

Evaluation Report Promotion Application by Dr Antti Talonen

The following is an assessment of the application by Dr Antti Talonen for appointment to the position of Assistant Professor/Associate Professor (Tenure Track) of responsible business management and co-operatives. I have reviewed Dr Talonen's CV, Teaching Portfolio, Work Plan, and accompanying selected publications. I have also read the position description of the job for which Dr Talonen is applying.

Progress in research, academic career

Dr Talonen is an early career researcher, having completed his PhD in 2018. Since 2016 he has published at least 22 peer reviewed papers within a range of journals including; *AMS Review*, *Journal of Co-operative Organization and Management*, *Journal of Financial Services Marketing*, and the *Risk Management and Insurance Review*. He also has 9 papers in preparation or under review.

Three of his papers have achieved double-digit citations providing him with an h-g index of 5.5. This is above the average "5" of Assistant Professors, and if he continues to pursue this research trajectory (which seems likely given the work he has in the pipeline), he can be expected to soon match the average h-g index of "10" for Associate Professors.¹ Although his h-index is only 3, his g-index is 8, which is impressive given the relatively short time he has been publishing.

As someone who specialises in co-operative and mutual enterprise research, I have become familiar with Dr Talonen's work. I have found it well-considered, conceptually sound. He has leveraged his doctoral research into insurance mutuals but has also developed a coherent research focus within the field of CMEs that offers some valuable contributions.

International collaboration

Dr Talonen has also been active in developing an international network through his participation in, and organizing of, scientific conferences focusing on mutual enterprise. I note that since 2018 he has been a co-founder of the MIC-Conference, which has held forums in Croatia and Rome, and would have included Costa Rica if not for the impact of the COVID-19 pandemic. This demonstrates a strong capacity for collaboration at an international level.

¹ Soutar, G N., Wilkinson, I., & Young, L. (2015). Research performance of marketing academics and departments: An international comparison, *Australasian Marketing Journal*, 23(2), 155-161.

It should also be noted that his engagement with numerous journals as a reviewer, and more recently as Editor-in-Chief of the *Journal of Co-operative Organization and Management*, also demonstrate this international collaboration work. Finally, Dr Talonen has been actively engaged as an invited speaker to a range of international events. For an early career researcher, he has demonstrated a high level of interest in and successful engagement with international network partners.

Research funding

I note that Dr Talonen has participated in, and provided leadership for, several research projects that have been supported by external funding. This has also led to his being able to leverage this funding to generate academic research papers. He has also received funding for industry outreach programs. It is clear that Dr Talonen has been active in the preparation of the applications for many of these grants.

Academic leadership

Given Dr Talonen's early career status he has demonstrated good academic leadership. This includes his role in taking on the Editor in Chief position of the *Journal of Co-operative Organization and Management*, which is becoming one of the leading journals within the co-operative and mutual enterprise research community. In addition, he has shown leadership in co-founding the MIC-Conference. As someone who has been involved in organizing international conferences, this is not an easy feat.

Dr Talonen's role as Managing Director of the Finnish Association of Co-operative Research, which he has undertaken since 2015, also demonstrates his leadership, as does his leadership roles in several research projects, where he has led the preparation of the funding application, and then taken a leadership role in the research work. I believe that Dr Talonen, given his early career status, had demonstrated an impressive level of academic leadership.

Plan for development

Dr Talonen's work plan for his future development in the role is well considered and shows a detailed understanding of the co-operative and mutual enterprise research field. Having just recently published a book on the current state of the field of co-operative and mutual enterprise research, I believe that Dr Talonen's development plan is well-focused. Despite its long history, CME research remains marginalised within economics, management and business studies, and also sociology and history. It is fragmented and lacking in dedicated peer-reviewed journals. Dr Talonen's work plan aims to address many of these issues.

Progress in teaching activities

In relation to teaching activities Dr Talonen has, despite his relatively recent experience, shown a strong capacity in the design, development, and delivery of university-level courses, as well as industry outreach programs.

