

APPROVED

by the decision of the Scientific
Council of the Institute of
Literature, Folklore and Art,
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2022, and the Senate of the
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2-3/68 on June 27, 2022

University of Latvia
Institute of Literature, Folklore and Arts

STRATEGY (2022-2027)

The Institute of Literature, Folklore and Art (ILFA) is an agency of the University of Latvia, a scientific research and cultural heritage preservation organization. The Institute has existed in its current status as a public derivative since 2006, but the Latvian Folklore Repository, which is part of the Institute, was founded in 1924. During the Soviet occupation, the Institute's departments developed within various research institutes of the Academy of Sciences of the LSSR. In 1992, the Andrejs Upīts Institute of Language and Literature was reorganized, and the ILFA began to operate under its current name under the auspices of the University of Latvia. The main fields of research of the ILFA are literary studies, folklore studies, music and theatre arts, digital and environmental humanities.

The mission of the ILFA is the **scientific study of Latvian culture (heritage and processes)**.

Thus, ILFA is realizing its vision **to be a leader in the humanities in Latvia and a sought-after international research partner**.

The guiding values of ILFA are **excellence in science, respect for the past, modernity, solidarity and participation**. The values guide the Institute's core activities and personnel policies, as well as its collaboration with the wider scientific community, society, the state and other partners.

Excellence in science is a core value of the Institute, as evidenced by its repeatedly receiving the highest rating among Latvian humanities and social sciences research organizations. We are convinced that excellent science is internationally oriented and nationally influential. It is built by talented researchers and requires an intensive circulation of knowledge.

Respect for the past and a critical assessment of it characterize the ILFA as a cultural heritage institution. ILFA conducts a wide range of research in the history of culture and the humanities. The Institute is responsible for one of the symbols of national culture and the largest collection of folklore materials in Europe - the collections of the Latvian Folklore Repository.

Modernity means the constant development of the ILFA. The Institute's researchers develop existing and search for new research methods and theories, respond to societal issues and actively contribute to the implementation of Latvian state and science policy goals. In parallel, the ILFA is engaged in creative and educational science communication.

Solidarity with different historically marginalized and threatened groups and voices enables the Institute to contribute effectively to building an inclusive and European society. The ILFA team includes a broad representation of researchers of different ages and career stages. Our position against gender and other forms of discrimination is enshrined in our policy documents.

Through various mechanisms of **participation**, ILFA is included in Latvian cultural and social processes, as well as in the educational system. In addition, we are one of the region's leading social science organizations. The staff of the Institute is always invited to take an active part in decision-making and in the cultural life of ILFA.

I OPERATIONAL DEVELOPMENT

[M= objective, R= solution, U= task]

1. Scientific excellence and research leadership

M1: ILFA - a leader in the humanities in Latvia and a sought- after international research partner

R1.1 Research excellence

U1.1.1 Strengthen scientific excellence in the research areas developed and prioritized by the ILFA and maintain high standards of research quality.

U1.1.2 Promote the development of interdisciplinary and experimental research lines, including in the light of RIS3 priorities, and exploit the opportunities offered by digital technologies in the humanities.

U1.1.3 Ensure excellence in scientific outputs by creating a system of incentives and support to produce high quality and excellent research publications and other outputs.

U1.1.4 Enhance competitiveness for funding in research project competitions.

U1.1.5 Provide development opportunities for research staff at all levels and promote the attraction of new talent to ILFA.

U1.1.6 Support and promote *open* science principles so that the digital infrastructure, research publications, archives and research data of the ILFA are as widely accessible as possible for the needs of science and society.

R1.2 Cooperation, partnership and expertise

U1.2.1 To promote collaboration among the research staff of the ILFA, as well as between the departments of the Institute and to facilitate the formation of new interdisciplinary research groups at the Institute.

U1.2.2 Promote cooperation with national and international partners and support the launch of new cooperation initiatives.

U1.2.3 Establish a support system for active participation of staff in international research organizations, knowledge exchange activities and interdisciplinary networking.

U1.2.4 Promote and support the participation of scientific staff as experts in the development of policy documents, the evaluation of national and international project competitions, the assessment of scientific quality and results, and cultural processes.

