

Kunskap är ingen åsiktsfråga



Knowledge is not a matter of opinion

KNOWLEDGE IS NOT A MATTER OF OPINION
FINNISH UNION OF UNIVERSITY PROFESSORS
ANNUAL REPORT 2023



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

www.professoriliitto.fi

FOCAL AREAS OF ACTIVITIES IN 2023

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

Science, art and education are the cornerstones of mental and economic well-being in society as well as of international competitiveness. They are also an integral part of societal resilience and security of supply in terms of information.

We defended the freedom of research and higher education, which is not realised without strong employment protection for permanent teaching and research personnel. In early 2023, the Supreme Court issued a judgement on the matter concerning the dismissal of a professor. According to the Supreme Court, the University of Helsinki had the right to choose whether it dismisses a professor with a permanent position as a lecturer and an invitation to a fixed-term position as a tenure track assistant professor of plant evolutionary biology or a permanent professor of plant ecology on financial and production-related grounds. According to the justifications of the judgement, the University of Helsinki had an appropriate and weighty reason based on financial or production-related grounds or reorganisation of activities to dismiss the professor of plant ecology. According to the Supreme Court, the freedom of science and higher education does not mean that a university does not have the right to organise its activities in the same way as other employers. We analysed the impact of the judgement on professors. We strengthened the local supervision of interests. Our aim is for the collective agreement of universities to gain a provision on the order of dismissal.

We defended investments in the resources for science, art and higher education, that is, universities and research institutes. We promoted an increase in the appropriation to research, development and innovation (RDI) to 4 per cent of the GDP. We exerted influence on the government spending limits discussion to ensure that research funding in universities and research institutes would be taken into consideration in the Government's budget in accordance with the RDI policies agreed on at the parliamentary level. Doctoral education should be developed in a sustainable and high-quality manner. We stipulated that the increase in the number of doctoral students should be fully resourced. We are satisfied with the Government's decision to significantly increase R&D funding. We demanded increased funding for basic research.

Knowledge is not a matter of opinion. A vision of a science policy that extends beyond Government terms should be created for Finland, university and research institutes should have internationally competitive working conditions, and the collegial decision making of universities should be strengthened.

We demanded more possibilities for participation and influence within the university community and a strengthening of a pro-science atmosphere. We promoted the possibilities for personnel to have influence in our meetings with rectors and other discussions. Union management and communications promoted a pro-science atmosphere. The work distribution of university bodies should be clear and there should be productive cooperation between these bodies. The Universities Act must be changed to state that a multi-member administrative body representing the university community shall approve the university regulations.

In comparison to other western countries, the current Finnish funding model is largely based on performance and results and this deeply affects the daily lives of professors. The share of core funding intended to ensure the stability of operations is minimal. If this share were raised to, say, one fifth of the core funding, it would expedite the work of professors, encourage long-term employment relationships and improve the quality of science and art. The international report on

the performance steering and funding models of higher education institutions, as commissioned by the Ministry of Education and Culture, was completed in June. We were actively involved in the work to update the university funding model. We submitted a dissenting opinion to the proposal of the working group, because the proposal, as a whole, conflicted with the demands for predictable and stable core funding for universities.

We conducted a University funding model webinar series in the autumn. The webinar series discussed the funding and incentives of universities, the key results of the Ministry of Education and Culture's assessment of higher education steering and the university funding model as well as the reform of the university funding model.

We expressed understanding for the student demonstrations to safeguard students' livelihood, free education and student welfare. We stated that, as a Union, we do not participate in such events, but we endeavour to actively affect university and scientific policy through other means. The task of professors is to primarily support students in their studies and research and to facilitate the advancement of one's education in all conditions.

We safeguarded the copyrights and rights to materials of professors and other teaching and research personnel. The Copyright Council issued a statement, according to which the quoting of scientific articles must be done in accordance with acceptable practice in the field so that any citations must be set apart from other text in the book and must include a reference to the original source and author.

2. In favour of good work

We continued to emphasise the problems and good practices related to the tenure track career path for professors and we helped individual members on the career path. The Labour Court found that the tenure track system can, in certain cases, be considered a justified reason for concluding an employment contract on a fixed-term basis as intended by the Employment Contracts Act (55/2001). Thus, the Labour Court is of the opinion that the system cannot, as is, be viewed as being contrary to the Employment Contracts Act. The legality of a contract must be resolved on a case-by-case basis in accordance with the principles of labour law, taking into consideration the nature and specific needs of the field and the specific characteristics of the work carried out at universities. In our opinion, a university must justify the fixed-term basis for an employment relationship in some way other than with a general reference to the tenure track system or the nature of the work. It is our view that a person should not have two fixed-term employment contracts while on the tenure track for professors, since, as they progress along the track, a greater share of the positions are permanent, not temporary.

We participated in university sector negotiations, during which we demanded a competitive salary development and working conditions for professors. The current General Collective Agreement for Universities is valid from 1 April 2023 to 31 March 2025. All salaries were raised as of 1 September 2023 with a general increase of 3.5%. Salaries will again raise as of 1 March 2024 with a general increase of 2.0%. A lump-sum payment of 12.6% of the monthly salary for March 2023 (or minimum of EUR 400) was paid in May 2023. The local amount is 0.5% as of 1 December 2024.

We participated in the negotiations concerning the renewal of the Collective Agreement for State Civil Servants and Employees under Contract jointly with Vakava. The Collective Agreement for State Civil Servants and Employees under Contract is valid between 1 March 2023 and 29 February 2025. All salaries were raised as of 1 May 2023 with a general increase of 3.5%. Additionally, a lump-sum payment of 12.2% of the monthly salary (or minimum of EUR 500) was paid in April

2023. Salaries will raise as of 1 March 2024 with a general increase of 2%. As of 1 March, a local office instalment of 0.5% will be paid.

