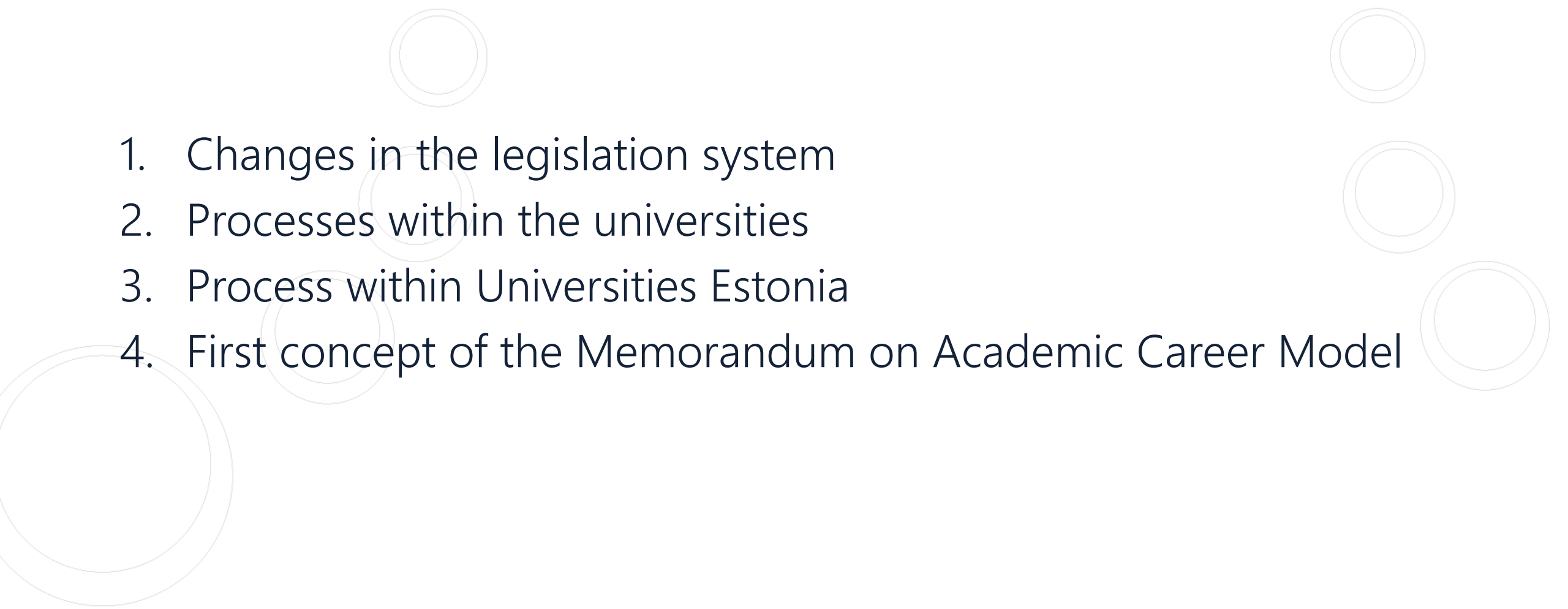




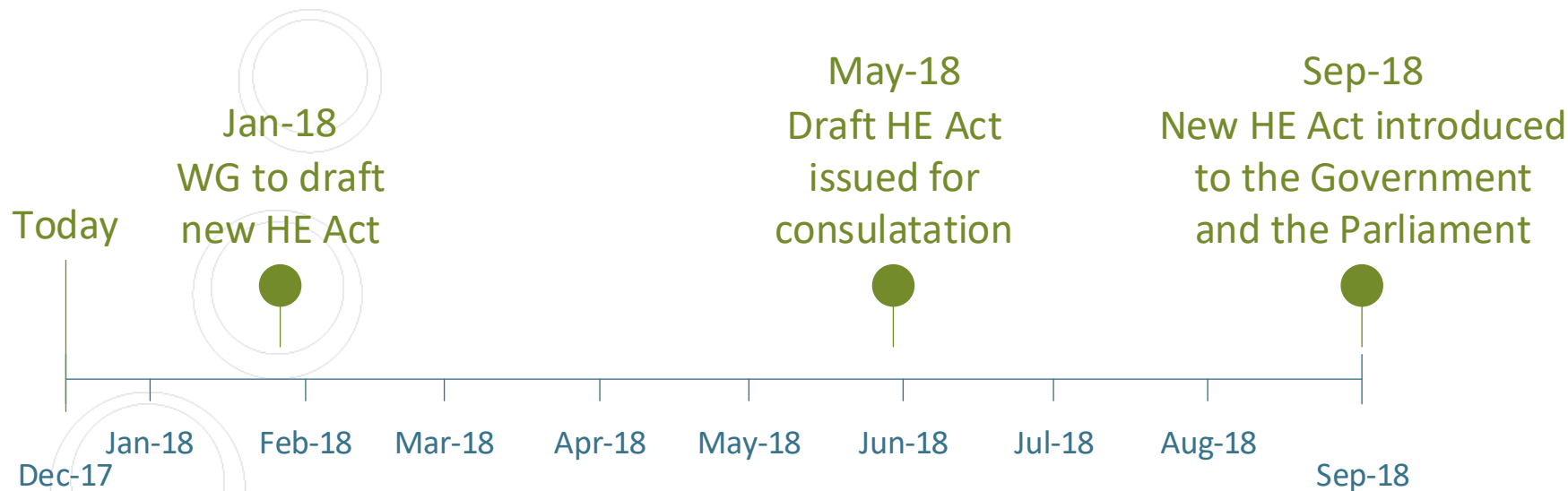
Memorandum on Academic Career Policy Universities Estonia

15.12.2017

Hanna Kanep

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- A decorative graphic consisting of several overlapping circles of varying sizes, some solid and some outlined, scattered across the slide.
1. Changes in the legislation system
 2. Processes within the universities
 3. Process within Universities Estonia
 4. First concept of the Memorandum on Academic Career Model

Changes in the legislation system



Current regulations of academic staff:

- Universities Act
- Institutions of Professional Higher Education Act
- Organisation of Research and Development Act
- Standard of Higher Education

Members of academic staff

Evaluation

Qualification requirements

Promotion

Definitions

Attestation

Universities advocate for:

- Regulations concerning academic staff to be set up more systematically:
 - In the law
 - Within the regulations of institutions (e.g. Statutes)
- Coupled with universities' Agreement on Good Practice

Processes within some of the universities

Tallinn University of Technology launched the new Tenure System in January 2017.

Tallinn University has a concept, which has been discussed within the Senate, development of new requirements as well as changes in the internal regulations is planned in autumn 2018.

