

Kunskap är ingen åsiktsfråga



Knowledge is not a matter of opinion

KNOWLEDGE IS NOT A MATTER OF OPINION
FINNISH UNION OF UNIVERSITY PROFESSORS
ANNUAL REPORT 2022



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

www.professoriliitto.fi

FOCAL AREAS OF ACTIVITIES IN 2022

1. In favour of education and the freedom of research and teaching

Science, art and education are prerequisites for free and participatory democracy as well as the foundation for well-being and international competitiveness. They are also an integral part of societal resilience and security of supply in terms of information.

We defended the freedom of research and higher education, which is not realised without strong employment protection for permanent teaching and research personnel. In early 2023, the Supreme Court issued a judgement on the matter concerning the dismissal of a professor. According to the Supreme Court, the University of Helsinki has the right to choose whether it dismisses a professor with a permanent position as a lecturer and an invitation to a fixed-term position as a tenure track assistant professor of plant evolutionary biology or a permanent professor of plant ecology on financial and production-related grounds. According to the justifications of the judgement, the University of Helsinki had an appropriate and weighty reason based on financial or production-related grounds or reorganisation of activities to dismiss a professor of plant ecology on 12 April 2016. According to the Supreme Court, the freedom of science and higher education does not mean that a university does not have the right to organise its activities in the same way as other employers. When a university's permanent employees are equally subject to the same threat of dismissal, the Supreme Court states that the university generally has the right to choose whom it will dismiss. The Union has begun to prepare actions to improve the protection against the dismissal of professors.

We defended investments in the resources for science, art and higher education, that is, in universities and research institutes. Within the spending limits discussion, we, together with Universities Finland UNIFI and Finnish Education Employers (FEE) and many other actors, emphasised that Finland will not pull through the crisis without quality research and enhanced competence.

We published our objectives for the Government Programme. Knowledge is not a matter of opinion. A vision of a science policy that extends beyond Government terms should be created for Finland, university and research institutes should have internationally competitive working conditions, and the collegial decision making of universities should be strengthened.

We promoted an increase in the appropriation to research, development and innovation (RDI) to 4 per cent of the GDP. We influenced the work of the Parliamentary Working Group on Research, Development and Innovation and the preparation of the legislative act on research and development funding. We demanded, within this context, increased funding for basic research.

We demanded more possibilities for participation and influence within the university community and a strengthening of a pro-science atmosphere. We promoted the possibilities for personnel to have influence in our meetings with rectors and other discussions. Union management and communications promoted a pro-science atmosphere. We proposed that a clear work distribution for university bodies and productive cooperation between these bodies. The Universities Act must be changed to state that a multi-member administrative body representing the university community shall approve the university regulations.

In comparison to other western countries, the current Finnish funding model is largely based on performance and results 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 expedite the work of professors, encourage long-term employment relationships and improve the quality of science and art. The international report on the performance guidance and financing models of higher education institutions, as commissioned by the Ministry of Education and Culture, should be completed in spring 2023. We will be actively involved in the possible work to update the university funding model.

We safeguarded the copyrights and rights to materials of professors and other teaching and research personnel. Together with Kopiosto, we organised an event on the demand for open access publication and we participated in hearings concerning the Government's proposal for the Copyright Act.

2. In favour of good work

We confirmed the objectives of the collective agreement negotiations as concerns the university sector. In the event that matters other than the wage increase for 2023 will be agreed on in the negotiations, we demand that professors be assured regular possibilities to take a research period without teaching or administrative duties, as based on the collective agreement, and the possibility for a research period after serving in an academic management position. The General Collective Agreement for Universities is valid until 31 March 2024.

We participate 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 is valid until 29 February 2024.

We continued to emphasise the problems and good practices related to the tenure track career path for professors and we helped individual members on the career path. Associate Professors are primarily in fixed-term employment relationships. The Labour Court is discussing the issue of whether this type of system is in keeping with the Employment Contracts Act.

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.

OPERATIVE OUTLINES IN 2022

1. IN FAVOUR OF EDUCATION AND THE FREEDOM OF RESEARCH AND TEACHING

The Finnish Union of University Professors fosters the freedom of science, art and higher education and advances the rights that safeguard them

We defended the freedom of research, which includes the freedom to choose the research topics, procedures and publication methods. We emphasised the importance of science, art and education in society. High-standard and long-term basic research supports the competence base, fairness and resilience of society.

