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68

Research Evaluation of the University of Tampere 2004

PANEL REPORTS

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FOREWORD

The research evaluation process was carried out at the University of Tampere in 2003–2004. This publication includes the panel reports, which are available also on the Internet at <http://www.uta.fi/tutkimus/arviointi/index.html>. The panel reports have not been edited in any manner. The final report of the research evaluation process including the feedback and comments is published separately.

The main points concerning the research evaluation were the following:

The evaluation was initiated by the University. The comprehensive evaluation of the quality of the research was conducted on the University's own initiative. The evaluation was carried out as a peer review by external, international panels which consisted of experts from various fields.

The subject of the evaluation was published research. The basic principle of the research evaluation of the University of Tampere was to determine the quality of research with focus on the research output. The focus was on the academic output, that is, on published research. The evaluators were specifically asked to address the quality of the submitted publications from a field-specific, international perspective.

The unit evaluated was the individual department. This international evaluation was the first external evaluation to assess the research performance of all departments and institutes at the University simultaneously. The evaluation period was 1999–2003, and the basic unit assessed was a department (excluding the Department of Acting, which decided to withdraw from the evaluation).

The evaluation included two separate and graded dimensions. Grade I: "The level of research with regard to the international level of research in the field" and Grade II "The contextual and practical importance and quality of research". Both grades were defined with regard to how the quality of research manifested in the publications evaluated. The University of Tampere is multidisciplinary with a wide range of disciplinary areas. For this reason, conducting comparisons only on an international level (Grade I) was considered inadequate, and therefore the social relevance of the research was included. The purpose of research and practices of research as well as publishing vary from one department to another, with the emphasis of research varying from the strictly academic to the more practical.

The evaluation results would have no direct, predetermined influence on departmental funding. It was decided that the grades would not directly, in a predetermined way, influence the financial resources of the departments. Instead, the result of the evaluation will be used as one element in the regular internal evaluation of the department. The regular internal evaluation will be conducted every two years by a group whose members come from the management level of the University and its faculties. This group will conduct the evaluation based on both qualitative and quantitative indicators, and its knowledge of the working environment of the departments. The results of the evaluation will also be used in developing the University's research strategy.

REPORT OF THE PANEL I

I Introduction

Chair	Professor <i>Olli Martio</i> , University of Helsinki, Finland
Panel members	Professor <i>Maristella Agosti</i> , University of Padua, Italy Professor <i>Elisabeth Davenport</i> , Napier University, UK Professor <i>Timo Koski</i> , University of Linköping, Sweden Professor <i>Raine Koskimaa</i> , University of Jyväskylä, Finland Professor <i>Thomas Ottmann</i> , University of Freiburg, Germany Professor <i>Alan Smeaton</i> , Dublin City University, Ireland

The self-evaluation material was distributed to the panel members more than a month before the panel meeting at Tampere June 7–9, 2004. The panel discussed general viewpoints of the evaluation and studied the selected publications on Monday June 7. The panel met the department representatives on Tuesday June 8. Each department was given about an hour for a short presentation of their research activities and answer the questions. The report was completed on the last day.

The tight program and the constraints of the evaluation may, of course, leave the effect that not all submitted material has obtained the attention it deserves or may have been neglected by the panellists.

The panel found the department members co-operative and eager to answer the questions. The University of Tampere kindly offered all the assistance needed and the panel thanks Ms T. Soini and Ms T. Sahlander for their generous help. The practical administration of the exercise was outstanding.

The panel focused on the quality of the research and on its relevance using the material submitted. The panel also made recommendations concerning research directions and the Faculty organization.

The Faculty of Information Sciences at the University of Tampere is rather unique. It combines “hard” sciences like mathematics, statistics, algorithmic studies etc, with the subjects that are traditionally placed in the Faculties of Humanities or Social Sciences.

The panel found the “usual” university departments, Department of Information Studies, Mathematics and Statistics and Department of Computer Science all meet the same difficulties that are common in Europe and in the Nordic countries in particular. In order to recruit good students and then to keep their students they had to maintain good undergraduate teaching and devote much time to undergraduate studies. The departments also give rather extensive service teaching. Where the departments are

small, this leaves little time for postgraduate teaching and research. In many cases, research at international level makes demands in terms of supervision on lecturing and senior academic staff, who are thus unable to devote adequate time to their personal research agendas. There is particular pressure here on project leaders. However, the situation in Tampere is no worse than in other small Scandinavian universities.

Some departments in the Faculty do not seem to have strategic directions or goals except to follow the research interests of a small number of dominant individuals. In the case of small groups, this may be perfectly acceptable but it is a risky strategy in larger groups where grasping a wide set of opportunities is important.

II Evaluation

HYPERMEDIA LABORATORY

1. General comments

The Hypermedia Laboratory has gained its departmental status quite recently even though it has a history of some ten years. The identity and profile of the department are vague, which is not helped by the misleading and outdated name of “Hypermedia Laboratory” – there is a clear orientation towards cultural and social research within the department and that should be explicit in the name. The high aspirations towards multidisciplinary approach have led to lack of clarity about its own identity, and about the core competence in the Hypermedia Laboratory. The place of the department within the Faculty of Information Sciences is unclear, and numerous potential areas of cooperation with the other departments of the Faculty (esp. computer science) are so far left unutilised. The Hypermedia Laboratory has no clearly defined teaching responsibility (even though it provides undergraduate teaching) and it has no status and mechanism for producing doctoral graduates – it is not clear, if this is a department in a usual way (or about to be developed to that direction) or rather a research unit; it seems, however, to enjoy a protected status within the University of Tampere. More than half of the funding comes from external sources (research projects).

The research staff is very young – there are, all together, only two senior positions (one full professor, 75% professor, and 20% professor), and at the same time there are several undergraduates employed.

The Hypermedia Laboratory is actively working as a networking agency, especially in fields of game studies (internationally) and eLearning (nationally), and they have been organising international conferences.

The documentation provided for the evaluation purposes seems to be lacking in a serious way, which compromised the work of the panel. As Hypermedia Laboratory gained its departmental status three years ago, the evaluated materials only cover this three-year period, which is too little to give a reliable impression to which direction the research is heading. In addition, there was a discrepancy between the statistics provided by the group and our documentation.

1.1 General profile of department's research activity

Judging from the publications, the areas of research interest include Mobile Devices (usability, navigation), Mobile Learning, Mobile Video, Game Design, and Game Cultures. The department representatives group these to following three domains: experience design, eLearning, and knowledge creation. These are not truly informative, as experience design is too vague a concept to be really functional, and there is not much evidence of knowledge creation research in the materials provided. As also

Media Education / Digital Media Literacy were mentioned during the on-site visit, the impression is that the lack of clear research focus is recognized, but not really dealt with yet.

Research is strongly project driven, with obviously no other strategy but to react in an opportunistic way to any initiative or proposal promising funding opportunities. The projects are prioritised over the personal research interests of the staff, and as a result of that the publications are mainly project reports of descriptive nature. PhD theses under way by junior personnel are oddly missing from the material submitted for evaluation. Though the Hypermedia Laboratory does not produce doctoral graduates of its own – still, the support for the staff doing their doctoral theses should be better arranged. There is a considerable amount of joint projects with industry partners and especially with the Tampere University of Technology; this was not visible enough in the materials submitted, but became apparent during the on-site visit.

1.2 Extent and volume of research activity

Volume of publications is reasonably high, but the overall quality is not too impressive – with the exception of game studies where some good publications have been produced. The number of refereed articles is very low. There are several projects under way, but unfortunately they were badly documented in the materials. Hypermedia Laboratory has managed well in acquiring competitive research funding.

2. Quality and characteristics of publications

2.1 Special strengths

There is some cutting edge research going on in the game studies area, where, for example, the Computer Games and Digital Cultures Conference Proceedings (ed. by F. Mäyrä) has become a much-cited source. There is also some advanced research in the mobile applications area, and here the strong connections to industry partners play a significant factor. Hypermedia Laboratory has been able to react quickly to acute issues within digital culture. It has positioned itself strongly in the domain of digital games by taking a leading role in DiGRA, a key association for researchers and developers in the field. It is important for the University to develop expertise in an area that some analysts consider to be the main metaphor of the 21st century – that is, game culture.

2.2 Weaknesses

Many of the publications are purely descriptive reports of findings from projects; there are not many in-depth, reflective and critical studies. The ground-breaking role gained through dynamic actions taken has not been turned into serious expertise and international recognition in any of the fields (except in game and especially mobile games) as the resources have been under constant reallocation. Despite the active international networking role, there is not much international research collaboration. The place of Hypermedia Laboratory within the Faculty seems somewhat unclear, reflected in the lack of research collaboration with the neighbouring departments.

The small amount of senior research staff seriously undermines the scientific level of research. Difficulty in mixing personal and project interests seems to be an acute problem felt strongly among the staff. Hypermedia Laboratory is trying to be first in whatever field – for a department of this nature this may be quite acceptable as it guarantees they have the opportunity to be flexible and dynamic, but for such a unit to be a full department will make it difficult to manage in terms of targets and outputs, at the Faculty level.

2.3 Recommendations

The name of the department should be seriously reconsidered. There should be stronger strategic planning, and clearer focus on selected fields of research, which synergical relation to each other. Somehow time must be arranged for the staff to concentrate on research of their own personal interests, not tied to the daily demands of the projects; following this, there should be more emphasis on producing substantial publications (monographs; refereed journal articles) in addition to reports and conference papers. Doctoral studies should be better organized and supported. In order to rise to the challenges, more senior (doctor's level) personnel are needed to act as academic mentors for the junior staff.

If the University wishes to exploit the value of this group as an academic research unit (as distinct from treating it as an incubator for innovations) it should re-examine its decision to sustain the group as an independent unit. The issue of whether the Hypermedia Laboratory should form part of a larger Computer Science Department is one which has clearly exercised discussions among several stakeholders in the University, but the relatively recent award of departmental status to the Hypermedia Laboratory would suggest that the University has taken a stance on this and has made a decision not to merge. The merger would allow the group to act as a catalyst for innovative research in a more established environment, but it would also benefit from a closer association with the department where there are established research trajectories and norms.

3. Summarizing statements

Immature department in a forming phase, but potential for innovative study with a truly multidisciplinary approach. The level of publications highly variable with top-quality, in-depth studies still missing. Special field of expertise in game studies, and especially in mobile games.

Grade I: 2–3

We were asked to grade what was submitted in the documentation. We do not feel that this entirely captures the activity of this department. There are some good publications especially in the areas of game studies; some of the publications are at the fair level, and many of the publications are such (extended abstract, short papers etc) of which the level is impossible to judge. There is a conscious choice for developing own publication forums, but even granting that, publications in established, referee

journals would highly sharpen Hypermedia Laboratory's international status. (Some of the publications would have been better left out of the shortlist.)

Grade II: 4

Most of the publications are addressing acute issues with immediate practical consequences (usability of mobile devices, game cultures, digital television services) and this has, at least in one case, contributed in the standardisation process of iTV interface solutions. Also, active participation in the developing of the new field of game studies. It is difficult to assess the full impact of the department in the absence of a tracking system for its graduates.

DEPARTMENT OF INFORMATION STUDIES

1. General comments

This is a tightly knit group in a focussed area, with several leading people as well as a single outstanding person. The department has a mature research culture and high-quality research practice is a built-in component of the departmental activity. There is good nurturing of doctoral and masters students and sustainability of the department has clearly been considered, witness for example the number of ‘junior’ research staff in key areas. It is comforting to see that research outputs are increasingly being spread among more than one person, thus providing a solid base for the work of the department. There are clear research goals despite the fact that there does not appear to be a formal research strategy and there is judicious resource management vis-à-vis participation in national resource allocation and the tactical invitations to overseas visitors.

The status of the department in terms of its role as a professional school contributes to continuity though there is some tension between this and its research status. The staff of the department have really taken ownership of their own direction – though informally – and have been able over the years to revise the structure of the department, change its name, update research objectives, and reorganize.

1.1 General profile of department’s research activity

Library and Information Science is a distinct domain, that differs from Computer Science in its focus on documents (in different media) and their role in human activities such as searching and browsing. The department’s two main areas reflect these. Information Retrieval in the department is concerned with the structure of queries and of documents and the matching of these. ISIC is concerned with the structure of activities or the contexts that produce a number of behaviours that include IR. The department’s contributions in both of these areas are of a high international standard

- The department has taken a strategic decision to focus its research on areas where it has established a track record. In two of these areas, it has international presence. In the third, a key player (Huotari) has left for Helsinki University and the department is shifting its focus here to records and archive management where it has competent research active staff.
- Research activity covers both theoretical and practical research, and this is reflected in departmental collaborations that are underway within the Faculty of Information Sciences, and within the university sector in the Tampere area. A number of high-quality international visitors have contributed to the development of the portfolio over the years.

- Funding reflects the dual nature of research activity. In addition to Academy of Finland money, attempts have been made to exploit the intellectual capital produced in research activity by licensing products. The department also has EC project funding. The research group is selective in what it does, only undertaking (industry) sponsored research in areas that are aligned with its portfolio.
- The doctoral programme is strong with around 3 students (or equivalent) graduated each year. Numbers are constrained however by staff available to supervise and it is unreasonable to expect these numbers to grow further without putting undue and damaging strain on the department. Research students participate in NORSLIS and other programmes that ensure that there are interactions with students in other institutions.
- The department has a tradition of keeping its researchers – this may be an appropriate strategy as research continuity is ensured with minimal transaction costs and this allows the department to meet its other obligations.
- There is a small amount of crossover in work with others in the Faculty, such as the Department of Computer Science, but this amount is small and is of mutual benefit to Information Studies and to the other departments. The visit to the department revealed other collaborations.

In general we can say that the department has an excellent worldwide profile, is producing outstanding research results in the research areas in which the staff has focused its activities.

1.2 *Extent and volume of research activity*

The department demonstrates international excellence in the area of Information Retrieval, and strong international presence in the area of Information Seeking. There is a well-established research culture within the department that has been developed over two decades or so, and evidence of the cumulation of research that should emerge from a strong group.

- The publication pattern indicates that an apprenticeship system is in place, with ‘young’ active researchers co-authoring with senior mentors. This should ensure that research tracks are sustained when senior actors are absent.
- In terms of measurable output as per the guidelines for evaluation, almost two-dozen of the published output during the period of the review are top-class including publications in journals such as the *Journal of Documentation*, *Information Processing and Management*, the ACM SIGIR Conferences, the *ACM Transactions on Information Systems*, the *Journal of the American Society for Information Science and Technology*, the *Annual Review of Information Science and Technology*, *Information Retrieval* and a best paper award at the *European Conference on Information Retrieval*. Senior members of the department also have other indicators of their professional standing through, for example, membership of editorial boards, chairing program committees of the most important conferences (SIGIR), memberships of program committees, an Academy Professorship award, eminent visiting Professors and foreign researchers in the areas of information retrieval and information seeking,

etc and these were revealed during the departmental visit. The output of graduated doctors, 14 over 5 years, is very good for a department of that size.

2. Quality and characteristics of publications

The range of topics covered in the publications from this department is quite focused and there are high calibre publication channels that are used within key areas. Some of the research output is unique within Finland and the profile within the department has not stagnated and has continued to evolve. The commonality throughout all the research is that of a robust empirical analysis that supports critical enquiry as well as the development of innovative methods and solutions (e.g. searching algorithms).

2.1 Special strengths

The special strengths within the department are:

- Information Retrieval – there are world-class contributions with evolving methods and innovative applications and a strong group presence in local, national and international networks; a ‘driver’ within the University e.g. work with Data Management Group in Computer Science – growth and nurturing of the ‘next generation’.
- Information Seeking In Context – there is a strong presence and a strong group presence in national and international networks – growth and nurturing of the ‘next generation’ (e.g. Tulia).
- The size of the research group is critical in that it could easily evaporate if key people were to leave the University, however the department has been taking actions to make itself sustainable and employs highly efficient management of resources.
- There is a very strong research culture.
- There is good quality international cooperation as a way of exchange of experiences.

2.2 Weaknesses

One of the greatest weaknesses of this department is that it has been unable to convince the University of its own strengths and the perception within the University is that the primary role of the department is as a professional school. A second area of weakness is that the industrial and societal applications of the area of expertise of the department, are underplayed, however this should not be regarded as a serious consideration.

2.3 Recommendations

The department should continue to sustain its own ‘autonomy’ within the Faculty and continue to support with places in the Institute for Advanced Study etc. In terms of area of expertise, the expertise on information seeking and information retrieval suggests that the department should extend the initial work on digital libraries that is evident in the documentation. The department should continue to engage with

more visiting researchers to the department and with research groups from other outstanding research organizations with the purpose of refreshing research topics and opening new research streams.

3. Summarizing statements

The department has been established for a long time, has a tradition of excellence and is very highly regarded internationally as an excellent research-oriented department. It operates in a number of carefully chosen niche areas, produces a considerable amount of high quality publication and a good number of doctoral graduates. The panel recommends that the department be supported to continue to do its excellent work.

Grade I: 6

The Department of Information Studies has an international reputation in its two main areas of IR and ISIC. The publication output in these groups is of the highest calibre (top ranking peer reviewed journals in the field), and both groups are fully networked into the science communities that define their areas. The production of doctoral students has been of a consistently high quality, and several of these graduates hold significant positions in other university departments in Finland. The department's record in competitive funding is strong (e.g. NORSLIS participation) in both domestic and international arenas. We would rate the IR group as 6, and ISIC as 5/6, and have disregarded current work in Library History and IM that was submitted, though the latter has some potential to satisfy the criteria we have been given.

Grade II: 5

The department's contribution to establishing the domain in Finland is highly significant, by means of its PhD students and its participation in NORSLIS doctoral forums. In addition some intellectual assets have been licensed.

MATHEMATICS AND STATISTICS (DEPARTMENT OF MATHEMATICS, STATISTICS AND PHILOSOPHY)

1. General comments

The department is the smallest unit in this evaluation. There are two professors in mathematics and one in statistics. The department has recently experienced a transition period. An appointed professor moved to the Tampere University of Technology and took many students with him. A new professor, Lauri Hella, has been recruited and has started a new group in logic.

1.1 General profile of department's research activity

There are three groups in mathematics: linear algebra, logic and number theory. In linear algebra the main topic is matrix inequalities and in number theory arithmetical functions. The linear algebra group has international connections, mostly with India and Canada. The Number Theory group is small without joint international publications. There are few connections inside Finland and both groups lack external funding. The linear algebra group and the statistics group have common interests.

A new group in logic was recently created by Professor L. Hella. The main study area is finite model theory. They have active international and national contacts. Indeed, they support a bi-weekly seminar with the logic group at the University of Helsinki. The group is supported by the Academy of Finland. The group has achieved a decent size, 6 persons. Doctoral dissertations are to be expected.

The statistics group is internationally recognized from its work in matrix methods in statistics and linear modelling. There are also nice results in experimental design in the submitted material. The group consists of 8 people and is internationally the most visible group at present.

1.2 Extent and volume of research activity

The department takes part in three separate graduate schools. This is a good achievement for such a small department.

Strong research groups are difficult to create inside a department of this size. Another possibility is to work together with other international or national groups. This approach has been adopted by the logic and the statistics groups. Graduate studies have so far been on a rather low level.

The logic group has had a very good start. It has recently obtained substantial funding from the Academy of Finland.

The statistics group represents a top international group in applications of linear algebra to statistics. The statistics group has a number of projects connected to the forestry harvesting and it has organized several international conferences in linear modeling and continues to do so.

2. Quality and characteristics of publications

In mathematics the researchers have published their papers in good journals specialized in their areas. Especially P. Haukkanen (number theory) has a very good publication record. However, this research area is rather narrow without many connections to other fields. Number theory and matrix inequalities (linear algebra) are classical areas in mathematics. Matrix theory is not much represented in Finland outside the University of Tampere. Finite model theory has found new applications, most notably in database query languages. The modern computational logic and model theory will continue to be important in similar applications. It also offers challenging new mathematical problems.

J. Merikoski and the statistics group have a very good number of international co-authors, probably the best among the departments evaluated by the panel.

The quality of the submitted work in statistics is very good, a majority of them is co-authored with leading international researchers in the field and published in the top journals.

2.1 *Special strengths*

The department has internationally known specialists in their study areas. Papers have been published in good international journals and the researchers have been able to maintain international contacts and these contacts have produced joint publications.

The department has done a good job by giving both undergraduate and graduate training in mathematics and statistics for many doctoral students who then have completed their theses in more applied areas like computer science and signal processing.

2.2 *Weaknesses*

Due to the size of the department the scope of the research is rather narrow. Diverting the interest areas to fields close to the present expertises could increase the scope. The statistics group has perhaps a limitation in its focus on linear modeling and pure statistical theory.

2.3 *Recommendations*

If the department is to form strong research collaborations then it must combine with others outside the department. The expertise in number theory and logic, for example, could be usefully combined with others in the Department of Computer Science in the areas of database research or information retrieval in the Department of Information Studies. Partners can also be found outside the own university. The University should provide (relatively small) funds to promote the visits of foreign researchers who have active contacts with the departments. This activity has at present left to the Academy of Finland and small groups tend to be neglected.

Research in mathematics very much depends on high profile mathematicians. Their influence on the research in the department is all important. To lose a leading figure could effect the standard of research for a long period.

The panel feels that those departments, like Mathematics and Statistics, who give extensive service teaching, are not very highly appreciated by the University. The students take their doctoral degrees in other departments, but the panel feels that methodological studies are important and they improve the quality of research in general.

3. Summarizing statements

The department produces good research in areas of its expertise. The transition period is over and the future will show the success of the new research directions. More emphasis should be placed in creating research connections inside and outside the University.

Grade I: 5/6

Solid work in statistics and in mathematics that is noted by the international community. The work of the best individuals is up to 6.

Grade II: 1–3

In general research in mathematics and statistics has seldom immediate practical consequences. The panel felt that school textbooks and study materials do not represent an impact of research on society.

DEPARTMENT OF COMPUTER SCIENCES

1. General comments

1.1 *General profile of department's research activity*

As a whole, the department has grown considerably during the evaluation period (in terms of staffing from 51 to 91 people, etc) and growth will naturally have created its own problems. However, the growth is not distributed evenly among the research areas pursued at the department.

With its almost 100 researchers, among them 10 professors and roughly 25 postdocs, the CS Department has now the critical size not only to offer profound study programs in the field but also to carry out a broad spectrum of research projects and to become internationally visible. The research activities are (informally) clustered into five major areas (algorithms, data management, HCI, Information systems, software). Among them the HCI group is the largest and most visible one. Though the department has its specific profile, some of the research follows more traditional lines carried out also at many other CS departments. The department has a few working contacts with the other departments of the Faculty and also with other universities in Finland and abroad. However, it appears that the cooperation could be strengthened. The teaching load seems to be reasonably balanced between undergraduate and graduate courses not to be a serious obstacle for the research activities. It is advisable that the department starts teaching activities specifically tailored to graduate students.

