



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---



*Bachelor Sport and Movement Science*

**ACCREDITATION**

**REPORT OF THE EXPERT TEAM**



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## TABLE OF CONTENTS

TABLE OF CONTENTS	2
1. INTRODUCTION	3
1.1. Context	3
1.2. Site visit schedule (Online)	5
A brief overview of the institution and program under evaluation	6
Mission of the Study Programme	7
Learning outcomes are described as follow (Self Evaluation Report, p. 12):	8
Calculation of ECTS	15
2. PROGRAM EVALUATION	16
2.1. Mission, objectives and administration	16
2.2. Quality management	19
2.3. Academic staff	21
2.4. Educational process content	24
2.5. Students	27
2.6. Research	29
2.7. Infrastructure and resources	32
3. OVERALL EVALUATION AND RECOMMENDATION OF THE ET	35



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## 1. INTRODUCTION

### 1.1. Context

**Date of (online) meetings: 13<sup>th</sup> of April 2021**

#### Expert Team

- Dr. Karen Petry, German Sport University, Cologne, Germany
- Domagoj Vugić, Student Expert

#### Coordinators of KAA

- Naim Gashi, Executive Director of KAA
- Shkelzen Gerxhaliu, Senior Officer for Monitoring and Evaluation
- Arianit Krasniqi, Senior Officer for Evaluation and Accreditation
- Leona Kovaçi, Senior Officer for Monitoring and Evaluation
- Ilirjane Ademaj, Senior Officer for Monitoring and Evaluation

#### Sources of information for the Report:

- Self-evaluation report "BA Sport and Movement Science", 2021 (no precise date) including course catalogue
- Annex A: Course Description of the BA programme
- Annex B: Books at the UBT Library for the Sport and Movement Science Program
- List of Academic Staff
- Staff CVs (Full time, part time)
- Strategic Plan of the Faculty
- Strategic Research Plan of the Faculty
- Quality Assurance Policy of the Faculty
- Quality Assurance Regulations of the University
- Code of Ethics of the Faculty



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

- Regulations for Student Complaints of the University
- Handbook of Students of the University
- Regulations for Academic Advancement of the University
- List of University Partners
- KAA Accreditation Manual 11.07.2018
- Training Manual for External Evaluation

### **Requested documents:**

- Example of staff self-evaluation and report as well as example of an existing survey in another programme of UBT (student and academic staff)
- Revise the table of the teaching staff in chapter 3 (page 26), incl. the duration of contracts, gender distribution as well as the teaching obligations in other degree programmes of the UBT.
- Update the overview of the teaching programme (p. 33/34) and revise the actual names of the teachers (some staff members attended the meeting with us, but they are not affiliated to any subject); include also the names of the international staff (just for information).
- Update chapter 6 (Research and International Cooperation) incl. a list of projects and grants (last 5 years); include also a full list for Standards 6.4 and 6.7 (now, it's only for four colleagues).
- Clarify the information for chapter 7 (Infrastructure and resources): what is under construction and what existing facilities can be used. Provide pictures and/or videos about the progress of the construction of the new building. Provide details about the plan to rent of adequate spaces (playgrounds and labs) as long as the new building will be under construction.
- Policies for ownership of intellectual property.
- Revision of the table with the courses for the 1<sup>st</sup> year and inclusion of the venue, number of student places and seats (infrastructure).
- CVs of the following staff members are missing: Pranvera Ibrahim, Fadil Kryeziu, Sejdi Statovci, Drita Zogaj, Votim Halani.

### **Received documents:**

- Annex 1: Detailed description of the Infrastructure and Resources and photos
- Annex 2: List of projects from staff members (Standard 6.4)

4



- Annex 3: List of publications of the staff members
- Annex 4: Regulations of Scientific Research and Publications of the UBT
- Annex 5: MoUs with five organisations for the use of infrastructure as well as the student center
- Annex 6: Example of staff self-evaluation and report (in Albanian) as well as example of an existing questionnaire for students (in English)
- CVs from Pranvera Ibrahim, Fadil Kryeziu, Sejdi Statovci, Drita Zogaj, Votim Halani.

## 1.2. Site visit schedule (Online)

09:00-09:30	Meeting with the management of the faculty where the programme is integrated	Name and Surname
1		Masar Gjaka
2		Abedin Bahtiri
09:30-10:40	Meeting with the heads of the study programme	
1		Masar Gjaka
2		Abedin Bahtiri
3		Nagip Lenjani
4		Enver Tahiraj
10:40-11:20	Meeting with quality assurance representatives	
1		Dugagjin Sokoli
2		Sanije Shabanaj
3		Murat Retkoceri
12:10-13:00	Meeting with teaching staff	
1		Paolo Parisi (external)
2		Harald Tschan (external)
3		Gazmend Temaj
4		Violeta Zefi
5		Pranvera Ibrahim
6		Artan Kryeziu
7		Irfan Halimi
8		Kushtrim Zhjeçi



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

13:00-13:30	Meeting with employers of graduates	
1		Ismet Shalaj
2		Besim Ademi
3		Besnik Humolli
4		Kastriot Gjocaj
13:30-13:45	Internal meeting of KAA staff and experts	
		Shkelzen Gerxhaliu
13.45-14.00	Closing meeting with the management of the faculty and program	

### **A brief overview of the institution and program under evaluation**

UBT has started in October 2004, after it has been licensed by the Ministry of Education, Science and technology. The institutional was built on the experience of the Institute of Enterprise Engineering and Management (IEME), started at 2001. Both Institution have been founded by Dr. Edmond Hajrizi. The main proposition of the UBT is to support Resilience and Sustainable Development of Kosovo.

