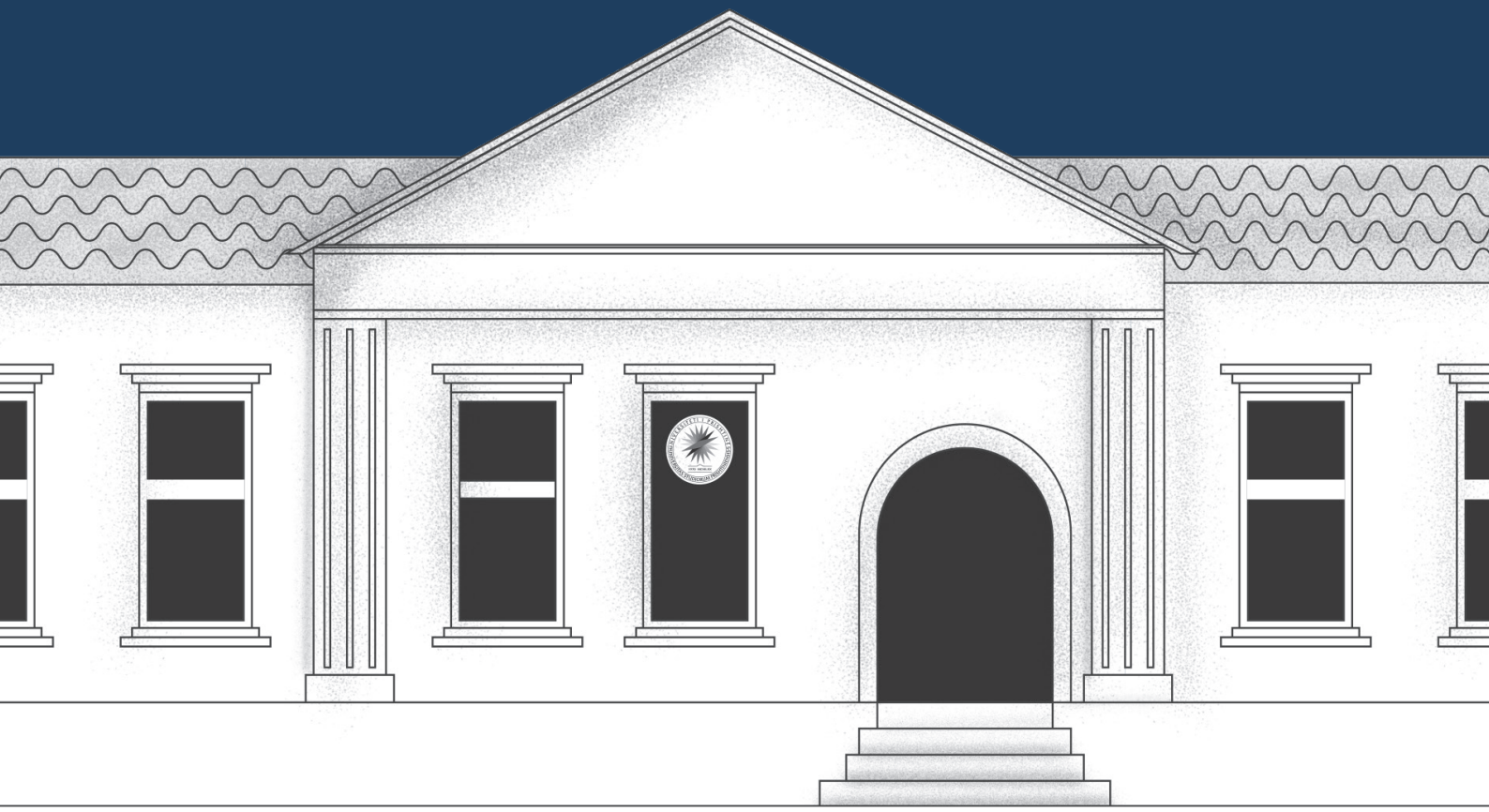
ORCA
organizata për rritjen e cilësisë në arsim

Academic integrity, scientific publication and justifying the academic ranks in the University of Prishtina

PRISHTINA, JULY 2020



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“Our Father, who art in heaven, give us the power to keep our mouths shut when we have nothing to say. And forgive us the patience to think before we write! Inspire us with a sharp sense of justice to speak not only without bias, but to also act thus! Save us from the traps of grammar, distortions of language and errors of typing. Amen!”

[Faik Konica]

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DEFINITIONS

- **Papers published in a journal with a coefficient –** are papers published in journals foreseen by the laws and regulations in power.
- **Participation in papers –** papers where the professors are authors regardless of the author ranking, i.e., not just first or corresponding authors.
- **Papers in dubious journals –** papers published in journals or publishers listed in Beall's list.
- **Justification of academic rank –** having the necessary number of scientific papers for the respective academic rank according to the laws and regulations in power.
- **Men and women –** presumed gender of the academic staff based on their name without prejudicing their personal identification.



Jeffrey Beall is a retired associate professor and academic librarian at the University of Colorado Denver. Previously he also worked as a librarian at Harvard University. After identifying and naming the phenomenon of predatory publishers, he published lists of them from 2011- 2017. His research and writing on scholarly publishing have appeared in numerous scholarly journals, and he has been invited to speak at numerous conferences and seminars in North America, Asia, and Europe.

FOREWORD BY JEFFREY BEALL

Academic integrity has been receiving an increased amount of attention recently, and not just because of the problems predatory publishers cause. Social media websites now provide a way for researchers to share problems they identify in published scholarly articles with the broader research community. One such website — PubPeer — is a popular place for researchers to share potential cheating they observe on published papers, chiefly photo-shopped images, pictures changed to make the data fit a paper's conclusion.

Once a cheating article is identified, researchers inform the journal of the problems. However, despite solid evidence, many journals refuse take any action, such as correcting or retracting the article. And the guilty journals are not just the ones originating from the predatory publishers. Many respected publishers have refused to investigate reports of ethical problems in the journals they publish, leaving questionable work published on their online platforms.

I believe that some scholarly databases have lowered their standards, adding many questionable and predatory journals to their lists of approved journals. Once it becomes known that a particular "easy" journal has been included in a respected database, some researchers submit and quickly publish their work in the easy journal, often getting research credit from their university when the university uses the database as a mark of acceptability or approval for journals.

Scholarly indexes such as Web of Science and Scopus are commercial products, and they compete with each other for business from universities and academic libraries. They sell their products by boasting that their databases are more comprehensive, a practice that has led to their adding many predatory journals to their listings.

Some universities have tried to prevent this problem and the overall problem of predatory journals by focusing on researchers' citations rather the number of articles they publish. If a researcher's articles are cited often in respected journals, the researcher gets more credit. But even this measure has been corrupted, as some researchers now make agreements to cite each other's papers, increasing their citations in an unethical way.

Predatory publishers continue to be a major problem despite many attempts to expose them and lessen their influence. There are still new predatory scholarly open-access publishers and individual journals appearing all the time — as anyone with a university email address is well aware — including many in the bio-medical sciences. The world doesn't really need new medical journals, for there are already enough. What science needs is more and better peer reviewers, and a highly-selective scholarly publishing system that only allows the highest-quality, peer-reviewed research to be published.

This report indicates that 39% of the University of Pristina's professors have no scientific publications. Some may have published articles in non-scientific journals. I think it's better to have no scientific publications than to publish in a predatory journal. Good teachers are essential at any strong university, and some professors may choose to focus on quality teaching. For them, the opportunity to publish in respected journals will still be possible later.

The Nation of Kosovo is lucky to have an organization dedicated to promoting research integrity such as ORCA. I think Kosovo is also fortunate that its most successful academic integrity organization is an NGO, for this helps eliminate politics from the enforcement and investigation of research integrity.

Some countries, including mine, have governmental organizations dedicated to enforcing academic integrity, but they are largely ineffective. In the United States, the Office of Research Integrity is politicized, works slowly, and many of its decisions are overturned or overlooked. In India, the University Grants Commission is not respected internationally and has been ineffective at controlling the massive research and scholarly publishing fraud that takes place in the country.

Promoting research integrity is a necessary and important task. The research of some nations, such as Romania, India, and some African countries, has earned a bad reputation due to their researchers' unethical behavior, such that all research and researchers from those countries are suspect.

So, ORCA's work helps improve the country's international reputation by drawing attention to predatory journals and encouraging university professors to avoid publishing in them. This is both good for the nation and good for science.

I congratulate ORCA on its exemplary work in 2019 and wish it continued success in 2020 and beyond.

INTRODUCTION

In December 2016, ORCA started its first project on checking justification of academic ranks. The resistance of the management of the University of Prishtina at the time was as always, characterized with arrogance, which in fact hid the fear of the potential protests that had so far proven successful for university issues.

In 2013/14, Kosovo like no other country had meaningful protests where they asked for the dismissal of a rector that was involved in academic fraud. Later, with the election of Ramadan Zejnullahu as rector, who faced extraordinary resistance from the University of Prishtina Senate, student organizations, and other organizations, showed that reform would be incredibly hard. We could tell that protests or even goodwill management, alone, could not push the University to reform. For this reason, ORCA chose the intermediate path combining research and institutional advocacy, with protests.

The first ORCA report of February 2017, exposed a striking truth. A high percentage of the academic staff with managing positions, 49% of them, did not justify their academic rank. 40% of them had published at least once in predatory journals. Despite the arrogant reaction of the university, with the help of colleagues from civil society, and especially journalist Jeta Xharra, who apart from her commitment as a journalist, was also committed as an activist to improve the situation in UP, we managed to convince them to let civil society and media monitor the Senate meetings.

The systematic monitoring of promotions with an innovative method of monitoring, including intervening in the process through reports to senators of the University of Prishtina Senate, where ORCA would send the senators its evaluations for the candidates for promotions, a practice that continues to the day; had the impact of bringing the number of unmerited promotions, regarding the necessary number of scientific papers for promotion, to zero.

In the end of 2017, ORCA published a report with the data of all professors with academic ranks where we found that 72% of them do not justify their academic ranks.

Fortunately, these data pushed the Minister of Education at the time, Shyqiri Bytyqi, to address the situation. In January 2018, he signed an administrative instruction that would - for the first time - introduce a standard for scientific publications. This instruction would establish the indexing platforms where the scientific journals that would be considered for promotions had to be indexed, and most importantly they adapted the Beall's List, which ORCA used as a list of journals and publishers that had to be avoided. This was ORCA's exclusive request, which was met with unreasonable criticism of who has the right to determine what a scientific journal is and what a predatory journal is; while other countries had regulated this issue for years now.

The Administrative Instruction for determining the indexing platforms of the scientific journals that would be considered for academic promotions in Kosovo, has its flaws, but was successful not in its direct impact, but rather in the push that it gave the University of Prishtina in an incredibly important endeavor.

In 2019, the University of Prishtina Senate, suddenly, approved a new regulation for promotions where they established that from 2020 onwards, they would only accept publications in journals indexed in the Web of Science and SCOPUS platforms, while from 2021, promotions would be done only with papers published in journals that are indexed in the aforementioned platforms.

This was an extraordinary achievement. In 2017, when everything was questioned by the university itself, today the university exceeded ORCA's "radical" expectations and requests about academic promotions.

As much as we disagreed with the UP management and Senate, in retrospective, an outsider could say that we were united. Maybe, we should also see our journey that way, a journey that had ups and downs in enthusiasm for cooperation and objections that have produced the new reality of the University that it has improved in quality, even though some may be bothered by this. However, it hasn't improved enough for the necessary and vital reform for higher education in the country.

Today, 25% of papers evidenced in the CVs of the current UP professors, were published in 2017-2020. In 2019, only 3 papers were published in dubious journals, while the number of unmerited promotions (excluding the supermen of the Faculty of Mechanical Engineering, who formally met the criteria through fraud) is zero.

ORCA doesn't see or attribute this success only to itself, but also to its allies, including the allies in the Coalition for Integrity and Transparency in the University (KITU); its media allies, especially Jeta Xharra, who apart from being a journalist and reporting, also joined us in protests; activists that are committed to improving the University; the professors like Ramadan Zejnullahu, who inspire our work; and officials of the university and the Ministry of Education, current and former, such as Shyqiri Bytyqi, whose work paved the way towards a new reality for the University.

While we don't want to curb the enthusiasm of this success of our society, we must say that the University of Prishtina, as the best university in Kosovo, is still in an alarming situation when it comes to the quality of its professors.

In 2019, 55% (262 out of 479) of the professors in the University of Prishtina do not justify their academic ranks, and 69% of the professors over 50 years old do not justify their academic ranks.

While this is an improvement from previous years where the percentage was 72% in 2017 and 59% in 2018, the situation remains dire.

39% (186 out of 479) of professors do not have a single scientific paper listed on their CV. They collectively owe UP 724 scientific papers.

The youngest full professor, who has a permanent contract, and who doesn't justify their academic rank will retire in 2040. This means that children who are currently 8 years old will be mentored in their degrees (Bachelor, Master, PhD) by an unmerited professor.

We have to and we will continue to work towards our goals, but we will not achieve them as we haven't so far, without our valuable allies and without each and every one of us' commitment.

OVERVIEW OF THE ACADEMIC SITUATION IN THE UNIVERSITY OF PRISHTINA



OVERVIEW OF THE ACADEMIC SITUATION IN THE UNIVERSITY OF PRISHTINA

The University of Prishtina has 479 professors that could be found in the University's website, 357 (75%) of which are men and 122 (25%) are women. 173 (36%) are assistant professors, 157 (33%) are associate professors, and 149 (31%) are full professors.

NUMBER OF SCIENTIFIC PUBLICATIONS IN THE UNIVERSITY OF PRISHTINA

Out of the professors that have published their CVs on the University's website, we could evidence 1469 scientific papers as valid for academic promotions – where the professors are first or corresponding authors. It's a significant increase of 216 papers compared to 2018 when we could evidence 1253 papers, and a difference of 722 compared to 2017 when we could evidence 747 papers. From 2017 to 2019 we can say that the number of valid scientific papers has doubled. This result was influenced by the updating of their CVs, where a number of papers previously not evidenced have been added in the meantime. This number does not represent the number of papers published in this period (2017-2019), but it represents the number of papers evidenced as valid for academic promotions during 2017-2019.

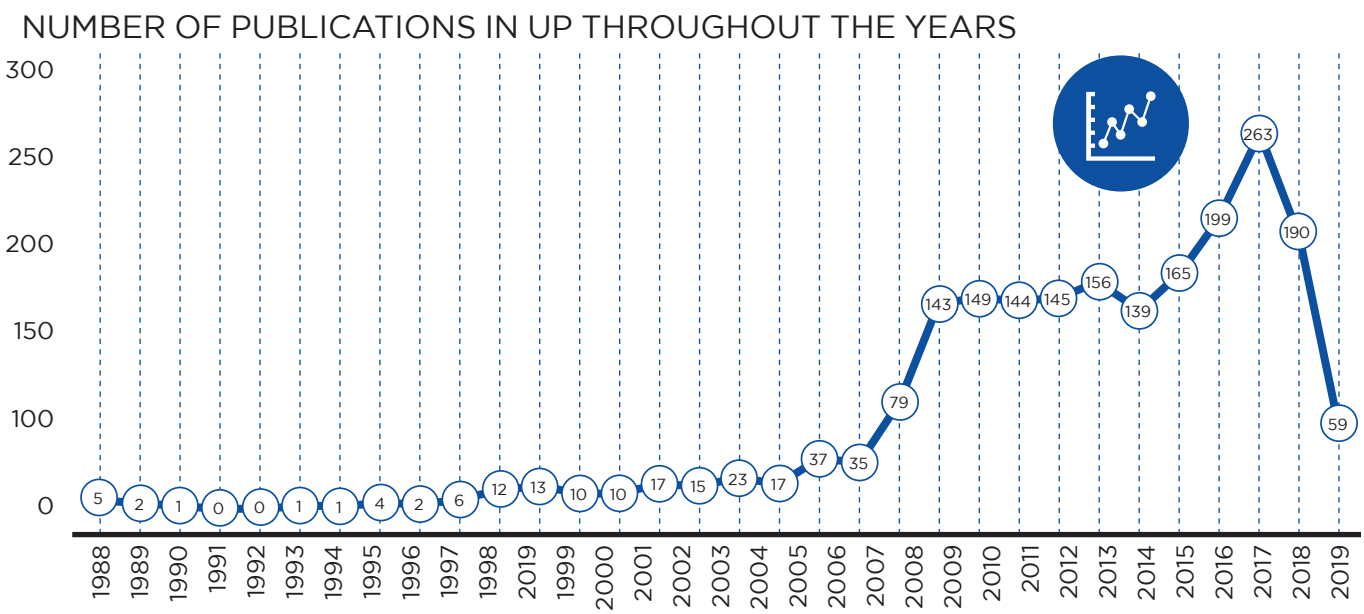
While the number of papers where professors participated but where they're not first or corresponding authors for 2019, is 2042. This presents an increase of 307 papers from 2018 when there were 1735 papers; and an increase of 722 papers from 1320 in 2017. The fact that during the same period (2017-2019), 727 papers are valid for promotions (the professors are first or corresponding authors), while unique papers (of any authorship) are 722, 5 less, shows that there could be papers that have been used for promoting two professors (one as first author, and one as corresponding author), which is foreseen by the regulations in power.

2017 marks the year with the most papers where professors participated (not as first or corresponding author), with 263 papers. The first paper where a current University of Prishtina professor participated as an author, is in 1988.

During the years 2017, 2018 and 2019, 512 papers have been published in scientific journals, which represent 25% of the total papers evidenced in the University of Prishtina from 1988.

39% (186 out of 479) of professors have no scientific papers listed in their CV. Whilst this is concerning, there's improvement from 2018 and 2017 when there were 45% and 44% respectively.

Almost half (48%) of professors over the age of 50 (122 out of 255) have no scientific papers listed in their CVs.



AVERAGE OF PAPERS PER PROFESSOR

The average of scientific papers per professor in the University of Prishtina is 4.26. Considering that 186 professors have no scientific papers, the average number of papers per professor for those who have published at least one, would be 7 papers per professor.

The faculty with the most papers per professor is the Faculty of Mathematical and Natural Sciences, with 8.89 papers per professor. While for social sciences, the highest average of papers is at the Faculty of Education, with three papers per professor.