1.2 *Extent and volume of research activity*

Overall both the volume and quality of the research outcome meets the expectations for a department of this size. Beyond the publication output occasionally also public-domain software and systems for actual use (outside the projects) are produced. The competitive research funding (by the Academy of Finland) is relatively high and indicates that most research carried out is of basic nature. This facilitates the matching of the personal qualification aims of the researchers with the project goals and leads to a reasonable average number of doctoral degrees per year. A clear sign of success of the research activities is the involvement of research groups in several EU projects, in particular the coordination role of the HCI group in a NoE (with 20 partners) in Gaze Interaction.

2. Quality and characteristics of publications

Within the five major areas, (algorithms, data management, HCI, information systems, software) there is still a large variety of topics covered within each group of papers. But during the evaluation period, only algorithms and HCI have increased in size and in research output.

Algorithms: Beyond a few isolated topics (like algorithmic learning theory, theory of formal languages) one can identify the following major themes:

- Classical complexity theory (classifying problems as NP-hard etc): good, but no top international journal publications.
- String matching: Well accepted (by the relevant research community), international journal papers, but no top trend setting journals or conference contributions.
- Applications of CS methods to medicine and biology: This is the largest group of papers. Here genetic algorithms, neural nets, and signal processing methods are applied to sometimes very specific practical problems. In all these cases the expertise in Computer Science is necessary, but domain knowledge is even more important. Inventing new or improving known methods and algorithms is not the main focus of this research. Hence, it is not surprising, that the results obtained are not published in typical CS journals but in publication outlets which are difficult to assess from a CS point of view.

In general, the algorithms research is internationally visible but not trend setting. Both publications in the top journals and appearance on the trend setting international conferences are missing. Furthermore, the covered topics appear to be chosen rather accidentally or driven by needs from outside CS (like medicine or biology). Though the area “algorithms” is needed as a core subject of computer science, the department should try to identify new fields of research and stay not so much with the traditional topics or become too much driven from the very pragmatic needs of the application areas.

Data management: The available selected publications are concerned with two main research themes. The first theme is on the evolution of query languages to support advanced facilities in retrieving data and information, the approaches to query and finding information are mainly two, one for managing complex objects and one on the use of a deductive object-oriented database. The second theme is on conceptual modelling of information systems. Another publication is on OLAP cubes for controlling sparsity. The publications on the first area are authored by researchers of both the Department of Computer Science and the Department of Information Studies; those publications reflect a research in part of outstanding international level, and in general of a good international level. The publications of the other areas can be considered at a good international level as the publication on OLAP. 5 out of 8 papers have been written in cooperation with researchers of the Department of Information Studies.

HCI: The output of this group is very good internationally, with several pieces of excellent work. Beyond a few isolated topics, major work has been done on the following topics:

- Affective computing, emotional feedback: Here a number of thoroughly pursued user studies have been carried out which are internationally visible.
- Special strength of the HCI group is in the design and development of systems for users needing special aids (like for the deaf, blind, without limbs) and for children. This is very unconventional and innovative research and highly visible in the international community.

- The research on special input devices and tools (stylus, text input for mobile devices, interactive support tools for graph drawing etc) is of good quality too.
- Some research is focussed on special problems in visualisation of multidimensional data. Though fairly narrow, it appears to be acceptable Ph.D. level research meeting international standards.
- There is also a bulk of papers on e-learning including tutorial and CSCW systems. Most of them are case studies but the quality of the publications is more difficult to assess, because there are not well established and accepted standards available for this interdisciplinary area. The activities are, however, visible in the international community working in this field.

Information Systems: The research output consists of some kind of “meta research” and case studies, in particular in health informatics. Recently, an activity on the design and development of secure systems has started in the contest of the establishment of the Virus Research Unit. However, no visible research output has emerged from this initiative yet. The department seems to have been joined by an active researcher on health informatics, so the area can be dealt with in the future if the department decides to invest resources on it. The publications on this area are of fair international level.

The other selected publications address different topics, most of those papers are addressing more strategic than scientific aspects, and some of them are published in publications of national level.

Software: This is the smallest collection of papers and certainly too small in order to contribute to the profile of the department and to make it internationally visible. Two of the three selected papers are published at a national level. Only one is at a fair international level.

2.1 Special strengths

The overall impression of the CS Department is that it is fairly productive, reasonably innovative, has good connections to industry, is used to measure itself with the international research community, and has the critical mass to pursue a large variety of different and also larger research projects. Therefore it is surprising that apparently no defined larger joint research efforts aiming at challenging long term research goals have been defined and pursued so far. However, the large number of smaller research and development projects carried out in the past as well as the list of newly started projects is a reliable source of funding which will guarantee that the research output will not decline in the foreseeable future. The department has a commendable output of doctors, averaging between 3 and 4 every year but needs to rise further.

2.2 Weaknesses

Some specific comments have been already made above. From a more general point of view the absence of a long-term research strategy appears to be the most serious drawback. While there appears to be good success in securing research grants – with 15 such projects from the Academy and from Tekes in the evaluation period – it

appears that the motivations for securing such funding are (a) to get money to fund studentships (b) to get publications and (c) to do interesting things. There appears to be no overall strategic direction for the research and the department is lurching from one research grant to the next. For a department of this size, this is not advisable.

There is good national and international collaboration in EU and other projects for the department as a whole, yet poor collaboration with others within the University. The international cooperation with experts in the field leading to joint publications and long-term visits of senior researchers from abroad could be improved.

There is no culture of entrepreneurship or exploitation through, for example, spin-off companies, patenting, licensing, etc. This is a University characteristic, not something peculiar to this department.

2.3 Recommendations

Most specific recommendations have been made already in the appropriate context.

The department has substantial technical competence in areas relevant for other departments of the Faculty as well. This, in particular, holds for the Hypermedia Laboratory, which could, on the other hand, contribute non-technical aspects nevertheless relevant for CS systems and products. Therefore, the occasionally started cooperation between the two departments (in computer games, e.g.) should be considerably strengthened.

Similarly, the newly formed Logic group at the Mathematics Department is working in an area (finite model theory) which is certainly relevant for CS as well. Hence, both departments should try to identify fields of common interests and try to establish an active research cooperation.

In order to become more internationally visible, international cooperation leading to joint papers with leading experts from abroad is encouraged. Moreover, long-term visits of scientists from abroad should be made possible.

There is an organic, hands-off management of research groups and their growth or demise. This needs to be formalised, something which may be unpalatable but is a necessary consequence of growth.

3. Summarizing statements

Grade I:

It is not fair to assign the same (average) grade to all research groups. The *Algorithms* group deserves grade 5, the *Data Management* group also, mainly because of its successful cooperation with researchers from the Department of Information Studies. The *HCI* group can be rated a bit higher (between 5 and 6), however outstanding results are obtained only in a very narrow part of the broad field of HCI. In terms of published output, the *Information Systems* and *Software* units within the Computer Science department has nothing of major international standing, resulting in grade 2. If we do not take into account the performance of the poorer groups (*Software* and *Information Systems*) this is a high achieving department that merits an award of 5 or higher. If we include all of the material that was submitted, we would award a 4/5.

Grade II: 5

The department has been working on projects that have produced in most cases prototype or/and demonstrator software products. One relevant example is the query expansion tool, which has been designed with a participation of the Department of Information Studies staff, and which has been implemented as a prototype in the CIRI software made by the software company *Almare*, site of Tampere, and the prototype is currently engineered to become a software demonstrator.

Practical importance also has a software service that has been developed by the department: the so called “bus stop man”, which is a speech-based telephone timetable application developed as a result of an application-oriented research project and which can be used at a public reachable phone number. Another service under experimental use is an enhanced user interface for characterization of search engine results.

The department has been active in producing public domain software components in general for development of user interfaces, such for example a software component that can be used for developing applications that use speech interface.

Those design and development software efforts show an attitude of the department of caring on applying application research results and develop software of public use and utility.

Overall the grade 5 appears to be justified.

REPORT OF THE PANEL II

I Introduction

Chair	Professor emeritus <i>Aimo A. Salmi</i> , University of Turku, Finland
Panel members	Professor <i>Thomas Arendt</i> , University of Leipzig, Germany Professor <i>Christine van Broeckhoven</i> , University of Antwerp, Belgium Professor <i>Heidi-Ingrid Maaros</i> , Tartu University, Estonia Professor <i>Jan Olofsson</i> , University of Bergen, Norway Professor <i>Bo Risberg</i> , Göteborg University, Sweden Professor <i>Gunnar Sedin</i> , Uppsala University, Sweden Professor <i>Kjetil Taskén</i> , University of Oslo, Norway Professor <i>Alexander Zharkovsky</i> , University of Tartu, Estonia

The panel was chaired by professor Salmi and was assisted by Evaluation Officer Tiina Soini and Project Secretary Taina Sahlander.

A few weeks before evaluation days (November 1 to November 3, 2004) the University of Tampere had provided list of publications from 1999 to 2003 and other material considered useful for the evaluation. Original papers selected by the departments for analysis were available in the meeting room. As well, some doctoral theses were available for inspection. Dr. Soini and MA Sahlander provided more material at the request of the panel members.

For the primary analysis of the provided data, the panel was split into three groups: Institute of Medical Technology, Preclinical Sciences (10 disciplines) and Clinical Sciences (20 disciplines). The provided material was used for this analysis and only a very limited number original papers was also evaluated due to the short time available for analysis of the papers. All the other panel members familiarized themselves with all the material.

II Evaluation

MEDICAL SCHOOL

1. General comments

1.1 General profile of department's research activity

The Medical School of Tampere has 44 professors with a mean age of 53 years. Thirty-one of these are full-time employed and 13 part-time (25%–50%), 250 are researchers and 200 doctoral students. We were not provided detailed information that clarifies all of their duties (full time personnel equivalent working in research) but we got the information that everyone who is doing research in the Medical School also teaches and *vice versa*.

The most important research collaboration includes The Institute of Medical Technology, School of Public Health, Department of Nursing Science, Tampere University of Technology, UKK Institute, Coxa Hospital for Joint Replacement and several innovative research companies.

The Medical School in Tampere educates about 20% of medical doctors and specialists in Finland with about 105 medical school students per year. They use PB-learning which they consider of facilitating the students to become more research orientated. They do not have, but plan to start a separate research orientated combined MD/PhD undergraduate training for selected students.

Tampere Medical School has a broad field of research activities with good interdisciplinary collaboration and with their IMT but based on an individual interest and obviously not on an overriding strategic planning.

Their main research areas have been divided into: Allergy, infections and inflammation, Cardiovascular research, Diagnostic methods, Endocrinology, Epidemiology and Public health, Gastroenterology and Metabolism, Musculoskeletal system and Biomaterials, Neurosciences and Therapy research.

The funding for research seems to be left to the separate clinical department in a high grade. Most of the research groups may have an adequate size for their activity but the Medical School does not seem to get rewarded in proportion to its research activities.

The general strategy seems to be that no groups of excellence should be selected because the Faculty does not have any extra funding to deliver as most money for research in clinical departments are coming via hospital funding.

Although a quite good interdisciplinary collaboration exists between clinical departments, a strategic plan for stimulated translational research between IMT, basic science specialities and clinical departments is obviously missing. This could have improved already very good research productivity. National collaboration may be

reasonable good but international collaboration should be further stimulated especially within a continuously growing EU and thereby giving the young researchers increased possibilities to spend some time abroad.

1.2 Extent and volume of research activity

Selected publications in 1999–2003 from the Medical School have been evaluated in accordance with instructions. These publications are presented for the research fields:

- A. Allergy, Infection and Inflammation, 96 papers
- B. Cardiovascular research, 84 papers
- C. Diagnostic methods, 75 papers
- D. Endocrinology, 75 papers
- E. Epidemiology and Public Health, 64 papers
- F. Gastroenterology and metabolism, 52 papers
- G. Musculoskeletal system and Biomaterials, 37 papers
- H. Neuroscience, 69 papers
- I. Therapy research, 70 papers

The total number of publications presented are 584 out of a total of about 1500 published papers listed in the Web of Science during the chosen period, which for the size of the University of Tampere is a high production of publications in well known international journals.

When evaluating the specific areas of research the proportions of selected papers published in the 20 highest rated journals in each specific field are, for cardiovascular research 51%, endocrinology 41%, gastroenterology 40% and musculoskeletal/biomaterials 36%, whereas the other fields of research show lower proportions in the most high rated journals in their fields. In the field of diagnostic methods there seems to be a greater difference as to the impact factors of the journals used for publication than in the other fields of research. As judged from the presented publications the overall scientific production is of very good quality.

The external research funding during 5 years have been 27 million € (funding from Academy of Finland 1 677 000, EU 1 073 000, Tekes 1 319 000 €). The budget from the University of Tampere to the Medical School has been 45 million € during the same period. The Medical School could probably produce even more research if financial support is provided. Unfortunately, there is no information on how the research funding is distributed within the Medical School and what proportion is invested in research training and in research projects.

The number of academic dissertations for a PhD at the Medical School of the University of Tampere during a five year period (1999–2003) is 153. The proportion of new PhDs still active in research and the economical support of young investigators is not presented in the distributed information. The proportion of PhDs active at the University hospital of the University of Tampere is 41% and further 5% are post-doctoral research fellows, 11% of the PhDs have moved to other university hospitals in Finland, 7% are employed by authorities or companies, 30% are active at other health care centres in Finland and 9% have moved abroad. Thus 46% of the PhDs still serve

at the Medical School of the University of Tampere, a fact that would indicate an excellent opportunity to increase the research activity if financial support is provided. On the basis of the distributed information it is impossible to evaluate the quality and volume of the postdoctoral scientific production of the PhDs in 1999–2003.

2. Quality and characteristics of publications

The evaluation is based on a bibliography selected by the departments from the most important research output in the years 1999–2003. Publications were arranged according to topics the Medical School had identified as their major areas of research. For 9 of them, a bibliography was provided (see above). For Vaccine Research, the Medical School also considers a major area of research; no bibliography was provided.

Grouping the publications into major areas of research demonstrates the intention to develop a research profile by concentrating on certain topics. It also shows that collaboration between different research units is considered important. At the same time, however, the bibliography, as it has been provided, makes it difficult to evaluate the research output of individual department unit and research units. Therefore, the possibility to identify differences in the productivity between different research groups and on this basis to assess weaknesses and strength of the Medical School is limited.

The total number of selected papers the evaluation is based upon, should be twice the number of research active staff. However, no exact figures on the research active staff who contributed to these publications were provided, and there was some overlap of listed publications between the topics. Again, this restriction of the dataset limits the potential to evaluation the scientific output.

According to the statistics provided, the relative number of papers published in internationally peer reviewed journals in relation to all publications, increased from 49% in the year 1999 to 63% in the year 2003. In the relevant years 1999–2003, around 300 publication per year from the Tampere Medical School are listed in the Web of Science.

Overall, the quality of the publications are good to excellent. Excellent contributions, for example, have been made in areas of research such as prostate cancer, celiac disease and cardiovascular disease.

Altogether, 299 publications have been published in the top 20 leading journals of the respective area of research in the years 1999–2003 which roughly amounts to 20% of all publications of the Medical School listed in the Web of Science, and to about 50% of the selected publications.

A number of papers published in high rank international journals apparently arose through collaborations with the IMT as well as with international groups. In these cases, it is difficult to assess the contribution made by the Medical School. Further, researchers from the Medical School frequently appear as co-authors on papers with a large authorship, while primary or senior authorships are less frequent. To assess this in more detail, it would have been helpful to have staff members of the Medical School been labeled in the bibliography. As these informations were not provided, the evaluation of the publications with respect to the identification of strength and weaknesses of the Medical School is limited, unnecessarily.

A number of papers in high rank clinical journals (e.g. New England Journal of Medicine, Lancet) are apparently the result of clinical multicentre studies. From the information provided, it remains unclear whether the Medical School was involved in conducting the study or simply provided patients' samples. Although, beyond doubt, the Medical School will benefit from these collaborations, it is recommended to make more use of the clinically well defined material to test their own hypotheses and to strengthen the local research profile rather than to run into the risk of providing service to other groups. As a potential solution, efforts to acquire EU grants should be strengthened.

Overall, the Medical School aims to conduct research on a number of areas of research. Although this indicates a rather broad basis of potentials, it limits the possibilities to develop an original and internationally competitive research profile. It, thus, is recommended to focus on the most promising areas of research and to aim at the establishment of centres of excellence in a few areas. In order to do so, the University of Tampere should provide the tools to the Medical School to direct research by establishing a "reward system" according to scientific output. We cannot see a distinct strategic research plan within the Medical School. The crucial role that clinical sciences will have to play in any successful research endeavour within biomedicine and especially for translational research is by no means fully acknowledged.

2.1 Special strengths

The committee can state that there is academic research of high quality being performed at the Medical School. The strengths in research can be seen especially within cardiovascular, prostate and breast cancer and coeliac diseases.

Location of the IMT in the vicinity of the Medical School and the hospital has a great potential and should be fully used.

2.2 Weaknesses

- Seemingly lack of proper strategic planning within the Medical School.
- The quality and output varies between research areas and groups.
- No regular internal self assessment.
- Not full use of IMT.
- Too low international collaboration especially within EU.
- External competitive funding is too low.

2.3 Recommendations

- Better collaboration between the Medical School and IMT.
- More international collaboration especially within the EU.
- Better recognition of the Medical School by the central administration.
- Better funding from the University to the Faculty depending on the high research activity.
- Creation of centres of excellence within the Medical School.

- Improved overall strategic planning within the Medical School.
- Post-doctoral research positions should be increased.
- Increase awareness of gender equality.

3. Summarizing statements

The overall research activity is impressive especially looking at the minimal university funding which definitely ought to be improved. Based on the facts presented, the Medical School produces well over 30% of the total scientific output of the University in publications and almost 40% of the PhDs, but receives unproportionally low funds from the University. We cannot see a distinct strategic research planning within the Medical School as is present within the IMT. The crucial role that clinical sciences will have to play in any successful research endeavour within biomedicine and especially for translational research is by no means fully acknowledged.

Grade I: Strong 5 (5+)

The number of publications in leading journals in specific fields.

Grade II: (4–5?)

We had difficulties to assess this aspect based on the information provided by the Medical School. The grade given is intuitive.

INSTITUTE OF MEDICAL TECHNOLOGY (IMT)

1. General Comments

1.1 *General profile of department's research activity*

The IMT, an independent research institute founded in 1995 at the University of Tampere, is closely associated with the Faculty of Medicine from which it originated. Their main task is to foster biotechnology research and education in medical relevant domains.

Evaluation materials: For purpose of evaluation of its scientific research output, the IMT composed lists of international publications and doctorates produced in the 1999-2003 period, as well as a departmental viewpoint on its position and research activities in the field including large research projects according to general guidelines given by the University to all departments. The University of Tampere provided statistics on departmental staff in different categories (teaching personnel, researchers, post-graduate students and support personnel) as well as a budget overview for the same period. It was stressed however to the members of the evaluation panel that the budget data might not be complete since centralised data handling on external funding is missing. The IMT compiled a slightly different table with statistics showing a total of 142 staff members (group leaders 14 (of which 7 professors), researchers 87, technical staff 28, degree program 5 and administration 8) in autumn 2004. Highly relevant information for the input/output evaluation of the IMT research activities was communicated during the presentation by the director of IMT, Prof. O. Silvennoinen (a copy of the PowerPoint presentation was received), and via a copy of the annual scientific report 2002-2003 during an approximate 1-hour visit at IMT and meeting with IMT representatives (IMT director, 4 professors, 2 PIs and 1 graduate student). The latter visit answered many of the questions that were raised during evaluating the materials provided to the panel. The visit and presentation were highly valued by the evaluation panel members. The additional information has been included and commented on in the following parts of the review report.

Funding: According to the budget table the budget is balanced approximately 50:50 between University and competitive funding (Academy of Finland, NIH, EU, Tekes, private foundations, other). This contrasts with the ratio 40:60 given by IMT and most likely reflects the lack of completeness of the centralised budget data by the University administration. The budget table was also not transparent in such that it does not specify earmarked national competitive funding by the Ministry of Education of IMT as national centre for Biotechnology and FinMIT (Finnish Research Unit for Mitochondrial Biogenesis and Disease) as a centre of excellence by the Academy of Finland and Tekes (National Technology Agency). According to the IMT representatives the 3-years Biotechnology funding is currently 800-900 000 Euro a year (\approx 30% of the 2003 university budget), and had been increased over the

previous years based on scientific excellence; the dedicated funding of FinMIT is \approx 300 000 Euro per year for a period of 6 year.

The IMT seeks to generate additional funding by developing larger integrated research programs (e.g. prostate cancer) and clinical oriented programs by creating an environment attractive to pharmaceutical companies and private funding, e.g. REGEA (Institute for Regenerative Medicine). Also, a successful activity of IMT is the generation of spin-off biotech companies e.g. FIT Biotech Ltd. (DNA vaccination and allergy diagnostics). Unfortunately, according to IMT representatives the current valorisation policies do not guarantee a return on investment in IPR directly to IMT/University apart from a 5% share by IMT in overhead and lease contracts to start-up biotech companies by the University. New policies foresee ownership of inventions (e.g. patents) by the University and potentiality of shares in start-ups. It is advisable that together with this change in valorisation policy by the University that a policy on 'return to inventors' is installed.

Institutional policy: The IMT has a director, O. Silvennoinen, nominated by a board composed of representatives of the University, local institutions, city of Tampere, University Hospital and biotech companies. The director is responsible for most administrative and research policies though being openly discussed by all group leaders on a monthly basis. The director is supported by a 3-member international SAB that helps in evaluating the output of the research groups based on international publications and number of doctorates, and in selecting new professors and group leaders via a selection committee. IMT is to be congratulated on its procedure to allocate budgets to the group leaders (professors and PIs), that apart from a core funding (including 2 FTE salaries) include budgeting based on scientific excellence.

Although shortage of funding, IMT aims at international recruitment of new PIs/Professors with high profile track records relevant and/or synergistic to existing research programs. One new PI, J. Schleutker, was recently recruited, and a second promising PI, M. Rämetsä, received a joint position between IMT and the University Hospital. Although, positions were internationally advertised (e.g. in the journal Nature) both new PIs are Finnish. Also, with few exceptions, most Professors and PIs are Finnish though recruited from different Finnish Universities. It can be expected that in the future, with increasing visibility of IMT, it will become easier to recruit internationally also at the level of Professors and PIs.

