

ANALYSIS OF TEACHING
IN THE UNIVERSITY
OF PRISHTINA BY
ACADEMIC STAFF
THAT DO NOT HAVE
A PROFESSORIAL TITLE

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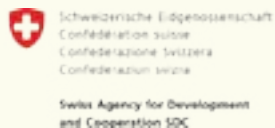


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DEFINITIONS

1. **academic rank** – a title given by the university for academic positions. In the University of Prishtina there are 4 academic ranks: assistant, assistant professor, associate professor and full professor.
2. **academic degree** - degree given at the completion of studies by a person. In this analysis the academic degrees could be: bachelor of science, master of science, and PhD.
3. **Hired with a regular contract (table)** - persons hired with a regular contract in the analysed faculty with the academic rank of assistant or lecturer given according to the definition 5, point 2.
4. **adjunct (table)** - person hired with a contract as adjuncts outside of UP, or from other faculties within UP.
5. **lecturer** - Lecturer with a regular contract in the table presents persons with the academic rank of Lecturer, which was given previously in the University of Prishtina (this academic rank is not given anymore).

INTRODUCTION

Teaching by incompetent people presents a huge problem in quality of teaching in higher education institutions, which bear the burden of superior education in Kosovo.

As a result of lack of data of this phenomenon in the University of Prishtina (UP), the Organisation for Improving the Quality of Education (ORCA), has compiled this analysis.

ORCA aims to present the number of classes taught by staff without an academic rank and without an adequate academic degree.

With the data generated from this analysis, ORCA will support her pressure towards all decision-making institutions to change the situation and improve the quality in the University of Prishtina.

GENERAL DATA

177 persons teach 544 classes exercising professorial competences without going through the foreseen statutory procedures for a professor rank. According to the statute, persons who don't have a professorial rank (assistant professor, associate professor, full professor) cannot exercise professorial competences, except in special cases for teaching.

328 classes are taught by 103 persons with the academic rank of assistant. According to UP Statute, assistants cannot teach, but they can organize the exercises and offer assistance to fulfil the plans for certain classes.

Out of all the persons without a professorial rank hired for teaching, 76 have the academic degree of master and teach 212 classes.

Out of all the adjunct lecturers, 63 don't have the academic rank of professor and teach 166 classes. 11 of the adjunct lecturers have the academic degree of master and teach 30 classes.

18 persons with the academic degree of master teach 34 master classes, in violation of the Statute. This is the most concerning number of incompetent academic inclusion of staff, which is forbidden by the University of Prishtina Statute.

Together with 481 professors¹, 177 lecturers without a rank represents 26% of the total of those who teach in UP. The latter do not fulfil the Statute criteria and did not go through statutory procedures for being elected in the position to exercise the competence of teaching.

1 The Academic Integrity of Professors of the University of Prishtina, December 2017, link: <http://orca-ks.org/wp-content/uploads/2017/12/The-Academic-Integrity-of-Professors-of-the-University-of-Prishtina.pdf>

According to the UP Statute, teaching in the university is not foreseen for assistants or other persons hired for any other function. Teaching by these persons is not only in violation of the Statute but it also seriously damages the quality of teaching in the university.

This data also shows that UP improvises in managing human resources, shows lack of adequate planning to renew academic staff, and for other forms of abuse of public funds through favouring certain persons for certain academic positions.

The practice where a person with a master degree teaching in bachelor classes, and even worse in master classes, seriously damages the quality of studies in all levels. The quality of studies is further worsened when we add the large number of adjunct lecturers, who did not go through the strict statutory criteria for hiring, and who teach, hold exams and office hours at the same rate as a professor.

Because of the poor and inadequate compensation, these adjunct lecturers, even when they have the necessary academic

experience, have difficulty paying the necessary attention to their job in the university. UP also hires adjunct lecturers with the academic degree of master to teach.

