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FORMAL TRANSPARENCY OF PUBLIC UNIVERSITIES *2024*



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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 give 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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Introduction

On average, over 95% of the budget of public higher education institutions is financed by the taxpayer and less than 5% can generate their own income. This means that the vast majority of their bills are paid by Kosovar citizens. For this, public universities and colleges are placed under the magnifying glass of organizations that monitor the spending of public money.

Formal transparency, where regulations, notices, information and other documents are accessible in real time by Kosovar citizens who are or are not part of that public institution, reduces the risk for misuse and increase quality. Students and staff feel protected and supported when they have it clear what procedure they should follow in cases where a violation has been committed against them. So, ORCA has identified 28 documents or information which are key to qualify a university or public college as formally transparent.

This research is made possible within the project HEI25, funded by the Austrian Development Agency and the Ministry of Education, Science, Technology, and Innovation, implemented by the Kosovo Education Center and the Organization for Improving the Quality of Education.

General findings

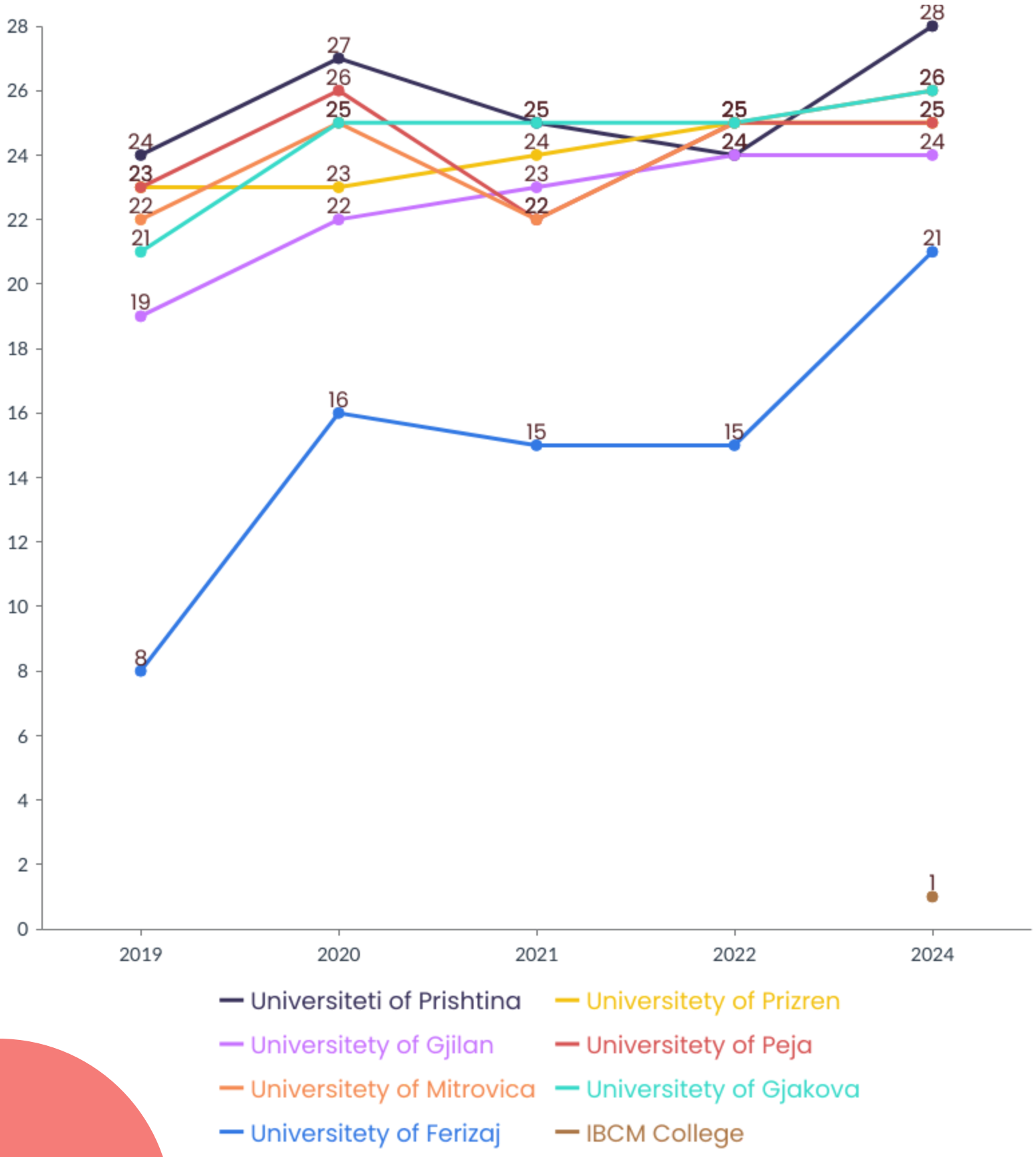
The documents or information that was fully accessible is marked in green. The documents or information that is partially accessible, or they were published within a limited time, are marked in orange. The documents or information that are not published are marked in red

