



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Annual Report 2014

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1. Focal areas of activities

In 2014, the operational focuses were: 1) the status of professors, 2) salaries and wages, 3) working conditions and 4) Union membership.

Status of professors

Based on the result of the Professor's Work 2014 survey, the possibilities for professors to have influence on the level of the overall organisation are insufficient. In light of the survey responses, the top management is still not always interested enough in the opinions of professors.

Within many contexts, the Union emphasised the special status of professors and their significance to the universities. The matter was discussed, for example, in the media, the membership letters, the Union's blog and at meetings with university management. The Union chapters were encouraged to keep in regular contact with the management of their own university. Good practices for increased dialogue between the Union chapters and university management were published on the chapter websites. The management of the Union and the relevant chapters jointly met with university management of the different universities to discuss and work on mutual co-operation. Steady and regular dialogue between the professors and the university management was expressed as an essential aspect of the co-operation.

Salaries and wages

The salary development of professors was modest because of the euro-based increase as dictated by the general collective agreement (TES) and the university-specific application of the University Salary System (YPJ). In terms of new professors, the salary components determined by the requirement level and, in particular, the personal performance level dropped in comparison to earlier levels. This is a worrisome trend that requires attention.

Although the universities apply the same general collective agreement, the salary development among professors differs dramatically from one university to the next. The salary gap between male and female professors has not narrowed. The Union conducted a survey on the results-based pay systems used for professors at universities.

According to the Union's salary survey, the salaries of professors working at State research institutes decreased. During the year in review, the Government issued a decision in principle to the ministries intended to limit wage drifts within the State.

The Union has actively reported to its membership and interest groups on the salary and wage development as it concerns professors.

Working conditions

The Union conducted the Professor's Work 2014 survey together with the Institute of Occupational Health. As with the earlier survey, the professors listed academic freedom, research opportunities and a sufficient number of assisting staff as the requirements for the establishment of a long work career and the ability to cope at work.

The Union has demanded, in various connections, such as meetings with university management and other interest group gatherings, that professors be given more opportunities for research. The research period systems for professors were again introduced as part of the Union's objectives for the next Government Programme, and they were discussed with Minister of Education and Science Krista Kiuru and the Parliamentary Education and Culture Committee. The Union chapters have been

encouraged to work towards enacting the research period systems. The proposal for a detailed provision on the research period to be added to the collective agreement (TES), presented jointly by the Union and JUKO, did not proceed.

During the year in review, the Union kept a focus on the importance of assisting staff, which would enable professors to concentrate on the core tasks of their jobs. The matter was raised in meetings with rectors and in the leading article of Acatiimi magazine, the Union's media releases and its blog. The matter sparked interest in the media.

Union membership

A significant amount of resources were directed into membership recruitment. The total number of members in the Union increased. The number of employed members, however, decreased slightly due to an increasing number of retired members.

2. Supervision of interests

- Due to the existing valid agreement, negotiations on the general collective agreement (TES) were at a standstill.
- There were no developments within the TES working groups.
- The salary development of professors was modest because of the euro-based increase as dictated by the general collective agreement (TES) and the university-specific application of the University Salary System (YPJ).
- The Union conducted a survey on the results-based pay systems used for professors at universities.
- As the Professor Pool is coming to an end, the research period systems created by each individual university will become emphasised.
- Professors want the assistance of support personnel.
- The increase in the pensionable age, as determined by the pension reform agreement, is not viewed as a catastrophe for professors. The removal of the super accrual system, however, is a clear setback.

2.1 Currently valid general collective agreements

On the basis of the Pact for Employment and Growth, signed by the central labour market organisations on 30 August 2013, a general collective agreement (TES) for universities was drawn up and signed on 25 October 2013 for the period covering 1 April 2014–31 January 2017. Currently, therefore, the universities are enjoying a period of labour market harmony. The currently valid TES has determined the negotiation activities of the universities, which have not been especially active.

Correspondingly, the Collective Agreement for State Civil Servants and Employees Under Contract is valid for a corresponding period of 1 April 2014–31 January 2017.

2.2 University Salary System

The Salary System for Universities (YPJ) is comprised of four components: 1) task-specific salary component, 2) personal performance salary component, 3) competence-requirement allowance and 4) performance increase. Of these, the task-specific salary component has constituted 80% of the

salaries of professors, the personal performance salary component about 20% and both the competence-requirement allowance and performance increase have affected the salaries by about one per cent. The guaranteed salary that is part of the YPJ no longer has any notable effect on the professors' salaries.

Aalto University has its own independent salary system. The salary development of professors at Aalto has been better than the average from 2013 to 2014. No other local salary systems have been established.

The Union has contributed to the activities of the salary system working group as agreed upon in the TES. The work of the working group has not proceeded. During the year in review, the Union has discussed the functioning of the current salary system in relation to professors' work. This discourse is ongoing.

The Union has also participated in the activities of the working group for the working hour systems, as agreed upon in the TES. This work has only just gotten underway. The working group established to look into the possibility of university-based agreements ended its work at the end of the spring without any results.

2.3 Salary systems of State research institutes

Each of the State research institutes has, in practice, its own salary system. As a result of the State research institute reform, some of the research institutes were merged on 1 January 2015 and the salary systems were reformed accordingly. The year in review saw the establishment of a salary system for the Natural Resources Institute Finland, which started on 1 January 2015. A unified salary system was established for VTT Technical Research Centre of Finland Ltd, which began operations as a limited liability company on 1 January 2015. The National Research Institute of Legal Policy and the Consumer Society Research Centre became part of the University of Helsinki as of 1 January 2015.

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 Salary increases and negotiations concerning universities

The year was relatively quiet in terms of negotiation activities. 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 TES is valid from 1 April 2014 until 31 January 2017, but it is possible to terminate the agreement to expire on 31 January 2016. In this case, the termination must be initiated by the central labour market organisations by 15 June 2015.

