

ANALYSIS OF
MANAGEMENT
OF FINANCES
FOR ACADEMIC
STAFF SALARIES IN THE
UNIVERSITY OF PRISHTINA

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Education

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DEFINITIONS

Rate - the number of hours set by the regulation for the personal income of academic staff. This number of hours is set per week and it means the number of hours the academic staff spend with students during their work. The academic staff is paid according to the regular contract for this number of hours.

Extra rate - the classes held outside the set rate. For each hour of class over the set rate amounts set by the regulation on personal income is paid.

Academic staff with a regular work contract - staff hired for a longer period than a year with a regular work contract.

Adjunct - person hired with a contract no longer than a year for a specific job.

INTRODUCTION

After a series of publications related to academic integrity, management of human resources, ORCA presents an analysis of the use of financial resources designated for the academic staff of the University of Prishtina.

We are used to hearing by the managements of UP about lack of funding being the cause of lack of academic staff and the reason behind the concerning ratio of professors per students. 1:46 is the ratio professor-student, while in the region half of the number of students of UP share one professor.

ORCA has recently published concerning data related to lectures being taught by persons without professorial ranks, where more than 500 classes are taught by such persons.

These and other indications pushed us towards the research that we are presenting now, and which analyses the real financial opportunities of the University of Prishtina to improve the aforementioned data.

How much money does the University spend on extra royalties that in UP are called “extra rates”? How much money does the University spend on adjunct lecturers who for little pay do the same tasks as the professors with set salaries? If they managed all the money spent on extra rates and adjunct lecturers differently, what would be the effect?

This analysis, based on an original research, tries to raise these questions and to orient the answers, with the purpose of starting a public debate for better and more efficient management of millions of euros of public funds in the University of Prishtina.

METHODOLOGY

Legal basis of rates and extra rates – Finances regulation

Hiring academic staff for work beyond the regular contracts, is regulated with the Regulation on the personal income of academic staff, Extra pay for Functions, Permanent royalties and commissions in the University of Prishtina “Hasan Prishtina” no. 2/486 dated 11.09.2017.

Calculating hours (rates and extra-rates) according to the hiring statements

ORCA has looked into the statements of hiring academic staff and adjunct lecturers for each faculty in 2017/2018. In these statements the plans for classes per week, for the winter and summer semester are presented. In these statements they also foresee rates and extra rates for each member of the academic staff. This way we found the regular weekly hours (rates) and irregular (extra rates) of all members of the academic staff.

The sums per week for extra rates and adjunct lecturers were multiplied with the number of weeks per semester and this way we found the expenses per semester per faculty. These were calculated and gave the general number of extra rates of academic staff and the contracting of adjunct lecturers.

Determining the amounts according to the finances regulation

The number of hours, in accordance with the academic positions and the procedures foreseen in the finances regulation, which is the basis for paying academic staff, were translated into amounts (in euro) of the extra rates, and the contracting of adjunct lecturers.

Methodological limitations

The data was analysed in a genuine way by ORCA. Because of the lack of opportunities to receive detailed and correct information of the number of hours (rates and extra rates), the calculations in this report may not be of a high precision, thus there could be a possibility of a deviation of 4% in both directions of the data.

EXTRA RATES AND CONTRACTING OF ADJUNCT LECTURERS IN UP

After the programs are accredited by the Kosovo Agency for Accreditation, it's up to the higher education institutions to implement the accredited programs. Unable to continuously monitor the implementation of the accredited programs and other aspects of accreditation, the higher education institutions are barely checked in the (lack of) implementation of programs.

The criteria required for accrediting programs, related to the qualifications of the academic staff, is only the need to have 3 PhDs with a regular work contract that would be formally responsible for the program, while the implementation of the program and organizing classes foreseen in the program, higher education institutions do in full discretion.

As a result, the University of Prishtina teaches a large number of classes through adjunct lecturers and through contracting existing internal staff outside of the rate set by the contract and the regulations. To implement the accredited programs, UP has contracted 177 persons to teach 544 classes, exercising full professorial competences without being professors.¹

ORCA's analysis related to classes being taught by incompetent persons according to the UP Statute, that preceded this analysis of expenses, found concerning data:

“328 classes are taught by 103 assistants. According to the UP Statute assistants cannot teach classes but can only organize exercises and offer assistance in fulfilling the plans of certain classes. Out of the total number of persons without a professorial rank that are contracted for lectures, 76 have only the academic degree of master and teach 212 classes.”²

To pay extra rates (of the existing staff with regular work contracts) in 2017/2018 for the winter semester UP spent 1.217.644 euros. While for the adjunct lecturers UP spent 557.027 euros.