And this is being the main reason for UBT start-up which is to develop and implement advanced management systems, which will support the resilience and sustainable development of an emerging economy. UBT aims to implement an integrated strategy to establish itself as an internationally competitive, research-intensive university, committed to the transfer of knowledge and the provision of a world-class education and service.

The philosophy of the institution has been to offer competitive programs in applied education that would base teaching on labour market demands and international practices. UBT is based in Prishtina, Kosovo at its campus in Prishtina. It has also recently started and completed the first phase of a new modern campus in the outskirts of Prishtina. UBT has also 4 regional centres around Kosovo to support the regional community.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

UBT offers a range of programs at undergraduate and graduate level. The programs are operated within the following departments: Management, Business and Economics; Computer Science and Engineering; Information Systems; Law; Political Science; Communication and Media, Civil Engineering and Infrastructure; Architecture and Spatial Planning, Food Science and Technology, BA Nursing, Integrated Design, Integrated Studies in Stomatology and Integrated Studies in Pharmacy.

UBT is accredited by the Kosovo Accreditation Agency as a UBT College. The institution has undergone several external accreditations (both institutional and program) phases.

### **Mission of the Study Programme**

The proposed Bachelor responds to the mission of UBT, which was established to contribute to the advancement of the country in research and education in line with European standards, and form qualified professionals able to respond to social needs in the different areas of technology, socioeconomic development, human and health studies, medicine and prevention.

Sport has impressively developed in modern society, coming to represent a fundamental aspect of individual interests and an expression of group identity. Physical activity is part of daily lifestyle and is known to promote health and prevention at all ages, as well as school achievement, creativity, socialization, inclusion, etc. Sport is a large and expanding sector of EU economy (3% of GDP and 3.5% of employment) and the EU mentions sport education among its priority themes, recommending to increase the number and quality of professionals to respond to the high labour-market demand and facilitate work mobility in the EU.

Studies related to sport and movement have become increasingly relevant in scientific research, and been part of university teaching for a long time in Western countries.

The new Bachelor aims is to contribute to the country's development and ensure its younger population good employability prospects in a dynamic new sector. Thanks to its relevant technological competences and the cooperation of well-known European institutions and scholars, UBT plans to form highly qualified sport professionals able to meet the growing needs of the job market in a European perspective.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

**Learning outcomes are described as follow (Self Evaluation Report, p. 12):**

In terms of learning outcomes and general competences, the program attempts to develop the following five areas of professional competence in Sport and Movement Science.

1. **Professionalism** - After graduation, student is expected to be competent in a wide spectrum of skills including research, analytical and problem-oriented communication and presentation skills, which are based on contemporary knowledge.
2. **Ethics and law** - After graduation, student should display knowledge and understanding of moral and ethical responsibilities which are included into the care of sports and the entire community. They should also be familiar with modern legal regulations relating to everyday work with athletes of all ages.
3. **Communication and social skills** – Sports and movement expert should be competent in communication with athletes and other population, their associates and colleagues, and consider their age as well as their social and cultural background.
4. **Basic knowledge** – Graduates in sport and movement science should be able to apply a whole range of basic concepts from biological, health, and sports management sciences with the purpose of taking care for all population. Graduates should also possess a certain degree of ‘informatics literacy’ based on which they can collect and use information from the literature.
5. **Analysing and collecting data** - Obtaining and storing the entire documentation regarding the health and sport status of the athletes. Sports experts should be able to maintain and improve their professional skills and competences throughout their working life.





## Structure of the Programme

<b>YEAR ONE: 60 ECTS</b>						
<b>SEMESTER 1: 30 ECTS</b>						
			<b>Hours/Weeks</b>			
<b>No</b>	<b>M/E</b>	<b>Subject</b>	<b>L</b>	<b>E</b>	<b>ECTS</b>	<b>Lecturer</b>
1	M	Sport in history, culture and society	2	0	4	Enver Tahiraj
2	M	Fundamentals of physical activity: the theory of movement	2	1	5	Masar Gjaka
3	M	Biology and genetics, with basic elements of biochemistry	3	1	5	Gazmend Temaj Paolo Parisi
4	M	Biochemistry of exercise	2	1	3	Gazmend Temaj Paolo Parisi
5	M	Functional anatomy	3	1	6	Sejdi Statovci
6	M	Team sports I (Football – Basketball)	1	2	4	Artan Kryeziu
	E	Elective Course	1	1	3	
<b>SEMESTER 2: 30 ECTS</b>						
<b>No</b>	<b>M/E</b>	<b>Subject</b>	<b>L</b>	<b>E</b>	<b>ECTS</b>	<b>Lecturer</b>
7	M	Human physiology	3	1	6	Pranvera Ibrahimimi



8	M	General psychology	2	1	4	Violeta Zefi
9	M	Theory and methodology of training and exercise– 1	2	1	5	Masar Gjaka
10	M	Team sport II (Volleyball – Handball)	2	1	4	Nagip Lenjani
11	M	Individual sports I (Artistic - Rhythmic gymnastics and dancing)	1	2	4	Abedin Bahtiri
12	M	Scientific thinking, research methods and statistics	2	1	4	Abedin Bahtiri
	E	Elective Course	1	1	3	
<b>YEAR TWO: 60 ECTS</b>						
<b>SEMESTER 3: 30 ECTS</b>						
No	M/E	Subject	L	E	ECTS	Lecturer
13	M	Exercise physiology	2	1	4	Pranvera Ibrahimimi
14	M	Biomechanics	2	1	4	Gëzim Hodolli
15	M	Theory and methodology of training and exercise - 2	2	1	4	Masar Gjaka Antonio Tessitore
16	M	Exercise testing and prescription	1	1	3	Masar Gjaka
17	M	Sport psychology	2	1	4	Nagip Lenjani
18	M	Sport pedagogy and ethics	2	0	4	Violeta Zefi
19	M	Individual sports I (Athletics - Skiing)	2	2	4	Abedin Bahtiri