The Finnish Government's working life reforms brought restlessness to the labour market. It is our opinion that working life must be developed in a balanced way with consideration for the viewpoints of both employees and employers. The parties must be able to agree on wage increases through collective agreements without the sectors specified in the legislation setting a practical maximum on wage increases.

We strengthened the local supervision of interests by, among other ways, providing support and training for professors serving as shop stewards and for the Union chapters in aspects of the supervision of interests as well as by handling the matters of individual members. Aalto University, the University of Helsinki, Tampere University, the University of Turku and Åbo Akademi University have professors serving as chief shop stewards.

OPERATIVE OUTLINES IN 2023

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

We defended the freedom of research and higher education. The freedom of research includes the freedom to choose the research topics, procedures and publication methods. The freedom of education includes the right to teach as one wishes both in terms of content and method. We emphasised the importance of science, art and education in society. Science, art and education are prerequisites for free and participatory democracy as well as the foundation for well-being and international competitiveness.

We promoted the generation of an atmosphere in Finland that is supportive of science and that values competence.

We worked in close co-operation with the Ministry of Education and Culture and other ministries, the Academy of Finland, Universities Finland UNIFI, National Union of University Students in Finland SYL, Finnish Education Employers (FEE), Innovation Funding Centre Business Finland, central employee organisations and political decision-makers.

The Finnish Union of University Professors pursues the strengthening of resources for universities and research

Science and education are the cornerstones of well-being and competitiveness. 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. We exerted influence, issued opinions and statements and organised stakeholder meetings.

Our key message regarding the objectives for the Government Programme is 'Knowledge is not a matter of opinion'. We met with Members of Parliament and other key actors for the purpose of promoting our objectives for the Government Programme. We influenced the Government

Programme and its implementation. We were heard on our Government Programme positions at the House of the Estates.



KNOWLEDGE is not
A MATTER OF OPINION

The theme of our spring seminar was Science policy during the coming electoral term. We heard lectures on good management practices at universities and viewpoints on the upcoming Government Programme.

We demanded that a science policy vision that extends beyond Government terms should be created for Finland and that university and research institutes should have internationally competitive working conditions. The share appropriated to research, development and innovation (RDI) must be increased to at least 4 per cent of the GDP. We influenced the implementation of the legislative act on research and development funding and the preparation of the multiannual funding plan. We message was that the funding for long-term and high-quality research at universities and research institutes must be taken into consideration in the Government's budget in accordance with the RDI policies agreed on at the parliamentary level. We met with, among others, the Minister of Science and Culture. We discussed science and research funding. We issued a statement on the Government budget proposal for 2024 to the Education and Science Subcommittee within the Finance Committee of the Parliament. Upon the request of the Prime Minister's Office, we nominated members for the Research and Innovation Council.

In all our activities, we emphasised the autonomy of the universities as a key prerequisite for their operations. We used our influence to strengthen the funding of basic research and to allow professors to have 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 from the Ministry of Education and Culture affect different universities. We also monitored the implementation of the so-called Flagship project.

The Finnish Union of University Professors strengthens the connection between research, teaching and social impact

We emphasised the connection between research, teaching and social impact as factors of success for Finland.

We emphasised the importance of research-based knowledge in decision-making.

We drew on the expertise of our membership to produce alternatives and new ideas to serve as the groundwork for decision-making.

Prior to the Parliamentary elections, the Union participated in a joint social media campaign by seven unions, as a continuation of the 'Tiede perinnöksi' (Science as a legacy) campaign from 2022. The main focus of the follow-up campaign was on social media marketing and outreach. The target group included voting Finnish citizens over the age of 40 and the point was to encourage them to consider whether they would give their vote to a candidate who values science and research.

The Finnish Union of University Professors endeavours to strengthen the autonomy of the university community and to advance possibilities for professors to have influence within university and scientific communities

We emphasised the autonomy of the universities and university community.

The autonomy of universities must be strengthened by changing the university funding model. We demanded that the focus of the university funding be shifted from the number of completed degrees to free research. We demanded that the focus of funding be shifted from the short-term performance-based funding and discretionary funding to the long-term core funding as presumed by the University Act, which would provide universities with the opportunity to decide on the allocation of funding in accordance with their own strategic choices.



Professor Mika Lähtenmäki from the University of Jyväskylä, Professor Jussi Kivistö from Tampere University and Counsellor of Education and Ulla Mäkeläinen from the Ministry of Education and Culture at the Reform of the University Funding Model panel discussion on 10 November 2023. The event was moderated by Journalist Anna Lehmusvesi.

We called for the professors to be heard in strategic decision-making at universities and research institutes, especially in matters of structural development.

We demand that the Universities Act be amended so that the duties of the university collegiate body at a public university and the joint multi-member administrative body of a foundation university include the confirmation of the university regulations and the approval of the university strategy as well as the budget and operational and financial plans prepared by the university

board. Furthermore, we propose that the Universities Act should be amended and supplemented to allow the university collegiate body and joint multi-member administrative body to release the university board or its member from their positions, the latter even without a proposal from the board. We demand that the position of the joint multi-member administrative body be reinforced within the Universities Act to enable the administrative body at a public university to select a chair and vice-chair from its members, and to decide independently on procedures related to the selection of the university board.

We demand that academic universities and universities of applied sciences be developed in accordance with the current legislation. Scientific research, scientific and artistic researcher education as well as professors' titles do not belong to the scope of universities of applied sciences. Professors are the only personnel group separately mentioned in the Universities Act. There is also legislation concerning the offices of research professors set up at research institutes.