We promoted the generation of an atmosphere in Finland that is supportive of science and that values competence.

We worked in close co-operation with the Ministry of Education and Culture and other ministries, the Academy of Finland, Universities Finland UNIFI, National Union of University Students in Finland SYL, Finnish Education Employers (FEE), Innovation Funding Centre Business Finland, central employee organisations and political decision-makers.

The Finnish Union of University Professors pursues the strengthening of resources for universities and research

Science and education are the cornerstones of well-being and competitiveness. We used our influence for the purpose of getting Finland to invest in the resources for science, art and higher education, that is, in universities and research institutes. We drafted our objectives for the Government programme, issued opinions and statements and organised stakeholder meetings.

Our key message regarding the objectives for the Government Programme was 'Knowledge is not a matter of opinion'. We ordered materials to support our advocacy work. These materials were also distributed to the Union chapters. Our objectives were also available on our website and social media channels.

We also arranged three election discussions as live webinar broadcasts on 1 November, 18 November and 2 December. Each of the panel discussions covered one of the Union primary objectives. The panels included representatives of the biggest parties. We met with Members of Parliament and other key actors for the purpose of promoting our objectives for the Government Programme and these meetings will continue during early 2023.



State Secretary Pilvi Torsti (Social Democratic Party), Member of Parliament Kai Mykkänen (National Coalition Party) and Professor Johanna Mappes participated in the election panel held on 1 November 2022. The event moderator was Journalist Anna Lehmusvesi.

The theme of our spring seminar was Into the Future with Knowledge – approaching the parliamentary elections. We heard speeches concerning the safeguarding of the operating conditions for research and universities, and we published a report on regulations and model proposals for research policy solutions.

We demanded that the investments in universities and research institutes, as outlined in the Government Programme, be implemented in full throughout the entire term of the Government. We required that the indices should also remain valid after the current term of the Government, that the costs of additional intakes of students at universities be fully resourced and that the quality of education be ensured. The share appropriated to research, development and innovation (RDI) shall be increased to 4 per cent of the GDP. We met with, among others, the Minister of Science and Culture. We discussed science and research funding and, in particular, the increasing of RDI funding. We issued statements on the Government budget proposal for 2023 to the Education and Culture Committee and Education and Science Subcommittee within the Finance Committee of the Parliament.

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 only pull through upcoming crises with the help of research and competence.

In all our activities, we emphasised the autonomy of the universities as a key prerequisite 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.

The Finnish Union of University Professors strengthens the connection between research, teaching and social impact

We emphasised the connection between research, teaching and social impact as factors of success for Finland.

We emphasised the importance of research-based knowledge in decision-making.

We drew on the expertise of our membership to produce alternatives and new ideas to serve as the groundwork for decision-making.

We made a donation to Unicef in the spring for the victims of the Ukraine war. The Professors' Blog also contained several texts dealing with the impacts of the Ukraine war.



In April, the Union took part in the 'Tiede perinnöksi' (Science as a legacy) social media campaign promoted jointly by eight unions. The campaign encouraged the transference of an appreciation for research-based knowledge to the next generation and the sharing of individual experiences reflecting the significance of research-based knowledge in daily life.

The Finnish Union of University Professors endeavours to strengthen the autonomy of the university community and to advance possibilities for professors to have influence within university and scientific communities

We emphasised the autonomy of the universities and university community. We conducted a survey to examine university regulations and their impacts on university autonomy, the activities of professors and the possibilities of professors to have influence.

The autonomy of universities must be strengthened by changing the university funding model. We demand that the focus of the university funding be shifted from the number of completed degrees to free research. We demand that the focus of funding be shifted from the short-term performance-based funding and discretionary funding to the long-term core funding as presumed

by the University Act, which would provide universities with the opportunity to decide on the allocation of funding in accordance with their own strategic choices.

We called for the professors to be heard in strategic decision-making at universities and research institutes, especially in matters of structural development.

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 confirmation of the university regulations and the approval of the university strategy as well as the budget and operational and financial plans prepared by the university board. 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 university board or its member from their positions, the latter even without a proposal from the board. We demand that the position of the joint multi-member administrative body be reinforced within the Universities Act to enable the administrative body at a public university to select a chair and vice-chair from its members, and to decide independently on procedures related to the selection of the university board.

