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AGJENCIA E SIGURIMIT TË CILËSISË NË ARSIMIN E LARTË

Report of the Periodic Institutional Review of "Fan S. Noli" University, Korça

REVIEW TEAM:

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About this review

The overall aim of Institutional Review is to assess the extent to which each HEI meets the Albanian State Quality Standards, which came into force in 2011. Institutional Review is a peer review process with each review team composed of a mix of international reviewers and Albanian reviewers appointed by ASCAL.

The resulting reports will serve not only for institutional accreditation based on the extent to which the HEI meets the standards, but will also to inform the HEIs, Albanian government, the public and students of how each HEI meets the standards. This report also helps the HEI to identify priorities for enhancement (the process by which higher education providers systematically improve the quality of provision and the ways in which students' learning is supported).

The Albanian State Quality Standards have been grouped under five headings, the Evaluation Areas: The Organisation and its Management; Resourcing; the Curriculum; Teaching, Learning, Assessment and Research; and Students and their Support. This report identifies features of good practice, recommendations, affirmations of actions in progress and weaknesses for each Evaluation Area, together with a judgement as to how well the HEI meets the standards. The judgements that the reviewers may assign are: standards are fully met; standards are substantially met; standards are partly met; or standards are not met.

Finally, the reviewers conclude by recommending a summary judgement to ASCAL's Accreditation Board. This overall judgement is one of four levels:

- **State Quality Standards are met**
- **State Quality Standards are substantially met**
- **State Quality Standards are partly met**
- **State Quality Standards are not met.**

The context of this review

The University of Korça Fan S. Noli is a more than 50 years old institution of higher education in Albania. Its beginnings date back to 1971 when it was first established as the High Institute of Agriculture. In 1992, it was transformed into the Polytechnic University of Korça and in 1994 it was given the name of Fan. S. Noli. Since its 'humble' beginning in 1971 the university has undergone profound structural changes, in line with those experienced by Albania in the last half century and it has become a focal point for education and research in the south eastern region of Albania.

The University of Korça (UNIKO) is a public institution of higher education located in the south-eastern part of the country. The University has a mission to create, transmit, develop, and protect knowledge through teaching, scientific research and other educational services. The university complies with the main principles of the European Zone of Higher Education. The University's Strategic Vision is: full integration in the European Zone of Academic Research by undertaking steps aiming to create and support high-quality teaching, learning and research in order to achieve its mission.

The University consists of four faculties, namely the Faculty of Agriculture, Faculty of Economy, Faculty of Education and Philology and Faculty of Natural and Human Sciences. The faculties are organized into 15 departments. The University has two Centres of Excellence, the Lifelong Learning Research and Training Unit and the Didactic Experimental Economy, which provides research and professional practice in agriculture. The university offers 7 professional study programs, 25 first cycle study programs, 21 professional masters, 3 Master of Science, and 1 doctoral program. The total number of students currently is 2930 who are supported by 154 full-time academic staff and 89 academic support and administrative staff.

The University of Korça underwent its first external institutional review process in 2016 and received 5 years of accreditation. Based on the external review process, the Accreditation Board gave the University one recommendation: 'Drafting and implementing the strategy in support of the systematic development of the research domains identified as a priority in the Strategic Development Plan.' The review team found that this recommendation has been fulfilled through the enactment of two documents specifically: Strategic Development Plan 2016 – 2020 and Strategic Development Plan 2022 – 2027.

Summary report

Summary of findings

Good practice

The review team identified the following features of good practice:

- Establishment of laboratory for hybrid teaching **[Chapter III, Standard VII.2]**
- Curricula in some departments such as teaching and agriculture studies is improved up to 80%, thanks to students and stakeholders' feedback. **[Chapter I Standard I.1]**
- A program in the field of Agribusiness has started Dual studies in the framework of the Erasmus + project, where a significant increase of internship is planned. **[Chapter I Standard II.4]**

Weaknesses

The review team identified the following weaknesses:

- Lack of structured financial support to participate in international conferences, congresses and symposia and fees for the manuscripts to be published in journals with impact factor, and the budget for the small research projects is not satisfactory. **[Chapter I Standard II.4]**

Recommendations

The review team identified the following recommendations:

- The university should focus on having a fully updated web page that offers all the information to all current and potential constituencies of the university. **[Chapter III, Standard II.1]**
- The University has to continue the work on implementing the strategy of recruiting qualified academic staff and developing incentive mechanisms for their employment at the university **[Chapter III, Standard IV.1]**
- A focused approach on how to increase students' numbers. **[Chapter I Standard I.1]**
- Key performance indicators must be included in the SER. Starting from the newly enrolled students, the total number of students, number of drop-outs, number of graduations. **[Chapter I Standard II.1]**
- UNIKO should increase applications for typical research projects from national and international calls to increase the number of international research projects. **[Chapter II Standard I.1]**
- The number of teaching trainings is not large despite the needs of teachers to learn new methods in teaching. The Centre for Continuing Education should plan more

trainings for staff and staff trainers to conduct additional training for new teaching methods and especially for online teaching. **[Chapter I Standard II.4]**

- Young researchers and students should be supported and involved more in research projects and in national and international conferences by the senior staff. **[Chapter I Standard II.6 and Chapter I Standard II.7]**
- The University in near future should organize workshops for the staff and students on awareness raising about plagiarism. **[Chapter II Standards I.7]**
- In order to strengthen the cooperation with Alumni, official meetings should be organized often by the sector of Communication, Alumni and Career Sector. **[Chapter I Standard III.1]**
- The number of seats at main library should be increased, so that students have enough space for reading **[Chapter I Standard III.6]**.
- The number of motilities for students in the future should increase, as this will enable students to get different experiences from European Universities **[Chapter I Standard III.8]**.

Affirmation of action being taken

The review team affirms the following actions already in progress:

- The ongoing work on providing dual/joint degree diplomas with European Universities (mainly Greece), in the framework of internationalisation. *[Chapter III, Standard III.4]*
- The use of information technology in various activities is increased in the last year **[Chapter III, Standard VII.1]**
- The improvement and further specialization of laboratories such as the Agri Food laboratory will increase the participation of students in studies, and research and can help university to provide services to other institutions **[Chapter III, Standard VII.2]**
- Better distinguish study programmes curricula in the first two years of the BA in the Faculty of Economics, considering also the experience of other universities *[Chapter I Standard I.1)*
- The academic staff has been and is involved in several Erasmus + capacity building projects, and the focus is to improve processes, structures and tools for improving curricula. **[Chapter I Standard II.4]**
- The steps the University has taken to increase funding for small research projects that can be submitted by the staff of the departments. **[Chapter II Standard I.1]**
- The support of Centre for Research and Excellence for the academic staff for application to national and international research projects. **[Chapter II Standard II.6]**
- The organization of the Olympiad called "Grab the science", aiming to encourage high-achieving pupils in high schools to become part of the university's curriculums for different topics **[Chapter I Standard III.5]**

Summary of judgements for each Evaluation Area

1. The Standards for the Organisation and its Management are **fully met**
2. The Standards for Resourcing are **fully met**
3. The Standards for the Curriculum are **fully met**
4. The Standards for Teaching, Learning, Assessment and Research are **substantially met**
5. The Standards for Students and their Support are **fully met**

Summary Judgement

The reviewers recommend to the Accreditation Board that at University Fan S. Noli, Korça the State Quality Standards are **Fully Met**.

Detailed report

Evaluation Area 1: The Organisation and its Management

1.1.   The Statute defines the mission, objectives, legal status and organisational management of the University **[A1.1.2]**. It also covers election procedures, decision-making bodies, authority levels, quality assurance of study programmes, student enrolment and graduation, rights and responsibilities of staff and students, research activity and financial matters. Understanding of the relevant parts of the Statute was confirmed during meetings with staff from across the University **[BM2, BM5, BM9, BM10]**. The new (updated) Statute has been drafted and approved by the ministry responsible for education in Jannuary 2022 **[A1.1.2]** deemed in compliance with the law on higher education in Albania.The regulation of academic and research activity of the University, along with the Statute, is the basis for all other University operational processes **[A1.1.2, A1.2]** such as the Development Plan and the Terms of Reference of the committees **[A1.3.1]**. *Chapter III, Standard I.1.*

1.2.   The organisational structure **[A1.1.2, A2.1]** of the University complies with the statute and is understood by the staff who met with the review team.The main components of the organisational structure are: the Board of Administration, the Rectorate, the Academic Senate, the Council of Ethics, and Editorial Board, and the Advisory Board. The regulations governing their authority are clearly defined **[A1.24, A1.11, A1.20, BM5, BM9, BM10, BM11]** .The Rectorate produces the proposed budget for the year **[A56]**, based on information/feedback from the departments and faculties **[BM1, BM10]**. The budget then goes to the Academic Senate and the Board of Administration for approval **[C7]**. From 2016, the Board of Administration monitors and controls the administrative, financial, economic and asset management of the University according to the Statute **[A1.1.2]**. The Council of Ethics has clearly defined regulations and makes decisions regarding any infringement, reporting to the Rector **[A1.20, A20.1]**. The University consists of four faculties: Faculty of Agriculture, Faculty of Economy, Faculty of Education and Philology, and Faculty of Natural and Human Sciences **[A1.1.2, A2.1]**.These faculties are organised in 15 individual departments.The Faculties are administered by the Decanates, headed by the Dean whose main function is contributing to the strategic plan of the University and coordinating the academic and research functions of the departments within the faculty **[A1.21, A2.3, BM10]**. *Chapter III, Standard I.2*

1.3.   The Heads of Department manage the study programmes and coordinate teaching, learning and research activity in the department, reporting to the Faculty Dean who coordinates the activities of the departments **[A1.4, A1.7, A1.10]**.The members of the Academic Senate, members of the Board of Administration, the Rector, Faculty Deans and the Heads of Department are all *elected by secret ballot* by the academic staff **[A1.1.2]**. *Chapter III, Standard I.2*

1.4.   The committees of the University meet regularly according to their regulations and items for discussion are circulated in advance. It was evident to the review team during meetings with staff **[BM5, BM9, BM10]** that they feel involved in University decisions and are listened to on matters that are important to them and the University. Staff are supportive and engaged in debate in the University. Decisions taken by the Academic Senate and Board of Administration become decrees, which are kept in a database by

the Rectorate **[BM2]**. *Chapter III, Standard I.3; Chapter III, Standard II.3*

1.5. As evidenced above, the University functions within its autonomy limits of the statute and the law on higher education in Albania. It has structures in for the supervision and internal evaluation of its processes. To that end, the University has an Internal Quality Assurance Unit **[A1.1.2, A2.20]**, which monitors internal processes, resulting in the production of a self-evaluation report **[A2.5]**. In addition, the University has lately undertaken the external evaluation process in the framework of the accreditation for the first time of study programes, wich is an important element in icneasing both the quality and credibility of the education offered at the university. *Chapter III, Standard I.4*

1.6. The Strategic Development Plan (2016-2020), **[A1.3.1]** recently updated by the Strategic Development Plan (2022-2027), **[A1.3.2]** lais out the plans for University development in the context of the region of Korça. There have been widespread consultations across the University regarding the plan **[BM2, BM5, BM10]**, which also has the full support of key employers in the region **[BM6]**. The plans are consistent with the Mission and Strategic Vision of the University **[A1.1.2]** and the employment needs of the region **[BM6]**. *Chapter III, Standard I.5*

1.7. Each department of the University produces an annual report of its activity, **[A2.4, A2.5]** which is compiled into a Faculty Report and finally a University Report. Following approval by the Senate and Board of Administration, this is submitted to the Ministry of Education and Sport **[A1.15]**. The Internal Quality Assurance Unit produces an action plan for improvement **[BM9]** based on its findings. *Chapter III, Standard I.6*

1.8. The structures of the University, referred to above, are appropriate to accomplish its mission and purpose.The University has a well-organised structure in faculties and departments and a total of 57 study programs of which 7 profesional programs, 25 first cycle programs, 24 second cycle programs and 1 doctoral program, which are taught by 154 full-time academic staff **[A2.1, SER p.8]**. The University website has been lately reactivated and the institution is making efforts to continuously update it, in both Albanian and English, with information about the University and its study programmes **[http://www.unkorce.edu.al/en/]**. *Nevertheless, at the time of the visit and at the time of the writing of this report, it continued to experience problems. A number of important sections such as 'orari mesimor,' Erasmus+' 'Maturantet" etc. remain unfunctional Chapter III, Standard II.1*

1.9. Proposals for new programmes have been the result of market research. For example the Professional Master's in Digital Marketing, opened in 2021 and the two-year vocational programmes respectively in Social Service and Communication, library and archive office assistant **[BM2]** were based on market research. It was clear to the review team that both public and private employers in the Korça region had been consulted, and were supportive of new programme developments by the University **[A2.37, BM6]**. The University has an active Careers Centre, which communicates with the Regional Employment Office in order to give students information about employment opportunities **[BM6, BM9]**. *Chapter III, Standard III.1*

1.10. The University pursues an open strategy of collaboration and partnership at a regional, national and international level, as evidenced by both documentation **[A3.22, A3.31]**

and discussions with staff **[BM2, BM5, BM8, BM10]**. The range of collaborations includes those for research, mobility and professional practice **[A1.23, A2.18, A3.13]**. The University also promotes the enrolment of foreign students in its programmes and foreign academic staff in teaching, according to its Statute **[A19]**, although this is not yet practised.The University plans to increase the number of programmes offered in English to facilitate this objective **[BM2]**. *Despite such commandable plans, it is clear that the university has low rates of internationalization as evidenced particularly by the Erasmus+ exchange rates.* ***Chapter III, Standard III.2; Chapter III, Standard III.3***

1.11. The University has several international cooperation agreements and practices in place **[A3.22, A3.31]**. Given the latest government push for the internationalization of higher education, the institution is in the final stages of finalizing an agreement with various Universities in Greece, for dual degrees, which the review team finds **as an action in progress [BM2]**. To that end, the university has also a wider *Internationalization Strategy 2019-2021*, which is indicatory of the importance the university places on internationalization. Overall, the most impactful international cooperation agreements are those that enable both staff and students to undertake international mobility such as Erasmus+ **[A2.18]**. Both through documentation and in meetings during the review visit, we were informed of their importance and impact on the University of the various international cooperation agreements under implementation. **[BM2, BM8, BM10]**. ***Chapter III, Standard III.4***

Findings

Good practice

The review team did not identify features of good practice.

Weaknesses

The review team did not identify any weaknesses.

Recommendations

- The university should focus on having a fully updated web page that offers all the information to all current and potential constituencies of the university. ***Chapter III, Standard II.1***

Affirmation of action being taken

The review team affirms the following actions already in progress:

- The ongoing work on providing dual/joint degree diplomas with European Universities (mainly Greece), in the framework of internationalisation. ***Chapter III, Standard III.4***

Judgement

The standards for the Organisation and its Management are Fully Met.

