

# Distribution of faculty funding at SCI

Follow-up after *ledningsinternat* (14-15/9)



Faculty\* funding:

- *Basmedel* (fixed, with sporadic “*PLO*”)
- *FoU “potten”* (~variable)
- *Externa “potten”* (~variable)\*\*

\**läroanställning* = *bitr. lektor / lektor / prof.*

\*\*Includes “*bibliometri-potten*”, 2020-

- At *ledningsinternat*, we decided that it would be instructive to survey how faculty funding is used at SCI
- A one-slide summary follows (condensed from Excel file compiled by Madeleine following *prefektrådet* 13/10)

- **Summary:**

- Comparable situation across the Departments
  - Broadly speaking: 0.7-1 Mkr/prof; ~0.4 Mkr/lektor; bitr lektor varies, can be 0 kkr.
- Minor FoFU funding is reserved at Department/SCI
- NB: Important with transparent dispersal of funding to Divisions. This information should be communicated to all faculty.
- Significantly higher *GrU kontering* at Mathematics
- Divisions use FoFU to cover office rental, running costs, etc. i.e. full FoFU allocation is not available to cover salary costs.



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	<i>Basmedel</i>	<i>Externa</i>	<i>FoU pott</i>	<i>Lokaler</i>	<i>Labb</i>
<b>Applied Physics</b>	<ul style="list-style-type: none"> <li>- 900 kkr/prof</li> <li>- 380 kkr/lektor</li> <li>- 400 kkr/Division</li> <li>- Rest distributed by "performance"</li> </ul>	To Division	To Division	Division-level (% lönebas)	Division-level
<b>Physics</b>	<ul style="list-style-type: none"> <li>- 1 Mkr/prof</li> <li>- 500 kkr/lektor</li> </ul>	Used as <i>basmedel</i>	To Division	Division-level (different models)	Division-level (different models)
<b>Engineering Mechanics (under review)</b>	<p>FoF&amp;Mekanik:</p> <ul style="list-style-type: none"> <li>- 760 kkr-1 Mkr/prof</li> <li>- 400 kkr/lektor</li> <li>- Mek: 300 kkr/bitr. lektor. FLOW: 1 Mkr.</li> <li>- Hållf: lump sum</li> </ul>	<ul style="list-style-type: none"> <li>- FoF: offset lab rent</li> <li>- Hållf: used as basmedel</li> <li>- Mek: used as basmedel</li> </ul>	To Division	Department-level (% lönebas)	<ul style="list-style-type: none"> <li>- FoF: Division-level</li> <li>- Hållf: Div.-level</li> <li>- Mek: % lönebas</li> </ul>
<b>Mathematics</b>	<ul style="list-style-type: none"> <li>- Decided annually. Typically:</li> <li>- 30%/prof</li> <li>- 20%/lektor (med forskning)</li> <li>- 5-10% PhD supervision</li> <li>- NB: 50% teaching required for FoFU</li> </ul>	To Division	To Division	Division-level	N/A

## Reflections

- **No strong motivation for further “incremental” review/ adjustment of FoFU funding schemes**
  - Current arrangements have grown from discussions at the Departments based on local requirements
- The root problem is that a situation has arisen where faculty are internally under-financed.
  - (In my opinion) this is detrimental for the stable work environment required for research which is competitive internationally.
  - External funding is generally short-term - difficult to take risks, explore new ideas (and possibly fail...).
  - A major source of stress for faculty! Affects our attractiveness when recruiting.
- **Today’s obvious statement:** A radical increase in FoFU funding levels is unlikely in the short-term. Significant change only possible by capping size of faculty?
- Central study initiated (**next slide**) to survey the situation:
  - Flow of state funding is not very transparent (as noted by Sigbritt at our internat)
  - Possibility for KTH to prioritise between areas? Close unproductive areas? Which metrics? Role of RAE?



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Figur 33

## KTH:s finansiering 2019 (2018)

Intäkter totalt 4 962 (4 786) mnkr

Första gången att  
internanslag < externanslag



Fördelning i procent

2019

2018

■ Anslag för utbildning på grundnivå och avancerad nivå

23,8 (24,2)

■ Forsknings- och forskarutbildningsanslag

48.6% 49.4%  $\Sigma$  internanslag

■ Forskningsråd

7,1 (7,3)

■ Övriga statliga myndigheter

16,3 (15,6)

■ Strategiska stiftelser

3,9 (3,5)

■ EU:s institutioner

5,8 (5,9)

■ Övrigt/Privata

18,3 (18,3)

Källa: Ekonomisystem

**V-2019-0531:** “KTH styrning av forskning genom resursfördelning - utredning om alternativa modeller” (ska redovisas till rektor senast den 15 november 2019...).

## So, where do we go from here?

- This is an issue which directly affects the work environment for our faculty and, therefore, the continued positive development of our School
  - Natural for further discussion/analysis to directly involve the faculty
  - SCI *fakultetskollegium* have established a working group
  - If we wish to pursue further, should we link to this initiative?
- 
- A complex issue with many inter-connections. No shortage of discussion areas:
    - What working environment do we want?
    - Is the faculty appropriately dimensioned? Should we cap the number of faculty?
    - Integration of funding conditions for bitr. Lektor (incl. startbidrag)
    - Integration of funding for permanent researchers?
    - Funding considerations for experimental (lab-based) research and theoretical research.
    - External funding opportunities for basic research, applied research, industry-allied research.
    - Greater flexibility if GrU allocations are centralised?
    - Funding of Ph.D. students is ~only possible with external funding.
    - Recruitment quality. Renewal after retirement. Subject-focus.
    - Tenure track leads to a top-heavy faculty. Desirable? Promotion requirements.
    - Salary levels, in particular for newly promoted professors.
    - Omvärldsanalys, t.ex. STRUT-utredning, forskningsprop., etc.



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## Rekrytering

- Som en följd av Amberg utredning (V-2013-0724) [2014-03-10], anställningsnämnden förväntar att:
  - för läraranställningar, ska det alltid avsättas resurser ur fakultets och grundutbildningsanslag:
    - Första åren (1-4 år) - helt finansierat av interna anslag
    - På längre sikt (5-8 år) - 50-75% interna anslag
    - Kostnader för att bedriver forskning och rekrytering av doktorander/postdoktorer bara nämns i samband med startbidrag
  - Förutsättningar beskrivs i “skolans plan för fakultetsutveckling”. Numera en del av “kontinuerlig uppföljning och kvalitetsdialog”. Skickas in av skolan i mitten av mars.



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