



KNOWLEDGE IS THE FUTURE
FINNISH UNION OF UNIVERSITY PROFESSORS
ANNUAL REPORT 2025



PROFESSORILIITTO
PROFESSORFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

www.professoriliitto.fi

STRATEGY IMPLEMENTATION 2025

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

We defended the freedom of research and higher education, for they form the foundation of democracy. 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 highlighted the need to safeguard the resources of science, art and higher education. 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 demanded increased funding for basic research. We required that the costs of additional intakes of students at universities be fully resourced in a way that ensures that the research-based quality of education is maintained.

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.

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, for example, Nordic co-operation and 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 collaboration 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. The tasks of the University Democracy Working Group, set up by the Union Board, includes, among other things, compiling and reporting on university regulations to the Union Board and preparing a report on the needs for a reform of the Universities Act.

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 needs correcting and improving. 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 encouraged working members to ask for a raise. We supported our chapters in the creation of possible university-specific salary systems for professors.

We participated in collective bargaining negotiations in the university sector, which began in January and ended with the adoption of the mediation proposal issued by the National Conciliator on 21 May 2025. Tampere University held a strike on 7 May 2025. The Negotiation Organisation for Public Sector Professionals JUKO and other main negotiation organisations issued a strike warning to the University of Helsinki and the University of Turku on 12 May 2025. The strike would have taken place on 27 May. The Finnish Education Employers (FEE) made a decision to suspend the collection of membership fees and prohibited shop stewards from participating in shop steward training during working hours. Wages will rise by a total of 7.8 per cent over the almost three-year contractual term (21 May 2025–31 March 2028). The collective agreement enables local agreement on the principles of work plans. This opened up opportunities for universities to compete for the best experts, for example, by offering them research opportunities.

We participated, jointly with Vakava, in the negotiations concerning the renewal of the Collective Agreement for State Civil Servants and Employees under Contract. The establishment of a Collective Agreement for State Civil Servants and Employees under Contract required strikes. The Collective Agreement for State Civil Servants and Employees under Contract is valid from 1 March 2025 and 29 February 2028. During this period, wages will be increased by a total of 7.8 per cent.

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. Our aim is to ensure that every university has a professor serving as a chief shop steward. Aalto University, the University of Helsinki, Tampere University, the University of Turku and Åbo Akademi University had professors serving as chief shop stewards during 2025. 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 in terms of disagreements concerning individual employees, shop stewards are primarily helping members deal with issues related to salaries, complaints and inappropriate conduct, the tenure track of professors 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. The Union Board set up a copyright working group responsible for, for example, expanding general awareness

of copyright issues, sharing information with members and preparing possible statements on behalf of the Union.

OPERATIVE OUTLINES IN 2025

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 organized two English-language webinars on academic freedom for our members. Professor Brendan Cantwell (Michigan State University) gave a presentation titled “Postliberal Higher Education in the United States” and Professor Katrin Kinzelbach’s presentation (Institute of Political Science, FAU Erlangen-Nürnberg) was titled “Academic Freedom Index — What does it tell us about the Academic Freedom?”

Academic freedom is a fundamental right rooted in international law, European law and the Constitution of Finland. We influenced the public steering of universities with consideration for academic freedom. This would require that a significant part of research funding be allocated to free research. Academic freedom cannot be achieved without secured employment relationships.

We were heard by the Education and Culture Committee on the amendment of the Act on the Research Council of Finland (form. Academy of Finland). We demanded that the freedom of research guaranteed by the Constitution of Finland should not be limited and that science should be steered by the criticism of the scientific community itself.

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, the Ministry of Economic Affairs and Employment and other ministries, the Research Council of Finland, Universities Finland UNIFI, Tulanet, National Union of University Students in Finland SYL, Finnish Education Employers (FEE), Innovation Funding Centre Business Finland, Finnish Innovation Fund Sitra, international organisations, central employee organisations and political decision-makers.

The Union Council approved our new strategy for 2026–2030 that focuses on Advocacy for Science and Professors.

Advocacy for science and professors

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

We exerted influence by drafting science policy objectives, by issuing opinions and statements, and by organising stakeholder meetings to promote investing in research and higher education in Finland. We continued our advocacy work concerning the Union's objectives for the Government Programme 2023–2027.

