



KOLEGJI
PJETËR BUDI
PRISHTINË

HUMAN DEVELOPMENT PLAN FOR THE PERIOD 2020 - 2025



1. Purpose of the Action Plan

Mission of College PJETER BUDI is to adequately prepare human resources with specific scientific and professional profiles in compliance with local, regional and international labour market needs, who will contribute to sustainable economic and social development of Kosovo and wider.

On the other hand, Vision of Pjetër Budi College is: “to generate, preserve and transmit knowledge, by contributing to the creation of social, economic and cultural welfare of Kosova society”. Pjetër Budi College, as a higher education institution in Kosova, on a daily basis is strongly committed in achieving the following objectives:

- Careful and continual reforms related to curriculum, teaching methodology, use of contemporary literature to advance teaching activities in Bachelor and Master studies;
- Became referring higher education institution in Kosova and wider, with modest student number and high employability rate of its graduates,
- Undertaking adequate and necessary reforms to enable the College to become integrated in the European Higher Education Area (according to the Bologna process) and in European Research Area;
- Transformation of Pjetër Budi College into a leading center of knowledge, thought and education in the field of economics and international policy in Kosova and region;

Pjetër Budi College is strongly committed towards its strategic goal of becoming a prestigious institution in the higher education system in Kosovo and in the region too. At the same time, the Colleges constantly works to provide a suitable and convenient work environment, a collegial working atmosphere for study and personal growth that ensures and guarantees academic freedom for students and staff, which are balanced with the tough requirements and quality assurance criteria. The College’s vision is not focused only on providing a qualitative education, which is comparable and competitive to the similar institutions outside of Kosova, but also provides a special attention to the relevant research activities conducted in Kosova and the region in the targeted fields. Its vision reflects the principle that providing students with professional knowledge is essential. It does not include only theoretical knowledge but also practical skills and development of competences and that the gained knowledge and skills are applied responsibly and professionally at the working place.

The Working Group of the Strategic Plan conducted in-depth analysis of the identified areas, where quality assurance is identified as one of the five strategic objectives. Thus, the process ended with the identification and determination of the College’s strategic objectives for the period 2021-2025:

1. Study programs contemporary and comparable with other institutions in the region and beyond which respond the labor market needs;
2. Scientific research work becomes integral part of daily activities at College Pjetër Budi with the aim of developing scientific and research capacities and the advancement of study programs;
3. Development and engagement of qualitative staff for the needs of College Pjetër Budi;
4. Establishing and advancing local and international cooperation in order to achieve common interests;
5. Building a functional system for quality assurance.



Preparation of the Human Development Plan for 2020 – 2025 is a complementary document to the Action Plan Strategic Plan 2021 – 2025, in the area of Human Development.

Human resources are the greatest asset of an academic institution; therefore their development and upgrade should be given special attention. First of all the College must have sufficient staff with clear defined tasks in order to function properly in all levels. On the other hand, they need to ensure optimal working conditions and provide necessary assistance to solve problems. The professional development of staff represents an important form of institution care. In fact, professional development must be defined as a continuing obligation of the College toward its staff and vice versa. This includes the ongoing commitment to retain teaching staff who are now part of the College, as well as the employment of new staff to meet the needs, staff which will guarantee quality teaching and research scientific work.

The teaching staff is only one part, which expresses the essence of the employees, but by no means should the administration be left aside. The part of the administrative staff is a very important part of supporting quality in teaching and scientific research work. Therefore, the College, in addition to the importance for hiring the competent teaching staff, with the same importance and attention will be devoted to building the human capacity of the administration.

Targets:

- Well prepared staff for the implementation of new and modern methods of research, teaching and assessment;
 - Support services and qualitative and efficient administration;
 - Creation of optimal opportunities for training and qualification of new academic and administrative staff;
- Increased opportunities for the mobility of academic staff.

▪ **Advancement, qualification/training of the staff:**

For the new academic staff of the College, particularly for those engaged in deficient scientific fields, in accordance with the statute and other regulations, the College will create facilities for continuing their studies and qualifications (master, doctorate and/or post-doctorate), by allowing them to study without losing their job position.

In addition to this, the staff will be encouraged to participate in different mobility schemes which make possible short term study visits in different institutions abroad. In this regard, the College will use other connections that College has established with similar



institutions in region, EU and wider. The College will contribute in travel expenses and cost of stay of all the staff that will have to participate in conferences and other events.

Activities:

- Minimum 2-3 participations of teaching staff at the international scientific conferences;
- Minimum 2 publications in the peer reviewed International Scientific Journals.