The Finnish Union of University Professors defends the copyrights of its members to the outcomes and materials of their own work

We defended professors' rights to their materials and creative work.

We utilised the Union's recommendations for good copyright agreement practices.

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's working group on intellectual property rights (IPR) continued its activities.

We took an active part in developing intellectual property rights at universities, especially in matters related to inventions and copyrights. We supported local university representatives in negotiations concerning copyright agreements. As per established practice, the copyright to works created by individuals engaged in teaching and research work at universities is not transferred to the employer, and it is an established practice that researchers have control over the results of their research. We demanded that this practice remain unchanged.

2. IN FAVOUR OF GOOD WORK

The Finnish Union of University Professors brings together professors working in different sectors and various positions

We are a Union for all professors and future professors. Different fields, universities and research institutes are represented in our Union.

We provided our members with consultation on matters related to employment, service relationships and retirement.

Our activities took into consideration the different career phases of our members and those members who come from abroad. We sent out electronic member newsletters in Finnish, Swedish and English as well as key media releases in Finnish and English. Some of our blog posts were in English and Swedish.

We guarantee our members the opportunity to affect the decision-making of the Union. The next General Meeting open to all Union members will be held in autumn 2024. The Union Council has

representatives from all universities and a representative for research institutes. The Council met twice.

The Union has 14 chapters that are not registered as separate associations but serve as Union representatives on the local level.

We monitored the number of Union members monthly. The overall membership grew in comparison to the previous year.

We discussed the importance of member recruitment in Union events. We provided our chapters with recruitment packets to assist in recruiting Union members from among new university professors and professors on a tenure track. We sent new professors and professors on a tenure track information about the Union and an invitation to join.

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 requested feedback from those professors who had been sent an invitation but had not joined the Union.

We will update the membership benefits we offer as appropriate. Our members receive, for example, the Tiede and Acatiimi magazines. The Finnish Union of University Professors publishes the Acatiimi magazine together with the Finnish Union of University Researchers and Teachers (FUURT) and the Union for University Teachers and Researchers in Finland (YLL). Five issues of the magazine were published during the year. The magazine has its own website at acatiimi.fi.



Acatiimi magazine covers 1/2023 and 4/2023

Opinions about current issues concerning universities and research institutes were expressed in the Professors' Blog. The topics of the articles included the Government Programme, university funding, university language practices and freedom of research.

The website of the Union at professoriliitto.fi was renewed in 2023. The technical platform of the site was changed, the service was given a new visual design and the logic of the content structure was further clarified. Data security was also increased as part of the renewal. For example, the login for the shop steward's pages is now a two-step log in. Since the number of professors that

are from a country outside of Finland is increasing, the use of the website's language versions was improved.

The Union has taken leisure-time travel and accident insurances from Turva as of 1 January 2024 as a benefit for our members. The upper age limit for group leisure accident insurance is 80 years and there is no upper age limit for group leisure travel insurance. Our members have the possibility to receive a Union calendar and an e-mail address at professori.fi.

We have a mobile membership card in use. The plastic membership card will only be sent to retired members.

The Finnish Union of University Professors safeguards the position of professors in change situations

Only the Finnish Union of University Professors pursues the interests of professors.

We demanded that the employment relationship security of professors employed on a permanent basis be strengthened.

We will demand that the employment relationships of professors be valid until further notice. Unjustified fixed-term employments should be changed to permanent employment relationships.

We demanded that professors must not be dismissed for financial and production-related grounds. In its judgement issued on 10 January 2023, the Supreme Court found that the freedom of science and higher education does not mean that a university does not have the right to organise its activities in the same way as other employers and, to this end, to realise necessary personnel solutions, and, thus, the University of Helsinki has had an appropriate and weighty reason based on financial or production-related grounds or reorganisation of activities to dismiss a professor of plant ecology in 2016. Upon negotiation, we paid more than EUR 100,000 in reasonable court costs that were ordered to be paid by our members. The Union has begun to prepare actions to improve the protection against the dismissal of professors.

We supported the local representatives of the University of Turku and University of Oulu during change negotiations. Local representatives of the Union actively contributed to the change negotiations. As a result of the active efforts, not a single professor was dismissed.

We were prepared to offer outplacement services for Union members dismissed from permanent employment on financial and production-related grounds.

The recruitment of professors has shifted to the tenure track era. Recruitment other than tenure track recruitment is already an exception in Finland. Current legislation does not recognise the prevailing practice, and it is the Union's opinion that the Universities Act should be amended to include provisions concerning the tenure track career path leading to professorship. The Labour Court issued a judgement on a matter concerning the legality of fixed-term employment for the position of an Associate Professor. Universities and research institutes should monitor how the tenure track system for professors impacts professors and their job descriptions.

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 1100 times. The contacts concerned, among other things, issues related to unjustified fixed-term employment relationships, bullying and other inappropriate behaviours, supervisory hearings, changes caused

by structural development, the use of the title of professor, and salary composition. Members were also assisted by the professors serving as shop stewards and Union chapters.

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, and we held a separate networking day for them. A total of 34 Union members acted as a chief shop steward, deputy chief shop steward, shop steward or deputy shop steward. Of the professors serving as shop stewards, four held the position of chief shop steward.

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

We offered our members the benefit of unemployment insurance through the Unemployment Fund for Education and Research. A large percentage 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 100 times.

The maximum insurance compensation for professional legal protection was maintained at 25,000 euro and the maximum insurance compensation for liability at 100,000 euro.

The Finnish Union of University Professors endeavours to advance equal and non-discriminating working conditions for its members

We used our influence to ensure adequate prerequisites for professors to conduct free research, teaching and artistic activities.