We demanded that academic universities and universities of applied sciences be developed in accordance with the current legislation. Scientific research, scientific and artistic researcher education as well as professors' titles do not belong to the scope of universities of applied sciences. 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.

The Finnish Union of University Professors defends the copyrights of its members to the outcomes and materials of their own work

We defended professors' rights to their materials and creative work.

We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights.

We utilised the Union's recommendations for good copyright agreement practices.

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 influenced the content of the Copyright Act and issued a statement on 17 May 2022, on the basis of which the group was also heard by the Education and Culture Committee.

We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. We supported local university representatives 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.

2. IN FAVOUR OF GOOD WORK

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

We are a Union for all professors and future professors. Different fields, universities and research institutes are represented in our Union.

We provided our members with consultation on matters related to employment and retirement.

Our activities take into consideration the different career phases of our members and those members who come from abroad. We sent out electronic member newsletters in Finnish, Swedish and English as well as key media releases in Finnish and English. Some of our blog posts were in English and Swedish.

We guarantee our members the opportunity to affect the decision-making of the Union. The General Meeting open to all Union members was held in autumn 2022. The Union Council has representatives from all universities and a representative for research institutes. The Council met twice.

The Union has 14 chapters that are not registered as separate associations but serve as Union representatives on the local level.

We monitored the number of Union members monthly. We collected information concerning new members' expectations for the Union. The overall membership grew in comparison to the previous year.

We discussed the importance of member recruitment in Union events. 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 and professors on a tenure track information about the Union and an invitation to join.

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 will update the membership benefits we offer as appropriate. Our members receive, for example, the Tiede and Acatiimi magazines. The Finnish Union of University Professors publishes 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 first issue of the newly conceptualised and redesigned Acatiimi magazine was published in January. The editor-in-chief at the start of the year was Tuomo Tamminen and from publication 4/2022 on, it was Johanna Hytönen of Otavamedia. Five issues of the magazine were published during the year. The magazine has its own online service, acatiimi.fi, which was also updated at the start of the year.



Acatiimi magazine covers 1/2022 and 5/2022

The Professors' Blog is a channel for opinions about current issues concerning universities and research institutes. The topics of the blogs included the Ukraine war and, among others, career path assessments, university regulations and management, and accumulating busy work for professors.

The Union has taken leisure-time travel and accident insurances for our members. The upper age limit for group leisure accident insurance is 80 years and there is no upper age limit for group leisure travel insurance. Our members have the possibility to receive a Union calendar and an e-mail address at professori.fi.

We have a mobile membership card in use. The plastic membership card will only be sent to retired members.

The Finnish Union of University Professors safeguards the position of professors in change situations

Only the Finnish Union of University Professors pursues the interests of professors.

We demanded that the employment relationship security of professors employed on a permanent basis be strengthened.

We demanded that the employment relationships of professors be valid until further notice. Unjustified fixed-term employments should be changed to permanent employment relationships.

We demanded that professors must not be dismissed for financial and production-related grounds. In its judgement issued on 10 January 2023, the Supreme Court found that the freedom of science and higher education does not mean that a university does not have the right to organise its activities in the same way as other employers and, to this end, to realise necessary personnel solutions, and, thus, the University of Helsinki has had an appropriate and weighty reason based on financial or production-related grounds or reorganisation of activities to dismiss a professor of plant ecology on 12 April 2016. Upon negotiation, we paid more than EUR 100,000 in reasonable court costs that were ordered to be paid by our members. The Union has begun to prepare actions to improve the protection against the termination of professors.

The University of Turku initiated change negotiations on 17 November 2022 for the purpose of balancing its finances. The Union stated its opposition to the excessive dismissal plans and demanded a time-out in the matter. University-sector unions in JUKO set up a background group to support the shop stewards at the University of Turku. The negotiations ended on 10 February 2023. Local representatives of the Union actively contributed to the change negotiations. As a result of the active efforts, not a single professor will be dismissed.

We were prepared to offer outplacement services for Union members dismissed from permanent employment on financial and production-related grounds.

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 it is the Union's opinion that 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. A matter concerning the legality of fixed-term employment for the position of an Associate Professor is pending in Labour Court. Universities and research institutes should monitor how the tenure track system for professors impacts professors and their job descriptions.

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 680 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 offered our members the benefit of unemployment insurance through the Teachers' Unemployment Fund (Unemployment Fund for Education and Research as of 1 January 2023). 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 100 times.

