

08.09.2017.

A survey on academic careers of young scientists in Latvia

*Carried out in August 2017 by the Association
of Latvian Young Scientists and the Student
Union of Latvia in preparation for the World
Bank expert visit to Latvia in September 2017*



Latvijas
Studentu
apvienība

Association of
Latvian Young Scientists



Survey on academic careers

Questions on:

- Year of degree
- Academic title
- Total pedagogical load (FTE = 0-0.19, 0.2-0.29, .. 0.9-1.0, >1)
- Contact hours per week (0-5, 6-10, .. 35-40, >40)
- Netto salary (<200, 200..299, 300..399, ... ,>1100)
- Professional development options
- Etc.

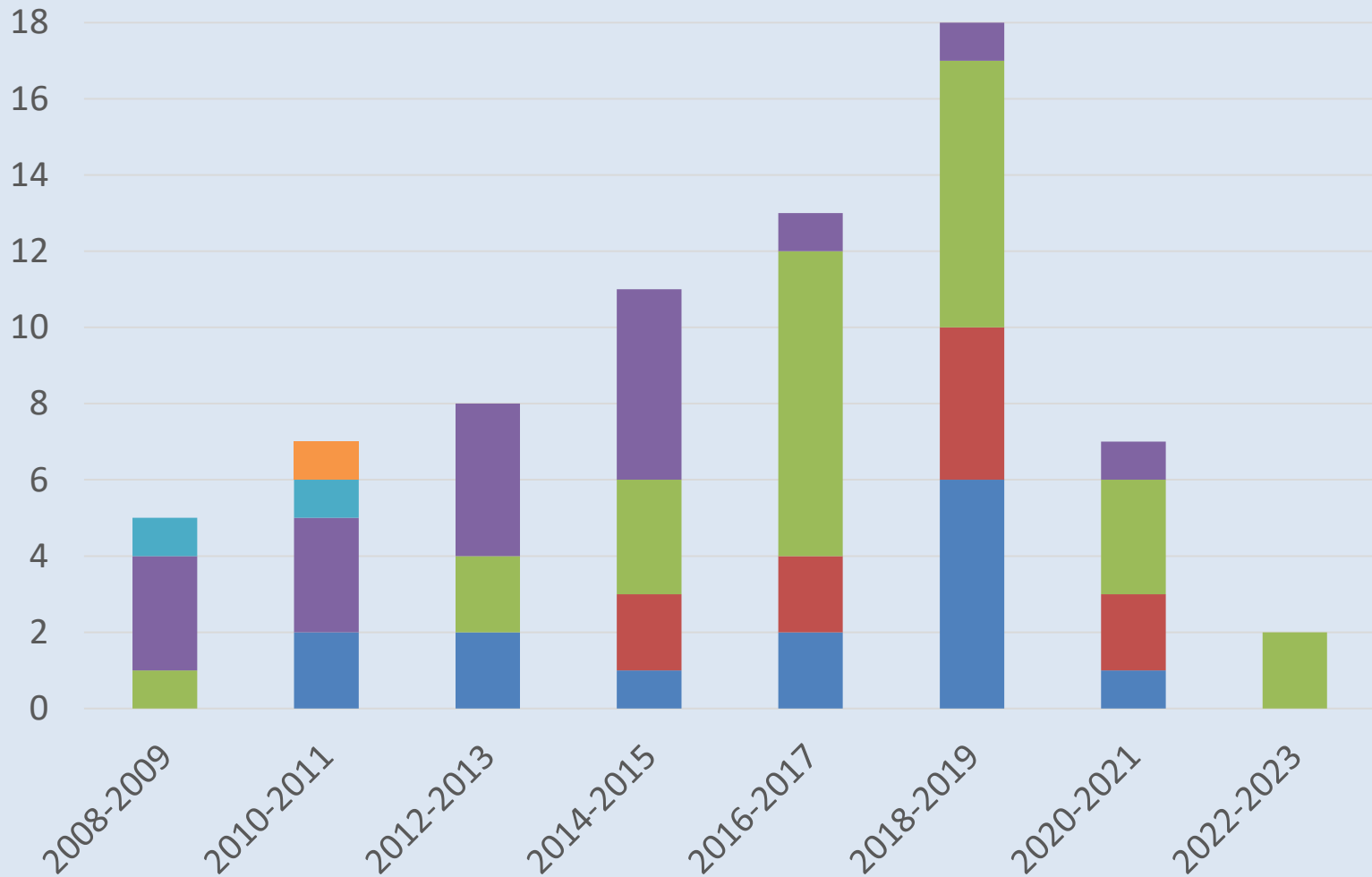


Results

- 71 respondent
- Survey page: <https://docs.google.com/forms/d/1OQ-Kb0CCbE0p-sw8AO5Ih2tf9lke9MxhsLH38sKNbKw/>
- Summary of the results in the next pages



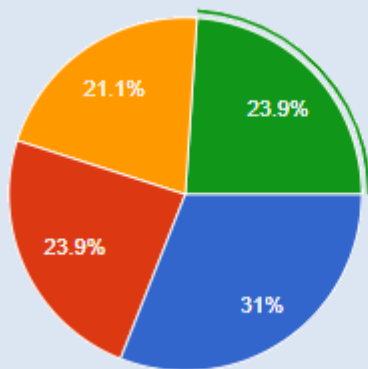
Year of PhD and academic title



■ other ■ hourly teacher ■ lecturer ■ docent ■ assoc.prof. ■ professor

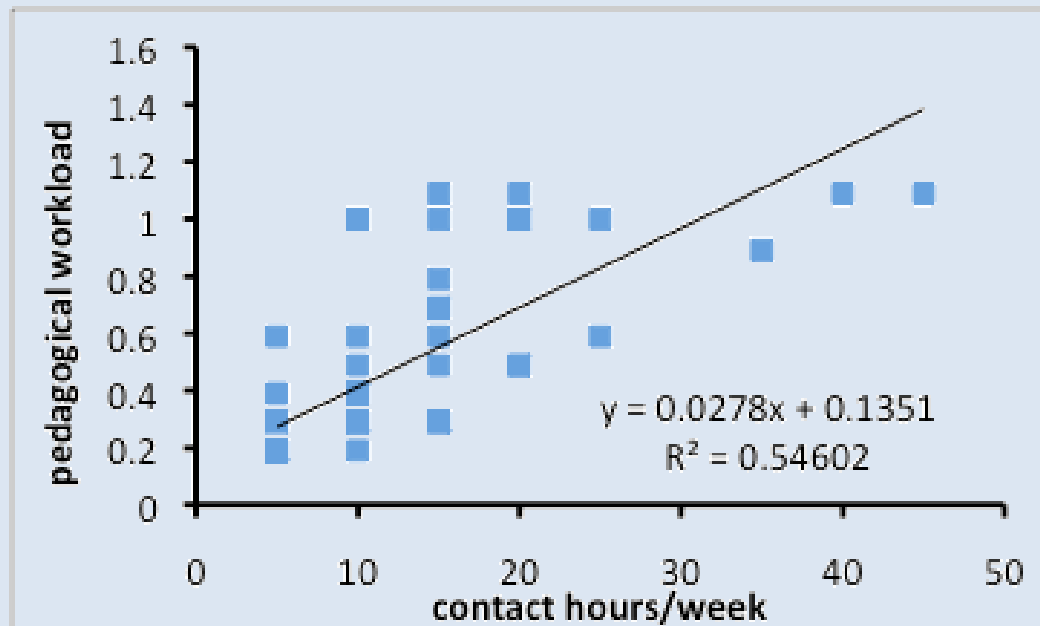
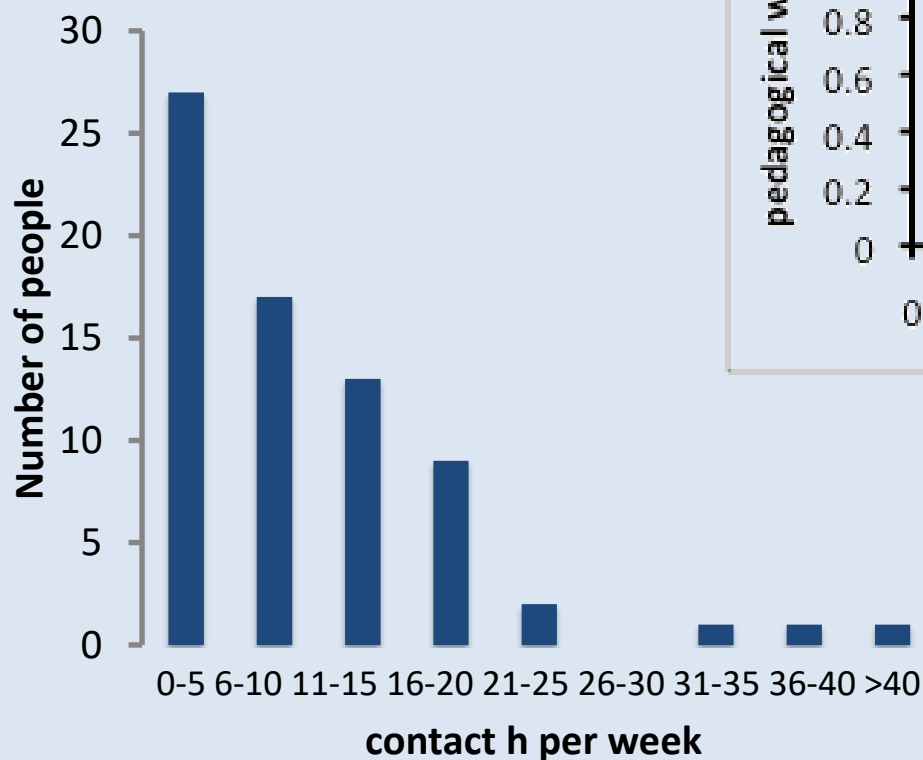


