



Ministry of
Education and Science
Republic of Latvia



THE WORLD BANK
IBRD • IDA | WORLD BANK GROUP

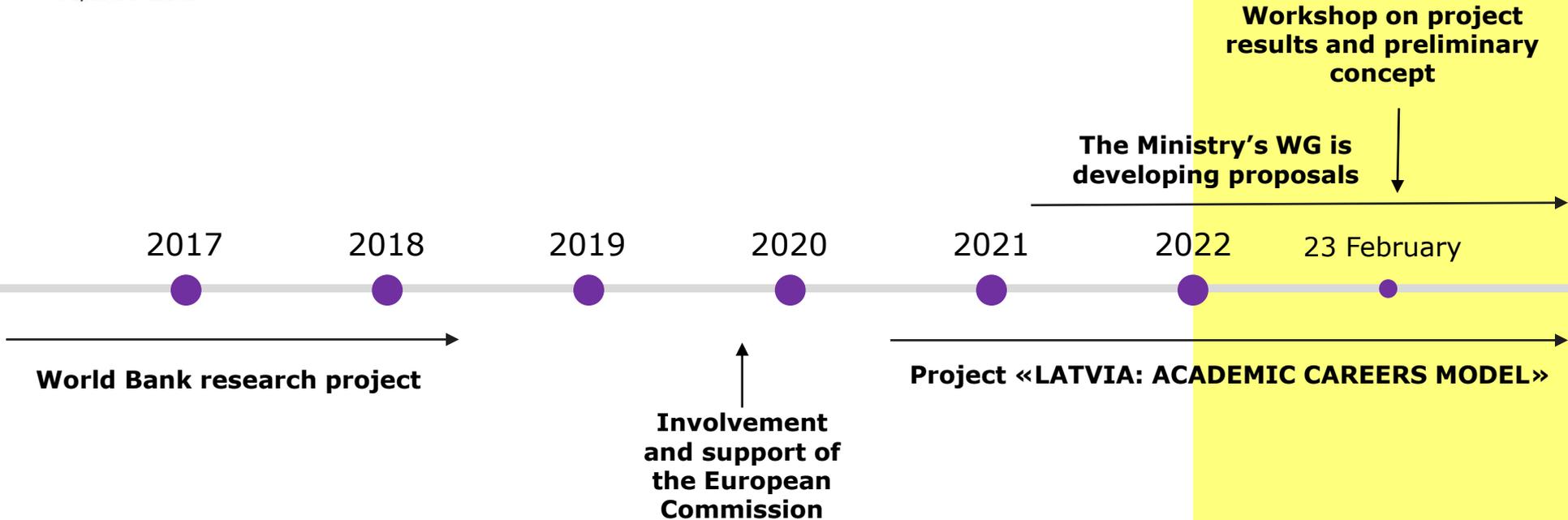
TOWARDS A NEW ACADEMIC CAREERS FRAMEWORK IN LATVIA

Virtual Workshop
23.02.2022.



Ministry of
Education and Science
Republic of Latvia

The reform's timetable – up to now





The concept: academic positions (1)

European framework for research careers – four stages	<i>Eurydice</i> report: three stages in the career path of academic staff	The new academic careers framework in Latvia	
		Four stages of academic careers	The most represented positions of academic staff in Europe (<i>Eurydice</i>)
First Stage Researcher (R1)	Junior	Junior academic staff	<ul style="list-style-type: none">• Lecturers (without <i>Ph. D.</i>)• Assitants• Junior Researchers
Recognized Researcher (R2)	Intermediate	Recognized academic staff	<ul style="list-style-type: none">• Postdoctoral Fellows• Assistant Professors• Researchers
Established Researcher (R3)		Established academic staff	<ul style="list-style-type: none">• Associated Professors• Researchers (<i>tenure-track positions</i>)
Leading Researcher(R4)	Senior	Leading academic staff	<ul style="list-style-type: none">• Professors• Senior Researchers (<i>tenured positions</i>)



The concept: workload (2)

B

- **Includes all the activities/duties that academic staff carry out: teaching, research, organizational work, etc.**
- **The proportions are determined by the institution**
- **Motivating workload**

