

JUSSI KIVISTÖ

ACADEMIC CAREERS IN FINLAND



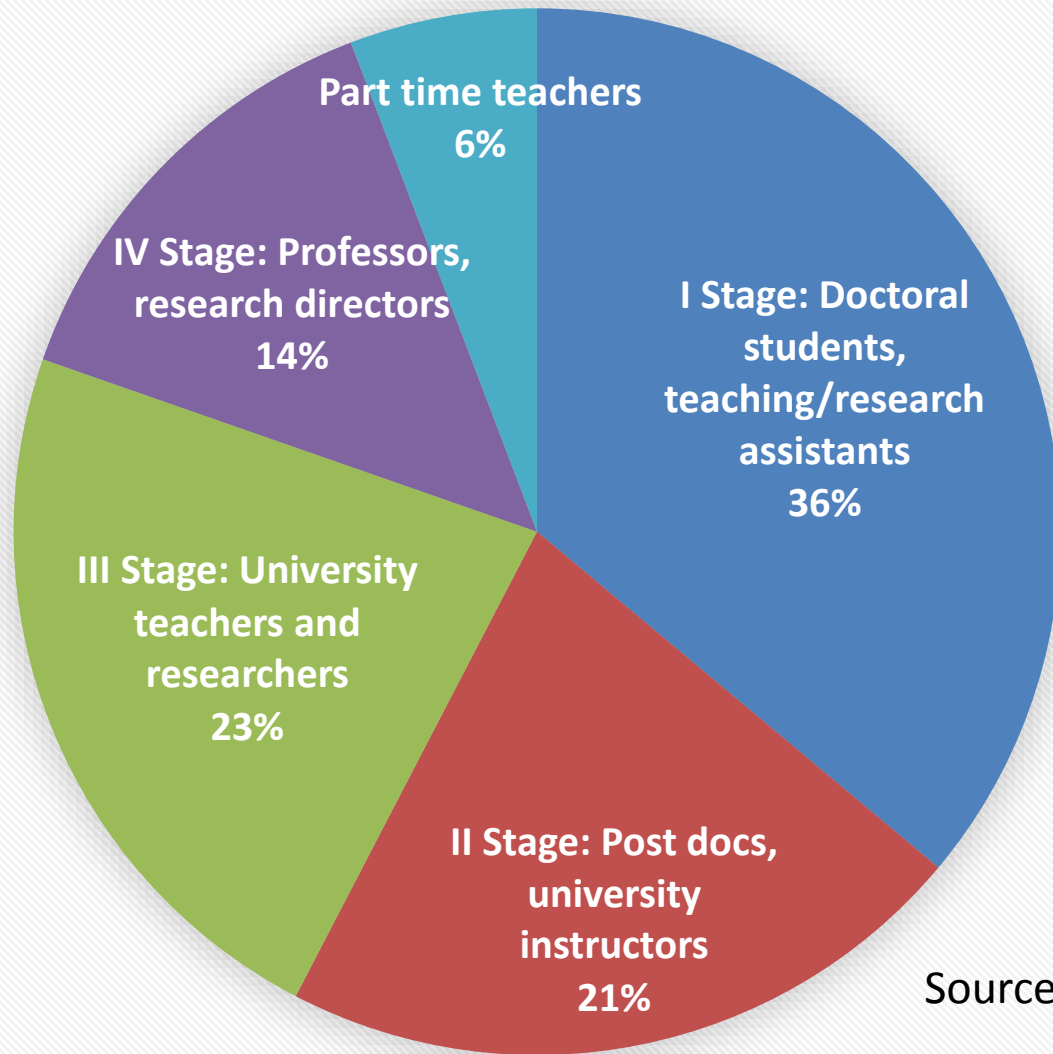
WORLD BANK GROUP

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Background information

- Two very different sectors: **universities** and **universities of applied sciences** (in this presentation will focus mainly on universities)
- **Dramatic changes in 2010**: from public servant status (“academics as government officials”) to **private employment relationships**
- As of 2008, implementation of “**4-stage career model**”, but only as “job title classification tools, not as real career models” (Välilmaa et al. 2016)
- Around
 - 70% of the academic staff work under **fixed-term contracts**
 - 80% of the academic staff **are Finnish**
 - 55% of the academic staff are **male** (70% of professors)