We demanded a genuine increase in core funding to safeguard free research. Professors are currently being forced to spend too much working time on the acquisition of external funding.

We raised the issue that the lack of proper support services would endanger the research and teaching activities of the universities and increase the workload of teachers and researchers.

Within negotiations on the General Collective Agreement for Universities, we demanded that professors be assured regular possibilities to take a research period without teaching or administrative duties, as based on the collective agreement, and the possibility for a research period after serving in an academic management position.

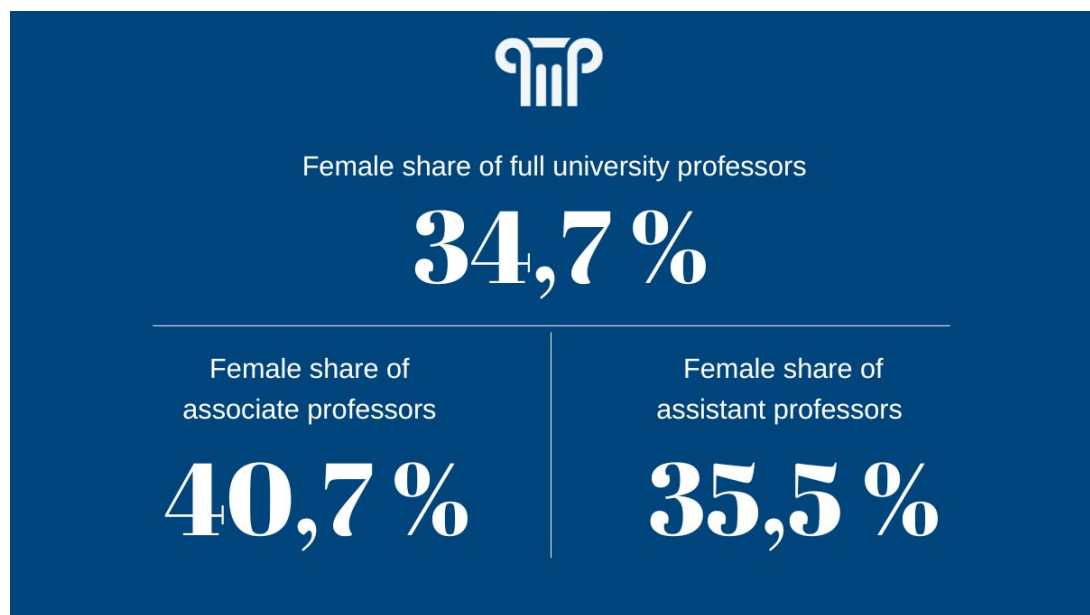
We met regularly with university rectors and management personnel from universities and research institutes. These and other key meetings have been compiled in an appendix to the annual report. In addition to discussing current affairs in these meetings, we raised issues related to the recruitment of professors and their salaries, research possibilities, copyrights and other matters related to the prerequisites for good work, such as the importance of competent support personnel.

We demanded that the total working hours system be applied to professors working at a university. We emphasised that those working/falling within the scope of the total working hours system for teaching and research personnel in accordance with the collective agreement are themselves responsible for their own working hours and the use of those hours to perform the

tasks included in their work plan. The maximum number of contact teaching hours for professors must not be increased.

We argued for increasing the proportional share of professors within the teaching and research personnel, as well as ensuring that the professors' tenure track career path system would not result in a decrease in the number of professorships. The aforementioned issues were approached, for example, in meetings with university management. The number of full-time professors increased from 1960 to 1997 between September 2022 and September 2023.

We maintained awareness of the development of the proportion of women among all university professors.



We advised our members on a tenure track and took a stand on university-specific guidelines.

We provided guidelines and advice on the use of titles for professors.

We participated in international activities. We were members of Education International (EI) and European Trade Union Committee for Education (ETUCE). ETUCE is the regional representative of EI in Europe. We exerted influence in the Higher Education and Research Standing Committee (HERSC) of ETUCE. We influenced EU projects related to the university sector, particularly by participating through HERSC in drafting statements for ETUCE, which represents eleven million members from the field of education, or by discussing with representatives of the European Commission. The topics covered, for example, European universities, research careers, micro-credentials and the European Innovation Agenda. We participated as a representative of ETUCE in the EQAR Members' Dialogue in Granada. The meeting discussed the quality and structural development of the European Higher Education Area (EHEA), EQAR's strategy and the Tirana Ministerial Conference. We influenced the development of the EHEA by participating in the preparations for the Tirana Ministerial Conference through, for example, ETUCE.

We maintained a connection with the trade unions for the university sector in the Nordic countries. The annual meeting of the trade unions for the university sector in the Nordic countries was held in Iceland. The meeting dealt with, among other topics, models for university steering and administration, employment terms and conditions, the European value base of universities and the value base regarding the work of ETUCE and HERSC. The meeting also approved a declaration stating that Nordic democracy requires the securing of academic freedom.

The Finnish Union of University Professors pursues proper salary development for professors

We demanded that the pay for professors correspond to the demands of the work. The salary systems should be improved so as to better take into consideration job requirements and personal achievements as well as the entire job description of professors.

We demanded that the salary for professors on a tenure track should correspond to the job requirements and personal achievements and that it should develop along with career advancement.

We conducted a salary survey to monitor the salary development of (full) professors, associate professors and assistant professors within the scope of the university salary system, as well as for Aalto University professors and state research institute professors. We also monitored the number of professors and the payment of compensation for academic management assignments, management compensation for supplementary funding projects as well as compensation for expert assignments and statements. We will aim to achieve salary equality for all professors.



Salary survey, September 2023

The number of full-time (full) professors increased slightly over the year from 1960 to 1997. The proportion of fixed-term professors declined from 6% to 5% during the year.

