

# "Hasan Prishtina" Slackers

## Philosophy, Law and Economy Faculties are monitored

While they receive the highest salaries paid by public money, monitoring results show that UP professors don't fulfill their duties and responsibilities in the university. Out of 1177 monitored lectures, 218 of them were not held.

### The slacker

There was once a slacker who never worked,  
the smallest task would seem like the end of the world.

Once he had no food, no one would give for free,  
so he went to a field by this pear tree.

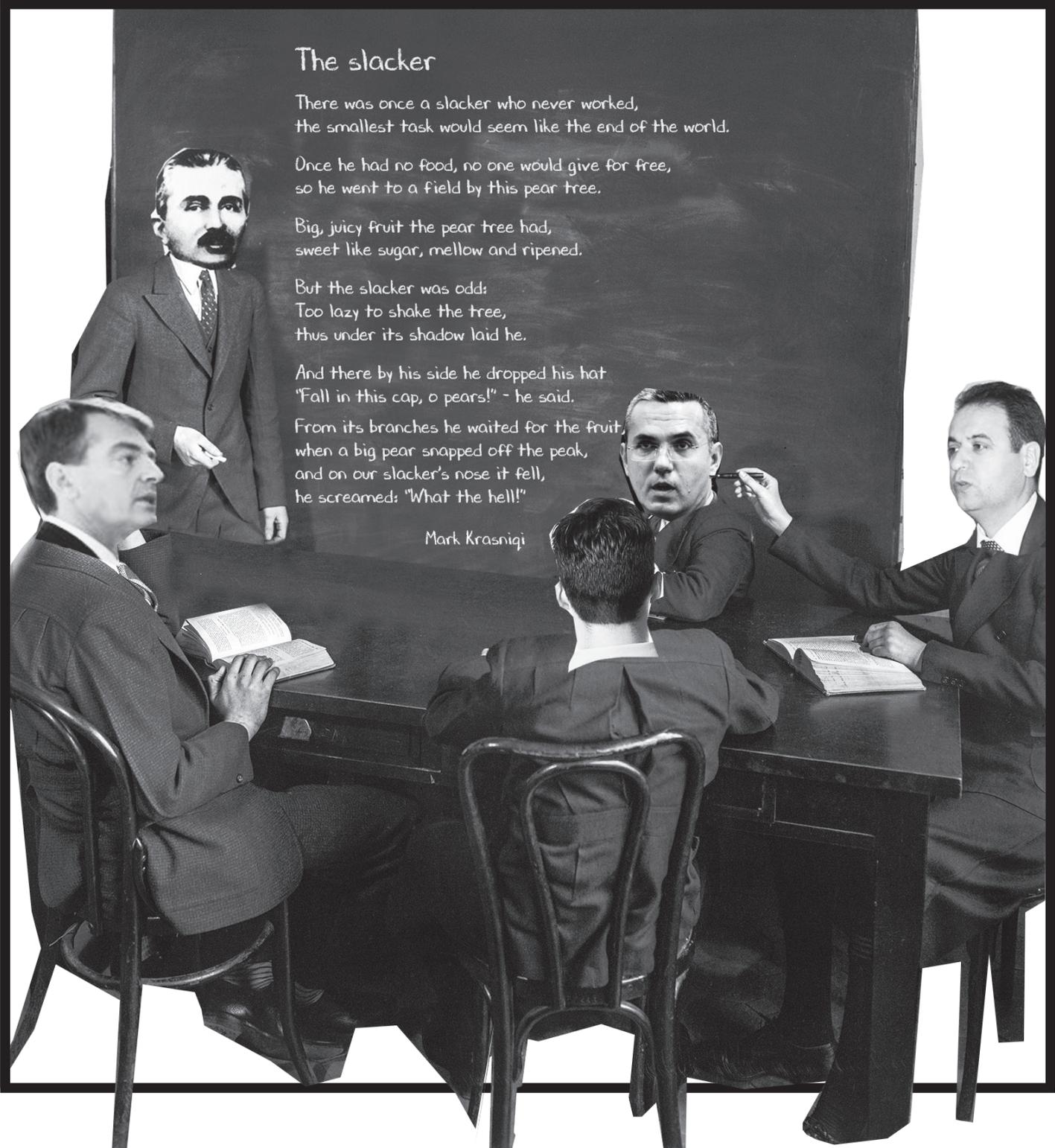
Big, juicy fruit the pear tree had,  
sweet like sugar, mellow and ripened.