The Pact contained a provision for a general salary increase of 20 euro as of 1 August 2014. As proposed by the employee organisations, the 20 euro increase was added to the task-specific component and, thus, is reflected in the percentage components. The average increase for professors was approximately 26 euro, or 0.3 per cent. 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, were not specified but will be discussed later. In practice, all proposals for textual changes will be elaborated by specific working groups.

2.5 Salary increases and negotiations concerning the State

The salaries in the State sector saw a general increase of 20 euro/month as of 1 August 2014.

The Government issued a decision in principle to the ministries intended to limit wage drifts within State employments. According to the State's principal bargaining organisations, this action violated the agreement. A clear breach of agreement was not, however, proven.

2.6 Results-based pay systems

In autumn 2014, the Union conducted a survey to investigate the frequency of the results-based pay systems for professors, and experiences with these systems. The survey concerned all universities, including those that did not have any results-based pay system in place for professors or that only used minimal forms of extra reward. The survey consisted of two parts: 1) a questionnaire for the universities' personnel management about the result-based pay systems in use and 2) a questionnaire for university professors.

According to the results-based pay survey, the universities use different systems and, depending on the university in question, they are referred to as, e.g., results-based reward, incentive, stimulus, bonus or publication-based pay systems. The bonus systems differ from each other in terms of, among other aspects, how clearly the system is based on objectives determined in advance and whether or not the system applies only to professors or to the entire personnel. Criticism expressed by the professors concerned systems in which the objectives were not laid out in advance, the rewarding process required a lot of deliberation or the objectives were vague. The bonus system was best known to the respondents in those universities where the systems were based on criteria determined well in advance.

The results of the survey have been presented at Union events and a report has been provided to universities and interest groups.

Of the Union's salary survey respondents, 10% receive results-based/bonus/incentive pay. The average size of the results-based pay was 3,895 euro/year. The salary survey among the membership indicated that the size of the results-based pay has increased in recent years, but the share of recipients has decreased. It should be noted that the survey was only answered by part of the membership. The Union was unable to attain any information from the employers about the size and frequency of the results-based pay.

The Union has already earlier stated that if a results-based pay system is taken into use, separate funding must be allocated for that purpose. The system should also have the support of the professors at the university in question. During the collective agreement negotiations in 2013, the Union pursued to include a statement in the TES agreement that any separately agreed university-specific compensations should be negotiated with the representatives 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 working groups.

2.7 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. According to the Union's salary survey, 25% of the Union members are paid an academic director's fee. The average fee was 768 euro/month. Any closer analysis of the development of the academic director's fees is hindered by the fact that some universities now have more full-time academic directors on their payroll.

The Union has raised the issue about academic director's fees in discussions with the university management. The Union has endeavoured to impress upon university management the significance of director's fees.

2.8 Director's fees in supplementary-funding projects

The Union has already previously drawn up recommendations for universities regarding the payment of director's fees to professors involved in projects intended to raise external funding. It is recommended that 1) fees shall be paid for the raising of supplementary 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.

Only a few universities systematically pay director's fees for supplementary-funding projects. According to the Union's salary survey, 6% of the membership receives a director's fee for supplementary-funding projects. The average fee is 5,166 euro/year. The project director's fees represent a share of about 0.5% of the total payroll of the entire professorship. The Union has stated its recommendation for director's fees in external funding projects in the course of meetings with university management.

2.9 Fees for expert tasks and statements

The question about fees payable for expert statements was included in the salary survey for the first time. Of the respondents, 63% received fees from another university for expert statements regarding, e.g., a professor's competence, the granting of the title of docent or the examination of a doctoral thesis. The average for fees paid in 2014 was 1,035 euro, but the dispersion was considerable.

A total of 27% of respondents received a writer's fee from a source other than their primary employer. The average fee paid in 2014 was 2,011 euro. The dispersion was considerable for these fees as well.

The Union's recommendations for fees and compensations are stated on the Union's website and in its calendar. Members have also been given abundant advice and assistance regarding this issue.

2.10 Salary development among professors

The salaries in both the university and State sectors were raised by a general increase of 20 euro/month as of 1 August 2014. The increase was included in the task-specific component to be reflected in the other salary components.

The Union publishes its salary survey annually and distributes the report to members, employers and interest groups. The salary survey is comprised of a membership survey and an employer survey.

The salary development of professors, in general, has been rather moderate over the past few years. During the year in review, the salary development did not resemble that of earlier years. In October 2013, the average salary for university professors was 6,893 euro and in September 2014, it was 6,904 euro. According to the membership survey, the salaries seem to have dropped slightly. This modest salary development is caused by two factors: 1) the low euro-based increase of the general collective agreement and 2) the high turnover rate among professors.

The monetary increase of 20 euro, based on the collective agreement, raised the professors' salaries by 0.3%. As concerns all professors in the university sector, the mean value of the competence-requirement assessment (VAATI) dropped from 8.72 to 8.71 and the value of the personal performance assessment (HENKI) from 6.22 to 6.15. The decline is directly reflected in the mean salaries paid to professors. The decline in the mean VAATI and HENKI levels indicates that individual universities apply the YPJ system differently. According to the AFIEE (Sivista) report, the earnings of

teachers and researchers saw a modest increase of 0.5%, while the earnings of other personnel increased by 1.3% (which corresponds to the general earned income level index).

The university-specific salary developments for professors can be reviewed over a longer period, for example over the decade from 2003 to 2014. Although all universities have applied and are applying the same collective agreement (with Aalto University being partially an exception), there are huge differences in the salary development for professors.

Over the past decade, the proportion of female professors has increased from 24.5% to 27.7% of all university professors. Since the year 2000, a euro paid to a female professor has been 0.950–0.973 as compared to a euro paid to a male professor. During the past year, the difference grew slightly ($0.973 > 0.965$).

According to the Union's salary survey, the salaries of professors working at State research institutes dropped. However, one must bear in mind that the 2013 and 2014 salary surveys included different research institutes and a different number of observations. The average salary according to the salary survey in 2013 was 6,527 euro, while in 2014, it was 6,435 euro.

