



KNOWLEDGE IS THE FUTURE
FINNISH UNION OF UNIVERSITY PROFESSORS
ANNUAL REPORT 2020



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

www.professoriliitto.fi

FOCAL AREAS OF ACTIVITIES IN 2020

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 defended the freedom of research. The District Court of Helsinki found that the University of Helsinki had terminated the employment contract of a professor contrary to the provisions stated in the Employment Contracts Act (55/2001). The District Court stated, among other things, that it is not possible for a university, as an employer, to stipulate research topics without violating the employee's freedom of research. The University of Helsinki has applied for leave to appeal from the Supreme Court, so the judgement is not yet legally final. The Labour Court, on the other hand, confirmed the employment relationship of two professors from the University of the Arts Helsinki as being permanent. The Labour Court found that when assessing the temporariness of the labour need, one must consider that the special characteristics of the work to be carried out at a university also include, as a basic right, the secured freedom of research, art and teaching, which supports the idea of the employment relationship on a permanent rather than fixed-term basis.

We used our influence for the purpose of getting Finland to invest in resources for science, art and higher education, that is, in universities and research institutes. Within the Government spending limits discussion and budget session, we took a stand together with, among others, Universities Finland UNIFI and Finnish Education Employers (FEE) to say that Finland would pull through the global COVID-19 crisis by leaning on research and competence. The country's Government did, indeed, allocate a stimulus package to higher education and research. We demanded that the costs of additional intake at universities for 2021 and 2022 be fully budgeted and that the EU stimulus funding be used to provide significant support to ensure the prerequisites for scientific research.

We continued to emphasise the importance of funding for basic research and the strengthening thereof. We proposed that the allocation for basic research be reinforced within the university funding model by adding a 20% share of core funding.

We demanded more possibilities for participation and influence within the university community and a strengthening of a pro-science atmosphere. We continue to highlight the importance of increasing the possibilities for the personnel to have influence in discussions held in, for example, meetings with rectors. Union management and communications speak and act for the promotion of a pro-science atmosphere. We emphasised the importance of university democracy and the amendment of the Universities Act within the monitoring group concerning university autonomy.

We emphasised the importance of research information and professors' expertise in societal decision-making and especially in a crisis situation that threatens health. We communicated actively and in different ways on the key role of research information and professors' expertise.



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

We participated in negotiations concerning the renewal of the General Collective Agreement for Universities. The pay solution in the collective agreement is now at the general level formed prior to the corona pandemic. The General Collective Agreement for Universities is valid from 1 April 2020 to 31 March 2022.

As a member of the compilation of Akava affiliates Vakava, we participated in the negotiations for the Collective Agreement for State Civil Servants and Employees under Contract. The current Collective Agreement for State Civil Servants and Employees under Contract is comparable to the general level and valid for the period of April 2020–28 February 2022.

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 commissioned two animations concerning copyright in Finnish, Swedish and English. We supported local representatives of several universities in negotiations concerning copyright agreements. We participated actively in copyright agreement negotiations concerning the MEDigi project of the medical fields.

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 identified in our reports and chapters.

We published a recommendation and model concerning the research period system for professors. We encouraged universities to take the Union's model into use.

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

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

The COVID-19 pandemic affected the organisation of local meetings and events. We held a seminar on the development of local activities in the autumn using a hybrid model. Together with Finnish Education Employers (FEE), we arranged an online seminar on academic leadership. More than 70 academic leaders participated in the seminar.

We conducted a survey on the recruitment of professors and academic leaders.

OPERATIVE OUTLINES IN 2020

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.

We used our influence for the purpose of getting Finland to invest in resources for science, art and higher education, that is, in universities and research institutes.

We supplied a written statement to the Education and Science Subcommittee within the Finance Committee of the Parliament concerning the Government budget proposal for 2021. We emphasised the fact that the achievement of 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 an increase in the target number of completed degrees without the provision of additional funding weakens the prerequisites for research. We demanded that the EU stimulus funding be focused on supporting research. We expressed that the personnel can only be stretched so far. We demanded that the copyright of researchers be safeguarded both in legislation and in practice.



Through co-operation with stakeholders, we stressed the significance of research and education through social media in April and May.

Within the Government spending limits discussion and budget session, we took a stand together with, among others, Universities Finland UNIFI and Finnish Education Employers (FEE) to state that Finland would pull through the crisis by leaning on research and competence.

The working group on improvements to the employment security of professors worked hard during the year. The chair of the working group wrote an article concerning the permanent employment relationships, or tenure, of professors in Finland. The working group prepared, among other things, a concrete proposal for an amendment of the Universities Act that would also cover aspects of the tenure track system for professors.

PROFESSOREIDEN
TENURESTA SUOMESSA

"Tenurea pidetään välttämättömänä
akateemisen vapauden turvaamiseksi.
Onko meillä Suomessa tenure voimassa?"