	E	Elective Course	1	1	3	
<b>SEMESTER 4: 30 ECTS</b>						
No	M/E	Subject	L	E	ECTS	Lecturer
20	M	Physical activity in health and disorder	2	1	6	Masar Gjaka
21	M	Nutrition, health and exercise	2	0	3	Drita Zogaj
22	M	Sports medicine and first aid	2	1	5	Shqiptar Demaqi Norbert Bachl
23	M	Sport sociology and legislation	2	1	4	Enver Tahiraj
24	M	Individual sports II (Athletics – Martial arts - Swimming)	1	3	6	Abedin Bahtiri
25	M	Biostatistics and computer technologies	1	1	3	Besnik Skenderi
	E	Elective Course	1	1	3	
<b>YEAR THREE: 60 ECTS</b>						
<b>SEMESTER 5: 30 ECTS - Major 1 - HEALTH, PREVENTION AND REHABILITATION</b>						
No	M/E	Subject	L	E	ECTS	Lecturer
26	M	Sports medicine and public health	2	1	5	Fadil Kryeziu Norbert Bachl
27	M	Physical activity in growth and aging	2	1	4	Nagip Lenjani



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

28	M	Physical exercise, personal training and rehabilitation	2	1	5	Enver Tahiraj Kushtrim Zhjeqi
29	M	Adapted physical activity, disease and disability	2	1	5	Valdete Sereqi Harald Tschan
30	M	Performance assessment and monitoring	2	1	5	Masar Gjaka
31	M	Computer science and technologies in sport and movement	1	2	3	Besnik Qehaja
32	M	English (Advanced/conversation)	1	1	3	Alma Lama
<b>YEAR THREE: 60 ECTS</b>						
<b>SEMESTER 5: 30 ECTS - Major 2 - SPORT COACHING AND TRAINING</b>						
No	M/E	Subject	L	E	ECTS	Lecturer
33	M	Sport psychology and pedagogy	2	1	4	Violeta Zefi
34	M	Advanced science of training and exercise	2	1	5	Abedin Bahtiri
35	M	Long-term athletic development	2	1	5	Enver Tahiraj Harald Tschan
	M	Performance assessment and monitoring	2	1	5	Masar Gjaka
36	M	Advanced biomechanics and kinesiology	2	1	5	Gëzim Hodolli

12



	<b>M</b>	Computer science and technologies in sport and movement	2	1	3	Besnik Qehaja
	<b>M</b>	English (Advanced/conversation)	1	1	3	Alma Lama
<b>YEAR THREE: 60 ECTS</b>						
<b>SEMESTER 5: 30 ECTS - Major 3 - SPORT MANAGEMENT AND SOCIOECONOMIC DEVELOPMENT</b>						
<b>No</b>	<b>M/E</b>	<b>Subject</b>	<b>L</b>	<b>E</b>	<b>ECTS</b>	<b>Lecturer</b>
37	<b>M</b>	Sport economy and entrepreneurship	2	1	5	Ermal Lubishtani
38	<b>M</b>	Sport and social psychology	2	1	4	Nagip Lenjani
39	<b>M</b>	Sport management and marketing	2	1	5	Enver Tahiraj
40	<b>M</b>	Sport and innovation	2	1	5	Besnik Qehaja
41	<b>M</b>	Sport policy and sustainable development	2	1	5	Edmond Hajrizi
42	<b>M</b>	Sport and social integration	1	1	3	Nagip Lenjani
	<b>M</b>	English (Advanced/conversation)	1	1	3	Alma Lama
<b>SEMESTER 6: 30 ECTS</b>						
<b>No</b>	<b>M/E</b>	<b>Subject</b>	<b>L</b>	<b>E</b>	<b>ECTS</b>	<b>Lecturer</b>
43	<b>M</b>	Internship (Practice in Laboratory/Health or Sports center/Working place and related experience)		20	20	
44	<b>M</b>	Thesis			10	



<b>YEAR ONE: Elective Courses</b>						
			<b>Hours/Weeks</b>			
<b>No</b>	<b>E</b>	<b>Subject</b>	<b>L</b>	<b>E</b>	<b>ECTS</b>	<b>Lecturer</b>
45	E	Basics of computer technologies	1	1	3	Besnik Skenderi
46	E	English (basic-intermediate)	1	1	3	Alma Lama
47	E	Team sports (Rugby)	1	1	3	Nagip Lenjani
48	E	Individual sports (Table tennis-Fitness)	1	1	3	Abedin Bahtiri Enver Tahiraj
49	E	Sports Journalism	1	1	3	Votim Hanoli
50	E	Games	1	1	3	Enver Tahiraj
<b>YEAR TWO: Elective Courses</b>						
<b>No</b>	<b>E</b>	<b>Subject</b>	<b>L</b>	<b>E</b>	<b>ECTS</b>	<b>Lecturer</b>
52	E	Team sports (Futsal)	1	1	3	Nagip Lenjani
53	E	Academic writing and communication skills	1	1	3	Dugagjin Sokoli
54	E	Individual Sports (Yoga & Pilates)	1	1	3	Enver Tahiraj
55	E	Individual sports (Badminton)	1	1	3	Abedin Bahtiri



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## Calculation of ECTS

The program consists of 3 years of 60 credits each, organized in 6 semesters, amounting to a total of 180 credits in the European Credit Transfer System (ECTS), with 1 ECTS = 30 hours of total working load. These are standard reference values, which may however allow some flexibility in the interest of the quality of education. The ratio of teaching hour to the additional time needed for individual study/practice is variable, and depends on teaching methods, individual study/practice requirements, and the characteristics and complexity of the area. Basically, it can vary from about 1:1 (50% teaching, 50% individual study) to about 1:3 (25% teaching, 75% individual study).