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

The Finnish Union of University Professors endeavours to advance equal and non-discriminating working conditions for its members

We used our influence to ensure adequate prerequisites for professors to conduct free research, teaching and artistic activities.

We demanded a genuine increase in core funding to safeguard free research. Professors are currently being forced to spend too much working time on the acquisition of 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.

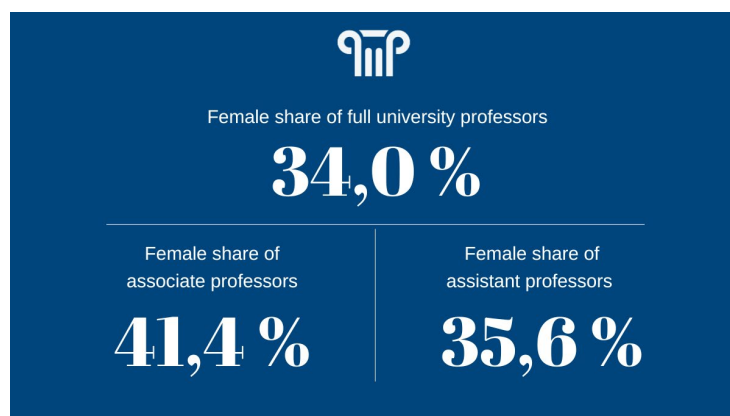
Within negotiations on the General Collective Agreement for Universities, we demanded that professors be assured regular possibilities to take a research period without teaching or administrative duties, as based on the collective agreement, and the possibility for a research period after serving in an academic management position.

We met regularly with university rectors and management personnel from universities and research institutes. 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 recruitment of professors and their salaries, research possibilities, copyrights and other matters related to the prerequisites for good work, such as the importance of competent support personnel.

We demanded that the total working hours system be applied to professors working at a university. We emphasised that those working/falling within the scope of the total working hours system for teaching and research personnel in accordance with the collective agreement are themselves responsible for their own working hours and the use of those hours to perform the tasks included in their work plan. The maximum number of contact teaching hours for professors must not be increased.

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 system 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 1,931 to 1,960 between September 2021 and September 2022.

We maintained awareness of the development of the proportion of women among all university professors.



We advised our members on a tenure track and took a stand on university-specific guidelines.

We provided guidelines and advice on the use of titles for professors.

We offered our members an opportunity to participate in KIILA rehabilitation courses organised by Kela for the purpose of improving work ability and support coping within working life. The course was not held due to the lack of participants.

We participated in international activities. We were members of Education International (EI) and European Trade Union Committee for Education (ETUCE). We exerted influence in the Higher Education Research Standing Committee (HERSC) of ETUCE. We influenced EU projects related to the university sector, particularly by participating through HERSC in drafting statements for the ETUCE, which represents ten million members from the field of education, or by discussing with representatives of the European Commission. The topics covered, for example, European universities, research careers, micro-credentials and the European Innovation Agenda.

We maintained a connection with the trade unions for the university sector in the Nordic countries. The annual meeting of the trade unions for the university sector in the Nordic countries was held in Copenhagen on 7–9 June. The meeting dealt with, among other topics, models for university steering and administration, employment terms and conditions, the European value base of universities and the value base regarding the work of ETUCE and HERSC. The meeting also approved a declaration stating that Nordic democracy requires the securing of academic freedom.

The Finnish Union of University Professors pursues proper salary development for professors

We demanded that the pay for professors correspond to the demands of the work. The salary systems should be improved so as to better take into consideration job requirements and personal achievements as well as the entire job description of professors.

We demanded that the salary for professors on a tenure track should correspond to the job requirements and personal achievements and that it should develop along with career advancement.

We conducted a salary survey to monitor the salary development of (full) professors, associate professors and assistant professors within the scope of the university salary system, as well as for Aalto University professors and state research institute professors. We also monitored the number of professors and the payment of compensation for academic management assignments, management compensation for supplementary funding projects as well as compensation for expert assignments and statements. We will aim to achieve salary equality for all professors.



Salary survey, September 2022

The number of full-time (full) professors increased slightly over the year from 1,931 to 1,960. The proportion of fixed-term professors declined from 7% to 6% during the year.

