

Recruitment, promotion and retention of academic staff at Estonian HEI-s

# Estonia

- 1.3 million inhabitants
- 45 000 km<sup>2</sup>
- E-solutions:
  - e-residency
  - e-voting
  - e-banking
  - e-taxes
  - e-parking
  - e-medicine
  - e-school



Member of EU and NATO (2004), Eurozone, Schengen area, OECD



- Start your own business within 15 minutes!
- Use digital signing all over the world!
- Start-up and tech country - *Skype, TransferWise, Like a Local, PipeDrive, PlayTech etc.*

# Olav Aarna

- MSc in Control Engineering (1966, Tallinn University of Technology (TUT))
- PhD in Chemical Engineering (1971, TUT)
- DSc in Systems Engineering (1986, Kharkov University of Radio-Electronics (Ukraine))
- Lecturer (1966-72), associate professor (1972-83), professor (1983-2002), professor emeritus (2007-....) at TUT
- Rector of TUT (1991-2000)
- Rector of EBS (2000-2003), visiting professor (2003-....)
- Member of the Parliament (*Riigikogu*) (2003-2007)
- CEO Estonian Qualifications Authority (2008-2014)
- Vice-Rector for Research and Development at EBS (2014-....)



# Four periods of development

- 1989-1995 – the periode of **rapid changes, unlimited autonomy and democracy**
- 1995-2002 – the periode of **rapid expansion, autonomy and responsibility**
- 2002-2009 – the periode of entrepreneurial universities involved in the **Bologna process**
- 2009-.... – transition to the **new model of quality assurance**
- 2018-..... – transition to a **new academic career model**

# The periode of rapid changes, unlimited autonomy and democracy

- Changes started already before restoring our independance (20 August 1991)
- 6 state universities:
  - University of Tartu (1632)
  - Tallinn University of Technology (1918)
  - Tallinn University (1919)
  - Estonian Academy of Agriculture (Estonian University of Life Sciences) (1951)
  - Estanian Academy of Arts (1914)
  - Estonian Academy of Music and Theatre (1919)
- Need for state-wide regulations
- New types of institutions

# The periode of rapid expansion, autonomy and responsibility (1)

- Development and implementation of legal framework for higher education, research and development (R&D)
- Two types of higher education institutions (HEIs):
  - Universities under public law
  - Professional HEIs
- Two types of ownership:
  - State owned
  - Privately owned
- Research institutes of the Academy of Sciences transferred to universities

# The periode of rapid expansion, autonomy and responsibility (2)

- Legal framework:
  - Universities Act (+ University of Tartu Act + Tallinn University of Technology Act)
  - Institutions of Professional Higher Education Act
  - Private Schools Act
  - Organisation of Research and Development Act
  - Adult Education Act
  - Study Allowances and Study Loans Act
  - Higher Education Standard