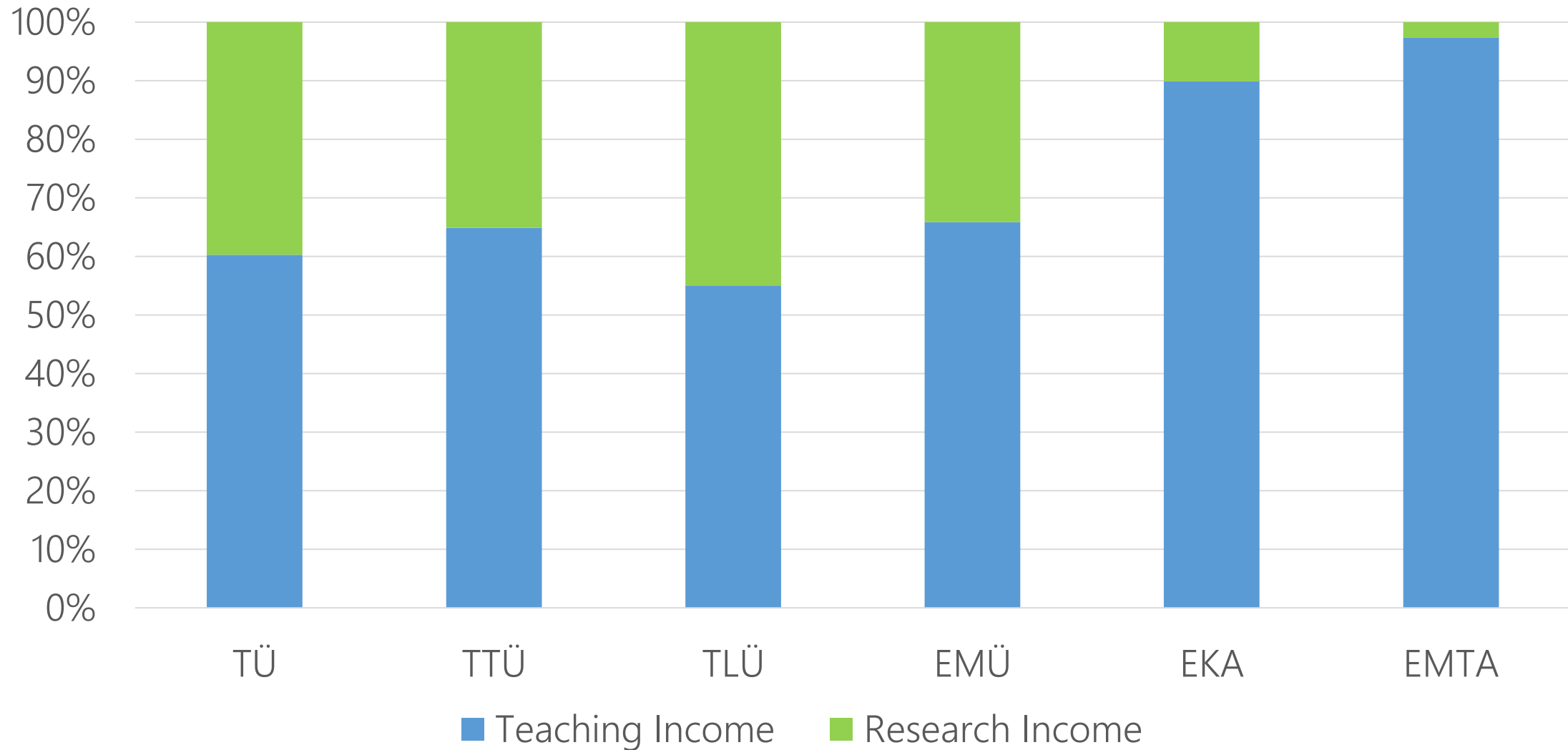
Estonian University of Life Sciences has introduced the system of Strategic Professorships, where a set of professor positions connected also with the responsibility areas of the university has been agreed (NB! Number of professor positions is not limited with strategic ones, but funding arrangements will differ), Other details, including levels, requirements, evaluation procedures and criteria will be developed during 2018.

University of Tartu has also a draft concept of the overall model and has developed new job descriptions for academic staff.

