FACULTY OF PHILOLOGY

STRATEGIC PLAN 2020-2024

November 2019

FACULTY OF PHILOLOGY

University “UkshinHoti” Prizren

Rr. Shkronjave 1, 20000 Prizren

The Republic of Kosovo

Abbreviations

UUHP	University" Ukshin Hoti" Prizren
SPEK	StrategicPlanforEducationinKosovo
AU	Association of Universities
MU	Memorandum of Understanding
BE	European Union
ZIC	Office for International Cooperation
QAO	Quality Assurance Office
CAC	Career and Alumni Center
IAB	Industrial Advisory Board
IT	Information Technology
USAID	US Aid for International Development
MESTI	MinistryofEducation,ScienceTechnologyInnovation
SQC	State Quality Council
SO	Student Parliament
AU	Academic Unit
KAA	KosovoAccreditationAgency
SQC	State Quality Council
AM	Accreditation Manual
USEP	US Embassy in Prishtina
AAES	Austrian Academic Exchange Service

Content

1. THE DEAN'S SPEECH
2. HISTORY OF THE FACULTY OF PHILOLOGY
3. DRAFTING THE STRATEGIC PLAN
   - 3.1. Mission
   - 3.2. Vision
   - 3.3. Values
   - 3.4. Stakeholders
4. **Strategic planning process**
   - 4.1 Positioning analysis
5. **Strategic priorities**
   - 5.1. Quality assurance in teaching and learning;
   - 5.2. Research-scientific development;
   - 5.3. Development of academic capacities for the Master's program in Albanian, English and German Language and Literature;
   - 5.4. Internationalization and networking process;
   - 5.5. Infrastructure development;
   - 5.6. Contribution of the Faculty of Philology to the community;
6. **Action plan**

THE DEAN'S SPEECH

As the Dean of the Faculty of Philology of the University "Ukshin Hoti" Prizren (UUHP), I have the pleasure to present the study programs of the Faculty of Philology.
The Faculty of Philology of UUHP offers first-cycle Bachelor studies in three programs: Albanian Language and Literature, English Language and Literature, and German Language and Literature.
The Faculty of Philology offers opportunities for all students to complete a part of theoretical learning and professional practice as a mandatory part of the study program in school institutions of their choice.
We guarantee that we support the passion and desire of students towards a successful professional career.

Prof. ass. dr. Ragip Gjoshi
Acting Dean of Faculty of Philology

DRAFTING THE STRATEGIC PLAN

This strategic plan was drawn up based on the decision of the UUHP Governing Council.
The 2020-2024 Strategic Plan was drawn up after comprehensive consultations of internal and external actors of the Faculty of Philology and UUHP. All development activities of the Faculty of Philology at UUHP will be supported and guided by this strategic plan.

Members of the strategic plan working group:

Prof. ass. dr. Flamur Shala, chairman
Prof. ass. dr. Ragip Gjoshi, member
Prof. assoc. dr. Izer Maksuti, member
Prof. ass. dr. Teuta Kafexholli, member
Prof. ass. dr. Sermin Turtulla, member
Prof. ass. dr. Ilir Krusha, member
Ass. PhD (c) Dorinë Rakaj, member
Edita Rexha, member (student representative)
Hyrmet Berisha, member (Alumni representative)
Prof. Skënder Berisha (external)

HISTORY OF THE FACULTY OF PHILOLOGY

The Faculty of Philology was founded in 2014. Currently, 2135 students study at the Faculty of Philology, registered since the beginning of the work, in the first academic year (2014/15).

The Faculty of Philology organizes programs for studies at the bachelor level. Within a medium-term period, it plans to open a master's study program.

Study programs at the bachelor's level:

- Albanian Language and Literature
- English Language and Literature
- German Language and Literature

Scientific research and the results of the academic staff are measured by the publication of scientific works in international journals indexed in the platforms published according to the Administrative Instruction of the Ministry of Education, Science and Technology of the Republic of Kosovo.