Another concern is hiring foreign language lecturers to teach in the Faculty of Philology. This practice is in violation of Article 179, paragraph 2, of the UP Statute, where it says that foreign language lecturers have all the rights and obligations to teach in other faculties, except in their primary faculty. In UP, the primary faculty for foreign language lecturers is considered the Faculty of Philology, so a foreign language lecturer is a person that teaches foreign languages according to the needs and specifications of other faculties.

Besides non-regular academic staff, UP faculties also hire assistants for teaching in violation of the UP Statute. The University of Prishtina continues to overburden the academic staff with extra classes and overlapping positions (for example, an assistant of a class is also hired as an adjunct lecturer in another class, etc.), which seriously undermines their ability to teach and effectively evaluate.

Nuer of classes taught (number of persons)									
Hired with a regular contract (114)									
Adjunct (63)									
Position	Lecturer (11)		Assistant (103)						
Academic degree	PhD (5)	Mas-ter (6)	PhD (41)	Mas-ter (59)	Aca-demic degree is unknown (3)	PhD (44)	Mas-ter (11)	Aca-demic degree is unknown (8)	Total per level of study
Level of studies									
BA	11 (4)	3 (1)	101 (36)	62 (31)	8 (2)	59 (27)	15 (6)	7 (5)	266
MA	5 (2)	6 (3)	27 (14)	21 (12)	7 (3)	35 (20)	7 (3)	0 (0)	108
Level of studies is unknown	7 (2)	18 (4)	28 (9)	72 (25)	2 (1)	23 (14)	8 (4)	12 (4)	170
Total per academic degree	23	27	156	155	17	117	30	19	544

Table 1. General data. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF EDUCATION

18 persons without the academic rank of a professor teach 81 classes.

Out of these, 12 have the academic degree of master and teach 44 classes.

Out of all the adjunct lecturers, 4 do not have the academic rank of a professor, and teach 15 classes.

59 classes are taught by 14 persons with the academic rank of an assistant.

6 persons with the academic degree of master teach 14 master classes, in violation of the UP Statute.

		Number of classes taught (number of persons)					
		Hired with a regular contract			Adjunct (4)		
Position	Lecturer (1)	Assistant (14)					
Academic degree	Master (1)	PhD (2)	Master (11)	The academic degree is unknown (1)	PhD (1)	The academic degree is unknown (3)	Total per level of study
Level of studies							
BA	3 (1)	2 (1)	6(4)	0(0)	0(0)	0(0)	11
MA	4 (1)	8(2)	10(5)	5(1)	3(1)	0(0)	30
The level of studies is unknown	0(0)	5(2)	21(8)	2(1)	0(0)	12(3)	40
Total per academic degree	7	15	37	7	3	12	81 (18)

Table 2. Faculty of Education. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF AGRICULTURE AND VETERINARY

10 persons without the academic rank of a professor teach 22 classes.

Out of these, 2 have the academic degree of master and teach 2 classes.

Out of all the adjunct lecturers, 5 do not have the academic rank of a professor, and teach 8 classes. 2 of the adjunct lecturers have the academic degree of master and teach 2 classes.

14 classes are taught by 11 persons with the academic rank of an assistant.

2 persons with the academic degree of master teach 2 master classes, in violation of the UP Statute.

Position	Number of classes taught (number of persons)				Total per level of study
	Hired with a regular contract (5)		Adjunct (5)		
	Lecturer (1)	Assistant (4)			
Academic Degree	PhD (1)	Phd (4)	PhD (3)	Master (2)	
Level of studies					
BA	0(0)	4(2)	2(2)	0(0)	6
MA	2(1)	1(1)	3(2)	2(2)	8
Level of studies is unknown	3(1)	4(2)	1(1)	0(0)	8
Total per academic degree	5	9	6	2	22 (10)

Table 3. Faculty of Agriculture and Veterinary. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING

19 persons without the academic rank of a professor teach 43 classes.

Out of these, 4 have the academic degree of master and teach 4 classes.

