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EXPERT REPORT
POST-ACCREDITATION EVALUATION

AAB COLLEGE
FACULTY OF HEALTH SCIENCES
BSC NURSING
PRISTINA CAMPUS

18th Dec 2024, Pristina



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Date of Accreditation Decision: 15th September, 2023

Date of Post-Accreditation Review:

Experts Name:

Dr Luc Hittinger

Dr Nibal Sabri

Coordinator/s from Kosovo Accreditation Agency (KAA):

Sources of information for the Report:

- *Self-Improvement Report (SIR)*
- *Report of Expert Team for the previous accreditation/re-accreditation process*
- *Relevant institutional documentation and annexes, requested as additional documents:*
 1. *Mission, objectives and administration: The revised Code of Ethics, Info session for students on Various aspects of academic integrity.*
 2. *Quality management:*
 3. *Academic staff; list of academic staff of the Nursing program. Two current certificates of enrolment for Velide Pulomemjo and Edona Gara in international PhD programs.*
 4. *infrastructure and resources: list of identified literature in Albanian / Evidence for the provision of full access to Taylor & Francis and Elsevier publishers. / Pictures of classrooms with flexible formats / Pictures of seating areas / Pictures of the Student Laboratory recently operationalised.*
 5. *Work Plan/Development plan year 2024*
 6. *Draft of the Strategic Plan*
 7. *List of projects with external local stakeholders, such as an evidence of the implementation of the project with the primary health care*
 8. *Minutes of meetings of the teaching council TC Held on 04.10.2024. a missing evidence form the original list*
 9. *Statistical monitoring of employment rate from a graduate survey.*
 10. *Evidence of an updated college policy on support to staff pursuing their PhD esp. related to creating funding schemes and reduction of teaching hours.*



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11-Evidence of training plan to clinical mentors linked to feedback from students and evaluators.

12-Draft of a training plan to academic staff

13-Strategy for international collaboration within Erasmus + KA1 specifically speaking / list of programs and communication with educators on their interest per identified programs.

14-Provisional annual Calendar for guest speakers and topics / venue.

15-Department meetings MoM and discussion with the topic of ways to enhance alignment and integration of subjects. please attach any evidence that supports the way the decision was made.

16-Overarching assessment strategy.

17-Clinical logbook samples perhaps translated too

18-Evidence for a provisional action plan with a timeframe to identify those disciplines/ subjects that could be offered. since it is still due in Oct 2025

19-Evidence MoM or any form of consultations that included students in curriculum changes esp. in biostatistics, palliative care and elective choices.

20-Evidence Mom or any document that supports the decision made at a top managerial level to visualise an advisory board at the level of colleges from Jn 2025 and what elements and structure this will hold.

22-Any evidences that can support the inclusion of staff in the peer to peer evaluation at a wide scale within the college of nursing.

23-Evidence of a structure for an alumni club, its objectives and potential members that is different than the career office which runs Alumni talks.

24-Evidence of a draft action plan to include students in research activities and publish in the college Journal.

- *Site visit/*

Note: the process is based on the KAA METHODOLOGY on Monitoring and Post-accreditation Procedures

Post-Accreditation Procedure has been carried out:

- a) on-site visit



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Date of on-site visit (if applicable): 18th December 2024

Agenda and representatives met as part of the post-accreditation process:

Post - Accreditation Procedure at AAB College	
Programmes:	Nursing BSc, 180 ECTS
Site visit on	18/12/2024
Expert Team:	Prof. Luc Hittinger, MD, PhD Dr. Nibal Sabri
Coordinators of the KAA:	Shkelzen Gërxhaliu Director of Monitoring and Post-Accreditation Procedures Milot Hasangjekaj, Head of Post-Accreditation Division Fjollë Ajeti, Senior Officer for Post-Accreditation Procedures

Site Visit Programme

Time	Meeting	Participants
8:30 – 09:15	Meeting at the KAA office	KAA staff and experts
09:40 – 10:10	Meeting with the management where the programme is integrated	Furtuna Mehmeti, Vice Rector for Quality and Academic Affairs Idriz Sopjani, Dean of the Faculty
10:15 – 11.30	Meeting with responsible persons to discuss and identify improvement	Furtuna Mehmeti, Vice Rector for Quality and Academic Affairs Idriz Sopjani, Dean of the Faculty Hasan Salihu, Vice Rector for Research Petrit Bushi, Vice Rector for Development and Innovation Granit Curri, Secretary General Edona Gara, Teaching Coordinator Leron Gashi, Head of IT Office Albulena Ramadani, Head of Administrative Services