	Prishtina	Prizren	Gjilan	Peja	Mitrovica	Gjakovë	Ferizaj	IBCM
Studen/teacher ratio	✓	✓	✓	✓	✓	✓	✓	
Statute of the University	✓	✓	✓	✓	✓	✓	✓	✓
Strategic Plan	✓	✓	✓	✓	✓	✓	✓	
Code of Ethics	✓	✓	✓	✓	✓	✓	✓	
Disciplinary Regulation	✓	✓	✓	✗	✓	✓	✓	
Regulation on the selection of academic staff	✓	✓	✓	✓	✓	✓	✓	

	Prishtina	Prizren	Gjilan	Peja	Mitrovica	Gjakova	Ferizaj	IBCM
Regulation on adjunct staff	✓	✓	✓	✓	✓	✓	✗	
Bulletins of applications of academic staff	✓	✓	✓	✓	✓	✓	✓	
CVs of Academic Staff	✓	✓	✓	✓	✓	✓	✗	
Regulation on personal income	✓	✓	✓	✓	✓	✓	✗	
Budget	✓	✓	✓	✓	✓	✓	✓	
Regulation on student elections	✓	✓	✓	✓	✓	✓	✓	
Members of the student parliament	✓	✓	✗	✓	✓	✓	✓	
Members of the rectorate	✓	✓	✓	✓	✓	✓	✓	
Members of the Steering Council	✓	✓	✓	✓	✓	✓	✓	
Members of the Senate	✓	✓	✓	✓	✓	✓	✓	
Decisions of the Senate	✓	✓	✓	✓	✓	✓	✗	
Decisions of the Steering Council	✓	✓	✓	✓	✓	✓	✗	
Decisions of the Rector	✓	✗	✓	✓	✓	✓	✗	

	Prishtina	Prizren	Gjilan	Peja	Mitrovica	Gjakova	Ferizaj	IBCM
Accreditation decisions	✓	✓	✓	✓	✓	✓	✓	
Bachelor studies regulation	✓	✓	✓	✓	✓	✓	✓	
Master studies regulation	✓	✓	✓	✓	✓	✓	✓	
PhD studies regulation	✓	✗	✗	✓	✗	✓	✗	
Regulation on quality assurance	✓	✓	✓	✓	✓	✓	✓	
Regulation on the Electronic System of Student Management	✓	✓	✗	✗	✓	✗	✓	
Curricula	✓	✓	✓	✓	✓	✓	✓	
Info about Scholarships/Employment	✓	✓	✓	✓	✓	✓	✓	
Anti sexual harassment regulation	✓	✗	✗	✗	✗	✗	✓	
Index	**28**	**25**	**24**	**25**	**26**	**26**	**21**	**1**

Comparisons throughout the years



Characteristics about each institution

Apart from the University of Pristina, no other institution offered doctoral studies at the time of research, while the University of Sciences Applied in Ferizaj does not envisage such studies at all.

There are no regulations against sexual harassment public on the website of any institution apart from the University of Pristina and that of Ferizaj. The budget is not published by any institution. Their budgets can be seen in the Law on the Budget of Public Institutions.

No institution publishes the total number of students and academic staff, thus making it impossible to deduce the professor/student report. ORCA has the number of academic staff for each institution from its research, while the number of students can be found in the Kosovo Agency of Statistics.

University of Prishtina

24
2019

27
2020

25
2021

24
2022

28
2024

The University of Prishtina has 28 out of 28 documents published in 2024, compared to 2022 where they had only 24 documents were published. The bulletins of application of academic staff are accessible only in the period of academic promotions, even though there's a specific section dedicated to their publication. At the University of Prishtina not all syllabuses are published. In relevant faculties of the University they offer an overview of the subjects and the field of studies at the Bachelor's level and Masters, although they rarely publish the curricula and syllabi. The University of Prishtina has approved the regulation for prevention and protection from sexual harassment and bullying.

Universitety of Prizren

23	2019
23	2020
24	2021
25	2022
25	2024

In 2024, the University of Prizren has published 25 documents out of 28, which is the same as the number of documents published in 2022. Even though there's a section about the Rector on the website, they are missing the Rector's decisions. In addition to the Accreditation decisions about programs accredited in the university, the page of the university enables in a section special access to a table which displays all accredited programs, listing their names, levels of study, ECTS as well as the accreditation expiration dates. All academic staff in the University of Prizren has CVs published on their relevant faculty pages. They still don't have a regulation against sexual harassment

Universitety of Gjilan

19

2019

22

2020

23

2021

24

2022

24

2024

In 2024, the University of Gjilan has published 24 documents out of 28, there are no changes in the number of documents published in 2022. In the Student Parliament members of the University of Gjilan, they have only information about the head of the Student Parliament, and no information on the rest of the members. The University of Gjilan has public syllabi, but no curricula. The academic staff have public CVs. The University of Gjilan doesn't have a regulation against sexual harassment.

