



**KNOWLEDGE IS THE FUTURE**  
FINNISH UNION OF UNIVERSITY PROFESSORS  
ANNUAL REPORT 2019

# Focal areas of activities in 2019

1. The Finnish Union of University Professors is a central expert and advocate in university and science policy, emphasising freedom in science, art and higher education, and aiming to strengthen their resources.

We exerted influence in the preparation of the parliamentary election programmes of the political parties and the Government programme for the purpose of getting Finland to invest in the resources for science, art and higher education, that is, universities and research institutes. Our means of influence included meetings with the Prime Minister, the Minister of Science and Culture, a large number of Members of Parliament, party chairs and other stakeholders, and the issuing of public resolutions and statements. We also participated in party meetings.

We contributed to the creation of the 'Science election' (Tiede-vaalit) campaign, which included, among other things a 'What if science didn't exist' (Mitä, jos tiedettä ei olisi) campaign, shared election panels in three university towns and an advertising campaign for social media. We undersigned the resolution 'Finland's success hinges on skills', which was published by a broad group of those supporting education, research and innovation. Our chair participated in, for example, two seminars on scientific policies in Finland that were organised by the Society of Scientists and Parliament Members TUTKAS, and as an invited guest to a discussion concerning the employment of top experts in Finland on Yle Broadcasting Company's morning TV.

We actively used our influence in the preparation of the Government programme.

The Ministerial Working Group on Competence, Education, Culture and Innovation asked for our opinions on matters for the Government programme. The Government decided that the university index increases would be implemented in full throughout the entire term of the Government. Furthermore, the foreseeable and long-term core funding for higher education will be reinforced by an additional annual funding of EUR 40 million. Research, development and innovation (RDI) activities will be supported by permanent increases of EUR 43 million by 2023. Additionally, the Government intends to draft a long-term plan to bring about improvements in the RDI environment and through them reach an expenditure-to-GDP ratio for public and private investment and funding of 4 per cent. One positive aspect was also that the Government programme contains discussion about a pro-research atmosphere, a pledge for knowledge-based policy-making and a desire to engage in deeper co-operation with the scientific community.

We emphasised that the education of thousands of new students cannot be realised through unremunerated work input. The Government announced it was increasing its target for completed university degrees by thousands during the contractual term of 2021–2024, but no additional funding would be forthcoming. The Government would also prepare an extensive reform of further education.

We continued to emphasise the importance of funding for basic research and the strengthening thereof in numerous meetings with decision-makers, including party chairs and Members of Parliament. The funding of basic research was prominently highlighted in our election and Government programme objectives and press releases. We proposed that the allocation for basic research be reinforced within the university funding model by adding a 20%

share for core funding. Together with the Finnish Union of University Researchers and Teachers, we prepared a proposal for a new university funding model. Our proposal was presented at the spring seminar.

We emphasised the importance of research information and professors' expertise in societal decision-making. We took part in the implementation of the vision for higher education and research in 2030, entitled *Ehdotus Suomelle: Suomi 100+* (Proposal for Finland: Finland 100+) by contributing to, among others, steering group work and thematic working groups. We met with the civil servants preparing the RDI Roadmap of the Ministry of Education and Culture and we issued a statement on the matter.

## 2. The Finnish Union of University Professors is a strong and brave agent within the university and research labour market

We initiated the preparations of the universities' collective agreement objectives. One of the Union's key objectives is to ensure that the pay of professors is in line with the demands of the work and that professors have the possibility to take a research period without teaching or administrative duties as based on the collective agreement. We participated actively in the preparations of the collective agreement objectives of *Vakava* and *JUKO*. The current General Collective Agreement for Universities is valid from 1 February 2018 to 31 March 2020.

As a member of the compilation of *Akava* affiliates, *Vakava*, we participated in preparations for the negotiations concerning the Collective Agreement for State Civil Servants and Employees under Contract. The current Collective Agreement for State Civil Servants and Employees under Contract is valid for the period of 1 February 2018–31 March 2020.

We emphasised the importance of developing intellectual property rights at universities, especially in matters related to inventions and copyrights and their incentive value. The Union's working group on intellectual property rights (IPR) continued its activities. We supported local representatives of several universities in negotiations concerning copyright agreements. We participated in the work of the IPR working group of *JUKO*.

We supported the local supervision of the Union's local actors.

## 3. Professors are able to focus on their work, and good working conditions enable successful work

Our work endeavours to ensure improved working conditions for professors. In our discussions with university management, we raised matters of importance that were emphasised in our reports and chapters.

We published our 'Prerequisites for good work by professors' at the Science Forum. We encouraged all universities and research institutes to discuss the document with their own professors.

We used our influence to ensure that professors have the adequate prerequisites to conduct research and engage in artistic activities. We conducted a survey on the research period systems of different universities. We continued to emphasise the importance of the research period system in all our activities, particularly when meeting with university management. We initiated preparations for a document detailing the Union's recommendation for a research period system.

## 4. The Finnish Union of University Professors brings together professors working in different fields and positions

We celebrated the Union's 50th anniversary in different ways both on the local and national level.

We published the Union's 50-year history.

We took the different tasks and positions of professors into account in our activities.

We commissioned a survey on the international tenure track practices for professors.

We issued statements on the tenure track systems for university professors.

We commissioned a survey on the work of professors at universities and research institutes.

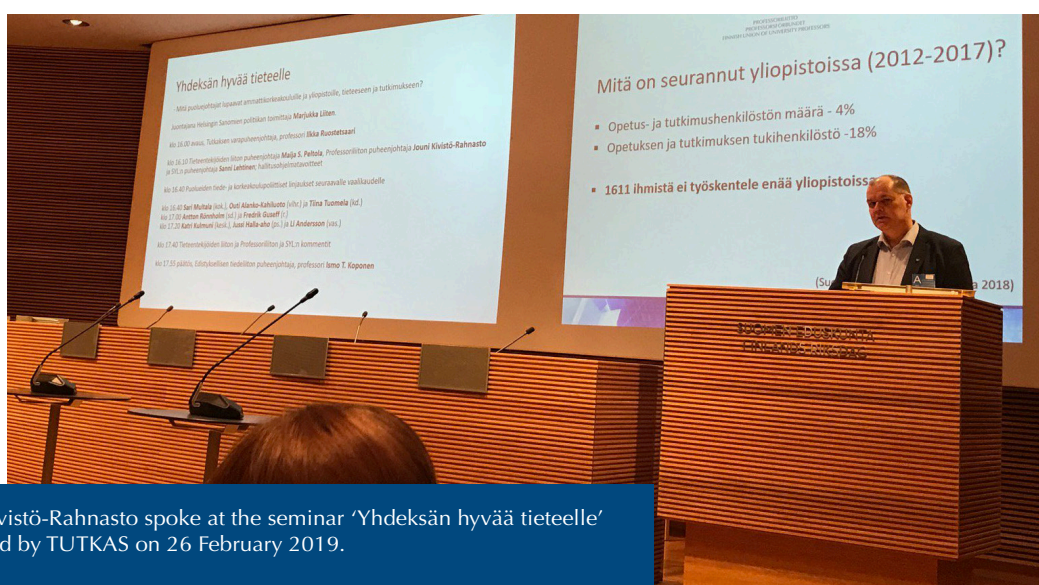
# OPERATIVE OUTLINES IN 2019

## 1. Safeguarding research, education and teaching

The Finnish Union of University Professors is a central expert and advocate in university and science policy, emphasising freedom in science, art and higher education, and aiming to strengthen their resources.

