



**KNOWLEDGE IS THE FUTURE**  
**FINNISH UNION OF UNIVERSITY PROFESSORS**  
**ANNUAL REPORT 2021**



PROFESSORILIITTO  
PROFESSORFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS

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

## FOCAL AREAS OF ACTIVITIES IN 2021

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.

In accordance with its renewed strategy, the Union advances science, art and education, defends academic freedom and the autonomy of the university community, develops the working conditions for professors and supports the positive professional image of professors.

We defended the freedom of research. The University of Helsinki received a leave to appeal from the Supreme Court in a matter concerning the dismissal of a professor. The question is whether the University hired a new employee for the same tasks and, when assessing the similarity of tasks, the significance of the constitutional freedom of science and higher education shall be taken into consideration. As a result of a judgement passed by the Labour Court in reference to two professors, the University of Arts Helsinki changed the positions of more than 80 professors and lecturers to permanent employments. 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 constitutional right, the freedom of research, art and teaching, which supports the idea of the employment relationship on a permanent rather than fixed-term basis.

We emphasised the significance of scientific research and development as well as higher education as factors of success for Finland and, in particular, in the rebuilding of society after the COVID-19 pandemic.

We used our influence for the purpose of getting Finland to invest in the resources for science, art and higher education, that is, universities and research institutes. Within the Government spending limits discussion, we took a stand together with, among others, Universities Finland UNIFI and Finnish Education Employers (FEE) to say that Finland would pull through the crisis with the help of research and competence.

We published a report on the internal resource allocation models for universities. In comparison to other western countries, the Finnish funding model is largely based on performance and results, except for a few universities, and this deeply affects the daily lives of professors. The share of basic funding intended to ensure the stability of operations is minimal. If this share were raised to, say, one fifth of the basic funding, it would streamline and speed up work, improve the quality of science and art and reduce short-term employment relationships.

Our campaign 'Tiedeleikkaukset peruttava' (Science and research cutbacks must be cancelled) succeeded as anticipated. Prior to the Government's budget session, we published a full-page notice in six major newspapers. The campaign was also realised through social media. The Government withdrew planned budget cuts in funding for the Academy of Finland.

We emphasised the importance of increasing the share of research, development and innovation (RDI) funding to four per cent of the GDP. We influenced the work of the Parliamentary Working Group on Research, Development and Innovation and the updating of the RDI Roadmap. We continued to emphasise the importance of funding for basic research and the strengthening thereof.

We published our objectives for the municipal elections: 'Studied information for the good of local residents – power from the universities and research institutes.'

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. Within the monitoring group concerning university autonomy, we emphasised the importance of university democracy and the amendment of the Universities Act. The autonomy report irrefutably showed that the university community's influencing opportunities must be increased. In addition to good, academically-credible management, more inclusive university regulations and changes in the Universities Act are needed than are currently in place.

We stated as our policy that one must be a professor to be appointed as a university dean, rector and vice-rector. University regulations should be changed so that the faculty council or corresponding multi-member organ elects the dean or the election is made by the university rector or board based on the proposal of the faculty council.

We contributed to the Year of Research-Based Knowledge in many ways.

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

We strengthened the local supervision of interests by, among other ways, providing support and training for professors serving as shop stewards and for the Union chapters in aspects of the supervision of interests as well as by handling the matters of individual members.

We safeguarded the copyrights and rights to materials of professors and other teaching and research personnel. We arranged, among others, a copyright campaign and issued a statement on the proposal for the Copyright Act. In accordance with our proposal, the matter was returned to the preparatory phase.

We confirmed the objectives of the collective agreement negotiations as concerns the university sector. The General Collective Agreement for Universities was valid until 31 March 2022.

We participated in the preparation of objectives concerning the renewal of the Collective Agreement for State Civil Servants and Employees under Contract jointly with Vakava. The Collective Agreement for State Civil Servants and Employees under Contract was valid until 28 February 2022.

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

We published the report commissioned from the Finland Futures Research Centre of the University of Turku concerning topical change factors affecting the future of research, education and social interaction. We were invited to be a guest of the Committee for the Future to discuss the report and our conclusions.

# OPERATIVE OUTLINES IN 2021

## 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.

In accordance with our strategy, science and education are the cornerstones of well-being and competitiveness. High-standard and long-term basic research supports the competence base, fairness and resilience of society. We used our influence for the purpose of getting Finland to invest in the resources for science, art and higher education, that is, universities and research institutes.

We were heard by the Education and Culture Committee of the Parliament concerning the Government budget proposal for 2022. We stated that the Government should continue to invest in science and higher education based on science so as to increase the RDI expenditure to 4 per cent of the GDP, and that failure to compensate for the retained earnings of Veikkaus would mean cuts to science and higher education and would result in extensive co-operation negotiations. We demanded that the EU stimulus funding should be more focused on research. Cuts in research funding also mean cutbacks in education, since teaching is based on research, and university teaching and research personnel both teach and conduct research. We expressed that the targeted increase in the number of graduates from higher education would require significant additional resources and that personnel can only be stretched so far. We demanded that the copyright of researchers be safeguarded both in legislation and in practice.