Though there's been an increase compared to 2018, the Faculty of Philosophy in 2019 falls below the Faculty of Physical Education and Sports and is the last one with 1.22 papers per professor.

The faculty with the most scientific papers is the Faculty of Mathematical and Natural Sciences with a total of 587, while the faculty with the least scientific papers is the Faculty of Physical Education and Sports with a total of 22.

Social sciences professors fall behind their colleagues from natural sciences when it comes to the number of scientific publications.

SCIENTIFIC PUBLICATIONS PER PROFESSOR

No.	Faculties of the University of Prishtina	No. of papers	No. of professors	Unique papers per professor
1	Faculty of Mathematical and Natural Sciences	587	66	8.89
2	Faculty of Medicine	525	74	7.09
3	Faculty of Agriculture and Veterinary	209	38	5.50
4	Faculty of Mechanical Engineering	126	26	4.85
5	Faculty of Electrical and Computer Engineering	79	24	3.29
6	Faculty of Education	112	37	3.03
7	Faculty of Economy	121	44	2.75
8	Faculty of Law	81	41	1.98
9	Faculty of Civil Engineering and Architecture	59	30	1.97
10	Faculty of Physical Education and Sports	22	13	1.69
11	Faculty of Philology	71	45	1.58
12	Faculty of Philosophy	50	41	1.22
	TOTAL 2019	**2042**	**479**	**4.26**
	Total 2018	**1735**	**465**	**3.73**
	Total 2017	**1320**	**481**	**2.74**

AVERAGE OF PAPERS PER PROFESSOR

AGE AND GENDER ANALYSIS OF PROFESSORS WITHOUT ANY SCIENTIFIC PAPERS

Out of 186 professors with no scientific papers, 121 are over the age of 50, 24 are between 40 and 50 years old, and only 2 are under the age of 40. The three faculties with the most professors without any scientific papers are the Faculty of Medicine (30), the Faculty of Law (21), and the Faculty of Philology (20). The three faculties with the least amount of professors without any scientific papers are the Faculty of Mathematical and Natural Sciences (7), the Faculty of Electrical and Computer Engineering (8) and the Faculty of Mechanical Engineering (9).

The three faculties with the highest proportion of professors without any scientific papers are the Faculty of Physical Education and Sports (85%), the Faculty of Civil Engineering and Architecture (57%) and the Faculty of Law (51%). The three faculties with the lowest proportion of professors without any scientific papers are the Faculty of Mathematical and Natural Sciences (11%), the Faculty of Agriculture and Veterinary (29%), and the Faculty of Electrical and Computer Engineering (33%).

NUMBER OF PROFESSORS WITHOUT ANY SCIENTIFIC PAPERS, DIVIDED BY AGE GROUP

No.	Faculties of the University of Prishtina	UNDER 40	40-50	OVER 50	Unknown	Total of professors without any scientific papers	Professors in total in that faculty
1	Faculty of Philosophy	1	0	10	4	15 (37%)	41
2	Faculty of Mathematical and Natural Sciences	1	2	3	1	7 (11%)	66
3	Faculty of Philology	0	5	13	2	20 (44%)	45
4	Faculty of Law	0	2	7	12	21 (51%)	41
5	Faculty of Economy	0	3	15	1	19 (43%)	44
6	Faculty of Civil Engineering and Architecture	0	0	17	0	17 (57%)	30
7	Faculty of Electrical and Computer Engineering	0	1	7	0	8 (33%)	24
8	Faculty of Mechanical Engineering	0	0	7	2	9 (35%)	26
9	Faculty of Medicine	0	1	15	14	30 (40%)	74
10	Faculty of Agriculture and Veterinary	0	4	6	1	11 (29%)	38
11	Faculty of Physical Education and Sports	0	1	9	1	11 (85%)	13
12	Faculty of Education	0	5	12	1	18 (49%)	37
Total divided by age group		**2**	**24**	**121**	**39**	**186 (39%)**	**479**

Out of 186 professors without any scientific paper, only 36 (19%) are women, while 150 (81%) are men. Out of the total number of professors, within their gender, only 29% of women have no scientific papers, while 42% of men have no scientific papers.

From the data within faculties, we can see that when it comes to academic promotions, women undergo stricter rules than men, which is an advanced form of gender discrimination.

NUMBER OF PROFESSORS WITHOUT ANY SCIENTIFIC PAPERS DIVIDED BY GENDER

No.	Faculties of the University of Prishtina	Women	Men
1	Faculty of Philosophy	1	14
2	Faculty of Mathematical and Natural Sciences	2	5
3	Faculty of Philology	5	15
4	Faculty of Law	4	17
5	Faculty of Economy	5	14
6	Faculty of Civil Engineering and Architecture	2	15
7	Faculty of Electrical and Computer Engineering	1	7
8	Faculty of Mechanical Engineering	0	9
9	Faculty of Medicine	8	22
10	Faculty of Agriculture and Veterinary	1	10
11	Faculty of Physical Education and Sports	1	10
12	Faculty of Education	6	12
Total		**36 (19%)**	**150 (81%)**

PUBLICATION IN DUBIOUS JOURNALS

152 professors have published 532 papers in dubious journals. This marks an increase from the previous year when there were 502 such papers by 153 professors. While 2018 and 2019 had a drastic decrease of papers in dubious journals, the total number has increased because of the updated CVs. In 2018 there were 19 such papers, while 2019 had only three.

Out of 152 professors that published in dubious journals, 101 (66%) are men, while 51 (34%) are women. It's evident that in all faculties, women pay more attention to academic integrity than men.

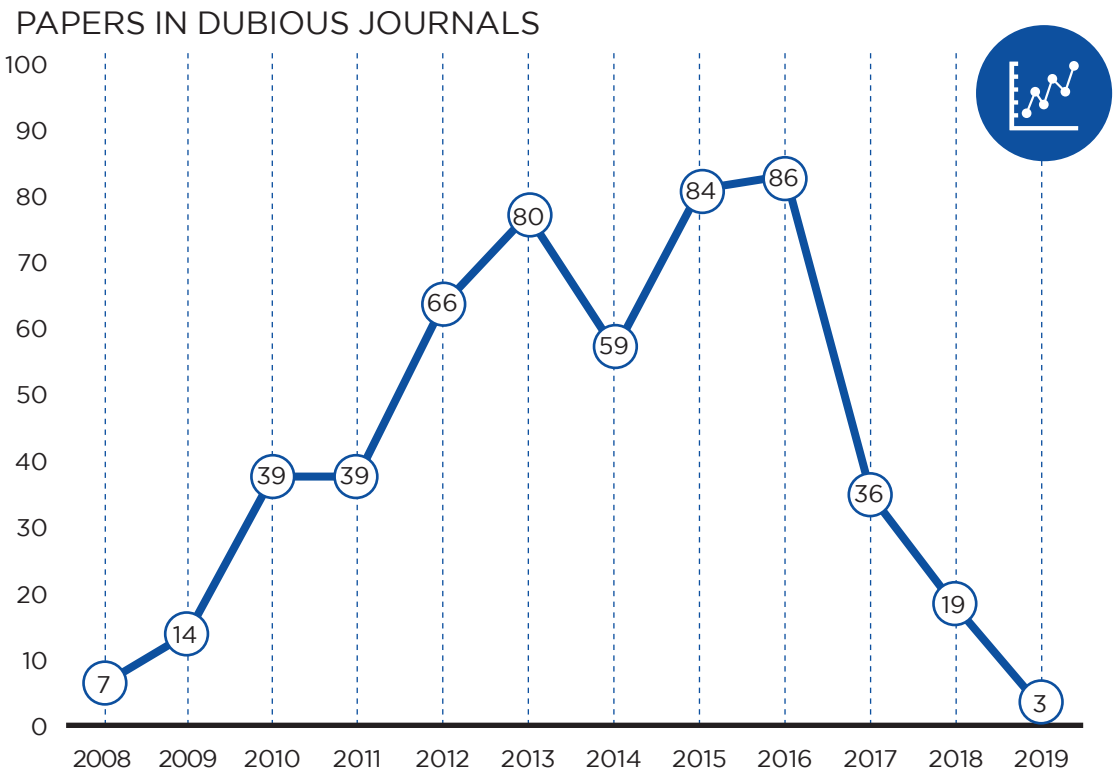
The professors of the Faculty of Mathematical and Natural Sciences have published the most in dubious journals, with a total of 188 papers by 37 professors.



PUBLICATION IN DUBIOUS JOURNALS

No.	Faculties of the University of Prishtina	Number of papers	Number of professors	Male professors that published in dubious journals	Female professors that published in dubious journals
1	Faculty of Philosophy	10	7	4	3
2	Faculty of Mathematical and Natural Sciences	188	37	30	7
3	Faculty of Philology	7	1	1	0
4	Faculty of Law	26	4	3	1
5	Faculty of Economy	53	14	7	7
6	Faculty of Civil Engineering and Architecture	13	3	2	1
7	Faculty of Electrical and Computer Engineering	24	12	8	4
8	Faculty of Mechanical Engineering	15	7	6	1
9	Faculty of Medicine	104	28	15	13
10	Faculty of Agriculture and Veterinary	50	21	19	2
11	Faculty of Physical Education and Sports	7	2	2	0
12	Faculty of Education	35	16	4	12
	TOTAL 2019	**532**	**152**	**101**	**51**
	Total 2018	**502**	**153**	**n.a**	**n.a**
	Total 2017	**352**	**137**	**n.a**	**n.a**

2016 marks the year with the most papers in dubious journals, with a total of 86. While 2017 marks a drastic decrease of such publications. In February 2017, ORCA published its first academic integrity report.



JUSTIFYING ACADEMIC RANKS

In 2019, 55% (262 out of 479) professors in the University of Prishtina do not justify their academic ranks. Though this is an improvement from previous years, where in 2017 72% of professors did not justify their ranks and in 2018 59% did not justify their ranks, the situation remains dire.

The higher the academic rank, the higher are the odds that the professor will not justify their academic rank. 99 out of 149 full professors (66%) do not justify their academic rank, 93 out of 156 (60%) associate professors do not justify their academic rank, and 70 out of 174 assistant professors (40%) do not justify their academic rank.

66% of full professors do not justify their academic ranks, compared to 2018 when it was 76% and 2017 when it was 87%.

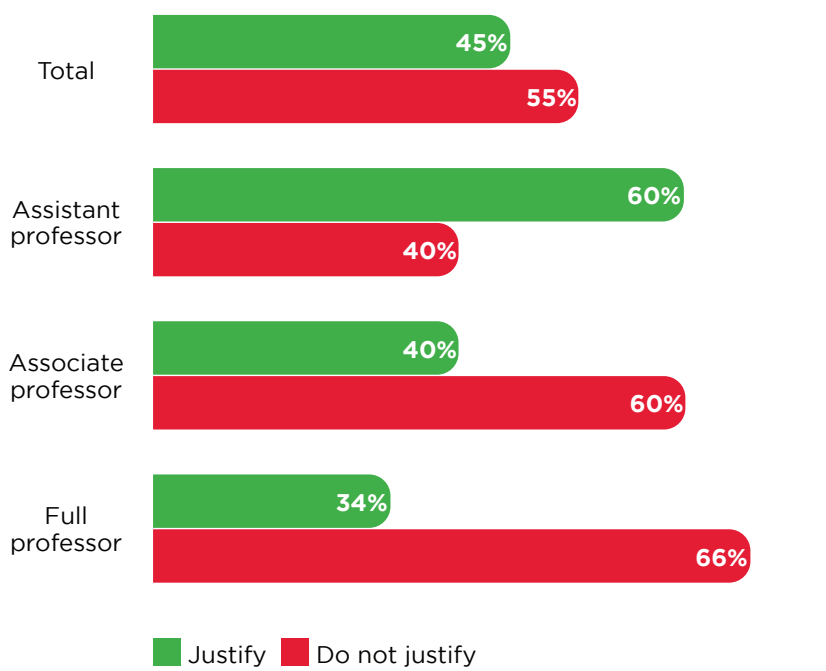
60% of associate professors do not justify their academic ranks, compared to 2018 when it was 65% and 2017 when it was 79%.

40% of assistant professors do not justify their academic ranks, in 2018 it was 40% likewise and in 2017 it was 51%.

To justify all the academic ranks, the professors would need 724 more scientific papers, which presents the "academic debt" that these professors have to the University of Prishtina.

This result, especially at the younger age groups, was influenced by the monitoring of the academic promotions process which we can conclude that from 2017 when this monitoring started and especially in 2018 when the administrative instructions that established the indexing platforms were signed, there have been no cases of promotions without a formal justification of the academic rank, which was not the practice before 2017, when ORCA published its first report.

JUSTIFYING ACADEMIC RANKS



JUSTIFYING RANKS

No.	Faculties of the University of Prishtina	Assistant professors		Associate professors		Full professors	
		✓	−	✓	−	✓	−
1	Faculty of Philosophy	16	5	2	9	1	8
2	Faculty of Mathematical and Natural Sciences	22	5	10	6	14	9
3	Faculty of Philology	6	6	5	18	2	8
4	Faculty of Law	6	6	5	6	4	14
5	Faculty of Economy	3	5	12	8	4	12
6	Faculty of Civil Engineering and Architecture	6	11	2	6	2	3
7	Faculty of Electrical and Computer Engineering	4	2	6	3	2	7
8	Faculty of Mechanical Engineering	4	3	2	0	10	7
9	Faculty of Medicine	17	11	10	16	6	14
10	Faculty of Agriculture and Veterinary	9	4	5	7	4	9
11	Faculty of Physical Education and Sports	0	2	1	6	0	4
12	Faculty of Education	11	10	3	8	1	4
TOTAL PER RANK 2019		**104 (60%)**	**70 (40%)**	**63 (40%)**	**93 (60%)**	**50 (34%)**	**99 (66%)**
Total per rank 2018		**98 (60%)**	**64 (40%)**	**58 (35%)**	**107 (65%)**	**33 (24%)**	**105 (76%)**
Total per rank 2017		**80 (49%)**	**84 (51%)**	**37 (21%)**	**140 (79%)**	**18 (13%)**	**122 (87%)**

Justification of academic ranks divided by gender

The University of Prishtina has 123 women and 356 men as professors with academic ranks. 40% (49 out of 123) of women do not justify their academic ranks, compared to 60% (213 out of 356) of men. In most faculties, the number of men that do not justify their academic ranks is bigger than those who justify their academic ranks. Exceptions include the Faculty of Medicine and the Faculty of Physical Education and Sports, where the number of women who do not justify their academic ranks is bigger than those who do justify it.

JUSTIFICATION OF ACADEMIC RANKS DIVIDED BY GENDER

		WOMEN		MEN	
No.	**Faculties of the University of Prishtina**	✓	−	✓	−
1	Faculty of Philosophy	7	1	12	21
2	Faculty of Mathematical and Natural Sciences	10	2	36	18
3	Faculty of Philology	10	8	3	24
4	Faculty of Law	2	4	13	22
5	Faculty of Economy	9	5	10	20
6	Faculty of Civil Engineering and Architecture	6	2	4	18
7	Faculty of Electrical and Computer Engineering	5	3	7	9
8	Faculty of Mechanical Engineering	1	0	15	10
9	Faculty of Medicine	12	15	21	26
10	Faculty of Agriculture and Veterinary	2	1	16	19
11	Faculty of Physical Education and Sports	0	1	1	11
12	Faculty of Education	10	7	5	15
	Total divided by gender	**74 (60%)**	**49(40%)**	**143 (40%)**	**213 (60%)**

As for women, 67% of assistant professors justify their ranks, 62% of associate professors justify their ranks, and 36% of full professors justify their ranks.

WOMEN JUSTIFYING RANKS

Ranks	**Assistant professor**		**Associate professor**		**Full professor**	
Faculties	✓	−	✓	−	✓	−
Faculty of Philosophy	7	1	0	0	0	0
Faculty of Mathematical and Natural Sciences	3	2	6	0	1	0
Faculty of Philology	6	2	4	4	0	2
Faculty of Law	0	1	2	2	0	1
Faculty of Economy	2	2	4	0	3	3
Faculty of Civil Engineering and Architecture	3	1	2	1	1	0
Faculty of Electrical and Computer Engineering	3	0	2	1	0	2
Faculty of Mechanical Engineering	0	0	1	0	0	0
Faculty of Medicine	7	5	3	5	2	5
Faculty of Agriculture and Veterinary	2	1	0	0	0	0
Faculty of Physical Education and Sports	0	1	0	0	0	0
Faculty of Education	8	4	1	2	1	1
Total (percentage)	**41 (67%)**	**20 (33%)**	**25 (62%)**	**15 (38%)**	**8 (36%)**	**14 (64%)**

As for men, 55% of assistant professors justify their rank, 32% of associate professors justify their rank, and 33% of full professors justify their rank. Compared to women, men who are associate professors have a lower justification of ranks.

