases, articles, and meetings with university administrative boards. We encouraged our Chapters to regularly meet for discussions with the highest-level administration.

## The Finnish Union for University Professors is an expert in the work of professors

We surveyed the work and working conditions of professors working in universities in the enquiry **University as the Employer of Professors**. Over 200 pages of open responses solely were obtained. The enquiry results were utilized in varying ways.

We decided to participate in three research projects on the topic of leadership in universities:

- 1) **The Role of Professors in the Strategic Management of Universities** scheme is funded by The Finnish Work Environment Fund. The report is available in June.
- 2) A research scheme by the Department of Psychology in the University of Jyväskylä studies the attitude towards managerial duties of those working in demanding specialist roles. Professors are one of the target groups for the study. First results were expected in Spring 2017.
- 3) A Nordic research consortium researching the managing of higher education institutes has applied for funding for developing teaching, management and societal interaction in the context of academic careers.



## 4. Bringing professors together

### The Finnish Union for University Professors brings together professors working in different fields and positions

**W**e are a union for all professors. Professors in different fields of research in universities and research institutes are represented in the union. We also represent professors working in manager positions.

We organized the union General Meeting open to all members in October. Referring to proposals by the union Chapters, the meeting named the Union Council for 2017-2018. The Union Council met twice. The Council has representatives from all universities and a research institute representative. The 15 union Chapters work as local level guardians of interest.

We monitored the number of union members monthly. Our total membership count decreased slightly from the previous year. Several professors retired, and the proportion of Professors Emeritus / Emerita increased in relation to those still in working life.

We sent new professors information about the union and an invitation to join. We discussed the importance of member recruitment in union events. We asked new members for their expectations toward the union. The online Directory of Professors was updated with the information of new professors. We asked for feedback from those professors who had been sent an invite but hadn't joined.

We take into consideration professors who have immigrated to Finland. We sent electronic invites in Finnish, Swedish and English. We ordered translations into English for our central publications. A number of our blog posts are in English.

We gave our members consultation on retirement. Instructions for contracts for Professors Emeritus / Emerita are available on our website.

Our membership benefits, such as free-time travel and baggage insurance, were kept unchanged.



The Union Chapter Chairs and Vice Chairs met in Helsinki in October

### The Finnish Union for University Professors advances the professional identity and collegiality of professors

We offered financial support for the operation of the Union Chapters. Hundreds of union members attended the Chapter meetings during the year. The Union Chair, Executive Director and Head of Union Affairs visited the Chapter meetings. For Chapter shop stewards and professor shop stewards we organized a seminar on the development of local operations.



Under discussion were, inter alia, codetermination negotiations, supporting those made redundant, localized agreement making and reinforcing local advocacy.

The use of professional titles including the word "professor" was actively monitored. The title Research Professor was not taken into use in universities of applied sciences due to our influence. We gave guidelines to the media on using the title Professor of Practice. We examined the Tenure Track –systems used by universities, and the number of persons at different phases in the system. The Professor of Dance Pedagogy at Uniarts Helsinki, Eeva Anttila, was elected professor of the year 2016. Eeva Anttila is the sole professor of dance pedagogy in the Nordic countries. The election was announced at the event **Communicatio Academica** in Rovaniemi on January 15th, 2016. The event topic was Icy Science (Hyinen tiede) and it gathered ca. 70 participants.



Eeva Anttila is Professor of the Year 2016.

A member event was organized at The House of Nobility in May.



We organized a union member event at The House of Nobility for discussing the topics of class society and professors as political advocates. The event had ca. 160 participants.

We sent to our members five electronic member newsletters with information on current affairs relevant to professors.

We informed our members of events organized by the management network of AKAVA, and took part in the AKAVA-community immigration project.



## 5. Other activities of the Finnish Union for University Professors

### Proactive communication as support for operations

**W**e communicate our views actively through the Union website, Facebook, Twitter, Union blog, press releases, statements, the Acatiimi Magazine, and electrical member newsletters.