Evaluation Area 2: Resourcing

2.1   University of Korça "Fan S. Noli" (UNIKO) is a higher education institution, which functions in accordance with Albanian higher education legislation, law and bylaws in force. The organisational structure is in line with Law 80/2015 in higher education **[A1.1. Article 5]**, Institutional structure, organization and organization chart are reflected in the main regulatory documents of the institution such as the Statute, the regulation of UNIKO and a series of other acts deriving from them (Statute, Regulation). The human resources' requests are proposed by the basic units to the rectorate and approved by the Board of Administration. **[A1.1.1]**. The organisational chart **[A2.1]** reflects the functional structure of UNIKO and is made public on the website [www.uniko.edu.al], while published in various promotional materials **[A1.1f]**. The statute and additional documents provide a clear summary of the organisational structure, including the faculties, departments, research centres and other management structures **[A1.1. Article 40, A2.1]**. In accordance with the organogram **[A2.1]**, other constituent units of the UNIKO encompass the part of the administrative staff that fulfils their functions (research centres, laboratories, etc.). UNIKO has a statute, which sets out the formation of standing committees that help organize the work of the University. Individual responsibilities, main functions, tasks, competencies and all their academic activity in each part of the management structure are clearly set out in the Statute and Regulations **[A2.1]**. Within the approved general structure academic and administrative staff roles are presented in detail. **[A1.1. Article 10, A 2.1].** *Chapter III, Standard IV.1*

2.2   The review team identified that the recruitment to academic units, is supported by needs analysis specific to the faculty, department, study programme and the curricula regardless whether the role is full or part-time **[A3.14.1, A3.14.2 BM2, BM9]**. Vacancies are made public through the university website through its transparency programme and in the Bulletin of Public Procurement in accordance with employment regulation. **[A1.2 Article 32]**. The recruitment processes for teaching, scientific and administrative staff follows the same process set out in the Statute and Regulations, which take account of relevant law. **[A 1.1.2]**. A commission is set to assess candidate applications, while the evaluation is undertaken on individual merit and the employment contract is signed by the Rector **[A1.1.2 Article 38, 41, 42]**. Priority is placed on recruiting full-time academic staff qualified in well-known international universities, although in specific cases such as the nurses and midwives due to a vast practise need, this is not an easy target **[SER p.20]**. In line with the specific nature of the institution and its geographical position, the review team identified that UNIKO has undertaken specific actions to enhance the recruitment of high qualified academic staff, such as specific rating criteria for applicants, who have academic degrees and specializations abroad **[BM5, BM10]**. UNIKO provides comprehensive information for both staff and students on its policies, procedures and activities. The website is a useful source of public information, which is supplemented by additional information provided through a password-protected portal. [www.uniko.edu.al]. UNIKO also produces a variety of information leaflets, brochures and books in hard copy. **[SER p.21]**. These were verified and confirmed by the assessment team during the meetings held especially with staff, students and persons responsible for the information system and IT at UNIKO. *Chapter III Standard IV.2;*

2.3　UNIKO pursues a policy of periodical assessment of its academic and administrative staff. The assessment of the earlier consists of the academic programme quality questionnaire developed by the IAQU and students council **[A3.28]** and the academic performance of the teacher at the end of the module **[A2.25]**. The admin staff assessment is carried out by the specific assessment form of the admin staff **[A3.6]** finalized with the Performance Evaluation Questionnaire, which is drafted in accordance with the Law of Financial Management and Control and mirrors the performance of each administrative staff member in line with the job description and professional requirements as designed in the regulations of the Rectorate and the respective departments **[A3.35]**. A broader performance of the academic staff prior to their contract renewal is carried at the department/faculty level by the respective heads of departments and dean based on the assessment model prepared drawing upon the Quality Assurance Handbook **[A1.16]**. To address the identified needs emerging from the quality teaching and research performance assessment, UNIKO has set staff development strategic goals in various strategic documents and regulations and has pursued a policy of continuous staff training (up to 90%) in line with these goals **[SER p.21, BM2, BM5, BM10]**. The staff is encouraged to participate in mobility programmes with foreign HEIs **[A2.18]** taking full advantage of the international cooperation agreements signed by UNIKO **[A3.31]**. Support is provided for academic staff to enable them to participate in training activities at other institutions and internationally. **[SER p.21, A 1.39]**. UNIKO has established developed the system for online teaching and management Pitagora **[BM9]**. For that purpose, manuals and guidelines are distributed and some trainings were held and covered the area of online teaching techniques to lecturers in improving their approach to teaching **[BM5, BM9]**. Only in 2022, 19 teaching staff have participated in these international mobility programs. UNIKO encourages academic staff to further their qualifications, attend national and international conferences, and more senior academic staff volunteers to take some more teaching workload to enable younger colleagues to focus on their academic research and publish in journals **[SER p.21, BM5, BM10]**. The review team identifies that the UNIKO keeps looking for adequate incentive mechanisms to enhance professional improvement of the academic staff, although appropriate financial support to boost research performance is not yet adequate *Chapter III, Standard IV.3.*

2.4　In terms of pursing a social development policy, UNIKO is committed to the implementation of integration policies of academic and administrative staff to support participation in regional development activities **[BM6]**. Various activities with local development stakeholders are also organized in the premises of UNIKO **[SER p.24, BM6]**. UNIKO is committed to increasingly play a key role in the socio-economic development of the region by undertaking specific initiatives such as offering the proper laboratories to industrial partners or develop or revise the academic programmes to the local partners' needs **[BM6, BM10]**. UNIKO academic staff supported the view described in the self-evaluation report that they are engaged in a variety of activities, such as workshops, field events, competitions for secondary schools, and social organizations in addition to teaching. **[SER p.22, BM5, BM10]**. During the period before the start of the COVID-19 pandemic, UNIKO has organized several activities of social character, cultural, sports, etc., thanks to the support offered by the partnerships established in the framework of academic activity **[BM3, BM4]**. UNIKO supports integration of the academic and administrative staff in social life and encourages them to be part of various extracurricular activities, social events, and book promotions

organized in collaboration with local education institutions or other partner institutions in the district of Korça and beyond **[BM5, BM6, BM10]** *(Chapter III, Standard IV.2).* All UNIKO employees have health insurance since they pay the "Obligatory contribution for Health Insurance" **[DCM 568, 2021]**; such contribution is paid in accordance with required legislation. *Chapter III, Standard IV.4.*

2.5　　UNIKO has clearly defined in relevant acts related to the personnel management policies, for both academic and non-academic staff, starting with the identification of needs in terms of human resources and the assessment of the quality performance of ·the current staff **[A 3.14.1, A 3.14.2, BM9, BM10]**. The activities and procedures related to personnel are specifically defined in the legislation in force and in the internal acts of UNIKO as the statute and institutional regulation. **[A 1.1.2 Article 11, 38, 41, 42]; [A 1.2 Article 33]**. The basis for recruitment, employment arrangements and employment reports is the Labour Code, and the requirements for academic engagement, curriculum and/or function at UNIKO and the specific provisions in the specific staff employment contract, including descriptions of work **[A 1.26]**. Contracts clearly specify the role, activities and workload of the staff **[A 3.10]**. The regulation contains a special chapter for personnel relations management, which disciplines and determines the relevant procedures for the whole process. **[A 1.2 Article 33]**. Drawing on provisions of individual contracts, the performance assessment and remuneration according to expected contribution, review of contractual terms, there are clear and transparent terms and procedures for undertaking disciplinary and administrative measures against violations **[A 1.2 Article 35], [A 1.26]**. The documentation related to the human resources and the related contracts and the respective procedure are filed in the Office of Human Resources **[BM9]**. At the start of the academic year, the staff signs the Annual Workload Agreement defining the workload and describing its management **[A 3.9, BM5]**. From the statements of UNIKO **[SER p.23]** and the meetings held with the staff and students the RT concluded that there have been cases of measures taken for the academic staff in case of non-fulfilment of obligations or violation of the rules set out in the above acts **[BM5, BM9]**. The academic staff with experience and expertise in quality evaluation is also engaged in admin tasks aiming at improving the management efficiency, as well as for the promotion of qualification improvement and performance enhancement **[A 2.1, BM 10]**. The Legal and Human Resource Units encourage the units to undertake the staff performance evaluation drawing upon the model defined in the Quality Handbook **[A 1.16, BM 9]**. Actions are undertaken so that the evaluation procedure is integrated and adapted at the department level focusing on being more comprehensive by including in the evaluation more specific criteria for currently involved teachers **[A 3.7]**. *Chapter III Standard II.2*

2.6　　UNIKO pursues the legal framework of the Ministry of Finance, and the relevant provisions in the statute and regulation to draft the annual plan as the basis for budgeting its activity, exercising financial autonomy in accordance with the rules and standards of programming budgetary and public financial management **[A1.1.1 Article 84]**. Although, financial management and budgetary control is centralized and academic units do not hold financial autonomy, there are attempts to provide incentives for departments to achieve better results in terms of academic research, number of students or international projects/mobility **[BM5, BM10]**. *Chapter III, Standard VI.1*

2.7   The Strategic Management Director and the Financial Department prepare the draft-budget based on the financial needs proposed by the departments to ensure the successful implementation of the academic, research and management activities **[A 1.8, BM9]**. The proposed draft-budget is discussed in all relevant structures at departments, faculties, Rectorate and is approved by the Senate and Administration Board **[A 2.2, A 1.8, A 2.1, C5]**. The review team noted that the 2022 financial budget has been approved by the Administration Board and submitted to the respective institutions for the final implementation approval **[A 2.2.1]**. *Chapter III, Standard VI.2*

2.8   Transparency is assured thanks to the discussion of financial matters at Academic Senate, which includes staff and student representatives **[BM4, BM9]**. The budget design process and financial administrative management system is structured, efficient and known to staff and students representatives thanks to monthly meetings in the Rectorate and open-meetings to ensure transparency, while the implementation is monitored by the Strategic Management Unit headed by the University Administrator. **[A 1.8, BM4, BM10]**. In accordance with the statutory requirements and other legal acts, UNIKO has been subject to periodic external/internal audit. **[A1.1.1, A 1.1.2, SER p.25]**. Financial information is available to the public in the website [www.unkorce.edu.al/programi-i-transparences-2]. UNIKO is specializing staff to use laboratories for analysis and enhance the financial health by generating other financial resources in addition to the students' fee **[BM10]**. *Chapter III, Standard VI.3.*

2.9   UNIKO has implemented a system for online learning and digital system for secretary and students data-base management based on Microsoft Teams package[1] (Pitagora replacing Esse 3) **[A1.6.2, A2.31.1, BM9]**. UNIKO has an integrated information management system using both the public website and the password-protected portal thanks to which students and staff can access confidential information and their personal institutional accounts **[A1.6.1, BM3, BM4, BM9]**. The institutional website is the main tool of communication and information due to the development and dissemination of information at the vertical and horizontal level [www.uniko.edu.al]. The institutional website provides a holistic overview, strategic information and public announcements related to the academic needs of Main and Base Units and students with information related to their studies, social activities or alumni networks [www.unkorce.edu.al/guida-uniko/, **BM3, BM4, BM9**]. UNIKO has conducted additional efforts to provide students with the necessary information about the study programmes, employments opportunities and also inform the public by offering access to all legal documents and decision-making process **[A1.6.1, BM9]**. The University also has a good presence on Facebook **[BM3]**. Students state that teachers use a range of electronic means to make resources available to students, including personal emails and software packages such as Microsoft Teams **[A1.6.1, BM4]**. UNIKO is committed to developing its digital infrastructure in support of student learning and the professional development of academic staff **[BM9]**. To enable the coordination of information, UNIKO has in place the online system Pitagora for both students and academic staff. **[SER p.27, A1.6.2, BM9]**. Hence, the majority of institutional activities are available in an electronic form including protocol and archiving services, library systems, while screens are available to provide updated instructions for students **[SER p.27, BM9]**. The team identified as an affirmation the use of technology from the

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[1] www.unkorce.edu.al/guida-uniko/

institution in sharing information for students, but also for other regional stakeholders, such as enrolment opportunities at the UNIKO[2]. UNIKO has centralized all these services and activities, in one management system for the entire institution. **[BM3, BM4, BM9]** *Chapter III, Standard VII.1, Chapter III, Standard VII.5*

2.10   During the site visit, the RT found that buildings have a dedicated internet line, which covers with Internet and Wi-Fi all the facilities at the disposal of UNIKO **[BM11]**. All auditoriums are equipped with laptop, video projector and internet - 20% have a digital board – while there is a computer room where students receive information or use it for internet navigation as well as online access and consultation of the electronic library **(SER p.27; A3.20.1, BM11)**. In each faculty there are electronic laboratory rooms for information technology complete with computers and laptops with about 25 PCs for each room **[A3.20, BM11]**. Their effective use was also confirmed by the students during the meetings (although during the pandemic period teaching was done mainly online and without physical presence) **[A2.26, BM3, BM4]**. UNIKO provides a range of laboratories supplied with basic equipment. **[A3.20, BM11]**. The review team identified as an affirmation the establishing of dedicated laboratory infrastructure in the Faculty of Agriculture and that of Human and Natural Sciences, which enables to increase the didactic performance of students and the provision of services to other institutions, while the establishment of a modern laboratory for hybrid teaching constitutes a good practise **[BM11]** *Chapter III, Standard VII.2*

2.11   UNIKO has a record of its real estate, which extends to all State Buildings under the MESY administration, while thanks to international projects it has been carried out the modernization and equipment of the current buildings in order to better serve to the students and staff needs for academic and research programmes **[SER p.28, BM9, BM11]**. A Master Plan has been implemented in order to: expand (new buildings) and reconstruct existing ones; improve aspects related to the security; and equip buildings with the necessary facilities for guaranteeing a normal process of teaching **[A3.36, BM11]**. UNIKO has signed the required documentation related to the insurance of the buildings **[A1.1g]**. The facilities area is in proportion with the number of students, while annual investment ensures that infrastructure is maintained at the required standard based on the specific documentation **[SER p28, A 1.7, BM10, BM11]**. *Chapter III, Standard VII.3*

2.12   UNIKO has a long academic and cultural heritage: it archives publications by academic staff, diploma theses produced by students in the library, while specific attention is paid to the representation of the university assets **[A1.1f, BM11]**. The university has its own flag, emblem, while publications are dedicated to specific anniversaries and retired staff is invited to participate in events related to the cultural and historical regional and national activities **[A 1.1 f]**. UNIKO displays a full range of academic publications under the series of the "Scientific bulletin" **[SER p29]** *Chapter III, Standard VII.4*

2.13   The review team assessed that the quality of learning facilities and access for individuals with disabilities generally meet statutory requirements **[BM11]**. There are agreements with other organisations for sports provision such as the Fan Noli sport association and the Municipality's Palace of Sports, which have enabled the

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[2] www.unkorce.edu.al/kendi-i-maturanteve/

construction of two competitive teams of students in sports: female volleyball team and males football team, which have won national and international competitions **[A 1.3.2, BM4, BM11]**. The hospital facilities are used to provide a real work environment for nursing **[BM3; BM9]**. In general, classrooms and laboratories meet demands **[A 1.15]**, the library is digitalised, while periodical hygienic conditions tests and a functional central heating system are also part of the management activities of the university **[A 3.20.2]**. *Chapter III, Standard V.1*

2.14   The Juridical and Protocol Archive Department archives and preserves the documentation according the rules and disposition, which are stated in the regulation of the respective department **[A 1.4]**. Effective coordinated management systems are in place to ensure the care and preservation of all documentation and information, including student data held by Teaching Secretaries and professional related documentation of the staff **[SER p.29, BM9]**. The review team found that electronic storage and archiving facilities within libraries met the legal expectations. **[BM9, BM11]**. *Chapter III, Standard V.2*

2.15   UNIKO collaborates with external third parties to improve teaching, scientific research activities and services of common interest **[BM1, BM6, BM10]**. Laboratories within academic units are working to offer services to external institutions and relevant labour market partners with arrangements taking account of institutional regulations. **[A 3.20.2, BM6, BM9]**. UNIKO is specializing academic staff to increase the efficiency of its lab infrastructure services, such as the case of the Agro Food laboratory[3] which can also be at the disposal of third parties in the region **[BM6]**. The Academic staff and students have also access the archives from partners or Academy of Science, National Library, JStore etc. **[BM3, BM4, BM5, BM9]**. *Chapter III, Standard VII.6*

Findings

Good practice

*   Establishment of laboratory for hybrid teaching is a good practice *(Chapter III, Standard VII.2)*

Weaknesses

The review team did not identify any weaknesses.