PETRI MÄNTYSAARI
PROFESSORI



On social media, we posted quotes from the article on the tenure of professors written by the chair of the working group on improvements to the employment security of professors.

In all our activities, we emphasised the autonomy of the universities as a key condition for their operations. We used our influence to strengthen the funding of basic research and to allow professors to have more time for research.

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.

According to the third evaluation of the impacts of the higher education reform, the strengthening of university autonomy requires a strengthening of their financial autonomy. We demanded that the changes to the funding model increase the financial independence 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 core funding to be independently allocated by the universities. 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 met with, among others, the Minister of Science and Culture. We commented on the objectives of the RDI Roadmap. We were represented in the working group concerning researcher careers.

We were forced to cancel the spring seminar due to the spread of the COVID-19 pandemic.

Our representative participated in the meetings of HERSC (Higher Education and Research Standing Committee), which were exceptionally held online. The meetings discussed, among other topics, influence in EU legislative projects, academic freedom and the European Skills Agenda.

We maintained a connection with the trade unions for the university sector in the Nordic countries. The annual meeting was held online and discussed, among other things, Nordic wage comparisons, structural development and funding for universities, copyright and fixed-term employment relationships.

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 submitted a statement to the Education and Science Subcommittee within the Parliamentary Finance 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 drew on the expertise of our members when preparing the statements.

Our representative participated in the work of, among others, the monitoring group overseeing the working group tasked with the assessment of the status of administrative autonomy in different universities, the researcher career working group and the open science monitoring group.

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

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 key stakeholders, such as representatives of the Minister of Education and Culture, the Academy of Finland, Universities Finland UNIFI and Finnish Education Employers (FEE).

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.

2. SAFEGUARDING PROFESSORS' INTERESTS

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

We took part in the negotiations concerning the General Collective Agreement for Universities, which is valid from April 2020 to 31 March 2022. When COVID-19 spread to Finland, we condensed our negotiation timetable and narrowed our objectives. The collective agreement is in accordance with the general trend and guarantees an appropriate salary development for professors. During the agreement period, salaries will rise by a total of 3.2%. The salary increases for 2020 included a general increase of 1.1% on 1 June 2020 and a local increase of 0.5% on 1 December 2020. The 2021 salary increases include a general increase of 1.1% on 1 June 2021 and a structural and local increase of 0.5% on 1 December 2021. 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.



Changing the salary system

From the beginning of 2019, the universities' salary system changed significantly as it concerned the determination of the individual performance component. As of the beginning of 2019, the highest possible performance percentage is 50%. 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.

As of 1 August 2020, full-time work consisted of 1,612 hours. The maximum number of hours of contact teaching also changed as of 1 August 2020. For professors, the maximum for contact teaching is 141 hours per academic year. Additionally, other minor changes were agreed on in the collective agreement.

Together with the Academic Engineers and Architects in Finland TEK and the Finnish Medical Association, we organised online information sessions concerning the collective agreement during the spring for members working at different universities throughout the country.

The Collective Agreement for State Civil Servants and Employees under Contract is valid between 1 April 2020 and 28 February 2022. The 2020 salary increases are a general increase of 1.1% on 1 August and a local office instalment of 0.6% on 1 June. The 2021 salary increases will be a general increase of 0.97%, a minimum of €20.37, on 1 June and a local office instalment of 1% on 1 May. Additionally, it was agreed that the extended working hours established on the basis of the Competitiveness Pact be dismantled starting on 1 October 2020.

We participated in the negotiations concerning the Collective Agreement for State Civil Servants and Employees under Contract jointly with Vakava and JUKO.

As part of the negotiation process, we prepared to support the negotiations through industrial action. The industrial action committee developed new industrial conflict models and prepared for the initiation of industrial conflicts if the negotiations did not proceed. We trained and guided local strike leaders together with other JUKO associations within the university sector. Local plans were reassessed in light of the coronavirus situation.

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 Competence and Education committee, Working life committee and Communications network.

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 has already earlier 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 took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. As per established practice, the copyright to works created by individuals engaged in teaching and research work at universities is 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.

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 and we participated in the collective agreement negotiations.

Through Vakava, we participated in JUKO's advisory committee for the state sector for the purpose of drafting and discussing 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, performance-based compensations, separate compensations for further training as well as compensation for expert assignments.



Salary survey 2020

The number of full-time professors working in universities has decreased for eleven years running. From November 2009 to September 2020, the number of full-time professors has decreased by 506 professors (21.1 %), with the total number being 1892 in 2020. During the year, the share of professors with fixed-term contracts decreased from 12 % to 10 %.

In September 2020, there were 467 associate professors and 314 assistant professors (altogether 781 people) on the tenure track career path for professors. The majority of them were in full-time employment relationships. The job requirement level (vaati) was 7 for the majority of the associate professors. Assistant professors had a job requirement level of 5–7. Aalto University has a local salary system agreement, and the salary levels of both associate and assistant professors working at Aalto University are higher than those at other universities.