But the slacker was odd:  
Too lazy to shake the tree,  
thus under its shadow laid he.

And there by his side he dropped his hat  
"Fall in this cap, o pears!" - he said.

From its branches he waited for the fruit,  
when a big pear snapped off the peak,  
and on our slacker's nose it fell,  
he screamed: "What the hell!"

Mark Krasniqi



# INTRODUCTION

As a result of students complaining and media reports for the University of Prishtina, ORCA has decided to monitor some aspects of the process of teaching in the university.

ORCA has monitored three Faculties with the biggest number of students in UP: Philosophy, Economy and Law faculties.

During April, ORCA has monitored whether office hours are held according to the official schedule of these faculties.<sup>1</sup> Out of 86 monitored professors of the Law, Economy and Philosophy faculties, 34 were absent in 100% of the office hours appointments.

During May, we continued monitoring lectures according to the official schedules of these faculties declared in the University of Prishtina. Lectures are an obligation, based on UP Statute, article 139, which says: "The calendar of studies is published by the Senate on May 31 the latest and it includes the schedule of lectures (lectures, practice classes, seminars, and colloquiums), exam terms and conditions".

The research shed light on the work schedule not being respected by a part of the academic staff. According to the research findings, out of 1177 monitored lectures in the three monitored faculties, 218 or 18,5% out of them were not held because of

the professors being absent.

Likewise, during June ORCA has monitored 20 exams in each faculty, 60 in total. Out of these 60 exams, 4 were not held at all, 14 were held by assistants or other professors, and 15 started with more than fifteen minutes delay.

So that we can include the perspective of students about the situation of the process of teaching: work hours, lectures and exams, ORCA has administrated a questionnaire to 92 students in the three faculties which included questions about work hours, lectures, exams, and some general questions for the quality of the University of Prishtina as a higher education institution. The results of the questionnaires show that the students' perception is that in the university there's a relatively weak organization situation. Out of 92 respondents, 74 said that the lectures are held according to the official schedule. Out of 92 respondents, 76 of them said that there were times when teaching assistants have lectured instead of the professor, which is a violation of the Statute. Out of 92 respondents, 37 of them said that there's enough space and classrooms to conduct exams, while 55 said that there's not enough classrooms.

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1 "Hasan Prishtina" slackers", [http://orca-ks.org/wp-content/uploads/2017/05/Raporti-i-Monitorimit\\_Interactive.pdf](http://orca-ks.org/wp-content/uploads/2017/05/Raporti-i-Monitorimit_Interactive.pdf)

# THE METHODOLOGY OF MONITORING LECTURES AND EXAMS

## THE RESEARCH OBJECT

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The selection of the research objects (Philosophy, Economy and Law faculties) was done based on the number of students and the workload they have, seen on the report of the number of professor towards the students. We also took in consideration that a large number of the professors in these faculties have other public commitments.

Only professors whose name appears in the official schedule of lectures published by the University of Prishtina or those who had their CV published in the page of the respective faculty were monitored.

As for exam monitoring, exams were selected intentionally, 20 in each faculty, in a manner that all departments/programs and study years are included.

## MONITORING DURATION

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The monitoring of lectures was conducted through April and May 2017, starting on April 24 and ending on May 19.

The monitoring of lectures was conducted through June, starting on June 1 and ending on June 21.

