



UNIVERSITETI I MITROVICËS
UNIVERSITY OF MITROVICA
“ISA BOLETINI”

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The Senate of the University of Mitrovica "Isa Boletini", based on the recommendation of the external experts during the accreditation of the year 2017, during the meeting held on 19.03.2019, took the:

DECISION

- I. The plan for development of the academic staff in UMIB is approved for the period 2019-2021.
- II. On this decision is attached the Plan for development of the academic staff in UMIB for the period 2019-2021.

Reasoning

During the institutional and study programs accreditation, external experts on the year 2017, among other things has recommended to design a plan for development of the academic staff as well. To implement this recommendation and to fulfill an institutional duty through which we create the necessary conditions for research and development for the academic staff, the Senate of the UMIB and the management through teamwork have drafted this plan. Based on what is mentioned above, the Senate made a decision as in the enacting clause of this decision.

The decision must be sent:

1. Archive of the UMIB;
2. Faculties;

Prof. Dr. Alush Musaj

Rector of the UMIB



University of Mitrovica "Isa Boletini"

The Senate of the University

**THE PLAN FOR DEVELOPMENT OF THE
ACADEMIC STAFF
2019-2021**

Mitrovica, March 2019

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Introduction

University of Mitrovica "Isa Boletini" (UMIB) was established by the decision of Government of the Republic of Kosovo on 06.03.2013 and within the University were included as well two academic units of UP with headquarters in Mitrovica - Faculty of Geosciences and Technology (*ex Faculty of Mining and Metallurgy*) and Faculty of Applicative Sciences (*ex Faculty of applied technical sciences and ex High Technical School*). The University has been established to provide academic education, scientific researches and artistic creativity. UMIB based on the Temporary Statute is an autonomous institution of higher education, that develops academic education, scientific researches, artistic creativity, professional advises and other academic activities fields. So the UMIB's functionality is done by the relation of it with the inherited and reorganized faculties, and in general through six faculties that are now organized within UMIB: Faculty of Geosciences; Faculty of Food Technology; Faculty of Mechanical and Computer Engineering; Faculty of Law; Faculty of Economics and Faculty of Education. Besides the number of academic staff inherited from the two former UP faculties, a total of 71 academic staff mainly in the technical fields (Technology; Food Technology and Engineering; Mining; Geology; Materials and Metallurgy; Machinery; Computer Engineering), UMIB is continuously consolidating with academic staff to provide quality teaching and to meet the required staffing standard. In the first phase of development, within two years after establishment respectively existence, UMIB, besides the solid number of the staff in the above mentioned fields, has provided the minimum of the academic staff for the new faculties as well, that were established on 2014 that are: Faculty of Law, Faculty of Economics and Faculty of Education. Besides the solid number almost enough for the technical faculties and good minimum on the other faculties and that requires continual development, academic staff must be supported continuously and requires optimal conditions for a scientific and pedagogical work.

During the institutional and study programs accreditation, the external experts on the year 2017, among others has recommended to design a plan for development of the academic staff as well. To implement this recommendation and to fulfill an institutional duty through which we create the necessary conditions for research and development for the academic staff, the Senate of the UMIB and the management through teamwork have drafted this plan.

The promotion of the academic staff couldn't been imagined without a certain number of publications and citations from others in a respective study field. UMIB and academic units within it are working with dedication to ensure qualitative growth, professional-educative and scientific in the fields that provides UMIB. Therefore, teaching and learning respectively interconnection of the teaching with research work are undisputed process in order to ensure the quality growth. It is exactly the scientific component that differs academic institutions from other professional institutions. On the advanced higher education institutions the research is a field of daily activity of teachers and in which much is invested.

Plan for development of the academic staff, is a document that provides to the academic staff modest conditions for development, progression and academic promotion. The full implementation of this plan, stimulates the personnel to engage in scientific research activities, through publishing on the international scientific journals, to participate in scientific conferences, to achieve scientific grades and academic titles, as well to prepare publications to enrich the scientific creativity and to cover the study fields within fields that there is not enough literature. The plan for development of the academic staff is dedicated to the academic staff in regular working relations at the UMIB faculties, with the aim of development and promotion of the teachers in the research and pedagogic side, with the aim that the study programmes should be ensured with qualitative academic functioning. The plan for development of the academic staff is based on three strategic objectives, set in specific objectives, as well as the activities for achievement of these objectives. Strategic objectives on which the plan for development of the academic staff is based are:

1. Development and promotion of the academic staff;
2. The support of the academic staff for scientific researches and
3. The support of the academic staff for the publication of publications.

1. STRATEGIC OBJECTIVE: DEVELOPMENT AND PROMOTION OF THE ACADEMIC STAFF

1.1. Specific objective: New qualitative staff that will be developed for the faculties needs

Concrete activities for the achievement of objectives:

1.1.1. As foreseen by the Statute of the UMIB, the University will create equal opportunities during the recruitment of the new academic staff, by ensuring gender equality and by promoting and creating opportunities to raise the participation of the female gender in the composition of the academic staff.

1.1.2. To the academic staff will be given full opportunity to perform their duties and responsibilities from teaching, research, mobility, etc.

1.1.3. The academic freedom will be ensured and promoted, as a guaranteed constitutional fundamental right.

1.1.4. There will be continuously provided qualified academic staff in the respective field of the curriculum offered within the faculties, including here the narrow professional fields.

1.1.5. Institutional conditions and support for advancement and qualification of new academic staff for research and quality teaching will be created. Quality services and efficient administrative support will be provided.