Out of all the adjunct lecturers, 14 do not have the academic rank of a professor, and teach 30 classes.

4 classes are taught by 4 persons with the academic rank of an assistant.

		Number of classes taught (number of persons)				Total per level of study
		Hired with a regular contract (5)		Adjunct (14)		
Hired		Lecturer (1)	Assistant (4)			
Academic degree		PhD (1)	Master (4)	PhD (13)	The academic degree is unknown (1)	
Level of studies						
BA		6(1)	4(4)	20(12)	1(1)	31
MA		3(1)	0(0)	9(5)	0(0)	12
Total per academic degree		9	4	29	1	43 (19)

Table 4. Faculty of Electrical and Computer Engineering. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF PHILOSOPHY

16 persons without the academic rank of a professor teach 77 classes.

Out of these, 6 have the academic degree of master and teach 25 classes.

Out of all the adjunct lecturers, 6 do not have the academic rank of a professor, and teach 24 classes. One of the adjunct lecturers has the academic degree of master and teaches 4 classes.

53 classes are taught by 11 persons with the academic rank of an assistant.

		Number of classes taught (number of persons)				Total per level of study
		Hired with a regular contract (10)		Adjunct (6)		
Hired		Assistant (10)				
Academic degree		PhD (5)	Master (5)	PhD (5)	Master (1)	
Level of studies						
BA		26(5)	21(5)	20(5)	4(1)	71
MA		6(3)	0(0)	0(0)	0(0)	6
Total per academic degree		32	21	20	4	77 (16)

Table 5. Faculty of Philosophy. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF MECHANICAL ENGINEERING

4 persons without the academic rank of a professor teach 8 classes.

Out of these, one has the academic degree of master and teaches one class.

Out of all the adjunct lecturers, 2 do not have the academic rank of a professor, and teach 4 classes.

One class is taught by one person with the academic rank of an assistant.

Position	Number of classes taught (number of persons)			Total per level of study
	Hired with a regular contract (2)		Adjunct (2)	
	Lecturer (1)	Assistant (1)		
Academic degree	PhD (1)	Master (1)	PhD (2)	
Level of studies				
BA	3(1)	1(1)	2(1)	6
MA	0(0)	0(0)	2(2)	2
Total per academic degree	3	1	4	8 (4)

Table 6. Faculty of Mechanical Engineering. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF CIVIL ENGINEERING AND ARCHITECTURE

14 persons without the academic rank of a professor teach 63 classes.

Out of these, 8 have the academic degree of master and teach 28 classes.

Out of all the adjunct lecturers, 3 do not have the academic rank of a professor, and teach 21 classes. One of the adjunct lecturers has the academic degree of master and teaches 11 classes.

29 classes are taught by 8 persons with the academic rank of an assistant.

One person with the academic degree of master teaches 5 master classes, in violation of the UP Statute.

		Number of classes taught (number of persons)					Total per level of study	
		Hired with a regular contract (11)			Adjunct (3)			
Position		Lecturer (3)		Assistant (8)				
Academic degree	Level of studies	PhD (1)	Master (2)	PhD (3)	Master (5)	PhD (2)	Master (1)	
BA		1 (1)	0 (0)	13(3)	2(1)	2(1)	5(1)	23
MA		0(0)	0(0)	7(3)	0(0)	5(1)	5(1)	17
The level of studies is unknown		4(1)	8(2)	0(0)	7(5)	3(2)	1(1)	23
Total per academic degree		5	8	20	9	10	11	63 (14)

Table 7. The Faculty of Civil Engineering and Architecture. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF MEDICINE

24 persons without the academic rank of a professor teach 54 classes.

Out of these, 6 have an unknown academic degree and teach 16 classes.

Out of all the adjunct lecturers, 4 do not have the academic rank of a professor, and teach 6 classes.

47 classes are taught by 18 persons with the academic rank of an assistant.