## RESEARCH METHOD

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Monitors were appointed in every monitored faculty who have individually evidenced all academic staff with academic titles (assistant professor, associate professor and full professor). 116 professors were monitored. This number includes only those who had planned lectures according to the schedule published in official websites of the

University of Prishtina or in the announcement boards of the respective faculties.

As for exams, they were monitored based on the official schedule published in the official websites, or published in the Announcement Boards in the respective faculties.

## LEGAL BASIS

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Article 139, point 4 of the University of Prishtina's Statute determines that "The calendar of studies is published by the Senate on May 31 the latest and it includes the schedule of lectures (lectures, practice classes, seminars, colloquiums), exam terms and conditions".

The Steering Council's Decision no. 2/901 dated October 13, 2016 determines that the work schedule in The University of Prishtina for the academic staff is 08:00 – 16:00.

Article 8, point 1.a. of the Ethics Code of academic staff of the University of Prishtina says that "Failure to fulfill the responsibilities of teaching, which includes: a. Arbitrary denial of access to learning;" and 1.b "Failure to obey, without a legitimate reason, to the rules of the faculty during teaching, lecturing, or exam administration according to the schedule is considered unacceptable behavior."

Article 111 of the Statute deals with exam schedules; point 3 "The schedule of the exam terms, where the daily schedules are included, should be published in the beginning of the academic year", point 4 "Exam schedules will be set in a way that the student will not have more than one exam per day", and point 5 "Exam schedules, after they are published, are obligatory both for the professor and for the student".

Article 113, point 1 of the Statute "The duration of registering an exam should start no later than six weeks before the end and no later than eight days before the beginning of the exam term", point 2 "The schedule of exams should be published no later than three days before exam date".

### METHODOLOGICAL LIMITATIONS FOR MONITORING LECTURES AND EXAMS

ORCA was unable to confirm lectures being held in other schedules or classrooms that could have happened as a result of an agreement with students through informal ways (Facebook groups), or formal (through email), with the purpose of substituting missed classes.

es. ORCA does not judge the possibility of lectures being held in any other schedule or classroom in agreement with students in cases when professors were absent.

ORCA was unable to confirm exams being held in other schedules or classrooms that could have happened as a result of an agreement with students through informal ways (Facebook groups), or formal (through email), with the purpose of substituting missed classes. ORCA does not judge the possibility of exams being held in any other schedule or classroom in agreement with students in cases when professors were absent. Also in cases when there are two exams at the same time, ORCA was unable to confirm if these two exams were elective classes, where the student takes only one of the exams, since the official exam schedules don't point out whether the classes are obligatory or elective.

# QUESTIONNAIRE ADMINISTRATION METHODOLOGY PARTICIPANTS

## PARTICIPANTS

The participants in this study were 92 students of the Faculty of Philosophy, Faculty of Economy and the Faculty of Law. 46 of these respondents were female, 45 were male, and one declined to answer. The age of these respondents is 18 to 26 (mean 20.34, SD=1.72). The respondents are spread throughout years of study, 1-4, where 30 respondents are in the first year, 34 are in their second year, 21 are in their third year, and seven are in their fourth year.

30 respondents are from the Philosophy Faculty (four from the Anthropology department, two from Archeology, four from Philosophy, four from History, four from Psychology, three from Social Work, five from Political Sciences, and four from Sociology). 32

Respondents are from the Faculty of Law. 30 respondents are from the Economy faculty (two from Applied Economics and Management, eight from Banks, Finances and Accounting, three from Economics, four from Accounting, six from Marketing, and six from Management and Computers).

## PROCEDURE

The questionnaires were administrated by ORCA monitors in the three faculties. The respondents were picked through intentional sampling, spread in departments, years of study, and gender. The questionnaires were administrated in the fourth week of May. The duration of filling out a questionnaire was around 15 minutes.

## MEASURES

The questionnaire used in this study contained 18 questions where we included self-reporting of students on the work hours, lectures being held, and the process of exams, and some general questions for the quality of the University of Prishtina. According to Cronbach's Alpha, which measures the reliability of questionnaires from 0 to 1, this questionnaire has a reliability of 0.796; thus it has a high reliability.