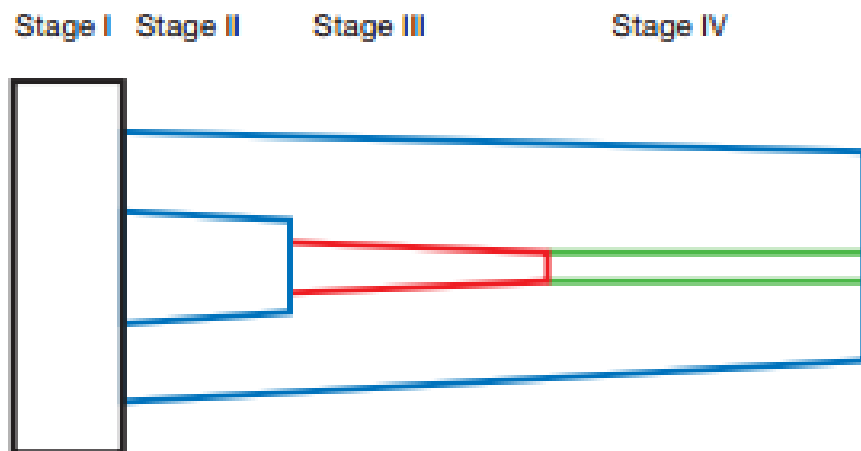
Academic staff in Finnish universities (2016)



Source: Vipunen database

Selection/recruitments

- In legal terms, universities have full autonomy to design their selection practices (in legal terms), except for professors
- Selection practices to academic positions differ greatly across universities (and sometimes within universities)



Stage I	Doctoral training stage
Stage II	Postdoctoral stage
Stage III	Independent researcher stage
Stage IV	Established researchers (professors, research professors, directors, senior scientists, etc)