According to the employer survey, the total salary of all professors rose by 0.6% (median 0.0%) from September 2019 to September 2020. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 1.1% general increase on 1 June 2020. During 2020, a structural increase of 0.5% entered into effect on 1 December 2020, so it is not included in these statistics. According to the employer survey, a professor's full monthly salary in September 2020 was 7,328 euro on a permanent contract (full) and 6,944 euro on a fixed-term contract. The average full monthly salary for a professor was 7,289 euro.

The average monthly salary for a professor working in a research institute was 6,729 euro, and the median salary increased by 0.4% (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 salary development of professors (full) was weak over the years 2013–2017, was nearly in keeping with the general increase in 2018 and was slightly better than the increases agreed on in the collective agreement in 2019. The figures for 2020 are bleak: the salary development of professors was approximately half of the general increase. Universities are hiring assistant and associate professors to replace retiring professors, and new full professors are being hired at lower job requirement levels and assigned somewhat low performance percentages.

The proportion of female professors among all (full) university professors increased by only 0.4 percentage units and was 33.2% in 2020. According to the professor recruitment report conducted by the Finnish Union of University Professors in 2020, more men than women apply for and are chosen to the tenure track career path for professors. The salary survey showed that 35.2% of assistant professors and 36.0% of associate professors were female. This explains, in part, the slow increase (about one percentage unit per year) in the share of women (full professors) from earlier years. The salary elements based on job requirements (vaati) and on personal achievement (henki) are lower among female professors (full) than among male professors, for both permanent and fixed-term contracts. The salary difference was 345 euro in favour of male professors. The salary gap grew in comparison to the previous year. A female professor's euro is, according to the employer survey, 95.3 cents. Both female assistant and associate professors on the tenure track career path earned slightly less than their male colleagues.



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 Ministry of Education and Culture published the Report on the promotion of gender equality and non-discrimination in higher education institutions. It is our opinion that the promotion of gender equality calls for concrete actions from the universities. Akava Works conducted a survey on the gender distribution within the administration of higher education institutions. According to the survey, the management of the universities is still predominantly male. It is our opinion that the guidelines concerning university recruitment are generally at a good level, but the recruitment of both professors and academic leaders should focus even more on ensuring transparent recruitment processes.

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. Backed by our support, our members challenged their dismissal. In its judgement issued on 3 December 2020, the District Court of Helsinki found that the University of Helsinki had, in April 2016, terminated the employment contract of a professor contrary to the provisions stated in the Employment Contracts Act (55/2001). The University of Helsinki has applied for leave to appeal from the Supreme Court. In spring 2020, the University of Lapland initiated co-operation negotiations on financial and production-related grounds. The University of Lapland dismissed one professor.

With our support, professors of the University of the Arts Helsinki challenged the grounds for a fixed-term employment relationship. The Labour Court confirmed the employment relationships as being permanent. As a result of the judgements, the University of Arts Helsinki initiated co-operation negotiations and changed the positions of more than 80 professors and other teaching and research personnel to permanent employments. In our opinion, the tasks of professors are permanent and if there were no grounds for a fixed-term employment at the moment of appointment, those professors shall be awarded permanent employment relationships.

Three professors considered that they had been discriminated against on the basis of gender as part of the recruiting of a Vice-Rector for Research at the University of Lapland. The Ombudsman for Equality found that the merits of the male selected for the position were clearly lesser than the three female professors, and that an assumption of discrimination had been created in the matter. The Ombudsman emphasised that the recruitment processes shall be transparent and the selection criteria clear and consistently applied.

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 700 times. The contacts concerned, among other things, issues related to unjustified fixed-term employment relationships, bullying and other inappropriate behaviours, 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.

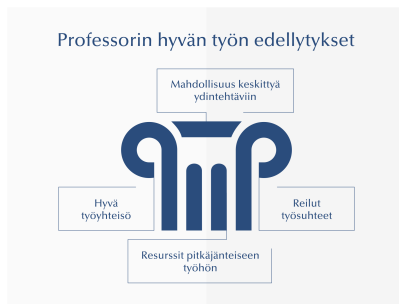
Professor shop stewards advised and supported members in different changes and issues in working life. We organised training for shop stewards through both the Negotiation Organisation for Public Sector Professionals JUKO and Vakava. A total of 33 Union members acted as a chief shop steward, a deputy 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 universities, by 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 120 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. We also participated in the work of the IPR working group of JUKO.

