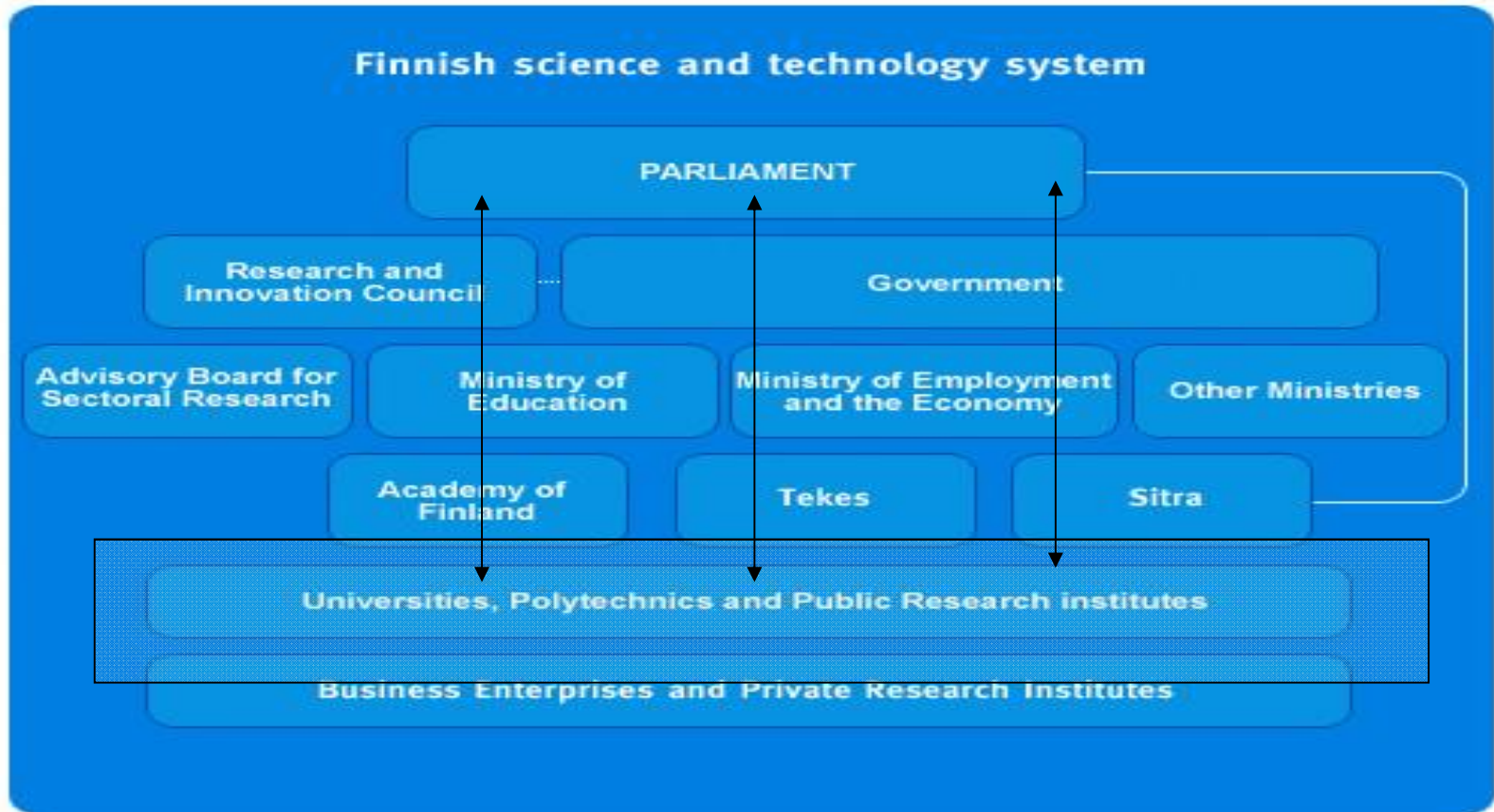


Researchers In Finland: academic actors or policy implementators

Valencia 7.-8.4.2014

Pekkola & Kuoppala

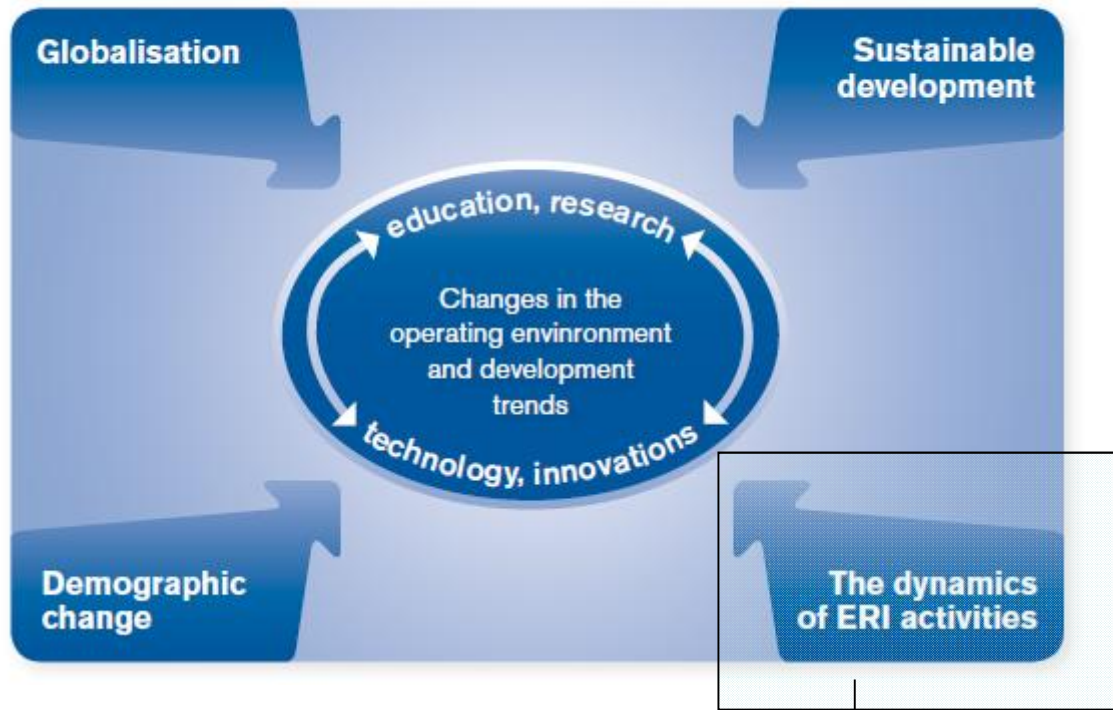
Focus of the paper



Universities are part what does it mean?

Focus of the paper

Figure 1. Change factors in the operating environment.



Entity or social force?

What happens in universities, who are actors

Background for the paper

- 2nd Revolution of the Universities
