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PUBLIC UNIVERSITY “KADRI ZEKA” GJILAN

LAW FACULTY

***PROGRAM: GENERAL LAW
LEVEL: BACHELOR (LLB)***

RE/ACCREDITATION

REPORT OF THE EXPERT TEAM

July 2020, PRISTINA



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1. INTRODUCTION

1.1. Context

Date of site visit: 29th of June, 2020

Expert Team (ET) members:

- *Prof. Dr. Goce Naumovski*
- *Ms. Marija Vasilevska (Student Expert)*

Coordinators from Kosovo Accreditation Agency (KAA):

- *Naim Gashi, Acting Director of KAA*
- *Shkelzen Gerxhaliu, Senior Officer for Evaluation and Monitoring*
- *Ilirjane Ademaj, Senior Officer for Evaluation and Monitoring*

Sources of information for the Report:

- *Self-Assessment Report (SAR) of the Public University “KADRI ZEKA” GJILAN, Law Faculty, Program: General Law as of February 2020, (LLB Program)*
- *Law on Higher education in the Republic Kosovo*
- *National Qualifications Framework*
- *KAA`s Formal Policies, guidelines and regulations*
- *Course Syllabuses LLB Program*
- *Staff CVs (Full time, Part time, and Assistants)*
- *Annex (Financial Plan, Guidelines for the assessment of academic staff and the subjects by students and the usage of such results in the University, Provisional Statute, Regulations on procedures for quality assurance, etc.)*
- *Video for assessing the premises of the Faculty of Law uploaded on You Tube channel.*
- *Requested documents:*
(a) *Table with number of students enrolled at the 1st cycle (undergraduate) legal studies in the last 2 academic years.*



- (b) Table with number of students and staff that use/have used the internationalization opportunities.*
- (c) Strategy for internationalization of the Faculty/University (if such strategy is adopted by relevant university bodies).*
- (d) Documents that include strategy for development of the academic staff (if such documents exist).*
- (e) Rules on financial support of research and publishing activities of the academic staff including rules on the covering of the participation costs at national and international conferences.*
- (f) Sample of the questionnaires for quality assessment of the study programs.*
- (g) List of the agreements for partnerships/cooperation with other Universities/Faculties.*
- (h) List of the agreements for partnerships/cooperation with other institutions/organizations.*
- (i) List of databases to which the students and the professors have access.*
- (j) Detailed list of part-time professors, the fields of their doctoral degrees and the courses that they deliver.*
- (k) Table with the full-time professors with Ph.D. in law (including the area of their Ph.D) and the full-time professors with Ph.D. in other areas.*

Criteria used for program evaluation:

- *Standards and performance indicators for external quality assurance; Re/accreditation of bachelor and master study programs, Accreditation Manual; July 2018*



1.2. Site visit schedule

Site Visit Program

29th of June

09.00 – 09.30 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 and this applies for each session)

09.30 – 10.40 Meeting with the heads of the study programme

10.40 – 11.20 Meeting with quality assurance representatives

11.20 – 12.10 Lunch break

12.10 – 13.00 Meeting with teaching staff

13.00 – 13.40 Meeting with students

13.40 – 14.20 Meeting with graduates

14.20 – 15.00 Meeting with employers of graduates

15.00 – 15.10 Internal meeting of KAA staff and experts

15.10 – 15.20 Closing meeting with the management of the faculty and program

This site visit schedule is provided below:

Nr.	Study programs	Experts	Responsible persons of study programs		
1	General Law LLB	Goce Naumovski	1. Sadik Haxhiu	2. Dukagjin Leka	3. Fadil Osmani 4. Fatmire Krasniqi



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

The Public University “KADRI ZEKA” GJILAN (UKZ) was established on 6th of March, 2013 by the Decision brought by the Government of Kosovo, later on, approved by the Assembly of Kosovo on the 30th of May, 2013. **The vision of the University is** The Public University "Kadri Zeka" in Gjilan is in service of knowledge, education, and welfare of Kosovo's society and humanity in general. University is the best opportunity for a society to educate and hold its members accountable to core values: freedom, principles of democracy, family, economic well-being, social peace, and other humanistic values, which stand at the core of a high-value society. **The mission of the university is** a temple of knowledge, which cultivates human love and affirms principles of loyal competition! Prepare responsible and professionally capable young people to be part of modern and global society, part of a wider market than traditional labor markets, and, at the same time, a model for other members of our society. UKZ's mission is also oriented towards broader labor markets, loyal competition, and professional training of its students.

UKZ established the Faculty of Law in 2013 based on the Decision brought by the Government of the Republic of Kosovo, Provisional Statute of the Public University of Gjilan and UKZ's Development Strategy and Action Plan 2017-2020. The vision and mission of the Law Faculty are defined within the vision and mission of the UKZ. Moreover, the **mission of the Faculty of Law is** to promote and engage students for continuing research of development and education in the field of law, as one of the most vital instruments of the state for improving social life in the country, by paying particular attention to teaching students that law is the primary means of combating all social injustice.

The Law Faculty program at “Kadri Zeka” University aims to make the law graduates in the general law program capable of practicing the profession of a graduate lawyer and in providing legal services in the Republic of Kosovo and beyond. The general law program (LLB), which is subject of re-accreditation in this process, is combined with theoretical and practical courses,



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trying to cooperate with the labor market in order to provide the students with the needed knowledge and skills to become a Graduate Lawyers (B.Sc) after graduation.

