



organizata për rritjen e cilësisë në arsim

# ANALYSIS OF THE ELECTIONS, RE-ELECTIONS AND PROMOTIONS OF ACADEMIC STAFF IN THE UNIVERSITY OF PRISHTINA 2018

## **Publisher:**

**ORCA** - Organisation for Improving the Quality of Education

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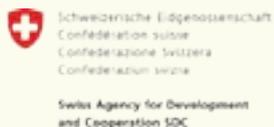
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Prishtina, August 2018

ORCA is a member of the Coalition for Integrity and Transparency in the University - KITU, supported by Kosovo Foundation for Open Society - KFOS. This research is part of the KITU program. The content of the report is ORCA's responsibility and it does not reflect the stance of KFOS.



This report was supported by the project Democracy Society Promotion (DSP) financed by the Swiss Agency for Development and Cooperation (SDC) and the Ministry of Foreign Affairs of Denmark (DANIDA) managed by the Kosovar Civil Society Foundation (KCSF). The content of this material is ORCA's sole responsibility and it does not represent in any way the views of SDC, DANIDA and KCSF.



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# INTRODUCTION

Considering the fact that 72% of current professors in the University of Prishtina do not justify their academic ranks, ORCA has continued analysing the bulletins<sup>1</sup> of applications of professors for election, re-election, or promotions in academic ranks in UP, to prevent professors who do not fulfil the criteria from becoming part of the university.

Apart from analysing the applications, ORCA also monitors the Senate meetings when they vote on the candidates, and reacting for every unmerited promotion.

This analysis wraps up the ORCA's research on the call 1-173 published on 27.04.2018 for electing academic staff in the University of Prishtina.

During this process ORCA has noted a noticeable improvement on professors fulfilling the criteria of scientific publishing. This is a result of defining precisely the criteria through Administrative Instruction 01/2018 and 07/2018, and Regulation no.465 on the Electing Procedures related to Election, Re-election, and Promotion of Academic Staff in the University of Prishtina "Hasan Prishtina".

Out of 199 candidates reviewed by ORCA, 153 fulfil the criteria to be elected, re-elected or promoted as academic staff (77% of all candidates). In 2017, in the last call for applications, this percentage was 45% which shows a noticeable improvement in fulfilment of existing criteria.

ORCA considers that the current procedures of election, re-election, and promotion of staff, leaves a lot of room for interpretation, nepotism, clientelism, corruption; and that a way to make the process more transparent and based on merit would be to establish a central authority with international members that verifies, unifies and awards academic ranks.

1 The concept "bulletins" in this context refers to the reports prepared by the evaluating committees for each candidate, that include basic information on the candidate, education information, teaching experience, scientific papers, books, monographies etc. and the recommendation of the evaluating committee. The University of Prishtina refers to these reports as "bulletins" in Albanian, despite the fact that bulletin in both Albanian and English do not necessarily have the meaning of the definition explained above. To remain loyal to the concepts invented by UP, ORCA will refer to the reports as "bulletins" in both Albanian and English.

# METHODOLOGY

ORCA has analysed the publications in international scientific journals of the candidates that were recommended positively by the respective evaluating committees. These publications are established as a criteria by the Law on Higher Education in Kosovo and the UP Statute to be elected in one of the academic ranks: assistant professor, associate professor and full professor. This criteria ensures continuous scientific activity, which is key to learning new scientific methods and results, upon which you guarantee qualitative teaching and sustainable scientific contributions.

## Legal basis

ORCA has based its analysis of the scientific journals where the candidates in the University of Prishtina have published, on the following legislation:

1. Law on Higher Education in the Republic of Kosovo<sup>2</sup>
2. Statute of the University of Prishtina, articles 175, 176 and 177<sup>3</sup>
3. Administrative Instruction 01/2018 the recognition principles of platforms and international magazines with reviews<sup>4</sup>
4. Administrative Instruction for supplement and precision - Annex - I - (MEST) 7/2018 of AI No: 01/2018 the recognition principles of platforms and international magazines with reviews<sup>5</sup>
5. Regulation no.465 on the Electing Procedures related to Election, Re-election, and Promotion of Academic Staff in the University of Prishtina "Hasan Prishtina"<sup>6</sup>

For the academic rank of assistant professor, the candidate must have at least one scientific paper in international peer reviewed scientific journal, relevant according to UP Statute, as first or corresponding author. Thus according to the current legislation, the coefficient of scientific publishing must be 1.