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 role of parliamentary preparation in science policy should be strengthened. The share appropriated to research, development and innovation (RDI) should be increased to 4 per cent of the GDP in accordance with the Act on Research and Development Funding. We influenced the implementation of the legislative act on research and development 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. Free research funding also promotes the international mobility and co-operation of researchers as well as business co-operation and the impact of research. We met with, among others, the Minister of Science and Culture. We issued a statement on the Government budget proposal for 2026 to the Education and Science Subcommittee within the Finance Committee of the Parliament.

The theme of our spring seminar was science-based growth and well-being. Minister of Science and Culture Mari-Leena Talvitie extended the Government's greetings to the seminar. In the panel discussion, sources of growth were examined by Director General and CEO of Business Finland Lassi Noponen, Professor Jukka Westermarck of the University of Turku and Pauliina Martikainen-Rahnu, a partner at the venture capital firm Maki.vc.



Moderator Anna Lehmusvesi, Professor Jukka Westermarck, Partner Pauliina Martikainen-Rahnu and Director General Lassi Noponen at the Spring Seminar on 25 April 2025.

Teaching at universities is based on research, and as the level of research rises, so does the level of education. The competition between universities is international, and the Universities Act requires universities to ensure a high international standard. The standard of the universities is reflected in innovations and the development of the national economy. The level of university funding should be raised to that of competitor countries and focus should be shifted from funding based on the number of degrees awarded and project-specific research funding to free research funding. The amount of research funding for research institutions should also be increased.

We sent our vision on boosting economic growth to Risto Murto's Room for Growth working group. Finland must have a consistent and ambitious long-term science policy, universities and research institutes must have internationally competitive working conditions, and the focus of university funding must be on free research funding.

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.

The level and duration of the funding for the Research Council of Finland, the Strategic Research Council and Business Finland should be guaranteed and long-term in nature. We monitored how, for example, the funding based on university profiling distributed by the Research Council of Finland, and the strategic funding granted by the Ministry of Education and Culture affect different universities. We also monitored the implementation of the so-called Flagship Programme.

We began preparing the Union's objectives for the Government Programme. Our Government Programme objectives will be published at the Spring Seminar in 2026. It is our opinion that a scientific policy adviser should be established to assist the Government and the role of parliamentary preparation in science policy should be strengthened.

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

Science, art and education are prerequisites for free and participatory democracy as well as for the foundations of well-being, Finland's attractiveness and international competitiveness. We emphasise the importance of science, art and education in society.

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. Professors should have stronger representation on the Research and Innovation Council and in the preparatory groups.

We communicated our views through media releases, statements, the Union website, social media, member newsletters and the Acatiimi magazine.

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 university community and collegial decision making. University autonomy refers to the self-government of the university community. The academic freedom safeguarded by law requires both the freedom of research and higher education and the right of the university community to have power of decision at universities. Successful universities are autonomous everywhere in the world.

The Union Board appointed a University Democracy Working Group, whose task was to compile and report to the Union Board on university regulations, problems with university management and administration that arise in the course of our advocacy work, and the views of the members on the Universities Act and administrative practices. In addition, the task of the working group included the preparation of a report on the needs for a reform of the Universities Act. The term of the working group extended to 31 January 2026.

We utilised the survey we conducted to examine university regulations and their impacts on university autonomy, the activities of professors and the possibilities of professors to have influence. 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 supported our chapters in their work to reform university regulations.

The autonomy of universities must be strengthened by changing the university funding model. We demand that the focus of funding be shifted from short-term performance-based funding and discretionary funding to the long-term core funding as presumed by the University Act.

We exerted active influence through work related to the higher education and research vision for 2040. We demanded that academic universities and universities of applied sciences be developed on the basis of current legislation so as to maintain the dual model system. Universities and universities of applied sciences can only increase their productivity through specialisation, so that universities specialise in university tasks and universities of applied sciences in their own tasks. Scientific research, scientific and artistic researcher education as well as professors' titles belong to universities, not to universities of applied sciences. The higher education system cannot function efficiently and meet the multiple challenges placed on it by society without the specialisation afforded to it by the dual model. 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.

We called for professors to be heard in strategic decision-making at universities and research institutes. We encouraged our members to seek membership on university boards, as well as chair positions in collegia and consistories.

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 research results, materials and creative work. There is no free society without the freedom of research and higher education. The copyrights of researchers safeguard the freedom of science, facilitate innovations and contribute to the assurance of Finland's competitiveness.