MEN JUSTIFYING RANKS

Ranks	**Assistant professor**		**Associate professor**		**Full professor**	
Faculties	✓	−	✓	−	✓	−
Faculty of Philosophy	9	4	2	9	1	8
Faculty of Mathematical and Natural Sciences	19	3	4	6	13	9
Faculty of Philology	0	4	1	14	2	6
Faculty of Law	6	5	3	4	4	13
Faculty of Economy	1	3	8	8	1	9
Faculty of Civil Engineering and Architecture	3	10	0	5	1	3
Faculty of Electrical and Computer Engineering	1	2	4	2	2	5
Faculty of Mechanical Engineering	4	3	1	0	10	7
Faculty of Medicine	10	6	7	11	4	9
Faculty of Agriculture and Veterinary	7	3	5	7	4	9
Faculty of Physical Education and Sports	0	1	1	6	0	4
Faculty of Education	3	6	2	6	0	3
Total (percentage)	**63 (55%)**	**50 (45%)**	**38 (32%)**	**78 (68%)**	**42 (33%)**	**85 (67%)**

Justification of academic ranks divided by age group

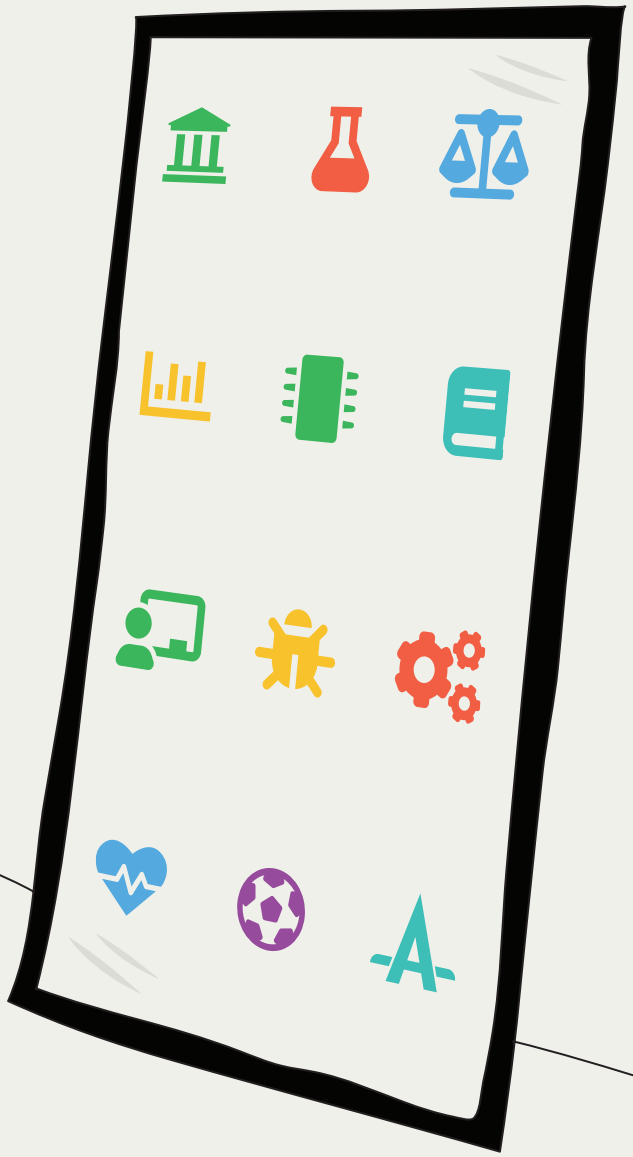
Younger professors turned out to be more responsible about their academic work. Only 15% of the professors under the age of 40 do not justify their academic rank, compared to 31% of professors between 40 and 50 years old who do not justify their ranks and 69% of professors over 50 who do not justify their academic ranks.

JUSTIFYING ACADEMIC RANKS DIVIDED BY AGE GROUP

No.	Faculties of the University of Prishtina	UNDER 40		40 TO 50		Over 50		N/A	
		✓	−	✓	−	✓	−	✓	−
1	Faculty of Philosophy	7	1	6	3	2	14	4	4
2	Faculty of Mathematical and Natural Sciences	5	2	19	6	21	9	1	3
3	Faculty of Philology	0	2	10	7	2	21	1	2
4	Faculty of Law	4	0	4	3	3	11	4	12
5	Faculty of Economy	0	0	10	5	7	19	2	1
6	Faculty of Civil Engineering and Architecture	2	0	4	3	3	17	1	0
7	Faculty of Electrical and Computer Engineering	1	0	8	1	3	10	0	1
8	Faculty of Mechanical Engineering	1	0	6	0	8	8	1	2
9	Faculty of Medicine	1	0	12	2	20	25	0	14
10	Faculty of Agriculture and Veterinary	4	0	10	6	4	13	0	1
11	Faculty of Physical Education and Sports	0	0	0	1	1	10	0	1
12	Faculty of Education	3	0	7	5	3	16	2	1
Total divided by age group		**28 (85%)**	**5 (15%)**	**96 (69%)**	**42 (31%)**	**77 (31%)**	**173 (69%)**	**16 (28%)**	**42 (72%)**

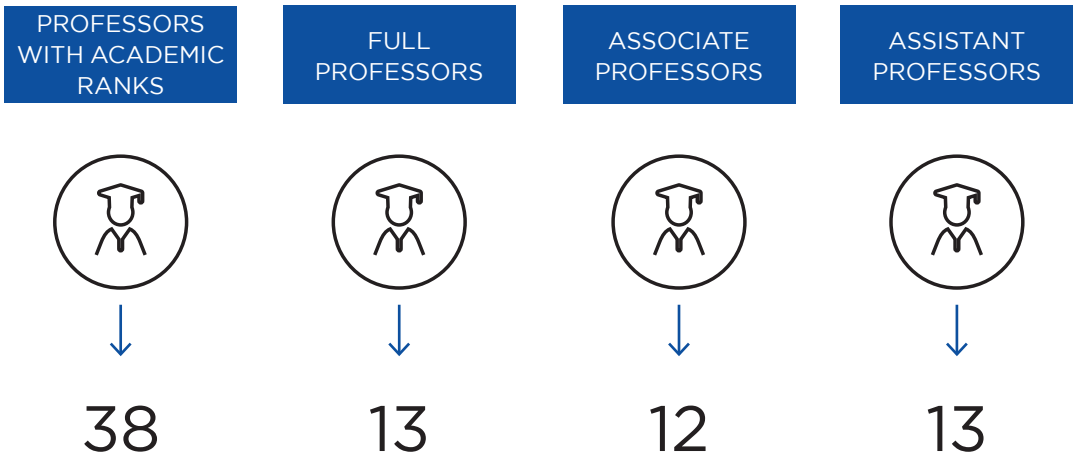
The youngest full professor, who has a permanent contract, and who doesn't justify their academic rank will retire in 2040. This means that children who are currently 8 years old will be mentored in their degrees (Bachelor, Master, PhD) by an unmerited professor.

OVERVIEW OF THE ACADEMIC SITUATION IN FACULTIES



Logos used in this section are the official logos of the faculties of UP and can be found at www.uni-pr.edu

FACULTY OF AGRICULTURE AND VETERINARY



Out of 38 professors in the Faculty of Agriculture and Veterinary, 53% (20) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 4 out of 13 are assistant professors, compared to 2018 when there was 1 out of 10. While in 2017 there were 2 out of 10. 7 associate professors out of 12 in total do not justify their academic ranks, in 2018 7 out of 10, and in 2017 there were 8 out of 10. 9 out of 13 full professors do not justify their academic ranks, compared to 8 out of 13 in 2018 and 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**9 (69%)**	**4 (31%)**	**5 (42%)**	**7 (58%)**	**4 (31%)**	**9 (69%)**	**18 (47%)**	**20 (53%)**
2018	9 (90%)	1 (10%)	3 (30%)	7 (70%)	5 (38%)	8 (62%)	17 (51%)	16 (49%)
2017	8 (80%)	2 (20%)	2 (20%)	8 (80%)	5 (38%)	8 (62%)	15 (45%)	18 (55%)

45% of men justify their ranks, compared to 67% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old (100% of them justify their ranks).

The professors in this faculty have published a total of 209 papers in scientific journals, 108 of which are valid for promotion. In 2018 there were 184 scientific papers, while in 2017 there were 175.

21 professors in the Faculty of Agriculture and Veterinary have published 50 papers in dubious journals.

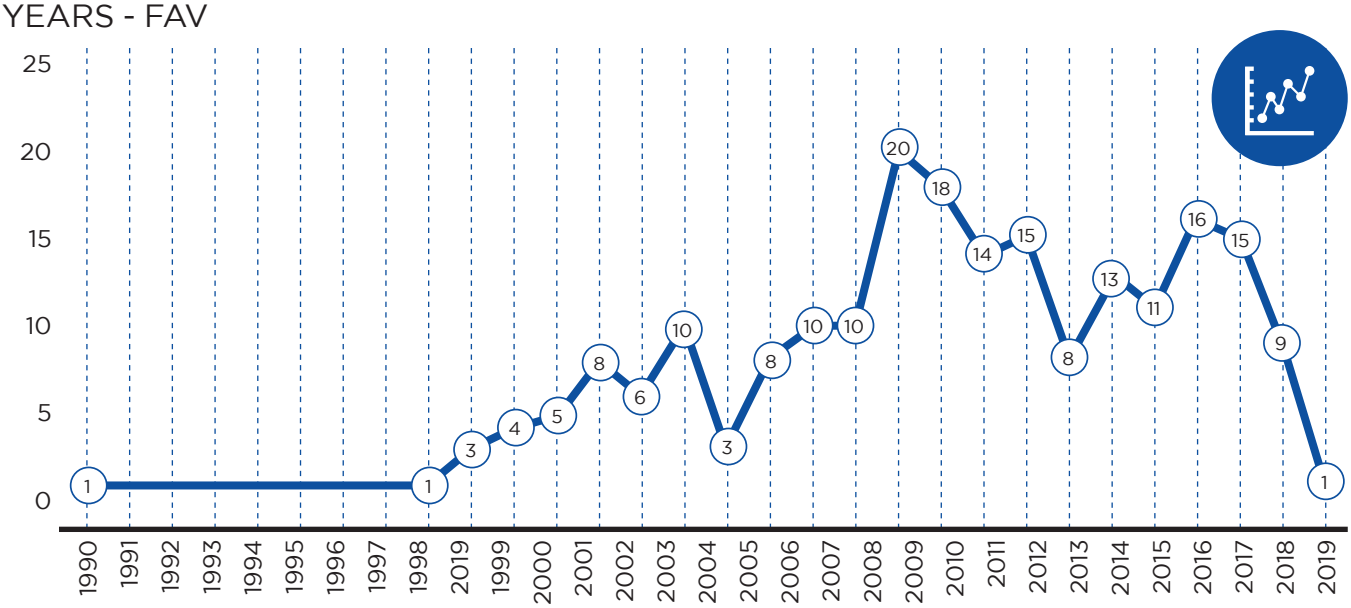
AGE GROUPS AND GENDER

	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
Gender	✓	−	✓	−	✓	−	✓	−	✓	−
Men	2	0	10	5	4	13	0	1	16 (45%)	19 (55%)
Women	2	0	0	1	0	0	0	0	2 (67%)	1 (33%)
Total by age group	**4 (100%)**	**0 (0%)**	**10 (62%)**	**6 (38%)**	**4 (27%)**	**13 (71%)**	**0 (0%)**	**1 (100%)**	**18 (47%)**	**20 (20%)**

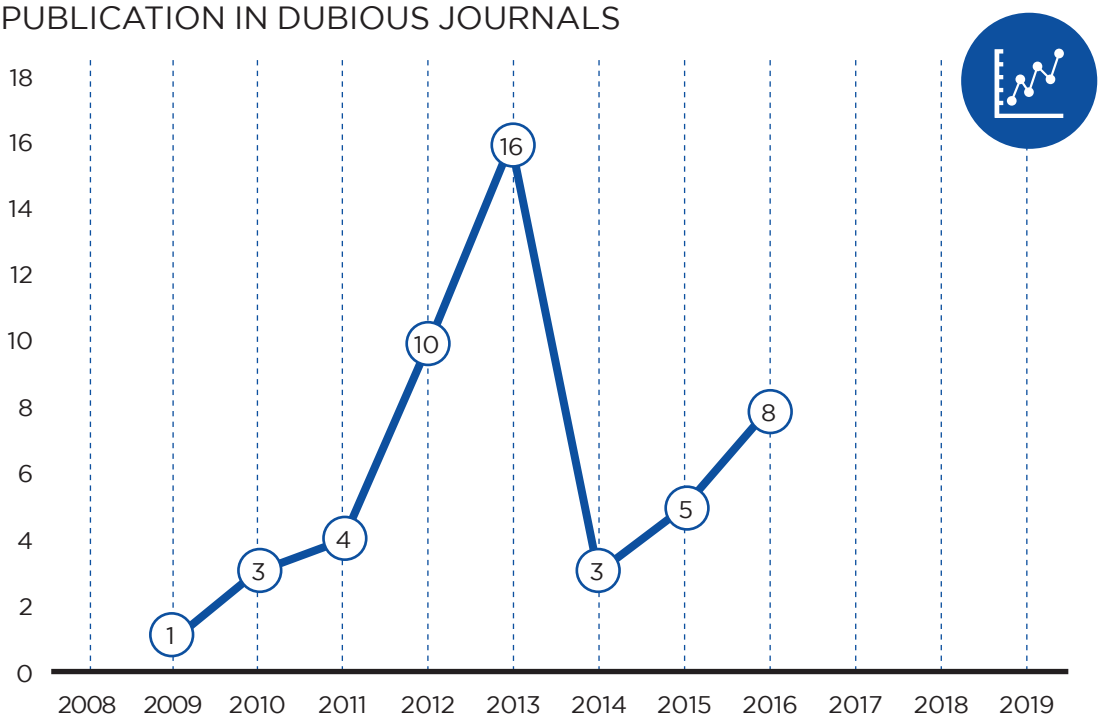
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	0	0	4	9
Associate professor	0	0	5	7
Assistant professor	2	1	7	3

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FAV



PUBLICATION IN DUBIOUS JOURNALS



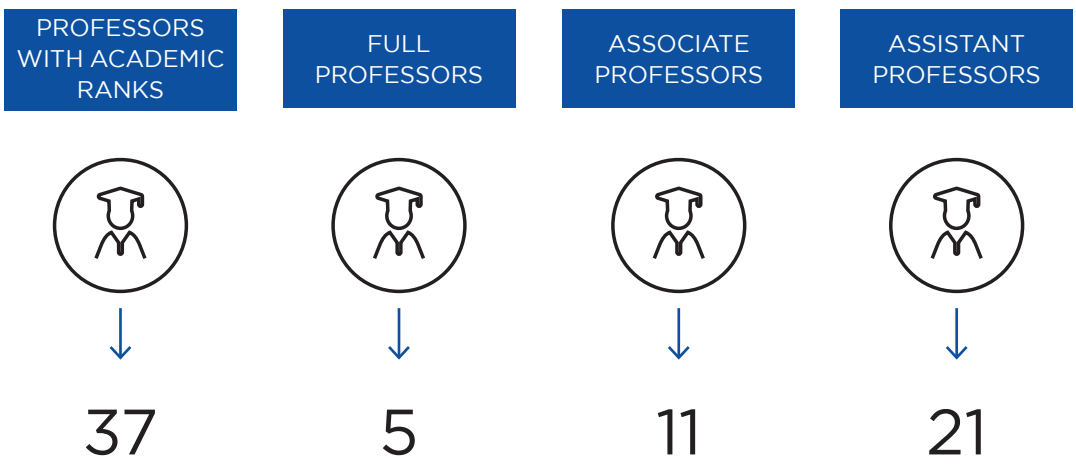
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	8	9	1	19
Women	1	0	0	1	2
Total by age group	**2**	**8**	**9**	**2**	**21**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF AGRICULTURE AND VETERINARY

under 40	40-50	over 50	N/A	Men	Women
0	4	6	1	10	1

FACULTY OF EDUCATION



Out of 37 professors in the Faculty of Education, 59% (22) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 10 out of 21 are assistant professors, compared to 2018 when there were 11 out of 21. While, in 2017 there were 11 out of 22. 8 associate professors out of 11 in total do not justify their academic ranks, in 2018 there were 7 out of 10, and in 2017 there were 9 out of 10. 4 out of 5 full professors do not justify their academic ranks, likewise in 2018 and 4 out of 4 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	⊖	✓	⊖	✓	⊖	✓	⊖
2019	**11 (52%)**	**10 (48%)**	**3 (27%)**	**8 (73%)**	**1 (20%)**	**4 (80%)**	**15 (41%)**	**22 (59%)**
2018	10 (48%)	11 (52%)	3 (30%)	7 (70%)	1 (20%)	4 (80%)	14 (39%)	22 (61%)
2017	11 (50%)	11 (50%)	1 (10%)	9 (90%)	0 (0%)	4 (100%)	12 (33%)	24 (67%)

25% of men justify their ranks, compared to 59% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old (100% of them justify their ranks).

The professors in this faculty have published a total of 112 papers in scientific journals, 95 of which are valid for promotion. In 2018 there were 94 scientific papers, while in 2017 there were 84.

16 professors in the Faculty of Education have published 35 papers in dubious journals.