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		Ilijana Geci, Head of Office for Projects
11:30 – 12:40	Lunch	
12:45 – 13:30	Visiting Facilities/equipment's	
13:35 – 13:45	Internal meeting of KAA staff and experts	
13:45 – 14:00	Closing meeting with the management of the faculty and program	Furtuna Mehmeti, Vice Rector for Quality and Academic Affairs Idriz Sopjani, Dean of the Faculty

Overall instructions for HEIs:

1. No presentations of any kind are allowed, as the meetings are intended to be free discussions.
2. Anyone whose attendance won't be agreed in advance with KAA, and the Expert Team will be asked to leave the interview session.
3. Nametags are to be provided for all people attending the meetings.



Section 1: General Information

1. Accreditation Period:

- Start Date: 01.10.2023.
- End Date: 30.09.2026

2. Recommendations Overview:

- Total Recommendations: 51
- Recommendations Fulfilled: 33
- Recommendations Pending: 18

Section 2: Summary of Findings

Overall Fulfillment of Recommendations:

(Provide a general summary on the extent in implementation of recommendations from the accreditation process).

Introduction

The AAB college went through the post-accreditation evaluation with serious: SIR was well written; participants in the meeting during the site visit showed a great professionalism in their answers to the questions of the ET and provided answers within one day to the major additional comments of the ET, leading to 33 fulfilled recommendations and 18 pending recommendations. The ET thanks AAB management team and academic staff for their participation in the post - accreditation process.

Description of Actions and Evidence

(Provide a general summary on the extent in implementation of recommendations from the accreditation process).

1. Mission, Objectives and Administration

Status received: **Fully compliant level**

Number of recommendations: 4

Recommendation 1: *After the EE report, a focused group discussion with nine nursing students was held in November 2023 to address general aspects of the educational process, resulting in several recommendations. The faculty has since implemented significant changes to the study plan for the academic year 2024-2025, including the addition of courses such as biostatistics and medical terminology, as well as changes to the credit hours for palliative care. However, to*



date (Dec 2024) no follow-up meetings have been conducted to evaluate the added value of these changes. This is particularly noteworthy given that one of the original recommendations from the students during the November 2023 meeting was to include courses that address "the use of statistics for evaluating health outcomes, analyzing the efficacy of disease treatments, etc." This underscores the importance of establishing follow-up meetings as part of a broader, systematic approach. Such meetings should involve a larger number of students and have a focused scope to gather specific feedback on the implemented changes or decisions made. At present, the lack of a structured mechanism limits the ability to effectively assess and refine curriculum adjustments, limiting student consultations to generic input sessions without concrete reflections on substantial changes.

(Note: In the revised plan for 2024-2025 the added course is called Medical Theory! while the faculty in their report referred to it as Medical Terminology!)

Recommendation 2: *Specifically, with regards with external stakeholders, the faculty of Health Science has been engaged in organizing different activities: Organization for international Health day, increased communications in scientific activities of the faculty, organisation of roundtables with key Health institutions. Central management of AAB college has to be approved a proposal of an advisory body which function within the faculty of Health Sciences with key stakeholders of the field.*

Recommendation 3: *The faculty has addressed this by increasing the number of clinical hours dedicated to palliative care, as outlined in their revised curriculum. The Dean of the Faculty highlighted that palliative care is not yet well-developed within the Kosovan healthcare system, which is beyond the College's immediate control. However, within their own capabilities, they have sufficiently addressed this aspect to the best of their ability considering their own context, and student workload.*

Recommendation 4: *The faculty has effectively addressed this by revising the Code of Ethics, organizing several meetings with staff to address internal regulations, and conducting introductory sessions with students to promote awareness of academic integrity. This recommendation is an ongoing process and follow up measures need to be set.*

2. Quality Management

Status received: **Fully compliant level**

Number of recommendations: 5

Recommendation 1: *A questionnaire was developed and piloted; however, there is no evidence of feedback or concrete involvement of tutors in the process. While all academic staff are aware of the Regulation on Performance Evaluation, which informed the questionnaire design, greater*



effort is needed to engage staff actively in this initiative. Although regular formal and informal meetings with academic staff have occurred, a structured approach is essential to secure their buy-in.

