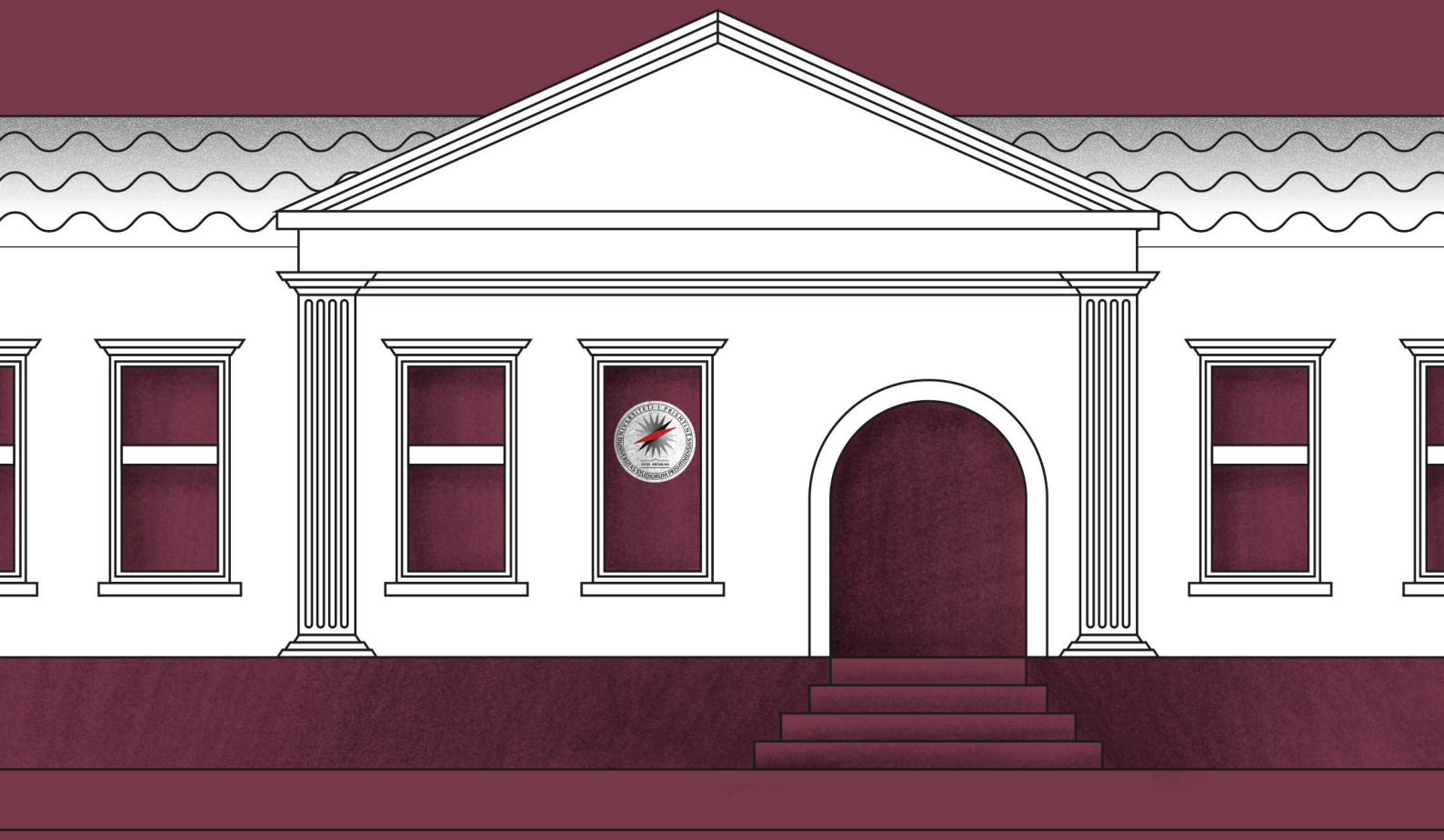
ORCA
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Academic integrity, scientific publication and justification of academic ranks in the University of Prishtina

PRISHTINA, APRIL 2021



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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 have participated as authors regardless of the author ranking, i.e., not just first or corresponding authors

- **Papers in dubious journals –** papers published in journals 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.

WHAT ARE WE DOING?

Foreword by Rron Gjinovci, Director of ORCA

It is a pleasure that after 4 years of monitoring, public criticism, publications of reports, protests, disagreements, collaborations, and everything that happened between us – as education activists and University of Prishtina management, we bring today before the public a tangible, measurable and meaningful result of our relationship.

For the first time since we conduct this metric and maybe in its entire history, the University of Prishtina has more professors that justify their academic ranks than those that do not. In 2018, when we published data gathered in 2017, we were shocked with the results. 72% of professors in the University of Prishtina did not have enough papers to justify their academic ranks (when we talk of justification in ORCA we are always talking of the criteria for scientific publications). Today, this percentage has decreased to 45%. This happened because of the rapid increase of scientific publications in the past three years, where a third of papers of the current professors at the University, since the first paper identified in 1988, are from the past three years. Since February 15, 2017 when we published our first report and where we first started the debate about the quality of teaching in the biggest and best university in the country, the graphs show papers doubling from year to year.

For 3 years we monitored the promotions process in the university, and the process had what an Election Committee would call "isolated incidents", showed that unmerited promotions have disappeared as a modus operandi in the University of Prishtina. Our monitoring was empowered by media who were always interested in following our events, until lately this started not happening. The media's interest shifted in finding a "scandal" for the purpose of increasing clicks and their lack of interest in education as a non-hot topic, resulted in us advancing our methods for reaching the public.

From the first day of public criticism and until today the debate of "Who are you to check us?" rages on. We have answered this question often and as a result new debates were born. Our stubbornness to address issues and our methodological consistency, has faded the power of that question. Now everyone is convinced that for certain reasons we are supposed to do what we do, even though some stakeholders that publicly admit this, may not be entirely convinced. As for us, while we are unchallenged, we ask ourselves "what are we doing?".

As researchers we have witnessed that the rules imposed by the Ministry of Education, followed up by a series of documents by the universities themselves, that were based on our recommendations, have opened new opportunities for abusers, who unfortunately are many in our country, and who hold academic ranks, scientific titles, and merit awards. They hold or used to hold even high political positions.

What are we doing? Did we create the academic underground by pretending to be cops? What should we do so that fraudsters do not shove in our faces their "successes" based on the criteria we fanatically defend and promote? These and more questions, cause a fiery internal debate amongst the ORCA collective and its friends, with a passion of those who are committed to social justice and equality. So, we are aware of the defects that the processes have, we are just trying to find the best solutions for them.

Very soon, ORCA will widen its range of instruments that it will use to fight the violation of academic integrity. Soon we will go through a necessary methodological and content-based transformation to give a new dimension to the fight for academic integrity in Kosovo, the fight for improving the quality in the country. Soon the sceptics of our work will have the opportunity to rethink their position towards us and will be convinced that the limits of our fight do not happen because of our lack of will, but because of the circumstances and conditions, overload with emergencies which in our country happen from morning to night and never seem to end in any educational institution. Very soon we will regroup and reposition in new battles in the fight that without any doubt will be very long: the fight for quality in education.

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 509 professors that could be found in the University's website, 360 (71%) of which are men and 149 (29%) are women. 206 (40.5%) are assistant professors, 155 (30.5%) are associate professors, and 148 (29%) are full professors. Out of 206 assistant professors, 78 are women (37%) and 128 are men. Out of 155 associate professors, 48 are women (31%) and 107 are men. Out of 148 full professors, only 23 are women (15%) and 125 are men.
The average age of professors in the University of Prishtina is 51.47 years old. Women professors are on average 48 years old, while men professors are 53 years old on average. Full professors are on average 57 years old, associate professors are 52, and assistant professors are 46 years old on average.
Amongst professors that justify their ranks, the average age is 48, while those who do not justify their ranks are on average 56 years old.

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 1838 scientific papers as valid for academic promotions – where the professors are first or corresponding authors. It's a significant increase of 369 papers compared to 2019 when we could find only 1469 papers, and a difference of 1091 papers compared to 2017 when we could evidence 747 papers, which is also the year this research started. From 2017 to 2020 we can say that the number of valid scientific papers has increased by 150%. This result was influenced by the updating of their CVs, where a number of papers previously not evidenced have been added in the meantime, and by hiring new staff that needed published papers to be hired. This number does not represent the number of papers published in this period (2017-2020), but it represents the number of papers evidenced as valid for academic promotions during 2017-2020.

While the number of papers where professors participated but where they're not first or corresponding authors for 2020, is 2564. This presents an increase of 522 papers from 2019 when there were 2042 papers; and an increase of 1244 papers from 1320 in 2017. Since 2017 (when we started this research) until 2020, 939 papers have been published

in scientific journals, which represents 37% of the total number of papers evidenced in UP since 1988.

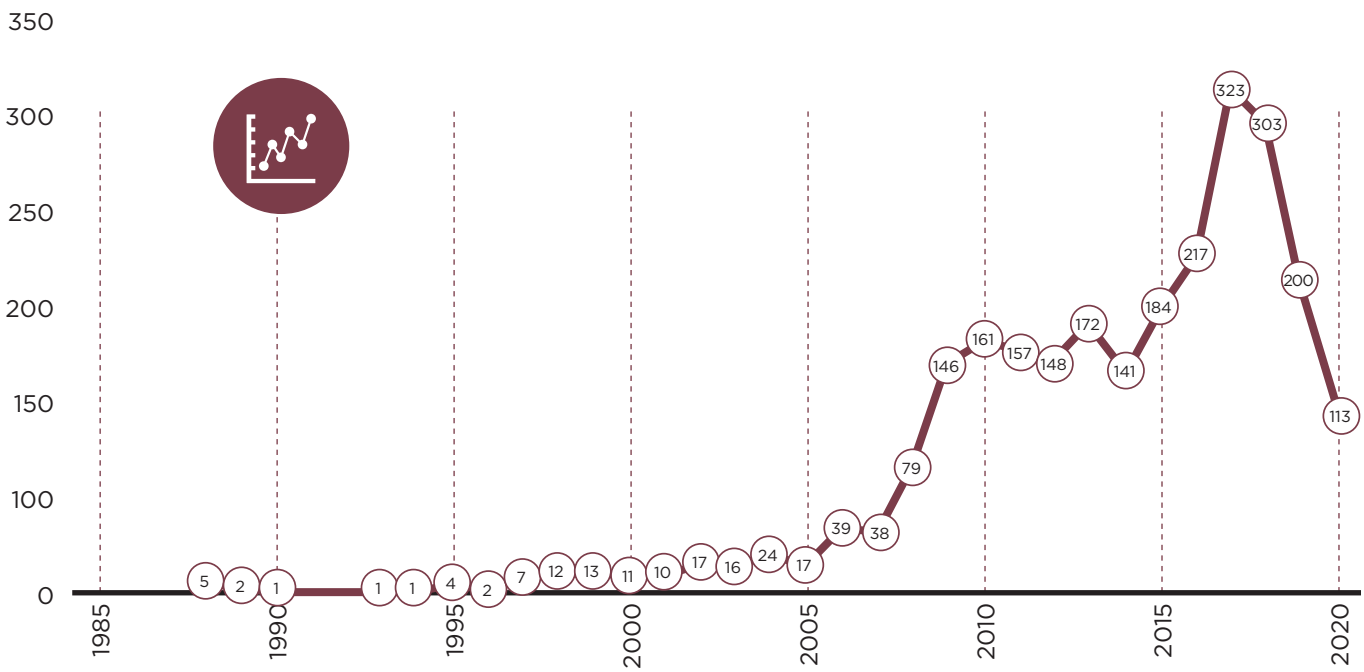
2017 marks the year with the most papers where professors participated (not first or corresponding author), with 323 papers. The first paper where a current University of Prishtina professor participated in publishing is in 1988.

29% (150 out of 509) of professors have no scientific papers listed in their CV. While this is concerning, there's improvement from 2019 when there were 39%, 2018 when there were 45%, and 2017 when there were 44%.

One third (34%) of professors over the age of 50 (91 out of 265) don't have any scientific papers listed in their CVs. In 2019, 48% of professors over the age of 50 (122 out of 255) had no scientific papers listed in their CVs.

31% of men professors (114 out of 360) don't have any scientific papers listed in their CVs, while 24% of women (36 out of 149) have no scientific papers listed in their CVs.

Number of publications in the University of Prishtina throughout the years



AVERAGE OF PAPERS PER PROFESSOR

The average of scientific papers per professor in the University of Prishtina is 5. Considering that 150 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 9.06 papers per professor. While for social sciences, the highest average of papers is at the Faculty of Education, with 4 papers per professor.

The faculty with the least papers in the University of Prishtina is the Faculty of Civil Engineering with 1.79 papers per professor.

The faculty with the most papers is the Faculty of Medicine with 681 in total, while the faculty with the least total papers is the Faculty of Architecture with 21.

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	Papers per professor
1	Faculty of Economics	159	43	3.70
2	Faculty of Philosophy	92	42	2.19
3	Faculty of Architecture	21	8	2.63
4	Faculty of Agriculture and Veterinary	277	40	6.93
5	Faculty of Education	146	36	4.06
6	Faculty of Physical Education and Sports	29	15	1.93
7	Faculty of Philology	169	50	3.38
8	Faculty of Electrical and Computer Engineering	86	23	3.74
9	Faculty of Mechanical Engineering	140	27	5.19
10	Faculty of Medicine	681	96	7.09
11	Faculty of Civil Engineering	34	19	1.79
12	Faculty of Mathematical and Natural Sciences	625	69	9.06
13	Faculty of Law	105	41	2.56
	Total 2020	**2564**	**509**	**5.04**
	Total 2019	**2042**	**479**	**4.26**
	Total 2018	**1735**	**465**	**3.73**
	Total 2017	**1320**	**481**	**2.74**

AGE AND GENDER ANALYSIS OF PROFESSORS WITHOUT ANY SCIENTIFIC PAPERS

Out of 150 professors with no scientific papers, 91 are over the age of 50, 17 are between 40 and 50 years old, and only 7 are under the age of 40. The three faculties with the most professors without any scientific papers are the Faculty of Medicine (29), the Faculty of Law (17), and the Faculty of Economics (16). The three faculties with the least amount of professors without any scientific papers are the Faculty of Architecture (1), of Mathematical and Natural Sciences (7), and the Faculty of Mechanical Engineering (8).

The three faculties with the highest proportion of professors without any scientific papers are the Faculty of Physical Education and Sports (67%), the Faculty of Civil Engineering (53%) and the Faculty of Law (41%). The three faculties with the lowest proportion of professors without any scientific papers are the Faculty of Mathematical and Natural Sciences (10%), the Faculty of Architecture (13%), and the Faculty of Electrical and Computer Engineering (22%).

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 professors without any scientific papers	Professors in total in that faculty
1	Faculty of Economics	2	2	10	2	16	43
2	Faculty of Philosophy	0	0	8	5	13	42
3	Faculty of Architecture	0	0	1	0	1	8
4	Faculty of Agriculture and Veterinary	0	2	6	2	10	40
5	Faculty of Education	2	3	7	0	12	36
6	Faculty of Physical Education and Sports	0	1	7	2	10	15
7	Faculty of Philology	0	2	8	2	12	50
8	Faculty of Electrical and Computer Engineering	0	0	5	0	5	23
9	Faculty of Mechanical Engineering	0	0	7	1	8	27
10	Faculty of Medicine	0	1	15	13	29	96
11	Faculty of Civil Engineering	0	2	8	0	10	19
12	Faculty of Mathematical and Natural Sciences	1	3	3	0	7	69
13	Faculty of Law	2	1	6	8	17	41
Total divided by age group		**7**	**17**	**91**	**35**	**150**	**509**

Out of 150 professors without any scientific paper, only 36 (24%) are women, while 114 (76%) are men. Out of the total number of professors, within their gender, only 24% of women have no scientific papers, while 31% 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 Economics	4	12
2	Faculty of Philosophy	1	12
3	Faculty of Architecture	0	1
4	Faculty of Agriculture and Veterinary	2	8
5	Faculty of Education	7	5
6	Faculty of Physical Education and Sports	0	10
7	Faculty of Philology	3	9
8	Faculty of Electrical and Computer Engineering	1	4
9	Faculty of Mechanical Engineering	0	8
10	Faculty of Medicine	12	17
11	Faculty of Civil Engineering	1	9
12	Faculty of Mathematical and Natural Sciences	1	6
13	Faculty of Law	4	13
Total		**36 (24%)**	**114 (76%)**

ACADEMIC DEBT

Beyond professors with no scientific papers (150 professors), there are 77 other professors that do not justify their academic ranks (in total 227 professors do not justify their academic ranks). They all owe the University of Prishtina 563 papers. Women professors that do not justify their ranks (49 of them), owe the university 92 more papers to justify their ranks, or 1.88 papers each. While men professors that do not justify their ranks (178 professors), owe the university 471 papers, or 2.65 papers each.

The faculty with the most academic debt per professor is the Faculty of Mechanical Engineering where 9 men professors owe 29 papers, or 3.22 papers per person. While the faculty with the least debt is the Faculty of Architecture, where 3 professors owe one paper each.