2. PROGRAM EVALUATION

2.1. Mission, objectives and administration

The general law curriculum is combined with theoretical and practical courses, each of which is related to the other, while from the third- and fourth-year courses and especially from the eight semester modular courses have a direct link to the practical subjects, as was notable from the site visit and the review of the SER.

The mission of the University is temple of knowledge, which cultivates human love and affirms principles of loyal competition! Prepare responsible and professionally capable young people to be part of modern and global society, part of a wider market than traditional labor markets, and, at the same time, a model for other members of our society. UKZ's mission is also oriented towards broader labor markets, loyal competition, and professional training of its students. The mission of the Faculty as pointed out in the SER is to promote and engage students for continuing research of development and education in the field of law, as one of the most vital instruments of the state for improving social life in the country, by paying particular attention to teaching students that law is the primary means of combating all social injustice. The Faculty`s and the University`s missions are in the same line, targeting the need to work and develop youth as future employees. Moreover, it is notable from the mission that the Faculty is perceiving the students in the center of their existing.

The expert`s team was informed that the University has made a labor market`s analysis when developing this program. Moreover, in the SER and during the site visit the management team has pointed out that their program is made based on European programs. However, the expert`s team did not find evidences that are proving that irrelevant academic and professional advice was 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.



SER has outlined the deficiency of disposition of the judiciary representatives for internship opportunities for the students as well as the infrastructure for law clinical programs. Nevertheless, the management endures this process.

In addition, SER also reads that the curriculum is generally comparable to similar European programs and it enables students to qualify for the labour market needs, striving to enhance indirectly the quality of studies in the law field in Kosovo and beyond (objective).

There are formal policies, guidelines and regulations dealing with recurring procedural or academic issues, as it can be concluded by the submitted document: “Regulation on Selection of the Academic Staff in Kadri Zeka University”. However, the expert team is on opinion that the Faculty of Law is lacking a certain number of specific academic staff for the specific study program. During the site visit, the management team has shared this concern with the expert team also.

The Faculty of Law is following the regulation on the Code of Ethics with specified measures and guidelines on the ethical behaviour that is developed on a University`s level. However, the expert`s team is on opinion that the Faculty of Law should explore different methods for its additional and continual promotion among the academic staff and the students.

<i>Standard</i>	Compliance	
	Yes	No
<i>Standard 1.1.</i> The study program mission is in compliance with the overall mission statement of the institution.	x	
<i>Standard 1.2.</i> 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
<i>Standard 1.3.</i> The study program has a well-defined overarching didactic and research concept.	x	
<i>Standard 1.4.</i> 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	



<i>Standard 1.5.</i> All staff and students comply with the internal regulations relating to ethical conduct in research, teaching, assessment in all academic and administrative activities.	x	
<i>Standard 1.6.</i> 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.		x

Compliance level: Substantially compliant

ET recommendations:

- 1. The Faculty of Law should develop a **formal mitigation plan** with specific measures in order to address the need of academic staff on long-term.*
- 2. Promote the regulation on the Code of Ethics among the academic staff and the students regularly through the usage of different promotional tools.*
- 3. From the aspect compliance with the overall mission of the institution, **management bodies could intensify efforts for enhanced cooperation** with the judiciary, prosecutors' office, and other institutions and organisations, similar to the good practices established with the chamber of advocates. In this context, **additional steps for the recognition of the institution within the Kosovo legal community should be taken**, such as exploring enhanced cooperation forms with the numerous organizations, such as the chamber of notaries, the business law community and other entities.*

2.2. Quality management

The management of the Faculty of Law, academic staff, quality coordinator and the students are highly aware of the importance of the quality assurance processes. They are working on continuous improvement of the quality on Faculty level. However, more actions and formalization in most processes are still needed. These conclusions are made based on the SER, the site visit, the standards on internal quality assurance in the University, examples of the reports submitted as annexes with the SER, and the guidelines for the assessment of academic staff and the subjects by students and the usage of such results.

The Faculty of Law has assigned a Quality Coordinator, which is part of the Office for Academic Development and Quality. The Faculty of Law is seeing this as a step further in the strengthening of the quality.



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During the site visits the Quality Coordinator shared the cooperation with stakeholders, the involvement in international projects, and the collection of feedback from the Alumni as main improvements. The expert`s team acknowledges the involvement of one Alumni in the scanning of the study program in terms of its quality. However, the expert`s team did not witness any formal and regular process for cooperation with the stakeholders, and collection of feedback from the Alumni. As we learned in the other meetings, that feedback from the Alumni is collected mostly in an informal way, even though there are existing questionnaires, as the expert`s have chance to see them upon their requests as part of the additional documents. Additionally, the quality coordinator is still facing several challenges, such as issues with analysis of the gathered data from the process of evaluation.

The process of evaluation is based on two parts. The first one is the data gathered from the academic staff based on their reports (after each lesson, monthly report, and report at the end of each semester). The second one is the data gathered from the students through the hard copy questionnaires distributed among the students. The response rate of those questionnaires on the University level is 80%. Sample from the questionnaire was submitted to the experts as part of the additional documents. As reported in the SER, from the data and reports collected, the Dean of the Faculty writes the evaluation report. The evaluation reports are published, which the expert`s team found it to be a good step towards the creation of quality culture. This process is organized on a periodical level, as shared in the SER. Additionally, at the end of the academic year, a summary report on the evaluation of academic staff and subjects is published on the Faculty`s website.

There is one recommendation from the previous accreditation process, in terms of evaluation of the professor`s work, that can additionally support the Quality Coordinator in her work. The recommendation is that the Faculty can develop peer evaluations of teaching staff.

