



OPERATING PLAN 2026 / Lapland Researchers' Association (Lapin tieteen tekijät ry)

The key themes of LaTi's activities in 2026 are as follows:

LaTi will continue monitoring the measures introduced to address the wide-ranging problems related to occupational well-being and coping at work that have been identified within the higher education community, as well as assessing the impacts of these measures.

In matters concerning occupational well-being, cooperation with other staff organizations will continue closely. Particular attention will be directed toward raising discussion about the actual opportunities available to members of the university community to take leave in accordance with their vacation rights.

The realization of university democracy at the University of Lapland remains an important focus area. LaTi will continue its efforts to promote more democratic decision-making processes, with the objective of ensuring transparency and genuine opportunities for staff members to influence decisions affecting them, in accordance with Section 123 of the Constitution of Finland and the Universities Act.

LaTi will monitor the implementation of the university regulations that entered into force at the turn of the year 2024. Of particular interest to LaTi is the amendment of the election regulations so that elections would return from individual voting to the list-based voting system, as well as safeguarding the eligibility of grant-funded researchers to stand in elections.

LaTi will follow the situation of the 10% employment contracts for grant-funded researchers introduced in 2024 across different university units. Particular attention will be paid to the actual workload and the flexibility of the allocation criteria in situations where grant periods and work duties (other than research work) require coordination.

The rights of individuals outside employment relationships will also remain a priority. LaTi will actively promote the introduction of visitor agreements for researchers who are not employed by the university, as well as issues related to software access rights, in cooperation with human resources and IT administration. If necessary, LaTi will continue advocating for the secure storage of research data, including for individuals who are no longer employed by the university. The university must guarantee doctoral researchers realistic conditions for conducting research and completing their degrees.

LaTi will oversee the implementation of the research and teaching development plans approved in 2025. Special attention will be paid to the equal distribution of investments and responsibilities within the university, as well as to the impact of the development plans on staff duties.



LaTi will safeguard the interests of its members in the implementation of the university's research leave system and tenure track career model. Within the research leave system, a key issue is monitoring the actual opportunities for non-professorial staff to utilize research leave periods. During the year, efforts will also be made to actively monitor the implementation of the teaching-oriented career path model at the University of Lapland.

LaTi will actively monitor compliance with the collective agreement, particularly regarding salary practices. Special attention will continue to be paid to salary-related practices concerning employees working under the title of university teacher. The application of the supplementary protocol concerning the total working hours experiment will also be monitored, and local agreements on the matter will be pursued.

LaTi will continue investing in its international membership base. The association will actively monitor and promote the equal treatment of international members at the University of Lapland, with particular attention to career development opportunities. The implementation of the LUC consortium's language policies (Finnish, English, and Sámi) will be monitored, and any identified development needs will be actively addressed. The association's key documents will also be maintained in English, and bilingual communication practices will continue to be observed.

LaTi will actively use the financial surplus accumulated during previous years for the benefit of its members. During the operating year, the association will continue to organize regular and diverse activities and allocate sufficient resources to events and member services. Opportunities to apply for operational grants from the union will also be utilized whenever possible.

In addition to the special themes for the operating year, the following constitute key and ongoing responsibilities of Lapland Researchers' Association:

- LaTi seeks to promote long-term, transparent, and fair personnel planning and recruitment practices throughout the university.
- LaTi maintains active communication with university leadership and aims to foster a collaborative organizational culture as well as proactive and open communication within the university. An important discussion forum is the "Rector's Knock" meetings, during which LaTi representatives visit once per semester.
- LaTi continues to actively promote the genuine implementation of the four-stage research career model at the University of Lapland.
- LaTi also actively promotes the position of its non-research members and emphasizes that high-quality teaching and research require skilled student services, administration, and library services.
- LaTi strives to improve the position of its international members within the university community.



- LaTi works to ensure the participation of its representatives in university working groups that are important for its membership.
- LaTi communicates actively about its activities and continuously seeks to recruit new members and future association activists. As cooperation within the university consortium intensifies, recruitment activities and events will increasingly also be directed toward staff members of the university of applied sciences.
- LaTi works in active cooperation with the university's other staff organizations. When necessary, LaTi may also cooperate with personnel and staff organizations of sectoral research institutes operating in Lapland, as well as with organizations such as the Lapland Research Society, particularly when science policy discussions require a jointly formulated regional perspective from Lapland.
- LaTi will continue its close cooperation with the Finnish Union of University Researchers and Teachers, its working groups, member associations, and board. The association will send representatives to the union's autumn and spring meetings as well as association days.