The Government decided that the university index increases would be implemented in full throughout the entire term of the Government. Furthermore, the foreseeable and long-term core funding for higher education will be reinforced by an additional annual funding of EUR 40 million. Research, development and innovation (RDI) activities will be supported by permanent increases of EUR 43 million by 2023. Additionally, the Government intends to draft a long-term plan to bring about improvements in the RDI environment and through them reach an expenditure-to-GDP ratio for public and private investment and funding of 4 per cent.

We were heard by the Education and Culture Committee of the Parliament concerning the Government budget proposal for 2020. We supplied a written statement to the Education and Science Subcommittee within the Finance Committee of the Parliament concerning the Government budget proposal for 2020. We emphasised the fact that the 4 per cent target for the expenditure-to GDP ratio for RDI activities, as agreed on by the Research and Innovation Council and in the Government programme would require about EUR 3 billion in additional public and private annual investments in research and development. We also pointed out that a target increase in the



Chair Kivistö-Rahnasto spoke at the seminar 'Yhdeksän hyvää tieteelle' organised by TUTKAS on 26 February 2019.





In front of the House of the Estates, there was public gathering for the funding of higher education on the first day of the workshop to finalize the budget on September 17, 2019. Among the gatherers, there was a group of professors wearing their doctoral hats to highlight the importance of securing funding for universities.

number of completed degrees without the provision of additional funding would weaken the prerequisites for research. We expressed that the personnel can only be stretched so far. It is our opinion that societal decision-making must be increasingly based on research information.

We monitored the structural development of universities and research institutes and the development of the higher education system. The Tampere University Foundation started operating as Tampere University on 1 January 2019. We supported our members throughout the amalgamation process of the universities in Tampere.

We emphasised the autonomy of the universities in all our activities. We used our influence to strengthen the funding of basic research and to allow professors to have more time for research.

We participated in a group gathering in front of the House of the Estates on the first day of the Government's budget session on 17 September as a means of advocating for university funding. Wearing doctoral hats, professors were there to bring awareness

to the importance of safeguarding university funding.

We monitored how the funding based on university profiling, distributed by the Academy of Finland, and the increased share of the strategic funding from the Ministry of Education and Culture affect different universities. We also monitored the implementation of the so-called Flagship project.

We took part in the roadmap work to implement the vision for higher education and research in 2030, entitled Ehdotus Suomelle: Suomi 100+ ('Proposal to Finland: Finland 100+'). According to the third evaluation of the higher education reform, the strengthening of university autonomy requires a strengthening of their financial autonomy. We demanded that the funding model be changed in such a way as to increase the financial autonomy of the universities. We emphasised the fact that the proportional share of performance-based funding within the university funding model is, on an international scale, unusually large. We demanded an increase in the share of uncommitted core funding. We proposed that, in the funding model, the share used for basic research would be 20% and the shares for strategy-based and competitive funding would be reduced.

We organised a spring seminar together with the Finnish Union of University Researchers and Teachers. In accordance with its title, the seminar discussed the 'Shadow Government Programme' for university and science policies, with a special focus on such themes as stability, perseverance and good labour relations. The spring seminar featured speeches on the Government programme from the perspective of rectors, foundations, professors and young researchers. The unions presented their proposal for the next university funding model at the seminar. The seminar also included a presentation concerning academic professions and the direction of change.

Our representative attended the meetings of HERSC (Higher Education and Research Standing Committee). The meeting topics included, among others, the EU copyright directive, the future of the Bologna Process, academic mobility, the new Erasmus programme and academic freedom. In its meeting at the end of the year, the ETUCE (European Trade Union Committee for Education) issued a resolution on the strengthening of academic freedom within Europe. Our representative participated in ETUCE's conference on copyright.

We maintained a connection with the trade unions for the university sector in the different Nordic countries. We helped

to arrange the Nordic meeting, which was held in Turku. The topics of the meeting included strikes and lockouts in the university sector, opportunities for personnel to have influence, academic careers, salary statistics, and employment terms and conditions.

## Union expertise is utilised in societal decision-making

We emphasised the expertise of professors in the media, member newsletters and blogs. Professors are the only staff group separately mentioned in the Universities Act. There is also legislation concerning the offices of research professors set up at research institutes.

We were heard by the Education and Culture Committee and participated in the working groups appointed by the Ministry of Education and Culture as well as other activities. The statements we issued were based on surveys and other research information. We utilised the knowledge of our members in preparing the statements.

We encouraged our chapters to contact their regional Members of Parliament and other societal decision-makers. Many chapters invited regional Members of Parliament to their autumn and



The Spring Seminar 2019 was organised on April 26, 2019 at the Auditorium of the National Museum in Helsinki. The topic of the seminar was Stability, Sustainability, and Industrial Peace.



spring meetings.

## The Finnish Union of University Professors is a significant, visible and reliable partner with direct connections to key stakeholders, such as university management

During the year, we met with our stakeholders, such as the Prime Minister, the Minister of Finance, the Minister of Education and Culture, the Minister of Education, the Minister of Science and Culture, representatives of the Ministry of Education and Culture, the Academy of Finland, Universities Finland UNIFI, the Finnish Education Employers (FEE), as well as party chairs and other political decision-makers.

The Chair and the Executive Director of the Union and chapter chairpersons regularly met with university rectors and other

university management. These and other key meetings have been compiled in an appendix to the annual report. In addition to discussing current affairs in these meetings, we raised issues related to the professors' salaries, research possibilities and other working conditions at each university and research institute. Chapter representatives also regularly met with the management of their university.



Good labour relations for universities and appropriate funding was the shared message for Government negotiations that the Finnish Union of University Professors, the Finnish Union of University Researchers and Teachers and Universities Finland UNIFI expressed at their meeting on 16 May 2019.

## 2. Safeguarding professors' interests

### The Finnish Union of University Professors is a strong and brave agent within the university and research labour market

We negotiated about the General Collective Agreement for Universities, which is valid from 1 February 2018 to 31 March 2020. During this time, salaries will rise by a total of 3.45%. The 2018 salary increase was a 1.0% general increase that entered into effect on 1 April 2018. The 2019 salary increases included a general increase of 1.10% on 1 April 2019 and structural and local increases of 0.5% on 1 January 2019 and of 0.85% on 1 June 2019. Salaries in euro amounts were increased by a general increase and structural/local increases. The salaries of academy professors and researchers were also increased according to the same principles.

