

FINNISH UNION OF UNIVERSITY PROFESSORS

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PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

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1 FOCAL AREAS OF ACTIVITIES

In 2013, the operational focuses were 1) to promote the salary development and employment-related benefits of members, 2) to improve the working conditions for professors, 3) to emphasise the significance of professors as leaders, and 4) to recruit members.

Promoting the salary development and employment-related benefits of members

The general collective agreements for universities and the Government sector were valid until 31 March 2014. On 30 August 2013, the central labour market organisations signed the Pact for Employment and Growth, which served as the basis for negotiations within the university and Government sectors.

According to the salary survey, the salaries of university professors increased by an average of 2.8% while the increase specified in the collective agreements was 1.9%. Thus, the salary development of professors was quite satisfactory. The development of professors' salaries was discussed at the Union management's meetings with the university management. In addition, attention was drawn to, among other things, gender inequality in salaries, which, according to the employer report, favours men by 270 euros, and the more extensive application of the highest competence-requirement levels (VAATI).

During the year in review, employee co-operation negotiations increasingly took place both at universities and at State research institutes. So far, professors have been minimally affected. The Union provided advice to those members who fell within the scope of co-operation negotiations.

Improving the working conditions for professors

Providing professors with better opportunities to conduct research or carry out artistic activities was on the Union's agenda throughout the year. It was insisted upon at the Union management's meetings with university management and other interest groups. During the collective negotiations, one of the Union's goals was to have the research period included in the collective agreement as a more obligatory provision. The textual changes did not, however, advance in the negotiations, but they were forwarded to be handled within future working groups.

The Foundations' Professor Pool has functioned well. A decision has been taken to close the Pool, which was originally founded for a fixed period, until the universities establish their own research period systems.

The Union was extremely active as regards the research appropriations and university resources.

Focus on the significance of professors' leadership

The Union emphasised, in many different contexts, the significance of professors for universities; the matter was dealt with in, for example, the media, membership letters and Professor blogs, as well as at meetings with university management and the negotiation days of the chapter chairpersons. In its statement, the Parliamentary Education and Culture Committee noted the viewpoints raised earlier by the Union concerning the impact of the Universities Act. The Committee stated that the expertise existing at universities should be better taken advantage of within the universities' decision-making.

Member recruitment

Member recruitment was very much in the spotlight throughout the year. There was a slight increase in the overall number of members as well as in the number of members active in working

life, even though the number of full-time professors at the universities decreased. The year in review saw the launch of a so-called recommendation campaign in which members were asked to recommend Union membership to professors who were not yet members. Professor luncheons were initiated in university centres. The member recruitment efforts were particularly focused on attracting professors of technology and medicine, since, in these fields, the degree of unionisation is lower than average.

2 INTEREST SUPERVISION

2.1 Currently valid collective agreements

As a result of the framework agreement made in autumn 2011, the validity of the general collective agreement (TES) for universities was continued until 31 March 2014. The collective agreements for government employees were valid correspondingly.

On the basis of the Pact for Employment and Growth, agreed on by the central labour market organisations on 30 August 2013, a new collective agreement for universities was negotiated for the period from 1 April 2014 to 31 January 2017. The same applies to the collective agreement for government employees.

2.2 University Salary System (YPJ)

The salary surveys conducted by the Union demonstrate the salary development for professors. Professors' salaries have been among the key topics discussed at the Union management's meetings with university management and other interest groups. In many contexts, the salary solution for professors at the University of Eastern Finland has been highlighted by the Union as a positive example.

The general increase of 1.2% that entered into force at the beginning of 2014 was included in the task requirement-level component as part of the overall salaries. The adoption of an overall evaluation system in terms of the personal performance component did not cause any problems as regards professors.

Nor have any problems been reported on the application of the competence-requirement allowance, although there are no exact statistics on professors available in this respect. Performance increases have been paid to professors quite adequately. Online training on the implementation of the performance increase was arranged for shop stewards through VAKAVA.

Aalto University has a specific salary system of its own. At Aalto, professors have enjoyed a reasonable salary development from the year 2011 to October 2012. They have not complained about the pay system.

2.3 State research institutes' salary system

Each of the State research institutes has, in practice, its own salary system. Within the VAKAVA Government group, the Union has worked to safeguard the position of staff members in cases of mergers as regards, for example, the development of a common salary system.

2.4 Negotiations concerning universities and the State

The first half of the year was relatively quiet in terms of negotiation activities. The negotiation activities for universities were affected by the 2011 framework agreement.

On 30 August 2013, the central labour market organisations signed the Pact for Employment and Growth, which aimed at long-term, moderate and comprehensive agreements. The Pact reflected the parties' deep concern about the economic development in Finland.

As a result of the Pact, the negotiations between the university sector unions and the relevant employer organisation, Sivistystöryöntajat, were extremely difficult in the autumn. Salary increases were bargained within the very tight framework determined by the Pact. The Union was actively involved in the negotiations. JUKO pursued to include textual changes to the YPJ salary system, the working hours agreement and the status of shop stewards. On 25 October 2013, a collective agreement that was in line with the Pact was signed for the university sector to be valid from 1 April 2014 to 31 January 2017. It is, however, possible to terminate the agreement to expire on 31 January 2016.

The Pact contained a provision for a general salary increase of 20 euro as of 1 August 2014. During the negotiations, the greatest disagreement concerned the way of applying the 20 euro increase within the YPJ salary system. Finally, the employer gave in and, as proposed by the employee organisations, the 20 euro will be added to the task-requirement component and reflected in the percentage components. In accordance with the Pact, there will be a general increase of 0.4% as of 1 August 2015. Possible increases during the second part of the agreement period, starting on 1 February 2016, will be discussed later. In practice, all proposals for textual changes will be elaborated by specific working groups. During the agreement period, working groups will be established for the following issues: 1) local negotiations, 2) the salary system and its development, 3) working hour systems, 4) collaboration and occupational health and safety collaboration, 5) statistical co-operation and 6) the working hour and salary systems for teacher training schools. The working groups will start their work in 2014.

All government employees received a general increase of 1.4 % as of 1 April 2013. During the spring, local negotiations were conducted concerning a branch-specific increase of 0.5%. Moreover, the use of three training days within government positions was subject to negotiations. The year 2013 was characterised by the numerous reform projects underway within the State. The Union participated in the collective negotiations concerning government employees through the VAKAVA Government group.

2.5 Results-based pay systems

During the collective agreement negotiations in autumn 2013, the Union pursued to include a statement in the collective agreement that any separately agreed university-specific compensations should be negotiated with the representative of the relevant employee organisation. The goals set for textual changes were not, however, achieved during the negotiations, but instead, they were forwarded to be handled within future working groups.