1.2. Specific objective: Renewal and qualification of the academic staff

Concrete activities for the achievement of objectives:

1.2.1. In order to achieve the relevant qualifications, the academic staff will be supported in the realization of scientific mobility at international universities, or any other form of stimulation, so that they can engage in research-scientific work. In order to achieve these goals, academic staff will be able to have paid break.

1.2.2. Will be developed procedures that increase the quality and capacity for scientific research work. These procedures will determine the areas of interest for realizing scientific mobility,

creating international cooperation networks in projects and publications, material support and promotion of the further UMIBs image development. Support the possible mobility of teaching staff for semester or yearly standings with the purpose of the improvement of them scientifically and professionally.

1.3. Specific objective: Continuous training of the academic staff in the field of teaching methodology

Concrete activities for the achievement of objectives:

1.3.1. The University will create conditions for groups of teachers and assistants to send abroad for professional upgrading and contemporary issues of teaching methodology.

1.3.2. The University will create conditions to organize trainings by engaging external experts. This activity would mainly involve young teachers and assistants.

1.3.3. Each year, academic staff will be supported to attend the programs of the Ministry of Education, Science and Technology and the Center for persuasion in teaching at the University of Prishtina "Hasan Prishtina", within the framework of the cooperation agreement between the two universities. These programs and training are aimed at developing new teaching knowledge and practices.

1.4. Specific objective: The regular participation of the academic staff in conferences, seminars, symposiums, or other international scientific meetings

Concrete activities for the achievement of objectives:

1.4.1. The academic staff will be supported to participate in conferences, seminars, symposiums or other international scientific meetings.

1.4.2. The academic staff will be supported and stimulated to participate continuously in scientific conferences and symposiums, international, regional, or national, on which they will present the scientific researches.

1.4.3. In order to participate in scientific conferences and symposiums, within budget opportunities, academic staff will be supported materially.

1.5. Specific objective: Continuous support of the academic staff for academic promotion

Concrete activities for the achievement of objectives:

1.5.1. University, will support the academic staff that has the scientific grade Master, for the academic promotion to achieve the grade PhD.

1.5.2. Conditions will be created for short-term mobility, including study visits to international academic and research institutions.

2. STRATEGIC OBJECTIVE: THE SUPPORT OF THE ACADEMIC STAFF FOR SCIENTIFIC RESEARCHES

2.1. Specific objective: Significant development of scientific research in proportion to teaching

Concrete activities for the achievement of objectives:

2.1.1. Creating conditions for the engagement of academic staff in teaching and scientific research activities based on best European practices.

2.1.2. Creating conditions for publication of the scientific work of teaching staff in journals with international indexing.

2.1.3. Academic staff should be enabled to design cooperative projects for research and international institutional cooperation with international and local partners.

2.1.4. International institutional cooperation in the field of scientific researches will increase.

2.1.5. There will be opportunities for wider access to academic staff and students in electronic sources in order to follow the latest scientific developments.

2.2. Specific objective: The support of the academic staff to publish in journals with international reviews

Concrete activities for the achievement of objectives:

2.2.1. The academic staff will be supported continuously in order to publish their scientific works in scientific journals, in accordance with approved platforms by MASHT, Senate and faculties councils.

2.2.2. The academic staff will be supported for the initiation of their ideas about the qualitative publications in scientific journals.

2.3. Specific objective: Providing with the access on the international scientific electronic journals and scientific organizations

Concrete activities for the achievement of objectives:

2.3.1. Prepayment will be enabled on international scientific electronic packages to help academic staff increase the number of publications in international journals.

2.3.2. Membership will be supported and eventual financial requirements for access to associations, collaborative networks, institutes and other international scientific organizations will be anticipated, where academic staff will be able to benefit from the opportunities offered by these organizations.

2.4. Specific objective: The support and motivation of the academic staff for initiation and participation in international projects

Concrete activities for the achievement of objectives:

2.4.1. Participation of academic staff in different trainings and seminars will be facilitated in order to develop their skills in drafting projects and proposals for participation in the various EU research programs and in establishing links with international research institutions.

2.4.2. Organization of workshops in order to help the academic staff to connect in the easiest and efficacy way with the offered international cooperation projects.

2.4.3. If any of these projects implements in the partnerity with other institutions, UMIB will do the utmost efforts to offer optimal conditions for the development of cooperation.

2.5. Specific objective: The establishment of the scientific journals

Concrete activities for the achievement of objectives:

2.5.1. The Senate will establish a scientific research where will be published the scientific researches of the academic staff and of the wide scientific community. the manner of functioning of the magazine will be regulated with a special act by the Senate.

2.5.2. UMIB will support the publication of the journal numbers.

2.5.3. After the publication of the first number, UMIB will apply for the international accreditation of the journal.

2.5.4. Within the faculties can be established scientific journals from narrow field of study as well.

2.6. Specific objective: The organization of the scientific conferences

Concrete activities for the achievement of objectives:

2.6.1. The organizations of the scientific conferences will be supported where organizer or co-organizer will be UMIB.

2. STRATEGIC OBJECTIVE: THE SUPPORT OF THE ACADEMIC STAFF FOR PUBLICATION OF THE PUBLICATIONS

Concrete activities for the achievement of objectives:

3.1. The publication of texts, workshops, works and other texts, which contain the professional and scientific achievements of the academic staff will be supported.

3.2. Publication priority have original publications, especially for teaching subjects that do not have basic university textbooks and teaching programs that are an indispensable literature for the students.

3.3. The published publications will be used for students needs, staff and wide scientific community.

3.4. The conditions and procedures for handing over the handwriting, financial support and other aspects are regulated by the Regulation for publications of UMIB issued by the Senate.