In addition, as pointed out in the SER, the academic unit is motivating and supporting the application of various instruments such as reporting, complaints, surveys, questionnaires and other ongoing student activities through which they will become part of the quality assurance process within the Faculty of Law. However, the expert`s team think that the involvement of such instruments should be included in the formal quality system. Those instruments might be used for the collection of feedback from the various stakeholders also.

The Quality Assurance Coordinator should introduce a practice to follow the level of drop outs. It is important for the Faculty and for the program to have such information and numbers. Through collection of those data huge improvements can be made.

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The follow up measures such as assessment reports, performance review meetings on internal assessment, recruitment, promotion and development of academic staff, are regulated on University level in the Guidelines for the assessment of academic staff and the subjects by students and the usage of such results.

Finally, the University`s policies are obliging the Faculty of Law that all actions and results from the quality assurance system to be public.

<i>Standard</i>	Compliance	
	Yes	No
Standard 2.1. All staff participate in self-evaluations and cooperate with reporting and improvement processes in their sphere of activity.	x	
Standard 2.2. Evaluation processes and planning for improvement are integrated into normal planning processes.	x	
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.		x
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.	x	
Standard 2.5. Quality assurance processes ensure both that required standards are met and that there is continuing improvement in performance.	x	
Standard 2.6. Survey data is being collected from students, graduates and employers; the results of these evaluations are made publicly available.	x	
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.	x	
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.	x	
Standard 2.9. The quality assurance arrangements for the program are themselves regularly evaluated and improved.	x	

Compliance level: Partially compliant



ET recommendations:

- 1. The Faculty of Law should support the Quality Assurance Coordinator in the data analysis process and should finalized the digitalize of the overall quality assurance system (including the system for collecting feedback). Nowadays there are many free online tools that can be used for such purpose.*
- 2. Introduce a **formal peer to peer evaluations of teaching staff** that will be included in the overall quality assurance system: Document the follow up procedures: teaching visit each other's classes, exchange experiences, and ideas.*
- 3. The Faculty of Law should develop a **formal and regular collection of feedback and inputs from all stakeholders, especially from the labor market** (since such cooperation with the other important stakeholders -the alumni is already existing) through application of various tools for collection of feedback. The inputs gathered from them should be involved in the process of improvement of the study program and in general in the system.*
- 4. The Faculty of Law **should promote** the evaluation reports, recommendations and actions undertaken as results from the quality assurance system among the academic staff, employers and students in order to show the importance of their involvement in the quality assurance processes and to assure that their inputs and feedbacks were taken into consideration.*

2.3. Academic staff

SER outlines the strive for professionalism of the academic staff and their previous experience in academic institutions and relevant state and justice institutions such as: courts, prosecutors, governments, parliament, independent state institutions etc.

In the SWOT analysis one of the key points mentioned is the institutional support and close cooperation between the management of the UKZ and the Faculty of Law in achieving the faculty's goals of: organizing scientific roundtables, visits to professional institutions such as courts, prosecution offices, parliament, government, sister faculties in Kosovo and abroad; study visits of our students to South East European University, University of Maribor, University of Zug, etc.. The interviews with the academic staff, during the site visit, have confirmed this feature of the academic staff activities.

SER also refers to “difficult administrative procedures in the selection of new academic staff that last for months, as defined by the Law on Higher Education and MEST”. However, this is not a constraint for the management in terms of providing adequate balance of representation

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of academic staff for all legal disciplines, specially having in mind the character of the Kosovar legal system and the requirements.

The LL. B programme courses are delivered by full-time and part time staff. In order to obtain clear picture on the ratio of full-time and part-time staff, the expert team has requested for additional documents-tables: 1) Detailed list of part-time professors, the fields of their doctoral degrees and the courses that they deliver; and 2) Table with the full-time professors with Ph.D. in law (including the area of their Ph.D) and the full-time professors with Ph.D. in other areas.

In response, the institution has prepared two tables with names of staff and field of study of their academic background that were submitted to the expert team, after the visit. The submitted tables are presented below.

Full time staff:

No:	Regular staff	Field of study	Subjects
1	Prof.Asoc.Dr. Sadik Haxhiu	Administrative Constitutional Law	Parliamentary theory and practice; Constitutional Law; Judicial System in the Republic of Kosovo; Administrative Law
2	Prof.Ass.Dr. Fejzullah Hasani	Criminal Law	Criminal Law; Criminal Procedure; Criminal liability of legal entities; Criminal Legal Clinic; Criminal Law - special part; Criminal Procedure Law-special part; International Criminal Law
3	Prof.Asoc.Dr. Fejzullah Berisha	Administrative Constitutional Law	Introduction to Law; Constitutional Jurisprudence; Labor Law; Administrative Law – special part; European Constitutional Law
4	Prof.Ass.Dr.Urtak Hamiti	International Relations and Diplomacy	Law Sociology; History of State Legal Institutions; Comparative Law; History of the Albanian State and Law; Collective International Security and NATO; Theory of International Relations; Diplomatic and Consular Law
5	Prof.Ass.Dr. Dukagjin Leka	European Legislation and Institutions	International Organizations; Public International Law; European Union Law; Judicial Practice of European Court on Human Rights; International Private Law;