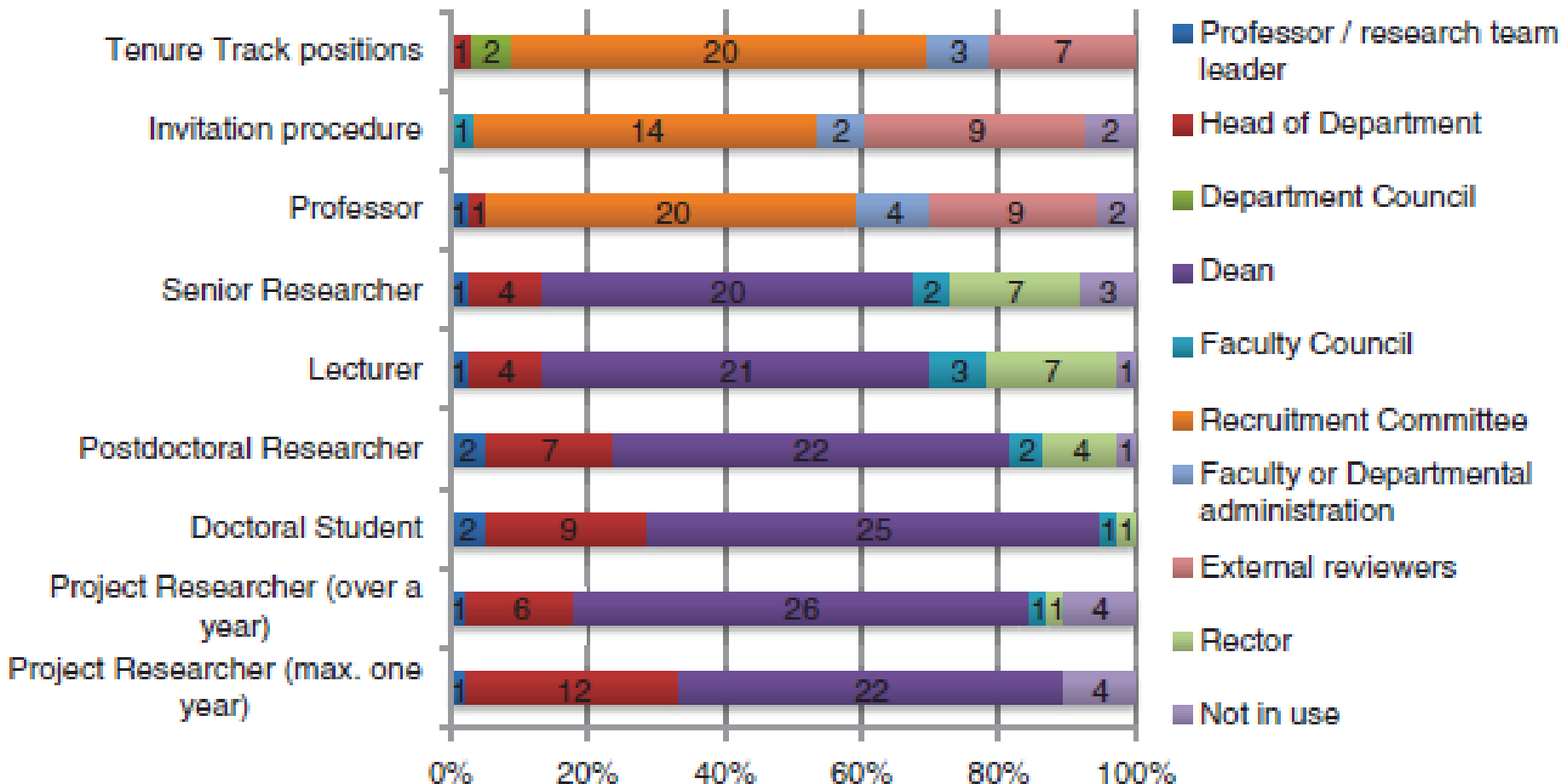
Source: European Science Foundation
(" Research Careers in Europe
Landscape and Horizons")

Selection and recruitment processes for different tasks

Primary source of resources	Titles and tasks		Recruitment type	Recruitment practice
Core funding	Professor's positions (career stage IV): - Full professor -positions - Tenure track positions		"Professional recruitments"	<ul style="list-style-type: none"> - Permanent contracts (fixed term for tenure track positions) - Open call for vacancies (or by "invitation") - Opened mostly as an international call - Defining the position profile and tasks: recruitment committees, deans - Use of recruitment committees and external reviewers - Recruitment decisions by rectors/deans, based on the proposal of appointment committees.
	Tasks for obtaining qualifications (career stages I & II) - Doctoral candidates (with salary) - Post doc researchers	Institutional tasks (career stage III): - University lecturers - University researchers		
Project funding	Project-related and other short terms tasks (career stage I) - Project researchers, research assistants, teaching assistants		"Ad hoc recruitments"	<ul style="list-style-type: none"> - Short, fixed term contracts (1-2 years or less) - Direct recruitments often without an open call - Defining the position profile and tasks: department heads, professors, PIs - Recruitment decisions by deans, department heads

Source: Adapted from Siekkinen, Nokkala, Välimaa & Pekkola (2016)

Who has the highest influence on recruitment decisions in Finnish universities?