The program includes 12 ECTS for Elective activities. Students can choose from those listed or other available courses. Activities prescribed by the entry test, however, will serve to meet outstanding requirements and will issue no ECTS. The Elective Activities listed will as a rule be activated upon request by a minimum of 15-20 students.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## 2. PROGRAM EVALUATION

### 2.1. Mission, objectives and administration

As stated in the SER the mission of the program is to support students to acquire complex knowledge, competences and skills in order to respond to social needs in the different areas of technology, socioeconomic development, human and health studies, medicine and prevention. Its aim is to contribute to the country's development and ensure its younger population good employability prospects in a dynamic new sector. UBT plans to educate qualified sport professionals able to meet the growing needs of the job market in a European perspective. During the conception and development of this program a major advising and expertise was given by International Biomedical Scientific Council, comprised of renown European Experts.

The final part of the program is oriented towards a specific area (*Major*) in one of the main sport sectors: **Health, prevention and rehabilitation, Sports Coaching and Training, Sport Management and Socioeconomic Development**. The Major must be chosen by the end of the second year and involves specific courses, Internship, Essay and Final Exam.

Teaching involves lectures, seminars, case studies, consultations, mentorship, field work, and assessment is based on specific exams, and final presentation and discussion. Practical teaching involves practical, demonstration classes, teaching rounds, professional training practical and Teachers, associates, staff and students are obliged to comply with the UBT Code of Professional Ethics and Conduct.

The planned Faculty Performance Assessment Framework will track the results and Key Performance Indicators that the organization will achieve in key outputs.

During the interviews with program heads and lecturers the expert team has the impression that a good level of compliance with internal regulations relating to ethical conduct in research, teaching and assessments in most of the relevant areas are planned.





Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

The SER stated, that the Faculty of Sport and Movement science will be established in 2020 as a non-public provider of higher education in sport and movement science. Throughout the accreditation process, we were not able to find any **prove that the faculty is established.**

**UBT commented on this as follow:**

“The Program of Sport and Movement Science, BSc level, has been founded in the meeting of UBT Academic Council held on 12.11.2019, based in the main Campus of UBT. Based on decision nr. 12801/45, date 15.11.2019 has been created the commission for drafting the self-evaluation report and coordination of actions for the accreditation of the study program. Moreover, in the same year, we have applied for the accreditation of this program, and the application has been approved by the National Quality Council, in conformity with Article 10 of Administrative Instruction 15/2018 for the accreditation of Higher Education Institutions in the Republic of Kosovo. As prove, in the attachment you can find the decision of the Academic Council. The Faculty of Sport and Movement Science has been already established and it has its management, academic and administrative staff and all required structure based on Statute of the UBT.”

**Unfortunately, the decision of the Academic Council was not attached, which means that it remains unclear for the expert team!**

<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 1.1. The study program mission is in compliance with the overall mission statement of the institution.	x	
Standard 1.2. Relevant academic and professional advice is considered when defining the intended learning outcomes which are consistent with the National Qualifications Framework and the Framework for Qualifications of the European Higher Education Area.	x	
Standard 1.3. The study program has a well-defined overarching didactic and research concept.		x
Standard 1.4. There are formal policies, guidelines and regulations dealing with recurring procedural or academic issues. These are made publicly available to all staff and students.	x	
Standard 1.5. All staff and students comply with the internal regulations relating to ethical conduct in research, teaching, assessment in all academic and administrative activities.	n.a.	



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

Standard 1.6. All policies, regulations, terms of reference and statements of responsibility relating to the management and delivery of the program are reviewed at least once every two years and amended as required in the light of changing circumstances.	<i>n.a.</i>	
--	-------------	--

**Compliance level: Substantially compliant**

**ET recommendations:**

- Annually reviews should be performed to be proactive in identifying problems in light of changing circumstances in relation to policies, regulations, terms of reference and statements of responsibility relating to the management and delivery of the program.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## 2.2. Quality management

Following the online visit and analysing the self-evaluation report, expert team concluded that:

The structure responsible for quality assurance at UBT consist of The Governing Body, President, Academic Council, Quality Assurance Committee, Quality Manager, Heads of Faculties and Departments, Faculty Councils, Academic Staff and Students. Therefore, all the staff is participating in the self-evaluation and cooperates reporting and improving the Institutional activities. Furthermore, Faculty is involving in its quality assurance processes its external stakeholders that were also involved in creation of this particular program.

The feedback is collected from: academic staff, students and alumni, external stakeholders, strategic partners. This feedback comes in a form of surveys that are regularly collected and processed at the Institution. Student survey is intended to report on teaching, learning outcomes and examinations. Academic staff survey is ensuring that the teaching and learning methodologies fullfill the student needs and ensure flexible learning processes. Additionally, staff survey is also documenting the Faculty practices to ensure they follow clear and defined path in recruitment, conditions of employment and professional development.

Result of this process in the evaluation of performance against certain policy and objective that follows the report and recommendations for the improvement. However, we did not find the results of any other evaluations available online.

We found that procedures are developed for approving the new programs that is of particular interest for the new program we are evaluating. In this process, the planned Faculty will take care that the new program is in line with the mission, policies, strategic plan and industry and community need. Furthermore, Faculty is taking care that the new programs are complaint with policies and procedures of Kosovo Accreditation Agency and European Standard Guidelines.

Finally, we note that the planned Faculty intends to regularly evaluate its programs and importantly that the results off those processes are implemented. These evaluations are occurring periodically, once in every three years.



