



**UNIVERSITETI - UNIVERSITY
“ISA BOLETINI”
MITROVICË**

Rector of UIBM
Prof. dr. Alush Musaj

Nr. Prot. 327 Dt. 09.02.2022

Based on the activities foreseen with the Strategic Plan 2022-2025, as well as in cooperation with the vice-rectors of UIBM, the rector of University "Isa Boletini" in Mitrovica, took a:

DECISION

- I. For the approval of the Action Plan of University "Isa Boletini" Mitrovica, for the year 2022.
- II. Part of this decision is also the Action Plan of University "Isa Boletini", Mitrovica, for the year 2022.
- III. The decision enters into force from the day of signing.

The decision is sent to:

1. UIBM Archive;
2. Management of UIBM;
3. Public information office;

The rector of the University

Prof. dr. Alush Musaj

Pranuar me d.t.

09.02.2022

Njësia orga	Num	Nr Ekrizim	Vlera
	327		



University “Isa Boletini” Mitrovica

**ACTION PLAN
FOR IMPLEMENTATION OF THE STRATEGIC PLAN FOR
2022
UNIVERSITY “ISA BOLETINI” MITROVICA**

ABBREVIATIONS:

EG	Expert group
IHE	Institution of Higher Education
IMGC	International Multidisciplinary Geo-Science Conference
MTEF	Medium-Term Expenditure Framework
GC	Governing Council
PC	Professional commission
CCAE	Central Commission for Quality Assurance and Evaluation
MPA	Ministry of Public Administration
MESTI	Ministry of Education, Science, Technology and Innovation
AU	Academic Units
SP	Student Parliament
VRICSR	Vice-Rector for International Cooperation and Scientific Research
VRTSAQD	Vice-Rector for Teaching, Student Affairs and Quality Development
SPUIBM	Strategic Plan of University "Isa Boletini", Mitrovica
LO	Learning outcomes
AS	Academic staff
IS	Information system
IT	Information technology
PI	Personal income
UIBM	University "Isa Boletini", Mitrovica
ICO	International Cooperation Office
AAO	Academic Affairs Office
OIPC	Office for Information and Public Communication
PO	Personnel Office
QAO	Quality Assurance Office
SSO	Student Services Office
CPDE	Center for Professional Development and Education

INTRODUCTION

"Isa Boletini" University in Mitrovica - has drafted a Strategic Plan for the period 2022-2025. SPUIBM has been drafted in cooperation with the academic and administrative staff, current students and ALUMNI, MESTI representatives as well as the business community for the Mitrovica region. The SPIBM working group has first completed the portfolio of all relevant documentation for the drafting of the SPUIBM document, with a focus on the strategic documents of MESTI for Higher Education, the strategic sectoral documents of UIBM (for research, for the quality assurance), international Higher Education documents and financial resources for implementation, etc. The preparation of the documents has followed the approved dynamics that has the following stages: familiarization with the work of consultations, division of groups according to fields, determination of objectives and activities, harmonization of funding sources.

The basis for the drafting of the plan was the mission of UIBM with its three main pillars, the programs from the Central Level-Government for the development of Higher Education, MESTI, as well as the experiences of university institutions at the level of Higher Education in Kosovo.

SPUIBM (2022-2025) presents strategic objectives in detail, defines clear sub-objectives and activities; and identifies useful mechanisms that should be used in the short, medium and long term periods to achieve the defined vision.

The short-term, medium-term and long-term objectives are reflected in the Strategic Plan for the years 2022/2025, and are harmonized with the funding sources, from the Kosovo Budget and external donors.

An integral part of SPUIBM 2022/2025 is also the drafting of the action plan for implementation in which the activities and the time of their implementation are reflected and which are related to sustainable financial resources.

The management, always based on the time factor, has drafted the action plan for the implementation of the activities for the first year (2022) by defining the responsibilities for implementation, funding sources, indicators and expected results.

ACTION PLAN FOR 2022

SPUIBM (2022-2025) presents strategic objectives in detail, defines clear sub-objectives and activities; and identifies useful mechanisms that should be used in the short, medium and long term periods to achieve the defined vision.

The special feature of the Strategic Plan is the drafting of the action plan for implementation, which contains: strategic objectives, specific objectives, activities, implementation deadlines, responsibilities and financing costs.