**"PITKÄJÄNTEISET TKI-PANOSTUKSET OVAT  
EDELLYTYS KESTÄVÄN KASVUN JA  
KILPAILUKYVYN VAUHDITTAMISELLE. TÄMÄ  
TARHOITAA MYÖS TULEVAISUUDEN  
OSAAJISTA HUOLEHTIMISTA."**



*In April, we joined other organisations to take a stand on behalf of long-term RDI funding.*

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 crisis with the help of research and competence.

We appealed to decision-makers in the budget session to cancel the plans to cut by one third the funding channelled through the Academy of Finland. We also demanded the cancellation of significant cutbacks for Business Finland.



Professorikunnan terveiset budjettiriiheen

## Tiedeleikkaukset peruttava

Professorikunta vetoaa päättäjiin, että suunnitellut tiedeleikkaukset perutaan. Leikkaukset heikentäisivät Suomen kilpailukykyä ja osaamistasoa pitkälle tulevaisuuteen.

Hallitus on sitoutunut nostamaan tutkimus- ja kehittämistoiminnan rahoituksen osuuden neljaan prosenttiin BKT:stä. Tästä tavoitteesta tulee pitää kiinni.



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"Tiede on hyvinvointivaltion, kilpailukyyn ja sivistyksen kulmakivi. Tiedeleikkaukset heikentäisivät pitkäjänteistä ja laadukasta tutkimusta sekä osaamispohjaamme."

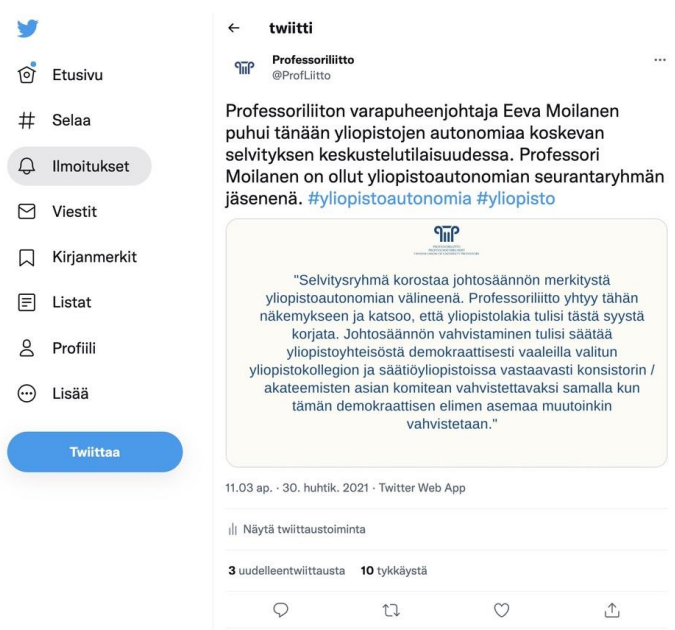
Tutkimusprofessori Heikki Hiilamo  
Sosiaalipolitiikka, THL



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.

Within the monitoring group concerning university autonomy, we emphasised the importance of university democracy and the amendment of the Universities Act. The autonomy report irrefutably showed that the university community's influencing opportunities must be increased. In addition to good, academically-credible management, more inclusive university rules and changes in the Universities Act are needed than are currently in place.



We initiated a survey to examine university regulations and their impacts on the activities of professors and their possibilities to have influence. The survey will be completed in spring 2022 and published in connection with the spring seminar.

We met with, among others, the Minister of Science and Culture and the Minister of Education. We discussed science and research funding and, in particular, the increasing of RDI funding. The working group concerning researcher careers published its final report.

The theme of our spring seminar was *Scientific independence – what is that?* The seminar was attended by 289 friends of science and research. Our autumn webinar series was entitled Discourse on freedom of science. The webinar series discussed researchers' freedom of speech from the perspective of the freedom of science, inappropriate online treatment, and copyrights from the perspective of the freedom of science. We participated in the survey conducted by JUKO and Akava Works on experiences concerning work-related targeting and shaming.

The Year of Research-Based Knowledge was visible in many ways in the Union's communications and communication channels. Professor of the Year 2021, Juhani Knuuti, is a staunch defender of research-based knowledge. We were represented in the Network for the Year of Research-Based Knowledge. The task of the network, which met regularly, was to develop, implement and communicate about the theme year.

Our representative participated actively in the international activities of the Union. The meetings of Education International (EI), the European Trade Union Committee for Education (ETUCE), its Higher Education Research Standing Committee (HERSC), and the Nordic organisations were exceptionally held online. The Union influenced EU projects related to the university sector, particularly via participation through HERSC in drafting statements for the ETUCE, which represents ten million members from the field of education.

The annual meeting of the trade unions for the university sector in the Nordic countries was also exceptionally held online. The meeting covered, among other issues, terms and conditions of employment, fixed-term employment, working conditions, public funding and steering, university management models, academic freedom, digitalisation and intellectual property rights.

## 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 personnel group separately mentioned in the Universities Act. There is also legislation concerning the offices of research professors set up at research institutes.