The Union's policy is that it is possible to develop results-based pay systems for universities, provided that separate funding will be allocated to that end and that the system is supported by the professors of the university in question.

According to the Union's chapter survey in 2012, different results-based compensations are paid at several universities. In addition, some universities pay separate fees to reward for publications. At

one university, at least, the application of a results-based pay system has led to a situation in which the salaries paid to professors in accordance with the YPJ salary system have not developed as expected.

The Union's salary survey in 2013 aimed, among other things, to clarify the frequency and size of results-based compensations paid to Union members. A total of 12% of respondents reported that they had received results-based fees (in the previous survey, the corresponding share was 17%). The average size of the results-based fees was 3,373 euro/year (2,891 euro/year in the previous survey). The employer was not able to provide the Union with information it requested.

During the year in review, the issues related to the results-based pay systems and their suitability for universities and professors were discussed at a seminar focusing on the development of local activities. The matter has also been dealt with in the membership letters.

2.6 Academic director's fees

The collective agreement for universities states that a university may decide to pay an academic director a separate director's fee. During the collective agreement negotiations in 2013, the Union pursued to include in the collective agreement a statement that any separately agreed university-specific compensations should be negotiated with the representatives of the relevant employee organisation. This objective was not achieved in the negotiations.

The reformed management systems at universities make the comparison of academic director's fees applicable at different universities more complicated, but nevertheless, the development of the fees has been monitored through salary surveys. The fees have been subject to discussion at the Union management's meetings with university management.

It appears that no significant changes have taken place in the fees paid to academic directors in comparison to the year 2012.

Table 1. Academic director's fees in October 2013. (Source: Union salary surveys 2014, the membership survey.)

Academic director's fees in October 2013	Euro
Mean	703
Median	544
Range	144 - 2000

2.7 Director's fees in externally funded projects

The Union has already previously drawn up recommendations for universities regarding the payment of director's fees to professors involved in externally funded projects. It is recommended that 1) fees shall be paid for the raising of external funding, 2) all acquired funding shall be used as the ground for the fee, and 3) the fee shall be based on the total amount of funding. The Union chapters pursue to implement the recommendation within the universities.

In accordance with the chapter survey of 2012, only a few universities systematically paid director's fees for externally funded projects. The membership survey showed that only 7% of the respondents received a director's fee for externally funded projects. The average fee was 5,280 euro/year.

As mentioned above, during the collective agreement negotiations, the Union pursued to include in the collective agreement a statement that any separately agreed university-specific compensations should be negotiated with the representatives of the relevant employee organisation. This objective was not achieved in the negotiations.

2.8 Fees for expert tasks and statements

Any fees for expert statements are paid as specified by the relevant university. The significance of these fees has been stressed by the Union in different contexts. Members have also been provided with advice on this matter.

The Union has utilised various channels to inform the members about the Union's recommendations for fees and compensations, as confirmed by the Board in 2012. The recommendations concerning any tasks outside one's employment have been published, for example, in the Union's calendar and website.

2.9 Salary development among professors

The Union's latest salary survey concerned the salaries paid to professors in October 2013. The salary survey is published annually and distributed to members, employers and interest groups. The report is also available in the Union's website.

As of the beginning of 2013, a general increase of 1.2% was paid to all employees. It was included in the task requirement-level component to be reflected in the other salary components. According to the employer survey, the salaries of all university professors increased by an average of 2.8% from October 2012 to October 2013. In accordance with the membership survey, the Union members' salaries increased by an average of 2.9% over the same period. The general level-of-earnings index increased by 1.8% from October to December, as compared with the corresponding period in 2012.

The average salary paid to university professors was 6,893 euro/month in October 2013. Thus, the salary development during the abovementioned period was quite satisfactory. At the University of Eastern Finland, one half of the professors received a separate increase as of 1 January 2013.

Starting from 1 October 2013, a performance increase has been included as part of the salary within universities. On the basis of the available information, professors have received these performance increases to a rather satisfactory extent. The performance increase raises one's salary by 3 percent.

The mean salary paid to professors working at State research institutes was 6,655 euro/month in October 2013, as shown by the Union's salary survey. It is difficult to compare the results from one year to another because the survey is answered by different research institutes each year. The Union's understanding is that there is a need to develop the salaries paid to professors working at research institutes.

In spring 2013, JUKO lobbied for the improvement of the salary status of professionals serving in government positions as experts and managers.

At meetings with the university management, the Union has urged for the improvement of professors salaries. The universities are encouraged to apply the higher competence-requirement levels (VAATI 10 and 11) more extensively. In addition, attention has been drawn to the gender

inequality in salaries. In accordance with the Union's membership survey, the difference in salaries between men and women within universities was 187 euro in favour of men in October 2013. Correspondingly, the employer survey showed a difference of 270 euro in favour of men.

Table 2. University professors' salaries in October 2013. (Source: Union salary surveys 2014, information supplied by the employer.)

Salary in 2013	All professors	Permanent professors	Fixed-term professors
Mean	6893	7061	6393
Median	6698	6953	6170

The salary survey contains, as proposed by the Council, an analysis of the salaries paid to professors from the gender equality point-of-view.

Table 3. Professors' salaries by gender in October 2013. (Source: Union salary surveys 2014, the membership survey.)

	Men	Women	Difference in favour of men
Mean total salary	6734	6507	189

According to the employer survey, the salaries paid to female and male professors at universities differed by an average of 270 euro (187 euro in 2012). The gender difference in salaries is, at least, partly explained by the fact that the proportion of fixed-term professors is higher among women (30.7%) than among men (23.0%). Those in fixed-term positions usually have a lower salary as compared to permanent staff. The gender difference in salaries has been raised as a topic at the meetings with university rectors and management, and the Union has urged universities to explore the underlying reasons.

2.10 Professors' working hours

The Union has consistently argued against the monitoring of professors' working hours.

During the collective negotiations, various parties pursued to introduce changes to the provisions concerning the overall working hours of teaching and research personnel. The Union's goal in the negotiations was to include in the collective agreement a more strictly expressed statement concerning a research period that is free from teaching and administrative duties. This goal was not achieved in the negotiations since all textual changes were postponed to be handled by future working groups.

