



***KNOWLEDGE IS THE FUTURE***  
FINNISH UNION OF UNIVERSITY PROFESSORS  
ANNUAL REPORT 2018



PROFESSORILIITTO  
PROFESSORFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS

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# Focal areas of activities in 2018

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## 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 for the purpose of getting Finland to invest in the resources for science, art and higher education, that is, universities and research institutes. Our means of influence include meetings with political actors and other stakeholders, and the issuing of public resolutions and statements. We emphasised the importance of research information and professors' expertise in societal decision-making.

We collaborated with the Finnish Union of University Researchers and Teachers to draft shared objectives for the parliamentary elections and the government programme. As the basis of our objectives, we commissioned a political field survey concerning university and research policies. Three problems arose as the key issues within the university and research sector. The first problem is related to public funding and its insufficiency. The negative trend in funding has continued for too long, and there are many problems connected with research funding. The second problem is that the university community has fewer opportunities to participate and have an influence. The third problem is the fact that an appreciation of higher education and research is not evident in political decisions.

We continued to emphasise the importance of funding for basic research and the strengthening thereof in numerous meetings with decision-makers, including party chairs and Members of Parliament. The funding of basic research was

prominently highlighted in our election and government programme objectives and press releases.

We proposed that the allocation for basic research be reinforced within the university funding model by adding a 16% share for basic research.

As a means of improving the situation concerning university and research funding, we exerted influence on the Government's latest budget session by, for example, directly contacting members of the Education and Culture Committee of the Parliament and other politicians. During the budget session, the Government decided that Business Finland's grant authorisation would be increased by 69 million euro and its operating expenditure by 8 million euro. The decision was made to increase the Academy of Finland's appropriation authorisation by 25 million euro from 2019 onwards. Despite the measures taken by the Union, the freezing of the university index will continue until the end of the Government's term.

We took part in the implementation of the vision for higher education and research in 2030, entitled *Ehdotus Suomelle: Suomi 100+* by contributing to, among others, steering group work and thematic working groups.

We continued to implement 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. Our activities have had an effect on the content of the parties' education policy programmes.



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

We participated in the universities' general collective agreement negotiations and labour dispute negotiations led by a National Conciliator. The negotiations were prolonged and National Conciliator Metsämäki issued a mediation proposal, which we accepted along with the other employee organisations. The Association of Finnish Independent Education Employers (AFIEE), representing the universities, rejected the first proposal, which resulted in the University of Helsinki going on strike on 28 February 2018. This was the first time in Finnish history that professors had been on strike. The National Conciliator issued a second mediation proposal on 5 March 2018, which we accepted along with the parties to the General Collective Agreement. The resulting General Collective Agreement for Universities is valid from 1 February 2018 to 31 March 2020.

As a member of the compilation of Akava affiliates Vakava, we participated in the negotiations for the Collective Agreement for State Civil Servants and Employees under Contract. As a result of the negotiations, the Collective Agreement for State Civil Servants and Employees under Contract was approved for the period of 1 February 2018–31 March 2020.

Within the negotiations, we emphasised the importance of the research period for university teaching and research personnel and for professors in particular. The objective was not realised during the negotiations and so we decided to shift this aspect of our activities to local actors to be realised within their research period systems.

We emphasised the importance of developing intellectual property rights at universities, especially in matters related to inventions and copyrights and their incentive value. The Union published its recommendation for good copyright agreement practices.

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

Our work endeavours to ensure improved working conditions for professors. In our discussions with university management, we raised matters of importance that were emphasised in our reports and chapters.

We compiled the prerequisites for good work by professors. Each university/research institute must provide professors with the necessary prerequisites for good work in order to ensure that professors can perform optimally.

We used our influence to ensure that professors receive adequate provisions to conduct research and engage in artistic activities. We clarified the research period systems of different universities. We continued to emphasise the importance of the research period system in all our activities, particularly when meeting with university management.

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

We take the different tasks and positions of professors into account in our activities. We featured Union activists on our websites and social media channels.

We published the criteria for a fair tenure track on the Union's website and social media channels. We challenged all universities to comply with the criteria and we encouraged our chapters to discuss the criteria with university management.

We clarified the supervisory needs of members in management positions with the help of a management survey questionnaire.

We examined the work being done by our retired members and agreements made after retirement.

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# OPERATIVE OUTLINES IN 2018

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## 1. Safeguarding research, education and teaching

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

Following the Government's earlier decision, the university index has been completely frozen for 2016–2019. Research institute funding has also been cut significantly. We used our influence by issuing public resolutions and statements and by meeting with various political decision-makers and other stakeholders for the purpose of increasing the resources of universities and research institutes in Finland. During the budget session, the Government decided that Business Finland's grant authorisation would be increased by 69 million euro and its operating expenditure by 25 million euro from 2019 onwards.

We were heard by the Education and Culture Committee of the Parliament concerning the Government budget proposal for 2019. We issued a written statement to the Education and Science Subcommittee within the Finance Committee of the Parliament concerning the Government budget proposal for 2019. We emphasised that the quality of research and teaching, an internationally recognised high level of science, and competence through education can only be achieved – and upheld – through a sufficiently high level of core funding as detailed in the statement, supported by various investments to develop the operations. We feel that it is especially vital to promote the generation of an atmosphere that is supportive of science and that values competence within Finland.

The Union Council elected Professor Jouni Kivistö-Rahnasto as Chair of the Union and Professor Jukka Heikkilä as Vice Chair for 2019–2020.