1.2 *Extent and volume of research activity*

Quantity of publications: Based on analysis of the full bibliography, the IMT has produced or co-authored a total of more than 300 original research papers in peer-reviewed journals during the period 1999-2003, the majority of which is at a good and very good international level. The senior PIs all seem to be very active and producing very well. It is clear that Isola, Jacobs, Kallioniemi, Peterson, Saksela, Schleutker, Silvennoinen, Vihinen, and Visakorpi are all highly prolific (≥ 20 papers / 5 years) and two of the group leaders have produced over 50 papers during that period. However, due to the format in which the information was collected by University, it was somewhat more difficult to assess how well the more junior PIs are producing as there

was no breakdown of publications per group, nor was there any information available on when they became independent and what amount of resources that were made available to them in terms of money and personnel. Anyhow, these younger PIs clearly have interesting research profiles and independent publication activity although some of them seem to be in various stages of budding off from other, more senior PIs within IMT.

Quality of publications: We have analyzed the quality of the research output based on the list of selected publications, which counts 69 papers (approx 20% of the total) and which have an average Impact Factor (IF) of 10.7. This list includes papers in Nature Medicine, Nature Immunology, Nature Genetics, Cell, Nature, Immunity, EMBO J., J. Exp. Med., PNAS, Blood, Am. J. Hum Genet, J. Cell Biol. and a number of other journals of outstanding to very good international quality. All publications listed are with one or two exceptions in journals with IF>5 and all the PIs clearly have outstanding hallmark papers listed. Approximately 30% of the selected list (24 papers) or 10–15% of the total output are outstanding papers with an IF>10, and these papers can be allocated to 15 different individuals being senior or junior PIs, or postdocs; so there is clearly a wide-spread excellence that extends beyond one or two groups. The IMT groups publish in general journals with excellent quality or in journals in the domains of Biochemistry & Molecular Biology, Genetics, Cell Biology, Oncology and Cancer Biology, and Immunology, which are ranked among the top 20 journals (75% of selected papers), or even top 10 (>50% of selected papers) in their respective fields. Based on the distribution of the top ranked papers on the list of selected publications it appears that Jacobs and Silvennoinen, and also Kallioniemi, Saksela, Rämetsä and Parkkila contribute very significantly to the scientific impact of IMT and have international recognition. In general, the IMT has an exceptionally good publication profile which positions the institute at a highly significant international level, particularly when taking the small budget and limited size into account.

PhD graduates: The IMT has some 50 registered PhD students and seems to be steadily delivering 5-10 PhD degrees per year. The institute has been growing during the evaluation period and the cohorts of students in the first years are now comparably higher and the output thus expected to increase in the years to come. The demands to a PhD in Finland are four or more publications, only one of which can also be included in another thesis. The average time to a PhD is 5 to 6 years as evident from the interview with IMT representatives. The demand for papers for PhD theses appears to be counter-productive both in terms of PhD output as well as in terms of the possibility to produce high impact publications as the demand for papers rather tends to drive publication policy towards splitting up the work putting out a larger number of less significant papers.

Biotechnology education: The IMT runs a curriculum in Biotechnology, which includes a full undergraduate and graduate course. The programme started 2000 and the first students are now in year 4. The total is at present 90 students and the present annual uptake is 30 students. From 2005 the first students will start on an M.Sc. in biotechnology where IMT will offer 4 different programmes in Cell and Tissue Technology, Molecular Biology, Bioinformatics and Biobusiness. This curriculum is run with only 6 faculty and although teachers both from the IMT and the Tampere

University of Technology supplements this, the programme is clearly heavily understaffed and this impairs the ability of the Faculty with their appointments on the Biotechnology curriculum to conduct research. Clearly the staffing in this part of the IMT should be stepped up.

Staff and budget: Based on the available information the IMT has some 15 group leaders, 15 postdocs and 70 other research staff including 50 PhD students and a number of M.Sc. students as well as some 30 technical staff and 13 administrative staff, totalling 142 people. The staff appears to have been growing steadily and has increased by more than 25% over the period 1999–2003. The total funding is 5.8 million Euro in 2003 and has also increased very significantly by more than 25% during the period. The IMT seems to be very successful in attracting competitive funding as approximately 60% of the total income comes from extramural grants. Part of the basic funding (30%) to IMT as a Finnish BioCentre channelled through the University from the Ministry of Education is also competitive (IMT being one of 5 Finnish BioCentres). In light of the volume and quality of the scientific production the IMT seems to perform extremely well with quite small funds.

2. Quality and characteristics of publications

Based on a SWOT analysis we would like to emphasize the following points:

2.1 *Special strengths*

- Aim at top level journals and has been very successful in this as more than 50% of selected papers are published in top 10 and more than 75% in top 20 journals (see 1.2).
- Ear-marked competitive funding as a biocentre.
- High level of extramural funding (60%) including EU and NIH grants.
- Focussed on particular areas of research highly relevant to biomedical and biotech development.
- Clear organizational structure.
- Distribution of funds based on performance.
- Clear strategic research plan regarding internationalization and valorisation.
- Generated 3 spin-off companies and has successfully created a collaborative environment with companies and with tissue regeneration institute REGEA.
- Good liaisons with the Medical School.
- Successfully established a chair in bioinformatics and an active research group in the area.

2.2 *Weaknesses*

- Although very high publication quality, this comes from a limited number of senior PIs, thus the IMT is vulnerable because of its smaller size in terms of number of PIs (should one or two leave this will affect IMT research output very much).

- Teaching load very high on biotech programme and the curriculum vulnerable because run by few people.
- Potentially not enough supervising capacity for the increasing number of graduate students from the biotech curriculum because of the already low senior : student ratio (30:70).
- No technology transfer mechanism at the University which impairs commercialization from IMT research and a fair return on investment in IPR.
- Did not present an implementation plan to reach strategic goals.
- Lack of timely core facilities in functional genomics.

2.3 Recommendations (for further improvement by the IMT)

- Would benefit from even more focus and use of strategic international recruitment to strengthen specific areas of research where IMT is already good (cancer biology would as an example bridge well between cancer genetics and cell biology).
- Should aim to increase percentage of publications in top 10 journals (IF > 10) even further.
- Should continue their efforts on internationalization at PI and professor level. We expect that as the IMT gains further international recognition this would become easier.
- Should negotiate with the University an academic career plan for PIs.
- Would benefit from increasing the number of postdocs vs. PhD students both to consolidate research and graduate education in biotechnology.
- Use funding even more strategically vs. important projects and outstanding PIs.
- Should provide more funding for young PIs.
- Establish proteomics, molecular imaging and transgenics.

3. Summarizing statements

The IMT has an exceptionally good publication profile which positions the institute at a highly significant international level, particularly when taking the small budget and limited size into account. This is clearly a centre that excels in biotechnology and biomedicine at the University of Tampere. In light of their relatively small budget we anticipate that IMT would be a very good place for further investment by the university of research resources and such timely input of resources would be expected to increase the visibility of the whole of the University of Tampere and specifically of the research in the Faculty of Medicine.

Grade I: 7

This is based on an evaluation of the selected papers, the majority of which is at an outstanding level (more than 50% are in the top 10 journals in the field, more than 75% of the papers in the top 20 journals in the field, and the average impact factor of the selected papers is an impressive 10.7).

Grade II: 6

We have assessed the contextual and practical importance of the research output and the society-added benefits of the activity at the IMT. Additional information was extracted from the departmental view on its activity as stated in the submitted material and on the information provided at the site visit. The IMT which only existed for 9 years already has 3 spin-off companies and the Regea institute as well as around 10 applied biotechnology projects in diagnostics, bioinformatics and technology. Furthermore, the research conducted is clearly relevant to medical practice although this is difficult to assess in such a relatively short time-window of 5 years, as development of diagnostics and therapy needs long term investments. Lastly, the biotech curriculum in addition to technology disciplines has a programme for bio-business which is very relevant to valorisation.

REPORT OF THE PANEL III

I Introduction

Chair	Professor emeritus <i>Klaus Mäkelä</i> , University of Helsinki, Finland
Panel members	Professor <i>Sara Arber</i> , University of Surrey, UK Professor <i>John Scott</i> , University of Essex, UK Professor <i>Clive Seale</i> , Brunel University, UK Professor <i>Clare Ungerson</i> , University of Southampton, UK Professor <i>Alicja Wolk</i> , Karolinska Institutet, Sweden

The panel would like to thank the University of Tampere for the excellent practical arrangements that made our challenging task somewhat easier to accomplish.

The panel first had joint discussions of all the evaluation material. Submitted research materials were read by panel members as the basis for provisional analysis. Visits were made to each of the departments included in the evaluation. The departmental reports were then drafted by teams of two members but discussed and edited jointly by all members of the panel. The panel was skilfully assisted by Taina Sahlander and Maria Virtanen.

The views of the panel, together with grade scores are set out below, with a reasoned judgment on each case and, where appropriate, specific recommendations for action.

Caution should be exercised in using the numerical gradings that we have awarded in making comparisons with departments assessed by other panels within Tampere. The meanings of some terms in the definitions of levels are open to variable interpretation and there has been no cross-panel moderation built into this research assessment exercise. Any comparison of grades with departments in other universities, whose research assessment exercises may have involved completely different definitions of grade levels, would be similarly lacking in validity.

We were provided with evidence on levels of research funding. The School of Public Health and the Departments of Sociology and Social Psychology and Women's Studies have been quite successful in increasing the share of outside competitive funding of their overall budget. In the Department of Social Policy and Social Work and the Research Institute for Social Sciences, the share of outside funding has remained at roughly the same level or decreased over the evaluation period. No expectations of targets for research income seem to have been set by the University for departments.

The panel notes with satisfaction that the departments are involved in a considerable number of collaborative and comparative studies of many different combinations of countries including both Nordic countries that share common social traditions and also culturally more diverse countries.

The most important general conclusion of the panel concerns international publishing. Social sciences have a special responsibility to reach national audiences. In order to guarantee the quality of research, its results should also be submitted to the international community. Measures should be taken to stimulate publishing in leading international journals at earlier stages of the research career. Courses in scientific writing should begin at the undergraduate level, and each department should organize postgraduate courses in international publishing.

II Evaluation

DEPARTMENT OF WOMEN'S STUDIES

1. General comments

The Department of Women's Studies was formed as a separate department in 1998, following the earmarked 5 year funding from the Ministry of Education for a Professor of Women's Studies (1996-2001). Tuula Gordon held this post and was key to guiding the department's development over the early years. Since August 2002, the Professorship has been University-funded and filled by Päivi Korvajärvi.

The number of researchers in the department has trebled over the review period from 3 researchers in 1999 to 8.7 researchers in 2003. However, the teaching posts have remained stable as 1 professor and 2 senior assistants/assistants.

1.1 General profile of department's research activity

Research in the Department of Women's Studies focuses on a wide range of areas relating to women and gender, including gender, education and schools, gender and organisations, gender and nationality, sexualised violence, marginalised sexual cultures, and gender in Russian cultural, historical and literary discourses of the 20th century. While these topics may appear quite fragmented, they are interlinked by a framework of feminist ways of knowing, and cross-fertilise each other. The research draws on a range of disciplines: sociology, social psychology and social policy are the dominant disciplines, but in addition research relates to history, literature and cultural studies. This diversity of research is linked by a feminist methodological approach, and use of qualitative research methods and textual analysis.

1.2 Extent and volume of research activity

There has been a very significant growth in research funding, especially from the Academy of Finland. The latter has increased from 64 000 Euro to 291 000 Euro in 2003. The amount of Academy of Finland funding in 2003 represents 45% of the total budget and is almost equivalent to the University funding of 316 000 Euro. Three Academy of Finland research projects started in 2002-2003, each with funding of over 200 000 Euro. This significant competed research funding is very impressive, especially given that there are only 3 established teaching positions.

Despite the small size and short history of the Department of Women's Studies, a substantial number of publications have been produced over the review period. Although, the full bibliography may not have correctly characterised all publications, it lists 12 publications in refereed English language journals, 12 in international edited collections, 22 in Finnish refereed journals, 39 in Finnish edited collections, 6 scientific

monographs (1 in English), 10 edited volumes (2 in English), 2 textbook entries, and 70 other publications (mainly in Finnish). This represents 173 publications over a five-year period (averaging 35 publications per year), which is an impressive level given that there were a total of 6 staff in 1999 and 11.7 in 2003. In addition, there were 60 popular articles and literary reviews, which were not listed in detail. The majority of the publications are in Finnish. This is because of the importance of communicating research findings about women and gender to a Finnish scientific audience, to students and more broadly to the Finnish general population.

The Department of Women's Studies have been responsible for 4 doctoral dissertations (2 in sociology, 1 in social psychology and 1 in social policy). Currently Päivi Korvajärvi is the first supervisor of 5 doctoral students. Students are not yet able to complete a doctoral degree in Women's Studies, but arrangements for joint supervision with other departments seem to work well.

2. Quality and characteristics of publications

Of the 22 submitted publications, 10 were in English, 1 in German, and 11 in Finnish. The majority of the international publications (n=6) were chapters in edited books, 4 were refereed journal articles and one was a book. Most of these publications were of a good international standard. The panel was concerned about the relative lack of publications in international journals, and would strongly encourage more publications in English-language journals. However, the panel also recognised the importance for members of the Department of Women's Studies of publishing research material for Finnish audiences.

2.1 *Special strengths*

- A high proportion of Academy of Research funding, which it will be important to ensure is maintained in the future.
- A supportive research community for doctoral students, postdoctoral researchers and other researchers.
- Good networking nationally (e.g. Päivi Korvajärvi is Chair of the Finnish National Association of Women's Studies), and growing international links and collaboration.
- Good links with gender researchers in other departments, fostering productive dialogue and inter-change of research approaches and ideas.

2.2 *Weaknesses*

- The small size means that it is difficult to adequately cover all areas of research interest, and the department is vulnerable if key staff leave.
- A relatively small proportion of international refereed journal articles.
- Lack of career opportunities in the Department of Women's Studies for good researchers and postdocs.

2.3 Recommendations

- Try to identify a strategy to keep good young researchers in the Department of Women's Studies.
- Increase international collaboration and co-operation.
- Increase publications in English-language journals.

3. Summarizing statements

The Department of Women's Studies is relatively new but has become an effective small group of supportive and good quality researchers.

Grade I: 4

At least a third of the submitted work of the Department of Women's Studies is at a good international level.

Grade II: 4

The research in the Department of Women's Studies has substantial contextual and practical importance with at least a third of the submitted work at a good level in this regard. The publications in Finnish perform an important role in ensuring that research knowledge about women and gender in Finnish society is widely disseminated in Finland.

TAMPERE SCHOOL OF PUBLIC HEALTH (TSPH)

1. General comments

The TSPH has a 30-year history (established in 1973 as a Department of the Medical School) and 10 years of independent organization (1995 Public Health School). During the last 5 years (1999-2003) the TSPH has shown a dynamic development.

The TSPH has a considerable diversity in the research profile, with 10.3 professors representing such disciplines as epidemiology and cancer epidemiology, biostatistics, health economics, community health, health science, occupational health, work psychology and sociology, social and health policy, social psychiatry and gerontology. Well developed networking with the National Institutes of Health, local hospitals and clinics and extensive international cooperation makes it possible to maintain a broad diversity in PhD training and research. The strong MSc, PhD and MD programmes underpin research in these fields.

1.1 General profile of department's research activity

The TSPH has a long-standing research tradition in a number of areas, including cancer epidemiology and ageing, which is well reflected in the scientific publications and their quality.

Expertise and access to the Finnish cancer registry and other registry data, ownership of the large gerontological datasets (TamELSA and Tervaskanto-data), development and ownership of the Large Finnish Adolescent Health and Lifestyle Surveys as well as School Health Surveys make it possible to maintain a strong position in cancer and ageing research and establish and develop a strong position in other research fields. The Finnish national and district level hospital (in-patient) and primary health care (out-patient) registers are especially of a very high scientific interest and value and creating a high quality data background for health services research (as recognized by the TSPH). Moreover, such data also facilitates etiological research, and the development of cost-effective follow-up cohort studies.

Two further areas of research might be considered. First, use of individually based registers of medical prescriptions (if available in the Finnish health system) would be recommended for etiological and other health research. This kind of research would be very competitive especially when applying for grants from outside Finland, because very few countries have such data available.

Second, developing a molecular and genetic epidemiology might be considered by the TSPH in cooperation with outside researchers (there are already several publications on the list on the susceptibility polymorphisms for different diseases and longevity).

1.2 Extent and volume of research activity

The TSPH has presented a very impressive research outcome during the 5-year period 1999–2003. There has been a steady increase in the total budget of the School (2.6 million (1999), 2.8, 3.0, 3.7, 4.0 million (2003)). The external financing of research projects and teaching activities increased in total from 36% (1999) of total budget to 48% (2003), and in absolute numbers from about 1 million to 2 million Euro doubling during the 5 years period. External fundings obtained from the Academy of Finland which are achieved through extreme competition with other research groups in Finland, has increased 5-fold during the time from 130 000 (1999) to 670 000 (2003) Euro funds obtained from EU in an European competition increased 3-fold from 33 000 to 99 000 Euro. Proportion of other funds (some of them also obtained in competition) have been maintained at a level of 27% of the total budget (absolute increase from 780 000 to 1 150 000 Euro, i.e. 50% over 5 years).

The high competitiveness of the TSPH is reflected in the long publication list, showing high productivity and high quality of their research. The TSPH with 147 person-years of active research and teaching staff produced 691 articles in peer reviewed international scientific journals, i.e. an average 4.7 papers/person-year. To this we should add 60 articles in international edited volumes and in proceedings from international scientific conferences (with peer-review practice). This reflects the level of competence and expertise of the research staff in an international context (as invited speakers to international conferences, as invited experts, e.g. by WHO/IARC). Furthermore the TSPH produced 121 scientific articles in the peer-reviewed Finnish journals and 54 edited volumes and proceedings from the Finnish conferences. The research staff participated also in 52 scientific monographs (incl. PhD thesis), 26 textbooks and dictionaries. Furthermore other scientific publications – such as articles in non-referred journals, and publications in University and the TSPH series – amounted to 195 items; other volumes amounted to 17 and popularizing articles, radio/TV programmes, patents, computer programs to 13. The profile of outputs altogether reflects a very high scientific production providing excellent coverage of different aspects of research, both in international platform (Dimension I) and in demonstrating the contextual and practical importance for Finland (Dimension II).

The TSPH has educated 37 PhDs during the 5-year period, the majority of whom received the title of Doctor of Medicine (18 MDs) and Doctor of Philosophy (17 PhDs), and 2 Doctors of Health Sciences. The research achievements are even more impressive in the context that professor positions spend about 40% of their time on teaching.

It is excellent that TSPH is part of an EU Network of Excellence relating to serum sample biobanks.

2. Quality and characteristics of publications

It should be noted that there is not only a high number of scientific papers published per person-year of research staff employed at the TSPH, but also the scientific quality of the papers is high on average. About 85% of the peer reviewed scientific papers are

in English (list 1 – 691 items) and 15% (list 3 – 121 items) in Finnish. Among those in English there were 10 papers published in absolutely outstanding medical journals with impact factor above 10 (JAMA, Lancet, J Natl Cancer Inst, Proc Natl Acad Sci USA), and several in outstanding journal within social sciences (Social Science and Medicine), a significant number in excellent medical journals with impact factor 5-10 (e.g. Circulation, Atherosclerosis, BMJ, Am J Clin Nutr, J Clin Endocrinol Metab) and many in very good journals with impact factor 3-5 (Am J Epidemiology, Int J Cancer, Br J Cancer, Epidemiology etc).

2.1 *Special strengths*

- Clear research and PhD education strategy taking into account national needs defined by National Policy regarding Public Health.
- Networking and cooperation. TSPH has developed very good networking and cooperation with the National Institutes of Health, other departments, hospitals and other organizations in Finland. In addition, international cooperation is a strength of the TSPH and results in a high production of scientific good quality papers.
- Own databases and access to the use of available Finnish registers.
- Educating large number of PhDs to cover the national needs in the sector of public health.
- Following long-term research priorities using an interdisciplinary approach.
- Unique expertise and training in qualitative research methodology.

2.2 *Weaknesses*

- Good researchers left the TSPH (both new PhDs and some senior researchers). However, only 10% on the list of submitted publications are not mentioned as active research staff in Dec 2003.
- Large diversity can be both a weakness (leading to broad research but not sufficient depth) and a strength (educating PhDs and doing research to cover a demand from the Finnish public health research community).

2.3 *Recommendations*

- To develop a strategy of how to keep good young researchers at the TSPH.
- To keep and further develop (at international level) an excellence in some selected areas (depth of research). It is difficult to be the best in all research fields. However, through further close cooperation with other excellent research groups a very high standard of research in even more fields might be secured.
- Public health research (epidemiology) is now developing in the direction of identifying an individual (genetic) susceptibility to different diseases. It is recommended that the faculty of the TSPH discuss if this research area (molecular/genetic epidemiology) is of potential interest for some researchers of the TSPH (there are already several studies (polymorphisms in genes) of this kind on the

publication list). If this is the case some strategic decisions have to be taken on how to develop this research direction. This is an area of epidemiological research which has been strongly developing during last few years, particularly with strong financial support from the National Institutes of Health in USA.

- There is strong potential for high quality studies based on Finnish Registry data and cohort studies with US funding.

3. Summarizing statements

In conclusion the TSPH is a very productive group of researchers and academic teachers.

Grade I: 6

The TSPH produces high quality scientific papers with regard to the international level of research in the field, with at least one third of the submitted work of an outstanding, excellent and very good international level and the majority of the rest at a good international level.

Grade II: 6

The contextual and practical importance and quality of the research is very high with many practical and policy-relevant findings published in the best journals. Some results may have a direct impact on a clinical practice, public health system, prevention and health promotion.

DEPARTMENT OF SOCIOLOGY AND SOCIAL PSYCHOLOGY

1. General comments

The department comprises three disciplines of which Sociology is the largest, Social Psychology second and Social Anthropology third. This report is based on an evaluation of the output of all three disciplines which together do research across a variety of substantive topics.

1.1 General profile of department's research activity

The department's key research activities can be described in different ways, but perhaps the most helpful is to identify three main methodological strands which, in different degrees, are applied to a variety of areas of inquiry

- (1) qualitative studies of language in interaction
- (2) quantitative and comparative methods across societies
- (3) other qualitative methods, including ethnographic and documentary analysis.

These methods have enabled staff to investigate topics of considerable diversity, as outlined in the department's own report. Without repeating all of the details provided in that report we can draw attention to the following: the first method listed above has been significant in investigating institutional interactions in a variety of settings. In the field of medical and social work interactions, for example, this has led to fruitful interdepartmental collaborations. The second method listed above has, amongst other things, led to significant advances in understanding structural aspects of European societies. The third group of methods has been applied with considerable success in studies of the media and anthropological work.

1.2 Extent and volume of research activity

Research grant income from external sources during the short period allowed within the rules of assessment has been impressive, not just in terms of the overall amount but also in terms of diversity and the number of different projects. Twelve projects with significant levels of funding have been obtained by members of the department. The department might be concerned, however, that five of these projects are led by people who have now left the department (Peräkylä, Melin).

The rate at which doctorates have been produced by the department is at a good level, with about 5 per year, representing all three disciplines, over the period of assessment.