# Higher education institutions

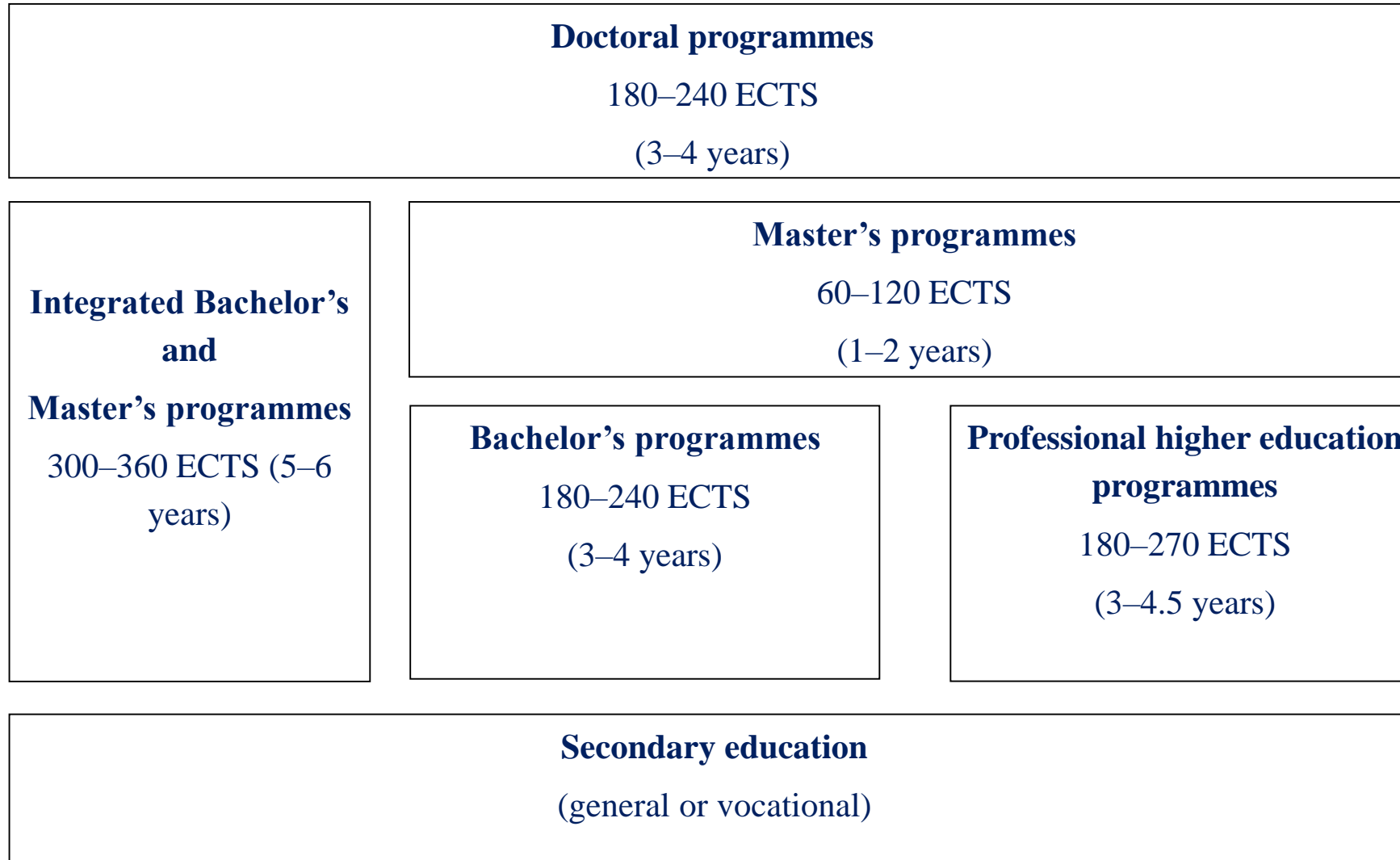
- As of April 2017, 24 educational institutions offer higher education programmes in Estonia:
  - 6 universities under public law
  - 1 private specialised university (EBS)
  - 8 state professional higher education institutions
  - 7 private professional higher education institutions
  - 2 state vocational educational institutions