It is recommended to conduct a formal introductory session or meeting for all staff involved in the process. This session should outline the objectives, criteria, and implementation steps of the performance evaluation, along with the expected benefits. Additionally, feedback should be collected from staff during this session to refine the process further based on their insights and the pilot results. A sustained effort to gather and incorporate staff feedback will enhance the overall effectiveness and acceptance of the initiative.

Recommendation 2: *Until now, this has been mainly done through meetings at faculty level as shown by the agenda of the meetings presented in the GA2 Quality management file of the follow up nursing file, but also by questionnaire conducted with academic staff and examples of monitoring report forwarded to the management about the publications (see GA2 Quality management file of the follow up nursing file).*

Recommendation 3: *A mechanism for evaluating teaching materials has been established through questionnaires with staff, focus meetings involving a significant number of students from all year groups, and monitoring the teaching materials uploaded to the platform.*

However, there is still no clear framework or identified instruments for evaluating the achievement of learning outcomes at the point of graduation per the recommendation This can include evaluating students' final theses using standardized measures aligned with program learning outcomes and implementing comprehensive outcome-based assessments. Establishing such instruments will provide a more robust measure of the program's effectiveness in achieving its educational goals and support continuous improvement.

Recommendation 4: *The university consistently includes students in quality assurance procedures, particularly in evaluating the teaching process and the conditions and services provided by the College. This is primarily achieved through surveys and, more recently, ad-hoc meetings and consultations set as needed. The university management has highlighted their move toward qualitative methods of consultation rather than relying solely on surveys. While these meetings are commendable and provide a level of inclusion, this approach lacks consistency, as it is not yet a standardized practice.*

A concern remains in the absence of a clear feedback mechanism to communicate the results of these evaluations and the actions taken based on recommendations. Establishing such mechanisms and providing regular updates would significantly enhance transparency and strengthen students' trust in the quality assurance process.



Recommendation 5: *The Quality Assurance Office (QAO), in collaboration with the Central Career Office, has established tools to track all FHS graduate employment rates through questionnaires, online surveys, and direct graduate feedback. The surveys collect data on graduates' employment status which is not specific to the nursing program. They address main key elements around employment. Additional questions could be incorporated included to improve the monitoring of employment rates, such as:*

- *Does your current job align with your field of study (Nursing)?*
- *How long did it take to secure employment after graduation?*

Other questions could be explored to monitor job satisfaction and professional development.

However, the QAO along the Career Office also organizes events such as Alumni Talks to gather qualitative feedback on graduates' professional experiences, which provides a more comprehensive understanding of employment.

Additionally, The Faculty of Health Sciences (FHS) addresses that further by maintaining communication with graduates seeking employment in Germany through partnerships like Lingua Kosova.

3. Academic Staff

Status received: **Substantially compliant level**

Number of recommendations: 11

Recommendation 1: *This issue has been addressed as the Faculty of Health Sciences at AAB College has recently consolidated its Nursing program to enhance resource allocation at the main campus in Prishtina, as part of a strategic decision by AAB College's senior management, the Nursing program is no longer offered in Ferizaj and Gjakova. thereby increasing the concentration of academic staff at one campus.*

There has been an increase of 4 full-time academic staff members from the academic year 2022-2023 to 2023-2024 per the recommendation. However, a detailed breakdown of their qualifications is not provided, making it unclear whether the current staffing fully meets the needs.

Recommendation 2: *Within the constraints for PhD holders in the nursing field that is being identified at a national level, the college has made very attempt towards this recommendation by supporting three of their staff who are enrolled in an international PhD program as well by initiative two contracts with two academics holding a Doctor of Science in Nursing field. The management confirmed in the meetings that they will be assigned main roles moving from only lectures to whole courses in the teaching of students in the new academic year.*



Recommendation 3: *The updated college policy on support for staff pursuing their PhDs has been shared, accompanied by evidence from the employment contract signed by Edona Gara, a full-time PhD candidate at the FHS. Additionally, a translated version of Articles 4, 5, and 6 of the policy has been provided, outlining provisions such as reduced teaching loads to allow dedicated research time and financial support for the publication of scientific articles.*

Recommendation 4: *It is common in nursing and healthcare programs for faculty to hold positions both in academia and in clinical settings which is seen as beneficial by the management, as these staff members play a critical role in facilitating students' clinical practice. Nonetheless, the FHS has begun initiatives to reduce the number of faculty members working full-time in both healthcare institutions and at AAB College while maintaining the quality of both academic and clinical education.*

