



***KNOWLEDGE IS THE FUTURE***  
FINNISH UNION OF UNIVERSITY PROFESSORS  
ANNUAL REPORT 2017



PROFESSORILIITTO  
PROFESSORFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS

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# Focal areas of activities 2017

## 1. The Finnish Union of University Professors is a central expert and advocate in university and science policy, emphasising freedom in science, art and higher education, and aiming to strengthen their resources

We used our influence by issuing public resolutions and statements and by meeting with various stakeholders for the purpose of getting Finland to invest in the resources for science, art and higher education, that is, universities and research institutes. We emphasised the importance of research information and professors' expertise in societal decision-making.

We implemented the proposed measures to increase effectiveness based on the effectiveness analysis conducted by the Union. We met with the management and key stakeholders of universities and research institutes. The chapters met with their regional Members of Parliament.

We influenced the Government's mid-term review to improve the situation of universities and research funding in several different ways. As a result, the Government's mid-term policy review decided to increase the funding for Tekes by a total of 70 million euro for 2018 and 2019 and to reserve a total of 50 million euro for the Academy of Finland to implement the flagship research centres. The flagships are to be founded in connection with universities and research institutes. In addition, a 60-million-euro capitalisation will be reserved for both Tekes and the Academy of Finland.

We took part in the preparation of the vision for higher education and research in 2030, entitled Ehdotus Suomelle: Suomi 100+ (transl. A Proposal for Finland: Finland 100+)

We delivered to the Minister of Education the Union's key views concerning work related to the vision.

The Union Council decided that those employed by the universities of applied sciences cannot utilise the title of professor and that the titles and degree structures used within universities of applied sciences must remain different from those of universities in the future as well.

We reacted quickly to current events. We made public statements, for example, in connection with the amending of the Universities Act and the Helsinki Graduate School of Economics project, and on more than one occasion, with the Vision for higher education.

## 2. The Finnish Union of University Professors offers the best security for professors during times of change

We helped our members in all changes in working life, especially co-operation negotiations due to economic or production-related reasons, changes caused by structural development and in solving unjustified fixed-term employment relationships. We counselled our members on employment and service relationships around 200 times during the year. Members were also assisted by the chapters and professor shop stewards.

We provided every member dismissed for economic or production-related reasons with judicial help in order to assess the legality of the dismissal. We assisted dismissed professors in clarifying the legality of the dismissal in district court.

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



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

We used our influence to ensure that professors receive adequate provisions to conduct research and engage in artistic activities.

We emphasised the importance of research systems.

We arranged a Professors' Forum focusing on good management at universities.

### 4. Professors are respected experts in society and in the science and university community

We organised the seminar 'Professors building an independent Finland' at the Science Forum 2017.

We took part in the 100th anniversary of Finnish independence by introducing 12 professors representing different fields and decades both on the radio and online. The interviews received around 1,000 plays on Spotify. Radio channels played the interviews about 70 times.

We encouraged our chapters to acknowledge Finland's centennial anniversary in their own events.

### 5. Professors' influence grows within the science and university community

We proposed the renewal of the Universities Act.

In our statement to the Education and Culture Committee, we stated that the participation and influence possibilities of professors can be improved as part of good management, but that the Universities Act should also be changed so that the duties of the university collegium include the approval of the university strategy, the budget as well as the operative and financial plans prepared by the Board, and the confirmation of the university regulations.

The statement in question also required the strengthening of the position of the university collegium. The Universities Act should be changed to allow the university collegium to release a Board Member from their position even without a proposal from the Board. The position of a foundation university's academic affairs committee / academic board / multi-member administrative body should be strengthened as appropriate in the Universities Act and foundation regulations.

We helped our chapters to develop their operations in many ways.

We enhanced the communication between our local chapters and the management of universities / research institutes by, for example, sharing good practices concerning the co-operation between chapters and the management of universities / research institutes.

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

We improved our member recruitment by, for example, sending new university professors and tenure track professors in the penultimate phase the Union's new electronic brochure and an invitation to join the Union.

We discussed recruitment practices during events for active Union members.

We clarified the membership criteria for tenure track professors, and the Union did not change its earlier decision concerning the membership eligibility of tenure track professors.





# OPERATIVE OUTLINES IN 2017

## 1. Securing research, education and teaching

The Finnish Union of University Professors is a central expert and advocate in university and science policy, emphasising freedom in science, art and higher education, and aiming to strengthen their resources

We used our influence by issuing public resolutions and statements and by meeting with various stakeholders for the purpose of increasing the resources of universities and research institutes in Finland. Following the Government's earlier decision, the university index has been entirely frozen for 2016–2019. Research institute funding has also been cut significantly. The Government's mid-term policy review decided to increase the funding for Tekes by a total of 70 million euro for 2018 and 2019 and to reserve a total of 50 million euro for the Academy of Finland to implement the flagship research centres. The flagships are to be founded in connection with universities and research institutes.

In addition, a 60-million-euro capitalisation will be reserved for both Tekes and the Academy of Finland.

We were heard by the Education and Science Subcommittee within the Finance Committee of the Parliament concerning the Government budget proposal for 2018. We supplied the Education and Culture Committee with a written statement concerning the Government budget proposal for 2018.

The Union Board visited Leiden university in August.





We expressed our concern about the increase of strategic funding and the strengthening of political steering. We monitored how the funding based on university profiling, distributed by the Academy of Finland, and the increased share of the strategic funding by the Ministry of Education and Culture affected different universities.

We monitored the structural development of universities and research institutes and the development of the higher education system. The so-called Tampere3 project for combining the University of Tampere, Tampere University of Technology and Tampere University of Applied Sciences was postponed so that the new institution will begin its operations on 1 January 2019. We supported our members throughout the amalgamation process of the universities in Tampere. We decided to commission an expert statement on the effects of the Universities Act and its changes to support the drafting of the university regulations for the new university in Tampere. We were heard by the Education and Culture Committee regarding the legislation concerning the unification of the University of Tampere and Tampere University of Technology.