Professors' salaries have been among the key topics discussed at the Union management's meetings with university management and other interest groups. Discourse at the meetings with university management has concerned the university-specific use of the VAATI levels, particularly VAATI levels 7 and 11. In the meetings, particular attention has also been paid to the level of women's salaries and the results-based pay practices. The Union chapters have been encouraged to take a closer look at the salary development of professors in meetings with university management.

2.11 Professors' working hours

The Union continues to argue against the monitoring of the professors' working hours.

The Union's starting point is that, for professors, there is no need to change the terms of the working hour agreement for teaching and research personnel, except for the inclusion of a more strictly expressed statement concerning research possibilities. This objective was not achieved during negotiations, since all textual changes were postponed to be handled by future working groups.

Within the collective negotiations, the Union rejected 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 emphasised throughout the negotiations that professors should not be affected by any proposals for changes to the working hour agreement that are presented by parties representing other teaching personnel.

According to the Union's survey, altogether 41% of professors work more than 50 hours during one work week. Together with JUKO, the Union proposed that all universities carry out a working hour study in which participants keep a record, for one week, of their own work input in different tasks. This would provide information about the average working hours of professors and the distribution of their work time.

2.12 Improving the working conditions for professors

The Union conducted the Professor's Work 2014 survey together with the Institute of Occupational Health. Altogether 48% of the Union members who work in universities and research institutes responded to the survey. As with the earlier survey, the professors listed academic freedom, research opportunities and a sufficient number of assisting staff as the requirements for the establishment of a

long work career and the ability to cope at work. Professors in the fields of fine arts raised the issue of being given the opportunity to include artistic activities in their work.

The Foundations' Professor Pool has made it possible for 330 professors to receive grants for a research period. The last application round was announced at the beginning of 2015. The Union has actively notified its members about the application rounds. The universities are now expected to initiate their own research period systems to replace the terminated Professor Pool system. The Union has demanded, in various connections such as meetings with university management and other interest group gatherings, that professors be given more opportunities for research. The research period systems for professors were again introduced as part of the Union's objectives for the next Government Programme, and they were discussed with Minister of Education and Science Krista Kiuru and the Parliamentary Education and Culture Committee. The Union chapters have been encouraged to work towards enacting the research period systems. 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. The professors in the fields of fine arts have expressed that it is difficult for them to find time to integrate artistic activities into their own work.

The proposal for a detailed provision on the research period to be added to the collective agreement (TES), presented jointly by the Union and JUKO, did not proceed.

During the year in review, the Union kept a focus on the importance of assisting staff, which would enable professors to concentrate on the core tasks of their jobs. The matter was raised in meetings with rectors and in the leading article of Acatiimi magazine, the Union's media releases and its blog. The matter sparked interest in the media.

According to the survey, a heightened workload signifies not only an increase in the amount of work but also its fragmentation and interruptions to one's work. The requirement to raise funding also causes the professors stress and strain.

With the help of the Professor's Work 2014 survey, the Union was able to gain updated information about the working conditions of professors. Over the past two years, altogether 79% of the respondents had experienced significant changes in the structure or activities of their organisation, which impacted on their own work. The respondents also mentioned insufficient work spaces and poor indoor air. These matters have been discussed, among other places, in meetings with university management. According to the Union, professors at universities and research institutes should be entitled to a private office.

2.13 Taxation

The Union endeavours to affect taxation through, among others, its co-operation with Akava.

The members were 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 was provided to members.

During the year in review, the Union received many enquiries from members about the so-called solidarity tax. At the start of the year, the Union sent a letter to the Chairman of Akava encouraging Akava in its attempt to eliminate this additional tax on pensioners.

2.14 International co-operation and supervision of interest issues

Members were given advice on any matters related to internationalisation. The Union's English-language webpages were expanded. One issue of the Acatiimi magazine was published almost

entirely in English, and the leading article in all other issues was translated into both Swedish and English.

2.15 Intellectual property rights

Jointly with JUKO, the Union has advocated reasonable terms and conditions for the transfer of intellectual property rights (IPR) at universities. Union members have been instructed on the issue.

No problems have been observed in terms of any rights related to inventions.

2.16 Pensions and retirement age

According to the Professor's Work 2014 survey, a total of 45% of professors wish to continue working past the age of 65 and 30% past the age of 67. Approximately one third would like to retire at age 65. Of the professors, 82% would like to continue their work in some capacity as professors emeriti.

During the year in review, pension reform negotiations were held at the central organisation level. Akava did not sign the pension reform agreement because of its detrimental impact on the pension accrual terms. From the professors' standpoint, the gradual increase of the pensionable age to 65 is not particularly worrisome. Instead, the reduced pension accrual, planned to start in 2017, and the removal of the so-called super accrual system for those over 63 would significantly weaken the pension security of professors. The Union strongly opposed such measures.

The preparation of legislation for the pension reform is in full swing. Akava is participating in this work.

The Union provided the members with information on pension matters in the Acatiimi magazine, in membership letters and personally. For the use of its membership, the Union gathered compiled a package of information necessary for a professor emeritus/emerita contract.

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 condemned this type of pressure. The matter was discussed in, e.g., the leading article of Acatiimi magazine and a letter sent to UNIFI.

3 Activities concerning science and university policies

- The Union prepared its Government Programme objectives.
- The Union issued opinions, statements and press releases on several proposals related to university, science and education policies.
- The Union stressed the importance of basic funding as well as the predictability and long-term aspect of the funding.
- The Union supported the preservation of the dual model.
- Within the tenure track system, only those with the title of professor are considered professors.

3.1 Research appropriations and university resources

According to the report, dated 5 November 2014, of the Research and Innovation Council chaired by the Prime Minister, the research and innovation activities accounted, in 2009, for 3.75% of the GDP, but in 2014, it will be down to 3.13%. The Union has argued that it should be 4%.

