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Kosovo Accreditation Agency



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*PUBLIC UNIVERSITY*  
**"KADRI ZEKA" (UKZ), GJILAN**  
*Faculty of Law*

*Master Program*  
**Criminal Law (LLM)**  
*Reaccreditation*

**REPORT OF THE EXPERT TEAM**

*March 2025*

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## INTRODUCTION

**Date of the site visit: February 25, 2025**

### **Expert Team (ET):**

*Prof. Dr. Johannes Falterbaum (Germany)*

*Dr. Nina Rotermund (Germany)*

*Asnate Upmace, PhD Student (Latvia)*

### **Coordinators from Kosovo Accreditation Agency (KAA):**

*Ilirjane Ademaj Ahmeti, KAA Officer*

*Arianit Krasniqi, Director of Department for Evaluation and Accreditation*

### **Sources of information for the Report:**

- *Self-Evaluation-Report (SER) submitted by the UKZ Dezember 2024, including attaches documents (Syllabuses, CV's Academic staff)*
- *Information obtained during the site visit with the management of the faculty, teaching and administration staff, students, external stakeholders and employers of graduates*
- *Website of UKZ*
- *Visit of on-site facilities*
- *Additional Documents sent by KAA March 5,2025*

### **Criteria used for institutional and program evaluations**

- *Accreditation Manual (File No. 1, Article 24, page 36-50: Re/accreditation of Higher Education Institutions), February 2024 of the KAA*

### **Site visit schedule**

Programme Accreditation Procedure at University "Kadri Zeka" in Gjilan	
Programmes:	<b>General Law, LLB, 240 ECTS (Re-accreditation)</b> <b>Criminal Law, LLM, 60 ECTS (Re-accreditation)</b>
Site visit on:	<b>25 February 2025</b>
Expert Team:	Dr. Nina Rotermund Dr. Johannes Falterbaum Asnate Upmace, PhD Student
Coordinators of the KAA:	Ilirjane Ademaj Ahmeti, KAA Officer Arianit Krasniqi, Director of Department for Evaluation and Accreditation

### Site Visit Program

Time	Meeting	Participants
<b>09:00 – 09:45</b>	Meeting with the management of the faculty where the programme is integrated	Prof. Asoc. Dr. Artan Dermaku, Rector Prof. Asoc. Dr. Albulena Hajdari Krasniqi Mr. Sc. Blerta Dushica Betim Berisha -International Cooperation and Memberships Division
<b>09:45 – 10:25</b>	Meeting with quality assurance representatives and administrative staff	Prof. Asoc. Dr. Voglushe Kurteshi- Vice-Rector for Academic Development and Quality Vjosa Baftiu- Academic Development and Quality Division Valon Syla – Quality Coordinator and Head of IT Arlinda Qazimi - Student Services Officer Arlinda Selmani - Career and Alumni Division Mensur Ajeti - Academic Affairs Division Arjetë Rexhepi - Scientific Research and Innovation Division Betim Berisha -International Cooperation and Memberships Division
<b>10:30 – 12:00</b>	Meeting with the program holders of the study programmes  General Law, LLB  Criminal Law, LLM	Prof. Dr. Sadik Haxhiu Prof. Asoc. Dr. Albulena Hajdari Krasniqi Prof. Asoc. Dr. Fadil Osmani Prof. Ass. Dr. Detrina Alishani Sopi
<b>12:00 – 12:40</b>	Lunch break	
<b>12:40 – 13:10</b>	Visiting facilities	Library, Room A01, Rooms A33 and A34, Amphitheater B01, Offices of the Dean of the Faculty of Law, Student Services and Legal Clinics Offices.
<b>13:10 – 13:50</b>	Meeting with teaching staff	Prof. Ass. Dr. Vaxhid Sadriu Prof. Asoc. Dr. Liridon Dalipi Prof. Ass. Dr. Valbona Zeqiraj Prof. Asoc. Dr. Urtak Hamiti Prof. Asoc. Dr. Shpresë Qamili Dr. Sc. Lizë Rexhepi
<b>13:50 – 14:35</b>	Meeting with students	Lorenc Bajraliu Bleart Halimi Rionë Shkodra Diellza Surdulli Selma Azizi Fuad Haziri Qëndrim Ademi Kaltrina Sejdiu Djellza Kurti
<b>14:40 – 15:25</b>	Meeting with graduates	Rina Isufi Armend Ahmeti Arton Ibrahim Freskim Musliu

<b>15:25 – 16:10</b>	Meeting with employers of graduates and external stakeholders	Representative from the Kosovo Police Agron Rukiçi– Regional Director of Police Notary – Endrit Ajeti
<b>16:10 – 16:20</b>	Internal meeting of KAA staff and experts	
<b>16:20 – 16:30</b>	Closing meeting with the management of the faculty and program	Prof. Asoc. Dr. Artan Dermaku, Rector Prof. Asoc. Dr. Albulena Hajdari Krasniqi Mr. Sc. Blerta Dushica Betim Berisha -International Cooperation and Memberships Division

#### **Overall instructions for HEIs:**

1. No presentations of any kind are allowed, as the meetings are intended to be free discussions
2. The students selected for the meeting should reflect a diversity in terms of fields of study, programme, study cycle, year of study, students with special needs if any, etc.
3. The teaching staff selected for the meeting should reflect a diversity in terms of faculties and programmes, full-time and part time, local and international, etc.
4. The students, graduates and employers of graduates should not be employed at the institution.
5. Anyone whose attendance won't be agreed in advance with KAA, and the Expert Team will be asked to leave the interview session.
6. Nametags are to be provided for all people attending the meetings.