A

- Academic careers: teaching-oriented or research-oriented model (2 sets of regulation framework; higher education and science funded separately and insufficiently)
- Research work in HEIs is covered to a minimal extent, organizational work is not paid
- Unmotivating workloads (even 0.1 or 0.2 FTE)



The concept: remuneration (3)

D

- **Remuneration levels in line with national levels of remuneration for comparable qualifications, competences and responsibilities, ensuring competitive salary**
- **Salary for all duties performed**
- **Improved principles for remuneration**

C

- Non-competitive salaries for full-time academic staff, difficulties in attracting foreign academics, researchers
- Strong link between the current funding model and the number of contact hours worked
- Insufficient funding, separation of external funding from state budget funding



The concept: contracts(4)

F

- **Introduction of tenure positions and tenure system**
- **Possibility of a permanent contract outside the tenure-track: maximum total duration of the fixed-term contract and its extension not exceeding 6 years**
- **Introduction of a system for data recording**

E

- Academic careers are unpredictable (lack of planning; unknown retirement time)
- Election procedure applies to all academic positions
- Fixed-term contracts predominate
- Lack of data at national level on numbers, workloads, costs of academic staff (different accounting methods in institutions)
- Poor internationalization (internal, external mobility)

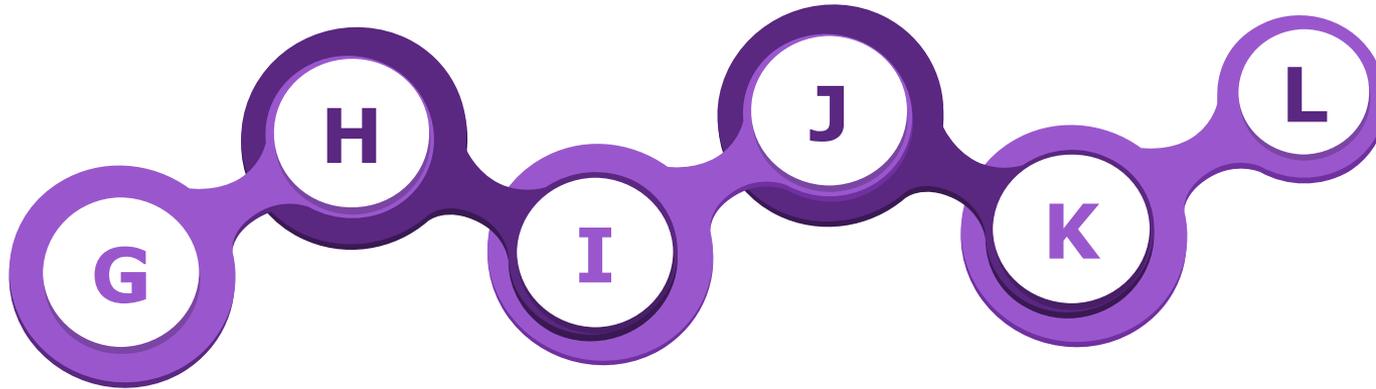


The concept: other proposals (5)

Minimum competency requirements for academic staff to enter each of the career stages

Abolition of the election process, transition to a selection procedure of applicants for a vacant academic position

- Positions outside academic careers
- Closure of academic career, etc.



Minimum qualification requirements for academics at each stage of their academic career

Institutions should develop criteria and regularly evaluate the performance of academic staff performance