How did you obtain the teaching position?



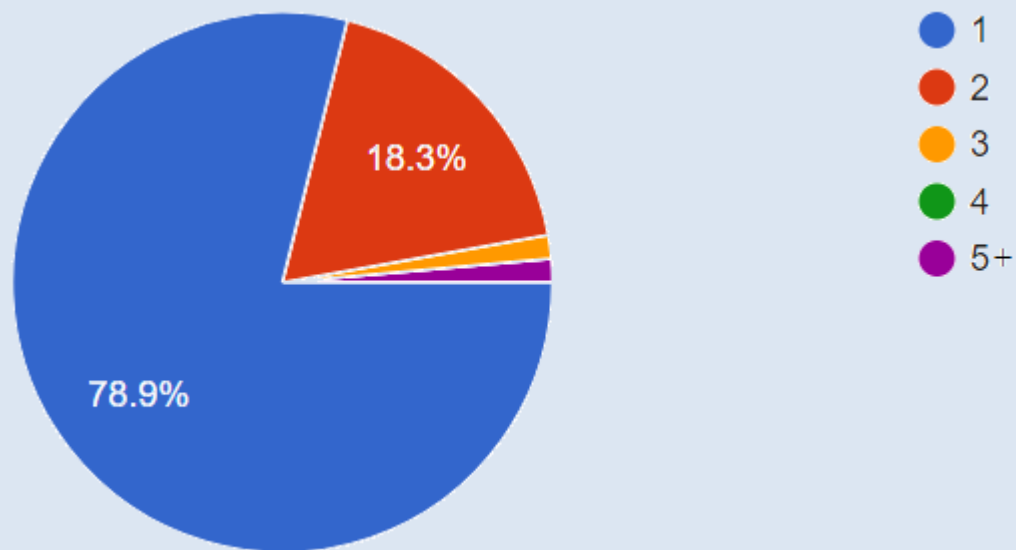
- **Applied and won an open competition**
- **Took part in a closed selection (the only candidate)**
- **Pedagogical work is a part of the doctoral studies**
- **Other, mostly – a part of researcher duty or invited to start teaching**

What is your pedagogical workload?