- The expansion of the share of the researcher in academe
- The recent development of rank and level of Finnish Science (AKA 2009)
- The emphasis of HEI career model (AKA 2009, RICF 2010, MinEdu 2010)

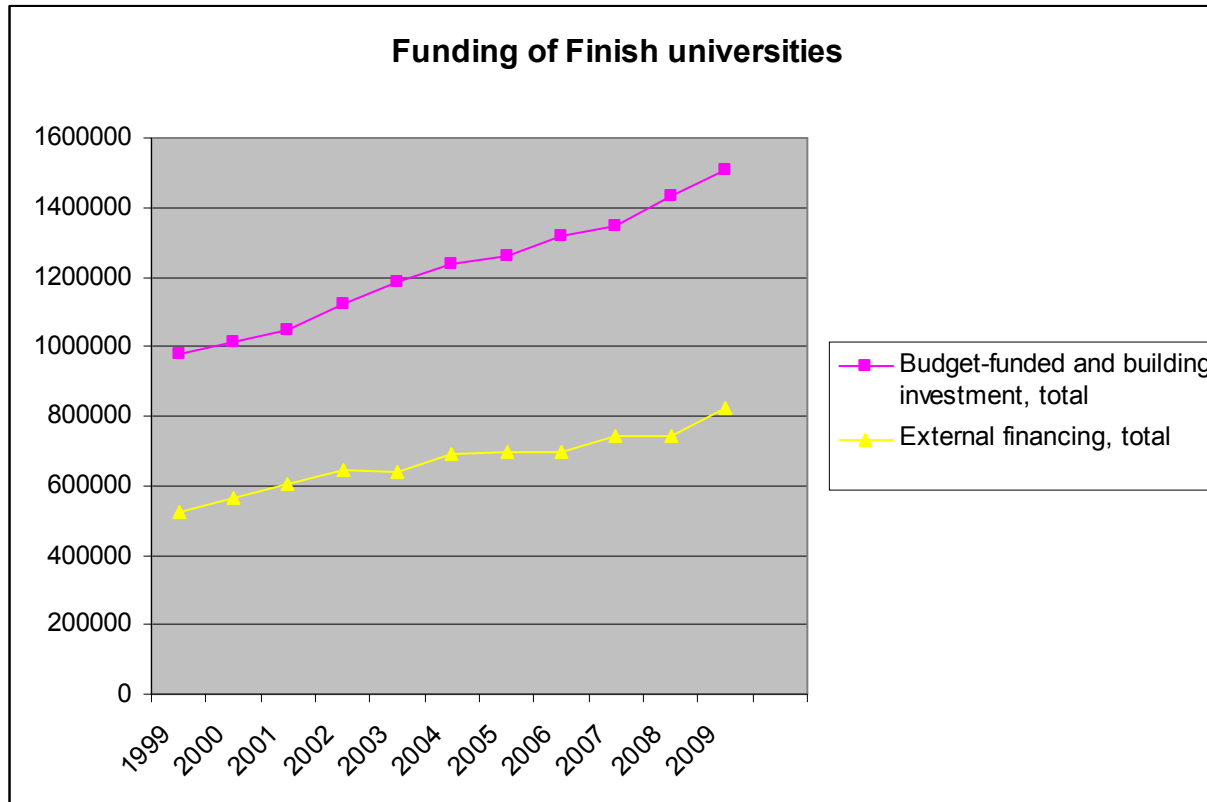
Change in Legislation

- The mission of the university shall be to promote free research and scientific and artistic education, to provide higher education based on research, and to educate students to serve their country and humanity. (Act 1997)