Certain organisations pursued to implement changes to the collective agreement as regards the provision concerning the maximum number of teaching hours. The employer party, on the other hand, proposed the possibility to remove the provision concerning maximum teaching hours from the collective agreement. Some organisations attempted to introduce stricter provisions for the implementation of work-free periods, for example, in connection with family leaves or upon the termination of a fixed-term employment. The employer then proposed that a leave that corresponds to a holiday be recorded in the working plan. During the negotiations, the Union

repelled the employers' proposal regarding the elimination of maximum teaching hours for professors, as well as the proposed way of recording a leave that corresponds to a holiday in the working plan. The Union stressed throughout the negotiations that professors shall not be affected by any proposals for changes to the working hour agreement that are presented by parties representing other teaching personnel.

2.11 Professors' opportunities to pursue research and artistic activities

The issue of increasing the professors' opportunities to carry out research has been on the agenda in many contexts during the year in review. Demands for specific research period systems have been presented, for instance, at meetings with university rectors and other interest groups. The Union has also demanded that professors in the fields of the fine arts be given an opportunity to include artistic activities in their working plan.

During the collective agreement negotiations in spring and autumn 2013, the Union proposed that the provision regarding research opportunities be more specifically stated in the collective agreement. The Union will pursue this issue in the working group that deals with working hour matters.

The Foundations' Professor Pool has functioned reasonably well. The Union has made several requests to the Professor Pool, for instance, that grants be made available for artistic activities as well. Presumably, there will be no more than two application rounds to come. Once the Professor Pool is closed, it is likely that funds will be released to be allocated to other purposes. During 2014, the Union is planning to submit proposals to the Foundations Advisory Board for the establishment of various forms of rewards and support for professors.

2.12 Taxation

Jointly with Akava, the Union works to shift the weight of taxation from earned income to consumption. The overall level of taxation shall, however, remain at sufficient level so as not to compromise the quality of public services, including teaching and scientific research at universities. On the other hand, the alleviation of marginal taxation within the taxation of earned income is favourable for the Union's membership.

The members have been provided with advice on taxation matters in the Acatiimi magazine and in the annually updated online version of Acatiimi. In addition, personal advice on taxation has been given to members.

2.13 International co-operation and supervision of interest issues

Immigrant professors have been advised, in particular, on issues related to Finnish working life regulation and work community matters. Through the English versions of the Union's website and membership letters, the immigrant members of the Union have access to current and topical information about matters pertaining to professors. The English-language website has been upgraded.

Some universities have created a research period system that is only intended for the purpose of conducting research abroad. This is, however, not a model that suits all applicants, and the Union has issued a statement about this matter.

2.14 Intellectual property rights

Jointly with JUKO, the Union has advocated reasonable terms and conditions for the transfer of intellectual property rights (IPR) at universities. This concerns educational material, in particular. During autumn 2013, the IPR issues became topical as Lappeenranta University of Technology (LUT) introduced an IPR transfer and NDA appendix to employment contracts. JUKO has sent a letter about this matter to LUT. Additionally, Union members have been instructed on the issue.

The application of the Act on the Right in Inventions at Higher Education Institutions (369/2006) has not raised any problems. The Union's Executive Director Jorma Virkkala served as a member of the university section of the Employee Invention Committee. The university invention section has not had any meetings.

2.15 Pensions and retirement age

The Union has provided the members with information on pension matters in the Acatiimi magazine, in membership letters and personally.

The statutory retirement age for professors is 68 years. According to the Professor's Work 2012 survey, altogether 43% of professors prefer to retire at the age of 66–68, and 6% at the age of 69–75 years. The average desired retirement age is 66 years. According to the survey, the sufficient number of assisting staff, opportunities to carry out research and the safeguarding of academic freedom are important when it comes to extending one's career. The Union has promoted the option that, under a mutual agreement between the employer and the professor, it is possible for an individual professor to continue working beyond the retirement age of 68 years. The Union's Council stated, in its autumn meeting, that the Union shall prepare a guideline for drawing up a professor emeritus/emerita contract. The preparation of the guideline would start in 2014.

At certain universities, some professors have been encouraged to retire if the university has viewed that they cannot demonstrate sufficient results in their work. The Union has condemned the use of such pressure.

In 2013, a 'solidarity tax' was introduced in taxation, which means that an additional tax of 6% is imposed on annual pension income that exceeds 45,000 euro. The tax is based on legislation and political decisions. The Union received plenty of enquiries concerning this additional tax. The matter was discussed in the Acatiimi magazine, and the Union sent a letter addressed to the Chairman of Akava, Sture Fjäder, concerning the tax. In the letter, the Union requested that Akava take action in order to remove the additional tax from pensioners.

During the year in review, discussions and negotiations concerning the pension reform and retirement age were carried out by the central organisations. The Union followed the debate actively.

3 ACTIVITIES CONCERNING SCIENCE AND UNIVERSITY POLICIES

3.1 Follow-up on the impacts of the university reform

At the end of 2012, the Union provided the Parliamentary Education and Culture Committee with a statement concerning the report on the impacts of the university act reform. In the statement, the

Union pointed out that university personnel should be guaranteed, through legislation, better opportunities for participation and influence within strategic planning related to the university.

The Education and Culture Committee noted the Union's viewpoints and expressed in its statement that the expertise existing at universities should be better taken advantage of within the universities' decision-making. The Committee also urged the Ministry of Education and Culture to evaluate, in the future, the need to clarify legislation in this respect. The Committee regarded it necessary to hear the personnel and students more extensively.

The members were informed about the Union's role in the follow-up of the university reform.

3.2 University administration

According to the Professor's Work 2012 survey, professors experience that they have little opportunities to influence the decision-making and administration at universities. The Union has brought this issue up in different contexts, for example, at meetings with university management and at the UNIFI meetings, as well as in the media.

The Union has, in many contexts, emphasised the special position of professors and their significance to the universities. The matter has been dealt with in, for example, the media, membership letters and blogs, as well as at meetings with university management, the Union's autumn seminar and the negotiation days of the chapter chairpersons.

At various universities, the Union's management and the local chapter representatives have met with the university's management for co-operation purposes. The need to establish a close interaction relationship between the professors and the university management has been stressed at the meetings. The chapters shall also show initiative in this respect.

Professors still have no representation in the Boards of the foundation-based universities.

3.3 Professors' service relationships and titles

Professors working in government positions serve in a public-service relationship while, as a result of the university reform, those working at universities have a contractual employment relationship. During the year in review, the process of changing the university professors' positions to contractual employment relationships was reflected in different ways in the activities of the Union.

To replace the regulated process of filling a public office, more flexible recruiting methods have been taken into use at universities. In 2013, the Union Board took a stand regarding the selection process for professors. In the view of the Union, expert advice on the selection of a professor can only be provided by a professor. Student representatives may take part in the evaluation of the candidates' teaching skills. In other respects, the student representation and input should be considered with moderation. In particular, students cannot participate in the evaluation of the scientific/artistic merits. The Union informed the membership and universities of these opinions.