Development in teaching

Dr Talonen's teaching work has also demonstrated a good understanding of the main foundations of pedagogy and this is articulated in his Teaching Portfolio. He has taken time to develop his teaching skills (e.g., completing of the program at Tampere University), and also shown his awareness of the importance of developing his research supervision skills.

Academic and societal impact

As noted earlier, Dr Talonen has been active in industry outreach programs, and also being a member of several industry bodies (e.g., EIOPA) that allow him to apply his expertise in financial services and insurance. In addition, he has been an invited speaker to numerous national and international conferences and events, as well as publishing a number of research papers and industry reports for professional and general communities. This is commendable given the output he has also generated in the form of peer reviewed literature in the same time frame.

Overall summary

Overall, I believe Dr Talonen is an impressive early career academic who is suitable for the position that he has applied for. He meets all the criteria of the position, not only at the level of Assistant Professor, but also for Associate Professor. I am confident that if he is appointed, he will make a strong contribution to the faculty.

Sincerely,



Professor Emeritus Tim Mazzarol

University of Western Australia

30.10.2023
Oulu



Subject: Expert Evaluation of Dr. Antti Talonen for Tenure Track Position at the University of Eastern Finland

To the Selection Committee,

I am writing to provide a comprehensive endorsement for Dr. Antti Talonen, who is applying for a tenure-track position at the University of Eastern Finland at either the Assistant or Associate Professor level. Having examined his dossier and assessed his scholarly achievements, professional experience, and pedagogical accomplishments, it is unequivocal that Dr. Talonen not only meets but substantially exceeds the qualifications for the role he is seeking. I wholeheartedly recommend him for appointment at the Associate Professor level.

Dr. Talonen's scholarly output is nothing short of exceptional, evidenced by his wide-ranging and high-caliber publications. His research contributions have illuminated critical dimensions in his respective fields, offering both theoretical insights and empirical substance. These works have been featured in prestigious journals, and the impact they have had on academic discourses is demonstrable through citations and positive reviews. The quality and import of his research manifest not merely as standalone achievements but contribute to ongoing academic conversations that have far-reaching implications.

Furthermore, Dr. Talonen's role as editor-in-chief of a high-quality international journal showcases his academic leadership and impeccable standards for scholarly work. This role is a demonstration to his extensive understanding of the broad academic ecosystem, which encompasses not just research and publishing but also the dissemination of knowledge and public engagement.

One of the hallmarks of Dr. Talonen's academic journey has been his prowess in securing external funding for research endeavors. This speaks volumes about the quality of his research proposals and the confidence that funding bodies have in his capabilities. He has not only managed to secure substantial financial support but has also executed these funded projects with the highest degree of professionalism and intellectual rigor, thereby establishing himself as an exemplary steward of institutional and public resources.

In terms of pedagogy, Dr. Talonen exhibits both depth and breadth in teaching and supervision. His role in supervising theses, ranging from undergraduate dissertations to doctoral research, has shown his capacity to guide the next generation of scholars. It also underlines his versatility and adaptability to different levels of academic mentorship. His teaching evaluations substantiate this, presenting a portrait of an educator who is both engaging and effective, able to articulate complex ideas in an accessible manner while upholding rigorous academic standards.

The distinction of being a docent—which Dr. Talonen holds—is a robust indication of scientific expertise, educational capability, and overall academic quality. To earn this designation, an academic must not only be productive in research but must also demonstrate a sustained commitment to the scholarly community, and Dr. Talonen has done so impeccably.

International engagement constitutes another area where Dr. Talonen has been remarkably active. He has participated in research visits abroad, not merely as a recipient of knowledge but as a contributor to global academic discourses. This international orientation augments his suitability for an institution like the University of Eastern Finland, which undoubtedly values global perspectives and collaborations.

In conclusion, Dr. Antti Talonen is a distinguished, experienced, and promising young researcher whose accomplishments in research, editorial responsibilities, teaching, mentorship, and international collaboration are not just laudable but truly exceptional. He not only meets the criteria outlined for a tenure-track position but has demonstrated the potential for leadership and continued scholarly excellence. In my professional opinion, he is eminently qualified for an appointment at the Associate Professor level.

Sincerely,



Vesa Puhakka
Professor
University of Oulu Business School Finland