To strengthen the leadership of LFUMI in research in the humanities in Latvia and to increase its international competitiveness, LFUMI's priority is to improve its scientific excellence and research capacity in both the fundamental research areas that are rooted

and developed at LFUMI, as well as in experimental, creative and interdisciplinary research areas:

1. Direction: Cultural Processes Research

- a. **Research of historical and contemporary cultural processes in literature, folklore and arts** in the contexts of different political regimes, regional and comparative contexts - traditional and professional culture, Latgalian, Liv and other cultural spaces, urban culture, interaction of Latvian and foreign cultures, German- Baltic heritage, Latvian diaspora and diasporas in Latvia, folklore and writing in regions.
- b. **Research on cultural practices**, including the study of individual and community identities, the multiplicity and continuity of (self-)representations; textual studies - studies of classical and experimental genres, including travel accounts, epistolary, autobiographical genres and life stories, as well as other forms of fiction and non- fiction; studies of traditions, folk narratives and oral histories and life stories; ethnomusicology; ethnochoreology; mythology and the study of religious cultures and practices; folk medicine and ethnobotany; contemporary folklore forms and practices, contemporary theatre and dance, amateur arts, social design, processes of cultural democratization, the study of pedagogical aspects of cultural practices and participatory and community-oriented creative practices.
- c. **Research**, re-evaluation and contextualization of **marginalized and new cultural and artistic phenomena and social processes**, including research on Latvian minority communities, women's history, informal and alternative (sub)culture, gender and queer studies in Eastern European and Baltic contexts, constructions of gender and sexuality in contemporary and performance art, theatre and literature.
- d. **Development of cultural research methods and theories**, including postcolonial theory, narratology, affect, disability, trauma and memory studies, mobility studies, urban culture, ecocriticism, dissident and celebrity culture, conflict culture and theories of violence, sexuality, gender studies, performative instrument studies, visual research methods in cultural interpretation, critical discourse analysis, horizontal art history, translation studies, transdisciplinarity, transnationalism, analysis of capital forms and art fields, institutional ethnography, social and cultural memory studies, social movement theory.
- e. **Research into the history of the humanities**: institutional history - ILFA, Latvian Folklore Repository; the role of individuals in the history of the fields; the history of literary studies, folklore studies, musicology in Latvia and in exile, the history of book publishing and publishing, the development of private and institutional art collections.

2. Direction: Heritage Studies

- a. **Conceptualization and research of intangible cultural heritage**, including research of the collections of the Latvian Folklore Repository, research of cultural heritage policies, evaluation of the activities of global cultural policy organizations.

- b. Research and scientific interpretation of primary source publications relevant to the field.
- c. **Archival Studies** - archival methodology, including digital participatory methods, digital archiving, field research, processing, systematization, preservation of documented and archival materials.
- d. **The interaction between cultural heritage and social memory**, their role in the formation of identities and their impact on society.

3. Direction: Environmental Humanities and Ecocriticism

- a. The development of a humanist perspective on the relationship between man, environment and space.
- b. Exploring socio-cultural processes and artistic phenomena in the context of the Anthropocene, revealing the relationship of ecological issues to narrative, language and societal values.
- c. The development of a post-anthropocentric view and a relational epistemology, promoting an understanding of the bodily and rooted nature of human existence and its close relationship with other species, the world of matter and material.
- d. Interdisciplinary research on the complex relationships between identity, history, culture, religion and the environment in historical and contemporary contexts, including the place-making and place-telling practices of different generations, nationalities and communities in Latvia and beyond.

4. Direction: Advancing the Digital Humanities

- a. Expanding the knowledge base in the humanities through digital tools and computing methods and applying humanities and social sciences research methods to better understand digital resources and their use.
- b. Development of digital resources and tools, including the existing digital resources of the ILFA - *garamantas.lv*, *literatura.lv*, *iesaisties.lv*, *dati.luILFA.lv*, *womage.lv*, *dainuskapis.lv*, as well as experimentation with digital archiving, visualization and digital analysis methods.
- c. Building multimedia corpora, including text and sound, in the humanities and applying computer analysis techniques to their study.
- d. Developing *crowdsourcing* methods for digital participation.

