



Planning of the new Department of Physics

Hannu Koskinen

13.6.2017



Let's start with a couple of congratulations to MAT and PAP

- The Finnish Academy of Sciences and Letters has elected two new members
 - Karri Muinonen and Kai Nordlund
- Centre of Excellence in Sustainable Space
 - UH: Minna Palmroth (PI) and Emilia Kilpua
 - FMI: Pekka Janhunen
 - Aalto: Jaan Praks
 - UT: Rami Vainio
- New Academy Research Fellow
 - Till Sawala (PAP)
 - Actually we got 3, but two of them have accepted other positions
- New Academy post-doc
 - Andrea Sand (MAT)



Why are we here?

- The Board of the University decided (Oct 2016) to terminate the action of 20 Departments as economically independent units
 - The expression “Laitokseton tiedekunta” or “Departmentless Faculty” is a bit of a misnomer, but at least in Finnish we have to live with it
- As a consequence the present Department of Physics is split to two new Departments (Faculty Council decision 6.6.2017)
 - Department of Physics (FYS)
 - Present PAP, MAT (without solid Earth geophysics) and general division
 - Institute for Atmospheric and Earth Systems Research (INAR)
 - Present ATM jointly with INAR-activities in Viikki
- Other Departments of the Faculty (nearly as in the past)
 - Chemistry, Computer Science, Geosciences and Geography, Mathematics and Statistics
- HIP remains as an economically independent institute



Next steps in the reformation of the Faculty of Science

- The Board of the University will appoint the Deans 18.10.2017
 - 7 applicants: Paula Eerola, Sirkka-Liisa Eriksson, Elodie Jagu, Steven Karataglidis, Kai Nordlund, Petri Pellikka, Sasu Tarkoma
 - evaluation committee hearing with the Faculty Council 5.9.2017
- The new Dean will appoint the Vice Deans and Department heads 11/2017
- Department heads are sought openly, likely through an internal "declaration of interest" procedure (ilmoittautumismenettely)
- The new Departments are assumed to be able to decide themselves the internal structure and supervisors
- Internal structure of FYS needed around the end of August
 - allocation of 2018 funds to different activities (corresponding to the purchasing authorities of the present divisions)



Why are we here?

- To get an overall picture of the building blocks of the new Department of Physics
- Discuss questions:
 - How should the internal structure the Department look like?
 - How should the supervisor (esimies) structure be arranged?
 - What kind of unofficial bodies do we need?
 - How to make the procedures lean and efficient?
- Note that the University regulations are under revision and may put constraints on us



Professors of the new Department of Physics 1.1.2018

- Full professors (18)
 - Kari Enqvist, Alexis Finoguenov, Edward Haeggström, Katri Huitu, Simo Huotari, Peter Johansson, Ismo Koponen, Hannu Koskinen, Oleg Lebedev, Karri Muinonen, Kai Nordlund, Risto Orava, Minna Palmroth, Kari Rummukainen, Jyrki Räsänen, Sauli Savolainen, Ilpo Vattulainen, Kenneth Österberg
- Tenure track (3)
 - Emilia Kilpua, Mikko Voutilainen, Aleksi Vuorinen
- Visiting professor
 - Mark Hindmarsh
- Department's professor in another position
 - Paula Eerola



Other 3rd tier positions 1.1.2018

(according to contracts effective now)

- Academy Research Fellows (4)
 - Mikael Granvik, Kalle Heinola, Till Sawala, Vivek Sharma
- University Lecturers (11)
 - Tommy Ahlgren, Sabolcs Galambosi, Juhani Huovelin, Lauri Jetsu, Mika Juvela, Esko Keski-Vakkuri, Hannu Kurki-Suonio, Antti Kuronen, Ari Salmi, Kimmo Tuominen, Jussi Väliiviita
- University Researchers (11)
 - Flyura Djurabekova, Alejandro García Pérez, Maria Gritzevich, Thomas Hackman, Jorma Harju, Ivan Kassamakov, Elina Keihänen, Veli-Matti Pelkonen, Antti Penttilä, Tomasz Rog, Syksy Räsänen
- additional 4 contracts ending in 2017, extensions TBD



2nd, 1st tier and tech staff, 1.1.2018

(according to contracts effective now)

- Post-doctoral researchers (17)
 - Eleanna Avestari, Giray Enkavi, Urs Ganse, Tyler Gorda, Venus Keus, Clif Kirkpatrick, Inkeri Kontro, Waldemar Kulig, Elisabetta Micelotta, Maija Nousiainen, Vesa Palonen, Yann Pfau-Kempf, Pauli Pihajoki, Andrea Sand, Lucile Turc, David Weir
 - additional 15 contracts ending this year (extensions TBD)
- About 40 doctoral students in the payroll
- Technical staff (12)
 - Seppo Andersson, Merja Blomberg, Jari Immanen, Pietari Kienanen, Seppo Korpela, Mikko Mannermaa, Ilpo Pekki, Heikki Suhonen, Pertti Tikkanen, Vladimir Tuboltsev, Harri Tyrväinen, Jukka Ukkonen
- A variable number of research assistants (tutkimusavustaja)
- In total about 150 people



How to organize ourselves?

- A Department of 150 people, of whom 20 are professors, cannot function without an internal structure
 - too large divisions are challenging to handle
 - too small divisions remain weak
- The new Department will need (at least)
 - a head and 1–2 deputy heads
 - a steering group (division heads, if they are not too many)
 - a liaison with the Big Wheel Bachelor's and Master's programmes, e.g., one of the deputy heads
 - regular professors' meetings
 - frequent enough Department meetings with student participation
 - other bodies (e.g., well-being and equal treatment group)



How to organize ourselves?

- The supervisory structure
 - we have had the YPJ supervisors separate from the “natural” supervisory structure (this has its pros and cons)
 - the university-wide recommendation:
 - the same person should have the both supervisor duties
 - the ideal amount of people to supervise is 10 – 20
 - about 10 people in supervisor positions in FYS
- An academic unit cannot be organized as a Roman legion!
 - administrative supervision (payment approvals, signing of contracts, work plans, YPJ, leaves of absence, etc., etc.)
 - there must be one and only one immediate administrative supervisor for each and every employee (this is a regulatory issue)
 - academic leadership roles are more fluid
 - research group leaders, education programme heads, project managers, thesis supervisors, etc., etc...



On the economy

- Permanent positions and premises in the Faculty budget
- The Departments will get funds to cover
 - temporary (fixed-time) personnel paid by the basic funding
 - similar allocations of spending money to the divisions as today
- The projects are responsible for their own spending (as today)
 - the need to allocate part of the permanent staff's hours to projects continues
- Economic planning
 - preliminary Faculty budget 08/2017
 - budget usage plan within Departments 09/2017
- **There will be no new money to the Faculty!!**