NUMBER OF PAPERS OWED TO THE UNIVERSITY BY PROFESSORS OF EACH FACULTY

No.	Faculty	Women	Men
1	Faculty of Economics	11	59
2	Faculty of Philosophy	1	47
3	Faculty of Architecture	2	1
4	Faculty of Agriculture and Veterinary	4	45
5	Faculty of Education	11	18
6	Faculty of Physical Education and Sports	0	33
7	Faculty of Philology	6	50
8	Faculty of Electrical and Computer Engineering	4	14
9	Faculty of Mechanical Engineering	0	29
10	Faculty of Medicine	32	62
11	Faculty of Civil Engineering	3	19
12	Faculty of Mathematical and Natural Sciences	3	44
13	Faculty of Law	15	50
Total papers owed to the university		**92**	**471**
Average of papers owed per professor that does not justify their ranks		**1.88**	**2.65**

PUBLICATION IN DUBIOUS JOURNALS

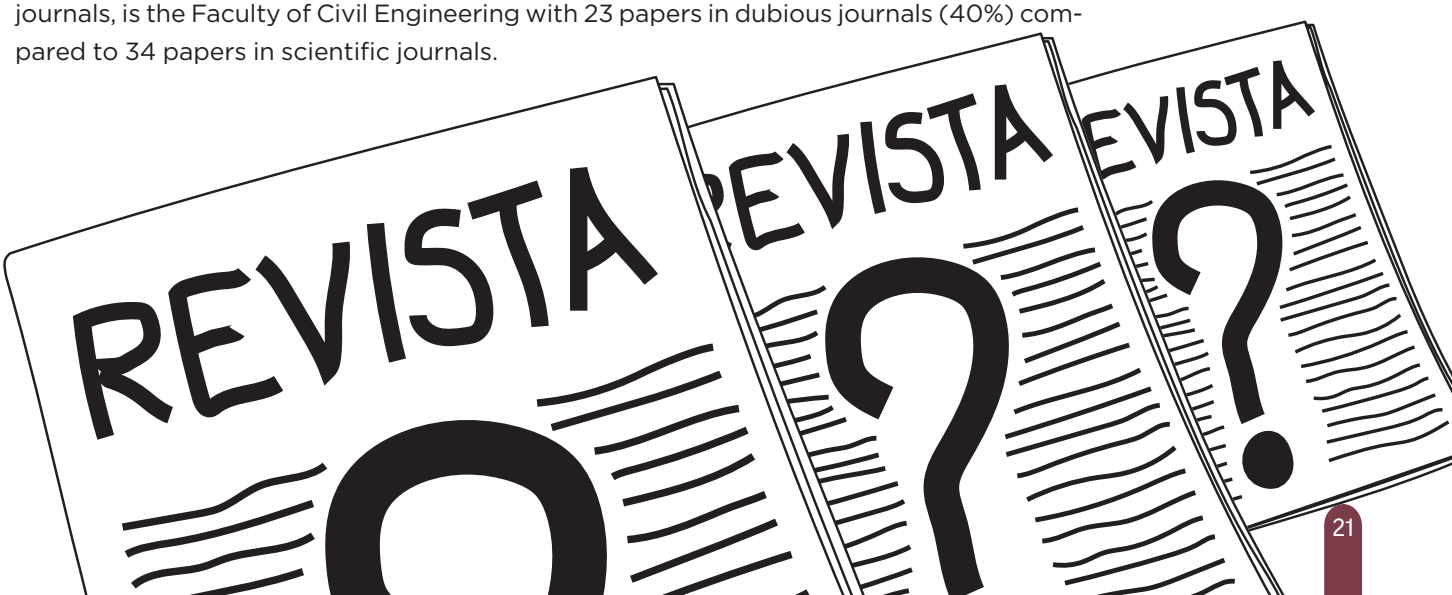
191 professors have published 672 papers in dubious journals. In 2019 there were 152 professors who had published 532 papers, in 2018 there were 153 professors who had published 502 papers. The number of papers published in dubious journals is decreasing from 2018 and on, but because new staff are being hired, and other staff are updating their CVs (with papers they had published in the past) the total number of papers published in dubious journals has increased. There were 26 papers published in 2018 in dubious journals, in 2019 there were 7, and in 2020 there were 8.

Out of 191 professors that published in dubious journals, 145 (71%) are men, while 56 (29%) 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 238 papers by 42 professors. One of the reasons why this faculty published the most in dubious journals, is because of the high level of scientific publications in this faculty. In this faculty there are 625 papers in scientific journals, and if we count the dubious papers together with the papers in scientific journals, papers in dubious journals present 28% of the total publication in this faculty.

The faculty with the smallest margin of publication in dubious journals versus scientific journals, is the Faculty of Philology with 14 papers in dubious journals (8%) compared to 169 papers in scientific journals.

The faculty with the biggest margin of publication in dubious journals versus scientific journals, is the Faculty of Civil Engineering with 23 papers in dubious journals (40%) compared to 34 papers in scientific journals.

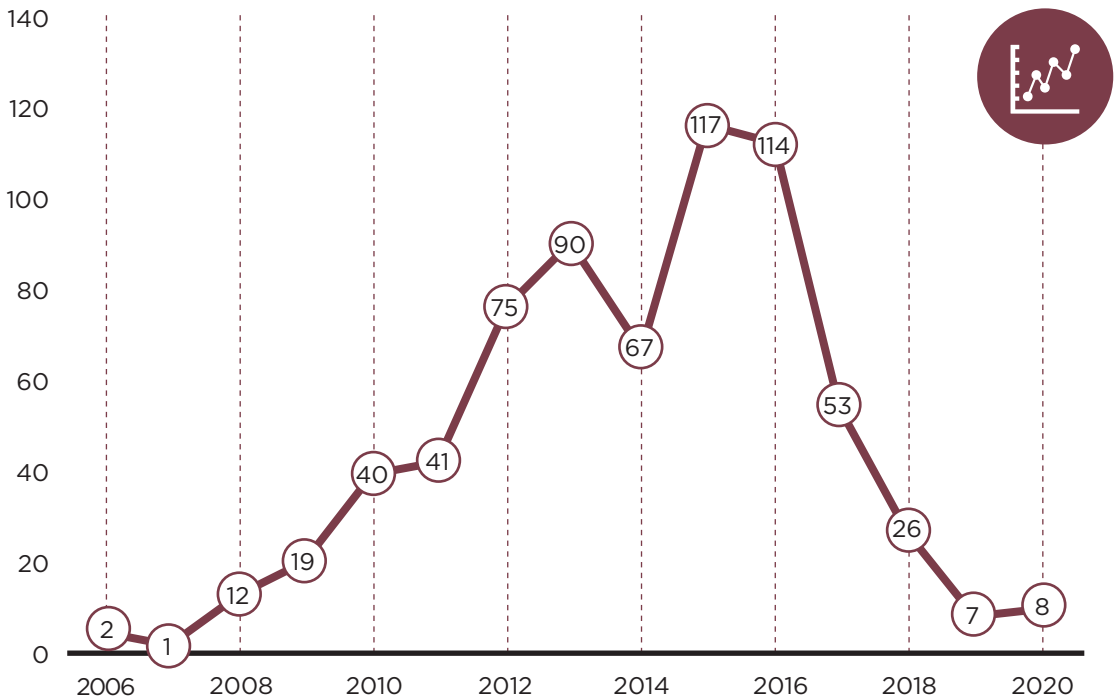


PUBLICATION IN DUBIOUS JOURNALS

No.	Faculties of the University of Prishtina	Number of publications	Number of professors	Men professors that published in dubious journals	Women professors that published in dubious journals
1	Faculty of Economics	60	19	11	8
2	Faculty of Philosophy	10	7	5	2
3	Faculty of Architecture	3	1	0	1
4	Faculty of Agriculture and Veterinary	48	19	17	2
5	Faculty of Education	40	19	9	10
6	Faculty of Physical Education and Sports	10	4	4	0
7	Faculty of Philology	14	4	2	2
8	Faculty of Electrical and Computer Engineering	26	13	10	3
9	Faculty of Mechanical Engineering	23	12	11	1
10	Faculty of Medicine	149	41	23	18
11	Faculty of Civil Engineering	23	5	5	0
12	Faculty of Mathematical and Natural Sciences	238	42	34	8
13	Faculty of Law	28	5	4	1
	TOTAL 2020	**672**	**191**	**135**	**56**
	Total 2019	**532**	**152**	**101**	**51**
	Total 2018	**502**	**153**	**n.a**	**n.a**
	Total 2017	**352**	**137**	**n.a**	**n.a**

2015 marks the year with the most papers in dubious journals, with a total of 117. While 2017 marks a drastic decrease of such publications. In February 2017, ORCA published its first academic integrity report.

Publications in dubious journals



JUSTIFYING ACADEMIC RANKS

In 2020, 45% (227 out of 509) professors in the University of Prishtina do not justify their academic ranks. While this is an improvement from previous years, where in 2017 72% of professors did not justify their ranks, in 2018 59% did not justify their ranks, and in 2019 55% 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. 86 out of 148 full professors (58%) do not justify their academic rank, 69 out of 155 (45%) associate professors do not justify their academic rank, and 72 out of 206 assistant professors (35%) do not justify their academic rank.

58% of full professors do not justify their academic ranks, compared to 2019 when it was 66%, 2018 when it was 76% and 2017 when it was 87%.

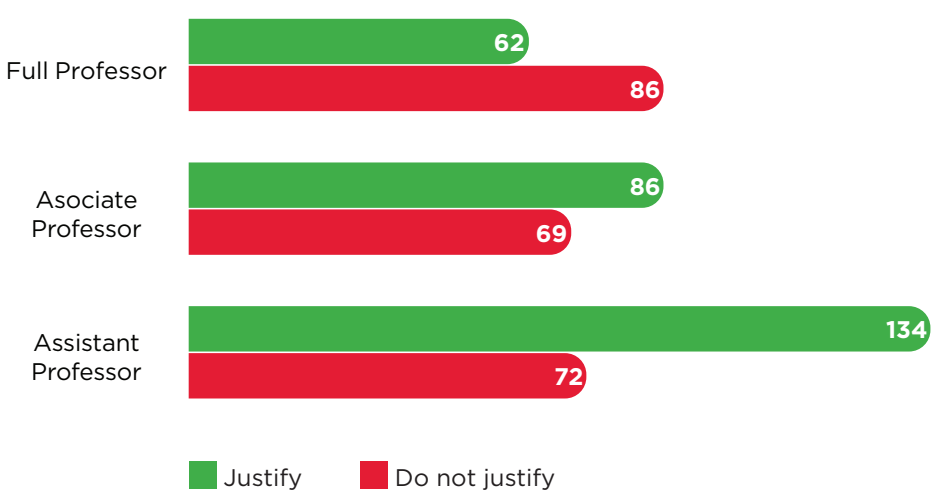
45% of associate professors do not justify their academic ranks, compared to 2019 when it was 60%, 2018 when it was 65% and 2017 when it was 79%.

35% of assistant professors do not justify their academic ranks, in 2019 and in 2018 it was 40% and in 2017 it was 51%.

To justify all the academic ranks, the professors would need 563 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 establish 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



Justification of ranks

No.	Faculties of the University of Prishtina	Assistant professors		Associate professors		Full professors	
		✓	−	✓	−	✓	−
1	Faculty of Economics	0	8	11	6	6	12
2	Faculty of Philosophy	18	4	6	6	2	6
3	Faculty of Architecture	4	1	1	1	0	1
4	Faculty of Agriculture and Veterinary	11	3	6	7	5	8
5	Faculty of Education	14	10	4	4	1	3
6	Faculty of Physical Education and Sports	2	3	1	6	0	3
7	Faculty of Philology	13	4	9	13	6	5
8	Faculty of Electrical and Computer Engineering	5	3	9	1	2	3
9	Faculty of Mechanical Engineering	5	3	3	0	10	6
10	Faculty of Medicine	32	14	17	11	7	15
11	Faculty of Civil Engineering	3	7	2	4	1	2
12	Faculty of Mathematical and Natural Sciences	18	5	14	7	15	10
13	Faculty of Law	9	7	3	3	7	12
TOTAL PER RANK 2020		**134 (65%)**	**72 (35%)**	**86 (55%)**	**69 (45%)**	**62 (42%)**	**86 (58%)**
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 149 women and 360 men as professors with academic ranks. 33% (49 out of 149) of women do not justify their academic ranks, compared to 49% (178 out of 360) of men. In half of the faculties, the number of men that do not justify their academic ranks is bigger than those who justify their academic ranks, while in most faculties there are more women that justify their ranks than those that don't, apart from the Faculty of Law.

Justification of academic ranks divided by gender

No.	Faculties of the University of Prishtina	Women		Men	
		✓	−	✓	−
1	Faculty of Economics	8	6	9	20
2	Faculty of Philosophy	9	1	17	15
3	Faculty of Architecture	5	2	0	1
4	Faculty of Agriculture and Veterinary	2	2	20	16
5	Faculty of Education	11	8	8	9
6	Faculty of Physical Education and Sports	1	0	2	12
7	Faculty of Philology	15	4	13	18
8	Faculty of Electrical and Computer Engineering	6	2	10	5
9	Faculty of Mechanical Engineering	2	0	16	9
10	Faculty of Medicine	29	16	27	24
11	Faculty of Civil Engineering	1	1	5	12
12	Faculty of Mathematical and Natural Sciences	9	2	38	20
13	Faculty of Law	2	5	17	17
	Total divided by gender	**100 (67%)**	**49 (33%)**	**182 (51%)**	**178 (49%)**

As for women, 70% of assistant professors justify their ranks, 69% of associate professors justify their ranks, and 52% of full professors justify their ranks.

Women justifying ranks

Ranks	**Assistant professor**		**Associate professor**		**Full professor**	
Faculties	✓	−	✓	−	✓	−
Faculty of Economics	0	3	5	1	3	2
Faculty of Philosophy	7	1	2	0	0	0
Faculty of Architecture	4	0	1	1	0	1
Faculty of Agriculture and Veterinary	2	1	0	1	0	0
Faculty of Education	9	6	1	2	1	0
Faculty of Physical Education and Sports	1	0	0	0	0	0
Faculty of Philology	6	2	7	2	2	0
Faculty of Electrical and Computer Engineering	2	1	4	0	0	1
Faculty of Mechanical Engineering	1	0	1	0	0	0
Faculty of Medicine	19	8	7	3	3	5
Faculty of Civil Engineering	0	0	1	1	0	0
Faculty of Mathematical and Natural Sciences	3	1	4	1	2	0
Faculty of Law	1	0	0	3	1	2
Total (percentage)	**55 (70%)**	**23 (30%)**	**33 (69%)**	**15 (31%)**	**12 (52%)**	**11 (48%)**

As for men, 62% of assistant professors justify their rank, 49% of associate professors justify their rank, and 40% of full professors justify their rank. Compared to women, justification of ranks is lower for each rank in men.

MEN JUSTIFYING RANKS

Ranks	**Assistant professor**		**Associate professor**		**Full professor**	
Faculties	✓	−	✓	−	✓	−
Faculty of Economics	0	5	6	5	3	10
Faculty of Philosophy	11	3	4	6	2	6
Faculty of Architecture	0	1	0	0	0	0
Faculty of Agriculture and Veterinary	9	2	6	6	5	8
Faculty of Education	5	4	3	2	0	3
Faculty of Physical Education and Sports	1	3	1	6	0	3
Faculty of Philology	7	2	2	11	4	5
Faculty of Electrical and Computer Engineering	3	2	5	1	2	2
Faculty of Mechanical Engineering	4	3	2	0	10	6
Faculty of Medicine	13	6	10	8	4	10
Faculty of Civil Engineering	3	7	1	3	1	2
Faculty of Mathematical and Natural Sciences	15	4	10	6	13	10
Faculty of Law	8	7	3	0	6	10
Total (percentage)	**79 (62%)**	**49 (38%)**	**53 (49%)**	**54 (51%)**	**50 (40%)**	**75 (60%)**

Justification of academic ranks divided by age group

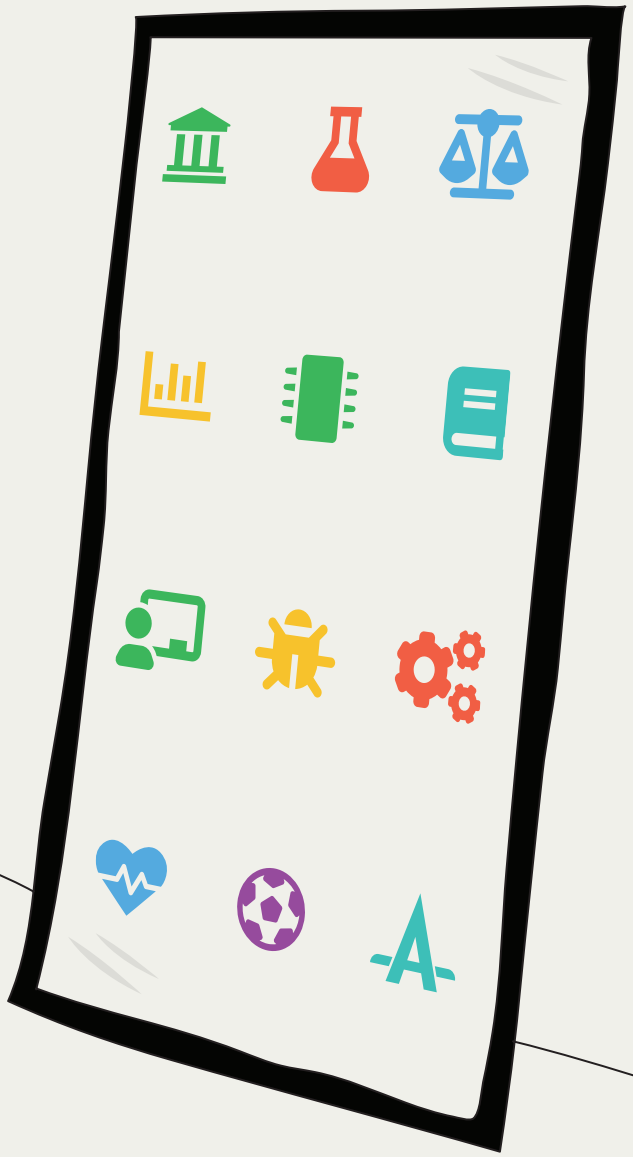
Younger professors resulted to be more responsible about their academic work. Only 20% of the professors under the age of 40 do not justify their academic rank, as well as 20% of professors between 40 and 50 years old who do not justify their ranks, and 57% of professors over 50 who do not justify their academic ranks.