In order to facilitate the implementation and monitoring of the Strategic Plan, the action plan is reflected in the time factor. Based on the action plan, the management has determined the objectives, specific objectives, activities and funding sources for the fiscal year 2022, the first year of implementation of Strategic Plan 2022/2025.

The short-term objectives that are related to the activities planned for 2022 are reflected in the Strategic Plan for the years 2022/2025. The short-term objectives are harmonized with the sources of financing for the fiscal year 2022. The sources of financing from the Budget of Kosovo, own incomes and external donors present the sustainable resources for the implementation of the planned activities for 2022.

Key objectives supported in the mission of UIBM.

1. Teaching and professional development
2. Scientific research
3. Institutional and international cooperation
4. Quality development
5. Development of human resources
6. Digitalization, data management and University promotion
7. Learning resources and student support
8. Planning and financial management

The continuous monitoring and evaluation of this strategy makes the action plan for the fiscal year 2022 come to life and provides its implementers with an overview, which enables them to act in a timely manner and in accordance with the needs and challenges they face. The actions and activities that will be undertaken to implement the plan will enable the continuation of the development of the university and its role, with a specific goal, to be recognized at the national and international level for advanced teaching and quality education.

Of course, the realization of this action plan has financial implications and its own challenges, depending on the field they cover. The budgetary implications of regular adjustments during the budget review process will be incorporated into the UIBM Budget Law. At the end of the fiscal year 2022, a general evaluation will be made to check to what extent this strategy has influenced the strengthening of the University, so that the results, difficulties, impact, sustainability, lessons learned and recommendations serve for the years of implementation of SPUIBM. Based on the results of this comprehensive evaluation, the university and the donors will be able to plan future strategies.

Strategic objectives: 1. Teaching and continuous professional development

Specific objective 1.1. Improving teaching methods

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
1.1.1 Organization of training on new teaching methodologies	CPDE VRTSAQD Budget and Finance Office	1,200.00	Number/list of participants Certificates Trainings published on the website	2022	40 (Certificates) teachers have been trained for new teaching methodologies.
1.1.2 Advanced training for teaching methodologies	CPDE VRTSAQD Budget and Finance Office	1,200.00	Number/list of participants Certificates Trainings published on the website	2022	40 (Certificates) teachers have been trained for new advanced teaching methodologies.
1.1.3 Evaluation training in higher education	CPDE VRTSAQD Budget and Finance Office	1,200.00	Number/list of participants Certificates Trainings published on the website	2022	40 (Certificates) teachers have been trained for evaluation in higher education.
1.1.4 Adaptation of syllabuses to developments in the specific domain	Academic staff, AU Studies Committee Deanships, VRTSAQD	50.00	Number of reviewed syllabuses Report from each AU/Program	2022	Updated syllabuses
1.1.5 Development of research skills and publication of scientific research in platform journals according to the decision of KAA	NJARO Staff VRICCSR	1,200.00	Number of publications	2022	40 teachers have gained knowledge for developing research skills and publication in platform journals according to the decision of KAA

1.1.9 Monitoring the implementation of the assessment manual with the expected learning outcomes	AU Study Commission of AU	200.00	Report from AU	2022	30% of the staff implement the evaluation manual
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Specific objective 1.2. Harmonization of the subject learning outcomes with the program outcomes

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
1.2.1 Drafting a guidelines for adapting the subject Learning Outcomes with the program I.O	VRTSAQD Quality Office	200.00	Drafted guide	2022	Guidelines published on the website/ can it be realized in 2022
1.2.2 Organizing a workshop for the academic staff to adapt the subject I.O with the program I.O	AU Study committee VRTSAQD	200.00	Number / list of participants Certifications The presented training in the web-page	2022	40 certificates every year can it be realized in 2022

Specific objective 1.3. Establishment of an accountability system

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
1.3.1 Functionalization of accounting toolkit	VRTSAQD, QAO.	150.00	Accountability Toolkit	2022	Semestral reports on the implementation of accountability toolkit
1.3.2 Completion of performance indicators for AU and at IIBM level	AUAU Study Committee QAO	100.00	Completed document for AU and UIBM	2022	AU performance indicators published UIBM TPF published