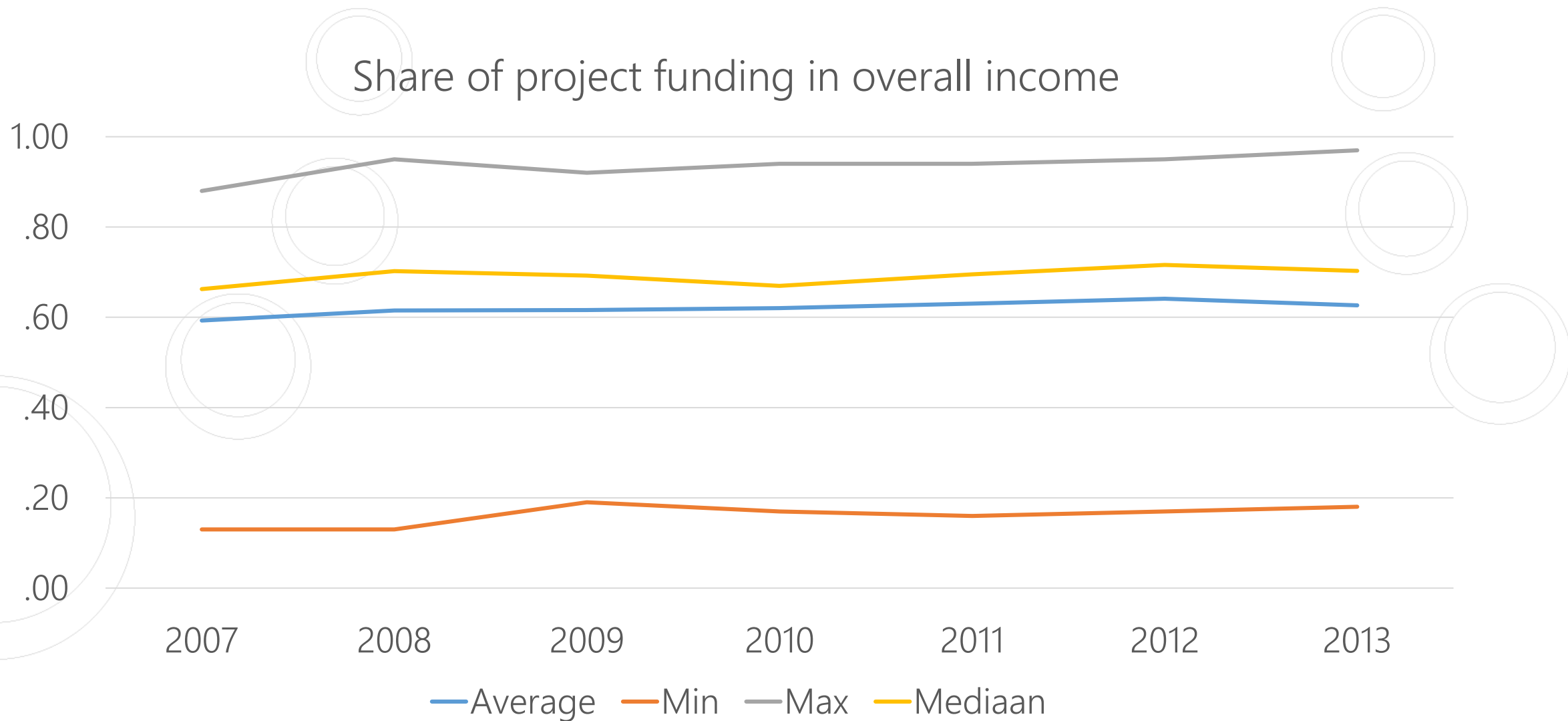
Process within Universities Estonia

- We have collected information regarding recent developments from our members
- We aim to agree among the universities on the terminology regarding academic positions and career models
- We have agreed to try and tie academic positions in universities to the international R1-R4 level system
- We aim to describe a framework of regulations that would enable all Estonian universities to apply an academic career model appropriate in the context of their field and their management model, incl. a tenure system.
- We will incorporate these into our Agreement on Good Practice
- And communicate the joint agenda also to the MoER and other relevant stakeholders