Every actor should, through their own words, actions and example, encourage children, young people and adults to be curious, to learn and to apply their knowledge. The generation of a pro-science atmosphere is the responsibility of the entire educational system and society in general.

We collaborated with the Finnish Union of University Researchers and Teachers to commission a joint political field survey concerning university and research policies. The survey questionnaire was answered by 1,003 local representatives of the political parties. According to the survey, these active party members want to increase RDI funding to 4% of the GDP already during the next Government term, raise the public funding for universities and allocate more of the university funding to basic research. The key results were presented at the unions' joint spring seminar, communicated through press releases and proposed to numerous political decision-makers.

We drafted our objectives for the Government programme: Research builds the future. Our proposed solutions were: 1) A return to growth in funding, 2) We are the university – the university community makes the profit and 3) An active connection between research, education and society is Finland's strength.

We justified our solutions in a separate memorandum that is published on our Union website. It is our opinion that the end result will be that Finland's status as a country built on knowledge and expertise will improve, the staff will work even more profitably than today in thriving universities, and Finnish society will gain international recognition for making decisions that are based on research.

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 foundation and institution began its operations as a university on 1 January 2019. We supported our members throughout the amalga-

mation process of the universities in Tampere. The commissioned 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 was completed at the start of the year. We provided financial support for the administrative appeal concerning the legality of the university regulations, as submitted by the University of Tampere staff associations and our chapters.

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.

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 affect different universities. We also monitored the implementation of the so-called Flagship project.



We participated in brainstorming at a seminar on the finances and limitations of the universities, as organised by the Society of Scientists and Parliament Members TUTKAS. Chair Jouni Kivistö-Rahnasto and Vice Chair Jaana Hallamaa participated in the seminar discussions.

We took part in the roadmap work to implement the vision for higher education and research in 2030, entitled *Ehdotus Suomelle: Suomi 100+*. We had representatives in the steering group and working groups focusing on Research, development and innovation activities; Digitalisation and artificial intelligence as support for change in higher education institutions; and Healthy and prosperous higher education communities. According to the third evaluation of the higher education reform, the strengthening of university autonomy requires a strengthening of their financial autonomy. We demanded that the funding model be changed in such a way as to increase the financial autonomy of the universities. We emphasised the fact that the share of performance-based funding within the university funding model is, on an international scale, unusually large. We demanded an increase in the share of uncommitted core funding. We proposed that the share used for basic research would be 16% in the funding model and that the strategy-based and competitive funding shares would be reduced.

We organised a spring seminar with the Finnish Union of University Researchers and Teachers. The title of the seminar was 'Making our universities Finland's best workplaces'. This objective is included in the Vision for higher education and research in Finland 2030 prepared by the Ministry of Education and Culture.

The spring seminar considered the characteristics of the best workplace in terms of funding, prerequisites for research work, teaching, management and careers. At the seminar, we presented the results of the party survey concerning university and research policies, as commissioned jointly by the unions. The results were further examined in a panel discussion at the end of the seminar. The chairs of the unions and representatives of the four largest parties participated in the panel.

Our representative attended the meetings of HERSC (Higher Education and Research Standing Committee). The meeting topics included, among others, the EU copyright directive, the future of the Bologna Process, academic mobility, the new Erasmus programme and academic freedom. In its meeting at the end of the year, the ETUCE (European Trade Union Committee for Education) issued a resolution on the strengthening of academic freedom within Europe. Our representative participated in ETUCE's conference on copyright.

We maintained communications with the trade unions for the university sector of the different Nordic countries. We helped to arrange the Nordic meeting, which was held in Turku. The topics of the meeting included strikes and lockouts in the university sector, opportunities for personnel to have influence, academic careers, salary statistics and employment terms and conditions.



The spring seminar in 2018 was held at Pörssitalo in Helsinki under the heading 'Making our universities Finland's best workplaces'.

## 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 Culture 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 and the Union's objectives for the Government programme 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. Many chapters invited regional Members of Parliament to their autumn and spring meetings.

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

During the year, we met with key stakeholders, such as representatives of the Minister of Education, the Ministry of Education and Culture, the Ministry of Economic Affairs and Employment, Academy of Finland, Universities Finland UNIFI, the National Union of University Students in Finland SYL and the 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 related to the professors' salaries, research possibilities and other working conditions at each university and research institute. Chapter representatives also regularly met with the management of their university.



The autumn meeting of the Council thanked those members who would no longer be continuing on the Council during the 2019–2020 term.

## 2. Safeguarding professors' interests

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

in November 2017. As no agreement was reached, 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 three strike warnings at one week intervals. The model for industrial action was created in such a way that enabled the universities to be involved in one-day strikes in three 'waves'. Separate demonstrations were to be held at those universities that were not involved in each particular strike.

The labour dispute concerning universities was transferred to the National Conciliator's Office for mediation. National Conciliator Janne Metsämäki made the first 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 Kalevala Day, 28 February 2018. This was the first time in Finnish history that professors had been on strike. On the morning of the strike, we organised a demonstration outside of Helsinki University Porthania Building. Active members of the Union participated as strike picketers. In the afternoon, a Strike talks event was held in the Old Student House, with speakers including the Union Chair and professors from the University of Helsinki. Nearly all of the university towns in Finland organised similar demonstrations to show their support with a united 'We are the university' front.

In Turku, for example, approximately 400 university personnel gathered in front of Turku Cathedral and, in Tampere, memorial candles were lit in front of the main building. All in all, the professorship, on strike for the first time, received abundant positive media attention.