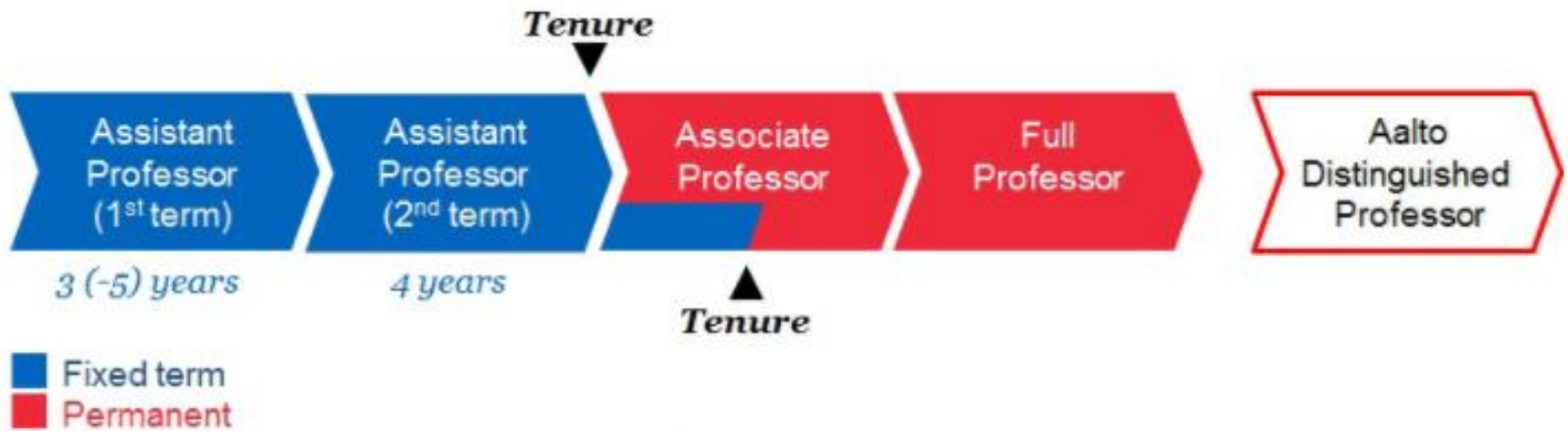


Source: Pekkola, Siekkinen & Kivistö (2016)

Promotions

- Career advancement / promotion can take place either through
 - a) Applying for **open vacancies** (most typical method in career advancement)
 - b) "**Tenure track**" positions where promotions are possible (only 5-10% of all vacancies, great variation across universities how tenure track system is applied)

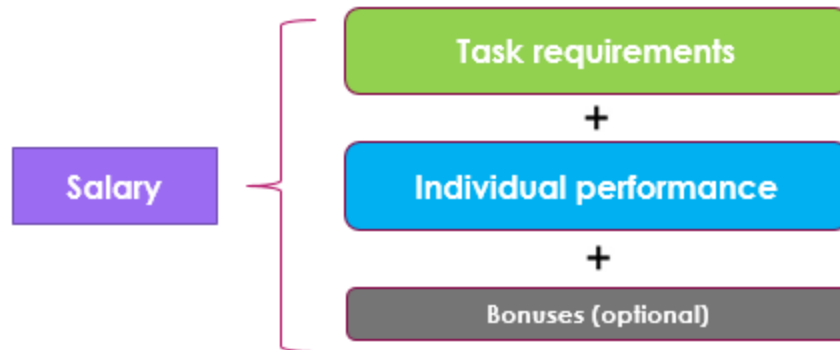
Example: Tenure track model in Aalto University



Source: Aalto University

Remuneration

- As of 2008, all universities (except Aalto University) adopted a **performance-based salary system (YPJ)** under the general collective agreements
- The salary system is composed on the following components:



- There are **variations how the system is applied** (=median salaries for all positions differ a lot across universities)
- Only **a few universities pay bonuses** in addition to the YPJ-salaries
- **Median salary** of academic staff is about **3900 eur/month** (state administration median salary is about 3500 eur/month)
 - e.g. in 2014 professor's monthly median salary range was 6000-7600 eur

Example: Finnish YPJ-salary system

Task requirements

- Academic staff: 11 requirement levels

Individual performance

Academic staff (9 levels) based on:

- Teaching and pedagogical merits
- Research merits
- Societal merits

Max. 46.3%
of the task
requirements
component

Example: YPJ-requirement levels 8-10 of teaching staff

Level	Nature of work	Interaction skills and responsibility	Knowledge and skills
8	Teaching and research work highly valued by the academic community	<p>Creating and maintaining an academic co-operation network – also internationally</p> <p>Extensive responsibility for the discipline and its development</p> <p>Planning, organising and co-ordinating research projects and networks</p> <p>Responsibility for using research resources</p> <p>Extensive responsibility for the educational programme or responsibility for leading and improving research</p> <p>Extensive responsibility for postgraduate education</p> <p>Extensive academic and social specialist duties</p>	<p>Eligibility to serve as a professor</p> <p>Diversified teaching experience in both undergraduate and postgraduate education</p>
	<i>Principal difference from the preceding level: diversity of duties, broad scope of duties and responsibilities, in-depth ability and emphasis on academic appreciation, international dimension, eligibility to serve as a professor</i>		
9	Teaching and research work highly valued by the academic community	<p>Creating and maintaining an extensive academic co-operation network – especially internationally</p> <p>Extensive responsibility for the discipline and its development</p> <p>Strategic planning, organising and co-ordination of research projects and networks</p> <p>Extensive responsibility for using research resources</p> <p>Extensive responsibility for the educational programme or extensive responsibility for leading and improving research</p> <p>Extensive responsibility for postgraduate education</p> <p>Demanding academic and social specialist duties</p>	<p>Eligibility to serve as a professor</p> <p>Diversified teaching experience in both undergraduate and postgraduate education</p>
	<i>Principal difference from the preceding level: Emphasis on the diversity and extent of academic esteem, duties, responsibilities and co-operation networks</i>		
10	Teaching and research work very highly valued by the academic community	<p>Extensive creation and maintenance of an academic co-operation network – especially internationally</p> <p>Extensive responsibility for the discipline and its development</p> <p>Strategic planning, organising and co-ordination of major research projects and networks</p> <p>Extensive responsibility for using research resources</p> <p>Extensive responsibility for the educational programme or extensive responsibility for leading and improving research</p> <p>Extensive responsibility for postgraduate education, including directing a postgraduate education organisation</p> <p>Highly demanding academic and social specialist duties</p>	<p>Eligibility to serve as a professor</p> <p>Diversified teaching experience in both undergraduate and postgraduate education</p>
	<i>Principal difference from the preceding level: Highly demanding level, advancement to this level requires very broad responsibilities and job demands</i>		

Source: Association of Finnish Independent Education Employers

Example: description of YPJ-performance levels

- **Level 9:** The employee's performance is excellent and clearly exceeds all job requirements and the quantitative and qualitative objectives assigned to the employee.
- **Level 7 & 8:** The employee's performance satisfies all job requirements very well. The performance exceeds the quantitative and qualitative objectives assigned to the employee in many respects.
- **Level 5 & 6:** The employee's performance satisfies the job requirements and the objectives assigned to the employee well. Performance attains a high quality standard in key fields of duty.
- **Level 3 & 4:** The employee's performance satisfies the basic job requirements and the principal objectives assigned to the employee. Some aspects of performance are nevertheless in need of improvement.
- **Level 1 & 2:** There is a substantial need for improvement in the employee's performance.

Example: Salary scales (2016)

