HEI'25
Higher Education Intervention 2025

ORCA
organizata për rritjen e cilësisë në arsim

FORMAL TRANSPARENCY OF PUBLIC UNIVERSITIES *2025*



Publisher:
ORCA – Organizata për Rritjen e Cilësisë në Arsim
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Prishtina, April 2025

"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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Sustainability of formal transparency - a success story in higher education in Kosovo

How did formal transparency of public universities become important?

In late 2013 and early 2014, the University of Prishtina was in the international news after police clashed with students and other protesters demanding the resignation of the rector who had published in a predatory journal and was aiming to obtain the highest academic title. The protests led to the rector's resignation and Kosovar society slowly moving towards an improvement in standards in higher education, which is reflected today in laws and procedures that are much more advanced in academic processes than in other countries in the Western Balkans.

The arrival of Rector Ramadan Zejnullahu as the head of the University of Prishtina marked a new situation, especially with his decision to publish all master's and doctoral theses of professors on the University's website. His insistence that no one be promoted to an academic title without having publications in international scientific journals enabled a different way of thinking about higher education, while at the same time increasing the demand for transparency in public universities. This public and media interest in academic processes led to a certain point in which the CVs of academic staff, which were intended to present the academic and professional work of the academic staff of the University of Prishtina, were taken seriously. This development marked an important step in increasing transparency and enabled public discussion on the institutional responsibility that public institutions of higher education, which were largely financed by taxpayers' money, should have.

When did standardized measurement begin?

Since 2019, ORCA has begun measuring the formal transparency of public universities through a list of documents and information that are considered vital for informing the public. It can be said that in each measurement, progress has been recorded in all public universities.

Despite fluctuations from year to year and the different reasons that each of the universities may have had, public higher education institutions in our country have given special importance to improving their image towards the public in general and stakeholders in particular.

What's different in 2025?

It should be noted that the measurement for 2025 has changed in terms of the number of documents and information that these universities must contain, so from 28 as counted in previous years, in this measurement their number has increased to 36. Even with these methodological changes, sufficient compliance with transparency standards is observed. This is an indicator that the formal transparency of public universities is sustainable and irreversible due to the awareness of the general public, academic staff and students as their main stakeholders.

Sexual harassment awareness

Sexual harassment in higher education institutions has been an unaddressed problem for a long time. However, the most modern efforts are those of 2018-2019 when protests were held several times for various reasons related to gender inequality. For the first time, the issue was raised to the level of institutional responsibility with the dismissal of a vice-rector in 2018 who, when asked about sexual harassment at the university, suggested that girls should be careful about what they wear. A few peaceful symbolic protests were enough for the university board, led by a woman, to dismiss the vice-rector. This marked the first time that measures were taken against a university official for issues related to gender discrimination.

After this, women's rights organizations invited by the management of the time, cooperated with the bodies of the University of Prishtina and issued a regulation for the prevention of sexual harassment for the first time.

Advocacy through various projects in which ORCA and other civil society stakeholders were involved has resulted in a completely different landscape for this issue today. In last year's survey, only two institutions had a regulation addressing the issue of sexual harassment. In this survey, 5 out of 8 public higher education institutions have a regulation addressing the issue of sexual harassment. This marks a major step forward in advancing higher education in Kosovo towards creating an equal and safe space for women. The University of Mitrovica, the University of Gjilan, and the University of Gjakova did not publish or failed to present to ORCA monitors the possession of such a regulation.

General overview

Continuous progress

Overall, progress is being made in increasing transparency by public universities in Kosovo. The University of Gjakova and the University of Prizren are the two most stable universities that have never experienced a decline in transparency despite the increase in indicators over the years. This shows that increasing indicators should not be a challenge for public universities.

Universities with the highest degree of transparency

3 universities have a high degree of transparency and bring them very close to the status of a fully transparent university. They are the Universities of Prishtina, Prizren and Gjakova that have over 90% of the expected public documents and information. The University of Prishtina during 2024 had the status of a fully transparent university. In 2025, none of the public universities is fully transparent.

Universities that have declined

The Universities of Mitrovica, Gjilan and Ferizaj are 3 universities that have marked a decline in transparency. Only the University of Ferizaj has marked a significant decline, changing its status from satisfactorily transparent to partially transparent. This university has had challenges in being transparent over the years.

Doctoral studies regulations

Apart from the University of Prishtina, no other institution offered doctoral studies at the time of the research. Furthermore, only three other universities, the University of Peja, the University of Prizren and the University of Gjakova, had this regulation. The reason why ORCA decided to include this regulation in the list of indicators is the status of public universities, which according to the Law on Higher Education is held only by institutions that offer doctoral studies in 5 different fields.

Regulations for the prevention of sexual harassment

Compared to last year, when no institution except the University of Prishtina and the University of Ferizaj had the Regulation Against Sexual Harassment on its website, in this measurement, only three universities, the University of Mitrovica, the University of Gjilan and the University of Gjakova, do not have this regulation published.

Number of graduated students

No institution has published the number of students graduated over the years except the University of Gjakova. At the University of Gjilan there is a section but it has not been updated, while at the public College IBC-M the data is incomplete. This data is important for generating information on the suitability of the activity of public universities with the labour market.

Student: teacher ratio

ORCA has the number of academic staff for each institution from its research, while the number of students can be found at the Kosovo Agency for Statistics. Throughout various researches ORCA has noticed that higher education institutions are served with different numbers regarding the issue in question. An example could be the accreditation process and reporting to the Ministry of Finance. Therefore, making these numbers transparent would prevent their different reporting to different institutions.