Recommendations

The review team made the following recommendations:

*   The University has to continue the work on implementing the strategy of recruiting qualified academic staff and developing incentive mechanisms for their employment at the university *(Chapter III, Standard IV.1)*

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[3] UNIKO has applied to receive the ISO certificate for the Agrofood laboratory.

Affirmation of action being taken

The review team noted affirmation of the following action being taken:

- The use of information technology in various activities is increased in the last year **(Chapter III, Standard VII.1)**
- The improvement and further specialization of laboratories such as the Agri Food laboratory will increase the participation of students in studies, and research and can help university to provide services to other institutions **(Chapter III, Standard VII.2)**

Judgement

The standards for Resourcing are Fully Met.

Evaluation Area 3: The Curriculum

3.1 Current study programmes seek to harmonize UNIKO traditional culture and experience to achieve the goal to become a key stakeholder for the regional development and address the quickly evolving market needs **[A1.2 Article 56, BM10]**. Therefore, the study programmes of UNIKO are established to comply with its mission and objective for preparing young specialists to address labour market needs for teachers, agronomists, economists, IT experts, nurses but also scientists in natural sciences **[A3.3, BM5]**. The same approach to address labour market needs and to consider opportunities to support the regional development hold also for opening new study programmes **[A3.36, BM10]**. The academic team is working to further differentiate academic offer, such are the six Bachelor programmes in the Faculty of Economic, so to better address the specific labour market needs **[BM5, BM10]**. In order to inform secondary school students about study opportunities, UNIKO organizes frequent campaigns for "graduate secondary school students information days" or "Olympiads of Mathematics" on regular basis with the support of the Education Regional Directorate and coordinated by the Alumni Career Counselling Office or other local stakeholders **[A3.32, BM9]**. This campaign implemented by the UNIKO academic staff covers the territory of Korça and neighbouring municipalities such as Pogradec finalized with the UNIKO's job fairs and other open day activities[4]. A good example is the involvement of secondary schools' teachers in the life-long learning activities of the Continuous Training Centre, so to increase the cooperation opportunities between the high and secondary education **[A3.26, BM10]**. The admission criteria are defined in the UNIKO Statute, Regulation and in the respective regulations of the study programmes **[A1.1.1, A 1.2]**. As a public HEI, UNIKO publishes the study programs on its website [https://moodle.unkorce.rash.al/], while each faculty/department offers in the proper website information related to the study programme i.e. syllabus, curricula and programs documentation **[A2.7, A 2.8, A 2.9]**. UNIKO offers study programmes in all three study cycles: (23) Bachelor programmes; (20) Professional Master (13 of 60 ECTS and 7 of 120 ECTS); (3) Master of Science; (1) Doctoral Programme; (7) 2-year professional programmes for a total of 60 study programs (out of which 6 are inactive) **[A1.3.2, BM5]**. While study programs are annually improved up to 20%, there are specific programmes, which have been thoroughly improved or established to reflect labour market needs such as Business Informatics and Agriculture **[A3.37, BM10]**. Due to a growing number of new programmes, there is a relatively high number of programmes still to-be or in the accreditation process, as per following: a) Professional Study Programme (56% in the accreditation process and 30% non-accredited); b) Professional Master Programme (120 ECTS) 100% accredited; c) Professional Master (60 ECTS): 21% in the accreditation process; d) Bachelor programmes: 23% in the accreditation process and 46% non-accredited; f) Doctoral programme 100% accredited **[A1.3.2]**. To increase the quality of teaching and learning, UNIKO collegial bodies pursue the respective regulation of each study programme and is based on the activity of the University Internal Unit for Quality Insurance IUQI **[A1.16, A1.2, Article 16, BM5, BM10]**. UNIKO sets out the rules and procedures for evaluating study programs that are ongoing through final exams and diploma paper **[A1.1, Article 46]**. Faculties and departments of UNIKO propose quotas - which are approved by the

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[4] https://www.facebook.com/unkorce/posts/1949161445108566

UNIKO's Senate - regarding new student admissions based on study programs **[A1.2, A2.7, A2.8, A2.9, BM10]**. *Chapter I Standard I.1*

3.2   Beyond the principal mission of teaching future experts and researchers capable of addressing the current labour market needs, the academic units and staff of UNIKO focus on the responsibility to develop and make available study programs, which have the objective of ongoing life education **[SER p.35, BM10]**. Training modules, in terms of Life Long Learning (LLL), are prepared to face emerging market needs, such as for instance training modules on entrepreneurship, or elementary education, while others are in progress such as the ones in domain of agriculture and healthcare, thanks to the collaboration with international partners in the framework of Erasmus Plus projects[5] **[BM10]**. Two Excellency Training Centres attached to the Faculty of Education and Philology, and Faculty of Natural and Human Sciences are merged to establish the Continuous Training Centre focused on preparing the training modules and implementing pre-university teacher training on inclusive education and developing competences within the VET system in Albania[6]. The Life Long Learning programmes LLL in the framework of the TEAVET project are accredited by the MoYES and Agency for Quality Assurance in Pre-University education, while 13 other LLL programmes – related mainly to the pedagogical topics - are in the process of accreditation **[A1.1, C2, BM10]**. Moreover, all students completing the Bachelor study programs have the opportunity to continue studies at Master levels (scientific or professional) - or even advanced studies and specializations - if completed successfully **[A1.1.2, Article 51]**. UNIKO offers a variety of study programmes and of different duration of 1 to 2 years with a professional character as well as the second cycle of Professional Master **[A 1.1.2, Article 48]**. Although UNIKO has no mechanism to assess the experience gained and the impact of these training courses, the increasing number of participants can be considered as a positive indicator **[BM10]**. *Chapter I Standard I.2*

3.3   Based on the strategy **[A1.3.1]**, the statute **[A 1.1.2]** UNIKO focuses its academic offer on quality of teaching and studying to offer adequate education for building up the necessary competencies needed by the labour market, due to international cooperation, research, and constant assessment of the quality on teaching through quality assurance mechanism and implementation of standards **[A1.3.2, SER, p35, BM8]**. UNIKO has defined its vision and objectives in the strategy 2022-2027, underlying inclusion and cooperation with regional development stakeholders, quality of academic teaching and research, and respect for social diversity as the main drivers for developing the professionals of the future **[A1.1.2, BM6]**. UNIKO will pay particular attention while implementing this strategy to the improvement of study programs and the further scientific development of the academic staff and training for re-skilling/upskilling of professionals (LLL) in order to appropriately identify and adequately respond to the market needs **[A1.3.2, BM10]**. The collaboration of the UNIKO with local public institutions and private companies offers to students opportunities for a successful internship and potential employment upon graduation, an objective underlined in the meeting with a group of teachers and representatives of external partners and alumni **[BM6]**. Thanks to this cooperation, the work is now focused to increase the internship period of students as a request posed by local stakeholders and students **[BM3, BM4, BM6]**. *Chapter I Standard I.3*

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[5] https://teavet.org; https://entralproject.eu
[6] https://www.unkorce.edu.al/qendra-per-fromimin -e-vazhduar -2/

3.4 All study programmes at the UNIKO are offered by pursuing the national and international legal framework, in accordance with Bologna system i.e. study programs are integrated with the subject system of studies, while the subjects have their workload through credits (25h/ECTS) **[A2.8, A2.9, A2.10]**. UNIKO offers study programs in compliance with general national policies, aiming to consolidate the Albanian tradition, while complying with the European qualifications and legal framework **[A1.3.1]**. While multi-disciplinarity remains a paramount objective when designing the study programmes, introduction of foreign languages in all programmes and at all levels is considered as an enhancing factor for increasing the mobility of students and academic staff **[SER, pg.36, BM10]**. Although there is not currently a joint programme with another international HEI, there is commitment and efforts done to achieve such objective through participation in different international projects so to promote mobility of students and academic staff as a key element of internationalization **[A1.3.2, BM8]**. In a meeting with the academic staff **[BM5]**. RT confirmed that mobility happens frequently and is facilitated by the institution **[BM10]**. UNIKO Statute recognizes the credits received by students attending studies in another HEI **[A1.1.2, Article 47]**. *Chapter I Standard I.4*

3.5 The teaching workload of the full-time lecturer in the UNIKO is on average 1536 hours as per University Regulation and Workload Annual Agreement **[A 1.2, Article 33, 39]**. This teacher's workload includes teaching, research, institutional work, and is attached to the contract **[A 3.10]**. Documents and reporting evidence provided by UNIKO **[A 1.2, Article 33, A 3.9, A 3.10]** provides information of lecturer workload throughout the year by classifying it in teaching, laboratory, assistance in the teaching process (research, publications), support activities for the institution, etc. **[A 3.9, A 1.27, BM5]**. The additional workload of lecturers is financed by the UNIKO budget **[SER 36, A 3.9]**. Heads of departments and scientific centres are also engaged in teaching conform the legal framework **[BM10]**. *Chapter I Standard I.5*

3.6 Curricula of the study programs for all academic units is available on the University website https://moodle.unkorce.rash.al// while the specific study programmes and their curricula are available in the website of the respective department in charge of delivering that study programme https://moodle.unkorce.rash.al/course/index.php?categoryid=2 **[BM3, BM4]**. The objectives of the study programmes comply with the general objectives of the UNIKO and include employment opportunities, admission criteria, graduation procedures, attendance rules, evaluation forms and syllabi of the programme **[A2.7, A2.8]**. Student admission criteria comply with laws and quotas issued at the national level, approved by the senate **[A2.27, A1.1.1 Article 46, A1.2 Article 55, 57]** and are published on university website **[A1.6]**. Once you land in the course page, the website offers the course syllabi for each study programme, which allows staff, students and prospective students, to have a quick access to such information (see https://moodle.unkorce.rash.al/) **[BM3, BM4]**. *Chapter I Standard I.6*

3.7 The UNIKO statute states that studies are organized in three consecutive cycles referring to levels 6, 7, and 8 of the Albanian Qualifications framework. In the statute is explicated the transition between these three levels **[A1.1.2, Article 47]**. All first cycle i.e. 3-year Bachelor's degree programs are organized with 180 ECTS and

provide students with the opportunity to continue their studies at the second level Master's level (Scientific or Professional), as in any HEI **[A1.2 Article 52]**. The Professional Master is organized in 60/120 ECTS, while UNIKO offers 7 associate study programmes – 5th level of qualification - to offer specialized expertise in professional (non-scientific) areas **[A1.3.2, A 1.2 Article 53, SER page 38]**. UNIKO academic units have set up study programmes in compliance the division into disciplines as core subjects, characteristic subjects, interdisciplinary subjects and supplementary subjects equipping students with the basic knowledge of the respective professions and scientific principles, while the professional programmes are more focused into specific skills **[A1.1.1 49, SER, page 38]**. Students generally consider, that the current study programmes and the academic unit organization, equip them with general and specific competencies and adequate formation, while offering the opportunity to expand fields of relevant studies in greater extent and depth offering good employment opportunities **[BM3, BM4]**. Meeting with students and admin staff, the RT noticed that UNIKO Alumni Association is present and seeks to help the newly graduated students to have better contacts for employment opportunities thanks also to the external partners of the institution **[BM3, BM4, BM9]**. UNIKO Regulation **[A1.2 Article 76]** specifies the cases of students' transfers upon the pre-condition that it is conducted within the same study cycle, upon the specific commission decision and in compliance with the national bylaws **[A3.1]**. *Chapter I Standard I.7*

3.8   Information thanks to regular campaigns with secondary school students about study offer and organization during "students' information days" is harmonized with activities coordinated by the Alumni Career Counselling Office to ensure a soft landing of students in their first year of studies **[A3.24.1]**. In meetings with the RT, students confirm **[BM3, BM4]** that their orientation is further supported by the university website, where they find also all the necessary information about the organogram of UNIKO and contacts of key offices to address their questions such as the career counselling office. UNIKO conducts a series of quality assurance activities at different levels (study programmes and basic units) involving both students and teaching staff **[A3.28.1, BM4, BM5, BM9]**. The collected results are discussed at department level in dedicated analysis for then being introduced to faculties and Decanate, so to decide on the steps to be undertaken **[BM5, BM9]**. Other tools consist of analysis of the students' performance, the graduation rate vis-à-vis the enrolment rate in the first year for each course and appropriate improvements in the programmes from the basic units **[A2.5, BM10]**. UNIKO Regulation and respective Study Programme Regulations offer a clear overview of activities, which are of students' interest, while starting their courses but also during their academic studies **[A1.2, A2.7, A2.8]**. Pitagora online system makes available the course syllabi for each study programme and allows students to have clear information, while reducing procedural steps **[BM3, BM4, BM9]**. UNIKO promotes students career development through scholarships for the best performing students **[BM3, BM4, BM9]**. Evidence shows that the academic staff with contract and temporary contract staff ratio is respectively circa 84%/16%, **[A 3.15]** while the number of teaching staff per student has increased from 1/30 in 2016 into 1/21 in 2021, which further help to increase the quality, although this is mainly because of the decrease in the number of students rather than an increasing number of PAE (remaining almost the same) **[A1.3.2]**. These figures but also a detailed supervision of the provided evidence shows that such balance is well-preserved not only at the university level, but also at the faculty and study programmes **[BM5]**. The 2022-2027 Development

