Staffing in Finnish Higher Education

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Staffing?

- Legal framework
- Funding
- Contracting
- Career
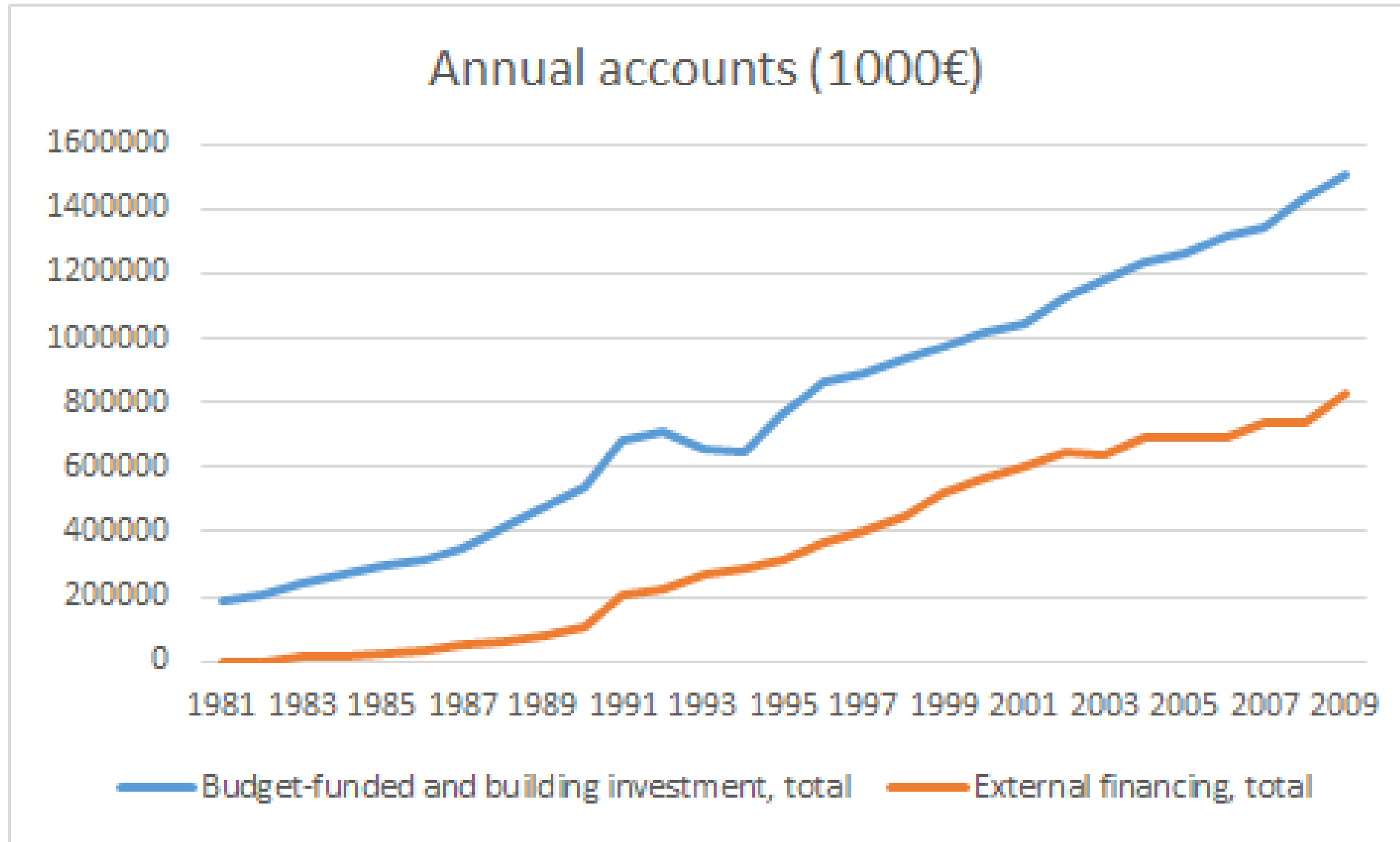- Recruitment
- Challenges