Infrastructure of the Faculty of Philology

The Faculty of Philology develops its academic activity in the former Higher Pedagogical School, later the Faculty of Education of Prizren, and currently it is the joint facility with the Faculty of Education of the University of Prizren. The Faculty of Philology has 8 classrooms equipped with video projectors, smart boards, televisions, 5 academic staff offices, 3 administration offices, a common meeting room and the common amphitheater with the Faculty of Education. There is the specialized library of German studies - the Austrian corner), and the Central Library of the Faculty of Philology.

FOUNDATIONS OF STRATEGIC PLANNING

1.1. The mission

The mission of the Faculty of Philology of "Ukshin Hoti" University is the academic and professional preparation of students for the labor market in Kosovo, in the region and beyond, to contribute to the improvement of well-being, education and high-quality scientific research, with equal opportunities for all, in accordance with the values of freedom, democracy and cultural and linguistic diversity.

1.2. The vision

Preparation of students of Albanian Language and Literature, English Language and Literature and German Language and Literature through teaching and for further scientific and professional studies. Adoption of the strategies of the Bologna Process, which aim to enable students within the study system and their language and communication skills for the labor market and integration in the European Higher Education space, where knowledge and scientific research are a function of development sustainable cultural, social and economic.

1.3. The values

The values of the Faculty of Philology are: The study of three languages: Albanian, English and German, Albanian literature, civilization and Anglo-American and German literature; Study according to European standards of Higher Education: programs with achievable objectives, including the intended study results; encouraging programs for students to have an active role in studies, cooperation with partners, academic exchanges and employment of graduates.

1.4. Stakeholders

Stakeholders of Philology Faculties:
Internal: academic staff; administrative and technical staff; management of the academic unit.
External: students; alumni (graduate students); civil society (NGO); the school community; scientific community; local, national and international governmental institutions: (ÖAD, DAAD; FIBAA, DIMOS, etc.), University of Vienna, University of Innsbruck, University of Regensburg, University of Graz; Drake University, University of Iowa, Various Agencies, US Embassy, US Government Programs, German and Austrian Embassies, Albanian Linguistic Association "Lingua Albanica", Academy of Sciences and Arts of Kosovo, and Academy of Sciences of Albania, and other partner universities.

Summary statistics

Graphic presentation (with diagrams) of the main statistics related to

issues of special interest to the Faculty of Philology:

Statistics related to the number of students

Registered in the first year according to the years since the foundation:

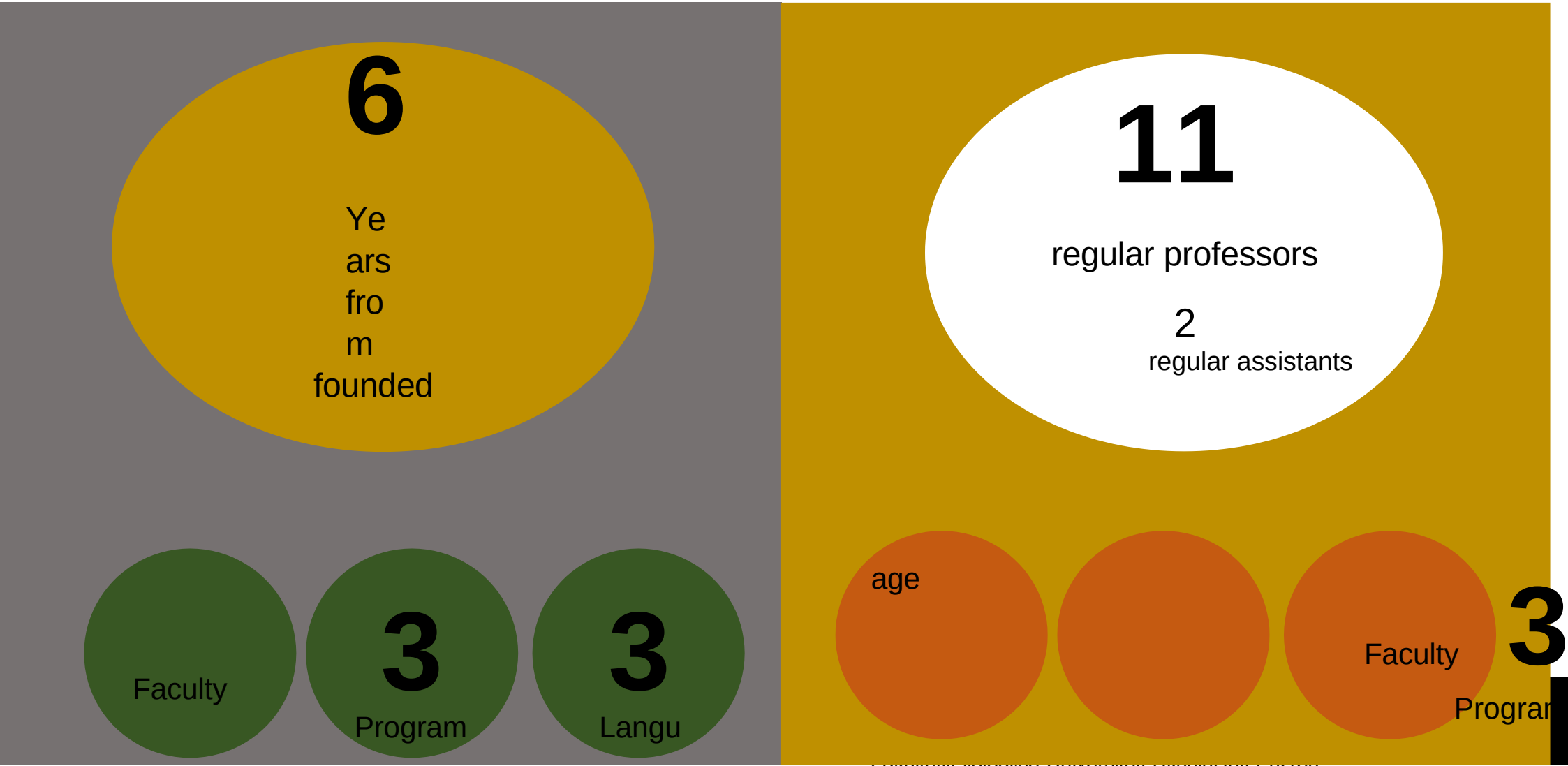
Department	Gender	2014/15	2015/16	2016/17	2017/18	2018/19	Total
Albanian language	F.	86	112	91	95	78	462
	Total	122	146	131	109	95	**603**
English language	F.	119	129	145	92	70	555
	Total	155	242	206	102	96	**801**
German language	F.	81	140	89	103	63	476
	Total	180	182	153	117	99	**731**
							2135

Department		Regular status/ academic year 2017/2018				
	Gender	1st year	2nd year	3rd year	4th year	
Albanian language	F.	92	68	92	0	252
	Total	114	73	116	0	303
English language	F.	77	67	115	50	209
	Total	119	82	140	59	400
German language	F.	70	49	40	20	179
	Total	118	69	50	30	267
Department		Regular status/ academic year 2018/2019				
	Gender	1st year	2nd year	3rd year	4th year	
Albanian language	F.	79	67	100		236
	Total	91	71	129		291
English language	F.	66	67	110	29	262
	Total	97	80	136	33	346
German language	F.	64	65	91	54	274
	Total	99	100	220	72	491

Department		Regular status/ academic year 2019/2020				
	Gender	1st year	2nd year	3rd year	4th year	
Albanian language	F.	16	57	116	/	189
	Total	17	62	138	/	217
English language	F.	2	61	65	87	215
	Total	5	74	75	104	258
German language	F.	2	45	42	/	89
	Total	2	61	52	/	115

- The number of students who graduated, according to the study programs:
- Albanian language and literature----F-37–M–9 Total-46
- English language and literature ----F-41–M–8 Total-49
- German language and literature ----F-52–M–26 Total-78