The Union has drawn up a recommendation on copyright that we used in relevant negotiations.

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 was heard on the project of the Ministry of Education and Culture concerning the clarification of copyright in science and education. At the hearing, we emphasised copyrights as a means to strengthen competitiveness and the safeguarding of the copyrights of professors and other researchers. The work of the Union's Copyright Working Group got underway in its new composition.

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, copyrights to works created by individuals engaged in teaching and research work at universities are not transferred to the employer, and researchers retain control over the results of their research. We demanded that this practice remain unchanged.

Our representative was a deputy member of the Copyright Council and a member of the IPR working group of JUKO.

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. Different fields, universities and research institutes are represented in our Union.

Our activities take into consideration the different career phases of our members, including tenure-track professors, members from abroad and emerita/emeritus members.

We sent out member newsletters by email in Finnish, Swedish and English as well as key media releases in Finnish and English. Opinions about current issues concerning universities and research institutes were expressed in the Professors' Blog. The blog posts discussed, for example, scientific freedom, the collective agreement and collegiality. Some of our posts were in English and Swedish.

We provided our members with consultation on matters related to employment, service relationships and retirement. We organised a pension information webinar for our members.

The Union Council has representatives from all universities and a representative of 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. Those who have submitted their information to the Directory have the possibility to supplement and update their information in the digital version whenever they wish.



Acatiimi magazine covers 1/2025 and 4/2025

We updated the membership benefits we offer. Our members received, 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.

Our members have leisure-time travel and accident insurances provided by the 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. We utilise a mobile membership card. Through A-palvelut, the Union will offer its members Member+ benefits.

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 be strengthened. Our aim is for the collective agreement of universities to gain a provision on the order of dismissal.

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.

We were at Åbo Akademi University to support local representatives 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. The change negotiations primarily concerned structural developments, the realisation of which we are monitoring and influencing as needed. We supported our members who were involved in change negotiations at research institutes.

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 more than 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. Six of the professors serving as shop stewards held the role 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 Ote (formerly 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. Our members used the service about 100 times, especially for matters concerning inheritance, housing, real estate and taxation.

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 an increase in core funding to safeguard free research. Currently, professors are being forced to spend too much working time on the acquisition of external funding. Centralised, project-specific and tendered research funding does not effectively ensure funding for the best projects. It has created a bottleneck that decelerates or deters research, hinders co-operation and weakens Finland's competitiveness.

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.

As part of the negotiations on the General Collective Agreement for Universities, we demanded that professors' salaries be corrected and their working conditions improved. Professors should regularly have the possibility to take a General Collective Agreement-based research period free from teaching or administrative duties. Professors should have the possibility for a research term after serving in an academic management position. We participate in negotiations for the Collective Agreement for State Civil Servants and Employees under Contract through the Negotiation Organisation for Public Sector Professionals JUKO.

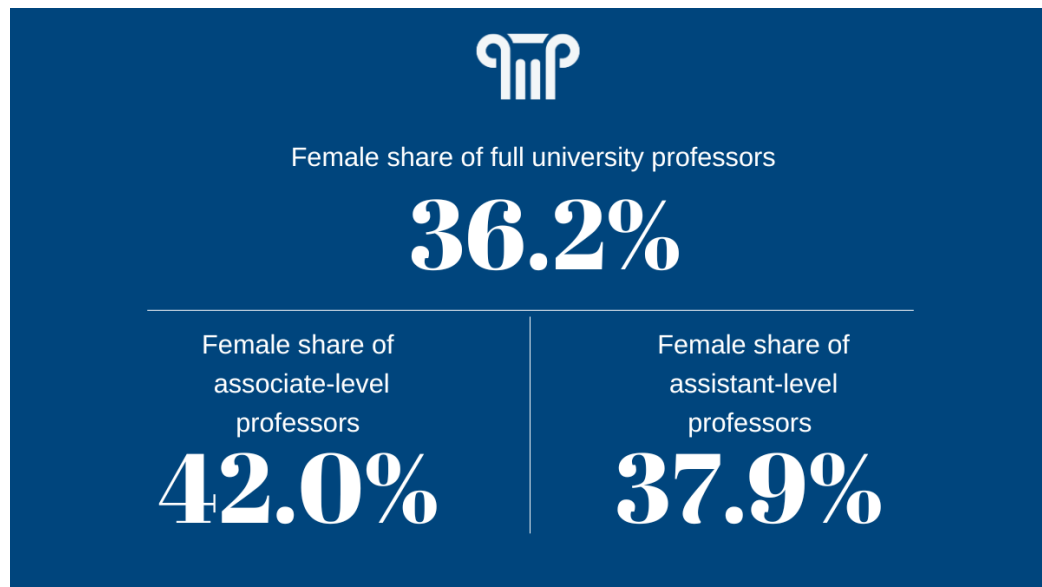
We met regularly with university rectors and management personnel from universities and research institutes. These and other key meetings have been compiled in an appendix to the annual report. In addition to discussing current affairs in these meetings, we raised issues related to the pay, recruitment, research possibilities and copyrights of professors as well as 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 (141 hours) for professors must not be increased. At its spring meeting, the Union Council outlined how the work