- **Training of academic staff**

With the aim of rising the quality in teaching, the College will organize seminars and trainings for teaching staff related with contemporary teaching methods, assessment, learning outcomes, competences etc. In addition, the College will support the staff in participating in similar trainings organized by other institutions. Whenever these trainings will be organized by the College itself, it will use its personnel which has experience and expertise in similar trainings and in processes of higher education

Additionally, it is very important for the College to organize trainings and information sessions on other topics of interest for the academic staff with the aim of improving their academic performance during the teaching process.

- Minimum one training per year to be organized at the College for upgrading teaching methodologies in line with Bologna Process;
- Minimum one yearly participation per staff in the training workshops/conferences/seminars in Kosova/Region or wider.

- **Training of managerial and administrative staff**

With the aim of increasing the quality of management and consequently the performance of the College, support for participation in workshops/seminars/conferences for managerial and administrative staff should be highly promoted and supported. Trainings with the managerial staff will be focused on the topics related to skills and abilities that the management of an HE institutions must poses in 21st century in order to be able to compete with other institutions with quality and seriousness. On the other hand, administrative staff will be trained for new techniques and approaches and administration. With new situation caused by the pandemic virus COVID 19, e-administration represents outmost emergency to be applied and further promoted. Both these categories will be trained also one the topics related to the role and importance of quality assurance for private institutions of higher education and the development of curricula in accordance with the needs of the labor market.



The size of the college offers neither convenience nor opportunity to compete with large universities and colleges in Kosova. However, the strength is the flexibility and ability to develop and accredit study programs required by the labour market, and which are not of particular interest to the large universities/colleges. In this regard, selecting specific programs, which will guarantee a bright future as well as a high degree of employability of our graduates, will be the main task for the management of the College. Thus, the management of the College through participation in international seminars / conferences will follow the trends and developments in the field of Higher Education in Kosovo and the European Higher Education Area, to ensure the sustainability and healthy functioning of the College.

- Minimum one training per year to be organized at the College for administration to follow the recent trends in the Higher Education in Kosova and wider;
- Minimum one yearly participation of management in workshops/conferences/seminars in Kosova/Region or wider.

▪ **Encouraging participation in research project**

The College will support participation of academic staff in different trainings with the aim of training them how to write project proposals for application in various EU research programs and linking the College with local economic sector and other research institutions abroad. These trainings will be organized mainly for the staff working in the Office for Information and International Cooperation and Office for Academic Development, ECTS, Quality Assurance and R&D. Nevertheless, the entire academic staff will be targeted as well.

Whenever the College is engaged in implementing of any research project (as a partner or applicant) in partnership with other institutions, it will make maximal efforts to offer optimal conditions for the strengthening the cooperation with economy, including the provision of funds for co-financing if it is required and if it is needed.

- Trainings for development of project proposals;
- Memorandum of understanding for research and development project with economy;
- Participation in local and EU funded projects.
- Trainings for publication in international peer review journals;
- Incensement of staff for participation in international scientific conferences;
- Funds for participation in scientific international conferences.



Human Development Plan

Nr.	Activity name	Implementing period	Responsible	Measuring instrument	2020	2021	2022	2023	2024	2025
Human Development (deriving from the Strategic Plan 2021-2025)										
<i>Organize trainings for professors, management, administration and students regarding the quality assurance of the process (deriving from the Strategic Plan 2021-2025)</i>										
1.1	Trainings for Management	October-November(Annually)	Office for Quality Assurance	Agenda, List of participants, Minutes	X	X	X	X	X	X
1.2	Trainings for teaching staff	October-November(Annually)	Office for Quality Assurance	Agenda, List of participants, Minutes	X	X	X	X	X	X
1.3	Trainings for administrative staff	October-November(Annually)	Office for Quality Assurance	Agenda, List of participants, Minutes	X	X	X	X	X	X
1.4	Trainings for students	October-November, (Annually)	Office for Quality Assurance	Agenda, List of participants, Minutes	X	X	X	X	X	X
1.5	Trainings on Research Methods Creation of the database with the Professor's publications	Q1 2021	Office for Academic Development, ECTS, Quality Assurance and R&D	Agenda, List of participants, Minutes Database	X	X	X	X	X	X
1.6	Trainings on Writing Project Proposals Creation of the database with project applications	Q1 2021	Office for Academic Development, ECTS, Quality Assurance and R&D	Agenda, List of participants, Minutes	X	X	X	X	X	X



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