Tampereen yliopisto

ITC Faculty

Staff meeting at 9.30-11.30 on 21 October

Dean Jyrki Vuorinen

Tampereen yliopisto

Henkilöstökokous, Informaatioteknologian ja viestinnän tiedekunta

- **Aika: Keskiviikko 21.10. klo 9.30-11.30 (Zoom kokous)**
- **Kokouksen kielelliset käytänteet; esitys englanniksi, puhe suomeksi (ja toisinpäin)**
- ***Tilaisuus tallennetaan ja tallennuksen linkki jaetaan ITC intraan.***

Asialista

- **1. Kokouksen avaus ja läsnäolijoiden toteaminen**
- **2. Kokouksen järjestäytyminen;**
  Puheenjohtajan, sihteerin ja kahden pöytäkirjantarkastajan valitseminen
- **3. ITC katsaus**
- **4. ITC keskeiset toimenpiteet/vuosisuunnitelma vuodelle 2021, Henkilöstösuunnitelma 2021, Budjetti 2021**
- **5. Muut asiat**
- **6. Keskustelu**
- **7. Kokouksen päättäminen**

Tampereen yliopisto

Staff meeting of the Faculty of Information Technology and Communication Sciences

- **Time: Wednesday, October 21 at 9.30-11.30 am (Zoom meeting)**
- **Language policy of this meeting; slides in english, presentation in finnish, (or vice versa)**
- ***This event will be recorded for distribution in ITC faculty´s intranet.***

Agenda

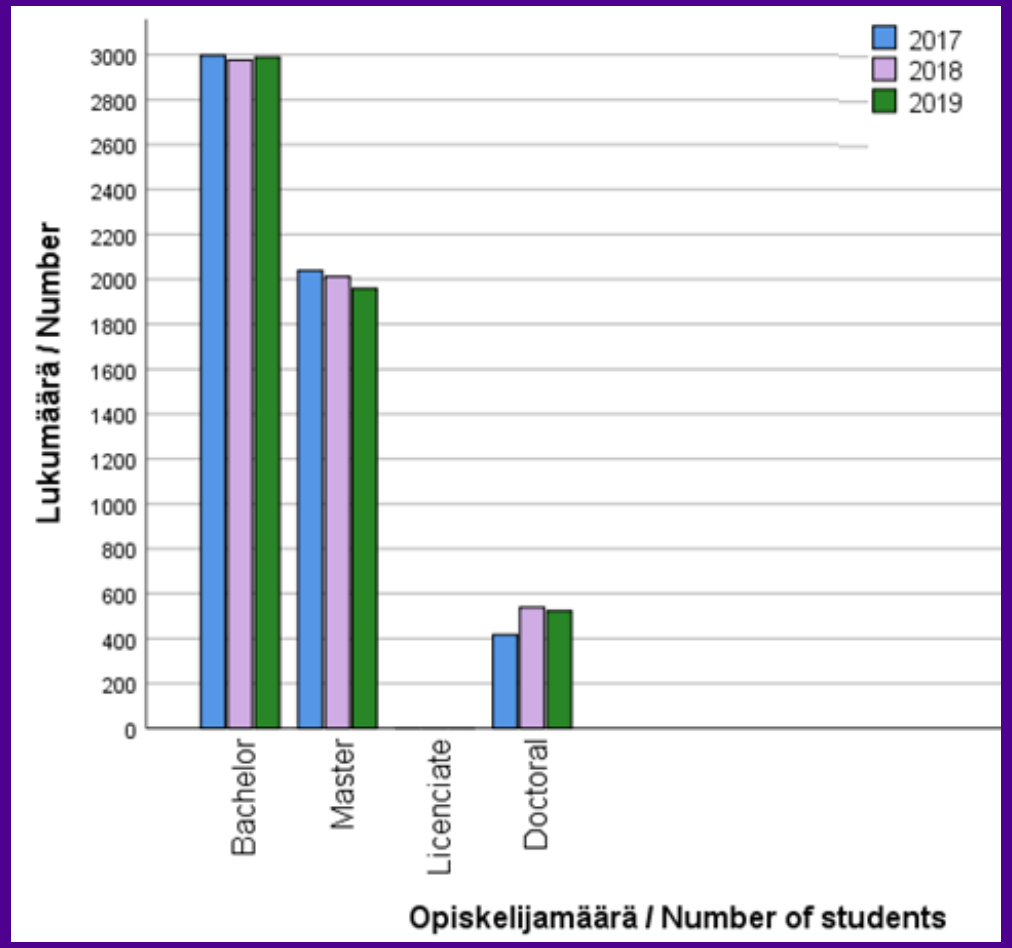
- **1. Opening of the meeting and recording of attendance**
- **2. Organization of the meeting;**
  Appointment of the chairperson, secretary and two reviewers of meeting minutes
- **3. ITC Review**
- **4. ITC Key measures/Annual plan for 2021, HR plan 2021, Budget 2021**
- **5. Other business**
- **6. Discussion**
- **7. Closing of the meeting**

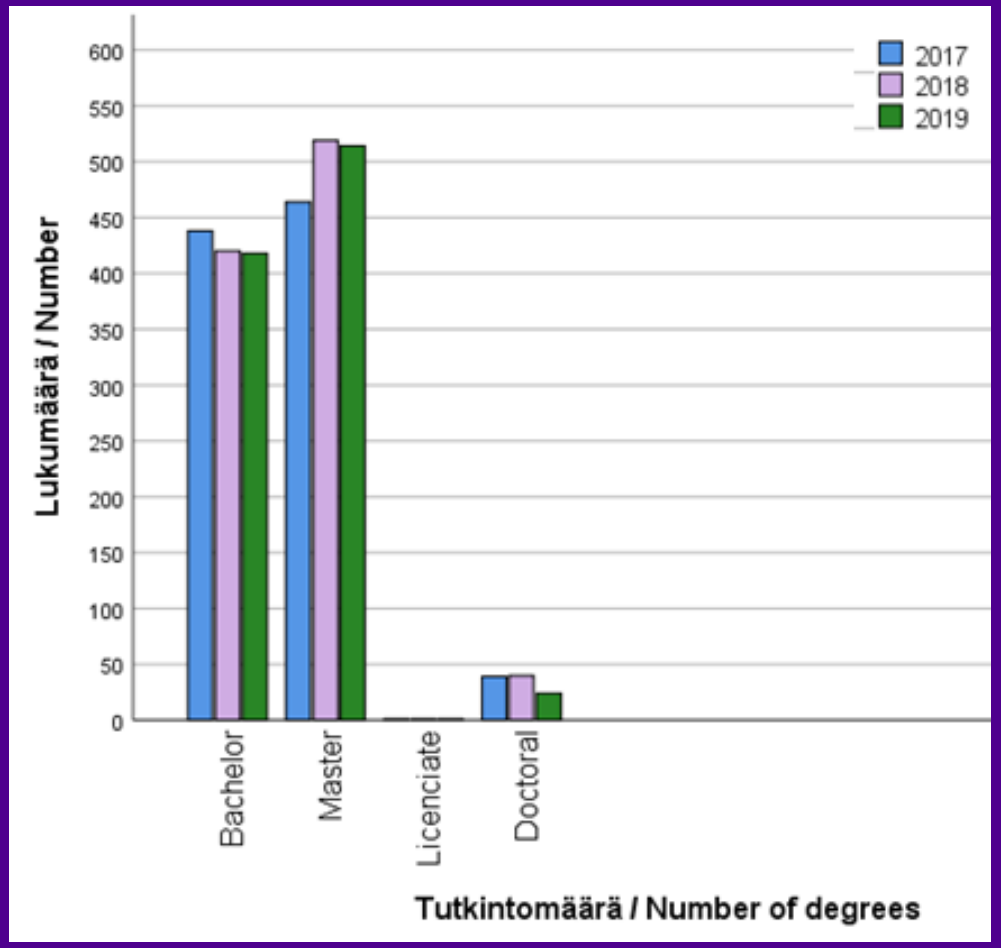
Tampereen yliopisto

ITC Review

Teaching / Vice Dean for education Kati Iltanen

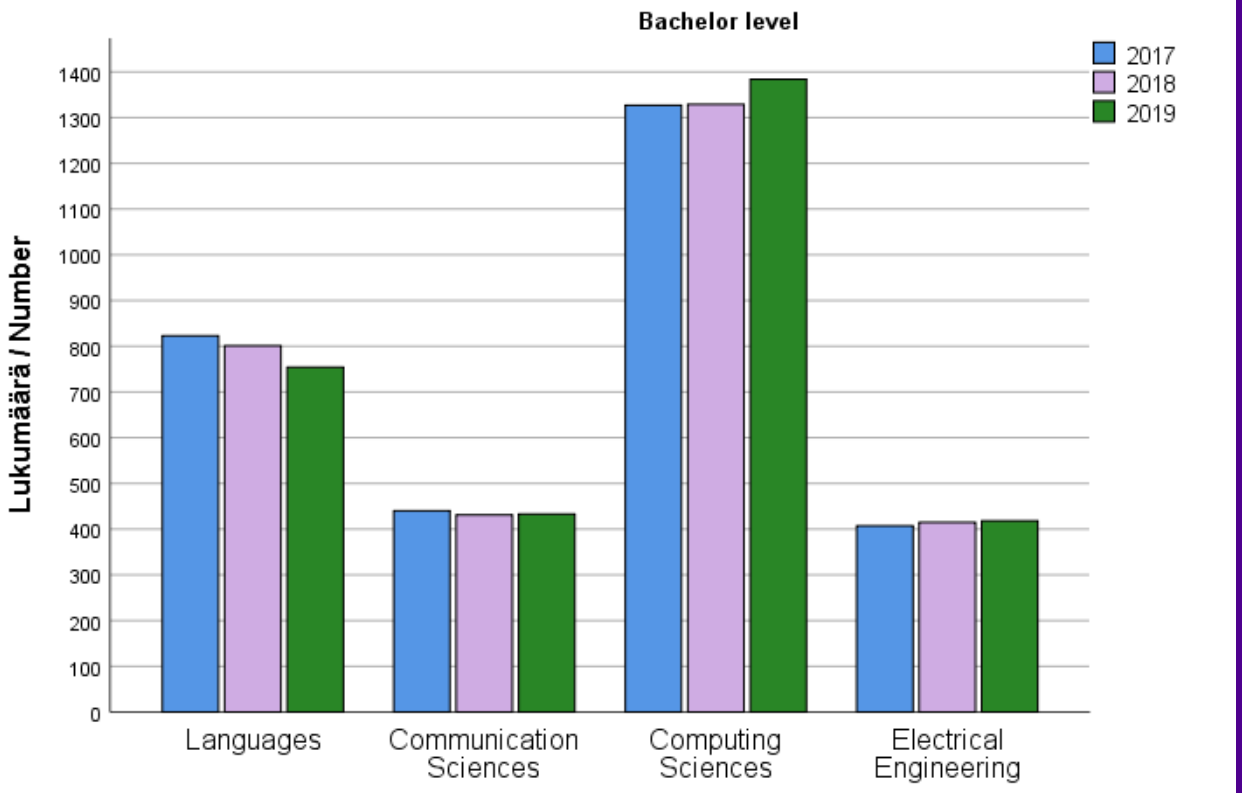
Number of students and number of degrees



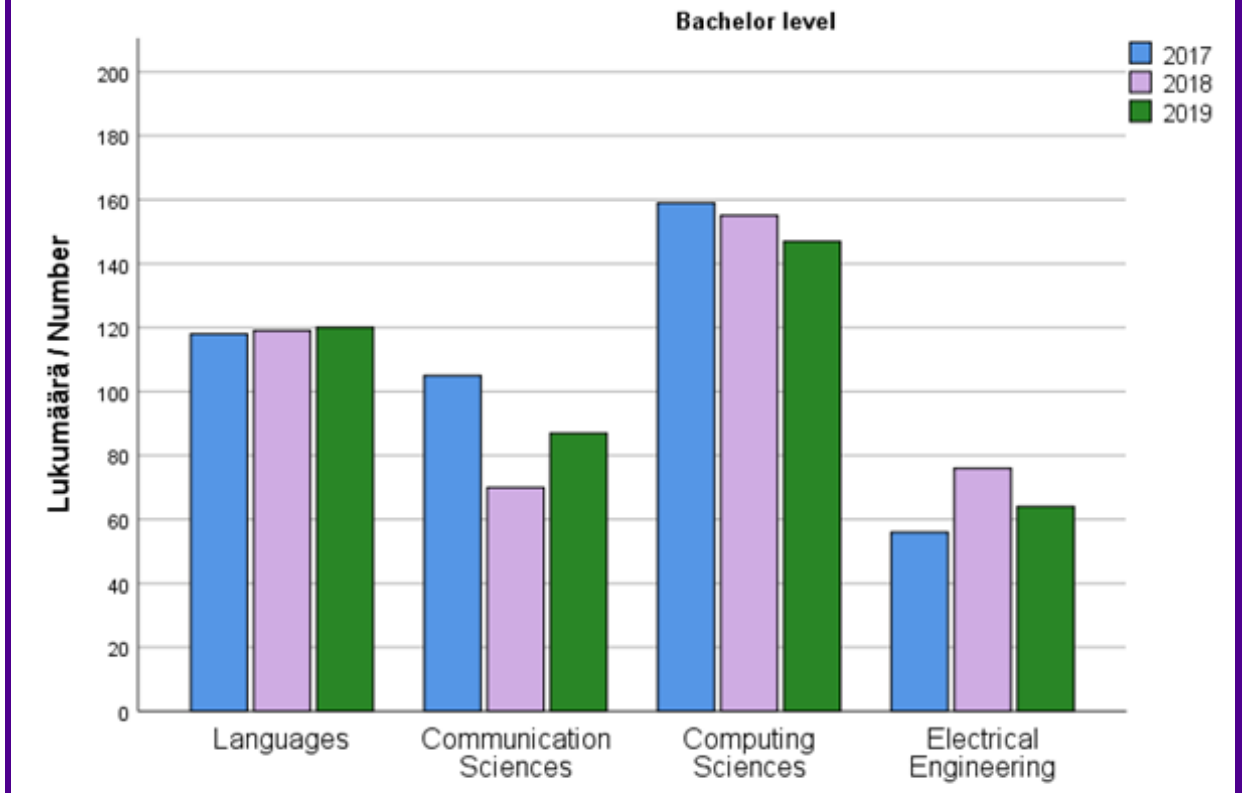


Data for education's graphs from Johtamisen tietopalvelut (management information service)

Kandidaattitaso / Bachelor level

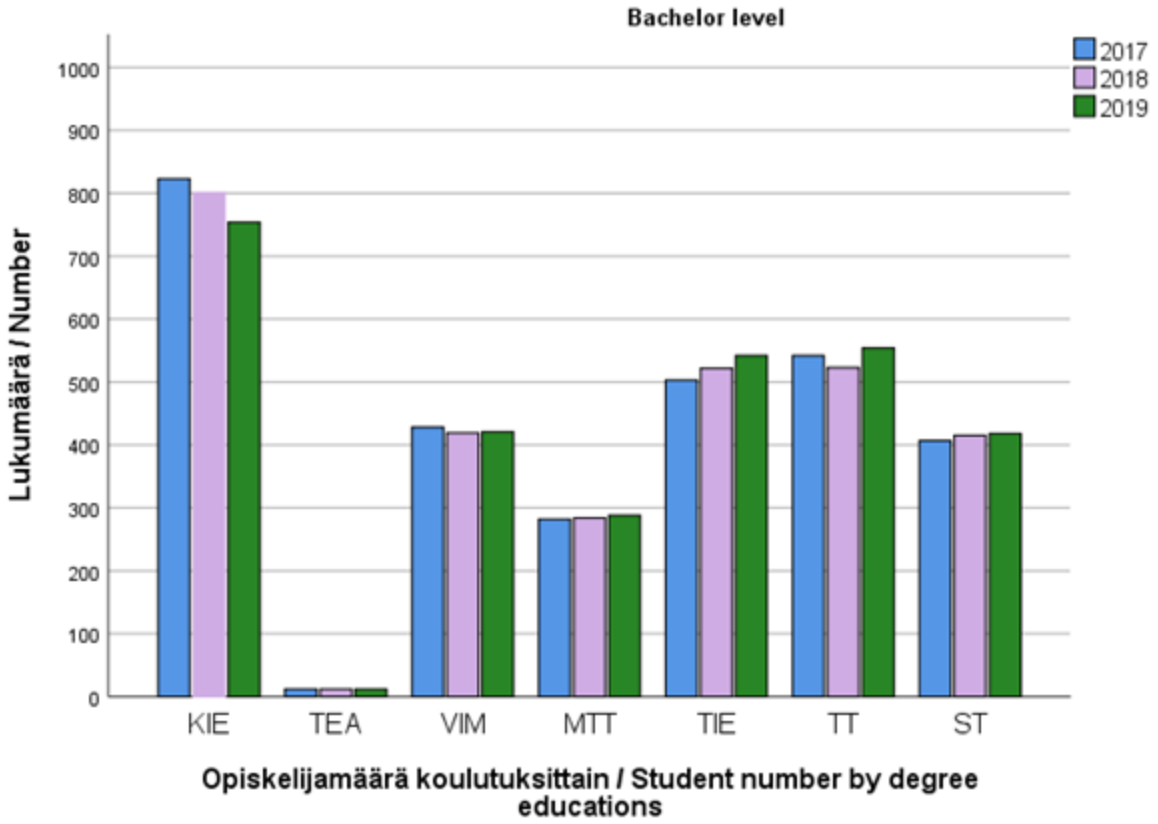


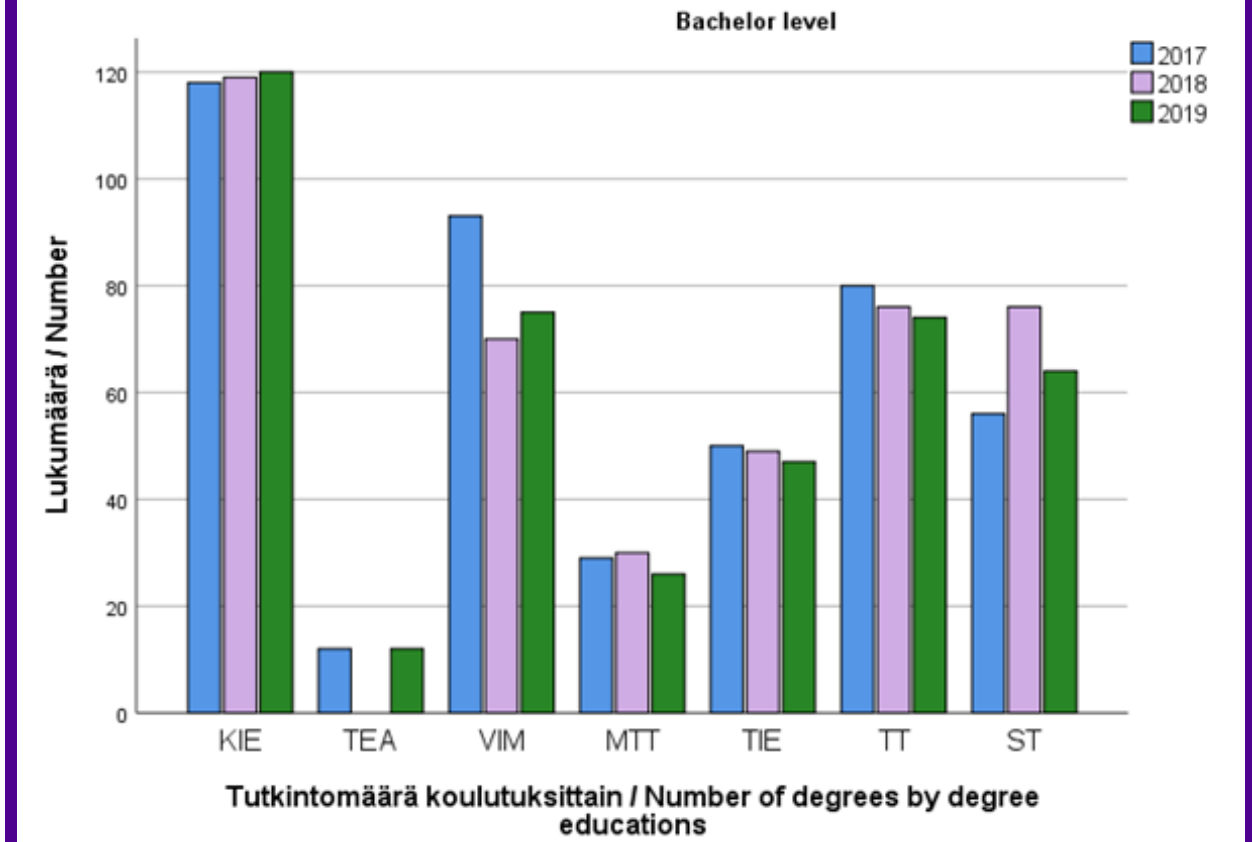
Opiskelijamäärä yksiköittäin / Number of students by units