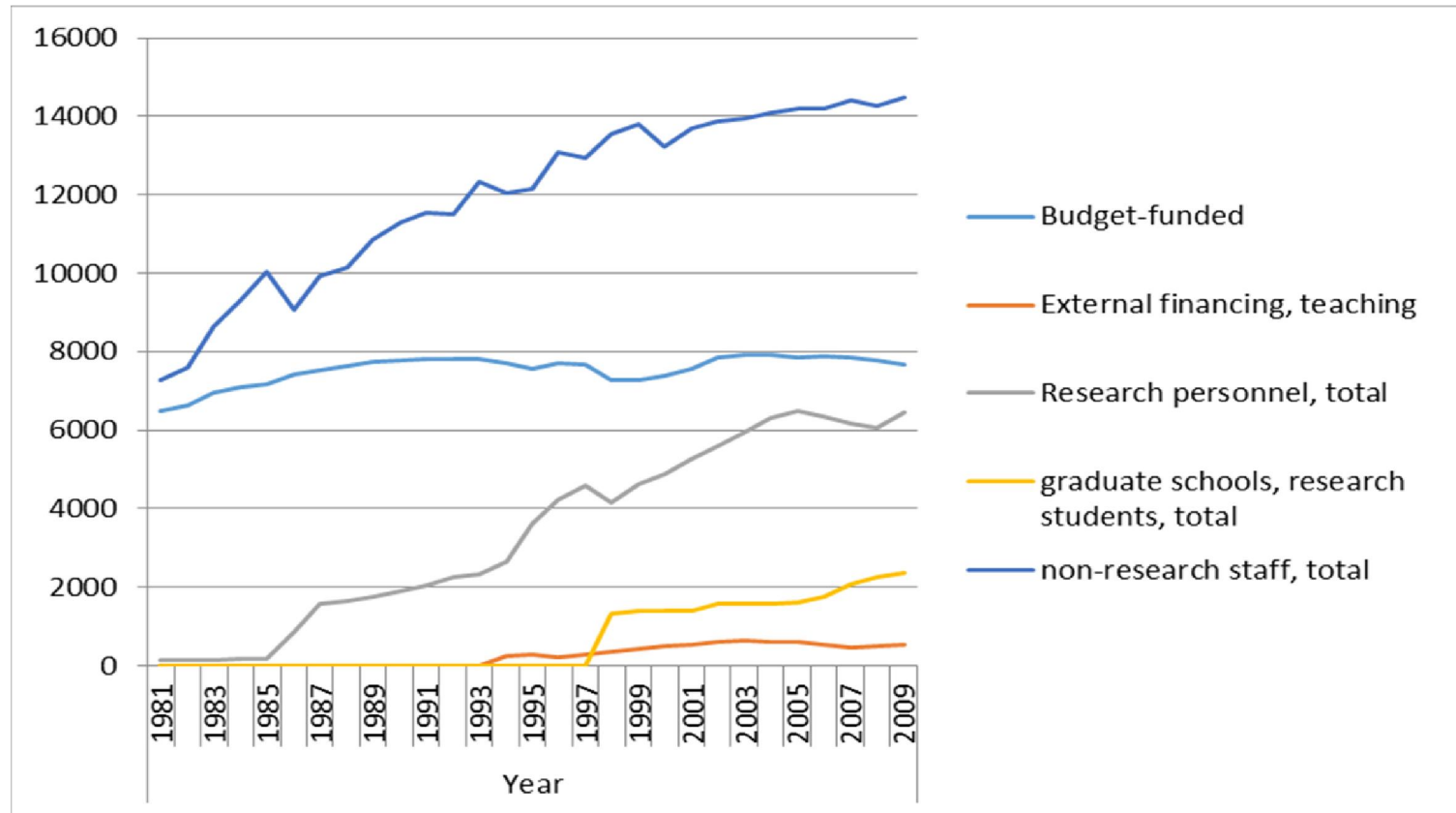
In carrying out their mission, the universities shall interact with the surrounding society and promote the societal impact of research findings and artistic activities. (Amendment 715/2004)

In carrying out their mission, the universities must promote lifelong learning, interact with the surrounding society and promote the impact of research findings and artistic activities on society. (Act 2009)