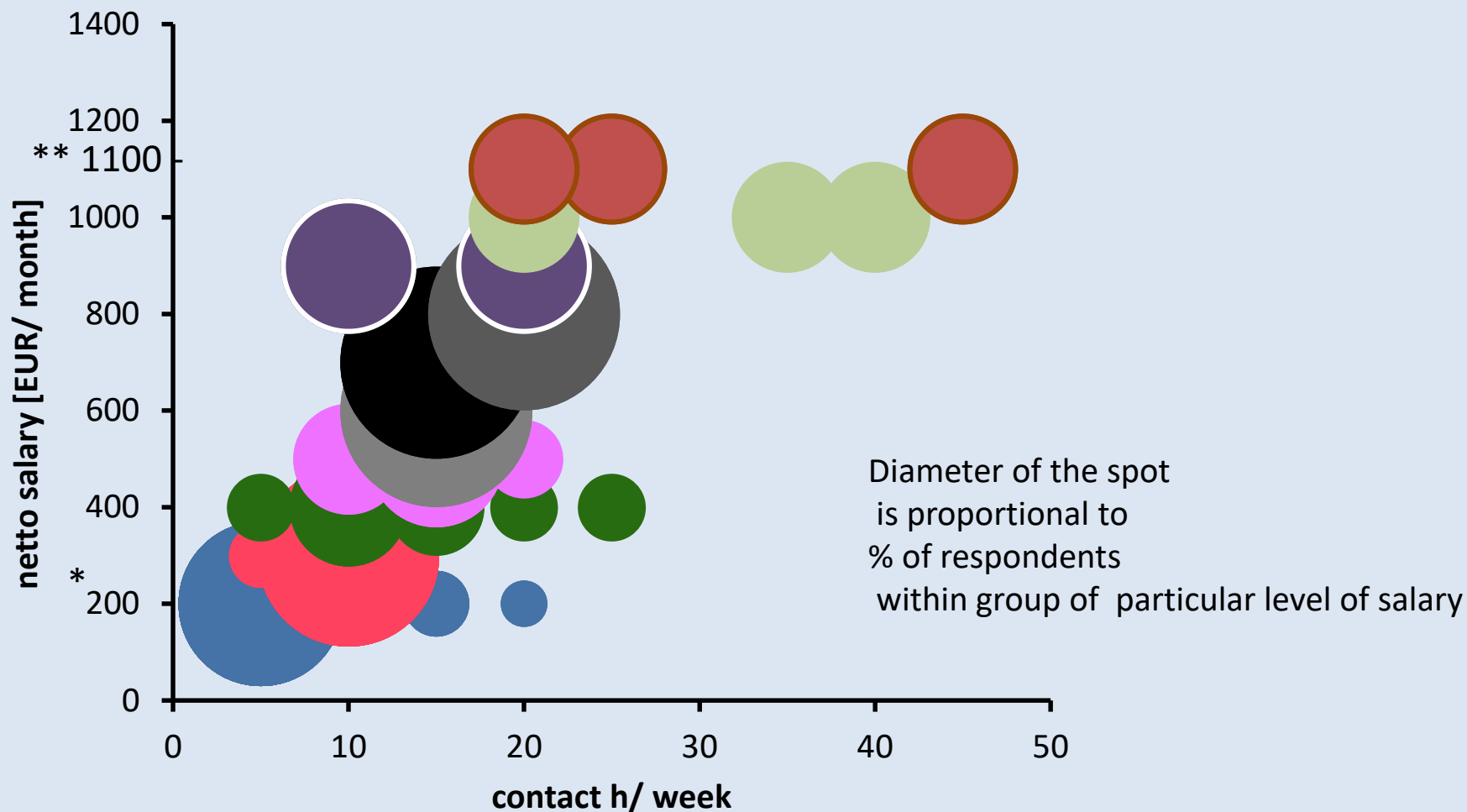


Total n=71

In how many institutions do you teach?



