



Project carried out with funding by the European Union in cooperation with the European Commission's DG REFORM

**FINAL CONFERENCE**  
**TOWARDS A NEW ACADEMIC CAREER FRAMEWORK FOR LATVIA:**  
**ACHIEVING EXCELLENCE THROUGH PROFESSIONAL DEVELOPMENT AND GOOD**  
**HUMAN RESOURCE MANAGEMENT<sup>1</sup>**

May 5, 2022

13.00–16.00 EET (Riga) – 12.00–15.00 CET (Brussels)

The conference concludes a project that was carried out to develop proposals for reforming academic careers in Latvia. The project is the result of the World Bank's third engagement with relevant stakeholders in Latvia, supported by the European Commission's Directorate-General for Structural Reform Support (DG REFORM).

The purpose of the conference is to present and discuss the final report by the World Bank team and the proposal of the Working Group established by the Latvian Ministry of Education and Science.

### **AGENDA**

13.00 – 13.10	<b>Opening</b> Representatives of the MoES (Brigita Kukjalko, Senior Expert in Higher Education of the Latvian Ministry of Education and Science), European Commission (Ágota Kovács, Country Coordinator, Policy Officer of the DG REFORM) and World Bank (Marcus Heinz, Resident Representative of the World Bank for Poland and the Baltic States)
13.10 – 13.20	<b>Introduction</b> Līga Lejiņa State Secretary of the Latvian Ministry of Education and Science
13.20 – 13.40	<b>World Bank's Report – Main findings</b> Diego Ambasz, Elias Pekkola, Andrée Sursock, Lucia Brajkovic (Representatives of the World Bank's Team)

---

<sup>1</sup> Working languages – Latvian and English. Simultaneous interpretation will be provided.

- 13.40 – 14.00 **Towards a new academic career framework in Latvia: An update**  
Dace Jansone, Deputy Director in Higher Education of the Department of Higher Education, Science and innovation at the Latvian Ministry of Education and Science  
Diāna Laipniece, Deputy Director of Policy Implementation and Monitoring of the Department of Higher Education, Science and innovation at the Latvian Ministry of Education and Science
- 14.00 – 14.15 **Discussion: Questions & Answers**  
Moderators: Andrée Surssock and Brigita Kukjalko
- 14.15 – 14.45 **Coffee/tea break**
- 14.45 – 15.45 **Key international trends**  
Moderator: Elias Pekkola

**Addressing the precarity of academic research careers**

Cláudia S. Sarrico, Professor of Management, School of Economics and Management, University of Minho and CIPES Centre for Research in Higher Education Policies, Portugal

**A comparative overview of trends in payment and performance in academic careers / professorate**

Marek Kwiek, Director, Institute for Advanced Studies in Social Sciences and Humanities (IAS), UNESCO Chair in Institutional Research and Higher Education Policy University of Poznan, Poland

**Questions & Answers**

Moderators: Brigita Kukjalko and Elias Pekkola

The two keynote speakers will be joined by Jussi Kivistö, Professor, Faculty of Management and Business, Tampere University in Finland

- 15.45 – 16.00

**Closing**

Dace Jansone, Ágota Kovács, and Diego Ambasz