- Regular academic personnel, according to the titles:
  - Prof. assoc. dr.-2
  - Prof. ass. dr.-8
  - Ass. –1
- Administrative staff
  - 1 secretary
  - 1 administrative officer



3

Langua
ge

2. PROCESS OF STRATEGIC PLANNING

Strategic planning of the Faculty of Philology

Areas with strategic priority:

Quality assurance in teaching/learning

Conducting scientific research work

Development of academic capacities for the Master's program in Albanian Language and Literature, English Language and Literature, German Language and Literature

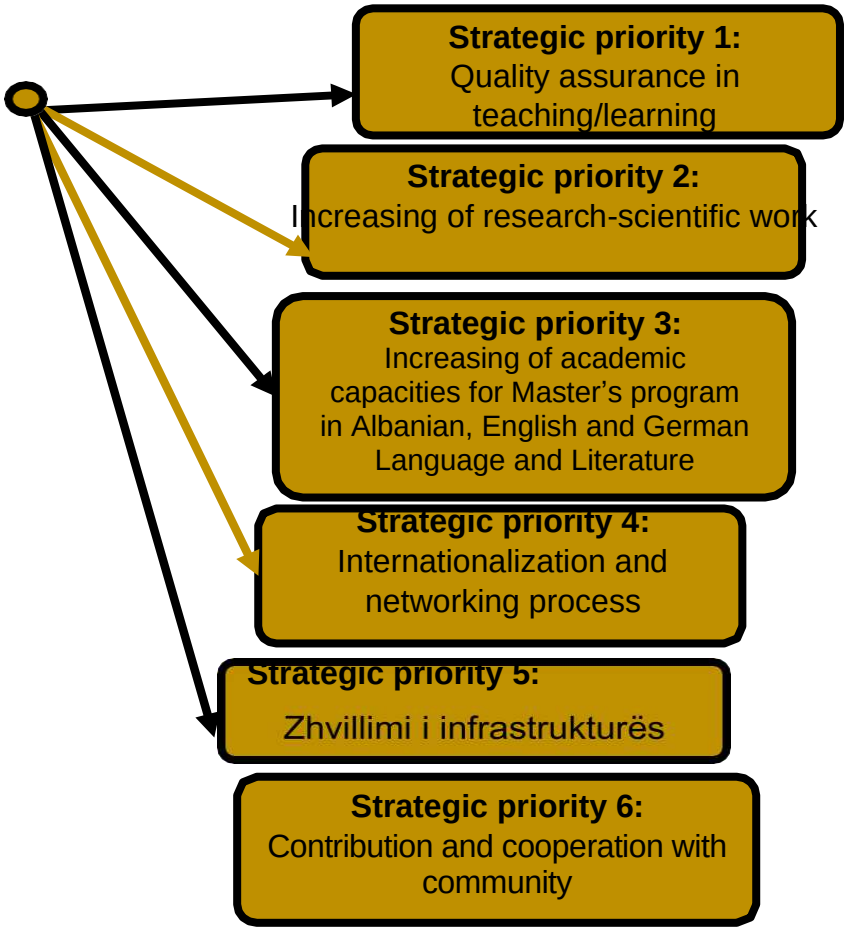
Process of internationalization and networking

Development of infrastructure

Contribution and cooperation with community

STRATEGIC PRIORITIES

The 2020-2024 Strategic Plan of the Faculty of Philology has identified the following areas with strategic priority:



Strengths	Weaknesses
▪ Study of Albanian language and literature, English and German language and literature according to contemporary European standards; ▪ Advanced language studies; ▪ Efficient administration; ▪ Specialized library and reading room; ▪ Qualified academic personnel; ▪ Professional practice in cooperation with the educational bodies of the municipality;	▪ Low number of mobilities for students and teachers; ▪ Need for lectors and unupdated institutionalized market; ▪ Low capacities for designing projects ▪ Lack of data on HEIs
Opportunities	Threats
▪ Adequate infrastructure; ▪ Quality teaching and learning; ▪ Mobility of academic staff and students; ▪ Raising the quality of scientific research; ▪ Involvement in international projects (Erasmus+, Heras+, Cost Action, RCC, etc.) ▪ Greater involvement in the labor market.	▪ Unprofiled labor market; ▪ Disparity between the number of academic staff and students; ▪ Encouraging research-scientific work; ▪ Migration of female students