Recommendation 5: *The faculty has invested in increasing the number of clinical mentors. The dean has expressed pride in the work accomplished in this regard, highlighting that it required significant investment from the faculty. This achievement is particularly noteworthy, as what they offer is unique within the context of education in nursing. However, this should be further evaluated through questionnaires on the perception of students and by collecting feedback to assess the impact of this process on the quality of their education.*

Recommendation 6: *Since October 2023, the Faculty of Health Sciences has conducted five (5) training sessions with nursing staff, focusing on topics related to nursing. Looking ahead, a new plan for 2025 should be prepared in advance. This should not be viewed as a one-time initiative but as part of a sustained effort.*

Recommendation 7: *The college has made progress in addressing this recommendation. The International Relations Office has facilitated exchange opportunities with institutions in Turkey and Lithuania, while the Vice Rector for International Affairs has actively pursued new partnerships across Europe. International collaboration is currently embedded within the broader AAB College Development Plan, with the draft Strategic Plan (2024–2026) emphasizing the objective of fostering sustainable local and international partnerships to enhance teaching, research quality, and visibility in European higher education initiatives. The Faculty of Health Sciences has been proactive in pursuing memorandums of understanding with international partners, and the Project Office has conducted information sessions and training on Erasmus+ KA1 and KA2 opportunities. To further strengthen these efforts, it is crucial to align outputs from these initiatives with the strategic objectives, ensuring targeted actions specifically benefit the Faculty of Health Sciences- Nursing program.*



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Recommendation 8: *The QA Office has published the results of student questionnaires on its institutional website, showcasing recommendations from focus groups, analysing questionnaires, and sharing results. However, these actions need to be followed by a clear Plan-Do-Check-Act (PDCA) cycle to ensure continuous improvement. Currently, the lack of visualization of follow-up actions means students are unable to see the added value of their feedback, which diminishes its impact. To enhance student involvement, it is crucial to establish a transparent process that demonstrates how their input leads to tangible improvements in relation to the teaching.*

Recommendation 9: *The faculty has initiated piloting efforts but has not yet implemented them across the entire faculty. Please refer above to the comment made on the first recommendation outlined in section 2 Quality management for further insights and guidance on this matter.*

Recommendation 10: *A list of visiting speakers and the activities or conferences they are signed up for throughout the calendar year has been shared. However, it is not clear whether their engagements are related to teaching or training and who the audience were. Therefore, greater effort should be made to align guest speaking activities with teaching and to clearly establish this connection.*

Recommendation 11: *The faculty conducts staff meetings at the beginning of each academic semester to review syllabi and provide recommendations for updating curriculum literature. These proposed updates are subsequently reviewed and approved by the Teaching Council. Additionally, the Quality Assurance (QA) Officer conducts at least three monitoring sessions of the teaching platform per semester to evaluate the quantity and quality of teaching materials and literature uploaded by academic staff for student access.*

4. Educational Process Content

Status received: **Substantially compliant level**

Number of recommendations: 8

Recommendation 1: *In order to ensure unity and student assessment, members of academic staff have identified opportunities to include comment assessment methods within the disciplines as shown by the different Email exchange among academic staff that appear in the follow up Nursing file.*

Recommendation 2: *In order to attract international students, foreign language English has been introduced in semester 1 of the revised bachelor's program in the follow up nursing file.*

Recommendation 3: *Inclusion course of Biostatistics (as elective course) has been introduced in semester 3 of the revised bachelor's program in the follow up nursing file.*



Recommendation 4: *The recommendation has been addressed; elective courses appear now in semesters 2, 3,4, 5 and 6 as shown in the revised bachelor’s program in the follow up nursing file.*

Recommendation 5: *Depending of the discipline, the number of students per mentor has been reduced to less than 10. In most cases 5, but in some 7 and until 2 in intensive care medicine as shown in the follow up nursing file.*

Recommendation 6: *The recommendation has been addressed, the number of laboratory hours has been changed and the number with clinical hours has been increased after the approvement of the Teaching Council held in October 2024.*

Recommendation 7: *to respond to this recommendation, the FHS has identified key topics and courses where Albanian-language nursing literature has been integrated effectively. This was shown by the recent approval of the inclusion of the book: “Surgery in Nursing” in the syllabus.*

Recommendation 8: *The number of hours for palliative care has been increased, as shown in the revised bachelor’s program in the follow up nursing file.*