What is the salary for your pedagogical workload?

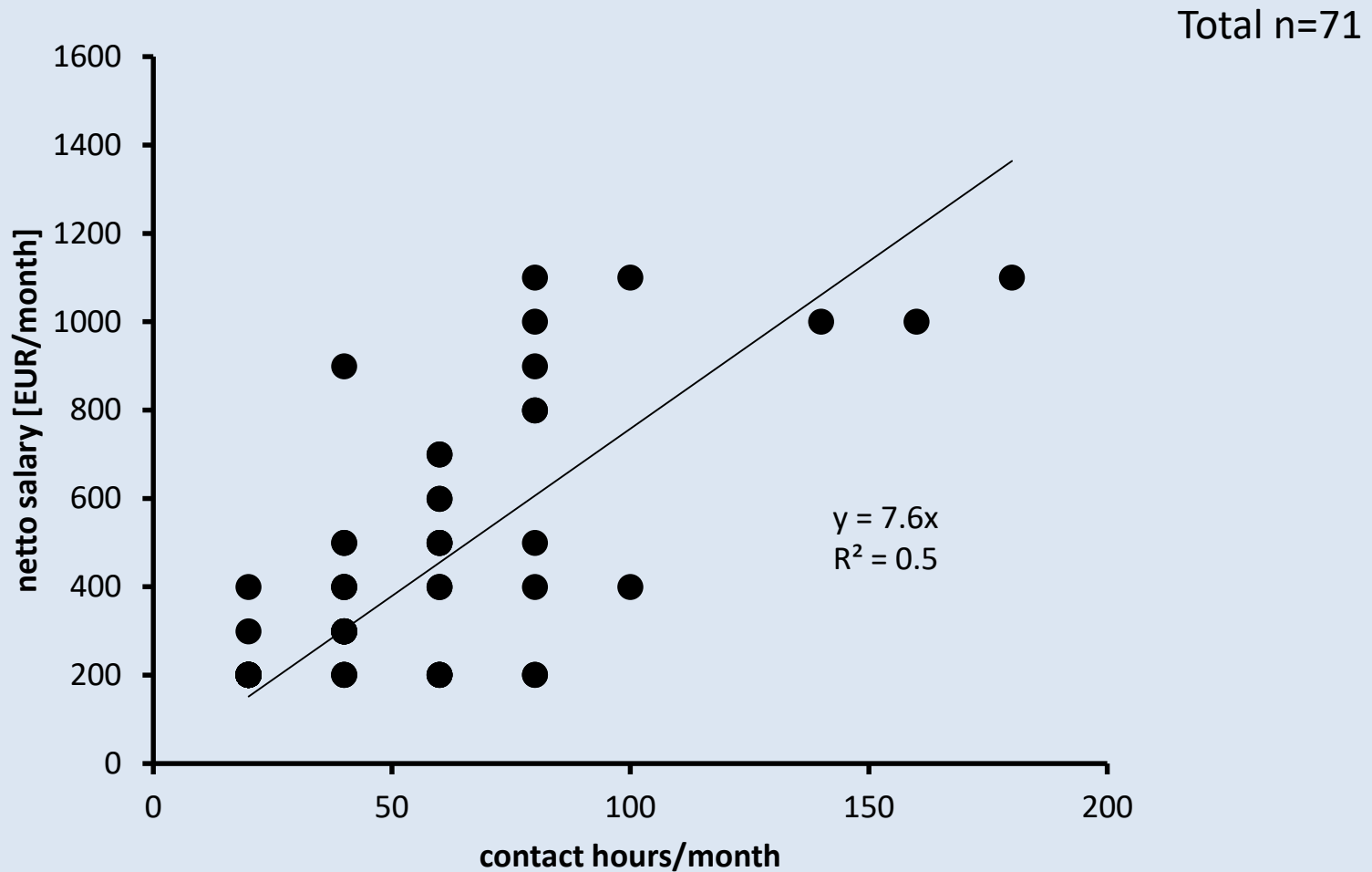


* 200 EUR/month = 200 EUR/month or less