The Board confirmed the Union's objectives for the collective agreement. Professors shall have the possibility to take a

research period without teaching or administrative duties. One new goal set by our Union is for individuals to have the right to take a research period of 6–12 months after they have served in an academic management position (vice-rector, dean, department head).

The current Collective Agreement for State Civil Servants and Employees under Contract is valid for the period of 1 February 2018–31 March 2020. The 2018 salary increases were a general increase of 1.00% on 1 April 2018 and a branch-specific increase of 0.60% on 1 June 2018. The 2019 salary increases included a general increase of 1.10%, or a minimum of €24, and a branch-specific increase of 0.75% on 1 April 2019. In addition, an agreement was reached on a productivity-based, one-time increase at 9.20 % of the monthly salary. The one-time increase was paid along with the January 2019 salary.

### Changing the salary system

From the beginning of 2019, the universities' salary system changed significantly as it concerns the individual performance component. Since an increase of the lowest performance percentage to 6% accrued costs, the Finnish Union of University Professors felt it was important to make a change with a similar cost impact at the calculated percentage for each job requirement level, as effective from the beginning of the year. In practice, this meant that the salaries for professors were increased by 0.36%. As of the beginning of the year, the highest possible performance percentage is 50%. The universities had 0.85% of the payroll sum to utilise for personal performance components on 1 June 2019. Each university was required to use at least 0.14% of the payroll sum for their teaching and research personnel on raises pertaining to the job requirement levels for the personnel in question and/or permanent job requirement bonuses from the start of 2019. We instructed and advised Union members on

matters related to the application of the reformed university salary system. As a result of the reform, the performance level classification was removed and replaced by four performance categories. Each performance category has a percentage range with a minimum and maximum: 6–19%, over 19–max. 31%, over 31–max. 42%, over 42–max. 50%. Each employee falling within the scope of the salary system is placed in a specific performance category and given an individual performance percentage. The provision in the former salary system that required compulsory evaluation of the performance across the entire personnel at two years' intervals was removed. As of 2019, employees may personally request an evaluation of their individual performance once two years have passed from the previous evaluation. In addition, the universities shall ensure that each employee undergoes an evaluation with a minimum interval of five years.



We participated in the setting of objectives for the Collective Agreement for State Civil Servants and Employees under Contract jointly with Vakava and JUKO.

We act as a supervisor of interests for professors at the Confederation of Unions for Professionals and Managerial Staff in Finland – Akava, and the compilation of Akava affiliates Vakava. We worked in close collaboration with other central unions in the university and government sector. We actively participated in the work of Akava's Board as well as Akava's Education and labour force policies committee, Working life committee and Communications network. The Finnish Union of University Researchers and Teachers announced on 16 September 2019 that it will, in the future, prepare and implement all supervision of interests concerning university contracts as well as all influencing related to university and science policy through close co-operation with the Trade Union of Education in Finland, OAJ. The Finnish Union of University Researchers and Teachers withdrew from membership in Vakava on 23 September 2019. On 29 November 2019, our Council confirmed that the co-operation agreement signed with the Finnish Union of University Researchers and Teachers in 1986 had terminated.

We continued advocacy through Akava to change legislation concerning the tax increase for pensioners (the so-called 'solidarity tax'). Akava aims at achieving a 75% employment rate. As a means of supporting growth and employment, Akava demands a reduction in earned income taxation. The earned income taxation should be alleviated for all income categories by reducing the marginal tax rate as well. The highest marginal tax rate should be reduced to 50%. Akava also called for the relinquishment of the solidarity tax and tax increase for pensioners.

We participated in the work of the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector, the central-level working groups as well as other joint committees of the employer and employee unions.

We maintained organisational preparedness by participating

in the activities of JUKO's industrial action committee for the university sector. JUKO's industrial action committee for the university sector initiated preparations for negotiations by training industrial action committees for each university. We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. As per established practice, that researchers have control over the results of their research. We demanded that this practice remain unchanged.

We supervised the interests of employees at research institutes, including developing the salary system of professors, in co-operation with JUKO and Vakava.

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

We participated in the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector to help specify JUKO's collective agreement objectives.

Through Vakava, we participated in JUKO's advisory committee for the state sector for the purpose of formulating the objectives for the Collective Agreement for State Civil Servants and Employees under Contract.

The university and state sector salary systems should continue to take into consideration job requirements and personal achievements as well as the entire job description of professors.

We encouraged our professors to participate in university evaluation groups.

We conducted a salary survey consisting of an employer survey and a membership survey, which allows us to monitor the salary development of professors within the scope of the university salary system, Aalto University professors and state research institute professors. We also monitored the number of professors, the realisation of salary equality and the payment of remuneration for academic management assignments, compensation for managing supplementary-funding projects,

## Salary survey 2019

The number of full-time professors working in universities has decreased ten years running. From November 2009 to September 2019, the number of full-time professors has decreased by 429 professors (17.9%), with the total number being 1969 in 2018. The number of part-time professors has varied over the same period from 289 in 2009 to 299 in 2018. During the year, the share of professors with fixed-term contracts decreased from 15% to 12%.

According to the employer survey, the total salary of all professors rose by 2.9% (average) / 3.4% (median) from September 2018 to September 2019. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 1.10% general increase on 1 April 2019. Additionally, the structural and local increases were 0.5% on 1 January 2019 and 0.85% on 1 June 2019. According to the employer survey, a professor's full monthly salary in September 2019 was 7,307 euro on a permanent contract and 6,798 euro on a fixed-term contract. The average full monthly salary for a professor was 7,246 euro.

According to the membership survey, the average monthly salary for a professor working in a university was 7,020 euro in September 2019, with an increase of 2.9% (average) / 1.8% (median) as compared to the previous year. There are significant differences in the salary development of professors between universities even though they apply the same salary system (with the excepti-

on of Aalto University). The average monthly salary for a professor working in a research institute was 6,780 euro, an increase of 1.3% (median) as compared to the previous year. The research institutes included in the survey were not entirely the same ones as in the previous year, and the number of observations was also different. This partly explains the moderate rise in salaries.

The proportion of female professors among all university professors increases by about one percentage unit per year and was a total of 32.8% in 2019. The salary elements based on job requirements (vaati) and on personal performance (henki) are lower among female professors than among male professors, for both permanent and fixed-term contracts. The salary difference was 301 euro in favour of male professors. The salary gap decreased in comparison to the previous year. A female professor's euro is, according to the employer survey, 95.9 cents. The female euro varies by university (92–101 cents).