1.3.8. Improvement of programs	AU QAO UIBM Study Committee	50.00	Reports on program changes	2022	Changed programs accredited
Specific objective 1.4 Orientation and information on all stages of the student life cycle					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
1.4.1. Introduction of the students handbook with the most relevant information related to faculties and study programs.	SSO CAREER OFFICE Student Parliament AU	100.00	Handbook on the website; No. of distributed handbooks; No. of meetings and student participants, with the purpose of presenting the handbook	2022	80% of the students received the information
1.4.2. Information campaign for graduates	AU CAREER OFFICE INFORMATION OFFICE	100.00	Number of activities developed; Number of activities reflected on the website;	2022	Number of information distributed in the community increases
1.4.3. UIBM open days	ASs Management; Information office; Career Office Innovation and entrepreneurship center;	1,000.00	Number of visitors; Announcements in the web-page; Package of promotional materials (billboard, leaflet, video, distribution of events on social networks etc.)	2022	UIBM open days organized, students informed
1.4.4. Orientation meetings with new students	Student Parliament QAO AU Career Office	50.00	The number of meetings; The number of new students informed; The number of activities reflected in the web-page;	2022	Students are informed in the meetings held

1.4.8. Organization of information meetings and provision of mental health services	UIBM Management	1,500.00	The number of meetings and list of materials with shared information. The number of students who have received services	2022	Studentët janë të informuar në takimet e mbajtura
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2. Research Empowerment

2.1. Raising human capacities in research

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
2.1.1. Raising the human resource capacities of the research office	UIBM-Management, Vice-Rector on International Research and Cooperation (VRIRC)	3,000.00	Recruitment of research office officials and their training	2022	Employed officials
2.1.2. Establishment of the Scientific Research Council and the Committee for Scientific Ethics	UIBM-Management, AU	5,400.00		2022	Research Council established and functional
2.1.3. Academic staff research support	UIBM-Management	500,000.00	The number of staff supported for publications, participation in scientific conferences, mobility, etc.	2022	Supported staff, according to the criteria set in the regulation for support.

2.2. Functionalization and modernization of the research infrastructure

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
2.2.2. Completion of laboratories, modernization and construction of new laboratories	UIBM-Management AU	220,000.00	Number of equipment purchased and number of new set up laboratories	2022	Supply of equipment for laboratories

2.2.4. Drafting the Research Ethics Code and the regulation for the UIBM intellectual property management	UIBM-Management	100.00	Incorporation of European best practice principles	2022	Drafted the research ethics code and regulation on intellectual property management
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2.3. Establishing and strengthening partnerships with local and international institutions in research activities

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
2.3.1. Training of academic staff on research and applications for research projects	UIBM-Management, AU	1,000.00	Number of trainings organized and staff involved	2022	
2.3.2. Organization of international scientific conferences	UIBM/AUs with partners	8,000.00	Number of local and international participants, as well as the number of scientific papers.	2022	International Multidisciplinary Geosciences Conference
2.3.3. Expanding cooperation with representatives from stakeholders and involving them in research	AU	500.00	Number of meetings and events with public and private institutions.	2022	Increasing participants involved in research, in areas of common interest.
2.3.4. Application of open access policies into research infrastructure	UIBM Scientific Institutes	100.00	Number of research projects carried out for or with parties outside the university	2022	Projects carried out in cooperation with parties outside the university

Strategic objectives: 3. Institutional and international cooperation

3.1. Establishment of legal basis, functioning of the office for international cooperation and drafting of strategy for internationalization

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
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3.1.1. Improvement of the Regulation for international cooperation	Vice Rectors Rectorate	100.00	Improvement of the international cooperation Regulation	2022	Improved international cooperation regulation
3.1.2. Raising the human resources capacities of the office for cooperation	Vice Rectors Rectorate	3,000.00	Recruitment of the official	2022	Office with new administrative staff
3.1.3. Drafting an internationalization strategy	VRICR; Working groups	100.00	Drafting a strategy document for internationalization	2022	The strategy document drafted
3.2. Raising the level of partnership and international agreements					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.2.1. Membership in various international associations	VRICSR; OIC	5,000.00	Number of memberships in international associations	2022	Membership in international associations realized
3.2.2. Increasing activities for concluding agreements with International Higher Education institutions	VRICSR; OIC	2,000.00	Number of agreements with international HE institutions	2022	5 agreements with international and regional HE institutions
3.2.4. Raising the visibility of UIBM in the region and the EU	OIC	1,000.00	Visits to institutions in the EU and the region	2022	Visits made and increased visibility
3.3. Increasing applications for joint projects for international funds					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.3.2. Aplikmētie projekti mobilitātē	VRICSR; OIC; AU; Academic staff; administrative; and the students	100,00	Number of applications in mobility projects	2022-	Applications in mobility projects carried out for joint projects in international funds