Internationalization of academic staff



The reform's timetable – next steps

**Workshop on project
results and
preliminary concept**

**Project's closure,
concept's presentation &
public consultation**

**Concept's
submission to
the Cabinet
for approval**

**The new framework will
be phased in gradually
until the end of 2026**

The Ministry's WG is developing proposals

2022

23 February

5 May

June

2023

2024

2025

2026

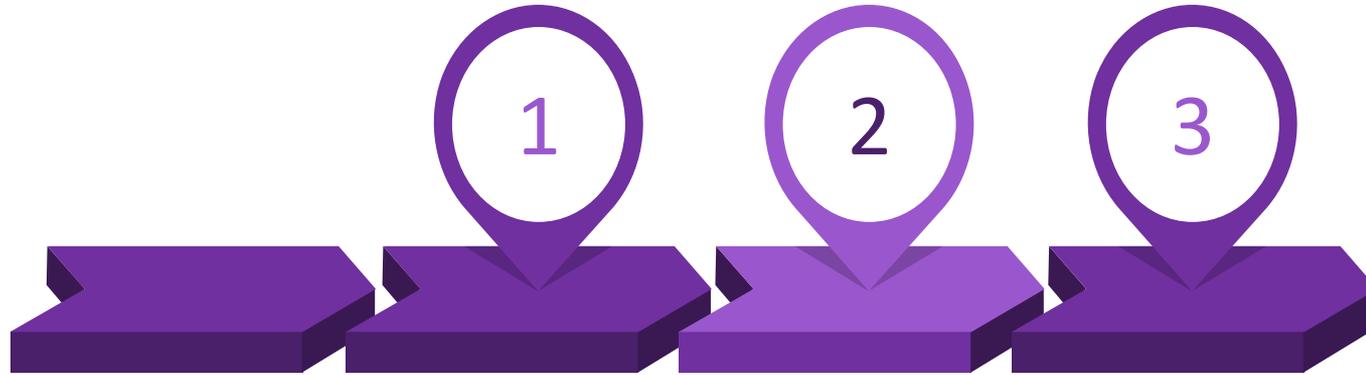
Project «LATVIA: ACADEMIC CAREERS MODEL»





Ministry of
Education and Science
Republic of Latvia

Implementation of the concept



Phased-in
scenario

What needs
funding and
what doesn't?

Introduction
of procedures
that do not
require
additional
funding

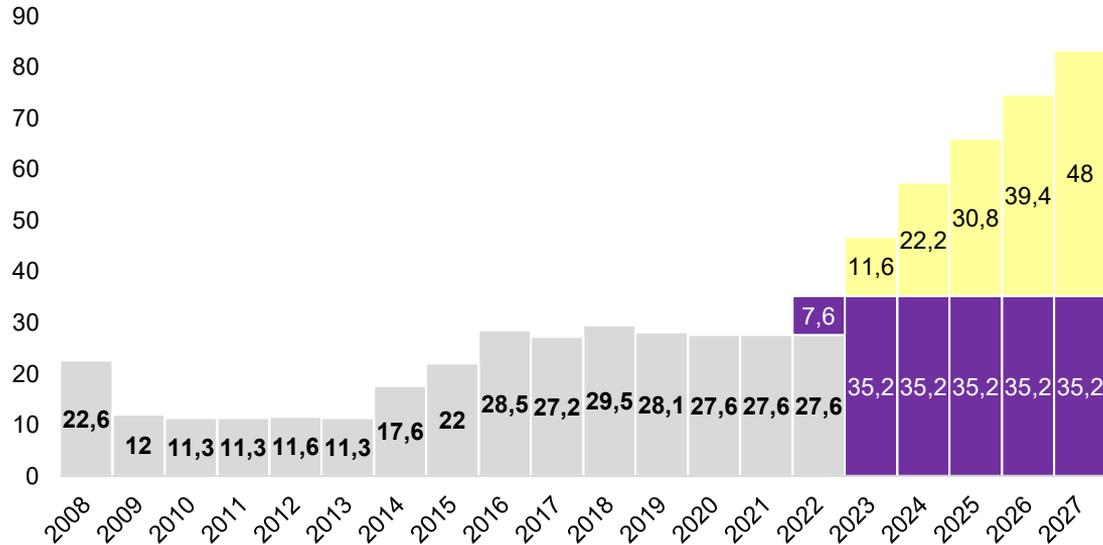
Funding from various sources:

- Additional funding from the state budget
- Introduction of the new doctoral model
- **Science funding** (including for academic staff – research work)
- Review of HEI funding principles: funding of study programs and academic staff
- Investment of EU funds



Dynamics of science funding

05.02.00 Budget sub-programme
"Science base funding" (€ million)



- Optimal additional funding required
- Funding of the new baseline funding model
- Allocated base funding