Our salary surveys reveal that the salary development of professors has been weak over the years 2013–2017. During the period of 2017–2018, it was nearly in keeping with the general increases. In 2019, the salary development was slightly better than the increases agreed on in the collective agreement. Statistics seem to still show that universities are replacing retiring professors with new professors at lower job-related and personal salary levels, and associate professors.

performance-based compensations, separate compensations for further training as well as compensation for expert assignments.

We demanded that the local Union chapters be involved in developing results-based pay systems. Results-based pay should be covered with external funding that does not cause a decrease in the salary provided by the university salary system.

The Union's compensation recommendations were requested often, and they are available on our website.

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

We demanded that professors cannot be dismissed for financial and production-related grounds.

We offered our members consultation during times of change in working life. The Union office counselled members on employment and service relationships a total of around 260 times. The contacts concerned, among other things, issues related to unjustified fixed-term employment relationships, supervisory hearings, changes caused by structural development, dismissals on individual grounds, the use of the title of professor, and salary components. Members were also assisted by the chapters and professor shop stewards.

Professor shop stewards advised and supported members in different changes and issues in working life. We organised training for shop stewards through both the Negotiation Organisation for Public Sector Professionals JUKO and Vakava. A total of 33 Union members acted as a chief shop steward, a deputy chief shop steward, shop steward or deputy shop steward.

Chapter officials actively participated in various change situations, for example, in projects for the structural development of univer-

sities, highlighting the position of professors and the opportunities for personnel to have influence.

We provided our members with membership in the Teachers' Unemployment Fund. The majority of the employed Union members belonged to the Teachers' Unemployment Fund.

We offered our members telephone consultation on personal legal issues. This service was used around 100 times.

The maximum insurance compensation for legal protection was kept at 25,000 euro and the maximum insurance compensation for liability at 100,000 euro.

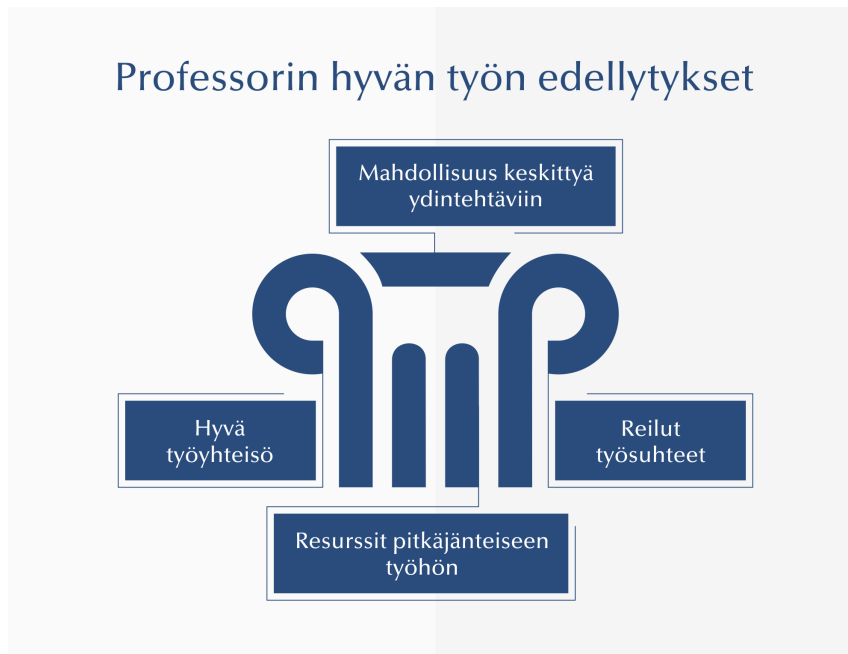
Members dismissed from permanent employment for financial and production-related grounds were offered outplacement services.

We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. As per established practice, the rights to works created by individuals engaged in teaching and research work at universities are not transferred to the employer, and it is an established practice that researchers have control over the results of their research. We demanded that this practice remain unchanged.



### 3. Securing work for professors

Professors are able to focus on their work, and good working conditions enable successful work



At the beginning of the Union's 50th anniversary year, we published the document entitled 'Prerequisites for good work by professors' at the Science Forum, held on 11 January 2019. Following the Forum, we encouraged the universities to discuss the document with their own professors. Each university/research institute must provide professors with the necessary prerequisites for good work in order to ensure that professors can perform optimally.

In meetings with university management, we informed them about university-specific problems that were found in the University as the Employer of Professors report. We emphasised the importance of providing professors with a research period without teaching or administrative duties based on the collective agreement, as well as the significance of university-specific research period

systems and competent support personnel.

We used our influence to ensure adequate prerequisites for professors to conduct research and engage in artistic activities.

We emphasised the importance of core funding, as professors are forced to spend too much working time on acquiring external funding.

We continued to emphasise the importance of the research period systems in all our activities, particularly when meeting with university management.

Following member requests, we sent letters to two universities concerning a Council policy, which states that a professor should have – should they want it – a personal office.



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

We highlighted professors' expertise in science and art, higher education, university and research institute management, and societal advocacy.

We advocated increasing the proportional number of professors within the teaching and research personnel, as well as ensuring that the tenure track system would not result in a decrease in the number of professorships. The aforementioned issues were approached, for example, in meetings with university management. Despite the measures taken by the Union, the number of full-time professors decreased from 1969 to 1899 between September 2018 and September 2019.

## Professors' influence is increasing within the science and university community

According to the second evaluation (in 2016) of the impact of the reform of the Universities Act, 72% of professors and other teaching and research personnel felt that university departments at different hierarchy levels cannot sufficiently influence the content of their university's strategy. During meetings with university management, we demanded that professors be heard when making strategic decisions at universities and research institutes, especially on their structural development.

We feel that the participation and influence opportunities of professors can be improved as part of good management. We demand



that the Universities Act be amended so that the duties of the university collegiate body at a public university and the joint multi-member administrative body of a foundation university include the approval of the university strategy, the budget as well as the operational and financial plans prepared by the board, and the confirmation of the university regulations. Furthermore, we propose that the Universities Act should be amended and supplemented to allow the university collegiate body and joint multi-member administrative body to release the board or its member from their position, the latter even without a proposal from the board. We demand that the position of a foundation university's joint multi-member administrative body shall be reinforced within the Universities Act to enable the administrative body to select a chair and vice-chair from its members, and to decide independently on procedures for the selection of the board.

We helped our chapters to develop their operations in many ways. We shared good practices concerning the co-operation between our local chapters and the management of the universities/research institutes. At the seminar on the development of local activities, we discussed topics related the management of universities and the opportunities and means of influence available to professors. We encouraged our chapters to have regular discussions with the senior management of universities.

We highlighted the significance of professors within the science and university community and the improvement of professors' influence opportunities in several instances, for example, in media releases, meetings with university management and articles.