#### **A brief overview of the programme under evaluation**

The genesis of higher education in UKZ dates back to 1966 by opening a parallel of the Law Faculty of Prishtina and opening a branch of the Higher Pedagogical School of Prishtina in Gjilan a year later. By a decision of the Ministry of Education, Science and Technology (MEST), on 9 September 2002, the Faculty of Education was founded with its center in Prishtina and its branches in Gjilan, Prizren and Gjakova. By constants demand of teachers, students, and Anamorava population in general and in the municipalities of Presheva Valley to open other programs and faculties in Gjilan and prepare the establishment of a Public University in Gjilan, in the academic year 2010/2011, the Faculty of Economics and Faculty of Law started their work as branches of the University of Prishtina with a number of about 1500 students.

The establishment of the Public University of Gjilan was an important event for the citizens of the Municipality of Gjilan, the Anamorava Region, and the Presheva Valley. According to the results of the population census conducted by the Statistics Agency of the Republic of Kosovo in 2011, about 170,000 inhabitants live in Anamorava. While, in the Presheva Valley, which includes the municipalities of Presheva, Bujanoc and Medvegja, there live about 57,800 inhabitants of Albanian nationality. Consequently, the University of Gjilan has as its primary objective to attract potential students from these areas due to geographical proximity and lower living costs that Gjilan offers compared to Prishtina, the capital of the Republic of Kosovo. The Faculty of Law offers the Bachelor Program General Law (LLB) with 240 ECTS and the Master Program Criminal Law (LLM) with 60 ECTS. The accreditation period for the Master Program ended in September 2024.

## **PROGRAMME EVALUATION**

### **1. MISSION, OBJECTIVES AND ADMINISTRATION**

The expert team regrets having to draw the attention on the poor quality of the SER. Consequently, the expert team has not the most relevant and accurate information at hand. This makes it more difficult to properly assess the program under review.

First of all, it should be noted that the Faculty of Law has not appointed a vice-dean since more than one year. Without being able to give any reasons for this, the faculty was unable to fill this position up to now. The acting dean of the faculty reported sick immediately before the expert team's on-site visit. The faculty was also not adequately represented in any other way. In the meeting, planned with the responsible of the faculty, the rector of the university (not a member of the faculty, not a lawyer) was the most important person present. He confirmed the deficiencies of management in the Faculty of Law.

Key questions relating to the faculty and the Bachelor and Master Programs could not be answered. In the meetings with those responsible for the individual programs, the Bachelor Program was well represented; but there was no representation at all for the Master Program.

Nearly all appendixes of the SER war only given in Albanian language, not translated.

In the discussions while the site visit of the Expert team, it became clear that the Ministry of Education has specified that the university as a whole should have a focus on technology. However, there are currently only few points of contact with this in the Faculty of Law.

It could not be proven that there is actually a need on the labor market for 180 students in the Bachelor Program and 25 students in the Master Program each year, as in the Self-Evaluation-Report (SER) is asked for. Despite further admission (180), only 150 students have started their studies in the Bachelor Program in the current academic year and there were no students at all in the Master Program because reaccreditation was missed.

Overall, the Master Program does not currently have sufficient structure and organization for accreditation. The situation for the Bachelor Program is somewhat better but is still not satisfactory.

The expert team is missing a basic strategy and development plan for the faculty. An action plan for 2024/2025 was presented as an additional document on March 5, 2025, but it does not meet the requirements overall (see Chapter 3 Academic staff).

In its action plan 2024/2025, the Faculty of Law states that their goals will be to prepare for a master's program in the future, which may be a program related to fields such as cyber security and digital diplomacy (see Action Plan p. 11). It remains to be seen whether the preparation is possible despite the vacant position of the dean of the faculty.

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Regarding the latter, the expert team raises the need to duly address the question whether a master programme in such a constrained field (cyber security, digital diplomacy), although integrated in a university that wants to focus on technology, is in line with the characteristics of this university, taken into account for instance its location. The expert team invites the program management to reflect on the need and feasibility (also taking into account the necessity to dispose of specialised staff) of this idea. Standard 1.1 The study program is in line with the higher education institution's mission and strategic goals, needs of society and it is publicly available. (ESG 1.1)

UKZ has not proved that there is a demand of the labor market for the number of students as asked for. It is generally known that there are already more graduates in law in the Republic of Kosovo than are needed. It should also be taken into account that the birth rate in the Republic of Kosovo is falling, so there will be fewer school graduates and fewer applicants for study programs. The faculty is therefore strongly advised to carry out serious surveys to plan student numbers.

In view of the large number of law programs offered by universities and colleges in Kosovo, it is important to develop its own profile. It is of great importance that UKZ has a technical focus. The program should be geared more towards this than up to now.

According to the expert team, the information on the link between the criminal law master programme and the strategic goals and mission of the institution is not clearly developed in the SER and was neither sufficiently explained at the occasion of the site visit. The fact that no one of the senior faculty management was available to defend the choices made, was neither reassuring.

**Standard 1.2 The study program Is subject to policies and procedures on academic integrity and freedom that prevent all types of unethical behaviour. The documents are publicly available, and staff and students are informed thereof. (ESG 1.1)**

UKZ has adopted a special Code of Ethics. Meanwhile, the Student Council is represented in the Faculty of Law Council with two representatives, who help and represent the students for all their requests and needs. Also, they intervene in cases of discrimination or unfair treatment that may happen to students. The institution also uses specialized software to identify and prevent plagiarism, contributing to maintaining academic integrity and a fair environment for all students. On November 8, 2024 the Faculty of Computer Science organized a training led by IT experts for the academic, administrative staff and students of UKZ, on the use of the new anti-plagiarism software. The expert team invites to a reflection on the impact of Generative Artificial Intelligence on the program as well.