In addition to Aalto University, Lappeenranta University of Technology has introduced Professor of Practice positions. The Union Board has stated that the use of any titles derived from 'professor' shall be considered from the viewpoint of the statutory duties of professors. Peer evaluation shall be required also when individuals are selected for any Professor of Practice or corresponding positions.

The type of employment relationship is of significance if a person is illegally dismissed. In case of an illegal dismissal, a public-service relationship can be reinstated on the basis of the so-called continuity of public office principle. In contrast, a contractual employment relationship will entitle the individual to receive a compensation for the illegal termination of employment. The year in review was characterised by employee co-operation negotiations taking increasingly place both at universities and at State research institutes. For the time being, professors have only been affected by dismissals and lay-offs to a limited extent.

The number of fixed-term professorships remained at the same level as in 2012 (25%). There is wide variation between individual universities. The explanations have not been satisfactory. When compared with other Nordic countries, Finland is poorly rated in terms of the number of fixed-term employment relationships. The working group investigating the use of fixed-term employment contracts at universities completed its work and published a guideline for supervisors and shop stewards. At meetings with university management, as well as in several other contexts, the Union drew attention to the frequency of fixed-term professorships and the resulting problems in terms of, for example, continuity in research.

The number of full-time professors declined for the fourth successive year. The number of part-time professors increased slightly. The Union Board also dealt with the question of part-time employment. The Union was requested to issue a statement regarding the minimum number of hours enabling one to serve as a professor. The Union did not take any stand as to what the minimum number of hours in a part-time professorship should be, but stated instead that only persons with relevant scientific/artistic qualifications shall be elected as professors and that the competence evaluation shall be based on peer evaluation. In terms of the Union's membership criteria, the Union outlined that, in case the part-time professorship is equivalent to less than 25% of a full-time position, the applicant's eligibility is considered individually.

3.4 Career development and research careers of research and teaching personnel

The Union further promoted the four-stage research career model in which the fourth stage comprises professors. The position of a professor is primarily permanent. The Union's view is that the proportional share of professors within the teaching personnel at universities should be increased moderately. The Union does not approve the practice of using, for example, costs as an excuse to rename professorships and use an alternative title for the position.

In several contexts, the Union presented that, in the four-stage research career model, a person in the third stage may be called to serve as a professor, if it is necessary in order to satisfy the demands of the relevant unit and provided that the person in question is undeniably competent to serve as a professor. The Union also stressed, in different contexts, the importance of peer evaluation in the professor selection process.

The tenure track system has caused uncertainty about who is a professor as intended by, for example, the Universities Act. The Union Board has outlined that only those holding the title of 'professor' are considered professors as intended by the law. In addition, academy professors and research professors are professors as intended by the law. In the tenure track systems, an individual is a professor as intended by the law when they have reached the stage and title of a professor ('full professor'). In all cases, it is required that the professor's competence has been assessed through peer evaluations.

3.5 Improving the working conditions for professors

The Union raised the issue that the work of professors shall not include such duties that do not require professor-level competence. According to the Union's opinion, the internal division of work at universities should be developed to allow professors to concentrate on those tasks that are appropriate in terms of their competence and qualifications. The less demanding tasks shall be directed to assistant personnel, which must be sufficiently resourced at the departments.

The ratio between the number of students and teaching personnel remained imbalanced. The Union's opinion is that the student/teacher ratio shall be reduced to better correspond with international levels, and an agreement must be reached on the ratio calculation method.

On the basis of the Professor's Work 2012 survey, the Union has had, at its disposal, detailed information concerning the professors' working conditions. The Union has pursued to influence the working conditions of professors by discussing the matter, for example, at meetings between the management of the Union and that of the universities. The matter has also been dealt with in messages sent to the members.

In spring 2013, the phenomenon of hate speech and threats directed at university teachers and professors was discussed. The Union sent a letter to universities requesting that they upgrade their security guidelines to cover any threats presented in the Internet and social media. A press release was published on the matter.

3.6 Focus on the significance of professors' leadership

In its salary surveys, the Union has investigated the fees paid to academic directors. The Union has pursued to ensure that academic directors shall be paid a sufficient compensation for their responsible work.

As part of the Science Forum (Tieteen päivät), the Union arranged a seminar with a theme focusing on academic freedom and leadership. The matter was dealt with in several presentations from different viewpoints. The position of professors within the university management was discussed at the meeting of the Union chapters' chairpersons.

The Union has, in many ways, drawn attention to the role of professors in terms of managing or directing universities and research institutes. At meetings with interest groups and in public speeches, the Union has stressed that it is essential to have professors involved and utilise their scientific expertise in the strategic decision-making of the universities and research institutes.

3.7 Research appropriations and university resources

The Union has been extremely active as regards the resources of universities and State research institutes. The Union has issued several press releases, published writings in the Acatiimi magazine, provided two Parliamentary Committees with statements, and discussed the matter at meetings with interest groups. Despite the efforts, the development seems negative.

Already in 2012, a decision was made to freeze the university index for the budget year 2013. The effect of the index on the appropriations received by the universities was approximately 3%. According to Statistics Finland, the research and innovation activities are estimated to account for no more than 3.49% of the GDP. The Union has argued that it should be 4%.

The Union emphasise, in different contexts, the necessity to bring back the university index. For example, a press release on this matter was announced before the Government's budget framework session. The Union also encouraged the membership to exert influence in this matter. When the budget was approved by the Parliament, it included the return of the university index in 2014. The index will increase the operational appropriations granted to universities by 1.9%. Although returning the index in 2014 will not compensate for the deficiency in the universities funding generated in 2012 and 2013, the return of the index signifies a great accomplishment for the Union.

The Union has followed up the impact of the university funding model. The Union has proposed that, in addition to the student feedback gathered from graduates with a Bachelor's degree, feedback from academic personnel could also be taken into account. On the other hand, in issuing its statement on specialisation education, the Union pointed out that the funding model may become obscure and difficult to apply if it is repeatedly changed.

The student/teacher ratio has been discussed at interest group meetings. The ratio has remained unchanged.

Expertise, teaching and research at universities were presented in a positive light in texts concerning the current Government Programme. During the course of the Government term, however, the highest education and research will be subject to major budgetary cuts. The Union has presented strong criticism against such inconsistency. To communicate with the political system, the Union was involved in arranging a discussion event for the Parliamentary Education and Culture Committee, and the Education and Science Subcommittee within the Finance Committee of the Parliament.

