



**KNOWLEDGE IS THE FUTURE**  
**FINNISH UNION OF UNIVERSITY PROFESSORS**  
**ANNUAL REPORT 2024**



PROFESSORILIITTO  
PROFESSORFÖRBUNDET  
FINNISH UNION OF UNIVERSITY PROFESSORS

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

# STRATEGY IMPLEMENTATION 2024

## 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. We continued to strengthen our supervisory activities on the local level. 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 budget session 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. Doctoral education should be developed in a sustainable and high-quality manner. Decisions on doctoral education changes should be discussed collegially in universities. The policies should take the differences between fields of science into account. Special attention must be paid to ensuring that people from abroad can stay in Finland after completing their doctoral degree. We called for increased funding for basic research as well as full funding for the increase in student numbers.

We were actively involved in the work to update the university funding model. We required that, over the long term, the focus of university funding should shift from funding based on the number of degrees awarded and project-specific research funding to free research funding. Only free research funding can ensure that universities can quickly concentrate on their specific fields and Finland will become a pioneer country in research and teaching. Future innovations will emerge from unexpected directions and collaboration between disciplines. Free research funding also promotes the international mobility and co-operation of researchers as well as business co-operation and the impact of 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 participated in, among others, the meetings of HERSC (Higher Education and Research Standing Committee) and, thus, influenced European science policy.

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. The regulations need developing. Our chapters participated in the work to reform university regulations.

## 2. In favour of good work

We demanded that the salaries and working conditions of professors are internationally and nationally competitive with consideration for the job requirements of professors. The salary development of professors should be secured. In connection with the spring meeting of the Council, we published a report on professors' salaries. The report also contains information concerning tenure-track professors. We sent instructions to working members on ways to request a pay increase. We supported our chapters in the creation of possible university-specific salary systems for professors.

We prepared for university sector negotiations. 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.

We prepared for the negotiations concerning the renewal of the Collective Agreement for State Civil Servants and Employees under Contract through Vakava. The Collective Agreement for State Civil Servants and Employees under Contract is valid between 1 March 2023 and 29 February 2025.

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. 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 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. Professors serving as shop stewards spend an average of about 100 hours per year on shop steward tasks, which fluctuate extensively at different points throughout the year. Shop stewards negotiate with the employer on matters related to employment relationships, and when disagreements concern individual employees, shop stewards primarily help members deal with issues related to salaries, complaints and inappropriate conduct, tenure track and warnings/dismissals.

We safeguarded the copyrights and rights to materials of professors and other teaching and research personnel. Contrary to what was written in the Government Programme, an overall reform of the Copyright Act will not be implemented during this Government term, but possible partial reforms may be carried out, and the Union will be involved in these reforms.



# FOCAL AREAS OF ACTIVITIES IN 2024

## 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 Research Council of Finland, Council of Rectors of Finnish Universities 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 was '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 for the current Government term.

The theme of our spring seminar was science and education as the cornerstones of competitiveness, and Minister of Science and Culture Sari Multala, among others, spoke on the topic at the event. At the seminar, participants also discussed the use of AI in universities and as a tool for professors.



*Minister of Science and Culture Sari Multala at the spring seminar in Helsinki, 26 April 2024*

We demanded that a science policy vision that extends beyond Government terms should be created for Finland and that universities 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. We issued a statement on the multiannual plan for the use of government R&D funding. We demanded that the amount of core funding for the free research of universities and research institutes be increased in long-term funding solutions. 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 2025 to the Education and Science Subcommittee within the Finance Committee of the Parliament.

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 Research Council 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.

## **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 will demand 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.

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 demanded 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. We issued statements on open science policies and, in our statements, emphasised the need to safeguard the copyright of professors and other researchers. 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 professors at different stages of their careers. 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 General Meeting open to all Union members was held on Friday, 11 October 2024. At the beginning of the meeting, Professor Vili Lehdonvirta of Aalto University gave a lecture entitled 'Where does artificial intelligence live? The global political geography of data centres'. In connection with the meeting, the Union celebrated its 55th anniversary.

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. Both the number of our overall membership and our ordinary members increased compared 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 asked new members to express their expectations concerning the Union. We updated the online Directory of Professors with the information of new members.



We published the Directory of Professors. It covers information about professors who have worked in Finland as far back as 1640. The renewal of the Directory began in 2022 with an invitation to all members, all full professors, all tenure-track professors, and academic leaders and research facility managers with a professor background to submit their information. The Directory was published as a 1,080-page book and as a digital version that required login access. The digital version contains the information on 9,230 professors, while the printed version covers information on 9,196 professors.