3.4 Increasing the mobility of staff and students (internationalization, etc.)					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.4.2 Subject designation and organization of teaching for subjects worth 60 credits that will be taught in English (30 credits in Social Sciences and 30 credits in Technical Sciences).	VRICSR; OIC; AU	100.00	Number of subjects from social and technical sciences	2022	Teaching organization for courses worth 10 credits in English held per academic unit per semester
3.4.3 Organizing orientation week about scholarship applications such as exchange students and full studies	VRICSR; OIC; AU; Student Parliament	100.00	Successful organization of the orientation week	2022	40% of students participated in the orientation week
3.5 Scholarship programs/ scholarships for students					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.6 Data management for international projects and donations					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.6.1 Establishment of an international data management system for projects and donations (internal)	VRICSR; OIC; IT	100.00	Building data management software from international projects	2022	Established management system and trained officials to use the software
3.6.2 Monitoring and reporting on benefited and executed projects	VRICSR; OIC; IT	500.00	Drawing up of a plan for quality monitoring	2022	The plan compiled
3.7 Establishment of legal infrastructure regarding the involvement of staff in international and institutional cooperation in performance evaluation					

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.7.1. Drafting of internal guidelines for the equalization of staff involvement and contribution	Vice-rectors, AU, Senate.	200.00	Amendment and supplementing of the Regulation for the promotion of academic staff	2022	Drafted guidelines
3.8. Institutional cooperation Alumni / industry / local and central institutions					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
3.8.1. Organizing joint events in academic units and UIBM in order to intensify cooperation between Alumni, Industrial Board and Industry representatives	SSO, Alumni, OIC, AU, Industrial Board, IT office	1,000.00	Number of events and activities with Alumni, Industrial Board and industry representatives at University / Faculty events	2022	Meetings held by academic units and intensified cooperation between Alumni, industrial board and industry representatives.
3.8.2. Zgjerimi dhe mësimdhënie e bazës së të dhinave të punëdhënës rper studentët	SSO, Alumni, OIC, AU, Industrial Board, IT office	500.00	Employer database maintenance and communication	2022	Database with the list of potential employers for employment and internship of students
Strategic objective: 4. Quality development and accreditation					
Objetiva specifike 4.1 Fuqizimi i sistemit të sigurimit të cilësisë					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
4.1.1. Revision of the quality assurance Regulation at UIBM	CCQA/EVice deans for quality/ quality coordinators;UIBM Senate.	100.00	Revised Regulation	2022	Regulation published on the website

4.1.2. Revision of the quality assurance Guidelines	CCQAE; Vice deans for quality/ quality coordinators;	100.00	Revised guidelines	2022	Guidelines published on the website
4.1.6. Revision of the regulations for student involvement in quality development processes in accordance with the KAA Guide for increasing student involvement in internal and external quality processes in Higher Education	The Senate forms the working groups; QAO	100.00	Revised Regulations; Increasing the number of students involved in quality assurance processes.	2022	Revised and published regulations
4.1.7. Strengthening the position of Coordinators for quality assurance in academic units	Faculty Council;UIBM Senate	7,000.00	Decisions on appointment of vice-deans for quality and international cooperation.	2022	Middle management related to quality and international cooperation, empowered.
Specific objectives 4.2 Monitoring, evaluation and continuous improvement of study programs					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
4.2.1. Review and evaluation of course syllabuses	Academic staff Faculty studies committee; Faculty council.	200.00	Number of revised Syllabus per year	2022	Improved syllabuses
4.2.7. Regular collaborative meetings regarding goals of the academic staff program of related areas	Academic staff Coordinator/ quality vice dean at AU	100.00	Minutes of the meeting from the staff meeting;	2022	Increasing staff cooperation.
Specific Objective 4.3 Raising the quality culture					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result

