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*University of Prishtina, Faculty of Agriculture and Veterinary
(FAV), Prishtina*

Veterinary Medicine/DVM

Reaccreditation

REPORT OF THE EXPERT TEAM

16.04.2021, Croatia (Zagreb) and Germany (Hohenheim)



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Agjencia e Kosovës për Akreditim
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Kosovo Accreditation Agency

TABLE OF CONTENTS

Contents

TABLE OF CONTENTS.....	2
1. INTRODUCTION	3
1.1. Context.....	3
1.2. Site visit schedule.....	4
1.3. A brief overview of the institution and program under evaluation	5
2. PROGRAM EVALUATION	6
2.1. Mission, objectives and administration	6
2.2. Quality management	9
2.3. Academic staff	13
2.4. Educational process content	17
2.5. Students.....	22
2.6. Research.....	25
2.7. Infrastructure and resources	30
3. OVERALL EVALUATION AND RECOMMENDATION OF THE ET	34



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

1. INTRODUCTION

1.1. Context

Date of site visit:

26.03.2021 online meetings per video-conference

Expert Team (ET) members:

- Prof. Dr. Reiner Doluschitz, University of Hohenheim, DE
- Prof. Dr. Joachim Müller, University of Hohenheim, DE
- Ms. Jadranka Pelikan, M.Sc.Bioproc.Eng., University of Zagreb, Faculty of Science, HR

Coordinators from Kosovo Accreditation Agency (KAA):

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

Sources of information for the Report:

- *SER*
- *Syllabus*
- *Staff CVs*
- *Annex*

Criteria used for program evaluation:

CL	Compliance level	%
A	Fully compliant	> 90
B	Substantially compliant	70-90
C	Partially compliant	30-70 ¹
D	Non-compliant	< 30
n.a.	not applicable	

¹ 30-60% according KAA Accreditation Manual, corrected to close the gap



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

Abbreviations

EHEA	European Higher Education Area
ET	Expert team
FAV	Faculty of Agriculture and Veterinary
HEI	Higher Education Institution
KAA	Kosovo Accreditation Agency
OFQA	Office for Quality Assurance
SER	Self-evaluation report
SWOT	Strength, Weaknesses, Opportunities, Threats
UP	University of Prishtina

1.2. Site visit schedule

09.00 – 09.40	Meeting with the management of the faculty where the programme is integrated (no slide presentation is allowed, the meeting is intended as a free discussion)
09.45 – 10:45	Meeting with the heads of the study programme 1. Applied Animal Sciences, MA
10:50 – 11:50	Meeting with the heads of the study programme 2. Veterinary Medicine, DVM
11:50 – 12:30	Lunch break
12:30 – 13:10	Meeting with quality assurance representatives and administrative staff
13.15 – 13:55	Meeting with teaching staff
14:00 – 14:40	Meeting with students
14:45 – 15:25	Meeting with graduates
15.30 – 16:10	Meeting with employers of graduates and external stakeholders
16.10 – 16:20	Internal meeting of KAA staff and experts
16:20 – 16:30	Closing meeting with the management of the faculty and program

4



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

No	Study programs	Experts	Responsible persons of study programs		
1	Applied Animal Sciences, MA (Reaccreditation)	Prof. Dr. Reiner Doluschitz Prof. Dr. Joachim Müller Ms. Jadranka Pelikan	Bajram Berisha	Nuridin Mestani	Blerta Mehmedi
2	Veterinary Medicine, DVM (Reaccreditation)	Prof. Dr. Reiner Doluschitz Prof. Dr. Joachim Müller Ms. Jadranka Pelikan	Agim Rexhepi Izedin Goga	Behlul Behluli Afrim Hamidi	Avni Robaj Fatgzim Latifi

1.3. A brief overview of the institution and program under evaluation

The Faculty of Agriculture, University of Prishtina was founded on August 26, 1973 by a decision of the Assembly. The aim of this foundation has been the faster development of the agricultural sector in Kosovo by graduating well educated people with superior qualifications in agriculture.

In the beginning (from 1975) this faculty offered study programs only in the field of General Agronomy. In the first year a total of 140 Albanian students were enrolled and six Albanian teachers were employed, supported from one collaborator. Later on, due to the great interest and demand for such study, the Faculty of Agriculture was forced to increase the number of students enrolled in the study programs offered by this faculty and the spectrum of study programs as well.

In 2001, the Senate of the University of Prishtina approved lesson plans based on the Bologna Declaration for Bachelor Degree. In 2006 the Faculty Council and its academic staff proposed expanding the Faculty of Agriculture to the Faculty of Agriculture and Veterinary. The proposal became approved by the Senate of the University of Prishtina (UP) and subsequently the Minister of Education, Science and Technology issued an amending Decision no. 883/01-B, on December 2006.