There were 565 associate professors and 323 assistant professors (altogether 888 people) on the tenure track for professors at universities. The majority of them were in full-time employment relationships. Nearly all associate professors have a job requirement level ('vaati') of 7. Assistant professors have a job requirement level of 5–7. Aalto University has a local salary system agreement, and the salary levels of both associate and assistant professors working at Aalto University are higher than those at other universities.

According to the employer survey, the total salary of all full university professors rose by an average of 3.7% (median 3.5%) during the year. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 3.5% general increase on 1 September 2023. The local amount of 0.45% for 2022 was paid on 1 December 2022. According to the employer survey, a university professor's total monthly salary in September 2023 was 7,781 euro on a permanent contract (full) and 7,322 euro on a fixed-term contract (full). The average monthly salary for all full professors was 7,760 euro.

The salary development of (full) university professors was nearly in keeping with the general increase in 2018 and, in the year 2019, slightly better than the increase agreed on in the collective agreement. The development in 2020 was the weakest yet. In 2021, the average salary development was at the level of the collective agreements, but the salary development of professors (full) in 2022 did not reach the level of the general increase. In 2023, the salary development was slightly better than the general increase, but it appears that the locally divided lots do not, on average, reach the professors. Concern is raised by the fact that, since 2014, the salary development of professors has lagged behind that of other teaching and research personnel. Universities are hiring assistant and associate professors to replace retiring professors. New full professors are being hired at lower job requirement levels and are often assigned somewhat low performance percentages.

The total salary of associate professors at universities increased during the year by an average of 4% and assistant professors by 3.9%.

The average monthly salary for professors working in a research institute was 7,283 euro, with an increase of 3.5% (median) as compared to the previous year. The research institutes included in the salary survey are not entirely the same ones as in the previous year, and the number of observations is also different.

The proportion of female professors among all full university professors was 34.7%, among assistant professors 35.5% and among associate professors 40.7%. The salary elements based on job requirements ('vaati') and performance percentage averages are lower among female (full) professors than among male professors, for both permanent and fixed-term contracts. The salary difference was 398 euro in favour of male professors. A female professor's euro is, according to the employer survey, 95 cents. Both female assistant and associate professors on the tenure track career path earned less than their male colleagues.

The Union's compensation recommendations were requested frequently. They can be found on the Union's website.

We participated in the work of the Negotiation Organisation for Public Sector Professionals JUKO's advisory committee for the university sector, the main negotiation group on the central organisation level as well as other joint negotiation and working groups of the employer and employee unions. We supervised the interests of employees at research institutes, including developing the salary system of professors, in co-operation with JUKO and Vakava.

We worked in close collaboration with other central unions in the university and government sector. We act as a supervisor of interests for professors within the Confederation of Unions for Professionals and Managerial Staff in Finland – Akava, and the compilation of Akava affiliates Vakava.

We continued advocacy through Akava to change legislation concerning the tax increase for pensioners (the so-called 'solidarity tax'). Akava aims at achieving 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 alleviated for all income categories by reducing the marginal tax rate as well. The highest marginal tax rate should be reduced to 50% within the next two terms of the Government. Akava has already earlier called for the relinquishment of the solidarity tax and tax increase for pensioners.

We prepared for the upcoming round of negotiations within the industrial action committee for the university sector and other JUKO unions. We campaigned together with other JUKO unions on the significance and content of the General Collective Agreement. The content of the Yliopistotes.fi website is available in Finnish, English and Swedish.



Together with other unions in the university and government sector, we prepared for organisational actions to be taken in connection with the collective agreement negotiations.

The Finnish Union of University Professors supports the positive professional image of professors and their sense of community

We highlighted professors' expertise in science, higher education, university and research institute management, and social engagement.

We offered our members the possibility to keep in contact and interact with their colleagues through the local activities of the Union.

We monitored the use of the titles of professors and any titles derived from or including the word professor. The Union issued a statement to the Ministry of Education and Culture on the proposal of the Finnish Union of Docents to translate the Finnish title dosentti into English as 'Associate Professor'. The Union stated that, in accordance with the recommendation of the National Board on Research Integrity TENK, the Title of Docent is appropriate to describe the task of this role. Furthermore, the Union pointed out that the title of Associate Professor is an established title used for the tenure track of professors in Finland, so its use in any other context would cause confusion

and be misleading. According to the Universities Act, universities may award the title of Docent (dosentti). In the end, the universities decide, by virtue of autonomy, how their own titles are translated. The Finnish Union of University Professors expressed its opinion that universities are committed to complying with the recommendations of the National Board on Research Integrity TENK. In its response, the Ministry of Education and Culture stated that, on the basis of their self-government, universities are entitled to independently decide on the awarding of the title of Docent and its translation. However, the Ministry encouraged universities to adopt a uniform practice, as far as possible, with regard for the granting of titles and related translations, and it favoured TENK's recommendation for the use of the title of Docent.

We organised 'The roots of European universities' (in Finnish) event at the Science Forum. During the event, we announced the Professor of the Year for 2023. The Professor of the Year was Aki Mikkola, Professor of Mechanical Engineering at LUT University.



Professor of the Year 2023 Aki Mikkola at the Union event during the Science Forum on 12 January 2023.

The renewal of the Directory of Professors was initiated in 2022. The previous Directory was published as a printed book and online in 2008. Since then, the online version has been expanded to include information about new Union members upon their consent. Additionally, Union members have had the possibility to update their own information. As opposed to the directories of many other trade unions, the Directory of Professors is both a directory of members and a professional directory that contains not just current professors but professors dating back to 1640. The Directory of Professors Working Group actively worked the whole year to create a digital directory that would also work as a platform for collecting information. To advance this work, Merja Laaksamo was hired as Project Worker in the autumn and her first assignment was to comprehensively gather all the contact information of professors in Finland. The data collection process was then initiated, primarily through electronic format. The process involved the updating of information from the previous Directory and the gathering of new information. The Directory of Professors will be published in autumn 2024 just before the Union's 55th anniversary on 11 October 2024.