5. Students

Status received: **Substantially compliant level**

Number of recommendations: 9

Recommendation 1; *Several steps have been considered in order to address this recommendation; however, none have been implemented in a structured manner. There is no evidence provided on how the structure of an alumni club is envisioned, its objectives, or its potential membership, which could differ from the role and functions of the Central Career Office.*

Recommendation 2: *The college has taken concrete steps in that regard, by revising its contract with Turnitin, granting staff and students direct access to the system.*

Recommendation 3: *The faculty management monitors student attendance via an electronic tracking system, contacting students with low attendance to meet required thresholds. To support compliance, additional lecture and lab sessions are scheduled at the end of the semester over two weeks, providing flexible opportunities for students to fulfil attendance criteria and ensure academic progression.*



Recommendation 4: *In addition to regular teaching, all academic staff members dedicate at least two hours per week to individual counseling sessions with students. A decision has also been made to increase tutor-student contact hours beyond the usual offering. Despite that this is not yet visualized, this initiative would provide students with more opportunities to seek guidance and improve academic performance.*

Furthermore, students receive written feedback on their progress. However, the methods for delivering feedback vary, with some tutors using emails and others utilizing the platform. There is no structured or systematic approach, nor a standardized format, to ensure reliability and effectiveness.

To enhance the process, more work is needed to establish a consistent, timely, and constructive feedback system. This would better support all students in understanding their progress in relation to the course learning outcomes before advancing to the next stage

Recommendation 5 + 9: *While the Career Office conducts general graduate surveys and holds regular meetings with graduates, these efforts are not sufficiently tailored to the Nursing program. Additional efforts should focus on extracting and analyzing data specific to Nursing graduates, as highlighted in the Quality Assurance Management section.*

The efforts identified in creating a comprehensive database, through collaboration between the Dean's Office and the Career Office, should be prioritized.

Currently, the Career Office maintains contact with graduates by organizing Alumni Talks and collecting qualitative feedback on their professional experiences. However, the establishment of an Alumni Club, which has not yet been created, could further enhance these efforts by hosting specialized, program-specific events and activities tailored to the Nursing program.

This dual approach—leveraging both the Career Office and a dedicated Alumni Club—would provide more comprehensive and targeted support for Nursing graduates, fostering continued engagement and professional development.

Recommendation 6: *The faculty has planned a guideline for student involvement in research (point 19 of the additional document request). It also organized targeted info sessions with students about the guideline and the thesis journal, identify research projects and initiatives that are suitable for student engagement in research, maintain communication with students through email and social networks to inform them about the possibility of publishing their activities in Thesis journal. Provide support and mentoring for students who wish to be involved in research activity. Encourage teaching staff to actively involve students in their ongoing research projects.*

Recommendation 7: *Answer in recommendation 6.*

Recommendation 8: *That is under process, the faculty of health sciences is planning a joint agreement with higher education institutions with program of nursing.*



6. Research

Status received: **Substantially compliant level**

Number of recommendations: 10

Recommendation 1: *This has been addressed by drafting a guideline for students with information about publication of research work that has been send in the additional documents requested (19) but also by organising sessions with students about the guideline and the thesis journal or identifying research projects for students.*

Recommendation 2: *A research strategy plan from 2021-2025 of 12 pages has been written with the vision to shape a new generation of leaders dedicated in advancing ethical, efficient and equitable practices. An action plan in 3 main points and 23 sub-actions has been developed.*

Recommendation 3: *The AAB college has intensified its efforts to encourage the academic staff to participate in national and international research projects as shown by recent sessions of training organized by the office of projects but also for example by recent awards with financial supports like Erasmus + project. In addition, the participation in scientific conferences has been revised through financial supports.*

Recommendation 4: *This has been addressed at the institutional level. The office of Vice-Rector monitors regularly the publications of the AAB college through a platform. Through consistent communication, the Vice-Rector encourages academic staff to publish in indexed journal. A scientific committee has been established to improve the quality of the research activities. Finally, the AAB college has increased funding dedicated to research activities.*

Recommendation 5: *The AAB college has increased fundings to research activities, however based on the answer, it does not seem that a lot of academic staff benefit of these fundings (2 in the answer).*

Recommendation 6: *The journal of Thesis has been rejected by Scopus in 2022. Efforts will be made until 2026 to increase the number of citations of the journal by well recognized authors working with AAB college in their publications in very good or prestigious journal. Another attempt will be made in 2026 for an indexation in Scopus.*