Chair Jouni Kivistö-Rahnasto.

The University of Lapland and Lapland University of Applied Sciences agreed that the University of Lapland will receive a 49% share of ownership of the Lapland University of Applied Sciences on 1 January 2017, which will increase to 50.5% in the second phase on 1 January 2019. The Cities of Rovaniemi, Kemi and Tornio will own 51% of the company in the first phase and 49.5% after the second phase.

The Lappeenranta University of Technology and the Saimaa University of Applied Sciences decided to combine their language centres as of 1 January 2017. The Lappeenranta University of Technology and the Saimaa and Lahti Universities of Applied Sciences established the LUT Group starting on 1 January 2018.

The University of Vaasa decided to move its language education and research to the University of Jyväskylä as a transfer of business starting on 1 August 2017.

We emphasised the autonomy of the universities in all our activities. We used our influence to strengthen the funding of basic research and to leave professors with more time for research.

The Union Council elected Professor Jouni Kivistö-Rahnasto as Chair of the Union for 2018. In his first speech, the Chair appealed to political decision-makers to work together to build a more science-positive atmosphere in Finland.

We were heard by the Education and Culture Committee regarding the changing of the Universities Act concerning the so-called teaching co-operation between universities as well as between universities and universities of applied sciences. Our statement stipulated that universities should, themselves, continue to provide the majority and the key aspects, in terms of science and content, of the degrees and fields inherent to their education responsibility. We recommended that the Government proposal should be limited so that a university may only acquire bachelor-level teaching from a university of applied sciences.





We took part in the preparation of the Vision for higher education and research in 2030, entitled *Ehdotus Suomelle: Suomi 100+* (transl. A Proposal for Finland: Finland 100+). We supplied the Minister of Education with preconditions for the vision work. We outlined that the connection between research and teaching must be maintained at all universities. According to our outlines, the degree structures of universities and universities of applied sciences should be preserved, the degree structures at universities of applied sciences should remain different from those of universities, and Bachelor's, Master's and Doctoral degrees should only be available from universities. We also outlined that universities and universities of applied sciences should remain true to the educational tasks inherent to their institution, also when developing co-operation. We supplied the Ministry of Education and Culture with examples of selection criteria regarding Doctoral studies.

The Union Council stated in their resolution that universities of applied sciences may not utilise the title of professor. According to Section 22 of the Universities of Applied Sciences Act, universities of applied sciences employ principal lecturers, senior lecturers and other teaching and research staff. According to Section 31 of the Universities Act, universities employ professors and other teaching and research staff, as well as additional staff to perform other tasks. The outline was a reaction to the report on the structural development of universities of applied sciences, as published by the Rectors' Conference of Finnish Universities of Applied Sciences Arene on 23 March 2017. This report proposed that universities of applied sciences be allowed to utilise the title of professor of practice. The Union management met with the Minister of Education on the matter.

We followed the preparations of the Research and Innovation Council's vision and roadmap for 2030. The Council committed to a vision of Finland as the most attractive and adept environment for experimentation and innovation in 2030.

We organised a spring seminar with the Finnish Union of University Researchers and Teachers.

The seminar was entitled *Brain Exit? The Scholarship Current Accounts Balanced*, and it brought together nearly 200 union and stakeholder actors. The main speaker for the spring seminar was Minister of Education Sanni Grahn-Laasonen.

We were worried about the negative development of the current accounts of scholarship. Between 2011 and 2016, a total of 2,151 researchers emigrated from Finland and only 1,175 immigrated here. During that time, the net migration was, therefore, -976 researchers. Finland lost researchers mostly to those countries that are more successful than Finland in the field of science.

We organised a trip to the Netherlands for the Union Board. During the trip, we visited Leiden University to examine their research and internationalisation strategies and the eScience Center in Amsterdam.

We took part in organising the Akava community section of the Dare to Learn event on 6 September 2017.

Our representative attended the meetings of EI (Educational International) and HERSC (Higher Education and Research Standing Committee).





## Union expertise is utilised in societal decision-making

We emphasised the expertise of professors in the media, member newsletters and blogs. Professors are the only staff group separately mentioned in the Universities Act. There is also legislation concerning the offices of research professors set up at research institutes. We were heard by the Education and Science Subcommittee within the Parliamentary Finance Committee and participated in the working groups appointed by the Ministry of Education and Culture as well as other activities.

The statements we issued were based on surveys and other research data. We utilised the knowledge of our members in preparing the statements.

We discussed the development of local influencing activities during the seminars for chapter chairpersons and in chapter meetings. We encouraged chapters to contact their regional Members of Parliament and other societal decision-makers.

## The Finnish Union of University Professors is a significant, visible and reliable partner with direct connections to key stakeholders, such as the university management

During the year, we met with key stakeholders, such as representatives of the Ministry of Education and Culture, Ministry of Economic Affairs and Employment, Academy of Finland, Universities Finland UNIFI, National Union of University Students in Finland SYL, Confederation of Finnish Industries (EK), Tekes and Association of Finnish Independent Education Employers (AFIEE), as well as political decision-makers.

The Chair and the Executive Director of the Union and chapter chairpersons regularly met with university rectors and other university management. These and other meetings, for example, with research institute management, have been collected as an appendix to the annual report. In addition to discussing current affairs in these meetings, we raised issues concerning the professors' salaries, research possibilities and other working conditions at each university / research institute. Chapter representatives also regularly met with the management of their university.





## 2. Securing professors' interests

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

We act as a guardian of interests for professors at the Confederation of Unions for Professionals and Managerial Staff in Finland – Akava, and the compilation of Akava affiliates Vakava. We worked in close collaboration with the Finnish Union of University Researchers and Teachers as well as with other central unions in the university and government sector. We actively participated in the work of Akava's Board as well as their Education and labour policies committee, Organisation committee, Working life committee and Communications network.