For the academic rank of associate professor, the candidate must have at least three scientific paper in international peer reviewed scientific journal, relevant according to UP Statute, as first or corresponding author. Thus according to the current legislation, the coefficient of scientific publishing must be 3.

For the academic rank of full professor, the candidate must have at least five scientific paper in international peer reviewed scientific journal, relevant according to UP Statute, as first or corresponding author. Thus according to the current legislation, the coefficient of scientific publishing must be 5.

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- 2 Law No.04/L-037 on Higher Education in the Republic of Kosovo, September 9, 2011, link: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2761>
  - 3 Statute of the University of Prishtina, 2012, link: <http://fiek.uni-pr.edu/Files/Dokumente/Relevante/Statutiversioniifundit.aspx>
  - 4 Administrative Instruction 01/2018 The recognition principles of platforms and international magazines with reviews, January 19, 2018, link: <http://masht.rks-gov.net/uploads/2018/01/ua-nr-01-2018-parimete-njohjes-se-platoformave-dhe-revistave-nderkombetare-me-recension.pdf>
  - 5 Administrative Instruction for supplement and precision - Annex - I - (MEST) 7/2018 of AI No: 01/2018 the recognition principles of platforms and international magazines with reviews, May 23, 2018, link: [http://masht.rks-gov.net/uploads/2018/05/ua-7-2018-perplotesimin-dhe-precizimin-e-ua-parimete-njohjes-per-revistat-nderkombetare\\_1.pdf](http://masht.rks-gov.net/uploads/2018/05/ua-7-2018-perplotesimin-dhe-precizimin-e-ua-parimete-njohjes-per-revistat-nderkombetare_1.pdf)
  - 6 Regulation no.465 on the Electing Procedures related to Election, Re-election, and Promotion of Academic Staff in the University of Prishtina "Hasan Prishtina," March 2, 2018: <https://www.uni-pr.edu/desk/inc/media/C15E46D5-5159-4E97-B8CB-D69734E39CA4.pdf>

## Research object

ORCA has reviewed all the scientific papers of all the candidates that were recommended positively for election, re-election, or promotion by the evaluating committees.

All the reviewed candidates were taken from the bulletins published on the official website of the University of Prishtina – uni-pr.edu6, during the period 24.05.2018 - 17.07.2018. These bulletins include official data of the applications of each candidate, according to the requested form by the Senate of UP, and offer written proof of the evaluations of the evaluating committees for each candidate.

Scientific publications are listed in point A “Publications in international scientific journals based on articles 175, 176 and 177 of UP statute, in accordance with regulation no. 465”, table II.1 “number of publications as first or corresponding author”, by the respective evaluating committees.

Because of the specific nature of their work, ORCA did not analyse the artistic work that is the criteria equivalent to scientific papers for the Faculty of Arts. Thus, Faculty of Arts candidates were not analysed by ORCA.

## Analysis of journals

Based on AI1/2018, AI7/2018 and Regulation 465 of UP, ORCA has given each publication listed in table II.1. a coefficient. These coefficients were given based on the databases where the journals are indexed, giving them a coefficient of 1, 0.85 or 0.70; or based on the journals listed in the aforementioned legislation that have a coefficient of 0.55.

ORCA has given a coefficient of 0 to papers published in conference proceedings, reports, projects, books or book chapters, which are not in international scientific journals, or papers that are in the process of being published, or papers for which the authors have received any type of confirmation by the journal, but haven't been published.

Publications in scientific journals of neighbouring countries, according to AI 7/2018 must be indexed in at least one of the academic indexing databases Scopus or Web of Science to receive a coefficient. According to AI 7/2018, journals that cover Albanology that are local or from Albania have a coefficient only if they have an international editing board.

