## Institutional Transformation in a Finnish University of Applied Sciences

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**Abstract :** Universities of applied sciences (UASs) were introduced as part of the Finnish higher education system in the early 1990's. Research, development and innovation (RDI) were mentioned in the legislation on UASs from the very beginning, but very little attention was paid to it in the early years of UASs due to reasons that are easy to understand. Required changes in the organization of the UAS and its educational offering were a big challenge, and it took several years to get things in order. There were RDI projects already then, but their number was low and there was no systematical coordination or management of those activities. In this paper, the institutional transformation of UASs is discussed based on how Tampere University of Applied Sciences has transformed during the years from a traditional tertiary level school to a modern higher education. **Keywords :** research, development, management, practices

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