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

The criteria for a fair tenure track published by the Union were requested often. We have continuously received requests for advice from those on the tenure track. Additionally, we received a statement request from one university concerning a career system for professors that was being developed. We have also been asked for policy statements regarding career systems for lecturers.

The Finnish Union of University Professors would like to contribute to the development of the tenure track system for professors in Finland. We commissioned a survey on the international tenure track practices for professors. The survey was sent as information to university rectors, administrative directors and HR management.

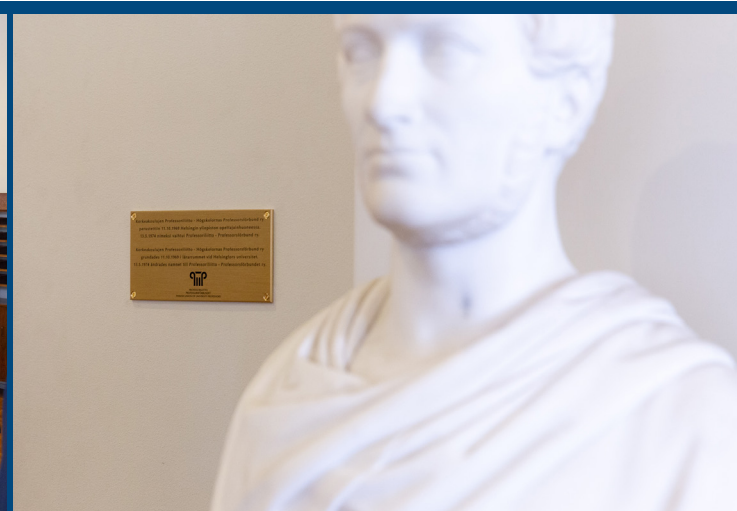
We commissioned a survey on the work of professors at universities and research institutes. According to the survey, the work of professors is linked with an overall responsibility for the development of the field and work in academic units. The survey will be utilised as part of the Union's strategy process.

We asked Professor Emeritus Tarmo Miettinen to issue an expert statement on the publicity of documents related to the recruitment of professors. According to the statement, the name, education, work experience and competencies of an applicant to a public position is not considered to be confidential information. Furthermore, the merits as a researcher or teacher of an applicant applying for the position of university professor cannot be considered confidential information. This is stated already in Section 33.3 of the Universities Act, which stipulates the procedures for assessors when fulfilling the position of professor.



## 4. Bringing professors together

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



The founding plaque of the Finnish Union of University Professors was revealed on the occasion of its 50th Anniversary at the Reading Room of the Main Building of the University of Helsinki coinciding with the Spring Meeting of the Union Council.

We are a Union for all professors. Professors in different fields of research at universities and research institutes are represented in the Union. We also represent professors working in managerial positions. The Union Council met twice. In connection with the spring meeting and in honour of the 50th anniversary, we unveiled the Union's foundation plaque in the Teachers' Lounge at the University of Helsinki. Minister of Education Li Andersson made an appearance at the Council's autumn meeting.

The Council has representatives from all universities and a representative for research institutes. The 14 Union chapters work as local level supervisors of interest. We monitored the number of Union members monthly. The overall membership grew in comparison to the previous year.

Several professors retired, and the proportion of Professors Emeritus/Emerita increased in relation to those still in working life.

We improved our member recruitment by, for example, sending our chapters a new recruitment package to assist them in

the recruitment of new university professors and tenure track professors in the penultimate phase. 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 to express their expectations concerning the Union. We updated the online Directory of Professors with the information of new members. We asked for feedback from those professors who had been sent an invitation but had not joined.

We encouraged new professors and those in the penultimate phase of the tenure track to join the Union.

We took into consideration professors who have immigrated to Finland. We sent electronic member newsletters in Finnish, Swedish and English.



The Minister of Education Li Andersson gave a talk at the Autumn Meeting of the Union Council.





The seminar on the development of local chapter activities was held at Hämeenkylä Manor on 5 June 2019.

We had the most important press releases translated into English. Some of our blog posts were in English and Swedish.

We gave our members consultation on matters related to retirement.

Our membership benefits, such as leisure travel and accident insurance, were kept unchanged. We shifted the group leisure accident and travel insurance we provide for our members to Fennia Mutual Insurance Company as of 1 January 2019. At the same time, the upper age limit for group leisure accident insurance was raised from 75 to 80 years and the upper age limit for group leisure travel insurance was removed.

We applied for a KIILA rehabilitation course to be organised by Kela for our members. The course began at the Lohja Spa & Resort / Karjalohjan Päiväkumpu in December 2019 and will end in October 2020. The aim of the course is to improve the rehabilitees' work ability and help them to remain in working life.

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

We offered financial support for the activities of the Union chapters. Approximately 1,000 members attended the chapter meetings during the year. The Union Chair, Vice Chair, Executive Director and Head of Union Affairs visited chapter meetings. We organised a seminar on the development of local activities for chapter shop stewards and professor shop stewards.

We actively monitored the use of titles including the word 'professor'. We sent several communications on the use of the title of professor.

We named Helmi Järviluoma-Mäkelä, Professor of Cultural Studies at the University of Eastern Finland, as Professor of the Year 2019. The honour was announced at the Science Forum held in Helsinki on 11 January 2019.

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





## 5. Communications and administration of the union



Professor of the Year 2019 – Professor Helmi Järviluoma-Mäkelä

### Proactive communication as support for operations

The communication emphases of the year focused on the celebration of our 50th anniversary and advocacy communications in connection with the parliamentary election.

Our 'In favour of education' (Sivistyksen puolesta) anniversary website was launched at the start of the year. For its history section, we compiled video interviews of earlier Chairs and recordings of the filibustering that took place in the Parliament in 1970. Under the site's 'Tänään' section,

visitors could find the 'Professori tutkii' articles in Finnish. The articles contained interviews with professors from a variety of fields. The articles were actively shared on the Union's Facebook and Twitter pages.

We opened our anniversary year in January with the seminar entitled 'Professor's work – continuities, changes and critical points' as part of the Science Forum held in Helsinki. At the start of the event, the Union announced that Helmi Järviluoma-Mäkelä, Professor of Cultural Studies at the University of Eastern Finland, had been chosen as Professor of the Year 2019. The document 'Prerequisites for good work by professors', drafted by the Union, was also published at the seminar.



A set of articles called Professori tutkii (trans. Professors examine) was published on the commemorative web pages Sivistyksen Puolesta (trans. For Education) presenting the research work and its impact of various professors from many different fields.



Prior to the parliamentary elections, we focused on advocacy communications both alone and in co-operation with other parties. The 'Science election' (Tiedevaalit) campaign, primarily carried out through social media, included targeted Facebook advertising for actors in different political parties. The Union was involved in the campaign in co-operation with the Finnish Union of University Researchers and Teachers, Universities Finland UNIFI, the Finnish Education Employers (FEE) and the Federation of Finnish Learned Societies.