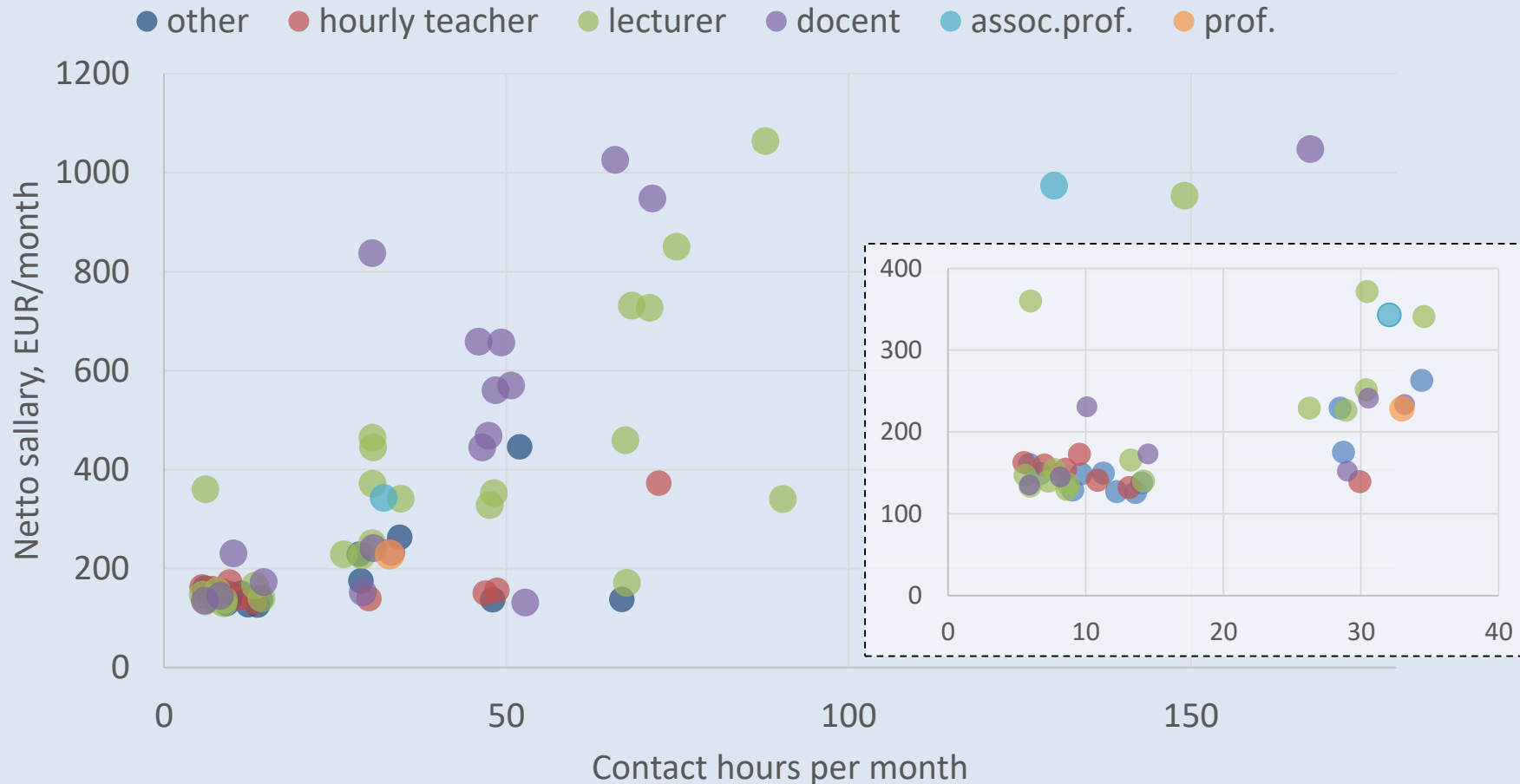
** 1100 EUR/month = more than 1000 EUR



What is the salary for your pedagogical workload?