Those who have submitted their information to the Directory have the possibility to update their information in the digital version whenever they wish. The digital Directory is also updated to include new members by adding minimal information that they can personally update or supplement as desired. In addition to texts and photos, the printed Directory contains a pictorial history of the work of professors throughout the years and Professor Laura Kolbe's article 'Suomalainen professori ja eurooppalainen perinne' (The Finnish professor and European tradition). A celebration for the publication of the new Directory was held in connection with the Union's meeting on 11 October 2024, when the Union turned 55.

We 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 Union of Research Professionals 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](http://acatiimi.fi).





*Acatiimi magazine covers 1/2024 and 4/2024*

Opinions about current issues concerning universities and research institutes were expressed in the Professors' Blog. The blog posts discussed, for example, the autonomy of research, doctoral education and the total working hours system of the universities.

The Union's new website opened in December 2023 and the final phase of the update was concluded in June 2024. In connection with the final phase, a new member application form that requires strong identification was also taken into use.

Our members have leisure-time travel and accident insurances provided by from Turva insurance company. The leisure-time accident insurance is valid for members until the end of the insurance period in which the policyholder turns 80. The leisure-time travel insurance has no upper age limit.

Our members have the possibility to receive a Union calendar and an e-mail address at professori.fi. We utilise a mobile membership card.

## **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 demanded 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 in 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. 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 Vaasa and the University of the Arts Helsinki during change negotiations. Local representatives of the Union actively contributed to the change negotiations. We were also an active support system for negotiators participating in the change negotiations initiated at Åbo Akademi University. As a result of the active efforts, not a single professor was dismissed. All of the change negotiations primarily concerned structural developments, the realisation of which we will be monitoring and influencing as needed.

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. 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 1000 times. The contacts concerned, among other things, warnings/dismissals, various salary issues, issues related to employment contracts, and complaints and inappropriate behaviour. The Union is also often asked about taxation, pension matters and RCR issues. A shop steward is the primary support in employment-related issues and problem situations.

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 32 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. The majority of the employed Union members belonged to an unemployment fund.

We offered our members telephone consultation on personal legal issues. This service was used around 120 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 upcoming negotiations on the General Collective Agreement for Universities, we will demand 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.

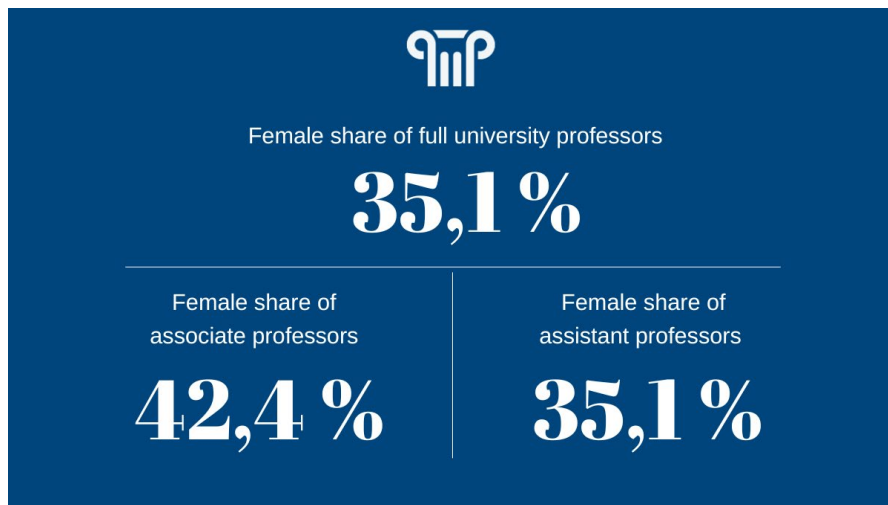
We met regularly with university rectors and management personnel from universities and research institutes. These and other key meetings have been compiled in an appendix to the annual report. In addition to discussing current affairs in these meetings, we raised issues related to the recruitment of 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 1,997 to 2,036 between September 2023 and September 2024. The number of full-time tenure-track professors increased from 836 to 892 from September 2023 to September 2024.

We maintained awareness of the development of the proportion of women among all university professors. AkavaWorks conducted a survey on gender distribution in higher education administration during the operating year. According to the survey, women are strongly represented in the educational sector in Finland, both as personnel and students, but the upper management of higher education institutions remains largely male-dominated. Men hold a 55–58 per cent majority on the boards. The data showed that the position of rector is the most gender-biased: the share of male rectors at universities is 85 per cent and vice rectors 57 per cent. Altogether 64 per cent of deans are male. On the basis of the survey, AkavaWorks held a webinar where the results and the issue were commented on by, among others, Executive Director Tarja Niemelä.