Currently approximately 1.530 students are enrolled in undergraduate studies and up to 20 students in each master program. Presently the Faculty of Agriculture and Veterinary offers the following study programs: Agriculture Economics (BSc and MSc), Business Management in



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

Zootechnic (BSc and MSc), Plant Production (BSc), Plant Protection (MSc), Pomology - Viticulture with Horticulture (MSc), Field crop and Vegetables (MSc), Veterinary Medicine, Biotechnology and Food Technology (BSc) as well as a PhD in Food Science and Food Technology within Tempus project “Creating Capacities for reforming PhD studies at University of Prishtina”. Up to now around 2.300 students have been graduated at the levels of Bachelor and Master. A total of 44 teachers and teaching assistants are involved in the teaching process in full time basis and supported by 60 additional academic staff from other Faculties within University of Prishtina and other public universities of Kosovo. In addition, the Academic staff members of the Faculty of Agriculture and Veterinary are involved in the implementation of basic development and applied research projects, and actively participating in professional collaboration events.

2. PROGRAM EVALUATION

2.1. Mission, objectives and administration

Mission, objectives and administration	CL
<p><i>Standard 1.1. The study program mission is in compliance with the overall mission statement of the institution.</i></p> <p>According to the SER “...the mission of this program is in full harmony with the mission of the University of Prishtina "Hasan Prishtina", as stated in its highest legal act - UP statute. https://uni-pr.edu/inc/doc/statuti1.pdf It also is in accordance with the labor market requirements and is primarily intended to enable qualified staff in this field, focusing on providing theoretical knowledge and the possibility of the greatest application in practice. Meeting the needs for quality and healthy animals for the present and future generations.</p> <p>As discussed and mentioned in the online evaluation meeting with the Dean and Vice Deans of FAV at UP it can be confirmed that the Vision and Mission of the study program and the one at University level match to a large extend. The missions of the program and the Faculty is mentioned as part of the SER as well as the mission statement of the University.</p>	A



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p><i>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.</i></p> <p>The program is structured according Bologna Declaration on vocational education and training and meets the Framework for Qualifications of the European Higher Education Area.</p>	A
<p><i>Standard 1.3. The study program has a well-defined overarching didactic and research concept.</i></p> <p>In the SER it is claimed that “...the study program is designed to deepen students' knowledge of the field of study and includes relevant didactic and research methods of this level of study. The veterinary medicine program is designed to offer students the opportunity to deepen their knowledge of the importance of veterinary medicine for the health of food-producing animals, companion animals, wild and exotic animal, protection from zoonoses and in general in the economic development of Kosovo.”</p> <p>However, a well-defined didactic and research concept is not described and the SER fails to portray this as well. However, in the syllabus, some didactic elements are shown. During the online evaluation meeting it frequently was supported by respective comments that particular under the pandemic the learning platform SEMS gained importance and was promoted to become an essential component of distance teaching.</p>	C
<p><i>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.</i></p> <p>Formal policies, guidelines and regulations are established and referenced in the SER.</p>	A
<p><i>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.</i></p>	A



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

University statutes and a Code of Ethics are in place, referenced in the SER. Such regulations are accessible to everyone on the faculty and university web site. (Source: https://www.uni-pr.edu/page.aspx?id=1,58&s=Rregullore). It can be assumed that staff and students are acting accordingly.	
<i>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> It is claimed in the SER that reviews of policies and regulations are conducted "...are monitored by the appropriate faculty and university mechanisms...". That means that periodic reviews on a regular basis are not foreseen.	B
Overall	B

Compliance level: Substantially compliant

ET recommendations:

- 1. The electronic learning-platform SEMS has been used intensively, supported by the restrictions due to the pandemic. Further intensification in a sustainable way are recommended to implement a comprehensive overarching didactic concept.*
- 2. Formal policies, guidelines and regulations, including internal regulations relating to ethical conduct in research, teaching, assessment in all academic and administrative activities should be placed more prominently in the Universities strategic documents and should be communicated publicly, particularly towards members of academic and teaching staff and in relevant cases should be done periodically on a regular basis.*



2.2. Quality management

Quality management	CL
<p><i>Standard 2.1. All staff participate in self-evaluations and cooperate with reporting and improvement processes in their sphere of activity.</i></p> <p>The SER states that “.....the Department of veterinary medicine holds regular meetings at certain times each semester and each academic staff reports to the department on the progress of implementing the topics of the course syllabus and when the need arises, discussing topics related to the academic work of the department.”</p>	A
<p><i>Standard 2.2. Evaluation processes and planning for improvement are integrated into normal planning processes.</i></p> <p>An evaluating process is established, based on electronic questionnaires that are filled by the students after the completion of each semester. Not much more further information on the procedure is provided in the SER.</p> <p>The online meeting with the FAV management revealed that the quality assurance system at UP is regulated by a set of internal regulations and the Regulation on Quality Assurance in line with the legal framework in Kosovo, such as the Law on Higher Education, the Administrative Instruction on the Accreditation of Higher Education Institutions in Kosovo and the European Standards and Guidelines (ESG). The FAV has established an Office for Quality Assurance (OFQA) for structured improvement procedures.</p>	B
<p><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></p> <p>The SER states that the department continuously supports quality development through program planning. Not much further information on the procedure is provided in the SER.</p> <p>The online evaluation meetings gave the impression that the internal quality assurance system is functional, with clear responsibilities divided at all institution’s levels. The OFQA is involved in all steps of the design of study programs.</p>	A
<p><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,</i></p>	C