			International Human Rights Law; Humanitarian International Law
6	Prof.Ass.Dr. Liridon Dalipi	Administrative, Business and Social Communication through Tecnology	Local Administration; Administrative Procedure; Administrative Legal Clinic; Cybercrime; Positive Constitutional Law; Electoral Systems
7	Prof.Ass.Dr. Albulena Hajdari-Krasniqi	Criminal Law	Victimology; Criminology
8	Prof.Ass.Dr. Fadil Osmani	Economic Science	Economics; Consumer and Consumers Law; Economic Policies; Financial Law; Competition Law; International Financial Institutions International Economics Law
9	Ass.MSc. Detrina Alishani, PhD.C.	Civil Law	Civil Law; Civil Legal Clinics; Commercial Law; Civil Procedure Law; Roman Law; Family and Inheritance Law; Obligatory Law; Property Law; Civil Procedure Law- special part; Contract Law; Intellectual Property Law
10	Dr. Sc. Ass. Fatmire Krasniqi	Criminal Law	Parliamentary Theory and Practice; Criminal Law; Criminal Procedure Law; Forensic Tactics; Criminology with Penology; Criminal Liability of Legal Entities; Legal Forensics; Criminology; Criminal Policies; Criminal Law; Legal and Professional Ethics; Cybercrime; Criminal Procedure Law-special part; Victimology; International Criminal Law
11	Dr. Sc. Ass. Selim Daku	Political Science and international relation	History of State and Legal Institutions; International Organizations; Public International Law; International Law on Human Rights; History of the Albanian State and Law; Collective international security and NATO; Theory of International Relations
12	Prof..Ass.Dr. Shpresë Qamili	English Language	Foreign English Language



Part time:

No:	Engaged staff	Field of study	Subjects
1	Prof.Asoc.Dr. Milote Sadiku	German language	Foreign German Language
2	Dr.Sc. Ardian Emini	Public Legal Science	Roman Law
3	Prof..Ass.Dr. Flamur Hyseni	Administrative Constitutional Law	Rhetoric and Legal Expressions
4	Dr.Sc. Shkumbin Misini	Economic Science	Tax and Budget Law
5	Dr.Sc. Merita Muharremi	Civil Law	Obligatory Law
6	Prof.Dr. Zemri Elezi	Administrative Constitutional Law	Legal Judicial Skills
7	Ass.MSc. Rilind Berisha	International Relations	Private International Law
8	Ass. MSc. Liza Rexhepu, PhD.C.	Administrative Constitutional Law	Judicial Practice of European Court on Human Rights
9	Ass. MSc. Albana Aliu	Criminal Law	Academic Writing
10	Ass.MSc. Kosovare Sopi	Criminal Law	Judicial System
11	Ass.Msc. Edona Haxhiu, PhD.C.	Economic Science	Financial Law
12	Ass.MSc. Ahmet Imami, PhD.C.	Administrative Constitutional Law	Administrative Procedure
13	Ass.Msc. Shejnaze Gagica, PhD.C.	Legal Sociology	Sociology
14	Ass.MSc. Fjolla Kallaba	English Language	Foreign English Language
15	Dr.sc. Burim Tahiri	Civil Law	Civil Procedure
16	Ass. MSc. Florent Sylejmani	English Language	Foreign English Language
17	Prof.ass.dr Muharem Faiku	Public Legal Science	Civil Law
18	Prof.ass.dr. Merxhan Avdyli	Science of literature	Academic Writing

The expert`s team has analysed the composition of the academic staff, their qualifications, including the field of specializations and particularly the area in which they have earned their Ph.D. degree.

Concerning the full-time staff, the experts have noted **significant engagement of professors with doctoral degrees in areas other than law (political science, management sciences, economics) which teach law courses.** Examples include Positive Constitutional Law, Administrative Procedure, Public International Law, Tax and Budget Law, Financial Law,

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Competition Law, Consumer Law. Furthermore, the analysis of the submitted table indicates that professors with Public Law background are engaged in Private Law disciplines. The staff with criminal law and related disciplines is currently represented to an adequate extent.

In general, **a tendency of underrepresentation of academic staff (namely full time), specialized in Private Law disciplines is present.** This particularly refers to professors and early stage researchers' specialists in disciplines like Civil Law (Property Law, Law of Obligations, Family Law, Inheritance Law, Civil Procedure), Intellectual Property, Roman Law. The findings of the experts show prevalence of political science, international relations and management science staff.

The academic staff has outlined that there are available funds by the university for development of academic activities (Publications, Trainings, Seminars and Workshops, Development Projects, Conferences).

<i>Standard</i>	Compliance	
	Yes	No
<i>Standard 3.1.</i> 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	
<i>Standard 3.2.</i> The teaching staff must comply with the legal requirements concerning the occupation of teaching position included in the Administrative instruction on Accreditation.	x	
<i>Standard 3.3.</i> 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	
<i>Standard 3.4.</i> 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	
<i>Standard 3.5.</i> 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	
<i>Standard 3.6.</i> Opportunities are provided for additional professional development of teaching staff, with special assistance given to any who are facing difficulties.	x	



<i>Standard 3.7.</i> 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	
<i>Standard 3.8.</i> 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.	x	
<i>Standard 3.9.</i> Strategies for quality enhancement include improving the teaching strategies and quality of learning materials.	x	
<i>Standard 3.10.</i> Teachers retired at age limit or for other reasons lose the status of full-time teachers and are considered part-time teachers.	x	

Compliance level: Partially compliant

ET recommendations:

- 1.It would be beneficial to use the future granted posts by the Ministry (in accordance with the relevant procedures) for hiring full time staff at the positions of professors in the following areas that will contribute for accomplishing standards private law courses teaching and research within the institution: Civil Law (Property Law, Law of Obligations, Family Law, Inheritance Law, Civil Procedure), Roman Law, Intellectual Property Law (Industrial Property Law, Copyright and Related Rights).*
- 2.Early-stage researchers (ESR), including lecturers and assistant lectures should be encouraged to specialize in private law disciplines in order to achieve appropriate balance of staff with diverse legal backgrounds.*
- 3.The department of criminal law should also not be neglected in terms of further development and hiring new staff. Encouraging ESR in this field through development of opportunities should be provided.*
- 4.Continuance in including practitioners from the relevant institutions as part-time academic staff is also advised.*
- 5.Adoption of an appropriate strategy for future employment in terms of providing balance of specialized academic staff from all legal disciplines, having in mind the gender balance as well.*

2.4. Educational process content

According to the SER data, the curriculum includes compulsory and elective courses. From the point of view of structure, it is characterized by common program (compulsories and electives)



in 1st-3rd year and a modular approach in the 4th year (Constitutional and Administrative Law, International Law, Civil Law, Criminal Law, Financial Law).

SER also reads that the curriculum is generally comparable to similar European programs and it enables students to qualify for the labour market needs, striving to enhance indirectly the quality of studies in the law field in Kosovo and beyond (objective).

The criminal law disciplines are well developed. Links with the practice from this point of view are especially valuable in this sense.

The analysis of the content of the courses, the approach of the syllabi and the interviews with the academic staff have designated the following discrepancies that could appear due to fragmentation and/or overlapping of the content or emerging from other circumstances:

1) It seems that the concept in the structure of the civil law component is not consistent since it hesitates between the Pandect and Intuitionist systematic approach. Furthermore, it lacks clearly developed pillars of civil law. Following examples of such discrepancies are evident:

a) Existence of “Introduction to Law” as elective course in the 1st Year and its potential overlap with the compulsory course of “Civil Law”.

b) Diminution of Property Law, Law of Obligations in the general curriculum, and their presence only in the Civil Law Module.

c) Conceptualization of one integrated course on Family and Inheritance law (although one mainly refers to status and the other mostly to property aspects);

d) Confound syllabus of Intellectual Property. At some places in the tables, there is a course on Intellectual Property mentioned, while elsewhere there is a notion of a course on “Copyright”. There is one syllabus, thus it remains unclear whether this is one course or two separate courses, especially since there are different professors’ names stated.

e) Different names of professors for same courses. For example, concerning Roman Law, at one point there is one professor mentioned, while in the CVs, there is another name noted as a professor.

2) There is a predominance of public law /political science/international law and non-legal disciplines within the compulsory courses. This reflects the academic backgrounds of the majority of the academic staff, particularly their Ph.D. fields and it leaves an impression that the curriculum design was influenced by this criterion, rather than the typical European legalistic approach for undergraduate (LLB) programmes.



<i>Standard</i>	Compliance	
	Yes	No
<i>Standard 4.1.</i> 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.	Partial	
<i>Standard 4.2.</i> 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.	x	
<i>Standard 4.3.</i> 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.		x
<i>Standard 4.4.</i> 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	
<i>Standard 4.5.</i> 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	Not related	Not related
<i>Standard 4.6.</i> 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	
<i>Standard 4.7.</i> 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	



<i>Standard 4.8.</i> 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	
<i>Standard 4.9.</i> 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	
<i>Standard 4.10.</i> Policies and procedures include actions to be taken in to dealing with situations where standards of student achievement are inadequate or inconsistently assessed.	x	
<i>Standard 4.11.</i> 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.	x	
<i>Standard 4.12.</i> 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: Partially compliant

ET recommendations:

1.Regarding the above discrepancies the institution should consider redesign of the curriculum through following a more comprehensive model in the civil law part. For instance, one of the approaches mentioned in the SER as a similar model, the Faculty of Law in Zagreb LLB programme, could be a good starting point, especially since there the Civil Law courses in Zagreb are structured as: Civil Law I (General Part and Law of Obligations); Civil Law II (Property and Inheritance Law);and Civil Procedure, whereas Family Law is a special course. These changes would correspond to the nature of the Kosovar legal system (pertinent to the Continental/Roman-Germanic legal family).



2. Having in mind the relevant EU reports that outline the raising awareness of the protection of industrial property rights and copyright and related rights,¹ it would be valuable to design and implement a compulsory course on Intellectual Property Law.

3. Further development of the modules might be valuable for the links with the business sector. A more intrinsic module in Business Law (including competition law, corporate law, commercial law, intellectual property) as different from Financial law, might be considered as one of the ways for attracting more students, specially from the wider region.

4. A course on Information (and Communication) Technology Law would be highly appreciated concerning the importance of the application of traditional legal principles in the digital environment, particularly concerning the challenges imposed by the latest developments characterized by legal activities.

2.5. Students

The Faculty of Law is continually working to position the student in the center of the studies in order for the process to result in the acquired knowledge needed for the labor market. **The expert team acknowledged the fact that the Faculty is understanding the importance of putting the students in the center of the studies.** Based on the SER and the provided annexes of the report it can be concluded that the Faculty of Law is understanding the importance of students' participation in the governing of the Faculty, but also in the teaching and learning process. All this in favour of fulfilling the mission of the Faculty and its orientation into the development of young people that will contribute to the improvement of the social life in the country, specifically through combating all social injustice.