There were 547 associate professors and 329 assistant professors (altogether 876 people) on the tenure track for professors at universities. The majority of them were in full-time employment relationships. Nearly all associate professors have a job requirement level ('vaati') of 7. Assistant professors have 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 full university professors rose by an average of 1.0% (median 1.0%) during the year. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 1.45% general increase on 1 June 2022. The local increase of 0.5% for 2021 was paid on 1 December 2021. According to the employer survey, a university professor's total monthly salary in September 2022 was 7,509 euro on a permanent contract (full) and 7,053 euro on a fixed-term contract (full). The average monthly salary for all full professors was 7,483 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. In 2022, the salary development for full professors did not reach the level of the general increase. 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. New full professors are being hired at lower job requirement levels and assigned somewhat low performance percentages.

The total salary of associate professors at universities increased during the year by an average of 1.6% and assistant professors by 1.1%.

The average monthly salary for professors working in a research institute was 6,977 euro, with an increase of 1.5% (median) as compared to the previous year. The research institutes included in the salary survey are not entirely the same ones as in the previous year, and the number of observations is also different.

The proportion of female professors among all full university professors was 34%, among assistant professors 35,6% and among associate professors 41.4%. The salary elements based on job requirements ('vaati') and performance percentage averages are lower among female (full) professors than among male professors, for both permanent and fixed-term contracts. The salary difference was 369 euro in favour of male professors. A female professor's euro is, according to the employer survey, 95.1 cents. Both female assistant and associate professors on the tenure track career path earned less than their male colleagues.

The Union's compensation recommendations were requested frequently. They can be found on the Union's website.

We participated in the work of the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector, the main negotiation group on the central organisation level as well as other joint negotiation and working groups of the employer and employee unions. We supervised the interests of employees at research institutes, including developing the salary system of professors, in co-operation with JUKO and Vakava.

We worked in close collaboration with other central unions in the university and government sector. We act as a supervisor of interests for professors within the Confederation of Unions for Professionals and Managerial Staff in Finland – Akava, and the compilation of Akava affiliates Vakava.

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 negotiations on the General Collective Agreement for Universities intended to renew the collective agreement that is valid until 31 March 2022. We prepared for the collective agreement negotiations in 2023. Our objective is to find a salary solution that would safeguard purchasing power and would be realised primarily in the form of general percentage increases.

We prepared for the upcoming round of negotiations within the industrial action committee for the university sector and other JUKO unions. We campaigned together with other JUKO unions on the significance and content of the General Collective Agreement. The website of the 'For your benefit' campaign was permanently integrated into the yliopistotes.fi website in the autumn. The content is available in Finnish, English and Swedish.



We closely monitored the negotiations for the Collective Agreement for State Civil Servants and Employees under Contract intended to renew the collective agreement that was valid until 31 February 2022. We participated in the preparation of 2023 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.

Together with other unions in the university and government sector, we prepared for organisational actions to be taken in connection with the collective agreement negotiations.

The Finnish Union of University Professors supports the positive professional image of professors and their sense of community

We highlighted professors' expertise in science, higher education, university and research institute management, and social engagement.

We offered our members the possibility to keep in contact and interact with their colleagues through the local activities of the Union.

We monitored the use of the titles of professors and any titles derived from or including the word professor. It is our opinion that the title dosentti in Finnish should be translated Title of Docent in English in accordance with the recommendation in the Template for researcher's curriculum vitae, prepared jointly by the Academy of Finland, Universities Finland UNIFI, the Rectors' Conference of Finnish Universities of Applied Sciences Arene and the Finnish National Board on Research Integrity TENK. When necessary, the Union Board updates its guidelines concerning the use of the title of professor.

We arranged the Communicatio Academica event, during which we announced the Professor of the Year for 2022. The Professor of the Year was Jari Stenvall, a professor of administrative science at Tampere University.

We initiated the work to update the Directory of Professors. The previous directory was published as a printed book and online in 2008. Since then, the online version has been expanded to include information about new Union members upon their consent. Additionally, Union members have had the possibility to update their own information.

We updated the Ethical guidelines for professors.

We offered our members a webinar series 'Tiedolla vaikuttavuutta' (Influence through knowledge). We held an open spring seminar for our members.

In our member newsletters, we informed members about current matters concerning professors.

The Finnish Union of University Professors advances professors' possibilities and capabilities to serve in management positions within scientific communities

We also represent those in management positions. A large percentage of the Union members work in supervisory or other management positions.