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p><i>processes and outputs, with particular attention given to learning outcomes for students.</i></p> <p>The SER states flatly that the quality of the offered education is monitored and reviewed by the OFQA at the university level. It is mentioned in the SER that the education is accredited by Kosovo Accreditation Agency on a regular basis and is continuously integrating the new scientific developments in the field of study. In addition, The department of veterinary medicine has continuously conducted internal research on the lessons quality achieved with bachelor students. No further, more detailed information on the procedure is provided in the SER.</p> <p>Further quality parameters of the study program such as number of applications, enrolment, completion rate, duration of the study and grade overview should be more intensively included into the QA mechanism and also provided in the SER.</p>	
<p><i>Standard 2.5. Quality assurance processes ensure both that required standards are met and that there is continuing improvement in performance.</i></p> <p>The SER is referring concerning this question to procedures in the Agro economy department. These are not really applicable here.</p> <p>The ET trusts that the OFQA is adequate to ensure that standards are met and an improvement in performance is stimulated.</p>	n.a.
<p><i>Standard 2.6. Survey data is being collected from students, graduates and employers; the results of these evaluations are made publicly available.</i></p> <p>Surveys are performed by the students. Further surveys by graduates or employers are not mentioned in the SER. Results are not made publicly available.</p> <p>The online meetings revealed that UP organizes informal consultations with different stakeholders as graduates or employers, but it is necessary to do this in a formal and regular way, applying periodical surveys. These remaining shortcomings have been confirmed in the stakeholder discussions, particularly by teaching staff, graduates and employers.</p>	C
<p><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></p>	A



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p>In the SER an annual internal self-evaluation report is mentioned, done by the FAV and comprising quality in teaching and scientific activity of staff. Not much further information on the procedure is provided in the SER.</p> <p>The ET trusts that results of the internal quality assurance system are used by the OFQA to further develop the study program. This was confirmed in the stakeholder-discussions during the online meetings, particularly by teaching staff, graduates and employers.</p>	
<p><i>Standard 2.8. The institution ensures that reports on the overall quality of the program are prepared periodically (eg. every three years) for consideration within the institution indicating its strengths and weaknesses.</i></p> <p>An annual internal self-evaluation report is prepared based on the one-year reports prepared at the end of the year reflecting the achievements and challenges during the academic year (SER, pg. 19).</p>	A
<p><i>Standard 2.9. The quality assurance arrangements for the program are themselves regularly evaluated and improved.</i></p> <p>The information provided by the SER again refers to the Department of Agricultural Economy. It is assumed that this is a mistake. Therefore, the comments under Standard 2.9 are not meeting the point. There is no information how the Quality Assurance system at the university level is evaluated and improved with respect to the Department Vet.Med.</p> <p>However, the QA processes are regularly evaluated by the KAA and updated according to KAA requirements. The ET trusts that the OFQA is monitored by the UP and FAV management.</p>	B
<p>Overall</p>	B

Compliance level: Substantially compliant



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

ET recommendations:

- 1. Reports of surveys and evaluations should be exemplarily provided as documents in Appendix of the SER. In case public reports are expected by KAA standards, a link to the respective institution website has to be provided.*
- 2. Further quality parameters of the study program such as number of applications, enrolment, completion rate, duration of the study and grade overview should be more intensively included into the QA mechanism and also provided in the SER.*
- 3. It has to be ensured that the QA system and the data collection instruments cover the whole range of program activities, including responses and suggestions by graduates and employers*



2.3. Academic staff

Academic staff	CL
<p><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.</i></p> <p>A list with 44 staff members of the Faculty of Agriculture and Veterinary and a list with 21 staff linked to the Deptm. of Veterinary, all with PhD-title and including individual CV, is provided in the SER. 13 out of these have unlimited, the remaining temporary positions The time allocation for research, teaching and administration is not mentioned. In addition, detailed position descriptions and conditions of employment are not included. However, the ET trusts that such documents of employment are/ will be provided to candidates by UP. It has been reported in the stakeholder-discussions during the On Site Visit, particularly by teaching staff, that regular competition procedures become applied, including provision of full position descriptions and conditions of employment.</p>	B
<p><i>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.</i></p> <p>The SER states that the staff members comply with the legal requirements concerning the occupation. The ET has no reason to doubt this statement. However, the ET does not see itself in a position to check this standard and does not regard this as its task either. All academic staff from the Department of veterinary medicine possesses proper documentation as required by applicable regulations approved by the Kosovo Accreditation Agency (KAA).</p>	A
<p><i>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.</i></p>	A