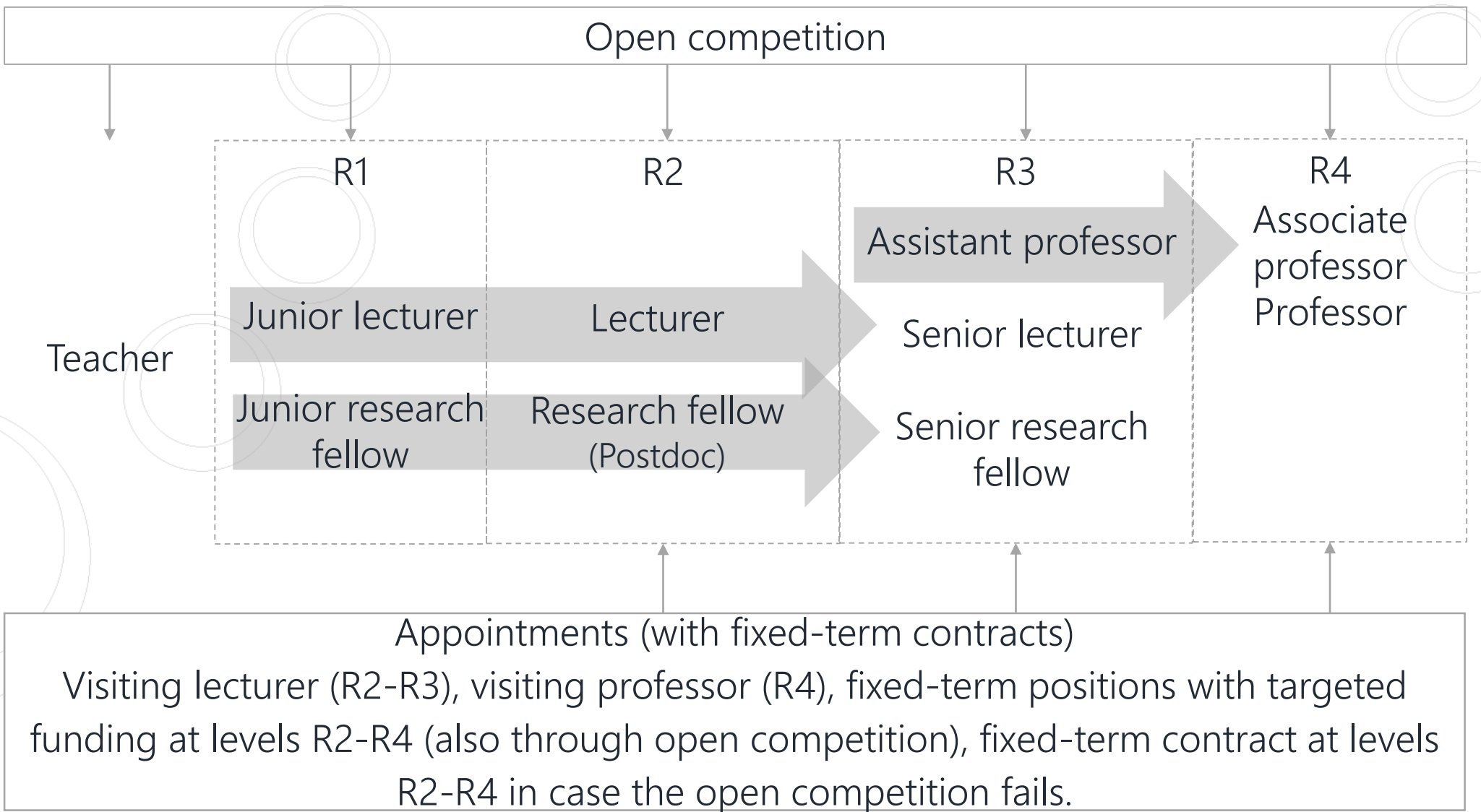
Institutional differences in terms of activities



Differences within a university, institutes of UT



Scheme Describing the First Concept of Academic Career Model



Tenure system:

Phase 1

Phase 2

Finish

Position:

Assistant professor (R3)

Associate professor (R4)

Professor (R4)

Type of contract:

Fixed-term contract

Open-ended contract

Open-ended contract

Tenure track position

Tenure track position

Tenure position

Filling position:

Open competition

Successful completion
of phase 1

Successful completion
of phase 2

Evaluation period:

5-7 years

5-7 years

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Evaluation:

interim and
final evaluation

interim and
final evaluation

no evaluation

"up or out"

A principle of the tenure system, meaning that in the event of a negative decision, the person leaves the tenure system. However, it is possible to apply for a different position outside of the tenure system (or move to a lower position through evaluation)