Overview of the formal transparency of public universities

	Prishtina	Peja	Mitrovica	Prizren	Gjilan	Gjakova	Ferizaj	IBC-M
Student/teacher ratio	✓	✗	✓	✓	✗	✓	✓	✗
Number of students	✓	✗	✗	✓	✓	✓	✓	✗
Number of accredited programs	✓	✓	✓	✓	✓	✓	✓	✓
Number of graduated students	✗	✗	✗	✗	✗	✓	✗	✗
Regulation on the financing of scientific/artistic research activity	✓	✓	✓	✓	✓	✓	✓	✓
Regulation on the mobility of academic staff	✓	✓	✓	✓	✓	✓	✓	✓
Regulation on the mobility of students	✓	✓	✓	✓	✗	✓	✓	✓
Regulations for the Committee on Ethics in Scientific Research	✓	✓	✓	✓	✓	✗	✗	✓
Regulations on the use of equipment and monitoring of working hours of academic staff and students	✗	✓	✗	✓	✗	✓	✗	✗

	Prishtina	Peja	Mitrovica	Prizren	Gjilan	Gjakova	Ferizaj	IBC-M
University Statute	✓	✓	✓	✓	✓	✓	✓	✓
Strategic Plan	✓	✓	✓	✓	✓	✓	✓	✓
Code of Ethics	✓	✓	✓	✓	✓	✓	✓	✓
Disciplinary Regulation	✓	✓	✓	✓	✓	✓	✓	✓
Regulation on the election of academic staff	✓	✓	✓	✓	✓	✓	✓	✓
Regulation on adjunct staff	✓	✓	✓	✓	✓	✓	✗	✓
Bulletins of applications of academic staff	✓	✓	✓	✓	✓	✓	✓	✓
Academic Staff CVs	✓	✓	✓	✓	✓	✓	✗	✓
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	✓	✓	✓	✓	✓	✓	✓	✓

	Prishtina	Peja	Mitrovica	Prizren	Gjilan	Gjakova	Ferizaj	IBC-M
Decisions of the Senate	✓	✓	✓	✓	✓	✓	✗	✓
Decisions of the Steering Council	✓	✓	✓	✓	✓	✓	✗	✓
Decisions of the Rector	✓	✓	✗	✗	✓	✓	✗	✓
Accreditation decisions	✓	✓	✗	✓	✓	✓	✗	✓
Bachelor studies regulation	✓	✓	✓	✓	✓	✓	✓	✓
PhD studies regulation	✓	✓	✓	✓	✓	✓	✓	✓
Rregullorja për studimet PhD	✓	✓	✗	✓	✗	✓	✗	NA*
Regulation on the Electronic System of Student Management	✓	✗	✓	✓	✗	✓	✓	✗
Regulation on quality assurance	✓	✓	✓	✓	✓	✓	✓	✓
Curricula	✓	✓	✓	✓	✓	✓	✓	✓
Info about scholarships/ employment	✓	✓	✓	✓	✓	✓	✓	✗
Regulation against Sexual Harassment	✓	✓	✗	✓	✗	✗	✓	✓
Index	34/36 **0.94**	32/36 **0.89**	29/36 **0.81**	33/36 **0.92**	28/36 **0.78**	34/36 **0.94**	24/36 **0.67**	28/35 **0.8**

*IBC-M College does not have the status of a university, therefore it is not expected to have doctoral programs, which makes it unnecessary to have a regulation for doctoral studies

Determining the level of transparency

For the purpose of this 2025 measurement, ORCA has defined 4 levels of transparency:

1. non-transparent
2. Partially transparent
3. Satisfactorily transparent
4. Fully transparent

For each level of transparency, a transparency index has been assigned, in relation to the 36 documents and information that ORCA considers should be public for all higher education institutions in the country. This number is 0-1 and is generated by dividing the number of documents and information that the institution possesses, by the number 36, which is the number of documents and information that are expected to be public (with the exception of IBCM College, which, being not a university, does not need to possess doctoral programs).

An index of 0.1-0.49 makes a higher education institution non-transparent; 0.50-0.69 partially transparent, 0.70-0.99 satisfactorily transparent, and only the fulfilment of all indicators, i.e. index 1, makes an institution fully transparent.

Ranking in 2025

1 **UNIVERSITY OF PRISHTINA**
0.94

1 **UNIVERSITY OF GJAKOVA**
0.94

3 **UNIVERSITY OF PRIZREN**
0.92

4 **UNIVERSITY OF PEJA**
0.89

5 **UNIVERSITY OF MITROVICA**
0.81

6 **IBC-M COLLEGE**
0.8

7 **UNIVERSITY OF GJILAN**
0.78

8 **UNIVERSITY OF FERIZAJ**
0.67

In 2025, all public universities have reached the level of "satisfactorily transparent" institution with the exception of the University of Ferizaj, which has consistently had lower transparency than other universities, although in certain periods it has marked an increase in transparency.

Comparison with last years

	2019	2020	2021	2022	2024	2025
University of Prishtina	0.86	0.96	0.89	0.86	1.00	0.94
University of Gjakova	0.75	0.89	0.89	0.89	0.93	0.94
University of Prizren	0.82	0.82	0.86	0.89	0.89	0.92
University of Peja	0.82	0.93	0.79	0.89	0.89	0.89
University of Mitrovica	0.79	0.89	0.79	0.89	0.93	0.81
IBC-M College					0.04	0.8
University of Gjilan	0.68	0.79	0.82	0.86	0.86	0.78
University of Ferizaj	0.29	0.57	0.54	0.54	0.75	0.67