Photo: The University of Helsinki was on strike on Kalevala Day, 28 February 2018.



Union Chair Jouni Kivistö-Rahnasto, among others, spoke at the Strike talks event, held on the demonstration day on 28 February.



As a means of accelerating negotiations concerning the university sector agreement, the Board of the Negotiation Organisation for Public Sector Professionals JUKO decided to reject all the negotiation results achieved thus far concerning the Collective Agreement for State Civil Servants and Employees under Contract. Additionally, the Trade Union for the Public and Welfare Sectors JHL threatened to enact a sympathy strike that would halt all activities at the Kouvola rail yard and train traffic at the Port of HaminaKotka as a means of expediting the collective agreement negotiations of universities and the private teaching sector, the social service sector and vocational adult education centres. The National Conciliator issued a second mediation proposal, which was accepted by the parties to the General Collective Agreement and the Board of the Finnish Union of University Professors. The Union Council managed to organise an extraordinary meeting on 6 March 2018. At the meeting, the Union Board was granted the additional authorisation for the issuing of new strike warnings if the Association of Finnish Independent Education Employers (AFIEE) should reject the second mediation proposal. The last time that the Council was called together for an extraordinary meeting was for the negotiations of the universities' Collective Agreement in 2010.

The current 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 entered into 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 had not reached an agreement on the changes to the salary system during the autumn of 2018, a total of 0.3% of the 1 January 2019 structural instalment would not have been 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 continued within the central level committee.

## Changing the salary system

At the end of September, the contracting parties to the General Collective Agreement reached an agreement on the changes to the salary system. From the beginning of 2019, the salary system changed significantly as it concerns the personal performance component. Since an increase of the lowest performance percentage to 6% would accrue costs, the Finnish Union of University Professors felt it was important to make a change with a similar cost impact at the calculated percentage for each job requirement level, as effective from the beginning of the year. In practice, this means that the salaries for professors would be increased by 0.36%.

As of the beginning of the year, the highest possible performance percentage is 50. The universities have 0.85% of the payroll sum to utilise for personal performance on 1 June 2019. Each university must use at least 0.14% of the payroll sum for their teaching and research personnel on raises to the job requirement levels for the personnel in question and/or permanent job requirement bonuses from the start of 2019. We provided our members with information and guidance regarding the changes.

Negotiations regarding the new Collective Agreement for State Civil Servants and Employees under Contract began in November 2017. The result of the negotiations was the Collective Agreement for State Civil Servants and Employees under Contract for 1 February 2018–31 March 2020. 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 was paid along with the January 2019 salary. The resolution also contains some textual changes in various sections of the agreement.

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 force policies committee, Working life committee and Communications network.

We continued our co-operation with Akava to change legislation concerning the tax increase for pensioners. Akava's Board decided on Akava's tax policy objectives for the 2020s. Akava aims to achieve a 75% employment rate. As a means of supporting growth and employment, Akava demands a reduction in earned income taxation. The earned income taxation should be reduced for all income brackets, as to ensure that the marginal tax rate also decreases. The highest marginal tax rate should be reduced to 50%. As required by the Finnish Union of University Professors, the objectives also included the relinquishment of the solidarity tax and the tax increase for pensioners.

We participated in the work of the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector, the central level working groups as well as other joint committees of the employer and employee unions.

We maintained organisational preparedness by participating in the activities of JUKO's industrial action committee and communications working group for the university sector. The industrial action committee and communications for the university sector took part in the negotiation process.

We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. As per established practice, the rights to works created by individuals engaged in teaching and research work at universities are not transferred to the employer, and it is an established practice that researchers have control of the results of their research. We demanded that this practice remain unchanged. We appointed a copyright working group and published our recommendation for good copyright agreement practices. We issued a critical statement to the Ministry of Economic Affairs and Employment on the draft of the government's proposal to change the Act on the Right in Inventions made at Higher Education Institutions. The government proposal did not proceed at all during 2018.

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

We participated in the renewal of the university salary system as part of the General Collective Agreement negotiations, the mediation process and the work of the salary system working group following the mediation. Our Board discussed the matter multiple times and drew up outlines for the renewal of the salary system. We demanded, among other things, the implementation of a cost impact measure that would counter the increase of the lowest performance percentage at the calculated percentage for each job requirement level, as effective from the beginning of the year. 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. 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, performance-based compensations, separate compensations for in-service training as well as compensation for expert assignments.

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.

## Salary Survey 2018

The number of full-time professors working in universities has decreased nine years running. From November 2009 to September 2018, the number of full-time professors has decreased by 429 professors (17.9 %), with the total number last year being 1969. The number of part-time professors has varied over the same period from 289 in 2009 to 281 in 2018. During the year, the share of professors with fixed-term contracts decreased from 19% to 15%.

According to the employer survey, the total salary of all professors rose by 0.8% (average) / 1.2% (median) from September 2017 to September 2018. On the basis of the universities' General Collective Agreement, all salaries were raised by a 1% general increase on 1 April 2018. According to the employer survey, a professor's full monthly salary in September 2018 was 7,132 euro on a permanent contract and 6,506 euro on a fixed-term contract. The average full monthly salary for a professor was 7,040 euro.

According to the member survey, the average monthly salary for a professor working in a university was 6,823 euro in September 2018, an increase of 0.2% (average) / 1% (median) 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 6,773 euro, an increase of 3.5% 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 31.8% over the past decade. The salary elements based on job requirements (vaati) and on personal achievement (henki) are lower among female professors than among male professors, for both permanent and fixed-term contracts. The salary difference was 327 euro in favour of male professors. The salary gap grew in comparison to the previous year. A female professor's euro is, according to the employer survey, 95.4 cents. The female euro varies by university (92–103 cents).