We also exerted influence through our campaign 'What if science didn't exist?', which involved collaboration with the aforementioned organisations as well as the National Union of University Students in Finland SYL and the Council of Finnish Foundations COFF. The campaign included social media advocacy and panel discussions in three university towns as well as theme-related columns in different newspapers. These co-operative campaigns were proven to have influenced the new Government programme.

**Mitä jos  
tiedettä  
ei olisi?**

**Mieti sitä. #tiedevaalit #joseitiedettä**

Professoriliitto  
Sivistystyönantajat  
Suomen yliopistojen  
rehtorineuvosto UNIFI  
Suomen ylioppilaskuntien liitto  
Säätiöiden ja rahastojen  
neuvottelukunta  
Tieteellisten seurain valtuuskunta  
Tieteentekijöiden liitto





Our communications personnel contributed heavily to the history book entitled *Tiedossa tulevaisuus – Professorit uudella vuosituhannella* ('Knowledge is the Future – Professors in the new millennium'), particularly in terms of selecting photos and writing articles. The same visual theme for the anniversary year was used in the history book, in *Acatiimi*'s anniversary issue, on the invitations to the actual 50th anniversary celebration and in other printed materials. The visual theme was designed by Siiri Hirsiaho, a graphics design student at the University of Lapland.

Our chapters celebrated the Union's 50th anniversary in a wide variety of ways. The 'Professorit metrossa' event in Helsinki and Otaniemi and 'Professorinysse' in Tampere represented new types of popular events designed for large public audiences. The Union and chapter events were visible as photos and texts on the Union's website, in its social media channels and in *Acatiimi* magazine.



During the year, we had a total of 189 media hits online and in printed media, which amounts to nearly 50% more than the previous year. According to the hits registered by the Retriever media monitoring service, our media publicity peaks fell evenly throughout the year in January, March, June, August and October. In terms of printed press, the Union had the greatest visibility in Helsingin Sanomat, Turun Sanomat and Aamulehti. In terms of online press, the majority of the news hits were on the websites of Helsingin Sanomat, YLE, Aamulehti, ePressi.com and STT Info.

Our active contributors wrote 39 posts altogether to the Professor Blog (Professoriblogi). The blog posts were shared on Facebook and Twitter, which attracted popularity and discussion. The blog posts were the most read materials on our website.

We published 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 12,000, and eight issues were published. Issue 6/2019 was the Union's 50th anniversary publication. Acatiimi is also available online and has its own Facebook page. Towards the end of the year, the future of Acatiimi was discussed at a couple of workshops.

## A balanced administration is the basis for operation

Taloudellinen kehityksemme oli toimintavuonna vakaata. Our financial development was stable during the operational year. Most of the expenses of our actual operations were funded by membership fees, but our funding was also partly subsidised by investment revenues. Our funding situation was good during the year. Membership fees remained unchanged in 2019. The Union prepares an annual budget to support its action plan. The development of Union finances and cash flow was monitored regularly throughout the year.

The Union Board was assisted by our Investment Committee. The Union Board makes decisions on the Union's investments in accordance with the investment strategy. The Investment Committee met six times during the year.





# Appendix

## Union council

Jaana Hallamaa (University of Helsinki), Chair

Juhani Hyvärinen (LUT University), Vice Chair

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto University	Johanna Moisander Jorma Skyttä	Esko Niemi Kimmo Lapintie	Kimmo Lapintie Esko Niemi
University of Helsinki	Laura Kolbe Jukka Finne Anne Juppo Edward Hægström Mikael Skurnik Maria Fredriksson-Ahomaa	Soili Stenroos Oili Norros Per Saris Petri Luomanen Johanna Mäkinen Esa Korpi	Sami Moisio Esa Korpi Teivo Teivainen Per Saris Oili Norros Mikko Saikku
University of Eastern Finland	Pertti Pasanen Jopi Nyman Ritva Kantelinen	Juha Hämäläinen Maria Lähteenmäki Matti Kotiranta	Marja Maljanen Riitta Ahonen
University of Jyväskylä	Jussi Välimaa Taina Rantanen Jukka Pellinen	Petri Karonen Hanna-Leena Pesonen Mika Lähteenmäki	Tommi Kärkkäinen Mika Lähteenmäki Petri Karonen
LUT University	Hannu Rantanen	Veli Matti Virolainen	Kirsimarja Blomqvist
University of Lapland	Timo Aarrevaara	Heli Ruokamo	Markku Vieru
University of Oulu	Matti Alatalo Paula Rossi	Jari Sivonen Juha-Pekka Kallunki	Hanni Muukkonen-van der Mer Hanni Muukkonen-van der Mer
Hanken School of Economics	Kristina Heinonen	Gyöngyi Kovács	Maria Holmlund-Rytkönen
University of Arts Helsinki	Vesa Kurkela	Annu Vertanen	Andrew Bentley
Tampere University	Mari Hatavara Eija Paavilainen Lili Kihn	Eero Ropo Johanna Kujala Päivi Pahta	Jari Stenvall Christian Krötzl Frans Mäyrä
Research institutes	Tapani Sarjakoski	Tuomas Lehtonen	Marjukka Anttila
TTY (Tampere University)	Jussi Heikkilä Juha Vinha	Minnamari Vippola Petri Vuoristo	Petri Vuoristo Minnamari Vippola
University of Turku	Pekka Vallittu Ella Lindfors Jyri Vaahtera Juha Peltonen	Jukka Heikkilä Louis Clerc Joel Kuortti Eevi Rintamäki	Rami Vainio Kari Lukka Jani Erola Joel Kuortti
University of Vaasa	Timo Mantere	Teija Laitinen	Tommi Lehtonen
Åbo Akademi University	Kimmo Grönlund Lea Sistonen	Peter Nynäs Ria Heilä-Ylikallio	Reko Leino Erik Bonsdorff

## Board

Chair: Jouni Kivistö-Rahnasto (TTY)

Vice Chair: Jukka Heikkilä (University of Turku)

### Member

- Petri Mäntysaari (Hanken School of Economics)
- Alfred Colpaert (University of Eastern Finland)
- Virpi Tuunainen (Aalto University)
- Anne Kauppala (University of the Arts Helsinki)
- Eeva Moilanen (Tampere University)
- Jussi Välimaa (University of Jyväskylä)

### Deputy Member

- Jaana Erkkilä-Hill (University of Lapland)
- Markus Olin (VTT Technical Research Centre of Finland)
- Edward Hæggström (University of Helsinki)
- Marko Joas (Åbo Akademi University) until 29 November 2019, Reko Leino from 30 November 2019
- Teija Laitinen (University of Vaasa)
- Matti Alatalo (University of Oulu)