Together with the Finnish Union of University Researchers and Teachers, the Union prepared its objectives for the next Government Programme. The objectives emphasise the fact that universities need to be guaranteed predictable, long-term funding. The share of research funding allocated to basic research must be reinforced and the proportional share of competitive public funding can no longer grow in relation to basic funding. The objectives were distributed widely and discussed with, among others, the Parliamentary Education and Culture Committee, and the Education and Science Subcommittee within the Finance Committee of the Parliament. Discussions were also held with the Minister of Education and Science. The objectives were published on the Union's website and in *Acatiimi* magazine, among other places.

In its objectives for the Government Programme, the Union emphasised the necessity of preserving of the university index. According to the Government's budget proposal, the university index will be halved in 2015. The other half will be paid in 2015 through separate funding that is not, however, permanent. The Union pleaded its case for the university index by issuing media releases on the matter together with UNIFI and the Finnish Union of University Researchers and Teachers. Additionally, the matter was also discussed with the Minister of Education and Science and with the Parliamentary Education and Culture Committee.

The Union has followed up the impact of the university funding model and issued statements concerning the model to the Ministry of Education and Culture. The Union has proposed that, in addition to the student feedback gathered from graduates with a Bachelor's degree, feedback from academic personnel should also be taken into account.

During the year in review, the Union issued its statement concerning the reform of research funding, including, for example, the establishment of a strategic research committee, and submitted it to the Ministry of Education and Culture and to the Parliamentary Education and Culture Committee. The Union's viewpoints were raised in meetings with the management of the Academy of Finland and with the Minister of Education and Science. The Union Chairman introduced the matter at a Tutkas event arranged for Parliament members and scientists.

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

3.2 Structural development of universities and research institutes

The Union maintained that academic universities and universities of applied sciences remain separate in accordance with the dual model.

The employee co-operation negotiations within the universities and research institutes have increased insecurity in terms of job retention. In some universities, even individual professors' research groups fell under the scrutiny of the employee co-operation negotiations. The Union has expressed strong criticism for the fact that the dismissals have been motivated by unit-based deficits within internal accounting, even in cases where the overall financial statements of the university showed a surplus. The Union has also argued that lay-offs are poorly suited to the work of professors.

The Union office and shop stewards assisted and advised dismissed professors throughout the year. The universities' employee co-operation methods were discussed at gatherings for the shop stewards,

chapter meetings and the meetings with the university management. In different contexts, the Union stressed the role and significance of academic personnel. As a new membership benefit, the Union began to offer assistance in the form of a relocation service for those members who have been dismissed from permanent employment. The co-operative partner providing this service is HRM Partners Ltd.

The Union issued opinions, statements and press releases on several proposals related to science and education policies, such as the sufficiency of basic funding for universities, the amendment of the Act on the Academy of Finland, tuition payments for students from outside the EU and EEC, and an increase in university admissions. The Union informed its membership and the universities about its stand on these issues.

The Union reminded the Parliament and the Minister of Education and Science that the impacts of the Universities Act need to be evaluated no later than 2016. The Union stated that university activities must be more transparent; for instance, the reporting on key figures should be regulated by the Universities Act.

The Ministry of Education and Culture decided to shift 50 million euro of basic funding for universities to be reallocated through the Academy of Finland. The funding was intended for research profiling. The profiling process must be based on each university's own strategic choices. The Union informed the chapters and members about this issue in many ways, while emphasising the fact that professors should be involved in the universities' research profiling.

The working group set by the Ministry of Education and Culture for the development of the university educational structures has proposed the introduction of two-year university diplomas. The Union opposed the introduction of such short-term degrees. It appears as though the short-term degrees will not be added to the university system. They are being tested, however, in the universities of applied sciences.

The report of the Research and Innovation Council, dated 5 November 2014, suggests, as alternatives, the dual university model and the termination of two separate university sectors. The Union has expressed its opinion in favour of the preservation of the dual model in, among others, its Government Programme objectives. In Tampere, work is underway to clarify the possibility of merging the University of Tampere, Tampere University of Technology and Tampere University of Applied Sciences. The Union and the Tampere chapters have been actively involved in these discussions.

Many State research institutes have been forced to cut back on their activities during the year in review. The reasons include the State's productivity programme and research institute reform, in which funding is moved from the sectoral institutes to the Prime Minister's Office and the Academy of Finland for use in strategic research and surveys. Furthermore, the funding for sector research under, among others, the Ministry of Social Affairs and Health met with budget cuts. Many research institutes carried out employee co-operation negotiations during the year for the purpose of reducing personnel.

JUKO provided State and university shop stewards with training on negotiation procedures.

3.3 Professors' service relationships and titles

The Union monitored the recruitment practices for professors and, when necessary, spoke up on any drawbacks. For several years, the number of full-time professors has declined at the universities. The Union's view is that the number of professors should be increased moderately.

The State of Scientific Research 2014 report drawn up by the Academy of Finland contained quite an extensive review of the current state of the recruitment process for professors. For this part, the report contains clear weaknesses that the Academy has not rectified despite the Union's demands. In

particular, the number of professors recruited during the years 2010-2014 is too high, since it is possible that one and the same position has been filled two or more times.

The number of fixed-term professorships dropped from 25% to 22%. The Union's Fixed-term Working Group discussed the bases for fixed-term employments as it concerns professors. Fixed-term employments are extensively used at the University of the Arts, in particular. In different connections, the Union emphasised the fact that fixed-term employment relationships do not facilitate long-term development within the field. The Union's office and shop stewards assisted and advised members who had had two or more successive fixed-term employment contracts with a university that was then no longer willing to offer them a new employment relationship.

The title 'Professor of practice' has been taken into use at many of the universities. Discussions about such positions have been held with the management of the relevant universities.

The tenure track system has caused uncertainty about who is a professor as intended by, for example, the Universities Act. The Union has already earlier 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 Union's view, an individual within the tenure track system 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 evaluation. The Union has presented its points to, for example, UNIFI and the university rectors.