<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 2.1. All staff participate in self-evaluations and cooperate with reporting and improvement processes in their sphere of activity.	<i>x</i>	
Standard 2.2. Evaluation processes and planning for improvement are integrated into normal planning processes.	<i>x</i>	
Standard 2.3. Quality assurance processes deal with all aspects of program planning and delivery, including services and resources provided by other parts of the institution.	<i>x</i>	
Standard 2.4. Quality evaluations provide an overview of quality issues for the overall program as well as of different components within it; the evaluations consider inputs, processes and outputs, with particular attention given to learning outcomes for students.	<i>x</i>	
Standard 2.5. Quality assurance processes ensure both that required standards are met and that there is continuing improvement in performance.	<i>x</i>	
Standard 2.6. Survey data is being collected from students, graduates and employers; the results of these evaluations are made publicly available.		<i>x</i>
Standard 2.7. Results of the internal quality assurance system are taken into account for further development of the study program. This includes evaluation results, investigation of the student workload, academic success and employment of graduates.	<i>x</i>	
Standard 2.8. The institution ensures that reports on the overall quality of the program are prepared periodically (e.g., every three years) for consideration within the institution indicating its strengths and weaknesses.	<i>x</i>	
Standard 2.9. The quality assurance arrangements for the program are themselves regularly evaluated and improved.	<i>x</i>	

### **Compliance level: Substantially Compliant**

#### **ET recommendations:**

- Continue involving students of this program in all QA processes.
- Ensure that all the staff and students are taking part in the survey and that the feedback received is constructive.
- In principle self-criticism in the self-assessment is necessary and should be encouraged, we can only improve ourselves when we are aware of our weaknesses.
- Make the Evaluation results publicly available.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

### 2.3. Academic staff

It is evident from the online discussion as well as formal staff profiles submitted prior to the review, that academic staff at the UBT is able to deliver level student learning experience through inclusive, relevant programmes and curricula while being professional and collaborative. This in turn fosters students' ability to advance their competences in order to develop individual careers in the field of sport, physical activity and education.

As outlined in the SER, the faculty will have 21 full time staff members. No part time staff is involved and it is also not clear, if the teaching staff involved is going to have other part-time positions and/or other teaching obligations at UTB or other universities/ colleges. Furthermore, it's not described in detail, how the international staff will be involved. Although it is assumed that teaching staff are encouraged to maintain their own portfolio of materials, it is vital that staff participate in regular peer-observations as well unannounced observations at least twice a year for sharing best academic practices. The list with the academic staff gives a general overview about the workload for teaching, Admin and research, but it's for all teachers the same (40; 30; 30). This is an unrealistic picture and it's also not clear, why the admin time is as high as the time for research.

In the SER it was stated that the faculty will establish a staff development plan, including key objectives, such as to e.g. to outline various staff development support plans for each institutional strategy. Furthermore, the SER describes that a staff development component was focused on providing effective pedagogical skills and training at IDEAA Institute of UBT – Institute for Development of Education and Academic Affairs. Pedagogical skills training for the Faculty has focused on the following topics: student-centered learning, curriculum design, writing learning outcomes, lesson planning, design and delivery, group learning, problem based and project-based learning, E-learning, Assessment and integrating key skills into the curriculum.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 3.1. Candidates for employment are provided with full position descriptions and conditions of employment. To be presented in tabular form data about full time (FT) and part time (PT) academic/ artistic staff, such as: name, qualification, academic title, duration of official (valid) contract, workload for teaching, exams, consulting, administrative activities, research, etc. for the study program under evaluation.		x
Standard 3.2. The teaching staff must comply with the legal requirements concerning the occupation of teaching positions included in the Administrative instruction on Accreditation.	x	
Standard 3.3. Academic staff do not cover, within an academic year, more than two teaching positions (one full-time, one part-time), regardless of the educational institution where they carry out their activity.		x
Standard 3.4. At least 50% of the academic staff in the study program are full time employees, and account for at least 50% of the classes of the study program.	x	
Standard 3.5. For each student group (defined by the statute of the institution) and for every 60 ECTS credits in the study program, the institution has employed at least one full time staff with PhD title or equivalent title in the case of artistic/applied science institutions.	x	
Standard 3.6. Opportunities are provided for additional professional development of teaching staff, with special assistance given to any who are facing difficulties.	x	
Standard 3.7. The responsibilities of all teaching staff, especially full-time, include the engagement in the academic community, availability for consultations with students and community service.	x	
Standard 3.8. Academic staff evaluation is conducted regularly at least through self- evaluation, students, peer and superiors' evaluations, and occurs on a formal basis at least once each year. The results of the evaluation are made publicly available.		x
Standard 3.9. Strategies for quality enhancement include improving the teaching strategies and quality of learning materials.	x	
Standard 3.10. Teachers who retire at age limit or for other reasons lose the status of full-time teachers and are considered part-time teachers.		x



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

**Compliance level: Substantially compliant**

**ET recommendations:**

- Make use of the young generation of enthusiastic teachers/researchers and promote them to become professors with international reputation. Provide full-time positions for these well qualified staff members.
- Actively involve academic staff in research activities but also consulting activities in terms of delivery planning and quality enhancement at the Faculty level.
- Nominate staff who can take lead on developing teaching resources for Blended Learning Models in the light of current challenges and transition to online learning.
- Make the Evaluation results publicly available.



## 2.4 Educational process content

The study program is modelled on clear objectives and the developed schedule incorporates subject related as well as interdisciplinary aspects. The classes have a logical flow and support the development of a knowledge based in respect to teaching, exercise and physical activity outside the school setting and physical activity and health. The final part of the program can be oriented towards a specific area (*Major*) in one of the main sport sectors: Health, Prevention and Rehabilitation, Sports Coaching and Training, Sports Management and Socioeconomic Development.

While the submitted documents in the SER were in English, all classes are taught in Albanian, which presents a limitation for exchange programmes. However, the expert team did only meet a small selection of staff members and consequently cannot comment on the English level of the staff members.