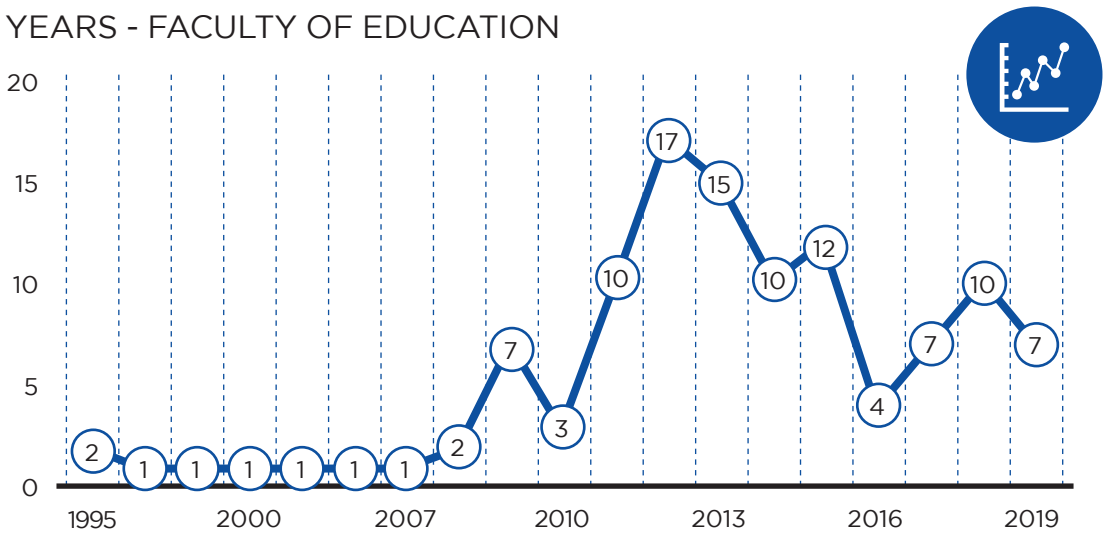
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	0	0	3	3	1	11	1	1	5 (25%)	15 (75%)
Women	3	0	4	2	2	5	1	0	10 (59%)	7 (41%)
Total by age group	**3 (100%)**	**0 (0%)**	**7 (58%)**	**5 (42%)**	**3 (16%)**	**16 (84%)**	**2 (67%)**	**1 (33%)**	**15 (41%)**	**22 (59%)**

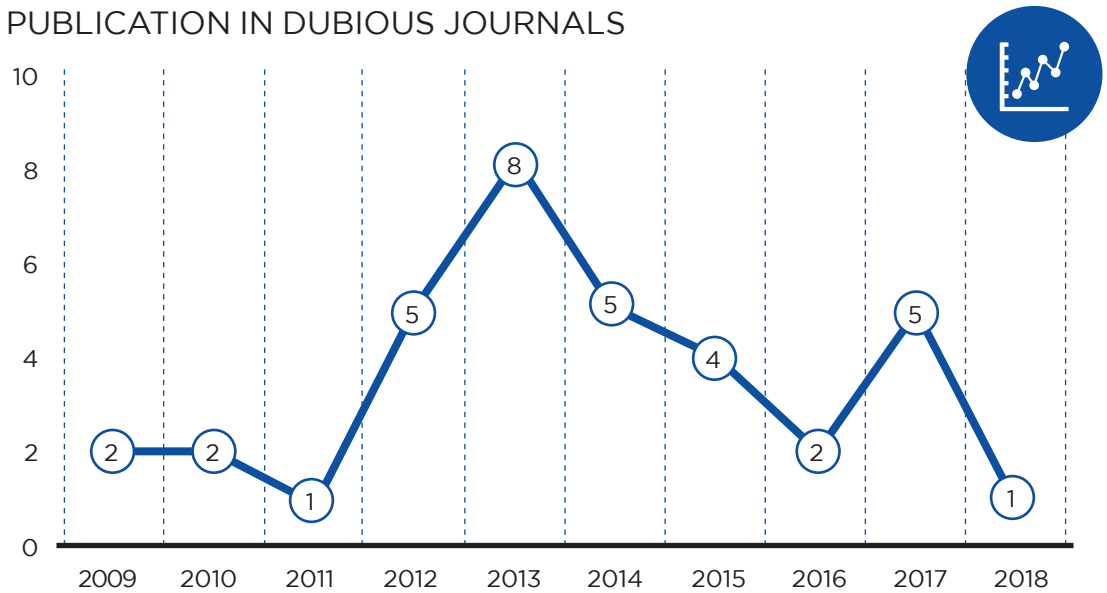
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	1	1	0	3
Associate professor	1	2	2	6
Assistant professor	8	4	3	6

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FACULTY OF EDUCATION



PUBLICATION IN DUBIOUS JOURNALS



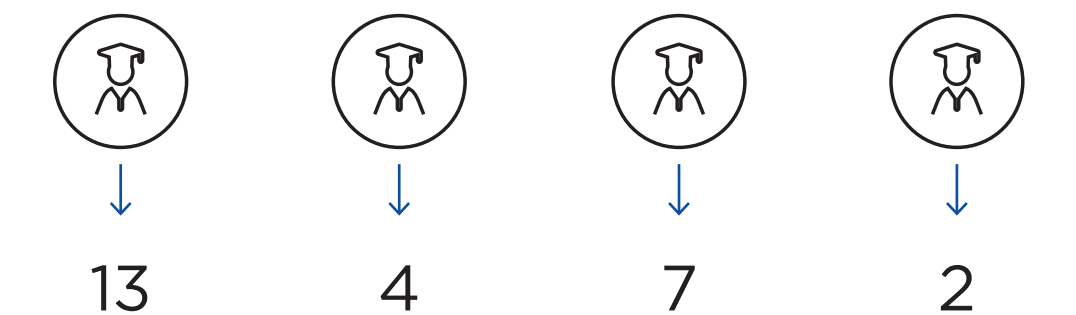
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	N/A	Total by gender
Men	0	2	1	1	4
Women	1	4	6	1	12
Total by age group	**1**	**6**	**7**	**2**	**16**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF EDUCATION

under 40	40-50	over 50	N/A	Men	Women
0	5	12	1	12	6

FACULTY OF PHYSICAL EDUCATION AND SPORTS



Out of 13 professors in the Faculty of Physical Education and Sports, 92% (12) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 2 out of 2 are assistant professors, compared to 2018 when there were 2 out of 3. 6 associate professors out of 7 in total do not justify their academic ranks, in 2018 7 out of 7. 4 out of 4 full professors do not justify their academic ranks, likewise in 2018.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	⊖	✓	⊖	✓	⊖	✓	⊖
2019	**0 (0%)**	**2 (100%)**	**1 (14%)**	**6 (86%)**	**0 (0%)**	**4 (100%)**	**1 (8%)**	**12 (92%)**
2018	1 (33%)	2 (67%)	0 (0%)	7 (100%)	0 (0%)	4 (100%)	1 (7%)	14 (93%)
2017	Information missing	Information missing	Information missing	Information missing	Information missing	Information missing	Information missing	Information missing

Only one man over the age of 50 justifies his academic rank.

The professors in this faculty have published a total of 22 papers in scientific journals, 8 of which are valid for promotion. In 2018 there were 14 scientific papers.

2 professors in the Faculty of Physical Education and Sports have published 7 papers in dubious journals.

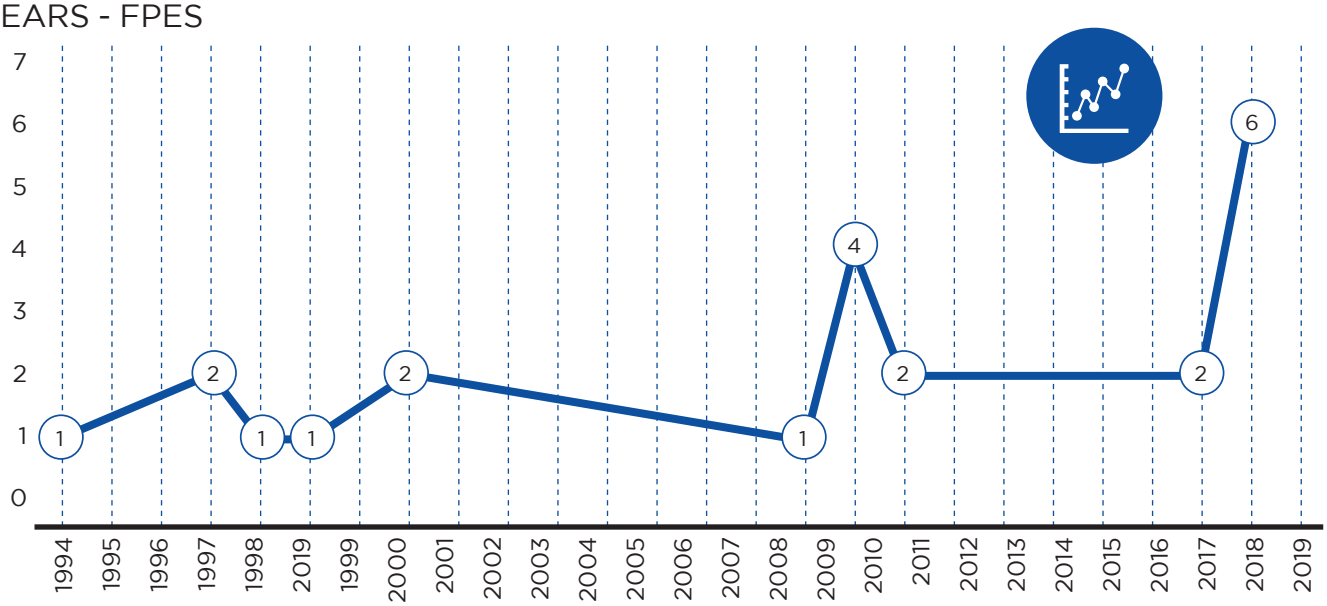
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	⊖	✓	⊖	✓	⊖	✓	⊖	✓	⊖
Men	0	0	0	0	1	10	0	1	1 (7%)	11 (93%)
Women	0	0	0	1	0	0	0	0	0 (0%)	1 (100%)
Total by age group	**0 (n/a)**	**0 (n/a)**	**0 (0%)**	**1 (100%)**	**1 (9%)**	**10 (91%)**	**0 (0%)**	**1 (100%)**	**1 (8%)**	**12 (93%)**

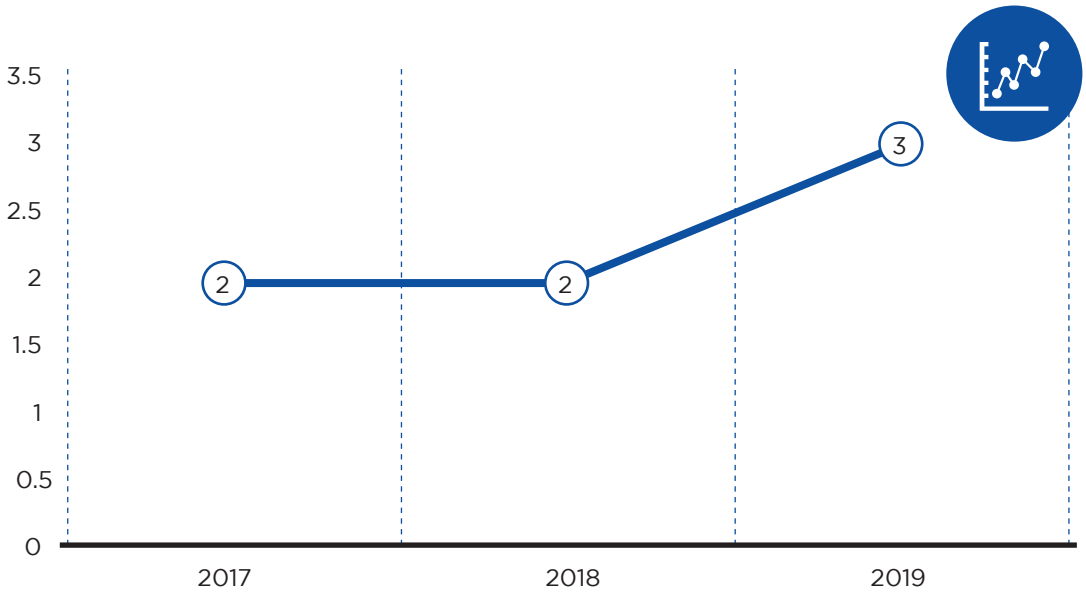
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	0	0	0	4
Associate professor	0	0	1	6
Assistant professor	0	1	0	1

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FPES



PUBLICATION IN DUBIOUS JOURNALS



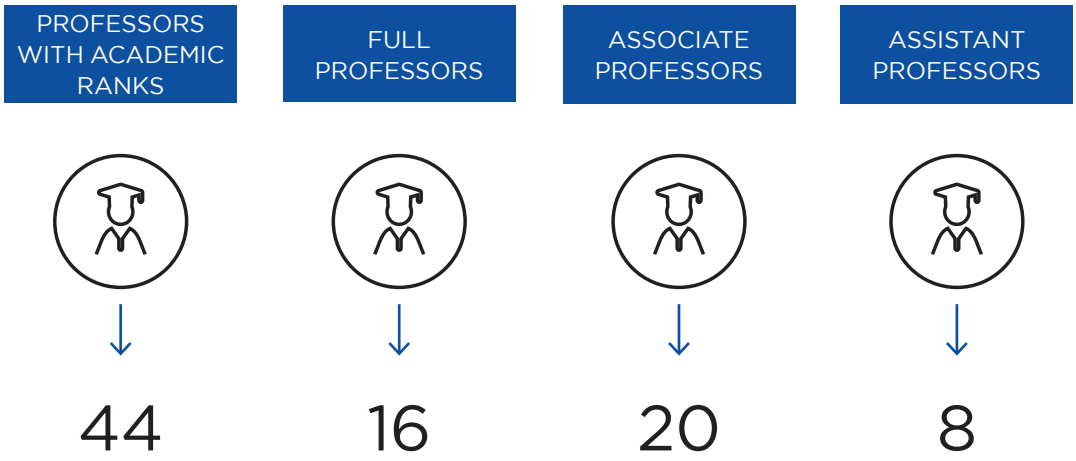
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Total by gender
Men	0	0	2	2
Women	0	0	0	0
Total by age group	**0**	**0**	**2**	**2**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF PHYSICAL EDUCATION AND SPORTS

under 40	40-50	over 50	N/A	Men	Women
0	1	9	1	10	1

FACULTY OF ECONOMY



Out of 44 professors in the Faculty of Economy, 57% (25) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 5 out of 8 are assistant professors, compared to 2018 when there were 5 out of 11. While, in 2017 there were 6 out of 13. 8 associate professors out of 20 in total do not justify their academic ranks, in 2018 10 out of 19, and in 2017 there were 12 out of 18. 12 out of 16 full professors do not justify their academic ranks, compared to 12 out of 14 in 2018 and 13 out of 14 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**3 (38%)**	**5 (63%)**	**12 (60%)**	**8 (40%)**	**4 (25%)**	**12 (75%)**	**19 (43%)**	**25 (57%)**
2018	6 (54%)	5 (46%)	9 (47%)	10 (53%)	2 (14%)	12 (86%)	17 (38%)	27 (62%)
2017	7 (54%)	6 (46%)	6 (33%)	12 (67%)	1 (7%)	13 (93%)	14 (31%)	31 (69%)

33% of men justify their ranks, compared to 64% of women who justify their academic ranks.

The highest percentage of rank justification is professors 40 to 50 years old.

The professors in this faculty have published a total of 121 papers in scientific journals, 101 of which are valid for promotion. In 2018 there 98 524 scientific papers, while in 2017 there were 75.

14 professors in the Faculty of Economy have published 53 papers in dubious journals.

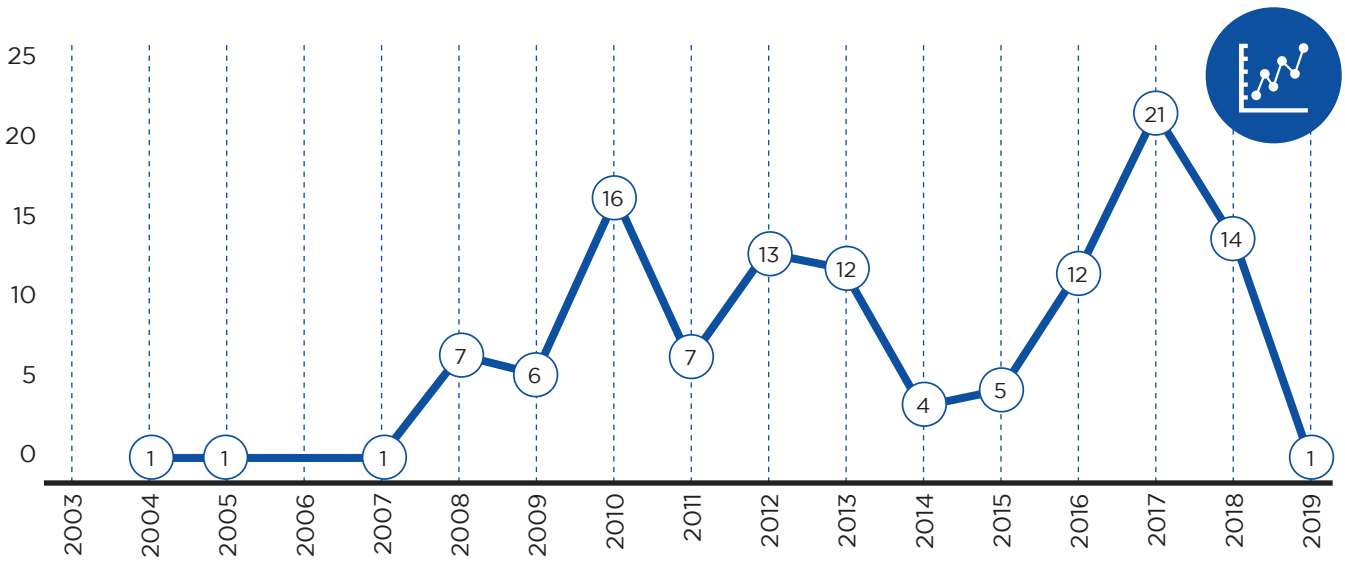
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	0	0	6	4	3	15	1	1	10 (33%)	20 (67%)
Women	0	0	4	1	4	4	1	0	9 (64%)	5 (36%)
Total by age group	**0 (n/a)**	**0 (n/a)**	**10 (67%)**	**5 (33%)**	**7 (27%)**	**19 (73%)**	**2 (67%)**	**1 (33%)**	**19 (43%)**	**25 (57%)**

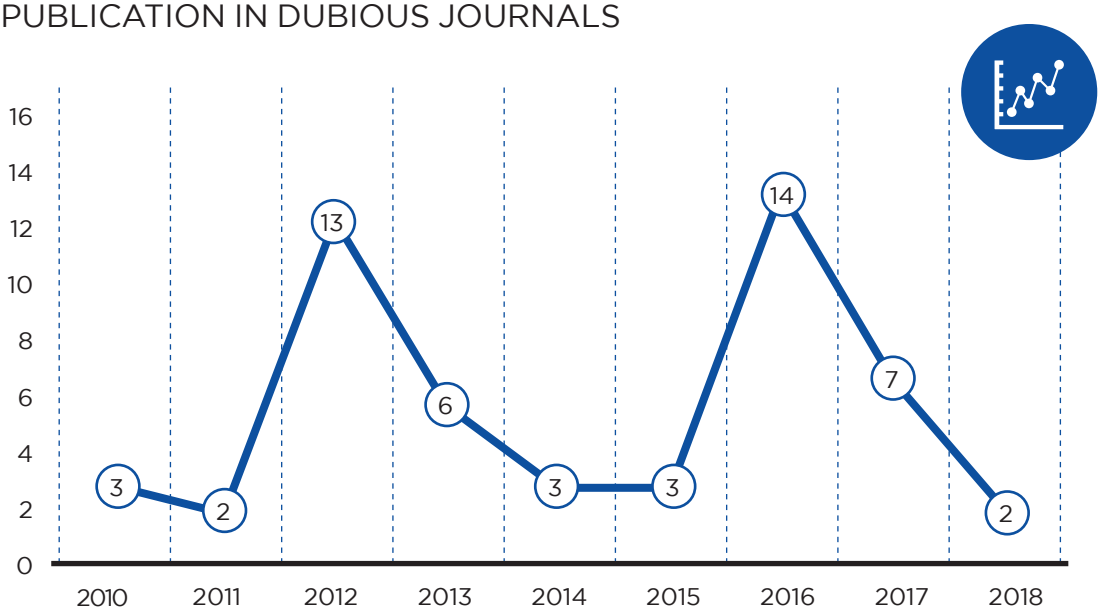
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	3	3	1	9
Associate professor	4	0	8	8
Assistant professor	2	2	1	3