Tutkintomäärä yksiköittäin / Number of degrees by units

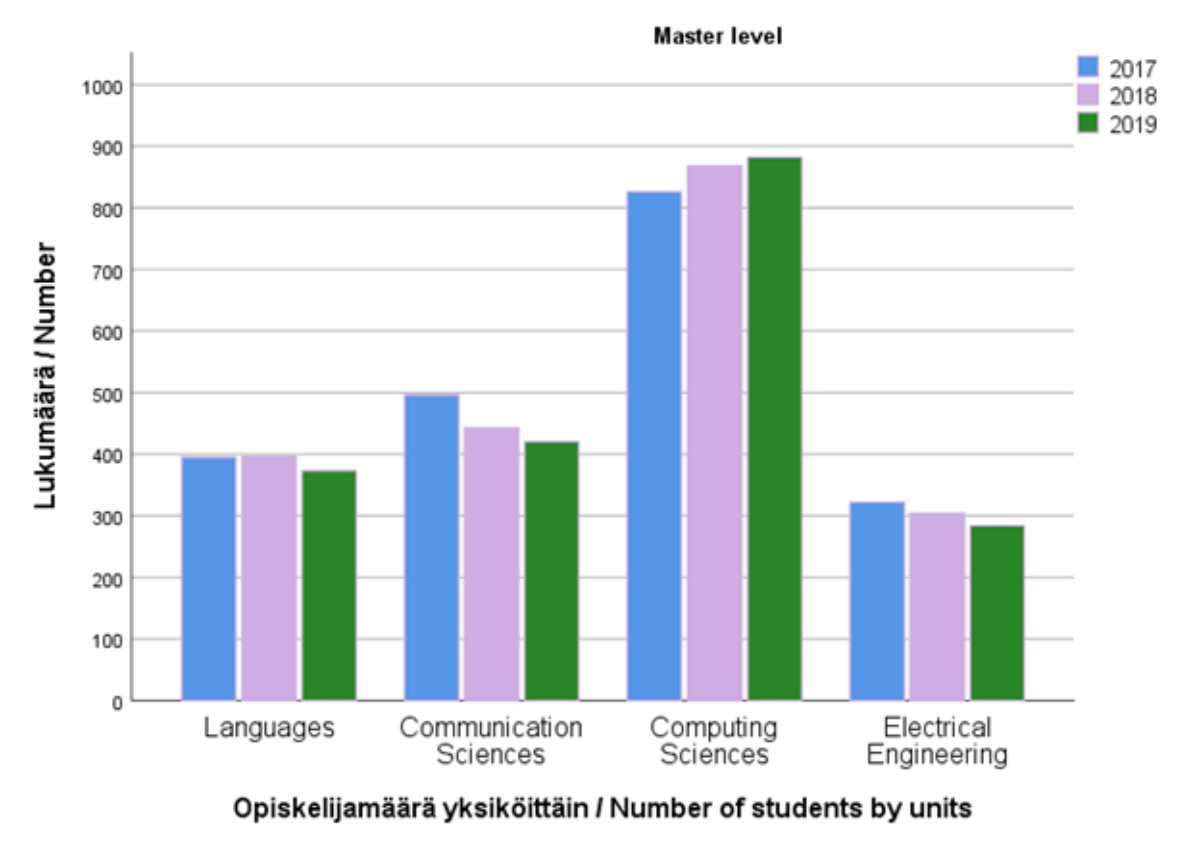
Kandidaattitaso / Bachelor level

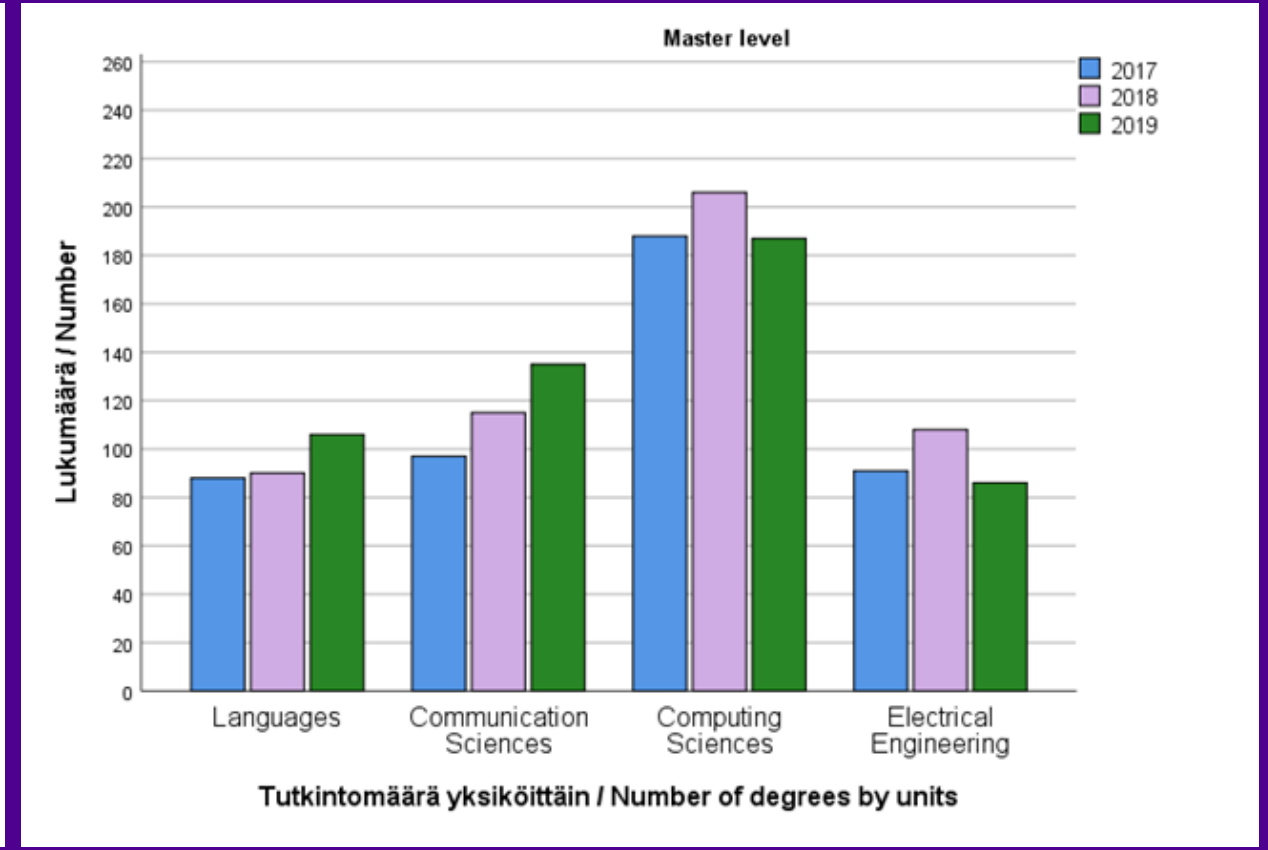




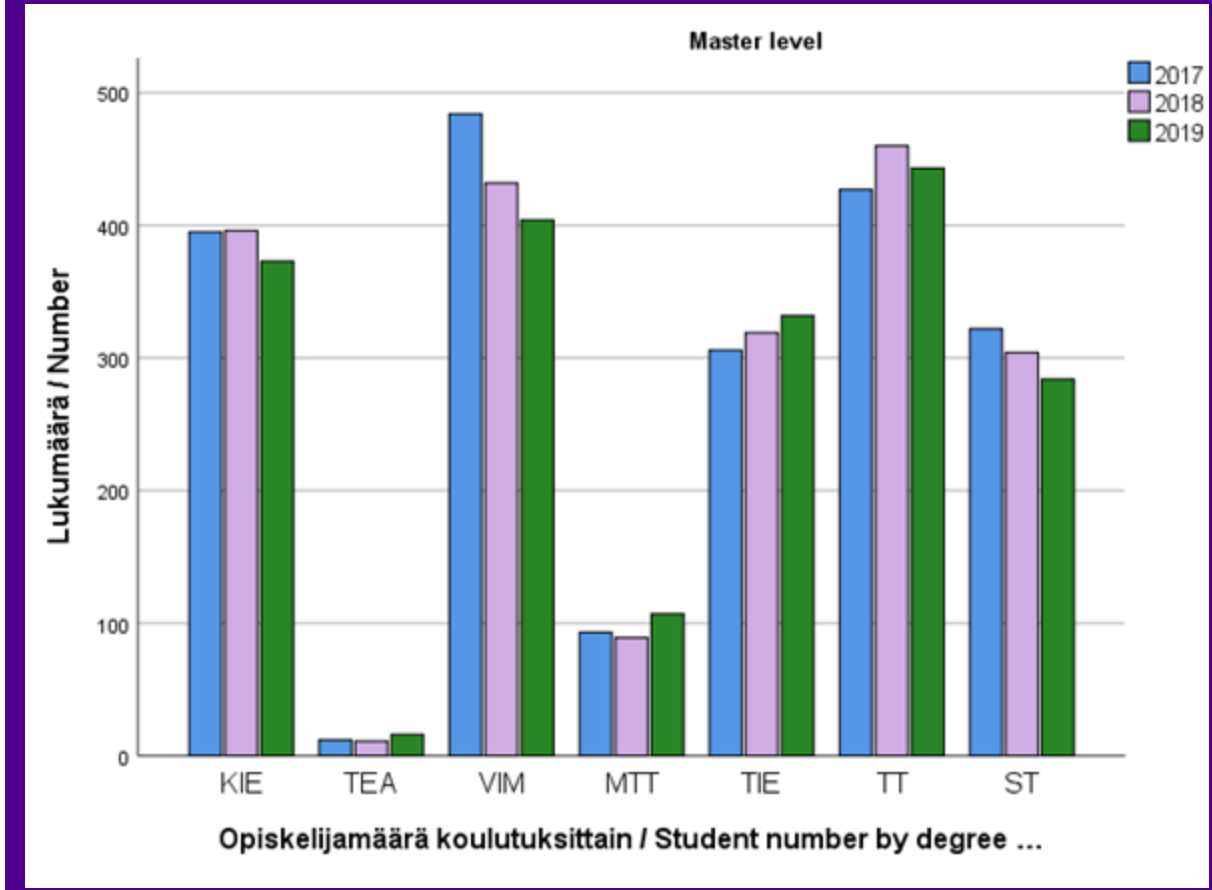
KIE: kielet/languages,
TEA: teatterityö/theatre arts, VIM: viestinnän monitieteinen/multidisciplinary communication studies,
MTT: matematiikka ja tilastotiede/mathematics and statistics, TIE: tietojenkäsittelytieteet/computer sciences, TT: tietotekniikka/computing,
ST: sähkötekniikka/electrical engineering

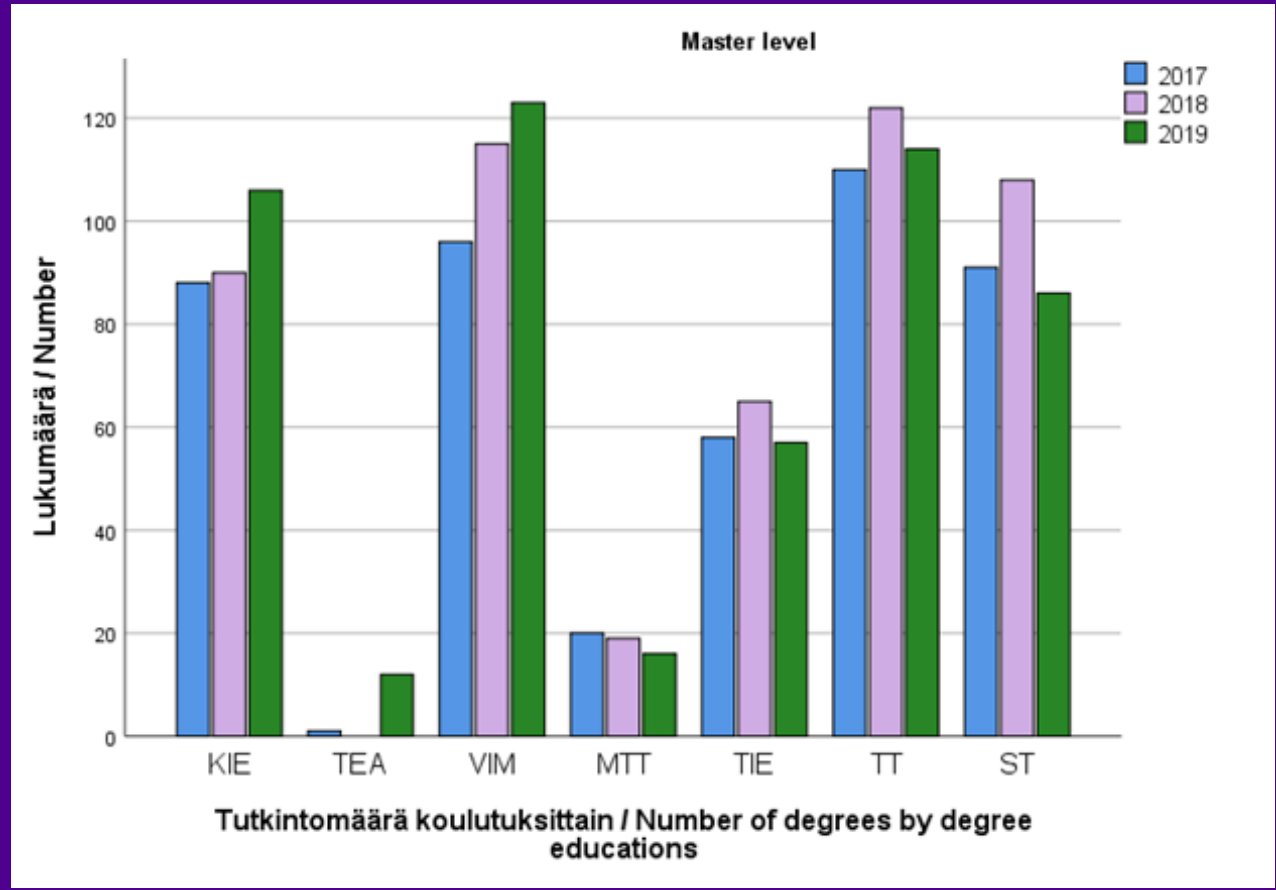
Maisteritaso / Master level





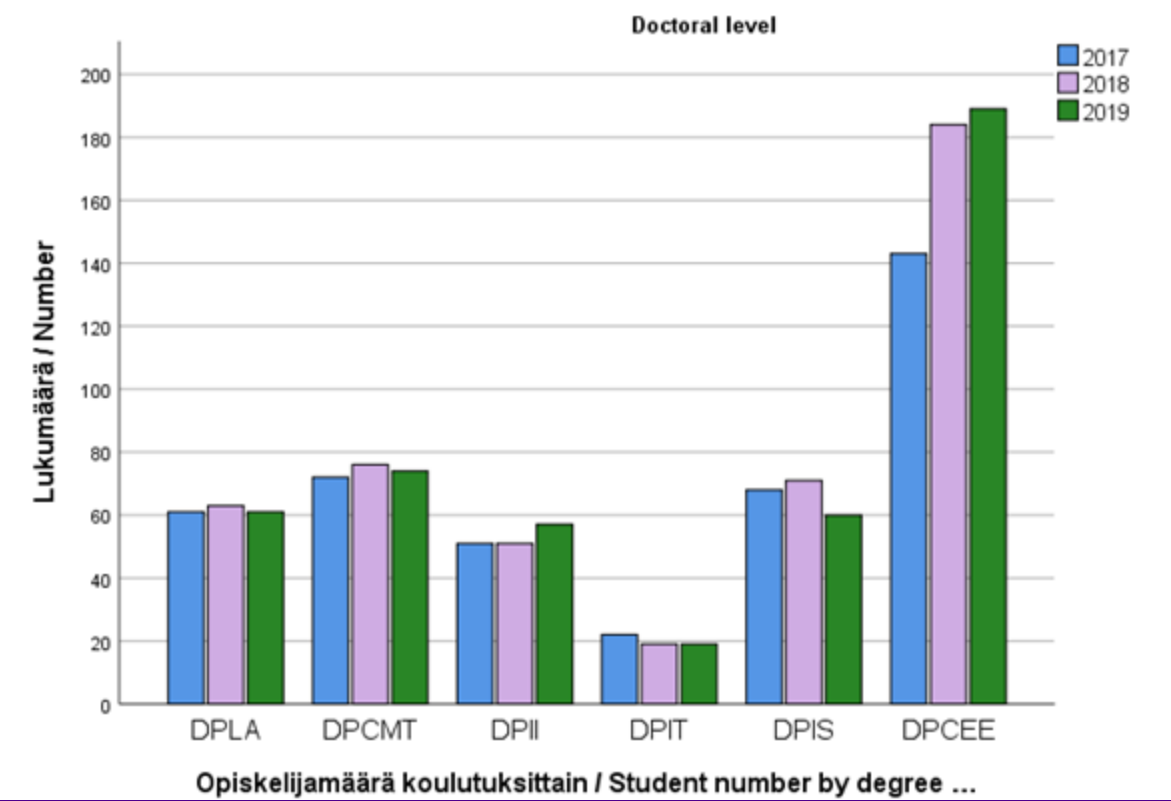
Maisteritaso / Master level

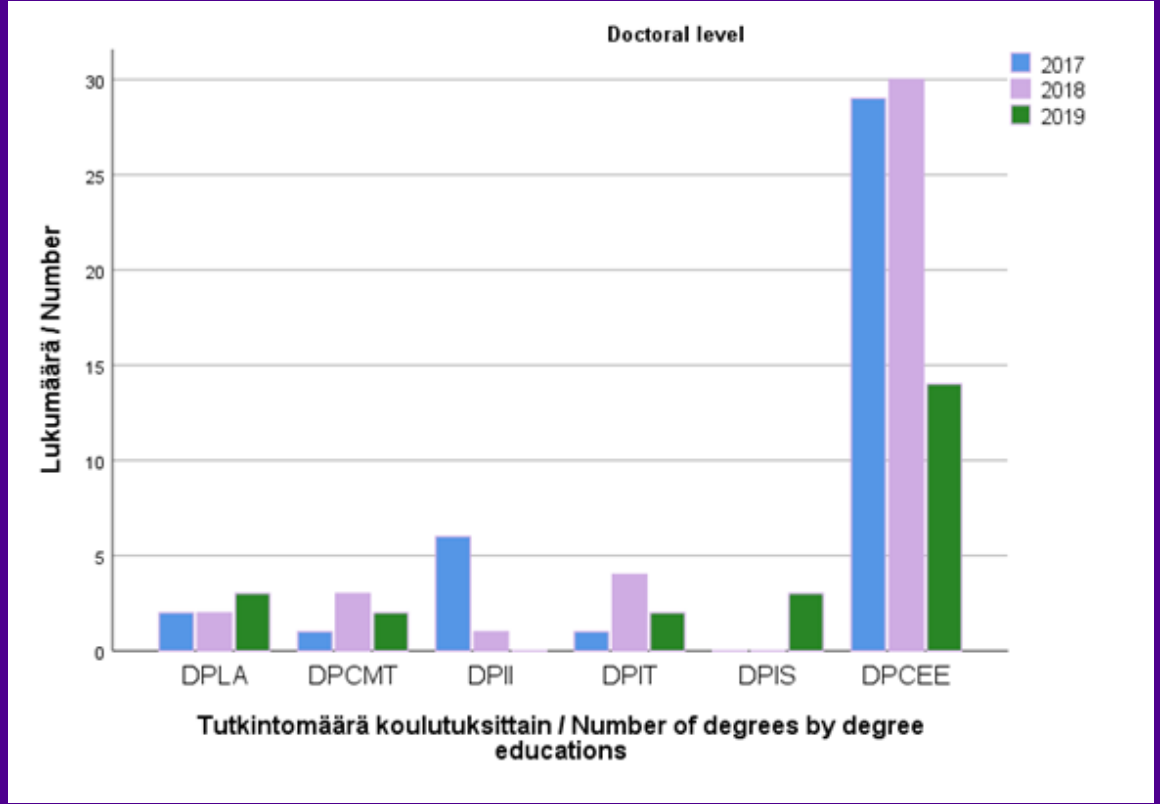




KIE: kielet / languages,
TEA: teatterityö / theatre arts, VIM: viestinnän monitieteinen / multidisciplinary communication studies,
MTT: matematiikka ja tilastotiede / mathematics and statistics, TIE: tietojenkäsittelytieteet / computer sciences, TT: tietotekniikka / computing,
ST: sähkötekniikka / electrical engineering