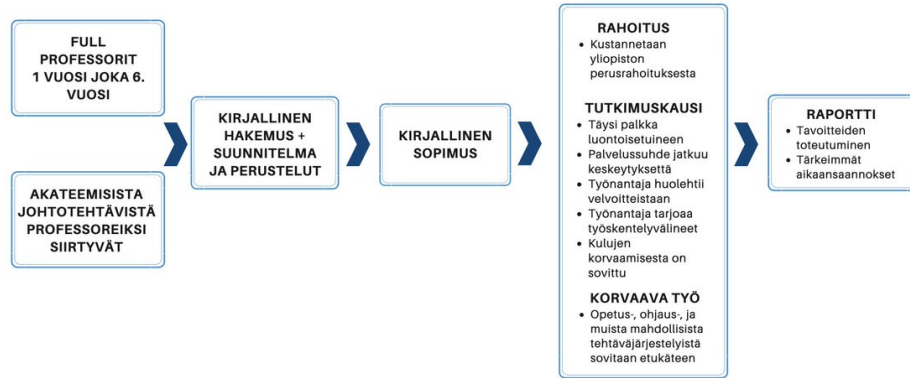
3. SECURING WORK FOR PROFESSORS

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

Each university/research institute must provide professors with the necessary prerequisites for good work in order to ensure that professors can perform optimally.

We issued a recommendation concerning the research period system for professors. We recommended that the universities/research institutes give all professors employed on a permanent basis a research period of 12 months every sixth year. Furthermore, we recommended that a research period should be given to all professors returning to standard tasks after having served in an academic management position (e.g., vice-rector, dean, department head).

PROFESSORILIITON SUOSITUS PROFESSOREIDEN TUTKIMUSKAUSIJÄRJESTELMÄSTÄ



Recommendation for a research period system for professors

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

During the autumn of the corona year, we held a 'Daily tools for professors' webinar series. The webinar discussed ways to intervene in inappropriate behaviours from the supervisor's and employee's perspectives and fair recruitment practices.

We contributed during the contractual term to the joint well-being at work and occupational health and safety working group of the Finnish Education Employers (FEE) and employee organisation. The tasks assigned to the working group included the drafting of recommendations to advance the well-being and coping at work of employees and to extend work careers. Unfortunately, the working group did not reach a consensus concerning the recommendations to be published.

We focused attention on the working conditions, employment terms and well-being at work of personnel participating in an education export programme. The universities have organised their education export programmes in a diversified manner, and the employment terms and conditions of employees participating in education export are determined at the higher education level in different ways, including how the employees receive compensation for their work in terms of time and pay.

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.

The expertise of the professors was called upon in many ways during the pandemic. For example, the Government assigned a COVID-19 scientific panel comprised of professors/research professors and two other experts.

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 2 398 in 2009 to 1 892 in 2020, a decrease of 506 professorships.



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; and a member also 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 related to the selection of the board.

We emphasised the importance of university democracy and the correction of shortcomings in the Universities Act within the monitoring group concerning university autonomy.

The Faculty of Social Sciences at the University of Helsinki, 'Towards a better university' research project (Tampere University), Politiikasta webjournal, Vastapaino publishing house and Yliopistokäänne organised a discussion event entitled 'Tutkimuksen vapaus, sivistys ja itsehallinto

yliopistoilla – 10 vuotta yliopistolaista’ (Freedom of research, education and autonomy at universities – 10 years of the Universities Act). Active Union members spoke at the event.



Active Union members spoke at the event "utkimuksen vapaus, sivistys ja itsehallinto yliopistoilla – 10 vuotta yliopistolaista' held on 2 March 2020 at the Think Corner at the University of Helsinki.

We helped our chapters to develop their operations in many ways. At the seminar on the development of local activities, we discussed the impact of the pandemic on the activities of the universities and professors. We emphasized the role of local actors in resolving possible conflict situations. We encouraged our chapters to have regular discussions with the senior management of their university/research institute.

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

We conducted a survey on the recruitment of academic leaders and professors to universities and research institutes. The key observation made by the researchers conducting the survey was that the recruitment of professors has moved into tenure track mode. Recruitment other than tenure track recruitment is already an exception in Finland. The Union Council discussed the survey at its autumn meeting. The Council issued a media release in which it pointed out that the current legislation does not recognise the prevailing practice. The Council found that the Universities Act should be amended to include regulations concerning the career path leading to professorship. The conflict between the labour law and the current practice regarding the use of fixed-term employment relationships must be resolved. The Council also viewed it as important that universities and research institutes monitor the way in which the tenure track system for professors affects the professoriate and their job descriptions.

We clarified the impacts of the corona pandemic on the activities of the universities and the work of professors. In connection with the recruitment survey conducted during the spring, we clarified issues related to academic leadership and the crisis caused by the COVID-19 pandemic. According to the survey, the universities have managed to carry out their tasks well for the most part despite



the exceptional situation. The biggest concern among academic leaders was the well-being and coping abilities of the personnel during the pandemic. The leaders felt that the areas most disrupted by the pandemic included human resource management, research, international activities and societal interaction. During the autumn, Akava Works conducted a survey to clarify the impacts of corona on the working life of Akava members. Nearly 300 members of the Finnish Union of University Professors responded to the survey. More than half of the Union respondents stated that the amount of work during a typical work day had increased during the corona period. The Union members experienced work loading primarily caused by the need to do several different tasks at the same time, the hectic pace and tight timetables as well as the minimal social interaction with the rest of the work community.