JUSTIFICATION ACADEMIC RANKS DIVIDED BY AGE GROUP

No.	Faculties of the University of Prishtina	UNDER 40		40 to 50		OVER 50		Age unknown	
		✓	−	✓	−	✓	−	✓	−
1	Faculty of Economics	0	2	6	5	9	15	2	4
2	Faculty of Philosophy	8	0	10	1	2	9	6	6
3	Faculty of Architecture	0	0	3	0	2	3	0	0
4	Faculty of Agriculture and Veterinary	3	0	12	2	6	14	1	2
5	Faculty of Education	2	3	6	3	8	11	3	0
6	Faculty of Physical Education and Sports	1	0	1	1	1	9	0	2
7	Faculty of Philology	3	1	14	3	7	16	4	2
8	Faculty of Electrical and Computer Engineering	2	0	7	0	7	6	0	1
9	Faculty of Mechanical Engineering	3	0	5	0	10	8	0	1
10	Faculty of Medicine	3	0	19	1	34	26	0	13
11	Faculty of Civil Engineering	0	0	1	3	4	10	1	0
12	Faculty of Mathematical and Natural Sciences	5	1	19	5	21	13	2	3
13	Faculty of Law	8	2	5	2	4	10	2	8
Total divided by age group		**38 (80%)**	**9 (20%)**	**108 (80%)**	**26 (20%)**	**115 (43%)**	**150 (57%)**	**21 (33%)**	**42 (67%)**

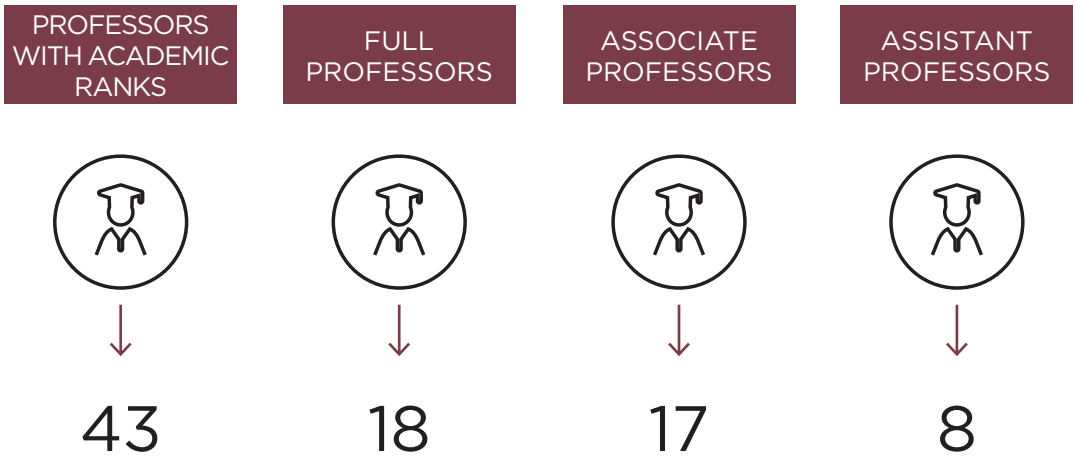
The youngest full professor, who has a permanent contract, and who doesn't justify their academic rank will retire in 2041. This means that children who are currently 8 years old will be mentored in their degrees (Bachelor, Master, PhD) by an unmerited professor.

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 ECONOMICS



Out of 43 professors in the Faculty of Economics, 60% (26) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 8 out of 8 are assistant professors, compared to 2019 when there were 5 out of 8 are assistant professors, or to 2018 when there were 5 out of 11, and in 2017 there were 6 out of 13. 6 associate professors out of 17 in total do not justify their academic ranks, in 2019 there were 8 out of 20, in 2018 10 out of 19, and in 2017 there were 12 out of 18. 12 out of 18 full professors do not justify their academic ranks, compared to 12 out of 16 in 2019, 12 out of 14 in 2018 and 13 out of 14 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF ECONOMICS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**0 (0%)**	**8 (100%)**	**11 (65%)**	**6 (35%)**	**6 (33%)**	**12 (67%)**	**17 (40%)**	**26 (60%)**
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%)

31% of men justify their ranks, compared to 57% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Economics	Women		Men	
	✓	−	✓	−
Full professor	3	2	3	10
Associate professor	5	1	6	5
Assistant professor	0	3	0	5
TOTAL	**8**	**6**	**9**	**20**

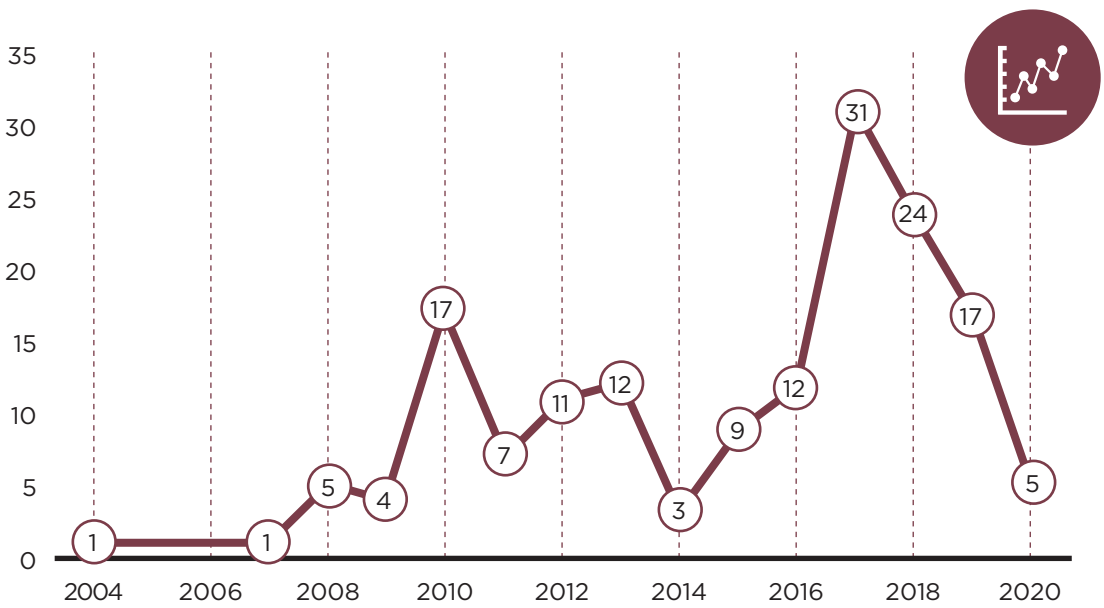
The highest percentage of rank justification is professors 40 to 50 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF ECONOMICS

	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
Gender	✓	−	✓	−	✓	−	✓	−	✓	−
Women	0	2	4	3	3	13	2	2	9 (31%)	20 (69%)
Men	0	0	2	2	6	2	0	2	8 (57%)	6 (43%)
Total by age group	**0 (0%)**	**2 (100%)**	**6 (54%)**	**5 (46%)**	**9 (37%)**	**15 (63%)**	**2 (33%)**	**4 (67%)**	**17 (40%)**	**26 (60%)**

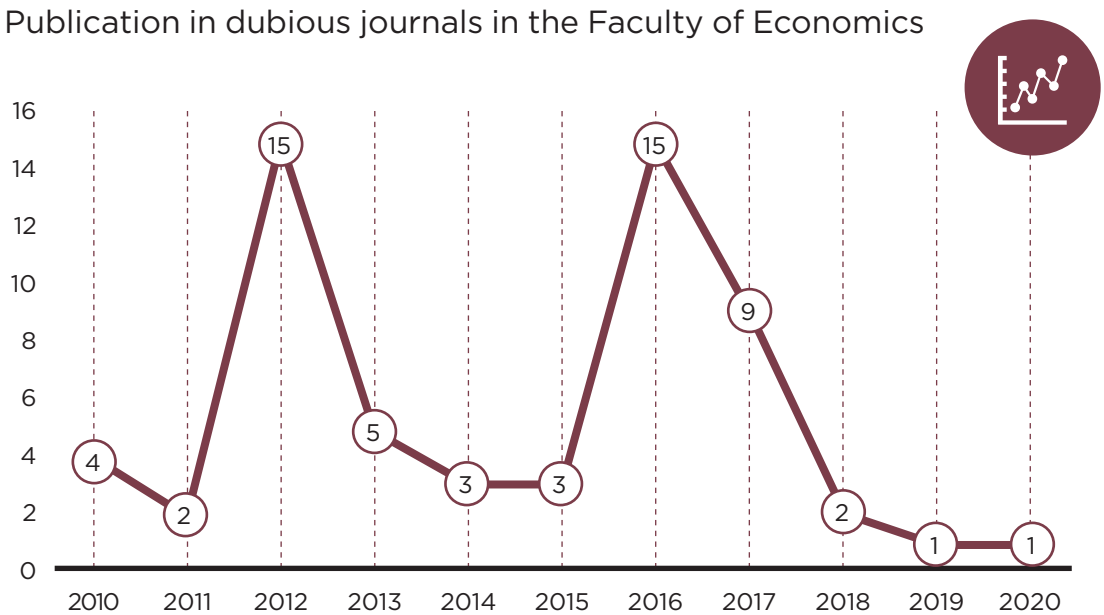
The professors in this faculty have published a total of 159 papers in scientific journals, 126 of which are valid for promotion. In 2019 there were 121 papers, in 2018 there were 98 scientific papers, while in 2017 there were 75.

Scientific publication in the Faculty of Economics



19 professors in the Faculty of Economics have published 60 papers in dubious journals.

Publication in dubious journals in the Faculty of Economics



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF ECONOMICS

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	0	8	2	11
Women	0	2	6	0	8
Total by age group	**1**	**2**	**14**	**2**	**19**

In the Faculty of Economics there are 16 professors who do not have any scientific papers published.

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

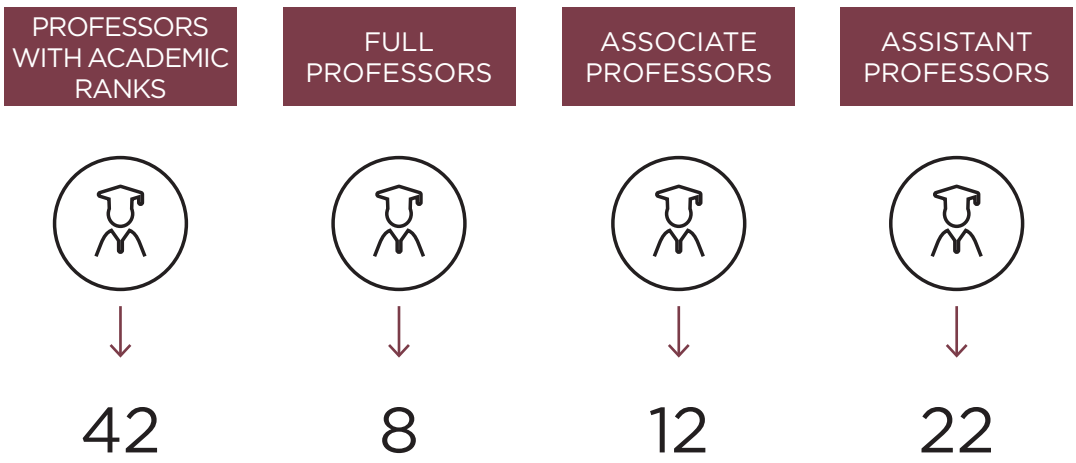
Under 40	40-50	Over 50	Age unknown	Women	Men
2	2	10	2	4	12

While the academic debt of professors in this faculty that do not justify their ranks is 70 papers. Women professors that do not justify their ranks owe 11 papers, while men professors owe 59.

ACADEMIC DEBT IN THE FACULTY OF ECONOMICS

Academic rank	Women	Men
Full professor	6	43
Associate professor	2	11
Assistant professor	3	5
Total by gender	**11**	**59**
Total papers owed	**70**	

FACULTY OF PHILOSOPHY



Out of 42 professors in the Faculty of Philosophy, 38% (16) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 4 out of 21 are assistant professors, compared to 2019 when there were 5 out of 21, or 2018 when there were 4 out of 14, or in 2017 there were 5 out of 12. 6 associate professors out of 12 in total do not justify their academic ranks, in 2019 and 2018 there were 9 out of 11, and in 2017 there were 11 out of 12. 6 out of 8 full professors do not justify their academic ranks, compared to 8 out of 9 in 2019, 7 out of 7 in 2018 and 8 out of 8 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF PHILOSOPHY

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**18 (82%)**	**4 (18%)**	**6 (50%)**	**6 (50%)**	**2 (25%)**	**6 (75%)**	**26 (62%)**	**16 (38%)**
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%)

53% of men justify their ranks, compared to 90% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Philosophy	Women		Men	
	✓	−	✓	−
Full professor	0	0	2	6
Associate professor	2	0	4	6
Assistant professor	7	1	11	3
Total	**9**	**1**	**17**	**15**

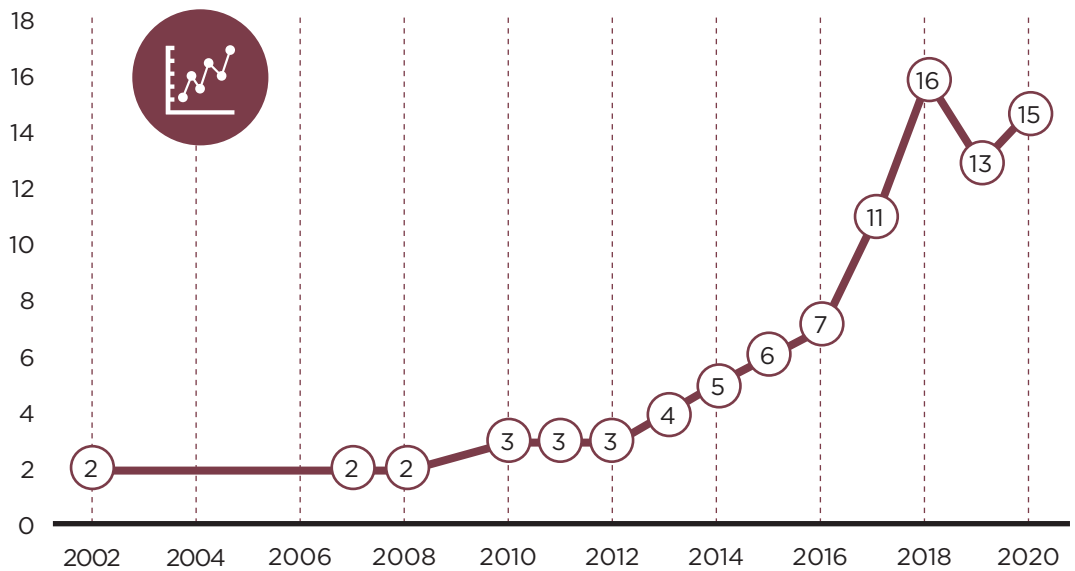
The highest percentage of rank justification is professors under 40 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF PHILOSOPHY

Gender	UNDER 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	4	0	9	1	1	9	3	5	17 (53%)	15 (47%)
Women	4	0	1	0	1	0	3	1	9 (90%)	1 (10%)
Total by age group	**8 (100%)**	**0 (0%)**	**10 (90%)**	**1 (10%)**	**2 (18%)**	**9 (82%)**	**6 (50%)**	**6 (50%)**	**26 (62%)**	**16 (38%)**

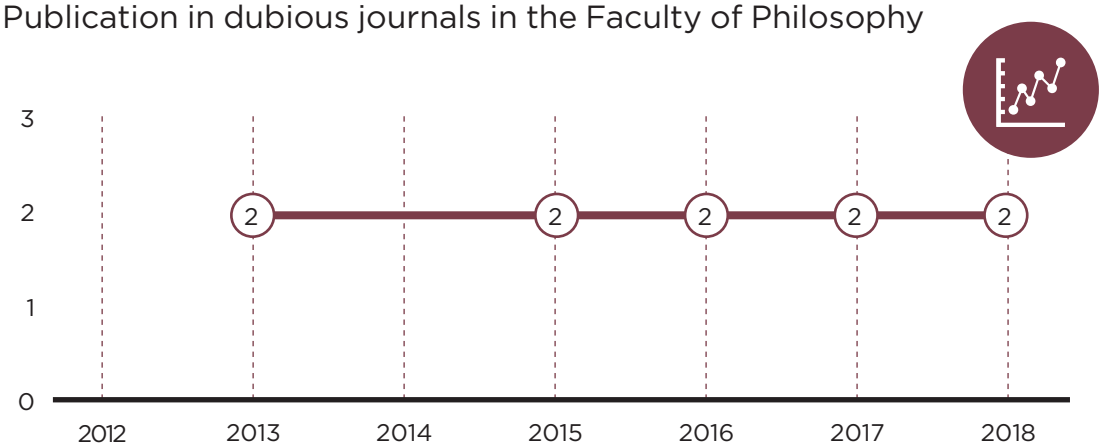
The professors in this faculty have published a total of 92 papers in scientific journals, 90 of which are valid for promotion. In 2019 there were 50 papers, in 2018 there were 34 scientific papers, while in 2017 there were 24.

