

Update and next steps on the TSI project supporting institutionalisation of Latvian academic career reforms

International workshop on the future of academic careers

04 June 2025



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Where are we now in the project (at June 2025)

September 2023

2024

2025

February 2026

Kick –off
(fully complete)

Project Inception
(fully complete)

Preliminary desk
research

Establish Project
Working Group

Stakeholder mapping

Initial stakeholder
interviews

Public launch

Inception report

Implementation roadmap

Research and analysis –
international examples

Implementation roadmap
proposal (to be finalised
September 2025)

Implementation Readiness
Report (fully complete)

Readiness survey

Group workshops

Structured stakeholder
interviews

Site visits

Readiness
Report

Progress reports on reform
implementation

Reform implementation
Community of Practice
(CoP) model

Pilot and establish the
CoP (March – June
2025)

Advisory sessions for the
CoP (September –
December 2025)

Progress Reports
(June 2025 and
January/February 2026)

Project Summary and Project
Final Event

Project description
summary

Project public brief

Project closing event
(proposal for January
2026)

Legend

Completed

In progress/ partially
completed

To do



Deliverables of the project

Near-term



Detailed **information** on reform implementation and perceptions of staff working in the higher education and research sector (through the readiness report and progress reports)

Advice from the Project Team and international experts on actions and processes that can support successful reform implementation (through the international workshops, meetings and progress reports)

Long-term



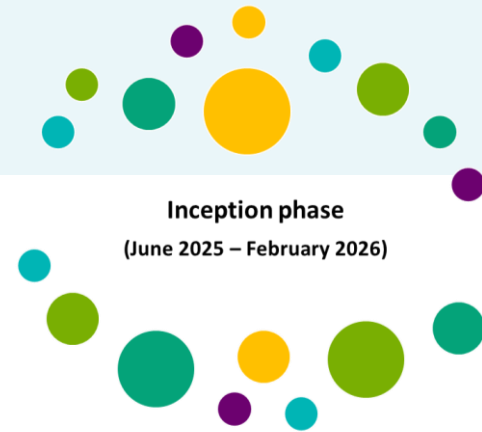
A **roadmap** that lays out steps and actions that can support and sustain the success of the Latvian academic career reforms.

A **sustainable community for academic staff** to work together on issues of common interest, share experiences and practices and provide practitioner input into policy development. An essential component of the reformed higher education and research landscape in Latvia, in line with (and driving?) best international practice

Proposal: two-phase establishment of the Community of Practice



Proposal: steps and timeline for Community establishment



Inception phase
(June 2025 – February 2026)

1. Establish an initial mode of operation for the inception phase

- It is proposed that the **Council of Higher Education** take overall responsibility for the inception phase
- The TSI project team will **support and advise the Council** as needed and provide resources for some of the initial activities

Proposal: steps and timeline for Community establishment



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2. Experiment with and evaluate different activities, for example....

- **Advisory workshops** addressing key staff challenges and capacities (e.g. wellbeing, creativity in research, supervision of research students)
- **Advisory session** on governing and organising collaborative initiatives, with international experts
- **“Town Hall”** style meetings with academic staff or “requests for input” on reform issues
- First annual **practice exchange conference** for Latvian academic staff, hosted by a university (as the final event of the TSI project?)

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3. Refine the proposal for permanent establishment of the Community

- Further deliberations on: Name and identity (Alma Latvia?), Resourcing, Governance, most beneficial activities
- TSI final project report could outline the refined proposal for permanent establishment (February 2026)



Permanent
establishment
(Q2 2026)

Thank you!
Questions? Comments?



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