4.3.1 Information meetings/workshops on quality assurance	CCQAV QAO AU	100.00	Number of activities published on the web page Lists of participants	2022	Raised level of information and awareness.
4.3.4. Organizing the distribution of acknowledgments to the academic staff for their academic performance	Rectorate	100.00	Acknowledgments distributed to the staff	2022	High performance academic staff endowed with gratitude.
Specific objective 4.4. Advancement of internal quality assurance					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
4.4.1. Revision of the Package of quality measurement instruments	CCQAV	250.00	Package revised as needed	2022	Published package
4.4.2. Implementation of questionnaires from the Package of quality measurement instruments	QAO AU	100.00	Report on the questionnaires implemented AU/UJBM level	2022	Recommendations are included in the improvement plan
4.4.3. SEVC Improvement	QAO;IT Office.	300.00	List of functions added to SEVC.	2022	Improved SEVC;
4.4.5. Informativ session for academic staff and students about the SEVC changes	QAO;IT Office; Information Office.	100.00	List of staff and trained students.	2022	Level of utilization of SEVC increases
4.4.6. Use of the anti-plagiarism system by academic staff and students	Academic staff	100.00	Anti-plagiarism system usage reports	2022	More functional system and applied by the academic staff

Specific objective 4.5. Accreditation and external quality

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
4.5.1. Improving the quality of self-evaluation reports	Program providers; Vice Dean for Quality; Faculty Council; CCQAV	150.00	Improved SERs	2022	Accredited programs
4.5.2. Increasing cooperation between UIBM and other educational institutions, national and international non-governmental organizations in order to increase the level of participation of academic staff in workshops and events that are about the accreditation processes	CCQAV PMSCZHC QAO Vice deans for quality; Program providers;	200.00	List of participants; Number of organized events; Website notifications.	2022	Increased level of cooperation
4.5.3 Training of QAO officials on understanding of accreditation standards and writing of the SER	Center for professional education and development	800.00	List of trained staff; Training certificates.	2022	The performance level of officials increased.
4.5.5. Increasing the participation of students in the external quality processes of the accreditation process (drafting of SERs), and post-accreditation procedures.	Faculty managements; Student Parliament and Student Representative Bodies.	150.00	List of student participation in activities	2022	Students are active participants in quality processes
Specific objective 4.6. Development of new study programs in accordance with market requirements					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
Specific objective 4.7. Strengthening the university's relations with other HEIs, the labor market and the community					

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
4.7.1. Conclusion of cooperation agreements with the HEIs within the country and partners of interest in cooperation	Vice-rector for international cooperation IC Office Vice deans/ coordinators at AU level	200.00	Number of concluded agreements and published on the website	2022	Agreements reached, results achieved from cooperation
4.7.2. The conclusion of cooperation agreements with the HEIs abroad	Vice-rector for international cooperationIC Office Deans Vice deans/ coordinators at AU level	2,000.00	Number of concluded agreements and published on the website	2022	Agreements and expected results from cooperation with institutions abroad
4.7.3. Organizing activities that have an impact on the community	UIBM academic staff	200.00	Number of developed activitiesActivities published on the website	2022	The contribution to the community increases

Strategic objective: 5. Development of human resources

5.1. Plan and implementation of the human resources plan for the academic staff

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
5.1.1. Drafting the annual plan for promotion, increasing professional capacities and filling vacant positions for academic staff	AU:Management; AAO; The Senate	50.00	Identification of needs for academic personnel	2022	Staffing plan is drafted

5.1.2. Development of the process of filling vacant positions, based on the personnel plan and budgetary fund	AU;Management; AAO; The Senate	164,000.00	Competition carried out through recruitment procedures	2022	Filling of vacant positions
5.2. Plan and implementation of the human resources plan for the administrative staff					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
5.2.1. Drafting the annual plan for filling vacant positions for administrative personnel	Management; Administrative offices; HR	50.00	Identification of needs for administrative personnel	2022	Staffing plan is drafted
5.2.2. Developing the process of filling vacant positions based on the plan and budgetary fund	Management; Administrative offices; HR	40,000.00	Competition carried out through recruitment procedures	2022	Filling of vacant positions
5.3. Plan and implementation of the training plan for the administrative personnel					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
5.3.1. Scheduling of administrative staff trainings	Administrative offices - HR	50.00	Organization of the annual training plan for administration personnel	2022	The annual training plan of the administrative staff was approved
5.3.2. Staff participation in training	Administrative offices - HR	50	Training of administrative staff	2022	Trained administrative staff KAP