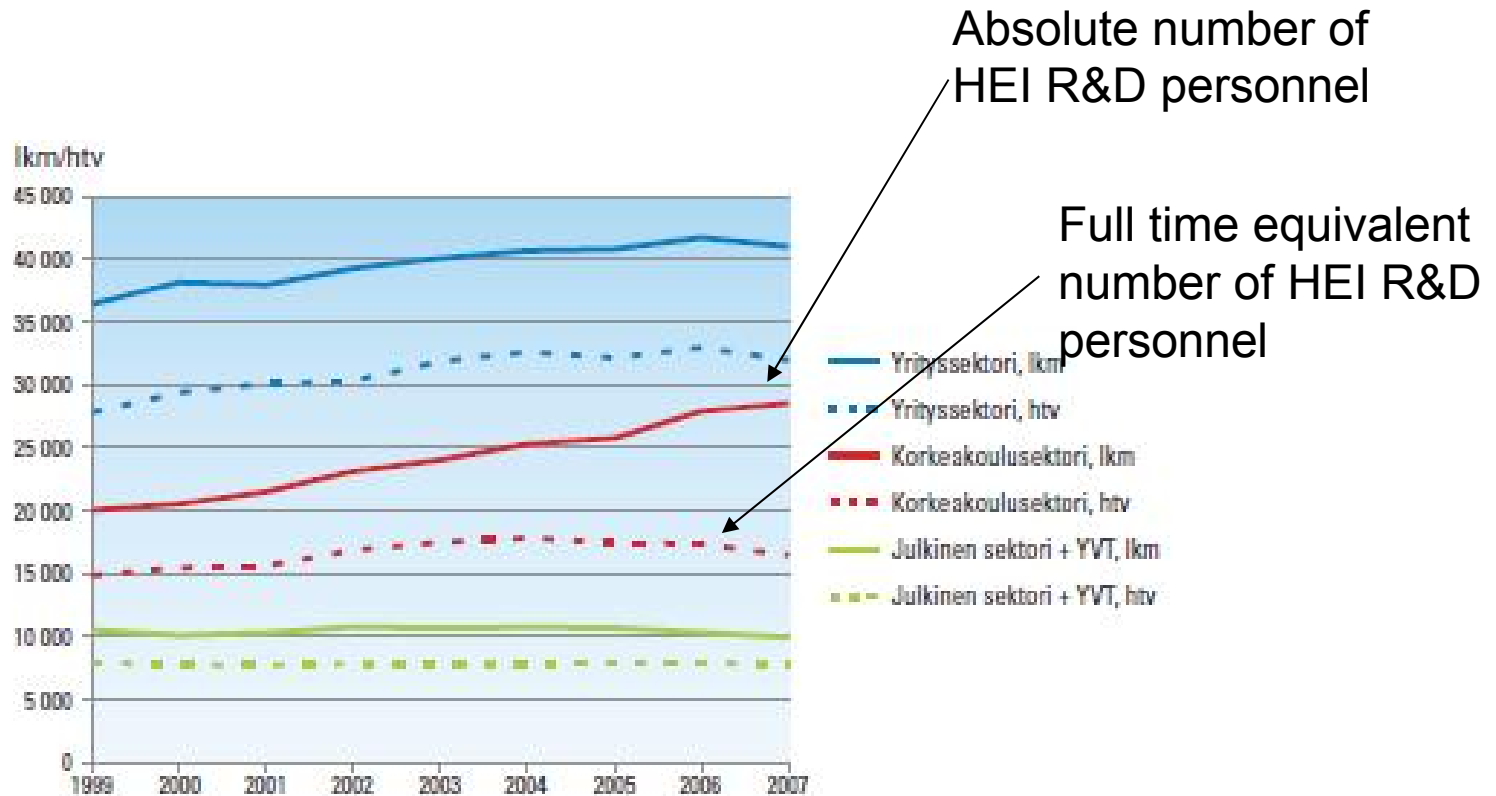
Change in Funding



Change in Staffing

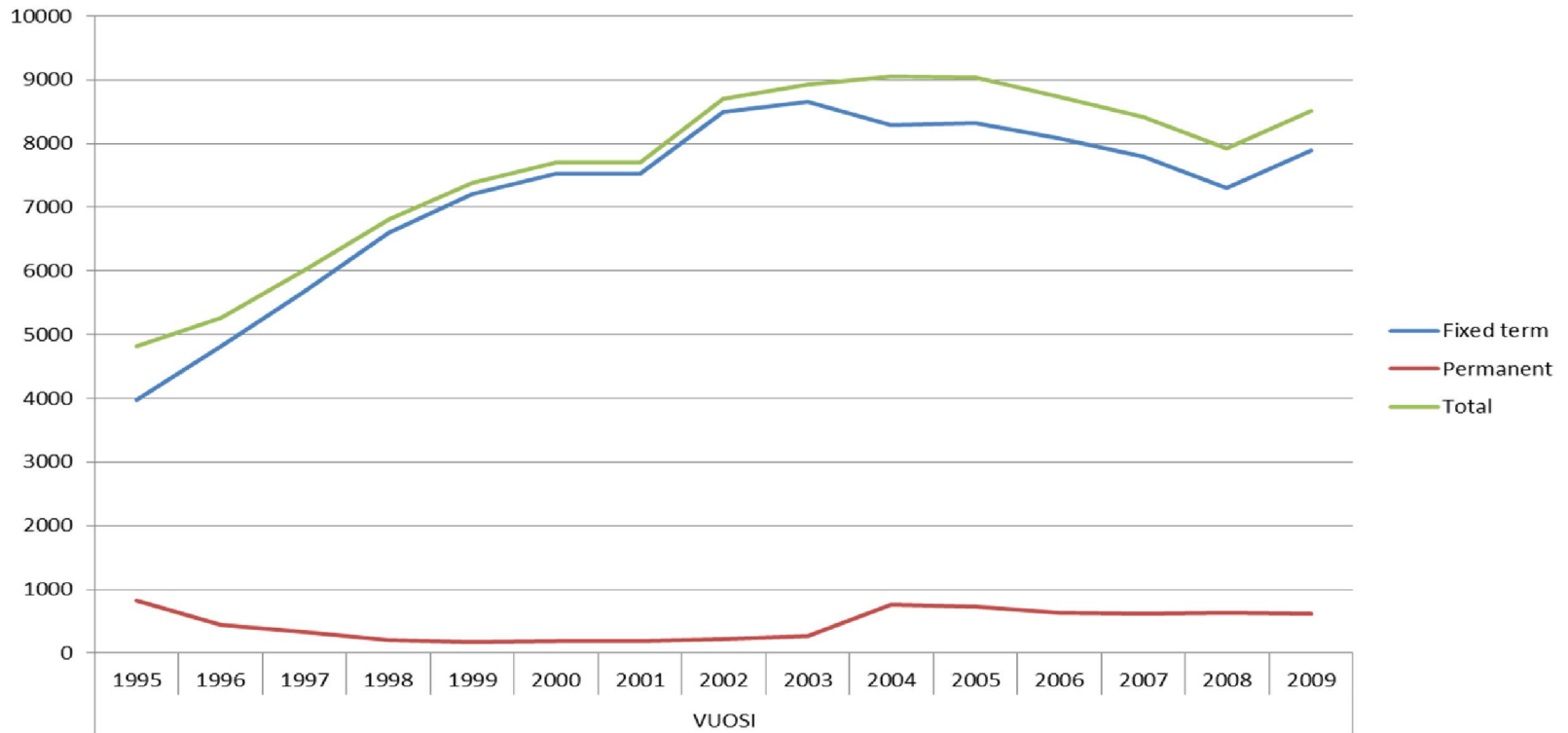