Our salary surveys reveal that the salary development of professors has been weak over the years 2013–2017. During the period of 2017–2018, the salary development has been nearly in keeping with the general increase. Statistics seem to still show that universities are hiring replacements for retiring professors at lower job-related and personal salary levels.

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

We demanded that professors cannot be dismissed for financial and production-related grounds.

We offered our members consultation during times of change in working life. The Union office counselled members on employment and service relationships more than 200 times. The contacts concerned, among other things, the resolving of unjustified fixed-term employment relationships, administrative hearings, changes caused by structural development, dismissals on individual grounds, the use of the title of professor, and salary components. Members were also assisted by the chapters and professor shop stewards.

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 34 Union members act as a chief shop steward, a deputy chief shop steward, shop steward or deputy shop steward.

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 guarded the interests of professors within the social welfare and health care reform and the regional government reform. 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 around 90 times. The maximum insurance compensation for legal protection was kept at 25,000 euro and the maximum insurance compensation for liability at 100,000 euro. Members dismissed from permanent employment for financial and production-related grounds were offered outplacement services.

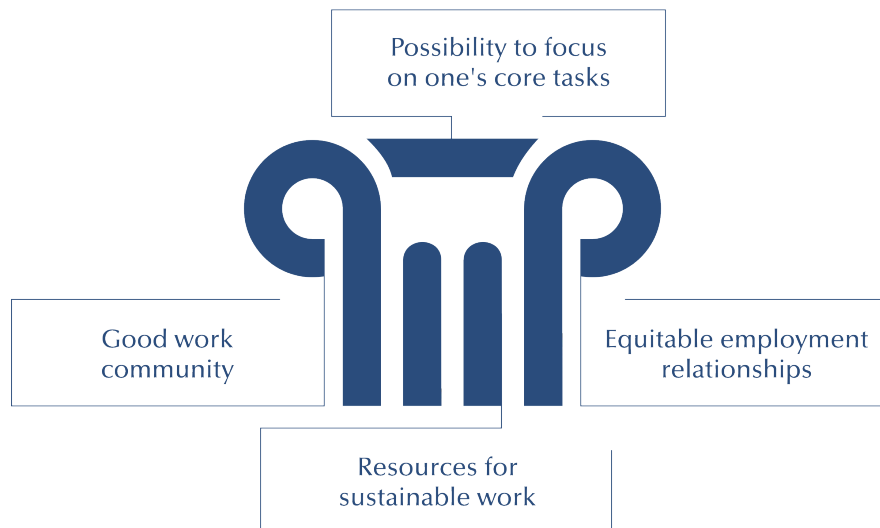
We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. As per established practice, the rights to works created by individuals engaged in teaching and research work at universities are not transferred to the employer, and it is an established practice that researchers have control of the results of their research. We demanded that this practice remain unchanged. The Union published its recommendation for good copyright agreement practices. We issued a critical statement to the Ministry of Economic Affairs and Employment on the draft of the government's proposal to change the Act on the Right in Inventions made at Higher Education Institutions. We held a webinar on professional copyrights for our members.



### 3. Securing work for professors

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

#### Prerequisites for good work for professors



We compiled the prerequisites for good work by professors. The document was discussed at the autumn meeting of the Council. The document entitled '[Prerequisites for good work by professors](#)' was published for the Science Forum, held at the beginning of the Union's 50th anniversary year on 11 January 2019. Following the Forum, we encouraged the universities to discuss the document with their own professors. Each university/research institute must provide professors with the necessary prerequisites for good work in order to ensure that professors can perform optimally.

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 core funding, as professors are forced to spend too much working time on acquiring outside funding.

We clarified the research period systems of different universities. We continued to emphasise the importance of the research period system in all our activities, particularly when meeting with university management.

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

## 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.

On 6 December 2018, the President of the Republic awarded Union Chair Maarit Valo the decoration of Commander of the Order of the Lion of Finland for her contributions as a spokesperson on behalf of science, arts and higher learning and education during the years following the renewal of the Universities Act, which were characterised by significant funding cuts in science and universities.

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. Despite the measures taken by the Union, the number of full-time professors decreased from 1999 to 1969 between September 2017 and September 2018.

## Professors' influence is increasing within the science and university community

Per 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. During meetings with university management, we demanded that professors 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 / multi-member administrative body should be strengthened in the Universities Act and foundation regulations.

We helped our chapters to develop their operations in many ways. We shared good practices concerning the co-operation between our local chapters and the management of the universities/research institutes. At the seminar on the development of local activities, we discussed university management and the opportunities and means of influence available to professors. We encourage our chapters to have regular discussions with senior management.

We highlighted the significance of professors within the science and university community and the improvement of professors' influence opportunities in several instances, for example, in media releases, meetings with university management and articles.

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

We published the criteria for a fair tenure track on the Union's website and social media channels. To bolster the work, we utilised the questionnaire conducted at the beginning of the year to survey Union members who are tenure track professors in the penultimate phase. Once the criteria had been published, we challenged all universities to comply with the criteria and encouraged our chapters to discuss the criteria with university management. After the criteria became public, we received more requests for advice than earlier from those on the tenure track. Additionally, we received statement requests from three universities concerning the career systems they were developing.