We conducted a webinar on artificial intelligence for our members. We held an open spring seminar for our members.

In our member newsletters, we informed members about current matters concerning professors.

The Finnish Union of University Professors advances professors' possibilities and capabilities to serve in management positions within scientific communities

We also represent those in management positions. A large percentage of the Union members work in supervisory or other management positions.

Our goal for the collective agreement negotiations of the universities was for individuals to have the right to take a research period of least 6 months after they have served in an academic management position (vice-rector, dean, department head).

In accordance with the Union Council's policy, a university dean, rector and vice-rector should all be professors. University regulations must be changed so that the faculty council or corresponding multi-member organ elects the dean or the election is made by the university rector or board based on the proposal of the faculty council.

Our traditional Academic leadership seminar, organised together with Finnish Education Employers (FEE) was rescheduled for January 2024.

The Finnish Union of University Professors builds up its local activities

We encouraged Union chapters to be in contact with their regional Members of Parliament and other societal decision-makers, particularly for the purpose reinforcing the resources for science, art and higher education.

We encouraged Union chapters to have regular discussions with the senior management of their organisations.

We financially supported the activities of the chapters representing the individual universities and the professors at research institutes, we organised a seminar for chapter representatives on the development of local activities as well as a seminar for chapter chairs, we participated in chapter meetings and we worked in close co-operation with the chapters.

We trained and supported professors serving as shop stewards. Our aim is to ensure that every university has a Union member who is a professor serving as a chief shop steward.

3. ADMINISTRATION

A balanced administration is the foundation for our operations

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

The Union Board was assisted by the Investment Committee. The Union Board makes decisions on the Union's investments in accordance with the investment strategy. The Investment Committee met eight times during the year.



APPENDIX

Chair Eeva Moilanen (Tampere University)

Vice Chair Jukka Pellinen (University of Jyväskylä)

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto University	Esko Niemi Teemu Leinonen	Johanna Moisander Matti Rossi	Matti Rossi Johanna Moisander
University of Helsinki	Laura Kolbe Oili Norros Anne Juppö Edward Hæggström Mikko Saikku Maria Fredriksson-Ahomaa Per Saris	Mikko Niemi Teivo Teivainen Jouko Rikkinen Arto Kallioniemi Sami Moisio Auli Vähäkangas Sanna Lehtonen	Jouko Rikkinen Auli Vähäkangas Teivo Teivainen Auli Vähäkangas Jaakko Hyvönen Arto Kallioniemi Arto Kallioniemi
University of Eastern Finland	Pertti Pasanen Alfred Colpaert Ritva Kantelinen	Arto O. Salonen Matti Kotiranta Maria Lähteenmäki	Jopi Nyman Marja Maljanen Heli Peltola
University of Jyväskylä	Mika Lähteenmäki Taina Rantanen Kari Heimonen	Tommi Kärkkäinen Raija Hämäläinen Hanna-Leena Pesonen	Raija Hämäläinen Kari Heimonen Ari Jokinen
LUT University	Hannu Rantanen	Jussi Sopenen	Kirsimarja Blomqvist
University of Lapland	Timo Aarrevaara	Heli Ruokamo	Suvi Ronkainen
University of Oulu	Jari Sivonen Paula Rossi	Matti Alatalo Hanni Muukkonen-van der Meer	Hanni Muukkonen-van der Meer Matti Alatalo
Hanken School of Economics	Kristina Heinonen	Gyöngyi Kovács	Maria Holmlund-Rytkönen
University of the Arts Helsinki	Anne Kauppala	Tuija Kokkonen	Riikka Stewen
Tampere University	Juha Vinha Jussi Heikkilä	Eija Paavilainen Marko Seppänen	Pasi-Heikki Rannisto Frans Mäyrä



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

	Johanna Kujala Mari Hatavara	Jari Stenvall Nelli Piattoeva	Lili Kihn Zsuzsanna Millei
State research institutes	Tuija Gadd	Jaakko Leppänen	Katri Kärkkäinen
University of Turku	Pekka Vallittu Eila Lindfors Jyri Vaahtera Juha Peltonen	Rami Vainio Louis Clerc Johanna Schleutker Eevi Rintamäki	Louis Clerc Luis Alvarez Estaban Jani Erola Joel Kuortti
University of Vaasa	Teija Laitinen	Arto Rajala	Tanja Sihvonen
Åbo Akademi University	Henrik Grénman Meri Larjavaara	Johanna Ilmakunnas Lea Sistonen	Lea Sistonen Johanna Ilmakunnas

Union Board

Chair: Jukka Heikkilä (University of Turku)

Vice Chair: Teija Laitinen (University of Vaasa)

Vice Chair: Petri Mäntysaari (Hanken School of Economics)

Member

Kimmo Grönlund (Åbo Academy University)

Edward Hægström (University of Helsinki)

Johanna Kujala (Tampere University)

Mika Lähteenmäki (University of Jyväskylä)

Johanna Moisander (Aalto University)

Markus Olin (VTT Technical Research Centre of Finland)

Juha Rouvinen (University of Eastern Finland)

Markku Vieru (University of Lapland)

Deputy member

Eila Lindfors (University of Turku)

Anne Juppö (University of Helsinki)

Mari Hatavara (Tampere University)

Taina Rantanen (University of Jyväskylä)

Petri Lehenkari (University of Oulu)