Change in HRM

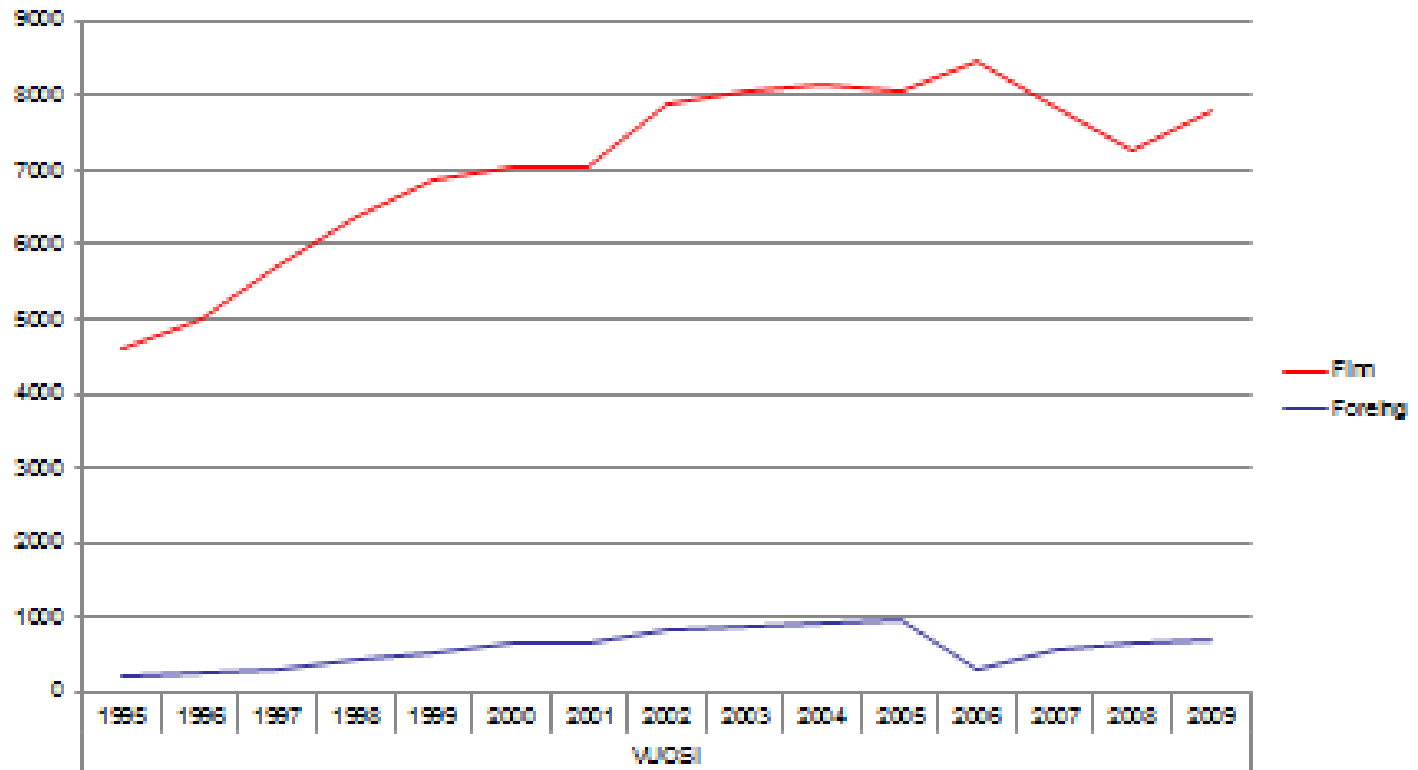


Kuva 10. Tutkimus- ja kehittämistoiminnan henkilöstön lukumäärä