



Funded by
the European Union



Invitation: International Workshop

The future of academic careers in Latvia and beyond

June 04, 2025, 09:00am –13:00pm

Workland, Galerija Rīga, Dzirnavu iela 67, Centra rajons, Rīga

Online meeting link:

<https://us02web.zoom.us/j/84573547549?pwd=jjAUwmmmyiGr1lXEb2Hau7Lva392FLf.1>

About this event

The OECD Higher Education Policy team, in collaboration with the European Commission and funded by the Technical Support Instrument (TSI) of the European Commission's Reform and Investment Task Force (SG REFORM) is supporting Latvia as it develops and implements reforms to its academic career framework. The project entails assessing readiness for reform, monitoring progress on implementation, building dialogue with higher education institutions and other stakeholders and providing an international perspective to help inform decisions about reform implementation.

This workshop is one of the activities of the ongoing project. It will feature international experts and national policymakers discussing recent policy trends and national reforms that will shape the future of academic careers in Latvia and beyond. It will also provide a report on the deliberations of a pilot workshop which took place on April 29th 2025, in Riga, Latvia, where 38 participants from across the Latvian higher education and research systems discussed a proposal for the development of a Community of Practice serving academic staff in Latvia.

The detailed programme for the event is available on the following pages. For more information on the TSI project (in Latvian) please visit [the Ministry of Education and Science website](#).



Funded by
the European Union



Workshop Programme

Welcome with coffee from 08:50

Opening remarks

- **Lana Frančeska Dreimane**, Director of Higher Education, Science and Innovation Department, Latvian Ministry of Education and Science
- **Sébastien Combeaud**, Policy Officer, SG REFORM, European Commission.
- **Gillian Golden**, Project Lead, and **Kristiana Egle**, Analyst, Higher Education Policy, OECD Directorate for Education and Skills

Session 1: Defining future expectations for the careers of academic staff

International keynote: *Broadening our assessment of academic careers: how far have we come and what does the future hold?*

09:30– 10:25



Dr Rita Morais, Advisor on Research and Innovation, European University Association

Rita has worked with the EUA since 2013 as a specialist in research assessment, academic careers and open science. She has also previously worked on innovation and university-business collaboration. During her presentation, she will share key findings and highlights from the EUA's recent work on academic careers, including from the CoARA working group on reforming academic career assessment and the task-and-finish group on academic careers.

Discussion, audience Q&A moderated by Gillian Golden (OECD)

National perspective: *What's coming next in Latvia's academic career reforms*

10:25- 10:45



Dr Brigita Kukjalko, Senior Expert for Higher Education, Latvian Ministry of Education and Science

Brigita is a Senior Expert at the Ministry of Education and Science, specialising in higher education policy since 2017. She has played a key role in major international collaborations, coordinating the World Bank's expert mission on higher education in Latvia (2017–2018) and leading the European Commission's DG REFORM project on academic careers implemented by the World Bank (2020–2022). In her role overseeing the current TSI project in collaboration with the OECD and the European Commission, she will share an update on latest reform developments.

Discussion, audience Q&A moderated by Gillian Golden (OECD)



Funded by
the European Union



10:45-11:00

Comfort break

Session 2: Working together on attractive and sustainable academic and research careers

International keynote: *How can we build critical masses of academic and research capacity through collaboration?*

11:00– 12:00



Dr Thomas Weko, International expert on Higher Education, Research Professor at the George Washington Institute of Public Policy

Thomas has worked as a senior policy advisor and project director at the OECD, the U.S. Department of Education and the American Institutes for Research. He has advised numerous governments and higher education stakeholders on resourcing and academic career issues. In his presentation he will reflect on the capabilities that can usefully be shared

among organisations to aid in the development of teaching and researching careers, the different models available to share those capabilities and how these models can be adapted to national contexts and traditions.

Discussion, audience Q&A moderated by Gillian Golden (OECD)

National perspective: *Towards a Community of Practice on academic career issues in Latvia*

12:00 – 12:45



Dr Anita Gaile, Researcher at Riga Technical University, Business Trainer/Consultant, Change Architect

Anita is a Latvian organisational development expert, coach, author and trainer, who has worked in leadership and advisory roles across multiple companies and sectors, as well as lecturing at higher education institutions. Anita will share the outcomes of the recent pilot workshop reviewing the TSI project team's proposal for the development of a Community of Practice serving academic staff in Latvia.

Discussion and proposals for next steps for the Community of Practice development by Gillian Golden (OECD)

12:45

Closing and light lunch