We continued our co-operation with Akava to change legislation concerning the tax increase for pensioners (a 5.85% additional

tax on the amount of pension exceeding 47,000 euros after the deduction on pension income).

We participated in the work of the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector, the central level working groups focused on teaching and research staff working hours and the salary system as well as other joint committees of the employer and employee unions. We maintained organisational preparedness by participating in the activities of JUKO's industrial action committee for the university sector. The industrial action committee for the university sector prepared for future negotiations by training industrial action committees for each university.

### The General Collective Agreement for Universities 1 February 2018 – 31 March 2020

The previous General Collective Agreement for Universities was valid from 1 February 2017 to 31 January 2018. In 2017, the Union outlined its negotiation goals and participated in setting JUKO's negotiation objectives as part of JUKO's advisory committee for the university sector. Negotiations began in November 2017. No agreement was reached, and the main contracting parties representing employees, namely the Negotiation Organisation for Public Sector Professionals JUKO, Federation of Salaried Employees Pardia and Trade Union for the Public and Welfare Sectors JHL, were forced to issue a total of three strike warnings. The labour dispute concerning universities was transferred to the National Conciliator's Office for mediation. The National Conciliator Janne Metsämäki made a mediation proposal on 27 February 2018, which was accepted by the employee organisations, including the Finnish Union of University Professors. The Association of Finnish Independent Education Employers (AFIEE), representing the universities, rejected the proposal. The University of Helsinki was on strike on 28 February 2018. This was the first time in Finnish history that professors had been on strike.

The General Collective Agreement for Universities is valid from 1 February 2018 to 31 March 2020. During this time, salaries will rise a total of 3.45%. The 2018 salary increase is a 1.0% general increase that will enter effect on 1 April 2018. The 2019 salary increases are a general increase of 1.10% on 1 April 2019 and structural and local instalments of 0.5% on 1 January 2019 and of 0.85% on 1 June 2019. Structural/local instalments will be used to change the salary system. If the parties cannot reach an agreement on the changes to the salary system, a total of 0.3% of the 1 January 2019 structural instalment will not be paid. Salaries in euro amounts will increase by a general increase and structural/local instalments, if these instalments are paid. The salaries of academy professors and researchers will be increased according to the same principles. The compensation for shop stewards and occupational safety representatives will increase by 3.45% on 1 April 2018. A new compensation category will be adopted for chief shop stewards and shop stewards (representing a minimum of 560 employees). The salary system will be changed in terms of the evaluation of personal achievement and job requirements. The development of the salary system itself continues within the central level committee.





We promoted the interests of research institutes, including developing the salary system of professors, in co-operation with the Negotiation Organisation for Public Sector Professionals JUKO and Vakava.

## The Collective Agreement for State Civil Servants and Employees under Contract 1 February 2018 – 31 March 2020

The previous Collective Agreement for State Civil Servants and Employees under Contract was valid from 1 February 2017 to 31 January 2018. In 2017, the Union, through Vakava, participated in JUKO's advisory committee for the state sector for the purpose of setting the negotiation objectives for the state sector. Negotiations began in November 2017, and an agreement was reached in February 2018. The 2018 salary increases are a general increase of 1.00% on 1 April and a local office instalment of 0.60% on 1 June.

The 2019 salary increases will be a general increase of 1.10%, minimum of €24, on 1 April and a local office instalment of 0.75%. In addition, an agreement was reached on a productivity-based, one-time instalment of 9.20% of the monthly salary. The one-time instalment will be paid with the January 2019 salary. The resolution also contains some textual changes in various sections of the agreement.

## The pay of professors is in line with the demands of the work

We took part in developing the salary system of the universities. The Union Board considered the matter and decided on outlines to develop the salary system. We participated in the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector to help clarify JUKO's outlines for the development of the salary system. Through Vakava, we participated in JUKO's advisory committee for the state sector for the purpose of formulating the outlines for the renewal of the salary system for state offices and research institutes. The university and state sector salary systems should continue to take into consideration job requirements and personal achievements as well as the entire job description of professors.

We encouraged our professors to participate in university evaluation groups. Around 20 Union members were active in the evaluation groups.

We conducted a salary survey consisting of an employer survey and a member survey, which allows us to monitor the salary development of professors within the university salary system, Aalto University professors and state research institute professors. We also monitored the number of professors, the realisation of salary equality and the payment of compensation for academic management assignments, management compensation for supplementary funding projects as well as compensation for expert assignments and statements.



## Salary Survey 2017

The number of full-time professors working in universities has decreased eight years running. From November 2009 to September 2017, the number of full-time professors has decreased by 399 professors (16.6%), with the total number last year being 1999. The number of part-time professors has increased steadily between 2009 and 2016. From September 2016 to September 2017, however, the number of part-time professors has decreased by 15.6%, with the total number last year being 336. During the year, the share of professors with fixed-term contracts decreased from 19% to 17%.

According to the employer survey, the total salary of professors working in universities rose by a little under 0.3% between September 2016 and September 2017. As per the General Collective Agreement for Universities and the Collective Agreement for State Civil Servants and Employees under Contract for the period between 1 February 2017 and 31 January 2018, based on the Competitiveness Pact, there will be no general increase. According to the employer survey, a professor's full monthly salary in September 2017 was 7,075 euro on a permanent contract and 6,518 euro on a fixed-term contract. The average full monthly salary for a professor was 6,983 euro.

According to the member survey, the average monthly salary for a professor working in a university was 6,808 euro in September 2017, an increase of 0.3% as compared to the previous year.

There are significant differences in the salary development of professors between universities even though they apply the same salary system (with the exception of Aalto University). The average monthly salary for a professor working in a research institute was 6,546 euro, an increase of 3.8% as compared to the previous year. The research institutes included in the survey were not entirely the same ones as in the previous year, and the number of observations was also different. This partly explains the rise in salaries.