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p>The SER states that staff members do not cover more than two teaching positions. During the online meeting the academic staff confirmed to fulfil this requirement. The ET has no way of verifying this statement, but has no reason to doubt its veracity.</p>	
<p><i>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.</i></p> <p>The SER states that at the Department of Veterinary Medicine there are currently 16 doctors of science (Dr. Sc.), which means that Standard 3.5 is fully met. In addition, as reported and confirmed by the management of FAV during the Online Site Visit stakeholder-meeting March 26, 2021, this requirement is fulfilled.</p>	A
<p><i>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.</i></p> <p>The SER states that the criteria of Standard 3.5 is met. However, the names of five responsible staff members should be provided.</p>	B
<p><i>Standard 3.6. Opportunities are provided for additional professional development of teaching staff, with special assistance given to any who are facing difficulties.</i></p> <p>There was no formal procedure reported during the Online Site Visit stakeholder-meeting March 26, 2021. The academic staff taking part in the discussion reported about respective courses, mostly done during visits abroad and in many cases quite some time ago. The SER indicates that the Department of Veterinary medicine continuously supports the needs of academic staff for academic development, such as: exchange of teaching, research projects, participation in scientific conferences, etc. However, no further information on the procedure is provided in the SER. Several teaching staff members participated in various trainings as presented in their CVs in Appendix.</p>	B
<p><i>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.</i></p>	A

14



<p>The SER states that teaching staff is engaged in student consultations and community service. Consultations take place about twice a week. This was also confirmed during the Online Site Visit stakeholder-meeting March 26, 2021.</p>	
<p><i>Standard 3.8. Academic staff evaluation is conducted regularly at least through self-evaluation, students, peer and superiors' evaluations, and occur on a formal basis at least once each year. The results of the evaluation are made publicly available.</i></p> <p>A system of regular evaluation of teaching staff by students is established via the SEMS platform. No information is provided about peer and supervisors' evaluations. The results are visible for the management but are not made publicly available. During the online meetings it was also revealed that no feed-back of the survey is provided to the students. The ET strongly recommends that this process in future becomes more transparent. The results should always be provided to the respective teaching staff. Staff should reflect on the results of the questionnaire and - even more importantly - to the comments in the free-text section of the questionnaire. Finally, the actions taken and expected impacts should be reported to the students in a feedback-loop to a higher extent.</p>	B
<p><i>Standard 3.9. Strategies for quality enhancement include improving the teaching strategies and quality of learning materials.</i></p> <p>Strategy and procedures for improving the quality of teaching and learning materials are not presented in the SER in detail. However, the SER indicates that the Department of Veterinary medicine by advance planning enables full implementation of the teaching and adaptation strategies. Even though there is the Strategic Plan at the Faculty (2018 - 2022) level that contains seven goals among which is "Goal 4: Enhance academic quality and innovative teaching methods".</p>	C
<p><i>Standard 3.10. Teachers retired at age limit or for other reasons lose the status of full-time teachers and are considered part-time teachers.</i></p>	B



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

The SER does not contain any information about rules concerning retired teachers. This issue has also not been discussed in detail during the Online Site Visit stakeholder-meeting March 26, 2021. However, as it can be taken from the attached CV, there are teachers in retirement age included in the teaching staff force of the study program under accreditation.	
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Overall	B
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Compliance level: Substantially compliant

ET recommendations:

- 1. It is not sufficient to only to claim in the SER that standards are met. There also should be a description of the procedures, how the standards are met.*
- 2. Specific budget allocation to additional professional development of teaching staff is recommended*
- 3. The ET recommends that the staff evaluation should become more transparent, particularly from the viewpoint of students. The results should always be provided to the respective teaching staff as well. Staff should reflect on the results of the questionnaire and give feedback to the students*
- 4. The number of academic staff should be increased; it has been announced during the Online-discussion that this process already has been initiated and started.*
- 5. The communication with job market representatives should be improved from the perspective of high shares of unemployed graduates.*
- 6. Intensified exchange with comparable programs at neighboring institutions, also from abroad, is recommended.*