The program under evaluation respects a set of ethical standards that regulate both the teaching process and that of scientific research, ensuring a fair and integrated environment for all concerned. Students, lecturers and other interested parties are informed about these standards through the official website of the university, minutes of meetings of the Ethics Committee and programs that contain clear information about ethical standards and the use of anti-

plagiarism software. Also, statistical data on software usage is provided to emphasize the importance of academic integrity.

The institution has established procedures for the identification and treatment of unethical behaviour, including the implementation of Ethics Council which examines cases and makes concrete decisions regarding ethical violations. For example, when unethical behaviour is identified by a student or faculty member, the Ethics Council is immediately notified. The Council then examines the case, gives the opportunity to all parties involved in this unethical event to present their arguments, and then decides on the measures to be taken. The decisions of the Ethics Council are distributed transparently to all relevant groups, ensuring that everyone is informed about the procedures and consequences of ethical violations. This approach guarantees the application of rules and the maintenance of ethical standards in the academic process.

**Standard 1.3 Relevant information is collected, analysed and used to ensure the effective management of the study program and other relevant activities and such information is publicly available. (ESG 1.7)**

As explained at the beginning of this chapter, despite the availability of data that allow an informed programme management the administration and management of the program under evaluation is not satisfactory. This is, to a significant extent, due to the lack of a clear and functioning management structure for the program.

**Standard 1.4 The delivery of the study program is supported by appropriate and sufficient administrative support to achieve its goals in teaching, learning, research, and community service. (ESG 1.6)**

As the discussions on site have shown, the administration of the program - contrary to what is described in the SER - is not satisfactory. According to the expert team, this is also related to the absence of a vision on the programme and how resources have to be allocated to and in it. Also, the lack of a functioning management raises concerns. Problems originate here, rather than in a lack of appropriate and skilled administrative staff that can support the program in reaching its goals (as far as they are properly defined).

**Standard 1.5 The recommendations for quality improvement of the study program from previous internal and external quality assurance procedures are implemented. (ESG 1.10)**

Although improvements (evaluation methods, curriculum improvements, opportunities for professional practice,...) are mentioned in the SER (p. 16), the Faculty of Law was unable to provide sufficient evidence that the recommendations of the previous reaccreditation process were implemented. The SER is only accompanied by a "report of the review committee", which is not meaningful. In addition, this report is identical for the Bachelor and Master

programs.

Evidence of careful processing of the recommendations of the previous reaccreditation is one of the essential requirements for a new reaccreditation. This requirement has not been met.

**ET recommendations:**

- 1. The Faculty of Law must conduct a thorough analysis of the demand for lawyers in the labor market to serve as a basis for student enrollment.*
- 2. The Faculty has to elaborate a detailed strategy and development plan for the whole Faculty of Law, including its profile in the region, its position in the university, potential recruitment plans of qualified teaching staff to address legal topics identified during its transition into a higher education institution specializing in technology.*
- 3. The Faculty of Law must align and clearly define its study programs in accordance with the overall profile of the university.*
- 4. The Faculty of Law has to realize a clearer and better functioning organisation.*
- 5. It is to implement the recommendations of the previous accreditation process.*

## 2. QUALITY MANAGEMENT

**Standard 2.1 The study program delivery is subject to an established and functional internal quality assurance system, in which all relevant stakeholders are included. (ESG 1.1)**

The expert team was presented an Albanian version of the Regulations on Quality Assurance and Evaluation initially and an English version as part of the additional information. However, it must be noted that the Albanian version was dated as of 21.12.2020, but the English version as of 18.12.2023. Moreover, the Albanian and English versions available on the UKZ website both date back to 10.05.2016. The expert team has used the English version from 18.12.2023 as the reference but this by no means can be considered an acceptable practice.

This Regulation defines the internal quality evaluation instruments, including the questionnaires for the dean's evaluation of the academic staff, self-evaluation of the academic staff, student evaluation of the professor and subject, student evaluation of the administration, employer evaluation of the academic and administrative staff and alumni as well as the focus groups and peer-evaluation being the other types of evaluation that should be conducted.

In the Regulations on Quality Assurance, important tasks are foreseen for the deans and vice-deans for academic affairs from each academic unit. As the Faculty of Law currently does not have these two positions filled or a replacement allocated, it must be concluded that the requirements of the regulation cannot be executed fully. As a consequence of the vacant position of the dean, also the position of the only program holder for this program is vacant. Although the Quality Assurance Regulation does not define any quality-assurance related responsibilities for the program holder, this person should still be considered as the formal manager and leader of the program, therefore this situation affects the program tremendously. The expert team, however, was presented a number of quality assurance reports produced by the Office for Academic Development and Quality for the academic years 2022/2023, 2023/2024 and even a statistical report on the student evaluation of professors and subjects from the academic year 2024/2025. All reports include certain conclusions and recommendations from the Office for Academic Development and Quality addressed to not only but also the dean of the academic unit. The dean has also been named as the responsible person for the overall implementing of the improvement plan and reflecting on quality improvement.

Despite the issue with conflicting versions of the quality assurance regulation, the internal quality assurance processes at UKZ can be described as well documented and, based on the example reports, also well executed on the central level.

However, in the case of the Faculty of Law, the question remains on how the quality assurance provisions can be executed fully, especially regarding the follow-up actions with the two top managerial positions currently vacant.