UNIVERSITY OF PRISHTINA

Transparency level: **0.94**

1 Non-transparent

2 Partially transparent

3 Satisfactorily transparent

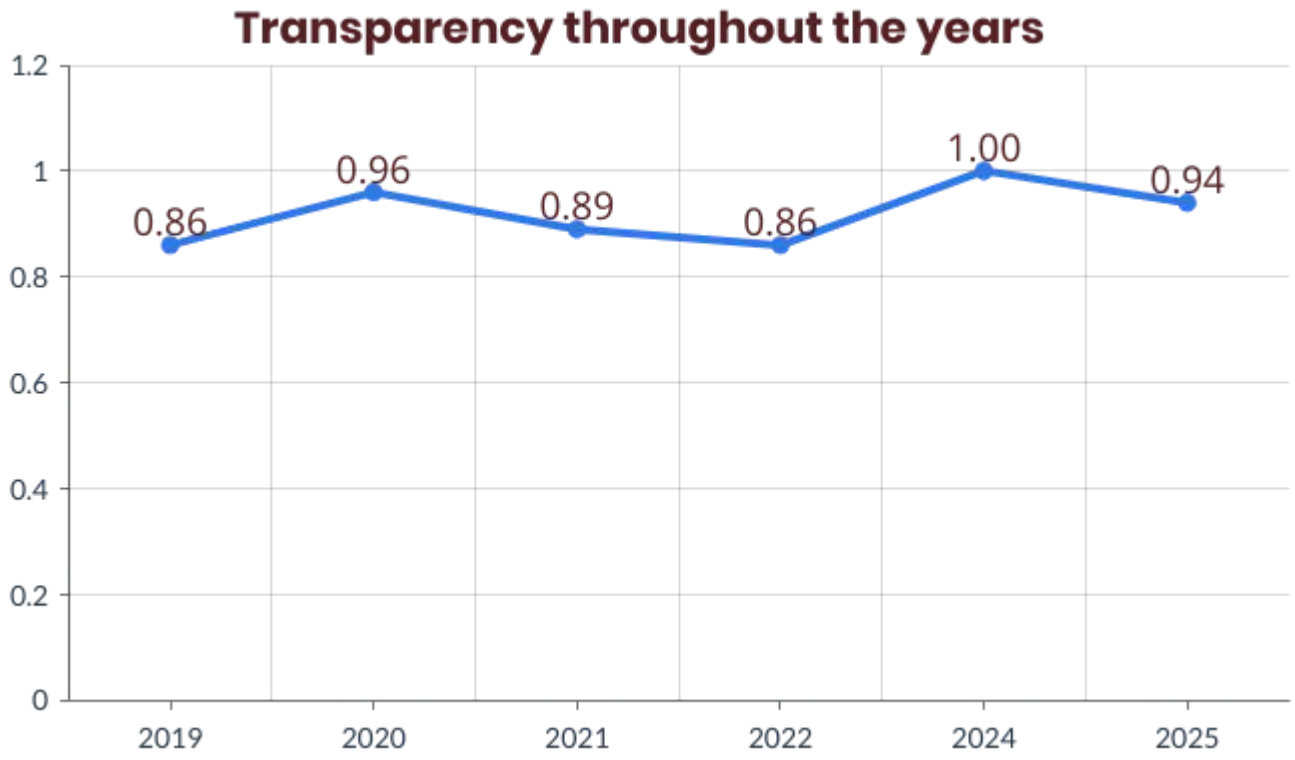
4 Completely transparent

In this measurement, the University of Prishtina lacks the number of graduated students and the Regulation on the use of equipment and monitoring of the working hours of academic staff and student attendance, compared to the previous measurement when this university had published all documents and information. So now there are 34 out of 36 documents while in 2024 there were 28 out of 28.

The bulletins of the University of Prishtina continue to be accessible only during the promotion period. At the University of Prishtina, not all curricula are published. In the relevant faculties of the University, only an overview of the subjects and fields of study at the Bachelor and Master levels is provided, although curricula and syllabi are rarely found. The same applies to accreditation decisions for certain programs in the faculties.

UNIVERSITY OF PRISHTINA

As can be seen from the first measurement made in 2019, the University of Prishtina maintains the status of a satisfactorily transparent institution with fluctuations which, according to its officials, were due to some interventions in the construction of the university's website during the years 2021-2022. The University of Prishtina was the only one that in 2024 was completely transparent, successfully fulfilling all the indicators of the time. Unfortunately, this did not continue with the measurements of 2025, when additional indicators were added.



UNIVERSITY OF PEJA

Transparency level: **0.89**

1 Non-transparent

2 Partially transparent

3 Satisfactorily transparent

4 Completely transparent

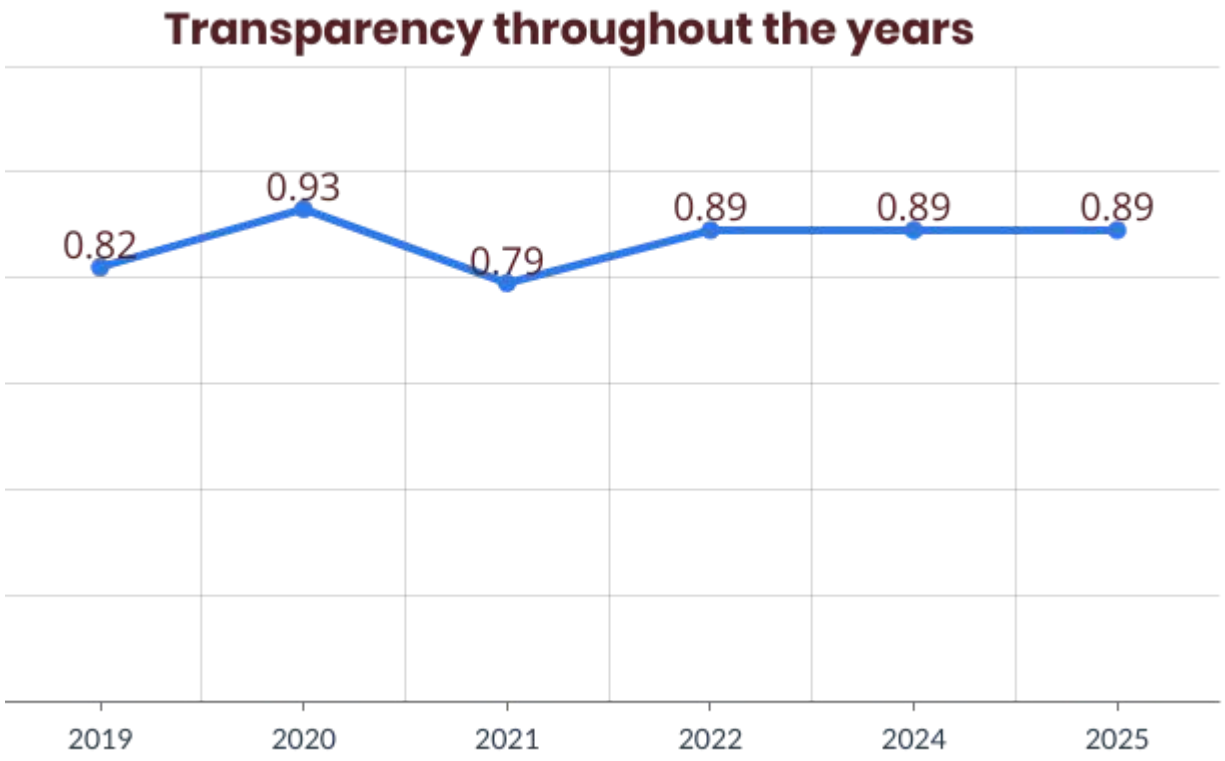
The University of Peja had published 32 documents and information out of 36 in total in this formal transparency measurement, compared to 2024 when it had 25 out of 28 documents.

This university has not published the Regulation on the University Management System (SMU), the student/teacher ratio, the total number of students and the number of graduates over the years.

While in terms of staff composition, all academic staff of this university have their CVs posted on their respective faculty pages. Meanwhile, compared to the previous measurement when the University of Peja did not yet have a Regulation Against Sexual Harassment, in this measurement the university in question has published such a regulation.