Përparësitë

- Studim i gjuhës dhe letërsisë shqipe, i gjuhës dhe letërsisë angleze dhe gjermane sipas standardeve bashkëkohore evropiane;
- Studime të avancuar të gjuhëve;
- Administratë efikase;
- Bibliotekë e specializuar dhe sallë leximi;
- Personel akademik i kualifikuar;
- Praktikë profesionale në bashkëpunim me organet arsimore të komunës;
- Dixhitalizim i menaxhimit te programeve.

Mangësitë

- Numër i vogël i mobiliteteve për studentë e mësimdhënës;
- Kapacitetetëulëtapërhartimineprojekteve
- Nevojë për lektorë dhe treg institucional i paaktualizuar;
- MungesëetëdhënavetëlALve

Mundësitë

- Infrastrukturëepërshtatshme;
- Mësimdhënie dhe mësimnxënie cilësore;
- Mobilitet i personelit akademik dhe i studentëve;
- Ngritje e cilësisë së kërkimeve shkencore;
- Përfshirjemëemadhenëtregunepunës.

Sfidat

- Tregipunësi paprofilizuar;
- Shpërputhjendërmjetnumrittëstafit akademik dhe studentëve;
- Inkurajimiipunëskërkimore-shkencore;
- Migrimiistudentëve.

3. Strategic priorities

Brief summary

The strategic priorities for the development of the Faculty of Philology are:
teaching/learning and Quality Assurance; development and research-scientific work; the contribution of the Faculty of Philology to the community in which it operates (activities in the service of the community); the internationalization and networking of the Faculty of Philology (cooperation agreements, with priority those foreign faculties from which 70% of study programs have been adapted; staff mobility academic and students etc.).

3.1. Quality assurance in teaching and learning

Within this strategic priority, the Faculty of Philology has set the following strategic objectives:

- Strategic objective 1: Increasing academic capacities in
- Faculty of Philology;
- Strategic objective 2: Increasing the quality of measurement of results and monitoring;
- Strategic objective 3: Increasing of administrative capacities;
- Strategic objective 4: Increasing the quality of assessment monitoring.

3.2. Development of research- scientific work

Within this strategic priority, the Faculty of Philology has set the following strategic objectives:

- Strategic objective 1: Increasing the quality of research work;
- Strategic objective 2: Integration of scientific research in academic process;
- Strategic objective 3: Involvement of students in scientific research projects;
- Strategic objective 4: Publication of scientific journal of the Faculty of Philology;
- Organizing science conferences;
- Publication of monographs and university texts

3.3. Development of academic capacities for the Master's program in Albanian Language and Literature, English Language and Literature

- Strategic objective 1: Development of scientific and professional master programs;
- Strategic objective 2: Accreditation of scientific and professional master programs;
- Strategic objective 3: Development of programs with professional capacities.

3.4. The process of internationalization and networking

Within this strategic priority, the Faculty of Philology has set the following strategic objectives:

- Strategic objective 1: Increasing the international cooperation;
- Strategic objective 2: Increasing mobility of academic staff and students;
- Strategic objective 3: Internationalization of programs;
- Strategic objective 4: Building capacities for international cooperation.

3.5. Infrastructure development

Within this strategic priority, the Faculty of Philology has set the following strategic objectives:

- Strategic objective 1: Improvement of infrastructure;
- Strategic objective 2: Expansion of the teaching space;
- Strategic objective 3: Establishment of research labs;
- Strategic objective 4: Providing Information Technology;
- Decorating the premises with photos of prominent Albanian and international linguistic and literary personalities.