2.4. Educational process content

Educational process content	CL
<p><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></p> <p>The study program has clearly employment oriented qualification objectives. The study program is designed to offer sufficient opportunity to acquire disciplinary, methodological and generic skills and competencies. This is confirmed by respective statements in the SER: The program includes “aspects related to interdisciplinary subjects as well as acquisition of academic skills and competences and the ability to provide adequate employment, contributing to the development of student personality.” “the subjects of the study program enables students to acquire the necessary knowledge in the field of Veterinary Medicine.”</p>	B
<p><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></p> <p>The SER confirms that the study program is in compliance with the European Qualifications Framework for Higher Education Area and the National Qualifications Framework, according to which this study program belongs to its 6th level, which includes the preparation of students for such levels of study. Also, this field of study is also in compliance with Erasmus Subject Area Codes (ESAC) points 01.2. This statement matches with the impressions and experiences of the ET.</p> <p>However, due to lack of information, the ET does not see itself in a position to confirm that the study program comprehensively complies with the Framework for Qualifications of the EHEA.</p> <p>First part of Standard 4.2 concerning compliance with National and EU frameworks is already asked and answered in Standard 1.2.</p>	B



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p><i>Standard 4.3. The disciplines within the curriculum are provided in a logical 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.</i></p> <p>The curriculum as presented in the SER (pg. 32) provides a logical flow of subjects and allows three elective courses. The learning outcomes were set very narrowly within the own discipline. Interdisciplinary and generic skills should be expanded. Compilation of study program Veterinary Medicine is based upon the program of the University of Budapest and on the EU regulations.</p>	B
<p><i>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.</i></p> <p>The individual course descriptions were delivered as attachments to the SER and comprise course objectives, learning outcomes, thematic content, teaching methods, students' assessment system and bibliography. Syllabus for each subject separately regulate issues of the thematic contents, the way of learning and results, the distribution of obligations including the form of continuous evaluation.</p>	A
<p><i>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.</i></p> <p>The SER clearly indicates that teaching in this program is held in Albanian language, as defined by the Statute of the University of Prishtina.</p>	n.a.
<p><i>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</i></p>	A



<p><i>and discussed with students from the perspective of their relevance to the students' development.</i></p> <p>The SER states that student consultations are offered by the teaching staff. This was also confirmed by the online meetings.</p>	
<p><i>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.</i></p> <p>There is a clear positive statement in the SER that the obligations of students and professors are discussed continuously, thus fulfilling the ongoing assessment. Teaching and assessment methods are well-defined on course level in the syllabus. The ET trusts that students under special circumstances (illnesses, disabilities, family situation) would be treated with appropriate flexibility. This description matches with the impressions of the ET during the Online Site Visit stakeholder-meeting March 26, 2021.</p>	A
<p><i>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.</i></p> <p>Teaching strategies are tailored to each subject, and are explained through syllabuses and professor flexibility based on their experience.</p> <p>Student assessment procedures have been developed for fairly and objectively assessment. Respective mechanisms seem to be sufficiently flexible to suite for different forms of learning and are clearly communicated to students at the beginning of the courses. They are based on the Bologna Charter. SEMS (UP Platform) is applied as a communication medium and channel. However, feedback loops of assessment results and respective measures taken could be intensified.</p> <p>The ET assumes and trusts that students under special circumstances (illnesses, disabilities, family situation) would be treated with appropriate flexibility.</p>	A



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p><i>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.</i></p> <p>According the SER, the assessment system is defined in the Statute of the University, Article 109 of the Statute of the University "Hasan Prishtina", and the work required for different grades is consistent over time.</p>	A
<p><i>Standard 4.10. Policies and procedures include actions to be taken in to dealing with situations where standards of student achievement are inadequate or inconsistently assessed.</i></p> <p>These issues were not touched in the discussions during the Online Site Visit stakeholder-meeting March 26, 2021. However, the SER includes clear statements for respective regulations: “... according to the Statute of the University of Pristina, Section 115, the student has the right to retake an examination which did not pass the exam. According to the Statute, the student has the right to enter three times the exam which has not passed.”</p>	n.a.
<p><i>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 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.</i></p> <p>The part of practice in this study program is focused on the implementation of the theories taught during lectures. In addition, opening the University Veterinary Clinic for public would even enhance practical elements in the study program and would positively contribute to the University or Departmental budget. Also, students would become better prepared for future job occasions.</p>	B



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p><i>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.</i></p> <p>This is done at Faculty level: a cooperation agreement or Memorandum of Understanding with Agribusiness Private Companies has been signed.</p> <p>In addition, as an additional confirmation, stakeholders, employers and graduates mentioned during the Online Site Visit stakeholder-meeting March 26, 2021 that they would be willing to cooperate with students and teaching staff of the proposed study program.</p>	B
Overall	B

Compliance level: Substantially compliant

ET recommendations:

- 1. It is recommended to opening the University Veterinary Clinic for public; this would even enhance practical elements in the study program and would positively contribute to the University or Departmental budget. Also, students would become better prepared for future job occasions.*