During the spring, posts on the impacts of the corona pandemic on the work of professors were published in the Professors' Blog. The blog series on the corona crisis and the work of professors featured both regular blog writers as well as a host of guest writers.

Based on the criteria for a fair tenure track, published by the Union, we provided advice to our members and served otherwise as experts on tenure track issues.

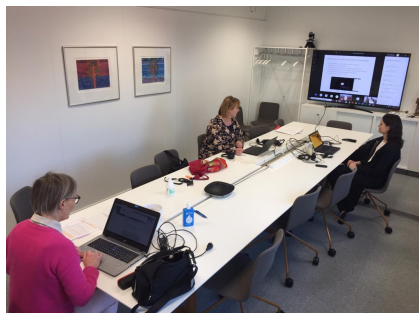
4. BRINGING PROFESSORS TOGETHER

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

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 membership came together for the Union's General Meeting on 9 October. The Union Council for the years 2021–2022 was elected at the meeting. Jaana Hallamaa (University of Helsinki) will continue as Chair of the Council and Juhani Hyvärinen (Lappeenranta University of Technology) as Vice Chair.

The Council has representatives from all universities and a representative for research institutes. The Union Council met twice. Due to the corona pandemic, both meetings were held remotely.



The spring meeting of the Union Council was held online. Chair of the Council Jaana Hallamaa, Executive Director Tarja Niemelä and Head of Union Affairs Raija Pyykkö in the negotiation room of the Union's office.

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.



In October, we arranged a seminar on the development of local activities using a hybrid model.

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

We sent our chapters recruitment packets to assist in recruiting Union members from among new university professors and tenure-track professors. 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 requested feedback from those professors who had been sent an invitation but had not joined the Union.

We took into consideration professors who have immigrated to Finland. We sent electronic member newsletters in Finnish, Swedish and English. 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. The upper age limit for group leisure accident insurance is 80 years and there is no upper age limit for group leisure travel insurance.

We took the mobile membership card into use. In the future, the plastic membership card will only be sent to retired members.



During September, we organised an Academic leadership seminar through co-operation with Finnish Education Employers (FEE). The panel discussion connected with the event featured Dean Jyrki Vuorinen (Tampere Universities), Provost Kristiina Mäkelä (Aalto University) and Rector Jari Perkiömäki (University of the Arts Helsinki). The event was hosted by Teemu Hassinen, CEO of Finnish Education Employers (FEE) and Tarja Niemelä, Executive Director of the Finnish Union of University Professors.

Together with Finnish Education Employers (FEE), we arranged an online seminar on academic leadership. The seminar discussed university funding and good leadership. More than 70 academic leaders participated in the seminar.

The KIILA rehabilitation course organised by Kela and initiated in 2019 ended during 2020. A new course for professors was initiated in the autumn at the rehabilitation centre at Ruissalo Spa and Hotel. The aim of the course is to improve the rehabilitees' work ability and help them to remain in working life.



A new KIILA rehabilitation course was initiated in the autumn. (The individuals in the photo are not professors who participated in the course.)



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

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. Chapter meetings were held primarily online. The Union Chair, Vice Chair, Executive Director and Head of Union Affairs visited chapter meetings. We used the hybrid model to organise 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 Anssi Paasi, Professor of Geography at the University of Oulu, as Professor of the Year 2020. The selection was announced at the Communicatio Academica event held on 17 January 2020 in Vaasa.

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



Professor of the Year 2020 Anssi Paasi.

5. COMMUNICATIONS AND ADMINISTRATION OF THE UNION

The corona pandemic was visible in different ways in the Union's outlets and communications. We carried out advocacy communications both alone and in co-operation with other parties.

Throughout the collective bargaining negotiations during the spring, our key objective was the research periods. Professors shall have the possibility to take a research period without teaching or administrative duties. One new goal set by our Union was 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 most popular tweet during 2020 was posted in early January. In the tweet, Union Chair Jouni Kivistö-Rahnasto took a position on the right of scientists and researchers to speak out on social issues without fear of becoming a victim of harassment, pressure or threats.



← **Twittaa**



Professoriliitto
@ProfLiitto

...

”Yliopistolle on yo-laissa asetettu velvollisuus toimia vuorovaikutuksessa yhteiskunnan kanssa ja edistää tutkimustulosten ja taiteen yhteiskunnall. vaikutusta. Tässä työssä kukaan yhteisön jäsen ei saa joutua häirityksi, painostetuksi tai uhkailluksi”, @ProfLiitto pj @JouniKR

9:55 ip. · 12. tammik. 2020 · Twitter for iPhone

|| Näytä twiittaustoiminta

36 uudelleentwiittausta 184 tykkäystä



During the autumn, Akava Works examined the gender distribution among the management of higher education institutions. We communicated about the predominance of male personnel among university management and the significance of transparent recruiting processes in a media release and social media posts.