Legal framework

- Short (long) history
  - From teachers to researchers and teachers
    - From 1640 "teaching positions" (professors, assistant professors)
    - Early 1900 lecturers and assistants (to provide more time for professors)
    - In 1990 "middle (research) positions"
    - In 2000 "teaching and research positions"
    - In 2009 the academy of Finland researchers officially university staff
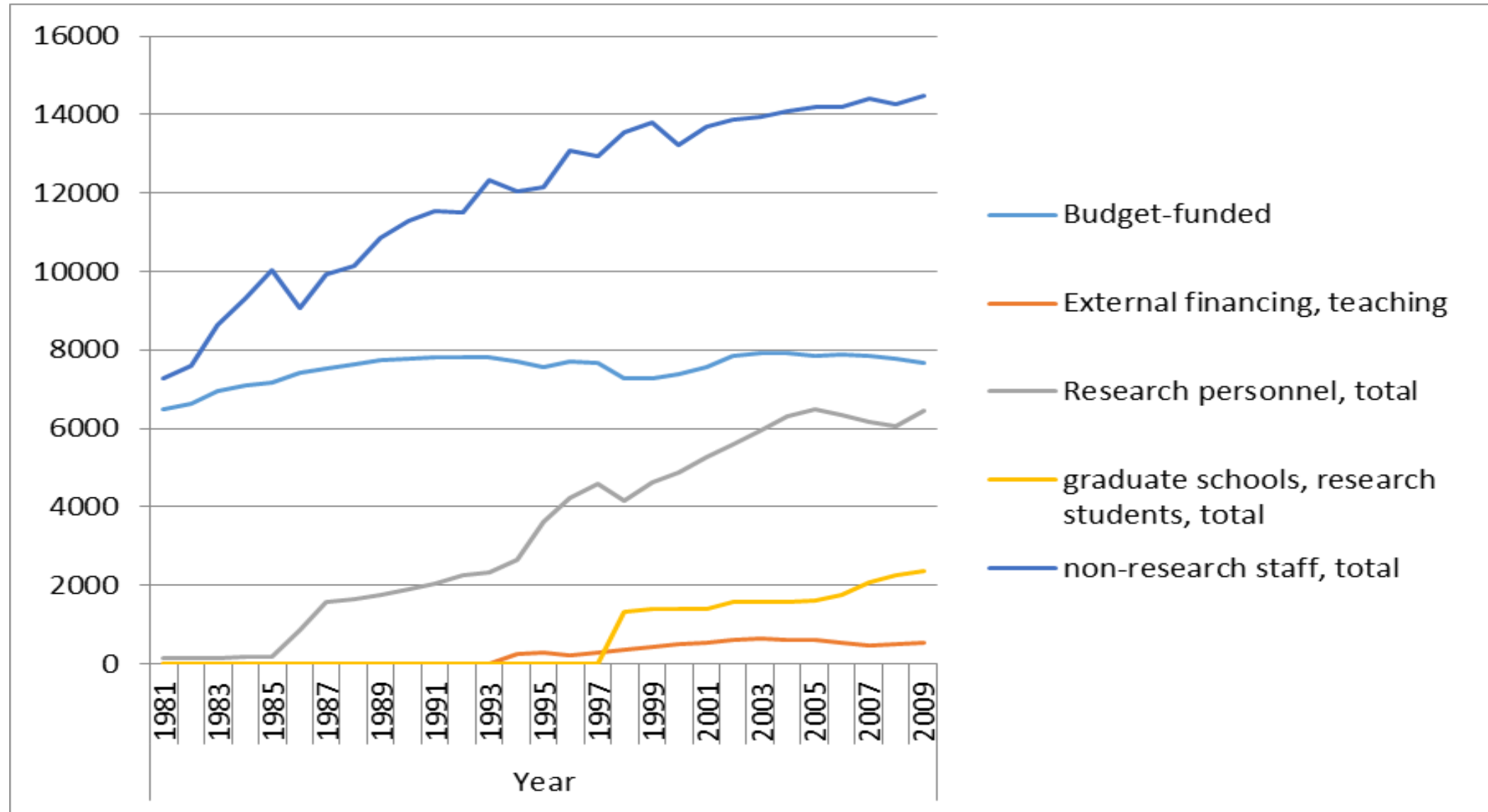
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Legal framework