Veli Matti Virolainen (LUT University)

Alfred Colpaert (University of Eastern Finland)

Petteri Salomaa (University of the Arts Helsinki)

Bodies appointed by the Board

Work Committee

Jukka Heikkilä, Chair

Teija Laitinen

Petri Mäntysaari

Tarja Niemelä

Raija Pyykkö

Union Council Working Committee

Eeva Moilanen, Chair

Jukka Heikkilä

Jukka Pellinen

Tarja Niemelä

Raija Pyykkö



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Investment Committee

Jukka Heikkilä, Chair
Teija Laitinen
Luis Alvarez Estaban
Timo Rothovius
Tarja Niemelä
Anne Lehto

Election Committee

Heli Ruokamo, Chair
Alfred Colpaert
Jyri Vaahtera
Raija Pyykkö

IPR Working Group

Petri Mäntysaari, Chair
Jukka Heikkilä
Eeva Moilanen
Oili Norros
Esko Niemi
Keijo Ruotsalainen
Tommi Kärkkäinen
Katja Weckström
Leevi Mentula

Directory of Professors Working Group

Laura Kolbe, Chair
Anne Juppo
Johanna Kujala
Petri Lehenkari
Leena Kurkinen
Raija Pyykkö

Union chapters and their chairs

Aalto University, Teemu Leinonen
University of Helsinki, Edward Hæggström
University of Eastern Finland, Alfred Colpaert
University of Jyväskylä, Mika Lähteenmäki
University of Lapland, Markku Vieru
LUT University, Veli Matti Virolainen
University of Oulu, Matti Alatalo
Hanken School of Economics, Kristina Heinonen
University of the Arts Helsinki, Petteri Salomaa
Tampere University, Johanna Kujala
University of Turku, Eila Lindfors
State research institutes, Tuija Gadd
University of Vaasa, Merja Koskela
Åbo Akademi University, Kimmo Grönlund

Auditors and Performance Auditors

Markku Koskela, KHT Authorised Public Accountant, Auditor

Riku Kärnä, KHT Authorised Public Accountant, Deputy Auditor
Kari Toiviainen, Lic.Sc. (Econ.), Performance Auditor
Tapani Kyykänen, Deputy Performance Auditor

Editorial Council of Acatiimi

Leena Kurkinen, Member
Juha Rouvinen, Member

Union statements

Statement to Universities Finland UNIFI on the translation of the title of Docent, 16 January 2023.
Union comments on the multi-annual plan for the use of research and development funding prepared by the parliamentary RDI Working Group, 20 January 2023
Statement on the proposal for a new Government Decree on the Research and Innovation Council, 11 September 2023
Statement on the Government's legislative proposal to amend the Copyright Act, 18 October 2023
Statement to the Education and Science Subcommittee on the Government budget for 2024 (24 October 2023)

Union media releases

The dismissal protection of professors must be improved through legislative amendments, 10 January 2023
Professor of the Year 2023 is Aki Mikkola, 12 January 2023.
Recruiting practices for professors must be developed, 1 June 2023
Copyright Council issued an opinion on the copyright of scientific articles – publishing industry should amend its practices, 2 November 2023

Union events

The roots of European universities & announcement of the Professor of the Year 2023, 12 January 2023, Helsinki
Spring seminar, Science policy during the coming electoral term, 21 April 2023, Helsinki
Seminar on the development of local chapter activities, 24-25 May 2023, Svartå Manor
Negotiation seminar for chapter chairs, 12 October 2023, Helsinki
Negotiation seminar for professors serving as shop stewards, 13 October 2023, Helsinki

Webinars

Board tasks and responsibilities of Board Members, 30 May 2023
The Effect of New AI Solutions on the Work of Professors, 15.9.2023
University funding and incentives, 4 October 2023
Key results of the Ministry of Education and Culture's assessment of higher education steering and the university funding model, 11 October 2023
Panel discussion: University funding model reform, 10 November 2023

Participation in international events

Discussion with Sonia Grigt, Consultant for Education International, 30 January 2023.
BFUG Task Force on Enhancing Knowledge Sharing in the EHEA Community, 16 February 2023
Higher Education and Research Standing Committee (HERSC), Brussels, 7–8 March 2023 and pre-HERSC, 7 March 2023
BFUG Task Force on Knowledge Sharing in the EHEA Community, Rome, 5 April 2023

ETUCE:n “Launch Event of the ETUCE Campaign: Making Teaching Attractive!”, 15 May 2023
European Commission's focus group 9 “Consultation event on a European framework for attractive and sustainable careers in higher education” (DG EAC), 16 May 2023
The annual meeting of the trade unions for the university sector in the Nordic countries, Iceland (Hveragerði), 12–14 June 2023.
BFUG Task Force on Knowledge Sharing in the EHEA Community, Bucharest, 10–11 July 2023
European Commission's “Focus group on a European framework for attractive and sustainable careers in higher education”, focus group 4 “Working conditions, Workload and Wellbeing” (DC EAG), 13 July 2023
Meeting to prepare for Nordic co-operation: Akademiskfrihet i Norden – fram mot Nordisk møte 2024, 13 September 2023
Higher Education and Research Standing Committee (HERSC), Brussels, 20-21 September 2023 and pre-HERSC, 20 September 2023
PALOMERA's focus group “How Can OA Book Policies Support You?”, 2 November 2023
EQAR Members' Dialogue, Granada, 9–10 November 2023
ETUCE's discussion on the preparation of BFUG's plenary session, 13 November 2023

Union representation

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

Akava General Assembly

Raija Pyykkö, Ordinary representative (spring meeting)
Raija Pyykkö, Ordinary representative (autumn meeting)