During the autumn, we showcased active Union members and the activities of the Union through personal interviews. Related posts were also published on Twitter and Facebook.



"Meillä professoreilla on pitkä kokemus ja monipuolista osaamista. Meillä on myös ihanteita. Meitä kannattaa kuunnella niin yliopistojen johdossa kuin ministeriöissä."

Juhani Hyvärinen
Ydinvoimatekniikan professori
Professoriliiton valtuuston
varapuheenjohtaja

We told about the re-election of Professor Juhani Hyvärinen as Vice Chair of the Union Council, for example, through an interview and social media posts.



"Professoriliitto on mukana yhteiskunnallisen muutoksen eturintamassa. Liitto tuo esille monitieteellisiä, puolueettomia, korkeimpaan tieteelliseen tutkimukseen perustuvia näkökulmia muutoksen johtamiseen."

Johanna Moisander
Organisaatioviestinnän professori
Professoriliiton hallituksen jäsen

During the autumn, we wrote an article, for example, about Professor Johanna Moisander, who is a member of the Union Board and represents the Union on the Editorial council of Acatiimi, the member publication.

On World Teachers' Day, we organised a national celebration for teachers together with the Ministry of Education and Culture, the Finnish National Agency for Education and other organisations working in the field of education. The celebration was held online with an introduction by one of our active professors.

We participated in 4H Finland's Taimiteko (Seedling Deed) action model. The Taimiteko activities are the result of the 4H pilot project dealing with youth and climate change. The aim of the activities is to plant 10000 hectares of new forest in Finland by 2030. We planted 200 seedlings.



During the year, the Union had a total of 192 media hits online and in printed media, which is nearly the same as in the previous year (189). According to the hits registered by the Retriever media monitoring service, our media publicity peaks fell evenly throughout the year in January, May, June and November. In terms of printed press, the Union had the greatest visibility in Helsingin Sanomat, Kaleva, Suomen Kuvalehti and Iisalmen Sanomat. In terms of online press, the majority of the news hits were in Helsingin Sanomat, YLE and ePressi.com.

Our active agents wrote a total of 36 blog posts for the Professors' Blog (Professoriblogi). We shared the blog posts via Facebook and Twitter. The posts inspired active discourse and were the most frequently accessed content 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 six issues were published. Issue 1/2020 featured the Professor of the Year interview. Acatiimi is also available online and has its own Twitter account. Acatiimi's long-standing Editor-in-chief Kirsti Sintonen retired and Tuomo Tamminen stepped in as the new Editor-in-chief starting with issue 3/2020. The development of Acatiimi continued throughout the year.



A balanced administration is the basis for operation

Our financial development was stable during the operational year. Most of the expenses of our actual operations were funded by membership fees but also partly by investment revenues. Our funding situation was good during the year. Membership fees remained unchanged in 2020. 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 ten times during the year.



APPENDIX

Union Council

Chair Jaana Hallamaa (University of Helsinki)
Vice Chair Juhani Hyvärinen (LUT-University)

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 Juppö Edward Hægström Mikael Skurnik Maria Fredriksson-Ahomaa	Soili Stenroos Olli Norros Per Saris Petri Luomanen Johanna Mäkelä Esa Korpi	Sami Moisio Esa Korpi Teivo Teivainen Per Saris Olli 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 Arrevaara	Heli Ruokamo	Markku Vieru
University of Oulu	Matti Alatalo Paula Rossi	Jari Sivonen Juha-Pekka Kallunki	Hanni Muukkonen-van der Meer Hanni Muukkonen-van der Meer
Hanken School of Economics	Kristina Heinonen	Gyöngyi Kovács	Maria Holmlund-Rytkönen
University of the Arts, Helsinki	Vesa Kurkela	Annu Vertanen	Andrew Bentley
State research institutes	Tapani Sarjakoski	Tuomas Lehtonen	Marjukka Anttila
Tampere University	Mari Hatavara Eija Paavilainen Lili Kihn Jussi Heikkilä Juha Vinha	Eero Ropo Johanna Kujala Päivi Pahta Minnamari Vippola Petri Vuoristo	Jari Stenvall Christian Krötzl Frans Mäyrä Petri Vuoristo Minnamari Vippola
University of Turku	Pekka Vallittu Eila Lindfors Jyri Vaahtera Juha Peltonen	Jukka Heikkilä Louis Clerc Joel Kuortti Eevi Rintamäki Teija Laitinen	Rami Vainio Kari Lukka Jani Erola Joel Kuortti Tommi Lehtonen
University of Vaasa	Timo Mantere		
Åbo Akademi University	Kimmo Grönlund Lea Sistonen	Peter Nynäs Ria Heilä-Ylikallio	Reko Leino Erik Bonsdorff