UNIVERSITY OF PEJA

The University of Peja has had a satisfactory level of transparency since the first measurement in 2019.



UNIVERSITY OF MITROVICA

Transparency level: **0.81**

1 Non-transparent

2 Partially transparent

3 Satisfactorily transparent

4 Completely transparent

The University of Mitrovica has published 29 documents and information out of 36 foreseen in this 2025 measurement. In the 2024 measurement, this university had 26 documents published out of 28.

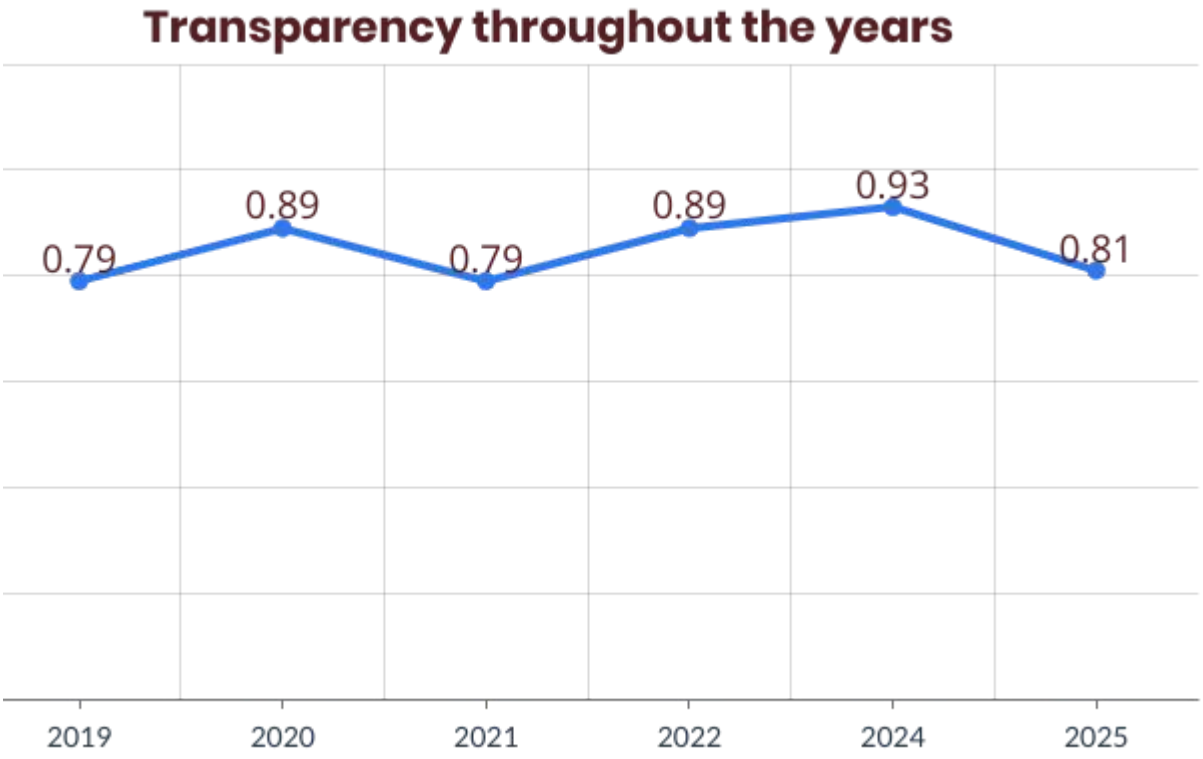
All academic staff of the University of Mitrovica have their CVs posted on their respective faculty pages.

The information section does not include the total number of students at this university, the number of students graduated in previous years, the Regulation on the use of equipment and monitoring of the working hours of academic staff and student attendance, the decisions of the rector, the Regulation on doctoral studies, as well as the decisions on the accreditation of programs are not updated.

UNIVERSITY OF MITROVICA

Although there is a 2022 decision to form a commission to draft the Regulation Against Sexual Harassment, this regulation has not yet been published.

The University of Mitrovica has had a satisfactory level of transparency since the first measurement in 2019. However, in the last year, due to institutional instability with the appointment and dismissal of management, a decrease in transparency has been observed.



UNIVERSITY OF PRIZREN

Transparency level: **0.92**

1 Non-transparent

2 Partially transparent

3 Satisfactorily transparent

4 Completely transparent

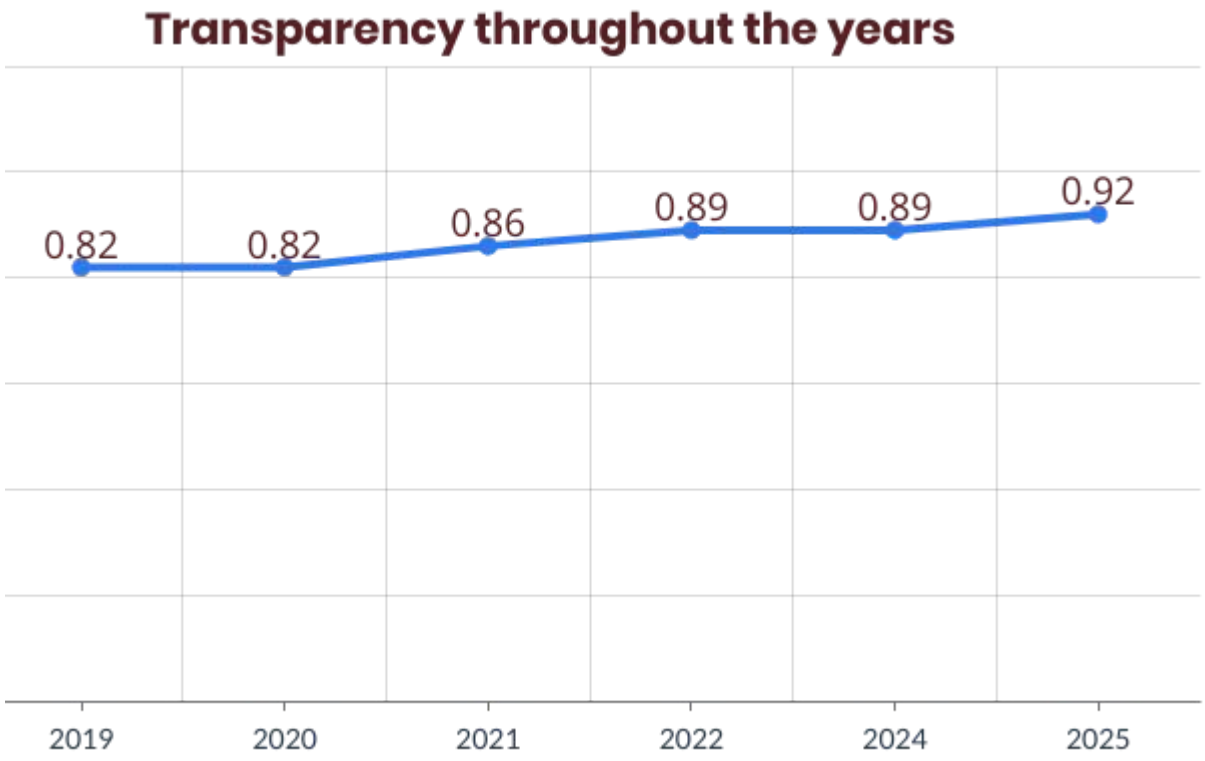
In 2025, the University of Prizren has published 33 out of 36 documents and information on the list of formal transparency measurements in public universities. For comparison, in 2024, the University of Prizren had published 25 documents out of 28.