According to AI 1/2018, papers published in journals that are listed in dubious journals list or if these

journals have a publisher listed in dubious publishers list, have a coefficient of 0; unless these journals were indexed in one of the academic indexing databases Scopus or Web of Science at the time the paper was published. Professor Jeffrey Beall's lists are used to determine if the journals or publishers are dubious according to Regulation 465 of UP.

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6. UP bulletins, link: <https://www.uni-pr.edu/page.aspx?id=1,54>

# General results

Out of the 26 bulletins published by the University of Prishtina, ORCA has analysed 23 of them (excluding the bulletins of the Faculty of Arts). In these 23 bulletins, 200 candidates were recommended positively by evaluating committees.

Out of 200 candidates, 53 applied for the academic rank of full professor, 63 applied for associate professor, and 83 applied for assistant professor. One candidate from

the Faculty of Education applied for art classes, and based on our methodology is excluded from the analysis.

Out of 199 candidates reviewed by ORCA, 153 fulfil the criteria to be elected, re-elected or promoted as academic staff (77% of all candidates). In 2017, in the last call for applications, this percentage was 45% which shows a noticeable improvement in fulfilment of existing criteria.

UP professors			
Faculty	Fulfil criteria	Do not fulfil criteria	Total
Faculty of Philosophy	7	5	12
Faculty of Mathematical and Natural Sciences	21	6	27
Faculty of Philology	9	7	16
Faculty of Law	7	2	9
Faculty of Economy	8	2	10
Faculty of Civil Engineering and Architecture	12	5	17
Faculty of Electrical and Computer Engineering	8	1	9
Faculty of Mechanical Engineering	11	0	11
Faculty of Medicine	53	9	62
Faculty of Agriculture and Veterinary	12	4	16
Faculty of Physical Education and Sports	1	3	4
Faculty of Education	4	2	6
<b>Total</b>	<b>153</b>	<b>46</b>	<b>199</b>

**Table 1.** General results based on faculties and ORCA's evaluation

General results			
Academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	53	33	20
Associate professor	63	47	16
Assistant professor	83	73	10
<b>Total</b>	<b>199</b>	<b>153</b>	<b>46</b>

*Table 2. General research results based on academic ranks and ORCA's evaluations*

Papers listed by professors			
Faculty	Papers that have a coefficient	Papers that do not have a coefficient	Total
Faculty of Philosophy	18	44	62
Faculty of Mathematical and Natural Sciences	158	77	235
Faculty of Philology	46	48	94
Faculty of Law	47	24	71
Faculty of Economy	42	15	57
Faculty of Civil Engineering and Architecture	34	10	44
Faculty of Electrical and Computer Engineering	27	10	37
Faculty of Mechanical Engineering	118	7	125
Faculty of Medicine	207	73	280
Faculty of Agriculture and Veterinary	50	33	83
Faculty of Physical Education and Sports	3	14	17
Faculty of Education	9	14	23
<b>Total</b>	<b>759</b>	<b>369</b>	<b>1128</b>

*Table 3. Number of scientific papers and papers that are not valid for this process, based on faculties*

# Conclusions and recommendations

A remaining problem is that candidates continue to apply despite not fulfilling the criteria, and after ORCA's critique from the last report and other civil society organizations' concerns.

A large number of violations were noticed in the evaluating committees' reports for the recommended candidates. Scientific activities were listed wrongly most of the time. For example, in the cases when the paper was a contribution to a book it was listed as a scientific paper in a scientific journal, or participations in conferences were also listed as scientific papers in scientific journals. Evaluating committees also accepted papers that have not been published yet as scientific activity, despite the fact that regulation 465, article 6, says

that the papers have to be published at the time of the application.

Another concern is when the members of the evaluating committees have evaluated papers where they were authors themselves.

The existing form of evaluating committees is unacceptable, and leaves room for conflict of interest, nepotism and clientelism. A way to avoid this would be to have international participation in these evaluating committees.

Another way would be to have a central authority with international members that verifies, unifies and awards academic ranks.