Recommendation 7: *The office of the Vice Rector for research has intensified efforts to ensure with the requirement through targeted communications via institutional emails and regular meetings (copy of the email in the G6 research file of the follow up Nursing file).*



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Recommendation 8: *The recommendation appears partially addressed, an example of research publication in the geriatric syllabus has been included, but no other example has been presented.*

Recommendation 9: *Yet no partnership with external partners on specific research project exist, but it is stated that it is in process in the improvement plan.*

Recommendation 10: *AAB college has partially addressed this recommendation by: identifying potential international partners, increase cooperation with the project offices to draft joint projects with focus on nursing field, increasing the financial support for staff who collaborate with abroad co-authors. This is evidenced by the correspondence with Vice rector for international affairs (copy of the email in the G6 research file of the follow up Nursing file).*

7. Infrastructure and Resources

Status received: **Fully compliant level.**

Number of recommendations: 4

Recommendation 1: *The College has made progress in addressing the recommendation to enhance resources in the Albanian language. The Teaching Council of the Faculty has taken the initiative to identify reliable sources, including bookstores and scientific journals, to support the Nursing program. Following collaborative discussions with academic staff, a list of 10 books in the Albanian language has been carefully reviewed and approved for purchase by the Central Library.*

To fully realize the benefits of this initiative, the next step should focus on integrating these resources into the educational process, ensuring that they are actively utilized to support course delivery and enhance student learning outcomes.

Recommendation 2: *The College has made concrete actions in enhancing its research infrastructure by prioritizing access to platforms for evidence-based, high-indexed journals. Recognizing the need to support research activities requiring data analysis and statistical methodologies, the College has focused on tools like the SPSS software and made laboratory facilities available through collaboration with social colleges at AAB.*

In that regards, AAB College has granted its academic staff full access to journals indexed in SCOPUS and WoS, including those from Taylor & Francis and Elsevier publishers. This initiative is an important step forward in fostering a robust research environment.

As a further step, the College could consider offering training sessions to staff and students on utilizing these resources (i.e., SPSS) effectively and integrating them into their research workflows.



Recommendation 3 +4: *These two recommendations have been fully addressed. The spaces and structure of the classrooms are designed to accommodate group work and are spacious enough to facilitate student interaction. The student area is managed by the Student Council; however, the College is advised to implement a booking system for certain areas. This would ensure students have access to dedicated, quality spaces that meet their needs for projects, group seminars.*

- **Strengths Identified:**

List key strengths that emerged from the post-accreditation evaluation.

- ✓ *Knowledgeable, transparent, open minded and reflective Staff members.*
- ✓ *Quality enhancement methods were undertaken in student consultations.*
- ✓ *Openness to continuous improvement and commitment to adhere to the EE recommendations as possible.*
- ✓ *Efficient and very concise and clear in responding to the request for additional evidence.*

- **Areas for Further Improvement:**

Highlight areas that still need attention or improvement.

- ✓ *A plan for continuous improvement based on EE evaluation report should be reflected in their annual work plan with targets, delegations and timeframe to fulfill tasks and a follow up measure to track progress.*
- ✓ *Quality assurance systems at all levels in student involvement should move beyond the first cycle of a PDCA cycle to feeding back actions taken and initiating another cycle for continuous improvement.*

Section 3: Final Evaluation

- **Final Fulfillment of Recommendations**

(Provide final evaluation statement for State Quality Council)

(The supposed recommendation has been fulfilled/partially fulfilled/not fulfilled)

Taking into consideration the content of the SIR and its annexes and documentation made available, along with the information gained through the undertaken interviews, the Expert Team finds the Study Programme evaluated to have met the KAA post-accreditation requirements with the following level of compliance:

Standard	Recommendation Status
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1. Mission, objectives and administration	4 recommendations with action taken out of the 4 (2 are fulfilled)
2. Quality management	5 recommendations with action taken out of the 5 (1 is fulfilled)
3. Academic staff	9 recommendations with action taken out of the 11 (8 are fulfilled)
4. Educational process content	8 recommendations fulfilled
5. Students	6 recommendations with action taken out of the 9 (5 are fulfilled)
6. Research	8 recommendations with actions taken out of 10
7. Infrastructure and resources	4 recommendations fulfilled out of 4

In conclusion, the Expert Team considers that the Nursing BSc study programme offered by Faculty of Health Science at AAB college has **taken actions (being either fulfilled or partially fulfilled)** to implement for 44 recommendations meaning for 86 % of the total recommendations of 51.