The proportion of female professors of all university professors has increased from 24.5% to 30.6% over the past decade. The salary elements based on job requirements (vaati) and on personal achievement (henki) are still lower among female professors than among male professors, for both permanent and fixed-term contracts. The salary difference was 302 euro in favour of male professors. The salary gap grew slightly in comparison to the previous year. A female professor's euro is, according to the employer survey, 95.7 cents.

The salary surveys reveal that the salary development of professors has been weak over the past four years. Statistics seem to show that universities are hiring replacements for retiring professors at lower job-related and personal salary levels. The adoption of professor tenure tracks has had an effect on the decreasing number of professors as well as salary development.

We demanded that the local Union chapter be involved in developing performance-related pay systems. Performance-related pay should receive external funding that does not cause a decrease in the salary provided by the university salary system.

The Union's compensation recommendations were requested often, and they are available on our website.



## The Finnish Union of University Professors offers the best security for professors during times of change

We offered our members consultation during times of change in working life. The Union office counselled members on employment and service relationships a total of around 200 times. Most contacts concerned the grounds for fixed-term contracts.

As a membership benefit, we offer our dismissed members a preliminary evaluation of the legality of the dismissal. In 2017, a law firm conducted the pre-evaluation for one dismissed member. The maximum insurance compensation for legal protection was kept at 25,000 euro and the maximum insurance compensation for liability

at 100,000 euro. Members dismissed from permanent employment for production-related or economic reasons were offered outplacement services.

Professor shop stewards advised and supported members in different changes and issues in working life. We organised training for shop stewards through both the Negotiation Organisation for Public Sector Professionals JUKO and Vakava. A total of 33 Union members act as a deputy chief shop steward, shop steward or deputy shop steward.

### Review of the changes at the University of Helsinki in 2015–2017

The University of Helsinki commissioned a review of the changes at the University of Helsinki in 2015–2017: downsizing, organisational reform (the new service organisation) and the Big Wheel education reform. The Chair of the Review Group was Sue Scott, Professor of Sociology at the University of York.

The Group was tasked with giving members of the University an opportunity to reflect on their experiences as well as providing feedback on the change process. The review highlighted issues with management and communication. The Review emphasises the importance of staff commitment in times of change. Sue Scott's Review Group gave the university several recommendations.



Chapter officials actively participated in various change situations, for example, in projects for the structural development of universities, highlighting the position of professors and the opportunities for personnel to have a say.

We provided our members with membership in the Teachers' Unemployment Fund. The majority of the employed Union members belonged to the Teachers' Unemployment Fund. We offered our members telephone consultation on personal legal issues. This service was used 86 times.

We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. According to established practice, the rights to works created by individuals engaged in teaching and research work at universities are not transferred to the employer, and it is an established practice that researchers have control of the results of their research. We demanded that this practice remain unchanged.

We added the Copyright section to the Union website with guidelines on copyright agreements concerning rights produced within research contracts and copyrights on teaching materials.

We guarded the interests of professors within the social welfare and health care reform. In a statement to the Ministry of Social Affairs and Health, we demanded that the possibility for professors to hold secondary offices or comparable positions in hospital districts must continue to be guaranteed by law.







### 3. Securing work for professors

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

In meetings with university management, we informed them about university-specific problems that were found in the report *University as the Employer of Professors*. We emphasised the importance of providing professors with a research period without teaching or administrative duties based on the collective agreement, university-specific research period systems and competent support personnel.

We used our influence to get professors adequate provisions to conduct research and engage in artistic activities.

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



Liisa Laakso, Rector of the University of Tampere; Jani Erola, Chair of the Union's University of Turku chapter; Kaarle Hämeri, Chancellor of the University of Helsinki; and Sari Lindblom, Vice Rector of the University of Helsinki, enjoying a coffee break during the Professors' Forum.

We partnered with the Ministry of Education and Culture to organise a seminar to discuss university management.

Following member requests, we wrote to a certain university concerning a Council policy, which states that a professor should have – should they want it – a personal office.

#### Professors' Forum 5 October 2017

We organised a Professors' Forum on 5 October 2017. The event discussed university management through expert presentations, and invitations were sent to university chancellors, rectors, vice-rectors, deans and chairs of boards as well as Union chapter chairs and vice-chairs. The event attracted around 50 persons.

The conclusion of the Forum was that it is not always easy to manage an intelligent organisation and that, for example, professors find collegial feedback an important motivational factor. The Forum emphasised the role of deans in strategic management.



## Professors are respected experts in society and in the science and university community

We highlighted professor expertise in science and arts, higher education, university and research institute management, and societal advocacy.

We advocated increasing the proportional number of professors within the teaching and research staff, as well as ensuring that the tenure track system would not result in a decrease in the number of professorships. The aforementioned issues were approached, for example, in meetings with university management.

According to the second evaluation (in 2016) of the effects of the reform of the Universities Act, 72% of professors and other teaching and research staff felt that university departments at different hierarchy levels do not have enough power over the content of their university's strategy. The Union's report *University as the Employer of Professors* revealed that only 32% of respondents receive enough information about the activities of their university's senior management. During meetings with university management, we demanded that professors should be heard when making strategic decisions at universities and research institutes, especially on structural development.

We feel that the participation and influence opportunities of professors can be improved as part of good management. We demand that the Universities Act be amended so that the duties of the university collegium include the approval of the university strategy, the budget as well as the operative and financial plans prepared by the Board, and the confirmation of the university regulations. The Universities Act should be changed to allow the university collegium to release a Board member from their position even without a proposal from the Board. The position of a foundation university's academic affairs committee / academic board should be strengthened in the Universities Act and foundation regulations.

We informed the professorial members of the university collegium and the chapter chairs of the Union's position on the demand to amend the Universities Act.