## FACULTY OF PHILOSOPHY

In the Faculty of Philosophy, in bulletin 3, published on May 30, 2018, 12 candidates were recommended positively by the evaluating committees. Out of these 12 candidates, two applied for the academic rank of full professor, two for associate professor and eight for assistant professor.

Out of the 12 candidates recommended positively by the evaluating committees, ORCA has evaluated positively seven of them.

Faculty of Philosophy			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	2	1	1
Associate professor	2	0	2
Assistant professor	8	6	2
<b>Total</b>	<b>12</b>	<b>7</b>	<b>5</b>

Some of the candidates of this Faculty have applied for classes that aren't in the field of Albanology, but all of their papers are of this field, or are published in Albanology journals. These papers were not accepted for any candidate who doesn't have classes of Albanology.

Also, it's worth mentioning that out of the 12 candidates recommended positively by the evaluating committees, only three are women.

## **FACULTY OF MATHEMATICAL AND NATURAL SCIENCES**

In the Faculty of Mathematical and Natural Sciences, in bulletins 4 and 5, published on June 4, 2018, 27 candidates were recommended positively by the evaluating committees. Out of these 27 candidates, ten applied for the academic rank of full professor, 11 for associate professor and six for assistant professor.

There are two professors who applied for the same position; one of the professors was recommended by two members of the evaluating committee, and the other professor was recommended by one member of the evaluating committee.

Out of the 27 candidates recommended positively by the evaluating committees, ORCA has evaluated positively 21 of them.

<b>Faculty of Mathematical and Natural Sciences</b>			
<b>Proposed academic rank</b>	<b>Number of candidates</b>	<b>Positive according to ORCA</b>	<b>Negative according to ORCA</b>
<b>Full professor</b>	10	7	3
<b>Associate professor</b>	11	10	1
<b>Assistant professor</b>	6	4	2
<b>Total</b>	<b>27</b>	<b>21</b>	<b>6</b>

11 candidates recommended positively by the evaluating committees have published at least once in dubious journals.

## FACULTY OF PHILOLOGY

In the Faculty of Philology, in bulletin 7, published on June 5, 2018 and bulletin 15, published on June 8, 2018, 16 candidates were recommended positively by the evaluating committees. Out of these 16 candidates, four applied for the academic rank of full professor, six for associate professor and six for assistant professor.

Out of the 16 candidates recommended positively by the evaluating committees, ORCA has evaluated positively nine of them.

Faculty of Philology			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	4	2	2
Associate professor	6	3	3
Assistant professor	6	4	2
<b>Total</b>	<b>16</b>	<b>9</b>	<b>7</b>

Some of the candidates of this Faculty have applied for classes that aren't in the field of Albanology, but all of their papers are of this field, or are published in Albanology journals. These papers were not accepted for any candidate who doesn't have classes of Albanology.

Also, journals "Studime – ASHAK", "Studime Albanologjike", "Gjurmime Albanologjike", "Studime Filologjike", and "Symbol", are local or regional journals that are not indexed in Scopus or Web of Science. ORCA has not been able to verify that these journals have an international editing board, as required by UA1/2018 for Albanology journals.

## **FACULTY OF LAW**

In the Faculty of Law, in bulletin 20, published on June 14, 2018; bulletin 21, published on June 20, 2018; and bulletin 26 published on July 17, 2018, nine candidates were recommended positively by the evaluating committees. Out of these nine candidates, six applied for the academic rank of full professor, two for associate professor and one for assistant professor.

Out of the nine candidates recommended positively by the evaluating committees, ORCA has evaluated positively seven of them.

<b>Faculty of Law</b>			
<b>Proposed academic rank</b>	<b>Number of candidates</b>	<b>Positive according to ORCA</b>	<b>Negative according to ORCA</b>
<b>Full professor</b>	6	5	1
<b>Associate professor</b>	2	1	1
<b>Assistant professor</b>	1	1	0
<b>Total</b>	<b>9</b>	<b>7</b>	<b>2</b>

Seven out of nine professors have published at least once in the journals of Acta Universitatis Danubius, some publishing up to ten times in those journals.

One professor proposed for the academic rank of full professor has published 16 times in dubious journals.