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FACULTY OF ECONOMY



PUBLICATION IN DUBIOUS JOURNALS



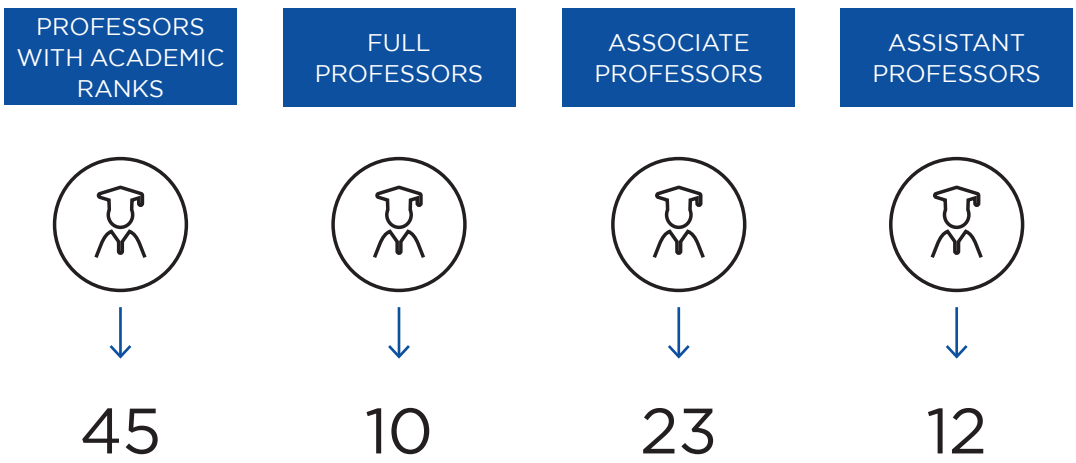
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	1	5	1	7
Women	0	2	5	0	7
Total by age group	**0**	**3**	**10**	**1**	**14**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF ECONOMY

under 40	40-50	over 50	N/A	Men	Women
0	3	15	1	14	5

FACULTY OF PHILOLOGY



Out of 45 professors in the Faculty of Philology, 71% (32) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 6 out of 12 are assistant professors, compared to 2018 when there were 7 out of 11. While, in 2017 there were 17 out of 21. 18 associate professors out of 23 in total do not justify their academic ranks, in 2018 16 out of 21, and in 2017 there were 20 out 21. 8 out of 10 full professors do not justify their academic ranks, compared to 7 out of 7 in 2018 and 8 out of 8 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**6 (50%)**	**6 (50%)**	**5 (22%)**	**18 (78%)**	**2 (20%)**	**8 (80%)**	**13 (29%)**	**32 (71%)**
2018	4 (36%)	7 (64%)	5 (29%)	16 (71%)	0 (0%)	7 (100%)	9 (23%)	30 (73%)
2017	4 (19%)	17 (81%)	1 (5%)	20 (95%)	0 (0%)	8 (100%)	5 (10%)	45 (90%)

11% of men justify their ranks, compared to (55%) of women who justify their academic ranks.

The highest percentage of rank justification is professors 40 to 50 years old.

The professors in this faculty have published a total of 71 papers in scientific journals. In 2018 there were 36 scientific papers, while in 2017 there were 16.

One professor in the Faculty of Philology has published 7 papers in dubious journals.

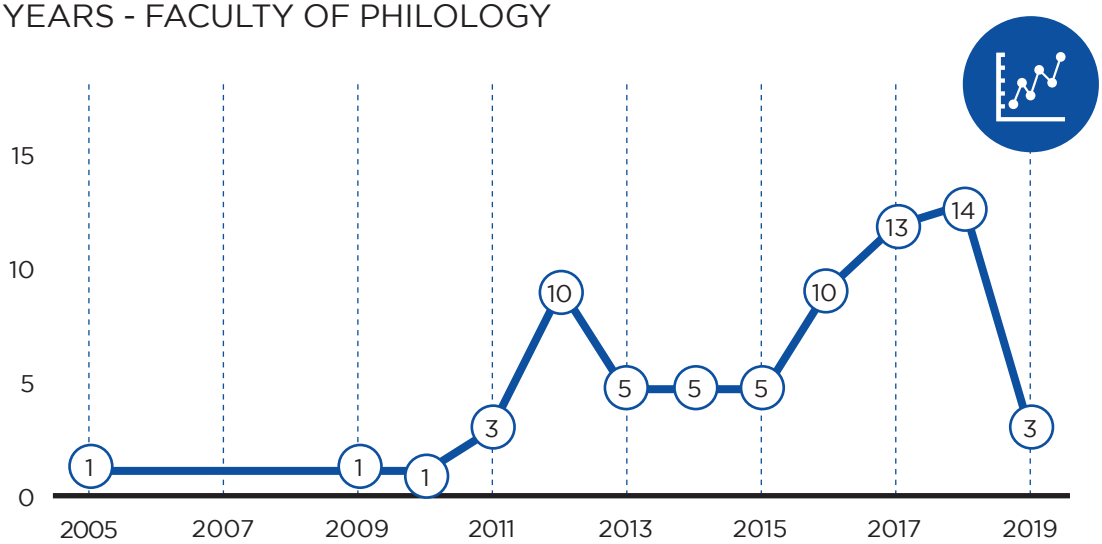
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	0	2	2	7	1	13	0	2	3 (11%)	24 (89%)
Women	0	0	8	0	1	8	1	0	10 (55%)	8 (45%)
Total by age group	**0 (0%)**	**2 (100%)**	**10 (59%)**	**7 (41%)**	**2 (9%)**	**21 (91%)**	**1 (33%)**	**2 (67%)**	**13 (29%)**	**32 (71%)**

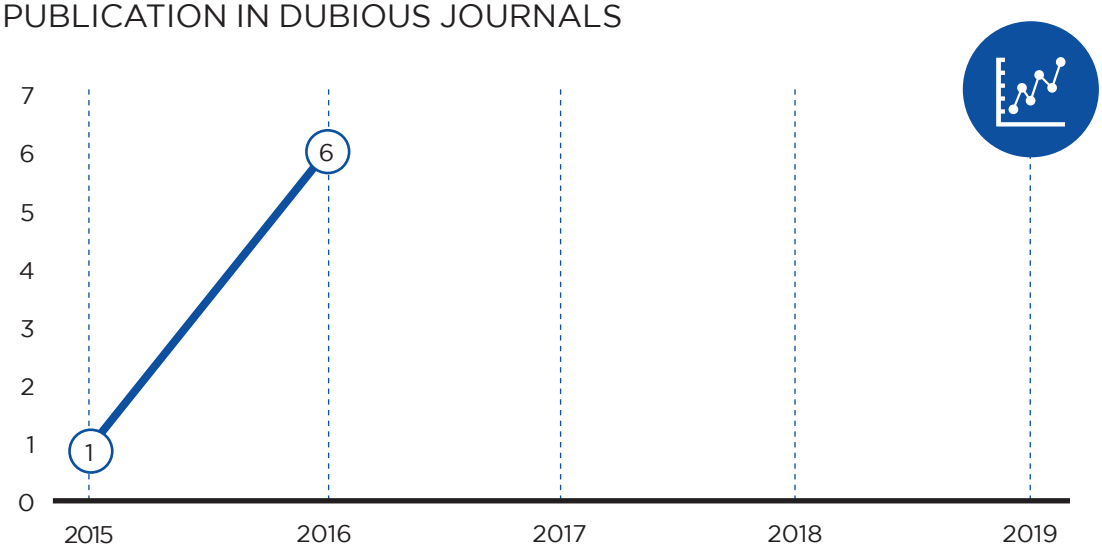
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	0	2	2	6
Associate professor	4	4	1	14
Assistant professor	6	2	0	4

SCIENTIFIC PUBLISHING THROUGHOUT THE YEARS - FACULTY OF PHILOLOGY



PUBLICATION IN DUBIOUS JOURNALS



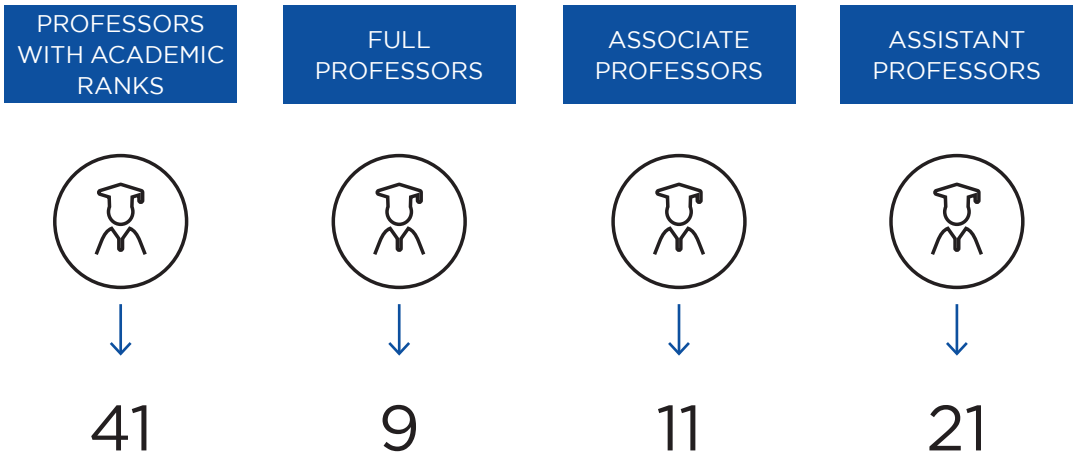
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	40 - 50	Total by gender
Men	1	1
Women	0	0
Total according to age	**1**	**1**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF PHILOLOGY

under 40	40-50	over 50	N/A	Men	Women
0	5	13	2	15	5

FACULTY OF PHILOSOPHY



Out of 45 professors in the Faculty of Philosophy, 54% (22) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 5 out of 21 are assistant professors, compared to 2018 when there were 4 out of 14. While, in 2017 there were 5 out of 12. 9 associate professors out of 11 in total do not justify their academic ranks, likewise in 2018, and in 2017 there were 11 out of 12. 8 out of 9 full professors do not justify their academic ranks, compared to 7 out of 7 in 2018 and 8 out of 8 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**16 (76%)**	**5 (24%)**	**2 (18%)**	**9 (82%)**	**1 (11%)**	**8 (89%)**	**19 (46%)**	**22 (54%)**
2018	10 (71%)	4 (29%)	2 (18%)	9 (82%)	0 (0%)	7 (100%)	12 (37%)	20 (63%)
2017	7 (58%)	5 (42%)	1 (8%)	11 (92%)	0 (0%)	8 (100%)	8 (25%)	24 (75%)

36% of men justify their ranks, compared to 88% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old.

The professors in this faculty have published a total of 50 papers in scientific journals, all are valid for promotion. In 2018 there were 34 scientific papers, while in 2017 there were 24.

7 professors in the Faculty of Philosophy have published 10 papers in dubious journals.

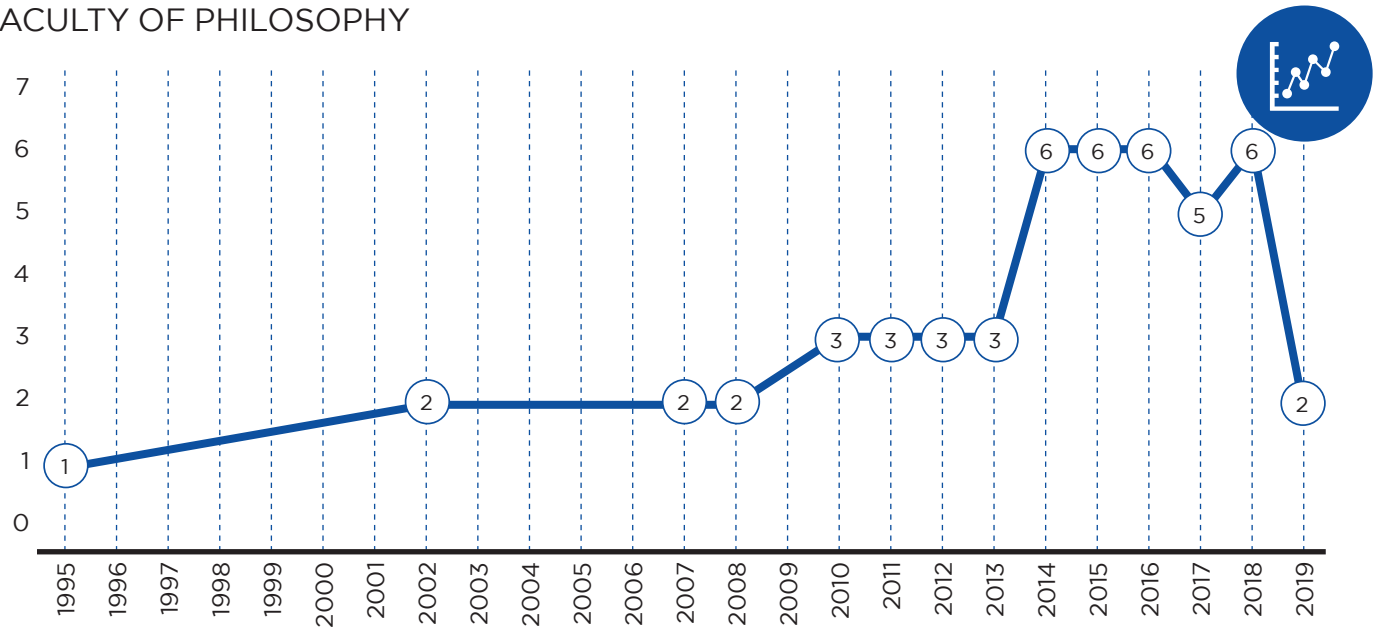
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	4	0	5	3	1	14	2	4	12 (36%)	21 (64%)
Women	3	1	1	0	1	0	2	0	7 (87%)	1 (13%)
Total by age group	**7 (87%)**	**1 (13%)**	**6 (67%)**	**3 (37%)**	**2 (12%)**	**14 (88%)**	**4 (50%)**	**4 (50%)**	**19 (46%)**	**22 (54%)**

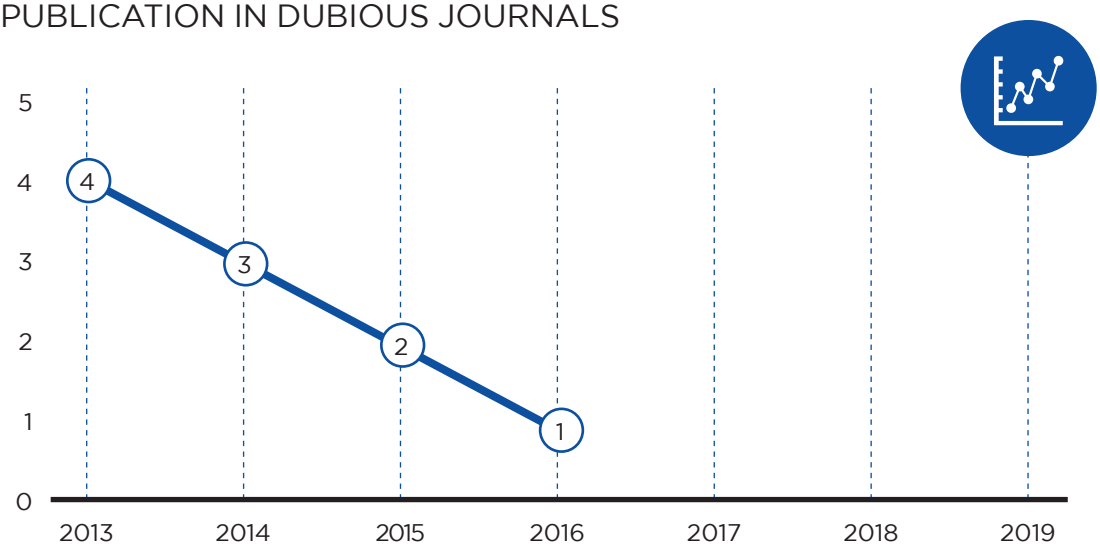
JUSTIFICATION PER RANK DIVIDED BY GENDER

	Women		Men	
	✓	−	✓	−
Full professor	0	0	1	8
Associate professor	0	0	2	9
Assistant professor	7	1	9	4

SCIENTIFIC PULICATION THROUGHOUT THE YEARS - FACULTY OF PHILOSOPHY



PUBLICATION IN DUBIOUS JOURNALS



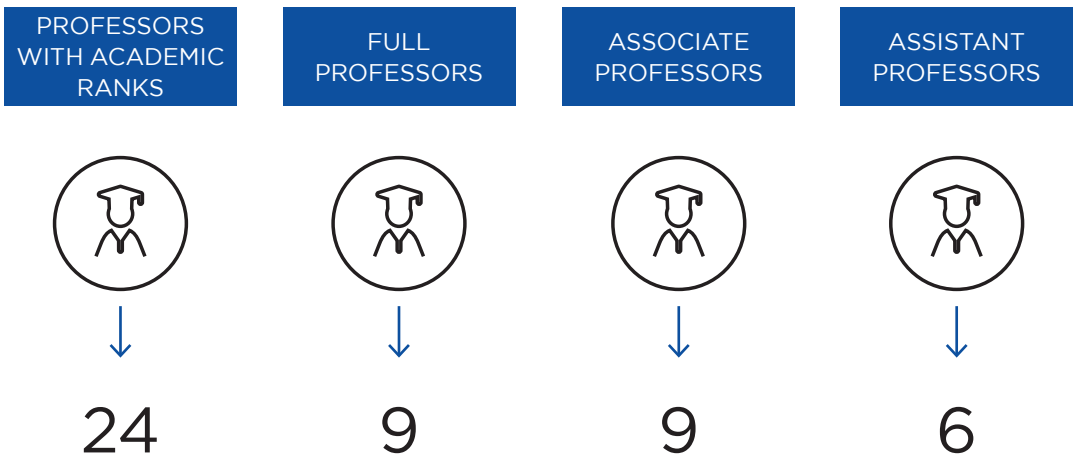
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	N/A	Total by gender
Men	1	1	2	0	4
Women	3	0	0	0	3
Total by age group	**4**	**1**	**2**	**0**	**7**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF PHILOSOPHY

under 40	40-50	over 50	N/A	Men	Women
1	0	10	4	14	1

FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING



Out of 24 professors in the Faculty of Electrical and Computer Engineering, 50% (12) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 2 out of 6 are assistant professors, compared to 2018 when there were 2 out of 7. While, in 2017 there were 5 out of 8. 3 associate professors out of 9 in total do not justify their academic ranks, in 2018 4 out of 8, and in 2017 there were 5 out of 6. 7 out of 9 full professors do not justify their academic ranks, compared to 6 out of 6 in 2018 and 9 out of 9 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**4 (67%)**	**2 (33%)**	**6 (67%)**	**3 (33%)**	**2 (22%)**	**7 (78%)**	**12 (50%)**	**12 (50%)**
2018	5 (71%)	2 (29%)	4 (50%)	4 (50%)	0 (0%)	6 (100%)	9 (43%)	12 (57%)
2017	3 (37%)	5 (63%)	1 (17%)	5 (83%)	0 (0%)	9 (100%)	4 (17%)	19 (83%)

43% of men justify their ranks, compared to 62% of women who justify their academic ranks.