**Standard 2.2 The study program is subject to a process of design and approval established by the HEI. (ESG 1.2)**

The Regulation on Quality Assurance and Evaluation states that, with it, the assurance and self-assessment of quality are determined in several areas, including ongoing review of study programs. However, the Regulation does not mention anything on how this ongoing review of study program as a whole should take place, except for different questionnaires.

In the SER, the Faculty of Law states that a study program, before passing to the senior management review level, goes through the planning and evaluation phases of the working groups created by the Faculty of Law Council. As the LLM Criminal Law is an existing program, although without a valid accreditation, the process that it went through before submitting the documentation for external review was regular updating rather than design and approval. Based on the input received during the site visit, there were relevant discussions about the program and certain changes were initiated if compared to the previously accredited program, however, the streamlined and consistent program revision, also in line with the technological specialization of UKZ would benefit from stronger academic leadership at the faculty.

**Standard 2.3 The study program is periodically monitored and reviewed to ensure its objectives are achieved. The monitoring of the study program involves stakeholder participation. (ESG 1.9)**

As mentioned under 2.1, there are several surveys in place for monitoring the programme. These surveys are intended to gather feedback from the staff, students, employers and graduates. During the site visit, the expert team also learned that the personal feedback exchange between academic staff and students and academic staff and students is good. However, what is missing is the centralized and structured response to this feedback from the faculty management, notwithstanding improvements based on detailed analyses the SER refers to (p. 24). For the expert team, taking into account that information that is available, a structurally closed feedback loop is missing.

The UKZ website lists several reports resulting from the surveys, but the reports provided to the expert team as additional information are not listed on the website. Overall, the logic on which reports are published and which are not is not clear.

Concerning external stakeholder input, the SER mentions the existence of an ‘Industrial Board’, but its significance for the program under review is insufficiently clear.

Although a lot of diverse channels are available for monitoring quality (SER, pp. 27-29) there is a critical lack - especially as leading staff is missing - in the follow-up of the available information and its assessment in view of the implementation of necessary/desirable changes.z

**Standard 2.4 All relevant information about the study program is clear, accurate, objective, up-to-date and is publicly available. (ESG 1.8)**

The website of the UKZ has a separate tab for each Faculty and the one for the Faculty of Law lists the two programmes currently offered. For the LLM program, the title, volume in ECTS and the previous accreditation period are indicated as well as the program curriculum. There is no information that the program currently cannot accept students because of terminated accreditation and also no information on the planned student quota, if it is accredited. The statement on objectives and career opportunities refer to the faculty in general and not to the learning outcomes of the particular program. Therefore the accuracy, the actual character and the relevance of the information is clearly jeopardized. Overall, the information that is available on the main screen without the need to click on separate documents, is very brief and could benefit from a more thorough and targeted update, based on the feedback from students and/or potential students.

**ET recommendations:**

- 1. To ensure that the versions of the Quality Assurance Regulation used internally and published on the UKZ website are consistent.*
- 2. To find a permanent or workable interim solution for filling the gaps regarding the responsibility for internal quality assurance as per Quality Assurance Regulation in the absence of the dean and vice-dean for academic affairs.*
- 3. To establish a unified approach regarding the publication of quality assurance reports, i.e. which reports are published.*
- 4. To complement the publicly available information on LLM Criminal Law with clear information on its accreditation status, the proposed student quota, detailed learning outcomes, employment opportunities and other relevant information.*

### **3. ACADEMIC STAFF**

As explained in Chapter 1 (Mission, Objectives and Administration) of this report, the faculty is currently not being managed properly. This has a direct, undesirable impact on the academic staff.

Likewise, the law faculty lacks sufficient alignment with the university's overall orientation (technical focus). The impact of his alignment on a sustainable, future proof study offer that answers societal needs, related to the university's context, can at best be subject to thorough reflection. Consequently, a strategy and development plan is particularly necessary. This is common practice at universities and colleges with Western European standard. However, no such plan, even in an embryonic phase, was presented with the SER, and the report does not contain any reliable statements for the faculty's future development. The Expert Team

requested such a strategy and development plan of the faculty to be sent as an additional document. However, the faculty failed to do so. Because an additional document was sent by UKZ March 5, 2025, only an “Action Plan on the Faculty of Law 2024/2025”. This plan does not meet the requirements for a fundamental conception of the faculty, integrated into the objectives of the entire university. Against this background, there is insufficient basis for proving that academic staff needs are properly addressed. Neither is clear how staff needs might evolve if the view on the scope of the master would change and what the impact on the current staff could be. These uncertainties concern in particular the Master Program Criminal Law (LLM) and to a limited extent to the Bachelor Program General Law (LLB).

**Standard 3.1 The study program delivery is supported by teaching staff who are recruited in line with national legislation, and internal regulations in effect, and it is based on objective and transparent procedure. (ESG 1.5)**

As the SER describe, the process of recruiting staff as teachers is done in accordance with legal acts, more specifically: Labor Law no. 03/L-212, Law NO. 08/L-197 for Public Officials and Law no. 04/L-37 on Higher Education in the Republic of Kosovo. In addition to the legal acts, the employment of the teaching staff is also done in accordance with the internal acts of the university, Statute of the Public University "Kadri Zeka" as well as Regulations for the selection procedures related to the appointment, reappointment, advancement of academic staff at the Public University "Kadri Zeka".

The Council of the Faculty of Law of UKZ is responsible for making proposals to the Governing Council and the Senate for the needs of academic personnel in order to meet academic requirements for a long-term period (based on Article 11 Regulations for the selection procedures related to the appointment, reappointment, advancement of academic staff at the Public University "Kadri Zeka"). After approval by the University Senate, the Competition is published on the university website. The Council of the Faculty of Law within 10 days from the announcement of the competition establishes the Evaluation Commission (according to Article 13 of Regulations for the selection procedures related to the appointment, reappointment, advancement of academic staff at the Public University "Kadri Zeka"). This committee, composed of three professors, where at least two of them must be from the narrow field of subjects for which the competition is opened, evaluates the documentation of each candidate and gives a proposal for the candidate who best meets the criteria of the open call by was based on the provisions of the University Statute and the Regulations for the procedures related to the appointment, reappointment and advancement of academic staff.