Although quantity on its own can be no indicator of quality, the volume of publications is similarly at a level one would expect from a department of this size that has a strong international profile and a high proportion of research-active staff. There is an impressive number of articles in refereed international journals, international

edited volumes, refereed Finnish journals, Finnish edited volumes. Of 44 books 10 are in English.

2. Quality and characteristics of publications

The Department has maintained a policy of substantial publication in English and other international languages, with 75% of submitted outputs being in these languages, the rest being in Finnish. A significant proportion of submitted output (41%) was in international refereed scientific journals. The panel judged 20% of the submitted output to be in leading international journals or publishers in the relevant fields, a further 41% to be in internationally well known publishing outlets and the rest (39%) to be at lower levels. 61% was therefore at a good international level or above. Much of the work submitted is empirical rather than theoretical, addressing significant social issues and problems of practical relevance.

2.1 Special strengths

The department has particular strengths in qualitative methods in which international networking and publication is particularly evident, with expertise in conversation analysis being prominent. Quantitative and comparative analysis of European societies is also a recognised strength and has led to many of the highly rated publications in the submitted output. Cultural and media studies has received significant international recognition through the activities of Alasuutari (who has now left the department). The department is primarily empirical in orientation and this orientation has contributed to the department's capacity to be relevant to policy and practice.

2.2 Weaknesses

The department has little claim to excellence in social theory, which offers prestigious international forms of publication and therefore would enhance the profile of the department in terms of research excellence, though not in practical relevance.

Editorial decision-making needs special arrangements for journals hosted in the department (for example, the European Journal of Cultural Studies) where members of that department submit articles for consideration. This can be done, for example, by delegating the editorial decision on such items to a member of the editorial board not associated with the university. At present this is not done.

2.3 Recommendations

The recommendations will be clear from what has been written above with regard to social theory and the desirability of independent editorial decision-making for department-hosted journals.

If the department wishes to increase its ranking under the present system of regulations and incentives associated with this exercise, which emphasise international recognition above all (perhaps at the cost of playing a valuable national role through publications in Finnish) it would be well advised to include only publications in English or other international languages in its submissions of selected work in future

research assessment exercises. Staff should also attend closely to the international standing of journals and publishers in deciding where to submit work.

Consideration might also be given to the prospects of recruiting internationally for senior research positions vacated by leavers. Clearly there are limits on the practicality of seeking to appoint in this way to a department where the majority of teaching is done in Finnish. The department might consider following the practice of some other Nordic universities, teaching postgraduate courses in English only, so that it is possible to attract both senior staff and postgraduate students from outside Finland.

3. Summarizing statements

The department is highly productive, fully justifying the 5+5 grades awarded. The output ranking brings the department close to achieving a 6 in research excellence.

Grade I: 5

61% of submitted output was judged to be at a good international level or above (see section 2 for further comments).

Grade II: 5

Much of the work submitted is empirical rather than theoretical, addressing significant social issues and problems of practical relevance.

DEPARTMENT OF SOCIAL POLICY AND SOCIAL WORK

1. General comments

The department contains the two fields of social policy and social work and in its own overview suggests the two areas be treated separately. The evaluation has followed this suggestion. Nevertheless there are common issues – particularly whether to pursue, in policy relevant research, local issues and report, in Finnish, to local user communities, or to pursue research driven by international academic scholarship and where the language of publication is predominantly English. The question as to who are the appropriate ‘consumers’ of research is intrinsic to the fields of social policy and social work and is not easily resolved in any language.

The department has a large number of Professors (10) and senior assistants (9) which would lead one to expect a high quality of publications.

1.1 General profile of department’s research activity

In social policy research, there is a concentration of effort in three particular areas: comparative social service research, gender and social policy particularly in relation to care, and labour market trends and policy. In social work research, there is particular concentration on social constructionism using discourse analysis of client/social worker interaction, on child protection policy, and on the efficacy of the therapeutic relationship on substance abuse. Social policy staff are implementing a strategy of developing comparative research and have very recently been successful in obtaining grants from the Academy of Finland, the EU and the European Science Foundation. Social work research continues to be rather more concerned with developing a Finnish scholarship on social worker/client interaction.

1.2 Extent and volume of research activity

The high number of senior personnel in both disciplines has already been noted. The productivity and quality of work of these senior staff is very variable. The department’s success in gaining external research income between 1999 and 2003 was limited and its dependence on university funding (75%) relatively high. The very recent success in gaining prestigious external funding must result in high quality outputs in high quality journals. The number of doctorates awarded is disappointingly low and in decline (5 in 1999; 1 in 2003) despite there being 51 doctoral students in social work, and 35 in social policy. Such low completion rates indicate considerable wasted effort and steps must be taken to address the issue of student support and/or a much more rigorous admissions policy to doctoral research introduced.

2. Quality and characteristics of publications

2.1 *Special strengths and 2.2 Weaknesses*

Excellent work of international quality is being produced in the area of social care, gender and social policy, and labour market studies. The work on social services, social care and gender is strongly conceptual and has been influential in international scholarship. The labour market work is highly empirical and constitutes very good evidence based applied economics aimed at Finnish users. It is comparable in quality with similar work undertaken for other national users and could, if published in appropriate outlets, make a strong contribution to international scholarship on employment policy. The social work research on social worker/client interaction should be tested in refereed international journals including the British Journal of Social Work. There is good work on the efficacy of the therapeutic social work relationship and on child protection policy.

2.3 *Recommendations*

The strategy of developing a comparative perspective on social policy is strongly supported by the evaluators and the foundations for this development are well in place. It is important that the recently funded research projects generate outputs for international audiences quickly. The work on Finnish labour markets and policies should be submitted to international journals and efforts made to build networks with other applied economists in this area, particularly at the London School of Economics. The social work research using discourse analysis should be submitted to international journals. If not successful, the heavy concentration of work in this area could be reduced and other research developed which builds on existing strengths in the department.

3. Summarizing statements

There is generally good work although there is some variability of quality.

Grade I: 5

This is a low grade 5 and reflects the fact that the majority of the work of good international level is on the social policy side of the department. Social work would be awarded a grade 4 if assessed separately since there is more variable and less influential work on this side of the department.

Grade II: 5

The policy relevance on both the social policy and social work side is generally good as one would expect from these two disciplines. The policy recommendations made in some of the social work orientated publications are sometimes rather general.

RESEARCH INSTITUTE FOR THE SOCIAL SCIENCES

1. General comments

The Research Institute for the Social Sciences (RISS) was originally formed as a framework for a number of separate research units. It is independent of the Faculty structure of the University and occupies a similar university-wide position to the Tampere School of Public Health (TSPH), the Institute of Medical Technology, and the Finnish Social Science Data Archive. The Institute is currently undergoing a period of reconstruction, following the formation of UTACAS (to which some sections of RISS are transferring) and the expansion of activity in qualitative sociology. UTACAS is largely independent of RISS, though the two are linked through some common personnel. Research, at present, is focused around the research groups on science and technology (TASTI) and on working life (WRC). Some units are being evaluated by a different panel.

1.1 General profile of department's research activity

The official records show that RISS establishment comprises 2.6 Professors, 0.7 Assistants, and 0.2 Part-time teachers. The remaining staff comprise 35.4 Researchers and 16.8 support staff. Approximately 52% of staff are funded from external funds. The institute reported 29 of its academic staff (bodies, not FTEs) as research active in the areas under evaluation, as at December 2003.

An impressive range of research and research publications have been produced across most areas of the institute's work. Much of this has been directed towards practitioner and policy audiences, both national and international, without detracting from the dissemination of research among purely academic audiences.

1.2 Extent and volume of research activity

The volume of research activity across the institute as a whole is creditable (327 items listed in the full bibliography), though this is inevitably concentrated around certain highly productive researchers. Some of the original core staff are, perhaps, not as productive as formerly. There is clear evidence of collaborative writing among members of the various research teams, with signs of fruitful cross-fertilisation of ideas.

RISS sees itself as an umbrella organisation providing an infrastructure for autonomous research units and research groups. Managerial changes are planned that will strengthen this federal and decentralised structure. Thus, RISS is not a coordinating centre for the social science research undertaken by its units and does not seek to identify areas of expansion or development. Such decisions are left to the heads of the separate units. As a result, research activity is rather diverse and it is difficult to see how new areas of research will be identified or given seed-corn finance.

A number of doctoral students have been supervised from within RISS and work on projects within the institute. RISS does not, however, have higher-degree awarding

powers and must negotiate informally with departments about co-supervision, points allocation, and the award of degrees. There is a feeling that RISS does not get a proper recognition for its doctoral work, which contributes importantly to its overall research effort. It is hoped that the University will find a way of providing it with degree awarding powers, possibly through a linkage to the Faculty of Social Sciences (as is the case with the TSPH and the Faculty of Medicine).

The institute has been successful in securing research funding, primarily from the Academy of Finland and the European Union. However, there seems to have been a recent decline in external funding, and the level of external funding is something that RISS should monitor closely.

The evaluation panel noted that RISS had misinterpreted the rules for submission to the evaluation exercise. Of the 29 staff listed as research active, 14 had no publications listed in the Select Bibliography (the rules require at least one publication from each research active member of staff). If the remaining 15 had been treated as the research active staff, a total of 30 publications should have been submitted. In fact, 55 publications were submitted. This gave the panel great difficulties in making comparisons with other departments. Our evaluation is based on the data as supplied, but we are unable to assess whether the inclusion of the full 29 members of staff would have improved or worsened the grade awarded.

We note two issues affecting research that were raised by RISS staff and that need to be considered further. It was pointed out to us that it is difficult to provide proper careers for researchers on short-term contracts and for those seeking post-doctoral positions. It is clear to the panel that attention must be given to providing a funding mechanism through which the University can offer long-term research contracts. In many institutions these are financed through bridging arrangements between research awards and/or through external core funding. It is understood that a bid has been made for core funding and the panel strongly supports this strategy for resolving the problem.

2. Quality and characteristics of publications

2.1 *Special strengths*

- High quality academic research with a strong practical relevance
- Good links to other departments within the University are currently being built

2.2 *Weaknesses*

- No strategy for research development at institute level
- No doctoral degree awarding powers

2.3 Recommendations

- RISS should be empowered to award doctoral degrees
- The planned managerial changes should be undertaken as soon as possible and consideration should be given to establishing a research strategy
- The level of external funding should be closely monitored on an annual basis.

3. Summarizing statements

Grade I: 4

A strong representation of good international level work, with most work at international level.

Grade II: 4

A good level of engagement with practical audiences, both national and international, with the majority of work attempting to reach such audiences.

REPORT OF THE PANEL IV

I Introduction

Chair	Professor emeritus <i>Isto Ruoppila</i> , University of Jyväskylä, Finland
Panel members	Professor <i>Frank Achtenhagen</i> , Georg-August-Universität, Göttingen, Germany
	Professor <i>Jan Ekecrantz</i> , Stockholm University, Sweden
	Professor <i>Celia Lury</i> , Goldsmiths College, University of London, UK
	Professor <i>Ingalill Rahm Hallberg</i> , Lund University, Sweden

The work was organised in a number of stages. The first stage was a discussion by the panel of our understanding of the proposed guidelines for the process of evaluation. This led to a shared understanding of the aims of the evaluation. It included some discussion of the relationship between the two dimensions of evaluation, relating in particular to whether or not they are independent. The second stage involved a preliminary discussion of the research profile of each department by the whole panel on the basis of the information provided. Some further information was requested. Questions to be asked during the departmental visits were identified. It was noted that the information provided was somewhat confusing. For example, there were inconsistencies between departments in relation to the recording of information, and it was not always clear how the statistics of categories of staff and budgets during the period 1999–2003 drawn from university records mapped onto department records. In the next stage, three or more members of the panel participated in each departmental visit. Following this, one or more individual members of the panel took principal responsibility for the production of departmental reports according to their respective areas of expertise. Each of these individual reports, and the grades to be awarded, was discussed and agreed by the panel as a whole. Finally, a collective discussion of the process as a whole led to further comments about the organisation of the evaluation process.

II Evaluation

DEPARTMENT OF NURSING

1. General comments

The Department of Nursing has been established at the University for a rather short period of time (since 1991) whilst nursing has been a subject at the university since 1981. The number of professors, teachers and research staff involved in research is fairly modest (altogether 9 people with a PhD of which 5 senior researchers (docent)) whilst the teaching load in terms of master's students (yearly 46-50) and doctoral students is fairly high. In addition the department provides degree programmes in nursing administration and in education. Over the five years the number of staff has been about the same although the research trained staff seems to have increased. The funding for research as reflected in the University budget is comparably modest (2003; 169 000 Euro plus 67 000 external funding, purpose not specified) and in addition there is EVO money (about 20 000 Euro/year). Three large projects have been granted external funding lately (two from EU and one from the Academy of Finland) and these grants are not reflected yet in the budget. External funding for research has increased over the year. Around 20 percent of the total budget is external money. The number of international publications in refereed journals is high (around 100 during these 5 years). The number of doctoral dissertations is fairly stable over the years, between 4 and 5, which considering the small number of staff must be regarded as high.

1.1 General profile of department's research activity

The department's research activity is said to be centred around three themes; the foundations and premises of caring, on caring as action and on structures and preconditions of caring. It is not clear why the terminology of caring is chosen as opposed to nursing which is the more internationally accepted terminology. Also it is not possible to detect these three themes in the publications and neither the focus on caring rather on nursing. However, there are some seemingly very strong research areas as reflected in the publications and in the department's own view on its research and the newly set up studies. These research areas are centred firstly around family care reflected in areas such as child maltreatment, family's support and role in heart diseases or coronary bypass surgery, expecting a malformed baby, families in psychiatric settings, grief and bereavement and development of methods for assessment. The second line of research, intertwined with family oriented research, is in relation to social support from next of kin and health professionals and in relation to various health care settings and conditions. It includes family involvement and family's role and situation in health care. Also in this case, the phenomenon of social support can be traced in several of the studies from different types of settings (fear and support preoperatively to coronary

bypass surgery, maternal development, being a first time mother, bereavement etc). The third line of research focuses mental health and psychiatric care taking the client's perspective as well as the staffs' perspective and issues such as involuntary care, risk assessment, patients' rights etc. The research related to family and social support takes on different directions and as such could form a very important platform for taking family involvement in health care and social support a step further from the mainly descriptive line of research that was presented in the list of publications. There is also method development and some, although few, intervention studies.

The newly set up studies are centered on psychiatric issues (OSCAR, ISADORA) and these studies are cross-country projects financed from EU. OSCAR includes several steps from description of client related occupational stress in mental health staff, incidents of violence, risk assessment, and interventions. ISADORA focuses on those in mental health care having dual diagnoses and is descriptive and especially targeting the services available for this group of patients. In addition, there is another interdisciplinary study involving several countries (as collaborators and scientific advisers) and financed by the Academy of Finland (altogether 250 000 Euro). The study is aiming at evaluating an Internet based support system also from a health economy perspective. These three recent studies have important potentials for the department's research profile and this is so within an internationally and probably also nationally problematic and extremely important area. The great difficulties in recruiting researchers to this area (psychiatry) are well known worldwide.

According to the department's own view on its research, the research profile is also on administration and education. However, there seems to have been very few publications during the last year on these topics. These areas perhaps should be tuned down or integrated in family or mental health research since such a small group of senior researchers certainly will be most competitive if concentrating on some areas and not trying to cover several broad areas. It is also said from the department that the doctoral students are integrated into the research rather than picking their own topics for their thesis. This is not that obvious from the list of dissertations but a recent strategy. If so this is an important and welcome change of strategy.

The research designs and methods used seemingly are mainly cross-sectional and using standardized measures as well as method development. Some studies apply grounded theory, ethnography, content analysis or other qualitative methods. However, the strength seems not to be in that line of designs. Almost all research is empirically driven and advanced statistical procedures are applied in an accurate manner. A fair portion of the studies submitted to the panel is done in collaboration with people from the clinics. Thus, interdisciplinarity seems mainly to be in relation to the disciplines within health sciences, with the exception of a recent study in mental health.

1.2 Extent and volume of research activity

The extent and outcome of the research in terms of master's degrees, doctoral dissertations as well as publications, international as well as national, is high, bearing in mind the small number of researchers (two professors). From the visit it became obvious that the work load in terms of teaching is high, perhaps the number of master's

students tends to be too high and there are also rather many doctoral students within the system that seemingly are not active, which seems to be a general problem of the university. This may well be a problem in terms of that they draw on resources (supervision) and if possible this should be dealt with. The number of dissertations per year seems adequate. The number of international publications per year is increasing and there was an explicit strategy of publishing internationally. Also there has been recent development of international collaboration (two EU-financed project and the study financed by the Academy of Finland).

2. Quality and characteristics of publications

The output in terms of publications and the publications presented to the panel are predominantly from the family nursing research line and studies related to social support. This may well be explained by that the line of research related to mental health and psychiatric care is fairly new and has not yet ended up in several publications. However, there are some high quality work in between family nursing research and mental health related to maltreatment of children and family involvement in psychiatric care that are clinically very important and of scientific good standard. So far, it is the research line of family nursing that stands out to be of international good to high quality and here the department has for sure, contributed to the international knowledge building. The international publications are mainly in journals regarded to be those with the highest impact in the area, i.e. well known nursing research journals and those highest ranked within the field of nursing.

2.1 *Special strengths*

The strength of the department's research is their strong tendency towards international publications in well known nursing journals, and the type of research topics taken up, which are highly clinically relevant. Family involvement in health care and mental health issues are areas of special importance for the future. For instance, family involvement in health care is bringing the well-known knowledge of buffering effect from social support, a step forward to being translated into the health care whilst mental health issues are economically as well as in terms of personal suffering a big issue that is not very much in focus in research internationally. Thus these two lines of research are highly relevant and will continue to be so in the future. The research is mainly from a "clients perspective" although the meaning and impact of that perhaps was not elaborated. Family research has been going on for quite a while and this could also be regarded as a strength in that it means cumulative knowledge-building within a specific area. Also a strength of the department's research is the collaboration with the university hospital, taking up research questions from there, and collaborating with other disciplines in the clinical arena. Bearing in mind the size of the department they have been successful in developing international collaboration, and obtaining grants from EU and Academy of Finland.

2.2 *Weaknesses*

The research program of 2003 presented to the panel is more of a list of projects rather than a program of research and this is a weakness in that resources are scattered between pieces and the program gives a fragmented impression. The department stated that doctoral students currently have to do their thesis within any of the large projects and that is a development that should continue. The three perspectives on caring were brought up during the visit and was said to be under discussion. From an outsider's perspective bringing these perspectives into the program of research is more confusing than informative. The research related to education and administration seems not to be well integrated in the two large research lines and perhaps takes resources away from the research where the department is strong. Also they were carried out seemingly in isolation. Perhaps it would be more efficient to integrate them into family nursing or mental health nursing and/or develop interdisciplinary research in collaboration with the relevant departments. Also, systematic reviews, meta-analysis or the like is increasingly important in the health care sciences in order not to "invent the wheel again" and such were said to be undertaken but not published, which is a shortcoming. For instance, the department's own research on families could probably be taken one step further into theory building and setting up intervention studies that will inform health care practitioners about how to use this knowledge. Research leadership was brought up and perhaps has not so much been reflected on. In light of the shortness of money this may well be an issue for strategic development and prioritising research topics.

2.3 *Recommendations*

There are some recommendations, which perhaps are best carried out at a university level and came out as a general impression from carrying out the task of the panel rather than an impression isolated to one subject or department. These recommendations are related to program development, research management and leadership, building research groups rather than working in isolation and strategies for competing for research money. Perhaps reflective interdisciplinary discussions and seminars on these issues would strengthen the competitiveness of the University.

As for the Department of Nursing, we strongly recommend that a more coherent research program will be developed focusing on family nursing from various perspectives, mental health and psychiatric care. Also the current view of doctoral students being integrated into ongoing research rather than selecting their own research agenda is extremely important with such small resources and should be carried on. The research leadership needs some reflection, also in a long term perspective taking retirement issues into account. In the case that research in the area of education and administration is considered very important it should be developed in collaboration with the relevant departments within the University (or other places). The research now is in the phase where intervention studies and theory building should be considered. The empirical base with regard to family nursing is so large that it can serve as a base for setting up interventions. In some instances this will require multi-centre studies in order to obtain sufficient external validity. A client perspective is predominant in

the research and should be kept since it may well add a new perspective to health care. Perhaps it needs some in depth discussion of what is meant by the term and how it can make a difference in health care. From the visit it became obvious that the department had to strike a balance between meeting the demands from the university hospital and the polytechnics to take up their research questions versus following their own research agenda. This is a delicate problem and should be thoroughly discussed since it may push the department into fragmentation.

3. Summarizing statements

The department is well under way to develop their research agenda and have been successful in international publications of good to high quality and this seems to reflect on which route to take. More emphasis is needed on program building, the design of the studies to increase their applicability to the health care arena and the role of doctoral students within the department.

Grade I: 5

The grade is justified by the impressive amount of international publications in journals central for nursing research, especially within the area of family nursing research and the potential of the ongoing or newly set up studies on mental health nursing, which have been successful in obtaining grants from the Academy of Finland and EU. The small number of senior researchers, professors, has been taken into consideration.

Grade II: 5

Nursing is a practice discipline and the research undertaken should have an impact on practice not only locally but also on health care in general. The grade is given because the topics in the studies are clinically relevant, some of them highly so, some may be immediately applicable whilst others require translation into interventions to test the findings from descriptive research. However, to increase the external validity, more intervention studies are needed – as is theory building. The descriptive studies can form a solid base for theory building. Also the grade is given since the collaboration with other disciplines within health care and the clinics seemingly was prevalent. Perhaps the reported demands from clinics is a sign that the research undertaken has a practical importance. In addition they do have a large number of publications in Finnish and of more popular kind i.e. for the health care staff.

DEPARTMENT OF EDUCATION

1. General comments

The Department consists of two units: The Department of Education in Tampere and the Research Centre for Vocational Education in Hämeenlinna. These different units put their emphasis on different research areas. On the one hand, Hämeenlinna, with its vocational focus, is coping with social and cultural megatrends to be found in the fields of business, including the use of new communication and information techniques. It also is involved in the education and training of teachers and trainers in the areas of vocational and occupational education and training, especially in the technical domain, but also with perspectives for the fields of commerce and business. Tampere, on the other hand, follows – especially under a traditional adult education approach – trends such as changes in education policy, comparative education, liberal adult education and lifelong learning.

The department as a whole is concentrating on the

- development of expertise,
- society, culture and education,
- learning, the curriculum and the learning environment.

It must be emphasized that the Department of Education together with the Department of Teacher Education has developed an application for a Centre of Excellence in Research for the Dynamics of Learning in Transitions. This endeavour demonstrates that the department is trying to bundle its research capacity into a larger unit, with the aim of conducting research that is adequate in quantity and complexity to evaluate, construct, implement and – again – evaluate complex structures of teaching/training and learning/working under the rapidly changing conditions described above.