Employee co-operation negotiations were carried out at the Technical Research Centre of Finland (VTT) in the spring, and initiated at the National Institute for Health and Welfare (THL) and the Institute of Occupational Health (TTL) in the autumn. The procedures were intended to increase productivity and direct the available resources into strategic research topics. According to the decision taken by the Finnish Government in the framework session in the spring, there will be dramatic cuts in the budgets of the State research institutes falling under the Ministry of Social Affairs and Health.

3.8 Structural development of universities and research institutes

The Union has issued opinions, statements and press releases on several proposals related to educational policies. The Finnish Government proposed that, in the future, the specification of the educational responsibilities of universities would no longer be based on the universities' proposals, but rather, it would be prepared in co-operation with universities. The Union considers that this change, if and when implemented, is a negative development for the universities.

In spring 2013, the working group set by the Ministry of Education and Culture for the development of the university educational structures proposed the introduction of two-year university diplomas. Numerous members of the working group stated their dissenting opinions. The Union opposed the introduction of such short-term degrees.

The University of the Arts Helsinki started operating on 1 January 2013. At the same time, the Union chapter at the University of the Arts Helsinki was established.

The Union has closely monitored the structural development of State research institutes. The decision in principle of the Council of State concerning the overall reform of research funding caused worry in the sectoral research institutes. The reform means that the budgetary funding of

the State research institutes will be cut. The Union has expressed its concern about the proposed increase in the share of competitive funding, and presented these opinions to, among others, the Parliamentary Education and Culture Committee, and the Education and Science Subcommittee within the Finance Committee of the Parliament. The Union has emphasised the significance of the professors and the academic science community in the allocation of funding.

In various contexts, for example, in connection with employee co-operation negotiations, the Union has stressed the role of professors and those in leading positions within the field of research and their meaning for a successful scientific research organisation.

4 INTERNAL ORGANISATIONAL ACTIVITIES

4.1 Union organisation

The Union Council convened at its regular spring meeting on 20 April in Tallinn, Estonia. The meeting was preceded by a spring seminar entitled *Citius, amplius, vilius!*, which was organised jointly by the Union and the Finnish Union of University Researchers and Teachers. The autumn meeting was held in Helsinki on 29 November.

The Board met 11 times during the year in review. The seminar organised in connection with the February meeting dealt with salary issues and challenges for the Union's activities related to the supervision of interests as derived from the chapter survey. Activities for 2014 were planned at a seminar held in August. The December seminar dealt extensively with topical issues related to international university and science policies.

The Board holds authority over the Union's Work Committee, Investment Committee, Communications Group, and Election Committee.

For the purposes of its internal activities, the Union is divided into university-based local chapters. The new chapter within the University of the Arts began its operations on 1 January 2013, after which point the Union had a total of 15 chapters.

4.2 Membership

The Board reviewed the membership development at each meeting. Member recruitment was very much in the spotlight throughout the year. There was a slight increase in the overall number of members as well as in the number of members active in working life, even though the number of full-time professors at the universities decreased. The majority of the members are working at universities under the title of professor.

The membership development within the Union is affected by new member recruitment as well as the retaining of current members. During 2013, more members joined the Union than during the previous year. The most usual reasons for resignation from the Union included retirement and a change in position/task.

A significant amount of resources were directed into membership recruitment. The chapters were requested to provide, on a regular basis, information about new professors. The Union office sent these professors an electronic letter of greeting and the Union's information packet. The Union's brochure was updated and published in three languages for distribution to potential members.

The year in review saw the launch of a so-called recommendation campaign in which members were asked to recommend Union membership to professors who were not yet members. Travel gift vouchers were raffled off among those who made recommendations.

Professor luncheons were initiated in university centres. Both members and non-members are invited to participate.

The member recruitment efforts were particularly focused on attracting professors of technology and medicine, since, in these fields, the degree of unionisation is lower than average. The Union's dual membership agreement with Academic Engineers and Architects in Finland - TEK was renewed.

The survey conducted among new members showed that they expect, above all, for the Union to influence university and science policies and to provide any up-to-date information that concerns professors. The Union also sent the questionnaire to professors who did not join the Union. One fourth of those who received a questionnaire had simply forgotten to take care of the matter.

4.3 Union chapters

The Union had fourteen university-based chapters and one chapter for members working at State research institutes. All chapters are non-registered associations.

At the beginning of the summer, a seminar for the development of local activities was arranged. The seminar dealt with the results-based pay system, front-line management and member recruitment.

A two-day seminar was arranged in the autumn for the chairs in each chapter. It was held in Helsinki in connection with the autumn seminar for members and interest groups. The chairpersons' seminar discussed, among other topics, the university salary systems, the position of professors in university management, and member recruitment.

Chapter representatives have served in the assessment groups for the University Salary System (YPJ). The chapters have endeavoured to monitor the application of qualification requirements for professors, and to promote the research opportunities of professors.

There is great variation in terms of the level of activity among the chapters. The chapters have all had the necessary resources for their activities. The Union's elected management, Executive Director and Head of Union Affairs have all attended chapter events.

4.4 Shop steward activities

Akava's shop steward activities for the public sector are coordinated through JUKO, which has signed shop steward agreements with different universities. The significance of shop steward activities has grown along with the introduction of local negotiation and agreement rights. A shop steward represents the personnel in local agreement matters whenever required by a collective agreement or legislation. A total of 32 professors have taken on the role of shop steward or deputy shop steward. No professors at the University of Oulu are serving in the capacity of shop steward. The University of the Arts in Helsinki, on the other hand, does now have a professor as shop steward.

JUKO organised two negotiation days for university shop stewards. VAKAVA arranged one negotiation day through co-operation with the Association of supervisors and experts in the public

sector, JEA. VAKAVA's member affiliates are small and medium-sized member unions within the Akava confederation. The Finnish Union of University Professors is one of VAKAVA's 15 member affiliates.

4.5 Member services

The Union members have been informed of membership benefits through the Union's website, in membership letters, and on an additional cover around Tiede magazine that was specifically intended for members. In addition to telling about membership benefits, the additional cover also listed the ways in which the Union influences university and science policies.

The Union lobbied for the employment security of its members in matters pertaining to salaries, compensations and other aspects of employment, and provided its members with advice in these areas. On the local level, members were also provided with assistance from shop stewards serving the Union and JUKO.

The Union provided its members with liability and legal expense insurance. Union members had the opportunity to become a member of the Teachers' Unemployment Fund. This membership is a free benefit to Union members. The majority of the employed Union members belong to the Teachers' Unemployment Fund. Some of the Union members who hold dual membership also belong to another unemployment fund. The Union is prepared to provide financial support to its members in possible labour market conflict situations.