We submitted statements to Parliamentary committees, we were, among other things, heard concerning educational policy, and we 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 representatives 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, including the Minister of Science and Culture and the Minister of Education as well as the representatives of 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

The Board confirmed the Union's objectives for the collective agreement of the university sector. Professors shall have the possibility to take a research period without teaching or administrative duties. We also set targets to improve the salaries paid to full and associate professors. Individuals shall have the right to take a research period of at least 6 months after they have served in an academic management position (vice-rector, dean, department head).

We participated in the preparation of objectives for the Collective Agreement for State Civil Servants and Employees under Contract through Vakava and JUKO. Our objective is to find a salary solution that would safeguard purchasing power and would be realised primarily in the form of a general percentage increase. The purpose is to improve the wage competitiveness of highly educated employees working as supervisors or experts.

We prepared for the upcoming round of negotiations within the industrial action committee for the university sector and other JUKO unions. From November 2021 onwards, we campaigned together with other JUKO unions on the significance and content of the General Collective Agreement.

We act as a supervisor of interests for professors at the Confederation of Unions for Professionals and Managerial Staff in Finland – Akava, and the co-operative body of Akava affiliates, Vakava. We worked in close collaboration with other central unions in the university and government sector. We 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% within the next two terms of the Government. 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 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. The working group prepared a statement on the Government's proposal for the Copyright Act. We organised a copyright campaign, which included the production of two IPR animations (in three languages) and interviews on the subject. We organised webinars on the copyrights of those producing teaching materials as well as on copyrights and the freedom of science. We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. We supported local representatives of several universities in negotiations concerning copyright agreements. 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.



*The spring copyright campaign included interviews with Jukka Heikkilä, Union Chair, and Petri Mäntysaari, Chair of the IPR working group.*

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

Together with JUKO and Akava unions within the university sector, we initiated the 'For your benefit' collective agreement campaign intended to familiarise their members with the universities' collective agreement.



*The 'For your benefit' joint campaign of JUKO and other unions representing the university sector promoted the significance of the collective agreement through, for example, cartoons.*

## 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. The salary development of professors should be at least on the same level as that of other teaching and research personnel.

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 full professors, associate professors and assistant 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 2021

The number of full-time (full) professors increased slightly over the year and was a total of 1,931 in September 2021. The proportion of fixed-term professors declined from 10% to 7% during the year. At the University of the Arts Helsinki, the share of fixed-term professors is only 6%.

In September 2021, there were 520 associate professors and 315 assistant professors (altogether 835 people) on the tenure track for professors at universities. The majority of them were in full-time employment relationships. Most associate professors were on job requirement level ('vaati') 7. 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 university professors rose by an average of 1.6 % (median 1.6 %) from September 2020 to September 2021. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 1.1% general increase on 1 June 2021. The structural increase of 0.5% for the year 2020 entered into effect on 1 December 2020. According to the employer survey, a university professor's full monthly salary in September 2021 was 7,433 euro on a permanent contract (full) and 7,068 euro on a fixed-term contract. The average full monthly salary for all professors was 7,407 euro.

The salary development of (full) university professors has been weak over the years 2013–2017, nearly in keeping with the general increase in 2018 and, in the year 2019, slightly better than the increase agreed on in the collective agreement. The development in 2020 was the weakest yet. In 2021, the average salary development was at the level of the collective agreements. Concern is raised by the fact that, since 2014, the salary development of professors has lagged behind that of other teaching and research personnel. 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 average monthly salary for a professor working in a research institute was 6,990 euro, with an increase of 3.2% (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 rise in salaries.

The proportion of female professors among all (full) university professors remained unchanged and was 33.2% in 2021. 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 35.3 % of assistant professors and 37.8 % of associate professors were female. The increase in the share of women (full professors) has come to a halt as compared to earlier years. The salary elements based on job requirements ('vaati') and on personal achievement ('henki') are lower among female (full) professors than among male professors, for both permanent and fixed-term contracts. The salary difference was 364 euro in favour of male professors. The salary gap grew slightly in comparison to the previous year. A female professor's euro is, according to the employer survey, 95.2 cents. Both female assistant and associate professors on the 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 separate funding that does not cause a decrease in the salary provided by the university salary system.

The Union's compensation recommendations were requested frequently. The updated recommendations 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 must not 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 received a partial leave to appeal from the Supreme Court. It is anticipated that the Supreme Court will issue its decision on the matter during summer 2022.

As a result of the judgements of the Labour Court concerning two professors, 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, the professors shall be awarded permanent employment relationships.

A matter concerning the legality of fixed-term employment for the position of an associate professor is pending in Labour Court. A preparatory hearing will be held on the matter in September 2022.

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 410 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 composition. Members were also assisted by the professors serving as shop stewards and Union chapters.

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, deputy chief shop steward, shop steward or deputy shop steward. Of the professors serving as shop stewards, three held the position of chief 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. A large percentage 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 90 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.

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

We raised the issue that the lack of proper support services would endanger the research and teaching activities of the universities and increase the workload of teachers and researchers.

The presentations in the webinar series '*Tools for the spring of COVID-19*' dealt with the impacts of COVID-19 on the brain, the individual progression of COVID-19 infections, and remote management.

Our autumn webinar series focused on the freedom of research and teaching and the copyrights of researchers.

We provided our members with salary advice and guidance.