2. Investing in education

M2: ILFA - an active knowledge center

R2.1 Involvement of ILFA at all levels of education

U2.1.1 Promote cooperation with Latvian and foreign higher education institutions, implement knowledge transfer and exchange activities and engage in the improvement of the quality of studies and the organization and implementation of educational initiatives.

U2.1.2 Increase and promote the involvement of ILFA research staff in the higher education learning process in Latvia and abroad, including participation in the councils of universities, university study programs and fields of study.

U2.1.3 Intensify and diversify the use of ILFA expertise in general, vocational and interest education processes and promote cooperation with educational institutions.

U2.1.4 Encourage and support the involvement of ILFA research staff in lifelong learning and non-formal education programs and initiatives.

U2.1.5 Engage in the development of learning materials at all levels of education and create educational digital resources, including by developing creative approaches to their development and use.

3. Contribution to society

M3: ILFA activities in public interest

R3.1 Documentation, preservation and accessibility of cultural heritage

U3.1.1 To preserve, organize and supplement the archive of the Latvian Folklore Repository of the ILFA in accordance with good principles of the field of folklore studies and contemporary archival science.

U3.1.2 Develop guidelines for the expansion and development of the Latvian Folklore Archive of the ILFA.

U3.1.3 Adhere to ethical principles for research participants and material providers, including *informed consent*, when documenting intangible cultural heritage and collecting other cultural data as part of ILFA research.

U3.1.4. To provide access to the ILFA book collection and ILFA Latvian Folklore Repository materials in the ILFA Latvian Folklore Repository reading room.

U3.1.5 Ensure online accessibility of cultural heritage in the digital resources of the ILFA: *garamantas.lv*, *dainuskapis.lv*, *literatura.lv*, *womage.lv*.

R3.2 Science enhancement and knowledge transfer at national and international level

U3.2.1. Implement international research projects with ILFA as the lead partner, as well as by participating in projects led by other partners.

U3.2.2 Produce high-quality scientific publications: research articles, monographs, issues of the academic journal *Letonica*.

U3.2.3 Develop structured datasets, analytical online research tools in the framework of *digital* humanities.

U3.2.4. ILFA academic staff to participate in scientific forums with papers and lectures.

U3.2.5 The ILFA and its departments organize scientific conferences and research seminars, including in cooperation with partner institutions and organizations. U3.2.6. the academic staff of the ILFA, in accordance with their research specialization, to participate and work in professional organizations and networks.

U3.2.7 Provide expertise in academic and cultural policy processes to ILFA researchers and senior researchers within the scope of their competence.

R3.3 Bringing science and society closer together

U3.3.1 Promote the inclusion of *citizen* science in research projects, organize public engagement activities in the context of research and public activities of ILFA.

U3.3.2 Disseminate research results to the public in a variety of ways, including popular science publications, exhibitions, thematic debates, festivals, recordings, radio and TV broadcasts.

U3.3.3. to promote the current research and scientific fields of the ILFA in the external communication of the ILFA, especially in social media.

U3.3.4 Participate in and support science communication initiatives organized by the Ministry of Education and Science of the Republic of Latvia, the Latvian Science Council, international research networks and associations.

II INSTITUTIONAL DEVELOPMENT

4. Organizational culture

M4: An organization based on shared values and cohesive

R4.1 Institutional clarity and cooperation

U4.1.1 Improve internal cooperation, including between departments and project groups, and information flow to maintain a cohesive and collegial culture within the organization, fostering the internal unity of ILFA.

U4.1.2. To divide the functions of the ILFA governing bodies (the Assembly of Scientists, the Scientific Council, the Director and Deputy Directors) to avoid potential conflicts of interest. U4.1.3 Improve the digital capacity of the Institute's day-to-day organization and management of its activities by promoting effective collaboration between the administration, project managers and implementers, including in a teleworking modality.

U4.1.4 Provide full research and administrative teleworking opportunities.

R4.2 Creative, motivating and inclusive working environment

U4.2.1 Provide a supportive working environment in face-to-face and remote work, with respect, courtesy and exemplary communication.

U4.2.2 Promote diversity in staff participation in project teams, including by exploiting the synergies between different generations of experience and expertise.

U4.2.3 Ensure that the ILFA has a psycho-emotionally safe professional environment conducive to the well-being of its employees. In accordance with the principle of equal rights, avoid direct or indirect discrimination in the working environment. To prevent unethical behavior in employee relations.