Scientific publication in the Faculty of Philosophy



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

Publication in dubious journals in the Faculty of Philosophy



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF PHILOSOPHY

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	3	2	0	5
Women	1	1	0	0	2
Total by age group	**1**	**4**	**2**	**0**	**7**

In the Faculty of Philosophy there are 13 professors who do not have any scientific papers published.

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

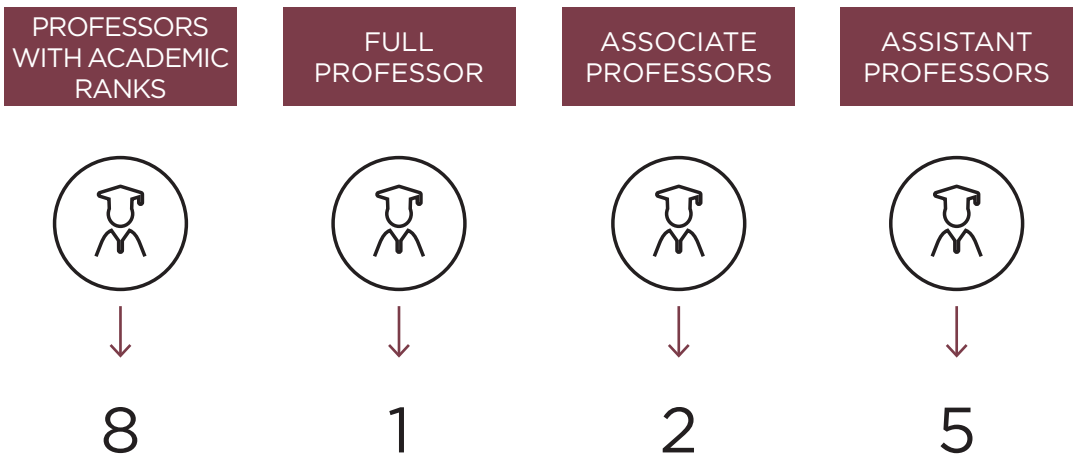
Under 40	40-50	Over 50	Age unknown	Women	Men
0	0	8	5	1	12

While the academic debt of professors in this faculty that do not justify their ranks is 48 papers. Women professors that do not justify their ranks owe 1 paper, while men professors owe 47.

ACADEMIC DEBT IN THE FACULTY OF PHILOSOPHY

Academic rank	Women	Men
Full professor	0	28
Associate professor	0	16
Assistant professor	1	3
Total by gender	**1**	**47**
Total papers owed	**48**	

FACULTY OF ARCHITECTURE



On October 1 2019, the Senate of the University of Prishtina voted to establish a separate Faculty of Architecture. Until then this faculty was part of the Faculty of Civil Engineering [and Architecture].

Out of 8 professors in the Faculty of Architecture, 37% (3) of them do not justify their academic ranks. Out of those who do not justify their academic ranks are 1 (out of 1) full professors, 1 out of 2 associate professors, and 1 out of 5 assistant professors.

JUSTIFICATION OF RANKS IN THE FACULTY OF ARCHITECTURE

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**5 (83%)**	**1 (17%)**	**1 (50%)**	**1 (50%)**	**0 (0%)**	**1 (100%)**	**5 (63%)**	**3 (37%)**

The highest percentage of rank justification is professors under 40 years old, with 100% of them.

JUSTIFICATION PER RANK DIVIDED BY GENDER

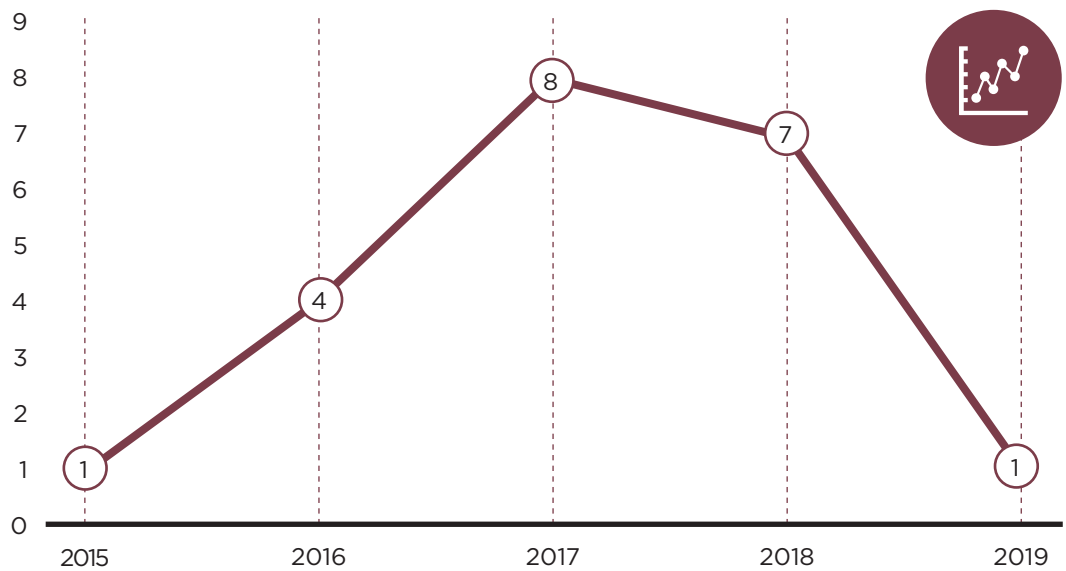
Faculty of Architecture	Women		Men	
	✓	−	✓	−
Full professor	0	1	0	0
Associate professor	1	1	0	0
Assistant professor	4	0	0	1
Total	**5**	**2**	**0**	**1**

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF ARCHITECTURE

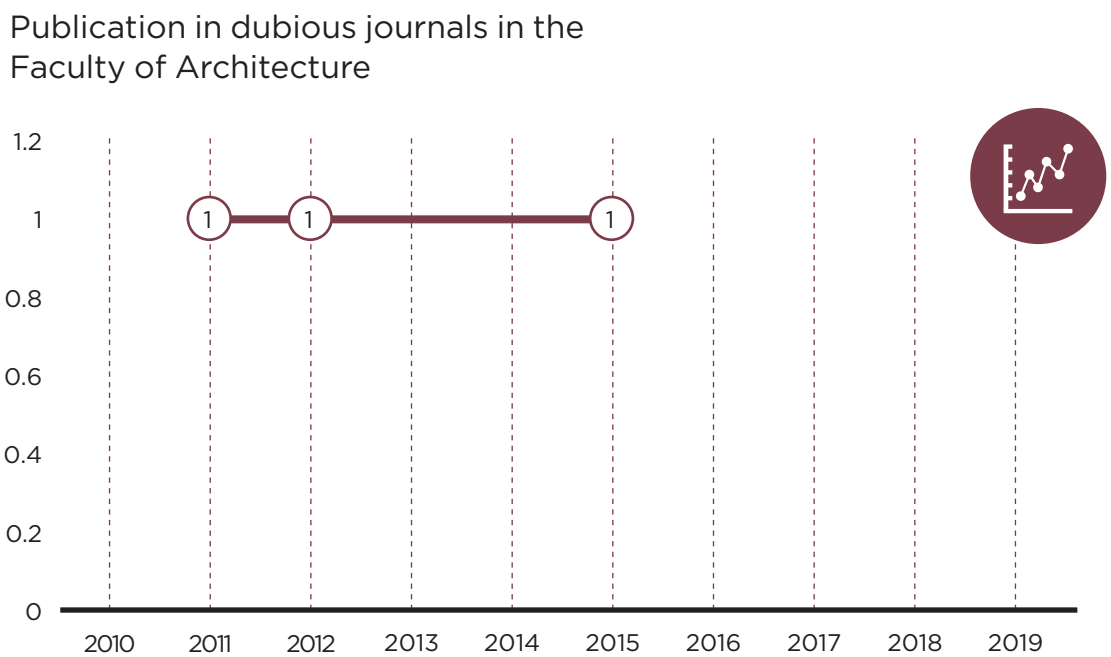
Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	0	0	0	0	0	1	0	0	0	1 (100%)
Women	0	0	3	0	2	2	0	0	5 (71%)	2 (29%)
Total by age group	**0**	**0**	**3 (100%)**	**0**	**2 (40%)**	**3 (60%)**	**0**	**0**	**5 (62%)**	**3 (37%)**

The professors in this faculty have published a total of 21 papers in scientific journals, and 23 are valid for promotion. This means that there could be some papers where there could be professors from this faculty that are first and corresponding authors, and it counts twice according to the regulations in power.

Scientific publication in the Faculty of Architecture



One professor in the Faculty of Architecture has published 3 papers in dubious journals.



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF ARCHITECTURE

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

In the Faculty of Architecture there is one professor who does not have any scientific papers published.

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

Under 40	40-50	Over 50	Age unknown	Women	Men
0	0	1	0	0	1

While the academic debt of professors in this faculty that do not justify their ranks is 3 papers. Women professors that do not justify their ranks owe 2 papers, while men professors owe 1.

ACADEMIC DEBT IN THE FACULTY OF ARCHITECTURE

Academic rank	Women	Men
Full professors	1	0
Associate professors	1	0
Assistant professors	0	1
Total by gender	**2**	**1**
Total papers owed	**3**	

FACULTY OF AGRICULTURE AND VETERINARY

PROFESSORS WITH ACADEMIC RANKS	FULL PROFESSORS	ASSOCIATE PROFESSORS	ASSISTANT PROFESSORS
40	13	13	14

Out of 40 professors in the Faculty of Agriculture and Veterinary, 45% (18) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 3 out of 11 are assistant professors, compared to 2019 when there were 4 out of 13, and 2018 when there was 1 out of 10. While, in 2017 there 2 out of 10. 6 associate professors out of 13 in total do not justify their academic ranks, in 2019 there were 7 out of 12, in 2018 7 out of 10, and in 2017 there were 8 out of 10. 5 out of 13 full professors do not justify their academic ranks, compared to 9 out of 13 in 2019, and 8 of 13 in 2018 and in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF AGRICULTURE AND VETERINARY

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**11 (79%)**	**3 (21%)**	**6 (46%)**	**7 (54%)**	**5 (38%)**	**8 (62%)**	**22 (55%)**	**18 (45%)**
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%)

55% of men justify their ranks, compared to 50% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Agriculture and Veterinary	Women		Men	
	✓	−	✓	−
Full professor	0	0	5	8
Associate professor	0	1	6	6
Assistant professor	2	1	9	2
Total	**2**	**2**	**16**	**19**

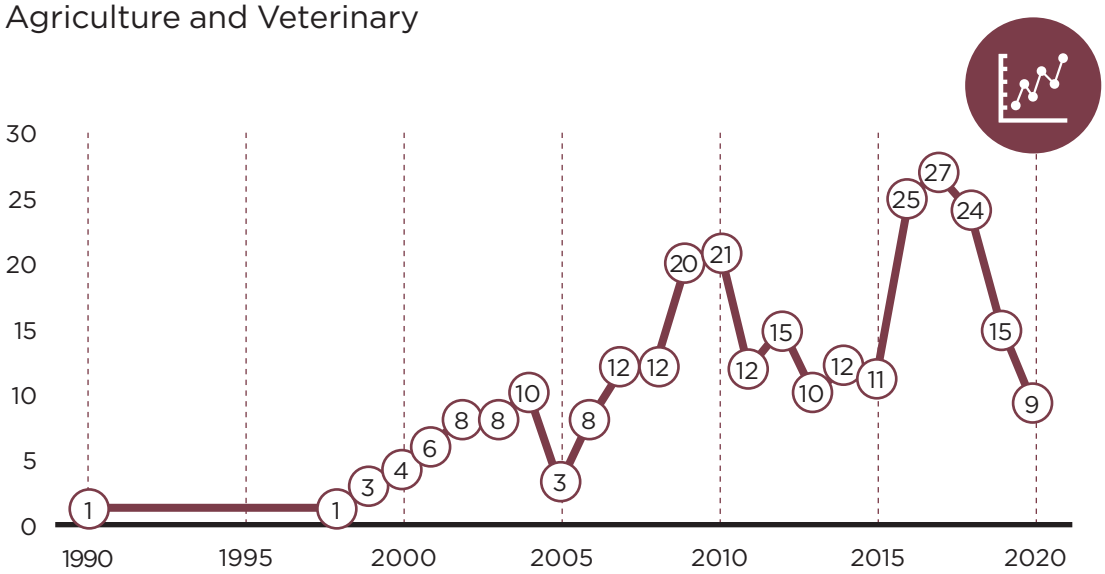
The highest percentage of rank justification is professors under 40 years old (100% of them justify their ranks).

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF AGRICULTURE AND VETERINARY

Gender	UNDER 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	2	0	12	1	6	14	0	1	20 (55%)	16 (45%)
Women	1	0	0	1	0	0	1	1	2 (50%)	2 (50%)
Total by age group	**3 (100%)**	**0 (0%)**	**12 (85%)**	**2 (15%)**	**6 (30%)**	**14 (70%)**	**1 (33%)**	**2 (67%)**	**22 (55%)**	**18 (45%)**

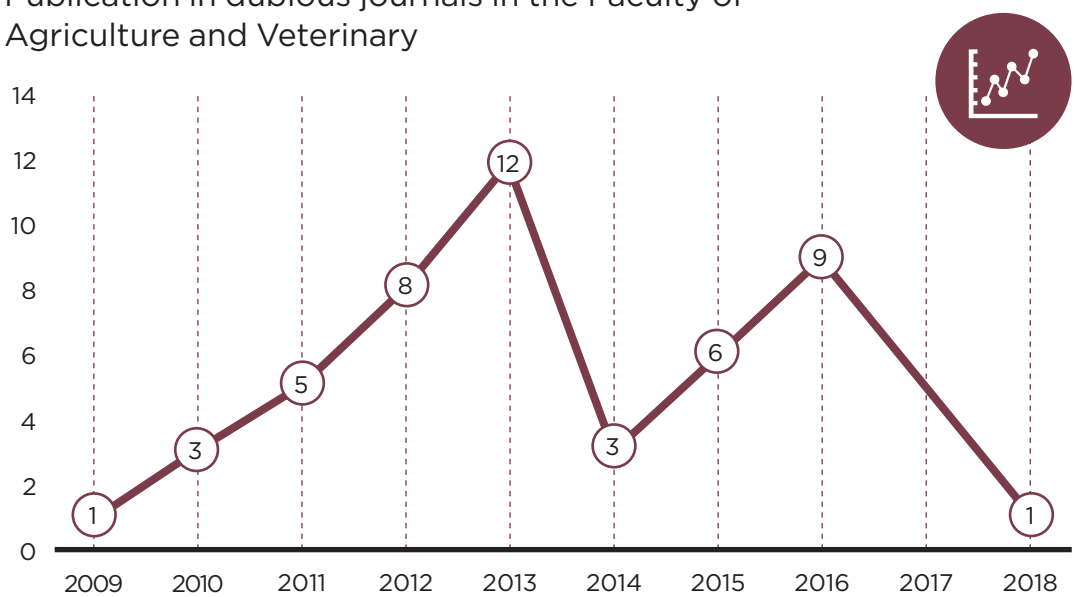
The professors in this faculty have published a total of 277 papers in scientific journals, 146 of which are valid for promotion. In 2019 there were 209 papers, in 2018 there were 184 scientific papers, while in 2017 there were 175.

Scientific publication in the Faculty of Agriculture and Veterinary



19 professors in the Faculty of Agriculture and Veterinary have published 48 papers in dubious journals.

Publication in dubious journals in the Faculty of Agriculture and Veterinary



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF AGRICULTURE AND VETERINARY

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	6	9	1	17
Women	1	0	0	1	2
Total by age group	**2**	**6**	**9**	**2**	**19**

In the Faculty of Agriculture and Veterinary there are 10 professors who do not have any scientific papers published.

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

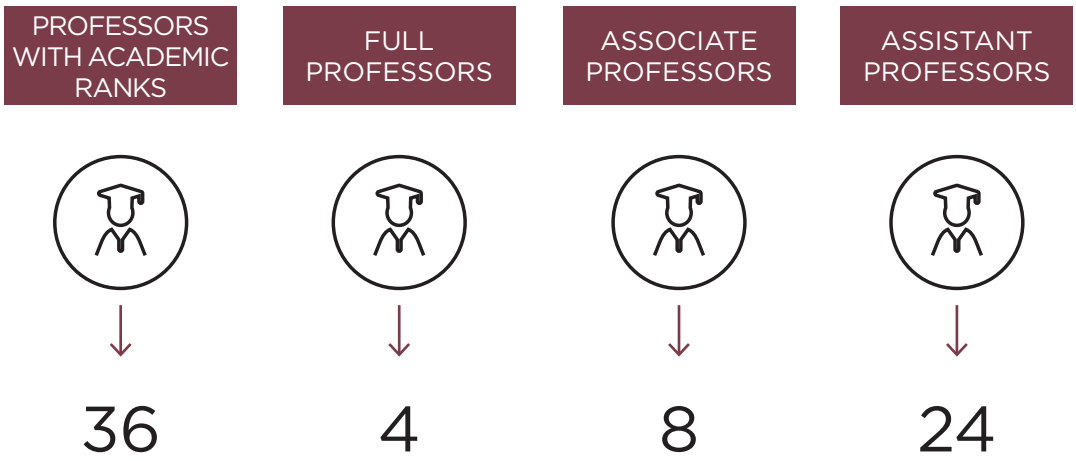
Under 40	40-50	Over 50	Age unknown	Women	Men
0	2	6	2	2	8

While the academic debt of professors in this faculty that do not justify their ranks is 49 papers. Women professors that do not justify their ranks owe 4 papers, while men professors owe 45.