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. Our Union was a member of Education International (EI), whose regional organisation is the European Trade Union Committee for Education (ETUCE). We exerted influence in the Higher Education and Research Standing Committee (HERSC) of ETUCE. We contributed to the development of the European Higher Education Area (EHEA) by participating in the preparation of the Tirana Ministerial Conference and the work of the Bologna Follow-Up Group (BFUG). We represented the EI on bodies of the EHEA, which included the BFUG Task Force on Knowledge Sharing in the EHEA Community, ESG Revision Steering Committee and Thematic Peer Group C on Quality Assurance. We influenced EU projects related to the university sector, particularly by participating in the drafting of statements for ETUCE. We worked together 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 Norway. The meeting discussed, among other issues, the shared Nordic project to develop academic freedom.

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

We demanded that the salary development of professors be secured. 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 aim to achieve equal and non-discriminatory salary treatment for all professors.

#### Salary survey, September 2024

The number of full-time (full) professors increased slightly over the year from 1,997 to 2,036. The proportion of fixed-term professors declined from 6% to 3% during the year.

There were 604 associate professors and 342 assistant professors (altogether 946 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 there 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 2.1 % (median 2.0 %) during the year. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 2.0% general increase on 1 March 2024. During the year's review period, there were no local increases paid in accordance with the collective agreement. According to the employer survey, a full university professor's total monthly salary in September 2024 was 7,937 euro on a permanent contract and 7,434 euro on a fixed-term contract. The average monthly salary for all full professors was 7,920 euro.

The salary development of (full) university professors was weak in 2020. In 2021, the average salary development was at the level of the collective agreements, but the salary development of (full) professors in 2022 did not reach the level of the general increase. In 2023, the salary development was slightly better than the general increase and in 2024, they were in line with the general increase. It appears that locally divided lots do not, on average, reach the professors. It is concerning 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 1.3% (median 1.6%) and assistant professors by an average of 2.5% (median 1.8%).

The average salary for professors working at the National Defence University was 6,919 euro. The average monthly salary for a professor working in a research institute was 7,549 euro, an increase of 2.9% 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 35.1%, among associate professors 42.4% and among assistant professors 35.1%. 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 400 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 can be found on the Union 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 acted 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'). 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 and, when necessary, provided guidelines on their use.

During January 2024, we organised a public event entitled 'Communicatio Academica – Speeches from the core of science' that was held in Kuopio. The professors at the event lectured on allergy health, prolonged pain and limits and safety in a changing world. In connection with the event, we



announced the name of the person chosen as Professor of the Year 2024: Ursula Schwab, Professor of Nutritional Therapy.



*Professor of the Year 2024, Ursula Schwab at the Communicatio Academica event organised by the Union of University Professors in Kuopio on 11 January 2024.*

We held an open spring seminar for our members.

In our member newsletters, we informed 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 upcoming collective agreement negotiations of the universities is for individuals to have the right to take a research period of least 12 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.

We organised an Academic leadership seminar together with the Finnish Education Employers (FEE) early in the year. The topic was responsible leadership.

## 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.



*Active representatives of the Union's local activities participated in the development seminar on local activities held in Mustio on 22 May 2024.*

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

### Union Council

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 Juppo 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 Sopanen	Kirsimarja Blomqvist
University of Lapland	Timo Aarveaara	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 Johanna Kujala Mari Hatavara	Eija Paavilainen Marko Seppänen Jari Stenvall Nelli Piattoeva	Pasi-Heikki Rannisto Frans Mäyrä 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  Edvard Johansson

### 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 Hæggström (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 Juppo (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

#### Investment Committee

Jukka Heikkilä, Chair  
Teija Laitinen  
Luis Alvarez Estaban  
Timo Rothovius

Tarja Niemelä

Anne Lehto

### **Election Committee**

Paula Rossi

Maria Lähteenmäki

Hannu Rantanen

Leevi Mentula

### **IPR Working Group**

Petri Mäntysaari, Chair

Jukka Heikkilä

Mari Hatavara

Oili Norros

Esko Niemi

Tommi Kärkkäinen

Katja Weckström

Leevi Mentula

### **Directory of Professors Working Group**

Laura Kolbe, Chair

Anne Juppo

Johanna Kujala

Petri Lehenkari

Leena Kurkinen

Merja Laaksamo

Raija Pyykkö

### **Union chapters and their chairs**

Aalto University, Johanna Moisander

University of Helsinki, Edward Hægström

University of Eastern Finland, Alfred Colpaert

University of Jyväskylä, Taina Rantanen

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, Marko Seppänen

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 the Ministry of Economic Affairs and Employment on the Government Programme entries concerning the export-led labour market model and the development of the conciliation system, 2 January 2024