The department has increased in the last few years its number of professors and assistants, and also support staff. Its number of doctoral degrees corresponds to this development and is relatively stable.

Successful applications for research money as a whole are increasing although the most competitive money – that from the Academy of Finland – shows a decrease in 2003.

1.1 General profile of department's research activities

All educational departments all over the world are confronted with problems of research methodology, and also with prejudices about the goals, contents and methods of education. There is also the question of heritage: philosophy and theology – but nowadays also social sciences – on the one side with their hermeneutic tradition and experimental and social psychology with their analytical-empirical approach on the other.

The corresponding debates are old and are not – or even likely to be – resolved. Numerous examples might serve as evidence here, but there are also attempts to

adapt research methods to educational problems. This generally problematic situation has led to several proposals as to how to solve educational questions which do not always correspond to the traditional research standards followed by other academic disciplines.

The Department of Education at Tampere is aware of this problem. Its major publications show clear academic standards, either following the hermeneutic tradition or using empirical methods, including new approaches of data analysis such as, for example Bayesian Network Modeling. This awareness demonstrates clearly that the department is able and willing to actively define its academic role and tasks – following standards accepted worldwide.

1.2 Extent and volume of research activity

The number of international publications is – with regard to the number of staff – relatively high: 84 in the last five years. It is clear that a discipline such as education has a large number of publications related to national educational problems (n = 282 in the same time).

Within the selected bibliography of articles in journals and edited volumes the panel considered the two major tracks of educational research are very well represented: One finds excellent studies on political, social and cultural conditions and prerequisites for education and training – not only for Finland, but also for developing countries. The consequences of social and cultural megatrends, especially those of the “information society”, are thoroughly discussed in regard to concerns to be drawn for the fields of initial and further vocational and occupational education and training. The material also discusses the consequences of such trends for the professional development of teachers and trainers. On the other side, one finds excellent empirical studies which use very advanced research and statistical methods.

Recent research projects concentrate on two themes. The first is problem-based learning as a strategy for developing knowledge and competence in the context of professional education and work. The approach of problem-based learning has been developed for higher education, especially for medicine, law and architecture; it should be extended. There is an opportunity here to develop inter- and multidisciplinary co-operation with other academic disciplines at the University of Tampere. Co-operation with the Department of Teacher Education is one necessary step. But it is worthwhile to open up this endeavour to other well established disciplines. This could be a very important step in establishing the Department of Education within the disciplinary profile of the University. A second important theme explores innovative methods of using information technology in the professional development of teachers and coaches. As this project is in its initial phase it is not possible to evaluate its success with those of other comparable approaches.

In any case, it has to be stressed that the Department of Education is trying to focus its research profile by applying for support for the establishment of a Centre of Excellence in Research. This application is surely an important step in regard to the research potential of the department and in establishing a research programme to be adopted by all its members. This step will help to improve the quality of

scientific work within the department by providing the clear focus for hermeneutic and empirical research strategies. As the proposed programme of research is focusing on macrostructural as well as microstructural topics new modes of multilevel analyses may also be developed.

2. Quality and characteristics of publications

2.1 Special strengths

As mentioned above, the special strengths of the selected publications are its high standards in both the modules of hermeneutic and empirical research. The hermeneutically oriented work reflectively follows the European philosophical tradition in combination with the use of categories emerging out of the recent discussions in the field of social sciences. There are a number of excellent examples of the analysis of conditions for educational progress in developing countries.

On the other side, that of empirically driven research, one finds work which shows the highest standards of data collection and their statistical handling. The use of Bayesian methods, especially for data with lower scale quality, provides important new ways of interpreting data.

2.2 Weaknesses

There are a number of publications which need more explicit theoretical foundation and/or grounding in empirical work. One might hope that the common work on the application for the Centre of Excellence in Research is helpful for the further improvement of the department's research as a whole.

2.3 Recommendations

Besides the overall improvement of its research standards, the department should try to embed both its more macrostructural and more microstructural approaches as elements into a systemic approach, also developing and evaluating multilevel models. This procedure could provide a relative research advantage – meant as economic category – for the department in the national as well as international research scene.

3. Summarizing statements

- There are excellent examples of scientific research, in both traditions of educational research.
- There are also articles which could have been improved – theoretically as well as empirically.
- The department as a whole has the potential to be developed further. The application for a Centre of Excellence in Research – directed to the Academy of Finland – demonstrates that the department is willing and able to focus its research activities and – on this way – to improve its research strategies.

Grade I: 5

Evaluating the department's publications as a whole one can attribute a "5" according to the University's definitions.

Grade II: 5

The department is responsible for the training in education in a broad sense – mainly in adult education, but in Hämeenlinna also in professional education for the worksite. The practical relevance is resulting in grade "5".

DEPARTMENT OF TEACHER EDUCATION

1. General comments

The department consists of three units: The Unit for Pedagogical Studies in Subject Teacher Education (settled on the main campus), the Unit for Class Teacher Education (settled on the Pyynikki campus in Tampere) and the Unit for Early Childhood Education (settled in Hämeenlinna).

At the moment, 55 teachers (34 lecturers, 7 professors), 4 researchers (funded by research projects) and 40-50 active doctoral students (out of the number of 300 officially registered students) form the department's personnel.

The department is educating teachers for kindergarten, primary and secondary levels. It is running four different programmes: on the BA level: kindergarten teachers; on the MA level: primary school teachers and secondary school mathematics with education as a major; pedagogical studies (with a Diploma program: 35 study weeks). There exists also a joint program with St. Martin's College, UK: teacher in the English speaking world.

The Department of Teacher Education is concentrating at the Faculty level on

- society, culture and education,
- learning, curriculum and learning environment,
- knowledge and professional growth.

It must be emphasized that the Department of Teacher Education together with the Department of Education has developed an application for a Centre of Excellence in Research for the Dynamics of Learning in Transitions. This endeavour demonstrates that the Department is trying to bundle its research capacity into a larger unit, with the aim of conducting research that is adequate in quantity and complexity to evaluate, construct, implement and – again – evaluate complex structures of teaching/training and learning/working under the actual conditions of modern society described above.

The department has increased its number of professors in the last few years. Its number of doctoral degrees is relatively small – compared to the number of professors.

The award of research money as a whole is developing well – especially with regard to the most competitive money – that from the Academy of Finland.

1.1 General profile of department's research activities

The Department of Teacher Education stands in the tradition of teacher education as it is given worldwide: there is a hermeneutic heritage of philosophy and theology and also an empirical track from educational psychology and empirical pedagogy.

The corresponding debates about the consequences for teacher education are old and are not sufficiently resolved. Numerous examples might serve as evidence here, but there are also attempts to adapt research methods to educational problems. This generally problematic situation has led to several proposals as to how to solve

educational questions of teacher education which do not always correspond to the traditional research standards followed by other academic disciplines.

As a reaction to this problematic situation the department has built up six research groups:

- foreign language teaching and learning
- mathematics education
- autobiography and curriculum studies
- learning environments (with the inclusion of web learning and studying)
- problem-based learning
- democracy, society and education.

These topics mirror the two major tracks of educational research – with the main emphasis on empirical work. They show that the Department of Teacher Education is able and willing to actively define its academic role and tasks – following standards accepted worldwide.

1.2 Extent and volume of research activity

The number of international publications is – with regard to the number of staff – relatively small: 54 in the last five years. It is clear that a discipline such as education has a large number of publications related to national educational problems (n = 352 in the same time), which demonstrates the field-related productivity of the staff.

The articles written by the members of the three different units mirror the different cultures of teacher education which are organisationally brought together under one departmental roof but are still rooted in their long-standing traditions. The settlement in three different places is only one characteristic of this specific development of teacher education for the different levels of education.

It has to be mentioned that all units try to run their research according to internationally accepted research standards. In this regard, the endeavour of the units of subject teacher education and early childhood education has to be stressed especially.

For the Unit for Pedagogical Studies in Subject Teacher Education the subject didactic related studies need to be explicitly mentioned: The mathematics-related approach as well as the developments in the field of foreign language education. Here, one finds remarkable work – especially with regard to authentic assessment – which serves as standard at the EU level. Finnish research and development in this field is helping to define the standards for an area whose development is decisive for communication and understanding in Europe. Also the work on teachers' identity and ideologies is useful for the planning, evaluation and revision of teacher training programmes.

The work on teachers' identity is also adopted in early childhood education. With regard to the application for a Centre of Excellence in Research at the Academy of Finland this unit contributes with regard to the dynamics of open learning and the change of school culture – also taking into account the use of new communication and information technology. These research approaches – mainly run by the established research groups – show that the Department of Teacher Education is trying to focus its research profile. The participation in the application for a Centre of Excellence in

Research as well as the formation of the research groups are surely an important step in regard to the research potential of the department and in establishing a research programme to be adopted by all its members. This step will help to improve the quality of scientific work within the department by providing a clear focus for hermeneutic and empirical research strategies.

2. Quality and characteristics of publications

2.1 Special strengths

As mentioned above, the special strengths of the selected publications are its high standards in both the modes of hermeneutic and empirical research. The hermeneutically oriented work reflectively follows the European philosophical tradition in combination with the use of categories emerging out of the recent discussions in the field of social sciences. There are a number of excellent examples of the analysis of autobiographical and ideological conditions of teacher education.

On the other side, that of empirically driven research, one finds high standards of authentic assessments which influence international discussion.

2.2 Weaknesses

The quality of publications is not well-balanced over the three units. There are a number of publications which need a more explicit theoretical foundation and/or grounding in empirical work. The common work on the application for the Centre of Excellence in Research will surely be helpful.

2.3 Recommendations

Besides the overall improvement of its research standards, the department should try harmonize its overall research strategies although the organizational and also budget conditions do not support this proposal. Such a procedure could provide a consistent skeleton of teacher education which covers all levels. Such a development could also serve as an exemplary pattern for teacher education nationally as well as internationally.

3. Summarizing statements

- There are excellent examples of scientific research, in both traditions of educational research which influence educational and administrative measures at the European level.
- There are also articles which could have been improved – theoretically as well as empirically.
- The department as a whole has the potential to develop further. The application for a Centre of Excellence in Research – directed to the Academy of Finland – demonstrates that the department is willing and able to focus its research activities and – in this way – to improve its research strategies. It has also formed research groups, as a method by which to improve its research.

Grade I: 5

Evaluating the department's publications as a whole one can attribute a "5" according to the University's definitions.

Grade II: 5

The department is responsible for teacher training on all levels. Although there are remarkable approaches the average of practical relevance is resulting in grade "5".

DEPARTMENT OF PSYCHOLOGY

1. General comments

The Department of Psychology has 4 professorships and altogether 6 persons with a PhD whilst the teaching load in terms of master's students and those having psychology as their minor subject is high. The number of active PhD students is about 20, and the aim is two PhD examinations per year. It must be noted that there has been a change of two professors during the last few years, and one more will retire during this year. There are no assistant positions in this department. The university budget of the department has increased during the last 5-year period as has also the competitive external funding, especially from the Academy of Finland. The members of the department's staff who have a position at the University Hospital can apply, and have successfully applied, for EVO money which is not seen in the department's external funding. The number of articles in international scientific journals with referee practice has clearly increased during the period 1999-2003 and many of these have been published in journals having high impacts.

The research is described as being divided into 7 topics: child neuropsychology, social perception, eating, psychology of health in relation to well-being, language development, mental health, psychology of traffic and psychology of organizations.

1.1 General profile of department's research activity

The department's research activities are very scattered in relation to the very small number of senior staff. The research topics are chosen individually by the senior staff. No relations between the researchers of these highly differing topics could be seen. There were, however, small topic-based research groups consisting of MA students, PhD students and one senior researcher. Whether this is the best way to secure high quality research can be critically discussed and should be discussed at the departmental level. There are two lines of research which have clear and strong international impacts (child neuropsychology and social perception); others have achieved a fair level. Methodological approaches differ widely from experimental neuropsychological approaches to field and clinical approaches. On the basis of publications it can be seen that the department's staff has active collaboration with researchers not only from European countries but also from elsewhere. Many publications have co-authors from departments outside Finland. Also within the University of Tampere there is collaboration, especially with the staff of the Faculty of Medicine. Cooperation between departments of social and behavioral sciences is lacking although all the departments of Psychology, Social Psychology, Sociology etc could clearly benefit from synergies in teaching and research. The Department of Psychology belongs to the Finnish network of departments of Psychology. Until now, this has benefited mainly the teaching of MA and PhD students. To try to cover all the main fields of psychology necessary

for the professional training of new professional psychologists is not possible with the small staff that the department now has.

There were no new big research projects starting at the department.

1.2 Extent and volume of research activity

The number and quality of internationally refereed publications is high and increased during the period 1999–2003. The department has clearly succeeded in its teaching in terms of master's degrees and doctoral dissertations. Six of the completed nine dissertations were published as Finnish monographs. Also the department has got highly competitive funding from the Academy of Finland. However, the research activities are clearly too scattered to produce research of high quality in all areas. More intra- and interdepartmental collaboration in research is necessary.

2. Quality and characteristics of publications

To the outsiders the highly scattered research topics of the department was surprising, with no clear intention to try to bundle at least some of those topics or to concentrate clearly on only one or two areas. The publications show both high theoretical and methodological know-how, but there is quite a large variance in this respect as regards the publications.

2.1 Special strengths

There is international collaboration with many research institutes, an increasing number of refereed international publications in high-level journals, successful applications to the Academy of Finland, and expertise in cross-cultural comparative psychological research as well as in experimental neuropsychology and psychophysiology.

2.2 Weaknesses

For a very small number of staff there are clearly too many research topics independent of each other. There is little intradepartmental collaboration as well as a lack of collaboration with other departments of social and behavioural sciences within the University of Tampere. Also many dissertations are not connected with the research topics of the department. The staff has not been very active in publishing in Finnish refereed journals or Finnish monographs. There are no new big research projects beginning. It is also not clear how much there may be detrimental competition between the staff and if this has been one of the causes hindering combined efforts to make applications for funding for new big research projects, e.g. from the EU. No general leadership of research in the department could be seen.

2.3 Recommendations

The Department of Psychology should make clear decisions on its research policy, strategies and research leadership. This is very necessary at a time when a change of the senior staff is happening. The change provides an opportunity to concentrate on on-going research activities and perhaps to begin new research activities.

The department should concentrate its research program which is now too fragmentary one and focus on the few topics which are now at a high international level. Also it should increase collaboration with other departments of social and behavioral sciences at the University of Tampere. Also it would be wise to try to combine the new dissertation topics with the ongoing research activities within the department. Of utmost importance is to increase the number of staff by assistants as well as by post-doctoral positions and professorships. Also it would be important, at the beginning of the Bologna process to discuss within the department if they could concentrate on a few master's programs. These should be in the fields in which they are well-known in Finland.

The panel also discussed the possibility of increasing the strengths of research on work in the University as a whole by including the Department of Psychology in this process. This is a real opportunity given that there have been no professors of psychology of work in Departments of Psychology in Finland as a whole. This kind of solution, however, requires strategic thinking and decisions at the University level. Also the Psykonet could be used to demarcate research activities within the Finnish departments of Psychology.

3. Summarizing statements

There are clearly outstanding publications, with the rest at a good or fair international level. The best publications show a many-sided knowledge of methodological approaches. Also there have been important intervention studies. However, with such a small staff it is impossible to achieve a high international level in as many research topics as they now have. It is possible only within one or two topics.

Grade I: 5

There are publications within two areas at an outstanding international level, the others being at a good or fair international level, resulting in a grade 5.

Grade II: 4

The department is responsible for the practical and professional training of new psychologists and has partly for this purpose established a teaching clinic. They have also developed diagnostic assessment methods which are in use in Finland. Otherwise the practical importance of such scattered research topics is not an impressive one, resulting in a grade 4.

DEPARTMENT OF JOURNALISM AND MASS COMMUNICATION

1. General comments

The department is the oldest and largest Department of Mass Communication in Finland. It is of international standing, with a strong record of research and publications in the areas of communication and journalism theory, international communication, media structure and policy, media ethics, media monitoring and emerging, but currently less well-known interests in cultural analysis, visual communication, new media and gender studies. Over the five year period under review, an average of 32% of the departmental budget has been derived from sources external to the university budget. However, during this period, this proportion has declined from 39% in 1999 to 23% in 2003. The amount of funding received from the Academy of Finland has dropped during this period, while that from other sources has remained more or less constant, with an increase in funding from Tekes. Over the period the number of professors has increased from 5.5 to 7, while the number of researchers and research fellows mainly financed from external funds has swayed between 15 and 20. The number of doctoral dissertations completed has been relatively stable. In the last eight-year period external research funding has largely been channelled to or through the Journalism Research and Development Centre.

1.1 General profile of department's research activity

The department belongs to the Faculty of Social Sciences and historically this affiliation has strongly determined its general orientation within the fields of communication and journalism research. However, new areas or perspectives, for instance within gender studies and visual culture are steadily making their way into the centre of the department's research agenda. The national and international reputation of the department is closely linked to a long-standing focus on media monitoring, journalism, media criticism and questions of citizenship and democracy. This focus distinguishes it from other media programmes and activities both within the University of Tampere and other Universities in the rest of Finland. One should also mention the solid grounding in and book-length documentations and reviews of the historical development of classical communication theory and research.

These foci do not, however, exclude the development of other areas of interest, indeed, the department describes itself or its own publicity in terms of eleven areas of research activity. These are wide-ranging, and appear to emerge in a variety of ways, sometimes in response to the interest of doctoral students, and sometimes in response to opportunities to conduct funded research and also as a result of ongoing transformations within the media sector, broadly conceived. The issue of whether and how this wide-ranging programme of research activities is best organised is a matter

of ongoing discussion within the department, with an apparent current policy of responsiveness to all new areas as they emerge.

The department is characterised by a clear commitment to the integration of professional training and research. This is evident in the development of links between ongoing research projects, practical journalism and teaching *at all levels*. It is also evident in the establishment of the Journalism Research and Development Centre (set up in 1996), which has successfully provided support for the production of research applications, and offers a new support route for doctoral students. The integration of training and research has also been advanced in the recruitment policy of the department as described during the panel's visit to the department, with a desire to appoint applicants who have both professional and scientific expertise.

The number of students completing their doctorate each year is relatively modest (16 over the five year period, 1999–2003). However, it is clear that active doctoral students play a distinctive role in the department, and are given the opportunity to be closely involved in teaching and research activities. Indeed as noted above, their interests sometimes seem to be the basis of the identification of new research areas in the department. This is consolidated when, as seems to have happened a number of times, successful doctoral students are appointed to positions within the department.

The decline in successful applications for external funding was raised in the visit of the panel to the department. While it is recognised that this decline may be nothing more than a reflection of the vagaries of the research application process, it may also be a consequence of the current concern in funding bodies with issues of media culture, and new media and technology. The department is exploring new sources of funding, including the EU.

While the department has a number of international partners, many of which are well-developed, other links mentioned in the documentation seem to be less consequential.

1.2 Extent and volume of research activity

Members of the department are responsible for a large volume of publications, across many different genres. The range of genres – scientific monographs, articles in refereed journals, reports, textbooks and so on – is a reflection of the successful integration of training and research in the department. To some extent, this breadth is at the cost of publishing in leading international journals. One should take into account, though that journalism as a cultural practice is deeply embedded in a national and historically constituted political culture (perhaps more so than other parts of the media culture), something that is not easily transposed into English.

The department has a strong record in attracting funding for research, and consistently recruits PhD students.

2. Quality and characteristics of publications

2.1 *Special strengths*

- Much of the department's research activities have high relevance for both scientific and professional communities, for instance the works on professional practices, codes and ethics.
- The department publishes within a broad range of genres.
- Its general international orientation and comparative outlooks are well recognized.
- Its journalism studies are strongly theory-driven in international comparison.
- Several doctoral dissertations are theoretically sophisticated and empirically well supported.
- All kinds of media studied with a broad variety of methods.

2.2 *Weaknesses*

- It should be noted here, and it has been commented upon above, that the volume of articles in international journals is not very impressive, in relation both to other types of publications within the department and in comparison to some of the other departments evaluated by the present panel.
- There is no coherent research policy or programme. This means that the core areas are insufficiently integrated. Such a policy is increasingly necessary considering the ever more competitive situation with regard to external funding. The current presentation of interests is more a list of research concerns than a programme.

2.3 *Recommendations*

This means that there is no explicit and coherent policy concerning the development of new fields outside the core areas. There is also little guidance for future PhD priorities and for the acceptance of candidates in the first place. In the future one should consider a more restrictive policy for PhD recruitment.

The representatives of the department agreed in favour of a pluralistic strategy, opening up spaces for new innovative initiatives and subfields. This may also have advantages when considered as a strategy vis-a-vis funding agencies and their unpredictable priorities from time to another. However, it seems to us that the department would benefit, in the long run, from identifying core areas where it is particularly strong nationally and internationally and also try to develop a coherent and integrated research programme in which these areas might be mutually reinforcing. This may be especially important at a time when key scholars in the department are moving towards retirement.

A systematic exploration of institutional change in the light of basic communication and journalism theory, public sphere and citizenship perspectives and ongoing developments in digitalized and visual communication suggests itself to the panel.

A publication policy should be developed and preferably also in-house seminars on scientific writing in various genres on master and PhD levels. New doctors, especially

those with dissertations in Finnish should be strongly urged and guided to produce articles aiming at the international research community.

3. Summarizing statements

- Strong and long-standing international orientation, strong profile in the Nordic and international research communities
- Journalism theory highly innovative and original
- Media monitoring and criticism very strong specialities
- Integration of scientific, educational and professional concerns and activities
- New and lively areas of research readily accepted but for the outside observer there is no way of knowing how they were developed, how they relate to core areas of the department, or what the underlying priorities are.
- Research also integrated in tuition
- The department has for decades played an active role in the Finnish society and in the local community, for instance by being strongly engaged in media policy and ethical issues and by involving practitioners, media organizations and citizen groups in participatory research.

The department's open door policy with regard to new research ideas has its advantages, assumingly contributing to a creative research and study environment. But this is also to the detriment of the development of a basic and long-term research programme or policy. A move towards concentration of the sometimes scattered intellectual resources in core areas has the potential both to attract competitive funding and to generate collective efforts to publish more extensively in leading scientific journals.

Grade I: 6

This is based on submitted publications and on contextual knowledge provided in the documentation at hand. The department visit strengthened the panel's impression of a lively and ambitious research environment with strong potentials to remain close to the forefront internationally, also in times of a lot of fermentation in the field.

Grade II: 6

This is not based on a perusal and quality sorting of individual publications, but sets out from a broader view on the department's exchanges with the world outside, in terms of practical interventions, providing expertise, presence in public arenas etc, that is, beyond that of providing competent personnel for one sector or another.