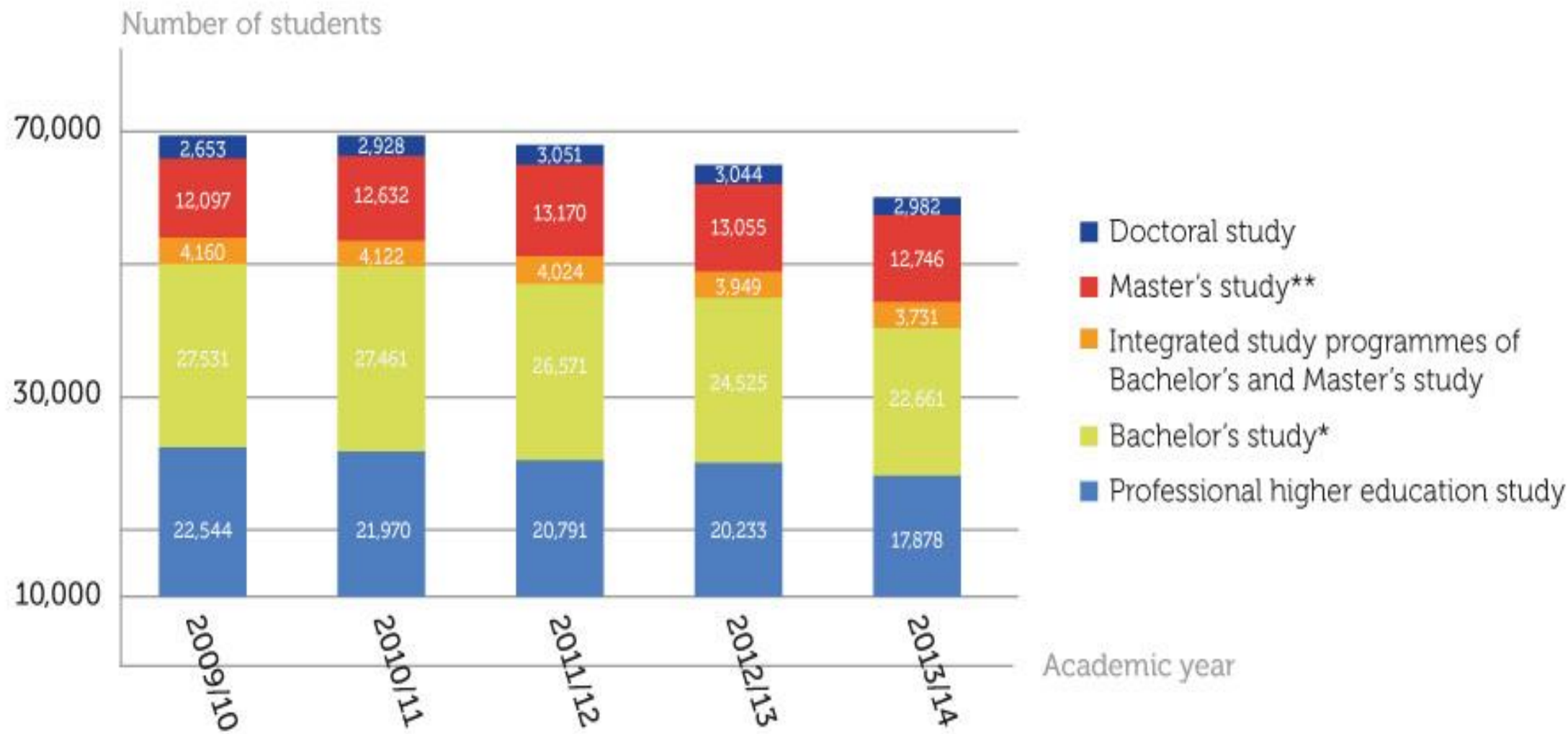


# Higher education qualifications

- Higher education Qualifications in Estonia:
  - HE first cycle:
    - Bachelor of .... Sciences degree (8 fields of research)
    - Applied HE diploma
  - HE second cycle:
    - Master of .... Sciences degree (8 fields of research)
    - Degrees awarded after graduation from integrated study programmes
  - HE third cycle – PhD degree
- Estonian higher education qualifications framework is self-certified against the QF-EHEA (2011)

# Structure of higher education in Estonia





# Academic staff (1)

- The **teaching staff** of a university consists of **professors, docents, lecturers, assistants and teachers**
- Teaching staff can be divided into **core teaching staff and visiting teaching staff**
- The **research staff** of a university may participate in the provision of instruction, incl. Master's and Doctoral study pursuant to the conditions and procedure established by the council of the university
- A member of the **core teaching staff or research staff shall be elected to office by way of public competition**
- The **post** of a member of the core academic staff **may be filled by appointing to office** a member of academic staff complying with the qualification requirements and a fixed-term employment contract may be entered into therewith, **if:**
  - 1) a **competition** for the election of a member of academic staff **has failed**, or
  - 2) the **work** performed in the office **is of temporary fixed-term nature**
- In this case, a fixed-term employment contract shall be entered into until the office is filled by way of competition, but **not for longer than five years**