A representative of the Union has been involved in the working group investigating careers in research.

The Union specified further its recommendation for the use of the title 'professor' as it concerned, e.g., the honorary title of professor.

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.

Many of the universities have introduced the tenure track system as a new type of career path in Finland, especially for professors. The systems vary slightly between universities. The fundamental idea behind the system is, however, that when one's career progresses as planned, the final result is that the person gains the title of 'professor'. The system includes titles that derive from 'professor', such as associate professor. The tenure track title 'associate professor' does not correspond to the title of assistant professor used earlier in Finland, nor is it a title for a professorship as intended by the Universities Act. During the year in review, the development of the tenure track system was monitored closely.

According to the Universities Act, professors represent their own group within university administration. The provisions of the law that concern professors are the same for all universities. The criteria for being included under the heading of 'professors', however, vary from one university to another. The legal status of those carrying the tenure track title of associate professor, in particular, is problematic. According to the Union, the understanding of the legal status of those included in the tenure track system should primarily be the same across all universities in Finland. The Union has presented the Ministry of Education and Culture and UNIFI with the idea of establishing a working group to investigate the legal status of those within the tenure track system and to draft a recommendation for

the universities. According to the Ministry, the legal perspectives presented by the Union will be considered in connection with the assessment of the research and teaching career paths as outlined in the Ministry's report 'Education and Research 2011–2016. A development plan'. The working group shall take the viewpoints of the Union into consideration.

3.5 Status of professors

Of those who responded to the Professor's Work 2014 survey, as many as 71% perform supervisory or management tasks. Regardless of this, their possibilities for influence on the organisational level are insufficient. Those respondents who stated that they were members of the Board at their universities had a more positive take on their ability to influence decision-making. Membership in an administrative body did not, however, always correlate with better possibilities for influence. For example, members of the University Collegium, the Academic council or the Department council did not feel that they had any better possibilities for influence than those who were not members of these groups. In light of the survey responses, the top management is still not always sufficiently interested in the opinions of professors.

Within many contexts, the Union emphasised the special status of professors and their significance to the universities. The matter was discussed, for example, in the media, the membership letters, the Union's blog and at meetings with university management. The Union chapters were encouraged to keep in regular contact with the management of their own university. Good practices for increased dialogue between the Union chapters and university management were published on the chapter websites.

The management of the Union and the relevant chapters jointly met with university management of different universities to discuss and work on their mutual co-operation. Steady and regular dialogue between the professors and the university management was expressed as an essential aspect for co-operation.

The results of the Professor's Work 2014 survey raised the issue of the strain brought on by leadership. The Union has pursued to ensure that academic directors shall be paid a sufficient compensation for their responsible work.

4 Internal organisational activities

- Resources were directed into membership recruitment.
- The total number of members grew. The number of employed members, however, decreased slightly due to an increasing number of retired members.
- The Union office and shop stewards assisted and advised dismissed professors throughout the year.
- As a new benefit, the Union offered those who have been dismissed, as a result of personnel cuts, from a permanent employment relationship access to the HelpDesk programme that provides support for active job seekers.

4.1 Union organisation

The Union's General Meeting convened on 31 October. The General Meeting elected the Union Council for the years 2015-2016.

The Union Council convened at its regular spring meeting on 26 April at Aulanko. The meeting was preceded by a spring seminar entitled *Less is more?*, and organised jointly by the Union and the Finnish Union of University Researchers and Teachers. The autumn meeting was held on 28 November.

The Board met 11 times during the year in review. Activities for 2015 were planned at a seminar held in August. The December seminar dealt with the structural development of the universities and the State of Scientific Research 2014 report drawn up by the Academy of Finland.

The Board appointed the Union's Work Committee, Investment Committee, Communications Group, Fixed-term Working Group and Election Committee.

4.2 Membership

The importance of being a member of a trade union was considered in different ways at various Union events throughout the year. The Board actively discussed unionisation and monitored the membership development at each meeting. The matter was also discussed at the events of the individual chapters. The chapters oversee the membership recruitment to a varying degree.

The total number of Union members at the end of the year in review was 2,433 (as compared to 2,396 in 2013). The number of ordinary members was 1,575 at the end of the year (1,591 in 2013) and retired members 858 (805 in 2013). It is worth mentioning that the number of full-time professors at the universities has been decreasing annually over the past decade. The decrease from October 2013 to 2014 was 3.5%.

During the year in review, the Union gained 93 members (97 in 2013) and lost 37 (44 in 2013). The most usual reasons for resignation from the Union included retirement and a change in position/task. A total of 94 members retired in 2014 (50 in 2013).

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 new professors an electronic letter of greeting and the Union's information packet. In the spring, the Union arranged a recommendation campaign in which members were asked to recommend Union membership to professors who were not yet members. Both the new member and the recommending member received a gift card to Lippupiste ticket service.

During the year in review, the tour of university centres was continued for the purpose of recruiting their professors. Both members and non-members were invited to participate in the related events. The members working at the university centres felt it was important that the Union have an even closer connection with the centres.

In order to facilitate the recruitment of English-speaking professors, a text about the importance of unionisation was added to the chapters' website.

The Union's renewed dual membership agreement with Academic Engineers and Architects in Finland - TEK entered into force at the beginning of 2014.

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 sent its own questionnaire to professors who did not join the Union as well as to non-members at Lappeenranta University of Technology and Tampere University of Technology. The most important reasons for their not joining was their satisfaction with the activities of their current

union, the high rate of the membership fee, the fixed-term status of their professorship or that they had simply forgotten to take care of the matter.

4.3 Union chapters

The Union has fourteen university-based chapters and one chapter for members working at State research institutes.

At the beginning of the summer, a seminar for the development of local activities was arranged. The seminar dealt with the results of the Professor's Work 2014 survey, the results-based pay systems and member recruitment.