plans should take into account the time spent by professors in research/artistic activities, teaching, and tasks for the university community and society. Local representatives of the Union, i.e. professors serving as shop stewards and chapters, defined their position on possible working hour trials and participated as representatives of professors in local negotiations on work plan principles.

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 2036 to 2092 between September 2024 and September 2025. The number of full-time tenure-track professors increased from 892 to 916 from September 2024 to September 2025.

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



We took our recommendations for a fair tenure track career path for professors into account in our activities. We have drafted a table to illustrate the tenure track for professors at universities. 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 dialogue. We are members of Education International (EI), whose European department is called the European Trade Union Committee for Education (ETUCE). Within the ETUCE, we participate, in particular, in the activities of HERSC (the Higher Education and Research Standing Committee). We also participated in Nordic co-operation. The annual meeting was held in Vaasa, Finland during the summer of 2025.

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

The salary development of professors should be improved. In the collective agreement negotiations concerning universities, we demanded that the working conditions of our membership should be internationally and nationally competitive and that their salary development should be appropriate. In addition to the general percentage increases for everyone, we aimed for locally divided percentage increases to be allocated with consideration for the responsibility and performance of the work, supervisory and managerial tasks and wage development over the past five years.

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. The base requirement level for a starting professor should be a minimum of nine (9), the requirement level for an experienced professor a minimum of ten (10), and the requirement level 12 should be taken into use. The base requirement level of an associate-level professor on a tenure track should be eight (8) and that of an assistant-level professor should be seven (7). We promoted these goals both locally through our chapters and at the national level in the working group set up to oversee the development of the salary system.

We supported our chapters in their development work to improve the salaries of our membership. Our chapters decide for themselves whether they want a university-specific salary system for their professors. We encourage our members to ask their superiors for a raise on the basis of assessment.

We carried out a salary survey to monitor the salary development of professors (full, associates and assistants) within the scope of the university salary system, as well as for professors at Aalto University and state research institutes. 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 2025

The number of full-time (full-level) professors increased slightly over the year from 2036 to 2092. The share of fixed-term professor remained at 3%.

There were 624 associate-level professors and 352 assistant-level professors (altogether 980 people) on the tenure track for professors at universities. The majority of them were in full-time employment relationships. Nearly all associate-level professors have a job requirement level ('vaati') of 7. Assistant-level 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-level professors working there are higher than those at other universities.

According to the employer survey, the total salary of all university professors (full) rose by an average of 3.0% (median 3.2%) during the year. On the basis of the General Collective Agreement for Universities, all salaries were raised by a 2.5% general increase on 1 July 2025. A local increase of 0.5% was paid on 1 December 2024. According to the employer survey, a university professor's total monthly salary in September 2025 was 8,168 euro on a permanent contract (full) and 7,837 euro on a fixed-term contract (full). The average monthly salary for all (full-level) professors was 8,157 euro.

The salary development of (full-level) university professors was slightly better than the general increase during 2025. It is, however, concerning that, since 2014, the salary development of professors has lagged behind that of other teaching and research personnel. Universities are hiring assistant-level and associate-level professors to replace retiring professors. New (full-level) professors are being hired at lower job requirement levels and are often assigned somewhat low performance percentages.

The total salary of associate-level professors at universities increased during the year by an average of 2.0% (median 2.0%) and assistant-level professors by an average of 1.8% (median 1.7%).