ja tutkimustyövuodet sektoreittain 1999–2007. Lähde: Tilastokeskus 2009.

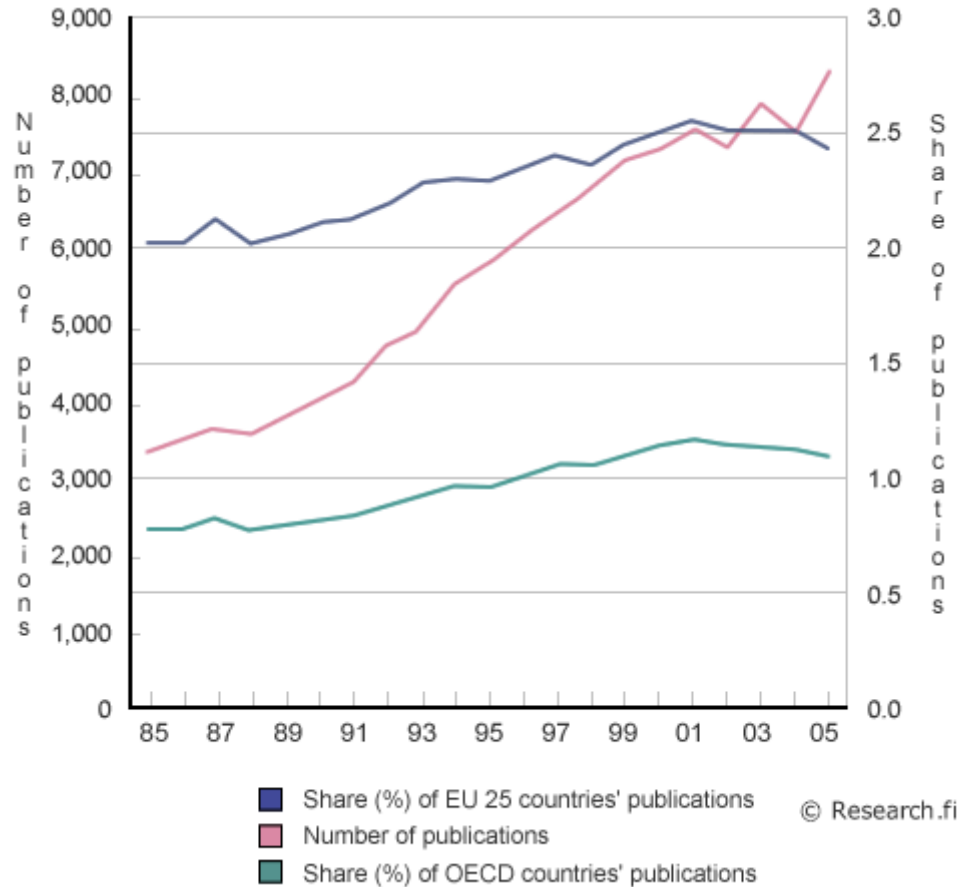
Fixed?