The Union paid for non-occupational travel and accident insurance for its members through AIG Europe Limited. Union members have used their non-occupational travel and accident insurance policies to a higher extent than the previous year.

The Union continued to uphold an agreement with the law firm of Bützow Attorneys Ltd. regarding the provision of a telephone service which Union members can call for legal advice on personal matters. The service was free to Union members.

Union members continue to receive Acatiimi and Tiede magazines as a membership benefit. Union members are sent a Union calendar each year, as well as a report based on the salary survey. Union members have the possibility to use a free e-mail box (at professori.fi) provided by the Union as a membership benefit. New members receive a copy of the Directory of Professors.

An event for members and their invited guests was organised at Ateneum in Helsinki in the spring. The event was pronounced a huge success by its more than 100 participants. In October, an autumn seminar with the theme "Learning in universities" was organised for Union members and interest groups. The seminar was attended by about approximately 100 people. Videos of the seminar speeches can be viewed on the Union's YouTube channel. The seminar received a great deal of positive feedback.

Suomalainen kirjakauppa bookshop (on Aleksanterinkatu) in Helsinki granted members of the Union a discount on books other than academic books. The Union members had access to the *jäsenedut.fi* online service shared by a total of 34 Akava affiliates. This service provides the opportunity to take advantage of a range of varying membership benefits. Members have additional access to many other membership benefits through Akava.

Members have been informed about the health and wellness services available to them from the PHT association (Palkansaajien hyvinvointi ja terveys).

4.6 Maintaining organisational readiness

The strike committee within the university sector met regularly, although the negotiations took place during a period of labour market harmony. A strike exercise was organised within the Government sector during the spring.

5 EXTERNAL ORGANISATIONAL ACTIVITIES

5.1 Trade union confederation AKAVA

The Finnish Union of University Professors took part in the activities of the Confederation of Unions for Professional and Managerial Staff in Finland - AKAVA. The Union was represented at Akava's meetings by Executive Director Jorma Virkkala, with Vice Chair Kaarle Hämeri and Head of Union Affairs Raija Pyykkö serving as deputy representatives. Raija Pyykkö also served as a deputy member of Akava's Organisational Committee. The Executive Director had the right to speak and be present at the Board meetings of Akava.

The Union's position within Akava remained unchanged. Despite its efforts, the Union was not able to sufficiently influence Akava's statements concerning university and science policies.

5.2 VAKAVA

The Finnish Union of University Professors has been a member of VAKAVA since 1994. VAKAVA is a joint association for small and medium-sized Akava affiliates. VAKAVA's task is to serve as an electoral coalition, a channel of information, a provider of training and a coordinator for the supervision of interests within Akava. The Union belongs to JUKO through VAKAVA.

At the start of the year, VAKAVA's member affiliates included the Finnish Union of University Professors, the Finnish Union of University Researchers and Teachers, the Finnish Association of Academic Agronomists, Akava's General Group, the Union of Diaconal Workers in Finland, the Finnish Union of Church Youth Workers, the Finnish Union of Experts in Science, the Union of Finnish Academic Foresters, the Institute Officers Union of the Finnish Defence Forces and the Border Guard, the Finnish Pharmacists' Association, the Finnish Psychological Association, the Finnish Association of Speech Therapists, the Finnish Association of Occupational Health Nurses, Health Science Academic Leaders and Experts, and the Finnish Officers' Union.

The Executive Director of the Union, Jorma Virkkala, was an ordinary member of the Board of VAKAVA and the Head of Union Affairs, Raija Pyykkö, was a deputy member. The Executive Director served as Chair of the university group of VAKAVA and the Head of Union Affairs as the Chair of the training group of VAKAVA.

5.3 JUKO

The Public Sector Negotiation Committee, JUKO, is a body within Akava that negotiates and settles collective agreements on behalf of Akava members within the university sector and the Government sector. At the start of the year in review, the Finnish Union of University Professors was a member of JUKO through VAKAVA.

The Executive Director of the Union served as the Chair of JUKO's university-sector advisory committee. This assignment gave him the right to speak and be present in JUKO's Board. Head of Union Affairs Raija Pyykkö was a deputy member. The university-sector advisory committee was especially busy, also because it served as a key actor during the negotiation rounds. The negotiations went reasonably well.

A general collective agreement (TES) for universities was signed by JUKO. The Union was actively involved in JUKO's activities. The majority of JUKO's Board members represent the municipal sector, which influences JUKO's overall activities.

5.4 Organisations for the field of teaching and research in universities

According to the co-operative agreement between the Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers, the unions have a collaboration committee entitled *Professorit ja Tieteentekijät* or P & T, for short. P & T works to, for example, decide on shared objectives for university and science policies, manages the joint information activities of the two unions, serve as a bond in the common international activities of the unions, and pursues to harmonize the unions' targets concerning the supervision of interests in labour market issues. The Union was represented within P & T by Chair Maarit Valo, Vice Chair Kaarle Hämeri and Executive Director Jorma Virkkala. The Finnish Union of University Researchers and Teachers had corresponding representation. The unions' joint communications manager, Kirsti Sintonen, also participated in the activities of P & T.

During the year in review, the Finnish Union of University Professors, the Finnish Union of University Researchers and Teachers, and the Union for University Teachers and Researchers in Finland (YLL) published their joint *Acatiimi* magazine. The magazine is sent to, for instance, members of all three unions and influential actors within the university sector. The Union was represented on the editorial council for *Acatiimi* magazine by Members of the Board Marjukka Anttila and Lili Kihn. Joint Communications Manager Kirsti Sintonen also served as Editor in Chief of the magazine and secretary of the editorial council. The Executive Director took part in the work of the editorial council as well.

5.5 Other organisations

During the year in review, the Union had co-operation agreements with the following Akava affiliates: the Finnish Association of Academic Agronomists, the Finnish Union of Experts in Science, Academic Engineers and Architects in Finland - TEK (renewed agreement), SEFE - The Finnish Association of Business School Graduates, Finnish Veterinary Association, the Finnish Pharmacists' Association (renewed agreement), Finnish Dental Association, The Union of Finnish Clergy, Association of Finnish Lawyers, the Finnish Medical Association, the Finnish Association of Speech Therapists, the Union of Finnish Academic Foresters, Finnish Psychological Association, Social Science Professionals, and the Finnish Union of Environmental Professionals. The Union also endeavoured to work in co-operation with OAJ – the Trade Union of Education in matters that concerned the universities.

