

In favour of science, art and education

The strategy of the Finnish Union of University Professors up to 2026

Science and education are the cornerstones
of well-being and competitiveness. High-standard
and long-term basic research supports the competence
base, fairness and resilience of society.



PROFESSORILIITTO
PROFESSORSFÖRBUNDET



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS



Mission of the Finnish Union of University Professors

- The Union advances science, art and education, defends academic freedom and the autonomy of the university community, develops the working conditions for professors and supports the positive professional image of professors.

Tasks of the Finnish Union of University Professors

- The Union monitors and promotes the freedom of research and teaching, and the ongoing development of the prerequisites for research, teaching and higher education. The Union advances research-based knowledge, science, art and education within society.
- As a strong and courageous labour market organisation, the Union supervises and promotes the common interests of its members on the local, national and international level. The Union promotes the scientific and professional endeavours of its membership and upholds and furthers their status and appreciation within society.

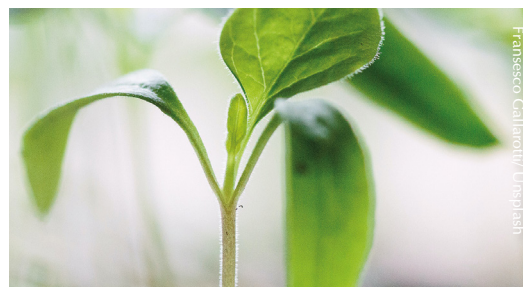
Analysis of the operational environment

University and research funding

- The competitiveness and quality of the Finnish science and innovation system have been endangered by increasingly shortsighted funding and its decrease in real terms. This threatens the freedom of science and art and may compromise international co-operation and the resolution of social challenges.
- The targeted expenditure, set at 4 per cent of the GDP for research, development and innovation activities, would require a significant additional investment in research and development as well as social engagement over the coming years. Finland will not achieve this goal without a considerable increase in the basic national funding for research already during the next few years. The process of increasing the target for completed university degrees without any new resources being allocated for the purpose would mean, in reality, that public steering would end up restricting research, weakening the competence based thereon and devastating the innovation system.

Internationality

- Professors are active members of the international research communities.
- The work of professors will be changing in many ways in the near future. It must be assumed that digital publishing and online teaching will reduce the significance of geographic borders. The virtual mobility of researchers will become more common. The labour markets and work communities of researchers will continue to become increasingly internationalised. The role of national languages is at risk of diminishing within research and teaching, which will weaken the impact of science in society and culture. The significance of sustainable funding for research and the copyrights of researchers will become emphasised as the role of international innovation policies increases.



HR policies and employment conditions

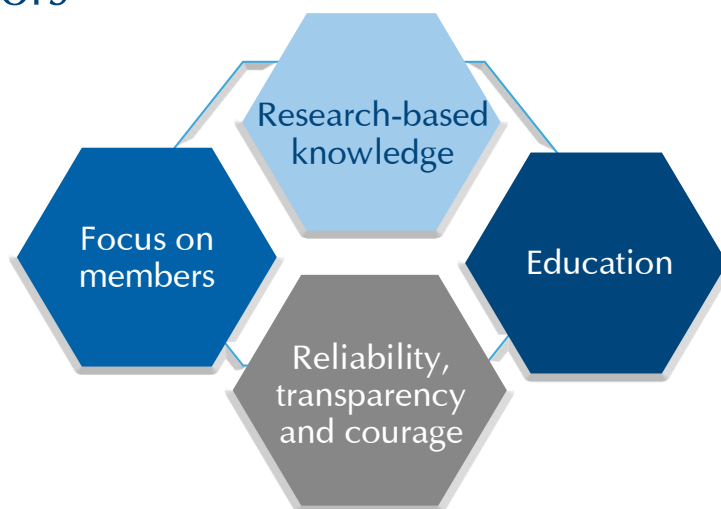
- The weakening possibilities for personnel to participate and be involved are a widespread problem.
- Along with the strengthening of the autonomy and employer position of universities, HR policies have become more diversified and differences between the universities have grown. The universities are pursuing the image of a good employer but, at the same time, their HR policies are becoming stricter. Employment within the universities and research institutes has become characterised by an increased level of uncertainty.
- Presently, professors are primarily being recruited to tenure track positions, which the Universities Act and the Employment Contracts Act do not recognise.

Good work for professors

- The freedom of science, art and higher education is a necessary prerequisite for the work of professors. Professors are committed to their work and bear the overall responsibility for the development of science and their own field of research.
- The possibility for professors to focus on tasks that are essential to their work has been weakened due to, among other things, the fragmentation of the work.
- Any increase in the possibilities for professors to have influence requires the genuine autonomy of the university communities.
- Research appears to be increasingly organised by way of research groups. Universities are undertaking teaching collaboration and implementing commissioned research together. Research communities are bound by the principles concerning the responsible evaluation of researchers.



Values of the Finnish Union of University Professors



Vision for 2026

The Finnish Union of University Professors is a significant voice influencing university and science policies. Socially active, participatory and dynamic professors are provided with excellent conditions to carry out their work for the benefit of science, art and education.

Strategic focal areas and primary objectives

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

The Finnish Union of University Professors

- fosters the freedom of science, art and higher education and advances the rights that safeguard them
- pursues the strengthening of resources for university and research
- strengthens the connection between research, teaching and social impact
- endeavours to strengthen the autonomy of the university community and to advance possibilities for professors to have influence within university and scientific communities
- defends the copyrights of Union members to the outcomes and materials of their own work.

2. In favour of good work

The Finnish Union of University Professors

- brings together professors working in different fields and various positions
- safeguards the position of professors in change situations
- endeavours to advance equal and non-discriminating working conditions for its members
- pursues proper salary development for professors
- supports the positive professional image of professors and their sense of community
- advances professors' possibilities and capabilities to serve in management positions within scientific communities
- builds up the local activities of the Union

The Union Council will be given an annual report on the implementation of strategy-based measures and objectives. The Union's action plan shall be drawn up so as to realise its strategy.