During the year, we had 181 media hits, which is considerably more than the previous year. The most interesting to media was the **University as an Employer for Professors** –report with 45 media hits altogether. We organized a press conference on the report's main points. The Spring Seminar in April with the Prime Minister as a guest speaker received 35 media hits which makes it the second most successful topic of the year in terms of media interest.

We ordered a report from Aula Research Oy on the union's advocacy and stake holder work. The results gave good ideas for development also in the area of communications.

Our active agents wrote 29 posts altogether to the Professor Blog (Professoriblogi). The posts were shared to Facebook and Twitter, which attracted popularity and discussion. The blog posts are the most read materials on our website.

We publish the Acatiimi Magazine together with the Finnish Union of University Researchers and Teachers and The Union for University Teachers and Researchers in Finland (YLL). The magazine circulation was 12 200 and nine issues were published. The visual look and functionality of the magazine website was improved in the Autumn. Acatiimi also has a Facebook page.



The Prime Minister Juha Sipilä spoke at the Spring Seminar.

### A balanced administration is the basis for operation

Our financial development was stable during the past operational year. The expenses of operation were funded mostly by membership fees, but investment revenue was partly used as well. Our funding situation was good during the operational year. Membership fees remained unchanged in 2016.

The Union Board was supported by our Investment Committee. The Union Board makes decisions on union investments in line with the investment strategy. The Investments Committee assembled eight times during the year.

We improved the functionality of the union member registry. In the Spring, we created a new page for employment consultation in our member administration, and towards the end of Autumn we added the automated address and event of death update service by the Post Office to our member registry, thus being able to serve our members with more up-to-date information.

# Appendix

## Union Council

Maarit Valo, Chair

Erik T. Tawaststjerna, Vice Chair

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto University	Johanna Moisander	Virpi Tuunainen	Kimmo Lapintie
	Jorma Skyttä	Kimmo Lapintie	Virpi Tuunainen
University of Helsinki	Jaana Hallamaa	Laura Kolbe	Esa Korpi
	Jukka Finne	Esa Korpi	Hannele Niemi
	Anne Juppö	Hannele Niemi	Per Saris
	Juha Karhu	Per Saris	Henry Väre
	Mikael Skurnik	Henry Väre	Maria Fredriksson-Ahomaa
	Maritta Törrönen	Maria Fredriksson-Ahomaa	Laura Kolbe
University of Eastern Finland	Seppo Lapinjoki	Jopi Nyman	Riitta Ahonen
	Markku Tykkyläinen	Maria Lähteenmäki	Jopi Nyman
	Ritva Kantelinen	Jarmo Ahonen	Maria Lähteenmäki
University of Jyväskylä	Markku Lonkila	Mirja Tarnanen	Jari Veijalainen
	Minna-Riitta Luukka	Jari Veijalainen	Mirja Tarnanen
	Jukka Pellinen	Jussi Välimaa	Jari Veijalainen
Lappeenranta University of Technology	Juhani Hyvärinen	Aki Mikkola	Marjatta Louhi-Kultanen
University of Lapland	Riitta Brusila	Markku Vieru	Tuija Hautala-Hirvioja
University of Oulu	Juha Risteli	Mauri Haataja	Juha-Pekka Kallunki
	Paula Rossi	Hannu Soini	Juha-Pekka Kallunki
Hanken School of Economics	Christian Grönroos	Gyöngyi Kovács	Petri Mäntysaari
University of the Arts, Helsinki	Eeva Anttila	Vesa Kurkela	Päivikki Kallio
University of Tampere	Christian Krötzel	Eija Paavilainen	Lili Kihn
	Mari Hatavara	Pami Aalto	Eija Paavilainen
	Eero Ropo	Lili Kihn	Pami Aalto
State research institutes	Tatu Koljonen	Tapani Sarjakoski	Tuomas Lehtonen
Tampere University of Technology	Jouni Kivistö-Rahnasto	Pasi Kallio	Jukka Lekkala
	Sirkka-Liisa Eriksson	Jukka Lekkala	Pasi Kallio
University of Turku	Pekka Vallittu	Kari Lukka	Eija Suomela-Salmi
	Timo Soikkanen	Jani Erola	Carita Kvarnström
	Jyri Vaahtera	Marjaana Soininen	Reijo Knuutinen
University of Vaasa	Harry Lönnroth	Pirkko Vartiainen	Panu Kalmi
Åbo Akademi University	Peter Nynäs	Marko Joas	OLav Eklund
	Mikko Lagerspetz	Ria Heilä-Ylikallio	Barbro Back