## Bodies appointed by the Board

### Work Committee

- Jouni Kivistö-Rahnasto, Chair
- Jukka Heikkilä
- Tarja Niemelä
- Raija Pyykkö

### Working group on advocacy activities

- Jouni Kivistö-Rahnasto, Chair
- Jaana Hallamaa
- Tarja Niemelä
- Raija Pyykkö
- Kirsti Sintonen

### Investment Committee

- Jouni Kivistö-Rahnasto, Chair
- Jukka Heikkilä
- Jarmo Leppiniemi 7. until 7 February 2019, Luis Alvarez from 8 February 2019
- Tarja Niemelä
- Maarit Santala until 14 June 2019, Anne Lehto from 20 June 2019

### Election Committee

- Eeva Moilanen, Chair
- Jussi Välimaa
- Matti Alatalo
- Raija Pyykkö

### History committee

- Jouni Kivistö-Rahnasto, Chair
- Laura Kolbe
- Jussi Välimaa
- Tarja Niemelä
- Kirsti Sintonen
- Raija Pyykkö

### Anniversary committee

- Jaana Hallamaa, Chair
- Anne Kauppala
- Tarja Niemelä
- Kirsti Sintonen
- Raija Pyykkö

### Union chapters and chairs

- Aalto University, Jorma Skyttä
- University of Helsinki, Edward Hæggström
- University of Eastern Finland, Pertti Pasanen
- University of Jyväskylä, Mika Lähteenmäki
- University of Lapland, Rauno Korhonen until 31 August 2019,  
Heli Ruokamo from 1 September 2019
- LUT University, Juhani Hyvärinen
- University of Oulu, Matti Alatalo
- Hanken School of Economics, Kristina Heinonen
- University of the Arts Helsinki, Andrew Bentley
- Tampere University, Johanna Kujala
- University of Turku, Jani Erola
- State research institutes, Marjukka Anttila
- University of Vaasa, Teija Laitinen
- Åbo Akademi University, Marko Joas until 31 August 2019,  
Lea Sintonen from 1 September 2019

### Union statements

- Statement on the Government's legislative proposal to Parliament on the amendment of the Safety Investigation Act, 8 January 2019
- A representative of the Finnish Union of University Professors was heard by the Education and Culture Committee concerning the public finance plan for 2020–2023, 15 October 2019

### Auditors and Performance Auditors

- Markku Koskela, KHT, authorised public accountant, Auditor
- Riku Kärnä, KHT, authorised public accountant, Deputy Auditor
- Kari Toiviainen, KTL Lic.Sc. (Econ.), Performance Auditor
- Tapani Kykkänen, Deputy Performance Auditor

### Editorial council of Acatiimi

- Petri Mäntysaari, Member
- Virpi Tuunainen, Member
- Tarja Niemelä, Attendance and speaking rights
- Kirsti Sintonen, Secretary

### Professors and Researchers (P & T)

- Jouni Kivistö-Rahnasto, Chair
- Jaana Hallamaa, Member
- Tarja Niemelä, Member
- Kirsti Sintonen, Attendance and speaking rights

### IPR working group

- Jukka Heikkilä, Chair
- Petri Mäntysaari
- Eeva Moilanen
- Edward Haeggström
- Keijo Ruotsalainen
- Alfred Colpaert
- Tommi Kärkkäinen
- Tarja Niemelä

### Working group on the development of professors' employment security

- Petri Mäntysaari, Chair
- Jussi Välimaa
- Mikko Saikku
- Tarja Niemelä
- Raija Pyykkö



- A representative of the Finnish Union of University Professors was heard by the Education and Culture Committee concerning the budget for 2020, 15 October 2019
- Statement on the common objectives of higher education and assessment of the RDI Roadmap, 28 November 2019

### Union press releases

- Professor of the Year 2019 – Professor Helmi Järviluoma-Mäkelä, 11 January 2019
- Prerequisites for good work by professors, 11 January 2019
- What if science didn't exist? Think about it! A united voice speaking for education, 14 February 2019
- The decrease in the number of professors must be stopped, 22 February 2019
- What if science didn't exist? Singer Anna Puu, Author Tommi Kinnunen and other well-known Finns speak out on behalf of science, 4 March 2019
- Shadow government programme for university and science policies: Stability, Perseverance, Good Labour Relations, 26 April 2019
- 18 organisations speak out: The headlines of the future are being written now, 15 May 2019
- The Finnish Union of University Researchers and Teachers, the Finnish Union of University Professors, Universities Finland UNIFI, Finnish Education Employers (FEE): Universities require proper funding to handle their additional tasks, 16 May 2019
- The Government programme will turn university and research funding back to an upward trend, 3 June 2019
- The budget proposal of the Ministry of Finance let the higher education institutions down, 16 August 2019
- Budget session makes good on Government programme promise to increase university core funding, 17 September 2019
- New students cannot be educated through unremunerated work input – research calls for millions in additional funding, 10 October 2019
- Whirlwind pace of change – professors in the new millennium, 10 October 2019
- Research information is more vital now than ever – why is the funding decreasing?, 28 November 2019
- The guidelines for fixed-term employments at universities have been updated, 18 December 2019

### Jubilee year events

- University of Oulu chapter: Union's 50th anniversary theatre and Professors Rock 2019 Oulu Chapter, 28 March 2019
- University of Eastern Finland chapter: Spring meeting and concert, 11 April 2019
- University of Turku chapter: Panel - Science professionals: Professors then and now, 15 April 2019
- Unveiling of Union's foundation plaque in the Teachers' Lounge at the University of Helsinki, 26 April 2019
- Åbo Akademi University chapter: Professors' celebration, 23 May 2019
- University of Turku chapter: Panel - Popularisation and position of science in public discourse and decision-making, 27 May 2019
- University of Helsinki chapter: Me - professor. Seminar and reception at Think Corner, 5 September 2019
- University of Turku chapter: Panel - Open the bonnet: Where and how is scientific knowledge created within different fields? What is scientific work exactly?, 10 September 2019
- University of Turku chapter: Panel - What does science cost? Discussion on the funding of scientific research in Finland and abroad, 8 October 2019
- Aalto University chapter: Professorit metrossa (Professors in the metro): Professors discuss the human environment, 10 October 2019
- University of Helsinki chapter: Professorit metrossa (Professors in the metro): Professors discuss the metro, 10 October 2019
- The Union's anniversary seminar '50 years of the Finnish Union of University Professors' For the benefit of education, 11 October 2019

- The Union's gala dinner at the Old Student House, 11 October 2019
- University of Jyväskylä chapter: Union's 50th anniversary theatre, 25 October 2019
- University of Eastern Finland chapter: 50th anniversary lectures at the University of Eastern Finland 'Nature, humankind & sustainable development', 29 October 2019
- Tampere University chapter: Professorinysse bus event, 14 November 2019
- University of Lapland chapter: 50th anniversary celebration of the Finnish Union of University Professors, 15 November 2019
- Tampere University chapter: Evening soiree at Tampere City Hall, 15 November 2019