Number of classes taught (number of persons)						
Hired with a regular contract (20)					Adjunct (4)	Total per level of study
Position	Lecturer (1)	Assistant (19)				
Academic degree	PhD (1)	PhD (17)	The academic degree is unknown (2)	The academic degree is unknown (4)		
Level of studies						
BA	1(1)	36(17)	8(2)	6(4)	51	
MA	0(0)	1(1)	2(2)	0(0)	3	
Total per academic degree	1	37	10	6	54 (24)	

Table 8. Faculty of Medicine. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF ECONOMY

11 persons without the academic rank of a professor teach 26 classes.

Out of these, 8 have the academic degree of master and teach 16 classes.

Out of all the adjunct lecturers, 5 do not have the academic rank of a professor, and teach 10 classes. Three of the adjunct lecturers have the academic degree of master and teach 5 classes.

16 classes are taught by 6 persons with the academic rank of an assistant.

Number of classes taught (number of persons)						
		Hired with a regular contract pune (6)		Adjunct (5)		Total per level of study
Position	Assistant (6)					
Academic degree	PhD (1)	Master (5)	PhD (2)	Master (3)		
Level of studies						
BA	4(1)	11(5)	5(2)	5(3)	25	
MA	1(1)	0(0)	0(0)	0(0)	1	
Total per academic degree	5	11	5	5	26 (11)	

Table 9. Faculty of Economy. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF PHYSICAL EDUCATION AND SPORTS

18 persons without the academic rank of a professor teach 39 classes.

Out of these, 8 have the academic degree of master and teach 15 classes.

Out of all the adjunct lecturers, 10 do not have the academic rank of a professor, and teach 24 classes.

14 classes are taught by 7 persons with the academic rank of assistant.

7 persons with the academic degree of master teach 11 master classes, in violation of the UP Statute.

Position	Number of classes taught (number of persons)			Total per level of study
	Hired with a regular contract (8)		Adjunct (10)	
	Lecturer (1)	Assistant (7)		
Academic degree	Master (1)	Master (7)	PhD (10)	
Level of studies				
BA	0(0)	4(3)	7(3)	
MA	1(1)	10(6)	11(8)	22
Level of studies is unknown	0(0)	0(0)	6(6)	6
Total per academic degree	1	14	24	39 (18)

Table 10. Faculty of Physical Education and Sports. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF LAW

The Faculty of Law doesn't have adjunct lecturers without the academic rank of professor. 8 persons without the academic rank of professor teach 15 classes; all of them are assistants.

Out of these, 7 have the academic degree of master and teach 12 classes.

		Number of classes taught (number of persons)		
		Hired with a regular contract (8)		
Position	Assistant (8)		Total per level of study	
Academic degree	PhD (1)	Master (7)		
Level of studies				
BA	2(1)	12(7)	14	
MA	1(1)	0(0)	1	
Total per academic degree	3	12	15 (8)	

Table 11. Faculty of Law. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF MATHEMATICAL AND NATURAL SCIENCES

15 persons without the academic rank of a professor teach 64 classes.

Out of these, 8 have the academic degree of master and teach 36 classes.

Out of all the adjunct lecturers, 3 do not have the academic rank of a professor, and teach 4 classes. Two of these adjunct lecturers have the academic degree of master and teach 6 classes.

49 classes are taught by 11 persons with the academic rank of assistant.

2 persons with the academic degree of master teach 2 master classes, in violation of the UP Statute.

		Number of classes taught (number of persons)					Total per level of study
		Hired with a regular contract (12)			Adjunct (3)		
Position		Lecturer (1)	Assistant (11)				
Academic degree		Master (1)	PhD (6)	Master (5)	PhD (1)	Master (2)	
Level of studies							
BA		0(0)	13(5)	1(1)	1(1)	1(1)	16
MA		1(1)	2(2)	1(1)	2(1)	0(0)	6
Level of studies is unknown		9(1)	9(4)	23(3)	0(0)	1(1)	42
Total per academic degree		10	24	25	3	2	64 (15)

Table 12. Faculty of Mathematical and Natural Sciences. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

FACULTY OF PHILOLOGY

24 persons without the academic rank of a professor teach 73 classes.