Salary and contact hours for various academic titles

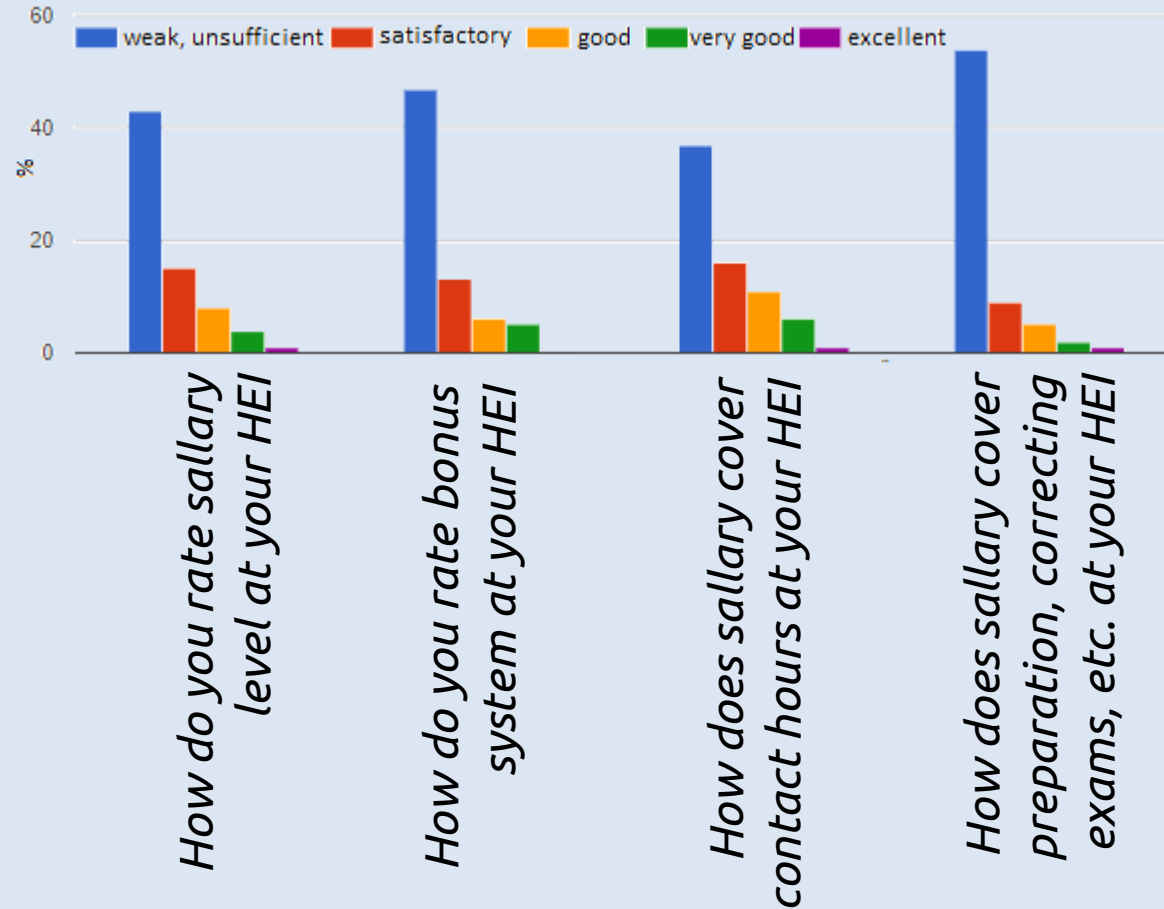


A lot of people with small workload and small salary

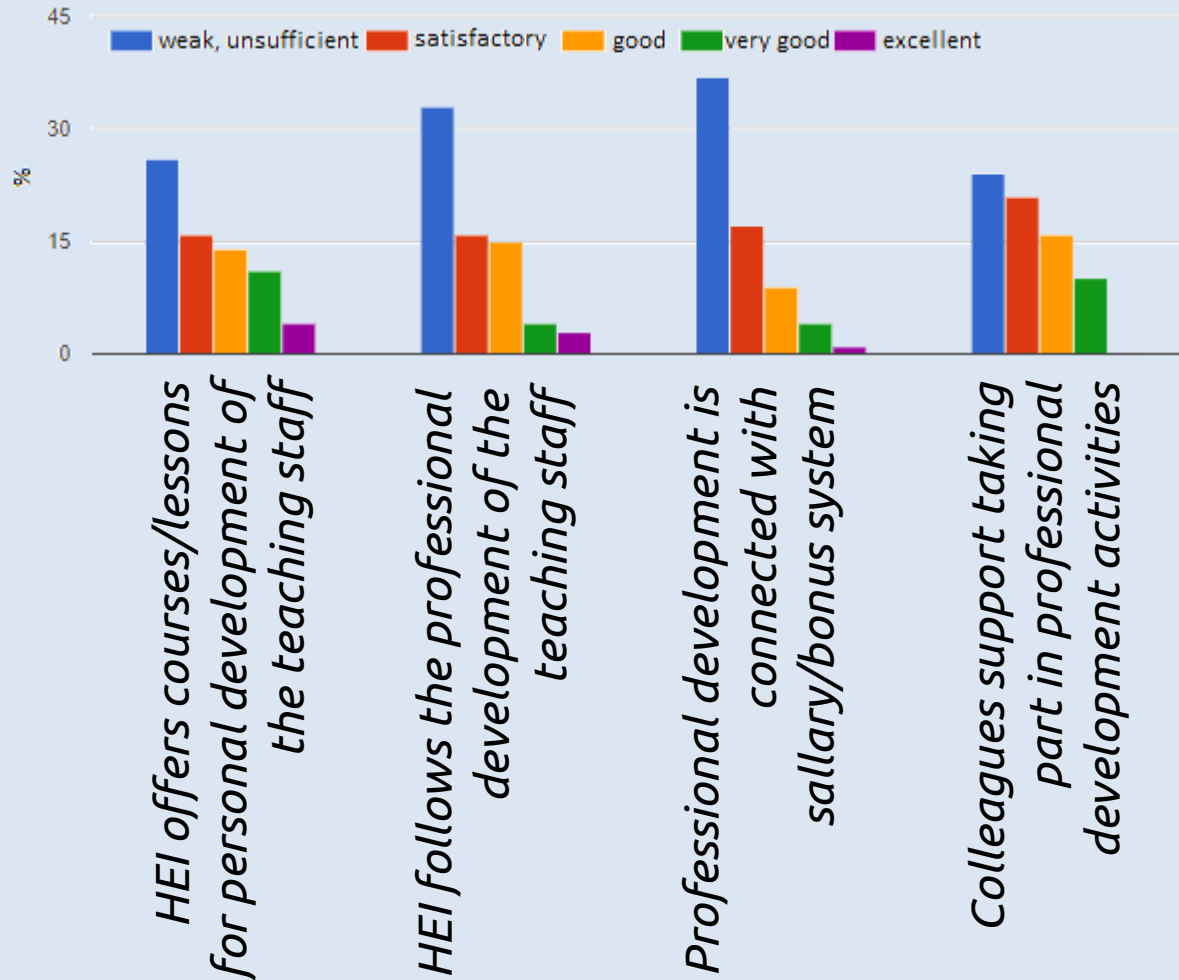
No obvious correlation with academic title

**Data point distribution is obtained by adding a small random factor to show all data points*

What do you say about salaries and bonuses in your HEI?



Please rate professional development possibilities at your HEI?



Summary

- ✓ Young researchers often get novice academic positions.
- ✓ Greater time after PhD typically results in a higher academic position.
- ✓ Starting point of teaching typically is during PhD or after an invitation.
- ✓ Contact hours and teaching load varies greatly
- ✓ Salaries from teaching are typically low and insufficient, they don't show a clear link to the academic rank
- ✓ Salary, bonus and professional development systems at the HEI are mostly characterized as weak and insufficient.



Thank you for your attention!



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