Strategy **[A 1.3.1]** seeks to increase the level of qualifications of the academic staff, while the scoring system favours people with the highest level of qualification. *Chapter I Standard I.8*

3.9   Study programmes of the second cycle are drafted by the departments' academic staff based on their research, collected expertise and through a process of feedback received from students' assessment **[A.2.36, BM9, BM10]**. As per UNIKO Regulation **[A1.2 Article 34]**, the workload is split among these activities: a) teaching; b) scientific research; c) institutional contribution. In meeting with teachers the RT was informed that 20% of their time is devoted to research, participation in international conferences and collaboration in research projects, including the work on improving the curricula of the study programmes and participation in department academic tasks **[BM5]**. More senior full time academic staff takes a higher teaching workload in order to allow more time for professional qualifications to junior colleagues **[BM5, BM10]**. Around 80% of working time is dedicated to teaching activities broken down into personal preparation for teaching, frontal teaching, consultations and thesis supervision **[A1.2 Article 34, BM5]**. Thesis preparation i.e. template, expectations, requisites and the necessary steps, i.e., academic support, procedures related to thesis defence etc., are sanctioned in the respective manual **[A2.15.1]**. Professional internships are a curricular part carried out in cooperation with private and state-owned companies, and are concluded with a specific evaluation of this activity **[A2.21, BM6]**. Career Counselling Office has the data completed on the employment of the graduates and alumni tracking **[A2.30, BM9]**. Better integration of such data and employers' feedback helps to create a complete picture of the labour market needs and obtain feedback on the review of the study programs **[A 2.29.1, BM6]**. When needed and possible the UNIKO has invited local and foreign academic staff or people with particular expertise in a specific area **[A3.3, BM10]**. *Chapter I Standard I.9*

3.10   UNIKO statute states that studies are organized in three consecutive cycles referring to levels 6, 7, and 8 of the Albanian Qualifications framework, while transition between these three levels is explicated in the statute **[A1.1.1, Article 46]**. All first cycle i.e. 3-year Bachelor's degree programs are organized in courses with 180 ECTS and accredit to students the right to continue their studies at the second level Master's level (Scientific or Professional) **[A1.2 Article 54, 56, 58, 71]**. Based on UNIKO strategy, international cooperation is a priority, as well as the mobility of teachers and students in various programs **[A1.1.2, A 3.13]**. RT notes that UNIKO study programs seek to facilitate and implement mobility **[BM1, BM5, BM10]** to promote cooperation at national and international level **[A1.2, Article 63]**. At the end of study programs - first and second cycle - students are given diplomas and supplementary diplomas in Albanian and English **[A2.12.1]**. In the meetings with the students of the second cycle of studies, the RT has also identified that the knowledge of foreign languages is at a satisfactory level **[BM4]**. UNIKO statute defines the admission criteria for students in the second cycle of studies including the knowledge of the relevant foreign language for the study programme **[A1.1.1 Article 53]**. UNIKO practices the recognition of up to 75% equivalence in mobility cases in each study programme **[A3.2, A1.23, BM9]**. *Chapter I Standard I.10*

3.11   Study programmes combine the theoretical component and hands-on implementation of that knowledge, while finding the right balance between characterizing,

interdisciplinary and integrative disciplines **[A2.12, SER, pg 41]**. Depending on the study programme, the practical application tools vary from hands-on activities to laboratories **[A2.15, BM3, BM4]**. Final, graduation exams and internship are included in the study programs of the first and second cycle **[A1.5 Article 69, BM9]**, while UNIKO seeks to offer adequate match-making between study programme and internship institutions **[A3.25, BM4]**. UNIKO keeps evidence of students work during the internship and teachers assessment of students' performance **[A3.2, BM9]**. In meeting with students, RT noticed that their inclusion in research projects is mainly focused on questionnaires and fieldwork **[BM4, BM5]**. During the study course programme, UNIKO supports with advice and information internships identification and other students' participation opportunities in hands-on activities in **[A3.4, A3.24.1]**. *Chapter I Standard I.11*

3.12 In UNIKO, departments and faculties staff seek to include characteristic disciplines (with professional focus) as much as 90-99 ECTS equivalent to 50-55% workload of the entire study programme, while characterizing and integrative projects count for another 18% **[BM5, BM10]**. UNIKO focuses especially on integrating the second cycle programmes of a professional character with the needs for expertise of the local stakeholders, regional development strategy goals, market needs and the feedback received to improve knowledge and skills required from students on qualifications professional discipline **[A2.8, A 2.9, A 2.10 SER, p.42, BM10]**. Study programs at all levels offer to students general and special professional competencies in order to constitute a desirable professional profile in the labour market **[A1.1.2, BM10]**. Moreover, one key criteria to establish new study programmes depends on how a study program is justified vis-à-vis the needs of the labour market that its graduated students will address **[A1.2 Article 45, A 2.4]**. Professional practice is conducted at both levels of study and in all programs **[A 3.2]**. During the RT field visit at UNIKO, the presence of learning infrastructure - such as Nursing, Agriculture Lab Pedagogical Practising-room etc. - and their equipment evidenced students' work in terms of practical formation **[BM11]**. *Chapter I Standard I.12*

Findings

Good practice
The review team identified the following feature of good practice:

- Curricula in some departments such as teaching and agriculture studies is improved up to 80%, thanks to students and stakeholders' feedback. (*Chapter I Standard I.1*)

Weaknesses

The review team did not identify any weaknesses.

Recommendations

The review team identified the following recommendation:

- A focused approach on how to increase students' numbers. (*Chapter I Standard I.1*)

Affirmation of action being taken

The review team affirmed the following actions in progress:

- Better distinguish study programmes curricula in the first two years of the BA in the Faculty of Economics, considering also the experience of other universities (*Chapter I Standard I.1*)

Judgement

The standards for the Curriculum are Fully Met.

Evaluation Area 4: Teaching, Learning, Assessment and Research

4.1 UNIKO faculties are engaged in the continuous improvement of study programs related to social and scientific development innovations, which are required by: new developments of the regional or national context, innovative outcomes of its staff research, findings of the self-evaluation reports and learning needs of the newly enrolled students **[SER, p. 44]**. All study programs are discussed in the respective departments and then the final approved version is sent to the Rectorate and after the approval of the Academic Senate it is signed by the Rector, the Dean of the Faculty, and the Head of the Department **[BM10]**. The printed copies of the programs are stored in the respective faculty archives and are available to academic staff and students in electronic versions. Syllabuses include curriculum content, program objectives, credit distribution, and workload, as well as teaching, learning, and assessment formats. Syllabuses are prepared by lecturers and discussed in the department in order to avoid duplication and overlap **[A1.2, A1.1.1, A2.13, BM5, BM10]**. The Head of the Department coordinates the estimation of the teaching and learning workload of the discipline based on its respective space in the teaching plan. The lecturers continuously update the teaching materials and store the data of the teaching activity in the personal files or in the register **[A1.14, A1.2, BM10]**. The register of the academic staff is a basic official document that identifies the student's attendance and results and for each lecturer is required to write the title of the discipline, the study programme, the respective course, the academic year, the teaching elements of the lesson performed, and to record the absences and results of the students, as well as all the elements that determine the continuous assessment aspects defined in the syllabus of the course or module **[SER, p. 44, BM5]**. The register is recognized as the official document that verifies the lecturer's workload and is systematically controlled by the head of the department **[A3.11.2, BM5, BM10]**. In addition to the written exam, students are assessed through course assignments/projects, laboratory work, etc. **[A2.15.3, BM3, BM4]**. The curriculum includes the theoretical part, practical work, hours of exercises, seminars, hours of discussion, project presentations, preparation of course assignments, discussions in the auditorium and laboratory hours **[SER, p. 44, BM5, BM10]**, As importantly, UNIKO continuously improves the infrastructure and laboratories in order to enrich the practical methodology of learning **[A3.20; BM2]**. Students stated to the review team that they welcome the improvement of laboratories and increase of the number of laboratory hours **[BM3, BM4]**. The relevant departments are responsible for the implementation of students' practical activities. Each syllabus provides the hours of independent work of the student, the hours of seminars or laboratory work, and depending on the nature of the program, the practical hours in the field **[BM10]**. However, the evaluation team has had requests from students, institutions and companies from private and public sector to extend the internship in the future, as they view it as short at the moment **[BM3, BM4, BM6]**. The rules of management and supervision of professional practice are defined by the Regulation on the Organization and Activities of Teaching, Scientific Research, respectively Articles 115 and 116 **[A1.2]**. The basic units select staff members to monitor the progress of field practice **[BM4, BM5]** to, among others, ensure that students interact professionally with the institutions in which they do the practice and learn as much as possible from their

practice **[BM4, BM5, BM6]**. Student assessment is undertaken by the supervisors and is reflected in the assessment form **[A3.25, BM4, BM5]**. Students of some programs write and present/defend papers on issues they have encountered during their internship **[BM5]**. In order to improve the internship procedures and increase the responsibility of mentors and fairness in its evaluation, departments have developed teaching practice guidelines **[A2.15.1]**. The department is also responsible for monitoring research work and course projects, which are included in the syllabus and are part of the students' ongoing assessment. The department particularly monitors the research activity of students in the preparation of graduation theses, which are discussed in advance and oriented through continuous supervision **[SER, p. 45, BM4, BM5]** by diploma thesis mentors who are approved by the Head of the Department **[A 2.15.1, BM4, BM5, BM10]**. However, the involvement of students in research projects is not is not very satisfying **[BM4, BM5]**. The professors of the respective subjects make available to the students the teaching materials and literature in the form of academic textbooks, lecture scripts, manuals, electronic documentation, works prepared earlier by other students, communication media and information technology programs, etc. **[A2.16, BM4, BM5, BM10]**. Students can retrieve materials from the faculty libraries or the Scientific Library or they can refer to the online resources suggested by the lecturer of the course **[SER, p. 45, BM4, BM5, BM9]**. UNIKO is in the process of digitalization of the library through the project supported by National Agency of Research and Innovation (NARI) and have access to JSTOR electronic resources **[BM8, BM9]**. Nevertheless, most academic staff are involved in teaching and appear less involved in research even though research groups are set up **[BM6]**. *Chapter I Standard II.1*.

4.2 UNIKO in its Regulation of Organisation and Teaching and Research Activity defines the organization of the assessment forms, colloquiums, exams and graduation exams/papers in all study programs **[SER, p. 45. A 1.2]**. Important parts of the above Regulation appear in different periods of the academic year on the information boards displayed, as well as on the monitors placed in the halls of the faculties **[Tour visit]**. The Articles, which set out the evaluation rules and examination procedures, are displayed on monitors during examination periods **[SER, p. 45]**. Before the graduation exam, lecturers inform students about the continuous assessment rates and offer them the questions that correspond to the standards set in the learning outcomes for each discipline **[A2.15.2, BM4]**. Students at UNIKO receive information regarding the course evaluation form, exam and graduation through the online student secretary ESSE3/Pitagora database and the online service posted on the university website **[https://unk.pitagora.rash.al/]**, while for the results of the exams they are notified within the deadline set in the Regulations **[A1.2, BM3, BM4]**. The responsibilities of the academic staff, the employees of the teaching secretaries and the authorities of the units managing exams, respect the deadlines and place the data in the electronic database as stipulated by the Handbook for the Digitalization Program of the University System **[A1.6, BM5]**. Information for the evaluation of exams is available only to authorized users **[A1.6, BM9]**, and this ensures confidentiality **[A1.9]**, while the complains of students regarding exam grades are reviewed according to the procedures provided in Article 54 of the Regulation of Organization and Teaching and Research activity of UNIKO **[SER, p. 46, BM3]**. UNIKO, through the Cleanscore Platform, in the first semester of the academic year 2021-2022 has realized a pilot project for the electronic evaluation of exams to increase the objectivity of evaluations

[A2.26]. Despite the challenges of drafting exams appropriate to the system, the procedure has worked well even in large groups of students **[SER, p. 46 https://cleanscore.al/arkiva/category/provimet/universiteti-fan-s-noli-korce]**. Graduation procedures, forms of graduation examinations, diploma and the supplement form, as well as procedures of the database recording diploma issuing at UNIKO are defined according to Regulation on Organization and Activity of Teaching and Scientific Research **[A1.2, BM9]**. The awards of the study programs and corresponding supplements are registered in the National Register of High Education Diploma and Certificates and are recognized as legal documents that certify the completion of the respective study programs **[SER, p 46]** *Chapter I Standard II.2*.

4.3   Study programs offered to the students are subject to quality assessment procedures by internal quality assurance units, decision-making bodies, authorities, academic staff, students and different stakeholders **[BM6, BM10]**. Initially, the curriculum is reviewed based on the proposals of the departments, whose arguments are based mainly on the number and quality of enrolled students, as well as the need to renew the academic offer **[SER, p. 46]**. After the analysis of the internal quality assurance units regarding the stakeholders involved in the study programs, the review of the program curricula begins, based on data obtained from the questionnaires and surveys with students **[BM3, BM4]**. However in the future greater involvement of external stakeholders such as the municipality and private companies is required **[BM6]**. The number and quality of enrolled students, measures the progress of a study program **[SER, p. 46]** in addition to alumni tracking where the ratio of employees in the profile can be evidenced **[A2.30, BM6]**. To that end, UNIKO states that **[SER, p. 46]**, alumni suggested to improve the infrastructure related to teaching such as: use of laboratories, updating of documentation, inclusion of information technology tools in certain disciplines, change of the load ratio of disciplines, inclusion of new knowledge in relation to market demands, teaching methods, evaluation methods, etc. All the findings mentioned above but also others related to the quality of students, the importance of academic research in the field of curriculum, etc., are reflected in the self-assessment report of the IQAU **[A3.28]**. The annual analysis of teaching, scientific and financial activity of the university, describes the current state of study programs and lays out instructions for the improvement of key indicators of quality assurance of the study programs **[A2.4, BM2]**.The performance of academic staff is evaluated through questionnaires with students, the evaluation carried out by authorities and through the individual information lecturers provide in relation to their annual teaching and research activity. In addition, deans and heads of departments regularly evaluate the documentation related to the study programs **[A3.30, A1.2, A3.27, BM3, BM4, BM10]** *Chapter I Standard II.3*.