University of Peja

23

2019

26

2020

22

2021

25

2022

25

2024

The University of Peja has 25 out of 28 documents published in 2024, same as in 2022. The University of Peja hasn't published a disciplinary regulation, even though they have a code of ethics. The University of Peja hasn't published a regulation on the electronic system for student management. All academic staff in the University of Peja have public CVs in their respective faculty pages. The University of Peja still doesn't have a regulation against sexual harassment.

University of Mitrovica

22

2019

25

2020

22

2021

25

2022

26

2024

The University of Mitrovica has published 26 documents in 2024, which marks a slight increase compared to 2022, when they had only 25. In the section informing about the members of the Rectorate, they are missing the names and other information about the vice-rectors. All academic staff in the University of Mitrovica have public CVs in their respective faculty pages. Although there is a decision in 2022 forming a working group for drafting the regulation against sexual harassment, the regulation is still not finalized or published.

Universiteti · University
FEHMI AGANI
GJAKOVË

21
2019

25
2020

25
2021

25
2022

26
2024

University of Gjakova

The University of Gjakova has undergone a slight increase in the number of published documents from 25 in 2022, to 26 in 2024. Information about student/teacher ratio is partially missing as well as the bulletins of applications for the last five years. The university doesn't have a published regulation on the Student Management System, as well as the regulation against sexual harassment.

UNIVERSITETI
I SHKENCAVE TË APLIKUARA
FERIZAJ

University of Ferizaj

8
2019

16
2020

15
2021

15
2022

21
2024

The University of Ferizaj still stands as one of the least transparent public universities, although there's been an increase from 15 public documents in 2022, to 21 in 2024. Also the University of Ferizaj has only short biographies of academic staff, but no detailed CVs. In their website they do not provide information on the decisions of the Senate, Rectorate, Steering Council and other bodies of the University. Also there are no regulations for the engagement of adjunct staff, or regulation on personal income, but they do have a regulation against sexual harassment

College IBC-M

1

2024

International Business College Mitrovica has functioned as a non-public college until March 2023 when the Government of Kosovo has transformed it into a public college. As such, the college is in the drafting phase of regulations and other documents which it did not possess during the time of this research. The college's budget is not listed in the Law on Budget, but the funding is divided from within the Ministry of Education's budget.

The required documents and Information

1. **Student/teacher ratio** is important information to understand teachers' workload. A lower number of students per teacher is an indicator of good quality of studies. This report as well indicates the need for additional or re-organization of staff within universities

2. **Statute of the University** is the basic document governing public universities. All regulations and other guidelines derive from it. As such, it is important that the Statute be accessible to students and academic staff, so that they are informed about their fundamental rights

3 **The Strategic Plan** is the development guide universities. Here they describe the objectives, activities and expected results for up to three or five years. The public can understand the path of the orientation through the strategic plan document, and thus can give their impressions on it.

4 **The Code of Ethics** is the manual of conduct for the staff and for the students. The Code of Ethics includes values, basic principles, unacceptable behaviors as well disciplinary mechanisms for those who violate it. The Code of Ethics is the main legal basis on which complaints can be filed within university bodies, as a result it is one from key documents that support students and staff against abusers.

5 **The Disciplinary Regulation** contains the procedure on how violations must be treated, and also categories serious and minor violations. It also establishes which authority is responsible for each phase of the treatment of the violation, including the levels of punishment

and the appeals mechanisms. The regulation serves as a tool for students and staff to draft reports against abusers.

6 **Regulation on the selection of academic staff** defines criteria and procedures for the employment and promotion of academic staff. Quality academic staff is the key indicator of the quality of a university. The implementation of the rules and criteria of this regulation is essential to hiring adequate people in the university, and promoting academic staff who deserve it, based on their scientific publications' achievements.

7 **Regulation on adjunct staff** regulates engagement with a temporary contract, for lectures or exercises. The same often are assigned the responsibility of holding exams, and evaluating them. This shows that this external adjunct staff is a person with a lot of responsibilities that directly affects the training of students.

8 **Bulletins of applications of academic staff** are the only documents where you can see who is being proposed for selection as new academic staff, and who is getting promoted in a higher academic title. The public can be informed which candidate has fulfilled the criteria or not for election for a certain academic title, and they can react if someone is proposed for selection or promotion without merit.