We updated our criteria for a fair tenure track career path for professors. We supplemented the criteria by stating that, on a fair career path, the salary shall correspond to the job requirements and personal achievements and shall develop along with career advancement. Additionally, we stated that career path assessments should properly take into account all scientific and artistic activities, teaching merits and social interaction. Methods for the responsible assessment of researchers, such as the San Francisco Declaration on Research Assessment, and the related national recommendations should be applied to the assessment of scientific activities. We also stated that professors on a tenure track career path must have

the opportunity, based on a legitimate reason such as a parental leave, to get an extension for the purpose of acquiring the necessary merits.

Together with other Akava unions representing the university sector, we organised a webinar on the position, working conditions and well-being at work of personnel participating in an education export programme abroad. The promotion of education export is one of the key objectives of Prime Minister Sanna Marin's Government. Akava members see extensive possibilities in this, as well as challenges.

Initiated in 2020, the KIILA rehabilitation course organised by Kela and held at the Ruissalo rehabilitation centre in Turku has ended. The aim of the course was to improve the rehabilitees' work ability and help them to remain in working life. In the Acatiimi magazine, an article was published on 'Getting in condition with KIILA. Professors also have the right to well-being' (in Finnish only).



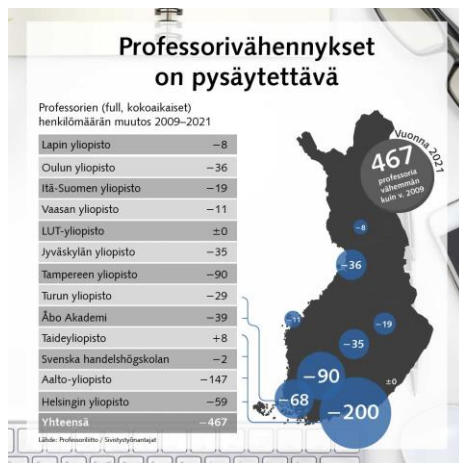
*A new KIILA rehabilitation course was initiated in the autumn. The photo shows Professor Anne Juppo, who participated in the KIILA course.*

## 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 COVID-19 pandemic. For example, the Government assigned a COVID-19 scientific panel comprised of professors/research professors and two other experts.

We argued for increasing the proportional share of professors within the teaching and research personnel, as well as ensuring that the professors' tenure track career path would not result in a decrease in the number of professorships. The aforementioned issues were approached, for example, in meetings with university management. The number of full-time professors increased from 1,892 to 1,931 between September 2020 and September 2021.



## 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 units at different organisational 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 so as to enable the administrative body to elect a chair and vice-chair from its members, and to decide independently on procedures related to the election 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.

We helped our chapters to develop their operations in many ways. We arranged two seminars on the development of local activities: a webinar in the spring and a seminar in person at Svartå Manor in the autumn. The seminars addressed issues related to the supervision of interests, copyrights, the autonomy of the university community and the position of professors at universities, the Union's future strategy, the internationalisation of our membership, and the development of the operating conditions of the Union chapters.

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

The recruitment of professors has shifted to the tenure track era. Recruitment other than tenure track recruitment is already an exception in Finland. Current legislation does not recognise the prevailing practice, and the Universities Act should be amended to include provisions concerning the tenure track 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. Universities and research institutes should monitor how the tenure track system for professors impacts professors and their job descriptions.

We investigated the possibility to give a recommendation on the titles used along the tenure track. The need for title recommendations arose from the wish expressed by several universities to have a uniform recommendation on the matter. A working group was assigned to investigate the current use of titles and advancement criteria. The task of the working group was hindered by the variety of documentation systems used by the universities. Based on the work of the working group, the Union Board stated that no uniform recommendation could be issued regarding titles since the tenure track career paths for professors at the universities differ from one another.

We commissioned a report from the Finland Futures Research Centre of the University of Turku concerning change factors in research that will affect the future of education and social interaction. A total of 444 persons (400 Union members and 44 stakeholder representatives) responded to the survey questionnaire and a total of around 30 persons participated in related workshops, one of which was held in English. The results were published in connection with the autumn meeting of the Union Council.



*Researcher Sanna Ahvenharju from the Finland Futures Research Centre of the University of Turku presented the report 'Into the Future with Knowledge' (Tiedolla tulevaisuuteen in Finnish) to the Union Council.*



Based on our updated criteria for a fair tenure track career path for professors we provided advice to our members and served otherwise as experts on career path issues.

#### 4. BRINGING PROFESSORS TOGETHER

The Finnish Union of University Professors brings together professors working in different fields and various 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 Union Council has representatives from all universities and a representative for research institutes. The Council met twice. Due to the corona pandemic, the spring meeting was held online.



*The autumn meeting of the Council was held in person.*

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 held a seminar for the development of local activities at Svartå Manor.*

Many professors retired. The proportion of Professors Emeritus/Emerita remained the same in relation to those still in working life.

We provided our chapters with recruitment packets to assist in recruiting Union members from among new university professors and professors on a tenure track. 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 organised the webinar entitled *Working in Finland - Know your Rights and Obligations* and a webinar on remote management in English.