Board

Chair: Jouni Kivistö-Rahnasto (Tampere University)

Vice Chair: Jukka Heikkilä (University of Turku)

Member

Petri Mäntysaari (Hanken School of Economics)

Matti Alatalo (University of Oulu)

Johanna Moisander (Aalto University)

Anne Kauppala (University of the Arts Helsinki)

Eeva Moilanen (Tampere University)

Jussi Välimaa (University of Jyväskylä)

Deputy Member

Markku Vieru (University of Lapland)

Markus Olin (VTT Technical Research Centre of Finland)

Edward Hæggström (University of Helsinki)

Reko Leino (Åbo Akademi University)

Teija Laitinen (University of Vaasa)

Juha Hämäläinen (University of Eastern Finland)

Bodies appointed by the Board

Work Committee

Jouni Kivistö-Rahnasto, Chair

Jukka Heikkilä

Tarja Niemelä

Raija Pyykkö

Working Group for Advocacy Activities

Jouni Kivistö-Rahnasto, Chair

Jaana Hallamaa

Tarja Niemelä

Raija Pyykkö

Kirsti Sintonen (until April 30, 2020)

Elina Andersson-Finne (from May 18, 2020)

Investment Committee

Jouni Kivistö-Rahnasto, Chair

Jukka Heikkilä

Luis Alvarez

Tarja Niemelä

Anne Lehto

Election Committee

Jorma Skyttä, Chair

Alfred Colpaert

Maria Fredriksson-Ahomaa

Raija Pyykkö

IPR Working Group

Jukka Heikkilä, Chair

Petri Mäntysaari

Eeva Moilanen

Edward Hæggström

Keijo Ruotsalainen

Alfred Colpaert

Tommi Kärkkäinen

Tarja Niemelä



Working Group for the Development of Professors' Employment Security

Petri Mäntysaari, Chair

Jussi Välimaa

Mikko Saikku

Tarja Niemelä

Raija Pyykkö

Union chapters and their chairs

Aalto University, Jorma Skyttä

University of Helsinki, Edward Hæggström

University of Eastern Finland, Alfred Colpaert

University of Jyväskylä, Mika Lähteenmäki

University of Lapland, Markku Vieru

LUT-University, Juhani Hyvärinen

University of Oulu, Matti Alatalo

Hanken School of Economics, Kristina Heinonen

University of The Arts Helsinki, Andrew Bentley (until November 8, 2020), Petteri Salomaa (from November 9, 2020)

Tampere University, Johanna Kujala

University of Turku, Juha Peltonen

State Research Institutes, Marjukka Anttila

University of Vaasa, Arto Rajala

Åbo Akademi University, Lea Sistonen

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, Deputy Performance Auditor

Editorial Council of Acatiimi

Petri Mäntysaari, Ordinary member

Johanna Moisander, Ordinary member

Tarja Niemelä, Attendance and speaking rights

Kirsti Sintonen, Editor and Secretary (until April 30, 2020)

Tuomo Tamminen, Editor and Secretary (from Acatiimi 3/2020)

Union Statements

The Finnish Union of University Professors statement regarding the Government's Budget Proposal 2021 to the Parliament (October 20, 2020)

Union Press Releases

Professor of the Year – professor Anssi Paasi (January 15, 2020)

Finland will rise through research and know-how – adequate funding of the TKI Road Map helps to build the future after the crisis (April 6, 2020)

The decrease of professors must be stopped (April 25, 2020)



Higher education institutes are prepared to support the re-building of the society responsibly and without cutting the cost (May 13, 2020)

Akava unions participate in *Taimiteko* (transl. the seedling initiative) for climate and the employment of the youth (May 19, 2020)

The academic leadership is worried of the wellbeing and working capacity of their personnel during the state of emergency (May 26, 2020)

The prerequisites of research and quality education must be included as part of the execution of the government's stimulus package (June 3, 2020)

Promoting equality requires concrete action from the university (June 29, 2020)

Our message to the government budget session: Free research and quality education promoting societal renewal are the keys to a structural change (September 7, 2020)

The top leadership of the universities is still male dominated (November 18, 2020)

Significant changes in the recruitment of professors – inconsistencies with the legislation must be resolved (November 27, 2020)

Professor won a dismissal case in the Court of Appeal (December 3, 2020)

Professors at the University of Arts Helsinki won their case at the Labour Court – the employment relationships are indeterminate ones (December 28, 2020 (28.12.2020))

Organised Events

Communicatio Academica "*YVV*" *tailwind from Vaasa* (January 17, 2020)

Academic leadership seminar (September 15, 2020)

Seminar on the development of local chapter activities (October 8-9, 2020)

Webinar Series

How do I, as a supervisor, intervene in inappropriate behaviour situations in the work community?

