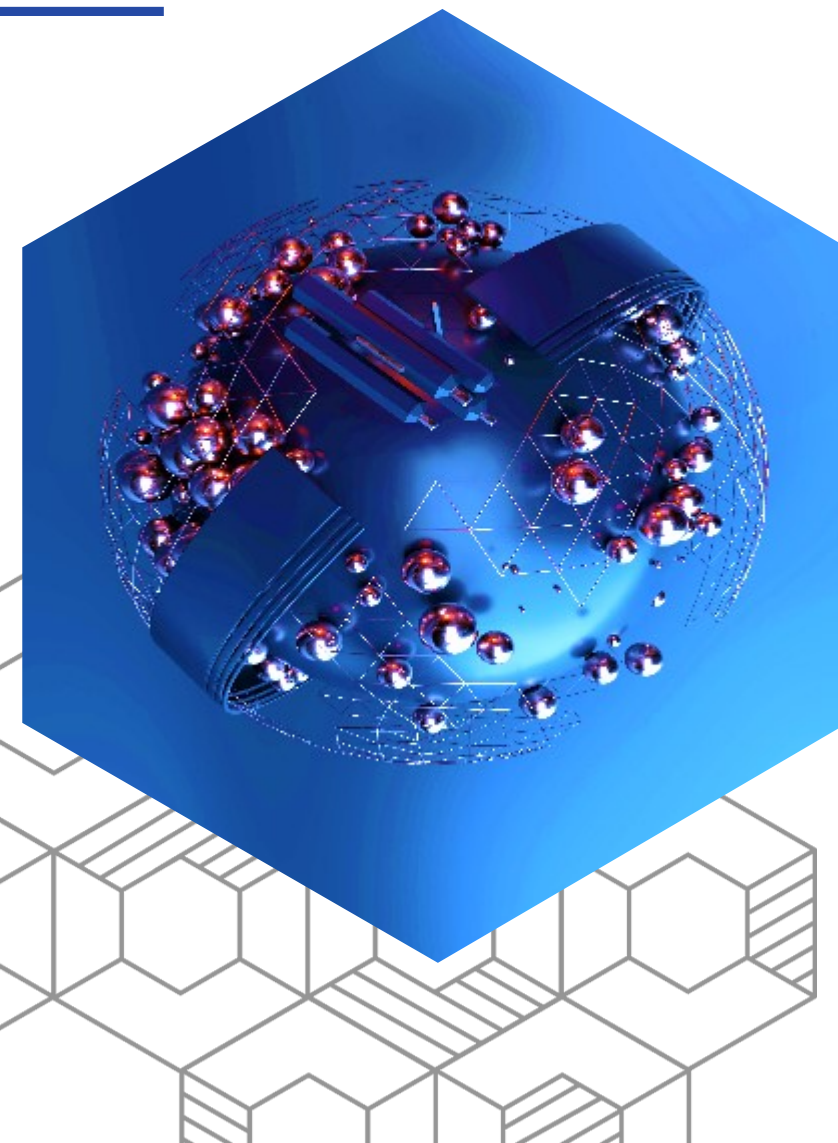


# VISION FOR THE NEW ACADEMIC CAREERS FRAMEWORK

TSI Project Public Launch Event  
09.02.2024

**Dr. Brigita Kukjalko**

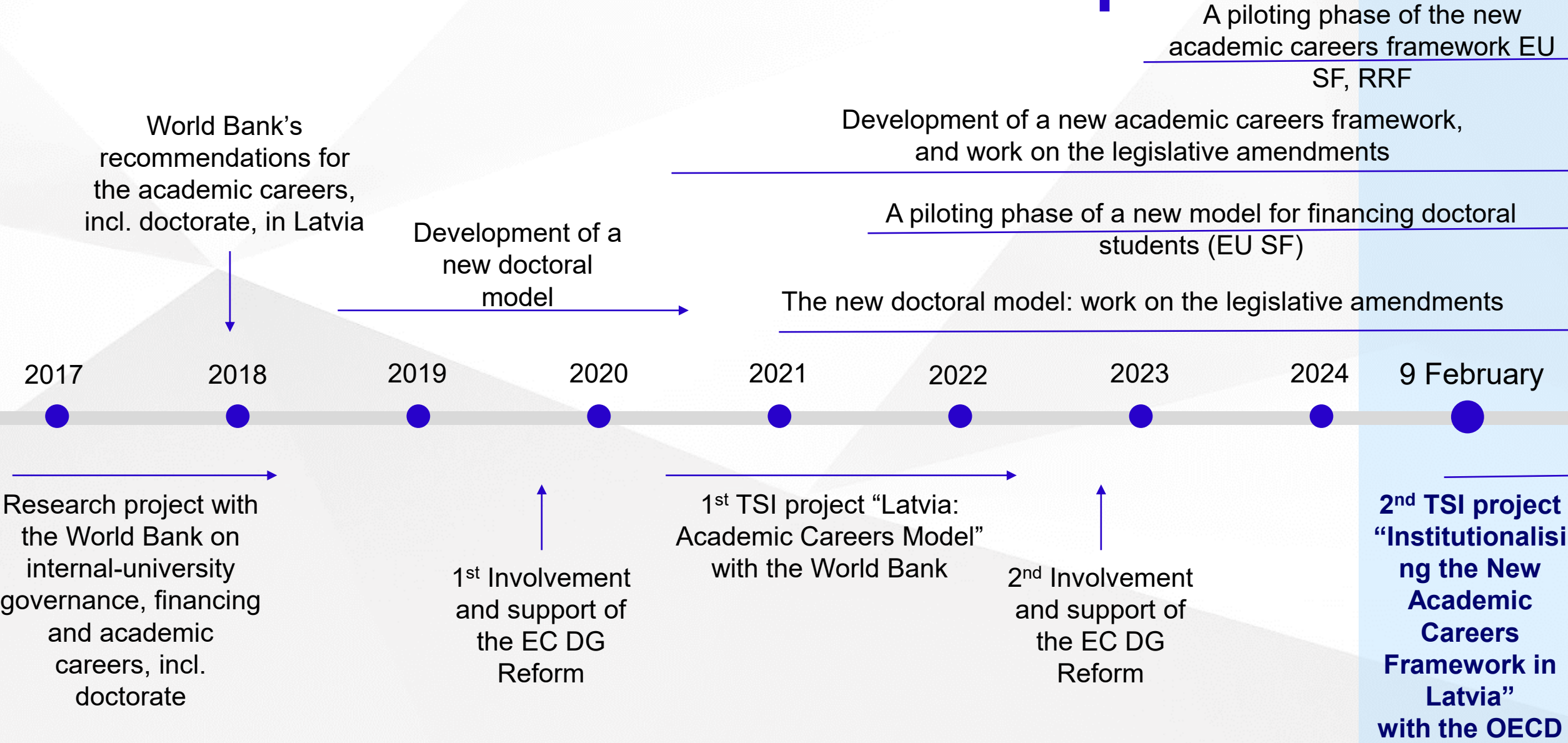
Senior Expert  
Structural Funds Department  
Ministry of Education and Science  
Republic of Latvia



“High-quality academic work conducted by well-selected, supported, and incentivised academics is a significant output of higher education. Therefore, countries compete in designing efficient HR policies that support national and institutional higher education strategies and their implementation, and help attract into the academic profession the best and the brightest from within and beyond national borders.”

World Bank, “Focus on Performance. Academic Careers”, vol. 3, 2018, p. 13. Available: <http://documents.worldbank.org/curated/en/103901524227639207/Academic-careers>.