Tohtoritaso / Doctoral level





Tutkintotavoitteet / Degree targets 2020-2024

			Opiskelijamäärään perustuvalla kertoimella korjatut tiedekunta- ja alakohtaiset määrät						
Koulutusaste	Koulutusalaryhmä	OKM:n 30.1.2020 vahvistamat määrät	BEN	EDU	ENS	ITC	MAB	MET	SOC
Ylemmät korkeakoulututkinnot	Kasvatusalat	150		150					
	Liiketalous, hallinto- ja oikeustieteet	140					140		
	Luonnontieteet (sekä maatalous- ja metsätieteelliset alat)	85				60		25	
	Lääketiede ja hammaslääketiede	135						135	
	Taiteet ja kulttuurialat	15				15			
	Terveys- ja hyvinvointialat sekä palvelualat	80							80
	Tietojenkäsittely ja tietoliikenne sekä tekniikan alat	1 040	166		490	350	6	28	
	Yhteiskuntatieteet ja humanistiset alat	743				193	250		300
	Yhteensä	**2 388**	**166**	**150**	**490**	**618**	**396**	**188**	**380**
Alemmat korkeakoulututkinnot	Kasvatusalat			212					
	Liiketalous, hallinto- ja oikeustieteet						148		
	Luonnontieteet (sekä maatalous- ja metsätieteelliset alat)					99		25	
	Lääketiede ja hammaslääketiede								
	Taiteet ja kulttuurialat					4			
	Terveys- ja hyvinvointialat sekä palvelualat								70
	Tietojenkäsittely ja tietoliikenne sekä tekniikan alat		160		400	378		30	
	Yhteiskuntatieteet ja humanistiset alat		5			249	200		270
	Yhteensä	**2 250**	**165**	**212**	**400**	**730**	**348**	**55**	**340**
Tohtorin tutkinnot	Kasvatusalat			9					
	Liiketalous, hallinto- ja oikeustieteet						4		
	Luonnontieteet (sekä maatalous- ja metsätieteelliset alat)					3		6	
	Lääketiede ja hammaslääketiede							33	0
	Taiteet ja kulttuurialat					1			
	Terveys- ja hyvinvointialat sekä palvelualat								18
	Tietojenkäsittely ja tietoliikenne sekä tekniikan alat		10		48	35		8	
	Yhteiskuntatieteet ja humanistiset alat			0		5	14		21
	Yhteensä	**215**	**10**	**9**	**48**	**44**	**18**	**47**	**39**

Table from vice rector's decision

Master level

Bachelor level

Doctoral level

Tampereen yliopisto

ITC Review

Research / **Vice Dean for research Juho Hamari**

Suomen Akatemian syyskuun haku 2020: syyskuun perusinstrumentit ja temaattiset erityishaut (total 411)

kalvon lähde: Preaward, Tampereen yliopisto

BEN	16
Akatemiahanke	10
Ilmastonmuutoksen hillintä ja sopeutuminen	2
Kriisivalmiuden ja huoltovarmuuden tutkimus	3
TKI-toiminnan kumppanuusverkostot	1

EDU	19
Akatemiahanke	7
Akatemiatutkija	4
Tutkijatohtori	8

ENS	85
Akatemiahanke	34
Akatemiatutkija	13
Ilmastonmuutoksen hillintä ja sopeutuminen	4
International Co-Investigator Scheme –Suomi–Norja	7
Liikkuvuus Suomeen	2
Liikkuvuus Suomesta	1
Lippulaivahaku 2020	3
Tutkijatohtori	15
TKI-toiminnan kumppanuusverkostot	6

ITC	2019 78	2020 95
Akatemiahanke / Academy project	48	39
Akatemiaprofessorit / Academy professor	6	-
Akatemiatutkija / Academy Research Fellow	10	12
Ilmastonmuutoksen hillintä ja sopeutuminen / Special funding for system-level research into climate change mitigation and adaptation	-	2
Kriisivalmiuden ja huoltovarmuuden tutkimus / Special funding for research into crisis preparedness and security of supply	-	6
Liikkuvuus Suomeen / Mobility to Finland	1	2
Liikkuvuus Suomesta / Mobility from Finland	2	4
Lippulaivahaku / Flagship	-	3
Tutkijatohtori / Postdoctoral Researcher	11	23
TKI-toiminnan kumppanuusverkostot / Special funding for RDI partnership networks	-	4

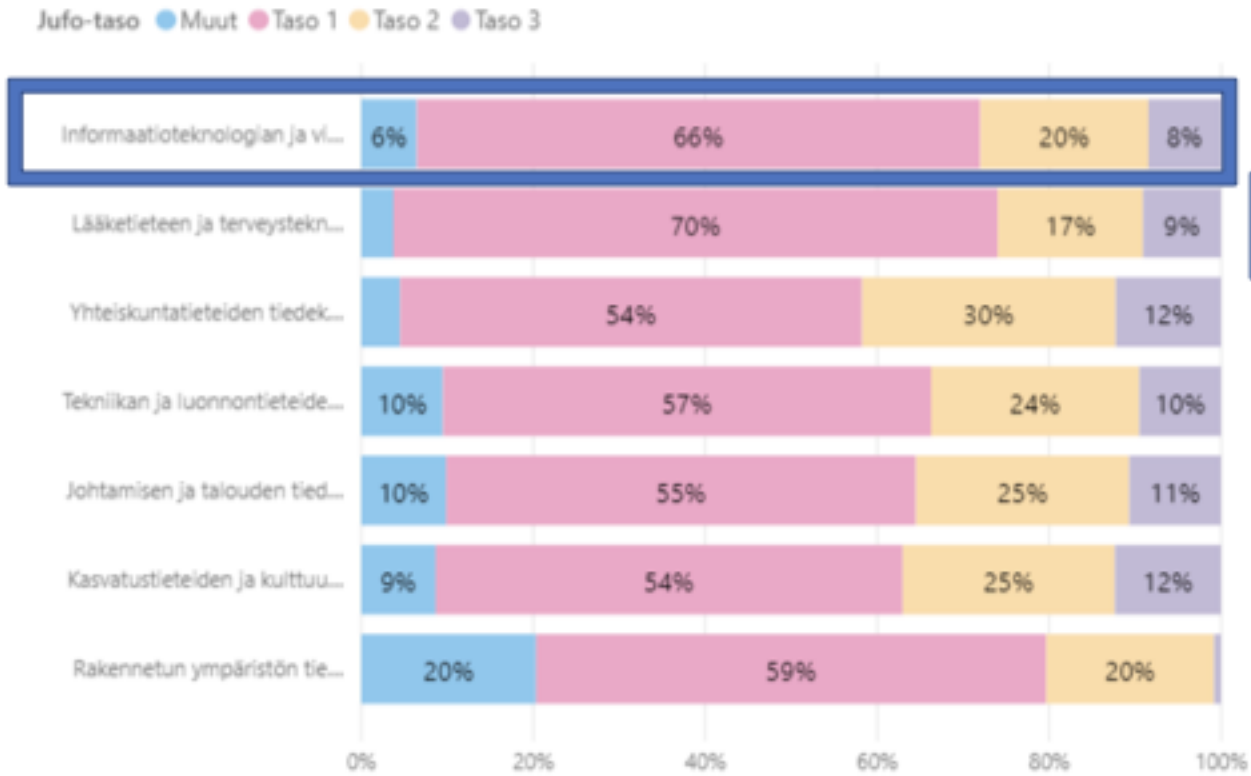
MAB	34
Akatemiahanke	19
Akatemiatutkija	3
Ilmastonmuutoksen hillintä ja sopeutuminen	3
Kriisivalmiuden ja huoltovarmuuden tutkimus	2
OKM:n liikuntatieteelliset tutkimushankkeet	1
Tutkijatohtori	6

MET	77
Akatemiahanke	36
Akatemiatutkija	11
International Co-Investigator Scheme –Suomi–Norja	3
Kliininen tutkija	1
Kriisivalmiuden ja huoltovarmuuden tutkimus	2
Liikkuvuus Suomesta	1
Lippulaivahaku 2020	1
Tutkijatohtori	18
TKI-toiminnan kumppanuusverkostot	4

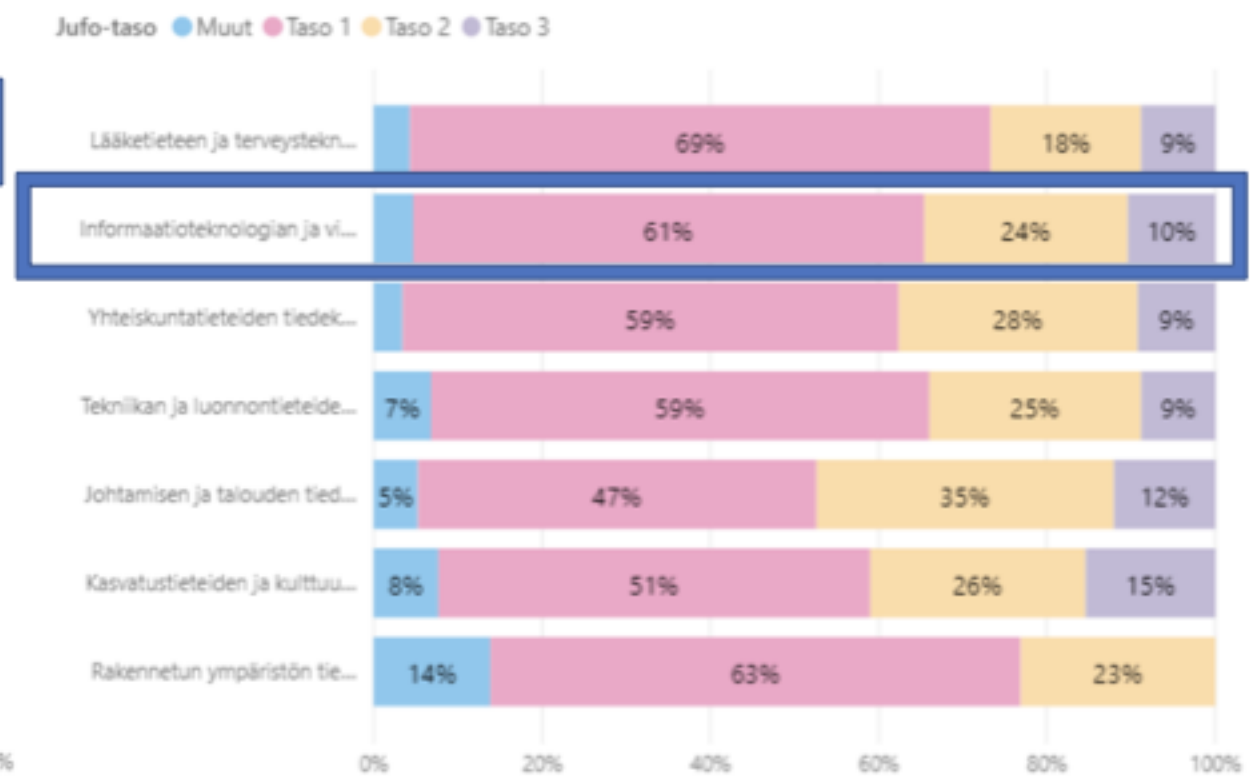
SOC	85
Akatemiahanke	41
Akatemiatutkija	19
Ilmastonmuutoksen hillintä ja sopeutuminen	1
Kriisivalmiuden ja huoltovarmuuden tutkimus	5
Tutkijatohtori	17
TKI-toiminnan kumppanuusverkostot	2

Julkaisut tiedekunnittain: JUFO-tasot
(vuodet 2019 ja 2020, tiedot Johtamisen tietopalvelusta)

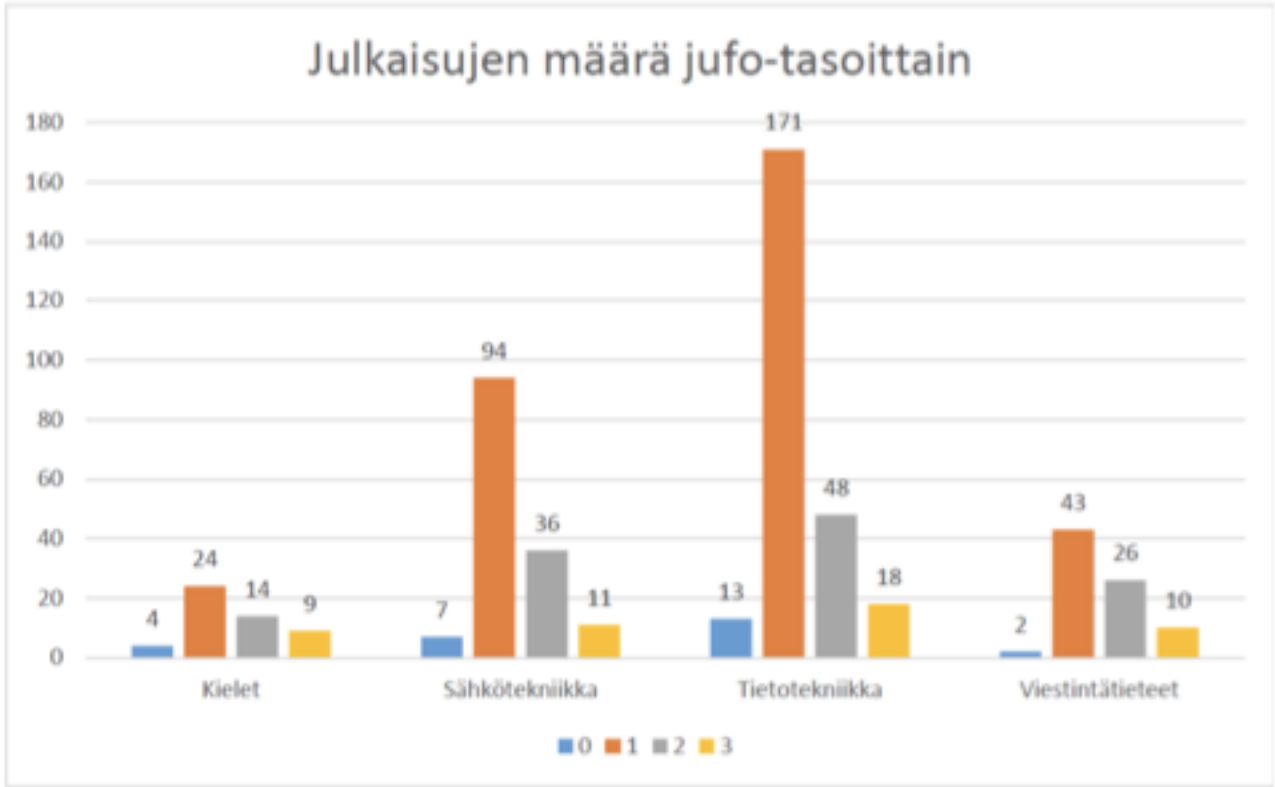
Julkaisut JUFO-tasoittain ja tiedekunnittain (v. 2019)

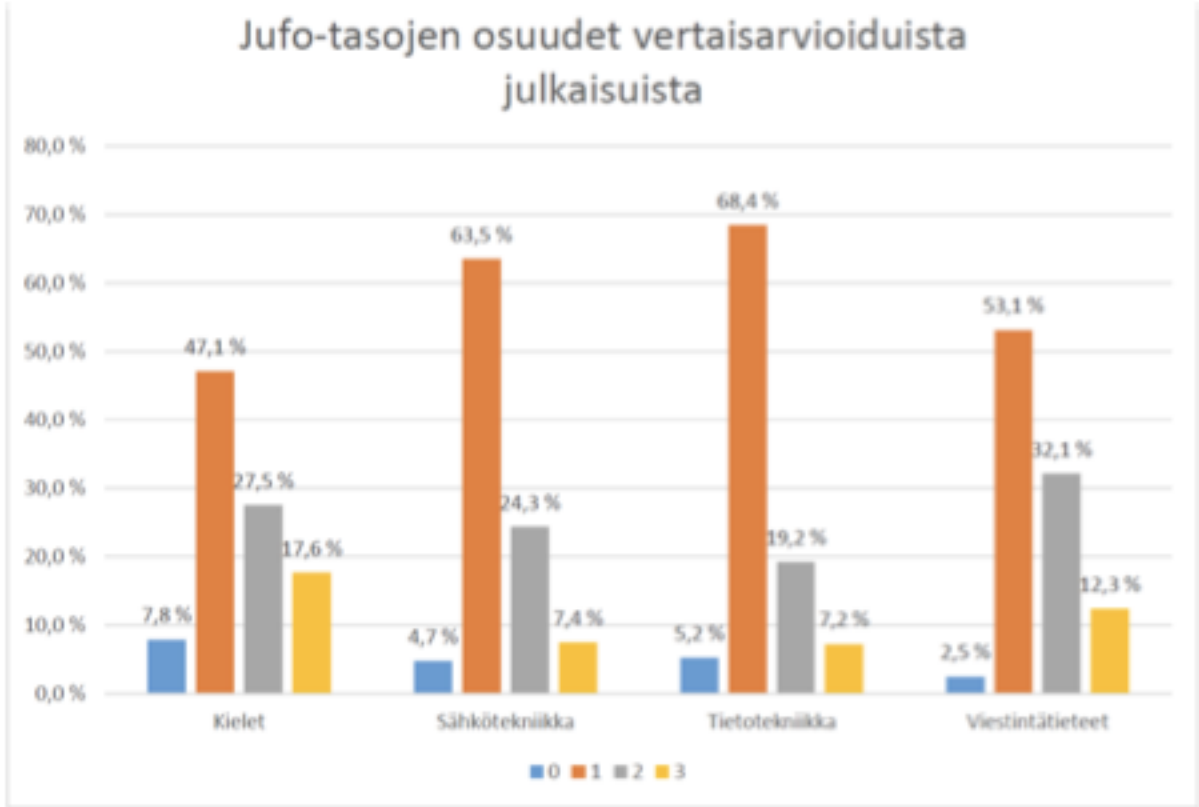


Julkaisut JUFO-tasoittain ja tiedekunnittain (v. 2020, tilanne 20.10.2020)



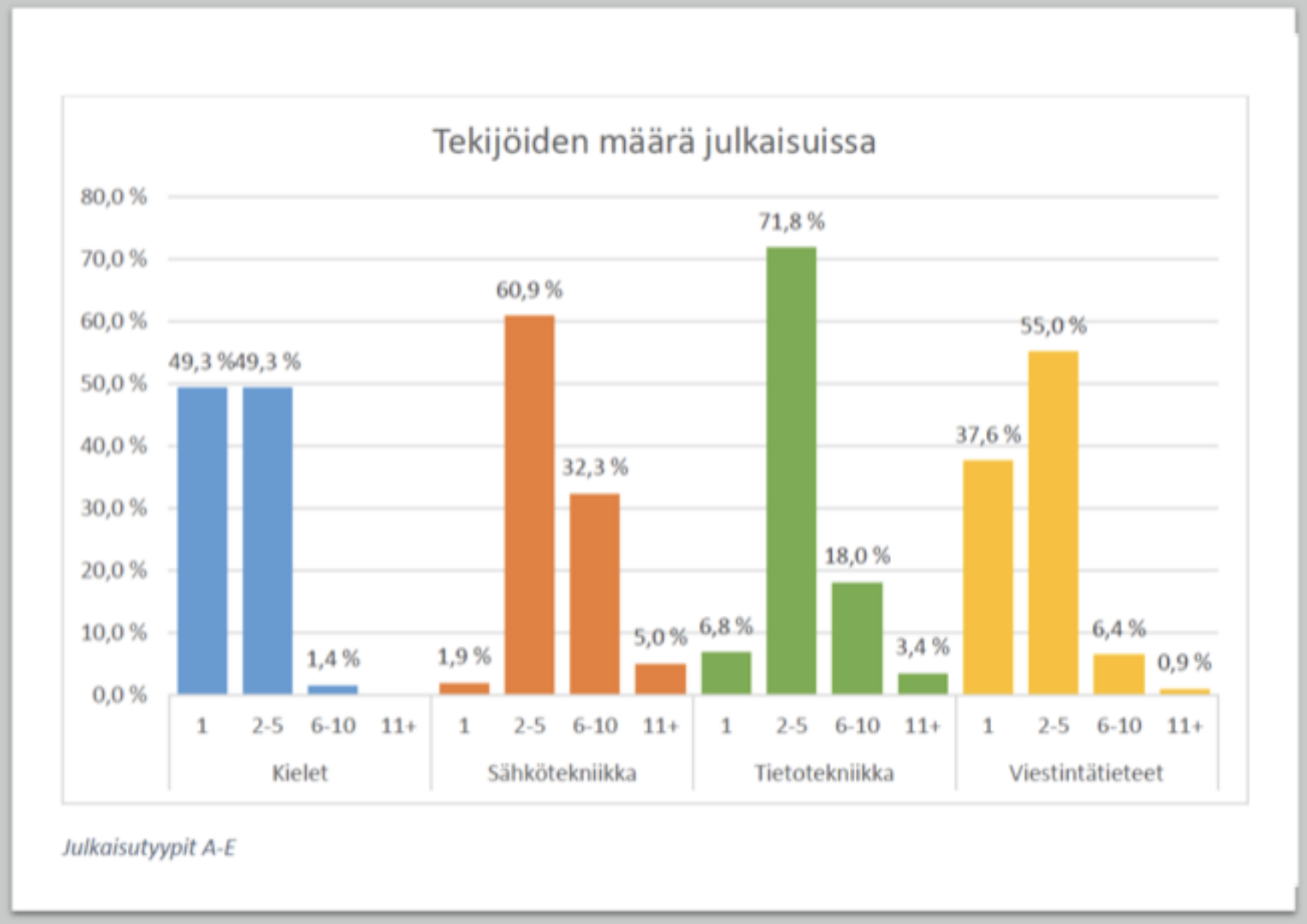
ITC:n julkaisut tammi–syyskuu 2020: JUFO-tasot
(kuvaajat kirjaston datapalvelusta)