Attorney-at-Law, Licentiate in Laws, Trained at the Bench, Matleena Engblom, Blackbird Attorneys-at-law (October 2, 2020)

Tools to dealing with inappropriate treatment at the workplace, Labour protection Lawyer Aki Eriksson, Regional State Administrative Agency for Southern Finland (October 23, 2020)

Fair Tenure track, Raija Pyykkö (November 20, 2020)

The fair recruitment of professors, Tarja Niemelä (December 4, 2020)

Participation in International Events

Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC) February 4-5, 2020, Bruxelles

Petri Mäntysaari, Meeting of the Nordic University Sector Organisations September 24, 2020, online

Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC) September 29–30, 2020, online

Raija Pyykkö, comment at a seminar by the Research Consortium APIKS (Academic profession in the knowledge-based society) "*The role of the academic profession in the knowledge society*" January 30, 2020, online

Raija Pyykkö, statement "*Recommendation on good practices for tenure and major challenges*" at an event on Latvian academic tenure systems by the World Bank and Latvian Ministry of Education and Science December 15, 2020, online



Union Representation

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

Akava General Assembly

Tarja Niemelä, Ordinary Representative (Spring meeting)

Tarja Niemelä, Ordinary representative (Autumn meeting)

Akava Board

Tarja Niemelä, Deputy Member

Akava Committee for Expertise and Education

Tarja Niemelä, Attendance and speaking rights

Akava Working life Committee

Raija Pyykkö, Attendance and speaking rights

Akava Communications Network

Kirsti Sintonen, Member (until April 30, 2020)

Elina Andersson-Finne, Member (from May 18, 2020)

Akava Recruitment Officer Network

Raija Pyykkö, Member

Akava Education Coordinator Network

Raija Pyykkö, Member

Akava International Affairs Liaisons

Raija Pyykkö, Member

Akavan Working Life Researcher Network

Raija Pyykkö, Member

Akava Seniors' Group

Aatos Lehtinen, Member

Negotiation Organisation for Public Sector Professionals (JUKO)

Board

Tarja Niemelä, Deputy Member

Advisory Committee for the University Sector

Tarja Niemelä, Deputy Chair

Raija Pyykkö, Deputy Member

Vakava r.a.

Board

Tarja Niemelä, Member, Vice Chair

Raija Pyykkö, Deputy Member

University Team

Tarja Niemelä, Member, Leader

Raija Pyykkö, Member

State Team

Raija Pyykkö, Member

Education Team



Raija Pyykkö, Member

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

Main Negotiation Working Group

Tarja Niemelä, Member

Career Models and Meriting Tactics Working Group

Tarja Niemelä, Member

Occupational Safety and Health Working Group

Raija Pyykkö, Member

Other

Steering Group for International Higher Education and Research Policy 2016–2020

Alfred Colpaert, Member

Sub Working Group for the Renewal of Regulations for Foreign Students and Researchers

Juha Hämäläinen, 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

Control Group for the Group Investigating the Status of the Administrative Autonomy of Universities

Eeva Moilanen, Member

Network for the 2021 Theme Year of Studied Information

Jouni Kivistö-Rahnasto, Member

Tarja Niemelä, Deputy Member

Higher Education Division of the Employee Invention Committee

Jouni Kivistö-Rahnasto, Member

Tarja Niemelä, Deputy Member

Researcher Career Working Group

Jussi Välimaa, Member

Control Group for Open Science

Petri Mäntysaari, Member

Responsible Research Project

Kirsti Sintonen, Member (until July 31, 2020)

Union Staff

Elina Andersson-Finne, MA, Communications Specialist (from May 18, 2020)

Anne Lehto, QBA, Financial Controller (2019)

Tarja Niemelä, LL.M. with court training, Executive Director (2016)

Raija Pyykkö, D.Sci. (Health Sci.), Head of Union Affairs (2005)

Mia Rikala, MA, QBA, Organisation Secretary (2015)

Kirsti Sintonen, M.Soc.Sc., Communications Manager (1995 until July 31, 2020)

Milla Talassalo, BBA, Communications Designer (2013 until March 31, 2020)



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Stakeholder Meetings

Universities and Research Institutes

University of Helsinki, September 22, 2020; November 18, 2020
University of Jyväskylä, May 7, 2020
University of Lapland, March 19, 2020
University of Oulu, February 13, 2020
University of Turku, August 18, 2020
University of the Arts Helsinki, January 20, 2020; March 10-11, 2020
Tampere University, March 19, 2020

Other Important Stakeholders

Ministry of Education and Culture, February 18, 2020; June 16, 2020; November 20, 2020
Finnish Education Employers (FEE), September 25, 2020; November 26, 2020
Finnish Academy of Science and Letters, November 2, 2020
Academy of Finland, April 8, 2020; September 3, 2020; October 26, 2020
Universities Finland UNIFI, May 19, 2020; September 24, 2020; October 21, 2020
National Union of University Students in Finland, April 21, 2020
Technology Finland, January 9, 2020
Minister of Science and Culture, May 25, 2020; November 6, 2020