Section 4: Annexes

1. Annex 1. Synthetic approach of the recommendation implementation process



Annex 1

Synthetic approach of the recommendation implementation process

<i>Number</i>	<i>Recommendation</i>	<i>Evaluation (Fulfilled / Partially Fulfilled / Not Fulfilled)</i>	<i>Recommended deadline to fulfill</i>
1. Mission, Objectives and Administration			
1.	<i>Inclusion of the students in the curricula revision</i>	<i>Partially fulfilled</i>	<i>1st Quarter 2025</i>
2.	<i>Formalization of the meetings with the external stakeholders.</i>	<i>Partially fulfilled</i>	<i>2nd Quarter 2025</i>
3.	<i>Increase of hours for the subject of Palliative Care.</i>	<i>Fulfilled</i>	
4.	<i>Continue to develop the internal procedures to check if internal regulations like the Code of Ethics are followed by the academic community, administrative and teaching staff as well as students.</i>	<i>Fulfilled</i>	<i>Ongoing process</i>
2. Quality Management			
1.	<i>Develop the peer-to-peer evaluation process and put in efforts to overcome the mentalities that limit the participation of teachers in collegial-evaluations.</i>	<i>Partially fulfilled</i>	<i>Over the 1st and 2nd Quarter /2025</i>
2.	<i>Develop QA procedures for the research activity</i>	<i>Partially fulfilled</i>	<i>2nd Quarter 2025</i>
3.	<i>Develop mechanism in collaboration with the College authorities to assess the teaching material and the teaching strategies used by the academic staff; The next step in improving the QA process would be to develop instruments of assessing the quality of learning outputs/to check if students have reached their learning objectives by the time of graduation (e.g., by evaluating the final thesis of students)</i>	<i>Partially fulfilled</i>	<i>By the 3rd Quarter /2025</i>
4	<i>Constantly improve the inclusion of students in quality assurance procedures.</i>	<i>Partially fulfilled</i>	<i>By the 3rd Quarter /2025</i>
5.	<i>Constantly improve the monitoring of the employment rate of the graduates</i>	<i>Fulfilled</i>	<i>Ongoing process</i>
3. Academic Staff			



1.	<i>The College needs to increase the number of full-time academic staff.</i>	Fulfilled	<i>Ongoing</i>
2.	<i>The College needs to increase immediately the number of employed nurses with a PhD.</i>	Fulfilled	<i>Ongoing</i>
3.	<i>Concrete measures are needed by the College to support its staff to obtain a PhD degree.</i>	Fulfilled	
4.	<i>It is important to ensure quality of the personnel and the number of those working in two different institutions (healthcare institution and college) full-time to be the minimum possible.</i>	Fulfilled	<i>Ongoing process</i>
5.	<i>Increase of the number of clinical mentors and development of a specific strategy by the College is needed to train them regularly + QA procedures linked to the clinical training (e.g., feedback forms for both students and clinical mentors, that should refer to the quality of training, but also to the accessibility of different materials);</i>	Fulfilled	<i>Ongoing process</i>
6.	<i>Organization of more training activities for the teaching staff that focus on nursing issues</i>	Fulfilled	<i>Ongoing process</i>
7.	<i>Development of a strategy for international collaboration within the Erasmus+ KA1 action in order to increase the number of staff mobility abroad for teaching and training activities. The college could start by focusing on those countries where Kosovar people can travel easier. Later on, similar efforts should be done for the organization of exchange programs for the administrative staff.</i>	Fulfilled	<i>Ongoing</i>
8.	<i>The college should put up effort to provide feedback to the students based on the questionnaires that they complete to evaluate their professors. This will help, in time, with increasing the response rates from the part of students.</i>	Not- fulfilled	<i>By the 3rd- 4th Quarter /2025</i>
9.	<i>Implementation of peer-to-peer evaluation process.</i>	Not fulfilled	<i>3rd-4th Quarter 2025</i>
10.	<i>Increase the number of visiting professors that hold classes/training activities especially in the field of nursing.</i>	Partially fulfilled	<i>3rd - 4th Quarter 2025</i>
11.	<i>Improve the control methods /processes of the syllabus to include more up-to-date literature.</i>	Fulfilled	<i>Ongoing</i>
4. Educational Process Content			
1.	<i>Ensure unity in teaching and student assessment within a discipline and a correlation with other disciplines, in such a way that they contribute to reaching the intended learning outcomes of the study program.</i>	Fulfilled	