We highlighted the significance of professors within the science and university community and the improvement of professors' influence opportunities in several instances, for example, in media releases, meetings with university management and articles. We encourage our chapters to have regular discussions with senior management.

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

We utilised the results of the report *University as the Employer of Professors* in several ways.

We participated in two research projects that concern management at universities:

- 1) *The Role of Professors in the Strategic Management of Universities* is a project funded by the Finnish Work Environment Fund.
- 2) A research project by the Department of Psychology at the University of Jyväskylä is studying the attitude towards managerial duties of those working in demanding specialist roles. Professors were one of the target groups of the study.

The results of both projects were presented at Union seminars.





## 4. Bringing professors together

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

We are a Union for all professors. Professors in different fields of research in universities and research institutes are represented in the Union. We also represent professors working in managerial positions.

The Union Council met twice. The Council has representatives from all universities and a research institute representative. The 15 Union chapters work as local level guardians of interest.

We monitored the number of Union members monthly. Our total membership count decreased slightly from the previous year. Several professors retired, and the proportion of Professors Emeritus/Emerita increased in relation to those still in working life.

We sent new professors information about the Union and an invitation to join. We discussed the importance of member recruitment in Union events. We asked new members to express their expectations concerning the Union. We updated the online Directory of Professors with the information of new members.

We asked for feedback from those professors who had been sent an invitation but had not joined.

We improved the member recruitment of tenure track professors in the penultimate phase.

We compiled managerial support material (in Finnish) for our members in a section on our website.

We provided advice for tenure track professors on our website.

We organised a recruitment campaign in the autumn in which travel vouchers were raffled off among members who brought in new members.

We participated in the university PopUp tour organised by the Akava community, with the aim of promoting trade union membership.

We took into consideration professors who have immigrated to Finland. We sent electronic member newsletters in Finnish, Swedish and English. We had the most important press releases translated into English. Some of our blog posts were in English and Swedish.

We gave our members consultation on retirement. Instructions for contracts for Professors Emeritus/Emerita are available on our website.

Our membership benefits, such as leisure travel and accident insurance, were kept unchanged.

Following a member initiative, we obtained a professorial tombstone emblem, designed by heraldic expert Harri Rantanen, for the use of our members. The Finnish Union of University Professors holds the copyright to the emblem.

We began preparations for the Union's 50th anniversary in 2019. We named a history committee to plan the compilation of the history of the Union. We organised the video interviews of those previous Union Chairs who had not been interviewed for the Union's 30-year history review.



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



We offered financial support for the operation of the Union chapters. We encouraged our chapters to acknowledge Finland's centennial anniversary in their operations. A total of 590 members attended the chapter meetings during the year. The Union Chair, Executive Director and Head of Union Affairs visited chapter meetings. We organised a seminar on the development of local operations for chapter shop stewards and professor shop stewards. Some of the topics discussed included meetings with Members of Parliament organised by the chapters, the title of Professor, copyrights and the reinforcement of local operations. The chapter chairs and vice-chairs gathered for a negotiation seminar to discuss, for example, university management. We prepared training packages to assist our chapters in organising morning/evening events for supervisors. Alternative topics included coaching, the supervisor in workplace conflicts and the management of working hours. Only one chapter utilised the training package.

We actively monitored the use of titles including the word 'professor'. We sent several communications on the use of the title of professor. Our advocacy ensured that the title Research Professor was not adopted into use at universities of applied sciences. We gave guidelines to the media on using the title Professor of Practice. We examined the tenure track systems used by universities and the number of individuals at different phases in those systems.





We selected Erik Bonsdorff, Professor of marine biology at Åbo Akademi, as the Professor of the Year 2017. The honour was announced during the seminar Professors Building Independence at the Science Forum in Helsinki on Friday, 13 January 2017. The event celebrated the 100th anniversary of Finnish independence and gathered around 100 participants.

We organised a jazz-themed Professors' Club at Musiikkitalo for our members. The event attracted about 130 participants.

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



Erik Bonsdorff is Professor of the Year 2017.

## 5. Other activities of the Finnish Union of University Professors

### Proactive communication as support for operations

We communicate our views actively through the Union website, Facebook, Twitter, the Union blog, press releases, statements, the Acatiimi magazine and electronic newsletters to members.

During the year, we had a total of 110 media hits, which is slightly fewer than the previous year. The most media interest was received by a February press release concerning the joint resolution by the Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers on the amendment of the Universities Act and outsourcing of teaching. Professor of the Year Erik Bonsdorff was interviewed by several newspapers. The Union spring seminar topic Brain Exit and the current accounts of competence also received a nice amount of publicity. The selection of the Union Chair as Chancellor of the University of Helsinki grabbed attention in June.