Similar to the 2024 measurement, despite the fact that the section exists, the decisions of the rector of this university are still missing. The same case is with the graduate students section, which exists on the official website of the university, but the data of graduates over the years is missing, as well as information about the university budget.

In addition to the decisions of the Accreditation Agency regarding accredited programs at the university, the university website provides access to a table in a separate section that displays all accredited programs, listing their names,

study levels, credits, and accreditation expiration dates. All academic staff of the University of Prizren have their CVs posted on their respective faculty pages. Compared to last year, when the Regulation Against Sexual Harassment was missing from the list of documents and regulations, this university can now find it published.

The University of Prizren has always had a satisfactory level of transparency and is part of the group of universities that has not recorded any decline despite the advancement of indicators, which indicates institutional stability when it comes to transparency.



UNIVERSITY OF GJILAN

Transparency level: **0.78**

1 Non-transparent

2 Partially transparent

3 Satisfactorily transparent

4 Completely transparent

The University of Gjilan in 2025 has published a total of 28 documents and information out of 36 foreseen in total for this measurement of formal transparency of public universities. For comparison, in 2024, the University of Gjilan had published 24 documents out of 28.

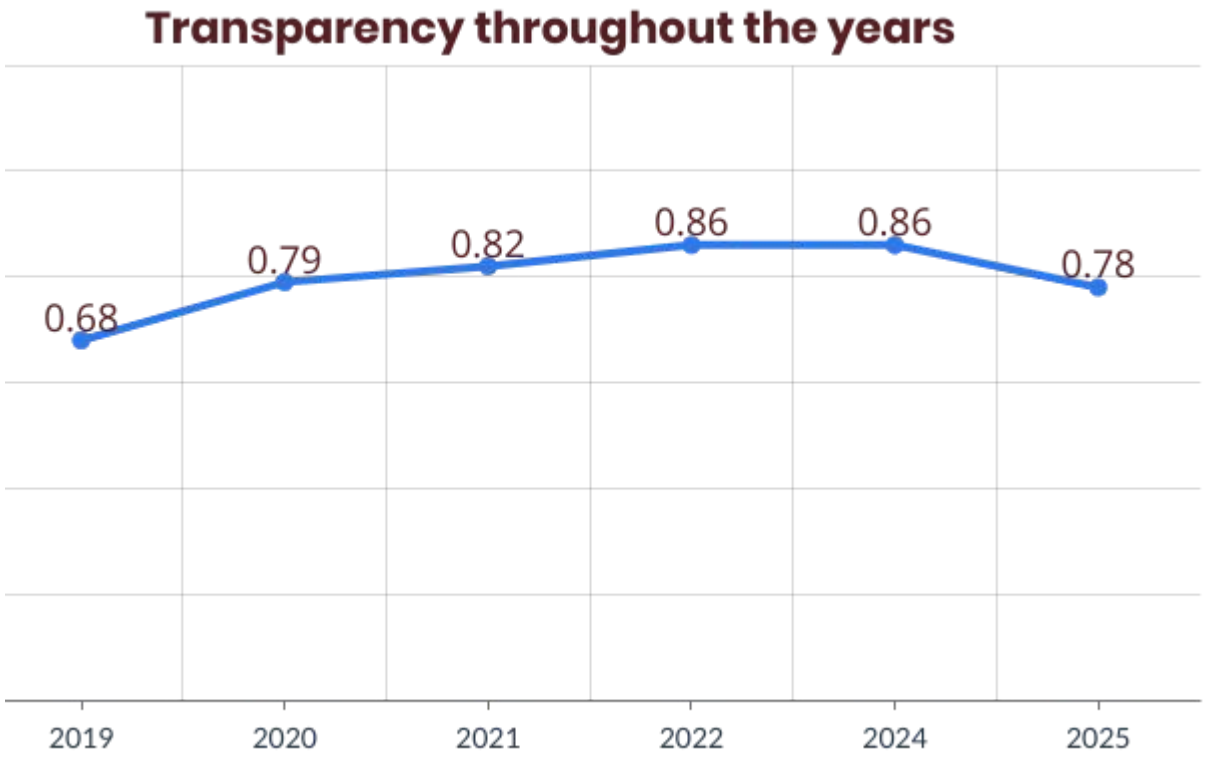
Similar to the 2024 measurement, the list of documents and information still lacks the Regulation Against Sexual Harassment.

This university lacks information about the student/teacher ratio, the number of graduated students, the Regulation on student mobility, the Regulation on the use of equipment and monitoring of the working hours of academic staff and student attendance, the Regulation on doctoral studies, information about the university budget, as well as the Regulation on the Electronic Student Management System.

UNIVERSITETI I GJILANIT

In the constituent part of the Student Parliament of the University of Gjilan, only information on the President of the Student Parliament appears, while there is no information about its constituent body. The University of Gjilan offers a syllabus for all study programs, but no information about the curricula is provided, despite the fact that the sections exist.

All academic staff of the University of Gjilan have their CVs posted on their respective faculty pages. Similar to the 2024 survey, the Regulation Against Sexual Harassment is still missing from the list of documents and information.



UNIVERSITY OF GJAKOVA

Transparency level: **0.94**

1 Non-transparent

2 Partially transparent

3 Satisfactorily transparent

4 Completely transparent

The University of Gjakova has improved significantly compared to the measurements of previous years, in 2025 this university has published a total of 34 out of 36 documents and information foreseen for the measurement of formal transparency in public universities.