REPORT OF THE PANEL V

I Introduction

Chair	Professor <i>Tuomo Martikainen</i> , University of Helsinki, Finland
Panel members	Professor <i>Walter Carlsnaes</i> , Uppsala University, Sweden Professor <i>Vuokko Niiranen</i> , University of Kuopio, Finland Professor <i>Paavo Okko</i> , Turku School of Economics and Business Administration, Finland Professor <i>Rune Premfors</i> , Stockholm University, Sweden Professor <i>Kaarlo Tuori</i> , University of Helsinki, Finland

The panel followed the guidelines of the Research Council of the University in order to standardize the structure of the report for equal treatment of the departments. The evaluation material was mainly adequate with certain exceptions. The full bibliography was helpful for the assessment of the scope and volume of the activities, whereas the select bibliography served for detailed analysis of the research activity. Site visits were very informative giving a lot of inside information of the quality of research environment.

A major difficulty in assessing the final grade was, in the case of three of the departments, the recent organizational restructuring of the departments. In most of the cases the amalgamation of different disciplines varied from poor to fair with only one positive exception. Also the material provided by the departments varied in terms of its overall comprehensiveness and the systematic nature of the produced material, coverage of the activities and description of the research projects. The expertise of the panel as a whole covered well the subject matter of the evaluated departments.

Individual panel members served as drafters of the reports. The final reports are collective outcomes of detailed scrutiny of the whole panel.

II Evaluation

DEPARTMENT OF MANAGEMENT STUDIES

1. General comments

1.1 General profile of department's research activity

The new department represents an amalgamation of three distinct research areas: administrative science, management and organization, and marketing. Administrative science which is the biggest of the merging traditions (4 professors) was introduced under the name of public administration at the University of Tampere in 1965. From 1992 it has been called administrative science which is a rather rare term internationally. For all practical purposes administrative science as practised at the University is equal to public administration, viewed as a subfield in political science. Management and organization was introduced in the early 1990s and is a significantly smaller part (1 professor) of the new department. As practised in Tampere it may be viewed as a one of the constituent fields of the modern discipline of business studies or business administration. Marketing (1,5 professors) may of course also be categorized as one of the major subfields in business studies.

So far these constituent parts of the new department have relatively little in common either theoretically or empirically. It might be argued that in both administrative science and management and organization you study 'life in organizations' but this characterization only shows you that there are greatly varying ways of doing just that. The study of 'life in organizations' may concern very different aspects of very different organizations and be conceptualised through different theoretical lenses using a variety of methods.

Administrative science as practised in Tampere comes across as a very fragmented research undertaking. We have not been able to find any theoretical core and the empirical areas studied vary greatly and seem not to be selected according to any systematic strategy. There is however a strong emphasis on the study of higher education and policing respectively; together they probably make up about half or more of all research in administrative science. These two emphases have produced interesting work but there seems to be little cross-fertilization between these empirical areas or between them and other parts of the field. In general terms the theoretical ambitions seem quite modest in administrative science. The research is largely practice- or policy-oriented. Publications typically contain normative and/or constructive arguments aimed at quite specific audiences of policy-makers. At least they make up contributions to practice-oriented discourses in specific fields. The intended audiences seem to be mainly local or national in scope. An exception of sorts is that administrative scientists at the University of Tampere have developed collaborative relations with a number of

Third World universities (in Bangladesh, Nepal, Namibia and South Africa) and have thus come to study development policy and administration in those settings.

Management and organization comes across as a much more coherent field – partly perhaps due to its smaller size. It is relatively easy to identify a core both in theoretical and empirical terms. Researchers are active participants in international networks within the field of organizations studies such as EGOS and the European Academy of Management. They focus on the role of leadership and expert knowledge in organizations. Cultural organizations have been favourite objects of study but there is also a more general interest in expert and ‘creative’ organizations. Although theoretically oriented the research is also aimed at making contributions to policy discourses. There is in much research a strong normative tone in the general direction of ‘democratic leadership’ and a ‘bottom-up’ ideal in the governance of organizations.

Finally, the marketing research tradition in the new department seems to be quite mainstream in both theoretical and empirical terms. There is however an increasing interest in qualitative methods. The practice- or policy-orientation in this field is very strong. But it is also clearly connected with international networks. No doubt marketing research is bound to be quite isolated in the new department. It is hard to see where any common ground may be found with the other two research traditions in the new unit.

1.2 Extent and volume of research activity

As for publications administrative science and marketing seem to be moderately productive given their human and other resources. They are also moderately successful when it comes to attracting research grants. In the case of administrative science one must remember however that it harbours the two special programmes of higher education and policing. Especially higher education which apart from a professor and a senior assistant reportedly consists of six doctoral students in fact constitutes one of the major concentrations of research on higher education administration in Europe. Administrative science has also been reasonably successful in producing doctors, 12 in all during the last five years. Interestingly 8 of the doctoral dissertations have been written in English – the main reason being that the majority among the latter are by doctoral students working within the framework of the exchange with some Third World universities.

Given its human and other resources management and organization must be viewed as a very productive research enterprise. Publications are also clearly aimed at an international audience. This may for example be gauged from the fact that future articles typically first appear as conference papers where the expressed aim is to develop these into articles for refereed journals or edited books. Four doctorates have been awarded in the last five years. Only one dissertation was written in English however.

2. Quality and characteristics of publications

2.1 *Special strengths*

The new department seems to be able to work in the two languages necessary for a modern university department i.e., in this case Finnish and English. For example 11 out of the total of 19 dissertations of the last five years were written in English. And out of the 37 items on the select lists of publications, 22 were in English. In addition and arguably more important many publications were of international standard, making contributions to the international scientific discourses and sometimes maybe also to international policy debates and action. As for local and national contributions we are convinced that there have been significant contributions to policy development in many areas such as higher education governance, policing and the management of cultural organizations.

2.2 *Weaknesses*

Despite the ability and willingness to communicate in English and the obvious theoretical ambitions in at least some areas there is little evidence of significant contributions to theoretical developments in relevant areas. In administrative science and marketing there we have in fact no evidence of such an ambition; international networking concerns fields where the policy orientation is dominant. The exception is the management and organization specialty where clear ambitions and at least some success may be registered. But all in all this constitutes only a small share of all research activities in the new department.

Another problem that concerns us in reflecting upon the research of the new department is the instability of funding. In administrative science, for example, the dominant fields of higher education administration and policing are temporary. When they are phased out a very substantial share of the department's research disappears.

2.3 *Recommendations*

Despite the overall fragmentation both theoretically and empirically of research in the new department we believe that some common ground may well be found. At least there are real living examples of research units which have successfully accomplished exciting research based on contributions from the public administration tradition of political science and the management and organization tradition within business studies. In another Nordic setting, Norway, such a 'merger' of previously separate traditions has actually been behind much of what counts as successful social science in the last three decades or so.

One particular experience may also be mentioned. A good way to start an enterprise like this is by 'interactive education' within the new department. Another recommendation would be to start the collaboration from the very beginning i.e., in the process of framing the basic research problem.

All in all multidisciplinary research is difficult and, not least, time-consuming. It is a matter of many years rather than the much shorter periods and instant expectations

that normally surround such ventures. Being part of the same departments is consequently a rather good thing for such a marriage – even if it was a prearranged one from the beginning.

3. Summarizing statements

Grade I: 3

Overall not much of the submitted work may be considered to be above a fair international level. It must be pointed out however that many of the publications submitted from the management and organization group is clearly at a good international level, but this doesn't constitute a third or more which is required for grade 4.

Grade II: 5

All three constituent traditions within the new department have explicit ambitions to contribute to policy discourses and policy development. In our judgment they seem quite successful in this regard.

DEPARTMENT OF LAW

1. General comments

1.1 General profile of the department's research activity

Research in law has mainly been practically oriented. Practical orientation is one of the general distinctive traits of legal scholarship, but the development of so-called general doctrines, for instance, allows for a more theoretical emphasis. The fact that legal scientific research is carried out within a social science faculty could also facilitate interdisciplinary co-operation and the integration of social scientific aspects. However, these possibilities have largely remained unused, although at a general level some interest in the role of empirical research and – in business law – in the so-called law and economics research can be noted.

Legal science has traditionally belonged to the so-called national sciences where the national languages are the natural languages for publications. Thus, publications in other languages have often been presentations of one's own legal system to foreign colleagues. However, this situation is rapidly changing, due to the europeanization and even globalization of law. Publishing only in national languages and only on national forums is no longer as defensible as it used to be. In the bibliographies, publications in languages other than Finnish or Swedish are quite few (an exception consists of insurance science). Only one of the scientific monographs included in the select bibliography has been published in English. In this respect, the trend can, however, be deemed positive: publishing in English or German has increased in recent years. As regards the topics dealt with, Europeanization, in the form of both human-rights and EC law, has been duly registered.

The panel has had some difficulties in assessing who has really belonged or belongs at the moment to the research staff of the department. Thus, in some disciplines docents are listed as belonging to the staff, and their publications may constitute an important part of the total volume of the research. The full bibliography even includes co-authored works where only one author has, as a docent, a loose affiliation to the department.

The department is new and has not yet had time to discuss its common research and researcher training policy. The legal disciplines, divorced from their "kin" social scientific partners are facing a new situation, where they should both develop a common legal scientific identity and, at the same time, try to maintain the benefits of interdisciplinary approaches and co-operation with social scientific disciplines. The discussion the panel had with the representatives of the department showed an awareness of many of the problems mentioned above and also a readiness to tackle with them.

In the new organizational structure, insurance science has for some reason been included in the Department of Law. The panel finds this strange and underlines that

insurance science differs substantially from the department's other disciplines. The general comments, as well as the following evaluation, focus on legal disciplines.

1.2 Extent and volume of research activity

The proportion of doctoral theses of the department's scientific output is quite high. This indicates that, in fact, the main responsibility for genuine research has fallen to post-graduate students, while professors and other members of the scientific staff have concentrated on shorter articles of introductory or informative nature, textbooks and – to some extent – on commissioned research. It is generally known that law professors have many and – at least to a certain extent – justifiable responsibilities in practical legal life, but in spite of this the profile of the research output in relation to the structure of the staff can be considered lop-sided.

In legal scholarship, the possibilities of external financing are perhaps more limited than in (empirical) social sciences. The proportion of other than budget financing is relatively low, 12% this year. It might be considered surprising that at the moment, there is no research project financed by the Academy of Finland going on within the department. All in all, the department has at present no competed external financing at its disposal. A positive phenomenon is that the most active researchers on the staff have actively applied for – and also received – funding from the Foundation for Municipal development. One of the four major research projects started 1.1.2002 or later and listed in the department's report is financed by this foundation.

None of the listed current projects is international in character. In the report of the department, contacts and co-operation with foreign universities are mentioned (Local Public Law), but the contacts seem not to have led to common research projects.

In the report of the department, some of the disciplines have emphasized their focus on graduate and post-graduate teaching. The number of and also the general quality of doctoral theses indicate that post-graduate teaching and supervising can be deemed successful. The present situation, however, seems somewhat worrying, at least if measured in terms of places in the national graduate school in legal science and of externally financed research projects allowing for hiring post-graduate students.

2. Quality and characteristics of publications

2.1 Special strengths

The wide variety of topics dealt with can be considered a special strength. The *possibility* of new and innovative approaches and of co-operation with social scientific disciplines is another one.

2.2 Weaknesses

In most disciplines, the lack of a clear research profile is the reverse of the variety of the topics. The possibilities of interdisciplinary research have largely remained possibilities. Publishing in other than national languages and in international journals is relatively rare.

2.3 Recommendations

The self-descriptions of disciplines, included in the departments' report, reflect the lack of a clearly defined research profile and identity. The department as a whole as well as individual disciplines should seriously reflect on and collectively discuss their research orientation, and, at the same time, try to enlarge and deepen their contacts and co-operation with foreign universities, as well as with the other departments of the University of Tampere. Researcher training is also in need of conscious planning. The department should actively strive for increasing the amount of external, especially competed financing.

3. Summarizing statements

Grade I: 3

The grade concerning the level of research with regard to international level in the field is 3. The grade is mainly due to the level of the doctoral theses, which constitute a substantial part of the research's total volume. The publications of more introductory or at least partly text-book nature or reporting the results of commissioned research represent a fair international level but, as a rule, do not possess any notable scholarly value.

Grade II: 4

The grade concerning the contextual and practical importance and quality of research is 4. Research has in general focused on issues relevant in practice and also produced results which can be of use in, e.g., law drafting or in decision-making in administration or in courts.

DEPARTMENT OF ECONOMICS, ACCOUNTING AND PUBLIC MANAGEMENT

1. General comments

1.1 General profile of department's research activity

The department in its the current form consists of four disciplines (Economics, Accounting and Finance, Financial Administration and Public Sector Accounting, and Local Public Finance). They have their own background and history. This fact creates variations in research strategies and also differences in publishing styles. The department has an important role in the field of business studies and in the university in general. This kind of combination of disciplines does not exist in other business faculties in the country.

The department is a special combination of economics, accounting both in private firms and public organisations and also financial management of firms and (local) public organisations. They cover both public and private sector issues, but also traditionally private sector oriented disciplines have a tuning towards public sector issues. All the disciplines have been putting emphasis on empirical approach in their research. There is theory motivated research and policy orientation, too. E.g. in the field of public economics there is traditional main stream -work published in international journals and in some other more nationally oriented fields research activity and publication forums are more national even if they have also international publications. In some fields the department has a central role as developer of new knowledge about current economic issues. The department has various research projects but only in some cases they are funded by the Academy or other sources using scientific competition principle. There is also a large variation in this respect between different parts of the department.

Disciplines of the department have earlier belonged to different departments. It means that the research output under evaluation has not been created according a comprehensive research policy. There are also signs of the fact that small units are dependent on persons and their research interest, which will vary when professors move between universities. Some active researchers have just left the department and incoming professors have not had time enough to show their output. One aspect of the profile is that the staff of the department has been quite active in networking with other researchers in Finland and abroad, too. One area of networking is also doctoral studies based on national graduate schools. It means that the department co-operates with many doctoral schools.

1.2 Extent and volume of research activity

The research activity is covering a large range of relevant economic issues in public and private sector. The output contains very much research on public economics in

general and local public sector organisations. Accounting and finance issues of firms and public organisations have also an important share in the research output.

Disciplines of the department are quite small (typically 2 professors, 4 in economics) having in some cases large teaching responsibilities. The research outcome is actually quite large in this respect. External financing has an important but not very large role in research activities. It varies in indifferent units. Some of them have had mainly competitive research funding and those having larger share in external funding have been concentrating into other sources. The number of doctorates during the evaluation period has been low (7).

The volume of research is fairly good in general but not surprisingly high in any field. At the same time we may conclude that there are fields in which the department has a leading role in the country. This fact reflects that research activity is directed to needs of the society and to general scientific needs as well.

2. Quality and characteristics of publications

In making a conclusion on the total research activity we have to take into consideration that there are differences between disciplines. They reflect different traditions. Some papers are published in good international journals, but the majority of them is published in university series and national professional forums. Papers take often up relevant questions and have a good analysis and create empirical evidence, too. Theoretical targets are sometimes a bit too low. It seems to be so that researchers have tried to put more emphasis on the real world relevance than on the rigorous theoretical analysis. The research output of the department is in general quite impressive but there is still some distance to the best practices in the field. International orientation is not strong even if there are good examples on that and it seems to be the current orientation.

2.1 *Special strengths*

A balanced structure of theory motivated research and policy relevance is one strong feature. There are some areas in which the department has an important role in the country. It has found its own market niches looking at the interaction of the private and the public sector.

2.2 *Weaknesses*

Scientific targets are sometimes low and policy relevance cannot compensate this. The performance in competitive research funding is not very good. There are few doctorates in general and the number is even zero in one discipline. There is no strong tradition in postgraduate studies.

2.3 *Recommendations*

Possibility of benefiting of the new department structure must be taken seriously and effectively. There is a large new potential for synergic benefits. Until now many units of the new department has had similar orientation in the sense that they have

been creating a comprehensive approach for both private and public sector issues. The whole department could now do the same by creating new co-operation between its disciplines.

3. Summarizing statements

Grade I: 4

The level of research with regard to the international level of research in the department is graded by the number 4.

There are good examples of high international level research work, but it is not the general image of the research output, which has been mainly aiming at more practical and often national purposes.

Grade II: 4

The contextual and practical importance and quality of research is also graded by the number 4.

The department has a strong position in creating new knowledge for many important fields. It has a special profile in business studies in the country. The competitiveness comes from the orientation of taking into account both the private and public sector issues in the current network economy environment.

DEPARTMENT OF REGIONAL STUDIES

1. General comments

1.1 *General profile of the department's research activity*

The department consists of three disciplines: regional studies, environmental policy and local governance. The general impression of the department is dynamic and productive but somewhat heterogeneous in its research activities, too. It seems that it is quite easy for these three disciplines to joint together and to find common focus of the research activity which associated with the society dynamics of local and regional processes and governance. Both of the subjects, regional studies and environmental policy, are strongly connected in international and national networks.

Most of the research projects at the department are high quality and supported appropriately, especially in regional and environment disciplines. In local governance research projects seem to be mostly nationally or even regionally oriented and no international networks were described.

Thus, some of the local governance studies, especially those concerning democracy, e-governance and strategic management at local and regional level include many interesting openings.

However, there is a good balance between basic scientific scholarship orientated and policy-oriented research, as well as in theoretical and empirical research. Especially research in environmental policy and local governance is distinctly policy-oriented.

1.2 *Extent and volume of research activity*

The department is large, thirty persons are included in the listing of research active staff, including three post-doctoral researchers. The multidisciplinary research mission is carried out by internationally and nationally oriented research groups. The full bibliography includes almost 500 titles. The select bibliography includes 60 titles. The main research topics are globalisation, social capital, urban and technology development processes in society, network society and strategy management, politics of environment and ecological knowledge, local and regional governance, management reforms at local government, environmental issues, local and regional democracy and its new innovations. In the department's own analysis they have characterised their research orientation as "Social Dynamics of Spatial and Environmental Change".

In regional studies and environmental policy competitive and commissioned external research income constitutes nearly a half of the budget, but in the discipline of local governance about a quarter (2003). The department has been highly successful in obtaining funding from academic and other external sources. In the years 1999-2003 the disciplines have produced 21 doctoral theses. Training and education of researchers is mainly organized in research projects.

2. Quality and characteristics of publication

2.1 *Special strengths*

The research projects and publications of regional studies are often of a high quality, and therefore the department has a strong competitive position when applying for external funding.

The department is large and the scope of its research staff means a significant research potential. In the department basic professional and policy-oriented scholarship are in good balance. Most of the senior staff both engages in basic research and actively participates in public debates on timely policy issues which adds the visibility to department.

The site visit showed that the department is in a dynamic and optimistic stage of development. However, the disciplines of regional studies and environmental policy seem to dominate in relation to local governance.

2.2 *Weaknesses*

The present dynamic stage of development holds much promise for the future, but implies some risks, too. The wide range of the research interest may lead to a certain lack of focus and to a fragmentation of resources. The dynamism of the department entails the risk that too much energy is spent on raising funding for and managing the numerous projects.

2.3 *Recommendations*

For local governance studies the department and its scientific community provide an inspiring research environment. The discipline should take advantage of its new organisational location for example in studying local government reforms and management issues in international contexts, and try to enhance the scientific quality of its research.

3. Summarizing statements

Grade I: 6

The grade in regard of the international level is 6.

In addition to the international publications of high level, some of the nationally published articles could have been published internationally, for example publications concerning regional and local government reforms or New Public Management.

Grade II: 6

The grade in regard of the contextual and practical importance and quality of research is also 6.

The results have practical significance and can be used in reforming Finnish local administration.

DEPARTMENT OF POLITICAL SCIENCE AND INTERNATIONAL RELATIONS

1. General comments

1.1 General profile of department's research activity

This department essentially consists of two departments (as its name indicates), and at least in the past relations between the two have not been good. Essentially, they have not co-operated at all, with the consequence that we are here dealing with at least two intellectual environments with two different profiles. However, not even this is entirely true, as is clearly evidenced in the department's own statement regarding its research activities. As it states, the "Department does not have any research strategy or program", the reason for this being that it is based on "a system where individual research is the main determining factor" of the department's profile. This atomised nature of the research environment was also in clear evidence during our site inspection, although it was at the same time made clear that the ambition is to change this state of affairs, and that the appointment of new senior staff was working in this direction. In short, the department is experiencing a generational shift at present, and this is being welcomed by all concerned. A clear sign that this is in fact happening also came from the views expressed by the two doctoral students present during our visit.

More specifically, this is a department that at least in the past has been characterised by its rather critical attitude towards certain mainstream aspects of social sciences – indeed, as "head-bangers", to use the words of a well-known British academic. This seems to have been the case in both parts of the department during the period in question, and it is also a characteristic for which it is perhaps best known internationally. In more down to earth terms, the IR part of the department has focused on world politics issues, European integration research and conflict and conflict resolution studies. In the political science part of the department the main research areas are political participation, the study of political ideas and theory, as well as of political institutions. In terms of its international publications record it is in particular studies of political participation and institutional developments within the EU that has gained most attention during the period in question (although it should be mentioned that this is due mainly to the output of one particular researcher). However, this characterisation should perhaps be modified to a certain extent, since (as became clear to us during our site visit) at least two members of the department's former senior research staff – arguably two of its internationally best known researchers – did not want to figure at all in this evaluation.

It is clear from the extensive publications list provided to the panel that the department is taking serious the policy of the University that emphasis should not only be put on academic research, but also on research which is of practical importance. This is evident both from academic research based on empirical analysis – such as the European Union – which helps in the spreading to a larger public of relevant

knowledge, as well as from extensive participation in public debate in the form of newspaper articles.

Finally, it should perhaps be mentioned in this connection that the claim was made during our site visit that the department in the past did not encourage either research as such or the participation of staff members in international activities. It is difficult for us to judge the validity of these claims, especially in view of the fact that this is to some extent contradicted by the international publications profile of the department (see below). However, it was made abundantly clear that this is no longer the view of the department.

1.2 Extent and volume of research activity

Although this has obviously not been a well-functioning department in the past, and is not particularly large in terms of its staff as of November 2003 (14 persons, including one retired professor), it does have an international publications record which is rather impressive, at least compared to similar departments in Scandinavia. Although this may be ascribed mainly to the output of a small number of persons, it is nevertheless clear that publishing in internationally recognised journals and with international publishers has become a normal practice – whether encouraged by the department or not. The production of doctoral theses (15 during the period in question) has also been considerable, although there has been a decline during the later part of the period evaluated here. Although the extent of external financing is somewhat unclear, it must be said to be good to excellent (30% of the budget, according to information from University Administration sources), as is funding from the Academy of Finland.