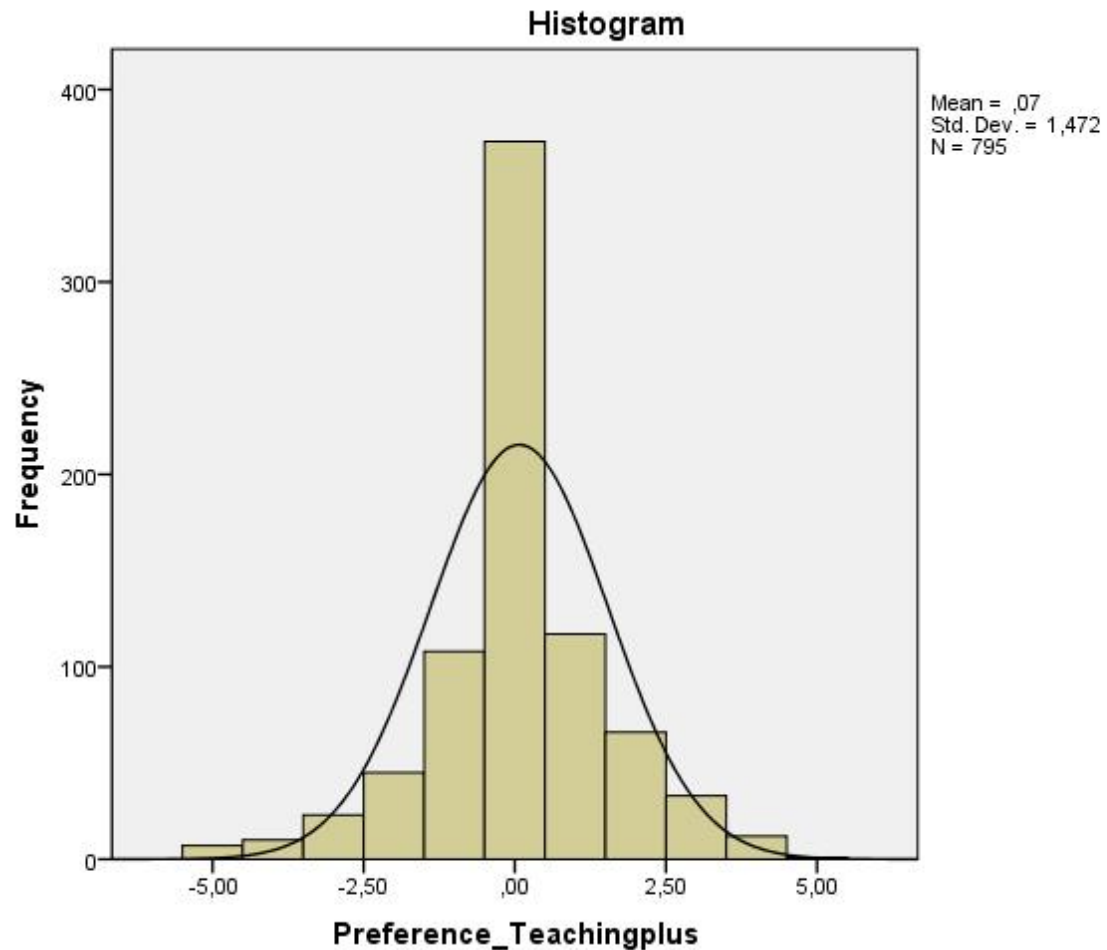
International?