The Faculty of Law at UKZ employs qualified academic staff, with 13 full-time professors holding academic titles like associate professor and professor. Newly hired faculty members participate in a Welcome Session, where they receive essential documents, such as the University Statute, Code of Ethics, and Academic Staff Handbook. They are also provided

with university credentials and access to institutional systems to facilitate their integration. The recruitment process upholds merit-based selection, guaranteeing fair treatment and inclusivity in academic appointments.

In this way, an objective and transparent procedure is described in the SER. However, the expert team still has considerable doubts whether the university is able to implement this accordingly.

**Standard 3.2 The study program is supported by sufficient permanent academic staff who are adequately qualified to deliver the study program. (ESG 1.5)**

The CVs of the academic staff are attached to the SER and do not give grounds for complaint. A sufficient quota of full-time teaching staff has been demonstrated.

**Standard 3.3 The study program is supported by teaching staff who are subject to advancement and reappointment based on objective and transparent procedures which include the evaluation of excellence. The advancement of staff arises from the higher education institution's strategic goals and is in line with the legislation and internal regulations in effect. (ESG 1.5)**

Due to inadequate management in the faculty and in the study program, it does not appear to be ensured that advancement and reappointment are based on objective and transparent procedures. Neither is demonstrated that it stems from the strategic goals of the institution. In fact, the procedures outlined in the SER – although relevant - do not appear to be implemented in practice.

**Standard 3.4 The academic staff engaged in the delivery of the study program is entitled to institutional support for professional development. (ESG 1.5)**

The University has to commit supporting the professional development of all teachers and teaching assistants, through training and assignments that help develop skills and gain experience, create and share knowledge while teaching and learning at the same time. UKZ has continuously created conditions for research and scientific activity, and especially UKZ has pledged to help the academic staff financially to achieve competitive results. Through Regulations for research-scientific activity at "Kadri Zeka" University, the best researcher of the year is selected in UKZ, who is stimulated by 50% of his/her monthly salary. Whereas, the academic staff who manage to publish scientific papers in international scientific journals indexed in the SCOPUS and Web of Science databases (SCIE, SSCI, AHCI) are stimulated with 1000 Euros, while for university texts they are stimulated in the amount of 1500 Euros and for monographs 1000 Euro (appendix - number of academic staff who have benefited from financial support).

In order to advance teaching practices and promote excellence in higher education and to develop the skills of academic staff in relation to testing and evaluation methods, the university enables the participation of academic staff in training in order to perfect these methods. UKZ has a cooperation agreement for the training of the academic staff with the Center for Excellence of the University of Pristina, where the vast majority of the academic staff participated in this training. The participating staff is certified in the modules Teaching and

ethics in higher education, Assessment and standards of assessment in Higher education, and Active learning in higher Education. Also, the academic staff of UKZ participated in the training Advanced teaching methods and Research and scientific publications, organized by the Didactic Center for Excellence, at the "Fehmi Agani" University in Gjakovë. UKZ also supports other trainings for the development of academic staff, therefore many trainings have been held and are planned to be held within the Erasmus+ CBHE projects, then in summative and formative assessment through the project with GIZ, trainings for S Clinics with USAID, trainings for the inclusion of technology in teaching BeetRoute Academy and Kutia, training for administrative staff through IKAP, etc. These trainings helped the academic staff to deepen their knowledge of approaches and theories related to teaching, learning and assessment, while through practical work they demonstrated their skills in applying the knowledge gained at the basic and advanced level of training with students of them in their daily learning in their academic units.

So far the report of UKZ. It unfortunately does not give any concrete facts about the number of professors taking part in the trainings or the dates when trainings were organized the last years. This presentation only contains allegations and no evidence. The real organisation of and participation in professionalisation initiative could neither be convincingly demonstrated during the on-site visit of the expert team. There is therefore no convincing proof that this standard has been met.

Moreover, with the Dean's resignation and medical leave, there is currently no designated individual overseeing professional development opportunities. As a result, it remains unclear how teaching staff can continue to pursue personal academic and professional growth (Individual Development Plan, referred to in SER, p. 41).

**Standard 3.5 External associates who teach at the study program have adequate qualifications and work experience for the delivery of the study program and achievement of the intended learning outcomes. (ESG1.5)**

In the Faculty of Law, external collaborators are also engaged in circumstances when all the hours of lectures and especially exercises cannot be covered by the regular staff of the Faculty of Law. The selection and procedure for the engagement of part-time external collaborators is regulated through Regulation on Procedures for the engagement of external collaborators with a fee. The decision for the announcement of the competition is taken by the Senate of the University according to the proposals of the Council of the Faculty of Law. The review commissions formed by the Faculty Council draft evaluation report based on the documentation and criteria defined for each position and the same are published on the university website within 3 days. The Senate of the University votes by majority vote for or against the proposals of the councils for engagement of external associates and the same are published on the university website.