In general, the students and the graduates that the expert's team met during the site visit were satisfied with their studies. In addition, they pointed out the good level of communication and collaboration that they have with their professors that is realized through consultations, practical guidelines during their studies, and support received by the professors after their graduation. It can be concluded that all actions that were undertaken by the Faculty of Law, in order to support the students, are fit for the purpose and are providing the wanted results.

The total number of students of the Faculty of Law was not included in the SER. From the meeting with the management of the faculty the expert's team found out that, in the last academic year out of 800 applications, 217 were successful (as reported in the table with number of students included as part of the additionally requested documents). The Faculty of Law in each academic year is accepting 1 out of 3 applicants, as it was noted in the SER. The

¹ <https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/20190529-kosovo-report.pdf>



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number of the students and the need for its regulation was one of the recommendations from the previous accreditation process, specifically the need for limitation of that number.

The admission process is clear and consistent. Every student has an equal opportunity to enrol in the Faculty of Law following the regulations post by the State and the University. Most of the needed information for the process of admission, the program, subjects, deadlines, and consultations are available on the Faculty of Law`s web site.

The Faculty is providing a student financial scholarship, specifically to the ones with an average grade of 8.50.

Study groups are organized to ensure an effective and interactive teaching and learning process. Moreover, the academic staff is using different interactive methods for teaching such as Mooc trials, analysis, discussion, group work, and other methods, as the expert`s team has the chance to learn during the site visit. The Faculty of Law is especially proud of their legal clinic opened for students, as a place where they can realize their practice work. **The students acknowledged the work of the clinic and they are happy to be part of it in order to get more practical and unique knowledge.**

During the site visit, the students shared with the expert team that they have consultations with their professors after each assessment. Moreover, they underlined the possibilities to go and ask for feedback from the professors. *“We can freely talk to the professors; they have consultation hours”*. - as one student shared during the meeting with the students. Also, the students shared their satisfaction with the cooperation with the academic staff, especially the non-formal counselling processes. Further on, the graduates mentioned that cooperation with the academic staff after graduation was much appreciated during and after their studies.

The Regulation of the Code of Ethics in UKZ in its Article number 14 regulates that copying is prohibited in any possible way. The same regulation in its Article 17 has regulated that plagiarism is foreseen as the “greatest injury to scientific and professional ethics i.e. the Code of Ethics.” However, any specific procedures were not shared with the experts` team.

The students that the expert`s team met were familiar with their rights and obligations. The Faculty of Law has established a position Student ombudsman who has the right to vote and it is responsible for reporting students` complains on a regular basis. Though, the expert team could not witness any specific information about the appeal process and how the Faculty is making sure that the students are informed of the appealing process. In addition, the expert team is on the opinion that the Faculty of Law should continually work on promoting the students` rights and obligations.

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The academic staff uses free applications to verify all scientific research to ensure the authenticity of the papers submitted by the students and the Faculty of Law is in the process of getting access to a formal software. The expert`s team is on opinion that the Faculty of Law should settle formal tools and methods to ensure that work submitted by students is original. Also it might be helpful if they promote the need for action against plagiarism on a regular basis among the students.

The Faculty of Law is dedicated to the development of partnerships with local national and international institutions. The agreements for cooperation were signed with the following institutions: Kosovo Judicial and Prosecutorial Council, prosecution offices in Gjilan, Viti, Kamenica and Novo Brdo, municipalities of Kamenica, Viti, Gjilan, Novo Berdo.

Alumni Network was created within the University, where the Faculty of Law`s students are included as members. The Faculty of applies different tools to engage the Alumni in their work such as supporting through development of support system for the current students by sharing their experiences, participating and collaborating on applications for Erasmus + projects and others.

Finally, the students have different opportunities for international exchanges through the Erasmus+ program and other cooperation agreements. According to the additionally provided documents by the Faculty of Law, specifically, the table with number of students and staff that use/have used the internationalization opportunities it can be noticed that the Faculty is providing the students with opportunities for international exchanges in different countries such as, Germany, Croatia, Finland, Portugal, Turkey, Austria, Swiss and in the WB. However, it can be concluded that not many students are using those opportunities.

<i>Standard</i>	Compliance	
	Yes	No
<i>Standard 5.1.</i> There is a clear and formally adopted admission procedure at institutional level that the study program respects when organizing students' recruitment. Admission requirements are consistently and fairly applied for all students.	x	
<i>Standard 5.2.</i> All students enrolled in the study program possess a high school graduation diploma or other equivalent document of study, according to MEST requirements.	x	
<i>Standard 5.3.</i> The study groups are dimensioned so as to ensure an effective and interactive teaching and learning process.	x	



<i>Standard 5.4.</i> Feedback to students on their performance and results of assessments is given promptly and accompanied by mechanisms for assistance if needed.	x	
<i>Standard 5.5.</i> The results obtained by the students throughout the study cycles are certified by the academic record.	x	
<i>Standard 5.6.</i> Flexible treatment of students in special situations is ensured with respect to deadlines and formal requirements in the program and to all examinations.	x	
<i>Standard 5.7.</i> Records of student completion rates are kept for all courses and for the program as a whole and included among quality indicators.		x
<i>Standard 5.8.</i> Effective procedures are being used to ensure that work submitted by students is original.		x
<i>Standard 5.9.</i> Students' rights and obligations are made publicly available, promoted to all those concerned and enforced equitably; these will include the right to academic appeals.		x
<i>Standard 5.10.</i> The students' transfer between higher education institutions, faculties and study programs is clearly regulated in formal internal documents.	x	
<i>Standard 5.11.</i> 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.	x	

Compliance level: Substantially compliant

ET recommendations:

1. *The Faculty of Law should continually explore and define different tools and methods for continually promote the students` rights and obligations, especially the grievance process. The Student`s ombudsman can help and support the management team in this process.*
2. *The Faculty of Law should settle formal tools and methods to ensure that work submitted by students is original. In addition, it might be helpful if they promote the need for action against plagiarism on a regular basis.*
3. *The Faculty of Law should continue to support the Alumni network and to continually explore different and formal methods of involving them in the work of the Faculty.*
3. *The academic staff should continually motivate and support the students to use the exchange opportunities available through the Erasmus + program or other programs that are resulting from the Faculty`s cooperation agreements.*



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2.6. Research

SER in the SWOT analysis for the research part outlines the following weakness related to institutional operations: 1) Lack of scientific research framework in the specific field for issues that the Faculty of Law needs; 2) Priority in research in the field of Law and a scientific conference of the program; 3) Lack of clear policies in support of higher education and scientific research, both at university and MEST level.

SER (p.166-187) also encompasses comprehensive list of publications and research projects by the academic staff, including relevant links where the concrete outcomes are available. Similar to the previously mentioned issues, one of the dominant features of the presented list of research is that it mainly includes public law, international relations and political science disciplines, with some presence of criminal law research, while the private law projects and publications are not as much present.

During the interviews conducted within the site visit, the professors have reiterated the support by the Faculty of Law for their initiatives in research projects, as well as the publication of the research results in relevant national and international scientific publications.

The expert's team was informed that the rules for providing research financial support on the level of the Faculty of Law is clear, consistent, unbiased and thus provides equal opportunities for both professors and early stage researchers.

The inclusive approach for students to take part in the research project was also underlined, as a way for promotion of teamwork.



<i>Standard</i>	Compliance	
	Yes	No
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	
<i>Standard 6.2.</i> 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	
<i>Standard 6.4.</i> 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 presented at conferences, sessions, symposiums, seminars etc. and contracts, expertise, consultancy, conventions, etc. are provided to partners inside the country and/or abroad.	x	
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.	x	
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.	x	
<i>Standard 6.8.</i> Academic and research staff publish under the name of the institution in Kosovo they are affiliated to as full-time staff.	x	
<i>Standard 6.8.</i> 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.	x	
Standard 6.9. Policies are established for ownership of intellectual property and clear procedures set out for commercialization of ideas developed by staff and students.		x
<i>Standard 6.10.</i> Students are engaged in research projects and other activities	x	

Compliance level: Substantially compliant



ET recommendations:

- 1. Increase access to data bases for staff and students /additional subscriptions to online libraries.*
- 2. Intensification of private law, business law, intellectual property and information technology law research projects.*
- 3. Enhance interdisciplinary research with other university departments /specially economics/.*
- 4. Stimulate staff and students to apply for the independent research grant and funds from the external funding, donors and projects.*
- 5. Explore the possibilities for financing of research projects by the business sector, particularly in legal and economic aspects of technology and innovation.*

2.7. Infrastructure and resources

The Faculty of Law, as part of the University, has its own premises in the University's campus where all faculties are concentrated. The management team is aware of the challenges related to the infrastructure. During the site visit, they shared their concerns regarding the infrastructure with the expert team, or as they pointed out: “*We are not the best stage with the infrastructure*”. There is an active official agreement signed by the University and the Ministry for Education, Science and Technology for building new premises for the Faculty and for the University. The next steps are the negotiations between the Reactor and the respective Ministry. After that, the management team of the Faculty of Law is expecting that the construction will start.

A secretary-general was recently appointed at the Faculty of Law. Her obligation is to be sure that the appropriate number of staff are recruited, especially academic staff. The management of the Faculty is aware of their problem with the lack of administrative staff, they have even pointed out this as a weakness in their SWOT analysis in the SER.

The respective Faculty receives funds from the University's budget. The University's budget is directly provided by the state budget, through the Ministry for Education, Science, and Technology. The respective Ministry establishes the tuition fees for the University. The process for planning the budget is the following: the University is drafting its wanted budget in consultation with the Ministry for Education, Science and Technology, and the Ministry of Finance, and it is adopted under the Kosovo Law on Budget. From the provided University's financial plan, with included budget for 2021 and 2022, it can be concluded that the University has stable finances, mostly coming directly from the Ministry of Education, Science and Technology. In addition, from the finance plan, it can be concluded that the University is planning to provide a sufficient amount of funds for equipment of information technology and

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for infrastructure construction and renovation of the University. As equal part of the University, the Faculty of Law, is provided with funds, equipment and places on the University's campus. The Faculty of Law is equipped with solid equipment for lectures and exercises, as can be concluded from all the provided information in the SER and the uploaded video on YouTube from the Faculty. In terms of library and reading rooms, the Faculty of Law is using the capacities of the University, as it can be concluded by the video from the Faculty uploaded on YouTube. Moreover, the need for building one strong digital library, as recommended in the previous accreditation process is still in place.

The particular Faculty is using the University Management System (SMU), university data management software, in particular for students, including from admission to graduation. Through that system, the student data is stored indefinitely. Moreover, the Faculty started to use the University's e-learning, especially during the pandemic caused by the Covid-19. The need for introducing such an informational system was one of the recommendations in the previous accreditation process, back in 2014.

The Faculty does not have infrastructure and facilities dedicated to the implementation of the program adapted to students with special needs, as can be concluded by the video uploaded on YouTube.