ACADEMIC DEBT IN THE FACULTY OF AGRICULTURE AND VETERINARY

Academic rank	Women	Men
Full professors	0	29
Associate professors	3	14
Assistant professors	1	2
Total by gender	**4**	**45**
Total papers owed	**49**	

FACULTY OF EDUCATION



Out of 38 professors in the Faculty of Education, 47% (17) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 14 out of 24 are assistant professors, compared to 2019 when there were 10 out of 21, 2018 when there were 11 out of 21, and in 2017 there were 11 out of 22. 4 associate professors out of 8 in total do not justify their academic ranks, in 2019 there were 8 out of 11, in 2018 there were 7 out of 10, and in 2017 there were 9 out of 10. 3 out of 4 full professors do not justify their academic ranks, while in 2019 and 2018 there were 4 out of 5, and 4 out of 4 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF EDUCATION

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**14 (58%)**	**10 (42%)**	**4 (50%)**	**4 (50%)**	**1 (25%)**	**3 (75%)**	**19 (53%)**	**17 (47%)**
2019	11 (52%)	10 (48%)	3 (27%)	8 (73%)	1 (20%)	4 (80%)	15 (41%)	22 (59%)
2018	11 (50%)	11 (50%)	1 (10%)	9 (90%)	0 (0%)	4 (100%)	14 (39%)	22 (61%)
2017	10 (48%)	11 (52%)	3 (30%)	7 (70%)	1 (20%)	4 (80%)	12 (33%)	24 (67%)

47% of men justify their ranks, compared to 57% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Education	Women		Men	
	✓	−	✓	−
Full professor	1	0	0	3
Associate professor	1	2	3	2
Assistant professor	9	6	5	4
Total	**11**	**8**	**8**	**9**

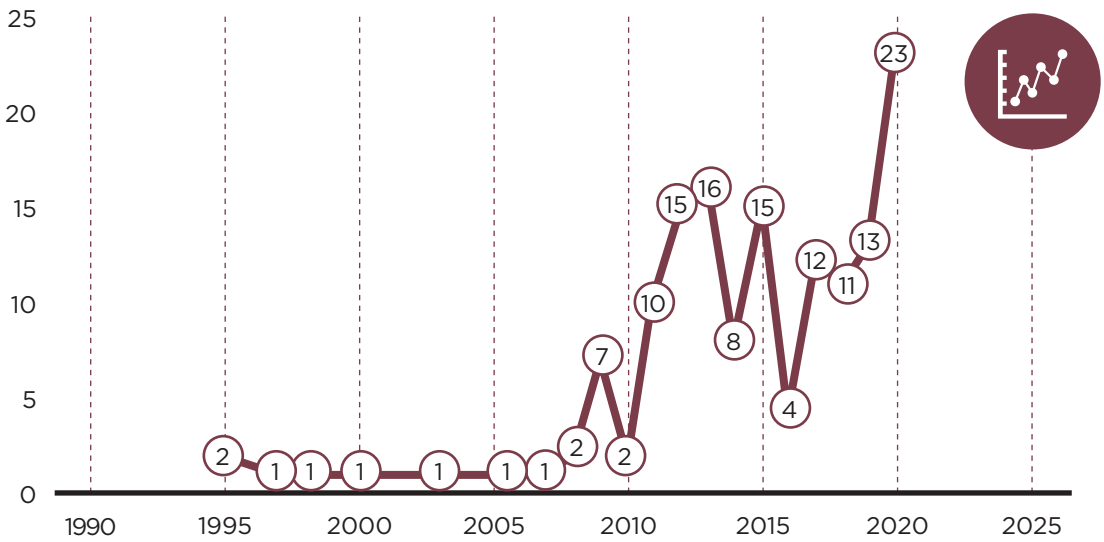
The highest percentage of rank justification is professors from 40 to 50 years old (66% of them justify their ranks).

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF EDUCATION

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	2	2	4	7	1	0	8 (47%)	9 (53%)
Women	1	3	4	1	4	4	2	0	11 (57%)	8 (43%)
Total by age group	**2 (40%)**	**3 (60%)**	**6 (66%)**	**3 (34%)**	**8 (42%)**	**11 (58%)**	**3 (100%)**	**0 (0%)**	**19 (53%)**	**17 (47%)**

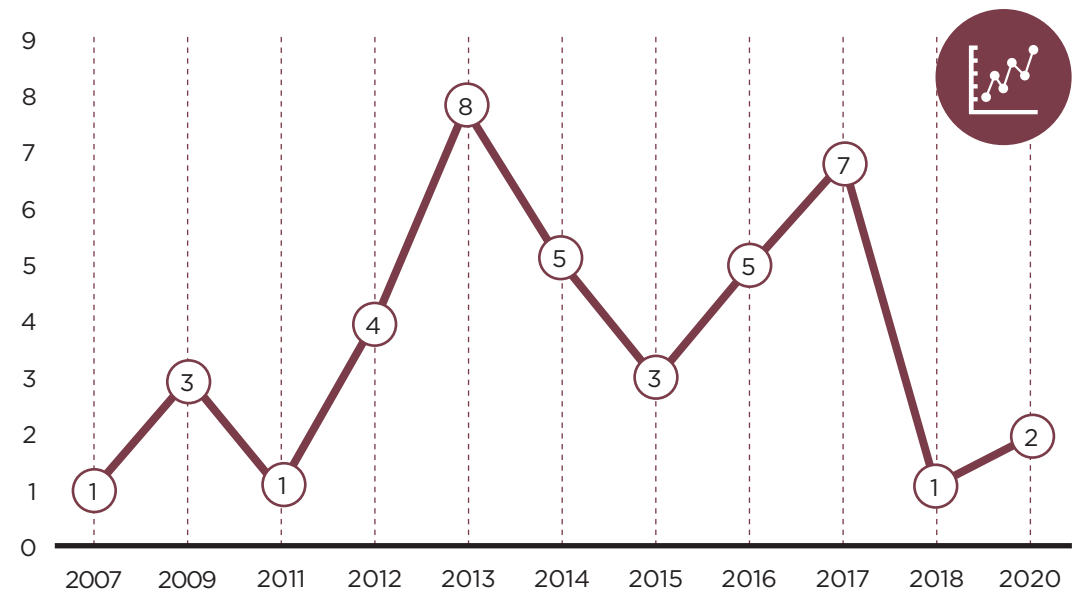
The professors in this faculty have published a total of 146 papers in scientific journals, 112 of which are valid for promotion. In 2019 there were 112 papers, in 2018 there were 94 scientific papers, while in 2017 there were 84.

Scientific publication in the Faculty of Education



19 professors in the Faculty of Education have published 40 papers in dubious journals.

Publication in dubious journals in the Faculty of Education



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF EDUCATION

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	4	4	1	9
Women	0	4	4	2	10
Total by age group	**0**	**8**	**8**	**3**	**19**

In the Faculty of Education there are 12 professors who do not have any scientific papers published.

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

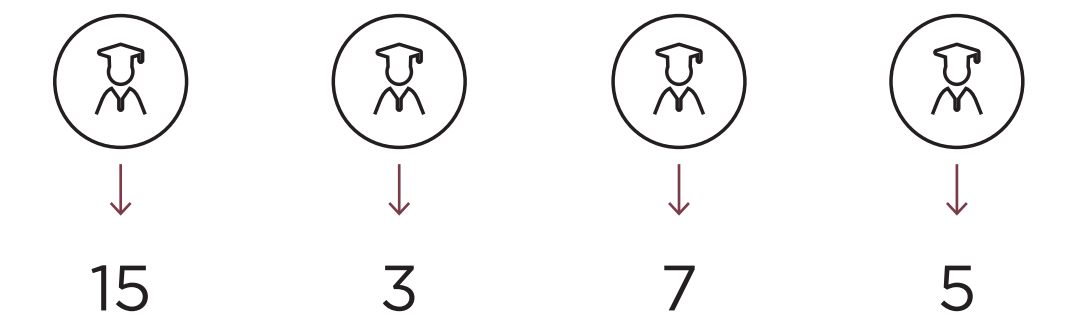
Under 40	40-50	Over 50	Age unknown	Women	Men
2	3	7	0	7	5

While the academic debt of professors in this faculty that do not justify their ranks is 28 papers. Women professors that do not justify their ranks owe 11 papers, while men professors owe 17.

ACADEMIC DEBT IN THE FACULTY OF EDUCATION

Academic rank	Women	Men
Full professors	0	11
Associate professors	5	3
Assistant professors	6	4
Total by gender	**11**	**17**
Total papers owed	**28**	

FACULTY OF PHYSICAL EDUCATION AND SPORTS



Out of 15 professors in the Faculty of Physical Education and Sports, 80% (12) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 2 out of 5 are assistant professors, compared to 2019 when there were 2 out of 2, and in 2018 when there were 2 out of 3. 6 associate professors out of 7 in total do not justify their academic ranks, likewise in 2019, and in 2018 there were 7 out of 7. 3 out of 3 full professors do not justify their academic ranks, while in 2019 and 2018 there were 4 out of 4.

JUSTIFICATION OF RANKS IN THE FACULTY OF PHYSICAL EDUCATION AND SPORTS

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**2 (40%)**	**3 (60%)**	**1 (14%)**	**6 (86%)**	**0 (0%)**	**3 (100%)**	**3 (20%)**	**12 (80%)**
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	n.a	n.a	n.a	n.a	n.a	n.a	n.a	n.a

100% of women (only one) justify their academic ranks, compared to 15% of men who justify their ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Physical Education and Sports	Women		Men	
	✓	−	✓	−
Full professor	0	0	0	3
Associate professor	0	0	1	6
Assistant professor	1	0	1	3
Total	**1**	**0**	**2**	**12**

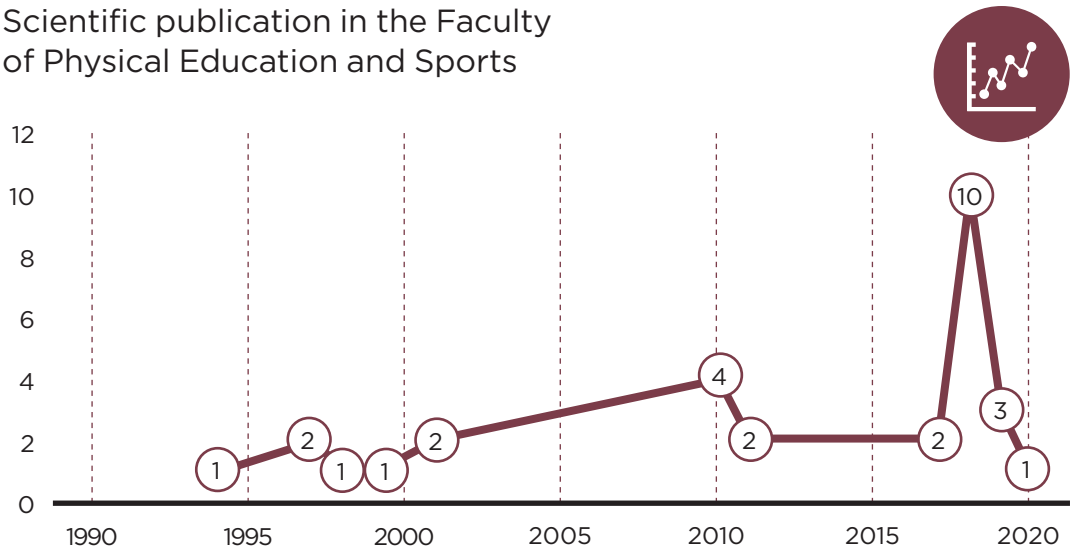
The highest percentage of rank justification is professors under 40 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF PHYSICAL EDUCATION AND SPORTS

Gender	UNDER 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	0	1	1	9	0	2	2 (14%)	12 (86%)
Women	0	0	1	0	0	0	0	0	1 (100%)	0 (0%)
Total by age group	**1 (100%)**	**0 (0%)**	**1 (50%)**	**1 (50%)**	**1 (10%)**	**9 (90%)**	**0 (0%)**	**2 (100%)**	**3 (20%)**	**12 (80%)**

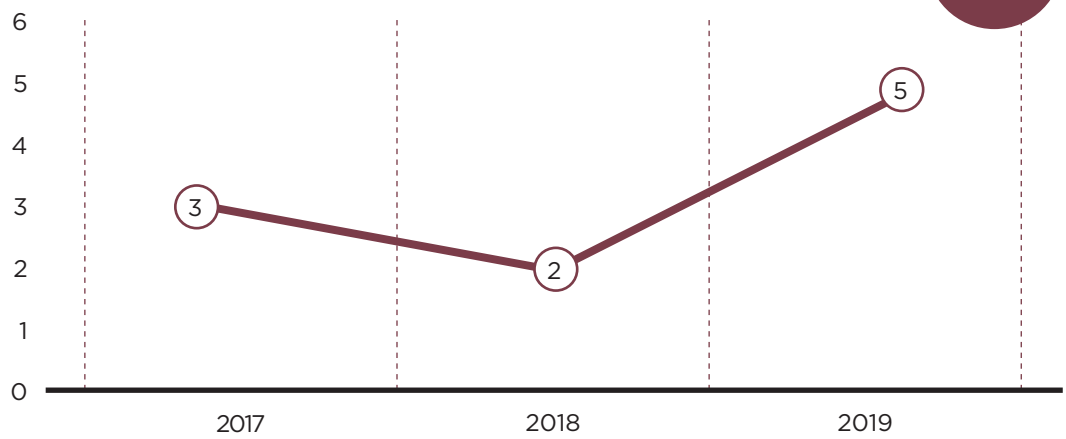
The professors in this faculty have published a total of 29 papers in scientific journals, 15 of which are valid for promotion. In 2019 there were 22 papers, and in 2018 there were 14 scientific papers.

Scientific publication in the Faculty of Physical Education and Sports



4 professors in the Faculty of Physical Education and Sports have published 10 papers in dubious journals.

Publication in dubious journals in the Faculty of Physical Education and Sports



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF PHYSICAL EDUCATION AND SPORTS

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

In the Faculty of Physical Education and Sports there are 10 professors who do not have any scientific papers published.

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

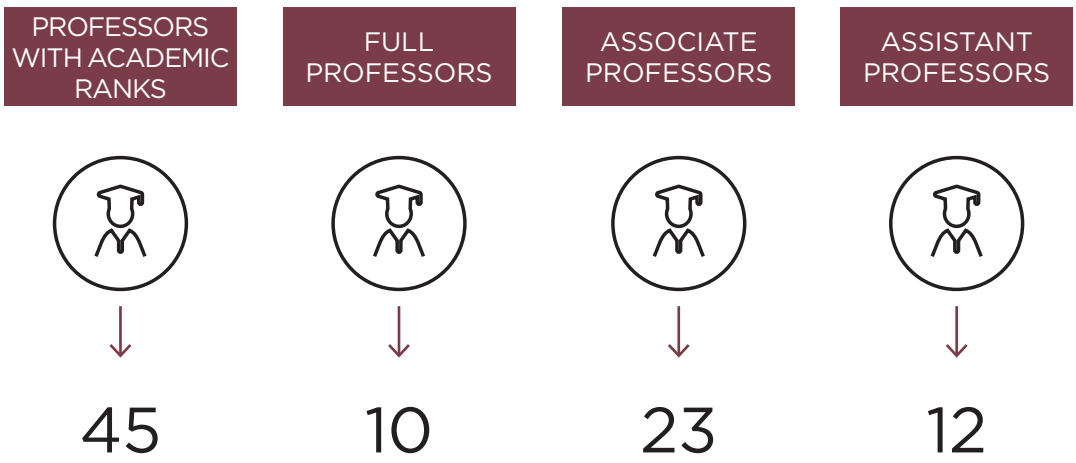
Under 40	40-50	Over 50	Age unknown	Women	Men
0	1	7	2	0	10

While the academic debt of professors in this faculty that do not justify their ranks is 33 papers. There are no women professors who do not justify their academic ranks, while men professors owe 33 papers.