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## Union Board

- Kaarle Hämeri, Chair
- Jouni Kivistö-Rahnasto, Vice Chair

### Member

- Marjukka Anttila, Evira/State research institutes
- Alfred Colpaert, University of Eastern Finland
- Virpi Tuunainen, Aalto University
- Markus Lehtinen, University of the Arts Helsinki
- Jukka Heikkilä, University of Turku
- Eeva Moilanen, University of Tampere

### Deputy member

- Petri Mäntysaari, Hanken School of Economics
- Tommi Sottinen, University of Vaasa
- Riitta Brusila, University of Lapland
- Aila-Leena Matthies, University of Jyväskylä/  
University Consortium
- Keijo Ruotsalainen, University of Oulu
- Juhani Hyvärinen,  
Lappeenranta University of Technology

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## Bodies appointed by the Board

### Work committee

- Kaarle Hämeri, Chair
- Jouni Kivistö-Rahnasto
- Tarja Niemelä
- Raija Pyykkö

### Communications Group

- Kaarle Hämeri, Chair
- Tarja Niemelä
- Kirsti Sintonen
- Raija Pyykkö
- Milla Talassalo (until 31 August)
- Nuppu Pelevina (from 1 September)

### Investment Committee

- Kaarle Hämeri, Chair
- Jouni Kivistö-Rahnasto
- Jarmo Leppiniemi
- Tarja Niemelä
- Maarit Santala

### Election Committee

- Pekka Ilmakunnas, Chair
- Sirkka-Liisa Eriksson
- Petri Mäntysaari

### Union Chapters and Chairs

- Aalto University, Jorma Skyttä
- University of Helsinki, Jaana Hallamaa
- University of Eastern Finland, Alfred Colpaert
- University of Jyväskylä, Kimmo Suomi
- University of Lapland, Riitta Brusila
- Lappeenranta University of Technology, Aki Mikkola
- University of Oulu, Juha Risteli
- Hanken School of Economics, Kristina Heinonen
- University of The Arts Helsinki, Eeva Anttila
- Tampere University of Technology, Sirkka-Liisa Eriksson (until 22 August), Pasi Kallio (from 23 August)
- University of Tampere, Mari Hatavara
- University of Turku, Jani Erola
- State Research Institutes, Marjukka Anttila
- University of Vaasa, Panu Kalmi
- Åbo Akademi University, Marko Joas

### Auditors and Performance auditors

- Markku Koskela, KHT Authorized public accountant, auditor
- Riku Kärnä, KHT Authorized public accountant, deputy auditor
- Kari Toiviainen, KTL Lic.Sc. (Econ.), performance auditor
- Tapani Kykkänen, Lecturer, deputy performance auditor

### Editorial council of Acatiimi

- Marjukka Anttila, ordinary member
- Virpi Tuunainen, ordinary member
- Tarja Niemelä, attendance and speaking rights
- Kirsti Sintonen, secretary

### Professors and Reserachers (P & T)

- Kaarle Hämeri, chair
- Jouni Kivistö-Rahnasto, ordinary member
- Tarja Niemelä, ordinary member
- Kirsti Sintonen, attendance and speaking rights