2.	<i>Start of providing classes also in foreign language (i.e. English) in order to attract international students to conduct mobilities in the College;</i>	Fulfilled	
3.	<i>Inclusion of courses such as Biostatistics (at least as an elective course) in the study program curricula is strongly recommended</i>	Fulfilled	
4	<i>Increase of the elective courses for each academic semester;</i>	Fulfilled	
5	<i>Reduce the number of students in the clinical setting so that one mentor will have no more than 2 students</i>	Partially Fulfilled	2 nd Quarter 2025
6	<i>In the table presenting the correlation between the contact hours, the practical activity, individual study and the number of ECTS: Subtract the hours completed in the laboratory from the hours in the clinical environment.</i>	Fulfilled	
7	<i>Include in the syllabuses more nursing literature in the Albanian language.</i>	Fulfilled	
8	<i>Increasing the hours for palliative care subject</i>	Fulfilled	
5. Students			
1.	<i>Start an Alumni Club.</i>	Not fulfilled	2 nd - 3 rd Quarter/2025
2.	<i>Provide access to the anti-plagiarism software for students and teachers so that they can check their own work.</i>	Fulfilled	
3.	<i>Ensure flexibility for students to reach their intended attendance rate (benefiting from the opportunity that the lectures and the labs are repeated several times for all the student groups);</i>	Fulfilled	
4.	<i>Feedback to students should also include a component referring to what a student can do to reach the learning outcomes (assisting mechanisms).</i>	Partially Fulfilled	3 rd Quarter /2025
5.	<i>Better monitoring of the students after graduation with more regular meetings</i>	Not Fulfilled	3 rd Quarter/2025
6..	<i>Information of the students about the possibility to publish their research activities in the College Journal.</i>	Fulfilled	
7.	<i>Inclusion of students in research activities</i>	Fulfilled	
8.	<i>Consider the development of a national student exchange program among faculties of Nursing in Kosovo.</i>	Fulfilled	2 nd Quarter 2025
9..	<i>Improvement of monitoring procedures of the graduates is important.</i>	Not Fulfilled	3 rd Quarter/2025
6. Research			



1.	<i>Increase the efforts to involve students in research activities.</i>	Fulfilled	
2.	<i>Development of a research strategy from the faculty is needed;</i>	Fulfilled	
3.	<i>More active participation of the faculty and academic staff in national and international research projects.</i>	Fulfilled	
4.	<i>Regular monitoring of the work published by the staff and support to publish in as many as possible indexed journals.</i>	Fulfilled	
5.	<i>The College needs to encourage all the staff to publish annually and specially those employed lately.</i>	Partially Fulfilled	3 rd Quarter 2025
6.	<i>Increase of efforts to index the Journal of the College "Thesis" in international databases.</i>	Not Fulfilled	2026
7.	<i>It is strongly recommended that academic staff use the institutional email and affiliation of the College when publishing scientific articles.</i>	Fulfilled	
8.	<i>Inclusion in the syllabus the scientific articles published by the academic staff that can serve as literature for the students.</i>	Partially Fulfilled	3 rd Quarter 2025
9.	<i>Inclusion of external stakeholders in research activities</i>	Not Fullfilled	3 rd Quarter 2025
10.	<i>Increase of international collaboration for research activities and publish more articles with academic staff affiliated in European Higher Education Institutions.</i>	Fulfilled	
7. Infrastructure and Resources			
1.	<i>To provide more relevant literature in the Albanian language</i>	Fulfilled	Ongoing
2.	<i>Improve of the infrastructure dedicated to research activities;</i>	Fulfilled	Ongoing
3.	<i>Clarify the spread of the infrastructure among study programs to ensure that the Nursing Program has sufficient spaces dedicated exclusively to it;</i>	Fulfilled	
4.	<i>Open up some of the spaces for students to use after classes for working in groups for projects or for different extracurricular activities</i>	Fulfilled	

Expert/s

Member

Luc Hittinger

30th Dec 2024

Expert Name

(Signature)

(Date)

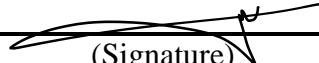


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Agencija Kosova za Akreditaciju
Kosovo Accreditation Agency

Nibal Sabri
Expert Name


(Signature)

30th Dec 2024
(Date)