



Academic Career Model in Estonia
– current situation and agenda for the future

Setting the scene: academic career models in perspective

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Professional knowledge as a driver of socio-economic change
Scholarly concept of professional research combining disciplines, institutions and expertise to develop open data, research methods and co-writing based on open data

- The Academic Profession in the Knowledge-based Society: survey in 30+ countries, successor of the international CAP survey
- Changing Professionalism in Social Work
- The construction of ethics by Finnish healthcare professionals: A bioethical perspective
- Study on complaint procedures
- Network behaviour of professions
- Philosophy of information technology
- Simulation studies and digitalisation



<http://vnk.fi/tula>

Drivers of change in higher education



The elitist model was predominant up to the 1960s

Regional universities since 1960s

HE perceived as public rather than private consumption

Massification did not occur until the 1990s: two higher education systems with different goals

In the 2000s: impact, quality and internationalisation

Structural reforms with voluntary HEI mergers in the 2010s

- HEI/GRI, GRI/GRI and GRI/GA(e.g. FinPro/TEKES) mergers
- Volatility in labour markets (Aarrevaara, Wahlfors & Dobson 2018)

A path from weaker to stronger higher education system



- Along with general Act on Universities of 1997, tight state control was abolished and the autonomy of universities was strengthened: For example, the appointment of professors was transferred from the President of the Republic to the universities themselves.
- Reward based salary system in universities since 2005
- Universities cease from the state administration in 2010 and UASs cease from local government in 2013: as a result there are no academic careers with civil service status under the Ministry of Education and Culture
- Four-tier career stage model in the university sector since 2010
- Govt program 2011-2015 with renewed funding arrangements, University profiles
- Research system funding reform, mergers of research institutes and funding agencies 2013-2017

What you evaluate is what you get



Weak research evaluation systems are weighted with funding instruments, lack of pre-defined criteria in decision-making is evident, documentation and evaluation of the impact is minimal. Scholarly authority rules the valorisation of the results.

Strong research evaluation systems are based in the scientific institutions such as universities and research institutes, and they also have well-established standards such as assessment systems and rankings. The significance of research management crucial.

Whitley & Glässer 2010; Postiglione & Jung 2017

New paths to the academy



- A door to academic career is first of all research merits in universities, teaching merits and working life merits in the universities of applied sciences
- The merits in different sectors (Uni, UAS, GRI) are different, so the dynamics between the two HE systems and research institutions is small
- There are traditional merit-based and non-traditional paths to academic profession
- About half of the professors of practice are located at Aalto university in 2017 due to success in funding. The problem is to make a difference between tenured/appointed professors and professors of practice: both are teaching and have external research funding due to close contact in innovation system. The societal impact of professors of practice is expected to be high.

PhD degree as a requirement to vacant posts



- The Finnish universities are following an European four-stage level, and the difference between senior levels are clear. Professors, Research directors and associate professors (in most cases as a tenure track position) are the positions in highest level out of four
- The second level consists university lecturers and vacant lecturer posts.
- Since it is possible to have a vacant post at the two highest levels in the 4-tier career model, more than half of academics have temporary work contracts. This is a relevant issue in discussions about universities and work conditions.
- The system of promotions for vacant posts are in most cases based on advertised open calls and a review process. It is possible to be appointed to a permanent post at the two highest levels without an open call, but in these cases there is a review process.

The academic profession in HEIs



Constitutes a strong community that essentially influences the recruitment of staff to undertake academic tasks

- the training of those appointed to the positions, evaluates its members' competence, carries the responsibility for the quality of work
- Academics' critical roles include training researchers and conducting their own basic and applied research
- enjoys high social prestige, and bases its operation on a complex body of knowledge
- is a critical part of the future of knowledge-based societies and innovation

the autonomy of higher education institutions will adopt new forms of work closer to the work done in the rest of society

Carnegie, CAP and their successor projects



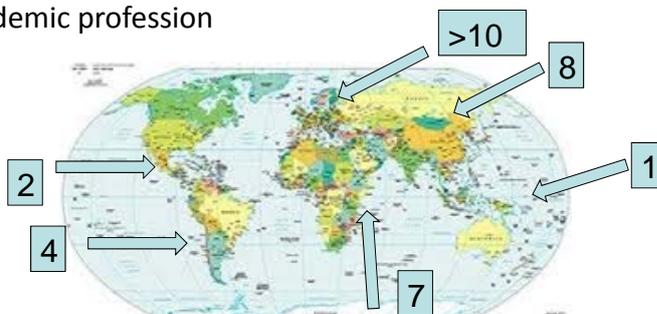
- The Changing Academic Profession (CAP) survey was based on a major international consortium of scholars, and much based on the efforts of the country teams. More than 600 peer review scholarly papers have been published in the CAP survey
- Also strong infrastructure and research consortium support for the survey; connections between higher education researchers and to relevant publication channels
- The Carnegie survey consisted of ~19,000 respondents, the CAP survey ~37,000 and EUROAC ~7,000. The consortium has agreed that the APIKS Survey data will be deposited in Finland, with ~70,000 new respondents from 30+ countries around the world.
- Some countries will choose open access to data. Scholars, authorities and decision makers are looking for evidence in the reference countries, as well as higher education institutions and labour market organisations.

APIKS survey themes in 2017-2018



Career and professional situation, general work situation and activities, teaching, research, external activities, governance and management, International dimension of academic work, academics in formative career stages

APIKS / CAP / EUROAC / Carnegie provide the most extensive international time series on the changing scope and content of work in the academic profession



Is it worth having open data?

In open data, the data management works with the

- Copyright
- Anonymisation
- Embargos (who will publish the results first)
- And also
 - Costs for metadata, data tools and data management including user access and codebooks
 - Changes in regulation
- The key to giant steps is in the rules of funding agencies:
 - Research for evidence-based decision-making
 - stronger societal interaction, and societal impacts
 - stakeholder involvement

“Academics tend to be highly motivated,
have flexible itineraries and schedules and
have a high sense of responsibility”

(Teichler, Arimoto & Cummings)

“Organizational support correlates with
respect and organizational commitment”

(Boezeman & Ellemers)