#### **Other Union events**

- Science Forum: Professor's work – continuities, changes and critical points, 11 January 2019
- Science Forum: Panel discussion 'Can we fail in science?', 11 January 2019
- Spring seminar: Shadow government programme for university and science policies, 26 April 2019
- Seminar on the development of local chapter activities, 5–6 June 2019

#### **Participation in international events**

- Alfred Colpaert, Higher Education and Research Standing Committee (HERSC), 21– 22 February 2019, Brussels
- Petri Mäntysaari, OECD Forum, 20– 21 May 2019, Paris
- Petri Mäntysaari, Nordic meeting, 3– 5 June 2019, Malmö
- Alfred Colpaert, Higher Education and Research Standing Committee (HERSC), 9– 10 September 2019, Brussels

## Union representation

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

#### Akava Union Council

- Raija Pyykkö, Ordinary representative (spring meeting)
- Raija Pyykkö, Ordinary representative (autumn meeting)

#### Akava Board

- Tarja Niemelä, Member

#### Akava Education and labour policies committee

- Tarja Niemelä, Deputy Member

#### Akava Working life committee

- Raija Pyykkö, Attendance and speaking rights

#### Akava Communication network

- Kirsti Sintonen, Member
- Milla Talassalo, Member

#### Akava Recruitment officer network

- Raija Pyykkö, Member

#### Akava Education coordinator network

- Raija Pyykkö, Member

#### Akava International affairs liaisons

- Raija Pyykkö, Member

#### Akava Working life research network

- Raija Pyykkö, Member

#### Akava's Working group for senior members

- Aatos Lehtinen, Member

### Negotiation Organisation for Public Sector Professionals JUKO

#### Advisory committee for the university sector

- Tarja Niemelä, Vice Chair, Chair as of 23 October 2019
- Raija Pyykkö, Deputy Member
- Mia Rikala, Deputy Member

### Vakava ry

#### Board

- Tarja Niemelä, Member, Vice Chair
- Raija Pyykkö, Deputy Member

### University team

- Tarja Niemelä, Member, Leader as of 23 September 2019
- Raija Pyykkö, Member

### State team

- Raija Pyykkö, Member

### Education team

- Raija Pyykkö, Chair

### Finnish Education Employers (FEE) Working groups

#### Main negotiation working group

- Tarja Niemelä, Member

#### Teaching and research staff working hours working group

- Tarja Niemelä, Member

#### Occupational safety and health and co-operation group

- Raija Pyykkö, Member

### Other

#### Steering group for international higher education and research policy 2016–2020

- Alfred Colpaert, Member

#### Executive group for information flows and the research information hub of the Network of Research Services and Administration of the Ministry of Education and Culture

- Virpi Tuunainen, Member

#### Bologna process network of the Ministry of Education and Culture

- Mari Hatavara, Member

#### Federation of Finnish Learned Societies' working group on the responsible assessment of researchers

- Jaana Hallamaa, Member

#### TJS Opintokeskus Union board

- Raija Pyykkö, Deputy Member

#### Higher education division of the Employee Invention Committee

- Jouni Kivistö-Rahnasto, Member
- Tarja Niemelä, Deputy Member

#### Responsible Research project

- Kirsti Sintonen, Member



## Union staff

- Tarja Niemelä, LL.M., trained on the bench, Executive Director (2016)
- Anne Lehto, QBA, Financial Controller (2019)
- Raija Pyykkö, PhD (Public Health), Head of Union Affairs (2005)
- Mia Rikala, MA, QBA, Organisation Secretary (2015)
- Maarit Santala, BBA, Financial Controller (2007–2019)
- Kirsti Sintonen, M.Soc.Sc., Communications Manager (1995)
- Milla Talassalo, BBA, Communications Designer (2013)

## Stakeholder meetings

### Universities and research institutes

- Aalto University, 9 January 2019, 17 July 2019
- University of Helsinki, 23 January 2019, 10 April 2019, 21 May 2019, 17 July 2019, 16 October 2019, 27 November 2019
- University of Vaasa, 6 February 2019
- University of Eastern Finland, 13 November 2019
- University of Jyväskylä, 17 July 2019, 25 October 2019
- University of Lapland, 21 March 2019, 15 November 2019
- University of Oulu, 18 March 2019
- University of Turku, 11 September 2019
- University of the Arts Helsinki, 17 July 2019
- Tampere University, 16 April 2019
- Åbo Akademi University, 23 October 2019

### Other important stakeholders

- Minister of Education, 29 November 2019
- Minister of Education and Culture, 1 March 2019
- Ministry of Education and Culture, 16 July 2019, 8 August 2019, 16 October 2019, 19 November 2019
- Prime Minister, 16 September 2019
- Finnish Education Employers (FEE), 13 August 2019, 14 November 2019
- Education and Culture Committee and the Education and Science Subcommittee within the Parliamentary Finance Committee, 21 November 2019
- Finnish Academy of Science and Letters, 30 January 2019
- Academy of Finland, 24 January 2019, 15 October 2019
- Universities Finland UNIFI, 8 February 2019, 16 May 2019, 10 September 2019

- Minister of Science and Culture, 8 August 2019, 13 December 2019
- Minister of Finance, 7 March 2019

### Political actors

- Pekka Haavisto, Chair of the Green Party in Finland, 8 January 2019
- Outi Alanko-Kahiluoto, Member of Parliament, 17 January 2019
- Ville Niinistö, Member of Parliament, 17 January 2019
- Election cruise of the National Coalition Party, 19–20 January 2019
- Election kick-off for the Social Democratic Party, 26 January 2019
- Meeting with the education committee of the National Coalition Party, 29 January 2019
- Election cruise of the Centre Party, 2–3 February 2019
- Members of Parliament from the Left Alliance Party, 21 February 2019
- Jussi Halla-aho, Chair of the Finns Party, 7 March 2019
- Petteri Orpo, Chair of the National Coalition Party, 7 March 2019
- Party meeting of the Swedish People's Party, 7–9 June 2019
- Party meeting of the Green Party, 15–16 June 2019
- Party meeting of the Finns Party, 29–30 June 2019
- SuomiAreena, 16–18 July 2019
- Party meeting of the Left Alliance Party, 15–17 November 2019
- Parliamentary Group of the Green Party, 6 May 2019
- State Secretary Minna Kelh , 16 July 2019
- Eeva Kalli, Member of Parliament, 16 July 2019
- Anna-Kaisa Ikonen, Member of Parliament, 16 July 2019
- Hanna Kosonen, Member of Parliament, 16 July 2019



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2019

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