# MONITORING RESULTS

## SUMMARY OF RESULTS

During the monitoring of the lectures in May, ORCA has evidenced a series of problems in the University of Prishtina. In the three monitored faculties a disrespect of the lectures schedule was evidenced: changes in classrooms and schedules without official notice.

ORCA has evidenced that in the three monitored faculties there's merges of groups not only within the department, but between different departments to hold lectures by the same professor. This way the professors manage to hold two lectures within the duration of one. ORCA hasn't managed to secure evidence about the payment in these cases, if the professors who did such merges were paid for two lectures or one.

ORCA has evidenced that in a large number of monitored lectures professors have a delay of over 15 minutes in lectures, a delay that

sometimes lasts up to 30 minutes. Apart from this, during the monitoring we have noticed that professors do not respect the duration of the lectures as foreseen by the official schedule of UP.

This finding was also supported by the Auditing Report for UP in 2016 where it says: "in eight out of 97 tested samples, we have noticed that professors do not write the date and time of the lecture, and some of them only write the start of the lecture."<sup>2</sup>

This shows that there's a continuity in such practices of abuse with lecturing and their duration.

We have noticed that in the monitored faculties there's also irregularities where the lectures aren't held by the professors but by the assistants. These cases were written up by ORCA as absence for the professors, because according to point 3 of Article 178 of the Statute of the University

of Prishtina: "Assistants hold the practice classes in the bachelor and master studies. Exception is made for assistants who are reelected, in the lack of a professor for the class, can be authorized to hold limited lectures in bachelor studies with the authorization of the council of the academic unit and under the supervision of a professor from the department".

The results of the questionnaire show a relatively poor situation of the organization of UP. Out of 92 respondents, 74 said that the lectures are held according to the official schedule, 17 respondents said that they are not held according to the official schedule, and one said "I don't know". Out of 92 respondents, 76 of them said that there were times when teaching assistants have lectured instead of the professor, and 16 said that it hasn't happened. Out of 92 respondents, 37 of them said that there's

2 Auditing report for the financial annual report of the University of Prishtina "Hasan Prishtina" for the year that ended on December 31 2016, Nr of Document: 24.4.1-2016-08, link: [http://www.zka-rks.org/repository/docs/RaportiAuditimit\\_UP\\_2016\\_Shqip\\_144173.pdf](http://www.zka-rks.org/repository/docs/RaportiAuditimit_UP_2016_Shqip_144173.pdf)

enough space and classrooms to conduct exams, while 55 said that there's not enough classrooms.

To the question "In general are you pleased with the quality of the University of Prishtina", first year students reported that: five are pleased, 17 are relatively pleased, and five are not pleased. Second year students reported that: eight are pleased, 17 are relatively pleased, and nine are not pleased. Third year students reported that: five are pleased, 11 are relatively pleased and five are not pleased. Fourth year students reported that: five are relatively pleased and two are not pleased.

From these answers we cannot come up with a conclusion for the correlation between the year

of studies with being pleased or not with the quality of UP as a higher education institution through the perception of students.

The number of people pleased with the quality of UP is 18, while the number of people not pleased is 21. In a sample of 92 people this difference is almost non-existent but it doesn't correspond with the next question. To the question "Has anyone used offending, discriminating, sexist or racist language against you or another student?", 22 respondents said "Yes". Out of these 22 respondents, eight are women. Out of the 22 respondents that answered with "Yes", 11 are from the Philosophy Faculty, seven are from the Econo-

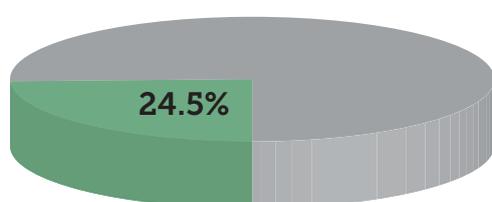
my Faculty, and four are from the Faculty of Law.