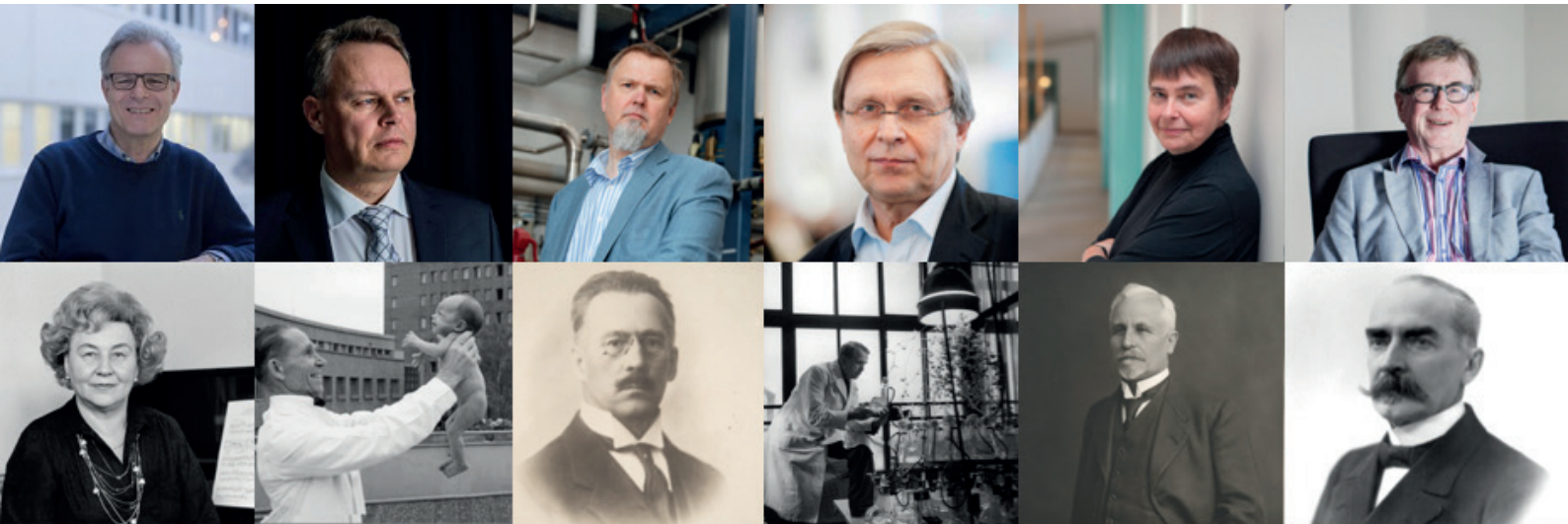
In the autumn, a press release on the need for a time-out with regard to the preparation of new higher education legislation made headlines.

Our active agents wrote 29 posts altogether to the Professor Blog (Professoriblogi). The posts were shared on Facebook and Twitter, which attracted popularity and discussion. The blog posts were the most read materials on our website.

We publish the Acatiimi magazine together with the Finnish Union of University Researchers and Teachers and the Union for University Teachers and Researchers in Finland (YLL). The magazine circulation was 12,150, and eight issues were published. Acatiimi also has a Facebook page. Acatiimi celebrated its 20th anniversary in late May.



To celebrate the centennial anniversary of Finnish independence, we created the series Professors building an independent Finland. The podcasts presented 12 professors from different decades throughout the era of independence. The podcasts were available on the Union website, and they were actively shared on social media channels.



## Professorit

*itsenäistä Suomea rakentamassa*

Suomi 100 -juhlavuonna Professoriliitto halusi nostaa esille professoreita itsenäisyyden eri vuosikymmeniltä.

Professoriliitto esitteli radiossa, verkkosivuilla ja sosiaalisessa mediassa kuukausittain professorin, joka tekee tai on tehnyt suomalaisen yhteiskunnan kannalta vaikuttavaa työtä. Sarja aloitettiin tammikuussa 2010-luvulta ja se päättyi joulukuussa 1910-luvulle. Tervetuloa kuuntelemaan podcasteja.

[professoriliitto.fi/suomi100](http://professoriliitto.fi/suomi100)

## A balanced administration is the basis for operation

Our financial development was stable during the operational year. Most of the expenses of our actual operations were funded by membership fees, but our funding was also partly subsidised by investment revenues. Our funding situation was good during the operational year. Membership fees remained unchanged in 2017. The Union prepares an annual budget to support its action plan. The development of Union finances and cash flow was monitored regularly throughout the operational year.

The Union Board was supported by our Investment Committee. The Union Board makes decisions on Union investments that are in line with the investment strategy. The Investment Committee met seven times during the year.

During the operational year the Union office prepared for the European Union's General Data Protection Regulation, which enters into force on 25 May 2018. The Union participated, for example, in a joint project by Akava member unions and by conducting a data protection survey.



# Appendix

## Union Council

Maarit Valo, Chair

Jaana Hallamaa, Vice Chair

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto University	Johanna Moisander	Esko Niemi	Kimmo Lapintie
	Jorma Skyttä	Kimmo Lapintie	Esko Niemi
University of Helsinki	Laura Kolbe	Soili Stenroos	Hannele Niemi
	Jukka Finne	Oili Norros	Esa Korpi
	Anne Juppo	Per Saris	Soili Stenroos
	Edward Hæggström	Hannele Niemi	Per Saris
	Mikael Skurnik	Hannele Niemi	Oili Norros
	Maria Fredriksson-Ahomaa	Esa Korpi	Hannele Niemi
University of Eastern Finland	Pertti Pasanen	Jopi Nyman	Juho Hämäläinen
	Markku Tykkyläinen	Maria Lähtenmäki	Jopi Nyman
	Ritva Kantelinen	Maria Lähtenmäki	Riitta Ahonen
University of Jyväskylä	Jussi Välimaa	Marja Tarnanen	Kimmo Suomi
	Minna-Riitta Luukka	Kimmo Suomi	Marja Tarnanen
	Jukka Pellinen	Mika Lähtenmäki	Kimmo Suomi
Lappeenranta University of Technology	Juhani Hyvärinen	Aki Mikkola	Marjatta Louhi-Kultanen
University of Lapland	Riitta Brusila	Markku Vieru	Tuija Hautala-Hirvioja
University of Oulu	Juha Risteli	Mauri Haataja	Jari Sivonen
	Paula Rossi	Juha-Pekka Kallunki	Matti Alatalo
Hanken School of Economics	Christian Grönroos	Kristina Heinonen	Maria Holmlund-Rytkönen
University of the Arts, Helsinki	Vesa Kurkela	Annu Vertanen	Andrew Bentley
University of Tampere	Mari Hatavara	Eero Ropo	Jari Stenvall
	Elja Paavilainen	Christian Krötzl	Eija Vinnari
	Lili Kihn	Päivi Pahta	Frans Mäyrä
State research institutes	Markus Olin	Tapani Sarjakoski	Tuomas Lehtonen
Tampere University of Technology	Jukka Lekkala	Pasi Kallio	Petri Vuoristo
	Juha Vinha	Pasi Kallio	Petri Vuoristo
University of Turku	Pekka Vallittu	Juha Heikkilä	Rami Vainio
	Ella Lindfors	Maija Setälä	Kari Lukka
	Jyri Vaahtera	Joel Kuortti	Jani Erola
	Juha Peltonen	Eevi Rintamäki	Joel Kuortti
University of Vaasa	Panu Kalmi	Pirkko Vartiainen	Timo Mantere
Åbo Akademi University	Peter Nynäs	Kimmo Grönlund	Elina Pirjatanniemi
	Ria Heilä-Ylikallio	Elina Pirjatanniemi	Kimmo Grönlund