A seminar was arranged in the autumn for the chairs and deputy chairs of the chapters. It was held in Helsinki in connection with the autumn seminar for members and interest groups. The chairpersons' seminar discussed, among other topics, universities' financial statement information, the survey on results-based pay systems and member expectations from the Union.

The chapters have all had the necessary resources for their activities. The Union's elected management, Executive Director and Head of Union Affairs visited at 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.

Employee co-operation negotiations increased the workload of the shop stewards at the relevant universities. Additionally, the shop stewards provided a variety of assistance to Union members at the different universities.

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. The Finnish Union of University Professors is one of the 16 small and medium-sized Akava affiliates constituting VAKAVA.

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.

The Union lobbied for the employment security of its members in matters pertaining to salaries, fees and 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 belong to other

unemployment funds. 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. The insurance coverage was expanded at the beginning of the year. Union members have used their non-occupational travel and accident insurance policies to a higher extent than the previous year.

The Union had an agreement with the law firm of JB Eversheds (formerly 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, unless the member has notified that he/she no longer wishes to receive the calendar. 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 received a copy of the Directory of Professors.

An event for members and their invited guests was held at the Finnish National Theatre in the spring. The event was a huge success. In October, an autumn seminar with the theme *The future is in knowledge* was organised for Union members and interest groups. The seminar was successful and also served as the celebration of the Union's 45 years of operation. Videos of the seminar speeches can be viewed on the Union's YouTube channel. The seminar received a great deal of positive feedback.

Members have been informed about the health and wellness services available to them from the PHT association (Palkansaajien hyvinvointi ja terveys) and about access to other Akava membership benefits listed on the shared jäsenedut.fi website.

As a new benefit, the Union offered those who have been dismissed, as a result of personnel cuts, from a permanent employment relationship access to the HelpDesk programme that provides support for active job seekers. The co-operative partner in the service is HRM Partners Ltd. No practical experience has been gained from the use of the service as of yet.

Suomalainen kirjakauppa bookshop (on Aleksanterinkatu) in Helsinki granted members of the Union a discount on books other than textbooks.

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. The strike exercise of the universities took place during the autumn.

5 External organisational activities

- The Union supported the preservation of Akava as an independent confederation.
- The Union's position within the organisational field was stable.
- Co-operation with the Finnish Union of University Researchers and Teachers was smooth and broad.

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 and the Communications Manager, Kirsti Sintonen, served on the editorial council for Akavalainen magazine. The Executive Director had the right to speak and be present at the Board meetings of Akava.

Toward the end of the year in review, it became known that several unions within mainly the Central Organisation of Finnish Trade Unions SAK and the Finnish Confederation of Professionals STTK were planning to establish an entirely new central organisation. At least one Akava affiliate was involved in the initiative. The preparations for the new central organisation were pushed forward to the next year. Akava stated that it will not be involved in this initiative.

In terms of its purposes, the Union views it as advantageous for Akava's independence and influence in society to be emphasised. This does not exclude Akava from undertaking appropriate co-operation with other organisations and actors. Akava must remain the central organisation for highly educated persons, and its primary principle is to emphasise education and the position of highly educated persons in all situations.

The Union has a dual membership agreement with 15 Akava affiliates.

5.2 Negotiation Committee

The Public Sector Negotiation Committee, JUKO, is a joint association for Akava members within the public sector. The Union endeavours to develop its supervision of interest activities in JUKO through co-operation with VAKAVA. It is essential that the Union's representation within JUKO's organs, particularly within the university-sector advisory committee, be sufficient. The aim was for the Union representative to be part of JUKO's advisory committee for the university sector. JUKO needs to be developed so that the independent position of the different advisory sectors can be secured in the future. The Union closely monitored JUKO's activities in terms of the application of the collective agreement for universities.

The Union belongs to JUKO through VAKAVA. The Executive Director of the Union served as a deputy member on the Board of JUKO.

The Executive Director also served as the deputy chair of the university-sector advisory committee and the Head of Union Affairs Raija Pyykkö as a deputy member.

5.3 VAKAVA

The Union actively participated in VAKAVA's activities. The Executive Director was a member of the Board and the Head of Union Affairs was a deputy member. The Executive Director and Head of Union Affairs also served on the university group of VAKAVA. Additionally, the Head of Union Affairs contributed to the activities of the Government group of VAKAVA. The Head of Union Affairs served as Chair of the training group of VAKAVA.

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, serves 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 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 (TTL), 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. Communications Manager of the Union of Professors and TTL, 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.

The co-operation with the Finnish Union of University Researchers and Teachers has been conducted according to plan and in a diverse manner.

5.5 Other co-operative endeavours

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, SEFE - The Finnish Association of Business School Graduates, Finnish Veterinary Association, the Finnish Pharmacists' Association, 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. The Union has also worked in co-operation with the National Union of University Students in Finland (SYL).

Collaboration with UNIFI was increased and involved discussions about current topics and the issuing of joint media releases.

5.6 International activities

The Union participated in international activities wherever relevant in terms of the objectives of the Union.

The Union has been a member of Educational International (EI) since 1999. EI is organised by region. On the European level, it operates as the European Trade Union Committee for Education (ETUCE). On this level, the EI also has a Higher Education and Research Standing Committee (HERSC), in which the Union holds one representative seat.

The Union keeps closely in contact with teacher organisations in the university sectors of the other Nordic countries. Organisation representatives meet annually at the trade union meeting organised for this sector.

Rainer Huopalahti, a member of the Board, serves as the individual responsible for the Union's international affairs. He attended the meetings of the HERSC.

6 Communications

- Interest group communications were particularly active during the year in review.
- The process of exerting the Union's influence on the upcoming Parliamentary election and future Government Programme were initiated.
- The Union regularly published blogs and was active on Twitter. The Acatiimi magazine has its own Facebook page.
- At the beginning of the year, the membership letter was changed from a paper version to an electronic version.