4.4   Curriculum, Institutional Evaluation and Alumni Department are responsible for measuring key performance indicators of study programs and drafting work plans for possible improvements **[A1.5]** as described in the Handbook of the Quality Assurance of the University **[A1.16]**. The Curriculum, Institutional Evaluation and Alumni Department coordinates the work between the Internal Quality Assurance Units at the faculties and reports directly to the authorities of the university for measures to be undertaken. The IQAU make periodic assessment of the effectiveness of educational and scientific activities and it has operational autonomy and access to university data **[SER, p. 47. A 1.1, A3.22]**. Academic staff is also involved in issues related to quality

assurance. The project team members have been involved in organizing trainings with the academic staff in terms of improving teaching methodology and infrastructure [http://unkorce.edu.al/kerkimi-shkencor-2/]. However, in the future UNIKO should be more committed to additional teaching trainings for academic staff. The Continuous Training Centre should plan more trainings for staff and staff trainers to conduct training for new teaching methods especially online teaching. Staff and student mobility have also brought innovations to the methodology and literature used in the program **[SER, p 47, BM4, BM8]**. The Rectorate coordinates teaching plans and course timetable design for all the study programs to manage the available infrastructure properly. The management enhances the attendance of the students in class activities and avoids class postponing in late afternoon hours, while Faculties take care of a better management of their auditoriums, including laboratories and other facilities offered to the teaching staff and students **[SER, p 47]**. It is quite encouraging that the academic staff has been and is involved in several Erasmus + capacity building projects, and the focus is to improve processes, structures and tools for improving curricula **[A3.17.1, BM2, BM5, BM8]**. Involvement of academic staff in international projects such as: SmartAl-Master in European innovations for a sustainable management of Albanian territories; Developing teacher competencies for a comprehensive VET system in Albania; Harmonization and Innovation in PhD Study Programs for Plant Health in Sustainable Agriculture; Strengthening Teaching Competences in Higher Education in Natural and Mathematical Sciences (TeComp); Economic Enhancement of Knowledge in the Food Department Strengthening the Technological Transfer Offices in Albanian Universities; Entrepreneurial skills for a modern education in Albania; QUADIC-Quality development of international cooperation and project management; VALEU-X - Virtual Albanian European Universities Exchange, Dual Curricula - Study and Work Practice in Agriculture and Food Safety, has led to improved curricula and learning outcomes **[SER, p. 48, A 3.22]**. Offers regarding new study programs are part of discussions in meetings held in departments or faculties. Importantly, information technology infrastructure available study programs is part of such discussions, and the academic staff is working hard to make it part of the activities within auditors **[BM8, Tour visit]**. Nevertheless, based on the budget for 2021 the funds allocated for scientific research are not enough, and from different meetings it was declared that the amount for research and publication is about 50.000 Euro **[BM2, BM6]**. However, it is very encouraging that the research budget next year will increase by 75% **[BM2]** *Chapter I Standard II. 4.*

4.5   At UNIKO the department is a basic teaching and research unit, focused on homogeneous or similar research fields with the fields covered by the academic staff and coordinates them with teaching **[A2.6, A3.5, BM10]**. UNIKO consists of fifteen departments that promote and coordinate research activities according to the profiles/qualifications and 75% of the academic staff hold academic titles and degrees **[A2.1, A3.14, A3.12, BM10]**. Although departments have adequate human resources, with sufficient qualifications to increase their research capacity in their fields of study, they have not carried out many typical research projects in the past years. However, it is encouraging that 25% of the academic assistant lecturers are in the process of qualifying, closing their doctoral studies or waiting for the opening of third cycle study programs in their relevant field. At UNIKO departments are the generating engine of teaching and research activity that are becoming increasingly aware of their role within the functional whole of the university **[BM5]**. Departments organize regular meetings

for the organization of research and publishing activities, the promotion of the research activity of the staff and the degree of extension of the research activity within the curriculum of the study programs **[A2.34]**. However in the future a better organization of research groups in departments is needed, although it is quite difficult since departments do not have special funds, and the budget is centralized **[BM10]**. This is confirmed also in the SER, which states that departments should play a more active role in terms of conducting applicative research in the social, economic, regional or national context **[SER, p 48-49]**. The overall performance of the department is part of the Rectorate monitoring processes and discussions of the Academic Senate **[A2.4, BM10]**. However; the relevant departments have organized joint activities with regional or national universities in Albania, Greece, Northern Macedonia, Kosovo, Italy [https://m.facebook.com/unkorce/photos/a.770203993004323/4128378353853520; https://www.facebook.com/unkorce/posts/3334452013246162; https://www.facebook.com/unkorce/posts/4841049389253076], as well as round tables to discuss the directions of the developments in the region. It is very important that UNIKO won the project "Digitization of the UNIKO Library", which aims to create the digital fund of the library and its complete cataloging and indexing in order to make it available to interested readers outside the university **[A3.22.1, BM9]**. In the meantime, UNIKO is working to increase the capacity of laboratories set up near the units, so that they can be used for the research programs they provide **[A3.20.2]**. Despite attempts to increase research output and quality, the academic staff spends most of their working time teaching in a ratio of 80% teaching with 20% research **[BM10]**. It is discouraging that UNIKO does not provide additional financial support for academic staff who publish papers in international journals with impact factor **[BM5, BM10]**. UNIKO mainly implements capacity building projects **[BM5, BM8, BM10]**, which focus on human capacity building, through training and qualifications, infrastructure capacity building, through the establishment of laboratories dedicated to this purpose and the exchange of study visits between partners. In addition, it is quite encouraging that basic units apply for infrastructure research projects, organized by the National Agency for Research and Innovation (NARI), and they have won two projects, in meanwhile they also applied for Horizon 2020 and Marie Curie projects, even though they have not had success, this is quite encouraging **[BM5, BM8]** *Chapter II Standard I. 1.*

4.6   At UNIKO scientific research is considered an integral part of the academic activity, of the individual promotion of academic staff and as a modest part of student activity. The research work developed as part of the scientific portfolio of academic staff is directly related to the increase of the reputation of the institution regarding research **[A3.17]**. UNIKO conducts scientific and research activities to increase the quality of teaching, training students with modern research methodology, and practical advanced knowledge, as well as creating a material assets for the development of faculties **[A2.13]**. UNIKO encourages staff to participate in institutional research project application, whose funds are foreseen in the annual budget of the institution **[A2.2.1]**. The research budget for 2019-2022 is about 40,000 euros, the call for projects announced twice per year, 20,000 euros tangible - equipment, laboratory and 20,000 euros not tangible - projects research proposals **[BM7]**. Importantly, it is planned that in the near future the budget for research will increase up to 150,000 euros **[BM10]**. Academic staff currently are not financially supported to participate in international conferences and for the publication of scientific papers. **[BM5, BM10]**. Funding levels

are discussed in the Rectorate, and then approved by the decision- taking authorities, the Academic Senate and Board of Administration, afterword's the Rector announces the call for research projects or that of institutional research infrastructure provided/applied by the units and their academic staff **[A3.22.3]**. The supported projects are from different fields such as: research on the reformation of study programs content and documentation, increase of the library fund of books, subscriptions in academic periodicals, research projects equipment purchase, publication of university textbooks and organization of scientific events and proceedings **[A3.23]**, The budget provides annual funds for providing faculty libraries with materials required by the academic staff, which are also available for students' research activities **[A2.2, BM9]**, UNIKO has established stable partnerships in consortia of international projects, mainly Erasmus + **[A 3.22]**. The cooperation and networks created on these partnership bases have enhanced more interaction and scientific communication between researchers, by serving as a promotional tool to the internalization or to the contextual application of their research outcomes **[SER, p. 49]**. UNIKO has cooperation agreements with 10 national institutions of higher education, 30 international institutions of higher education and 92 cooperation agreements with non-educational institutions with which it provides research directions through joint activities/publications and staff mobility **[A3.31, BM2, SER, p. 50]**. It is quite encouraging that in the last two years out of seven UNIKO applications for scientific projects supported by National Agency of Research and Innovation 2 have been positively evaluated and two others are in the evaluation phase **[A3.22.2, BM5, BM8]**. The Interdisciplinary Centre for Balkan Studies has just started its activity at the university and the mission is to coordinate research activities applied in Balkan Studies at the institutional and inter institutional level **[BM2, A1.22; A3.23]**. The Didactic Experimental Economy (DEE) is a research unit with an area of 16.5 ha within the Faculty of Agriculture, which provides infrastructure for student field activity in various plant crops such as cereals, fruits, vegetables, fodder and beans. Students perform comparative tests on ways to increase production and follow case studies with practical solutions related to theoretical knowledge of a special nature **[BM2, BM10, A1.8]**. DEE provides infrastructural space for the experimental scientific enterprises of the researchers of this faculty. It displays a full collection of the fodder plants and a collection of regional tree plants. Studies have been conducted on the adaptability of some of the abovementioned cultivars to the regional climate particularities **[BM5, BM10, SER, p. 50]**. The faculty is interested in conversion of this unit into a centre of applied research, a support point for farmers' agricultural problems and future agricultural developments in the region. The Centre will contribute towards increasing research support for second and third cycle scientific projects of study programs, which aim to contribute to the generation of income for the future [http://unkorce.edu.al/ede/], but there is no official document for this initiative. *Chapter II Standard I. 2.*

4.7   It is reported **[SER, p. 50]**, in the last five years at UNIKO there is a trend towards internationalization of scientific activity and this trend is a direct result of several factors:

- The academic staff has promoted their research work participating in international activities (especially conferences organized abroad) and publishing their articles in international journals **[A3.17]**.
- Project partnerships have enhanced further forms of collaboration in order to bring into life other cooperation domains, like additional project applications, organization of common events, etc. These institutional partnerships have

enhanced the internationalization efforts of UNIKO by promoting staff mobility and by making them part of the dialogue of a large researchers network **[A 3.31]**, but it is not clear in how many scientific projects it has been applied with these partners.

- There is an increasing tendency for individual applications (or groups of professors) for projects funded by national calls which aim to promote the applied research at the university **[A3.22.4, BM5, BM8]**, based on the number of faculties it is not a large number only 4, but it is encouraging.
- The university offers a more adequate infrastructure to welcome the organization of the international events in its premises, as a means of promotion of research partnerships. These events are result of academic partnership agreements that the university has with many national and international HEIs **[BM1, BM10]**. These events have enhanced the international scientific dialogue and exchange of experience in research domains like education, cross- cultural values, agriculture, food, environment, human sciences, social and economic integration processes **[A 3.21]**, but in the future more conferences should be organized and of different fields of research.
- The university has been partner in several international projects which answer the European offers of the scientific research in fields research staff exchange (INACT), applicative information technology, agriculture economics, cross-border biomass pilot actions and cross-border tools for regional development, e-learning, joint curriculum, curriculum revision, lifelong education, exact sciences, agriculture and agribusiness as well as in the field of entrepreneurship and its inclusion in teaching curricula **[A3.22]**, but most of these projects are for capacity building, they are not typical research projects.
- It is very encouraging that UNIKO in collaboration with University in Bulgaria, is applying for opening of a new PHD study programme on "Applied and Comparative Linguistics" **[BM2, BM8, BM10]**.

In addition, main units always organize ceremonial activities for the promotion of the scientific qualification achievements of its staff or for the promotion of the monographs or university textbook publication [http://unkorce.edu.al/category/promovim-monografi/]. *Chapter II Standard I. 3.*

4.8   The Strategic Development Plan of the University defines the primary fields of scientific research, where each faculty defines its main objectives and the fields of scientific research to fulfil the plan defined in the development strategy of UNIKO **[A1.3.2]**. The main research fields in which the academic activity for 2022-2027 will be focused are approved in the document for the scientific research fields **[A2.6]**. Research in all these fields is guided by the principle of objectivity of judgment, academic honesty, argumentative support, critical thinking and innovation. The departments design their annual agenda, which describe key performance indicators including: scientific events, publications, project applications, curriculum related research, qualification of staff and applicative research through partnership scientific cooperation and this has been stated also in meetings with the academic staff **[BM5]**. Scientific events organized by the university, round tables and proceeding publications enhance constructive debate in the appropriate areas of research **[SER, p. 51]**. The UNIKO supports innovative initiatives of its staff either by covering the cost of their application, by providing infrastructural facilities in their disposal or by facilitating their proper functional use. Academic staff has continuously been encouraged to participate in trainings about laboratory capacity-building in applied research **[SER, p. 51]**, but mainly through

projects and are short-term **[BM5, BM10].** In future UNIKO should favors scientific debate in the primary areas of scientific research through the organization of academic days, open lectures, discussions of new lectures in departments, seminars, where academic staff can be engaged in discussion of ideas and scientific achievements. Also, to increase the number of foreign lecturers which can bring new research methods *Chapter II Standards I.4.*

4.9   The Rectorate coordinates the institutional process of prioritizing the fields of research, in accordance to the Strategic Development Plan of the UNIKO, the research priorities defined by MES in National Strategy for Science, Technology and Innovation and evoked by the contextual development needs of research units **[SER, p. 51]**. The Department of the Projects and Scientific Research provides information on the European projects call priority areas and leads the project application processes **[A 1.5, BM8]**. Starting with this academic year, units will enlarge their approach to research by selecting research fields of interest and draw annual action plans to achieve applicative research and introduce potential innovation. In this framework, UNIKO has intensified its future collaboration with the National Agency of Research and Innovation, governmental bodies, etc. **[SER, p. 52]**. In addition, the research priorities are also reflected in the criteria and procedures for the recruitment of new and part time academic staff, where priority is given to qualified staff abroad and/or staff with scientific degrees obtained abroad **[A1.13, A 3.14.1, BM8, BM10]** *Chapter II Standard I.5.*