3.6. Contribution of the Faculty of Philology to the community

Within this strategic priority, the Faculty of Philology has set the following strategic objectives:

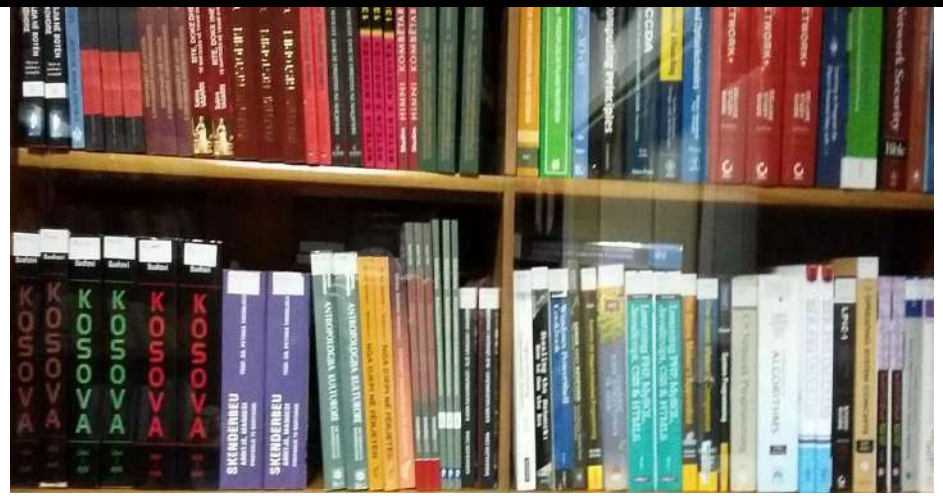
- Strategic objective 1: Increasing cooperation with school community of Prizren;
- Strategic objective 2: Cultural Cooperation with Municipality of Prizren;
- Strategic objective 3: Undertaking student researches in the community;
- Strategic objective 4: Intercultural exchanges with communities.

fd

Kampusi i UUHP

Fakulteti i Filologjisë

The main data on the teaching space, libraries, laboratories, computer cabinets and other supporting spaces within the academic unit are marked (or reflected in the form of a graphic diagram)



UNIVERSITY LIBRARY

CLOSING WORD

The Faculty of Philology will continue to develop and advance academic, professional and scientific capacities so that our graduates are ready for the labor market in the Republic of Kosovo, in the region and beyond. Studies of three languages: Albanian, English and German, studies of Albanian, Anglo-American and German literature, with achievable objectives, including targeted study results, with attractive programs for students, who have an active role in the study process; cooperation with partners for academic exchanges, mark some of the values of the Faculty of Philology. Necessary will be the cooperation between the interested parties such as: the management of the academic unit, academic staff, administrative and technical staff, on the one hand and students, alumni (graduate students), civil society (NGO), school community, community scientific, governmental and local, national and international institutions and different agencies, on the other hand, to achieve the desired successes.

The quality of teaching and learning is one of the main factors of the development of the Faculty of Philology. Raising the academic and administrative capacities, raising the quality of measurement of the results as well as raising the quality of the assessment monitoring, will affect the increasing of the quality of teaching and learning. Among the strategic objectives will be the organization of training programs for personnel development (didactics, design of scientific projects, methodology of scientific work); organization of branch groups for quality assessment; cooperation with professional training organizations; professional cooperation of academic staff within the academic unit.

The development and improvement of the quality of the research-scientific work will also be done with the integration of scientific research in the academic process and with publication in the scientific journal, with participation in scientific conferences organized by the faculty, publication of monographs and university textbooks, with the involvement of academic staff in national and international projects and of students in research projects according to the programs.

One of the innovations of the Strategic Plan will be the development of academic capacities for Master's programs in Albanian, English and German Language and Literature. The process of internationalization and networking will be done with international cooperation, increasing the mobility of academic staff and students. The creation of connections with universities and scientific personalities will continue, through academic exchanges.

The development of the infrastructure, such as the equipment with laboratories and information technology, will affect the increase in the quality of teaching and learning. Cooperation with the community will be developed with joint educational and cultural projects, especially with the municipality of Prizren, through the relevant directorates.

Prof. ass. dr. Flamur Shala, head of the working group for the drafting of the Strategic Plan of the Faculty of Philology.