External collaborators during the teaching process include knowledge from the labor market and the latest research, since until now, collaborators have been engaged in the Faculty of Law who, in addition to meeting the conditions defined in the regulation for engagement, have a significant number of scientific papers or practice professions such as lawyers, judges, notaries,

professors from other universities, in order to incorporate the knowledge from practical work into the learning process. This is shown by the CVs of the external collaborators. The engaged staff are welcome and encouraged and invited to participate in any training offered by the university. In order to ensure quality in teaching, UKZ, based on the Regulation on the procedures for the engagement of external collaborators with a fee in UKZ, does not allow the engagement of candidates as external collaborators who have more than one engagement in a regular work relationship or with honoraria in other public or private institutions. For the expert team it is important that also in case of a reshuffle of the study program, for instance bringing it in line with a more technical focus, adequate staff will be engaged to meet the learning outcomes in the specific context of the domain the study program wants to cover.

**ET recommendations:**

- 1. The Faculty of Law has to set up a strategy and development plan for the program under evaluation and develop/implement a human resources strategy that allows to fulfill the academic requirements of the study program..*
- 2. The Faculty has to improve the (management of the) administration to ensure that the foreseen regulations (for instance regarding human resources) are well realized.*
- 3. Vacancies and review reports (bulletins) should be published in English language.*
- 4. The infrastructure should be improved for the development of academic staff activities.*

#### 4. EDUCATIONAL PROCESS CONTENT

As already explained in Chapter 1 (Mission, Objections, Administration) and Chapter 3 (Academic Staff), the faculty does currently not have an appropriate and functioning management structure. This has a particular impact on the educational process of the study program. Its realisation requires an up-to-date strategy and development plan.

It is very regrettable that there was no representation at all of the Master Program in Criminal Law during the on-site visit by the Expert Team. All meetings were attended exclusively by representatives of the Bachelor Program in General Law. A representative of the Master Program was only present at the meeting with the graduates. In fact, one graduate was present. The person primarily responsible for the program, Professor Fatmire Krasniqi, was absent and was not substituted in any way. The rector of the university expressly stated that he was not involved in the program.

The expert team can't but stress that it was therefore unable to obtain any answers to questions about the educational process content. However, information on the pedagogical approach is essential for an appropriate evaluation of the program. For its assessment the expert team can essentially only rely on the information in the SER. The expert team was unable though to verify that information or to ask for clarification to that information. The team can therefore not determine in an acceptable and substantiated manner to what extent the information in the SER is reflected in the teaching practice on the 'field';

In addition, it is questionable to what extent the program is congruent with the (future) overall orientation of the UKZ university (technical focus).

Moreover, the program has not been accredited since a year. The expert team would have been very interested in the reasons for this and is in search of possible improvements.

As far as the expert team can, taking into account the lack of information given by the program under review, therefore only conclude that in order to ensure that the study program runs smoothly, its reorganisation is essential. This reorganization must be supported by the stakeholders and implemented consistently and in a traceable manner

The necessary proof of suitability can therefore not be provided for any of the standards in the "Educational Process Content" chapter.

#### **ET recommendations:**

1. *The Master Program Criminal Law needs a new and functioning administration.*
2. *The Faculty has to discuss if this or another Master Program is suitable for the good future of the university.*

## 5. STUDENTS

### **Standard 5.1 Clear admission policies, including requirements, criteria and processes for the study program are clearly defined and are publicly available. (ESG 1.4)**

The admission requirement for entering the LLM program are the successful completion of basic studies and, subsequently, the completion of the entrance exam by the Faculty of Law. There is a Student Admission Committee and Complaints Review Committee. The admission criteria and process are described in the Regulation on Bachelor Studies. However, neither this regulation nor this specific information is available on the website tab where the programs offered by the Faculty of Law are listed, especially regarding the admission test.

Despite this, the expert team concludes that the level of available information is acceptable as in the past there have been fewer applicants than the available study places. The lack of information did not jeopardize the interests of prospects.

### **Standard 5.2 Student progression data for the study program are regularly collected and analyzed. Appropriate actions are taken to ensure the student's completion of the study program. (ESG 1.4)**

According to the SER, the student progression information is stored electronically on the SMU system.

The expert team requested data on student admission and graduation for the LLM Criminal Law. However, this information was not provided.

The expert team was presented a report from the academic year 2022/ 2023 on the reasons for drop-out from UKZ. This report does not specifically analyse the situation at each faculty except providing the total drop-out number for the faculty, however, the majority of respondents do not choose any of the provided reasons for dropping out and select "Other reasons". Overall, the expert team was told that this is a regular situation in Kosovo and there are no specific solutions for it. This is a rather worrying approach as there are several competing institutions, especially in the field of Law, and the specific reasons for each student even potentially dropping out should be duly noted and addressed.

And again, in the SER it is stated that it would be the role of the dean to evaluate the progress of students each semester and discuss it with the Faculty Council in order to address the issues.

Regarding the students' transfer, the expert team also requested the related information on the

transfer cases but did not receive any. Therefore, the team cannot assess the application of the transfer arrangements for the particular program. However, the transfer process is formally regulated in the Regulation on master studies.

**Standard 5.3 The study program ensures appropriate conditions and support for outgoing and incoming students (national and international students). (ESG 1.4)**

In the SER, the UKZ states that the students of UKZ are constantly informed about mobility opportunities through periodic information sessions as well as through public calls. In the SER, UKZ states that their students have been on student exchanges to Turkey, Bulgaria, Switzerland, Macedonia, Albania and Montenegro. However, it is not clear whether this information applies to the LLM in particular. The same information was provided for LLB program. The expert team requested detailed information on the student mobility opportunities used by the LLM students, however, no information was provided. The team can therefore not conclude that student mobility is existing ‘in reality’. It can also not conclude that students are supported in incoming/outgoing mobility or informed well on the conditions for mobility. To a broader extent, the expert team did not dispose of the information allowing a proper assesment of ‘internationalisation’ of students and staff in the program under review. In regard to mobility opportunities and the internationalisation of the program in general, the expert team would like to note that the English language component of the program should be strengthening, potentially allowing for an incoming mobility in the future, too.