9 **CVs of academic staff** are important to see what kind of professors or other academic staff we have in public universities and colleges. In these CVs we can see the academic experience, with a special emphasis on the scientific publications of academic staff, to understand how many papers and where the papers were published. As a result, we can create an overview on the scientific and academic situation of the department, faculty, or university.

10 **The Regulation on Personal Income** indicates the level of base compensation and honoraria for each category of staff. In the past, such regulations have enabled unreasonable compensations, overburdening specific staff with extra classes, not allowing new hires. Through these regulations the public can understand how much assistants and professors are paid, and for extra tasks as well such as mentoring of theses, or participating in commissions.

11 **The budget** of public universities is almost entirely funded by taxpayers. For this reason, it's important for the public to know how much money each university receives from the Kosovo government, and how much money they raise themselves

12 **Regulation on student elections** is the document where conditions and procedures for student elections are set. Student representatives, apart from the student parliament, can also participate in the public universities' senates, thus it's important to understand the procedures of the student elections.

13 **Members of the Student Parliament** is information on the composition of the student representatives.

14 **Members of the Rectorate** is information about the higher management of a public university or college.

15 **Members of the Steering Council** is information about the people who lead the financial and general policies of a public university or college.

16 **Members of the Senate** is information on the people who are responsible about academic issues including selection or promotion of academic staff.

17 **The decisions of the Senate** are documents where you can understand what types of decisions were taken by the Senate, including the date of the decision, the reference number etc.

18 **Decisions of the Steering Council** are documents where you can understand what types of decisions were taken by the Steering Council, including the date of the decision, the reference number etc.

19 **Rector's decisions** are documents where you can understand what types of decisions were taken by the Rector, including the date of the decision, the reference number etc.

20 **Accreditation decisions** are documents where we can figure out which study programs are accredited for a certain period. This helps students to avoid fraud from public universities or colleges to enroll in programs that do not have accreditation

21 **The Regulation for Bachelor Studies** describes the rights, obligations and procedures along bachelor studies. Students can look here about their rights that are not explicitly stated in the statute of a public university or college.

22 **The Regulation for Master Studies** describes the rights, obligations and procedures along master studies. Students can look here about their rights that are not explicitly stated in the statute of a public university or college.

23 **The regulation for PhD Studies** describes the rights, obligations and procedures along PhD studies. Students can look here about their rights that are not explicitly stated in the statute of a public university or college

24 **Regulation on quality assurance** is a document where steps are foreseen to ensure quality in a public university or college. Based on this regulation, accreditation plans are drawn up for study programs or even institutional accreditation. The public can understand the level of the quality assurance policies through this regulation.

25 **Regulation on the Electronic System of Student Management** is a key document in assigning who has access in editing digital student data, including who can place or edit the grades. A transparent regulation that protects the data of students and ensures anonymity in cases when performance evaluation of academic staff is required. This regulation also can define the process of digital voting for student elections and other elections.

26 **The curricula** present the subjects and syllabi of each subject within the study program. It's important that these are public in so that the student has the opportunity to make a knowledgeable decision about studying in that program. Meanwhile, for the public it is important to understand what the learning outcomes are expected, and how these coincide with the needs in industry, science, administration or elsewhere.

27 **Scholarship or Employment information** is key to complete the mission of universities or public colleges. Students should know clearly when they can apply for scholarships and what criteria they must meet to benefit from the scholarship. Furthermore, information on scholarships for studying abroad enrich the student experience by enabling them to potentially continue study abroad and to be part of one global student community. Whereas the employment information is necessary to understand where a student can apply once they complete their studies.

28 **Regulation Against Sexual Harassment** tries to prevent sexual harassment, protect the victims as well as pave the way for the punishment of perpetrators of harassment. Such regulation protects vulnerable students from the staff who take advantage of their position of power for grades or otherwise to condition sexual favors.

Methodology

Seven public universities and one public college were monitored. These represent all public higher education institutions that have at least one accredited study program.

On April 2, 2024, ORCA sent to the public HEIs a table with 28 documents and information, and we requested from them to place the links on the side of each document to indicate where they can be found. Institutions had time to complete the table until the 15th April 2024.

From April 15, 2024 to April 20, 2024 ORCA researchers reviewed the documents and information from, to verify the tables completed by the institutions. As well, during this period the researchers have searched documents and information directly to websites of institutions that have not sent completed tables.

It should be noted that the University of Gjilan, University of Mitrovica and the IBCM college were the only institutions that submitted completed tables.

International Business College in Mitrovica (IBCM) has been transformed into a public college on March 22 2023 and is still in the transitional phase. As a result, the college is still drafting and updating regulations, notices, and other documentation that was not available at the time of this research.

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