The discrepancy between being "pleased" with the quality of UP and the identification of offensive language being used towards the respondents or other students by the professors, speaks of a separated expectation that students have for the quality of the administrative services of the university that the professors offer. Four out of 18 students who were pleased with the work of the university, responded with "Yes" to the question "Has anyone used offending, discriminating, sexist or racist language against you or another student?"

# MONITORING RESULTS FROM THE PHILOSOPHY FACULTY

## Lecture and office hours monitoring results:

314 lectures to be held by 32 professors were monitored. 77 or 24.5% of them were not held because the professors of the lectures were absent.



ORCA's questionnaire also included some questions about the perceptions of students about the process of lectures and office hours. To the question "Are the lectures held according to the official schedule", 17 respondents responded with "Yes", 13 responded with "No".

	Percentage
Yes	56.7
No	43.3

**Table 1. Are the lectures held according to the official schedule?**

To the question "Has the teaching assistant ever held a lecture instead of the professor?", 20 responded with "Yes", and 10 responded with "No".

	Percentage
Yes	66.7
No	33.3

**Table 2. Has the teaching assistant ever held a lecture instead of the professor?**

To the question "Are there often changes in the schedule or classrooms of the lectures?", 16 respondents said "Yes", 13 responded with "No", and one answer is missing.

To the question "Are the professors late to lectures and how much?", two responded with "no delay", seven responded with "0-5 minutes", 13 responded with "5-15 minutes", and eight responded with "over 15 minutes".

	Percentage
No delay	6.7
0-5 minutes	23.3
5-15 minutes	43.3
Over 15 minutes	26.7

**Table 3. Are the professors late to lectures and how much?**

To the question "How are you informed about office hours", respondents have given more than two answers in a few cases: six responded with "from students", 19 responded with "by the professor", two responded with "Facebook", six responded with "schedules posted by their offices", and one answer is missing.

To the question "Are the office hours held according to their schedule", 15 responded with "Yes", eight responded with "No", six responded with "I don't know", and one answer is missing.

To the question "How good is the access and communication with professors (they answer their emails, office hours)?", nine responded with "Very well", 15 answered with "Average", five answered with "Not enough", and one answer is missing.

	Percentage
Very well	30
Average	50
Not enough	16.7
Missing answer	3.3

**Table 4. How good is the access and communication with professors (they answer their emails, office hours)?**

### Results from exam monitoring:

20 exams were monitored, based on the official exam schedule of the Philosophy Faculty posted on the Announcement Table in the Philosophy Faculty. This schedule was published on June 2nd. In this table Anthropology department exams aren't posted, thus ORCA couldn't monitor exams of this department.

Out of 20 exams, two were not held at all, four exams were held by teaching assistants or other professors (not the ones who lectured the class).

As for other irregularities, one exam started earlier than foreseen by the official schedule, seven exams started with a 20 minute delay, and one exam classroom was changed in the last minute.

Based on the University of Prishtina Statute, Article 111, Point 4, where it says: "Exam schedules will be set in a way that the student will not have more than one exam per day", ORCA has analyzed the exam schedule according to the years of study to see if there was more than one exam per day.

Psychology department	Sociology Department	History department	Political Sciences department	Philosophy department	Social work department
<b>First year:</b> June 20 - <b>2 exams</b>	<b>Second year:</b> June 20 - <b>2 exams</b>	<b>Second year:</b> June 12 - <b>2 exams</b>	<b>Second year:</b> June 12 - <b>2 exams</b> June 15 - <b>2 exams</b>	We couldn't manage to analyze this department, because the exams are not split according to years of study in the schedule	We couldn't manage to analyze this department, because the exams are not split according to years of study in the schedule
<b>Second year:</b> June 22 - <b>2 exams</b> June 13 - <b>3 exams</b> June 16 - <b>2 exams</b>		<b>Third year:</b> June 28 - <b>2 exams</b>	<b>Third year:</b> June 28 - <b>3 exams</b> June 29 - <b>2 exams</b>		
<b>Third year:</b> June 16 - <b>3 exams</b> June 22 - <b>2 exams</b> June 28 - <b>2 exams</b>					

**Table 5.** Dates when there was more than one exam within a day, separated according to the year of studies and departments.