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 have a mobile membership card in use. 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). Participants on the panel included Professor Liisa-Majja Sainio (LUT University), Professor Minna Palmroth (University of Helsinki, Director of the Centre of Excellence in Research of Sustainable Space) and Vice-Rector Kalle-Antti Suominen (University of Turku). 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 hybrid seminar on academic leadership. The seminar discussed researcher management and ways to avoid miscommunication in academic leadership. Around 50 academic leaders participated in the seminar.

### 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 both online and in person. The Union Chair, Vice Chair, Executive Director and Head of Union Affairs visited chapter meetings. At the start of the year, we organised an orientation webinar for Union chapters to provide information on the broad range of tasks and activities of the chapters. We held seminars for the development of local activities online in June and in person at Svartå Manor in October. The seminars discussed, among other subjects, salary criteria, copyrights, the autonomy of the university community and preparations for the next round of collective agreement negotiations.

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 Juhani Knuuti, Professor of Medicine at the University of Turku, as Professor of the Year 2021. The honour was announced at the Science Forum held on 14 January 2021.

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



*Professor of the Year 2021 Juhani Knuuti.*

## 5. COMMUNICATIONS AND ADMINISTRATION OF THE UNION

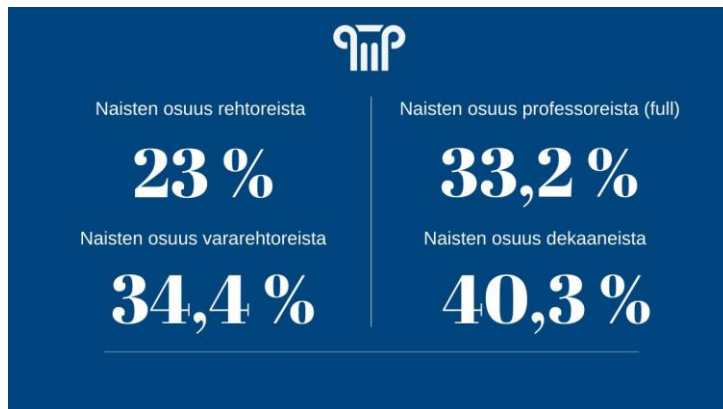
The Year of Research-Based Knowledge was visible in many ways in the Union's communications. We emphasised the significance of research-based knowledge in, among other places, the February issue of Tiede magazine, the Union's website and social media posts. The topic was also discussed in the Professors' Blog.

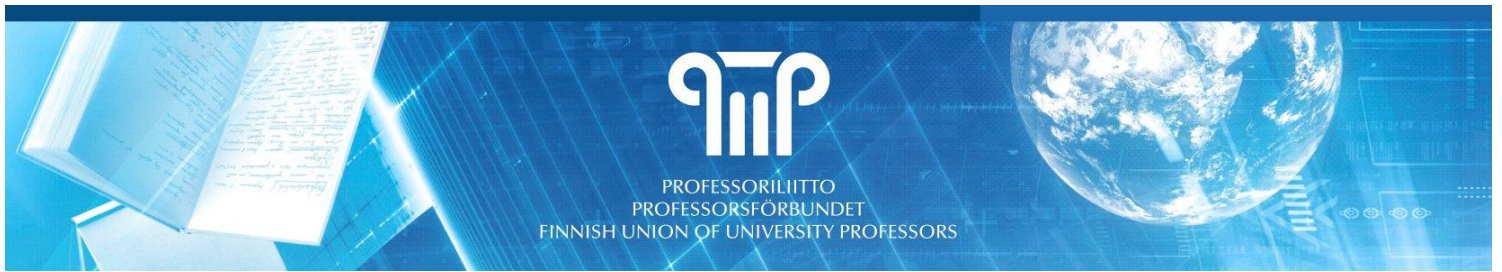
Together with the Academy of Finland, the Trade Union of Education in Finland (OAJ), the Finnish Union of University Researchers and Teachers (FUURT), Finnish Education Employers (FEE) and A-lehdet publishing company, we realised the 'Knowledge is a superpower' campaign aimed at comprehensive school students. Through co-operation, we published a science-themed issue of Apu Juniori magazine. The aim of the campaign was to inspire children to become interested in research-based knowledge.



The 'Knowledge is a superpower' campaign encouraged especially comprehensive school students to get interested in research-based knowledge.

On Women's Day, 8 March, we discussed the share of women in management positions at universities. Female professors expressed their opinions in our social media cards about the development of equality at universities.





The Union made a donation to Nyyti, an association that promotes the mental health and learning ability of students. The donation was intended to promote mental health work with students, regardless of their field of study.

"Koronapandemia on heikentänyt opiskelijoiden hyvinvointia monella tavalla. Olemme mukana tukemassa opiskelijoiden jaksamista ja tuemme Nyytin arvokasta ja tärkeää työtä."

Jukka Heikkilä,  
Professoriliiton puheenjohtaja



We participated once again in 4H Finland's Taimiteko (Seedling Action) initiative. 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 10,000 hectares of new forest in Finland by 2030. We planted 200 seedlings.