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## Union Board

Chair: Kaarle Hämeri (University of Helsinki) until 30 September 2017

Vice Chair: Jouni Kivistö-Rahnasto (Tampere University of Technology), acted as Chair from 1 October

### Member

- Marjukka Anttila (Evira/State research institutes)
- Alfred Colpaert (University of Eastern Finland)
- Virpi Tuunainen (Aalto University)
- Anne Kauppala (University of the Arts Helsinki)
- Eeva Moilanen (University of Tampere)
- Jukka Heikkilä (University of Turku)

### Deputy Member

- Petri Mäntysaari (Hanken School of Economics)
- Tommi Sottinen (University of Vaasa)
- Brusila Riitta (University of Lapland)
- Marko Joas (Åbo Akademi University)
- Juhani Hyvärinen (Lappeenranta University of Technology)
- Aila-Leena Matthies (University of Jyväskylä/University Consortium)

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## Bodies appointed by the Board

### Work Committee

- Kaarle Hämeri, Chair until 30 September 2017
- Jouni Kivistö-Rahnasto, Chair from 1 October 2017
- Tarja Niemelä
- Raija Pyykkö

### Communications Group

- Kaarle Hämeri, Chair until 30 September 2017
- Jouni Kivistö-Rahnasto, Chair from 1 October 2017
- Tarja Niemelä
- Nuppu Pelevina
- Raija Pyykkö
- Kirsti Sintonen

### Investment Committee

- Kaarle Hämeri, Chair until 30 September 2017
- Jouni Kivistö-Rahnasto, Chair from 1 October 2017
- Jarmo Leppiniemi
- Tarja Niemelä
- Maarit Santala

### Election Committee

- Maarit Valo, Chair
- Marjukka Anttila
- Mari Hatavara





### Union chapters and chairs

- Aalto University, Jorma Skyttä
- University of Helsinki, Edward Hæggström
- University of Eastern Finland, Pertti Pasanen
- University of Jyväskylä, Jussi Välimaa
- University of Lapland, Riitta Brusila
- Lappeenranta University of Technology, Aki Mikkola
- University of Oulu, Juha Risteli
- Hanken School of Economics, Kristina Heinonen
- University of the Arts Helsinki, Eeva Anttila
- Tampere University of Technology, Pasi Kallio
- University of Tampere, Mari Hatavara
- University of Turku, Jani Erola
- State research institutes, Marjukka Anttila
- University of Vaasa, Teija Laitinen
- Åbo Akademi University, Marko Joas

### Auditors and performance auditors

- Markku Koskela, KHT authorised public accountant, Auditor
- Riku Kämä, KHT authorised public accountant, Deputy Auditor
- Kari Toiviainen, KTL Lic.Sc. (Econ.), Performance Auditor
- Tapani Kykkänen, Deputy Performance Auditor

### Editorial council of Acatiimi

- Marjukka Anttila, Ordinary Member
- Virpi Tuunainen, Ordinary Member
- Tarja Niemelä, attendance and speaking rights
- Kirsti Sintonen, Secretary

### Professors and Researchers (P & T)

- Kaarle Hämeri, Chair until 21 August
- Jouni Kivistö-Rahnasto, Ordinary Member until 21 August and Chair from 22 August
- Tarja Niemelä, Ordinary Member
- Kirsti Sintonen, attendance and speaking rights

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### Union Statements

- Statement to the Ministry of Education and Culture on the report of the working group on utilising the matriculation examination in university admittance procedures, 24 January 2017
- A representative of the Finnish Union of University Professors was heard by the Education and Culture Committee on the impacts of amending the Universities Act, 3 March 2017
- Statement on the Finnish National Agency for Education and the Finnish Education Evaluation Centre, 20 March 2017
- Statement on the proposal of the working group of the Ministry of Education and Culture to introduce quality of employment in higher education funding models as of 1 January 2019, 11 April 2017
- Statement to the Ministry of Education and Culture on the amendment of the Universities Act and the Universities of Applied Sciences Act (OKM/3/040/2016), 5 May 2017
- Statement on the council structure of the Academy of Finland, 23 May 2017
- Statement concerning the Report on the needs for legislative amendment to promote parallel publishing, 30 August 2017
- Statement concerning the Report by the working group on working hours regulation, 30 August 2017
- Statement to the Parliamentary Education and Culture Committee on the amendment of the Universities Act and the Universities of Applied Sciences Act, 4 October 2017
- Statement to the Education and Science Subcommittee within the Finance Committee of the Parliament concerning the Government budget proposal for 2018, 4 October 2017
- Statement to the Education and Culture Committee on, for example, the development of open higher education, 16 October 2017
- Statement to the Parliamentary Education and Culture Committee on the EU's renewed higher education strategy, 23 October 2017
- Statement to the Ministry of Education and Culture on the renewal of the council structure of the Academy of Finland, 13 December 2017
- Statement to the Ministry of Social Affairs and Health on customers' freedom of choice with regard to social welfare and healthcare, 15 December 2017