ORCA has included questions about exams in the questionnaire administrated to students. To the question "Is there

enough space/classrooms to conduct exams?", five answered with "Yes", 27 answered with "No".

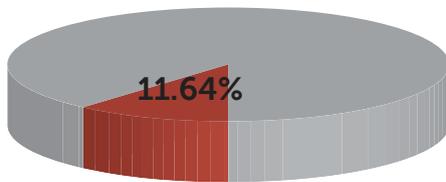
	Percentage
Yes	63.3
No	36.7

**Table 6.** Is there enough space/classrooms to conduct exams?

# MONITORING RESULTS FROM THE ECONOMY FACULTY

## Lecture and office hours monitoring results:

627 lectures to be held by 50 professors were monitored. 77 or 11.64% of them were not held because the professors of the lectures were absent.



ORCA's questionnaire also included some questions about the perceptions of students about the process of lectures and office hours. To the question "Are the lectures held according to the official schedule", 26 respondents responded with "Yes", three responded with "No", and one responded with "I don't know".

	Percentage
Yes	86.7
No	10
I don't know	3.3

**Table 1. Are the lectures held according to the official schedule?**

To the question "Has the teaching assistant ever held a lecture instead of the professor?", 25 responded with "Yes", and five responded with "No".

	Percentage
Yes	83.3
No	16.7

**Table 2. Has the teaching assistant ever held a lecture instead of the professor?**

To the question "Are there often changes in the schedule or classrooms of the lectures?", 12 respondents said "Yes", 16 responded with "No", and two responded with "I don't know".

To the question "Are the professors late to lectures and how much?", 14 responded with "0-5 minutes", 14 responded with "5-15 minutes", and two responded with "over 15 minutes".

	Percentage
0-5 minutes	46.7
5-15 minutes	46.7
Over 15 minutes	6.7

**Table 3. Are the professors late to lectures and how much?**

To the question "How are you informed about office hours", respondents have given more than two answers in a few cases: two responded with "In the internet", 12 responded with "by the professor", three responded with "by the students", ten responded with "by the schedules posted in the offices", one responded with "on Facebook", one responded with "after exam results", four responded with "Website", and one didn't specify where.

To the question "Are the office hours held according to their schedule", 13 responded with "Yes", 12 responded with "No", four responded with "I don't know", and one answer is missing.

To the question "How good is the access and communication with professors (they answer their emails, office hours)", seven responded with "Very well", 19 responded with "Average", three responded with "Not enough", and one responded with "I don't know".

	Percentage
Very well	23.3
Average	63.3
Not Enough	10
I don't know	3.3

**Table 4. How good is the access and communication with professors (they answer their emails, office hours)?**

### Results from exam monitoring:

20 exams were monitored, based on the official exam schedule of the Economy Faculty published on the official website of the Economy Faculty and in a Google Drive folder where all exam schedules were published. This schedule was published on May 30th.

Out of 20 exams, one exam was not held at all, five exams were held by teaching assistants or other professors (not the ones who lectured the class).

As for other irregularities, four exams started with a 30-40 minute delay, and one exam classroom was changed in the last minute.

Based on the University of Prishtina Statute, Article 111, Point 4, where it says: "Exam schedules will be set in a way that the student will not have more than one

exam per day", ORCA has analyzed the exam schedule according to the years of study to see if there was more than one exam per day.

Marketing department	Applied Economics and Management department
Second year	Second year
June 14 - 2 exams	June 29 - 2 exams

**Table 5. Dates when there was more than one exam within a day, separated according to the year of studies and departments.**

ORCA has included questions about exams in the questionnaire administered to students. To the question "Is there enough space/classrooms to conduct exams?", 13 answered with "Yes", 17 answered with "No".