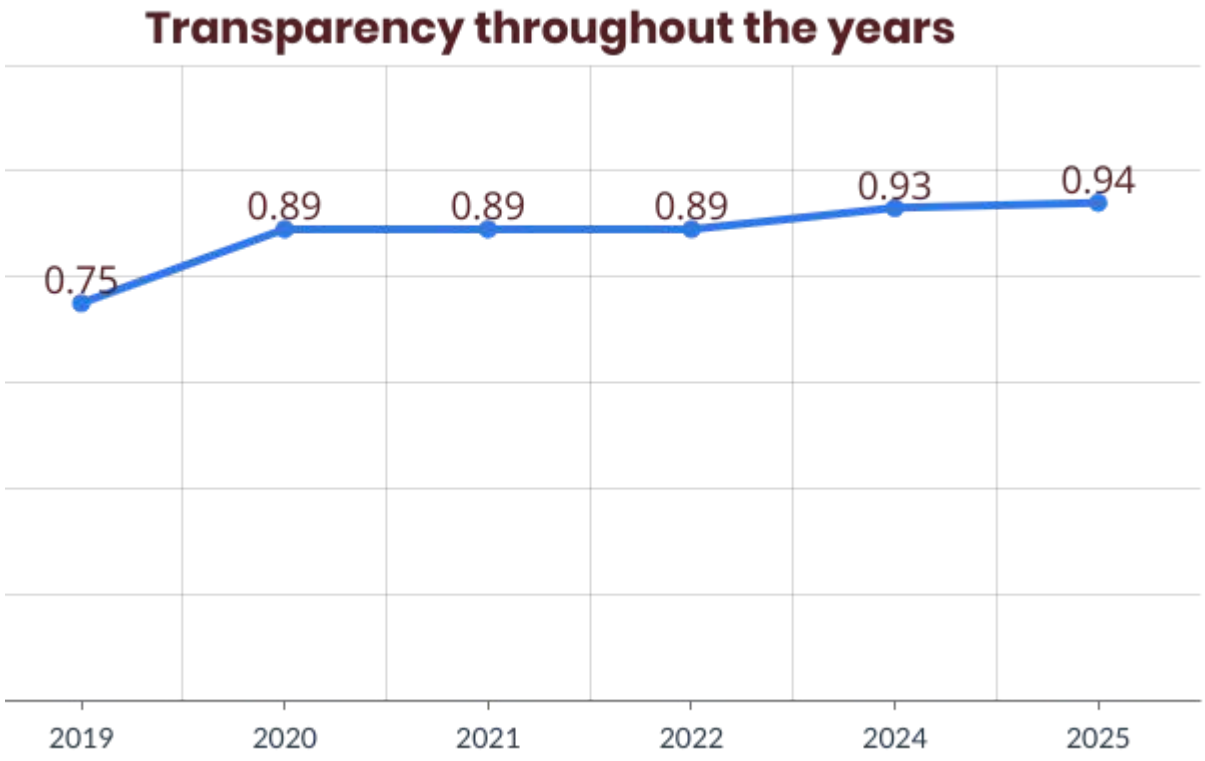
For comparison, in the previous measurement this university had 26 out of 28 documents on the list for measurement.

The Regulation Against Sexual Harassment and the Regulation on the Commission for Ethics in Scientific Research are missing.

All academic staff of the University of Gjakova have their CVs posted on their respective faculty pages.

UNIVERSITY OF GJAKOVA

The University of Gjakova has had a satisfactory level of transparency since the first measurement of 2019 and, together with the University of Prizren, is part of the group of universities that has never recorded a decline in transparency. The latest measurement marks the peak of this university's performance, compared to measurements from previous years.



UNIVERSITY OF FERIZAJ

Transparency level: **0.67**

1 Non-transparent

2 Satisfactorily transparent

3 Partially transparent

4 Completely transparent

The University of Ferizaj continues to remain one of the least transparent universities among other public universities, although compared to previous years, the university has undergone a significant increase in the publication of documents, from 21 documents in 2024 to 25 out of 36.

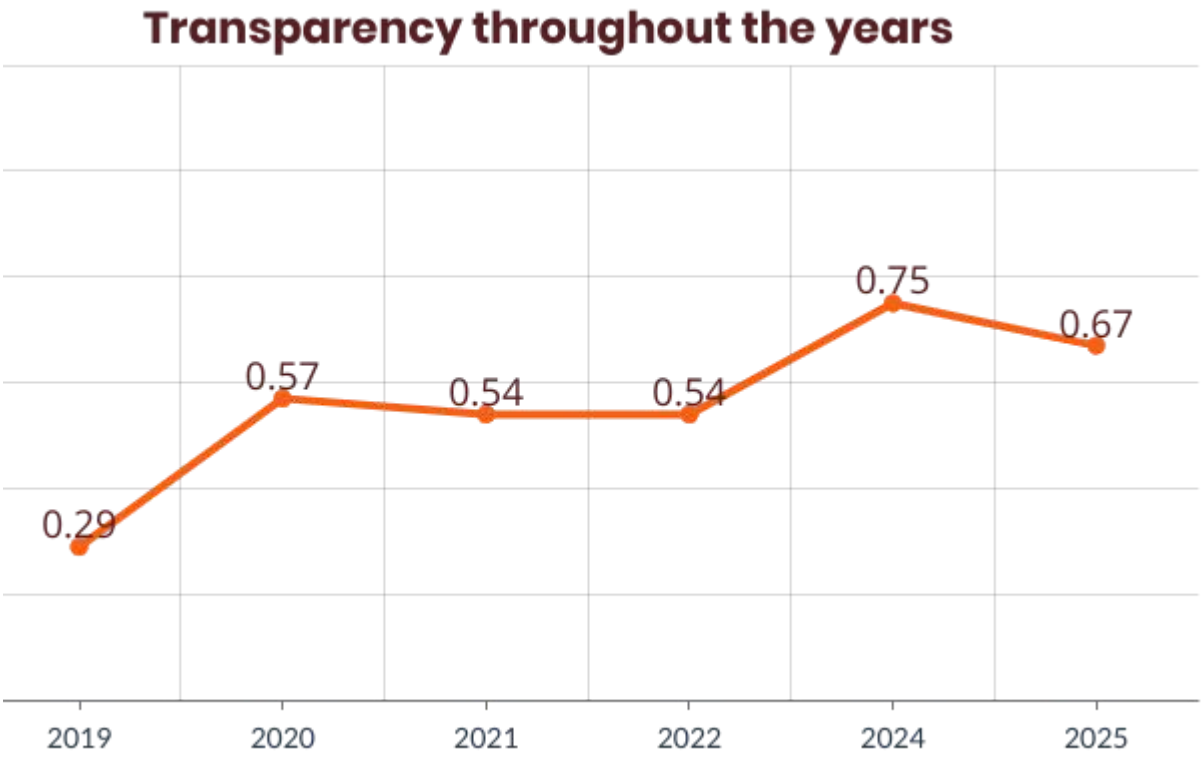
Even in this measurement, the University of Ferizaj has placed on their website in the academic staff section only the short biographies of professors and not their CVs.