## FACULTY OF ECONOMY

In the Faculty of Economy, bulletin 2, published on June 28, 2018, 10 candidates were recommended positively by the evaluating committees. Out of these 10 candidates, four applied for the academic rank of full professor and six for associate professor.

Out of the 10 candidates recommended positively by the evaluating committees, ORCA has evaluated positively eight of them, spread in all academic ranks.

Faculty of Economy			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	4	2	2
Associate professor	6	6	0
Assistant professor	0	0	0
<b>Total</b>	<b>10</b>	<b>8</b>	<b>2</b>

Three out of ten professors have published at least once in the journals of Acta Universitatis Danubius, some even publishing up to ten times in those journals.

Three professors have published in dubious journals.

## FACULTY OF CIVIL ENGINEERING AND ARCHITECTURE

In the Faculty of Civil Engineering and Architecture, in bulletin 8, published on June 6, 2018, and bulletin 25, published on July 6, 2018, 17 candidates were recommended positively by the evaluating committees. Out of these 17 candidates, one applied for the academic rank of full professor, seven for associate professor, and nine for assistant professor.

Out of the 17 candidates recommended positively by the evaluating committees, ORCA has evaluated positively 12 of them, spread in all academic ranks.

Faculty of Civil Engineering and Architecture			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	1	0	1
Associate professor	7	4	3
Assistant professor	9	8	1
<b>Total</b>	<b>17</b>	<b>12</b>	<b>5</b>

Five out of nine professors who applied for the academic rank of assistant professor are older than 50, which according to laws and regulations in power are not allowed to be elected as academic staff for the first time if they are older than 50.

## FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING

In the Faculty of Electrical and Computer Engineering, in bulletin 9, published on June 6, 2018, nine candidates were recommended positively by the evaluating committees. Out of these nine candidates, one applied for the academic rank of full professor, four for associate professor, and four for assistant professor.

Out of the nine candidates recommended positively by the evaluating committees, ORCA has evaluated positively eight of them, spread in all academic ranks.

Faculty of Electrical and Computer Engineering			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	1	1	0
Associate professor	4	3	1
Assistant professor	4	4	0
<b>Total</b>	<b>9</b>	<b>8</b>	<b>1</b>

Three of the professors have published in two dubious journals, explained by ORCA in the following chapter on the Faculty of Mechanical Engineering.

Two of the professors who applied for the academic rank of assistant professor are older than 50, which according to laws and regulations in power are not allowed to be elected as academic staff for the first time if they are older than 50.

## FACULTY OF MECHANICAL ENGINEERING

In the Faculty of Mechanical Engineering (FIM), in bulletin 1, published on May 24, 2018, 11 candidates were recommended positively by the evaluating committees. Out of these 11 candidates, eight applied for the academic rank of full professor, two

for associate professors, and one for assistant professor.

Out of the 11 candidates recommended positively by the evaluating committees, ORCA has evaluated positively 11 of them, spread in all academic ranks.

Faculty of Mechanical Engineering			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	8	8	0
Associate professor	2	2	0
Assistant professor	1	1	0
<b>Total</b>	<b>11</b>	<b>11</b>	<b>0</b>

Out of the 11 candidates, ten have published five to 19 articles in scientific journals in the years 2017-2018; on average five papers per year per person.

### These papers were mainly published in:

- International Journal of Mechanical Engineering and Technology, where ten candidates have published 40 times in 2017-2018 as first or corresponding authors. This journal is indexed in Scopus, but its publisher, IAEME, is in Beall's List of Predatory Publishers. This journal publishes an issue monthly with over 150 papers per month. Some of the papers that ORCA has seen, including the papers of the professors of the Faculty of Mechanical Engineering, have grammatical and spelling mistakes, and have the same content in two papers. These two practices are unacceptable for professional scientific journals.
- Annals of Faculty Engineering Hunedara – International Journal of Engineering; five of the candidates have published 12 papers in this journal
- Scientific Technical Union of Mechanical Engineering – a publisher from Bulgaria that enabled seven of the candidates to publish 22 papers.