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## Union press releases

- Professor of the Year – Professor Erik Bonsdorff, 13 January 2017
- University education cannot be outsourced to universities of applied sciences, 11 February 2017
- Higher education vision: The connection between research and education makes the university, 17 March 2017
- The Government spending limits discussion must reverse the direction of university and research funding, 21 March 2017
- Finnish University Professors, Researchers and Teachers protest law against Central European University, 10 April 2017
- Government must take action to reverse competence flow, 21 April 2017
- Union Council resolution: Universities of applied sciences cannot have professors, 22 April 2017
- A welcome, yet modest turn in research funding, 24 April 2017
- University personnel on the decline and education figures on the rise – could the freezing of the university index be reversed?, 28 August 2017
- The preparation of the new legislation on higher education institutions needs a time-out, 12 October 2017
- The Finnish Union of University Professors supports science clubs for children and youth, 13 October 2017
- The learning outcomes outlined in the higher education vision are good, but the legislation amendment should not be rushed, 24 October 2017

## Union Events

- Member event at Musiikkitalo, 13 January 2017
- The Science Forum, Professors Building Independence, 31 January 2017
- Spring Seminar Brain Exit? The Scholarship Current Accounts Balanced, 21 April 2017
- Seminar on the development of local activities, 7–8 June 2017
- Professors' Forum Good Management at Universities, 5 October 2017
- Negotiation seminar for chapter chairs, 5–6 October 2017



## Union representation

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

#### **Akava Union Council**

- Tarja Niemelä, ordinary representative
- Raija Pyykkö, deputy representative
- Kaarle Hämeri, deputy representative

#### **Akava Board**

- Tarja Niemelä, ordinary member

#### **Akava Education and labour policies committee**

- Tarja Niemelä, deputy member

#### **Akava Organisation committee**

- Raija Pyykkö, deputy member

#### **Akava Working life committee**

- Raija Pyykkö, attendance and speaking rights

#### **Akava Communications network**

- Kirsti Sintonen, ordinary member
- Nuppu Pelevina, ordinary member

#### **Akava Recruitment officer network**

- Raija Pyykkö, ordinary member

#### **Akava Education coordinator network**

- Raija Pyykkö, ordinary member

#### **Akava International affairs liaisons**

- Raija Pyykkö, ordinary member

#### **Akava Working life researcher network**

- Raija Pyykkö, ordinary member

### **Vakava r.a.**

#### **Board**

- Tarja Niemelä, ordinary member, vice chair
- Raija Pyykkö, deputy member

#### **University team**

- Tarja Niemelä, ordinary member
- Raija Pyykkö, ordinary member

#### **State team**

- Raija Pyykkö, ordinary member

#### **Education team**

- Raija Pyykkö, chair

### **Negotiation Organisation for Public Sector Professionals (JUKO)**

#### **Board**

- Tarja Niemelä, deputy member

#### **Advisory committee for the university sector**

- Tarja Niemelä, vice chair
- Raija Pyykkö, deputy member

### **Association of Finnish Independent Education Employers (AFIEE) Working groups**

#### **Main negotiation working group**

- Tarja Niemelä, ordinary member

#### **Salary system working group**

- Tarja Niemelä, ordinary member

#### **Teaching and research staff working hours working group**

- Tarja Niemelä, ordinary member

#### **Työsuojelun ja yhteistoiminnan yt-ryhmä**

- Raija Pyykkö, ordinary member

#### **Other**

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

- Jouni Kivistö-Rahnasto, ordinary member

#### **Executive group for information flows and the research information hub of the Network of Research Services and Administration of the Ministry of Education and Culture**

- Virpi Tuunainen, ordinary member

#### **Bologna process network of the Ministry of Education and Culture**

- Mari Hatavara, ordinary member

#### **Steering group on international higher education and research policy 2016–2020**

- Alfred Colpaert, ordinary member

#### **TJS Opintokeskus Union board**

- Raija Pyykkö, deputy member



## Union staff

- Tarja Niemelä, LL.M., trained on the bench, Executive Director (2016)
- Nuppu Pelevina, M.Soc.Sc., Communications Assistant (2016)
- Raija Pyykkö, PhD (Public Health), Head of Union Affairs (2005)
- Mia Rikala, MA, QBA, Organisation Secretary (2015)
- Maarit Santala, BBA, Financial Controller (2007)
- Kirsti Sintonen, M.Soc.Sc., Communications Manager (1995)
- Milla Talassalo, BBA, Communications Assistant, on study leave (2013)

## Stakeholder meetings

### Universities and research institutes

- Finnish Food Safety Authority Evira, 28 May 2017
- University of Helsinki, 24 May 2017
- University of Eastern Finland, 6 March 2017
- University of Lapland, 2 May 2017
- National Resources Institute Finland (Luke), 2 March 2017
- University of Oulu, 28 April 2017
- University of Tampere, 14 November 2017
- Åbo Akademi University, 2 February 2017

### Other important stakeholders

- Confederation of Finnish Industries (EK), 8 August 2017
- HELBUS Helsinki School of Business, 18 May 2017
- Student Union of National Coalition Party (Tuhatkunta), 19 August 2017
- Minister of Education and Culture, 12 April, 16 August, 13 October 2017
- Ministry of Education and Culture, 23 January, 14 September 2017
- Association of Finnish Independent Education Employers (AFIEE), 8 February, 25 September 2017
- Finnish Academy of Science and Letters, 16 May 2017
- Academy of Finland, 9 June, 10 August, 15 August, 5 December 2017
- Universities Finland UNIFI, 14 March, 20 September 2017
- National Union of University Students in Finland, 20 February, 9 November 2017
- Council of Finnish Foundations COFF, 28 March, 9 June 2017
- Tekes, 29 March 2017
- Finnish Union of University Researchers and Teachers, 30 January, 2 March, 29 March, 17 May, 22 August, 20 September, 7 November, 11 December 2017
- Ministry of Economic Affairs and Employment, 14 February 2017
- Ministry of Finance, 19 April 2017





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