5.6 International activities

The aims of the Union's international activities have been to exchange information and experiences mainly with trade unions in the higher education sector and primarily within Europe, to monitor the impact of the university reform on the European level, and to promote resourcing for

research and education within EU decision-making arenas. Rainer Huopalahti, the member of the Board who is responsible for the Union's international affairs, attended the meetings of HERSC (Higher Education & Research Standing Committee). Both the spring meeting of HERSC and the annual Nordic trade union meeting for the university sector were held in Finland. Chair Maarit Valo participated in the *Global Trends in Media and Higher Education* seminar in Toronto, Canada.

At its December seminar, the Union's Board discussed the supervision of interests in terms of international educational policies.

The Union has intensified communications with Akava, and likewise, Akava has intensified communications with its affiliates. In accordance with its new strategy, Akava focuses its international activities on exerting influence on the EU level. Current EU projects have included the Horizon 2020 project, the EU-level U-Multirank ranking system for universities, and information exchange concerning the reform of the European university systems.

6 COMMUNICATIONS

The Union has a Communications Group comprised of Chair Maarit Valo, Communication Manager Kirsti Sintonen, Head of Union Affairs Raija Pyykkö and Communications Assistant Milla Talassalo as secretary.

6.1 Internal communications

Information about decisions, preparation work and issued statements was provided throughout the year in *Acatiimi* magazine, the Union's website, membership letters (4) and chapter newsletters.

The Union brochure was updated to reflect its new visual image and was published in Finnish, Swedish and English. The brochure was directed at potential members in an effort to support member recruitment.

The Union's stationary, envelopes, and other materials were updated, and the Union's graphic guideline was revised accordingly.

6.2 External communications

Communications with the Union's interest groups was active. The Union press releases gained the attention of the media. The management of the Union gave numerous interviews or issued statements to the press. During the year in review, Union representatives met with many representatives of the interest groups, including the management of the universities and the Academy of Finland, the Board of Universities Finland (UNIFI), the Parliamentary Education and Culture Committee, the Education and Science Subcommittee within the Finance Committee of the Parliament, and the Secretariat of the Research and Innovation Council.

The selection of Eva-Mari Aro (University of Turku) as Professor of the Year 2013 was announced in connection with the Science Forum arranged in Helsinki. This announcement drew a significant amount of attention.

A publicity campaign was carried out in magazines including *Suomen Kuvalehti*, *Tiede*, *Tieteessä tapahtuu*, *Kanava*, *Acatiimi* and *Akavalainen*.

An autumn seminar was held on 25 October for members and interest groups. The topic of the seminar was "Learning in Universities". The seminar received positive publicity.

In the autumn, a Professors' blog was also launched in the Union's website for the purpose of enabling union activists to weight in weekly on topics concerning the universities and research institutes.

PRESS RELEASES in 2013

11 Jan	Professor of the Year – Professor Eva-Mari Aro
14 Feb	No need for two-year university degrees
19 Mar	The university index must be valid again in 2014
26 Mar	A threat to university autonomy to decide on educational fields
21 May	It's time for universities to upgrade their security guidelines to meet the needs of the Internet era
25 Oct	Shift of focus from year-round teaching to year-round learning
11 Nov	Employee co-operation negotiations create an atmosphere of fear within the universities

6.3 Acatiimi magazine

The Finnish Union of University Professors, the Finnish Union of University Researchers and Teachers, and the Union for University Teachers and Researchers in Finland (YLL) publish a joint magazine under the name Acatiimi. In October 2013, the 15th anniversary was acknowledged through a special issue of the magazine. The magazine has a circulation of about 11,800. The publication is sent to members of all three unions, as well as to libraries, university administration units, those who have the power of decision for university and science policies, and journalists monitoring activities within the sector. The magazine was published 9 times during 2013, and is also available online. In many contexts, Acatiimi has received positive attention and inspired discourse on topical issues.

Acatiimi's issue 4/2013 was nearly entirely in English.

7 FINANCES

7.1 Membership fee

The Union's finances are primarily accrued from membership fees. The membership fee is determined by the Union Council. During 2013, the membership fee was normally 0.9% of one's gross salary. For those with dual membership in Akava, the fee was 0.6% of the gross salary. A reduced membership fee is applicable for those on leave or retired.

7.2 Support fund

The Union has a support fund established by the Council for the purpose of dealing with possible labour market disputes.

7.3 The Union's other income and investment activities

The Board made decisions regarding the Union's investment activities and reported on them, in detail, to the Council. The Board had an investment strategy that included the principles of its investment activities. The Board was assisted by the Investment Committee, which presents investment decisions to the Board. The Investment Committee comprised the Union's Chair, Vice Chair and Executive Director, as well as an external expert member appointed by the Board, namely Professor emeritus Jarmo Leppiniemi. The Financial Controller served as secretary for the committee.

The Union's assets were allocated mainly to domestic investments. A portion of the Union's assets were invested in fixed-income investments through co-operation with Nordea Investment Management.

The situation in the overall economy affected the result of the Union's investment activities. The dividends, interest income and other income were, however, reasonable despite the current climate in the economy. The Union's investment activities were successful.

8 ORGANISED EVENTS

- 11 Jan Science Forum and announcement of the Professor of the Year, Helsinki
- 19–20 Apr Spring seminar and Council meeting, Helsinki/Tallinn
- 31 May Member event at Ateneum, Helsinki
- 13–14 Jun Seminar on the development of local activities, Vanajanlinna
- 24. -25 Oct Seminar for chapter chairs, Helsinki
- 25 Oct *Learning in universities* seminar for members and interest groups, Helsinki
- 29 Nov Council meeting, Helsinki

9 UNION ADMINISTRATION

9.1 Union Council

The Union Council convened at its regular spring meeting on 20 April 2013. The meeting discussed, among other issues, the Union's annual report of the previous year, the impacts of the university reform, and the State's framework budget. The Union Council convened at its regular autumn meeting on 29 November 2013. An election was held to elect members and deputy members of the Board to replace those who were scheduled to retire.