Even though these journals fulfil the formal criteria, the way they publish in such short periods and with high frequency raises concerns about the quality of the journals. Scientific journals require a longer time to publish papers, because papers go under peer-review processes.

It's important that the University of Prishtina establishes institutional practices for high academic integrity, especially during the process of electing professors, which should be based on merit. ORCA considers that this type of rapid publishing damages the University of Prishtina, and also sends the wrong message to students, that to achieve success in academia you don't need serious scientific commitment.

## FACULTY OF MEDICINE

In the Faculty of Medicine, bulletin 16, published on June 12, 2018; bulletin 17, published on June 12, 2018; bulletin 18, published on June 13, 2018; bulletin 21, published on June 20, 2018; bulletin 22, published on June 22, 2018; bulletin 23, published on June 29, 2018; bulletin 24, published on July 6, 2018; bulletin 25, published on July 6, 2018; and bulletin 26, published on July 17, 2018, 62 candidates were recommended positively by the evaluating committees.

Out of these 62 candidates, nine applied for the academic rank of full professor, 17 for associate professors, and 36 for assistant professor.

There are two professors who applied for

the associate professor academic rank in the same position; one of the professors was recommended by two members of the evaluating committee, and the other professor was recommended by one member of the evaluating committee.

There are five candidates for three positions as assistant professor who were recommended by different evaluating committee members in all three positions.

For these four positions (seven candidates), it will be decided in the Council of Faculty of Medicine or in the UP Senate.

Out of the 62 candidates recommended positively by the evaluating committees, ORCA has evaluated positively 53 of them, spread in all academic ranks.

Faculty of Medicine			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	9	6	3
Associate professor	17	12	5
Assistant professor	36	35	1
<b>Total</b>	<b>62</b>	<b>53</b>	<b>9</b>

## FACULTY OF AGRICULTURE AND VETERINARY

In the Faculty of Agriculture and Veterinary, in bulletin 14, published on June 8, 2018, 16 candidates were recommended positively by the evaluating committees. Out of these 16 candidates, four applied for the academic rank of full professor, five for associate professors, and seven for assistant professor.

Two candidates were proposed for the same position, giving priority to the female

candidate if she manages to publish a paper before the Senate votes on the position, otherwise the other candidate will be promoted.

Out of the 16 candidates recommended positively by the evaluating committees, ORCA has evaluated positively eleven of them, spread in all academic ranks.

Faculty of Agriculture and Veterinary			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	4	1	3
Associate professor	5	5	0
Assistant professor	7	6	1
<b>Total</b>	<b>16</b>	<b>12</b>	<b>4</b>

## FACULTY OF PHYSICAL EDUCATION AND SPORTS

In the Faculty of Physical Education and Sports, in bulletin 19, published on June 14, 2018, four candidates were recommended positively by the evaluating committees. Out of these four candidates, three applied for the academic rank of full professor and one for assistant professor.

Two of the candidates for full professor were recommended for re-election as associate professors.

Out of the four candidates recommended positively by the evaluating committees, ORCA has evaluated positively only one of them.

Faculty of Physical Education and Sports			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	3	0	3
Associate professor	0	0	0
Assistant professor	1	1	0
<b>Total</b>	<b>4</b>	<b>1</b>	<b>3</b>

## FACULTY OF EDUCATION

In the Faculty of Education, in bulletin 13 published on June 8, 2018, seven candidates were recommended positively by the evaluating committees. Out of these seven candidates, one applied for the academic rank of full professor, two for associate professor and four for assistant professor.

One of the candidates applied for art classes, and thus according to ORCA's methodology was not evaluated.

Out of the six remaining candidates recommended positively by the evaluating committees, ORCA has evaluated positively four of them.

Faculty of Education			
Proposed academic rank	Number of candidates	Positive according to ORCA	Negative according to ORCA
Full professor	1	0	1
Associate professor	1	1	0
Assistant professor	4	3	1
<b>Total</b>	<b>6</b>	<b>4</b>	<b>2</b>

One of the candidates has published only in local and regional Albanology journals that do not have an international editing board, and thus are not recognized according to UA1/2018.

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