ACADEMIC DEBT FACULTY OF PHYSICAL EDUCATION AND SPORTS

Academic rank	Women	Men
Full professors	0	12
Associate professors	0	18
Assistant professors	0	3
Total by gender	**0**	**33**
Total papers owed	**33**	

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 IN THE FACULTY OF PHILOLOGY

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**13 (76%)**	**4 (24%)**	**9 (41%)**	**13 (59%)**	**6 (55%)**	**5 (45%)**	**28 (56%)**	**22 (44%)**
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.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Philology	Women		Men	
	✓	−	✓	−
Full professor	2	0	4	5
Associate professor	7	2	2	11
Assistant professor	6	2	7	2
Total	**15**	**4**	**13**	**19**

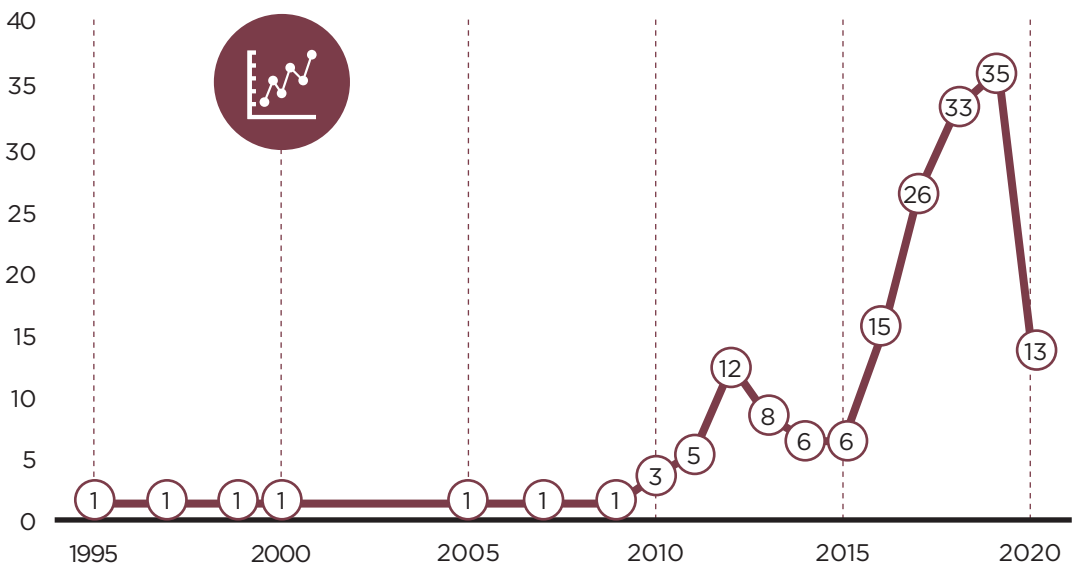
The highest percentage of rank justification is professors 40 to 50 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF PHILOLOGY

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	3	1	4	3	3	13	3	1	13 (42%)	18 (58%)
Women	0	0	10	0	4	3	1	1	15 (79%)	4 (21%)
Total by age group	**3 (75%)**	**1 (25%)**	**14 (82%)**	**3 (18%)**	**7 (30%)**	**16 (70%)**	**4 (66%)**	**2 (34%)**	**28 (56%)**	**22 (44%)**

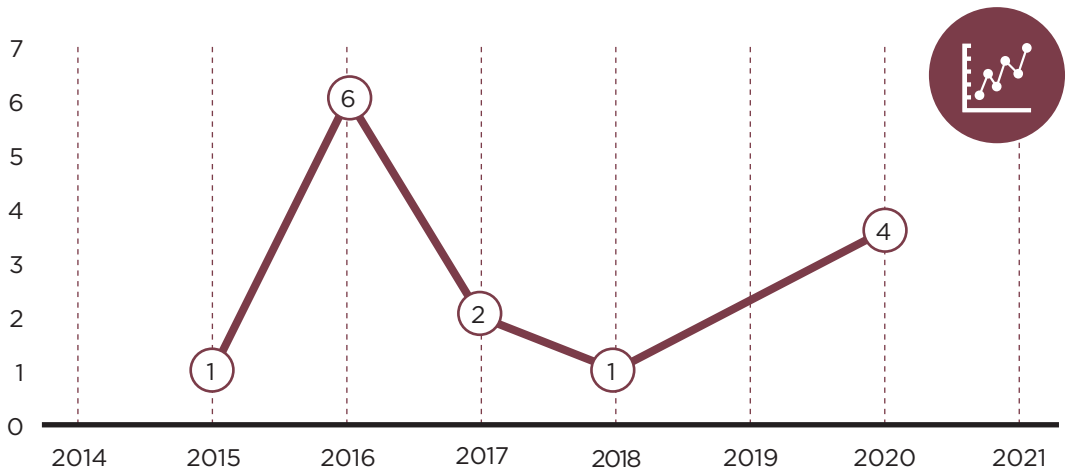
The professors in this faculty have published a total of 169 papers in scientific journals, 144 of which are valid for promotion. In 2019 there were 71 papers, in 2018 there were 36 scientific papers, while in 2017 there were 16.

Scientific publication in the Faculty of Philology



4 professors in the Faculty of Philology has published 14 papers in dubious journals.

Publication in dubious journals in the Faculty of Philology



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF PHILOLOGY

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

In the Faculty of Philology there are 12 professors who do not have any scientific papers published.

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

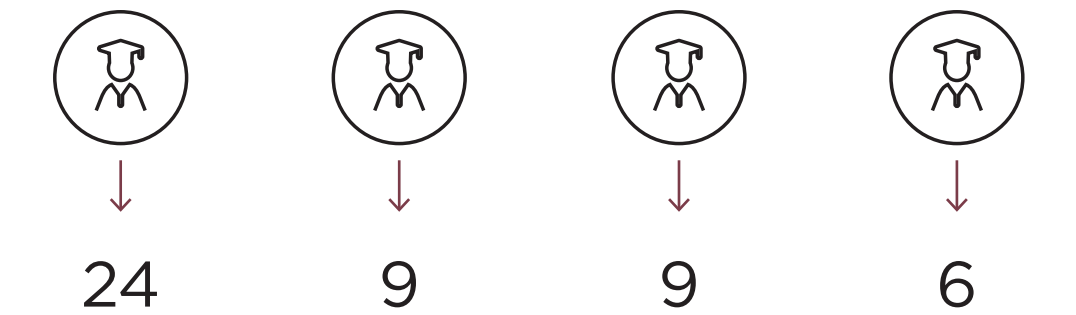
Under 40	40-50	Over 50	Age unknown	Women	Men
0	2	8	2	3	9

While the academic debt of professors in this faculty that do not justify their ranks is 46 papers. Women professors that do not justify their ranks owe 6 papers, while men professors owe 40.

ACADEMIC DEBT FACULTY OF FACULTY OF PHILOLOGY

Academic rank	Gra	Burra
Full professors	0	13
Associate professors	4	25
Assistant professors	2	2
Total by gender	**6**	**40**
Total papers owed	**46**	

FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING



Out of 24 professors in the Faculty of Electrical and Computer Engineering, 30% (7) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 3 out of 8 are assistant professors, compared to 2019 when there were 2 out of 6, 2018 when there were 2 out of 7, and 2017 when there were 5 out of 8. 1 associate professors out of 10 in total do not justify their academic ranks, in 2019 there were 3 out of 9, in 2018 4 out of 8, and in 2017 there were 5 out of 6. 3 out of 5 full professors do not justify their academic ranks, compared to 7 out of 9 in 2019, 6 out of 6 in 2018 and 9 out of 9 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**5 (63%)**	**3 (37%)**	**9 (90%)**	**1 (10%)**	**2 (40%)**	**3 (60%)**	**16 (70%)**	**7 (30%)**
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%)

66% of men justify their ranks, compared to 75% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

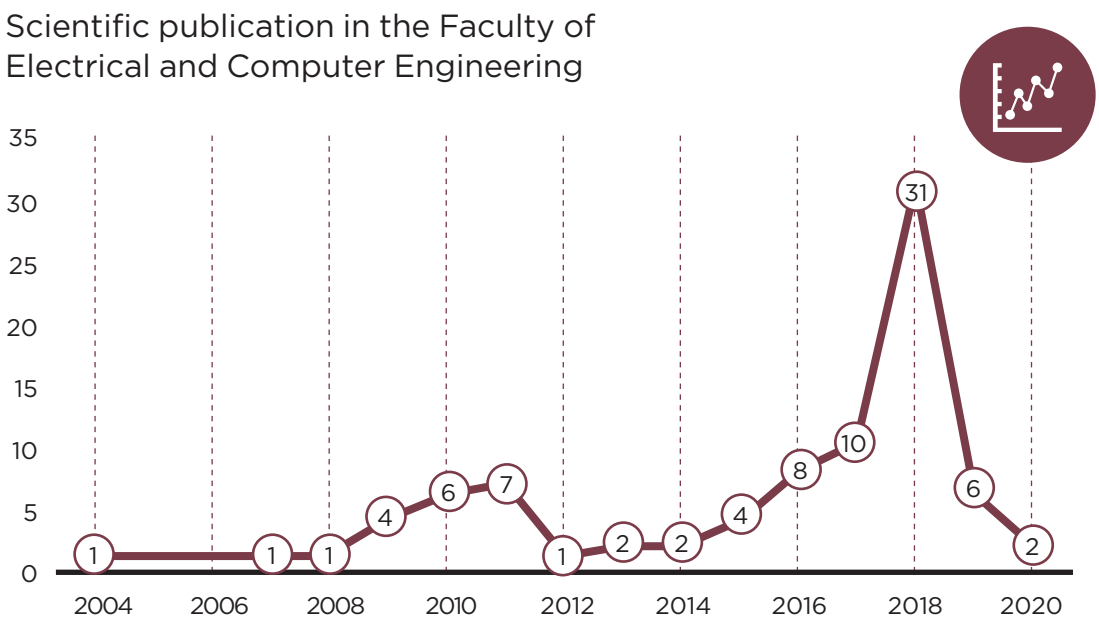
Faculty of Electrical and Computer Engineering	Women		Men	
	✓	−	✓	−
Full professor	0	1	2	2
Associate professor	4	0	5	1
Assistant professor	2	1	3	2
Total	**6**	**2**	**10**	**5**

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

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING

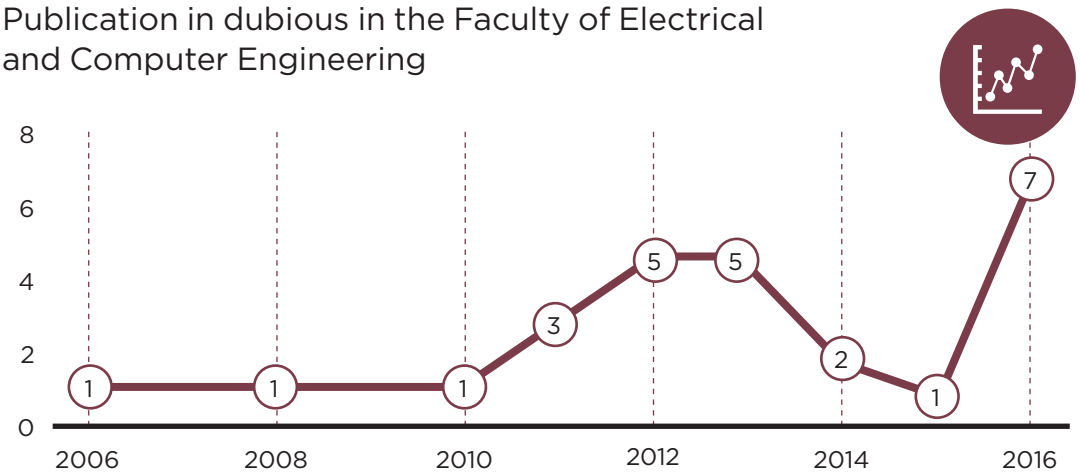
Gender	UNDER 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	1	0	4	0	5	5	0	0	10 (66%)	5 (34%)
Women	1	0	3	0	2	1	0	1	6 (75%)	2 (25%)
Total by age group	**2 (100%)**	**0 (0%)**	**7 (100%)**	**0 (0%)**	**7 (53%)**	**6 (47%)**	**0 (0%)**	**1 (100%)**	**16 (70%)**	**7 (30%)**

The professors in this faculty have published a total of 86 papers in scientific journals, 86 of which are valid for promotion. In 2019 there were 79 papers, in 2018 there were 57 scientific papers, while in 2017 there were 31.



13 professors in the Faculty of Electrical and Computer Engineering have published 26 papers in dubious journals.

Publication in dubious in the Faculty of Electrical and Computer Engineering



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	0	2	8	0	10
Women	0	1	2	0	3
Total by age group	**0**	**3**	**10**	**0**	**13**

In the Faculty of Electrical and Computer Engineering there are 5 professors who do not have any scientific papers published.

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

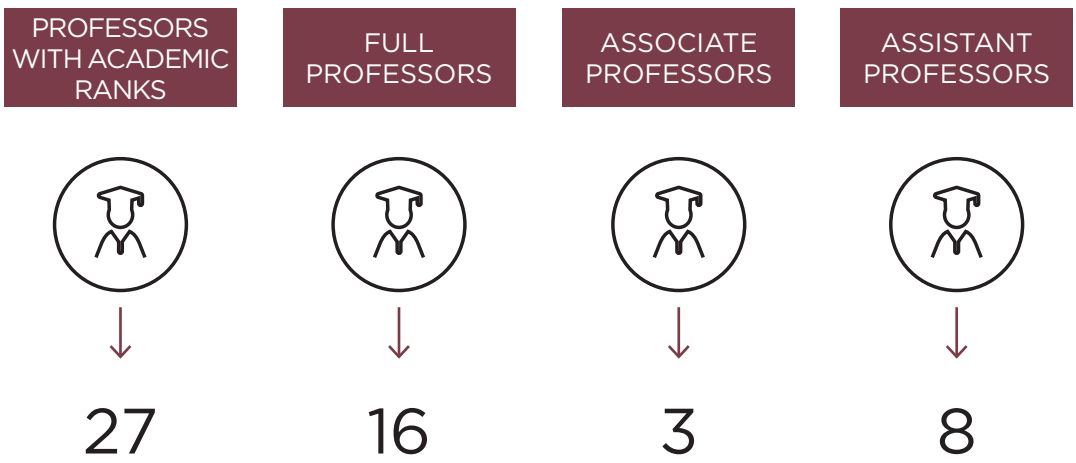
Under 40	40-50	Over 50	Age unknown	Women	Men
0	0	5	0	1	4

While the academic debt of professors in this faculty that do not justify their ranks is 18 papers. Women professors that do not justify their ranks owe 4 papers, while men professors owe 14.

ACADEMIC DEBT FACULTY OF ELECTRICAL AND COMPUTER ENGINEERING

Academic rank	Women	Men
Full professors	3	10
Associate professors	0	2
Assistant professors	1	2
Total by gender	**4**	**14**
Total papers owed	**18**	

FACULTY OF MECHANICAL ENGINEERING



Out of 27 professors in the Faculty of Mechanical Engineering, 33% (9) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 3 out of 8 are assistant professors, compared to 2019 when there were 3 out of 7, or 2018 when there were 5 out of 8, and in 2017 there were 3 out of 6. All (3) the associate professors justify their academic ranks. In 2019, all (2) associate professors justified their ranks, while in 2018, 4 out of 9 associate professors did not justify their rank, and in 2017 there were 7 out of 9. 6 out of 16 full professors do not justify their academic ranks, compared to 7 out of 17 in 2019, 9 out of 12 in 2018 and 11 out of 14 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF MECHANICAL ENGINEERING

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**5 (63%)**	**3 (37%)**	**3 (100%)**	**0**	**10 (63%)**	**6 (37%)**	**18 (67%)**	**9 (33%)**
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%)

64% of men justify their ranks, compared to 100% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Mechanical Engineering	Women		Men	
	✓	−	✓	−
Full professor	0	0	10	6
Associate professor	1	0	2	0
Assistant professor	1	0	4	3
Total	**2**	**0**	**16**	**9**

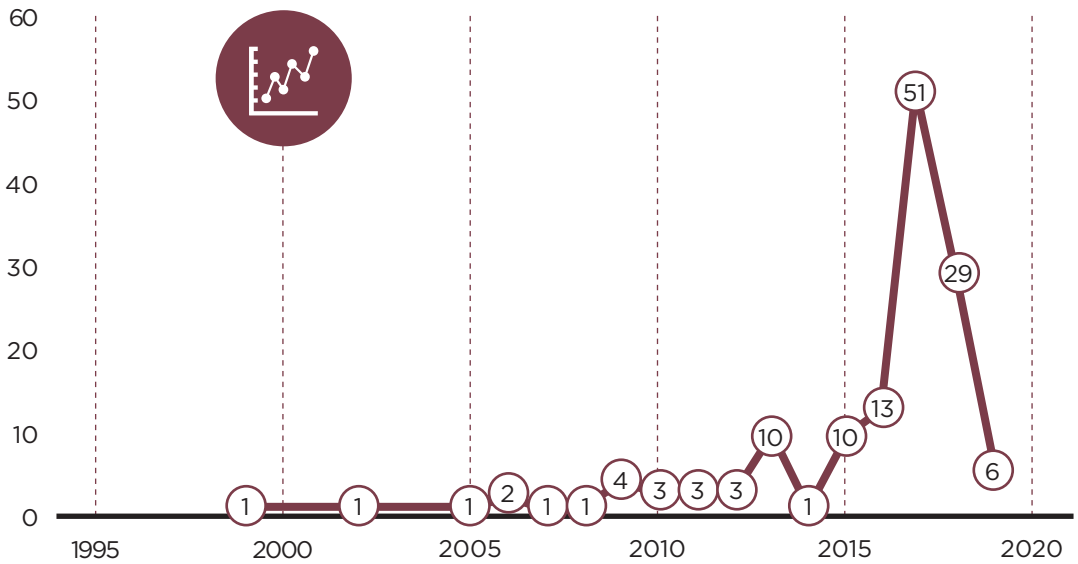
The highest percentage of rank justification is professors under 40 years old and those 40 to 50 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF MECHANICAL ENGINEERING

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	2	0	4	0	10	8	0	1	16 (64%)	9 (36%)
Women	1	0	1	0	0	0	0	0	2 (100%)	0 (0%)
Total by age group	**3 (100%)**	**0 (0%)**	**5 (100%)**	**0 (0%)**	**10 (55%)**	**8 (45%)**	**0 (0%)**	**1 (100%)**	**18 (67%)**	**9 (33%)**

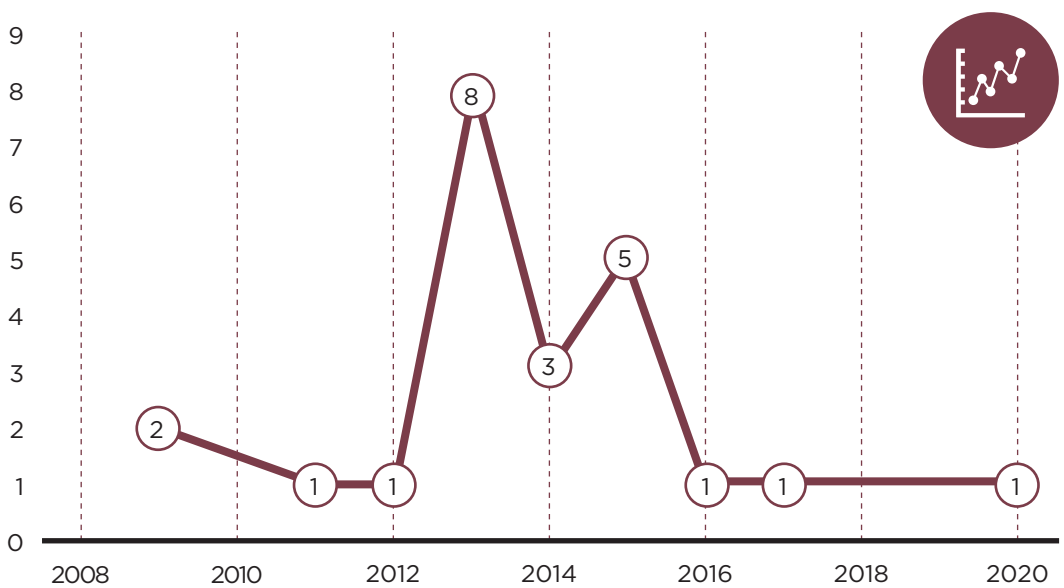
The professors in this faculty have published a total of 140 papers in scientific journals, and 153 are valid for promotions (this happens because a paper can be counted twice if both the first and corresponding authors of the paper are professors in the faculty). In 2019 there were 126 papers, in 2018 there were 94 scientific papers, while in 2017 there were 50.