The average salary for professors working at the National Defence University was 6,834 euro. The average monthly salary for a professor working in a research institute was 7,640 euro, which is an increase of 1.2% 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-level) university professors was 36.2%, among associate-level professors 42.0% and among assistant-level professors 37.9%. The salary elements based on job requirements ('vaati') and performance percentage averages are lower among female (full-level) 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-level 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. For a long time, the Union has had a compensation recommendation for extra-official expert duties, such as planning and research tasks, various expert tasks, presentations and lectures. On the basis of the collective agreement of universities, universities pay separate supplements and fees for, among other things, various academic expert statements based on their own decisions. According to the members' salary survey, the aforementioned compensations have remained unchanged for at least the last 10 years. For the first time, we issued a compensation recommendation for academic expert judgements given by professors. The recommendation includes an assessment of qualifications for a professor's position or a position on the professors' tenure track (basic work for the first candidate at least EUR 1,500 and EUR 500 per candidate), an assessment of qualifications for the title of Docent (at least EUR 500), a preliminary examination of a doctoral dissertation (at least EUR 1,000) and acting as an opponent (at least EUR 1,000).

Our representative continued as chair of the advisory committee for the university sector of JUKO (the Negotiation Organisation for Public Sector Professionals). We supervised the salary development of professors at research institutes in co-operation with JUKO and the co-operative body of Akava affiliates, Vakava. We worked in close collaboration with other central unions in the university and government sector.

We exerted influence, particularly through Akava, to drive the lightening of income tax and the relinquishment of the solidarity tax and the tax increase concerning emeritus and emerita professors.



Strike at Tampere University on 7 May 2025.

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](https://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. Tampere University held a strike on 7 May 2025. JUKO and other main negotiation organisations issued a strike warning to the University of Helsinki and the University of Turku on 12 May 2025. The strike would have taken place on 27 May.

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.

We organised local and national events. As part of the Science Forum, we organised an event in which Heli Peltola, Professor and Captain of UNITE flagship, talked about the research of the flagship centre and its scientific and social impact. Professor of the Year 2025, Heidi Kuusniemi, was also announced at the event.



At the Union's Science Forum on 9 January 2025, Union Chair Teija Laitinen, Professor of the Year 2025 Heidi Kuusniemi and Executive Director of the Union Tarja Niemelä.

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

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. A university dean, rector and vice-rector should all be professors.

We organised an Academic leadership seminar together with the Finnish Education Employers (FEE) at the end of the year. The topic was research security.

The Finnish Union of University Professors builds up its local activities

We encouraged our chapters to contact their regional Members of Parliament and other societal decision-makers as a means of realising our science policy objectives.

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



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FINNISH UNION OF UNIVERSITY PROFESSORS



Active representatives of the Union's local activities participated in the development seminar on local activities held in Hirvihaara, Mäntsälä on 21 May 2025.

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 otherwise 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 OF THE UNION

A balanced administration is the foundation for our operations

We ensured the balance of the Union's finances by means of membership fees and returns from our investment activities. 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 five times during the year.

We provided our Union members with flexible and rapid assistance on all matters of concern.

We drew up Safer Space Principles for the Union.



APPENDIX

Union Council

Chair: Jukka Pellinen
University of Jyväskylä
Vice Chair: Anne Juppo
University of Helsinki

Chapter	Ordinary Member	First Deputy Member	Second Deputy Member
Aalto University	Esko Niemi Matti Rossi Virpi Tuunainen	Johanna Moisander Lily Diaz-Kommonen Jorma Skyttä	Jorma Skyttä Johanna Moisander Lily Diaz-Kommonen
University of Helsinki	Mikko Niemi Oili Norros Jouko Rikkinen Edward Hæggström Mikko Saikku Maria Fredriksson-Ahomaa Per Saris	Ismo Dunderberg Hannu Vartiainen Sami Moisio Sami Moisio Arto Kallioniemi Hanna Korsberg Sanna Lehtonen	Hannu Vartiainen Ismo Dunderberg Hanna Korsberg Arto Kallioniemi Sanna Lehtonen Arto Kallioniemi Hanna Korsberg
University of Eastern Finland	Pertti Pasanen Marja Laasonen Ritva Kantelinen	Marjut Roponen Antti Haapala Pauli Miettinen	Jopi Nyman Ursula Schwab Arto Salonen
University of Jyväskylä	Raija Hämäläinen Mika Lähteenmäki Kari Heimonen	Eija Laakkonen Tommi Kärkkäinen Hanna-Leena Pesonen	Hanna-Leena Pesonen Kari Heimonen Ari Jokinen
LUT University	Kirsimarja Blomqvist	Jussi Sopenan	Tuomo Sainio
University of Lapland	Timo Aarrevaara	Heli Ruokamo	Suvi Ronkainen
University of Oulu	Jari Sivonen Paula Rossi Matti Alatalo	Hanni Muukkonen Ville-Valtteri Visuri Hanni Muukkonen	Netta Iivari Petri Sahlström Ville-Valtteri Visuri
Hanken School of Economics	Kristina Heinonen	Maria Holmlund-Rytkönen	Johanna Gummerus