The website of this university lacks the number of graduated students, the Regulation on the Ethics Committee in Scientific Research, information about the university budget, the Regulation on the use of equipment and monitoring of the working hours of academic staff and student attendance, the Regulation on doctoral studies, as well as the decisions on the accreditation of programs.

UNIVERSITY OF FERIZAJ

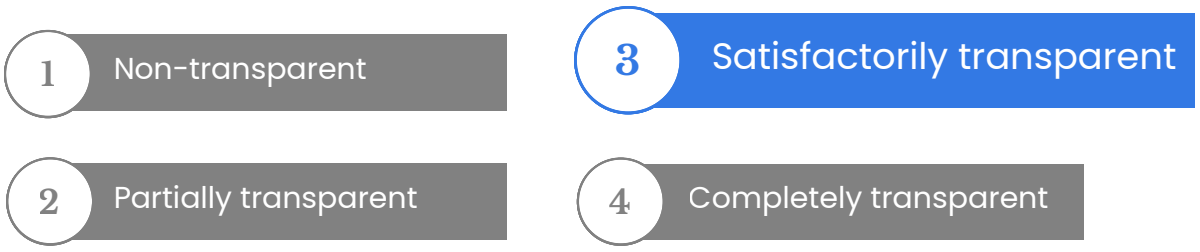
In this university, the website does not provide information on the decisions of the Senate, the Rectorate, the Governing Council and other University bodies. Also missing are the regulations on the engagement of external collaborators and the regulation on the personal income of academic staff, but there is a Regulation Against Sexual Harassment and its prevention within the University of Ferizaj.

The University of Ferizaj shows an example of progressive improvement from a level of non-transparency to partially transparent. The latest measurement marks a decrease from a satisfactory level of transparency to partially transparent.



IBC-M COLLEGE

Niveli i transparencës: **0.8**

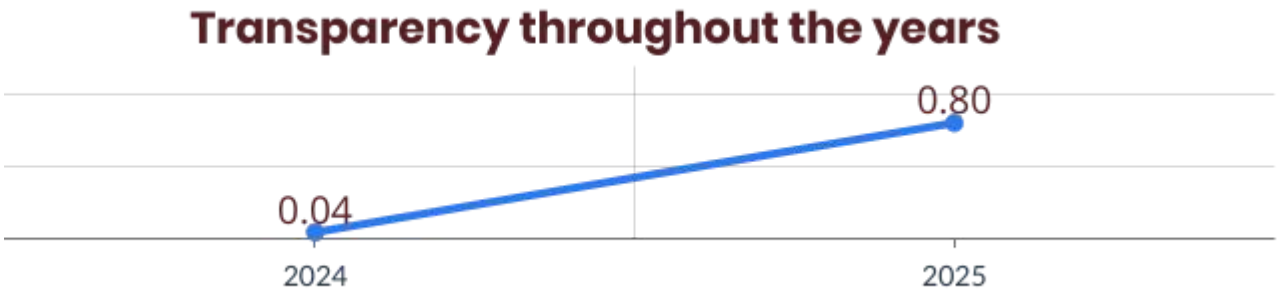


In the 2025 measurement, the International Business College in Mitrovica has published a total of 28 out of 35 documents and information foreseen for the measurement of formal transparency. This college, which was transformed into a public college by a decision of the Government of Kosovo after an agreement with the European Union, managed to catch up with other public higher education institutions within a year. The International Business College in Mitrovica functioned as a non-public college until March 2023 when the Government of Kosovo transformed it into a public college. In 2024, when ORCA included it in the first measurement since it had the status of a public higher education institution in Kosovo, the IBC-M college was not in an enviable state with a very low transparency index. In the previous measurement, the college was in the phase of drafting regulations and other documents that it did not possess at the time of the research.

Kolegji IBC-M

Currently, the college lacks data on the student/teacher ratio, the total number of students, while the number of graduates is partially published. The Regulation on the use of equipment and monitoring of academic staff working hours and student attendance, the composition of the Student Parliament, the Regulation on the Electronic Student Management System, information on scholarships and employment are missing.

Regarding the selection of academic staff, IBC-M publishes the call for academic positions and then the decision on selection or promotion. What is missing is the flow of the procedure, which other public universities make transparent by publishing bulletins that clearly present the content on which the decision was made for the successful candidate. However, given the transformation phase that this college is going through, for the needs of this research, the information published so far has been considered sufficient.



DOCUMENTS AND INFORMATION REQUIRED

The presence of 36 documents or information that are critical to the transparent functioning of public universities has been identified. The ranking of the documents does not represent their rank of importance.

1. **The student-to-teacher ratio** is important information to understand the workload of teachers. A low number of students per teacher is an indicator of good quality. This ratio also indicates the need for additional or reorganizing staff within universities.

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

3 **The Strategic Plan** is the roadmap for the development of universities. It describes the objectives, activities and expected results for the next three to five years. The public can understand the orientation of the university through the strategic plan document, and thus can give their impressions on it.

4 **The Code of Ethics** is the staff and student conduct manual. The Code of Ethics includes values, basic principles, unacceptable behaviours, and disciplinary mechanisms for those who violate them. The Code of Ethics is the main legal basis on which complaints can be filed with university bodies, and is therefore one of the key documents that supports students and staff against abusers.

5 **The Disciplinary Regulation** contains the procedure for how violations should be handled, as well as categorizing serious and minor violations. It also determines which body is responsible for each stage of handling the

the violation, including levels of punishment and complaint mechanisms. The regulation serves as a tool for students and staff to file charges against wrongdoers.