We published the Acatiimi magazine together with the Finnish Union of University Researchers and Teachers (FUURT) and the Union for University Teachers and Researchers in Finland (YLL). The magazine circulation was 11,500, and six issues were published. Issue 1/2021 featured the Professor of the Year interview. Acatiimi is also available online and has its own Twitter account. The Editor-in-chief of Acatiimi is Tuomo Tamminen.

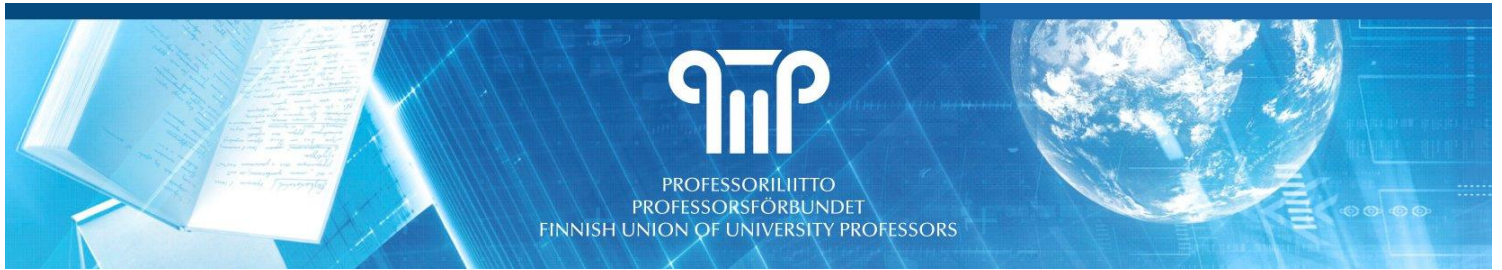


The renewal of Acatiimi's concept and appearance was initiated in January 2021 and the work continued throughout the entire year. During the spring, the publishing unions conducted a joint reader survey among their members, and the renewal planning was advanced based on survey responses. Through competition, the long-standing company, OtavaMedia, was chosen to realise the renewal. As part of the renewal of the magazine and its concept, the Acatiimi website was also renewed. The new Acatiimi (printed and online) were launched in February 2022.

During the year, the Union had a total of 181 media hits online and in printed media, which is quite the same as in the previous year (192). According to the hits registered by the Retriever media monitoring service, our media publicity peaks fell evenly throughout the year in January, February, August and November. In terms of printed press, the Union had the greatest visibility in Helsingin Sanomat, Turun Sanomat, Kaleva and Savon Sanomat. In terms of online media, the majority of the news hits were in Helsingin Sanomat, YLE and the Finnish News Agency STT.

Altogether 38 posts were published in the Professors' Blog during the year. In addition to the regular contributors, the blog also featured many guest writers, such as Professor Esa Väliverronen, Professor Emeritus Arto Mustajoki and Professor Laura Kolbe. The blog posts were shared in Facebook and Twitter, and they inspired active discourse.

The most popular tweet during 2021 was posted in early September. The tweet was part of the Union's campaign to cancel the planned budget cuts in funding for science and research.



PROFESSORILIITTO  
PROFESSORSFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS



In early 2021, we updated the visual look of the Union's website and communications.

## A balanced administration is the foundation for our operations

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 2021. 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 the Investment Committee. The Union Board makes decisions on the Union's investments in accordance with the investment strategy. The Investment Committee met eight 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
<b>Aalto University</b>	Esko Niemi Jorma Skyttä	Johanna Moisander Kimmo Lapintie	Kimmo Lapintie Johanna Moisander
<b>University of Helsinki</b>	Laura Kolbe Olli Norros Anne Juppö Edward Hæggström Mikael Skurnik Maria Fredriksson-Ahoma	Soili Stenroos Teivo Teivainen Per Saris Mikko Saikku Sami Moisio Auli Vähäkangas	Mikko Niemi Auli Vähäkangas Teivo Teivainen Per Saris Soili Stenroos Arto Kallioniemi
<b>University of Eastern Finland</b>	Pertti Pasanen Alfred Colpaert Ritva Kantelinen	Juha Hämäläinen Matti Kotiranta Maria Lähteenmäki	Jopi Nyman Marja Maljanen Heli Peltola
<b>University of Jyväskylä</b>	Jussi Välimaa Taina Rantanen Jukka Pellinen	Petri Karonen Hanna-Leena Pesonen Mika Lähteenmäki	Tommi Kärkkäinen Mika Lähteenmäki Petri Karonen
<b>LUT University</b>	Hannu Rantanen	Veli-Matti Virolainen	Kirsimarja Blomqvist
<b>University of Lapland</b>	Timo Aarrevaara	Heli Ruokamo	Markku Vieru
<b>University of Oulu</b>	Jari Sivonen Paula Rossi	Hanni Muukkonen-van der Meer Juha-Pekka Kallunki	Hanni Muukkonen-van der Meer
<b>Hanken School of Economics</b>	Kristina Heinonen	Gyöngyi Kovács	Maria Holmlund-Rytkönen



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PROFESSORSFÖRBUNDET  
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**University of  
the Arts  
Helsinki**