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

During the year in review, the Communications Group renewed the Union's guidelines for communications and events. At the end of the year, the Group began to discuss the campaign of influence for the upcoming Parliamentary election.

6.1 Internal communications

The purpose of internal communications is to ensure the flow of information from the Union bodies to the Union chapters and membership, and vice versa.

Information about decisions, preparation work and issued statements was provided throughout the year in Acatiimi magazine, the membership letters (totalling 4) and on the Union's website. At the beginning of the year, the membership letter was changed from a paper version to an electronic version. The membership letters were sent out in Finnish, Swedish and English.

The chapters did their part to manage the flow of information to members by arranging open meetings for all members. The Union chairpersons, members of the Board and Union personnel attended chapter meetings and other events as often as possible.

6.2 Interest group communications

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

Communications related to the campaign of influence in preparation for the upcoming Parliamentary election and future Government Programme began already during the spring. Media releases concerning university and science funding were issued jointly with the Finnish Union of University Researchers and Teachers and UNIFI in March and June.

The selection of Pertti Alasuutari (University of Tampere) as Professor of the Year 2014 was announced in connection with the Communicatio Academica in Jyväskylä. This announcement drew a significant amount of attention.

An autumn seminar was held on 31 October for members and interest groups. The topic of the seminar was *The future is in knowledge*. The seminar could also be watched through a live video broadcast. The seminar speeches can be viewed as videos on the Union's YouTube channel.

Union activists contributed to the Professors' blog that weekly published articles on topics concerning professors, universities and research institutes, as well as the education and science policies. The Union's Twitter account had approximately 700 followers.

Media releases in 2014

10 January	Professor of the Year - Professor Pertti Alasuutari
20 March	The university index must remain valid in 2015
25 April	The task of the university is forgotten in the universities' employee co-operation negotiations
9 June	P & T: Objectives for the Government Programme 2015
12 June	P & T and UNIFI: Making research and education the focal areas in the next Government Programme
24 September	P & T: Government Programme objectives
31 October	Improving the state of scientific research - professors must be given time to conduct research
28 November	New Chair of the Union Kaarle Hämeri: Maintaining the strong autonomy of universities and professors

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) published a joint magazine under the name Acatiimi. The magazine was sent to members of all three unions, as well as to libraries, university administrative units, those who have the power of decision for university and science policies, and journalists monitoring activities within the sector. Key articles were also published on the unions' websites. The magazine was published 9 times during 2014 with a total circulation of 11,800. The articles published in the magazine have received media attention and inspired discourse.

The magazine's logo was updated and the layout was reworked. From the beginning of the autumn term, the leading articles were translated into both Swedish and English. Acatiimi's issue 7/2014 was nearly entirely in English.

The magazine also has an online version and a Facebook page.

The Union was represented on the editorial council of Acatiimi magazine by members of the Board Marjukka Anttila and Lili Kihn. Executive Director Jorma Virkkala had the right to speak and be present. Communications Manager Kirsti Sintonen served as the secretary of the council.

7 Finances

- The Union's finances remained stable.
- The Union Council decided to leave the membership fee rates unchanged, for the most part, but the fixed membership fees in euro amounts were increased as of 1 January 2015.
- Assisted by the Union's Investment Committee, the Board makes decisions concerning the Union's investment activities in accordance with the Union's investment strategy.

7.1 Membership fees and other income

In terms of the Union's finances, the main source of income is the membership fee collected from members. The ordinary activities of the Union are primarily funded by the membership fee income. The bases for the membership fee are determined by the Union Council. The bases for determination remained, for the most part, unchanged in 2014. The Council decided, however, to increase the euro amounts of certain fixed membership fees. The increases entered into force on 1 January 2015.

The budgeted income from membership fees fell short by 2.2%. The returns on investment activities have also played rather a significant role in terms of financing the activities of the Union.

During the year in review, the activities of the Union were again financed, in addition to the membership fees, by income from other sources of funding. The Union's finances remained stable.

7.2 Investment activities

The Union has a support fund established for the purpose of serving as a primary resource in possible labour market disputes.

The Board makes decisions about the investment activities in accordance with the Union's investment strategy. The Board is assisted by the Union's Investment Committee comprised of the Union management and an expert appointed from the membership. A small portion of the Union's investment activities is outsourced. The Union's investment activities were quite successful.

The Investment Committee comprised the Union Chair Maarit Valo, Vice Chair Kaarle Hämeri, Professor Jarmo Leppiniemi and Executive Director Jorma Virkkala. Financial Controller Maarit Santala served as Secretary. The Investment Committee has provided the Board with recommendations on Union investments.

Of the Union's investment activities, 21% are outsourced.

8 Facilities

Due to the renovation work in the Akavatalo building, the Union office moved, at the start of June, to rental premises located at Erottajankatu 7 in Helsinki. There were no suitable premises for sale. The renovation of Akavatalo is scheduled to be completed by the end of 2015.

9 Organised events

10 January	Announcement of the Professor of the Year / Communicatio Academica 2014 (University of Jyväskylä)
25–26 April	Spring seminar (Pörssitalo, Helsinki) and Council meeting (Aulanko, Hämeenlinna)
17 May	Member event (Finnish National Theatre)
12–13 June	Seminar on the development of local activities (Gustavelund, Tuusula)
28–29 August	Seminar of the Board (Fiskars)
30 October	Seminar for chapter chairs (Ostrobothnia, Museokatu 10, FI-00100 Helsinki)
31 October	Union meeting (National Museum of Finland, Helsinki)
31 October	Autumn seminar (National Museum of Finland, Helsinki)
28 November	Council meeting (Helsinki)
8–9 December	Seminar for the Board (Helsinki)

10 Union administration

10.1 Union Council

The Union Council convened at its regular spring meeting on 26 April 2014. The meeting discussed, among other issues, the Union's annual report of the previous year, the employee co-operation negotiations of the universities and State research institutes, and the Union's salary survey. The Union Council convened at its regular autumn meeting on 29 November 2014. An election was held to appoint the Chair and Deputy Chair of the Board, and to elect members and deputy members of the Board to replace those who were scheduled to retire.