**Standard 5.4 The study program delivery is ensured through adequate resources for student support. The needs of a diverse student population (part-time students, mature students, students from abroad, students from under-represented and vulnerable groups, students with learning difficulties and disabilities, etc.) are taken into account. (ESG 1.6)**

In the SER, UKZ refers to three types of counselling available – academic counselling, career planning and employment advice and personal and psychological counselling services. No specific target groups for tailored support services have been mentioned.

**ET recommendations:**

- 1. To publish the admission policy/procedures on the Faculty of Law tab on the UKZ website with a disclaimer about the program’s accreditation status.*
- 2. To monitor in detail the student population of the Faculty of Law (active students, silent students, drop-out) in order to monitor and enhance study progress and reduce the drop-out rates.*
- 3. Strengthen the English component of the program in order to allow for incoming student mobility in the future as well as to prepare students to an international study experience (outgoing mobility).*

## 6. RESEARCH

At first, it should be noted again that lecturers of the Master of Criminal Law were not present. Consequently, the Expert Team was unable to engage in meaningful discussions and cross check the statements in the SER. Unfortunately, the lack of leadership affects lecturers and their academic efforts negatively since they lack a clear and implemented framework for their research activities.

### **Standard 6.1. The study program aligns with the institution's/academic unit's mission and the research strategic goals.**

The UKZ Strategic Plan 2023-2028, developed in 2024 and reviewed annually, includes Strategic Objective 2, which focuses on enhancing scientific research to improve study quality and innovation. The plan emphasizes financial support for research, the establishment of research institutes, and increased participation in national and EU science funds. A key goal is to establish at least two research institutes, each conducting at least one research project.

The General Law Program aligns with university research objectives by promoting staff and student development in research methodology, encouraging joint research, and applying for local and international research funding. The program provides financial, logistical, and human resource support for research activities, ensuring financial stability for academic growth over the next five years. As mentioned before, the Expert Team was not able to discuss with representatives of the Master of Criminal Law about the feasibility of research objectives and the support and incentive they experience endeavouring research goals.

The expert team ascertains the absence of a clear and implemented research focus. While individual lecturers are encouraged to conduct research in their respective legal fields—a practice the expert team welcomes—a defined research strategy could be beneficial. Establishing general trends or broad research topics would not only support individual lecturers but also foster collaboration and synergies across the faculty, benefiting both fellow lecturers and students.

UKZ enforces international research standards by recognizing only publications in indexed journals (SCOPUS, WoS) for academic recruitment and selection. The Regulation on Scientific Research Activities regulates financial support for faculty publishing in high-impact journals, reinforcing the university's commitment to scientific excellence and societal impact.

### **Standard 6.2. The academic staff engaged in the study program is committed and supported to achieve high-quality research work and/or professional activity.**

UKZ supports scientific research and publication by providing technical and financial assistance to academic staff. The Regulation on Scientific Research Activities ensures funding

for research. So far, over 90 scientific papers were supported financially. Faculty members publishing in SCOPUS, WoS-SCIE, or AHCI journals receive funding. Contributions to international conferences are supported and project funding (per academic unit) is foreseen; The University allocates €40,000 annually for scientific publications and books. UKZ also promotes scientific conferences, roundtables, and collaborations with national and international organizations such as MEST, HERAS PLUS, USAID, and the European Commission.

A research strategy, balancing quantity and quality and referring to research integrity, is existing. UKZ has structured mechanisms to validate scientific research performance (in view of hr-decisions, also depending on research criteria that have to be met), including a Review Committee, Faculty Council, and the UKZ Senate, which oversee academic appointments, reappointments, and advancements based on publications, citations, research projects, and conference participation. The "Researcher of the Year" award further incentivizes academic excellence. Additionally, UKZ is enhancing access to research resources, including EBSCO and ScienceDirect databases and anti-plagiarism software for staff and students. These efforts ensure a strong research culture and academic integrity, reinforcing UKZ's commitment to high-quality legal education and scholarship.

**Standard 6.3 The academic staff engaged in the delivery of the study program is encouraged to participate in different aspects of cooperation with national and international partners.**

To strengthen collaboration with institutions and businesses, the UKZ has established an Industrial Advisory Board, chaired by a lawyer. The board enhances the university's image, aligns industry perspectives with academic programs, secures research grants, and facilitates student internships. Nevertheless, its role in the research approach of the program under review remains unclear.

A key objective is to support the strategic development of UKZ's study programs, including the General Law Program, and to contribute to the community. . For instance, during the site visit, the expert team learned about a research project that students of the UZK conducted for the Kosovo Police about the police work in the rural area. What remained unclear was which faculty the students participating in community oriented initiatives belong to and whether they receive support from a lecturer. Again, the expert team was unable to receive information from representatives of the Master of Criminal Law, leaving the team unable to assess the role of the reviewed study program in activities for the benefit of the community.

Overall, faculty members contribute to community-based projects, such as legal clinics with UNHCR, research for the Kosovo Police, and the HERAS project for stateless persons. To boost research capacity, UKZ has organized training for faculty on project proposals and

Horizon Europe applications. Faculty collaborations extend to national and international universities, including joint scientific conferences with Public University of Gjakova and State University of Tetova. Unclear again, is the involvement of the master program in criminal law.

The faculty will (SER, p.59) establish an advisory board to increase the cooperation with local partners. Additionally, faculty members will engage in scientific and cultural activities, including symposia, conferences, and research initiatives with local institutions. The university also aims to enhance research skills among staff and students through specialized training programs.