The education will be is organized in close collaboration with other public and private sport science entities, such as the National Center of Sports medicine, two Rehabilitation centers, the NOC of Kosovo and a Football club. MoUs are signed.

<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 4.1. The study program is modelled on qualification objectives. These include subject-related and interdisciplinary aspects as well as the acquisition of disciplinary, methodological and generic skills and competencies. The aspects refer especially to academic or artistic competencies, to the capability of taking up adequate employment, contributing to the civil society and of developing the students' personality.	<i>x</i>	
Standard 4.2. The study program complies with the National Qualifications Framework and the Framework for Qualifications of the European Higher Education Area. The individual components of the program are combined in a way to best achieve the specified qualification objectives and provide for adequate forms of teaching and learning.	<i>x</i>	
Standard 4.3. The disciplines within the curriculum are provided in a logical	<i>x</i>	





flow and meet the definition and precise determination of the general and specific competencies, as well as the compatibility with the study programs and curricula delivered in the EHEA. To be listed at least 7 learning outcomes for the study program under evaluation.		
Standard 4.4. The disciplines within the curriculum have analytical syllabuses which comprise at least the following: the discipline's objectives, the basic thematic content, learning outcomes, the distribution of classes, seminars and applicative activities, students' assessment system, the minimal bibliography, etc. The full course description/ syllabuses of each subject/ module should be attached only in electronic form to the self-assessment report for the study program under evaluation.	x	
Standard 4.5. If the language of instruction is other than Albanian, actions are taken to ensure that language skills of both students and academic staff are adequate for instruction in that language when students begin their studies. This may be done through language training prior to the commencement of the program.	x	
Standard 4.6. The student-teacher relationship is a partnership in which each assumes the responsibility of reaching the learning outcomes. Learning outcomes are explained and discussed with students from the perspective of their relevance to the students' development.	x	
Standard 4.7. Teaching strategies are fit for the different types of learning outcomes programs are intended to develop. Strategies of teaching and assessment set out in program and course specifications are followed with flexibility to meet the needs of different groups of students.	x	
Standard 4.8. Student assessment mechanisms are conducted fairly and objectively, are appropriate for the different forms of learning sought and are clearly communicated to students at the beginning of courses.	x	
Standard 4.9. Appropriate, valid and reliable mechanisms are used for verifying standards of student achievement. The standard of work required for different grades is consistent over time, comparable in courses offered within a program, and in comparison, with other study programs at highly regarded institutions.	x	
Standard 4.10. Policies and procedures include actions to be taken into dealing with situations where standards of student achievement are inadequate or inconsistently assessed.	x	
Standard 4.11. If the study program includes practice stages, the intended student learning outcomes are clearly specified, and effective processes are followed to ensure that those learning outcomes and the strategies to develop	x	



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

that learning are understood by students. The practice stages are allocated ETCS credits and the work of the students at the practical training organisations is monitored through activity reports; students during practice stages have assigned tutors among the academic staff in the study program.		
Standard 4.12. In order to facilitate the practice stages, the higher education institution signs cooperation agreements, contracts or other documents with institutions/organisations/practical training units.	x	

**Compliance level: Fully Compliant**

**ET recommendations:**

- Staff members should be encouraged to teach in English / take English classes.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## 2.5 Students

The new Faculty will adopt clear and formal admission procedure that is regulated by the Faculty Council Regulation on Admission. Recruitment of students will consist of a public call and the entrance examination conducted by the Commission for the Entrance Examination appointed by the Faculty Council. Examination will assess general knowledge in natural and social sciences and is testing for motor skills.

All the students that will be admitted to this program are expected to possess a high school diploma whose recognition is determined by The Regulation on Graduate Studies.

The study groups are dimensioned to ensure effective and interactive teaching offering equal opportunities for quality studies. Services provided by the Faculty are student centered and study methods that will be used are emphasising individual work together with teamwork and open discussion. Each student will be allocated a mentor to provide guidance and support during their studies. Additionally, students will receive an introduction session prior the academic year start.

The Faculty, at least for the other programs, is maintaining a list of student records, their examination register, application, reports and other student files. The Examination Log and applications are administered using the Student Management Information System (SMIS). This allows for determination of student performance and their way of learning.

Regarding the authenticity of student work, effective procedures will be used to ensure that the work submitted is original. Students will be familiar with this aspect based on the Code of Ethics and students Handbook that include regulations but also advices and guidelines of ethical behaviour. Furthermore, Faculty uses the plagiarism detection software (Turnitin).

We found that transfer between the higher education institutions is possible in case program curriculum matches the one at UBT. Submitted applications of transfer candidate are reviewed by the Transfers' Commission.



Finally, we note that the academic staff will be available at sufficient time for student consultations. Students will receive help with the administrative issues and will be consulted regarding their curriculum. Moodle online platform will be used to ease their communication with the course supervisors. Furthermore, students will be advised and consulted regarding their career options and will be supported for their further studies.

<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 5.1. There is a clear and formally adopted admission procedure at institutional level that the study program respects when organising students' recruitment. Admission requirements are consistently and fairly applied for all students.	<i>x</i>	
Standard 5.2. All students enrolled in the study program possess a high school graduation diploma or other equivalent document of study, according to MEST requirements.	<i>x</i>	
Standard 5.3. The study groups are dimensioned so as to ensure an effective and interactive teaching and learning process.	<i>x</i>	
Standard 5.4. Feedback to students on their performance and results of assessments is given promptly and accompanied by mechanisms for assistance if needed.	<i>n.a.</i>	
Standard 5.5. The results obtained by the students throughout the study cycles are certified by the academic record.	<i>n.a.</i>	
Standard 5.6. Flexible treatment of students in special situations is ensured with respect to deadlines and formal requirements in the program and to all examinations.	<i>x</i>	
Standard 5.7. Records of student completion rates are kept for all courses and for the program as a whole and included among quality indicators.	<i>x</i>	
Standard 5.8. Effective procedures are being used to ensure that work submitted by students is original.	<i>x</i>	
Standard 5.9. Students' rights and obligations are made publicly available, promoted to all those concerned and enforced equitably; these will include the right to academic appeals.	<i>x</i>	
Standard 5.10. The students' transfer between higher education institutions, faculties and study programs is clearly regulated in formal internal documents.	<i>x</i>	
Standard 5.11. Academic staff is available at sufficient scheduled times for consultation and advice to students. Adequate tutorial assistance is provided to ensure understanding and ability to apply learning.	<i>x</i>	