The professors in this faculty have published a total of 79 papers in scientific journals, 78 of which are valid for promotion. In 2018 there were 57 scientific papers, while in 2017 there were 31.

12 professors in the Faculty of Electrical and Computer Engineering have published 24 papers in dubious journals.

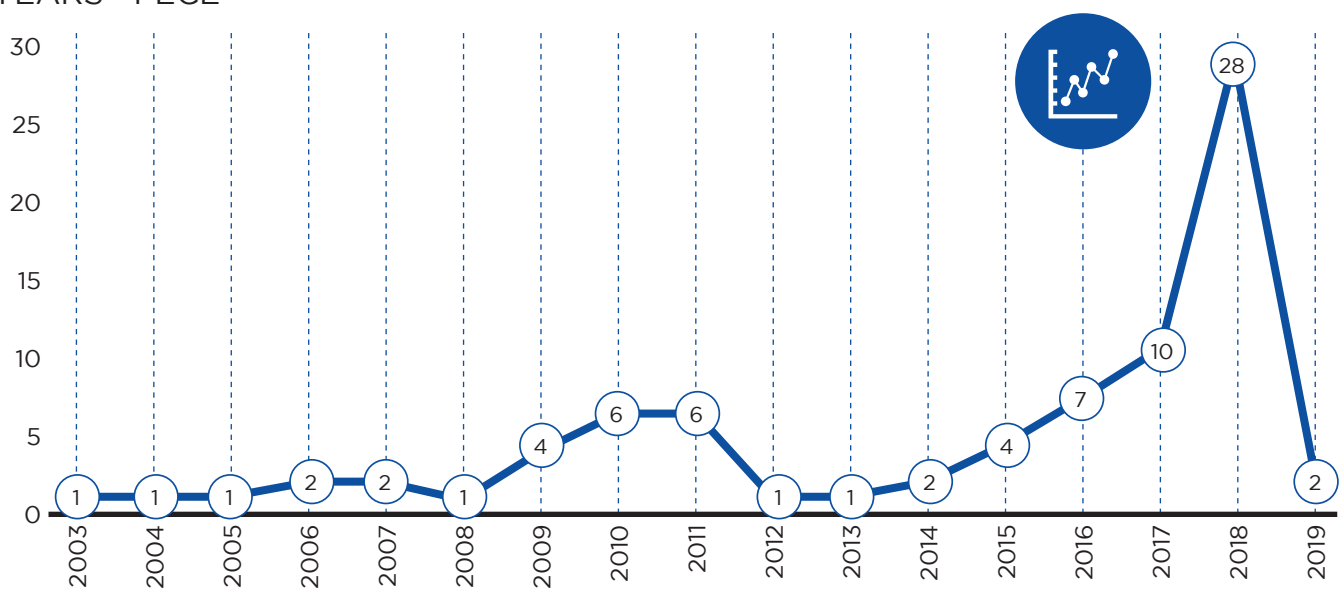
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	5	1	1	8	0	0	7 (43%)	9 (57%)
Women	0	0	3	0	2	2	0	1	5 (62%)	3 (38%)
Total by age group	**1 (100%)**	**0 (0%)**	**8 (89%)**	**1 (11%)**	**3 (23%)**	**10 (77%)**	**0 (0%)**	**1 (100%)**	**12 (50%)**	**12 (50%)**

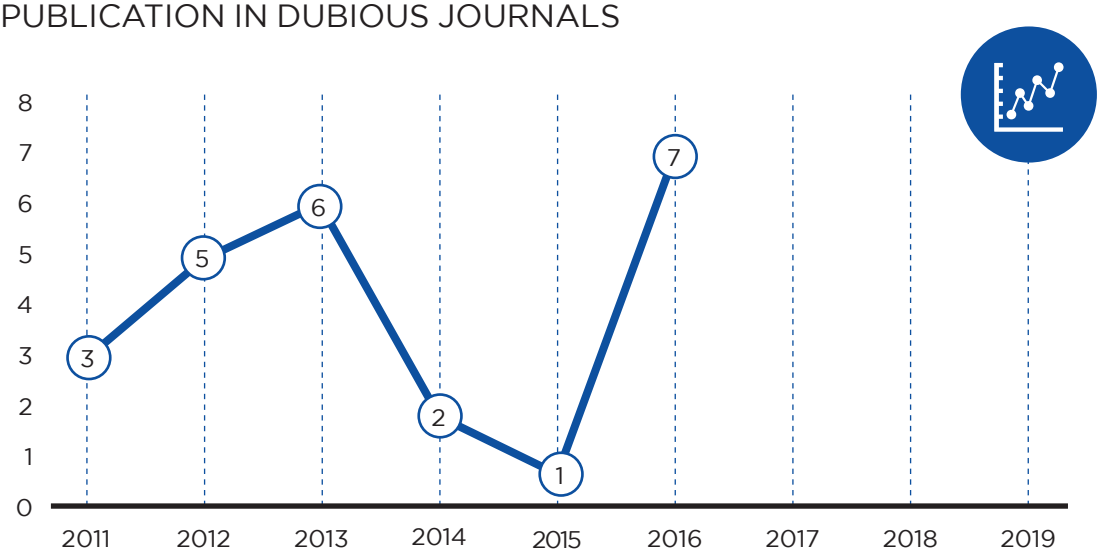
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	0	2	2	5
Associate professor	2	1	4	2
Assistant professor	3	0	1	2

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FECE



PUBLICATION IN DUBIOUS JOURNALS



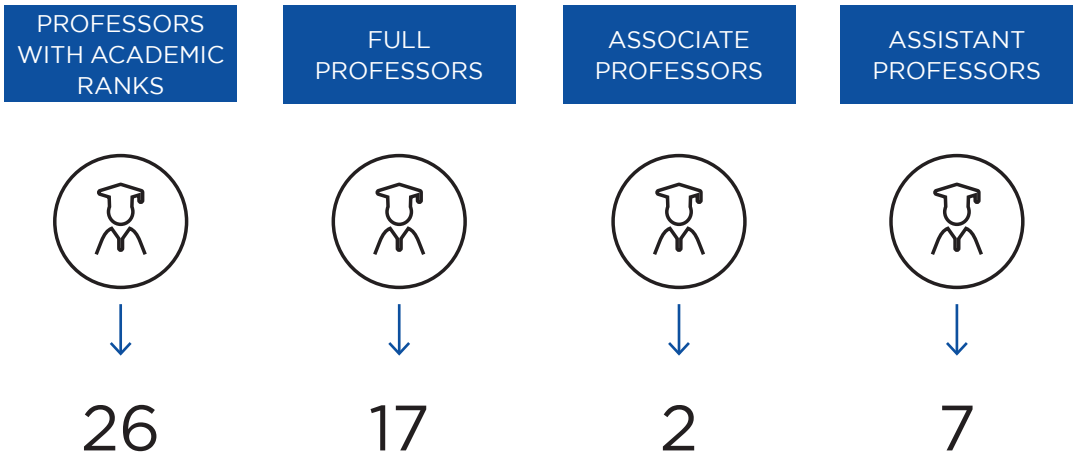
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	5	3	0	8
Women	0	1	3	0	4
Total by age group	**0**	**6**	**6**	**0**	**12**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING

under 40	40-50	over 50	N/A	Men	Women
0	1	7	0	7	1

FACULTY OF MECHANICAL ENGINEERING



Out of 26 professors in the Faculty of Mechanical Engineering, 38% (10) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 3 out of 7 are assistant professors, compared to 2018 when there were 5 out of 8. While, in 2017 there were 3 out of 6. All (2) the associate professors justify their academic ranks. In 2017, 4 out of 9 associate professors did not justify their rank, while in 2017 there were 7 out of 9. 7 out of 17 full professors do not justify their academic ranks, compared to 9 out of 12 in 2018 and 11 out of 14 in 2017.

This faculty has twice as many full professors as assistant and associate professors together.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**4 (57%)**	**3 (43%)**	**2 (100%)**	**0 (33%)**	**10 (59%)**	**7 (41%)**	**16 (62%)**	**10 (38%)**
2018	3 (37%)	5 (63%)	5 (55%)	4 (45%)	3 (25%)	9 (75%)	11 (38%)	18 (62%)
2017	3 (50%)	3 (50%)	2 (22%)	7 (78%)	3 (21%)	11 (79%)	8 (28%)	21 (72%)

60% of men justify their ranks, compared to 100% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old and those 40 to 50 years old.

The professors in this faculty have published a total of 126 papers in scientific journals. In 2018 there were 94 scientific papers, while in 2017 there were 50.

7 professors in the Faculty of Mechanical Engineering have published 15 papers in dubious journals.

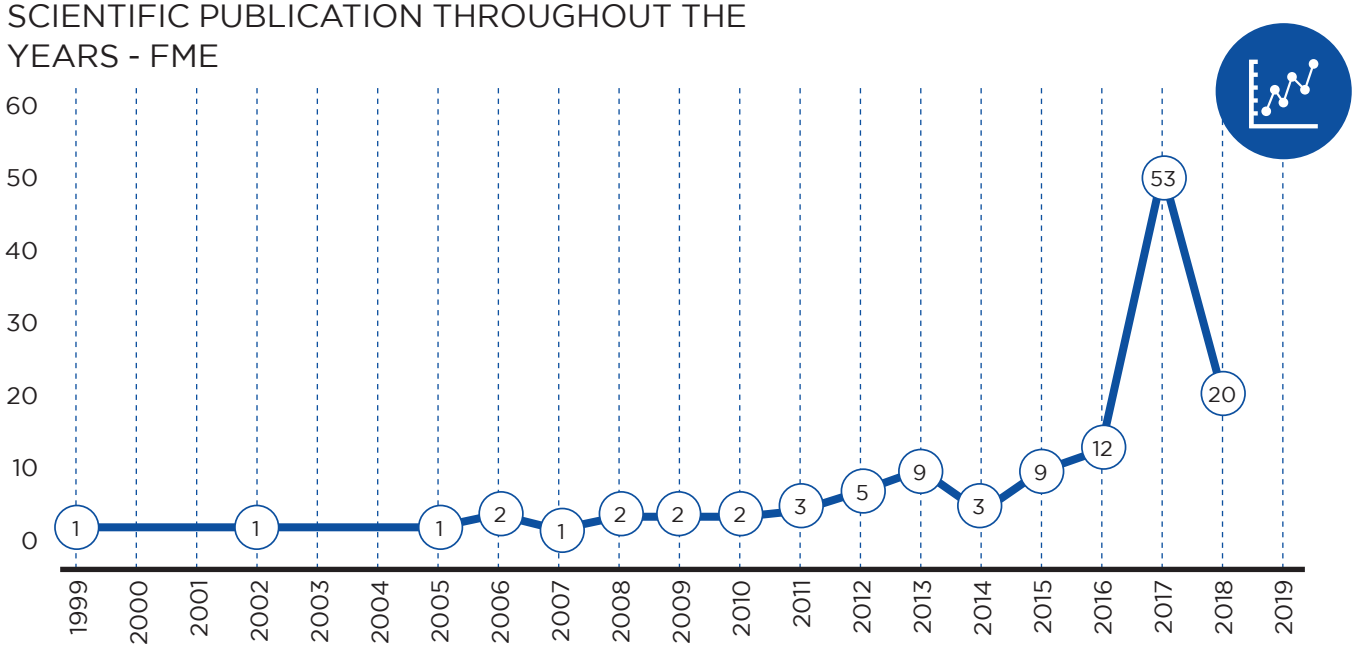
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	5	0	8	8	1	2	15 (60%)	10 (40%)
Women	0	0	1	0	0	0	0	0	1 (100%)	0 (0%)
Total by age group	**1 (100%)**	**0 (0%)**	**6 (100%)**	**0 (0%)**	**8 (50%)**	**8 (50%)**	**1 (33%)**	**2 (67%)**	**16 (62%)**	**10 (38%)**

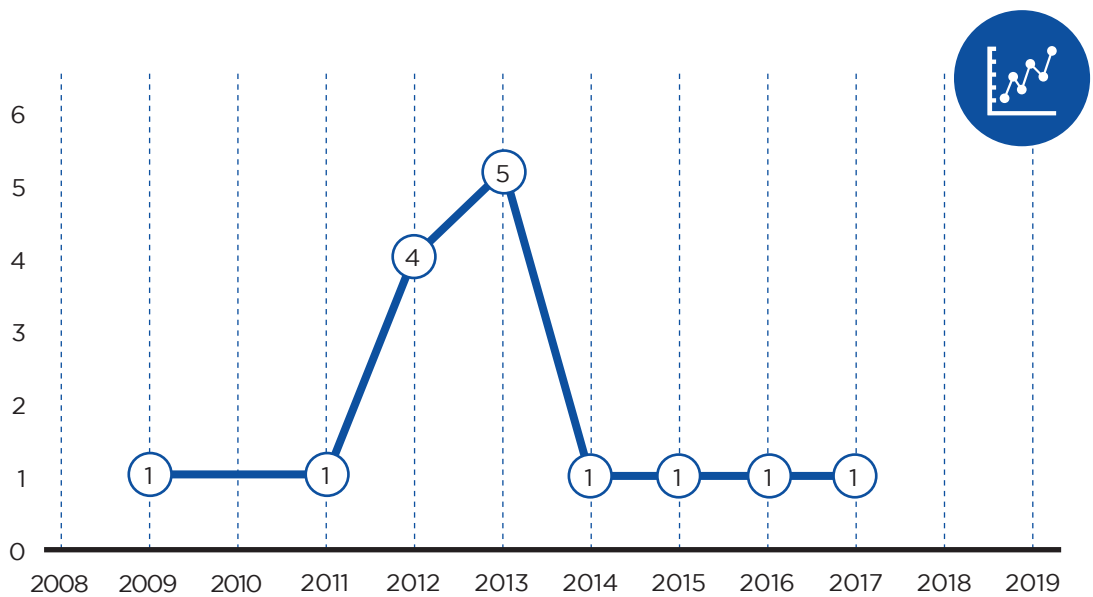
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	0	0	10	7
Associate professor	1	0	1	0
Assistant professor	0	0	4	3

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FME



PUBLICATION IN DUBIOUS JOURNALS



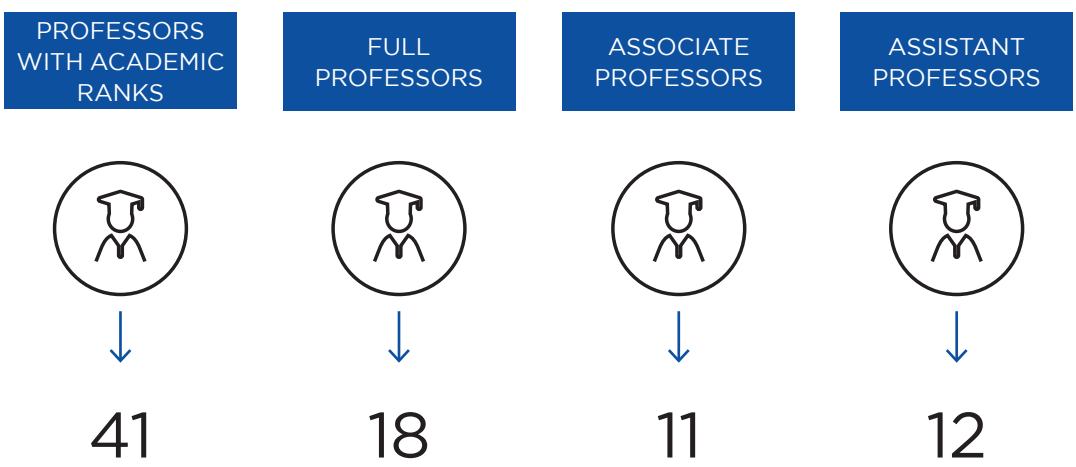
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	0	5	1	6
Women	0	1	0	0	1
Total by age group	**0**	**1**	**5**	**1**	**7**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF MECHANICAL ENGINEERING

under 40	40-50	over 50	N/A	Men	Women
0	0	7	2	9	0

FACULTY OF LAW



Out of 41 professors in the Faculty of Law, 63% (26) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 6 out of 12 are assistant professors, compared to 2018 when there were 8 out of 13. In 2017, there were 7 out of 11. 6 associate professors out of 11 do not justify their academic ranks, in 2018 there were 6 out of 14, and in 2017 there were 11 out of 15. 14 out of 18 full professors do not justify their academic ranks, compared to 13 out of 15 in 2018 and 13 out of 14 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**6 (50%)**	**6 (50%)**	**5 (45%)**	**6 (65%)**	**4 (22%)**	**14 (78%)**	**15 (37%)**	**26 (63%)**
2018	5 (38%)	8 (62%)	8 (57%)	6 (43%)	2 (13%)	13 (87%)	15 (36%)	27 (64%)
2017	4 (36%)	7 (64%)	4 (27%)	11 (73%)	1 (7%)	13 (93%)	9 (23%)	31 (77%)

37% of men justify their ranks, compared to 42% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old.