**Standard 6.4 The teaching staff engaged in the study program has a proven record of research results on the same topics as their teaching activity.**

Reliable data for the Master of Criminal Law are missing. The expert team regrets to be unable to offer a comprehensive and accurate judgement.

For the Bachelor of General Law, academic staff reported how they aligned their scientific activities with their areas of expertise and teaching responsibilities. They have involved students in the research process, particularly through joint research projects, focus groups, and discussions on scientific topics, fostering an engaging and collaborative academic environment.

**ET recommendations:**

- 1. The Faculty of Law develops a common research strategy – relevant for the master under review as well - defining general trends or broad research topics to foster collaboration and synergies across the faculty, benefiting both fellow lecturers and students.*

## **7. INFRASTRUCTURE AND RESOURCES**

### **Standard 7.1. The HEI ensures adequate premises and equipment for performing education processes and research. ESG (1.6)**

UKZ provides adequate space and facilities for the Faculty of Law on its campus in Gjilan that covers 20,000 m<sup>2</sup>, consisting of two interconnected buildings with classrooms, offices, laboratories, and a well- equipped library. Future expansion is planned in collaboration with the Municipality of Gjilan and the Government of Kosovo.

UKZ provides state of the art equipment and state of the art technology. The classrooms are equipped with projectors to enable multimedia presentations and an interactive learning experience. Tables can be moved to enable groupwork. However, in some classrooms, the equipment is outdated. The university has secured MS365 licenses (2023-2026), providing access to Microsoft Office tools. Faculty and students also use open-source and specialized software for their academic needs. In addition, the university has several computer laboratories.

The University Management System (SMU) streamlines academic processes, including registration, grading, diplomas, and complaints, while the E-learning platform (Moodle) facilitates lecture materials, assignments, and research projects. Additionally, UKZ is testing a new ukz-platforma.net for class scheduling, real-time reporting, and staff data management.

UKZ also integrates Gsuite for Education, enabling collaboration through Gmail, Google Drive, Google Classroom, and other tools. These digital platforms enhance learning quality, research collaboration, and student engagement, reinforcing UKZ's commitment to technology-driven education.

### **Standard 7.2 The HEI ensures adequate library resources for study program. (ESG 1.6)**

The UKZ Library is undergoing digitalization, with staff trained in COBISS software to manage book registration. The library is now overseen by a Director and a Library Officer, both licensed in COBISS. UKZ provides access to various electronic resources, including computers, projectors, and sound systems, and manages its inventory through the E-Asset system under the supervision of the Asset and Warehouse Officers. The library operates from 08:00 to 16:00, with the reading room open until 20:00, Monday to Saturday. UKZ purchases books annually and enriches its collection through university sources, external donors, and research institutions. A Publishing Council regulation requires authors to submit 10 copies of their work to the library, further expanding available resources.

The library holds 54,000 books in Albanian, English, Serbo-Croatian, Greek, Spanish, and Turkish.

Students also have access to Fan S. Noli City Library through a cooperation agreement with the Municipality of Gjilan. Additionally, UKZ has partnered with the Kosovo Electronic Library Network and the National Library “Pjetër Bogdani”, offering students unlimited access to academic resources.

The Faculty of Law provides access only to open databases for the development of scientific activity of staff and students, including, for instance, EBSCO, JSTOR, Research Gate, DeGruyter, DOAJ and Sagepub. The Expert Team concludes that subscriptions to databases specialized on law, such as Westlaw, LexisNexis, and Bloomberg Law are necessary to enhance research and study experience.

The Expert Team considers the library resources for the Faculty of Law to be insufficient for a public university that strives to be competitive and wants to educate students not only in general law but also in the latest legal trends in a specific field that requires specialised, actual information of high quality. The resources in the library are limited to several copies only. English resources are also underrepresented. English textbooks would support the Faculty of Law’s international outlook and the students’ English proficiency as well.

**Standard 7.3 The study program is appropriately funded to deliver its intended educational activities and research. (ESG 1.6)**

UKZ submitted a budget plan (2023-2027) for the entire university in Albanian so that it is difficult for the Expert Team to fully analyse the plan, especially regarding the development of the evaluated study programs. For UKZ, the overall financial situation seems to be stable because UKZ is a public university and is financed from the national budget.

**ET recommendations:**

- 1. The University must look for further financial support for the modernization of teaching equipment.*
- 2. The University must expand the library resources for students of the Faculty of Law, including subscription to relevant paid databases and provide more and recent English legal textbooks (related to the domain of the reviewed study program).*

**Final recommendation:**

According to the expert team's evaluation, the Master Program “Criminal Law (LLM)” is "partially-compliant" with the standards included in the KAA Accreditation manual and, therefore, the expert team recommends not to reaccredit the program.

Standard	Compliance Level
Mission, objectives and administration	Non compliant
Quality management	Partially compliant
Academic Staff	Partially compliant
Educational Process Content	Non compliant
Students	Partially compliant
Research	Fully compliant
Infrastructure and resources	Partially compliant
<b>Overall Compliance</b>	Partially compliant

**Expert Team**

**Chair**



**Prof. Dr. Johannes Falterbaum**

**March 21, 2025**

(Signature)

(Print Name)

(Date)

**Member**



**Dr. Nina Rotermund**

**March 21, 2025**

(Signature)

(Print Name)

(Date)



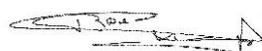
**Asnate Upmace**

**March 21, 2025**

(Signature)

(Print Name)

(Date)



**Bertel De Groot**

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(Print Name)

(Date)