4.10   The UNIKO maintains a basic line of research principles and the academic research is primarily conducted to supply a base supporting background to the achievement of the objectives of the study programs. It is declared that UNIKO provides reliable innovation outcomes to the researcher and stakeholder community **[SER, p. 52]**, but improvements are needed in the future in terms of research **[BM6]**. These two main trends will provide sustainable pathways for future scientific enterprises and make the academic staff aware of the fact that their research quality is directly related to the institutional academic welfare and contributes to the institutional effort to make UNIKO an active research centre in the region **[SER, p 52]**. The research activity of the units is analysed as one of the three main components of the academic activity in the annual analysis of the UNIKO for each department. The report analyses the extent to which the research conducted contributes to the qualitative scientific qualification of the staff and consequently, it sets out the appropriate support procedures to improve it. UNIKO evaluates the results of scientific activities organized by the units and describes the action plans for new activities. The report lists important scientific activities in which staff participates and discusses the best promotional tools for these experiences **[BM5]**. One of these is the suggestion of tools through which the scientific research experience of the staff and the way it can be applied to the curriculum development **[A 3.26]**. The UNIKO acknowledges the fact that the time has come for units to think about how they can create appropriate research groups, the aim of which should be to present applicable scientific results and patent rights **[SER, p 52]**. This would require staff and authorities to work on increasing the research capacity of the laboratories and the programs they are already working on. The young academic staff who are conducting their PhD studies at UNIKO or in other HEIs in Albania are involved in academic teaching activities. The research work of PhD students, is promoted by means of activities organized to endorse their qualification and to present their

research results to a wider group of stakeholders [http://unkorce.edu.al/category/konferenca/]. The Faculty of Education and Philology, in collaboration with South-West University, Blagoevgrad, are designing a joint PhD study programme in "Applied and Comparative Linguistics". The aim is to promote its human resources through academic exchange at the research level by providing dual supervision for each doctoral student **[SER, p. 52]**. UNIKO through its Interdisciplinary Centre for Balkan Studies aims to integrate foreign researchers to support research activities for the university in the Balkan Studies domain and this will create a sustainable network of researcher with other similar centres **[SER, p. 52-53]**. However, UNIKO, in order to promote the increase of quality and internationalization of studies, should increase the foreign academic staff to participate in teaching in the form of open lectures and part-time engagements. The Department of Projects and Scientific Research they do not have their own budget and this complicates their work **[B.M8]**. It is a good example, that Department of Projects and Scientific Research supports the academic staff for the project applications, even that number of staff in this Department is small to function well *Chapter II Standards I.6.*

4.11   The UNIKO supports all units that aim to promote the research profile of its researchers, whether these are senior researchers, young researchers, or second/third cycle students **[A3.21]**, although some students are involved in research projects, their involvement should be increased in near future **[BM3, BM4]**. The scientific activities organized by departments and faculties has not only been enriched, but also has expanded its network of collaborations in the field of scientific research and has improved interaction with regional, national and international stakeholders **[SER, p.53]**. The main units have started to engage in creating the proper research profile and organizing conferences, symposiums, round tables and seminars that contributes to measure the quality of research. The quality of these events is prevailing quantity and the research experiences presented in them tend to increase from year to year, due to the fact that home research finding are broadcasted to a mature international experience of research investigation **[SER, p 53]**. However, greater commitment is needed to meet the demands of scientific activates, especially companies, who requested laboratory analyses and are able to support students financially for practical work **[BM6]**. The UNIKO has significantly increased student internships in the last four years **[BM3]**. However, it should be reviewed that the hours of professional internships in some units should be increase based on the study program, as some internships are short **[BM4]**. Through scientific publications, but mainly that are published as proceedings of conferences and the publication of the "Scientific Bulletin" or its special issues, have sought to increase their impact on national published literature of the academic research. The units are engaged to publish work in specific research fields, such as: agriculture, education, economics and natural and human sciences, as this gives them the opportunity to publish their articles in profiled journals **[SER, p 53]**. However, more publications should be published in foreign journals and with impact factors *Chapter II Standards I.7.*

4.12   The Scientific Board of the "Scientific Bulletin" is chaired by the Rector and consists of academics who hold scientific degrees, from UNIKO or invited by other institutions of higher education, who supports, develops and evaluates the research activity of UNIKO **[SER, p. 53]**. Also, the Scientific Board elaborates the regulation of the "Scientific Bulletin" in the institution and administers the publications of all academic

texts previously approved by the relevant departments **[A1.18]**. Institutional policies for the protection of intellectual property are determined on the basis of the Regulation of the Scientific Bulletin and the Code of Ethics, as well as the internal guidelines of UNIKO in accordance with applicable law. All of these regulations define cases of plagiarism and make authors and researchers aware of scientific responsibility and personal awareness about the quality of academic publications **[A1.20, A1.12]**. UNIKO supports young staff in research and development initiatives by encouraging them to participate in scientific activities, supporting their qualification units, involving them in project implementation, and evaluating the publication of textbooks **[A3.16, BM5]**.The "Scientific Bulletin" is a periodical journal of UNIKO, which promotes the academic quality of scientific and professional research competence of staff. The bulletin publishes previously unpublished articles in Albanian and English by authors who are UNIKO staff and many other researchers who want to promote their qualitative research [http://unkorce.edu.al/buletini/]. The Projects and Scientific Research Department stores full database records of the activity of the Editorial Board, publication procedures, instructions for authors, paper submission documentation, copyright transfer, review form of the publication and publication approval formal notice, part of the publication procedures of this journal. Evidence about the number of articles and respective field of research, as well as the number of authors and respective documentation is reported in the scientific research analysis, during the annual academic analysis of the university **[SER, p. 54, A1.30]**. However, based on web page of UNIKO, the scientific council has a lecturers only from Albania and the latest bulletin was published in 2018. The journal and its specific publications are printed in hardcopy and delivered to all authors; copies are sent to faculty libraries, to the National Library in Tiranë, to the Korçë city library and to the national cooperation network of higher education institutions. Its electronic copy is is also published in the UNIKO website to make it accessible by international researchers or diaspora institutions **[SER, p. 54; http://unkorce.edu.al/buletini/]**. All scientific activities organized by UNIKO, provide the procedures of evaluation, editing and full financial coverage of conference or symposium acts **[A3.17, BM5, BM10]**. *Chapter II Standard I. 8.*

Findings

Good practice

- It is very encouraging that a program in the field of Agribusiness has started Dual studies in the framework of the Erasmus + project, where a significant increase of internship is planned. **[Chapter I Standard II.4]**

Weaknesses
The review team found the following weaknesses:

- Lack of financial support to participate in international conferences, congresses and symposia and fees for the manuscripts to be published in journals with impact factor, and the budget for the small research projects is not satisfactory. **[Chapter I Standard II.4]**

Recommendations

The review team identified the following recommendations:

- The key performance indicators must be included in the SER. Starting from the newly enrolled students, the total number of students, number of drop-outs, number of graduations. **[Chapter I Standard II.1]**
- UNIKO should increase the applications for typical research projects from national and international calls to increase the number of international research projects. **[Chapter II Standard I.1]**
- The number of teaching trainings is not large despite the needs of teachers to learn new methods in teaching. The Centre for Continuing Education should plan more trainings for staff and staff trainers to conduct additional training for new teaching methods and especially for online teaching. **[Chapter I Standard II.4]**
- The young researchers and students should be supported and involved more in the research projects and in national and international conferences by the senior staff. **[Chapter I Standard II.6 and Chapter I Standard II.7]**
- UNIKO in near future should organize workshops for the staff and students on the awareness raising about plagiarism. **[Chapter II Standards I.7]**

Affirmation of the action being taken

The review team affirmed the following action already in progress:

- It is quite encouraging that the academic staff has been and is involved in several Erasmus + capacity building projects, and the focus is to improve processes, structures and tools for improving curricula. **[Chapter I Standard II.4]**
- The steps that University takes to increase fund for small research projects that can be submitted by the staff of the departments. **[Chapter II Standard I.1]**
- The support of Centre for Research and Excellence for the academic staff for the application for the national and international research projects. **[Chapter II Standard II.6]**

Judgement

The standards for the Curriculum are Substantially Met.

Evaluation Area 5: Students and their Support

5.1 UNIKO pays careful attention to the ongoing students, the enrolment of potential candidates from high school education as well as their adjustment in the academic milieu. In addition, UNIKO is in permanent contacts with students about their learning needs, mobility, professional qualification outcomes and value of awards in the job market **[BM3, BM4, BM6]**. The quantity and quality of students is a fundamental issue of discussion at the level of basic units and at the level of decision-making bodies **[A 3.3, BM5, BM10]**. The main objectives of the Strategic Development Plan 2022-2027, are being implemented in the following directions:

- the coordination between the job market requirements on the qualification with the curricula offered by UNIKO by increasing the level of knowledge from cycle to cycle **[A 3.33, BM2, BM6]**.

- by continuing to be in communication with pre-university educational institutions **[A 3.4]**, but more focus should be placed on cooperation with high schools in the future **[BM6]**.

- communication with job market institutions and the value of diplomas **[https://www.facebook.com/unkorce/posts/5058027830888563,_BM6]**.

- students' orientation and Career Counselling **[A 2.28, BM6]**.

- promoting innovative ideas among students **[https://www.youtube.com/watch?v=ye5xNm90cM4/; https://www.facebook.com/unkorce/posts/4943260422365305]**.

- students' engagement in the academic life of UNIKO **[https://www.facebook.com/unkorce/posts/4982851861739494)]**, although the involvement of students in research projects is slow but it is encouraging because there is interest from professors and students in last year's **[BM3, BM4, BM5, BM8, BM10]**.

- promote extra-curricular activities **[https://www.facebook.com/unkorce/posts/4959595157398498/; https://www.facebook.com/unkorce/posts/4968197719871575; https://www.facebook.com/unkorce/posts/4954812284543452; https://www.facebook.com/unkorce/posts/5044602945564385; https://www.facebook.com/unkorce/posts/4928865150471499; https://www.facebook.com/unkorce/posts/4918188641539150; https://www.facebook.com/unkorce/posts/4295706697120684]**, this has been confirmed by the students, but in the future more space should be provided for learning and social activities for students **[BM3, BM4]**.

- The processes of admission and registration of students and their adaptation to the structure of study programs is done by Career Centre and Alumni and departments, based on their proposals for admission criteria and quotas, governing authorities, and representative of students in decision-making bodies **[BM2, BM10]**. In drafting the criteria for enrolment of new students, the units take into account the progress of enrolments in the previous two years and the progress of students enrolled in bachelor studies **[BM10]**.

The Career Centre and Alumni organizes different activities, trainings on career development, CV design and professional folder preparation, job interview presentation as well offers assistance to students in mobility applications and facilitates their ECTS transfer **[BM3, BM4, BM9]**. The Centre hosts and manages activities, which other organizations, institutions and bodies hold with university

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students in order to render them aware of the role they play in social issues. The Centre generates new relations with market institutions and has started to mediate students' internships **[https://www.facebook.com/unkorce/posts/5058027830888563;https://www.gra duaproject.com/gradua-project/?lang=sq, SER, p. 56, BM6]**. The promotional campaign for attracting students for registration in UNIKO is coordinated by the Career Centre in cooperation with the main units and with the support of the Rectorate **[BM6, BM10]**. The promotion is not limited only with visits during Promotion Days, but also to regular meetings in pre-university education schools **[https://www.facebook.com/unkorce/posts/4166922496665772;https://www.face book.com/unkorce/posts/4087887294569293;https://www.facebook.com/unkor ce/posts/4077439475614075;https://www.facebook.com/unkorce/posts/2311968 012161239]**. UNIKO organizes the Olympiad called "Grab the science", aiming to encourage high-achieving pupils in high schools to become part of the university curriculums in mathematics, physics, biology, technology, social sciences and language and literature **[https://www.youtube.com/watch?v=BaRLwvemm6g; SER, p. 57, BM2, BM8]**. UNIKO also promotes social, sports and historical activities, where high school students get involved along with students **[https://www.youtube.com/watch?v=tNvog1jst6c/ https://www.facebook.com/unkorce/posts/4857421127615902, BM3, BM4]**. At the beginning of each academic year, the Career Centre, in cooperation with the main units, organizes informative meetings with first year students and prepares and distributes the necessary information for the student regarding the organization of studies, students' rights and duties, assessment and system of ECTS, part of the regulations of university studies, etc. **[https://www.unkorce.edu.al/sites/default/files/udherefyesi2020.pdf, BM6, BM8]**. In each faculty there are information offices, secretaries of departments and faculty, which help students throughout the year, in daily schedules that are made available to students **[BM3, BM4, Tour Visit]**. For foreign students UNIKO enables them to attend or transfer their studies at UNIKO, the procedures for admission and transfer of studies are carried out in accordance with current legislation. The procedures and documentation before, during and after mobility are coordinated by the Scientific Cooperation and Foreign Relations Department **[A3.2.1]**. It should be noted that at the moment there are three students from France to complete their research thesis at UNIKO **[BM8]**. UNIKO employs 154 full-time academic staff who teach approximately 2930 students in all the study programmes it offers and the rate is 1 lecturer/19 students. The rate improves greatly in terms of study programmes **[SER, p. 57, A 3.18]**. Practical work in laboratories in study programs in the fields of chemistry, physics, information technology, nursing, midwifery and agriculture are satisfactory **[Tour visit]**, but the number of practical hours and internships duration should be increased as it is a request of students **[BM3, BM4]** and stakeholders **[BM6]**. However, it is very encouraging that a program in the field of Agribusiness has started Dual studies in the framework of the Erasmus + project, where a significant increase in internships is planned **[BM5, BM8]**. The ratio of instructor/laboratory for students varies from one instructor/laboratory for 10-20 students, while one laboratory technician assists 715 lecturers (covering practical hours in laboratories) **[SER. P, 57]** *Chapter I Standard III.1.*

5.2   The Studies and Information and Communication Technology Department manages the information assets and processes of the university, manages the collection, processing, transmitting and exploitation of data related to the academic activity from the students' enrolment to their graduation **[SER, p .57, BM9]**. The IT elaborates

statistics of different data through the years and communicates them to the university units or governmental bodies **[BM9]**. All information is forwarded to the database of the systems of the Ministry of Education and Sports and the National Examinations Agency in accordance with the criteria and formats defined by the bylaws **[A 1.10]**. The department is also in charge of the application and maintenance of the digital system platform of the university data, as an efficient and practical communication means **[https://www.unkorce.esse3.u-gov.rash.al/, ESSE3/Pitagora]**, but it should be mentioned that from the last year the ESSE3 system has been replaced by Pythagoras **[BM9]**. The Foreign Relations Department conducts the procedures and performs the official translation and delivery of the documentation related to the national and international students' requests **[A 2.24]**. Students are constantly informed about relevant issues of their daily academic activity. They can access the official websites and social media accounts like Facebook and Instagram about important information like admission, enrolment procedures and tariffs, study transfer and mobility, students' council and faculty boards, etc. **[BM3, BM4, www.unkorce.edu.al/sq/kriteret-e-pranimit, http://www.unkorce.edu.al/sites/default/files/regjistrimi2020.pdf, https://www.unkorce.edu.al/tarifat-e-sherbimeve; https://www.unkorce.edu.al/sites/default/files/Studentet%20qe%20perjashtohe n%20nga%20tarifat.pdf,https://www.facebook.com/unkorce/posts/40179938015 58643, https://www.facebook.com/unkorce/posts/4025316040826419, https://www.facebook.com/unkorce/posts/4077439475614075, https://www.facebook.com/unkorce/posts/4095984270426262]**. The information are also displayed on boards and monitors in the faculty halls and students may address information offices and heads of departments for inquiries **[BM3, BM4, Tour visit]**. Students access information about study programmes, academic staff, learning outcomes, curriculum, courses and exam results in their personal accounts in the digital platform ESSE3/ PITAGORA **[A1.6.2a]**. Secretariats archive information stored on hardcopy and in electronic form for students' personal data in accordance with applicable regulations, including current addresses, e-mail addresses and student telephone numbers **[A1.10]**. Whereas, the heads of departments and the Human Resources Department keep updated data of the e-mail addresses and telephone numbers of the full-time and part-time academic staff **[BM9, BM10]** *Chapter I Standard III.2*.