Scientific publication in the Faculty of Mechanical Engineering



12 professors in the Faculty of Mechanical Engineering have published 23 papers in dubious journals.

Publication in dubious journals in the Faculty of Mechanical Engineering



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF MECHANICAL ENGINEERING

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	0	10	0	11
Women	0	1	0	0	1
Total by age group	**1**	**1**	**10**	**0**	**12**

In the Faculty of Mechanical Engineering there are 8 professors who do not have any scientific papers published.

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

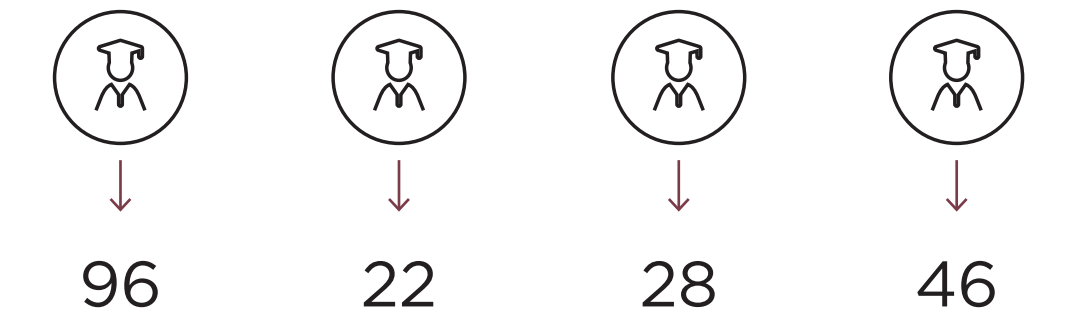
Under 40	40-50	Over 50	Age unknown	Men	Women
0	0	7	1	0	8

While the academic debt of professors in this faculty that do not justify their ranks is 29 papers. There are no women professors that do not justify their ranks, while men professors owe 29.

ACADEMIC DEBT FACULTY OF MECHANICAL ENGINEERING

Academic rank	Women	Men
Full professors	0	26
Associate professors	0	0
Assistant professors	0	3
Total by gender	**0**	**29**
Total papers owed	**29**	

FACULTY OF MEDICINE



Out of 96 professors in the Faculty of Medicine, 42% (40) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 14 out of 46 are assistant professors, while in 2019 and in 2018 there were 11 out of 28. While, in 2017 there were 11 out of 29. 11 associate professors out of 28 in total do not justify their academic ranks, in 2019 there were 16 out of 26, in 2018 21 out of 30, and in 2017 there were 25 out of 34. 15 out of 22 full professors do not justify their academic ranks, compared to 14 out of 20 in 2019, 22 out of 29 in 2018 and 27 out of 32 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF MEDICINE

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**32 (70%)**	**14 (30%)**	**17 (61%)**	**11 (39%)**	**7 (32%)**	**15 (68%)**	**56 (58%)**	**40 (42%)**
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%)

52% of men justify their ranks, compared to 64% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Medicine	Women		Men	
	✓	−	✓	−
Full professor	3	5	4	10
Associate professor	7	3	10	8
Assistant professor	19	8	13	6
Total	**29**	**16**	**27**	**24**

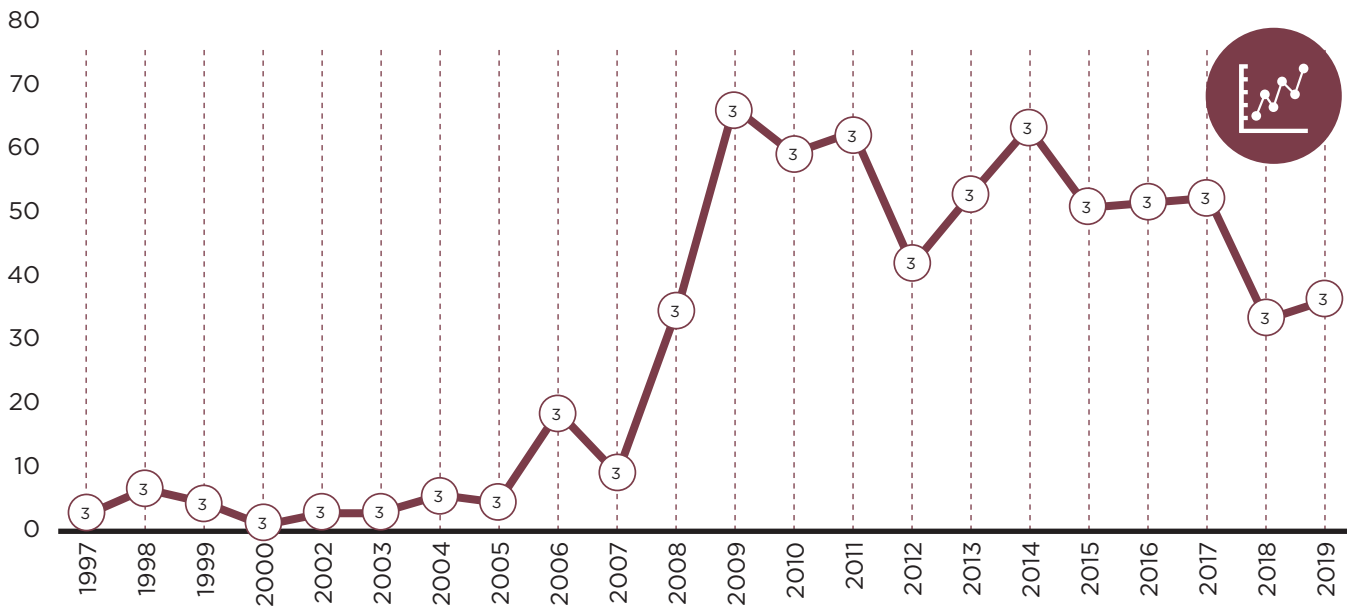
The highest percentage of rank justification is professors under 40 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF MEDICINE

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	2	0	7	0	18	16	0	8	27 (52%)	24 (48%)
Women	1	0	12	1	16	10	0	5	29 (64%)	16 (36%)
Total by age group	**3 (100%)**	**0 (0%)**	**19 (95%)**	**1 (5%)**	**34 (56%)**	**26 (44%)**	**0 (0%)**	**13 (100%)**	**56 (58%)**	**40 (42%)**

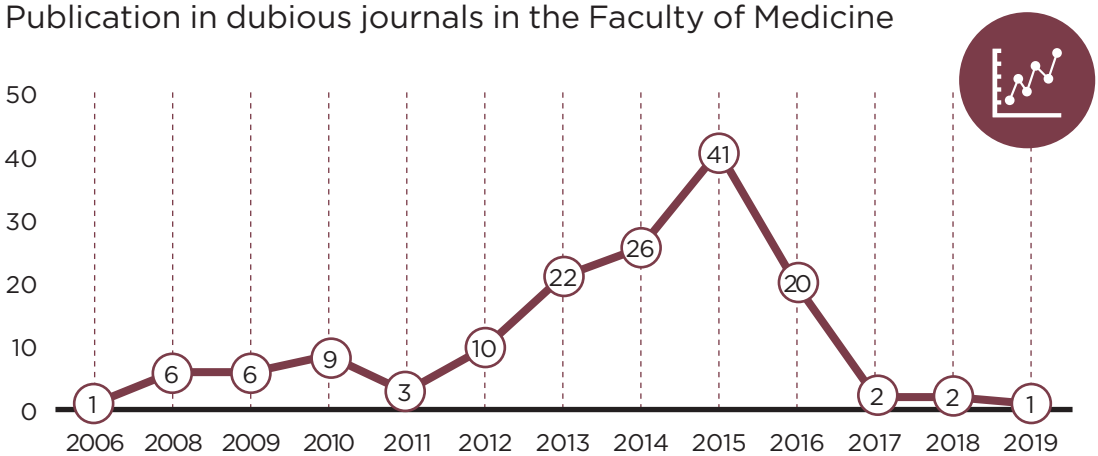
The professors in this faculty have published a total of 681 papers in scientific journals, 342 of which are valid for promotion. In 2019 there were 525 papers, in 2018 there were 528 scientific papers, while in 2017 there were 483.

Scientific publication in the Faculty of Medicine



41 professors in the Faculty of Medicine have published 149 papers in dubious journals.

Publication in dubious journals in the Faculty of Medicine



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF MEDICINE

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	7	14	1	23
Women	0	4	14	0	18
Total by age group	**1**	**11**	**28**	**1**	**41**

In the Faculty of Medicine there are 29 professors who do not have any scientific papers published.

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

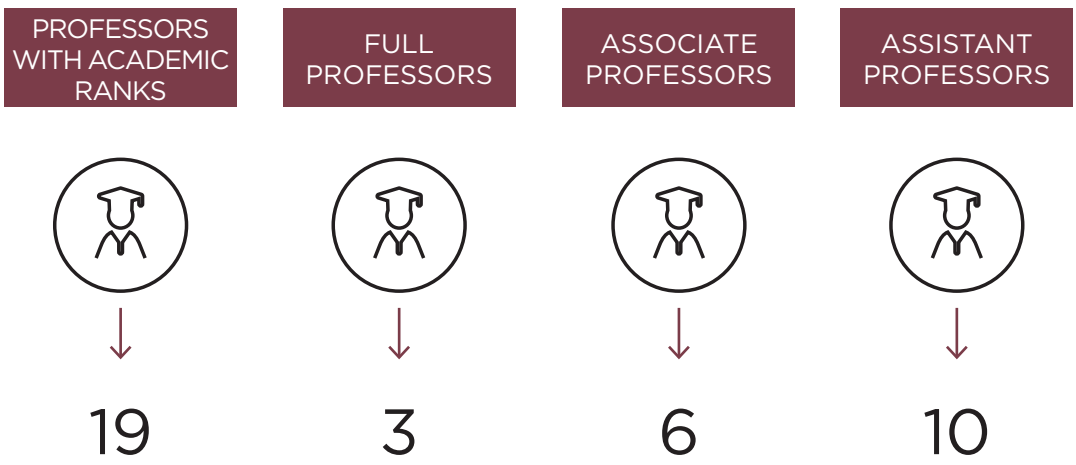
Under 40	40-50	Over 50	Age unknown	Men	Women
0	1	15	13	12	17

While the academic debt of professors in this faculty that do not justify their ranks is 94 papers. Women professors that do not justify their ranks owe 32 papers, while men professors owe 62.

ACADEMIC DEBT FACULTY OF MEDICINE

Academic rank	Women	Men
Full professors	18	35
Associate professors	6	21
Assistant professors	8	6
Total by gender	**32**	**62**
Total papers owed	**94**	

FACULTY OF CIVIL ENGINEERING



On October 1 2019, the Senate of the University of Prishtina voted to establish a separate Faculty of Architecture. Until then this faculty was part of the Faculty of Civil Engineering [and Architecture].

Out of 19 professors in the Faculty of Civil Engineering and Architecture, 68% (13) of them do not justify their academic ranks.

JUSTIFICATION OF RANKS IN THE FACULTY OF CIVIL ENGINEERING

Year	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**3 (30%)**	**7 (70%)**	**2 (33%)**	**4 (67%)**	**1 (33%)**	**2 (67%)**	**6 (32%)**	**13 (68%)**

Only 29% of men justify their academic ranks, compared to 50% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Civil Engineering	Women		Men	
	✓	−	✓	−
Full professor	0	0	1	2
Associate professor	1	1	1	3
Assistant professor	0	0	3	7
Total	**1**	**1**	**5**	**12**

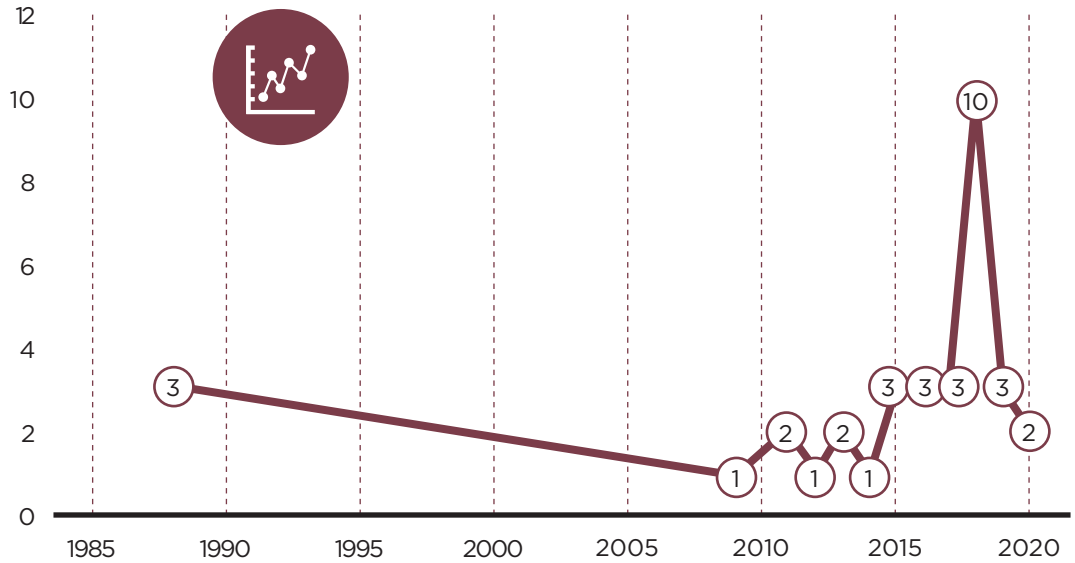
The highest percentage of rank justification is professors over 50 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF CIVIL ENGINEERING

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	0	0	1	3	4	9	0	0	5 (29%)	12 (71%)
Women	0	0	0	0	0	1	1	0	1 (50%)	1 (50%)
Total by age group	**0 (0%)**	**0 (0%)**	**1 (25%)**	**3 (75%)**	**4 (40%)**	**10 (60%)**	**1 (100%)**	**0 (0%)**	**6 (32%)**	**13 (68%)**

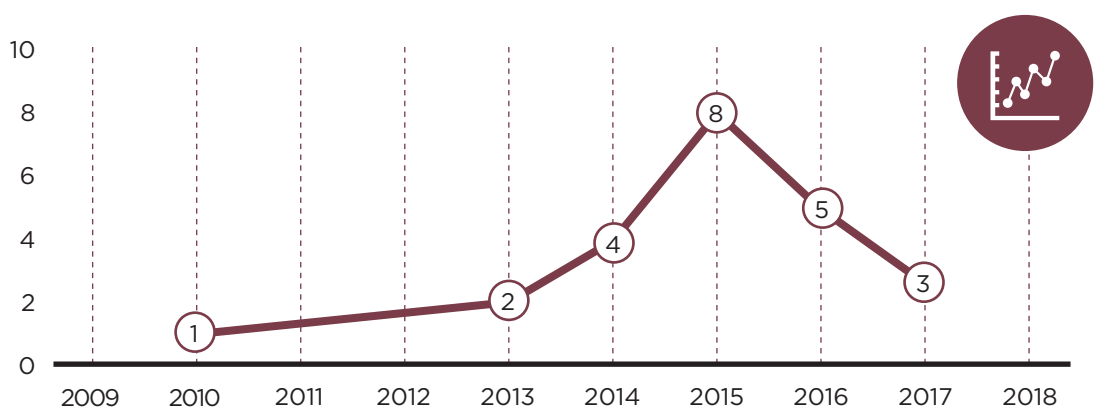
The professors in this faculty have published a total of 34 papers in scientific journals, all valid for promotions.

Scientific publication in the Faculty of Civil Engineering



5 professors in the Faculty of Civil Engineering have published 23 papers in dubious journals.

Publication in dubious journals in the Faculty of Civil Engineering



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF CIVIL ENGINEERING

	Under 40	40 - 50	Over 50	Age unknown	Total according to gender
Men	0	0	5	0	5
Women	0	0	0	0	0
Total according to age group	**0**	**0**	**5**	**0**	**5**

In the Faculty of Civil Engineering there are 10 professors who do not have any scientific papers published.