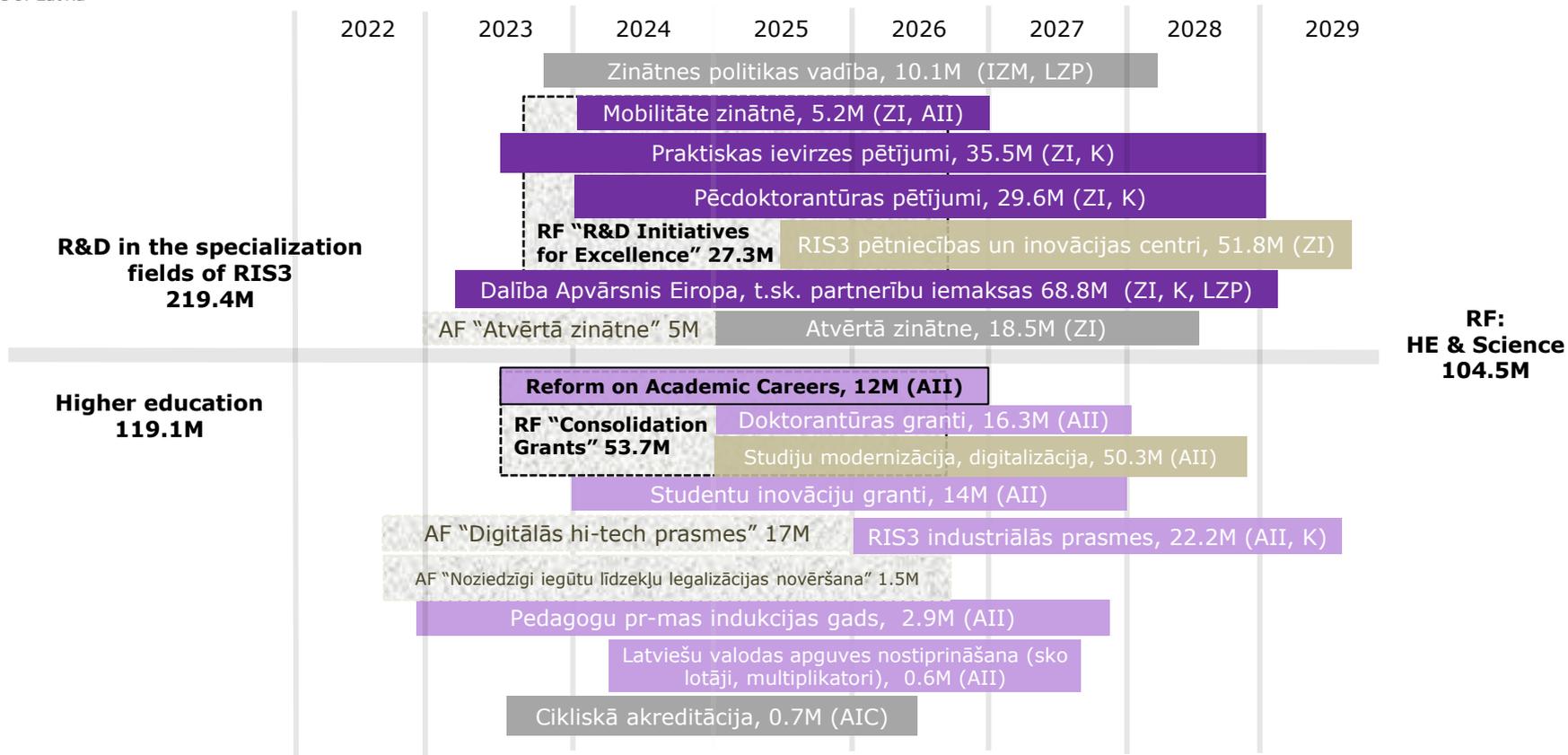
*Optimal funding needed for
scientific institutions to fully
compete internationally*

The additional funding of €7.6 million will make it possible to make significant progress towards enhancing the role of performance in scientific institutions

Further increases in state budget investment, including further increases in the science funding base, should be found within the 2021-2027 period



EU SF and Recovery Fund (RF) investments in HE and science - €443 M





Ministry of
Education and Science
Republic of Latvia



Thank you!

Dace Jansone, Deputy Director, Department of Higher Education, Science and Innovation
dace.jansone@izm.gov.lv

Brigita Kukjalko, Senior Expert, Structural Funds Department
brigita.kukjalko@izm.gov.lv

About the project: «Jauns akadēmiskās karjeras ietvars Latvijai»:
<https://www.izm.gov.lv/lv/jauns-akademiskas-karjeras-ietvars-latvija>