5.3.3. Participation of personnel in trainings from other specialized institutions in areas of interest	Administrative offices - HR	50.00	Number of advanced staff	2022	Trained administrative staff/IKAP
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Strategic objectives: 6. Digitilization, data management and promotion of the University

6.1. Pēdīšimi i infrastruktūrēs sīpas tehnoloģijē aktuāle

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
6.1.1. Supplying classrooms and offices with information technology equipment	Rectorate, IT, Audit Office, Finance Office	10,000.00	Classrooms and offices equipped with new technology	2022	Work and learning process with the implementation of advanced teaching methods, combined learning and online learning
6.1.2. Provision of necessary equipment to cover the university premises with internet (wireless)	Rectorate, IT, Audit Office, AU, Finance Office	8,000.00	Internet in the university premises	2022	Facilitating internet access for academic staff, administration and students
6.1.3. Provision of equipment for "Conference room" for three facilities	Rectorate, IT, Audit Office, AU, Finance Office	26,550.00€	Modernization of services for academic activities	2022	Creating the necessary conditions for participation in local and international online conferences
6.1.4. Software Licensing at UIBM	Rectorate, IT, Audit Office, AU, Finance Office	5,000.00	Increased data security	2022	Facilitating the use of various applications necessary for the University
6.2. Objektīva specifike: Data management in UMS					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result

<p>6.2.1. Updating and advancing the data system management</p>	<p>SSO, IT ,VRTSAQD</p>	<p>20,000.00</p>	<p>Application module, online verification, registration, anti-plagiarism, grading, ID cards, diplomas, student finances and quality, students attendance</p>	<p>2022</p>	<p>Advanced system and update accomplished</p>
<p>6.3. Specific objective: Digitalization of the record process and control of the attendance of the academic / administrative staff and students</p>					
<p>Activities</p>	<p>Responsible and supporting units</p>	<p>Financial cost (EUR)</p>	<p>Key performance indicator</p>	<p>Time frame</p>	<p>Expected performance result</p>
<p>6.3.1. Advancement and digitalization of the record and control of the attendance of the academic / administrative staff.</p>	<p>Management, IT, VRTSAQD, Secretary, Dean and Vice Deans</p>	<p>5,000.00</p>	<p>Integration of the attendance record service for the academic/administrative staff in all facilities of the University Campus.</p>	<p>2022</p>	<p>More efficient registration and reporting.</p>
<p>6.4. Specific objective: Informing and communicating with the public</p>					
<p>Activities</p>	<p>Responsible and supporting units</p>	<p>Financial cost (EUR)</p>	<p>Key performance indicator</p>	<p>Time frame</p>	<p>Expected performance result</p>

6.4.1. Updating information on UIBM events	PICO, IT	The number of press releases prepared on UIBM activities, published news in the media, number of informative meetings on important issues, number of interviews, statements given to the media, yearbook, newsletters every 3 months.	50.00	Rrija e transparencës
6.4.3. Transfer of the website to the Agency for Information Society (AIS)	PICO, IT	Incorporating into the AIS servers and changing all links to pages, posts, documents, photos, etc.	100.00	Increasing web security and capacity
6.4.5. Preparation of the UIBM Monograph	PICO	Publication of the monograph on the occasion of the 10th UIBM anniversary	5 ,000.00	Possession of a number of UIBM monograph copies as an official publication
6.5. Specific objective: Promotion of the University				
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame
6.5.2. Preparation of promotional materials	PICO	1,500.00 €	Promotional brochure, promotional video, virtual campus tour	2022
			Improving image of UIBM	

6.5.3. Information campaign to study at UIBM, Fair, information Day	PICO, academic units	1.000.00 €	Meetings with high school students in the Mitrovica region	2022	Providing information about UIBM to youth interested to study
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Strategic objectives: 7. Learning resources and student support