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

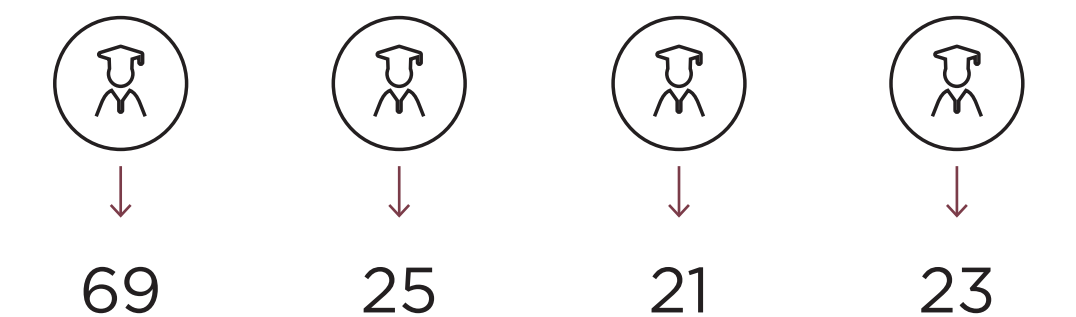
Under 40	40-50	Over 50	Men	Women
0	2	8	1	9

While the academic debt of professors in this faculty that do not justify their ranks is 22 papers. Women professors that do not justify their ranks owe 3 papers, while men professors owe 19.

ACADEMIC DEBT FACULTY OF CIVIL ENGINEERING

Academic rank	Women	Men
Full professors	0	4
Associate professors	3	8
Assistant professors	0	7
Total by gender	**3**	**19**
Total papers owed	**22**	

FACULTY OF MATHEMATICAL AND NATURAL SCIENCES



Out of 69 professors in the Faculty of Mathematical and Natural Sciences, 32% (22) of them do not justify their academic ranks. Out of those that do not justify their academic rank, 5 out of 23 are assistant professors compared to 5 out of 27 in 2019, 2 out of 24 in 2018, and 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 IN THE FACULTY OF MATHEMATICAL AND NATURAL SCIENCES

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**18 (78%)**	**5 (22%)**	**14 (67%)**	**7 (33%)**	**15 (60%)**	**10 (40%)**	**47 (68%)**	**22 (32%)**
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%)

65% of men justify their ranks, compared to 81% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Mathematical and Natural Sciences	Women		Men	
	✓	−	✓	−
Full professor	2	0	13	10
Associate professor	4	1	10	6
Assistant professor	3	1	15	4
Total	**9**	**2**	**38**	**20**

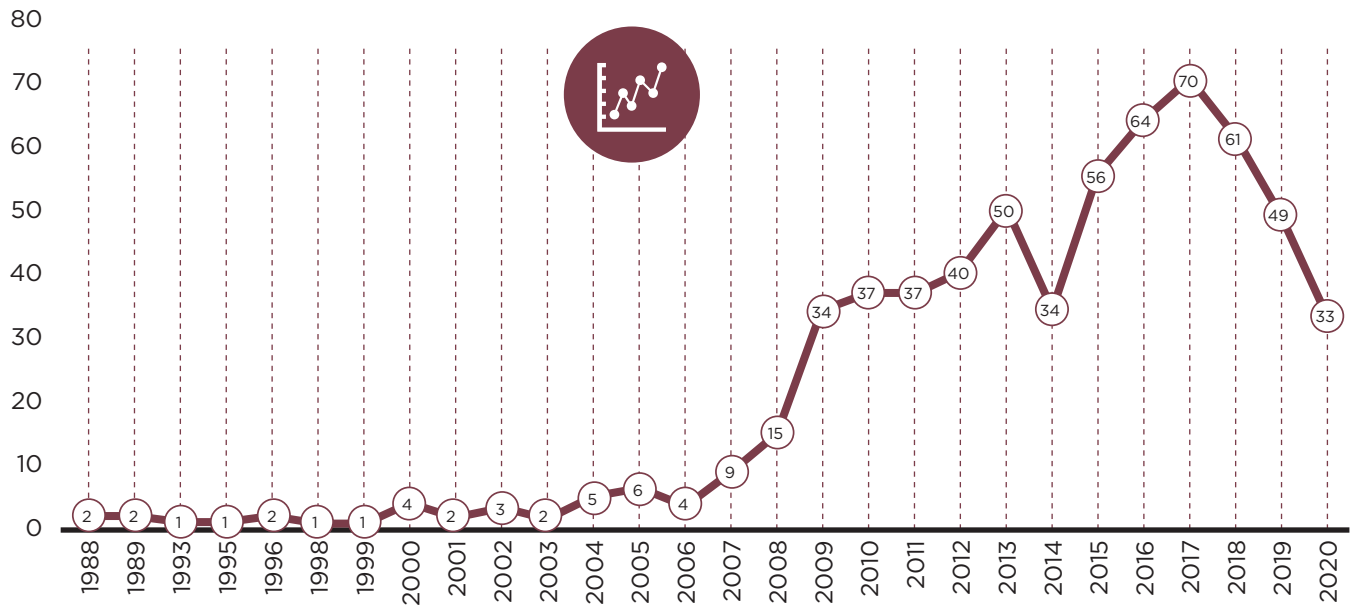
The highest percentage of rank justification is professors under 40 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF MATHEMATICAL AND NATURAL SCIENCES

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	5	1	16	4	15	12	2	3	38 (65%)	20 (35%)
Women	0	0	3	1	6	1	0	0	9 (81%)	2 (19%)
Total by age group	**5 (83%)**	**1 (17%)**	**19 (79%)**	**5 (21%)**	**21 (61%)**	**13 (39%)**	**2 (40%)**	**3 (60%)**	**47 (68%)**	**22 (32%)**

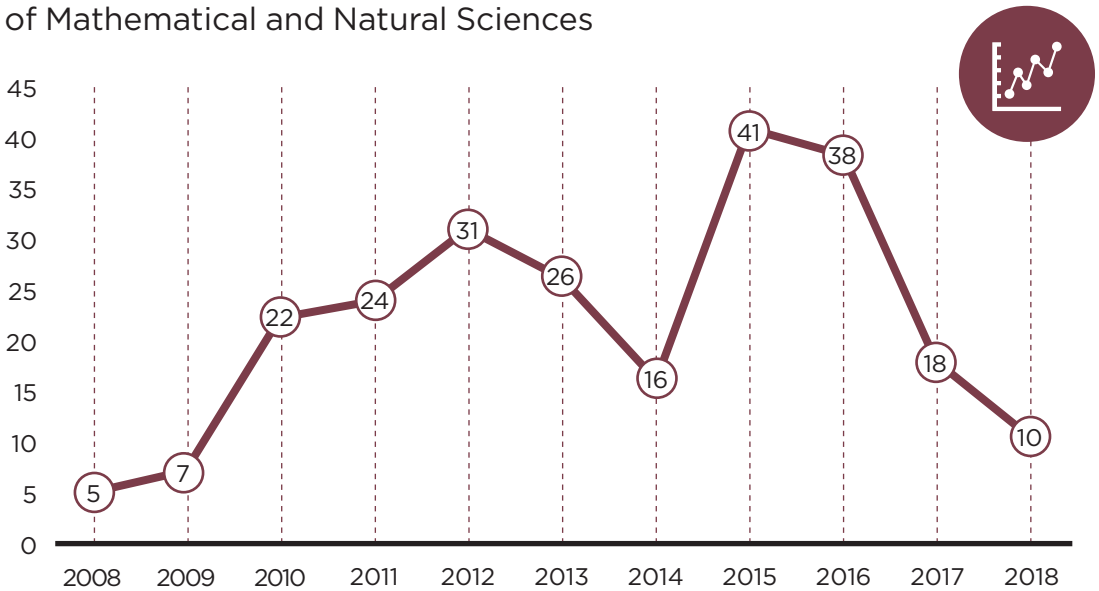
The professors in this faculty have published a total of 625 papers in scientific journals, 466 of which are valid for promotion. In 2019 there were 587 papers, in 2018 there were 524 scientific papers, while in 2017 there were 306.

Scientific publication in the Faculty of Mathematical and Natural Sciences



42 professors in the Faculty of Mathematical and Natural Sciences have published 238 papers in dubious journals.

Publication in dubious journals in the Faculty of Mathematical and Natural Sciences



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF MATHEMATICAL AND NATURAL SCIENCES

	Under 40	40 - 50	Over 50	Age unknown	Total according to gender
Men	3	11	18	2	34
Women	0	3	5	0	8
Total according to age group	**3**	**14**	**24**	**1**	**42**

In the Faculty of Mathematical and Natural Sciences there are 7 professors who do not have any scientific papers published.

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

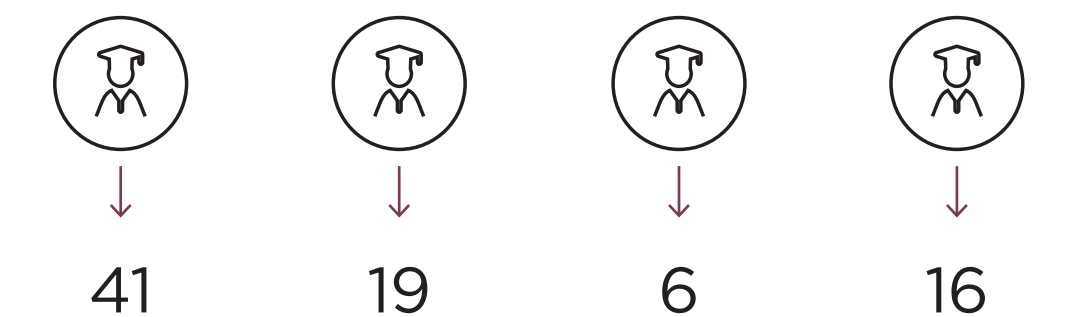
Under 40	40-50	Over 50	Age unknown	Men	Women
1	3	3	0	1	6

While the academic debt of professors in this faculty that do not justify their ranks is 47 papers. Women professors that do not justify their ranks owe 3 papers, while men professors owe 44.

ACADEMIC DEBT FACULTY OF MATHEMATICAL AND NATURAL SCIENCES

Academic rank	Women	Men
Full professors	0	30
Associate professors	2	10
Assistant professors	1	4
Total by gender	**3**	**44**
Total papers owed	**47**	

FACULTY OF LAW



Out of 41 professors in the Faculty of Law, 54% (22) of them do not justify their academic ranks. Out of those that do not justify their academic ranks, 7 out of 16 are assistant professors, compared to 2019 when there were 6 out of 12, or 2018 when there were 8 out of 13. In 2017, there were 7 out of 11. 5 associate professors out of 8 do not justify their academic ranks, in 2019 there were 6 out of 11, in 2018 there were 6 out of 14, and in 2017 there were 11 out of 15. 12 out of 19 full professors do not justify their academic ranks, compared to 14 out of 18 in 2019, 13 out of 15 in 2018 and 13 out of 14 in 2017.

JUSTIFICATION OF RANKS IN THE FACULTY OF LAW

Years	Assistant professors		Associate professors		Full professors		Total	
	✓	−	✓	−	✓	−	✓	−
2020	**9 (56%)**	**7 (44%)**	**3 (50%)**	**3 (50%)**	**7 (37%)**	**12 (63%)**	**19 (46%)**	**22 (54%)**
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%)

50% of men justify their ranks, compared to 28% of women who justify their academic ranks.

JUSTIFICATION PER RANK DIVIDED BY GENDER

Faculty of Law	Women		Men	
	✓	−	✓	−
Full professor	1	2	6	10
Associate professor	0	3	3	0
Assistant professor	1	0	8	7
Total	**2**	**5**	**17**	**17**

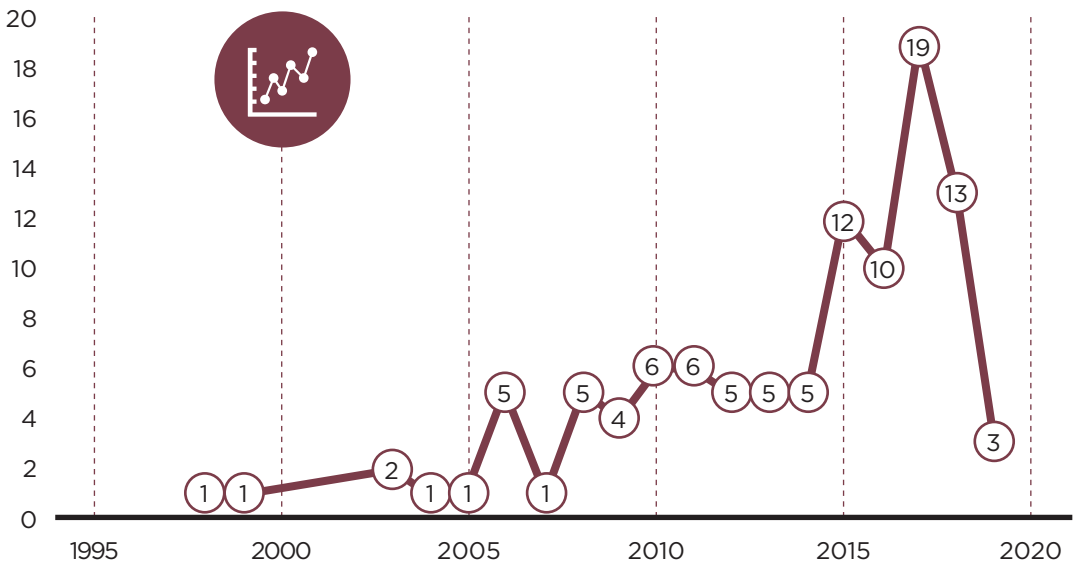
The highest percentage of rank justification is professors under 40 years old.

JUSTIFYING RANKS DISAGGREGATED BY AGE GROUPS AND GENDER IN THE FACULTY OF LAW

Gender	Under 40		40 - 50		Over 50		Age unknown		Total by gender	
	✓	−	✓	−	✓	−	✓	−	✓	−
Men	7	2	4	2	4	6	2	7	17 (50%)	17 (50%)
Women	1	0	1	0	0	4	0	1	2 (28%)	5 (72%)
Total by age group	**8**	**2**	**5**	**2**	**4**	**10**	**2**	**8**	**19 (46%)**	**22 (54%)**

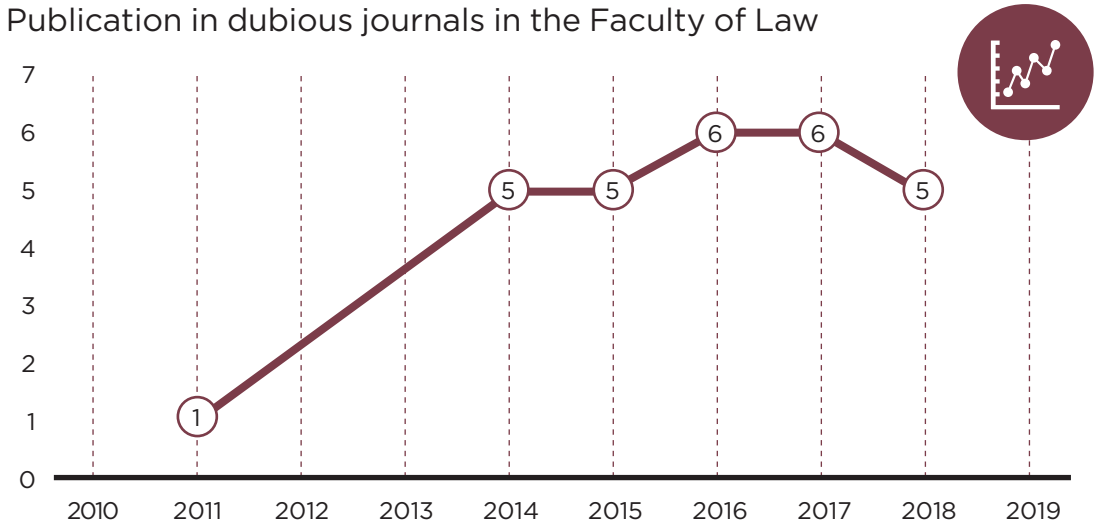
The professors in this faculty have published a total of 105 papers in scientific journals, 101 of which are valid for promotion. In 2019 there were 81 papers, in 2018 there were 74 scientific papers, while in 2017 there were 41.

Scientific publication in the Faculty of Law



5 professors in the Faculty of Law have published 28 papers in dubious journals.

Publication in dubious journals in the Faculty of Law



PUBLICATION IN DUBIOUS JOURNALS DISAGGREGATED BY AGE GROUP AND GENDER IN THE FACULTY OF LAW

	Under 40	40 - 50	Over 50	Age unknown	Total by gender
Men	1	1	1	1	4
Women	0	1	0	0	1
Total by age group	**1**	**2**	**1**	**1**	**5**

In the Faculty of Law there are 17 professors who do not have any scientific papers published.

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

Under 40	40-50	Over 50	Age unknown	Men	Women
2	1	6	8	4	13

While the academic debt of professors in this faculty that do not justify their ranks is 65 papers. Women professors that do not justify their ranks owe 15 papers, while men professors owe 50.

ACADEMIC DEBT FACULTY OF LAW

Academic rank	Women	Men
Full professors	6	43
Associate professors	9	0
Assistant professors	0	7
Total by gender	**15**	**50**
Total papers owed	**65**	

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 13 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 16.11.2020 until 16.12.2020. To guarantee the accuracy of the data, these CVs went through a second round of research during the time period of 16.12.2020 to 31.12.2020. 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 in power, his coefficient of publishing should be 5.

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

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.

According to UP's regulation, papers published after June 1, 2020, must be indexed in Scopus or Web of Science to be considered for academic promotions. Papers published after this date in other indexing platforms were not taken into consideration by ORCA in this research.

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.

Disclaimer:

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Qeveria – Vlada - Government

Ministria e Arsimit, e Shkencës dhe e Teknologjisë
Ministarstvo za Obrazovanje, Nauku i Tehnologiju
Ministry of Education, Science and Technology

KEC Qendra për Arsim e Kosovës Kosova Education Center

ORCA organizata për rritjen e cilësisë në arsim

ZSI Centre for Social Innovation