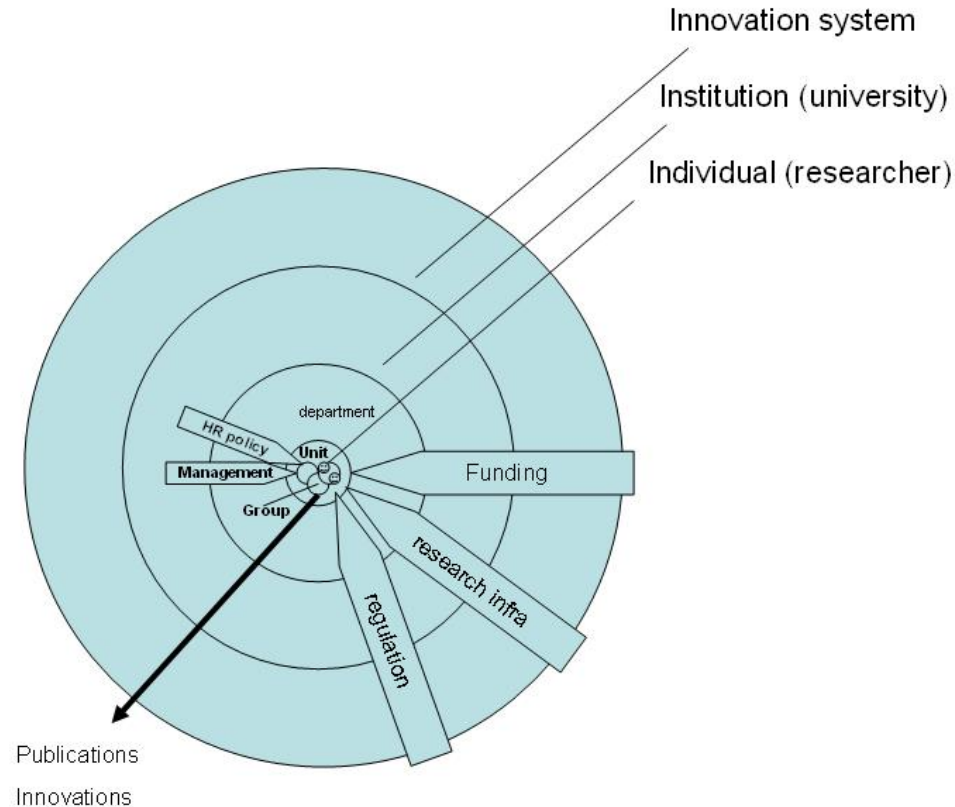
Change in productivity



Who are the researchers

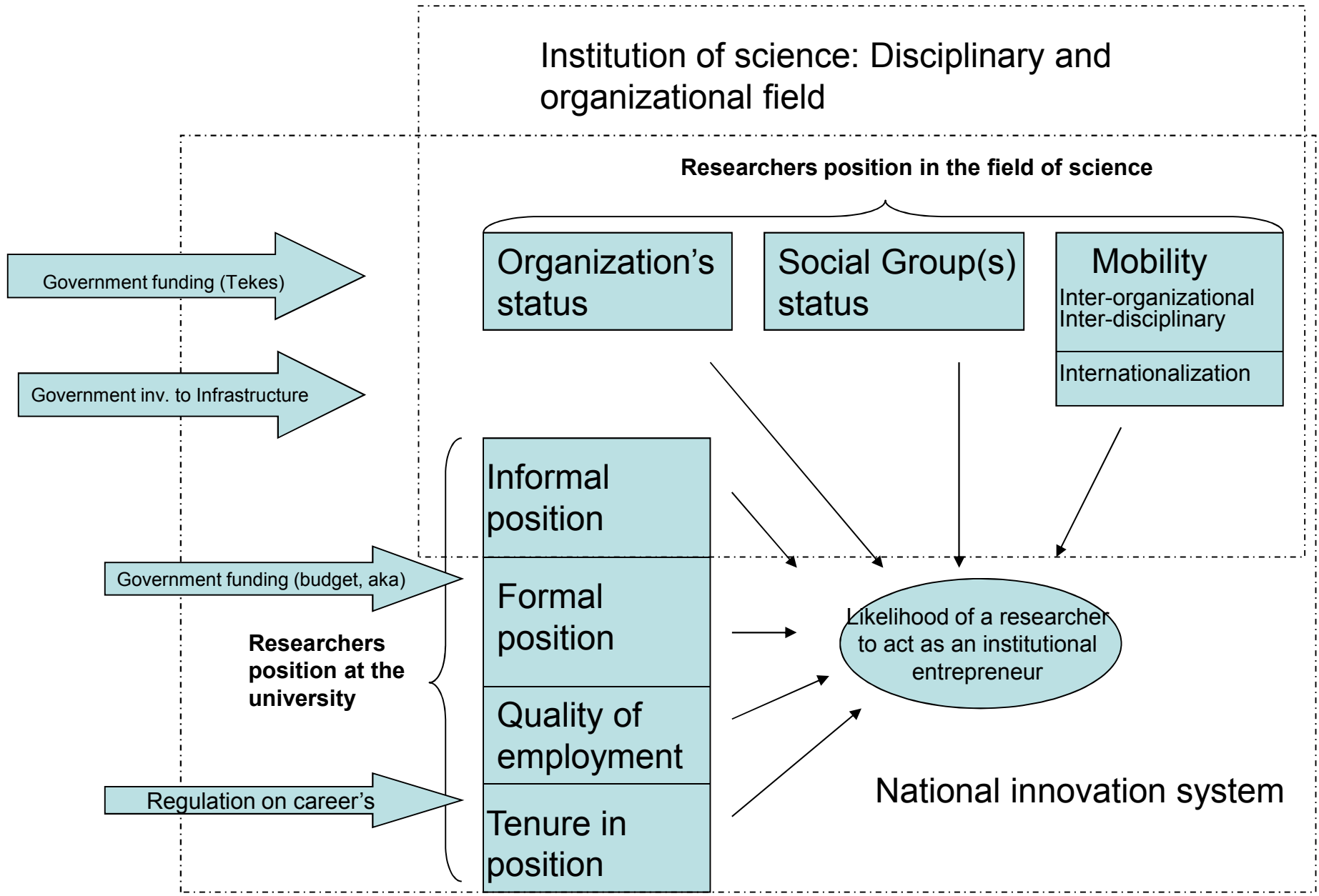


What can be done in innovation policy = Steering of researchers



Who innovation capacity can be improved?

- Institutional Entrepreneurs = A person who is conducting change in an institution
- A person is more likely to be IE if she
 - 1) belongs to lower status organizations
 - 2) belongs to lower status social groups
 - 3) belongs to lower status social groups and have strong ties upper status social groups
 - 4) Is located higher in the organizational hierarchy
 - 5) has higher organizational mobility and
 - 6) is in her intermediate duration of tenure (Battilana 2006)



Academic actors or resource for the innovation policy

- Only $\frac{1}{4}$ of the researchers in the Finnish universities are development oriented
 - Almost all of them are externally funded and 75 % funded from the non purely academic sources
- The connection between junior and seniors are essential
 - Not much can be done by government steering
- Key players are persons in their middle career
 - The middle rank of researchers is still almost non existing among Finnish researchers
 - Career policy is based on traditional academic track
- The quality of employment has an effect to innovativeness
 - The researchers work is precarious