The Board confirmed the Union's objectives for the collective agreement of the university sector. In the event that matters other than the wage increases for 2023 will be agreed on in the negotiations, we demand that individuals should 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).

In accordance with the Union Council's policy, a university dean, rector and vice-rector should all be professors. University regulations must 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 organised an Academic leadership seminar together with Finnish Education Employers (FEE). The subject of the seminar was the management of societal impact at universities.



Teemu Hassinen, Kaarle Hämeri, Minna Martikainen, Mika Hannula, Hannu Häkkinen and Tarja Niemelä at the Academic leadership seminar.

The Finnish Union of University Professors builds up its local activities

We encouraged Union chapters to be in contact with their regional Members of Parliament and other societal decision-makers, particularly for the purpose reinforcing the resources for science, art and higher education.

We encouraged Union chapters to have regular discussions with the senior management of their organisations.

We financially supported the activities of the chapters representing the individual universities and the professors at research institutes, we organised a seminar for chapter representatives on the development of local activities as well as a seminar for chapter chairs, we participated in chapter meetings and we worked in close co-operation with the chapters.

We trained and supported professors serving as shop stewards. Our aim is to ensure that every university has a Union member serving as chief shop steward for professors.

3. ADMINISTRATION

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. 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 eleven 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	Esko Niemi	Johanna Moisander	Kimmo Lapintie
	Jorma Skyttä	Kimmo Lapintie	Johanna Moisander
University of Helsinki	Laura Kolbe	Soili Stenroos	Mikko Niemi
	Oili Norros	Teivo Teivainen	Auli Vähäkangas
	Anne Juppo	Per Saris	Teivo Teivainen
	Edward Hæggström	Mikko Saikku	Per Saris
	Mikael Skurnik	Sami Moisio	Soili Stenroos
Maria Fredriksson-Ahomaa	Auli Vähänkangas	Arto Kallioniemi	
University of Eastern Finland	Pertti Pasanen	Juha Hämäläinen	Jopi Nyman
	Alfred Colpaert	Matti Kotiranta	Marja Maljanen
Ritva Kantelinen	Maria Lähteenmäki	Heli Peltola	
University of Jyväskylä	Jussi Välimaa	Petri Karonen	Tommi Kärkkäinen
	Taina Rantanen	Hanna-Leena Pesonen	Mika Lähteenmäki
Jukka Pellinen	Mika Lähteenmäki	Petri Karonen	
LUT University	Hannu Rantanen	Veli-Matti Virolainen	Kirsimarja Blomqvist
University of Lapland	Timo Aarrevaara	Heli Ruokamo	Markku Vieru
University of Oulu	Jari Sivonen	Hanni Muukkonen-van der Meer	
	Paula Rossi	Juha-Pekka Kallunki	Hanni Muukkonen-van der Meer
Hanken School of Economics	Kristina Heinonen	Gyöngyi Kovács	Maria Holmlund-Rytkönen
University of the Arts Helsinki	Petteri Salomaa	Annu Vertanen	Anne Kauppala



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Tampere
University

Juha Vinha

Frans Mäyrä

Jari Stenvall

Jussi Heikkilä
Johanna Kujala
Mari Hatavara

Lili Kihn
Eija Paavilainen
Nelli Piattoeva

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

Kimmo Grönlund
Lea Sistonen

Johanna Ilmakunnas

Meri Larjavaara

Ria Heilä-Ylikallio

Henrik Grénman



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Union Board

Chair: Jukka Heikkilä (University of Turku)

Vice Chair: Eeva Moilanen, (Tampere University)

Member:

Petri Mäntysaari (Hanken School of Economics)

Edward Hæggeström (University of Helsinki)

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)

Petri Lehenkari (University of Oulu)

Markus Olin (VTT Technical Research Centre of Finl)

Reko Leino (Åbo Akademi University)

Erkki Lähderanta (LUT University)

Kristiina Ilmonen (University of the Arts Helsinki)

Bodies appointed by the Union 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

Investment Committee

Jukka Heikkilä, Chair

Eeva Moilanen

Luis Alvarez

Tarja Niemelä

Anne Lehto

Election Committee

Markku Vieru, Chair

Marja-Leena Juntunen

Oili Norros

Jussi Välimaa

Raija Pyykkö

IPR Working Group

Petri Mäntysaari, Chair

Jukka Heikkilä

Eeva Moilanen

Oili Norros

Esko Niemi

Keijo Ruotsalainen

Alfred Colpaert

Tommi Kärkkäinen

Katja Weckström



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Tarja Niemelä (until 6 February 2022)