2. Quality and characteristics of publications

2.1 Special strengths

As intimated above, the department has a good to excellent record in terms of international publications, focusing not only on a few highly specialised journals, as is often the case. We are also impressed by the fact that junior researchers seem to be doing particularly well in this regard. It is also encouraging that almost half of the doctoral dissertations produced during this period have been written in English. It should also be added that the staff of the department has been very active in reaching out to a larger public, and that a considerable amount of the research published internationally involves the dissemination of empirical research with a considerable practical importance. This is true in particular for the research with an EU focus.

2.2 Weaknesses

Although it is perhaps natural for most departments to have a rather small number of researchers who are mainly responsible for its foremost international publications, it can nevertheless be a problem in the event that these choose to move elsewhere, or are unable to get a permanent position within the department. Small numbers have big effects in such situations, and this could perhaps turn out to be a problem with this

particular department. It also needs to fill positions that at the moment seem to be temporal, or held by acting staff.

2.3 Recommendations

It should be pointed out that the department still publishes much of its research in Finnish, and that although there are good reasons for this, its members should nevertheless be strongly encouraged to publish more of their research in other languages as well, especially English. In this respect the fact that so many doctoral theses are in English is a very positive sign.

3. Summarizing statements

Grade I: 5

We give the department a grade of 5 with regard to its quality in international terms. Although we hesitate to characterise these publications as outstanding, they are clearly of excellent quality in most cases.

Grade II: 5

Similarly, we wish to give the department a 5 with respect to its contextual and practical importance.

It has clearly been very active with regard to this dimension, especially in the publication of articles oriented towards a larger public, as well as publishing research of empirical relevance in international journals.

TAMPERE PEACE RESEARCH INSTITUTE

1. General comments

1.1 General profile of department's research activity

TAPRI is not an ordinary department of the University, and this is evident from the institute's research profile and research activities. Its mission is not only to function as a University research unit but also to serve the interests of the nation as a whole, as well as to engage in international issues regarding war and peace. This puts a strong emphasis on both academic research and projects, on the one hand, and on engaging with policy-makers and the public at large, on the other. It is also a multidisciplinary institute, with researchers from the disciplines of political history, IR, political science, geography and regional studies.

Given all of this, as well as its very small size in terms of staff as well as a recently downsized budget, it is not surprising that what we experienced during the site visit was a feeling of some alienation from the rest of the University. At the same time the response to our questions was not one of dejection but rather of dogged perseverance. The institute has experienced a down period during the last decade, but it seems to look to the future with some optimism. The biggest worries affecting its activities as a whole at present are clearly budgetary, as well as a dissatisfaction with its current institutional links to the University, which do not seem to function well.

As clearly set out in its own view, TAPRI's main research policy programme during the past decade has focused on three themes: (a) the new security architecture in Europe, (b) new conflicts and their resolution, and (c) Mediterranean politics. Having been evaluated less than a year ago, and on the basis of the recommendations coming from this evaluation, it intends in future to focus more specifically on non-military crisis management and cultural dimensions of conflict.

Viewing the current status of its research, it is clear that TAPRI has been engaged in innovative and critical research somewhat different from mainstream social science. This focus has clearly had an international inspiration and also reflects its international orientation, based on long-standing links with similar institutes and networks beyond Finland. Given its mandate of being a national research centre serving larger public interests, it is not surprising that it has also been very active in this capacity.

1.2 Extent and volume of research activity

The extent and volume of research activity reflects an institute with only half a dozen researchers, all apparently on short-term (5-year) contracts. Given this condition, the output of the institute is impressive, especially in terms of international publications. It has also during the period in question produced six doctorates, although the institute has for formal reasons had to rely on other departments of the University, as well as on other universities, for supervision. However, it has not been very successful in obtaining funding for major research projects.

2. Quality and characteristics of publications

2.1 *Special strengths*

The institute has been quite productive in the form of international publications and in terms of engaging in functioning international networks. It is clearly outward looking, and should be encouraged to continue along these lines.

2.2 *Weaknesses*

The weaknesses of the institute are mainly of an institutional and budgetary kind, and these are not of its own doing. It is situated in the periphery of the University, and this has its inevitable drawbacks.

2.3 *Recommendations*

Our recommendation is that the institute be strengthened in terms of the basic funding provided by the University. It is institutionally situated in a somewhat anomalous position, having both a national mandate and a local University affiliation which does not seem to function as intended, pulling it in different directions. We do not quite understand the logic of this development.

3. Summarizing statements

Grade I: 5

We give the institute a grade of 5, based on its strong international publications and doctoral dissertations. The institute has a very small staff and strong budgetary constraints, but has nevertheless succeeded in maintaining a strong international profile.

Grade II: 5

We give the Institute a 5 here, based on its strong output on this dimension.

REPORT OF THE PANEL VI

I Introduction

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First of all, we wish to express the gratitude of the members in panel VI for the warm welcome and excellent facilities provided. This has much alleviated our task of evaluating the research accomplished in the Faculty of Humanities. The task we faced was both challenging and quite demanding, for reasons that are presented below.

We found certain aspects of the research evaluation parameters to be problematic in operation, and we have had to make practical adjustments across all the departments in order to deal with this.

We are happy to base our assessment grades on published outputs, while looking at other measures (research income, completed doctorates, etc) as supplementary evidence for qualitative textual comment. However, we have reservations about the way in which we are asked to translate our view of these outputs into grades. Not having had the practical possibility of reading all the selected items, we had to base some evaluations on assessing the quality of the respective journals, and this may not always do full justice to the authors.

After a thorough discussion, we found it impossible to award separate grades on Dimension II. To assess the 'practical importance, relevance and usefulness' of research outputs in a systematic way we would need a set of impact measures which do not exist, and which would take account of the varying intrinsic characteristics of subject areas in this regard. However, in our textual commentaries on departments we have taken favourable account of attempts to give practical social value to research and to disseminate its findings beyond academe and to a broad public, and we have commented, for example, on text-book production and initiatives in 'public history', but we have felt obliged, in all cases, to offer the same grades in Dimension II as in Dimension I.

Modus operandi: all members of the panel attended all site visits with the exception of dividing in two for the simultaneous visits to Speech Communication and Voice Research and Philosophy. Individual members of the panel were deputed to initiate the draft reports which were then discussed extensively by the entire panel.

II Evaluation

PHILOSOPHY (DEPARTMENT OF MATHEMATICS, STATISTICS AND PHILOSOPHY)

1. General comments

1.1 General profile of department's research activity

Philosophy is a relatively small unit in the Department of Mathematics, Statistics and Philosophy. The list of staff actively involved in research from December 2003 includes two professors and six other researchers. (Some associated researchers and doctoral students whose bibliographies are included in the report are not mentioned). The unit has a demanding teaching program producing 4000 – 5000 study weeks a year – in addition to its own students (14 – 18 every year), it takes care of a great number of students having philosophy as their minor.

The unit is internationally most visible in the areas of the research of early analytic philosophy and phenomenology, history and philosophy of logic, epistemology and the philosophy of science. In addition there are some international contributions to the philosophy of dance and bodily movement and expression. In the select bibliography there are several outstanding and good works mainly on the history and philosophy of logic, theory of knowledge and philosophy of science. The average quality of the works in Finnish refereed scientific journals and edited works listed in full bibliography is somewhat lower; the total number of the authors in this list is more than 20.

1.2 Extent and volume of research activity

The fundamental research has resulted in many important and original contributions to central questions of theoretical philosophy (modern history, epistemology, philosophy of science). The unit plans to develop further the research on applied phenomenology and on some interdisciplinary themes. The number of new doctors, being three in 1999-2003, will probably increase significantly in the next future, due to the newly started projects. There are two ongoing projects funded by the Academy of Finland, one NOS-H project and two minor interdisciplinary projects.

2. Quality and characteristics of publications

2.1 Special strengths

There is a small group of very active and highly qualified researchers. The professors are editors of two large international publishing projects (history of logic, OUP and epistemology, Springer) and leaders of two projects funded by the Academy of

Finland ('The Nature of Philosophical Knowledge', 'Causality and Explanation in Biology'). They act or have acted as leaders of Nordic NOS-H projects in philosophy, one on the theory of explanation (2001–2003) and another on concepts of reason in twentieth century analytic philosophy, phenomenology, hermeneutics and pragmatism (2004–2006). In addition some younger scholars are involved in interdisciplinary projects. The group of internationally outstanding and good works involve also edited books, contributions to handbooks and interdisciplinary studies (biology, cognitive science, psychology, business studies). The authors of these works are active in various international networks. The quality of contextual and practical contribution seen from the point of view of the international philosophical community does not differ from the high quality of research in other respects. Among the numerous Finnish articles mentioned in the full bibliography there are many contributions to current academic and non-academic discussions in Finland which show considerable activity in the area of the so-called third task of the university.

2.2 Weaknesses

The research is mainly concentrated on the areas of fundamental research in which the unit is internationally visible. This is a very reasonable strategy. The weakness of the unit is its small size, which limits the range of work that can be undertaken, but this does not affect the quality of the research itself.

2.3 Recommendations

More resources for basic teaching and research would help the unit to extend its activities to the areas of philosophy which are now less represented, such as older classics, moral philosophy and social philosophy.

3. Summarizing statements

The unit is internationally visible in some central areas of fundamental research. Many of the publications are of very high academic quality, and there are several contributions with high contextual and practical significance.

Grade I: 6

On the basis of the select bibliography the level of research with regard to the international level of research is clearly a 6. The full bibliography of articles in international refereed journals and edited volumes is roughly of the same quality.

Grade II: 6

The quality of the contextual and practical importance does not significantly differ from what is said above and therefore we also suggest a 6.

DEPARTMENT OF HISTORY

1. General comments

1.1 General profile of department's research activity

History is clearly a research-oriented department with a substantial research-active staff and clearly defined areas of expertise and activity. It has extensive international contacts at a high level. There is an evident commitment to disseminating research beyond the academy, through the publication of text books and popular articles and the presentation of findings through the popular media, and through the production of commissioned research by firms and local authorities. There is a healthy age-structure and gender balance.

1.2 Extent and volume of research activity

There is evidence of a considerable flow of publications from across the department, many of which are of high quality. It has been very effective in securing research funding, not only from the Academy but also from a wide range of other sources, and the output of doctoral degrees is good for a department of this size.

2. Quality and characteristics of publications

2.1 Special strengths

Publications cover a wide field from Roman to contemporary history, and have a wide geographical spread, but certain strong themes also stand out. The department is strong in urban and social history, women's history and aspects of medieval history, and there is excellent work in American history. There is a consistent accumulation of research projects which make an impressive contribution to the publications list, and doctoral students and recent doctoral graduates are prominent here. A formal departmental research policy, which is a distinctive and desirable development within the University, is under construction, and there is a sound programme of research training for doctoral students. A further distinctive feature is the extensive activity in 'public history', the undertaking of commissioned work for businesses and public bodies, to a quite unusual extent in a history department. Overall there is evidence of a genuine and successful attempt to create a cohesive and inclusive research community across the department.

2.2 Weaknesses

Across most of the department a greater commitment is needed to publishing at a higher level in international journals with a strong external profile. Good publications through the University of Tampere and other domestic outlets need to be better

disseminated beyond the University. Continuing attention needs to be paid to the maintenance of an appropriate balance between breadth and depth in the department's research coverage.

2.3 Recommendations

We recommend that the department continue to develop the good practices and qualities outlined in 2.1 above, that it define an agreed research management and development strategy as soon as possible, and that it addresses the reservations that are mentioned in 2.2 above.

3. Summarizing statements

The Department of History is a large, well-managed research-oriented department with a high proportion of research-active staff producing work of good quality and an impressive level of international activity. It has an excellent record of income generation and in the production of historical material for consumption beyond the academy, through 'public history' and the writing of text books, which gives it a strong presence in society at large. It needs to build on these distinctive virtues and to extend its international visibility still further.

Grade I: 6

On the basis of the select bibliography the level of research with regard to the international level of research is a 6.

Grade II: 6

The quality of the contextual and practical importance does not significantly differ from what is said above and therefore we also suggest a 6.

SCHOOL OF MODERN LANGUAGES AND TRANSLATION STUDIES

1. General comments

The School of Modern Languages and Translation Studies was created in 2001 by a merger of all language departments, including the Department of Translation Studies, into one large department, which makes up about half the Faculty, has produced fourteen PhDs (out of thirty-one in the Faculty) and made twenty new appointments since its creation. Notwithstanding the heavy teaching load on the undergraduate level, the department produced 145 MAs in 2003. The list of staff actively involved in research includes c. 60 persons.

In order to create a holistic research program, the department through its research committee has defined a research strategy, both for project work and for research training. They have also organized research seminars at the faculty level. 7 per cent of the budget comes from external funding, which is good for a language department and shows the seriousness of the research effort. Projects have been initiated in corpus linguistics, lexicography and intercultural communication.

1.1 General profile of department's research activity

The research activities of the School are heterogeneous, which is natural given its origins. One focal area which is inherited from the previous organization is translation studies, which were earlier represented by a department of its own. In its research strategy document, the School identifies the following areas as making up its research focus: "language learning and teaching, translation and interpretation, and the so-called new language professions, such as technical communications and language technology". In addition, research on literature and cultural studies is said to belong to the "research profile" of the School. Some of the best work in the submitted material, however, does not fall into any of the categories enumerated. In particular, the work on language contact and areal linguistics deserves special mention.

1.2 Extent and volume of research activity

The volume of the work produced in the department is extensive. This is perhaps to be expected given the large number of staff members active in research, but given the heavy teaching load in modern languages this is even more commendable, also in view of the fact that the School has undergone a major transformation during the period. The large number of new appointments at a doctoral level augurs well for the future.

The number of PhDs produced during the period under evaluation is 18, which is relatively low given the number of professors. There are signs, however, that the measures taken to improve research training will have a positive effect on the production of PhDs (for example, there are two new PhDs already this year). At present, the

percentage of external funding is rather low, but here also a positive development can be expected – new projects have been started that were not included in the evaluation material.

2. Quality and characteristics of publications

The fact that the School in its present form did not exist before 2001 combined with staff turnover and the omnipresent time lag in publication means that the submitted material does not necessarily reflect the current situation at the department.

The majority of the publications were published in the form of articles rather than monographs. While this is not necessarily a bad thing, we note that many of the articles are quite short and have the character of “squibs” rather than finished work. In the select bibliography, there is a considerable number of articles concerning translation, parallel corpora etc. However, these remain at the level of opening up important topics while the argument could have been developed further.

About half of the selected publications were published in Tampere or other places in Finland – a rather high proportion for a language department.

The distribution of high-quality publications over the sub-areas of the School is somewhat uneven, although something of interest can be found in every section. We note that research on English and Slavic dominates heavily in the categories “Articles in international scientific journals with referee practice” and “Scientific monographs”. We also note that the doctoral dissertations tend to have a different orientation than that reflected in the select publications, in that they largely treat literary or cultural topics.

2.1 *Special strengths*

We note as a special strength of the School the awareness of the necessity of long-term strategic research planning and of the importance of research training.

As we already noted, there is some highly interesting work in the School on questions of language contact and areal linguistics. Areas where interesting results are to be expected include corpus research, in particular parallel corpora and the study of English as a lingua franca. Another relevant area is intercultural communication, especially as practised within the German section.

2.2 *Weaknesses*

We acknowledge that the newly created School has had to face many problems inherent in the structure of the situation: a large number of heterogeneous groups, a low rate of qualified researchers among the staff, and severe financial limitations. Very serious efforts to overcome these difficulties have been made. We feel that the potential for uniting forces has not yet been fully exploited. In particular, we did not find any well-developed ideas for cross-linguistic research projects. The role of the Finnish and Scandinavian sections in joint enterprises has still to be worked out.

2.3 Recommendations

The structure of the School may be seen both as a weakness, in that heterogeneity makes a common research strategy more difficult, and as a strength, in that it creates potential for cross-disciplinary work. In particular, the fact that the School unites competence in many different European languages and in translation studies, including an interest in parallel corpora, should open up the possibility for fruitful cross-linguistic projects.

We think that topics for future dissertation project should be chosen within the focal areas in the research strategy document or other areas that connect to the research activities of supervisors.

Questions of publication are not mentioned in the self-presentation. We think that more emphasis should be put on international publications of a more substantial nature than what was found in the select bibliography.

In the area of intercultural communication, we recommend collaboration with the Department of Speech Communication and Voice Research, where very similar activities are pursued.

3. Summarizing statements

The School has achieved much in a short period under difficult circumstances. It has a clear strategic plan, and the panel is optimistic about future progress.

Grade I: 5

This department has met the criteria for a 5 because of recent developments in research management and output.

Grade II: 5

This grade is based on the quality of the department's dictionary and translation work.

DEPARTMENT OF MUSIC ANTHROPOLOGY

1. General comments

We are aware of the long history and tradition of the Department of Music Anthropology dating back to its period under Professor Erkki Ala-Könni, when it was strongly oriented towards Finnish folk culture and collecting folk music instruments. However, since the nomination of its present chair, the department, staying faithful to its history, has adopted new goals and aspirations, which have opened new avenues for its research as well.

They are now emphasizing ethnomusicology in its broadest sense with interdisciplinary links, i.e. linguistic, sociological and anthropological connections. Moreover we have to point out all the advantages of having their own archives of sound recordings, videos, photos and manuscripts. In fact, these collections contain some rarities from Western Siberia, and other Russian regions which are unique in the Western world. We are glad to notice that they propose to make use of this material in their research activities.

1.1 General profile of department's research activity

The department has announced as its main areas of studies the following subjects: folk music, popular music, anthropology of dance, and soundscape studies. In addition they mention ethnography, the fundamentals of musicology, and museology.

However, we consider their most prominent areas to be Finnish popular music, soundscape studies, and analytical approaches to Eurasian, particularly Siberian folk music, the universal aspects of which they are exploring. In these fields one can say their studies are often of a pioneering nature even in the international sense. Also of high topicality are investigations on multicultural music identities with a critical view of musical cultural policies exemplified by studies of the Balkan region (particularly of Greece). They have also noteworthy results in dance studies.

1.2 Extent and volume of research activity

Quantitatively, the emphasis is on monographs and articles published in Finnish, but they also publish in English, Russian, Hungarian and Polish. Among 31 items selected for the short bibliography nine had been published in English. The department has produced nine doctoral theses during the period under consideration. Several research projects and individual research activities are either ongoing or being launched.

The department has a small number of doctoral students who seem to be well motivated and carefully chosen. We consider the future prospects of this department promising because they can exclusively focus on research without excessive commitment to training teachers for schools.

2. Quality and characteristics of publications

The department has been able to produce some groundbreaking publications in Finland such as the history of Finnish Popular Music, dance studies, monographs (in final stage of preparation) which introduced the concept of soundscape to Finland. There are also ongoing studies in musical grammars with particular attention to pentatonic roots and modalities not only of Finno-Ugrian music but also of oriental melodies. They concentrate very much on metric systems, which are crucial for the analysis being proposed. They have been able to apply theories of soundscape in a creative manner to Italian, Canadian and Finnish aural environments. The role of the department in editing the Yearbook of the Finnish Society for Ethnomusicology has been decisive. It is also significant that traditional musicology is approached from an ethno-perspective.

2.1 Special strengths

The department's archive provides it with unique opportunities in certain fields. Their institutional profile among other equivalent departments in the country seems to be well established and grounded. Moreover, they have established keen international contacts e.g. with Novosibirsk Music Academy and Russian Academy of Science. With respect to research, the department conquered new ground in the research on Finnish popular music.

2.2 Weaknesses

With respect to the quality of the research outputs in the department there should be more international publications. Contacts with international ethnomusicological associations should be strengthened.

2.3 Recommendations

The department has a great potential which should be better exploited. Active search for new funding would be beneficial. Connections with other departments (such as the Department of Speech Communication and Voice Research) should be developed, as well as closer contacts with international associations, e.g. The British Forum for Ethnomusicology and the European Seminar in Ethnomusicology.

3. Summarizing statements

The department is unique in the Finnish context in two respects. Firstly, it has rich, special collections in the archive. Secondly, the researchers have had a privileged access to Siberian fieldwork. It is hoped that the department will exploit these opportunities to the full in an international and interdisciplinary way.

Grade I: 5

On the basis of the aforementioned observations, we have come to the conclusion that the level of research in this department clearly deserves grade 5. They have reached good international standards in the majority of their studies.

Grade II: 5

The department has paid attention to the distribution of their results, like the case of History of Finnish Popular Music and soundscapes studies have well shown – all this in the side of their more “scientific” analytic approaches. They have also chosen to study empirical fields of contemporary relevance to society in general: grade 5.

DEPARTMENT OF SPEECH COMMUNICATION AND VOICE RESEARCH

1. General comments

1.1 General profile of department's research activity

The department is one of the smallest in the Faculty, and is presently in the process of considerable change, having been transferred to the Faculty only a short while ago, and as only one of the professorships has so far a permanent holder. The department had only recently gained permission to train doctoral students. In addition, there are very recent plans to include logopedics in the teaching and research programme (this information was not included in the material handed to us). For these reasons, foreseeing the future of the institute is not possible in great detail at this stage. However, there is already two PhDs during the last two years, there is desire to develop post-graduate training.

The research activity, as presented to the panel, gave an impression of intense collaboration with institutes outside the University of Tampere and outside Finland. This work was highly technical and concentrated on voice research at a very detailed level. The work is increasingly aiming at a balance between laboratory and field work.

1.2 Extent and volume of research activity

There are two relatively different orientations within the department, with necessarily very different research methodology. Whereas the research on voice is highly technically oriented, and has established contacts with medical and technical research institutions, the speech communication is more clearly oriented toward social and humanistic studies. According to the self-presentation of the persons in charge, there is no conflict between the two approaches, but the specific methodological connections were not clearly articulated. On the other hand, the representatives of the Department seemed to be less inclined to make contact with e.g. language studies, even though very similar topics are being tackled within The School of Languages, such as the study of intercultural communication.

2. Quality and characteristics of publications

2.1 Special strengths

The multifaceted nature of the research as well as the many international research contacts established within the department are to be viewed as special strengths. The outlook is positive, and the staff is content with the position of the department as a separate institution.

No publications of obvious 'practical' or societal relevance mentioned in the full list were included in the select list. Yet the practical relevance of research done is easy to

detect in the full submission. First, there is a text book on voice and voice training, used widely in teaching at the university level. Secondly, the work on speech communication is practically oriented. The more recent dissertation of the two, dealing with the new criminal trial procedure in Finland, is a clear example. The work on change in voice level, and post-traumatic treatment of voice were also clearly on the applied side.

2.2 Weaknesses

Most of the projects presented to us during the site visit seemed either to have the only permanent professor of the department as the collaborator, or to be carried out by MA or PhD students. In contrast to this, the external funding presented in the statistics is still on a relatively low level. However, the department is confident that it can find external funding in the future. Nine of the eleven items in the select list were papers with the same author as one of the contributors.