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## **Compliance level: Fully compliant**

### **ET recommendations:**

- Student recruitment should help improving diversity and through development of the English courses also international mobility.
- Institution should help as much as possible for students to achieve mobility during their time of study.
- Students should be more engaged in the curriculum development and evaluations.
- Number of admitted students should not be too high to ensure the quality of the programme.

## **2.6 Research**

The Sport and Movement Science programme possesses a defined research objective as a part of the UBT institutional research strategy. Research areas include clinical and basic research where some of the main focus in the program will consist of identification of factors determining healthy lifestyle, causes of various diseases, evaluation of sport performance, identification of sports facilities and their standards.

Academic staff are expected to be involved in research activities and their workload is approved and implemented at the Faculty and made available in accordance with Faculty Council Workload Policy. Information on staff research productivity is drawn from the UBT Research Department and positive reinforcement is used in the employment contract. However, we note that there is no negative reinforcement used in case academic staff does not achieve minimum publication.

Regarding policies recognizing the research, we did not find any official document. However, we note that the UBT adopted instructions and general guidance of international journals as a



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

standard of its research. We also note that some of the publications provided are not published under the name of UBT.

We found that the academic staff, in principle, publishes their work on the same topic as their teaching activity. This is however, interdisciplinary program composed of academic staff from various fields so not always their research activity is in line with the research objectives of this particular program. We note however, solid number of publications in both national and international journals and attendance to conferences and scientific meetings. Overall, we found that each of academic staff that will participate in this program has produced at least one scientific publication in the past three years. However, their number, quality and impact varies among different academic staff.

Finally, in this program, students will be engaged in research projects as a part of their curriculum and extracurricular activities. Students will be encouraged to organize student conferences, participate in small scale project, learn about basics research principles and learn in a problem solving based lectures.

<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 6.1. The study program has defined scientific/applied research objectives (on its own or as part of a research centre or interdisciplinary program), which are also reflected in the research development plan of the institution; sufficient financial, logistic and human resources are allocated for achieving the proposed research objectives.	x	
Standard 6.2. Expectations for teaching staff involvement in research and scholarly activities are clearly specified, and performance in relation to these expectations is considered in staff evaluation and promotion criteria.	x	
Standard 6.3. Clear policies are established for defining what is recognized as research, consistent with international standards and established norms in the field of study of the program.		x
Standard 6.4. The academic staff has a proven track record of research results on the same topics as their teaching activity.	x	
Standard 6.5. The academic and research staff publish their work in speciality magazines or publishing houses, scientific/applied/artistic products are	x	

30



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

presented at conferences, sessions, symposiums, seminars etc. and contracts, expertise, consultancy, conventions, etc. are provided to partners inside the country and/or abroad.		
Standard 6.6. Research is validated through scientific and applied research publications, artistic products, technological transfer through consultancy centres, scientific parks and other structures for validation.	<i>x</i>	
Standard 6.7. Each academic staff member and researcher has produced at least an average of one scientific/applied research publication or artistic outcome/product per year for the past three years.	<i>x</i>	
Standard 6.8. Academic and research staff publish under the name of the institution in Kosovo they are affiliated to as full-time staff.		<i>x</i>
Standard 6.9. Academic staff are encouraged to include in their teaching information about their research and scholarly activities that are relevant to courses they teach, together with other significant research developments in the field.	<i>x</i>	
Standard 6.10. Policies are established for ownership of intellectual property and clear procedures set out for commercialization of ideas developed by staff and students.	<i>x</i>	
Standard 6.11. Students are engaged in research projects and other activities.	<i>N.a</i>	

### Compliance level: Substantially Compliant

#### ET recommendations:

- Include in the Strategic Research Plan more concrete objectives in line with the teaching programme. Develop a 5-year plan for research projects, involving every teaching staff of the new faculty. Each staff member should state a clear research focus in the area of sport and movement science without too many overlaps between the disciplines.
- Make students familiar with your research activities and encourage them to participate.
- Organize conferences at your Institution and continue further collaborating at national and international level.



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

## 2.7 Infrastructure and resources

Faculty has developed a financial plan that is demonstrating the sustainability of the program in the next three years. Most of the finances rely on student tuition fees and to smaller extent projects, services and donations. Additionally, Faculty has established a cooperation with industrial and public sector to access research funding for their projects.

Main issue we observe during this accreditation is the lack of proper space that are important for start of this programme. New building campus will provide proper and high-level infrastructure needed for all the program aspects and its future development. However new buildings are still under construction and there is a risk that they will not be ready to take in the students for the academic year of 2021/2022.

To compensate lack of infrastructure necessary for this particular program, Faculty set to use their already existing spaces and also external facilities through signed memorandums of understanding and various agreements: Memorandum of Understanding between the SC Prishtina and UBT College in Prishtina and Fitness Gym Prishtina.

In principle this could provide sufficient infrastructure to start the programme on a smaller scale. But until the planned infrastructure is not available and building that are under construction can be used, program cannot fully go with its intended activities, particularly regarding the number of students enrolled.