- From Civil Servants to Employees
  - Part of the official elite "estate"
    - Until 1998 professors appointed by the head of the state
    - Until 2009 chancellor of University of Helsinki Appointed by HoS
  - Change in steering
    - Until 1992 establishment of the positions in parliament (norms)
    - Since 1993 The right to establish new positions within budget (finance)
    - Since 2010 independent personnel policy (information)
      - No statutory qualifications
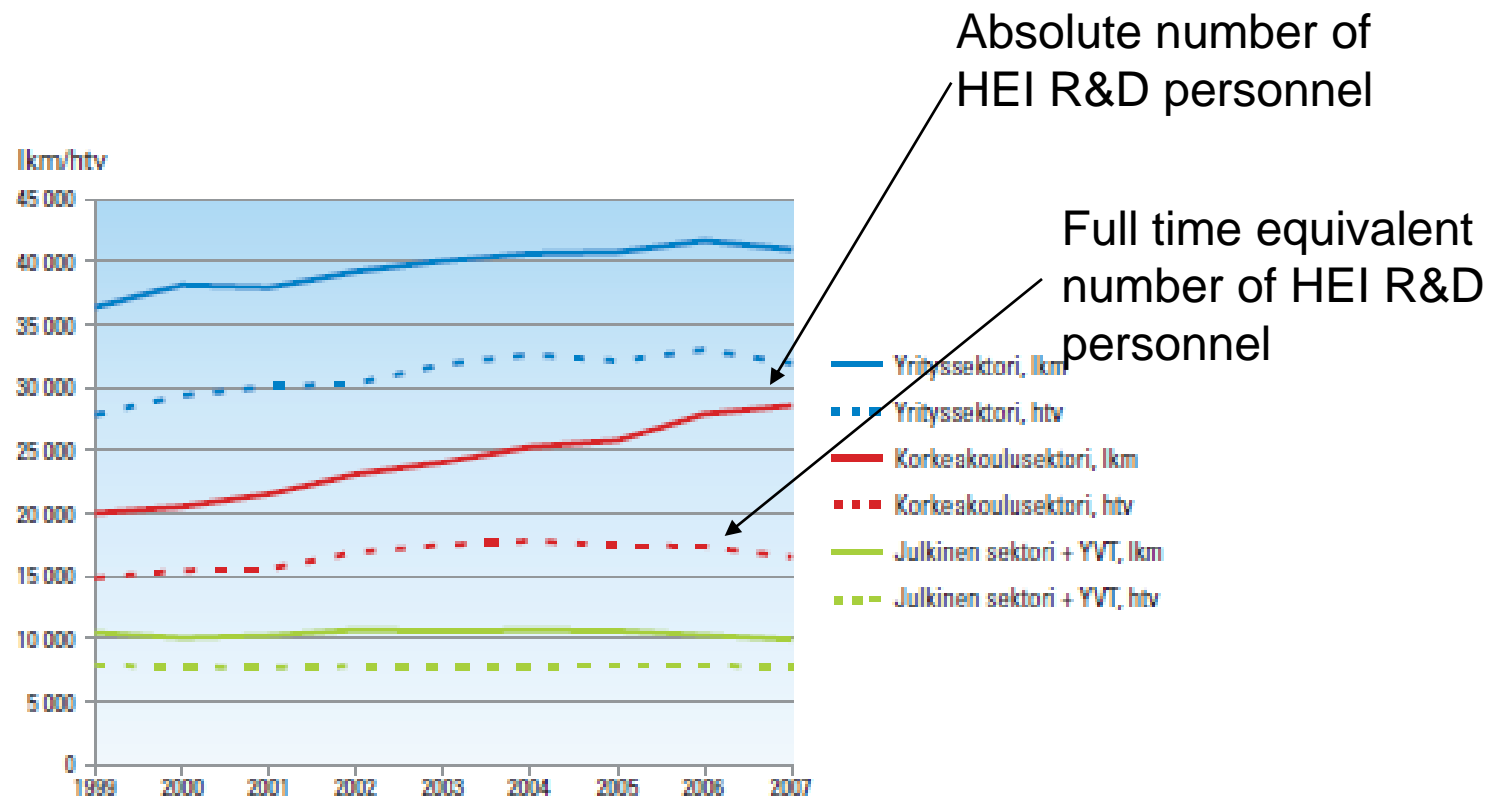   - Employees
      - " 4-step Career model"

Lehtinen et al. 2013

Change in Funding

Annual accounts (1000€)