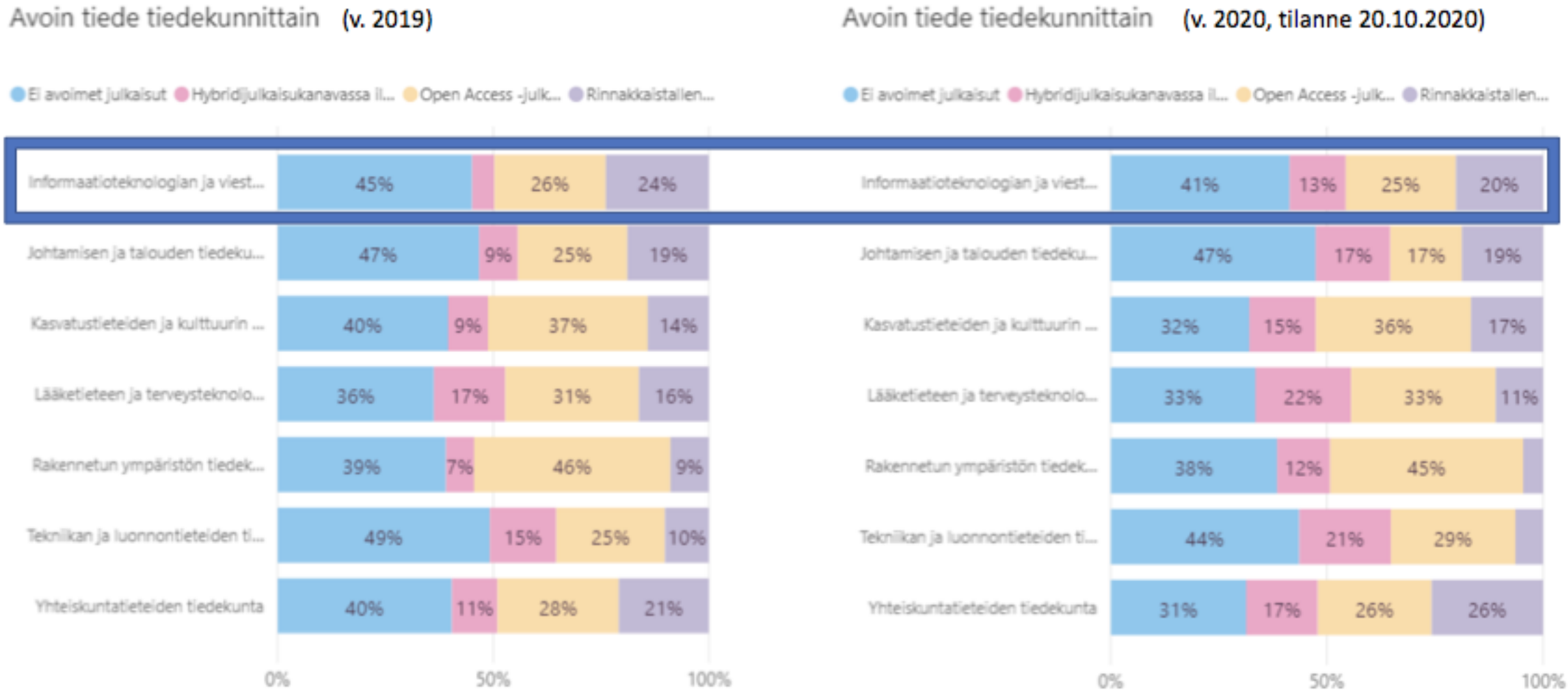
Jufo-pisteet / tutkimus-hlöt	102 / 55 = **1,86**	247 / 125 = **1,97**	388 / 332 = **1,17**	161 / 96 = **1,68**

ITC:n julkaisut tammi–syyskuu 2020: tekijöiden määrä (kuvaaja kirjaston datapalvelusta)

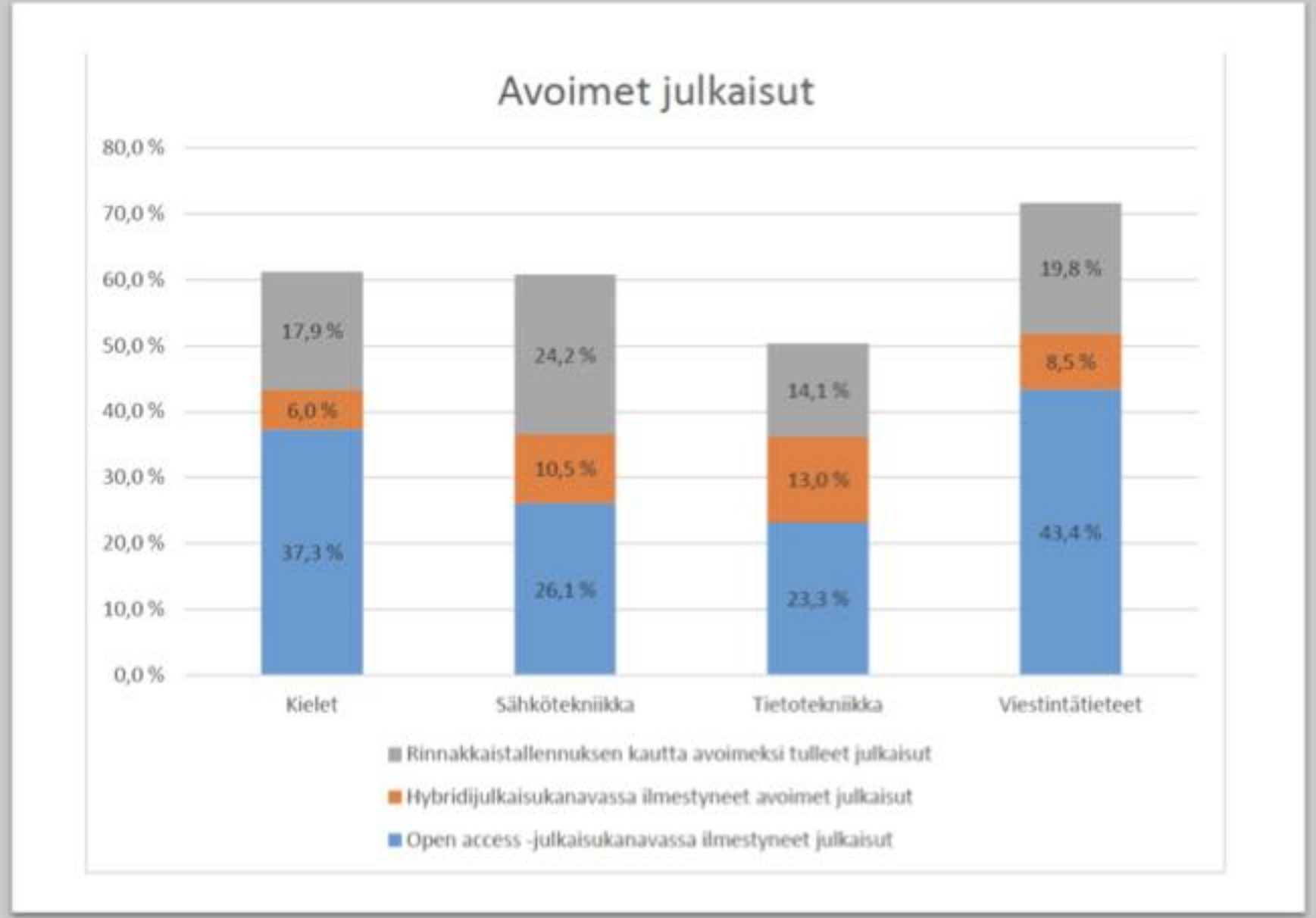


Julkaisut tiedekunnittain: avoin tiede

(vuodet 2019 ja 2020, tiedot Johtamisen tietopalvelusta)



ITC:n julkaisut tammi–syyskuu 2020: avoin tiede (kuvaaja kirjaston datapalvelusta)



Tampereen yliopisto

ITC Review

HR / Personnel statistics / Dean Jyrki Vuorinen

Tampereen yliopisto

Henkilöstötilastoja

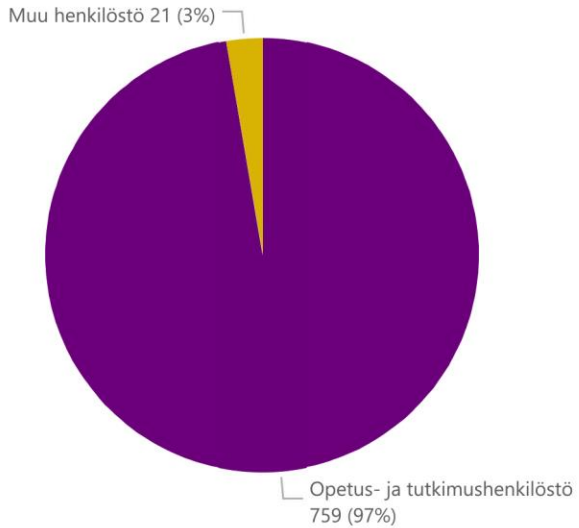
Tampereen yliopiston Informaatioteknologian ja viestinnän tiedekunnan yksiköiden henkilöstötilastoja

Lähde Mepco HR 1.8.2020

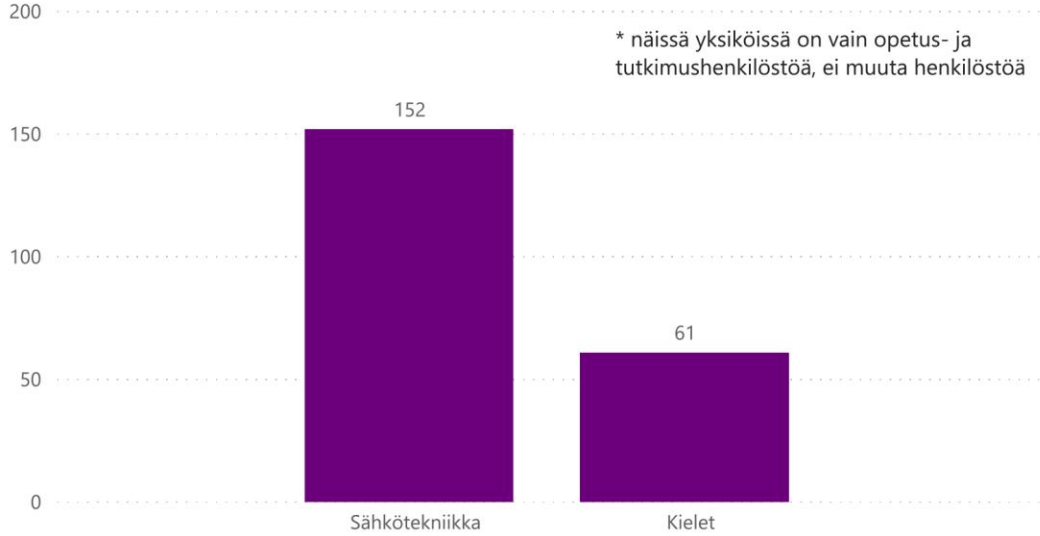
Tilastot sisältävät
- Opetus- ja tutkimushenkilöstön ja Muun henkilöstön
(ei tuntiopettajia, tuntityöntekijöitä tai palkkion/apurahan saajia)
- Läsnä ja osittain läsnä olevat työsuhteet (ei lepääviä työsuhteita)

Tampereen yliopisto

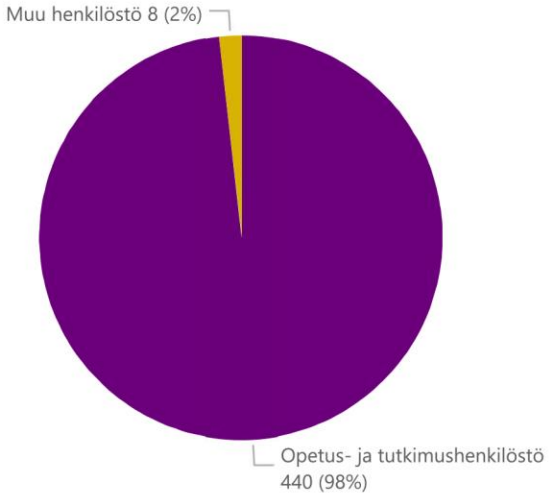
Informaatioteknologian ja viestinnän tiedekunnan henkilöstö, henkilöryhmät (N=780)



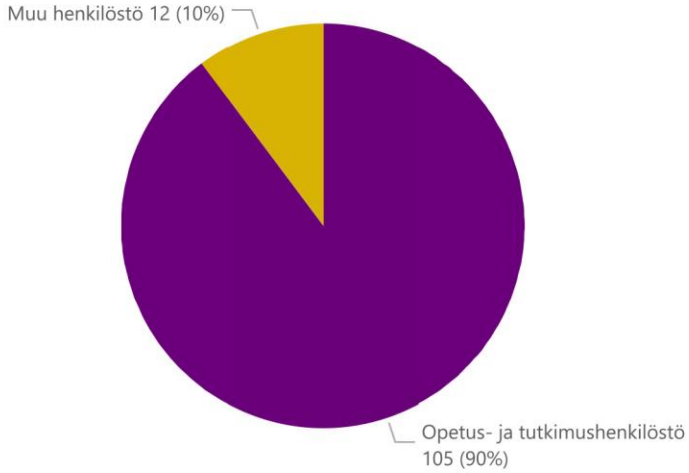
Kielten ja Sähkötekniikan yksiköiden henkilöstö*



Tietotekniikan yksikön henkilöstö, henkilöryhmät (N=448)

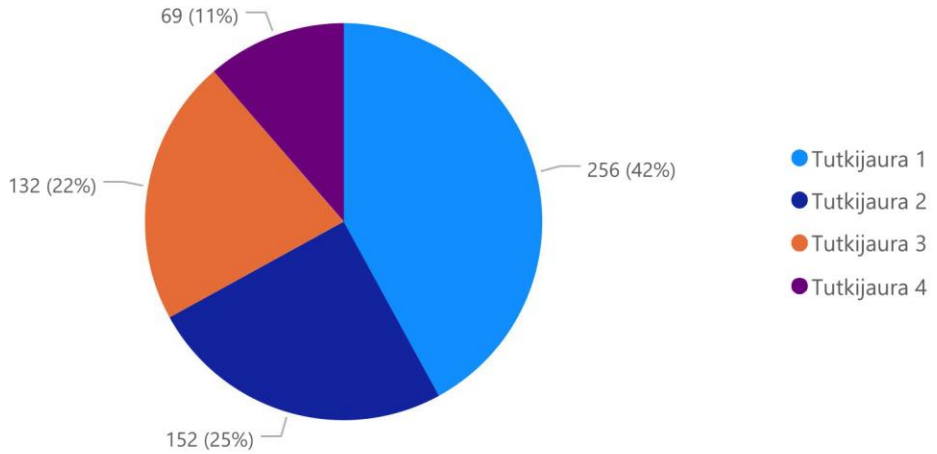


Viestintätieteiden yksikön henkilöstö, henkilöryhmät (N=117)

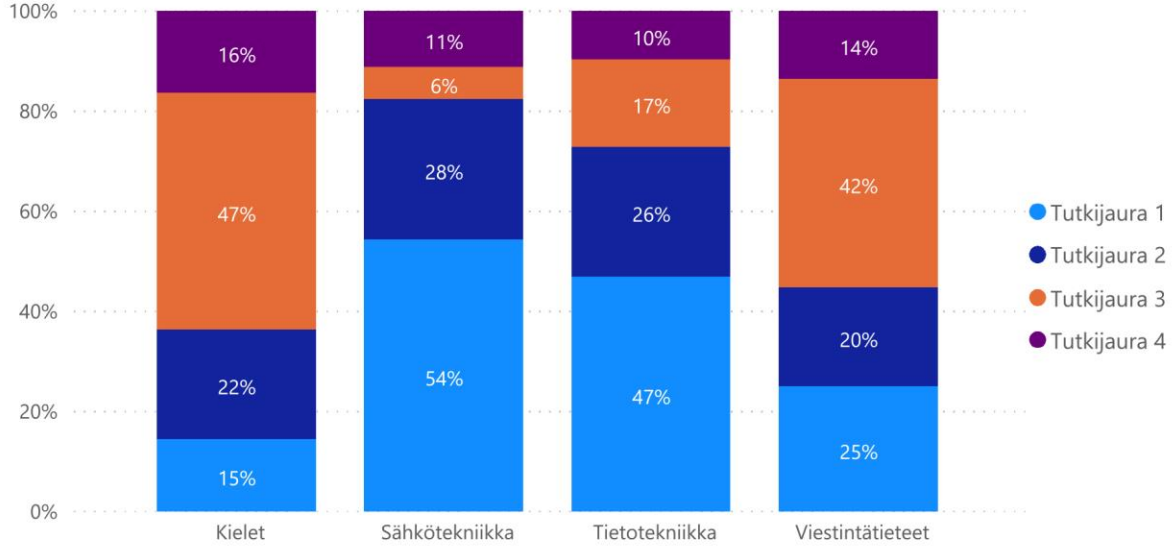


Tampereen yliopisto

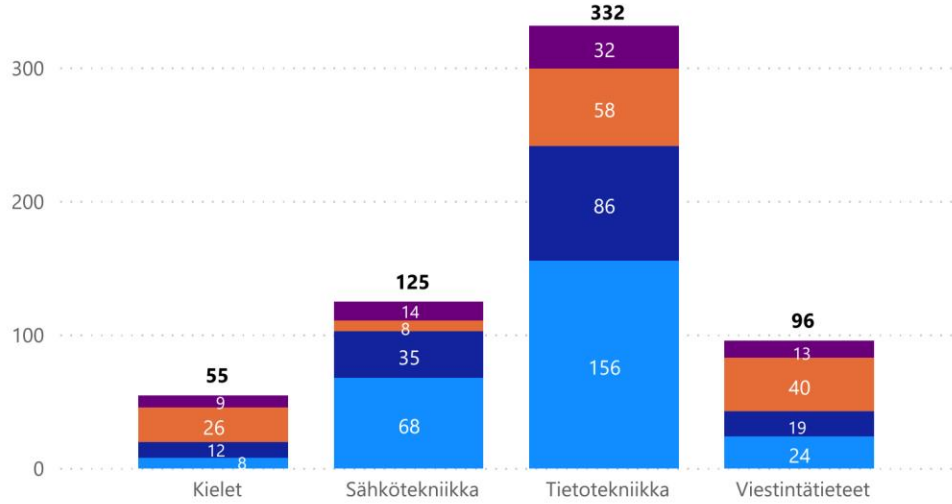
Informaatioteknologian ja viestinnän tiedekunnan henkilöstö tutkijauratasoilla (N=609)



Informaatioteknologian ja viestinnän tiedekunnan henkilöstö tutkijauratasoilla yksiköittäin, %