Petteri Salomaa

Annu Vertanen

Anne Kauppila

**Tampere  
University**

Juha Vinha  
Jussi Heikkilä  
Johanna Kujala  
Mari Hatavara

Frans Mäyrä  
Lili Kihn  
Eija Paavilainen  
Nelli Piattoeva

Jari Stenvall  
Päivi Pahta  
Christian Krötzl  
Zsuzsanna Millei

**State research  
institutes**

Tapani Sarjakoski

Tuija Gadd

Marjukka Anttila

**University  
of Turku**

Pekka Vallittu  
Eila Lindfors  
Jyri Vaahtera  
Juha Peltonen

Rami Vainio  
Louis Clerc  
Joel Kuortti  
Eevi Rintamäki

Louis Clerc  
Kari Lukka  
Jani Erola  
Joel Kuortti

**University  
Of Vaasa**

Teija Laitinen

Arto Rajala

Tanja Sihvonen

**Åbo Akademi  
University**

Lea Sistonen

Meri Larjavaara

Henrik Grénman



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PROFESSORSFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS

## Union Board

Chair: Jukka Heikkilä (University of Turku)

Vice Chair: Eeva Moilanen, (Tampere University)

### Member

Petri Mäntysaari (Hanken School of Economics)

Matti Alatalo (University of Oulu)

Johanna Moisander (Aalto University)

Juha Rouvinen (University of Eastern Finland)

Teija Laitinen (University of Vaasa)

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)

Erkki Lähderanta (LUT University)

Kristiina Ilmonen (University of the Arts Helsinki)

## Bodies appointed by the Board

### Work Committee

Jukka Heikkilä, Chair

Eeva Moilanen

Tarja Niemelä

Raija Pyykkö

### Working Group for Advocacy Activities

Jukka Heikkilä, Chair

Eeva Moilanen

Jaana Hallamaa

Tarja Niemelä

Raija Pyykkö

Elina Andersson-Finne

### Investment Committee

Jukka Heikkilä, Chair

Eeva Moilanen

Luis Alvarez

Tarja Niemelä

Anne Lehto

### Election Committee

Jussi Välimaa, Chair

Juhani Hyvärinen

Eila Lindfors

Raija Pyykkö

### IPR Working Group

Petri Mäntysaari, Chair

Jukka Heikkilä

Eeva Moilanen

Edward Hæggström



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Esko Niemi  
Keijo Ruotsalainen  
Alfred Colpaert  
Tommi Kärkkäinen  
Markku Suksi  
Tarja Niemelä

### **Strategy Working Group**

Jukka Heikkilä, Chair  
Eeva Moilanen  
Teija Laitinen  
Jan-Erik Johanson  
Tarja Niemelä  
Raija Pyykkö

### **Union chapters and their chairs**

Aalto University, Teemu Leinonen  
University of Helsinki, Edward Hægström  
University of Eastern Finland, Pertti Pasanen  
University of Jyväskylä, Mika Lähteenmäki  
University of Lapland, Markku Vieru  
LUT University, Veli-Matti Virolainen  
University of Oulu, Matti Alatalo  
Hanken School of Economics, Kristina Heinonen  
University of the Arts Helsinki, Petteri Salomaa  
Tampere University, Johanna Kujala  
University of Turku, Juha Peltonen  
State research institutes, Marjukka Anttila  
University of Vaasa, Arto Rajala  
Åbo Akademi University, Kimmo Grönlund

### **Auditors and Performance Auditors**

Markku Koskela, KHT Authorised Public Accountant, Auditor  
Riku Kärnä, KHT Authorised Public Accountant, Deputy Auditor  
Kari Toiviainen, Lic.Sc. (Econ.), Performance Auditor  
Tapani Kyykänen, Deputy Performance Auditor

### **Editorial Council of Acatiimi**

Elina Andersson-Finne, Ordinary member  
Johanna Moisander, Ordinary member  
Tuomo Tamminen, Editor-in-chief, Secretary

## Union statements

Statement on the draft of the Prime Minister's Office education policy (20 January 2021)  
Statement to the Education and Culture Committee on the education policy (21 April 2021)  
Statement on the proposal of the Ministry of Finance for the strategic objectives of opening up and using public data (29 April 2021)  
Statement on the draft of the accessibility plan for higher education drawn up by Senior Specialist Tapio Kosunen, who acted as rapporteur (5 May 2021)  
Statement to the Education and Culture Committee on the Government's public finance plan for 2022–2025 (17 May 2021)  
Statement in support of domestic scientific publishers (23 June 2021)  
Statement on the proposal for a national strategy on immaterial rights (2 July 2021)  
Statement on the National Research Information Hub (6 August 2021)  
Statement on the requirements for entry and residence of third-country nationals (19 August 2021)  
Statement on the Government's legislative proposal to Parliament concerning the budget proposal for 2022 (12 October 2021)  
Professor Jukka Heikkilä, Union Chair, was heard by the Education and Culture Committee on the Government budget proposal for 2022 (19 October 2021)  
Statement on the draft of the Government's legislative proposal to Parliament on the amendment of the Copyright Act and of Section 184 of the Information Society Code (30 October 2021)