The Council for 2013 included:

Chair:

Eero Puolanne (University of Helsinki)

Vice Chair:

Professor Paula Rossi (University of Oulu)

Members:**Aalto University**

Research Director Päivi Hovi-Wasastjerna
 Professor Virpi Tuunainen
 Professor Hannele Wallenius

University of Helsinki

Professor Jaana Hallamaa
 Professor Jukka Finne
 Professor Anne Juppo
 Professor Juha Karhu
 Professor Juha Raitio
 Professor Maritta Törrönen

University of Eastern Finland

Professor Jarmo Ahonen
 Professor Markku Tykkyläinen

University of Jyväskylä

Professor Jukka Pellinen
 Professor Kimmo Suomi
 Professor Mirja Tarnanen

Lappeenranta University of Technology

Professor Riitta Kyrki-Rajamäki

University of Lapland

Professor Kyösti Kurtakko

University of Oulu

Professor Juha Risteli
 Professor Hannu Soini

Hanken School of Economics

Professor Martin Lindell

University of the Arts Helsinki/Sibelius Academy

Professor Vesa Kurkela

University of Tampere

Professor Christian Krötzel
 Professor Eeva Moilanen
 Professor Eero Ropo

University of the Arts Helsinki/Theatre Academy

Professor Eeva Anttila

Tampere University of Technology

Professor Kari T. Koskinen
 Professor Jouni Kivistö-Rahnasto

State research institutes

Professor Tuomas Lehtonen

Deputy Members:

Professor Helena Sederholm
 Professor Raimo Lovio
 Professor Jorma Skyttä

Professor Laura Kolbe
 Professor Esa Korpi
 Professor Hannele Niemi
 Professor Per Saris
 Senior Curator Henry Väre
 Professor Maria Fredriksson-Ahomaa

Professor Seppo Lapinjoki
 Professor Jopi Nyman

Professor Jussi Välimaa
 Professor Jari Veijalainen
 Professor Marjatta Lairio

Professor Jarmo Partanen

Professor Jari Stenvall

Professor Mauri Haataja
 Professor Juha-Pekka Kallunki

Professor Gunnar Rosenqvist

Professor Hannu Saha

Professor Lili Kihn
 Professor Satu Kalliola
 Professor Pami Aalto

Professor Esa Kirkkopelto

Professor Pasi Kallio
 Professor Sirkka-Liisa Eriksson

Professor Marjukka Anttila

University of Turku

Professor Kari Lukka
 Professor Eija Suomela-Salmi
 Professor Timo Soikkanen

Professor Pekka Vallittu
 Professor Marjaana Soininen
 Professor Carita Kvarnström

University of Vaasa

Professor Asko Lehtonen

Professor Pirkko Vartiainen

Åbo Akademi University

Professor Pia Vuorela
 Professor Barbro Back

Professor Mikko Lagerspetz
 Professor Gunilla Widén

9.2 Union Board

The Union Board met 11 times during the year in review.

The Board for 2013 included (the term of each member is in parentheses):

Chair:

Professori Maarit Valo (University of Jyväskylä)
 (2013–2014)

Members:

Professor Rainer Huopalahti (University of Turku)
 (2013–2014)

Professor Lili Kihn (University of Tampere)
 (2013–2014)

Professor Markus Lehtinen (University of the Arts
 Helsinki)
 (2013–2014)

Professor Pekka Ilmakunnas (Aalto University)
 (2012–2013)

Professor Juhani Laurinkari (University of Eastern
 Finland)
 (2012–2013)

Professor Marjukka Anttila (State research
 institutes)
 (2012–2013)

Deputy Members:

Professor Pia Vuorela (Åbo Akademi University)
 (2013–2014)

Professor Jaana Hallamaa (University of Helsinki)
 (2013–2014)

Professor Sulo Lahdelma (University of Oulu)
 (2013–2014)

Professori Jari Stenvall (University of Lapland)
 (2013)

Professor Seppo Pynnönen (University of Vaasa)
 (2012–2013)

Professor Jouni Kivistö-Rahnasto (Tampere
 University of Technology)
 (2012–2013)

9.3 Bodies appointed by the Board

The Union Board appointed the following bodies:

- Work Committee: Maarit Valo, Kaarle Hämeri, Jorma Virkkala and Raija Pyykkö.
- Election Committee: Juhani Laurinkari, Päivi Hovi-Wasastjerna and Eero Ropo. Executive Director Jorma Virkkala served as secretary in the work of the Election Committee.
- Investment Committee: Maarit Valo, Kaarle Hämeri, Jarmo Leppiniemi, Jorma Virkkala and Maarit Santala as secretary.
- Communications Group: Maarit Valo, Kirsti Sintonen, Raija Pyykkö and Milla Talassalo.

As appointed by the Board, Eero Puolanne served as the head of contacts, and Rainer Huopalahti was in charge of the Union's international affairs.

9.4 Union chapters and chairs

Aalto University	Jorma Skyttä
University of Helsinki	Kaarle Hämeri
University of Eastern Finland	Juhani Laurinkari
University of Jyväskylä	Jari Veijalainen
University of Lapland	Kyösti Kurtakko
Lappeenranta University of Technology	Jarmo Partanen
University of Oulu	Sulo Lahdelma
Hanken School of Economics	Gunnar Rosenqvist
University of the Arts Helsinki	Erik T. Tawaststjerna
Tampere University of Technology	Jouni Kivistö-Rahnasto
University of Tampere	Pami Aalto
University of Turku	Rainer Huopalahti
State research institutes	Marjukka Anttila
University of Vaasa	Tommi Sottinen
Åbo Akademi University	Peter J. Slotte

9.5 Auditors

The Union's authorized auditor (KHT) was Professor Markku Koskela and the deputy auditor (KHT) was Riku Kärrnä. The Union's performance auditor was Lecturer Kari Toiviainen and the deputy performance auditor was Lecturer Tapani Kykkänen.

9.6 Office personnel

Co-operation between the Board and office personnel of the Union has continued well. The Union's Executive Director was Jorma Virkkala, Master of Laws, M.Sc. The Head of Union Affairs was Raija Pyykkö, Ph.D. Communications for both the Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers was Kirsti Sintonen, M.Sc. The Union's part-time Financial Controller was Maarit Santala, BBA. The Office Secretary was Helena Kuusterä, Business college graduate Milla Talassalo, BBA., began on 5 March 2013 as the joint Communications Assistant for the Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers.

The Union office is located in the Akavatalo building, in the Itä-Pasila district in Helsinki. Due to the upcoming renovations to the Akavatalo building, the Union has begun to look at different properties to set up its new office space.

10 UNION STATEMENTS AND PROPOSALS

7 Jan	Statement on the proposal for the Finnish Government's strategy to promote equality in education
3 Apr	Statement to the Ministry of Education and Culture in response to the memorandum regarding development work on the educational structures of higher education institutions
20 May	Letter by the Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers to the UNIFI association about the security guidelines for universities
4 Jun	The Union was heard by the Parliamentary Education and Culture Committee on the Government's motion to change Section 7 of the Universities Act
6 Jun	Finnish Union of University Professors' Letter to the UNIFI association about student representatives participating in the selection process for professors
30 Sept	Statement to the Ministry of Education and Culture in response to the memorandum of the working group preparing the new professional specialisation studies programme
11 Nov	Statement on the draft for a Government Decree concerning the amendment of the current Government Decree on university degrees