2.3 Recommendations

Some of the voice research might benefit from research contacts with the Department of Music Anthropology, especially in the realm of emotional engagement in singing. With respect to the project on voice and emotions, which has an impressive range of contacts, we could add that there is much research activity on post-doctoral level on emotions in interaction within the Department of Sociology and Social Psychology in the University of Tampere. Contacts with that project will undoubtedly be fruitful.

3. Summarizing statements

As mentioned above, there is some intensive research going on, and the level of ambition is high. As the number of researchers is small, there is a danger of spreading the activity too thinly; more concentration on some clearly defined topics should be considered. As the fate of the chair in speech communication is open, and so is the future of the logopedics, the panel is not in a position to fully evaluate the activity.

Grade I: 5

This grade depends largely on the output of one member of the department.

Grade II: 5

The department contributes significantly by its work for the public sector in speech communication and much of the work in voice research has potential practical significance.

DEPARTMENT OF LITERATURE AND THE ARTS

1. General comments

The Department of Literature and the Arts consists of five disciplines and has recently been reconstructed: Media Studies and Theatre and Drama Research are relatively new in this academic environment. To a certain extent the five disciplines retain their distinctive research profiles. Although Finnish literature and Comparative literature would appear to have much in common, they have adopted very different orientations: Finnish literature focuses on Finnish literary history, 'new literature' and classic editions of authors. In particular Finnish writers with local connections such as Väinö Linna are included. In contrast, Comparative literature emphasizes methodological approaches from poetics to narratology. Special areas are such as Nabokov studies, children's literature and medieval literature in which they have reached high international standard.

The chair of Theatre and Drama Research was first established in 1998, and so its doctoral research training is still in its beginnings. After a period of semiotically oriented studies in the last decade, Theatre and Drama are focusing on local theatre history. Art History is an integral part of the department, but its chair is situated in another faculty. The same holds true partly also for Media Culture which belongs half to journalism and half to the present department. Its chair has existed only two years. It is oriented towards cultural studies in three areas: 1) Finnish publicity is examined in its popular aspects (in TV, for instance); 2) Multi-modality is analyzed in different media forms and 3) Digital media is investigated in cooperation with hypermedia laboratory. Topics include the use of digital media in homes and urban subcultures. Thus media studies in Tampere has discovered its own impressive and distinct profile amidst the increasing quantity of media studies in Finland.

1.1 General profile of department's research activity

In our comments we take into account the department's own statement and relevant additional information received during the visit.

It is difficult to characterize common research activities in this department. The subject areas cohabit well and peacefully, but do not show much synergy.

The department has working links with other departments, such as research in free indirect discourse with literary theorists and linguists in the Faculty. This research and other projects such as the DIGLIT joint research training network also have strong international links. Other research projects might benefit by a strengthening of their international cooperation, publishing and training activities. An increase in international research student exchange in both directions might also be beneficial.

It is naturally important that research on national literature and theatre studies is in Finnish and published in Finland, however work on internationally well-known authors or theoretical problems of media communication might well benefit from a

wider, international readership. In the field of studies in Finnish culture the results of the department are impressive. Indeed each discipline has produced studies which have increased its reputation such as *The History of Finnish Literature*, *The History of Labour Theatre in Tampere*, and the *Encyclopedia of Literature in Finnish*. These publications have important contextual meaning for the national culture.

1.2 Extent and volume of research activity

The period of evaluation (1999-2003) was not fortunate for this department due to many changes in its chair holders (many retired) and also bad economic conditions in some disciplines leading to closure of several posts. Media Culture has an exceptionally high teaching load and this reflects the popularity of the subject, but it must have a negative effect on research output and postgraduate training. It is important to train the next generation of scholars in these popular subjects.

The department has only produced eight doctors within the evaluation period and has not obtained much external funding. However, in general an optimism prevails in the department as to its future, albeit without any common 'five-year-plan' policy for all of its partners. Many individual research projects are undertaken in all of its sections. In some disciplines doctoral students attend international congresses and there is active cooperation particularly with Russia, Estonia and Germany. Comparative literature has 10-20 doctoral students, Finnish literature 10-25, Media culture 15 and theater studies are just starting to produce doctoral students. There are some students from neighbouring countries. The department is at a period when it awaits the results of a number of research funding applications.

2. Quality and characteristics of publications

2.1 Special strengths

The department has reached an international level of publications in some specialized research topics, such as narratological studies, medieval studies and the application of digital media. Finnish literary studies are another major feature of this department.

2.2 Weaknesses

The major weakness of the department is insufficient external funding. This limits the possibilities for developing appropriate research activities. Another problem is the apparent lack of collaboration between the sections of the department. Thirdly, the department gives insufficient emphasis to international publications.

2.3 Recommendations

In addition to what was said above the department is strongly encouraged to develop a holistic research strategy, to increase its external funding and to develop international publishing strategies.

3. Summarizing statements

The department has the potential to form a dynamic research environment. It has reached international standards in much of its research and its individual disciplines fulfil an important national role in Finland. The contextual significance of part of this department to the local community of Tampere is also laudable.

Grade I: 5

The majority of research outputs are of good international standard.

Grade II: 5

A significant proportion of outputs are of relevance to the local and national community.

Appendix 1

GUIDELINES FOR EVALUATION: GOALS AND MATERIAL

Overall goals

This is an evaluation of the quality of academic research. The basic unit to be assessed is a department. The focus of the evaluation is on the output, that is, on the results of research activity. The main domains of interest are publications, large research projects (predicting future publications), and doctorates.

In its strategy the University of Tampere has stated that all its teachers do research and all of the researchers teach. Supporting and developing the quality of academic research is a priority in the strategic planning of the University.

The research evaluation seeks both to address the level of research in University of Tampere and to outline its future development. The evaluation serves decision-making in the matters concerning research activities at the University. It will be taken into account in regular self-evaluations of departments taking place every other year. However, the evaluation has no direct or predetermined consequences on departments' financial resources.

Panels will be asked to give their reports separately for each individual department. No summary or comparison of all the departments in a panel is requested.

Research will be evaluated along two dimensions which are expressed as two grades (see Document 2: Dimensions and scales). The grades will be motivated with written statements which are equally important.

EVALUATION MATERIAL

- ✓ List of research active staff in November 2003
- ✓ A full bibliography 1999–2003
- ✓ A select bibliography 1999–2003
- ✓ A list of major research projects started 1.1.2002 or later
- ✓ A department's own view on its research
- ✓ Doctoral dissertations 1999–2003 and current employment/affiliation of the doctors
- ✓ Statistics of staff and doctor's degrees in 1999 - 2003
- ✓ Total budget (regular budget and external funding)
- ✓ Competitive external funding from the Academy of Finland (SA), the European Union (EU), the National Technology Agency (Tekes), (see 'Research in Finland' brochure)

This material has been gathered in two ways: first, departments have prepared departmental reports consisting of a list of research active staff, a full bibliography of published work 1999–2003, a select bibliography and information on research projects, doctoral dissertations and research foci of the departments. The second source of information is statistics from different organizational registers.

DEPARTMENTAL REPORTS

Research active staff

All departments have drawn up a list of their research active staff in November 2003. The list includes automatically some categories of staff (e.g. all professors, senior assistants). From some other categories (e.g. full-time teachers and lecturers, junior assistants, postgraduate research fellows) the departments have been free to choose who to include in research active staff.

A full bibliography

All departments have reported their full bibliographies i.e. all the published work between 1999 – 2003. For each publication, a complete literature reference is given. The list of publications is categorized as follows:

1. Articles in international scientific journals with referee practice
2. Articles in international edited volumes and in international scientific conference proceedings with referee practice
3. Articles in Finnish or other national scientific journals with referee practice
4. Articles in Finnish or other national scientific edited volumes and in Finnish or other national scientific conference proceedings with referee practice
5. Scientific monographs
6. Textbooks and dictionaries
7. Other scientific publications, such as articles in non-refereed scientific journals, and conference proceedings, and publications in university and department series.
8. Edited volumes with an editorial contribution
9. Other publications, popularising articles, patents, computer programs, radio and television programmes

A select bibliography

Each department has compiled a select bibliography of its most important research output between 1999–2003. The number of publications in the selected bibliography is relative to the number of staff members listed as “research active”. The bibliography contains 1) one publication from each person on the list and 2) other publications selected by the department for their quality or representativeness. The total size of the selected bibliography should be twice the number of research active staff. In this way it reflects both the average quality of each department’s work and its best achievements. In principle, the panels will consider the publications of a department as a whole to achieve a sense of its overall quality profile. The panel may also take into account the distribution of the presented publications among the research active staff.

Major new research projects

Departments have presented information about large projects that have started between 1.1.2002 and 31.12.2003 in the department. This is done to provide information about significant research that probably has not yet produced publications. Title, supervisor, researchers, funding (external) and short description of the research project is provided. A large project is defined by the amount of the funding received, over 50 000 euro being the minimum. If the externally funded projects of the department are normally smaller than this, the department has been given the opportunity to provide information about the three largest and most significant projects in the department. Projects should involve at least two researchers in the department. Single dissertation projects should not be included.

The department's own view on its research

Departments have presented their own view on their research as additional material for the evaluators. Here the departments have been free to express matters that are not explicit or visible in the other material. For example they have reported on their research strategy for the past five years, or commented on changes in the departments' staff or other matters relating to resources.

Doctoral dissertations

Departments have listed the doctorates of the department providing title of the dissertation, doctor's current affiliation and the type of present employment/affiliation if it is known.

EVALUATION MATERIAL – DATA FROM THE REGISTERS

There is statistical background information on the departments' staff, doctor's degrees, resources and competitive external research funding. The evaluators are asked to consider this as a framework for the more qualitative material in the departmental reports. Panels can use the information when considering reasons for qualitative excellence or failure.

CRITERIA

The panel should take into account originality, depth, and breadth of past (1999-2003) and ongoing research activity, current importance of the research themes, multi- and interdisciplinarity and relevance for other research areas, education and training of researchers (postgraduate and postdoctoral), collaboration and joint publications with foreign researchers and research units. However, these are only suggestions and are not expected to be followed to the letter. The panels should base their grades primarily on the submitted bibliography, but also on other submitted material, and on the additional information they receive during their visit to department.

The panels will be aware that so called national studies which might not be published by leading international publishers, may still provide evidence of international excellence if they can be compared favourably with similar studies in other countries. In the absence of current examples, standards in cognate research

areas where international comparisons do exist will need to be adopted. Thus, research on Finnish law should be compared with e.g. research on German law at a German university, or a department of Finnish language with a department of French in France or a department of Swedish in Sweden.

Thus, the choice of a nationally justified topic should not have a negative effect upon the grading. However, if a department fails to produce any serious work with a wider international interest the panel is asked to consider carefully the reasons for that.

QUESTIONS TO BE DISCUSSED

The panels could discuss in their written report of each assessed department for example questions of the following kind: The particular strengths and weaknesses of the department as a whole? Special reasons why the department has or has not been productive during the assessment period. Suggestions how the department could maintain or improve the quality of its research. The success of the department in publishing the results of its work. (How active is the staff in publishing research results? Have the best possible publishing channels been used?)

The existence of very different scientific traditions within the field may also make it difficult to determine what exactly the international academic audience is. The panel may here state if it feels that the rating has been particularly problematic in this respect.

Appendix 2

GUIDELINES FOR EVALUATION: DIMENSIONS, GRADES AND CRITERIA

The focus of the evaluation is on the output, that is, on the results of research activity. The main domains of interest are publications, large research projects (predicting future publications), and doctorates.

The evaluation considers departmental research activity in the light of submitted material and site visits along two dimensions which are expressed as two grades (see below). Research is included in the evaluation on condition that it is manifested in the output of the department and can be observed in the submitted material. This means that some research-based activity will have to remain outside the evaluation.

Grades I–II below represent two different and independent dimensions of the quality of research. No average or parameter numbers will be considered. Evaluation panels will supplement and motivate their grades in written statements. The panels are requested to use the general criteria by carefully considering their applicability to the special characteristics and situations of each department and discipline.

Dimension I

The level of research with regard to the international level of research in the field

The grade on this dimension describes departmental research achievement relative to the international level in the field, that is, (potential or existent) academic value in the international context. For this grade, evaluators are asked to make an assessment of the submitted work with regard to the international level, considering whether it either has been or could be published in the best journals or books in the field, regardless of where or in which language it actually was published.

The grade is given to a department on a scale 1–7

outstanding/good/fair international level are defined below

- 7 The majority of the submitted work is at an outstanding international level and virtually all other publications are at a good international level.
- 6 At least one third of the submitted work is at an outstanding international level and the rest is at a good international level.
- 5 The majority of the submitted work is at least at a good international level and virtually all the rest is at a fair international level.
- 4 At least one third of the submitted work is at a good international level and the rest is at a fair international level.
- 3 The majority of the submitted work is at least at a fair international level.

- 2 Some of the submitted work is at least at a fair international level, but the rest of what is submitted is not at this level, or it is difficult to evaluate its value using international standard.
- 1 Most of the submitted work does not reach fair international level, or it is difficult to evaluate the quality of the work using international standards.

International level is defined as follows:

Outstanding international level means work which is recognized as a major contribution within international academic communities and which could, if offered, be published by the leading international publishers or in the leading international journals with the most rigorous editorial standards (but irrespective of where it has actually been published).

Good international level means work which is of undisputed relevance for international academic communities and which could be published by well-known international publishers or in well-known international journals (but irrespective of where it has actually been published).

Fair international level means work which is of possible relevance for international academic communities and might stand a chance to be published abroad or by well-known national publishers or in well-known national journals (but irrespective of where it has actually been published).

Dimension II

The contextual and practical importance and quality of research

The University of Tampere is a multidisciplinary university with a wide range of disciplinary areas. The purpose of research and practices of research as well as publishing vary from one department to another, with the emphasis of research varying from the strictly academic to the more practical. Dimension II describes the contextual and practical importance of the research. It may or may not fall together with academic quality in the strict sense referred to in Dimension I. For grade II, evaluators are asked to assess the practical importance, relevance and usefulness of the research to society and community, and the field of practices the department is working in.

The grade is given to a department on a scale 1–7

- 7 The majority of the submitted work is at an outstanding level and virtually all other submitted work is at a good level.
- 6 At least one third of the submitted work is at an outstanding level and much of the submitted work is at a good level, these together comprising a clear majority.
- 5 The majority of the submitted work is at least at a good level and virtually all other submitted work is at a fair level.
- 4 At least one third of the submitted work is at a good level and much of the submitted work is at a fair level, these together comprising a clear majority.
- 3 The majority of the submitted work is at least at a fair level.

- 2 Some of the submitted work is at least at a fair level, but the rest of what is submitted is not at this level, or it is difficult to evaluate its value.
- 1 Most of the submitted work does not reach fair level, or it is difficult to evaluate the quality of the work.

Tampereen yliopisto tänään ja huomenna

Yliopiston sisäisiä kehittämisehdotuksia, muistioita ja raportteja

- 1 Esittelyjärjestelmän ja hallinnon kehittäminen. Seminaariraportti (1981)
- 2 Ehdotus Tampereen yliopiston henkilöstöpoliittiseksi ohjelmaksi. HEPO 1 -työryhmän ehdotus (1981)
- 3 Henkilöstön kielikoulutuksen selvitystyö (1981)
- 4 Opetusjaostotutkinnot kehittämislain piiriin. Toimikunnan raportti (1981)
- 5 Tampereen yliopiston kesäyliopistotoimikunnan muistio (1981)
- 6 Kiinteistöyksikön KTS 1982–86 (1981)
- 7 Attila-työryhmän muistio (1982)
- 8 Hallintoasetustoimikunnan ehdotus (1982)
- 9 Kansantalouden koulutusohjelman opiskelijavalinnan ongelmia Rehtorin asettaman toimikunnan muistio (1982)
- 10 Lukuvuosina 1970/71–1981–82 Tampereen yliopiston tiedekunnissa suoritettut lisensiaattitutkinnot ja hyväksytyt väitöskirjat (1982)
- 11 Sanojenkäsitteilytyöryhmän ehdotus (1982)
- 12 Opetusjaostojen hallinnollisen aseman uudelleen järjestäminen (1983)
- 13 Yliopettajan virkojen muuttamista koskeva selvitys (1983)
- 14 Silmäys Tampereen yliopiston asemaan korkeakoululaitoksessa (1983)
- 15 Tampereen yliopiston liikunta- ja palvelutyöryhmän muistio (1983)
- 16 Selvitys Tampereen yliopiston henkilöstökoulutustoiminnan vaiheista vuosilta 1973–1983 (1983)
- 17 Korkeakoulutuksen tutkimus Tampereen yliopistossa (1984)
- 18 Atk:n hyödyntämistä yliopistossa suunnittele- van työryhmän muistio (1984)
- 19 Tieteentutkimus Tampereen yliopistossa (1984)
- 20 Tutkimustoiminnan kehittämissuunnitelmia: yhteiskuntatieteellinen tiedekunta (1984)
- 21 Tutkimustoiminnan kehittämissuunnitelmia: humanistinen tiedekunta (1984)
- 22 Tutkimustoiminnan kehittämissuunnitelmia: taloudellis-hallinnollinen tiedekunta (1984)
- 23 Tutkimustoiminnan kehittämissuunnitelmia: lääketieteellinen tiedekunta (1984)
- 24 Tutkimustoiminnan kehittämissuunnitelmia: kasvatustieteiden tiedekunta (1984)
- 25 Opintosuoritusrekisteriin liittyvät ongelmat. Rehtorin asettaman työryhmän raportti (1984)
- 26 Tampereen yliopiston täydennyskoulutuskes- kuksen Hämeenlinnan toimipaikan kehittämi- nen v. 1984–1990 (1984)
- 27 Tampereen yliopiston henkilöstön osallistu- minen yliopiston ulkopuoliseen henkilöstö- koulutukseen vuosina 1973–83 sekä sisäisen ja ulkopuolisen henkilöstökoulu- tuksen sisältöjen ja kohderyhmien tarkastelua (1984)
- 28 Kansanperinteen laitoksen soitinkokoelman sijoittaminen. Työryhmän muistio (1984)
- 29 Opetusjaostojen opiskelijavalinta 1970–1984 (1985)
- 30 Tampereen yliopiston kansainvälisten asiain keskus. Center for International Programs – University of Tampere. Suunnitteluryhmän muistio (1985)
- 31 Hallinnon atk Tampereen yliopistossa. Muistio (1985)
- 32 Muistio vakuutusalan tiedekuntaopetuksen kehittämisestä (1985)
- 33 Sopimustutkimusopas. Toimittanut Matti Jussila ja Juhani Pehkonen (1985)

- 34 Tampereen yliopiston avoimen korkeakouluopetuksen järjestämistä pohtineen työryhmän muistio (1986)
- 35 Kunnallisopetuksen kehittämistyöryhmän raportti (1987)
- 36 Kansantalouden koulutusohjelman asema ekonomin tutkinnossa, kansantaloustieteen laitoksen opiskelijavalinta ja koulutus-ohjelman vaihdot. Rehtorin asettaman työryhmän muistio (1987)
- 37 Ympäristöpolitiikan tutkimuksen ja opetuksen kehittäminen Tampereen yliopistossa. Rehtorin asettaman työryhmän muistio (1987)
- 38 Työtieteellisen jatkokoulutuksen järjestäminen Tampereen yliopistossa. Rehtorin asettaman suunnittelutyöryhmän raportti (1987)
- 39 Selvitys Tampereen yliopiston henkilöstön koulustarpeista (1988)
- 40 Nuorisotyön koulutuksen kehittämistyöryhmän raportti (1988)
- 41 Informaatiojärjestelmän kehittämistä pohtineen työryhmän muistio (1988)
- 42 Sopimustutkimusopas. Toimittanut Marja Jukola-Aho (1989)
- 43 Matemaattis-luonnontieteellisen tiedekunnan perustamisesta Tampereen yliopistoon (1989)
- 44 Tampereen yliopiston ja kansaneläkelaitoksen yhteistyösuunnitelmat (1989)
- 45 MS-DOS -käyttäjän ohjelmaopas (1990)
- 46 Venäjän tutkimuksen opintokokonaisuus (Russian Studies Program) (1991)
- 47 Kansainvälisen henkilövaihdon lisääminen lähivuosina (1991)
- 48 Kansantaloustieteen koulutusohjelman opiskelijavalinnan kriteereitä ekonomin tutkinnossa pohtivan työryhmän muistio (1992)
- 49 Tutkintorakennetyöryhmän muistio (1993)
- 50 Yleisen vakuutustutkinnon suunnittelutyöryhmän muistio (1994)
- 51 Nuorisotyön tutkinnon suunnittelutyöryhmän muistio (1994)
- 52 Muistio kansainvälisen opiskelijavaihdon kehittämistarpeista (1995)
- 53 Nuorisotyön koulutuksen kehittäminen ja sosiaalipedagogiikan opetuksen käynnistäminen. Rehtorin asettaman työryhmän muistio (1995)
- 54 Vakuutusalan koulutuksen järjestämisen puiteratkaisu. Rehtorin asettaman työryhmän muistio (1996)
- 55 Opetuksen ja tutkimuksen tietostrategia. Mihin opetus ja tutkimus pyrkivät? Minne ne eivät halua joutua? Rehtorin asettaman työryhmän muistio (1997)
- 56 Kaikki hyvin työssä? Tutkimus Tampereen yliopiston työoloista (1999)
- 57 Tampereen yliopiston opettajankoulutuksen strategia vuosille 2000–2004. Rehtorin asettaman työryhmän muistio (2000)
- 58 Selvitysmiesten raportit 2000. Rehtorin asettamien selvitysmiesten raportit (2000)
- 59 Tutkijana Tampereen yliopistossa. Tutkimushenkilöstö oman ammatillisen osaamisensa arvioijana ja kehittäjänä (2001)
- 60 Tampereen yliopiston työolotutkimus (2002)
- 61 “Sitä ei voi enää nimittää pelkäsi vitsailuksi” Selvitys sukupuolisesta häirinnästä ja ahdistelusta Tampereen yliopistossa (2003)
- 62 Tasa-arvo opettajankouluttajan silmin. Tampereen yliopiston opettajankouluttajien näkemyksiä tasa-arvosta sekä sukupuolen merkityksestä koulussa ja opettajankoulutuksessa (2003)
- 63 Mentorointi osaamisen ja hiljaisen tiedon välittäjänä. Tutkimus Tampereen yliopiston henkilöstönkehittämisyksikön mentorointiohjelmasta (2003)
- 64 Yksi lukuvuosi – neljä periodia. Luku-vuosityöryhmän muistio (2003)
- 65 Neljän suomalaisen monialaisen yliopiston hallinnon itsearvioinnin yhteenvetoraportti (2004)
- 66 Neljän monialaisen yliopiston hallinnon arviointi. Ulkoisen arviointiryhmän raportti (2004)
- 67 Opinnäytetyö ja sen ohjaus. Ajatuksia ja esityksiä hyvistä käytänteistä (2005)