# Academic staff (2)

- The Rector has the right to invite scientists or other distinguished creative persons or distinguished practitioners to provide instruction as a member of visiting teaching staff for up to five years without announcing a competition
- The requirements for core academic staff shall be established by the council of the university proceeding from the principles established in the Standard of HE
- Members of the **core teaching staff** have the right to a **sabbatical semester** with pay **once every five years**
- An **employment contract** shall be made **for an unspecified term** with a person **who has worked in the same university as a professor for at least eleven years**
- A university shall **evaluate** the **members of the core academic staff** at least **once in every five years** of employment
- If a member of the core academic staff does not pass the evaluation, the employment contract may be cancelled extraordinarily on the conditions and pursuant to the procedure provided for in the Employment Contracts Act

# Professorship

- The professorship consists of **professors and professors *emeritus***
- A professor is a leading faculty member in his or her speciality who **participates actively in R&D or other creative activity on an international level**, who **organises and conducts the teaching** of his or her subject, **directs R&D or other creative activity and instructs students and academic staff** involved in these activities in an efficient manner
- The title of **professor *emeritus* may be awarded by the council of a university** to a member of the teaching staff **who has worked at the university as a professor for at least ten years** or who has been elected as an ordinary professor at least twice and who **has attained retirement age**
- A professor *emeritus* is entitled to participate in the activity of a university whereas he or she does not fill the office of an ordinary professor, and to receive the **remuneration of a professor *emeritus***
- The payment of remunerations of professors *emeritus* shall be **supported from the state budget**

# Docents

- A docent is a member of the teaching staff who **provides instruction in his or her subject** at a university, **participates actively in R&D or other creative activities** and **instructs students and academic staff involved in these activities** in an efficient manner
- The title of **docent *emeritus*** may be awarded by the council of a university to a member of the teaching staff **who has worked at the university as a docent for at least fifteen years** and who **has attained retirement age**
- Upon awarding the title of docent *emeritus*, the university may account employment as a professor or research professor into the length of employment of a docent
- A docent *emeritus* is entitled to participate in the activity of a university whereas he or she does not fill the office of an ordinary docent, and to receive the **remuneration of a docent *emeritus***
- The payment of remunerations of docents *emeritus* shall be **supported from from the state budget**

# Lecturers, assistants and teachers

- A **lecturer** is a member of the teaching staff who provides instruction at a university in the first two levels of higher education or in all levels of higher education if the lecturer has a research degree. A lecturer instructs students in the first and second level of higher education and may be involved in research and development
- An **assistant** leads seminars, practical training classes and practice sessions in the first two levels of higher education at a university. An assistant may instruct students in the first and second level of higher education and may be involved in research and development
- A **teacher** leads seminars, practical training classes and practice sessions in the first two levels of higher education at a university, performs other practical teaching duties, may instruct students in the first level of higher education and may be involved in research and development



# Standards for academic staff (1)

- When establishing minimum requirements for teaching staff, a **HEI takes into consideration the requirements of HE Standard** and if necessary for achieving the objectives and learning outcomes of a study programme, **may establish higher requirements** than those provided in this Standard
- In justified cases, an educational institution may establish in addition to the requirements of the HE Standard, for a position presuming a PhD degree (*doktorikraad*), a **professional qualification awarded at the 8th level of the Estonian qualifications framework as compatible with the requirements**
- **Professor:**
  - An **internationally recognised specialist in his or her field of study** (or profession) who has been awarded a *doktorikraad* or a **corresponding qualification** and who has **pedagogical skills and experience**, including experience in supervising students and at least five years of experience in active R&D or other creative activities, is **eligible for the position of a professor of a university** (or institution of professional higher education (university of applied sciences))