To pay extra rates (of the existing staff with regular work contracts) in 2017/2018 for the summer semester UP spent 1.114.416 euros. While for the adjunct lecturers UP spent 479.240 euros.

During the academic year 2017/2018, UP spent 2.333.060 euros on extra rates for existing academic staff. While for the same academic year, UP spent 1.036.265 euros on adjunct lecturers. In total UP spent 3.368.235 euros on extra rates and adjunct lecturers in this academic year.

1 <http://orca-ks.org/wp-content/uploads/2018/10/Analysis-of-teaching-in-UP-by-academic-staff-that-do-not-have-a-professorial-title.pdf>

2 Ibid.

The biggest extra rates in the academic year 2017/2018 were paid in the Faculty of Medicine with around 623 thousand euros, followed by the Department of Musical Arts (within the Faculty of Arts) with around 293 thousand euros, while the entire Faculty of Arts spent around 456 thousand euros.

The biggest expenses for adjunct lecturers during the academic year 2017/2018 were paid in the Faculty of Medicine with around 244 thousand euros, followed by

the Faculty of Agriculture and Veterinary with around 101 thousand euros.

The lowest expenses on extra rates within the academic year 2017/2018 were in the Faculty of Physical Education and Sports with around 49 thousand euros. While the lowest expenses on adjunct lecturers were in the Faculty of Civil Engineering and Architecture with around 15 thousand euros.

Detailed data on each faculty can be found in the two tables below.

Table 1. The table of extra rates for the academic year 2017/2018 for the staff with a regular work contract. Clarification: The Faculty of Arts was split in three departments, according to the existing split in the financial statements for the income of academic staff. The sums of these three departments were taken together throughout the text in this analysis.

	Extra rate		
	Winter semester	Summer semester	Academic year 2017/2018
Faculty of Education	€ 78,510.00	€ 65,010.00	€ 143,520.00
Faculty of Agriculture and Veterinary	€ 81,105.00	€ 58,410.00	€ 139,515.00
Faculty of Electrical and Computer Engineering	€ 36,465.00	€ 27,705.00	€ 64,170.00
Faculty of Mechanical Engineering	€ 29,824.00	€ 35,385.00	€ 65,209.00
Faculty of Civil Engineering and Architecture	€ 72,150.00	€ 49,140.00	€ 121,290.00
Faculty of Law	€ 28,125.00	€ 35,625.00	€ 63,750.00
Faculty of Medicine	€ 319,590.00	€ 303,705.00	€ 623,295.00
Faculty of Economy	€ 68,775.00	€ 64,965.00	€ 133,740.00
Faculty of Philosophy	€ 64,980.00	€ 49,950.00	€ 114,930.00
Faculty of Mathematical and Natural Sciences	€ 88,890.00	€ 71,475.00	€ 160,365.00
Faculty of Physical Education and Sports	€ 18,240.00	€ 31,665.00	€ 49,905.00
Faculty of Arts – Department of Musical Arts	€ 150,225.00	€ 143,475.00	€ 293,700.00
Faculty of Arts - Department of Dramatic Arts	€ 66,060.00	€ 60,630.00	€ 126,690.00
Faculty of Arts - Department of Visual Arts	€ 18,390.00	€ 18,060.00	€ 36,450.00
Faculty of Philology	€ 96,315.00	€ 99,216.00	€ 195,531.00
TOTAL	€ 1,217,644.00	€ 1,114,416.00	€ 2,332,060.00

Table 2. Table of contracting adjunct lecturers for the academic year 2017/2018. Clarification: The Faculty of Arts was split in three departments, according to the existing split in the financial statements for the income of academic staff. The sums of these three departments were taken together throughout the text in this analysis.