The Council for 2014 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 Juppö

Professor Juha Karhu

Professor Juha Raitio

Professor Maritta Törrönen

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

University of Eastern Finland
 Professor Jarmo Ahonen
 Professor Markku Tykkyläinen

Professor Seppo Lapinjoki
 Professor Jopi Nyman

University of Jyväskylä
 Professor Jukka Pellinen
 Professor Kimmo Suomi
 Professor Mirja Tarnanen

Professor Jussi Välimaa
 Professor Jari Veijalainen
 Professor Marjatta Lairio

Lappeenranta University of Technology
 Professor Riitta Kyrki-Rajamäki

Professor Jarmo Partanen

University of Lapland
 Professor Kyösti Kurtakko

Professor Jari Stenvall

University of Oulu
 Professor Juha Risteli
 Professor Hannu Soini

Professor Mauri Haataja
 Professor Juha-Pekka Kallunki

Hanken School of Economics
 Professor Martin Lindell

Professor Gunnar Rosenqvist

University of the Arts Helsinki/Sibelius Academy
 Professor Vesa Kurkela

Professor Hannu Saha

University of Tampere
 Professor Christian Krötzel
 Professor Eeva Moilanen
 Professor Eero Ropo

Professor Lili Kihn
 Professor Satu Kalliola
 Professor Pami Aalto

University of the Arts Helsinki/Theatre Academy
 Professor Eeva Anttila

Professor Esa Kirkkopelto

Tampere University of Technology
 Professor Kari T. Koskinen
 Professor Jouni Kivistö-Rahnasto

Professor Pasi Kallio
 Professor Sirkka-Liisa Eriksson

State research institutes
 Professor Tuomas Lehtonen

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

10.2 Union Board

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

The Board for 2014 included (the term of each member is in parentheses):

Chair:

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

Vice Chair:

Professor Kaarle Hämeri (University of Helsinki)
(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)
(2014–2015)

Professor Alfred Colpaert (University of Eastern
Finland)
(2014–2015)

Professor Marjukka Anttila (State research
institutes)
(2014–2015)

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)

Professor Riitta Brusila (University of Lapland)
(2014–2015)

Professor Tommi Sottinen (University of Vaasa)
(2014–2015)

Professor Jouni Kivistö-Rahnasto (Tampere
University of Technology)
(2014–2015)

10.3 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: Eero Puolanne, Rainer Huopalahti and Hannele Wallenius. Executive Director Jorma Virkkala served as secretary for 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.

- Fixed-term Working Group: Eero Puolanne, Lili Kihn, Markus Lehtinen, Jorma Virkkala and Raija Pyykkö.

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.

10.4 Union chapters and chairs

Aalto University	Jorma Skyttä
University of Helsinki	Jaana Hallamaa
University of Eastern Finland	Alfred Colpaert
University of Jyväskylä	Jari Veijalainen
University of Lapland	Kyösti Kurtakko
Lappeenranta University of Technology	Matti Alatalo until 11 June, and then Aki Mikkola
University of Oulu	Sulo Lahdelma
Hanken School of Economics	Gunnar Rosenqvist
University of the Arts Helsinki	Erik T. Tawaststjerna
Tampere University of Technology	Sirkka-Liisa Eriksson
University of Tampere	Mari Hatavara
University of Turku	Rainer Huopalahti
State research institutes	Marjukka Anttila
University of Vaasa	Tommi Sottinen
Åbo Akademi University	Olav Eklund

10.5 Auditors

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

10.6 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 with court training. The Head of Union Affairs was Raija Pyykkö, the communications of the Union and the Finnish Union of University Researchers and Teachers were handled by Ph.D. Kirsti Sintonen, M.Soc.Sc., and Milla Talassalo, BBA, served as the joint Communications Assistant for both unions. The Union's part-time Financial Controller was Maarit Santala, BBA. The Office Secretary was Helena Kuusterä, Business college graduate

Due to the renovation work in the Akavatalo building, the Union office moved, at the start of June, to rental premises located at Erottajankatu 7 in Helsinki.

11 Union statements and proposals

- Statement to the Parliamentary Education and Culture Committee on the Government's motion to change the Act on Financial Aid for Students (65/1994) and the Act on subsidized travel to and from upper secondary education and training (48/1997) - 9 December 2014
- The Union was heard by the Parliamentary Education and Culture Committee on the Government's motion to change the Universities Act (558/2009) and the Act of Polytechnic Education (932/2014) (specialization education) - 25 November 2014
- The Union was heard by the Parliamentary Education and Culture Committee on the Government's motion to temporarily change the Universities Act (558/2009) and the Act of Polytechnic Education (932/2014) - 21 November 2014
- The Union was heard by the Parliamentary Education and Culture Committee on the Government's motion to change the Act on Health Care Professionals (559/1994) - 20 November 2014
- Statement to the Ministry of Education and Culture on the draft of the legislative proposal on student tuition payable by students coming from outside of the EU/EEA area and studying at universities or universities of applied sciences in Finland - 14 November 2014
- Comments (together with the Finnish Union of University Researchers and Teachers) to the Research and Innovation Council on the draft of the Research and innovation policy review 2015–2020 - 17 October 2014
- Statement to the Ministry of Education and Culture on provisions related to specialization education - 24 June 2014
- Statement to the Ministry of Education and Culture on decrees concerning the university funding model for 2015 - 6 June 2014
- Statement to the Parliamentary Education and Culture Committee on the amendment of the Act on the Academy of Finland (922/2009) - 21 May 2014
- The Union was heard by the Parliamentary Education and Culture Committee on the Government report on the future - 6 March 2014
- Statement to the Ministry of Education and Culture concerning the University funding model - 26 February 2014
- Statement to the Ministry of Education and Culture concerning the Government's motion to change the Act on the Academy of Finland (922/2009) - 10 February 2014