7.1. Specific objective: Infrastructure and teaching facilities (Infrastructure and Teaching Spaces)					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
7.1.1. Completion and inauguration of the construction of the canteen and dormitories for students.	MPA	500.000.00	Number of students and staff service beneficiaries	2022	The built spaces are being finalized
7.1.2. Construction of recreational facilities	Office for infrastructure and facilities management	80.000.00	Number of students and staff service beneficiaries	2022	The first phase of field construction completed
7.1.3. Agreement with the Recreation Center near the Campus	Office for infrastructure and facilities management	500.00	Number of students and staff service beneficiaries	2022	Activities performed
7.1.4. Equipping laboratories with equipment that will serve to students and business community	Deans of academic units/FMCE, FG and FFT	220.000.00	Number of laboratories equipped with laboratory equipment	2022	Laboratories supplied and in operation for students and the business community
7.1.5. Drafting the questionnaire for the assessment of learning resources and physical infrastructure	Office for infrastructure and facilities management and student services office	100.00	Developed questionnaire	2022	Completed questionnaire

	Office for infrastructure and facilities management	93,000.00	Number of halls, library and recreation corners equipped	2022	The equipped areas are functional and are at service for students, academic and administrative staff.
7.2. Specific objective: Student support					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
7.2.1. Student Support with scholarships and other activities organized by students and the student parliament	GC, Student Parliament	81,000.00 €	Number of students receiving financial support	2022	Scholarships offered, rewards received
7.3. Specific objective: Increase in cooperation with graduate students and promotion of Alumni association					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
7.3.1. Membership of graduates in the Alumni Association	Alumni Association	100.00€	Number of graduates joining the Alumni Association	2022	50 new members per year
7.3.2. Organizing the meeting with the graduates of UIBM "Alumni Day"	Alumni Association, Career Development Office	500.00 €	Number of events	2022	Organized events
7.3.3. Opening of the page on social networks in order to create an even stronger connection of cooperation with Alumni	Alumni Association	50.00 €	Number of publications on the CDO & Alumni website in social networks	2022	50 publications on the website CDO & Alumni UIBM active in social networks

7.3.4. Publication of success stories for UIBM graduates	Alumni Association	50.00 €	Number of success stories	2022	25 stories published
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Strategic objective 8. Financial planning and management

Specific objective: 8.1. - Planning of financial resources

Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
8.1.1 Planning of financial resources based on the Medium-Term Expenditures Framework 2022/2025.					
8.1.1 Planning of financial resources based on the Medium-Term Expenditures Framework 2022/2025.	Budget and Finance Office	50.00	Planned incomes from the KB, own incomes for 2022/2025	2022	MTEF 2022/2025 and approved financial resources
8.1.2. Planning of financial resources based on the Law on budget allocation for 2022/2025	Budget and Finance Office	50.00	Budget / financial resources structured according to economic categories	2022-2022	Funding sources determined according to the laws on the budget and estimates approved for 2022/2025 in the Assembly of Kosovo
8.1.3. Planning of financial resources for the implementation of PSU IBM /2022/2025	Budget and Finance Office	50.00	Planned resources structured according to PSU IBM activities	2022	Structured activities according to the financial income resource approved in GC.
Specific objective: 8.2 - Expenditure planning and rationalization in accordance with planned resources					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result

8.2.1 Drafting of the cash flow and financial cost plan based on the objectives and activity specified in accordance with the thematic areas reflected in the budget and PSUIBM 2022/2025	AU, administrative offices and budget and finance offices	50.00	Structure, cost and defined dynamics for the performance of activities	2022	Action plan drafted for implementation of the PSUIBM and the law on the budget for period 2022
8.2.2. Review of expenditures based on the report by the monitoring group of SPLIBM PSUIBM, CC and Rector.	GC, Rector and budget and finance offices	100.00	Cost structuring based on the cost ratio	2022	Review approved by GC
Specific objective: 8.3. Planning of own revenue growth and financial independence					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
8.3.3. Designing a program for financial independence	UIBM Management	50.00	Criteria set for financial independence	2022	Financial independence under review by the MF and MEST
Specific objective: 8.4. Efficiency, accountability and transparency in financial management					
Activities	Responsible and supporting units	Financial cost (EUR)	Key performance indicator	Time frame	Expected performance result
8.4.1. Raising the level and updating the execution of planned incomes and expenditures.	AU and central administration	50.00	Criteria set for the degree of execution of the action plan of the Budget and SPUIBM	2022	Reporting to GC for the implementation of the plan/rise in efficiency
8.4.2. Raising professional capacity, licensing and accountability in the field of public finance.	Budget and finance office	50.00	Criteria set out in institutional accountability	2022	Responsible and accountable staff

8.4.3. Publication of periodic and annual reports of incomes, expenditures and internal and external auditor's report on the website	Budget and finance office	50.00	Determining the dynamics of report publications	2022	Reports published on the Website
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MONITORING, EVALUATION, AND REPORTING

Monitoring and evaluation are fundamental factors of the implementation of a real strategy and aim to measure the progress achieved. The Governing Council of UIBM will establish the Group for Coordination and Monitoring of the Implementation of the Strategic Plan, which is led by a Coordinator.