Out of these, 17 have the academic degree of master and teach 49 classes.

Out of all the adjunct lecturers, 7 do not have the academic rank of a professor, and teach 19 classes. Two of these adjunct lecturers have the academic degree of master and teach 6 classes.

32 classes are taught by 11 persons with the academic rank of assistant.

The Faculty of Philology has hired 5 foreign languages lecturers in violation of Article 179, paragraph 2, of the Statute of UP.

		Number of classes taught (number of persons)					Total per level of study	
		Hired with a regular contract (17)			Adjunct (7)			
Position		Lecturer (1)	Foreign language lecturer (5)	Assistant (11)				
Academic degree		Master (1)	Master (5)	PhD (2)	Master (9)	PhD (5)	Master (2)	
Level of studies								
BA		0(0)	0(0)	1(1)	0(0)	0(0)	0(0)	1
Level of studies is unknown		1(1)	21(5)	10(1)	21(9)	13(5)	6(2)	72
Total per academic degree		1	21	11	21	13	6	73 (24)

Table 13. Faculty of Philology. The number within the parenthesis represents the number of people involved in teaching. The number outside the parenthesis represents the number of classes taught.

METHODOLOGY

Data used in this analysis

This analysis was based on the findings from the research of the Statements of Academic Staff Hirings of each faculty of the University of Prishtina, excluding the Faculty of Arts, for the academic year 2017-2018.

The object of research were teachers based on the aforementioned statements, who do not have any of the academic ranks: assistant professor, associate professor or full professor, given by any of the local or foreign universities. This also includes adjunct lecturers who do not have the academic rank of professor.

Because of the equivalence of academic degrees of master of arts with doctor of science according to UP Statute, ORCA did not analyse the Faculty of Arts staff.

Foreign language lecturers are not part of this analysis, except for in the Faculty of Philology. The foreign language lecturers according to the Statute are persons that help organize and teach foreign languages, as it is stipulated that this person shouldn't be teaching at the same faculty where they have a regular contract (primary faculty)

The Graduated Architecture Engineers (IDA), in the Faculty of Civil Engineering and Architecture, for the purpose of this analysis, are equivalent to the academic degree of master.

Legal basis, upon which this analysis is based:

1. UP Statute², Article 171, paragraph 1:

"1. The persons in the academic staff of the University will be engaged in:

- 1.1. *academic teaching;*
- 1.2. *scientific research;*
- 1.3. *artistic contributions."*

- **Through paragraph 1, we can conclude that only the academic staff can be engaged in academic teaching; the academic staff is defined in the following paragraph.**

And paragraph 2:

"2. Academic staff consists of:

- 2.1. *Full professors;*
- 2.2. *Associate professors;*
- 2.3. *Assistant professors;*
- 2.4. *University assistants;*
- 2.5. *Foreign language lecturers and Répétiteurs (Faculty of Arts)"*

- **Through paragraph 2 we can conclude that the UP faculties cannot hire other people that are not included in this paragraph for teaching.**

2 University of Prishtina Statute, link: <https://www.uni-pr.edu/inc/doc/statuti1.pdf>

2. UP Statute, article 178, paragraph 3:

“Assistants can hold exercising classes in the study levels of bachelor and master. With exception, the assistant that has been reelected, in lack of a professor for the class, can be authorized to lecture limited hours in bachelor studies with the authorization of the council of the academic unit and under the supervision of a professor from the department..”

And paragraph 1.3:

“The assistant must be registered in their PhD studies when they are reelected”

3. UP Statute, Article 99, paragraph 3:

“The curriculum, the criteria for attendance and other organisational issues are approved by the councils of the academic units after the proposals of the professor responsible for the class. The last decision is taken by the Senate.”

- **Through this paragraph of article 99, we can conclude that only the professor can be responsible for the class.**

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