The professors in this faculty have published a total of 81 papers in scientific journals, 78 of which are valid for promotion. In 2018 there were 74 scientific papers, while in 2017 there were 41.

4 professors in the Faculty of Law have published 26 papers in dubious journals.

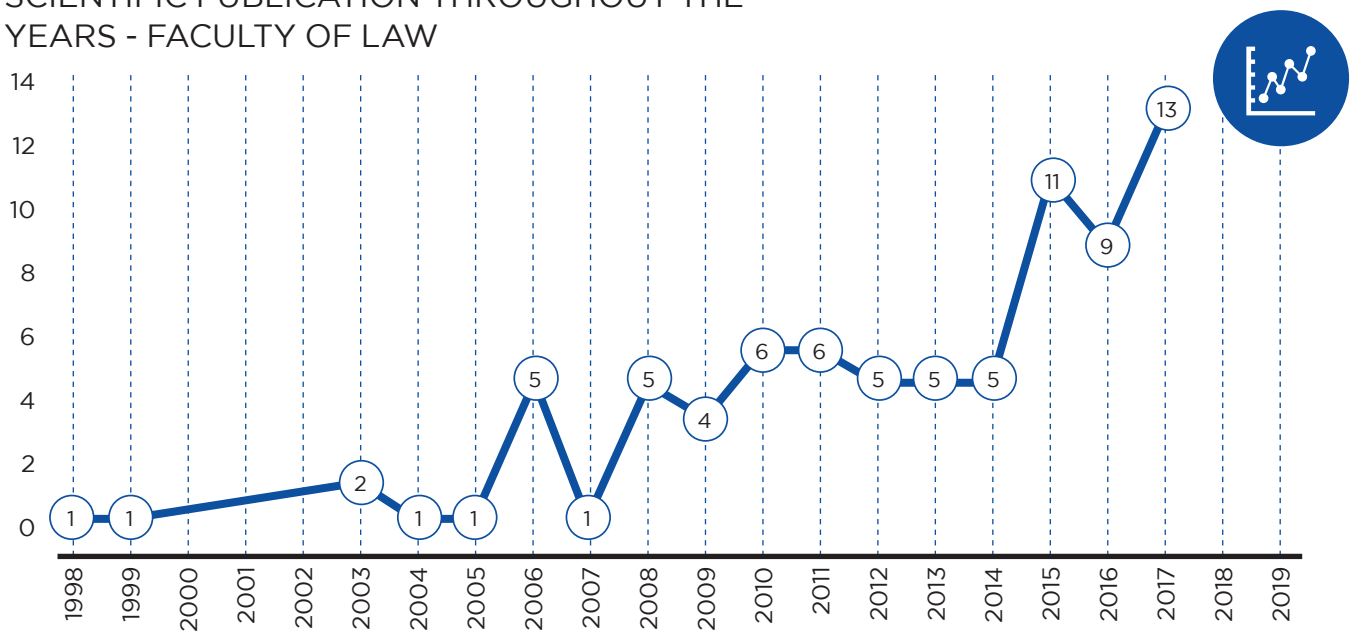
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	4	0	2	3	3	9	4	10	13 (37%)	22 (63%)
Women	0	0	2	0	0	2	0	2	2 (42%)	4 (58%)
Total by age group	**4 (100%)**	**0 (0%)**	**4 (57%)**	**3 (43%)**	**3 (21%)**	**11 (79%)**	**4 (25%)**	**12 (75%)**	**15 (37%)**	**26 (63%)**

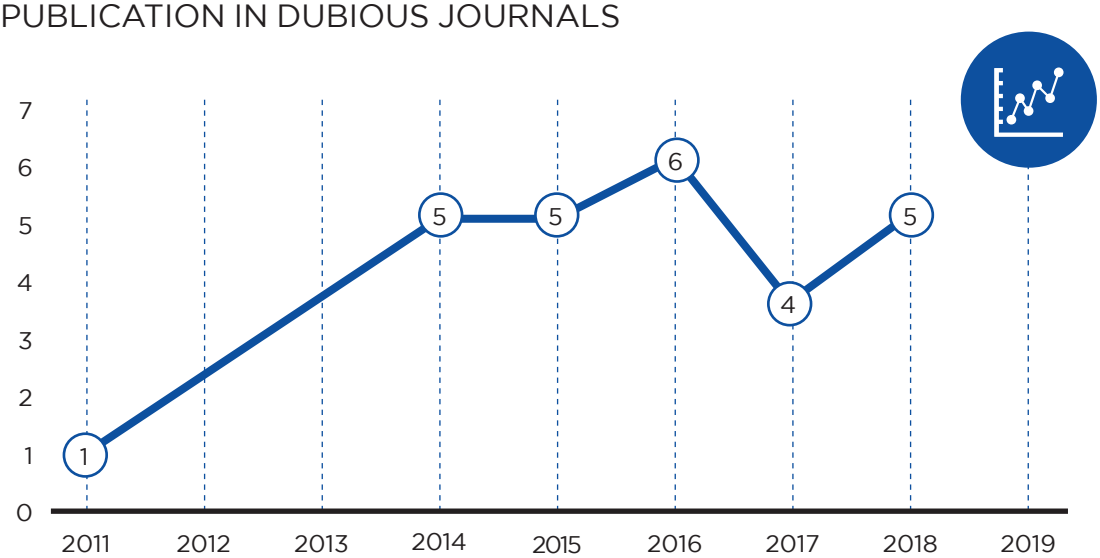
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	0	1	4	13
Associate professor	2	2	3	4
Assistant professor	0	1	6	5

SCIENTIFIC PUBLICATION THROUGHOUT THE YEARS - FACULTY OF LAW



PUBLICATION IN DUBIOUS JOURNALS



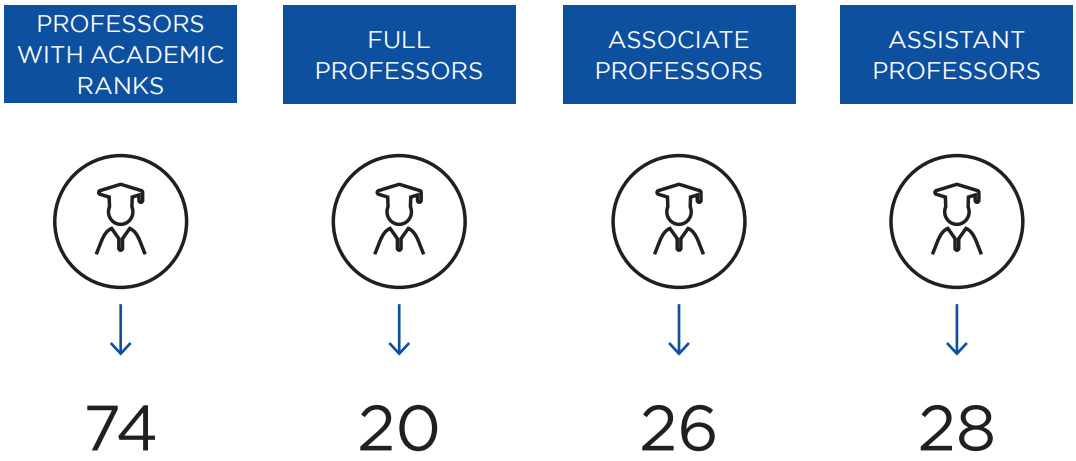
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	1	1	1	3
Women	0	1	0	0	1
Total by age group	**0**	**2**	**1**	**0**	**4**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF LAW

under 40	40-50	over 50	N/A	Men	Women
0	2	7	12	17	4

FACULTY OF MEDICINE



Out of 74 professors in the Faculty of Medicine, 55% (41) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 11 out of 28 are assistant professors, likewise in 2018. While, in 2017 there were 11 out of 29. 16 associate professors out of 26 in total do not justify their academic ranks, in 2018 21 out of 30, and in 2017 there were 25 out of 34. 14 out of 20 full professors do not justify their academic ranks, compared to 22 out of 29 in 2018 and 27 out of 32 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**17 (60%)**	**11 (40%)**	**10 (38%)**	**16 (62%)**	**6 (30%)**	**14 (70%)**	**33 (45%)**	**41 (55%)**
2018	17 (62%)	11 (38%)	9 (30%)	21 (70%)	7 (24%)	22 (76%)	33 (38%)	54 (62%)
2017	18 (62%)	11 (38%)	9 (26%)	25 (74%)	5 (16%)	27 (84%)	32 (34%)	63 (66%)

45% of men justify their ranks, compared to 44% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old.

The professors in this faculty have published a total of 525 papers in scientific journals, 245 of which are valid for promotion. In 2018 there were 528 scientific papers, while in 2017 there were 483.

28 professors in the Faculty of Medicine have published 104 papers in dubious journals.

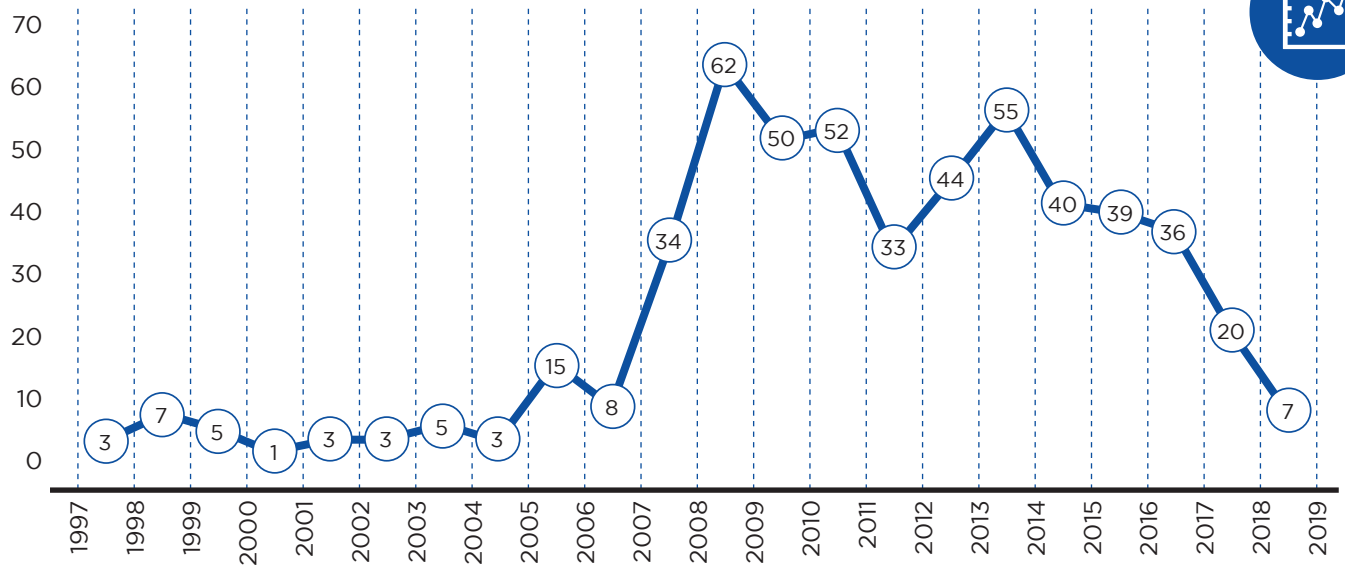
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	8	1	12	15	0	10	21 (45%)	26 (55%)
Women	0	0	4	1	8	10	0	4	12 (44%)	15 (56%)
Total by age group	**3 (100%)**	**0 (0%)**	**12 (83%)**	**2 (17%)**	**20 (44%)**	**25 (56%)**	**0 (0%)**	**14 (100%)**	**33 (45%)**	**41 (55%)**

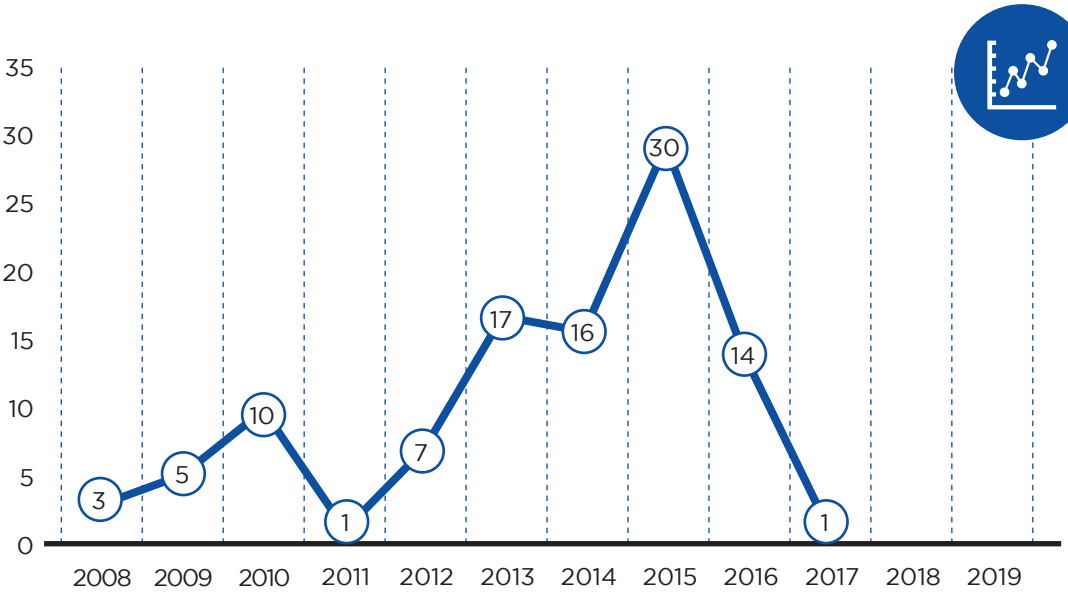
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	2	5	4	9
Associate professor	3	5	7	11
Assistant professor	7	5	10	6

SCIENTIFIC PUBULISHING THROUGHOUT THE YEARS - FACULTY OF MEDICINE



PUBLICATION IN DUBIOUS JOURNALS



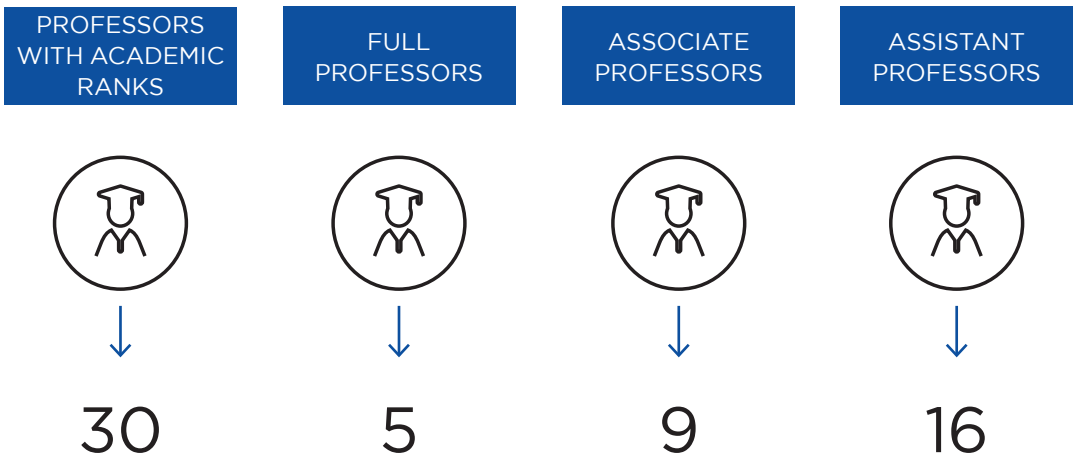
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	3	11	0	15
Women	0	3	10	0	13
Total by age group	**1**	**6**	**21**	**0**	**28**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF MEDICINE

under 40	40-50	over 50	N/A	Men	Women
0	1	15	14	22	8

FACULTY OF CIVIL ENGINEERING AND ARCHITECTURE



Out of 30 professors in the Faculty of Civil Engineering and Architecture, 67% (20) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 11 out of 17 are assistant professors compared to 6 out of 12 in 2018. While, in 2017 there were 7 out of 11. 6 associate professors out of 8 in total do not justify their academic ranks, in 2018 and in 2017 there were 7 out of 7. 3 out of 5 full professors do not justify their academic ranks, compared to 3 out of 4 in 2018 and 4 out of 4 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**6 (35%)**	**11 (65%)**	**2 (25%)**	**6 (75%)**	**2 (40%)**	**3 (60%)**	**10 (33%)**	**20 (67%)**
2018	6 (50%)	6 (50%)	0 (0%)	7 (100%)	1 (25%)	3 (75%)	7 (30%)	16 (70%)
2017	4 (36%)	7 (64%)	0 (0%)	7 (100%)	0 (0%)	4 (100%)	4 (18%)	18 (82%)

Only 18% of men justify their academic ranks, compared to 75% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old.

The professors in this faculty have published a total of 59 papers in scientific journals. In 2018 there were 48 scientific papers, while in 2017 there were 31.

3 professors in the Faculty of Civil Engineering and Architecture have published 13 papers in dubious journals.