During the spring, we clarified via survey the types of agreements that retired professors have made with universities/ research institutes and the types of work tasks they are still carrying out. On the basis of the clarification work, the Union Board updated its guidelines for contracts concerning Emeriti professors. Emeriti professors may continue co-operation with the university by, among other things, individualising their position and tasks in a so-called 'professor emeritus/

emerita employment contract' with the university, working as an adjunct instructor/extra-staff lecturer or making a fixed-term employment contract with the university. We require that the universities have transparent, clear and fair principles for their emerita/emeritus practices. The results of the survey were made public at the Union's General Meeting and discussed at the Council's autumn meeting. The Union's guidelines were published on the Union website. After the guidelines were updated, we have provided our members with guidance on the matter.

In the autumn, we clarified the supervisory needs of members in management positions with the help of a management survey questionnaire. The questionnaire was sent to those Union members who work as rectors, vice-rectors, deans or in similar positions. The respondents wished for the Union to provide, for example, peer support, support and encouragement, tools for academic management, influence on science and education policies, discourse about salaries for academic leaders and support when returning to the position of professor. The Union provided members in management positions with legal assistance in matters such as the drafting of employment and management contracts. As the managerial tasks are carried out on a fixed-term basis, it is important to agree also on any matters related to the end of the managerial term when drawing up the employment and management contracts.



## 4. Bringing professors together

### Professoriliitto kokoaa yhteen eri alojen ja erilaisissa tehtävissä toimivat 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 membership came together for the Union's General Meeting on 5 October. The Union Council for the years 2019–2020 was elected at the meeting. Jaana Hallamaa (University of Helsinki) was elected as Chair of the Council and Juhani Hyvärinen (Lappeenranta University of Technology) as Vice Chair. The meeting approved an amendment to the by-laws that enabled for meeting notices to be sent for the Union's General Meeting and Council meeting by email.

The Union Council met three times. In addition to the spring and autumn meeting, the Council met on 6 March for an extraordinary meeting to decide on the granting of additional industrial action authorisation to the Union Board. In honour of the upcoming anniversary year, the decision was made at the autumn meeting to name Kaarle Kurki-Suonio, a founding member of the Union, as an honorary member. 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. The overall membership grew in comparison to the previous year. Several professors retired, and the proportion of Professors Emeritus/Emerita increased in relation to those still in working life.

We improved our member recruitment by, for example, sending our chapters a new recruitment package for new university professors and tenure track professors in the penultimate phase. We sent new professors information about the Union and an invitation to join. We discussed the importance of member



At the Union's General Meeting, held on 5 October, Professor Jaana Hallamaa was elected as Chair of the Union Council for 2019–2020.

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.

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

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 conducted a survey targeting our emerita/emeritus members. We gave our members guidance concerning retirement.





Union chapter chairs and vice-chairs in Vanajalinna at the seminar on the development of local activities held on 6 June 2018.

We conducted a survey concerning the supervisory needs of members in management positions. Our membership benefits, such as leisure travel and accident insurance, were kept unchanged. At the end of 2018, we made the decision to shift the group leisure accident and travel insurance we provide for our members to Fennia Mutual Insurance Company as of 1 January 2019. At the same time, we decided to raise the upper age limit for the policies from 75 to 80 years.

We initiated preparations for the Union's 50th anniversary year. We established a party planning committee to plan the Union's celebratory year. The history committee continued to compile the 50-year history of the Union. We commissioned the 'Sivistyksen puolesta' anniversary website and produced its content. We reserved an extra appropriation for our chapters to organise events during the year. The Union will celebrate its anniversary year in many different ways, both locally and nationally.

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

We organised a negotiation seminar for the chapter chairs and vice chairs for the purpose of discussing, among other things, the Union's objectives for the Government programme and meetings with Members of Parliament, the emeriti survey and copyright issues.

We actively monitored the use of titles including the word 'professor'. We sent several communications on the use of the title of professor. We gave guidelines to the media on using the title Professor of Practice. We offered financial support for the operation of the Union chapters. Approximately 600 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 activities for our chapter shop stewards and professor shop stewards. Some of the topics discussed included the previous negotiation round, social media in the communications of professors and the Union, means of influencing the Government programme, advancing the research period systems within the universities, university management and the means of influence available to professors.

We selected Karl-Erik Michelsen, Professor of science, technology and transformation of modern societies at Lappeenranta University of Technology, as the Professor of the Year 2018. The selection was announced at the Communicatio Academica event in Lappeenranta on 12 January 2018. The theme of the event was 'Eastern Light'.

We held a member event in March in connection with the Tampere Film Festival. Approximately 80 members and their guests attended the event.

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



Karl-Erik Michelsen is Professor of the Year 2018.





## 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 member newsletters.

During the year, we had a total of 93 media hits, which is slightly fewer than the previous year. According to the number of news clippings, the most media interest focused on the university strike at the end of February, hate speech directed at researchers and the universities' funding situation. Several newspapers wrote articles about the Professor of the Year Karl-Erik Michelsen. Chair Jouni Kivistö-Rahnas was interviewed by YLE News and Helsingin Sanomat. The reform of the universities' funding model interested the media.

Our active agents wrote 38 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.

At the end of the year, the planning of the communication measures related to the Tiedevaalit (science election campaign) co-operation got underway. The partners involved in the co-operation included Universities Finland UNIFI, the Association of Finnish Independent Education Employers (AFIEE), Council of Finnish Foundations COFF, the Federation of Finnish Learned Societies, the Finnish Union of University Researchers and Teachers and the National Union of University Students in Finland SYL.