Change in Staffing

Change in Contracting

Absolute number of HEI R&D personnel

Full time equivalent number of HEI R&D personnel

lkm/htv

Yrityssektori, lkm
Yrityssektori, htv
Korkeakoulusektori, lkm
Korkeakoulusektori, htv
Julkinen sektori + YVT, lkm
Julkinen sektori + YVT, htv
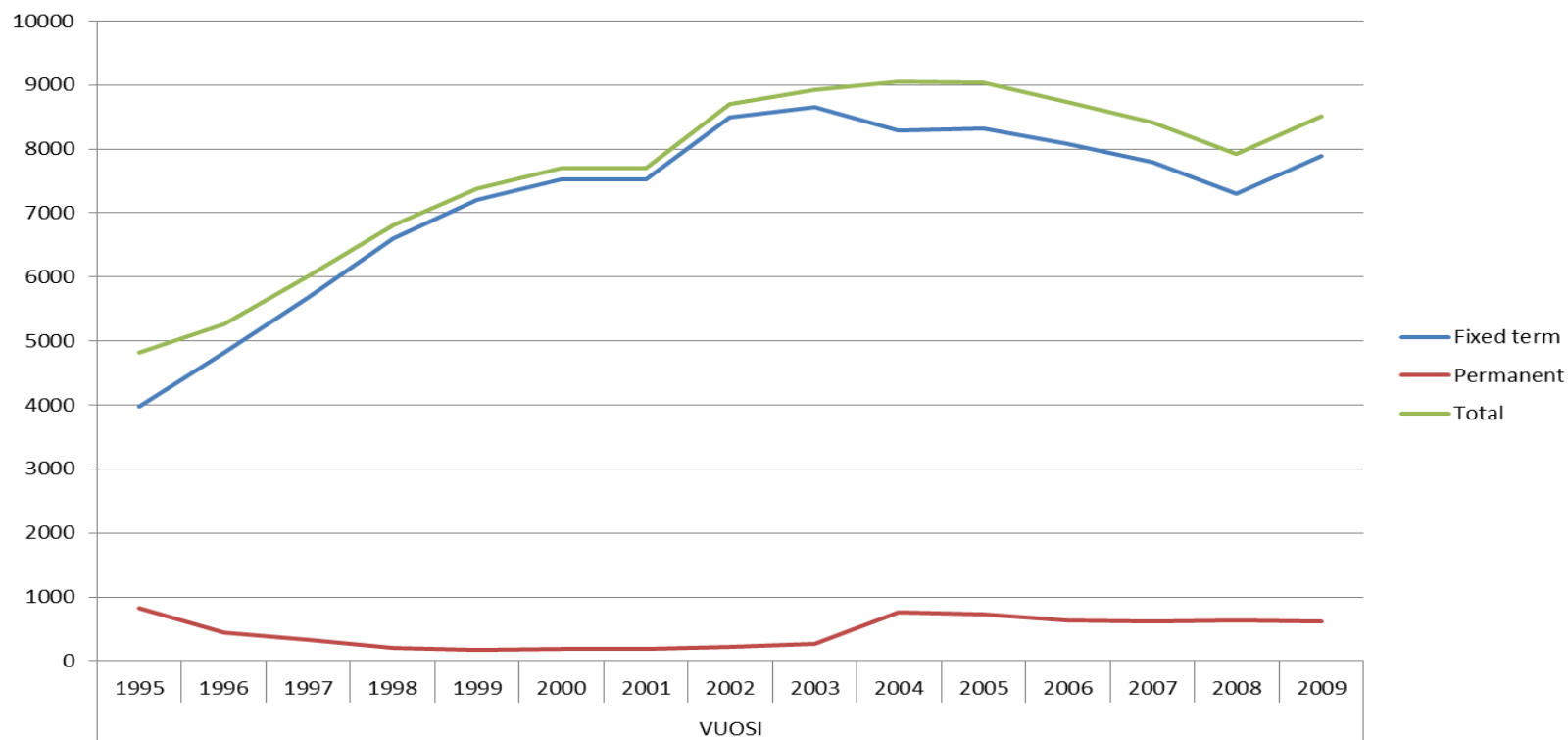
Kuva 10. Tutkimus- ja kehittämistoiminnan henkilöstön lukumäärä ja tutkimustyövuodet sektoreittain 1999–2007. *Lähde: Tilastokeskus 2009.*

Researchers

Careers

- Types
  - Officially "one size fits all"
  - Teacher / assistant career
  - PhD student career (salary / grant)
  - Project career
  - Working life career
  - Precarious a typical career
- Development
  - From vacancy model to tenure?
  - Temporary position typical also in senior positions

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Recruitments (two worlds)

- Permanent positions / official recruitment
  - Gatekeepers:

  collegial bodies → institutional managers
  - Merits:

  traditional academic merits (publications, degrees) → funding

  Institutional policy
  Budget Funding
  Teaching

- Fixed-term positions / "semi-official" recruitments
  - Gatekeepers:

  Individual professors → research group leaders
  - Merits:

  Personal networks

  Project policy
  External Funding
  Research

Välimaa 2005 & Pekkola 2014a

Challenges 1

- The independent personnel policy
  - How independent it is: Funding & Information
  - Culture and competences
- Non stable Funding → non stable personnel planning?
  - Risk of individual vs. Institutions
- Differences between the core and peripheral group → in direct costs
  - What is really efficient?
- Commitment of fixed term researchers
  - In the development of the competence base of universities

Challenges 2

- The universities as resource banks?
  - The overall market value of university researchers and university experience?
- The relation of PhD studies and project work
  - How they can be combined, should they be combined, should there be different kind of doctorates
- The diversification of the mission of the universities
  - Do we need diversified careers?

Kogan et al. 1994 & Pekkola 2014a