UBT already has laboratories in use for general subjects of the program including:

- Laboratory of Anatomy
- Laboratory of Physiology
- Laboratory of Biology and Biochemistry
- Laboratory of Microbiology
- Laboratory of Physiotherapy
- Laboratory of Performance Testing

32





- Laboratory of Nutrition
- Laboratory of Computers

There is also universal Library used among different program taught at the Faculty. Library holds more than 10.000 literature titles available in both Albanian and English language. Additionally, all student and academic staff have access to online literature that are important for scientific aspect of the program. However, we were not informed on the number of titles that are specific to the area of study in this particular program.

Classrooms are another part of already existing infrastructure and 3 of them have Sport and Movement Science programme as a main user. However, we were not provided exact number of places for any facilities.

<i>Standard</i>	<i>Compliance</i>	
	<i>Yes</i>	<i>No</i>
Standard 7.1. The adequate long-term implementation of the study program is ensured in quantitative terms as regards premises, human resources and equipment. At the same time, it is guaranteed that qualitative aspects are also taken into account.	<i>x</i>	
Standard 7.2. There is a financial plan at the level of the study program that would demonstrate the sustainability of the study program for the next minimum three years.	<i>x</i>	
Standard 7.3. The higher education institution must demonstrate with adequate documents (property deeds, lease contracts, inventories, invoices etc.) that, for the study program submitted for evaluation it possesses the following, for the next at least three years: a) owned or rented spaces adequate for the educational process. b) owned or rented laboratories, with the adequate equipment for all the compulsory disciplines within the curriculum, wherever the analytical syllabus includes such activities. c) adequate software for the disciplines of study included in the curriculum, with utilisation licence.		<i>x</i>



d) library equipped with reading rooms, group work rooms and its own book stock according to the disciplines included in the curricula.		
Standard 7.4. The number of seats in the lecture rooms, seminar rooms and laboratories must be related to the study groups' size (series, groups, subgroups); the applicative activities for the speciality disciplines included in the curricula are carried out in laboratories equipped with IT equipment.		x
Standard 7.5. The education institution's libraries must ensure, for each of the study programs: a) a number of seats in the reading rooms corresponding to at least 10% of the total number of students in the study program. b) a number of seats in the group work rooms corresponding to at least 10% of the total number of students in the study program. c) their own book stock from Albanian and foreign speciality literature, enough to cover the disciplines within the curricula, out of which at least 50% should represent book titles or speciality courses of recognised publishers, from the last 10 years. d) a book stock within its own library with a sufficient number of books so as to cover the needs of all students in the cycle and year of study the respective discipline is provided for. e) a sufficient number of subscriptions to Albanian and foreign publications and periodicals, according to the stated mission.	x	
Standard 7.6. The infrastructure and facilities dedicated to the implementation of the program is adapted to students with special needs.		x

**Compliance level: Substantially Compliant**

**ET recommendations:**

- The UBT has to finish the new building and the sports facilities as soon as possible, preferable before the programme will start.
- Faculty needs to ensure that there are enough of book titles specific to this programme.
- The new faculty needs to envisage the needs and access of disabled persons.



### 3. OVERALL EVALUATION AND RECOMMENDATION OF THE ET

The Panel would like to commend the programme development team for their proactive engagement with the Panel during the validation event. There was a strong sense of teamwork and ownership exhibited by the programme development team. It is evident that a good level of care and attention has been given to the design of the programmes for the new cohorts of students. Having considered the documentation provided and discussed it with the programme development team, the Accreditation Panel recommends the following:

Standard	Compliance Level
Mission, objectives and administration	Substantially Compliant
Quality management	Substantially Compliant
Academic Staff	Substantially Compliant
Educational Process Content	Fully Compliant
Students	Fully Compliant
Research	Substantially Compliant
Infrastructure and resources	Substantially Compliant
<b>Overall Compliance</b>	<b>Substantially Compliant</b>

The overall compliance is assessed by the experts at the level of **Substantially Compliant**.

However, the following recommendations need to be considered in relation to programmes accreditation:



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

- **The university/Faculty needs to finish the facilities and buildings first, before the new programme could start with the planned amount of students!** It's a real challenge to start a programme without finished facilities. Nevertheless, we recognise the ambition to start with the programme in 2021. We are aware, that this is a challenge for the whole programme organisation (incl. the elective courses). We propose to undertake another proof of the infrastructure in about one year (spring 2022) and then decide again about the number of students for the next intake in 2022.
- **A dedicated research activity plan** for the new faculty should be developed with a clear focus on Sport and Movement Science. All the academic staff members should be involved in related research activities and align their activities with the respective subjects of their teaching in the new BA programme. Clear milestones should be defined. Staff should be offered to attend English academic writing sessions to enable them to publish in proper peer-reviewed journals.
- For achieving greater publicity about the research activities, it is recommended that a **separate faculty home page in English** with a research section, identifying priority research directions for each programme is created.
- The improvements suggested above should be subjected to a rigorous quality management based on a proven quality management framework which is communicated to all stakeholders and which serves as a basis for participatory action involving all stakeholders.

In conclusion, the expert team considers that the Bachelor Programme in Sport and Movement Science offered by the UBT College in Prishtina is **substantially compliant** with the standards included in the KAA Accreditation Manual. The major concern is about the infrastructure and sport facilities of the new building, which isn't ready right now. Therefore, we **recommend accreditation for the above study programme for a duration of three years with 30 students enrolled in the programme.**



Republika e Kosovës  
Republika Kosova - Republic of Kosovo



Agjencia e Kosovës për Akreditim  
Agencija Kosova za Akreditaciju  
Kosovo Accreditation Agency

---

### Expert Team

**Dr. Karen Petry**

25<sup>th</sup> of May 2021

---

Signature

Karen Petry

Date

**Domagoj Vugić**

25<sup>th</sup> of May 2021

---

Signature

Domagoj Vugić

Date