Teaching and Research Staff

Requirement level	Personal performance level								
	1	2	3	4	5	6	7	8	9
1	1 787,97 €	1 859,49 €	1 968,55 €	2 075,83 €	2 183,11 €	2 292,18 €	2 399,46 €	2 508,52 €	2 615,80 €
2	1 964,69 €	2 043,28 €	2 163,12 €	2 281,01 €	2 398,89 €	2 518,73 €	2 636,61 €	2 756,46 €	2 874,34 €
3	2 159,50 €	2 245,88 €	2 377,61 €	2 507,18 €	2 636,75 €	2 768,48 €	2 898,05 €	3 029,78 €	3 159,35 €
4	2 452,20 €	2 550,29 €	2 699,87 €	2 847,00 €	2 994,14 €	3 143,72 €	3 290,85 €	3 440,44 €	3 587,57 €
5	2 840,64 €	2 954,27 €	3 127,54 €	3 297,98 €	3 468,42 €	3 641,70 €	3 812,14 €	3 985,42 €	4 155,86 €
6	3 313,22 €	3 445,75 €	3 647,86 €	3 846,65 €	4 045,44 €	4 247,55 €	4 446,34 €	4 648,45 €	4 847,24 €
7	3 819,56 €	3 972,34 €	4 205,34 €	4 434,51 €	4 663,68 €	4 896,68 €	5 125,85 €	5 358,84 €	5 588,02 €
8	4 617,75 €	4 802,46 €	5 084,14 €	5 361,21 €	5 638,27 €	5 919,96 €	6 197,02 €	6 478,70 €	6 755,77 €
9	5 201,23 €	5 409,28 €	5 726,55 €	6 038,63 €	6 350,70 €	6 667,98 €	6 980,05 €	7 297,33 €	7 609,40 €
10	5 885,99 €	6 121,43 €	6 480,47 €	6 833,63 €	7 186,79 €	7 545,84 €	7 899,00 €	8 258,04 €	8 611,20 €
11	6 803,52 €	7 075,66 €	7 490,68 €	7 898,89 €	8 307,10 €	8 722,11 €	9 130,32 €	9 545,34 €	9 953,55 €

Other Staff

Requirement level	Personal performance level								
	1	2	3	4	5	6	7	8	9
2	1 589,03 €	1 652,59 €	1 749,52 €	1 844,86 €	1 940,21 €	2 037,14 €	2 132,48 €	2 229,41 €	2 324,75 €
3	1 728,01 €	1 797,13 €	1 902,54 €	2 006,22 €	2 109,90 €	2 215,31 €	2 318,99 €	2 424,40 €	2 528,08 €
4	1 817,15 €	1 889,84 €	2 000,68 €	2 109,71 €	2 218,74 €	2 329,59 €	2 438,62 €	2 549,46 €	2 658,49 €
5	1 915,41 €	1 992,03 €	2 108,87 €	2 223,79 €	2 338,72 €	2 455,56 €	2 570,48 €	2 687,32 €	2 802,24 €
6	2 024,09 €	2 105,05 €	2 228,52 €	2 349,97 €	2 471,41 €	2 594,88 €	2 716,33 €	2 839,80 €	2 961,24 €
7	2 183,17 €	2 270,50 €	2 403,67 €	2 534,66 €	2 665,65 €	2 798,82 €	2 929,81 €	3 062,99 €	3 193,98 €
8	2 465,68 €	2 564,31 €	2 714,71 €	2 862,65 €	3 010,60 €	3 161,00 €	3 308,94 €	3 459,35 €	3 607,29 €
9	2 845,09 €	2 958,89 €	3 132,44 €	3 303,15 €	3 473,85 €	3 647,41 €	3 818,11 €	3 991,66 €	4 162,37 €
10	3 282,21 €	3 413,50 €	3 613,71 €	3 810,65 €	4 007,58 €	4 207,79 €	4 404,73 €	4 604,94 €	4 801,87 €
11	3 742,72 €	3 892,43 €	4 120,73 €	4 345,30 €	4 569,86 €	4 798,17 €	5 022,73 €	5 251,04 €	5 475,60 €
12	4 238,72 €	4 408,27 €	4 666,83 €	4 921,15 €	5 175,48 €	5 434,04 €	5 688,36 €	5 946,92 €	6 201,25 €
13	4 792,85 €	4 984,56 €	5 276,93 €	5 564,50 €	5 852,07 €	6 144,43 €	6 432,00 €	6 724,37 €	7 011,94 €
14	5 475,36 €	5 694,37 €	6 028,37 €	6 356,89 €	6 685,41 €	7 019,41 €	7 347,93 €	7 681,93 €	8 010,45 €
15	6 100,93 €	6 344,97 €	6 717,12 €	7 083,18 €	7 449,24 €	7 821,39 €	8 187,45 €	8 559,60 €	8 925,66 €