The main tasks of this Group are:

- *Drafting of 6-monthly reports on the realization of activities for SPUIBM Objectives;*
- *Analysis of progress in the implementation of SPUIBM, based on the information collected;*
- *Recommendations regarding the implementation of SPUIBM;*

GC will be responsible for monitoring and evaluating the implementation of this strategy. The Strategic Plan Implementation Coordination and Monitoring Group will compile SPUIBM implementation performance reports and report to the GC, and these data will be reviewed by the GC. These indicators will enable the monitoring of progress by noting the level of achievement of the objectives and the realization of the strategic activities of this strategy. The continuous monitoring and evaluation of this strategy makes the Action Plan come to life and provides its implementers with an overview, which enables them to act in a timely manner and in accordance with the needs and challenges they face. At the end of the implementation of the strategy, a general assessment will be made to check to what extent this strategy has influenced the strengthening of the University, so that the results, difficulties, impact, sustainability, lessons learned and recommendations serve for future strategies. Based on the results of this comprehensive assessment, the University will be able to plan future strategies. The actions and activities that will be undertaken for the implementation of this document will enable the continuation of the development of a new university and its role, with the specific goal of being recognized at the national and international level for advanced teaching and quality education. This SPUIBM will help in further continuation towards raising the quality in teaching, learning and developing curricula in accordance with the needs of the labour market.

UIBM is convinced that with the implementation of these initiatives in the relevant organizational structures of UIBM will change positively developments in UIBM in achieving the common goals for a better quality of higher education and for the realization of a greater employment of the graduates of UIBM, who will not lack the knowledge, skills and competences that today's labour market requires.

Therefore, the implementation of this Strategic Plan is laid down as an obligation for all the actors of UIBM, to work on fulfilling and advancing the mission of UIBM, as well as the obligations that UIBM has towards the students and citizens of Kosovo for a quality and valuable education.

From the date of approval of this document, all development activities of UIBM will be guided by this document, which will also be an indicator of the performance of UIBM's management structures on the basis of its annual monitoring and review.



**UNIVERSITETI - UNIVERSITY
“ISA BOLETINI”
MITROVICË**

Rector of UIBM

Prof. dr. Alush Musaj

Nr. Prot. 2904 Dt. 15.11.2022

In support of article 29, point 1.6, of the Statute and based on the activities foreseen with the UIBM Strategic Plan, as well as on the recommendations of the experts of the Accreditation Agency in Kosovo, the rector of the University "Isa Boletini" in Mitrovica, took a:

DECISION

- I. For the nomination of the Group for Monitoring and Evaluation of the Action Plan of University "Isa Boletini" Mitrovica, for the year 2022.
- II. The group for Monitoring and Evaluation of the Action Plan has the following composition:
 1. Faruk Ahmeti – chairman,
 2. Besë Sadikaj, assistant member,
 3. Kaltrina Kajtazi, assistant member,
 4. Besmir Salihu, Advisory Board member,
 5. Representative from the student parliament, member,
 6. Diellza Preteni, member, graduated student,
 7. Avdyl Beqiri, member, Secretary of the Law Faculty.
- II. The group for Monitoring and Evaluation of the Action Plan is responsible for:
 - *Drafting of 6-month action achievement reports in accordance with APUIBM;*
 - *Analysis of progress in the implementation of APUIBM, based on the collected information and the relevant recommendations;*
 - *The review and approval of additional measures to ensure the implementation of APUIBM;*
 - *Drafting requests for support from donor programs in order to ensure the implementation of SPUIBM*
- III. The decision enters into force from the day of signing.

The decision is sent to:

1. UIBM Archive;
2. Management of UIBM;
3. Group members;
4. Public Information Office;

The rector of the University

Prof. dr. Alush Musaj