Leevi Mentula (as of 7 February 2022)

Directory of Professors Working Group

Laura Kolbe, Chair

Anne Juppo

Johanna Kujala

Petri Lehenkari

Leena Kurkinen (as of 28 March 2022)

Raija Pyykkö

Updating the Ethical Guidelines for Professors

Jaana Hallamaa, Chair

Paula Rossi

Veikko Launis

Raija Pyykkö

Union chapters and their chairs

Aalto University, Teemu Leinonen

University of Helsinki, Edward Hæggström

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, Eila Lindfors

State research institutes, Tuija Gadd

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, Member (until 15 February 2022)

Leena Kurkinen, Member (as of 28 March 2022)

Johanna Moisander, Ordinary member

Tuomo Tamminen, Editor-in-chief, Secretary (until 31 May 2022)

Union statements

Statement to the Commerce Committee on the Government proposal for an Act on Research and Development Funding for the year 2024–2030 (16 November 2022)

Statement to the Education and Culture Committee on the Government proposal for an Act on Research and Development Funding for the year 2024–2030 (24 October 2022)

Statement to the Education and Science Subcommittee on the Government budget for 2023 (4 October 2022)

Statement on the Government's draft proposal concerning the duties of a university hospital (3 October 2022)

Statement to the Education and Culture Committee on the Government budget for 2023 (29 September 2022)

Statement to the Ministry of Economic Affairs and Employment on the entry requirements for third-country nationals (1 September 2022)

Statement to the Ministry of Finance on the draft of the State Budget Act (16 August 2022)

Statement to the Ministry of Finance on the Act on Research and Development Funding (15 August 2022)

Statement on open access policy component for research methods and infrastructure, 24 May 2022

Statement on the Government's legislative proposal to Parliament for the amendment of the Copyright Act and Act on Electronic Communications Services (17 May 2022)

Statement on the Government's public finance plan for 2023-2026 (26 April 2022)

Statement on open access policy component for educational resources and practices, 21 March 2022

Statement on open access policy component for compilations and individual works, 21 March 2022

Statement to the Administration Committee on the entry requirements for third-country nationals (17 February 2022)

Statement on the draft of the Government decision of principle on the national strategy on immaterial rights (IPR strategy) (21 January 2022)

Union media releases

Professor of the Year 2022 – Professor Jari Stenvall, 13 January 2022

University regulations must support university democracy, 23 April 2022

Knowledge is not a matter of opinion – Union objectives for the Government Programme 2023–2027, 5 October 2022

Union events

Communicatio Academica: *Speeches from the core of science*, 13 January 2022, Turku

Spring seminar: *Into the Future with Knowledge – approaching the parliamentary elections*, 22 April 2022, Pörssitalo, Helsinki

Seminar on the development of local chapter activities, 8–9 June 2022, Mustio

Negotiation seminar for chapter chairs, 13–14 October 2022, Helsinki



Webinars

- Future phenomena and change factors in science, 4 February 2022
- How to convince and influence decision-makers with science, 18 March 2022
- Popularising research data and meeting with journalists, 8 April 2022
- Webinar on the result of the General Collective Agreement for universities, 29 April 2022
- Webinar on the Union objectives for the Government Programme intended for members of the Union Board and local active members, 28 October 2022
- Science policy for Finland, 1 November 2022
- Internationally competitive working conditions for universities and research institutes, 18 November 2022
- A more participatory and functional university as constructed by the university community, 2 December 2022

Participation in international events

- Petri Mäntysaari, EFEE and ETUCE's *Second Peer Learning Activity, Promoting the Quality of Academic Teaching and Management*, 9–10 February 2022, online
- Petri Mäntysaari, BFUG Task Force on Enhancing Knowledge Sharing in the EHEA community, 16 February 2022, online
- Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC) 1-2 March 2022, online
- Petri Mäntysaari, EFEE and ETUCE's *Final Conference - European Sectoral Social Partners in Education Promoting Quality of Academic Teaching and Management in Higher Education*, 26–27 April 2022, online
- Petri Mäntysaari, Meeting of the trade unions for the university sector in the Nordic countries, *Nordisk universitetslærermøde*, 7–9 June 2022, Copenhagen
- Petri Mäntysaari, European Commission's *European Education and Innovation Summit*, 23 June 2022, online
- Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC), 28–29 September 2022, Brussels
- Petri Mäntysaari, European Commission's (DG EAC) and ETUCE's meeting on the *Career Framework for Academics*, 9 November 2022, online
- Petri Mäntysaari, European Commission's (DG RTD) and ETUCE's meeting on the *Career Framework for Researchers*, 30 November 2022, online
- Petri Mäntysaari, BFUG Task Force on Enhancing Knowledge Sharing in the EHEA community, 7 December 2022, 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