We published 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 12,100, and eight issues were published. Acatiimi is also available online and has its own Facebook page.

We conducted a reader survey on Acatiimi. In comparison to the questionnaire from six years back, the claims concerning the magazine and its readership were assessed as being more positive.

Especially the reliability of the information offered by the magazine, the professional editing and the tracking of issues that impact on the position of the readership were assessed more positively than earlier. The professor readership was primarily interested in the articles concerning university and science policies.

In May, Editor-in-chief of Acatiimi Kirsti Sintonen received the Olli award given by the Finnish Association of Journalists to honour her merits as a maintainer of political debate concerning science and universities.



## 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 2018. 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.

The Union office prepared for the entry into force on 25 May 2018 of the European Union's General Data Protection Regulation during the operational year by, for example, participating in a joint project by Akava member unions and by implementing data flow mapping and a data protection survey on the processing of personal data within the Union's different functions. In terms of our activities, the new key issues that impacted the Union's operational activities, when compared to the former Personal Data Act, include the obligation to demonstrate compliance with data protection and

the agreement and commitment documents concerning personal data. In order to ensure our obligation to demonstrate compliance with the data protection regulation, we independently drafted and commissioned an external body to draft data protection documents for the purposes of, for example, securing the data protection and data security policies of the Union, as well as models of operations for data protection. In addition to these documents, we drafted privacy policies for our members, employees, shop stewards and job applicants, as well as for the upkeep of various registers for, e.g., different types of events. Our data processing agreements were sent to and received from those persons who handle our personal data. A commitment concerning the processing of our members' personal data was also sent to members of the Union's own functions, such as those on the Board and chapter personnel. The agreement and commitment processes related to the processing of personal data shall continue during 2019.

In order to safeguard the approved processing of personal data, we initiated the use of a secure email service during the year. The possibility to use the secure service to send documents and emails was also extended to our membership through the Union's website. During the autumn, the Union's entire office participated in data protection training arranged by TJS Opintokeskus. Data protection matters are coordinated within the Union by Organisation Secretary Mia Rikala.



# APPENDIX

## Union Council

Maarit Valo, Chair

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto	Johanna Moisander	Esko Niemi	Kimmo Lapintie
	Jorma Skyttä	Kimmo Lapintie	Esko Niemi
HY	Laura Kolbe	Soili Stenroos	Hannele Niemi
	Jukka Finne	Oili Norros	Esa Korpi
	Anne Juppö	Per Saris	Soili Stenroos
	Edward Hæggsström	Hannele Niemi	Per Saris
	Mikael Skurnik	Hannele Niemi	Oili Norros
	Maria Fredriksson-Ahomaa	Esa Korpi	Hannele Niemi
ISY	Pertti Pasanen	Jopi Nyman	Juha Hämäläinen
	Markku Tykkyläinen	Maria Lähtenmäki	Jopi Nyman
	Ritva Kantelinen	Maria Lähtenmäki	Riitta Ahonen
JY	Jussi Välimaa	Mirja Tarnanen	Kimmo Suomi
	Minna-Riitta Luukka	Kimmo Suomi	Mirja Tarnanen
	Jukka Pellinen	Mika Lähtenmäki	Kimmo Suomi
LUT	Juhani HYvärinen	Aki Mikkola	Marjatta Louhi-Kultanen
LY	Riitta Brusila	Markku Vieru	Tuija Hautala-Hirvioja
OY	Juha Risteli	Mauri Haataja	Jari Sivonen
	Paula Rossi	Juha-Pekka Kallunki	Matti Alatalo
SHH	Christian Grönroos	Kristina Heinonen	Maria Holmlund-Rytkönen
Taide	Vesa Kurkela	Annu Vertanen	Andrew Bentley
TAY	Mari Hatavara	Eero Ropo	Jari Stenvall
	Elja Paavilainen	Christian Krötzl	Eija Vinnari
	Lili Kihn	Päivi Pahta	Frans Mäyrä
TUTK	Markus Olin	Tapani Sarjakoski	Tuomas Lehtonen
TTY	Jukka Lekkala	Pasi Kallio	Petri Vuoristo
	Juha Vinha	Pasi Kallio	Petri Vuoristo
TY	Pekka Vallittu	Jukka Heikkilä	Rami Vainio
	Ella Lindfors	Maija Setälä	Kari Lukka
	Jyri Vaahtera	Joel Kuortti	Jani Erola
	Juha Peltonen	Eevi Rintamäki	Joel Kuortti
VY	Panu Kalmi	Pirkko Vartiainen	Timo Mantere
ÅA	Peter Nynäs	Kimmo Grönlund	Elina Pirjatanniemi
	Ria Heilä-Ylikallio	Elina Pirjatanniemi	Kimmo Grönlund

## Union Board

Chair: Jouni Kivistö-Rahnasto (TTY)

Vice Chair: Jaana Hallamaa (HY)

### Member

- Petri Mäntysaari (Hanken)
- Alfred Colpaert (ISY)
- Virpi Tuunainen (Aalto)
- Anne Kauppala (Taideyliopisto)
- Eeva Moilanen (TaY)
- Jukka Heikkilä (TY)

### Deputy Member

- Jaana Erkkilä-Hill (LY)
- Markus Olin (VTT)
- Edward Hæggström (HY)
- Marko Joas (ÅA)
- Juhani Hyvärinen (LUT)
- Aila-Leena Matthies (JY/Consortium)

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## Bodies appointed by the Board