2.5. Students

Students	CL
<p><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></p> <p>There is an official procedure of the students' admission and enrolment to the study programme prescribed by the UP regulation.</p>	A
<p><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></p> <p>The compulsory condition for of the Veterinary Medicine study programme admission is high school diploma or an equivalent document. The procedure is open to all interested students regardless their age, ethnicity, religion, and any other marginalized groups interested to apply.</p>	A
<p><i>Standard 5.3. The study groups are dimensioned so as to ensure an effective and interactive teaching and learning process.</i></p> <p>UP prescribed own standards for the study groups dimensions. New building is going to be set in a function that will allow less crowded study groups. Enrolment of 70 students in the 1st year provides meets the standard.</p>	B
<p><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></p> <p>The SER states that students' performance and results of the assessments are immediately available. The assistance mechanism consists of consultations, individual and group ones, in person when possible or online during the COVID-19 pandemic.</p>	A
<p><i>Standard 5.5. The results obtained by the students throughout the study cycles are certified by the academic record.</i></p> <p>The results are recoded and available to the student and potential employers in the Diploma Supplement.</p>	A



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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

<p><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></p> <p>Students who are in a delay with their obligations and exams can apply for an additional exam term according to the UP Regulation.</p>	A
<p><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></p> <p>This standard has not been met entirely. Records of the students' performance for all courses are kept at the Student Office as a whole. The performance has not been included in quality indicators.</p>	B
<p><i>Standard 5.8. Effective procedures are being used to ensure that work submitted by students is original.</i></p> <p>Neither UP, nor the FAV have anti-plagiarism software in Albanian language available. In March 2021, the University adopted the Regulation on the procedure and disciplinary phases against students' misbehaviour that is, among other things, the ground for the plagiarism monitoring and prevention. During online meetings, several groups of interviewees stated that there is a new measure approved to support the originality of the thesis – public publication on the UP web page. In that way, at least the thesis will be under the public eye and therefore more likely original.</p>	B
<p><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></p> <p>According to the SER, the student rights and obligations are publicly available and equitably enforced. Regarding the student appeals, the SER states there are two levels: first level is the FAV and the second one is the UP. Both institutions follow the Code of Ethic (2013) and the recently adopted Regulation on the procedure and disciplinary phases against students' misbehaviour (2021) chaired by the Ethical Council and the Disciplinary Board. During the site visit several interviewees pointed out that there is a student union which provides several services to the students' rights meeting such as student election for the decision-making processes participation,</p>	B



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Republika Kosova - Republic of Kosovo



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

appeal submission and similar. The union organises the student representatives' elections to participate in the decision-making processes participating in different Faculty and Study programme boards.	
<p><i>Standard 5.10. The students' transfer between higher education institutions, faculties and study programs is clearly regulated in formal internal documents.</i></p> <p>The Regulation 2/111 of 14.7.2017 of UP defines procedures for the students' transfer within the University programmes. The AP study programmes follows it.</p>	A
<p><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></p> <p>The assistance is in a form of consultation meetings with the teachers available twice per week, yet there is no record about it – how often and how many students seek for the assistance. Student participants stated that they use this assistance very often, but there is no record of it.</p>	B
Overall	B

Compliance level: Substantially compliant

ET recommendations:

1. *The recommendation regarding high drop-out of the study programmes' students is for the Department to develop the support system that will reduce the unwillingness of the enrolled students to finish their study.*
2. *The University will launch the policy to make students' theses available to the public in order to discourage possible plagiarism. Additionally, the Faculty should organise workshops for the staff and students on the awareness raising about plagiarism and its consequences for the future of the students or an academic staff committing it.*
3. *Consultation process (teacher – student or student - student) should be able to provide records on number of students seeking for the assistance per week, duration of the consultation and its outcome on the students' performance.*
4. *Post-evaluation action plan design and implementation is compulsory, at least once per year, for the academic staff to improve the teaching process and the knowledge transfer for the teaching staff towards the students.*



2.6. Research

Research	CL
<p><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.</i></p> <p>The FAV has adopted the Strategic plan for the period 2018 – 2022, which contains 7 goals and 28 priority measures. The document presents indicators planned for all department units and study programmes as a cumulative value. Therefore, the indicators on the study programme level are not available. The SER refers to the national strategic documents supporting this standard. As pointed out several times during the site visit, the financial resources are insufficient, and consequently, logistic and human resources as well.</p>	B
<p><i>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.</i></p> <p>According to the SER “Inclusion of teaching staff in research activities and their performance in relation to the academic promotion are specified in regulation no. 465, dated 02.03.2018 of the University of Prishtina "Hasan Prishtina" and Administrative Instruction 1/2018 of the Ministry of Education Science and Technology for the recognition of internationally revised platforms and journals”. During the online interviewees expressed their effort as minimum of 6 hours per week of research and the rest is dedicated to teaching. Despite the ratio, the teaching staff monthly salary depends on the number of study programme they participate in. Therefore, they are overloaded with the teaching at the expense of the research.</p>	A
<p><i>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.</i></p>	A