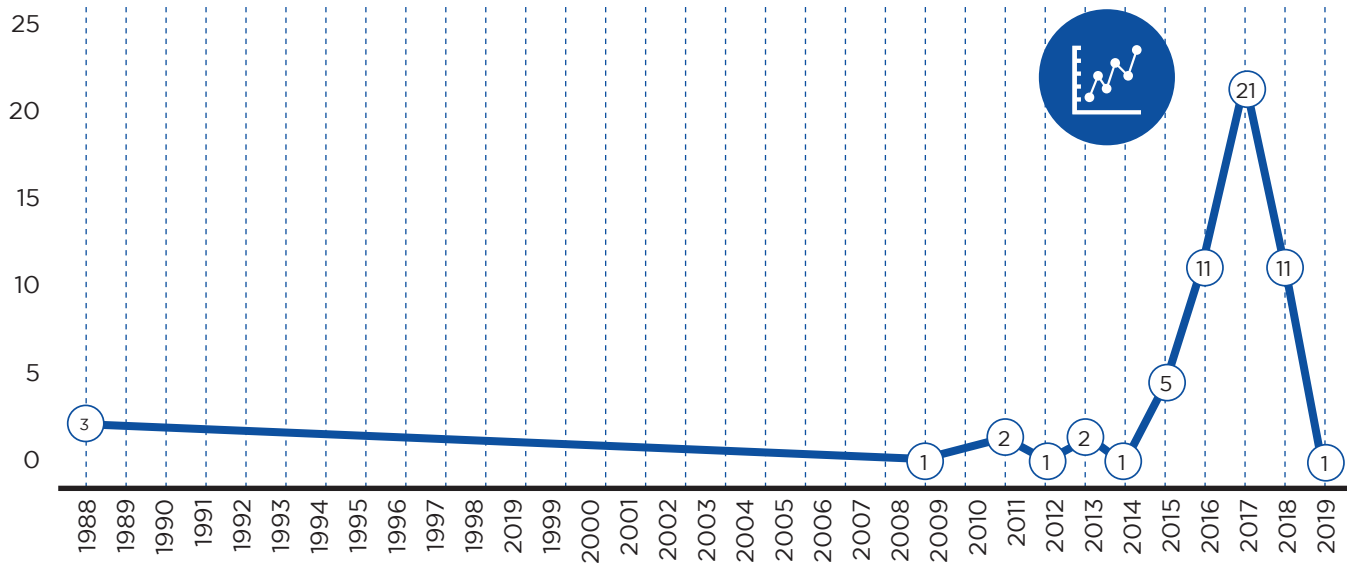
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	1	2	2	16	0	0	4 (18%)	18 (82%)
Women	1	0	3	1	1	1	1	0	6 (75%)	2 (25%)
Total by age group	**2 (100%)**	**0 (0%)**	**4 (57%)**	**3 (43%)**	**3 (15%)**	**17 (85%)**	**1 (100%)**	**0 (0%)**	**10 (33%)**	**20 (67%)**

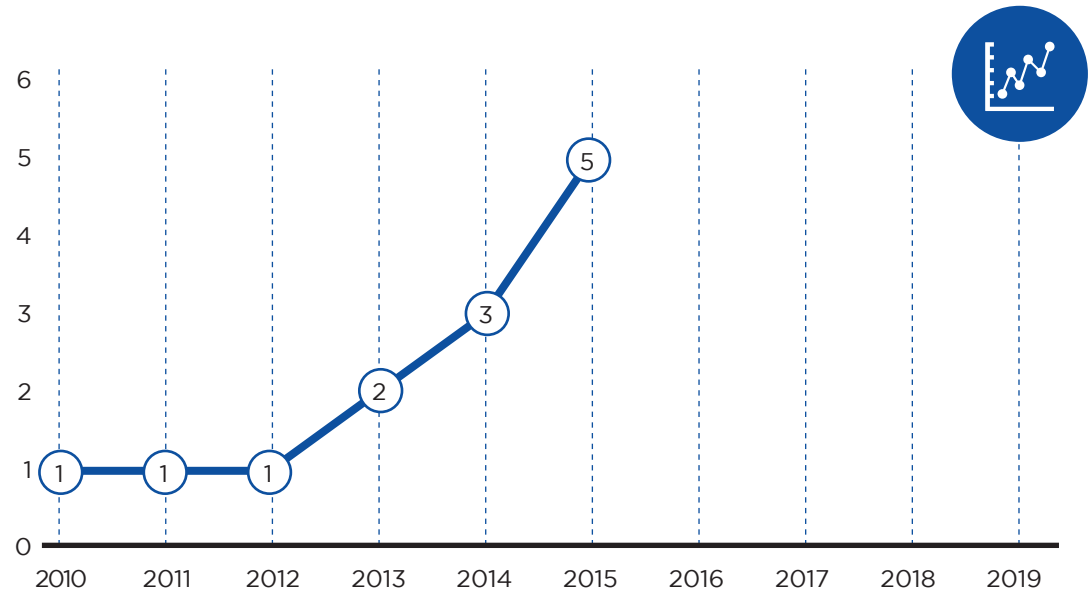
JUSTIFICATION PER RANK DIVIDED BY GENDER

	WOMEN		MEN	
	✓	−	✓	−
Full professor	1	0	1	3
Associate professor	2	1	0	5
Assistant professor	3	1	3	10

SCIENTIFIC PUBLISHING THROUGHOUT THE YEARS - FCEA



PUBLICATION IN DUBIOUS JOURNALS



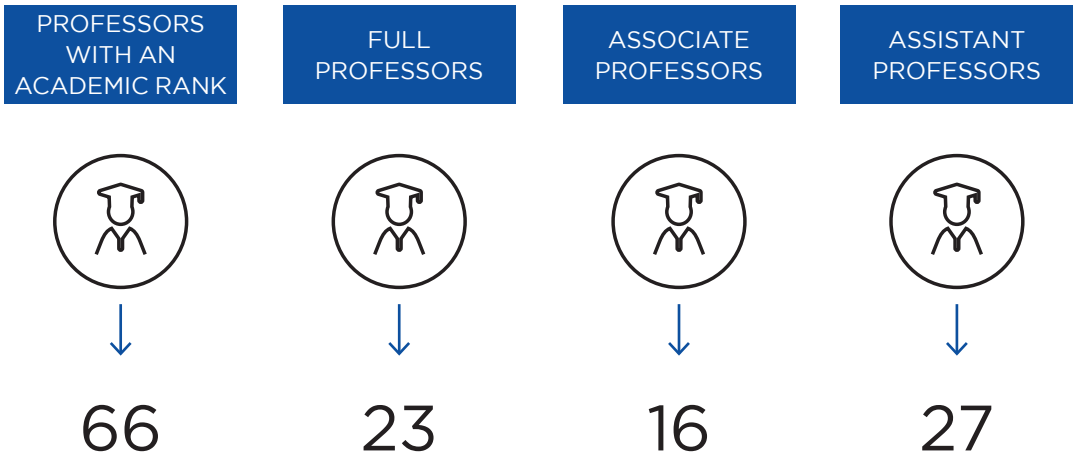
PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total according to gender
Men	2	0	0	0	2
Women	1	0	0	0	1
Total according to age group	**3**	**0**	**0**	**0**	**3**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF CIVIL ENGINEERING AND ARCHITECTURE

under 40	40-50	over 50	N/A	Men	Women
0	0	17	0	15	2

FACULTY OF MATHEMATICAL AND NATURAL SCIENCES



Out of 66 professors in the Faculty of Mathematical and Natural Sciences, 30% (20) of them do not justify their academic ranks. Out of those that do not justify their academic rank, 5 out of 27 are assistant professors compared to 2 out of 24 in 2018. While in 2017 there were 7 out of 18. 6 associate professors out of 16 do not justify their academic ranks, in 2018 there were 9 out of 19, and in 2017, 18 out of 28. While 9 out of 23 full professors do not justify their academic ranks, compared to 10 out of 22 in 2018 and 13 out of 16 in 2017.

JUSTIFICATION OF RANKS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2019	**22 (81%)**	**5 (19%)**	**10 (63%)**	**6 (38%)**	**14 (61%)**	**9 (39%)**	**46 (70%)**	**20 (30%)**
2018	22 (92%)	2 (8%)	10 (53%)	9 (47%)	12 (55%)	10 (45%)	44 (68%)	21 (32%)
2017	11 (61%)	7 (39%)	10 (36%)	18 (64%)	3 (19%)	13 (81%)	24 (39%)	38 (61%)

66% of men justify their ranks, compared to 83% of women who justify their academic ranks.

The highest percentage of rank justification is professors under 40 years old.

The professors in this faculty have published a total of 587 papers in scientific journals, 430 of which are valid for promotion. In 2018 there were 524 scientific papers, while in 2017 there were 306.

37 professors in the Faculty of Mathematical and Natural Sciences have published 188 papers in dubious journals.

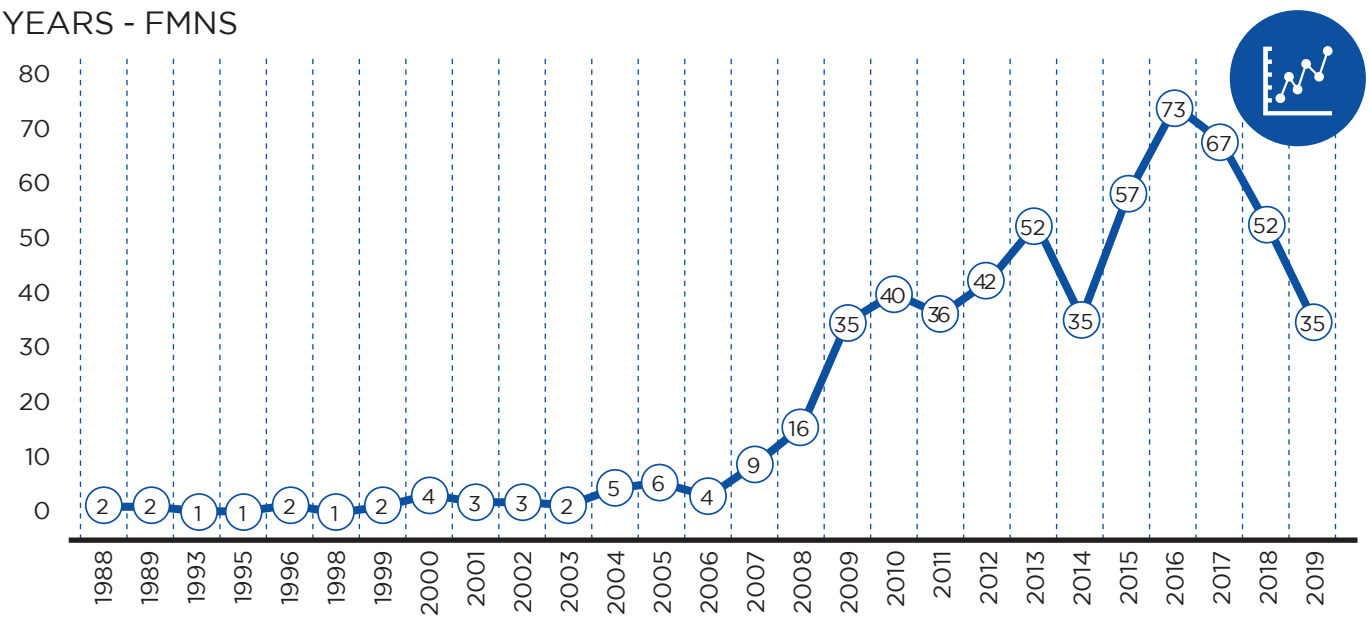
AGE GROUPS AND GENDER

Gender	UNDER 40		40 - 50		Over 50		N/A		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	5	2	14	5	16	8	1	3	36 (66%)	18 (34%)
Women	0	0	5	1	5	1	0	0	10 (83%)	2 (17%)
Total by age group	**5 (71%)**	**2 (29%)**	**19 (76%)**	**6 (24%)**	**21 (70%)**	**9 (30%)**	**1 (25%)**	**3 (75%)**	**46 (70%)**	**20 (30%)**

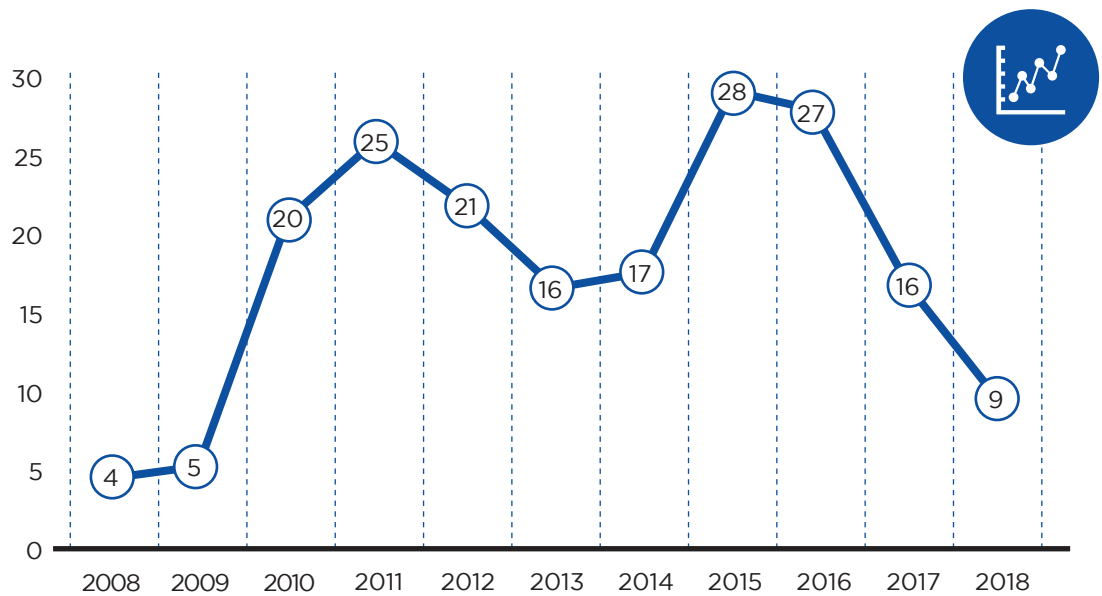
JUSTIFICATION PER RANK DIVIDED BY GENDER

	Women		Men	
	✓	−	✓	−
Full professor	1	0	13	9
Associate professor	6	0	4	6
Assistant professor	3	2	19	3

SCIENTIFIC PUBLISHING THROUGHOUT THE YEARS - FMNS



PAPERS IN DUBIOUS JOURNALS



PUBLICATION IN DUBIOUS JOURNALS ACCORDING TO AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total according to gender
Men	3	10	15	2	30
Women	0	3	4	0	7
Total according to age group	**3**	**13**	**19**	**2**	**37**

PROFESSORS WITHOUT ANY SCIENTIFIC PAPER ACCORDING TO AGE AND GENDER IN THE FACULTY OF MATHEMATICAL AND NATURAL SCIENCES

under 40	40-50	over 50	N/A	Men	Women
1	2	3	1	5	2

METHODOLOGY

Legal basis

1. Law for Higher Education in the Republic of Kosovo[1]

2. The University of Prishtina Statute, specifically Articles 175, 176 and 177[2]

3. Administrative Instruction 01/2018 the recognition principles of platforms and international magazines with reviews[3]

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.[4]

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".[5]

ORCA has researched the publications in international scientific journals, defined as a criterion by the Law on Higher Education in Kosovo, the University of Prishtina Statute for receiving one of the academic ranks: assistant professor, associate professor or full professor, the Administrative Instructions 01/2018 and 07/2018, and Regulation 465 of the University of Prishtina, which was in power when the research was conducted. This criterion ensures continued scientific activity, which is key to gaining knowledge on contemporary methods and results, upon which teaching and sustainable scientific contribution is guaranteed.

1 https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=2761
2 http://fiek.uni-pr.edu/Files/Dokumente/Relevante/Statutiversioniifundit.aspx
3 http://masht.rks-gov.net/uploads/2018/01/ua-nr-01-2018-parimet-e-njohjes-se-platoformave-dhe-revistave-nderkombetare-me-recension.pdf
4 http://masht.rks-gov.net/uploads/2018/05/ua-7-2018-per-plotesimin-dhe-precizimin-e-ua-parimet-e-njohjes-per-revistat-nderkombetare_1.pdf
5 https://www.uni-pr.edu/desk/inc/media/C15E46D5-5159-4E97-B8CB-D69734E39CA4.pdf

Research object

The CVs of 479 academic staff with regular work relationships in 12 faculties of the University of Prishtina were researched. This does not include assistants, lecturers, and other collaborators who do not have the academic rank of assistant professor, associate professor or full professor. Because of the specific nature of their work, ORCA did not research the artistic work that is the criteria equivalent to scientific papers for the Faculty of Arts. Thus, Faculty of Arts professors were not researched by ORCA.

The duration of research

All the CVs that were researched were taken from the official website of the University of Prishtina, uni-pr.edu[6], during the research period of 01.05.2019 – 25.07.2019. To guarantee the accuracy of the data, these CVs went through a second round of research during the time period of 15.09.2019 to 01.11.2019. All changes evidenced during the second round of research were applied in the database upon which this report was built.

Calculation of justification of academic ranks

For the academic rank of assistant professor, the professor must have at least one scientific paper in a peer reviewed international scientific journal, relevant according to the

Statute of University of Prishtina, as first or corresponding author. Thus, according to the regulations in power, his coefficient of publishing should be 1.

For the academic rank of associate professor, the professor must have at least three scientific papers in peer reviewed international scientific journals, relevant according to the Statute of University of Prishtina, as first or corresponding author. Thus, according to the regulations in power, his coefficient of publishing should be 3.

For the academic rank of full professor, the professor must have at least five scientific papers in peer reviewed international scientific journals, relevant according to the Statute of University of Prishtina, as first or corresponding author. Thus, according to the regulations

6 http://www.uni-pr.edu/

in power, his coefficient of publishing should be 5.

Based on AI1/2018, AI7/2018 and Regulation 465 of UP, ORCA has given each scientific paper listed in the CVs 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 Kosovo or neighboring countries, based on Regulation 465 were given a coefficient of 0.

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, and were calculated for the purposes of this research. Likewise, the papers published in journals delisted by the UP Senate were given a coefficient of 0.

Justification of academic ranks was divided according to gender and age groups of "under 40", "40-50", and "over 50".

Calculation of the number of scientific publications

After the CVs were researched, the scientific publications found in the journals according to the aforementioned regulations, were compared cross-professor and cross-faculty, to eliminate double counting. This number includes all the scientific papers published in valid journals, not taking into account authorship rank, which is different from the analysis of justifying ranks where we have counted only the publications where UP professors are first or corresponding authors.

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KFOS
Fondacioni i Kosovës për Shoqëri të Hapur
Kosovo Foundation for Open Society
Kosovska Fondacija za Otvoreno Društvo

KITU
KOALICIONI PËR INTEGRITET DHE TRANSPARENCË NË UNIVERSITET