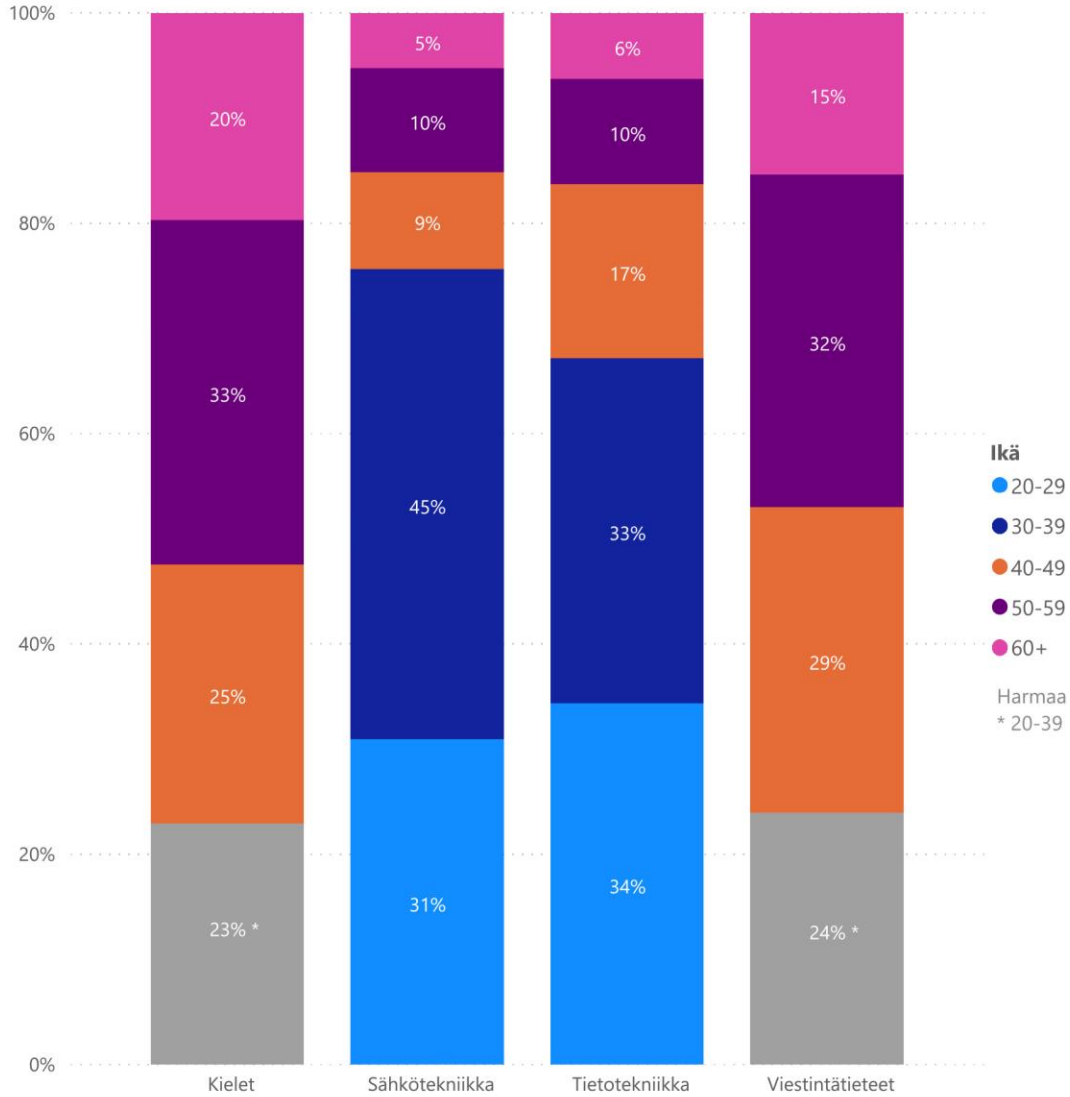


Informaatioteknologian ja viestinnän tiedekunnan henkilöstö tutkijauratasoilla yksiköittäin, lkm

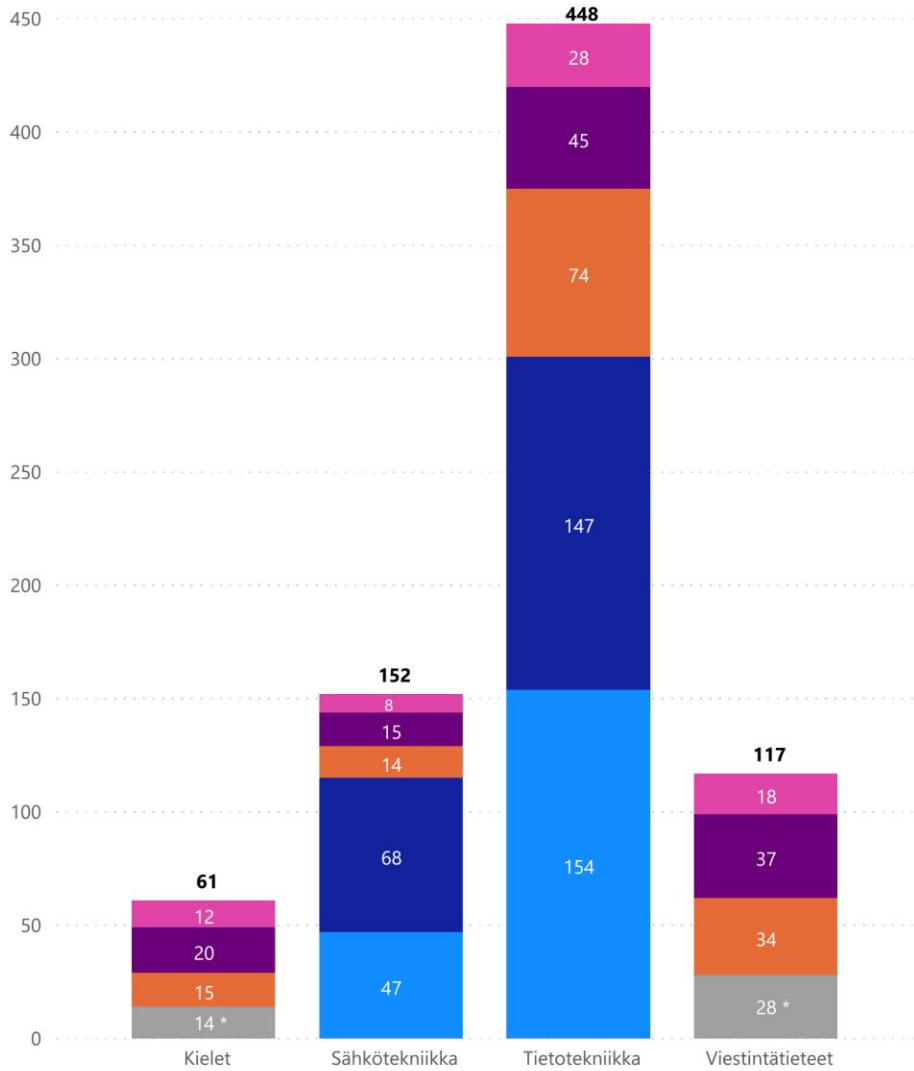


Tampereen yliopisto

Informaatioteknologian ja viestinnän tiedekunnan henkilöstön ikäjakaumat yksiköittäin, %

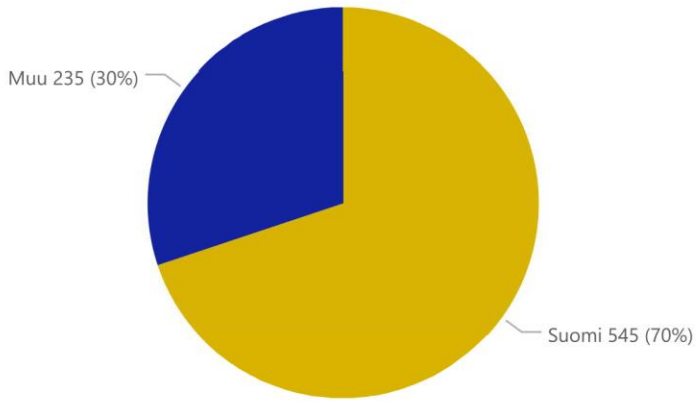


Informaatioteknologian ja viestinnän tiedekunnan henkilöstön ikäjakaumat yksiköittäin, lkm



Tampereen yliopisto

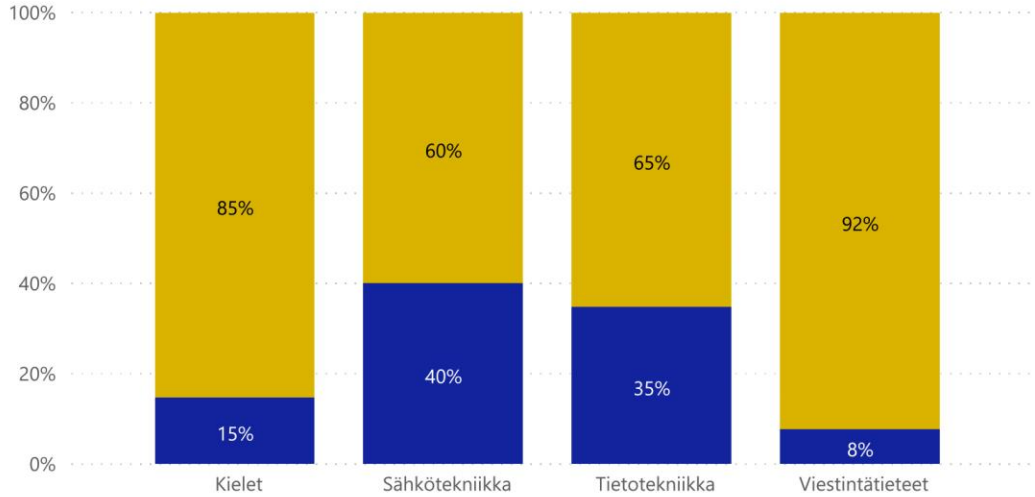
Informaatioteknologian ja viestinnän tiedekunnan henkilöstön kansalaisuudet (N=780)



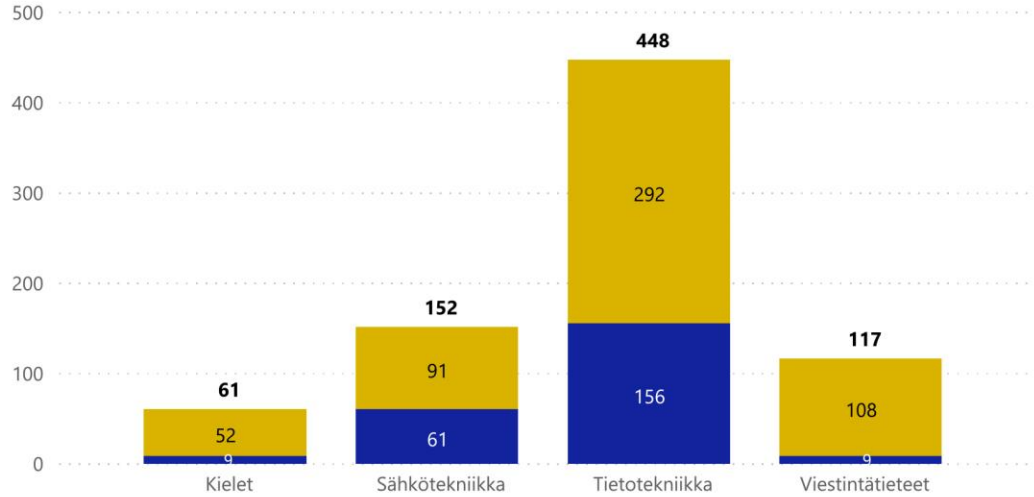
Muita kuin Suomen kansalaisia on määrällisesti eniten seuraavista maista:

Kiina 27
Venäjä 22
Iran 15

Informaatioteknologian ja viestinnän tiedekunnan henkilöstön kansalaisuudet yksiköittäin, %

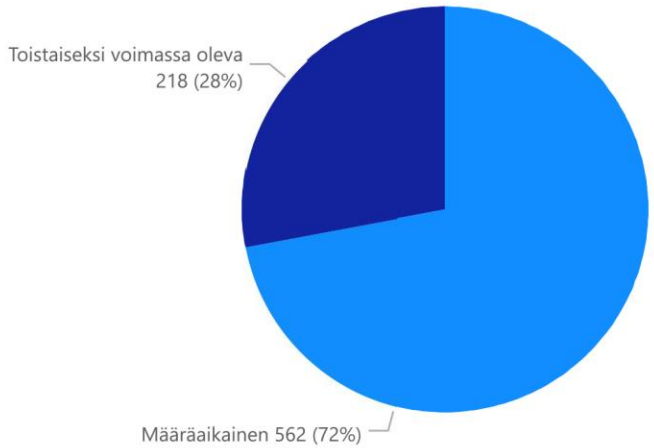


Informaatioteknologian ja viestinnän tiedekunnan henkilöstön kansalaisuudet yksiköittäin, lkm

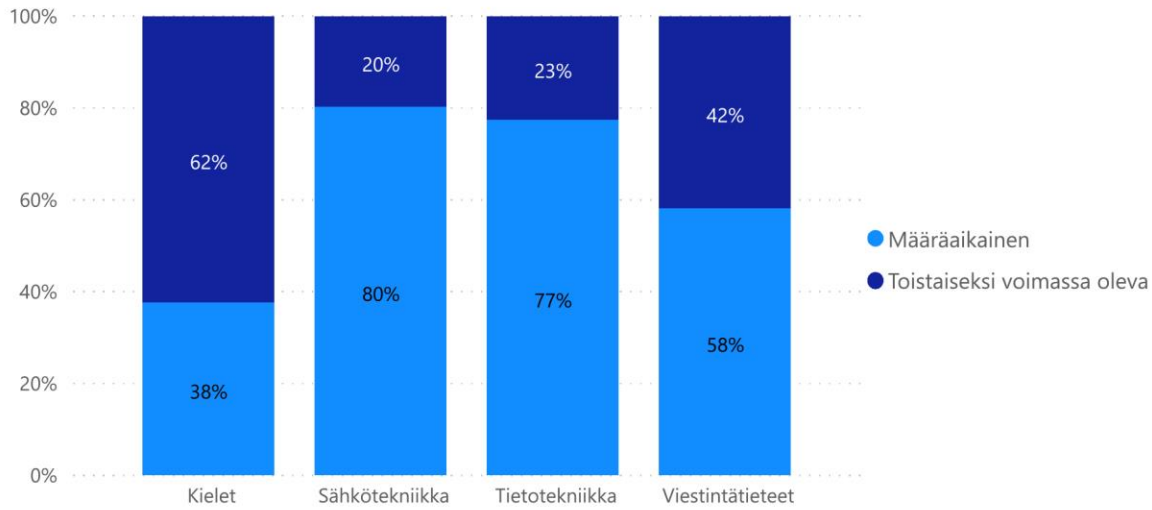


Tampereen yliopisto

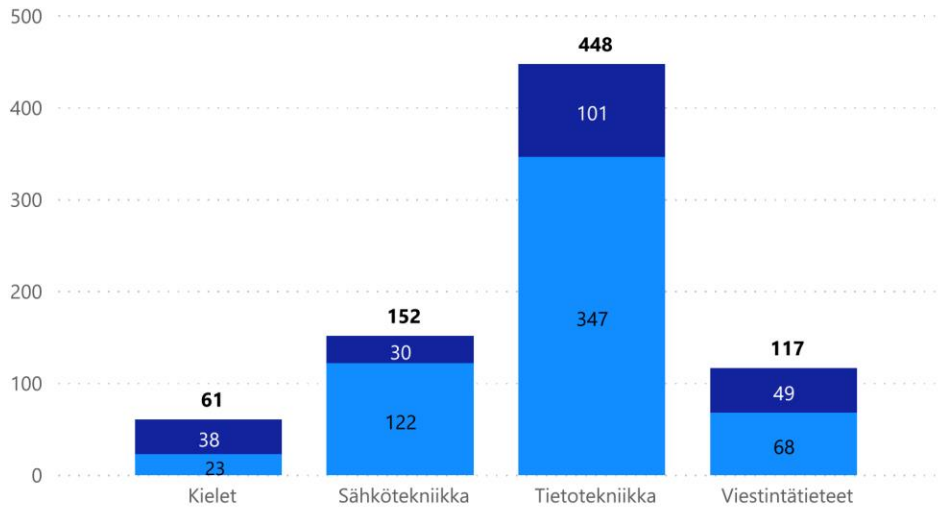
Informaatioteknologian ja viestinnän tiedekunnan henkilöstön työsuhdemuodot (N=780)



Informaatioteknologian ja viestinnän tiedekunnan henkilöstön työsuhdemuodot yksiköittäin, %

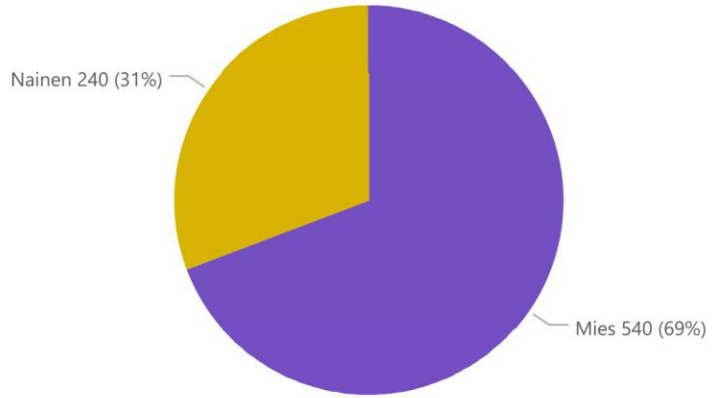


Informaatioteknologian ja viestinnän tiedekunnan henkilöstön työsuhdemuodot yksiköittäin, lkm

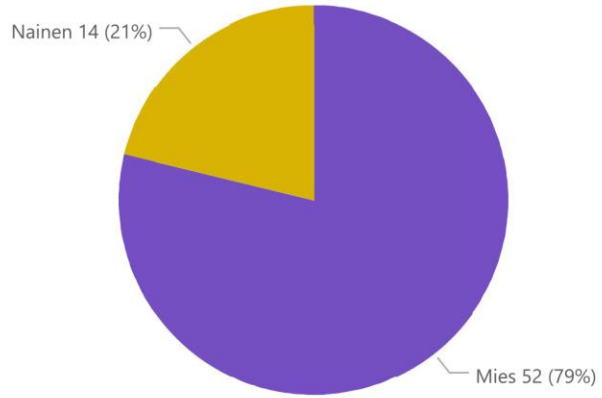


Tampereen yliopisto

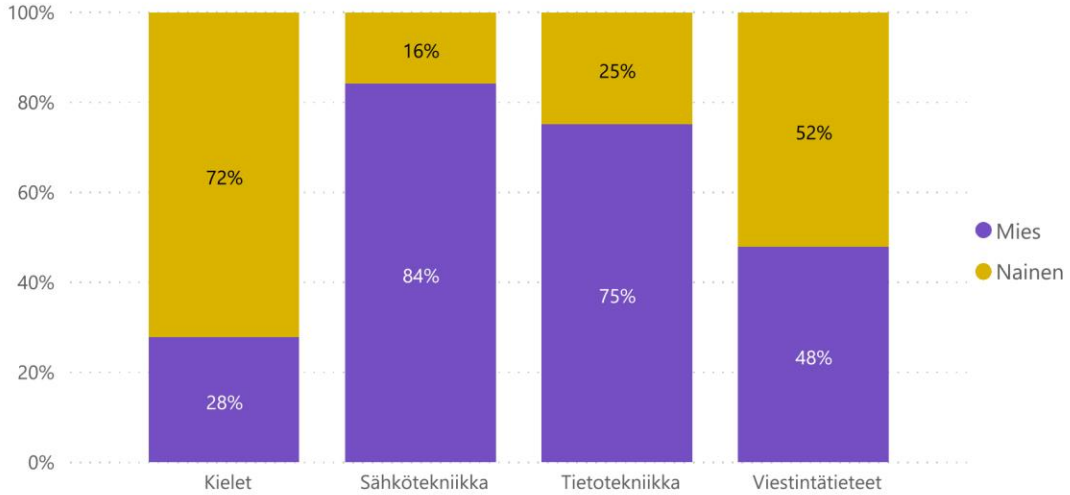
Informaatioteknogian ja viestinnän tiedekunnan henkilöstön juridinen sukupuolijakauma (N=780)



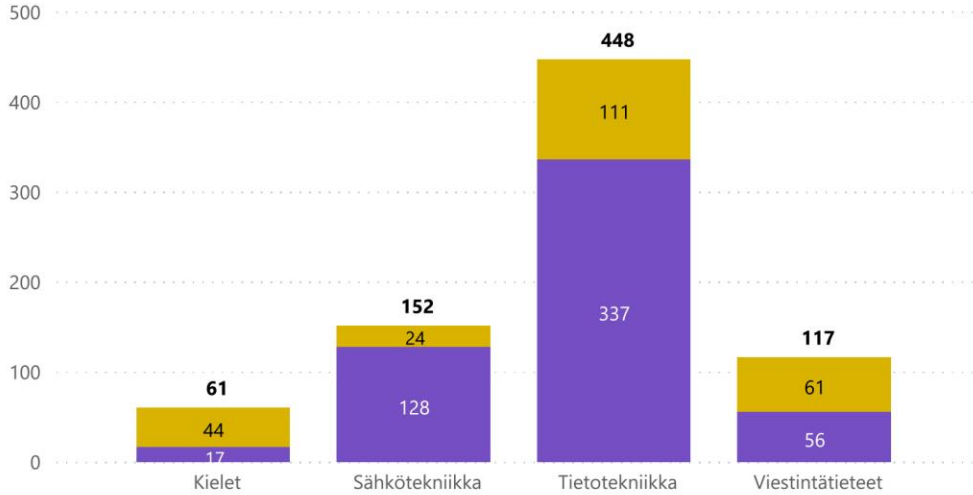
Informaatioteknologian ja viestinnän tiedekunnan professorien juridinen sukupuolijakauma (N=66)