- Elina Andersson-Finne, Member (until 15 February 2022)



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Leena Kurkinen, Member (as of 28 March 2022)

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 Lahtinen, Member

Negotiation Organisation for Public Sector Professionals (JUKO)

Union Board

Tarja Niemelä, Attendance and speaking rights

Advisory Committee for the University Sector

Tarja Niemelä, Chair

Raija Pyykkö, Deputy Member

Vakava ry

Union Board

Tarja Niemelä, Member, Vice Chair

Raija Pyykkö, Deputy Member

University Team

Tarja Niemelä, Member, Leader

Raija Pyykkö, Member

State team

Raija Pyykkö, Member (until 28 February 2022)

Leevi Mentula, member (as of 1 March 2022)

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 (until 31 March 2022)

Fixed-term Working Group

Tarja Niemelä, Member

Other

Working group drafting the open access policy component for theses and dissertations

Marja-Leena Juntunen, Member

Erkki Lähderanta, Member

Mikko Niemi, Member

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

Juha Hämäläinen, Member

Higher education division of the Employee Invention Committee



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Jukka Heikkilä, Member

Tarja Niemelä, Deputy Member

Research Administration Data Flow and Information Resource Steering 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)

Leena Kurkinen, M.Soc.Sc., M.Sc. (Econ.) (as of 28 March 2022)

Anne Lehto, QBA, Financial Controller (as of 2019)

Leevi Mentula, LL.M., Head of Employment Relationship Affairs (as of 7 February 2022)

Tarja Niemelä, LL.M., trained on the bench, Executive Director (as of 2016)

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

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

Stakeholder meetings

Universities and State research institutes

Aalto University, 19 December 2022

University of Jyväskylä, 29 November 2022

LUT University, 7 November 2022

University of Turku, 18 May 2022

University of Lapland, 2 May 2022

National Defence University, 16 October 2022

Government Programme advocacy

Kai Mykkänen (National Coalition Party), Member of Parliament, 1 November 2022

Pilvi Torsti (Social Democratic Party), State Secretary, 1 November 2022

Arto Luukkanen, Party Secretary (Finns Party), 10 November 2022

Finland Chamber of Commerce: Juha Romakkaniemi, Johanna Sipola, Mikko Valtonen, 11 November 2022

Pharmaceutical industry: Sanna Lauslahti, 18 November 2022

Sakari Puisto, Member of Parliament (Finns Party), 18 November 2022

Atte Harjanne, Member of Parliament (Greens), 18 November 2022

Antton Rönholm, Party Secretary (Social Democratic Party), 22 November 2022

Iiris Suomela, Member of Parliament (Greens), 24 November 2022

Li Andersson, Chairperson (Left Alliance) and Minister of Education, 24 November 2022

Sari Essayah, Chairperson (Finnish Christian Democratic Party) and Member of Parliament, 29 November 2022

Veronika Honkasalo, Member of Parliament (Left Alliance), 2 December 2022

Mikko Kinnunen, Member of Parliament (Centre Party), 2 December 2022

Inka Hopsu, Member of Parliament (Greens), 14 December 2022

Other important stakeholders

Ministry of Education and Culture, 17 August 2022, 5 September 2022

Finnish Education Employers (FEE), 7 October 2022, 20 December 2022

Academy of Finland, 18 February 2022, 25 February 2022, 11 November 2022
Universities Finland UNIFI, 18 January 2022, 17 February 2022, vice-rectors' meeting 11 February 2022
Trade Union of Education in Finland OAJ, 4 February 2022
National Union of University Students in Finland SYL, 18 June 2022
Parliamentary Working Group on RDI, 16 June 2022
RDI Seminar, 13 May 2022, 22 June 2022
SuomiAreena, 12–13 July 2022