## Union media releases

Professor of the Year 2021 – Professor Juhani Knuuti (14 January 2021)  
'Knowledge is a superpower' campaign encourages children to get interested in research-based knowledge (2 February 2021)  
Universities are ready to accelerate sustainable growth and the renewal of working life – long-term RDI investments are an unconditional requirement for Finland's success (7 April 2021)  
Academic leaders must be academically credible (24 April 2021)  
Organisations await results from the Parliamentary RDI work – 'These five methods will strengthen Finland's RDI activities' (15 June 2021)  
Fixed-term funding cannot replace long-term investments in research (25 August 2021)  
The seminar of the Finnish Union of University Professors and Finnish Education Employers discussed good leadership in an academic surrounding (30 September 2021)  
The future doesn't merely arrive, the future is made (26 November 2021)

## Union events

Science Forum: *Can science be bad?*, 14 January 2021, online  
Spring seminar: *Scientific independence – what is that?*, 23 April 2021, online  
Seminar on the development of local chapter activities, 9 June 2021, online  
Seminar on the development of local chapter activities, 14–15 October 2021, Svartå Manor

## Webinars

Orientation webinar for Union chapters, 5 February 2021  
*COVID-19 places a strain on the brain*, Minna Huotilainen, 12 March 2021



*The individual path of COVID-19 infections*, Markus Perola, 8 April 2021  
*Leading remotely – Challenges and Practices*, Matti Vartiainen, 28 April 2021  
*The researcher's freedom of speech from the perspective of the freedom of science*, Esa Väliverronen, 10 September 2021  
*Inappropriate online treatment – tools for researchers and supervisors*, Atte Oksanen, 24 September 2021  
*Copyrights and the freedom of science*, Petri Mäntysaari, 22 October 2021  
*Working in Finland – Know your Rights and Obligations*, Matleena Engblom, 12 November 2021

## Participation in international events

Petri Mäntysaari, Education International (EI), 9–10 February 2021, online  
Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC) 1–2 March 2021, online  
Petri Mäntysaari, European Trade Union Committee for Education (ETUCE), 5–6 July 2021, online  
Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC) 19–20 October 2021, online  
Petri Mäntysaari, Meeting of the trade unions for the university sector in the Nordic countries, 8 December 2021, online  
Petri Mäntysaari, European Commission's *European Education Summit 2021*, 9 December, online

## Union representation

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

#### **Akava General Assembly**

Raija Pyykkö, Ordinary representative (spring meeting)  
Raija Pyykkö, 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**

Elina Andersson-Finne, Member

#### **Akava Recruitment Officer Network**

Raija Pyykkö, Member

#### **Akava International Affairs Liaisons**

Raija Pyykkö, Member

#### **Akava 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 ry**

### **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

## **Working Groups of Finnish Education Employers (FEE)**

### **Main Negotiation Working Group**

Tarja Niemelä, Member

### **Career Models and Meriting Tactics Working Group**

Tarja Niemelä, Member

### **Other**

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

Juha Hämäläinen, Member

### **Monitoring Group for the Group Investigating the Status of the Administrative Autonomy of Universities**

Eeva Moilanen, Member

### **Network for the Year of Research-Based Knowledge in 2021**

Juha Rouvinen, Member

Tarja Niemelä, Deputy Member

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

Jukka Heikkilä, Member

Tarja Niemelä, Deputy Member

### **Researcher Career Working Group**

Jussi Välimaa, Member

### **Open Science Monitoring Group**

Petri Mäntysaari, Member

### **Open Science Architecture Working Group**

Jukka Heikkilä, Member

## Union staff

Elina Andersson-Finne, MA, Communications Specialist (18 May 2020–15 February 2022)  
Anne Lehto, QBA, Financial Controller (2019)  
Tarja Niemelä, LL.M., trained on the bench, Executive Director (2016)  
Raija Pyykkö, D.Sci. (Health Sci.), Head of Union Affairs (2005)  
Mia Rikala, MA, QBA, Organisation Secretary (2015)

## Stakeholder meetings

### Universities and State research institutes

University of Helsinki, 25 August 2021, 29 September 2021, 17 December 2021  
University of Eastern Finland, 25 March 2021, 29 November 2021  
University of Lapland, 15 March 2021, 8 November 2021  
LUT University, 1 November 2021  
University of Oulu, 12 May 2021, 4 November 2021  
University of Turku, 24 March 2021  
University of the Arts Helsinki, 18 January 2021  
Tampere University, 12 January 2021, 18 March 2021  
University of Vaasa, 12 April 2021

### Other important stakeholders

Ministry of Education and Culture, 1 March 2021, 23 March 2021, 15 June 2021, 3 September 2021, 12 November 2021  
Minister of Education, 3 September 2021, 15 June 2021  
Prime Minister, 19 October 2021  
Finnish Education Employers (FEE), 15 January 2021, 2 March 2021, 9 September 2021, 24 November 2021  
Education and Culture Committee, 25 February 2021  
Finnish Academy of Science and Letters, 27 October 2021  
Academy of Finland, 17 February 2021, 20 September 2021, 6 October 2021  
Universities Finland UNIFI, 29 November 2021  
Academic Engineers and Architects in Finland TEK, 23 February 2021  
Minister of Science and Culture, 9 June 2021  
Finnish Union of University Researchers and Teachers, 19 November 2021  
Parliamentary Working Group on RDI, 27 August 2021  
Committee for the Future, 10 December 2021