Informaatioteknologian ja viestinnän tiedekunnan henkilöstön juridinen sukupuolijakauma yksiköittäin, %

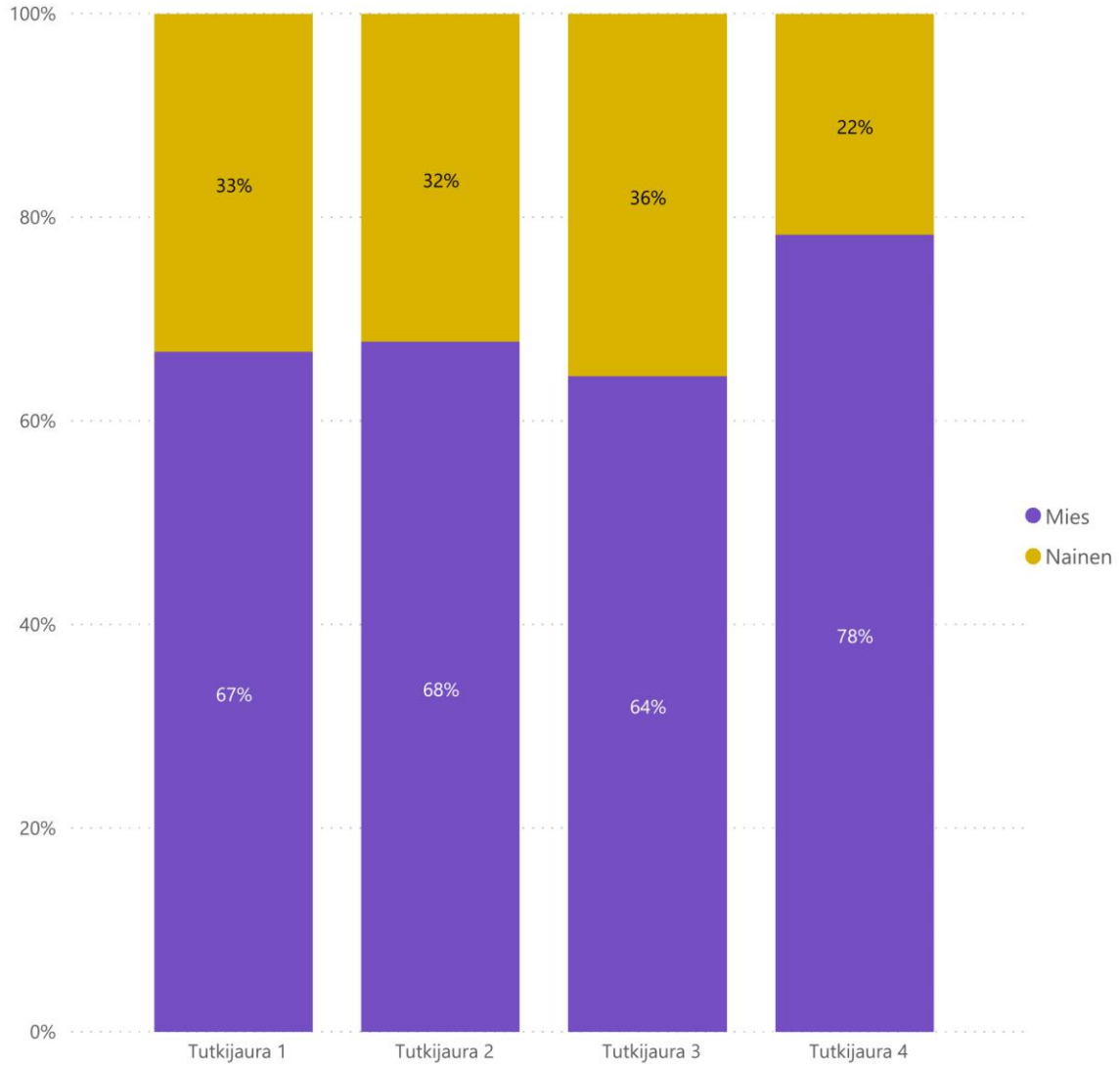


Informaatioteknologian ja viestinän tiedekunnan henkilöstön juridinen sukupuolijakauma yksiköittäin, lkm

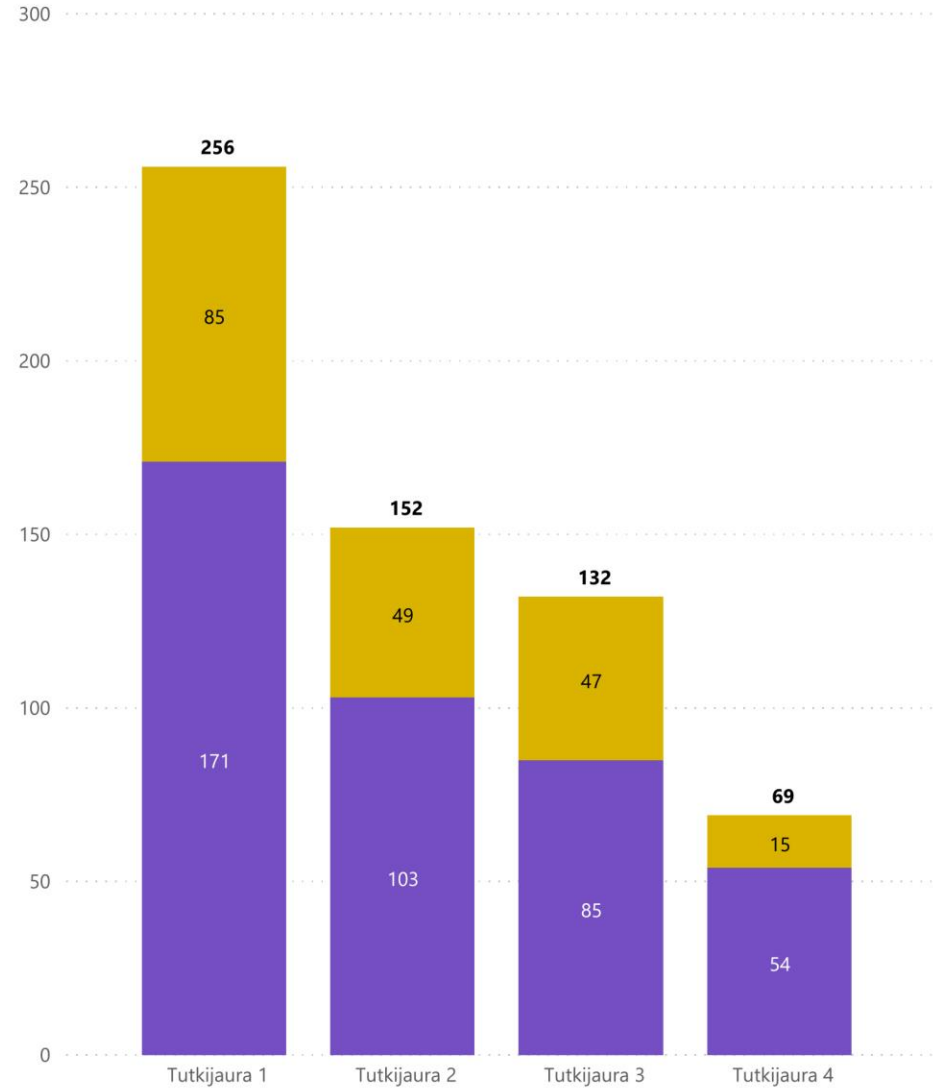


Tampereen yliopisto

Informaatioteknologian ja viestinnän tiedekunnan henkilöstön juridinen sukupuolijakauma tutkijauratasoilla, %



Informaatioteknologian ja viestinnän tiedekunnan henkilöstön juridinen sukupuolijakauma tutkijauratasoilla, lkm



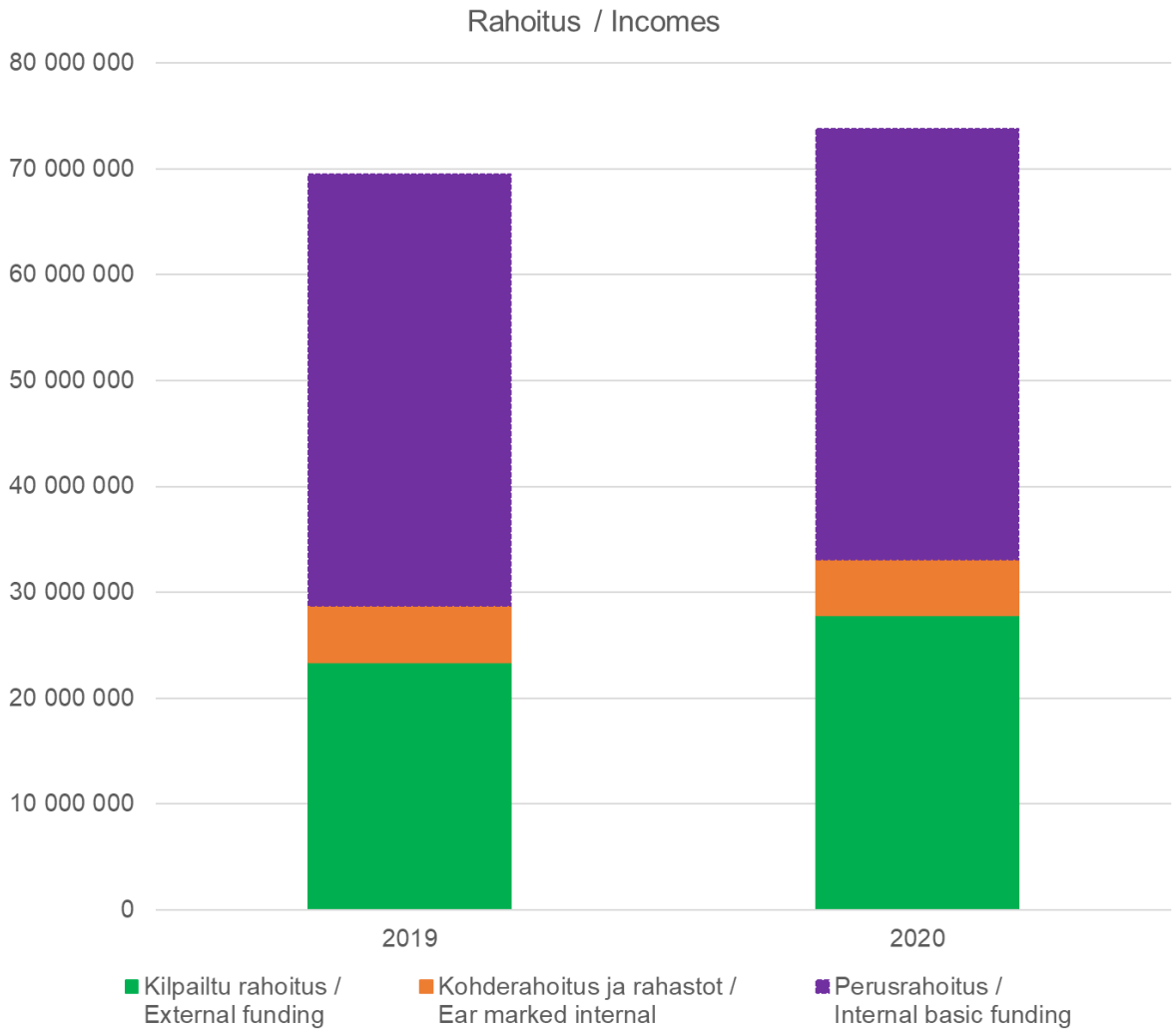
Tampereen yliopisto

ITC Review

Economy / Budget / Dean Jyrki Vuorinen

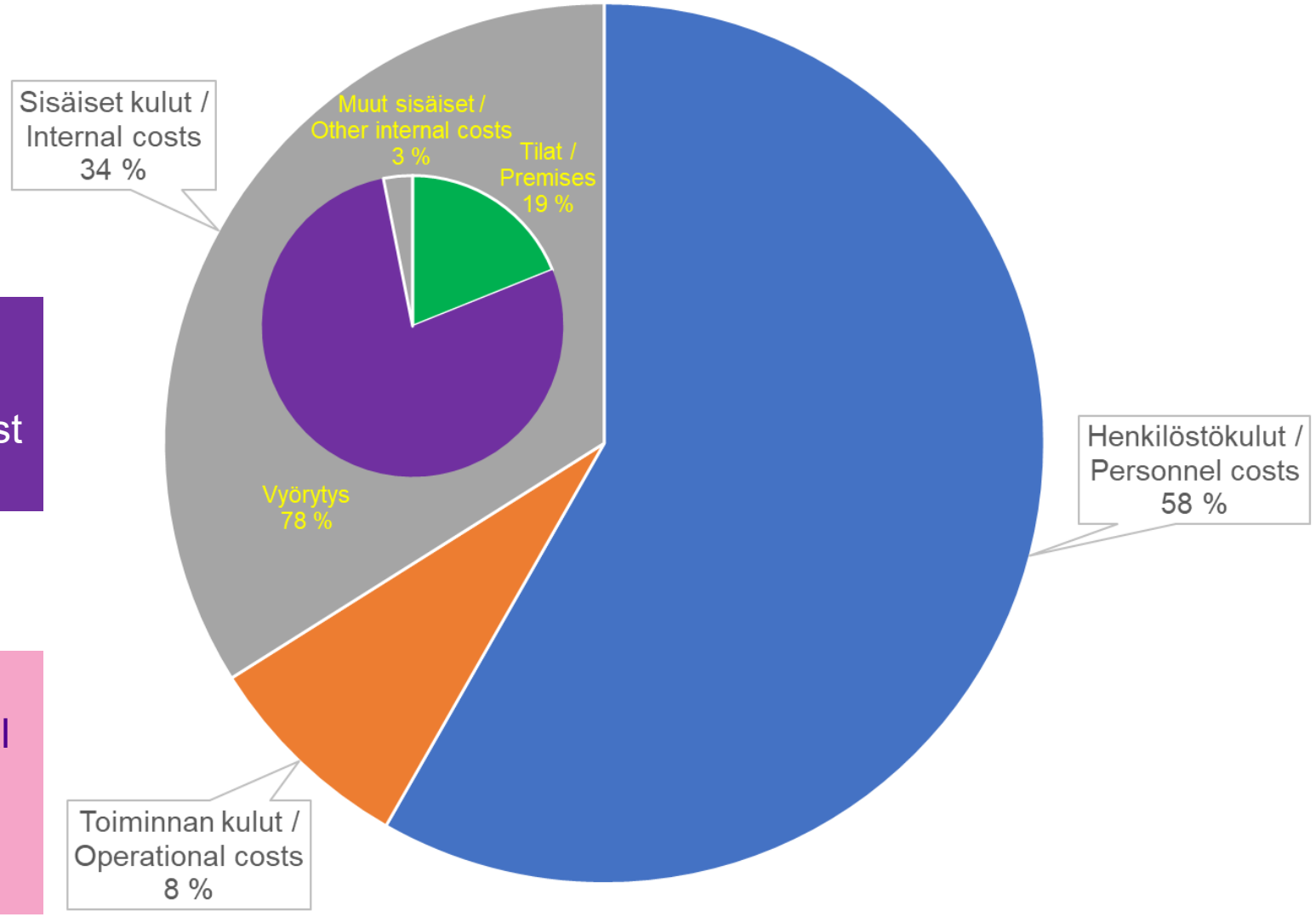
Tampereen yliopisto

Tulot / Incomes 2019-2020



Tampereen yliopisto

Kulut / Expenses 2020

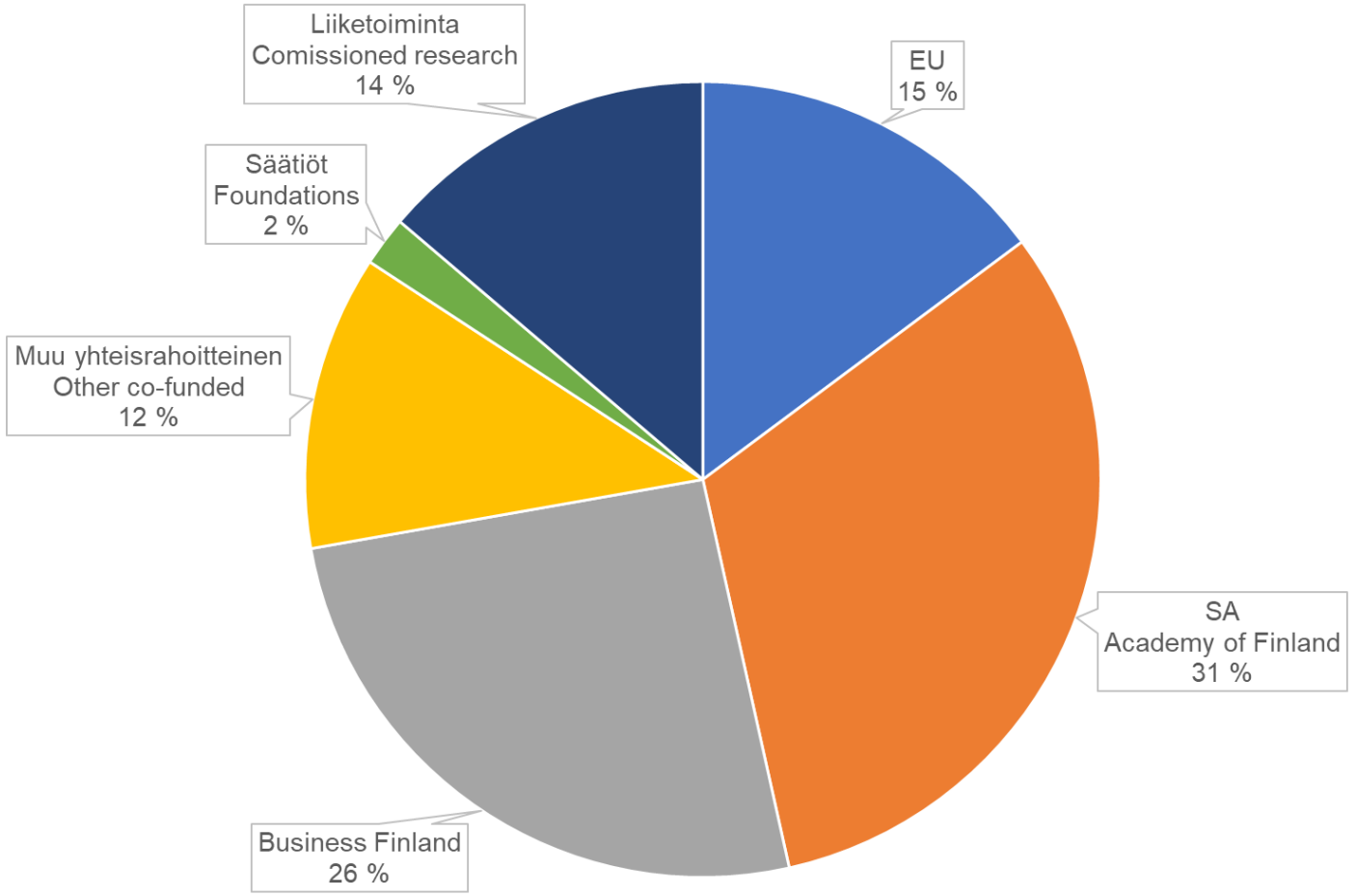


Vyörytys
- Tukipalveluiden ja hallinnon kulut /Support services and administration cost
- IT kulut / IT costs

Toiminnan kulut / Operational costs
- Aineet ja tarvikkeet / Goods and material
- Ostopalvelu / Purchased services
- Matkat / Traveling
- Muut kulut / Other costs