# Standards for academic staff (2)

- An **internationally recognised creative person** who has been awarded a ***magistrikraad* or a corresponding qualification** and who has **pedagogical skills and experience**, including experience in supervising students and **at least five years of experience in creative activities**, is eligible for the position of a **professor in fields of arts** of a university or an institution of professional higher education
- When applying for a position of a professor of a university, except for a case where the person has not worked as a professor before and except for applying for a position of a professor of arts, at least one Doctoral thesis shall have been defended under the candidate's supervision within the past five years
- **Docent:**
  - A **recognised specialist in his or her field of study** who has been awarded a ***doktorikraad* or a corresponding qualification** and who has **pedagogical skills and experience**, including experience in supervising students and at least **five years of experience in R&D** activities or other creative activities, is eligible for the **position of a docent of a university**
  - A **recognised specialist in his or her profession** who has been awarded an **academic degree or a corresponding qualification** and who has **pedagogical skills and experience**, including experience in supervising students and at least **five years of experience** in his or her profession, R&D or other creative activities, is eligible the position of a **docent of an institution of professional higher education**
  - A **recognised creative person** who has been awarded a ***magistrikraad* or a corresponding qualification** and who has **pedagogical skills and experience**, including experience in supervising students and in creative activities, is eligible for the position of a **docent in fields of arts of a university or an institution of professional higher education**

# Standards for academic staff (3)

- **Lecturer:**

- A person who has been awarded a *magistrikraad* or a corresponding qualification and who has pedagogical skills and experience in scientific and development activities or other creative activities in his or her field of study is eligible for the position of a lecturer of a university
- A person who has been awarded a *magistrikraad* or a corresponding qualification and who has pedagogical skills and professional experience in his or her field of profession is eligible for the position of a lecturer of an institution of professional higher education

- **Assistant:**

- A person who has been awarded a *magistrikraad* or a corresponding qualification is eligible for the position of an assistant of a university
- A person who has been awarded a *bakalaureusekraad*, a diploma certifying completion of a study programme of an institution of professional higher education or a corresponding qualification and who has professional experience in his or her field of profession is eligible for the position of an assistant of an institution of professional higher education

# Standards for academic staff (4)

- **Teacher:**

- A person who has been awarded a *magistrikraad* or a corresponding qualification is eligible for the position of a teacher of a university
- A person with higher education is eligible for the position of a teacher of an institution of professional higher education
- Specialists who have secondary education and at least three years of work experience in their profession may teach practical courses of a study programme of studies in professional higher education. The title of the position of a teacher of practical subjects may be “instructor”

- **Research staff:**

- A member of the research staff who is a member of the educational institution may fill the tasks of a member of the teaching staff, using his or her title
- Members of research staffs who are not members of the educational institutions and other persons with required qualification shall participate in conducting Master’s study and Doctoral study under the conditions and pursuant to the procedure established by the council of a university

- **Visiting members of the teaching staff:**

- For the purpose of achieving the objectives and expected learning outcomes of a study programme, an educational institution may involve in the conducting of studies as visiting members of the teaching staff **scientists or other notable creative persons or notable practitioners of their field of study who do not have to meet the requirements for core academic staff**

# Conclusions

- Academic staff:
  - Teaching and research staff
  - Core and visiting teaching staff
- Recruitment:
  - Mainly public competition based, although the competition rate is low
  - The proportion of core and visiting teaching staff, incl. international academic staff
- Promotion:
  - Mainly public competition based, although the competition rate is low
  - No clear-cut tenure- and non-tenure track
- Retention:
  - Professor *emeritus* and docent *emeritus* get extra remuneration in addition to pension calculated following general regulations
  - Other members of academic staff follow general regulations for retention

Thank you!