## Statements by the Union

- Comments of the Finnish Union of University Professors regarding the labour-market agreement structure of season 2017–2020 and the draft concerning the common objectives of the higher education institution (19 January 2016)
- Statement regarding the universities' funding model beginning 2017 (19 January 2016)
- Statement regarding the reformation of the Act of National Defence College and the Act of Finnish Defence Forces (15 February 2016)
- Statement concerning the draft of the Government decree on the Research and Innovation Council (18 February 2016)
- Statement regarding the applicability and the revision needs of the Act on the Right in Inventions made at Higher Education Institutions (2 March 2016)
- Statement concerning the Government proposal to the Parliament for the Act of Changing the Universities and Polytechnics Acts – the improvement of the teaching of foreign languages (5 April 2016)
- Statement regarding the alterations of the decree on the universities' funding model (6 April 2016)
- Statement concerning the Government proposal to the Parliament for the Budget of 2017 (29 September 2016)
- Representatives of the union were heard at the Finance Committee's Education and Science Sub-committee regarding the Budget of 2017 (11 October 2016)
- Statement to the Ministry of Education and Culture COM (2016) 593: Proposal of the European Parliament and Council for the directive concerning copyright in the digital single market (12 October 2016)

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## Press releases

- Professor of the Year 2016 – Professor Eeva Anttila (15 January 2016)
- For the university, personnel seem to be only an expense item (27 January 2016)
- Students must have equal rights to study (9 March 2016)
- Universities and research could not have taken further cuts (6 April 2016)
- The autonomy of the universities needs strengthening – not tightening (14 April 2016)
- The development of Finland’s universities requires a clear policy (22 April 2016)
- The University of Helsinki’s economic result had surplus – personnel cuts oversized (28 April 2016)
- Less bureaucracy to the university and research funding (21 June 2016)
- University personnel have not remained silent about the situation in Turkey (1 August 2016)
- Government must clarify position on university competitiveness (16 August 2016)
- The Sipilä-Orpo-Soini government let down universities and their personnel (2 September 2016)
- The universities may not be profiled in secret – the personnel must be involved (6 September 2016)
- The Universities Act must be reformed – better influencing opportunities for the staff (15 September 2016)
- Universities as an employer get an average school mark from the professors (4 October 2016)
- Majority of the capitalisation must be directed to the universities and research (28 October 2016)
- The funding of the universities and research must be elevated to the level of competing countries (25 November 2016)

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## Organised events

15 January	Communicatio Academica and announcement of the Professor of the Year
22 March	Spring Seminar <b>University of Finland Ltd</b>
9 May	Seminar on research ethics <b>Fraud or not?</b>
13 May	Member event (The House of Nobility, Helsinki)
1–2 June	Seminar on the development of local activities
27–28 October	Negotiation days for chapter chairs
28 October	Autumn seminar <b>The Seers and Makers of Education</b>
28 November	<b>Copyright in the employment relationships at the universities</b>

## Union representation

### Akava - Confederation of Unions for Professional and Managerial Staff in Finland

#### Akava General Assembly

- Tarja Niemelä, ordinary representative
- Raija Pyykkö, deputy representative
- Kaarle Hämeri, deputy representative

#### Akava Board

- Tarja Niemelä, ordinary member  
(from 21 November)

#### Akava Committee of education and labour policies

- Tarja Niemelä, deputy member

#### Akava Organisation committee

- Raija Pyykkö, deputy member

#### Akava Work-life committee

- Raija Pyykkö, attendance and speaking rights

#### Akava Communications network

- Kirsti Sintonen, ordinary member
- Milla Talassalo, ordinary member  
(until 31 August 2016)
- Nuppu Pelevina, ordinary member  
(from 1 September 2016)

#### Akava Recruitment officer network

- Raija Pyykkö, ordinary member

#### Akava Education coordinator network

- Raija Pyykkö, ordinary member

#### Akava International affairs liaisons

- Raija Pyykkö, ordinary member

#### Akava Work-life researcher network

- Raija Pyykkö, ordinary member

### Negotiation Organisation for Public Sector Professionals (JUKO)

#### Board

- Tarja Niemelä, deputy member

#### University advisory council

- Tarja Niemelä, vice chair
- Raija Pyykkö, deputy member

### Vakava r.a.

#### Board

- Tarja Niemelä, ordinary member, vice chair  
(from 14 November 2016)
- Raija Pyykkö, deputy member