Tampereen yliopisto

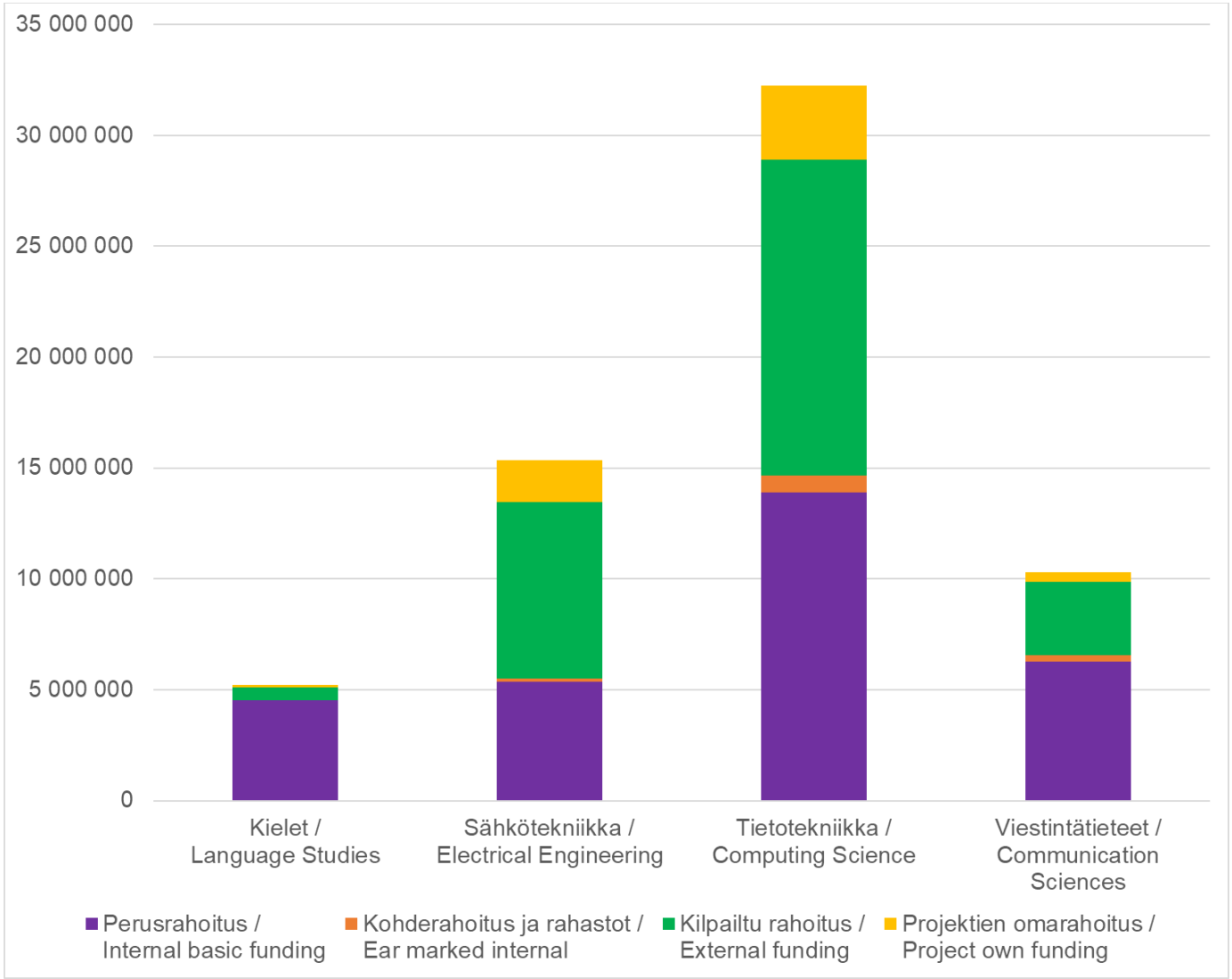
Kilpailtu rahoitus (ennuste) / External funding (prediction) 2020



	Yhteensä
EU	3 938 211
SA Academy of Finland	8 431 428
Business Finland	6 836 181
Muu yhteisrahoitteinen Other co-funded	3 189 251
Rakennerahastot Structural funds	
Säätiöt Foundations	535 538
Liiketoiminta Comissioned research	3 662 000
	26 592 609
	€

Tampereen yliopisto

Tulot / Incomes 2020



Tampereen yliopisto

ITC Faculty

Key measures/Annual plan in 2021

HR plan 2021

Budget 2021

Tampereen yliopisto

ITC Faculty

Key measures/Annual plan in 2021

Dean Jyrki Vuorinen

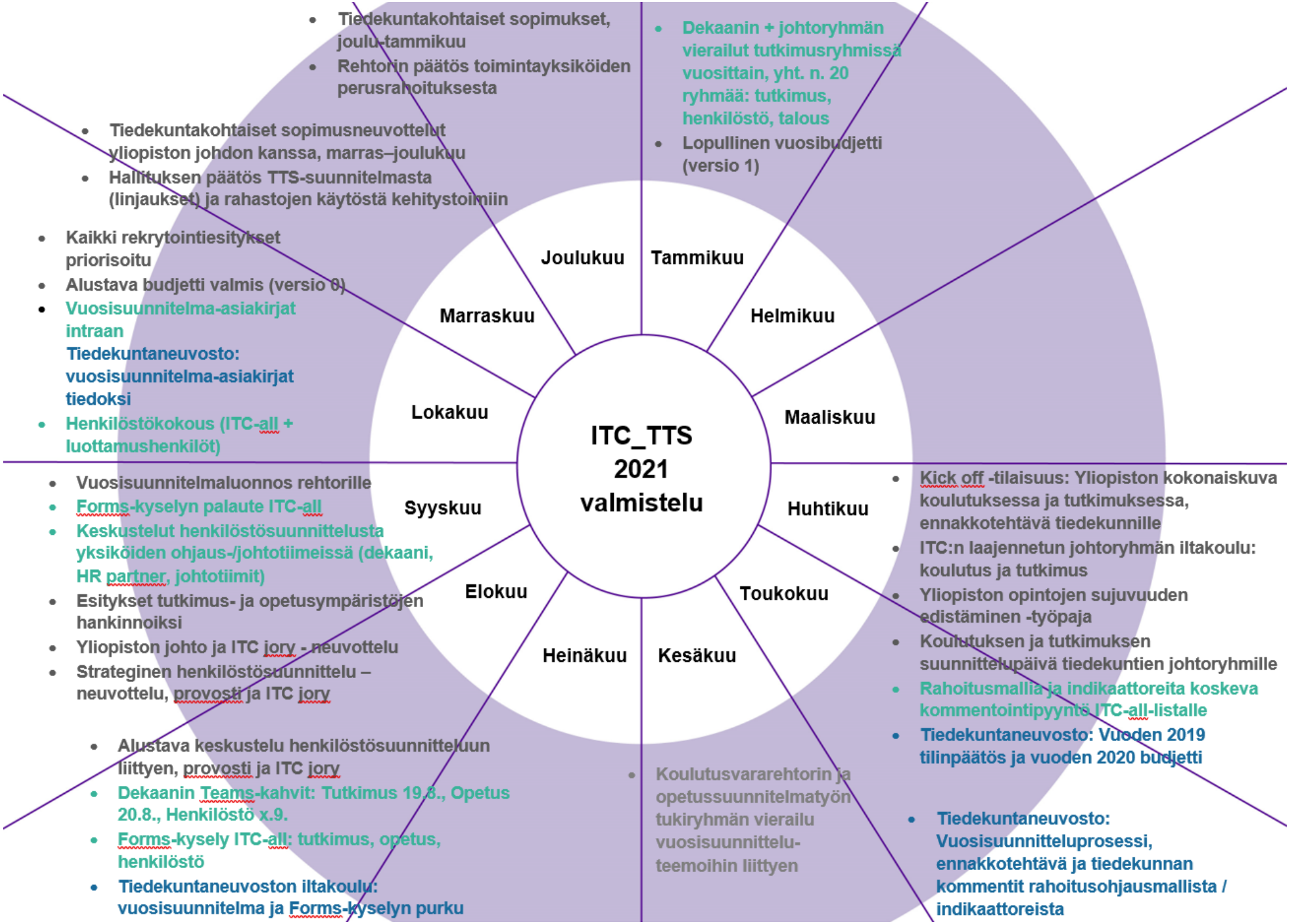
Preconditions for the faculty's operations from 2021 (Note)

The goals the University has set for faculties concerning research, education and societal impact are related to improving the faculties' input. The financial realities of academia transfer to the University and its faculties via the resource allocation model. Goal setting implies the (re)allocation of faculties' resources, but ITC feels that adequate methods and processes for assessing the effect of the decisions are not available. At the same time, autonomy prevails in academic activities. Thus, the faculty's operating culture is characterised by coordinating top-down goals with activities emerging bottom-up from the field.
In the coming year, the faculty will pay attention to the operationalisation of goals (and funding) at the faculty.

In order for ITC to plan the allocation and use of its resources, it needs:

- a clear and long-term internal resource allocation model at the University level
- (automatic) tools for monitoring the input-output ratio
- community-wide perspectives and debate

Tampereen yliopisto



Tampereen yliopisto

ITC Faculty

Key measures/Annual plan in 2021, Research

Vice Dean for research Juho Hamari

Tampereen yliopisto

Which measures will the faculty take in order to increase international funding in 2021?

University leadership's goal: the amount of EU funding will be €16 million. (The starting level in 2019 was €10.6 million.)

Measures	Timetable	Responsible person	Effects of the measures
More information on research: Mapping the research themes, competencies (including Infrastructures) and sustainable development themes of the faculty's researchers / groups as well as the researchers' career stages and possible future applications. Using this knowledge to inform about suitable funding (especially EU funding) and supporting funding applications. Sharing this information within the faculty.	2020 ->	Vice Dean for research, research specialist, ITC's researchers	• Comprehensive knowledge of research at ITC enables foresight and targeting support at the most potential applicants. • Targeted information and support will improve the funding opportunities of researchers / groups. • Shared knowledge of research at ITC opens opportunities for interdisciplinary cooperation within the faculty and thus for better funding applications.
More information on funding opportunities: In collaboration with research services, developing a handbook on research funding ("Financial instruments that researchers at different career phases need to know"), which will be actively implemented in ITC's research and is included in development discussions as part of planning researchers' career and funding.	2020 ->	Vice Dean for research, pre-award	• Increases researchers' awareness of both different funding opportunities and the need for planning, and enables funding application planning for even a longer term • As part of development discussions, leads to a more strategic search for funding
Strategic leadership and work plans: ITC will coordinate international funding calls more clearly. ITC prioritises international funding calls and makes time for preparations with systematic, goal-oriented planning of work.	2020 ->	Dean, heads of units	• The coordination of funding applications will lead to wider co-operation within ITC, focusing on fewer and higher quality applications (together in a multidisciplinary manner). • Time off from other work is a prerequisite for successful funding applications.

Tampereen yliopisto

Which measures will the faculty take in order to raise the scientific quality of publications in 2021?

University leadership's goal: peer-reviewed scientific publications, 1,280 are on Jufo levels 2–3 (starting level in 2019 = 1,109) and the number of international peer-reviewed scientific publications is 1,715 (starting level in 2019 = 1,524)

Measures	Timetable	Responsible person	Effects of the measures
High quality publication activity requires high quality research skills. Starting a set of panel discussions on the meta skills of researchers with the intention of strengthening researchers' knowledge and skills about publication strategies and practices. Co-operation with eg the Doctoral School.	2020–2021 (first set of panel discussions)	Vice Dean for research, research specialist	Researchers' knowledge about ambitious and strategic publishing will improve, which supports high-quality publishing. This also responds to researchers' desire to receive support for, for example, publishing in appropriate publication channels.
Making better use of ITC's existing resources to create a research community: Enabling conditions for multidisciplinary collaboration across disciplines and units (including cross-disciplinary events and informal encounters), expanding the use of infrastructures by mapping existing infrastructure and proactively encouraging its use, and systematically identifying ways and structures in the entire research of ITC which will enable the long-term development of researchers.	2020 ->	Dean, vice dean for research, heads of units, research specialist	• Joint events enable grass root encounters and the multidisciplinary collaboration of people / research topics, which will result in multidisciplinary projects and publications. • High-quality common infrastructures increase the efficiency of work and resource use, and improves the quality of research and publications. • Efficient structures create common goals and guide actions to achieve them. The structures enable both continuity and new openings.
Strategic leadership and work planning: The faculty frees up time for research in work plans through systematic goal-oriented planning.	2020 ->	Dean, heads of units, supervisors	High-quality publishing requires long-term research work, which in turn requires research and writing time free from other tasks.

Tampereen yliopisto

ITC Faculty

Key measures/Annual plan in 2021, Education

Vice dean for education Kati Iltanen

Tampereen yliopisto

Which measures will the faculty take in order to promote efficient studying in 2021?

Leadership's goal: increasing the share of students who complete their degree within the target time to 40% by the end of 2024 (in 2019 starting level = 34 %)

Measures	Timetable	Responsible person	Effects of the measures
Curriculum design and teaching schedule work: a clear basic path with a suitable number of options **Developing AHOT and the substitution of studies** **Using information from analytics** in curriculum design and teaching schedule planning	(2020) 2021 ->	Vice dean for education, heads of degree programmes, heads of doctoral programmes	Reduction of the need for routine guidance (practical matters), freeing guidance resources for academic and thesis supervision, support for reflection on options, support for career path thinking Smoother progress of studies, graduation within the target time
Supervision practices: development and benchmarking in a series of workshops at ICT: PSPs, supervision during courses, thesis supervision, academic guidance and counselling, career path thinking, supporting student identity, supporting the growth of a professional identity **Developing AHOT and the substitution of studies** **Using information from analytics in supervision**	(2020) 2021 ->	Vice dean for education, heads of degree programmes, heads of doctoral programmes	Improved commitment to studies, smooth progress and completion of studies; support and continuity in challenging situations Students will have clear goals from the beginning of their studies. Improved support for students' identity and growth into an expert identity
Analysis and development of different admission paths (using data from previous years and 2020) Using MOOC and course test paths in admissions to information technology, computer science, mathematics and statistical data analysis	(2020) 2021 ->	Vice dean for education, heads of degree programmes, heads of doctoral programmes	Raising awareness about the education ITC offers Motivated students who already know some things about their field and study practices Gifted students from a wider "population"

Tampereen yliopisto

Which measures will the faculty take in order to promote efficient teaching in 2021?

Reducing overlapping and under-utilised teaching provision so that 10% of teaching resources can be reallocated, especially redu cing retention times: review of courses and coursework as well as the systematic development of networked teaching co -operation

Measures	Timetable	Responsible person	Effects of the measures
Transferring work input from maintaining many courses to clear basic paths, teaching and supervision Creating and experimenting with solutions that differ from traditional ways of building studies and study paths Finding a balance between teaching-intensive and less teaching-intensive periods Using information from analytics	(2020) 2021-	Dean, vice dean for research, heads of unit, heads of degree programmes, heads of doctoral programmes	Time for the supervision and guidance of students and research; optimal use of resources Degrees that can be completed within the target time
Improving the practices and methods of teaching and supervision Tools and training for teachers and students Digitisation of everyday life	(2020) 2021-	Vice dean for education, heads of units, heads of degree programmes, heads of doctoral programmes	Time for the supervision and guidance of students and research; optimal use of resources Quality, continuity, well-being, optimal use of resources
Setting up teacher teams and collaboration within the faculty and across faculty and university boundaries, mentoring **Developing closer co-operation between teaching and research**	(2020) 2021-	Vice dean for education, heads of units, heads of degree programmes, heads of doctoral programmes	Quality, continuity, well-being, optimal use of resources
Drafting work plans as part of the curriculum and teaching provision work as well as the promotion well-being at work Using information from analytics Opportunity to develop as a teacher and researcher and to organise eg ad hoc implementations by prioritising activities	(2020) 2021-	Dean, heads of units, vice dean for education, heads of degree programmes, heads of doctoral programmes, supervisors	Quality, continuity, well-being, optimal use of resources

Tampereen yliopisto

Which measures will the faculty take to increase the provision of non-degree education in 2021?

Measures	Timetable	Responsible person	Effects of the measures
Developing continuous education as part of designing curricula and teaching schedules Continuing and expanding work done so far, e.g. JOTOS, Osaajasta asiantuntijaksi, ICT-Täsmä, FITech, Open University Engaging stakeholder groups from working life in curriculum design Latest scientific knowledge is brought to teaching so we stay up to date and can predict changes in working life: teachers research, researchers teach	(2020) 2021 ->	Vice dean for education, heads of degree programmes, heads of doctoral programmes	Optimally demanding degrees, some content transferred to continuous education Meeting the changing needs of working life
Opening the offering of study units Study units and academic modules that serve both degree students and students in continuous learning; organising study units and modules for stakeholders in working life; using existing implementations in doing so and developing both to benefit both types of education Exploring possibilities for joint education produced with stakeholders in working life	(2020) 2021 ->	Vice dean for education, heads of degree programmes, heads of doctoral programmes	Meeting the changing competence needs of people in working life by offering them study modules Offering new admission paths for people to become degree students Joint courses, optimal use of resources
Co-operation with stakeholders in working life: support for study progress and completion, highlighting the provision and opportunities afforded by continuous education *Completion of degree* co-operation with the Continuous Learning project	(2020) 2021 ->	Vice dean for education, heads of degree programmes, heads of doctoral programmes	Graduation within the target time, more information on the opportunities in continuous learning for students, graduates and stakeholder groups in working life

Tampereen yliopisto

Other strategy-based alignments of operations and projects that have an effect on funding

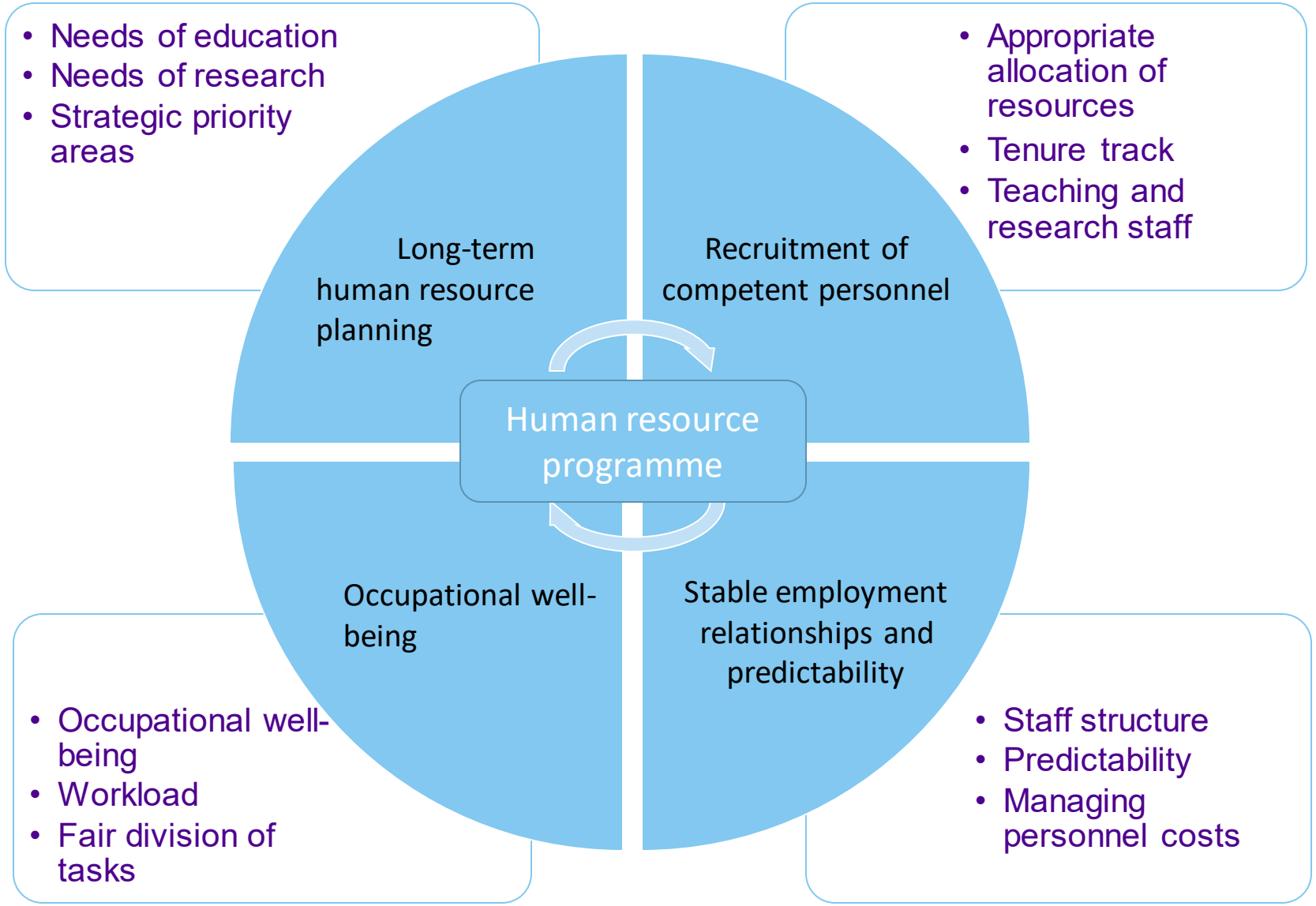
Measures	Timetable	Reponsible person	Effects of the measures on the HR plan and budget
Along the lines of the University's strategy, ICT's strategy supports scientific excellence. In practice, ICT supports the research spearheads selected by the University / ICT and the research programmes of the Academy of Finland (flagships, Centres of Excellence) and EU (ERC, MSCA etc.)	2021 ->	Dean and vice deans, heads of units	
Using analytics information to examine the input and output in teaching and research Creating MOOCs, benefitting from digital pedagogy, digitisation of everyday life, preparing for changes in student admission: more resources for platforms, tools and training. Offering the same educational content to growing numbers of students and related to new themes (eg accessibility, sustainability): resource needs	(2020) 2021 ->	Dean and vice deans, heads of units, heads of degree programmes, heads of doctoral programmes, supervisors	
Preparing for new development needs emerging from stakeholder relations and societal impact	2021 ->		

Tampereen yliopisto

HR plan 2021

Dean Jyrki Vuorinen

HR planning in the faculties in 2021



Faculty-specific themes

ITC's key principles of recruitment and HR planning

We allocate open vacancies strategically by listening to the needs of teaching and research areas

- Data-based planning will support this in the future.
- Vacancies are advertised openly so that we will get the best possible potential and everyone has equal opportunities to apply for the posts.