5.3   The Career Centre maintains the link between the market and the University, as well as using the GRADUA Platform through which constantly updates the database for the new job position announcements **[www.graduaproject.com, BM3, BM4, BM6]**. The Career Centre communicates continuously with the Regional Employment Office in terms of offering students and alumni information about available opportunities **[A 3.34, BM6]**. The Career Centre in cooperation with the Sector of Studies, the Sector of Curricula and Institutional Assessment and the Sector of Information, Technology and Communication prepares brochures and leaflets for orientation and guidance of students **[SER, p. 58, BM4; BM6, BM9]**. However, in order to strengthen the cooperation with Alumni, the Career Centre should organize often meetings in the future *Chapter I Standard III.3*.

5.4   UNIKO supports the integration of students with special needs, although the infrastructure is not fully suitable for them only the building of the Faculty of Natural

Sciences and Human Sciences possesses an elevator **[SER, p. 53, BM4]**, and for the students with disabilities are missing ramps in some faculties **[Tour visit]**. However, the academic staff shows full understanding and supports people with disabilities who have chosen to study at UNIKO, and there are such cases that are also assisted by students **[BM4]**. In addition, all study programs provide quotas for candidates from social strata in needs, the Egyptian and Roma communities. These students, as well as those who are orphans are exempt from paying school fees of the first-cycle study programmes and the academic staff shows sensitivity towards their full inclusion in university studies **[A3.24.2, BM10]**. The Council of Students, in cooperation with the Rectorate appraises students who have participated in cultural and sportive activities and endows their activity financial needs **[https://www.facebook.com/unkorce/posts/2464986173526088, https://www.facebook.com/unkorce/posts/4779645285393487]**. Usually students make requests for needs for various social and sports activities, last time they made requests for sports shirts for volleyball and football and in most cases they are approved **[BM4]**. The Council of Students does not have a special budget and are not satisfied with bureaucratic procedures **[BM4]** *Chapter I Standard III.4.*

5.5 The teaching material is provided to students mainly in the form of textbooks and scripts of lectures, as well by the relating literature sources, which are given to the student by the lecturer in printed form, in electronic form on the Microsoft Teams Platform, but can also be found in the faculty library or can access in recommended internet links **[SER. p, 59, BM3, BM4, Tour visit]**, but there is still demand from students for newer literature **[BM3]**. The textbooks offered to students depending on the discipline are published by authors or co-authors of UNIKO or are published by well-known local or foreign publishing houses **[A 3.17]**. It is quite encouraging that the annual fund for books in UNIKO is around 8,000 euros **[BM9]**. The university has four libraries, one in each faculty, where in their fund are books, magazines, encyclopaedias, wall maps, newspapers, albums of different characters and linguistic or terminological dictionaries of specific fields **[SER, p. 59, Tour visit]**. In total their number is about 17.205 titles (and 44.042 copies) in Albanian and foreign languages, mainly in English and French and the libraries offer a study space of 562 m^2 as well as computer facilities available to students **[SER, p. 59, Tour visit]**. The schedule announced on weekdays is 8:00-16:00. In total, about 1.444 students and 270 professors (full-time and part-time) have their personal cards for access to these libraries **[A 3.19, BM3, BM4]**. Despite the designated places for teaching in the library, in the future UNIKO should reflect about increasing the number of seats for teaching in the library **[Tour visit]**. Besides the libraries, students and teachers involved in lifelong-learning programmes can access the libraries of the Centres of Excellence, which offer textbooks of the pre-university education and materials on teaching and learning methodology **[SER, p. 59]**. The institutional budget provides annual funds for the enrichment of the faculty libraries with publications required by the academic staff of each unit, which are made available to students in their research activities for the realization of course assignments, subject projects or diploma theses **[BM5, BM10]**. In addition, UNIKO has won a fund of 14,000,000 ALL, from the project supported by NARI for "The Scientific Research Infrastructure for the Digitalization of the Scientific Library Fund" including the 'Nolian Fund' **[https://www.facebook.com/unkorce/posts/4421760154515337,**

, **BM8]** *Chapter I Standard III.5.*

5.6 In the Regulation of organization and teaching and research activity of UNIKO are foreseen the tutorial and advisory services for students, where the faculties are required to provide relevant advisory structures related to study programs and academic activities **[A1.2, BM3]**, as well in the institutional level and main units are engaged **[A1.10, BM4]**. Students in their daily activity are advised, oriented and assisted also by the secretary and the academic staff **[SER, p. 60, BM3]** *Chapter I Standard III.6.*

5.7 Students contribute in the institutional life by means of the active participation of their representatives in the decision- taking boards. Students vote for the Rector of the University, for the Dean of the faculty where they are registered and for their representatives in the Academic Senate. Students' representatives are members of the Institutional Commission of Elections, in the Faculty Commission of Elections and in the Commission of the Polling Centre **[SER, p. 60, BM3, BM4]**. Also, the students' representatives are members of the Academic Senate and the Board of Administration **[A3.8, BM3, BM4]**, and are represented in the internal quality assurance university and faculty units **[A3.20, BM3, BM4]**. The Student Council is quite active and has representatives from all programs and meets regularly to discuss issues of concern to students. The student council also has its own regulation and acts according to the respective Regulation **[A1.17, BM3, BM4 https://www.facebook.com/Keshilli.Studenteve.Fan.S.Noli/posts/367376460600 6400, https://www.facebook.com/Keshilli.Studenteve.Fan.S.Noli/posts/475054510166 1673, https://www.facebook.com/Keshilli.Studenteve.Fan.S.Noli/posts/466806325324 3192, https://www.facebook.com/Keshilli.Studenteve.Fan.S.Noli/posts/463490747989 2103]** *Chapter I Standard III.7.*

5.8 UNIKO supports students in their cultural and sports activities through various projects such as Project GRADUA, CleanScore, JSTORE, Project EnrtAL, participation in national championships of University sports, Global Project UGRAD **[A3.24.1, BM3, BM4]**. The faculties offer their premises for activities whose scope is book promotion of students' publications, the education of the new generation through movies, poetic parades, open discussion round-tables with the focus on actual social issues like cultural inheritance awareness and trainings on contextual cultural tourism **[SER, p. 60,BM4,https://www.facebook.com/unkorce/posts/5078481942176485;https://w ww.facebook.com/unkorce/posts/4965156366842377;https://www.facebook.co m/unkorce/posts/4945997532091594,https://www.facebook.com/unkorce/posts /4877393545618660;https://www.youtube.com/watch?v=UJvZwRVbyKQ, https://www.youtube.com/watch?v=EyXzYes8tcM,https://www.facebook.com/f akultetiekonomisekorce/posts/242753770983742]**. Students are also encouraged to organize fairs where the funds raised go to charity, UNIKO covers the costs of these activities and offers its means of transport to organize field trips, part of the practical activities of respective study programs. It is quite interesting that the students have also created a University Debate Team within an international project

[https://www.facebook.com/unkorce/posts/4851260091565339;https://www.fac ebook.com/unkorce/posts/4777259592298723]. UNIKO also supports students to participate in sports activities, such as football championships, volleyball Olympiads and talent shows, in nationally competition. For this purpose, the Rectorate organizes ceremonies and distributes certificates of appreciation to promote the participation and results of students in these activities. This year the volleyball female club has been declared champion in Albania **[BM3, BM4, https://www.facebook.com/unkorce/posts/4959595157398498]**. In terms of student mobility their number is small compared to the total number of the students, **[BM4, BM5]**, but this may be because of the pandemic situation past years *Chapter I Standard III.8*.

5.9   The Career Centre is responsible for the employment of the alumni and their orientation in the labour market and cooperates with the main units depending on the specifics and is updating database regarding the employment of graduate students. The system aims to enlarge the network communication with students after their graduation **[A2.29.1]**. However updating the database is not easy and requires more commitment to provide as much data as possible **[BM6]**. It is very encouraging that UNIKO has started to study the current state of the labor market, in order to provide evidence of the employment rates and value of awards as well and institutional communication network that includes educational, health and administrative institutions in the region, for governmental and non-governmental organizations, administrative units, private businesses, institutions cultural heritage, etc. **[SER, p .61]**. This network will continuously provide data on student employment and the value of diplomas offered, as well as on market needs for professional qualifications and applicable scientific research **[SER, p. 61]**. Also, the academic staff contributes to the employment of graduates through references and recommendations that are forwarded to regional labour market institutions. The UNIKO itself has employed full-time or part-time academic staff, as well as administrative staff, a large number of alumni who meet the criteria required by the job. The UNIKO through cooperation agreements with public and non-public institutions and private companies, carries out teaching internships for students **[BM3, BM4, BM5, BM6]**. During professional internships, the student obtains practical skills that provide opportunities for the labour market, but finding a job for newly graduated students needs an longer internship and then the job opportunity would be greater and this is required also from students and private institutions **[BM3, BM4, B.M6]** *Chapter I Standard III.9*.

Findings

Good practice

The review team did not identify features of good practice.

Weaknesses

The review team did not identify any weaknesses.

Recommendations

The review team identified the following recommendation:

- In order to strengthen the cooperation with Alumni the official meetings should be organized often by the sector of Communication, Alumni and Career Sector. **[Chapter I Standard III.1]**
- The number of seats at main library should be increased, so that students have enough space for reading **[Chapter I Standard III.6]**.
- The number of motilities per student in the future should increase, as this will enable students to get different experiences from European Universities **[Chapter I Standard III.8]**.

Affirmation of action being taken

The review team affirms the following actions already in progress:

- The organization of the Olympiad called "Grab the science", aiming to encourage high-achieving pupils in high schools to become part of the university's curriculums for different topics **[Chapter I Standard III.5]**

Judgement

The standards for the Curriculum are Fully Met.

Evidence List

List A: List of evidences

List of evidences provided as part of self-evaluation documents, annex ...of SER. These evidences on EER are referred using the abbreviation A1.1..., A 2.40., etc:

- DËRGOHET RVV DHE DOSJA AKREDITIMI UNIKO 2022.pdf
- VETËDEKLARIMI PËR RVV DHE DOSJA AKREDITIMI UNIKO 2022.pdf
- SER- UNIKO- LINK.pdf
- SER UNIKO 2022 (ENG).pdf
- 1.1a Document certifying the opening of the High Institute of Agriculture (Al).pdf
- 1.1b Decision of the Council of Ministers No. 5, date 07.01.1992 (Al).pdf
- 1.1c Decision of the Council of Ministers No. 369, date 10.07.1995 (Al).pdf
- 1.1ç Golden Order "Naim Frashëri" (Al).pdf
- 1.1d Medal "Nderi i Kombit" "Honour of the Nation" (Al).pdf
- 1.1dh Decision of the Council of Ministers No. 213, date 24.05.1994(Al).pdf
- 1.1e Decision for the establishment of the Advisory Board (Al).pdf
- 1.1ë Document of MES for the membership of the Board of Administration (Al).pdf
- 1.1f Historical background of the "Fan S. Noli" University, Korçë 45th Anniversary Journal (Al).pdf
- 1.1g Document that certifies the insurance of the buildings (Al).pdf
- 1.1gj Hygienic –Sanitary Approval Act Disinfection, Anti-insects and Anti-rats Certificate (Al).pdf
- 1.1h Decision of the Accreditation Board no. 65, date 21.09.2017 and the accreditation certificate (Al).pdf
- 1.1i Document for the recommendations fulfillment after institutional accreditation (Eng).pdf
- "Fan S. Noli" University Statute (Eng).pdf
- "Fan S. Noli" University Statute, amended (Eng).pdf
- 1.1.2a Practice of "Fan S. Noli" University Statute amendment (Al).pdf
- Regulation of organisation and teaching and research activity of UNIKO (Eng).pdf
- 1.3.1 Strategic Development Plan of UNIKO 2016-2020 (Eng).pdf
- 1.3.2 Strategic Development Plan of UNIKO 2022-2027 (Eng).pdf
- Regulation of the Department of Human Resources, Communication and Promotion (Eng).pdf
- Regulation of the Department of Curricula, Quality Assurance and Scientific Research (Eng).pdf
- 1.5.1 Decision of the Academic Senate for the establishment of the Department of the Curriculum and Institutional Evaluation (Eng).pdf
- The Handbook of the Electronic System ESSE3 (Eng).pdf
- 1.6.1 Partnership agreement with the Albanian Academic Network (Al).pdf
- 1.6.2 Partnership agreement with Albanian Academic Network for the new Electronic System PITAGORA (Al).pdf
- 1.6.2a Students' Handbook (Al).pdf
- Regulation of the Economic Department (Eng).pdf
- Regulation of the Financial Deparmtment (Eng).pdf

- 1.8.1 Financial Regulation (Eng).pdf
- Regulation for the protection, management, maintenance and safety of the personal data (Eng).pdf
- Regulation of the Department of Studies and ICT (Eng).pdf
- Regulation of the Academic Senate (Eng).pdf
- 1.11a Practice of the Academic Senate meetings and online meetings (Al).pdf
- Instruction on the procedures for the approval, publication and distribution of textbooks at the basic unit level (Al).pdf
- Instruction on the recruitment of academic staff (Eng).pdf
- Instruction on the content of staff files (Eng).pdf
- Report on capacity verification MES 2020-2021 (Al).pdf
- Quality Assurance Handbook of UNIKO (Eng).pdf
- Regulation of the Students' Council (Al).pdf
- Regulation of the Scientific Bulletin (Al).pdf
- Regulation for the organization of the elections for authorites and decision taking bodies (Eng).pdf
- Ethics Code of "Fan S. Noli" University (Eng).pdf
- 1.20.1 Decision of the Academic Senate for the constituition of the Ethics Council (Al).pdf
- Regulation of organisation and teaching and research activity of the Faculty of Agriculture (Eng).pdf
- Draft-regulation of the center and project-application (Al).pdf
- Regulation of the Mobilities (Al).pdf
- Regulation of the Administration Board (Eng).pdf
- Regulation on the rules and standards for the entitlement of the sabbatical academic year (Al).pdf
- Regulation for the prevention of the conflict of interest in public offices in UNIKO (Al).pdf
- Instruction on the criteria for the hours outside the auditorium (Eng).pdf
- 2.1 Structure and the Organizational Chart of "Fan S. Noli" University (Al).pdf
- 2.2 Practice of the design and approval of the middle-term budget-plan (Eng).pdf
- 2.2.1 Project-budget (items) (Al).pdf
- 2.3 Decision-taking practice of the Decanate (Al).pdf
- 2.4 Reports of the annual analysis of academic, research and financial activity of Fan S. Noli" University (Eng).pdf
- 2.5 Report of the annual analysis of the main unit (Eng).pdf
- 2.6 Document for the scientific research domains approval (Al).pdf
- 2.7 Regulation of the associate study programme "Communication, Library and Archive Office Assistant" (Eng).pdf
- 2.8 Regulation of the study programme Bachelor in "Albanian Language and Literature (Eng).pdf
- 2.9 Regulation of the study programme Professional Master in "Teacher of Albanian Language and Literature" (Eng).pdf
- 2.10 Regulation of the study programme Master of Science in"Media, Culture and Editing" (Eng).pdf
- Regulation of the doctoral study programme (PhD) in "Sustainable Horticulture" (Eng).pdf
- 2.11.1 Agreement for the opening a joint doctoral (PhD) programme "Plant Medicine in Sustainable Horticulture" (Eng).pdf
- Model of a study programme curriculum (Eng).pdf