#### University team

- Tarja Niemelä, ordinary member
- Raija Pyykkö, ordinary member

#### State team

- Raija Pyykkö, ordinary member

#### Education team

- Raija Pyykkö, chair

### The Association of Finnish Independent Education Employers (AFIEE) Work groups

#### Main negotiation group

- Tarja Niemelä, ordinary member

#### Salary system work group

- Tarja Niemelä, ordinary member

#### Teaching and research personnel working-hours work group

- Tarja Niemelä, ordinary member

#### Labour protection and co-operation action group

- Raija Pyykkö, ordinary member

#### Other

#### Higher education division of the committee of inventions in contractual employment

- Jouni Kivistö-Rahnasto, ordinary member

#### Researcher career workgroup of Ministry of Education and Culture

- Marjukka Anttila, ordinary member

#### The steering group to formulate an international policy approach for higher education and research 2016–2020

- Alfred Colpaert, ordinary member

#### TJS Opintokeskus Board of Unions

- Raija Pyykkö, deputy member

## Union Staff

- Tarja Niemelä, LL.M with court training, Executive director (2016)
- Nuppu Pelevina, M.Soc.Sc, Communications Assistant from 17 August 2016 (2016)
- Raija Pyykkö, D.Sci. (Health Sci.), Head of Union Affairs (2005)
- Mia Rikala, MA, QBA, Organization Secretary (2015)
- Maarit Santala, BBA, Financial Controller (2007)
- Kirsti Sintonen, M.Soc.Sc, Communications Manager (1995)
- Milla Talassalo, BBA, Communications Assistant, on study leave from 1 September 2016 (2013)
- Jorma Virkkala, LL.M with court training, expert advisor until 29 February 2016 (1987)

## Stakeholder meetings

### Universities and Research Institutes

- Aalto University: 3 February and 7 December 2016
- University of Helsinki: 13 January, 22 February, 19 May, 3 November and 21 December 2016
- University of Eastern Finland: 20 April 2016
- University of Jyväskylä: 25 May 2016
- Lappeenranta University of Technology: 25 October 2016
- University of Oulu: 16 March 2016
- Hanken School of Economics: 19 April 2016
- University of the Arts Helsinki: 29 March 2016
- Tampere University of Technology: 25 April and 6 October 2016
- National Institute for Health and Welfare: 10 October 2016
- University of Tampere: 11 February 2016
- University of Turku: 28 September 2016
- University of Vaasa: 7 March 2016

### Other important stakeholders

- Academic Engineers and Architects in Finland TEK: 15 June 2016
- Academy of Finland: 20 June and 31 October 2016
- Confederation of Finnish Industries (EK): 15 February and 22 June 2016

- Finnish Academy of Science and Letters: 15 March and 20 September 2016
- Minister of Education and Culture: 26 February and 18 May 2016
- Minister of Finance: 2 March and 18 May 2016
- Ministry of Economic Affairs and Employment: 19 October 2016
- Ministry of Education and Culture: 24 March, 22 September, 7 November, and 15 December 2016
- National Union of University Students in Finland: 25 January and 14 November 2016
- Rectors' Conference of Finnish Universities of Applied Sciences: 17 November 2016
- The Association of Finnish Independent Education Employers (AFIEE): 4 and 15 February, 22 June and 16 November 2016
- The Finnish Union of University Researchers and Teachers: 1 February, 17 March, 14 April, 18 May 2016, 16 August, 15 September, 1 November and 19 December 2016
- Trade Union of Education (OAJ): 2 May and 3 November 2016
- Universities Finland UNIFI: 26 February, 25 May, 26 September and 30 November 2016





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FINNISH UNION OF UNIVERSITY PROFESSORS

[www.professoriliitto.fi](http://www.professoriliitto.fi)