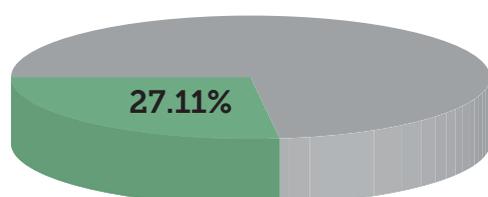
	Percentage
Yes	43.3
No	56.7

**Table 6. Is there enough space/classrooms to conduct exams?**

# MONITORING RESULTS FROM THE FACULTY OF LAW

## Lecture and office hours monitoring results:

236 lectures to be held by 34 professors were monitored. 64 or 27.11% of them were not held because the professors of the lectures were absent.



ORCA's questionnaire also included some questions about the perceptions of students about the process of lectures and office hours. To the question "Are the lectures held according to the official schedule", 31 respondents responded with "Yes", and one responded with "No".

	Percentage
Yes	96.9
No	3.1

**Table 1. Are the lectures held according to the official schedule?**

To the question "Has the teaching assistant ever held a lecture instead of the professor?", 20 answered with "Yes", and 10 answered with "No".

	Percentage
Yes	66.3
No	33.4

**Table 2. Has the teaching assistant ever held a lecture instead of the professor?**

To the question "Are there often changes in the schedule or classrooms of the lectures?", eight respondents said "Yes", 23 answered with "No", and one answered with "I don't know".

To the question "Are the professors late to lectures and how much?", four have said "No delay", 11 answered with "0-5 minutes", 14 answered with "5-15 minutes", and three answered with "over 15 minutes".

	Percentage
No delay	12.6
0-5 minutes	34.4
5-15 minutes	43.8
Over 15 minutes	9.4

**Table 3. Are the professors late to lectures and how much?**

To the question "How are you informed about office hours", respondents have given more than two answers in a few cases: one answered with "Facebook", 18 responded with "by the professor", seven responded with "by the students", three responded with "by the schedules posted in the offices", two responded with "by the syllabus", and two others said that they have no clue about the schedule of office hours.

To the question "Are the office hours held according to their schedule", 12 answered with "Yes", 13 answered with "No", and seven answered with "I don't know".

To the question "How good is the access and communication with professors (they answer their emails, office hours)", seven answered with "Very well", 17 answered with "Average", eight answered with "Not enough", and one answer is missing.

	Percentage
Very well	21.9
Average	53.1
Not enough	25

**Table 4. How good is the access and communication with professors (they answer their emails, office hours)?**

### Results from exam monitoring:

20 exams were monitored, based on the official schedule of exams of the Faculty of Law posted on the Announcement Table in the Faculty of Law, where all the schedules all posted. This schedule was posted on June 1st.

Out of 20 exams, one exam was not held at all, five exams were held by teaching assistants or other professors (not the one who held the class).

As for other irregularities, four exams started with a delay of 15-40 minutes, one exam started 15 minutes early, and in one exam where the professor was

late 20 minutes, students complained that he ended the exam 10 minutes before the end according to the official schedule, and in two exams the students were split in two groups, where the first group started the exam according to the official schedule, and the other group waited one hour to take the exam.

Based on the University of Prishtina Statute, Article 111, Point 4, where it says: "Exam schedules will be set in a way that the student will not have more than one exam per day", ORCA has analyzed the exam schedule according to the years of study to see if there was more than one exam per day.

First year	Second year	Third year	Fourth year	International module
June 8 - <b>3 exams</b>	June 12 - <b>2 exams</b>	June 9 - <b>2 exams</b>	June 15 - <b>2 exams</b>	June 17 - <b>2 exams</b>
June 15 - <b>3 exams</b>	June 14 - <b>4 exams</b>	June 15 - <b>2 exams</b>	June 16 - <b>3 exams</b>	
	June 30 - <b>2 exams</b>	June 16 - <b>5 exams</b>	June 30 - <b>2 exams</b>	
		June 23 - <b>3 exams</b>		

**Table 5.** Dates when there was more than one exam within a day, separated according to the year of studies.

ORCA has included questions about exams in the questionnaire administrated to students. To the question "Is there

enough space/classrooms to conduct exams?", five answered with "Yes", 27 answered with "No".

