



## **COLLEGE OF ACCOUNTANCY AND FINANCE**

### **Academic Staff Development Plan**

The Academic Staff Development Plan of the Accountancy and Finance College (hereinafter referred to as the College's ASDP) is developed in accordance with the human resources development policy, which defines the academic and general rights and obligations of staff, the selection procedure, the basic principles of remuneration policy, priority development objectives, tasks, and the joint development of the College values and opportunities to improve it.

The principles of the academic staff development plan are based on the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG 2015), taking into account the impact analysis of internal and external factors, the amount of existing and planned financial resources.

#### **ASDP strategic objectives:**

- ✓ Academic staff that provides professional, knowledgeable and humane implementation of study programs.
- ✓ Academic staff open for further education, innovations in profession and pedagogy and scientific research activities.
- ✓ Motivating qualitative activities of academic staff.

The academic staff of the college has scientific, academic degrees and sufficient practical experience to meet the requirements of the Law on Higher Education Institutions of the Republic of Latvia in order to work as college lecturers.

The College in its budget every year plans money resources for academic staff training (qualification improvement). For some of these activities, the College attracts funding from the European Union Structural Funds and support programmes.

The level of professional, pedagogical and research activity of the academic staff of the college is increased by cooperation with other HEI (higher education institutions) in Latvia and abroad, business representatives, professional organisations.

#### **ASDP tasks:**

- ✓ To encourage and support lecturers' professional and pedagogical development,
- ✓ participation in research and project work;
- ✓ Attract foreign lecturers;
- ✓ Involve more lecturers with doctor's degree in the study process.
- ✓ Motivate the lecturers for research work and publications as well as publishing of results.
- ✓ Encourage each lecturer's opportunities to continue lifelong quality education, according to the investigative interests, abilities, knowledge and skills, college programs and priorities of the country's economic development needs.
- ✓ Encourage and support academic staff qualification including English and doctoral studies.

- ✓ Support academic staff involvement in further education of College's and other educational and professional development programs and projects.
- ✓ Attract young lecturers who could eventually replace the retired lecturers.
- ✓ Attract lecturers, who have practical experience in accounting and related fields, preferably PhD and teaching experience, to the study programme professional field study courses related to specific accounting competencies.
- ✓ Encourage the further education of academic staff by establishing contacts with partners for the internship of lecturers.
- ✓ Support the development of IT skills of the academic staff and innovative approach to the implementation of the study process.
- ✓ Regularly evaluate the academic staff's work in accordance with the College's quality system and carry out the monitoring of the performance of the ASDP.