Our recruitments serve research and education goals

- In permanent posts, the emphasis is on tenure track posts as well as postdoctoral university lecturers and university instructors.
- The tenure track is the primary career model renewing research. Recruitments are carried out on a large scale in order to attract potential top performers.
- Permanent teaching-focused posts are needed in order to enable the systematic development of teaching. However, teachers must have a link to research.
- Research-related teaching posts may offer interesting career prospects from which it is also possible to apply for tenure track posts because a link to research has been maintained.
- A fully uniform staff structure across research areas and units is not attempted. For example, depending on the field of teaching and volume, professors and researchers can do some teaching without there being permanent teaching-focused staff.
- In fixed-term posts, attention is also on posts that support ICT's goals, for example, emphasis on doctoral researchers and postdoctoral researchers.

We use fixed-term posts responsibly

- Most typically, fixed-term posts are research assistants, doctoral researchers, postdoctoral researchers earning further qualifications, single projects, and deputyships.
- ICT strives for predictability and employment relationships that are as long as possible in the 1st and 2nd stages of the career model (1+3, 2+2 models).
- At the latest, after the qualification phase of a postdoctoral researcher, the goal is to move on to the third research career level for a permanent position or outside the university, unless there is a valid reason for fixed-term employment.

We encourage staff mobility

- International mobility is a prerequisite for working as an Academy of Finland Postdoctoral Research Fellow, international networks are emphasised in tenure track recruitments.

We recruit in a financially responsible manner

- We ensure that ICT has the solvency to be responsible for our staff.

Occupational well-being

How will the faculty:
- assess the workload of personnel?
- support and facilitate the equal and fair division of tasks?

- Work plans: making better use of work plans in work planning and reviewing workload, supporting the joint processing of work plans at the unit and team level; combining work planning with curriculum design, the planning of teaching and research goals.
- Data-based resourcing (see the previous slides)
- Development and goal-setting discussions as a tool in matters related to occupational well-being, goal setting and support for career planning
- Supporting the work of supervisors to enable them to make the division of work burdens more equal and, when necessary, act in cases of unequal distribution. Work continues with the HRD team on the model of supervisory work and planning support for supervisors.
- Community actions and planning: continuing the well-established line of community involvement when working on common issues such as annual planning. Increasing the transparency of information regarding eg the work of the Management Group (eg the blog)
- Creating occupational well-being through predictability by clarifying the recruitment strategy and making the career path model more transparent.

Tenure track recruitment plans in 2021:

1) AI aspects of software (Computing Sciences, Pori)

2) Data-intensive software (Computing Sciences, Pori)

3) Electric energy technology (Electrical Engineering)

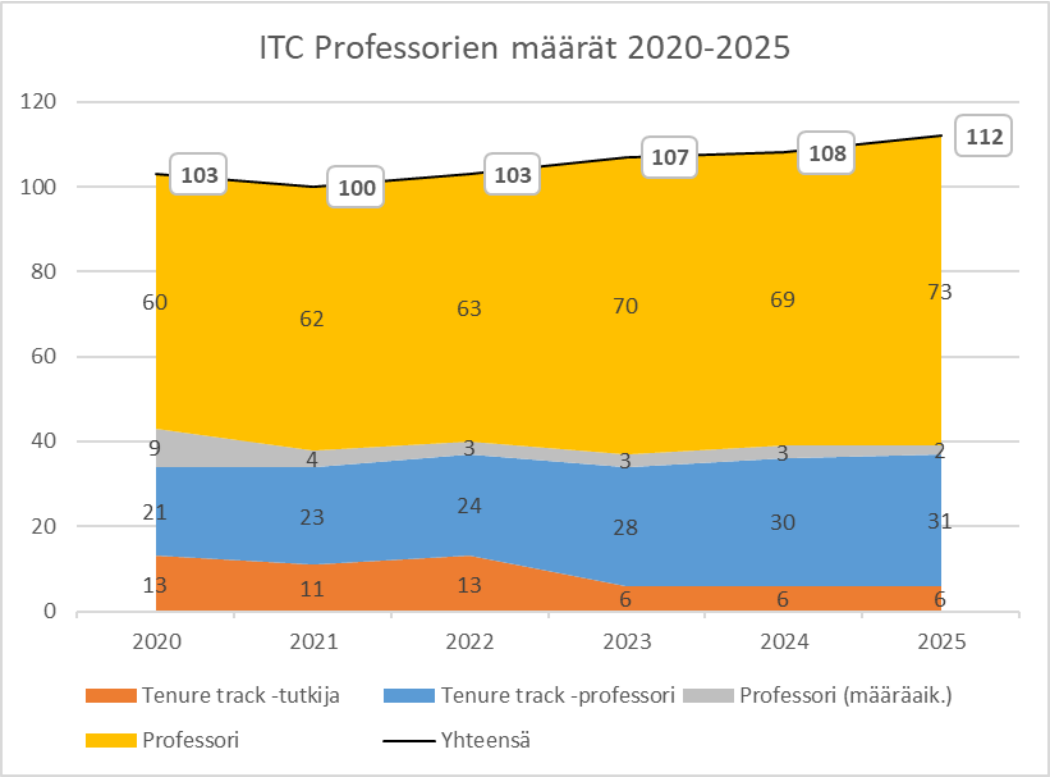
4) Signal processing and machine learning, 1-2 posts (Computing Sciences)

5) Professional communications (Languages)

6) Translation in creative fields (Languages)

7) Complex systems (Computing Sciences)

8) Automation in software development (Computing Sciences)



Preliminary recruitment plans from the units for 2022–2025:
2022: 4 posts: human-technology interaction (Computing Sciences), human-centred AI (Computing Sciences), organic & thin film electronics (Electrical Engineering), theatre work: fixed-term professor (Communication Sciences)
2023 5 posts: communications engineering (Electrical Engineering), computer networks (Electrical Engineering), information se curity (Computing Sciences), logic in computer science (Computing Sciences), topological data analysis (Computing Sciences)
2024: 4 posts: English (Languages), information studies (Communication Sciences), media culture (Communication Sciences), Fi nnish (Languages)
2025, 2 posts: theatre work (Communication Sciences), game research (Communication sciences)

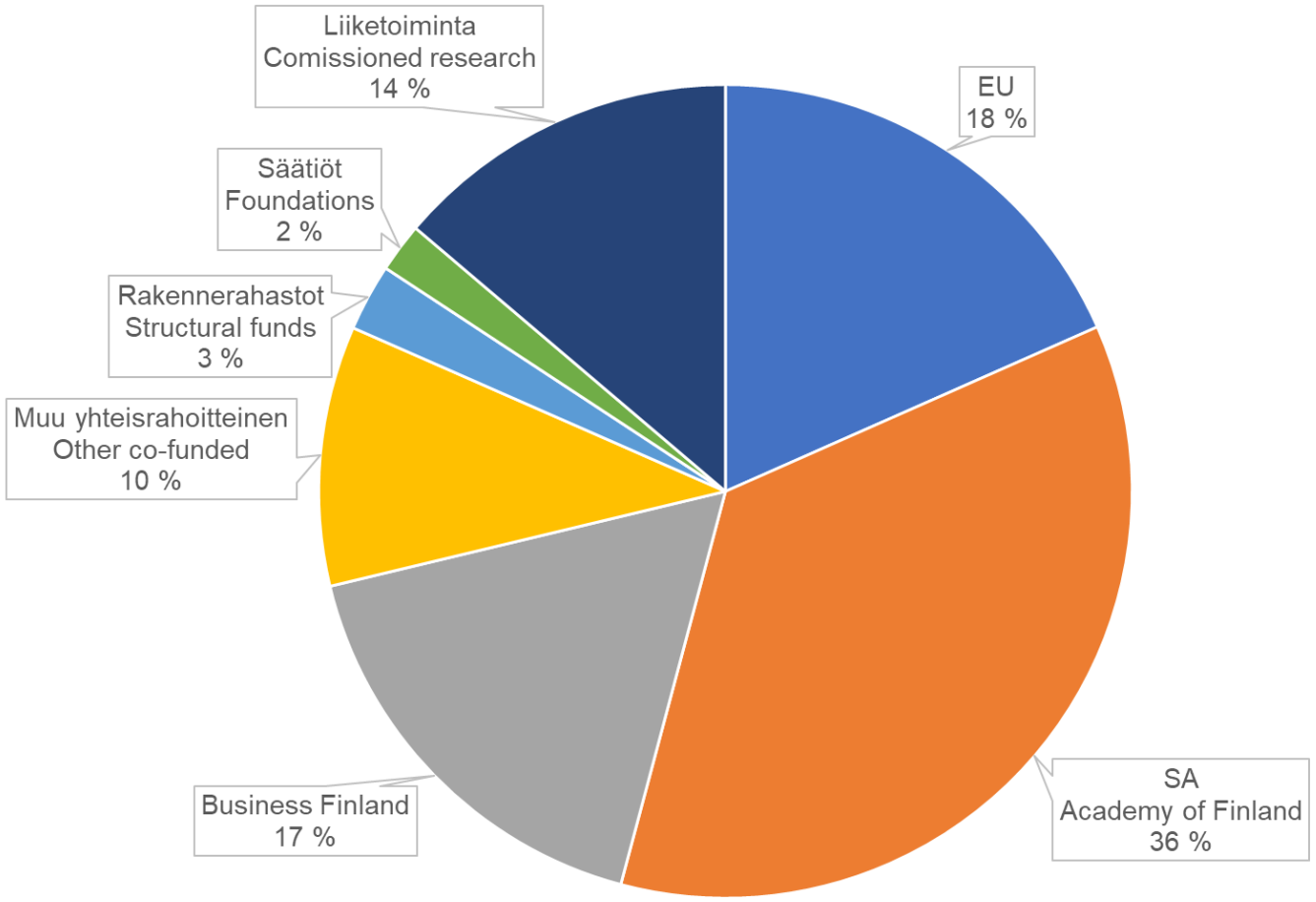
Tampereen yliopisto

Budget 2021

Dean Jyrki Vuorinen

Tampereen yliopisto

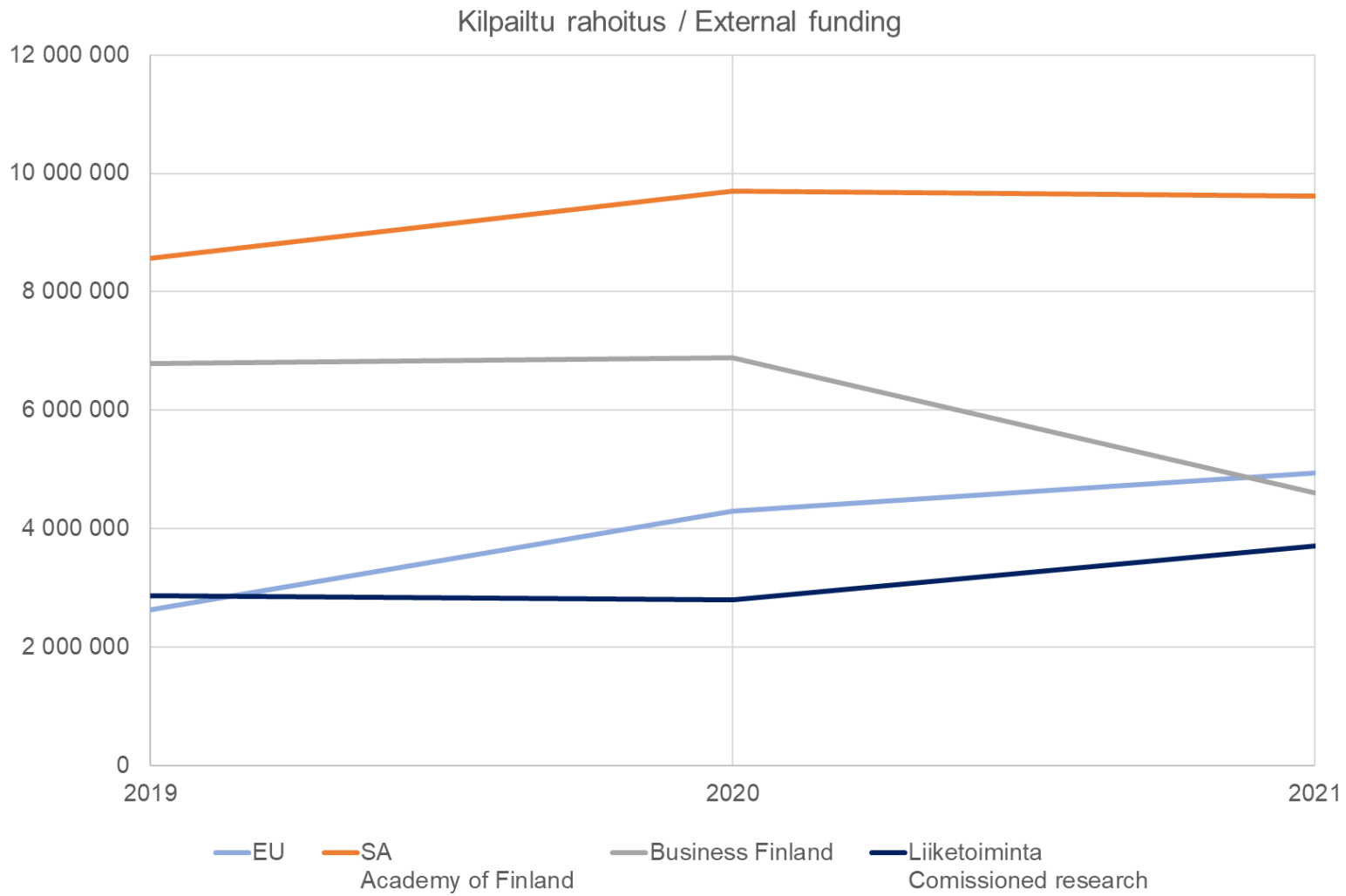
Kilpailtu rahoitus / External funding 2021



	Yhteensä
EU	4 935 360
SA Academy of Finland	9 609 221
Business Finland	4 596 618
Muu yhteisrahoitteinen Other co-funded	2 774 816
Rakennerahastot Structural funds	716 842
Säätiöt Foundations	525 414
Liiketoiminta Comissioned research	3 705 099
	26 863 370

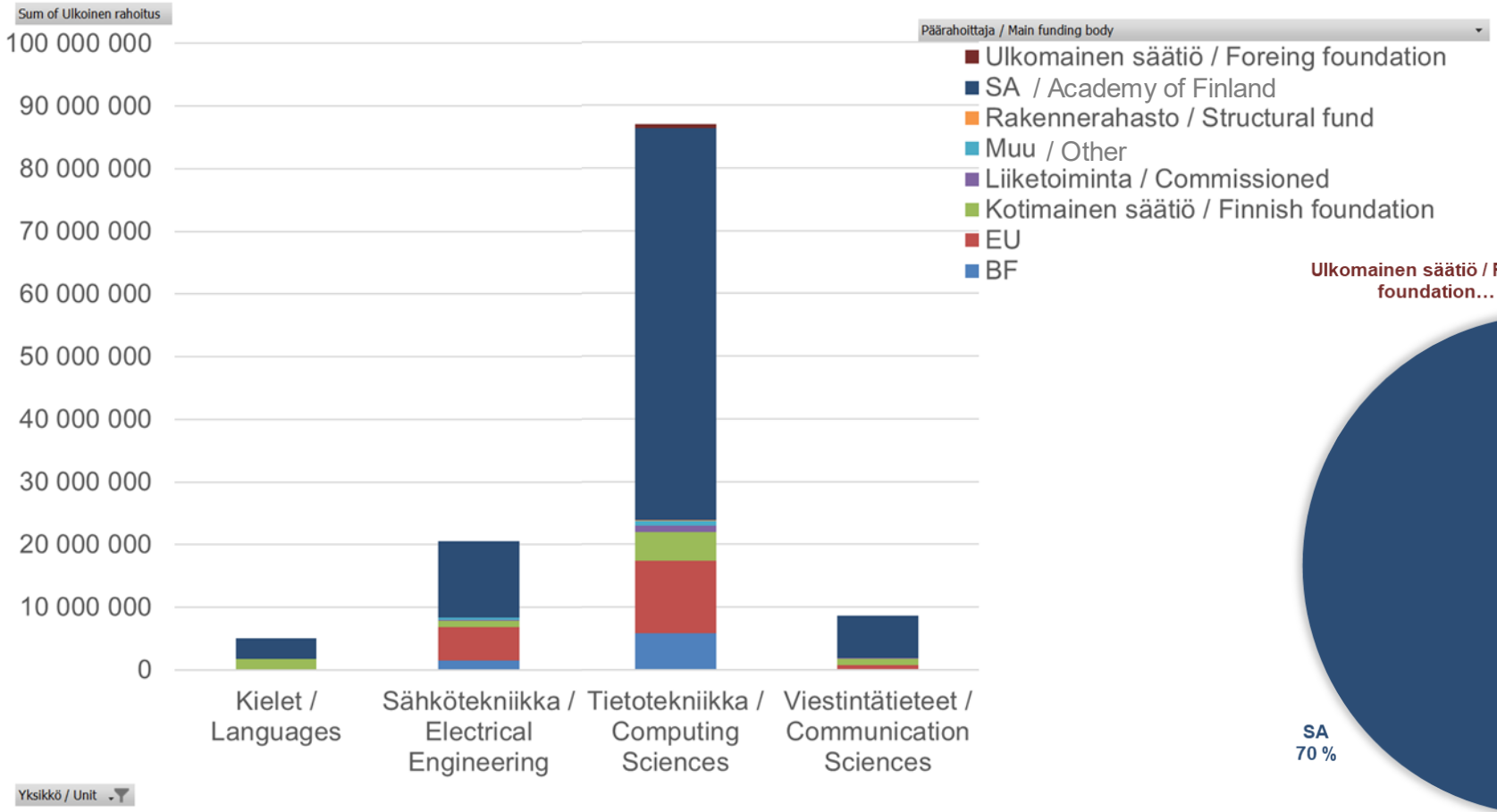
Tampereen yliopisto

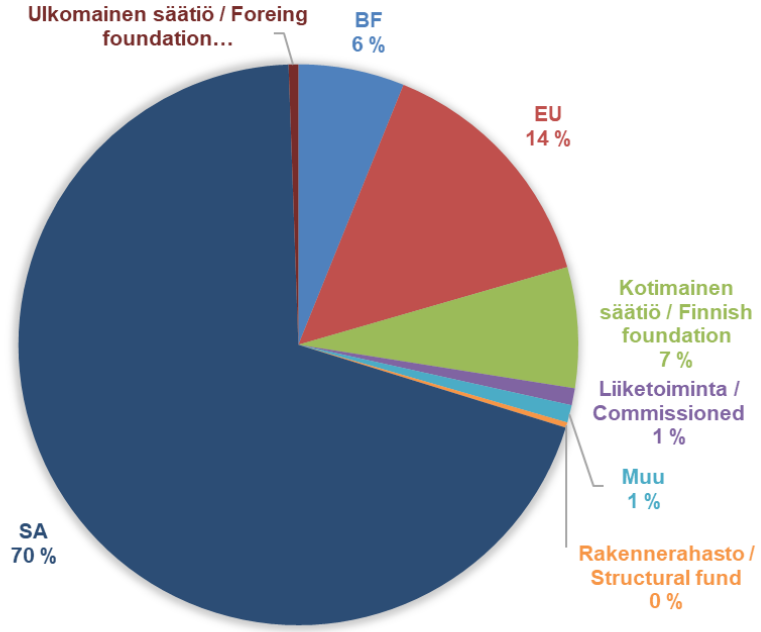
Kilpailun rahoituksen kehitys / External funding trend



Tampereen yliopisto

Projektihakemukset (kokonaisvolyymi) / Applied projects (total volume)





Tampereen yliopisto

Other business

Open Access

Reminder of Open Access

- To ensure university's full funding from the Ministry during 2021 based on (OA) publications, all remaining non-OA articles should be self-archived before end of the year (unless otherwise published as OA)
- Please ensure that all your publications are registered (TUNICRIS) and meet Open Access requirements
- Especially from the years **2019** (and it’s a good idea to also update 2020)
- Authors' accepted manuscript are eligible (*post print version, final draft*)
- Contact the University’s library oa@tuni.fi for help if needed

Tampereen yliopisto

Discussion

ITC faculty