	Percentage
Yes	15.6
No	84.4

**Table 6.** Is there enough space/classrooms to conduct exams?

## CONCLUSIONS AND RECOMMENDATIONS

### CONCLUSION

Apart from their basic pays that the UP professors receive, they also receive honoraria for different issues that are related to their daily work such as administering exams, mentoring, and participating in commissions.

### RECOMMENDATION

Managing authorities of the academic units should start procedures to impose measures and putting a stop to per diems and other payments foreseen by the Regulation for Personal Income.

### CONCLUSION

There's no efficient inspection for lectures held by professors.

### RECOMMENDATION

Faculties' management must ensure that the lectures schedules are respected through efficient mechanisms that must be created.

### CONCLUSION

There's no standardized practice to notify of lecture, office hours and exam schedule changes.

### RECOMMENDATION

Changes in lecture, office hours and exams schedules must be declared officially through an online platform such as SEMS.

### CONCLUSION

Steering Council's decision No. 2/901 which obliges professors to be in UP's premises from 8:00 to 16:00, is widely not respected by the academic staff of UP.

### RECOMMENDATION

Undertake measures to stop per diems and disciplinary measures against professors who do not respect their work place and the decisions of the institutional hierarchy.

### CONCLUSION

The calendar of studies is not published in time by the Senate and doesn't contain the details required by Article 139 of UP's Statute.

### RECOMMENDATION

Implement in its entirety Article 139, point 1 of the Statute of UP which says: "The calendar of studies is published by the Senate on May 31 the latest and it includes the schedule of lectures (lectures, practice classes, seminars, colloquiums), exam terms and conditions".

### CONCLUSION

The lectures are not held in the entirety of the foreseen schedule.

### RECOMMENDATION

Create mechanisms of corrective implementation of work contracts with the academic staff. Create mechanisms for respecting the schedule of the lectures as foreseen by the official schedule of the University of Prishtina, and take sanctions when they're not respected.

**CONCLUSION**

Professors engaged in the same class in different departments often merge these groups to lecture the same class, and it's not clear whether they're paid for one class or for two in these cases.

**RECOMMENDATION**

Prohibit merging different groups together unless in cases when there's academic goals behind such a merge.

**CONCLUSION**

The websites of the faculties, departments, and other groups are not functioning according to a set standard.

**RECOMMENDATION**

Standardize all faculties' websites and update them with new information. Create the chance of receiving updated information from SEMS and encourage students of more frequent usage of SEMS.

# WHAT IS ORCA?

The Organisation for the Improvement of the Quality of Education (ORCA) was established in 2016 in Prishtina.

## 1. The organization was established to:

- a. Conduct research and analyses on education issues in Kosovo
- b. Creating an overview of the education situation in Kosovo
- c. Offering recommendations for relevant institutions to improve the education situation in Kosovo.

## 2. To fulfill its goals, the organisation will conduct, but not limit itself to these activities:

- a. Compile research and other documents in which we will analyze the education situation in Kosovo.
- b. Organize roundtables, public discussions, and democratic activities to increase civic awareness about education in Kosovo.
- c. Organize meetings with relevant national and international institutions about education issues in Kosovo.

The Organisation for the Improvement of the Quality of Education (ORCA) is an organization that will develop the two aspects of NGO operation foreseen with Kosovo laws. A huge part of our work will be based on research of publications in dubious journals and research of plagiarism cases.

Simultaneously, ORCA will expand its network in the University of Prishtina aiming to create a critical students and professors mass through organizing activities with students and academic staff to achieve its goals.

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