Akava Board

Tarja Niemelä, Deputy Member

Akava Committee for Expertise and Education

Tarja Niemelä, Attendance and speaking rights

Akava Communications Network

Leena Kurkinen, Member

Akava Recruitment Officer Network

Raija Pyykkö, Member

Akava International Affairs Liaisons

Raija Pyykkö, Member

Akava Working Life Researcher Network

Raija Pyykkö, Member

Akava Seniors' Group

Aatos Lahtinen, Member

Negotiation Organisation for Public Sector Professionals (JUKO)

Union Board

Tarja Niemelä, Attendance and speaking rights

Advisory Committee for the University Sector

Tarja Niemelä, Chair
Raija Pyykkö, Deputy Member

Vakava ry

Union Board

Tarja Niemelä, Member, Vice Chair



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Raija Pyykkö, Deputy Member

University Team

Tarja Niemelä, Member, Leader

Raija Pyykkö, Member

Leevi Mentula, Member

Leena Kurkinen, Member

State team

Leevi Mentula, Member

Education team

Raija Pyykkö, Member

Working Groups of Finnish Education Employers (FEE)

Main Negotiation Working Group

Tarja Niemelä, Member

Fixed-term Working Group

Tarja Niemelä, Member

Salary system working group

Tarja Niemelä, Member

Other

Working group on the reform of higher education steering and funding models used to allocate state funding

Mika Lähteenmäki, Member

Higher education division of the Employee Invention Committee

Jukka Heikkilä, Member

Tarja Niemelä, Deputy Member

Research Administration Data Flow and Information Resource Steering Group

Petri Mäntysaari, Member

Open Science Architecture Working Group

Jukka Heikkilä, Chair

Open Science Funding Group

Petri Mäntysaari, Chair

Union staff

Leena Kurkinen, M.Soc.Sc., M.Sc. (Econ.) (as of 28 March 2022)

Merja Laaksamo, Project Worker (18 September 2023)

Anne Lehto, QBA, Financial Controller (as of 2019)

Leevi Mentula, LL.M., Head of Employment Relationship Affairs (as of 7 February 2022)

Tarja Niemelä, LL.M., trained on the bench, Executive Director (as of 2016)

Erja Piipponen, Project Worker (30 October–20 December 2023)

Raija Pyykkö, D.Sci. (Health Sci.), Head of Union Affairs (as of 2005)

Mia Rikala, MA, QBA, Organisation Secretary (as of 2015)

Stakeholder meetings

Universities and State research institutes

University of Helsinki, 26 January 2023, 13 March 2023

University of the Arts Helsinki, 30 November 2023
University of Vaasa, 12 September 2023
Åbo Akademi University, 20 March 2023

Government Programme advocacy

Anna-Kaisa Ikonen, Vice Chair, Mayor (National Coalition Party), 12 January 2023
Joakim Strand, Member of Parliament (Swedish People's Party of Finland), 12 January 2023
Santeri Lohi, Special Adviser, (National Coalition Party), 23 January 2023
Members of the Education and Culture Committee, 24 January 2023
Ministry of Education and Culture: Director General Atte Jääskeläinen and Deputy Director General Erja Heikkinen, 26 January 2023
Hanna Kosonen, Member of Parliament (Centre Party), 30 January 2023
Jussi Saramo, Member of Parliament (Left Alliance), 30 January 2023
Matias Mäkynen Matias, Member of Parliament (Social Democratic Party), 6 February 2023
Maria Ohisalo, Minister of the Interior and Party Leader; and Suvi Pulkkinen, Political Advisor (Green Party), 8 February 2023
Sonja Lautamatti, Education Policy Advisor, and Terhi Peltokorpi, Education and Social Policy Advisor (Centre Party), 9 February 2023
Technology Industries of Finland: Minna Helle, Deputy CEO; Leena Pöntynen, Director; and Touko Apajalahti, Senior Advisor, 17 February 2023
Confederation of Finnish Industries (EK): Jyri Häkämies, Director General; and Riikka Heikinheimo, Director, 20 February 2023
Erkki Seppänen, Secretary of Office (Finns Party), 7 March 2023
Mika Parkkari, Special Adviser to the Minister; and Selmi Holopainen, Special Adviser to the Minister (Left Alliance), 8 March 2023
Jarmo Ailio, Education Policy Advisor, (Social Democratic Party), 9 March 2023
Ministry of Economic Affairs and Employment: Raimo Luoma, Permanent Secretary, 15 March 2023
National Union of University Students in Finland SYL: Lotta Leinonen, President, 15 March 2023
Atte Harjanne, Member of Parliament (Green Party), 22 March 2023
Veronika Honkasalo, Member of Parliament (Left Alliance), 22 March 2023
Ville Jalovaara, Councillor (Social Democratic Party), 22 March 2023
Mervi Katainen, Councillor (National Coalition Party), 22 March 2023
Business Finland: Nina Kopola, Director General, 23 March 2023

Other important stakeholders

Minister of Science and Culture, 08 November 2023, 8 December 2023
Ministry of Education and Culture, 16 June 2023, 21 September 2023, 6 October 2023, 10 October 2023, 20 October 2023
Arto Satonen's labour market seminar, 8 November 2023
Finnish Education Employers (FEE), 10 March 2023
Finnish Academy of Science and Letters, 2 February 2023, 27 October 2023
Universities Finland UNIFI, 24 August 2023, 29 November 2023
National Union of University Students in Finland SYL, 23 November 2023
Ministry of Economic Affairs and Employment, 5 October 2023
Akava Students, 21 October 2023
RDI Seminar, 18 January 2023, 1 March 2023, 15 November 2023
Science Forum reception, 11 January 2023
Europe Forum, 31 August–1 September 2023