6 **The Regulation on the Selection and Advancement of Academic Staff** determines the criteria and procedure for the employment and advancement of academic staff. Qualitative academic staff is the main indicator of the quality of a university. The implementation of the rules and criteria of this regulation is essential in bringing adequate people to the university, as well as the promotion of deserving professors and assistants who have shown results in scientific publications.

7 **The Regulation on Adjunct Staff** regulates engagement with a temporary contract, for lectures or exercises. They are often assigned the responsibility of compiling exams, holding them and evaluating them. This shows that the adjunct staff is a responsible person who directly influences the training of students.

8 **The Bulletins** of Applications for Academic Staff are the only documents that show who will be proposed for election as new academic staff and who will be promoted to higher academic titles. The public can be informed about which candidate has or has not met the criteria for election to a certain academic title, and they can react if someone has been proposed without merit.

9 **The CVs of Academic Staff** are important to see what kind of professors and other academic staff we have in public universities or colleges. In these CVs, one can see the academic experience, with special emphasis on the scientific publications of the staff members, to understand how much and where they have published. As a result, an overview can be built on the scientific and academic status of the department, faculty or even the university.

10 **The Regulation on Personal Income** shows the level of basic and additional compensation for each category of staff. In the past, such regulations have allowed for unjustified overcompensation, overcharging certain professors, and thus making it impossible to hire new staff. Through these regulations, the public can understand how much, for example, professors, teaching assistants and other work such as thesis mentoring or participation in committees are paid.

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

12 **The Regulation for Student Elections** is the document that sets the conditions and procedures for the elections of student representatives. In addition to student governing bodies, student representatives also participate in the senates of public universities, so it is important to understand their candidacy and election correctly.

13 **The composition of the Student Parliament** is information where we can understand the persons who represent the students.

14 **The composition of the Rectorate** is information where we can understand the senior management of a university or public college.

15 **The composition of the Steering Council** is information where we can understand the persons who direct the financial and general policies of a university or public college.

16 **The composition of the Senate** is information where we can understand the persons who are responsible for academic matters including the appointment or promotion of academic staff.

17 **Senate decisions** are documents where we can understand what decisions were made by the senate, including the date, protocol number, etc.

18 **Steering Council decisions** are documents where we can understand what decisions were made by the steering council, including the date, protocol number, etc.

19 **Rector's decisions** are documents where we can understand what decisions were made by the rector, including the date, protocol number, etc.

20 **Accreditation Decisions** janare documents where we can understand which study programs are accredited for a certain period. This helps students not to be deceived by public universities or colleges into enrolling in programs without accreditation.

21 **The Regulation for Bachelor Studies** describes the rights, obligations and procedures during bachelor studies. Students can rely on this to claim rights that are not explicitly described in the statute of a public university or college.

22 **The Regulation for Master Studies** describes the rights, obligations and procedures during master studies. Students can rely on this to claim rights that are not explicitly described in the statute of a public university or college.

23 **The Regulation for Doctoral Studies des**cribes the rights, obligations and procedures during doctoral studies. Students can rely on this to claim rights that are not explicitly described in the statute of a public university or college.

24 **The Quality Assurance Regulation** is a document that provides steps to control the level of quality in a public university or college. Based on this regulation, plans are drawn up for accreditation of a study program and the institution itself. The public can understand the level of quality assurance policies through this regulation.

25 **The Regulation for the Electronic Student Management System** is a key document in determining who has access to edit digital student data, including who can set or change grades. A transparent regulation protects student data and allows for anonymity in cases where an evaluation of the performance of academic staff is required. This regulation can also determine the process of digital voting for student representatives or others.

26 **The curriculum** presents the subjects and syllabuses of each subject within the study program. It is important that these are public so that the student has the opportunity to familiarize himself with the program before making the decision to study there. Meanwhile, it is important for the public to understand what learning outcomes are being achieved by students who pursue their studies there, and how these correspond to the needs in industry, science, administration or elsewhere.

27 **Scholarship or Employment Information** is key to completing the mission of public universities or colleges. Students should clearly know when they can apply for scholarships and what criteria they must meet to receive a scholarship. Furthermore, information about scholarships abroad enriches the student experience by enabling them to potentially continue their studies abroad to be part of a global community of students.

Meanwhile, employment information is essential to understanding where a student can be positioned if they complete a study program.

28 **The Regulation Against Sexual Harassment** seeks to prevent sexual harassment, protect victims, and pave the way for the prosecution of perpetrators of harassment. Such a regulation protects vulnerable students from staff who exploit their position of power for grading or otherwise to condition sexual favours.

29 **Regulations on the use of equipment and monitoring of working hours of academic staff and students** regulates the issue of the use of equipment for recording work attendance by academic staff but also about participation in lectures and exercises by students.

30 **The number of accredited programs** can help incoming students to be informed about the accredited study programs for a certain period in each of the faculties of the respective universities. This can help students to select the university for studies in a field that is offered in some of the public universities.

31 **The total number of students** is an indicator of the ability of public universities to attract young people for basic, master's and doctoral studies.

32 **The number of graduated students**, this information is very important for understanding the level of learning offered by the respective universities in certain fields or even at the institutional level.

33 **Regulation on the financing of scientific and artistic research activities,** which determines the method of financing for the promotion of scientific and research publications for academic staff and doctoral students at public universities.

34 **Regulation on the mobility of academic staff**, which determines the principles for the implementation of outgoing and incoming mobility for academic staff, the type and duration of mobility, the procedure for submission and approval and other issues.

35 **Regulation on the mobility of students**, which determines the principles for the implementation of outgoing and incoming student mobility through academic exchange programs.

36 **Regulation on the Committee on Ethics in Scientific Research**, which determines the rules and standards for the ethical assessment of scientific research at public universities and defines the working procedures of the Committee on Ethics in Scientific Research.

METHODOLOGY

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

On March 7, 2025, a table with 36 documents and information was sent to the mentioned institutions, and they were asked to place links next to each document to indicate where they could be found. The institutions had time to complete the table until March 12, 2025.

From March 12, 2025 to March 20, 2025, the documents and information were reviewed by ORCA researchers, to verify the tables completed by the institutions. Also, during this period, the researchers requested documents and information directly on the websites of the institutions that did not submit completed tables.

It should be noted that the University of Gjakova and the University of Prishtina were the only institutions that did not submit completed tables.

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

Disclaimer:

This document has been produced with the financial assistance of the Austrian Development Agency. The views and opinions expressed herein, can in no way reflect the official opinion of the Austrian Development Agency.

With funding from

Austrian Development Cooperation

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