### Work Committee

- Jouni Kivistö-Rahnasto, Chair
- Jaana Hallamaa
- Tarja Niemelä
- Raija Pyykkö

### Communications Group

- Jouni Kivistö-Rahnasto, Chair
- Tarja Niemelä
- Nuppu Pelevina (until 31.5.)
- Milla Talassalo (from 1.6.)
- Raija Pyykkö
- Kirsti Sintonen

### Investment Committee

- Jouni Kivistö-Rahnasto, Chair
- Jaana Hallamaa
- Jarmo Leppiniemi
- Tarja Niemelä
- Maarit Santala

### Election Committee

- Petri Mäntysaari, Chair
- Anne Juppo
- Jukka Pellinen
- Raija Pyykkö

### History committee

- Jouni Kivistö-Rahnasto, puheenjohtaja
- Laura Kolbe
- Jussi Välimaa
- Tarja Niemelä
- Kirsti Sintonen
- Raija Pyykkö

### Party planning committee

- Jaana Hallamaa, puheenjohtaja
- Anne Kauppala
- Tarja Niemelä
- Kirsti Sintonen
- Raija Pyykkö

### Union chapters and chairs

- Aalto yliopisto, Jorma Skyttä
- Helsingin yliopisto, Edward Hæggström
- Itä-Suomen yliopisto, Pertti Pasanen
- Jyväskylän yliopisto, Jussi Välimaa
- Lapin yliopisto, Rauno Korhonen
- Lappeenrannan teknillinen yliopisto, Juhani Hyvärinen
- Oulun yliopisto, Juha Risteli
- Svenska handelshögskolan, Kristina Heinonen
- Taideyliopisto, Eeva Anttila
- Tampereen teknillinen yliopisto, Pasi Kallio
- Tampereen yliopisto, Mari Hatavara
- Turun yliopisto, Jani Erola
- Tutkimuslaitokset, Marjukka Anttila
- Vaasan yliopisto, Teija Laitinen
- Åbo Akademi, Marko Joas

### Union Statements

- Statement on the regulation of Tampere's foundation university, 3 January 2018
- Statement to the Ministry of the Interior concerning the draft of the Government's legislative proposal concerning the requirements for entry and residence of third-country nationals for the purposes of research, studies, training and voluntary service, 11 January 2018

### Auditors and performance auditors

- Markku Koskela, KHT, tilintarkastaja
- Riku Kärmä, KHT, varatilintarkastaja
- Kari Toiviainen, KTL, toiminnantarkastaja
- Tapani Kykkänen, varatoiminnantarkastaja

### Editorial council of Acatiimi

- Petri Mäntysaari, jäsen
- Virpi Tuunainen, jäsen
- Tarja Niemelä, läsnäolo- ja puheoikeus
- Kirsti Sintonen, sihteeri

### Professors and Researchers (P & T)

- Jouni Kivistö-Rahnasto, puheenjohtaja
- Jaana Hallamaa, jäsen
- Tarja Niemelä, jäsen
- Kirsti Sintonen, läsnäolo- ja puheoikeus

### Copyright working group

- Jukka Heikkilä, puheenjohtaja
- Jouni Kivistö-Rahnasto, jäsen
- Petri Mäntysaari, jäsen
- Edward Haeggström, jäsen
- Marko Joas, jäsen
- Tarja Niemelä, sihteeri

### Funding group (Finnish Union of University Professors and the Finnish Union of University Researchers and Teachers)

- Jouni Kivistö-Rahnasto
- Jukka Heikkilä
- Petri Mäntysaari
- Tarja Niemelä



- The Chair of the Union was heard by the Education and Culture Committee on the Government proposal to amend the Act on the Academy of Finland, 16 February 2018
- Statement to the Education and Culture Committee on the impact to the EU's upcoming multiannual financial framework (2021-), 15 March 2018
- Statement to the Administration Committee on the Government's legislative proposal concerning requirements for entry and residence of third-country nationals, 4 June 2018
- Statement on the Government's legislative proposal concerning the amendment of the Act on the right in inventions made at higher education institutions, 15 June 2018
- Statement to the Ministry of Education and Culture on the amendment of the Universities Act, 3 September 2018
- Statement to the Education and Science Subcommittee within the Finance Committee of the Parliament concerning the Government budget proposal for 2019, 4 October 2018
- A representative of the Finnish Union of University Professors was heard by the Education and Culture Committee on the Government budget proposal for 2019, 8 October 2018
- Statement to the Education and Culture Committee on the amendment of the Universities Act, 14 November 2018
- Statement concerning the university funding model, 17 December 2018

#### **Union press releases**

- Professor of the Year – Professor Karl-Erik Michelsen, 12 January 2018
- University and research funding should return to a growth trend, 3 April 2018
- Strong recommendation of the parties concerning R&D funding and basic research, 9 April 2018
- The number of professorships should be increased in Finland, 25 April 2018
- University and research policy objectives in the elections: University and research funding and the appreciation of academic staff needs to increase, 11 June 2018
- University funding is decreasing while tasks will increase – the freezing of the university index must end, 28 August 2018
- The financial autonomy of the universities must be expanded – not reduced, 25 September 2018
- The share of the financial model accrued to basic research must be reinforced, 16 November 2018
- Professor Jouni Kivistö-Rahnasto shall continue as the Chair of the Finnish Union of University Professors: We need science elections, 23 November 2018