Statement on the draft decrees on the reform of the funding model for universities, 9 February 2024

Statement on amendments to the Government Decrees on fees charged for the operation of universities of applied sciences and universities, 14 February 2024

Statement on the Government's public finance plan for 2025–2028, 2 May 2024

Statement on the multiannual plan for the use of government R&D funding, 22 May 2024

Statement to the Education and Science Subcommittee on the state budget proposal for 2025, 15 October 2024

Statement on the amendment of the Act on the Research Council of Finland (form. Academy of Finland), 28 October 2024

## **Union media releases**

Professor of the Year 2024, Ursula Schwab, shares studied information about nutrition in clear language, 11 January 2024

Education funding must be ensured even in financially difficult times, 9 April 2024

The new Directory of Professors reflects the change in society, 11 October 2024

## **Union events**

Communicatio Academica – Speeches from the core of science, 11 January 2024, Kuopio

Spring seminar, Science and education as the cornerstones of competitiveness, 26 April 2024, Helsinki

Seminar on the development of local chapter activities, 22–23 May 2024, Svartå Manor

Negotiation seminar for chapter chairs and professors serving as shop stewards, 10–11 October 2024, Helsinki

Union's 55th anniversary celebration, 11 October 2024

## **Participation in international working groups, bodies and events**

Higher Education and Research Standing Committee (HERSC)

BFUG Task Force on Knowledge Sharing in the EHEA Community

Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG) revision steering committee

Working Group for Academic Freedom in the Nordic Countries

ETUI–ETUCE expert conference: The Impact of AI on the Higher Education and Research Sector

Bologna Process Researchers Conference

International Symposium on University Rankings and Quality Assurance

The annual meeting of the trade unions for the university sector in the Nordic countries

European Association for the Applied Sciences in Higher Education (EURASHE)

## **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 Communications Network**

Leena Kurkinen, Member

#### **Akava Recruitment Officer Network**

Raija Pyykkö, Member

#### **Akava International Affairs Liaisons**

Raija Pyykkö, Member

#### **Akava Research 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

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

### **Education 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

### **Copyright Council**

Leevi Mentula, Deputy Member

### **Open Science Architecture Working Group**

Jukka Heikkilä, Chair

### **Open Science Funding Group**

Petri Mäntysaari, Chair

## **Union staff**

Joonas Kankaanpää, hourly worker (December 2023–December 2024)

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

Merja Laaksamo, Project Worker (18 September 2023–30 November 2024)

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

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

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

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**

Tulanet, 22 January 2024

LUT University, 8 February 2024

University of Helsinki, 2 April 2024

University of the Arts Helsinki, 4 April 2024, 23 April 2024

Åbo Akademi University, 16 May 2024

Aalto University, 17 May 2024

Tampere University, 14 June 2024

University of Turku, 19 August 2024

University of Helsinki, Chancellor's celebratory seminar, 20 August 2024



University of Jyväskylä, 31 October 2024  
University of Lapland, 18 November 2024

### **Other important stakeholders**

Council of Rectors of Finnish Universities UNIFI, 7 March 2024, 6 June 2024  
Finnish Education Employers (FEE), 20 March 2024  
Minister of Economic Affairs Wille Rydman, 2 April 2024  
Mari-Leena Talvitie, Member of Parliament, 22 April 2024  
Minister of Science and Culture Sari Multala, 26 April 2024  
Science, Society and Politics event (TUTKAS and the University of Helsinki), 29 April 2024  
Research Council of Finland, 17 May 2024, 18 November 2024  
Sitra, stakeholder events in spring 2024  
National Coalition Party event, 14–15 June 2024  
Minister of Education Anders Adlercreutz, 8 August 2024  
Minister for European Governance and Ownership Joakim Strand, 8 August 2024  
Mikko Ollikainen, Member of Parliament, 8 August 2024  
Anders Norrback, Member of Parliament, 8 August 2024  
Event discussing radical renewal (Sitra), 27 August 2024  
Finnish Academy of Science and Letters, 10 September 2024  
Matias Marttinen, Member of Parliament, 25 October 2024  
Event for the management of higher education institutions, 28–29 November 2024  
National Union of University Students in Finland, 11 December 2024