<i>Standard</i>	<i>Compliance</i>	
	Yes	No
<i>Standard 7.1.</i> 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.	x	
<i>Standard 7.2.</i> 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.	x	
<i>Standard 7.3.</i> 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 utilization license;	x	



d) library equipped with reading rooms, group work rooms and its own book stock according to the disciplines included in the curricula.		
<i>Standard 7.4.</i> 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 specialty disciplines included in the curricula are carried out in laboratories equipped with IT equipment	X	
<i>Standard 7.5.</i> 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
<i>Standard 7.6.</i> 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:

1. *The Faculty of Law should provide access to data bases for staff and students /additional subscriptions to online libraries.*
2. *The management team should consider the lack of the administrative staff as a serious problem and explore different ways of solving the problem. Maybe developing a volunteer system in which they will include and ask for support from their students.*
3. *Explore different opportunities in order to be sure that the infrastructure and facilities dedicated to the implementation of the program is adapted to students with special needs, such as assigning students volunteers that can help their colleagues that have special needs during the study processes on the premises of the Faculty. Ensure that the newly planned building will be adequate for the students with special needs.*
4. *Develop a mitigation plan in which all the challenges related with the infrastructure and resources will be included. The plan should be developed jointly with the academic staff and*



the students and it should contain methods for solving the challenges that should be procure and methods that should not be procure but be addressed on systematic way.

1. OVERALL EVALUATION AND RECOMMENDATION OF THE ET

The overall evaluation of the 7 standards of the study program that is subject of re-accreditation looks like:

Standard	Compliance level
1.Mission, objectives and administration	Substantially compliant
2.Quality management	Substantially compliant
3.Academic staff	Partially compliant
4.Educational process content	Partially compliant
5.Students	Substantially compliant
6.Research	Substantially compliant
7.Infrastructure and resources	Substantially compliant
Overall compliance	Substantially compliant

The expert`s team has a highly positive impression from the site visit to the Faculty of Law during the process of re-accreditation of the general law program (LLB). Due to the pandemic caused by the Covid-19, the site visit was organized through the digital tools. However, we must commend the Faculty for organizing the site visit and all meetings very smoothly. The expert team would like to thank all participants, that were part of the meetings during the site visit, for their honest approach and for providing the needed information for the study program. In general, the expert team would like to commend the management of the Faculty, the academic staff, and the students for their willingness and hard work-oriented into improving the quality of the study program and for introducing a stable basis for further promotion of quality culture on Faculty level.

It is highly appreciated that the management team is aware of the challenges and issues with which they are facing. What is more important is that they are exploring different ways to solve and overcome the current challenges.

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It is acknowledging to see that the Faculty and the particular program is enjoying support from the labor market and they are perceiving this Faculty as their partner.

Finally, the expert`s team is finding acknowledging that all processes settled in the Faculty are fit for purpose and are giving the wanted results to certain level.

However, there are still things that should be strengthened in the nearest future, so that the Faculty can achieve a greater level of quality.

First, the quality management system should be strengthened with formal processes and involvement of various additional formal instruments. Moreover, the quality system should be enhanced by involving the stakeholders in a formal way and to collect feedback and inputs through various instruments from them, that will result with formal decisions. Nevertheless, the quality coordinator should be supported more, specifically in the process of data analysis and transferring the students` questionnaire from hard copy to electronic version. Also, all reports, recommendations, and actions, coming as results of the quality assurance management system should be widely promoted in order to ensure their beneficiaries (academic staff, students, and others) that their inputs and feedback were taken into consideration. Finally, the Faculty should explore different creative methods for improving the quality. Those methods might not cost and will not burden the Faculty`s budget, but will be effective, such as formalizing the peer to peer review to the academic staff.

Second, the academic staff should include more private law/civil law professors and early stage researchers as a prerequisite for balanced composition of all legal disciplines courses delivered, compatible with the legal system and labour market needs of Kosovo.

Third, concerning research, the initiatives for stimulations and increase of interdisciplinary projects (particularly with joint efforts of the business community) should be enhanced.

Fourth, the educational process content should be more consistent with the key features of the continental legal system to which Kosovo is pertinent.

Fifth, the students are the greatest promoters of the Faculty. The students that the expert`s team met are happy to be part of the Faculty. However, there are a few things that need to be strengthened such as the number of students who are using the internal exchanges opportunities; and the need for further promotion of the students` rights and obligations through using various ways such as the Student`s ombudsman.

Sixth, the infrastructure and resources are secured since they are part of a prestige university. The management team is aware that there is a need for new premises and equipment. However, they are waiting for the building of the new campuses that will be better equipped and will have more places for the students. The students from this Faculty are using the library and the other



services that are provided by the University. The Faculty's premises are not adapted to students with special needs. An additional challenge is the lack of administrative staff. However, the management team is aware of the issues and challenges on which they have to work. They should develop a mitigation plan in which all the challenges regarding the infrastructure and resources will be listed together with all possible solutions that might cost funds, but also the ones who will not cost anything.

In conclusion, the Expert Team considers that the study program *General Law LLB* offered by the Faculty of Law under the Public University "Kadri Zeka" Gjilan is *substantially compliant* with the standards included in the *KAA Accreditation manual* and, therefore, recommends to *accredit* the study program for a duration of 5 years with a number of 180 students to be enrolled in the program.

1. APPENDICES (if available): N/A

Expert Team

Chair

Prof. Dr. Goce Naumovski

13.07.2020

(Signature)

(Print Name)

(Date)

Member

Marija Vasilevska

13.07.2020

(Signature)

(Print Name)

(Date)