<p>Clear policies are established containing definitions and measures. The SER mentions the national legislation.</p>	
<p><i>Standard 6.4. The academic staff has a proven track record of research results on the same topics as their teaching activity.</i></p> <p>The academic staff provided enough evidence regarding this standard. The grade is not the highest because several CVs are outdated or insufficiently filled in. The SCOPUS database has been checked for the research activities verification. Several information contained in the CVs is not available in English language. Therefore, it was not easy to verify them.</p>	B
<p><i>Standard 6.5. The academic and research staff publish their work in speciality magazines or publishing houses, scientific/applied/artistic products are presented at conferences, sessions, symposiums, seminars etc. and contracts, expertise, consultancy, conventions, etc. are provided to partners inside the country and/or abroad.</i></p> <p>The supporting documents (CVs) of the academic staff satisfy this standard. The SER refers to the UP regulation regarding the publication obligation.</p> <p>There is the Directive 2010/63/EU of the European Parliament and of the Council on the protection of animals used for scientific purposes that is obligatory to all European researchers. Since the Study Programme researchers publish their work in international publications and participate in the scientific events with their results presentations at the same market as the European researchers, they should apply the Directive. During the Online meetings the ET learned that there is no evidence on the animal welfare protection policy implementation during the research activities nor teaching.</p>	B
<p><i>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></p> <p>The SER does not provide enough information for this standard. The SCOPUS database has been searched to verify data.</p> <p>There is the Directive 2010/63/EU of the European Parliament and of the Council on the protection of animals used for scientific purposes that is obligatory to all European</p>	B



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Republika Kosova - Republic of Kosovo



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

<p>researchers. Since the Study Programme researchers publish their work in international publications and participate in the scientific events with their results presentations at the same market as the European researchers, they should apply the Directive. During the Online meetings the ET learned that there is no evidence on the animal welfare protection policy implementation during the research activities nor teaching.</p>	
<p><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></p> <p>The Strategy sets an indicator of at least 50 published papers by the Academic staff to be published by 2022. According to SCOPUS database, the Study programme teaching staff exceeded the numbers: 101 publications from 21 Academic members and an average of 4.8 (in a period 2017 – 2021). Regarding the individual level publication results, there are 20 Academic staff members out of 21 who published more than one paper annually within last three years. The individual number of published papers’ range is 0 - 10 within 3 years per the academic staff member with an individual mode 1.66. Regarding the ‘h – index’, it varies between 1 and 34 (according to SCOPUS), where the mode is 3.</p> <p>The SER states that ‘regular’ member staff published at least two publications per year; it is not clear the definition of the ‘regular’ staff and how to distinguish them among 21 CVs. In case that all of 21 academic staff are related as the ‘regular’ than, the SER statement cannot be accepted.</p> <p>There is the Directive 2010/63/EU of the European Parliament and of the Council on the protection of animals used for scientific purposes that is obligatory to all European researchers. Since the Study Programme researchers publish their work in international publications and participate in the scientific events with their results presentations at the same market as the European researchers, they should apply the Directive. During the Online meetings the ET learned that there is no evidence on the animal welfare protection policy implementation during the research activities nor teaching.</p>	<p>B</p>
<p><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></p> <p>It has been confirmed in SCOPUS that 20 staff members published their papers under the FAV affiliation, while 1 staff member affiliated additional institution from abroad.</p>	<p>A</p>



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

<p><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></p> <p>There is no evidence supporting this statement in the SER.</p>	B
<p><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></p> <p>The national legislation has been adopted supporting this standard.</p>	A
<p><i>Standard 6.11. Students are engaged in research projects and other activities.</i></p> <p>According to the online meeting findings, students' theses are based on the research. The participants stated that there were opportunities for students to participate in research activities. The SER has not provided any evidence supporting this standard.</p>	B
Overall	B

Compliance level: Substantially compliant

ET recommendations:

- Each Academic staff member should have developed their own plan of research and teaching activities, implement it and monitor its implementation. The Plan should include no. of paper planned to publish, no. of workshops attendance with presentations and participation per year and the planned trainings for professional advancement. Cumulative plan for the academic staff should be available for the next reaccreditation.*
- Teaching staff should involve students in the research activities. Publications should be listed.*
- There is the Directive 2010/63/EU of the European Parliament and of the Council on the protection of animals used for scientific purposes that is obligatory to all European researchers. Since the Study Programme researchers publish their work in international publications and participate in the scientific events with their results presentations at the same market as the European researchers, they should apply the Directive. Therefore, the recommendation is that the Study Programme should improve the quality of the research to be more compliant to the international/European scientific commu-*



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Republika Kosova - Republic of Kosovo



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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

nity by adopting the policy coherent to the Directive on the animal welfare. Additionally, annual action plan should be developed and submitted to the KAA regarding the policy design and implementation.