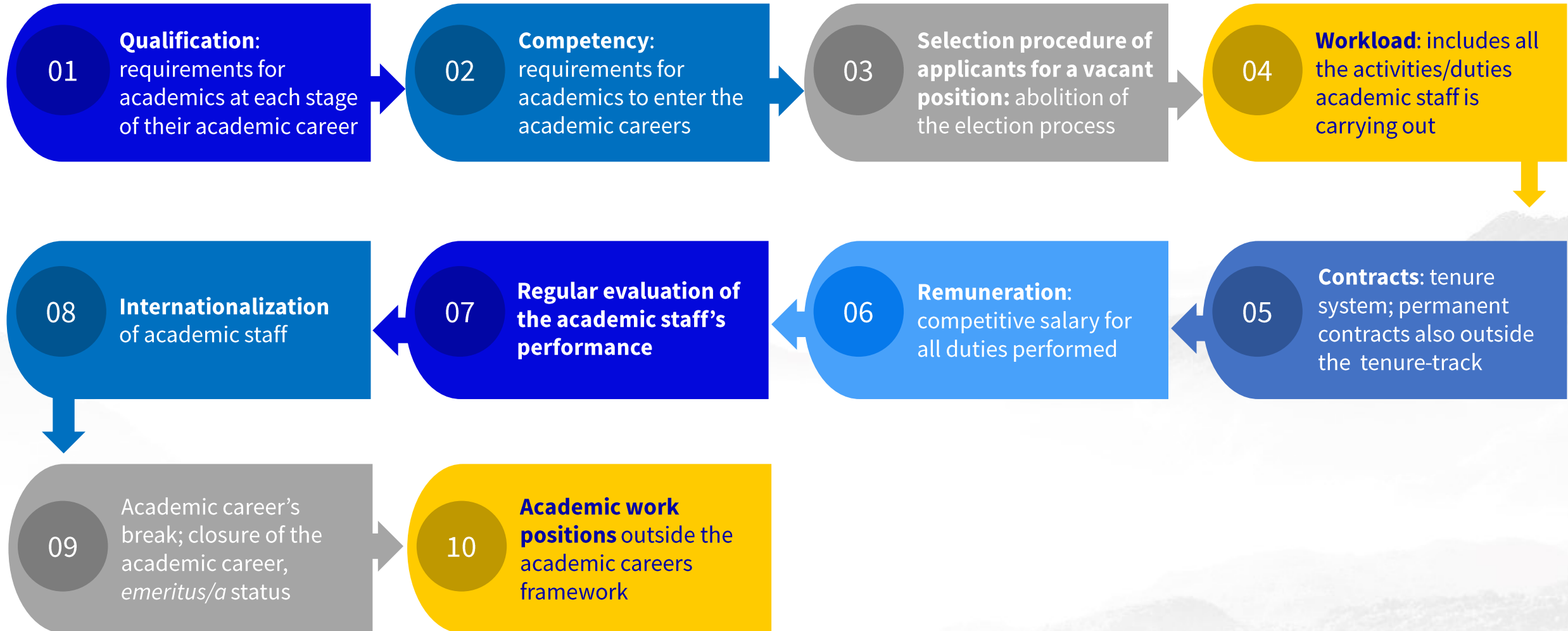
# The reform's timetable – up to now



# Four stages of academic careers

European framework for research careers – four stages (2011)	<i>Eurydice</i> report (2017): 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"> <li>• Lecturers (without <i>PhD.</i>)</li> <li>• Assitants</li> <li>• Junior Researchers</li> </ul>
Recognized Researcher (R2)	Intermediate	Recognized academic staff	<ul style="list-style-type: none"> <li>• Postdoctoral Fellows</li> <li>• Assistant Professors</li> <li>• Researchers</li> </ul>
Established Researcher (R3)		Established academic staff	<ul style="list-style-type: none"> <li>• Associated Professors</li> <li>• Researchers</li> </ul> <p><b>(<i>tenure-track positions</i>)</b></p>
Leading Researcher(R4)	Senior	Leading academic staff	<ul style="list-style-type: none"> <li>• Professors</li> <li>• Senior Researchers</li> </ul> <p><b>(<i>tenured positions</i>)</b></p>

# Building blocks of the new framework



# Remuneration of academic staff

Year	Average wage of academics as % of average wage with a PhD, in 2022*	Monthly Remuneration (as 80% of the next level)			
		R1	R2	R3	R4
2024	121%	1 862 €	2 327 €	2 909 €	3 636 €
2025	130%	2 000 €	2 500 €	3 125 €	3 907 €
2026	135%	2 077 €	2 596 €	3 245 €	4 057 €
2027	142%	2 185 €	2 731 €	3 414 €	4 267 €

Year	FTE**	Remuneration costs of academic staff, including employer's social security contributions MEUR
2024	5000	181
2025	6267	243
2026	7534	304
2027	8800	373