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FINNISH UNION OF UNIVERSITY PROFESSORS

University of the Arts Helsinki	Tuija Kokkonen	Riikka Stewen	Anne Kauppala
Tampere University	Juha Vinha Marko Seppänen Johanna Kujala Mari Hatavara	Tuomas Harviainen Pasi-Heikki Rannisto Nelli Piattoeva Jari Stenvall	Ari Visa Lili Kihn Eija Paavilainen Päivi Kymäläinen
State research institutes	Tuija Gadd	Jaakko Leppänen	Katri Kärkkäinen
University of Turku	Jyri Vaahtera Johanna Schleutker Joel Kuortti Jani Erola	Antti Aine Rami Vainio Maija Setälä Luis Alvarez Estaban	Ville Leppänen Reima Suomi Pekka Vallittu Timo Knuutila
University of Vaasa	Teija Laitinen	Merja Koskela	Sami Vähämaa
Åbo Akademi University	Henrik Grénman Meri Larjavaara	Päivi Salmesvuori Lea Sistonen	Siv Björklund Edvard Johansson

Union Board

Chair: Teija Laitinen (University of Vaasa)
Vice Chair: Johanna Kujala (Tampere University)
Vice Chair: Markku Vieru (University of Lapland)

Member

Petri Lehenkari (University of Oulu)
Edward Hæggström (University of Helsinki)
Eila Lindfors (University of Turku)
Mika Lähteenmäki (University of Jyväskylä)
Johanna Moisander (Aalto University)
Markus Olin (VTT Technical Research Centre of Finland)
Juha Rouvinen (University of Eastern Finland)
Petri Mäntysaari (Hanken School of Economics)

Deputy member

Johanna Ilmakunnas (Åbo Akademi University)
Jussi Sopanen (LUT University)
Rami Vainio (University of Turku)
Taina Rantanen (University of Jyväskylä)
Mari Hatavara (Tampere University)
Leena Rouhiainen (University of the Arts Helsinki)
Vesa-Pekka Lehto (University of Eastern Finland)
Veli Matti Virolainen (LUT University)



PROFESSORILIITTO
PROFESSORSFÖRBUNDET
FINNISH UNION OF UNIVERSITY PROFESSORS

Bodies appointed by the Board

Work Committee

Teija Laitinen, Chair
Johanna Kujala
Markku Vieru
Tarja Niemelä
Raija Pyykkö, Secretary

Union Council Working Committee

Jukka Pellinen, Chair
Anne Juppo
Tarja Niemelä
Raija Pyykkö, Secretary

Investment Committee

Teija Laitinen, Chair
Markku Vieru
Luis Alvarez Estaban
Timo Rothovius
Tarja Niemelä
Anne Lehto, Secretary

Election Committee

Pertti Pasanen (University of Eastern Finland), Chair
Johanna Schleutker (University of Turku)
Timo Aarrevaara (University of Lapland)
Leevi Mentula, Secretary

Copyright Working Group Johanna Kujala, Chair

Antti Aine
Mari Hatavara
Marko Nieminen Tommi Kärkkäinen
Leevi Mentula, Secretary

University Democracy Working Group

Petri Lehenkari, Chair
Jari Stenvall
Jukka Kekkonen
Eila Lindfors
Tarja Niemelä
Raija Pyykkö, Secretary

Union chapters and their chairs

Aalto University, Johanna Moisander
University of Helsinki, Edward Hæggström
University of Eastern Finland, Vesa-Pekka Lehto
University of Jyväskylä, Kari Heimonen
University of Lapland, Markku Vieru