- 2.12.1 Model of the Diploma Supplement of the study programmes (Eng).pdf
- Model of a study programme syllabus, Subject Research methods and research seminar (Eng).pdf
- 2.13.1 Handbook on the syllabus compiling (Al).pdf
- Procedure of curriculum change (curriculum review) (Eng).pdf
- Handbook of Diploma Thesis preparation and Evaluation Form (Eng).pdf
- 2.15.1 Decision of the department for the diploma theses approval (Al).pdf
- 2.15.2 Model of the Graduation Exam and the questions' fund (Al).pdf
- 2.15.3 Model of laboratory assignments submitted by students (Al).pdf
- Personal teaching file of the staff (Eng).pdf
- Training Handbook for online teaching Office 365 (Eng).pdf
- Mobility staff student Erasmus + (Eng).pdf
- 2.18.1 Erasmus + Catalog (Eng).pdf
- Document for the self-evaluation team establishment (Eng).pdf
- List of Internal Quality Assurance Unit organisation (Eng).pdf
- Chart of the cooparation institutions for students' practices (Al).pdf
- Model of the report of benefits from the agreements (Al).pdf
- Practice of the admission criteria approval (Al).pdf
- Model of an analytical description of courses Certificates (Eng).pdf
- Model of the analysis at the end of a module (Al).pdf
- Model of online teaching electronic test (Al).pdf
- Financial data on study programme costs (Al).pdf
- Practice of students' informing about the study programmes (Eng).pdf
- Job market research in the frame of opening a new study programme (Al).pdf
- 2.29.1 Job Market Research Strategy (Eng).pdf
- Alumni Tracking (Al).pdf
- Action plan for the Office 365 implementation (Al).pdf
- 2.31.1 Office 365 package installation (Al).pdf
- Model of a proposal for a study programme opening (Al).pdf
- Practice of the focus-groups for the academic activity coordination (Al).pdf
- Model of the faculties' requests for financial support of the research activities (Al).pdf
- Documents for opening of the third cycle joint programme (Eng).pdf
- Decisions on study programmes coordinators appointment (Al).pdf
- Argumentation and online meeting for opening a new study programme (Eng).pdf
- 3.1 Practice of the study transfer procedures (Al).pdf
- 3.2 Practice of the mobility equivalentation procedures (Eng).pdf
- 3.2.1 Mobility Practice (Eng).pdf
- 3.3 Practice of the promotional campaign organisation (Eng).pdf
- 3.4 High school contacts (Eng).pdf
- 3.5 Qualifications domains of the academic staff for each mainbasic unit (Eng).pdf
- 3.6 Form of the assessment of the administrative staff performance (Eng).pdf
- 3.7 Model of the assessment of the newly enrolled academic staff performance (Al).pdf
- 3.8 Model of Students' representation in the Academic Senate (Eng).pdf
- 3.9 Model of Annual Workload Agreement (Al).pdf
- 3.10 Sample of the Employment Contract FTASPTAS (Eng).pdf
- 3.11 Forms of the teaching workload realization (Eng).pdf
- 3.11.1 Summary chart of the teaching workload realizarion of the academic staff (Eng).pdf

- 3.11.2 Sample of the format of the pedagogue's register (Al).pdf
- Chart of the academic staff qualifications (Eng).pdf
- Chart of the academic staff mobility (Eng).pdf
- List of part-time academic staff (2020-2021) (Eng).pdf
- 3.14.1 Employment criteria of the part-time academic staff (Al).pdf
- 3.14.2 Recruitment procedure of the part-time academic staff (Al).pdf
- Chart of the ratio of the full-timepart-time academic staff for first cycle study programmes (Al).pdf
- Procedure of monograph publishing (Al).pdf
- Chart of the scientific publications of the academic staff (Eng).pdf
- 3.17.1 Publications in the frame of the projects (Eng).pdf
- Summary chart of the report teaching staff student (Al).pdf
- Summary chart of the library fund (Al).pdf
- Summary chart of the laboratories and their function in teaching (Al).pdf
- 3.20.1 Infrastructure benefited from the projects (Al).pdf
- 3.20.2 Documents reports for the evaluation of the laboratories conditions (Al).pdf
- Summary chart of the scientific events organised by UNIKO (Eng).pdf
- List of national and international projects (Al).pdf
- 3.22.1 Practice of the project "Digitization of UNIKO Library" (Al).pdf
- 3.22.2 Practice of the National Agency of Research and Innovation project "Foreign Languages Laboratory" (Al).pdf
- 3.22.3 Practice of the institutional projects (Al).pdf
- 3.22.4 Chart for the applications in the National Agency of Research and Innovation (Al).pdf
- Summary chart of the UNIKO budget funds allocated for research (last three years) (Al).pdf
- Financial support for the activities organised by the students' council (Al).pdf
- 3.24.1 Student life and CCA activities (Al).pdf
- 3.24.2 Announcement for the bursaries' beneficiaries (Al).pdf
- Sample of the Guide and Evaluation form of the teaching practice (Al).pdf
- Promotion of the academic activity Open Lectures (Al).pdf
- Report of the control for the teaching documentation (Al).pdf
- IQAU Post –exams students questionnaire in cooperation with Students' Council (Eng).pdf
- 3.28.1 Datas from students' questionnaires (Al).pdf
- Institutional self-evaluation report UNIKO (Eng).pdf
- Documents for teaching workload management and workload report (Al).pdf
- Summary list of the institutional partnership agreements (Al).pdf
- 3.31a Official Letter to the Korçë District Council for internships (Al).pdf
- Promotional materials UNIKO (Al).pdf
- Prctice of the curriculum change (application) (Al).pdf
- Notification for participation in the fair (Al).pdf
- Survey of the self-evaluation performance (Al).pdf
- Project for the reconstruction of the Faculty of Economy building (Al).pdf
- Arguments of opening study programmes in "Business Informatics" and "Digital Marketing" (Al).pdf
- WEB Screenshots (Al).pdf

- 1.1i Përmbushja e rekomandimit pas akreditimin institucional.pdf

- Statuti i universitetit "Fan S. Noli", Korçë.pdf
- Statuti i universitetit "Fan S. Noli", Korçë i përditësuar.pdf
- Rregullore e organizimit dhe veprimtarisë mësimore dhe kërkimore e UNIKO.pdf
- 1.3.1 Plani strategjik i zhvillimit të UNIKO 2016-2020.pdf
- 1.3.2 Plani strategjik i zhvillimit të UNIKO 2021-2025.pdf
- Rregullorja e drejtorisë së burimeve njerëzore , komunikimit dhe promocionit.pdf
- Rregullorja e drejtorisë së kurrikulave, sigurimit të cilësisë dhe kërkimit shkencor .pdf
- 1.5.1 Vendim i senatit akademik për krijimin e sektorit të kurrikulës dhe vlerësimit institucional.pdf
- Manual i sistemit elektronik esse3.pdf
- Rregullore e drejtorisë ekonomike.pdf
- Rregullore e drejtorisë financiare (EDE).pdf
- 1.8.1 Rregullorja financiare.pdf
- Rregullore për mbrojtjen , ruajtjen dhe përpunimin e të dhënave personale.pdf
- Rregullorja e sektorit të studimeve dhe TIK.pdf
- Rregullore e senatit akademik.pdf
- 1.13 Udhëzimi për rekrutimin e stafit akademik.pdf
- 1.14 Udhëzimi për përmbajtjen e dosjes së stafit.pdf
- 1.16 Manuali i cilësisë UNIKO.pdf
- 1.19 Rregullorja për organizimin e zgjedhjeve për organet dhe autoritetet drejtuese.pdf
- 1.20 Kodi i etikës së Universitetit "Fan S. Noli".pdf
- 1.21 Rregullore e organizimit dhe veprimtarisë mësimore kërkimore shkencore e Fakultetit të Bujqësisë .pdf
- 1.24 Rregullore e bordit të administrimit.pdf
- Udhëzimi për kriteret e orëve jashtë auditorit.pdf
- 2.2 Praktika e hartimit dhe miratimit të projekt-buxhetit afatmesëm.pdf
- 2.4 Raporti i analizës vjetore të veprimtarisë mësimore, kërkimore dhe financiare UNIKO .pdf
- 2.5 Raport i analizës vjetore të fakultetit.pdf
- 2.7 Rregullore e programit të studimit me karakter profesional "Mbështetës Zyre për Komunikimin, Bibliotekë dhe Arkivë".pdf
- 2.8 Rregullore e programit të studimit "Bachelor" në "Gjuhë Letërsi".pdf
- 2.9 Rregullore e programit të studimit "Master Profesional" në "Mësues i Gjuhës Shqipe dhe Letërsi".pdf
- 2.10 Rregullore e programit të studimit "Master i Shkencave" në "Kulturë Media dhe Editim".pdf
- 2.11 Rregullore e programit të studimit, doktoratë në "Hortikulturë e Qëndrueshme".pdf
- 2.11.1 Marrëveshja për hapjen e programit të përbashkët të doktoratës "Mjekësi e Bimëve në Hortikulturë të Qëndrueshme".pdf
- 2.12 Model plani mësimor i programit të studimit.pdf
- 2.12.1 Modeli i diplomës suplementit të programeve të studimit.pdf
- 2.13 Model programi lëndor i programit të studimit, lënda e metodave të kërkimit dhe seminari kërkimor.pdf
- 2.14 Procedura e ndryshimeve në planin mësimor (rishikimi i kurrikulës).pdf
- 2.15 Manual për punimin e diplomës dhe formulari i vlerësimit.pdf
- 2.16 Formati i dosjes personale mësimore të stafit.pdf
- 2.17 Manual trajnimi për mësimin online.pdf

- 2.18 Mobilitete staf student Erasmus +.pdf
- 2.18.1 Katalogu Erasmus +.pdf
- 2.19 Dokumenti për ngritjen e GVB.pdf
- 2.20 Lista e NJSBC organizimi.pdf
- 2.24 Model program i shkurtuar vërtetime.pdf
- 2.28 Praktika e informimit të studentëve me programin e studimit.pdf
- 2.29.1 Strategjia e studimit të tregut.pdf
- 2.35 Dokumente në mbështetje të hapjes së programit të përbashkët të ciklit të tretë.pdf
- 2.37 Argumentimi dhe takimi online në kuadër të hapjes së programit.pdf
- 3.2 Model i procedurave të ekuivalentimit të periudhës së mobilitetit.pdf
- 3.3 Praktika e plotë e fushatës promovuese e UNIKO.pdf
- 3.4 Kontaktet e shkollave të mesme.pdf
- 3.5 Fushat e kualifikimit të stafit akademik për çdo njësi kryesorebazë.pdf
- 3.6 Formular i vlerësimit të performancës së stafit administrativ.pdf
- 3.8 Model - anëtarësimi i studentëve në senatin akademik.pdf
- 3.10 Shembull kontrata pune PAK PAE.pdf
- 3.11 Formularë të realizimit të ngarkesës vjetore.pdf
- 3.11.1 Tabela përmbledhëse të realizimit të ngarkesës vjetore të stafit akademik.pdf
- 3.12 Tabelë e kualifikimeve të stafit akademik .pdf
- 3.13 Tabelë përmbledhëse e mobiliteteve .pdf
- 3.14 Listë e stafit akademik PAK (2020-2021).pdf
- 3.17 Listë e botimeve të stafit akademik.pdf
- 3.17.1 Botime në kuadër projektesh.pdf
- 3.21 Listë e veprimtarive shkencore të organizuara nga universiteti.pdf
- 3.28 Pyetësori NJSBC pas sezonit në bashkëpuhim me këshillin studentor.pdf
- 3.29 Raporti institucional i vlerësimit të brendshëm UNIKO (Relacioni).pdf
- RVV UNIKO 2022 .pdf
- RVV - UNIKO LINK 2022.pdf

List B: Meetings held during the visit

Meetings are referred to throughout the report using the abbreviation BM1, BM2, etc

Review team meet with the Institutional Coordinator.
BM1: Review team meet with the Institutional Coordinator.
BM2: Review Team meet with the Rector.
BM3: Review team meet with a sample of first-cycle students.
BM4: Review team meet with a sample of second-cycle students.
BM5: Review team meet with a sample of teaching staff.
BM 6: Review team meet with external partners and alumni.
BM7: Review team meet with the Institutional Coordinator.
BM8: Review team meet representatives of the office of research and projects and with selected academic staff focused on research and/or with the status of researcher.
BM9: Review team meet with a sample of support/administrative staff.
BM10: Review team meet with senior university managers.
BM11: Review team meet with the Self-evaluation team.

BM12: Review Team meet with the Rector to summarize the major lines of enquiry and related matters pursued during the review.
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List C: List of evidences provided during the visit

List of evidences provided during site visit. These evidences on EER are referred using the abbreviation C1..., C2., etc:

1.   Shkresa dërgohen dokumentet shtesë pas vizitës 9-10 maj.pdf
2.   Dokument shtesë 1 Modulet e trajnimit të qendrës së formimit të vazhduar.pdf
3.   Dokument shtesë 2 Planet mësimore të fakultetit të ekonomisë.pdf
4.   Dokument shtesë 3 Organigrama e uniko 2022.pdf
5.   Dokument shtesë 4 Të dhëna për punësimin e studentëve.pdf
6.   Dokument shtesë 5 Të dhëna për punësimin e stafit për tre vite.pdf
7.   Dokument shtesë 6 Të dhëna për ndarjen e buxhetit në shifra dhe përqindje.pdf