	Adjunct lecturers		
	Winter semester	Summer semester	Academic year 2017/2018
Faculty of Education	€ 30,000.00	€ 23,520.00	€ 53,520.00
Faculty of Agriculture and Veterinary	€ 54,300.00	€ 47,250.00	€ 101,550.00
Faculty of Electrical and Computer Engineering	€ 44,475.00	€ 32,700.00	€ 77,175.00
Faculty of Mechanical Engineering	€ 27,000.00	€ 21,900.00	€ 48,900.00
Faculty of Civil Engineering and Architecture	€ 9,900.00	€ 5,120.00	€ 15,020.00
Faculty of Law	€ 16,200.00	€ 17,700.00	€ 33,900.00
Faculty of Medicine	€ 112,950.00	€ 131,850.00	€ 244,800.00
Faculty of Economy	€ 31,500.00	€ 34,800.00	€ 66,300.00
Faculty of Philosophy	€ 29,400.00	€ 22,950.00	€ 52,350.00
Faculty of Mathematical and Natural Sciences	€ 27,150.00	€ 15,150.00	€ 42,300.00
Faculty of Physical Education and Sports	€ 18,000.00	€ 13,050.00	€ 31,050.00
Faculty of Arts - Department of Musical Arts	€ 45,900.00	€ 4,800.00	€ 50,700.00
Faculty of Arts - Department of Dramatic Arts	€ 48,450.00	€ 40,950.00	€ 89,400.00
Faculty of Arts - Department of Visual Arts	€ 32,400.00	€ 35,400.00	€ 67,800.00
Faculty of Philology	€ 29,400.00	€ 32,100.00	€ 61,500.00
TOTAL	€ 557,025.00	€ 479,240.00	€ 1,036,265.00

OTHER OPPORTUNITIES TO SPEND MONEY

Below is the table from the regulation on the income of academic staff where you can see the set monthly salaries for the academic staff of the University of Prishtina. The table split in three columns contains “Rank”, which shows the existing academic ranks, the column “Hours per week” shows the contracted rate per academic rank,

and the column “Monthly salary” shows the amount of the salary according to the regular contracts. The adjunct lecturers which are not categorized in this table do not receive set salaries, they are paid for services, thus for set hours of classes held within UP.

Table 3. Table of income from the regulation on income

Rank	Hours per week	Monthly salary
Full professors	6	1429,54
Associate professors	6	1283,34
Assistant professors	6	1137,14
Lecturers	10	990,94
Foreign language lecturers	10	844,73
Répétiteurs	10	844,73
Assistants	10	772,50
New assistants	10	698,75

If we rely on table 3, we can see that the monthly cost of an assistant professor that has full professorial competences (lecturing classes and other professorial competences) is 1137,14 euros. With a simple calculation we can conclude that the annual cost of an assistant professor is 13.609,68 euros. With 1 million euros UP could hire around 73 assistant professors.

While with 3.3 million euros UP could hire 247 assistant professors which would increase by 50% the existing academic staff, which is around 550 persons with professorial ranks (assistant professor, associate professor, full professor).

Another division of the mismanaged fund of 3.3 million euros would be that 1 million euros would open tens of new job positions for academic staff (assistant professors and new assistants – refer to table 3). While the rest, 2.3 million euros would create a fund for science in the University of Prishtina where professors would be paid for every article published as first or corresponding author published in journals indexed in Web of Science or Scopus, similar to the Czech model. This would increase the number of academic staff and the number of scientific publications in the University of Prishtina. Automatically such a decision would improve the ranking of the University of Prishtina and improve the quality of teaching in UP.

CONCLUSIONS

A fund of 2.3 million euros is mismanaged and abused to pay the existing academic staff for hours that could be held by regular staff.

Around 1 million euros are spent by the University of Prishtina to contract adjunct lectures who are given professorial competences without going through the foreseen statutory filters.

UP doesn't have the capacities to offer academic staff to all the accredited programs.

A considerable number of incompetent persons lecture hundreds of classes.

The ratio of professor-student in the University of Prishtina is the worst ratio in the region as a result of the mismanagement of public funds.

The University of Prishtina doesn't have a fund for science as a result of the mismanagement and abuse of public funds.

RECOMMENDATIONS

The University of Prishtina must use the fund of 3.3 million euros to increase the number of regular academic staff.

UP must establish a fund for science.

UP must lower the number of accredited programs, and increase the quality of teaching in the existing programs, and pe-

riodically lower the number of students admitted in the accredited programs.

UP must stop the extra-statutory practice of professorial functions being done by persons that weren't appointed or elected in professorial positions according to the provisions of the Statute approved by the Kosovo Parliament.

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