\*Source: The Latvian Central Statistical Bureau

\*\*4000 FTEs in HEIs, 1000 FTEs in RI

# Introduction of the tenure-system

2023

Piloting of the tenure system

The EU programs funding for institutions to establish tenured academic positions

2024

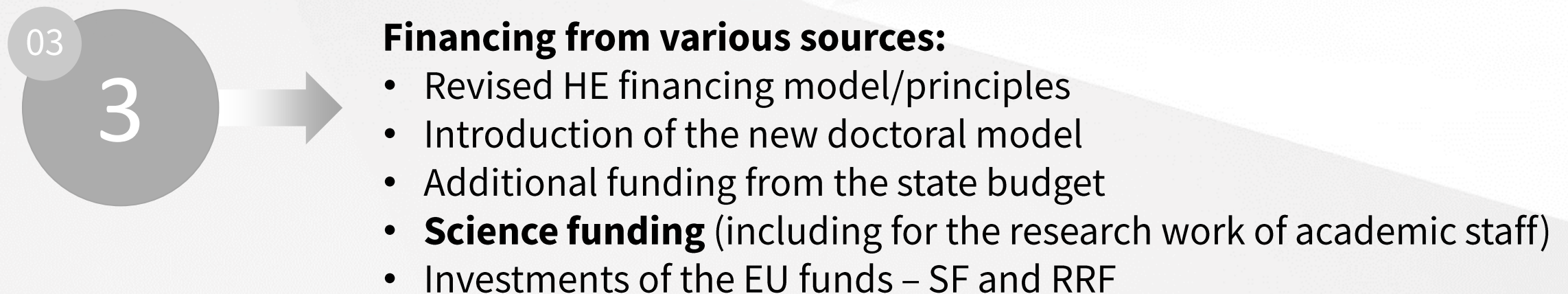
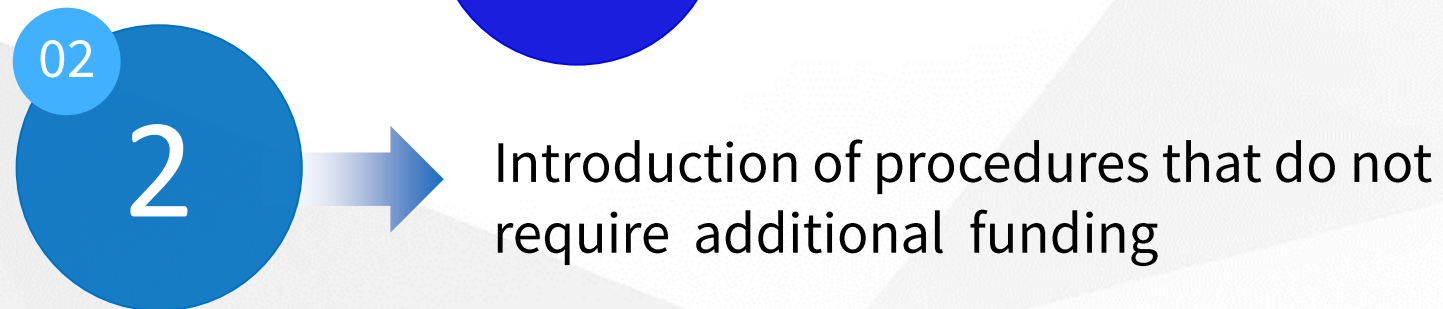
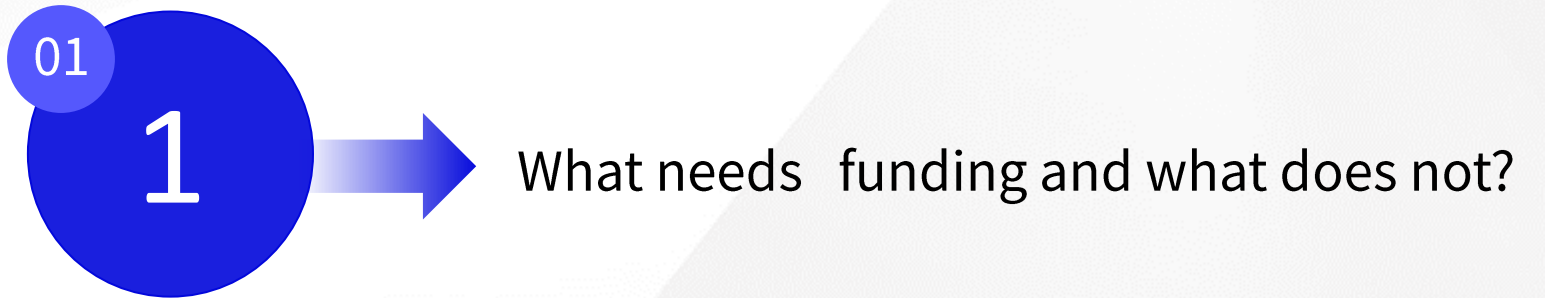
Based on the results of the piloting, introduction of the legal provisions for the tenure system

Work to create tenure-tracks

2025

Broader reform of the academic careers system

# The phased-in implementation





# The reform's timetable – next steps

**Development of a new academic careers framework: submission of the concept note to the Cabinet of Ministers for approval**

A piloting phase of the new academic careers framework EU SF, RRF

A piloting phase of a new model for financing doctoral students (EU SF)

The new academic careers framework: work on the legislative amendments

The new doctoral model: work on the legislative amendments

2024

June

2025

2026

2027

2028

2<sup>nd</sup> TSI project “Institutionalising the New Academic Careers Framework in Latvia” with the OECD

The implementation of the new doctoral model at the institutional level

The implementation of the new academic careers framework at the institutional level

**Thank You!**



Ministry of  
Education and Science  
Republic of Latvia



European  
Commission