LUT University, Jussi Sopenen
University of Oulu, Matti Alatalo
Hanken School of Economics, Kristina Heinonen
University of the Arts Helsinki, Petteri Salomaa
Tampere University, Marko Seppänen, from 1 July Nelli Piattoeva
University of Turku, Luis Álvarez Esteban
State research institutes, Tuija Gadd
University of Vaasa, Merja Koskela
Åbo Akademi University, Johanna Ilmakunnas

Auditors and Performance Auditors

Riku Kärnä, KHT Authorised Public Accountant, Auditor
Risto Ekholm, KHT, Deputy Auditor
Kari Toiviainen, Lic.Sc. (Econ.), Performance Auditor
Pasi Leppänen, KHT, Deputy Performance Auditor

Editorial Council of Acatiimi

Leena Kurkinen, Member
Juha Rouvinen, Member

Union Statements

Union's messages to Risto Murto's Room for Growth working group, 10 January 2025
Statement to the Education and Culture Committee on the amendment of the Act on the Research Council of Finland, 24 February 2025
Statement on the Government's public finance plan for 2026–2029, 13 May 2025
Statement to the Education and Science Subcommittee on the state budget proposal for 2026, 21 October 2025

Union media releases

Professor of the Year 2025 Heidi Kuusniemi prevents satellite positioning jamming, 9 January 2025
If implemented, the layoffs at Åbo Akademi University would be a wet rag on the face of the university community – they would not bring a long-term solution, 14 February 2025
The Union of Research Professionals and the Finnish Union of University Professors: The prerequisites for growth lie in education and research, 29 August 2025

Union events

Research with scientific and societal impact & announcement of Professor of the Year, 9 January 2025, Helsinki
Spring Seminar, Science-based growth and well-being, 25 April 2025, Helsinki
Webinars: Pension info, Customer Manager Jaana Stenman (Keva), 15 May 2025
Seminar on the development of local activities, Hotel Hirvihaaran Kartano, 21–22 May 2025
Webinar: Harassment contact person training for active members, Training and Development Specialist Leena Könkkölä (TJS Study Centre), 6 June 2025
Webinar: Postliberal Higher Education in the United States, Professor Brendan Cantwell (Michigan State University), 2 October 2025

Negotiation seminar for Union chapter chairs and professors serving as shop stewards, Helsinki, 9 October 2025
Webinar: Academic Freedom Index - What does it tell us about the Academic Freedom?, Professor Katrin Kinzelbach (Institute of Political Science, FAU Erlangen-Nürnberg), 14 November 2025

Participation in international meetings

Higher Education and Research Standing Committee (HERSC) meeting, Brussels, 12–13 March 2025.
Annual meeting of the trade unions for the university sector in the Nordic countries, Vaasa, 10–12 June 2025.
Higher Education and Research Standing Committee (HERSC) meeting, online, 20–21 October 2025.

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

Working group on the development of the salary system

Tarja Niemelä, Member

Fixed-term Working Group

Tarja Niemelä, Member

Education Working Group

Tarja Niemelä, Member

Other

Higher education division of the Employee Invention Committee

Jukka Heikkilä, Member

Tarja Niemelä, Deputy Member

Copyright Council

Leevi Mentula, Deputy Member

Open Science Funding Group

Petri Mäntysaari, Chair

Follow-up group for the doctoral education pilot

Johanna Moisander, Ordinary member

The strategy working group of the National Board on Research Integrity

Johanna Kujala, Ordinary member

Union staff

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

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

University of the Arts Helsinki, 12 February 2025, 15 May 2025

University of Eastern Finland, 15 May 2025

Tulanet, 6 October 2025

Hanken School of Economics, 7 October 2025

University of Lapland, 10 November 2025

Academic leadership seminar, 14 November 2025

Seminar for the management of higher education institutions and research institutes, 26–27 November 2025

Other important stakeholders

Science Forum reception (organised by the Ministry of Education and Culture), 8 January 2025

Business Finland, 9 January 2025

Research Council of Finland, 27 January 2025, 18 August 2025

JUKO's 30th anniversary celebration, 28 January 2025

Parliamentary Education and Culture Committee, 25 February 2025

Universities Finland UNIFI, 12 March 2025, 18 August 2025

Ministry of Economic Affairs and Employment, 6 October 2025

Ministry of Education and Culture, 8 October 2025