#### **Union events**

- Communicatio Academica Eastern Light, 12 January 2018
- Member event at the Tampere Film Festival, 9 March 2018
- Spring seminar 'Making our universities Finland's best workplaces', 20 April 2018
- Nordic meeting in Turku, 28– 30 May 2018
- Seminar on the development of local activities, 6– 7 June 2018
- Negotiation seminar for chapter chairs, 6– 7 September 2018

#### **Participation in international events**

- Petri Mäntysaari, Higher Education and Research Standing Committee (HERSC) 9– 10 April 2018, Brussels
- Alfred Colpaert, Higher Education and Research Standing Committee (HERSC), 10– 11 September 2018, Tallinn
- Jukka Heikkilä, The European Trade Union Committee for Education (ETUCE), 11 April 2018, Brussels

## Union representation

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

#### Akava Union Council

- Tarja Niemelä, ordinary representative (spring)
- Raija Pyykkö, ordinary representative (autumn)

#### Akava board

- Tarja Niemelä, ordinary member

#### Akava Education and labour policies committee

- Tarja Niemelä, deputy member

#### Akava Working life committee

- Raija Pyykkö, attendance and speaking rights

#### Akava Communications Network

- Kirsti Sintonen, ordinary member
- Nuppu Pelevina (until 31.5.), ordinary member
- Milla Talassalo (from 1.6.), ordinary member

#### Akava Recruitment officer network

- Raija Pyykkö, ordinary member

#### Akava Education coordinator network

- Raija Pyykkö, ordinary member

#### Akava International affairs liaisons

- Raija Pyykkö, jäsen

#### Akava Working life researcher network

- Raija Pyykkö, ordinary member

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

#### Advisory committee for the university sector

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

### Vakava ry

#### Board

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

#### University team

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

### State ream

- Raija Pyykkö, member

### Education team

- Raija Pyykkö, chair

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

#### Main negotiation working group

- Tarja Niemelä, member

#### Salary system working group

- Tarja Niemelä, member

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

- Tarja Niemelä, member

#### Occupational safety and health and co-operation group

- Raija Pyykkö, member

### Other

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

- Alfred Colpaert, 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, member

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

- Mari Hatavara, member

#### Federation of Finnish Learned Societies' working group on the responsible assessment of researchers

- Jaana Hallamaa, member

#### TJS Opintokeskus Union board

- Raija Pyykkö, deputy member

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

- Jouni Kivistö-Rahnasto, member
- Tarja Niemelä, Deputy member

#### Responsible Research project

- Kirsti Sintonen, member

## Union staff

- Tarja Niemelä, LL.M., trained on the bench, Executive Director (2016)
- Nuppu Pelevina, M.Soc.Sc., Communications Assistant until 31.5.2018 (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 until 31.5.2018 (2013)

## Stake holder meetings

### Universities and research institutes

- Aalto University, 22 January 2018
- University of Helsinki, 15 March 2018, 28 March 2018, 26 September 2018, 5 November 2018
- University of Eastern Finland, 8 October 2018
- University of Jyväskylä, 8 October 2018
- Lappeenranta University of Technology, 12 January 2018
- National Resources Institute Finland (Luke), 4 June 2018
- University of Oulu, 6 April 2018
- Hanken School of Economics, 1 October 2018
- University of Turku, 13 June 2018
- University of the Arts Helsinki, 20 November 2018

### Other important stakeholders

- Akava, 18 May 2018
- Rectors' Conference of Finnish Universities of Applied Sciences Arene, 24 May 2018
- Trade Union of Education in Finland, OAJ, 14 May 2018
- Ministry of Education and Culture, 26 June 2018, 20 November 2018
- Ministry of Education and Culture, 12 January 2018, 12 April 2018, 1 June 2018, 25 September 2018, 4 October 2018, 8 November 2018
- Association of Finnish Independent Education Employers (AFIEE), 14 August 2018, 16 August 2018
- Education and Culture Committee and the Education and Science Subcommittee within the Parliamentary Finance Committee, 18 October 2018

- Finnish Academy of Science and Letters, 23 March 2018, 30 November 2018
- Academy of Finland, 13 April 2018, 25 April 2018, 23 May 2018, 7 September 2018, 15 August 2017, 5 December 2017
- Universities Finland UNIFI, 19 April 2018, 19 September 2018, 27 November 2018
- National Union of University Students in Finland, 3 October 2018
- Technology Industries of Finland, 4 December 2018
- CSC – IT Center for Science, 9 March 2018
- Finnish Union of University Researchers and Teachers, 9 January 2018, 14 February 2018, 11 April 2018, 18 May 2018, 28 August 2018, 12 October 2018, 21 November 2018
- Ministry of Economic Affairs and Employment, 12 June 2018, 18 October 2018
- Prime Minister's Office, 21 November 2018

### Political actors

- Education policy working group of the Green Party of Finland, 9 February 2018
- Marisanna Jarva, Member of Parliament, 4 May 2018
- Blue Reform Parliamentary Group, 14 May 2018
- Raija Vahasalo, Member of Parliament, 24 May 2018
- Johanna Ojala-Niemelä, Member of Parliament, 30 May 2018
- Education policy working group of the Centre Party of Finland, 1 June 2018
- Anders Adlercreutz, Member of Parliament, 5 June 2018
- Antti Rinne, Chair of the Finnish Social Democratic Party, 12 June 2018
- Touko Aalto, Chair of the Green Party in Finland, 14 June 2018
- Prime Minister Juha Sipilä, 27 September 2018
- Tytti Tuppurainen, Member of Parliament, 21 November 2018
- Sami Savio, Member of Parliament, 3 December 2018



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