5. ILFA staff development

M5: Attracting, developing and renewing human resources

R5.1 Attracting and selecting human resources through qualitative competency assessment

U5.1.1 Develop cooperation with universities to identify and attract the most outstanding young researchers, promoting the status of ILFA as a study placement and potential employer.

U5.1.2. Attract excellent visiting academic and research staff from abroad, including diaspora scholars.

R5.2 Development and progression of scientific and general staff

U5.2.1 Assist in the integration, networking and support of new ILFA colleagues, including mentoring, involvement in departmental activities, public and internal ILFA events.

U5.2.2 Support the progress of students and young researchers in their research work.

U5.2.3 Increase the professional and technical competences and knowledge of scientific and administrative staff.

U5.2.4 Promote international mobility to ensure quality and competitive learning.

R5.3 Fostering and motivating loyalty

U5.3.1 Provide a creative, change-oriented working environment for research staff.

U5.3.2 Encourage new research and creative initiatives and a desire for exploration.

U5.3.3 Develop a clear and motivating performance management system with feedback.

U5.3.4. Provide a motivating remuneration system for research staff.

U5.3.5 Support the well-being and work-life balance of staff, reduce the risks of overwork and professional burnout through joint planning of a reasonable workload and responsibilities.

R5.4 Renewal and continuity

U5.4.1 Stimulate sustainable human capital formation by ensuring the involvement of undergraduates, PhD students and young researchers, including from abroad, in publicly funded and co-financed research and development programs.

U5.4.2 Implement gender equality principles, including gender equality in recruitment, career development, decision-making and day-to-day work.

6. Environment and governance

M6: Environmentally friendly infrastructure and efficient governance

R6.1 Green thinking in record keeping and document management

U6.1.1 Reduce adverse environmental impacts through sustainable use of natural resources.

U6.1.2. Optimize record keeping processes, progressively migrating to electronic document flows.

U6.1.3. Insert key documents and information on available infrastructure and resources into the National Research Information System and the ILFA on the website.

U6.1.4. Promote administrations and scientific staff sustainable consumption habits.

R6.2 Innovative and digital research and working environment

U.6.2.1. Enhance the attractiveness of research infrastructure by choosing appropriate renewal and maintenance solutions.

U.6.2.2. To facilitate the implementation of ILFA activities in an electronic environment.

U.6.2.3. To ensure effective access to information and communication technologies and the renewal of the ILFA's computer equipment. Promote the use of open-source platforms and tools.

U.6.2.4. Ensuring ergonomics in workplace design are favorable to workers' health.

R.6.3 Effective organizational governance

U.6.3.1. To adapt the administrative structure of the Institute to the implementation of the strategic objectives of the ILFA, with appropriate responsibilities and division of functions.

U.6.3.2. To increase the efficiency of the administrative management of the ILFA by facilitating administrative processes that ensure compliance with laws and regulations.

U.6.3.3. Provide timely information to third parties on request.

U.6.3.4. Ensure the implementation of data security and personal data protection management systems, including the assessment of potential risks.

Binding documents and laws and regulations

Convention for the Protection of Human Rights and Fundamental Freedoms <https://likumi.lv/ta/lv/starptautiskie-likumi/id/649>

International Evaluation of Scientific Institutions Activity Panel Report: Humanities.
<https://www.izm.gov.lv/lv/media/10719/download>

Cabinet of Ministers Regulation No 353 "Requirements for Green Public Procurement and Procedure for their Application"

<https://likumi.lv/ta/id/291867-prasibas-zalajam-publiskajam-iepirkumam-un-to-piemerosanas-kartiba>

National Development Plan NAP2027
<https://pkc.gov.lv/lv/nap2027>

Law on intangible cultural heritage

<https://likumi.lv/ta/id/285526-nemateriala-kulturas-mantojuma-likums>

Smart Specialization Strategy (RIS3)
https://www.izm.gov.lv/sites/izm/files/ekosist_kopsavilkums_ris31.pdf

Guidelines for science, technology development and innovation 2021-2027
<https://www.izm.gov.lv/lv/media/3679/download>

Law on scientific activities

<https://likumi.lv/ta/id/107337-zinatniskas-darbibas-likums>