Memorandum on Academic Career Policy
Universities Estonia
15.12.2017
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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

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
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

[Bar chart showing the percentage of Teaching and Research Income for TÜ, TTÜ, TLÜ, EMÜ, EKA, and EMTA.]
Differences within a university, institutes of UT

Share of project funding in overall income

- Average
- Min
- Max
- Median
Scheme Describing the First Concept of Academic Career Model

- **Open competition**
- **Teacher**
  - Junior lecturer
  - Junior research fellow
- **R1**
  - Lecturer
  - Research fellow (Postdoc)
- **R2**
  - Assistant professor
  - Senior lecturer
  - Senior research fellow
- **R3**
- **R4**
  - Associate professor
  - Professor

**Appointments (with fixed-term contracts)**

- Visiting lecturer (R2-R3), visiting professor (R4), fixed-term positions with targeted funding at levels R2-R4 (also through open competition), fixed-term contract at levels R2-R4 in case the open competition fails.
<table>
<thead>
<tr>
<th>Tenure system:</th>
<th>Phase 1</th>
<th>Phase 2</th>
<th>Finish</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position:</td>
<td>Assistant professor (R3)</td>
<td>Associate professor (R4)</td>
<td>Professor (R4)</td>
</tr>
<tr>
<td>Type of contract:</td>
<td>Fixed-term contract Tenure track position</td>
<td>Open-ended contract Tenure track position</td>
<td>Open-ended contract Tenure position</td>
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<tr>
<td>Filling position:</td>
<td>Open competition</td>
<td>Successful completion of phase 1</td>
<td>Successful completion of phase 2</td>
</tr>
<tr>
<td>Evaluation period:</td>
<td>5-7 years</td>
<td>5-7 years</td>
<td>-</td>
</tr>
<tr>
<td>Evaluation:</td>
<td>interim and final evaluation</td>
<td>interim and final evaluation</td>
<td>no evaluation</td>
</tr>
</tbody>
</table>

“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)