Republika e Kosovës
Republika Kosova - Republic of Kosovo



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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

2.7. Infrastructure and resources

Infrastructure and resources	CL
<p><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></p> <p>As confirmed in the Online Site Visit stakeholder-meeting March 26, 2021, a new Faculty building and an UP experimental farm in direct neighbourhood will provide excellent conditions for the study program in the near future. Permanent teaching staff is available and accomplished by temporary staff. However, increasing the number of staff, particularly permanent staff would positively contribute to the programs quality and attractiveness.</p> <p>In addition, opening the University Veterinary Clinic for public would even enhance practical elements in the study program and would positively contribute to the University or Departmental budget. Also, students would become better prepared for future job occasions.</p>	A
<p><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></p> <p>The SER does not contain a financial plan at the level of the study program. Investment and financial budgets and policies are regulated at higher levels of the management including the level of the academic unit and the University, based on faculty needs. However, it is indicated in the SER that budget allocated is sufficient for keeping the study program sustainable.</p> <p>However, it has been mentioned in the Online Site Visit stakeholder-meeting March 26, 2021 that budget allocation and control to the departmental levels would provide more flexibility to management and decision making.</p>	B
<p><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:</i></p> <p>a) owned or rented spaces adequate for the educational process;</p>	B



b) owned or rented laboratories, with the adequate equipment for all the compulsory disciplines within the curriculum, wherever the analytical syllabus includes such activities;

UP provides an adequate, clean, attractive and well-maintained physical environment for its building, particularly the new building which is short before moving in. The Veterinary Department has a clinic and laboratories, with the basic equipment which should be improved continuously and on a regular basis. This would be of higher attractiveness to (potential) customers from public if and when opening the University Veterinary Clinic for public is foreseen to even enhance practical elements in the study program and with positive contributions to the University or Departmental budget. Also, students would become better prepared for future job occasions.

c) adequate software for the disciplines of study included in the curriculum, with utilization licence;

Adequate software is included in the curriculum. Additionally, online teaching equipment should be expanded and completed. It has to be mentioned that use of UP learning platform (SEMS) has significantly increased during recent years, partly as a consequence to pandemic restrictions.

d) library equipped with reading rooms, group work rooms and its own book stock according to the disciplines included in the curricula.

The library equipment and book stock are rather limited at departmental and Faculty levels. Further adequate and easily accessible support services through Central University Library as well as Academic Unit Libraries with reading rooms and book stock seems to be available at UP-level.

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.

B



<p>The ET trusts that the number of seats in the lecture rooms, seminar rooms and laboratories in the new university building will be sufficient. Stronger shortcomings would rather be expected concerning laboratory and clinic space.</p>	
<p><i>Standard 7.5. The education institution's libraries must ensure, for each of the study programs:</i></p> <p><i>a) a number of seats in the reading rooms corresponding to at least 10% of the total number of students in the study program;</i></p> <p><i>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;</i></p> <p><i>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;</i></p> <p><i>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;</i></p> <p><i>e) a sufficient number of subscriptions to Albanian and foreign publications and periodicals, according to the stated mission.</i></p> <p>The library situation is only briefly addressed in the SER (pg. 45; Standard 7.3 d). Observations during previous site-visits by part of the ET in earlier years have shown, that there is fairly free access to the central unit of the library as well as in the academic units. Free access is provided to electronic books, bibliographic references, bibliometric information scientific databases. The libraries offer quiet learning environments, extensive print and electronic collections and helpful staff to support students and teachers. The situation even should improve after moving into the new building.</p>	
<p><i>Standard 7.6. The infrastructure and facilities dedicated to the implementation of the program is adapted to students with special needs.</i></p> <p>The buildings currently in use are not suitably adapted for students with physical disabilities and also, learning resources for special needs (as blindness, deafness etc.) are not available. At least partial improvements can be expected after moving into the new building.</p>	C
<p>Overall</p>	B



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:

- 1. A detailed budget has to be presented for the study program;*
- 2. Ensure appropriate provision for learning resources is made for students and staff with disabilities or difficulties*
- 3. Investments in IT-resources is recommended*
- 4. Opening the University Veterinary Clinic for public would even enhance practical elements in the study program and would positively contribute to the University or Departmental budget; this will be recommended. Also, students would become better prepared for future job occasions.*



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Republika Kosova - Republic of Kosovo




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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

OVERALL EVALUATION AND RECOMMENDATION OF THE ET


In conclusion, the Expert Team considers that the study program **Veterinary Medicine/DVM** offered by the University of Prishtina is **substantially compliant** with the standards included in the KAA Accreditation manual and, therefore, recommends **to reaccredit** the study program for a duration of **3 years** with a number of **20 students** to be enrolled in the program.

Expert Team


Member

	Prof. Dr. Reiner Doluschitz	April 16th, 2021
(Signature)	(Print Name)	(Date)

Member

	Prof. Dr. Joachim Müller	April 16th, 2021
(Signature)	(Print Name)	(Date)

Member

	Ms. Jadranka Pelikan, M.Sc. Bioproc.Eng.	April 16th, 2021
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