Fakulteti i Filologjisë

Linguistics and literature

Classroom

Conference

in the linguistics and literature institute - Tirana

GLOSSARY

Bologna Process (Bologna Process) is a series of inter-ministerial meetings and agreements between European countries designed to ensure comparability of standards and quality of higher education qualifications. Through the **Bologna Agreements**, the process has created the European Higher Education Area, in particular under the Lisbon Convention. It is named after the place where it was proposed, the University of Bologna, with the signing of the Bologna Declaration by the Ministers of Education of 29 European countries in 1999, creating a part of European integration.

The Accreditation Process is the assessment of quality in public and private institutions of higher education. Through the accreditation process, it supports the development of quality in these institutions, in order the institution of higher education to meet the acceptable quality criteria.

European Credit Transfer System (ECTS – Europäisches System zur Übertragung und Akkumulierung von Leistungspunkten) is a standard for comparing the achievements in studies and the performance of higher education students in the European Union and other European countries that cooperate in this field. One academic year corresponds to 60 ECTS-credits that are equivalent to 1500-1800 hours of study in all countries regardless of the qualification standard and is used to facilitate transfer and advancement through entire European Union.

European Qualifications Framework, EQF (Europäische

Qualifikationsrahmen für lebenslanges Lernen EQR) The qualifications framework classifies qualifications according to a series of criteria for specified levels of learning and achievement. It aims to integrate and coordinate qualifications, as well as improve the transparency, accessibility and quality of qualifications in relation to the labor market, the education and training system, as well as civil society. Qualifications frameworks support lifelong learning (that is, all learning activities that take place throughout life), with the aim of improving knowledge, skills and competences within a personal, civil, social and/or employment-related perspective. This definition covers the full range of formal, non-formal and informal learning.

Tuning project (Tuning-Projekt)
Since 2001, the Tuning project has been supported within the framework of SOCRATES, ERASMUS programs by the European Commission. It is a project for the harmonization of educational structures in Europe initiated by universities, which aims to offer a concrete approach to the implementation of the Bologna Process at the level of higher education institutions and subject areas.

Europian Higher Education Area – EHEA (Europäischer Hochschulraum EHR) started as a joint initiative of the anniversary of the "Bologna Process", in March 2010, during the Budapest-Vienna Ministerial Conference. As the main objective of the Bologna Process since its inception in 1999, the EHEA was intended to ensure comparable, compatible and coherent higher education systems in Europe.

Between the years 1999 - 2010, all the efforts of the members of the Bologna Process were focused on the European Higher Education Area, which became a reality with the March Declaration of 2010 in Budapest - Vienna.

Mobility (Mobilität)
Quality assurance (Qualitätssicherung)
Workload (Arbeitsbelastung)
ENQA – European Association for Quality Assurance in Higher Education.
EUA–European University Association.
ENIC Network/NARIC Network European Network of National Information Centres/Network of National Academic Recognition Information Centres.
European Research Area (ERA)/EuropäischerForschungsraum(EFR).

Sources:

Glossary on the Bologna Process English–German–Russian. Beiträgezur Hochschulpolitik7/2006. Bonn2006. https://www.hrk.de/fileadmin/redaktion/hrk/02-Dokumente/02-10-Publikationsdatenbank/Beitr-2006-07_Glossary_Bologna.pdfKorniza Evropiane e Kualifikimeve - https://ec.europa.eu/ploteus/sites/eac-eqf/files/eqf_interactive_brochure_sq_0.pdfKORNIZA E KUALIFIKIMEVE PËR MËSIMIN GJATË GJITHË JETËS
https://akkks.rks-gov.net/uploads/korniza_evropiane_e_kualifikimeve.pdf
ECTSdheProcesiiBolonjës-https://uni-gjk.org/upload/dokumentet/92994-ECTS.pdf
HarmonizimiistrukturavearsimorenëEvropë(Tuning)
https://akkks.rks-gov.net/uploads/korniza_evropiane_e_kualifikimeve.pdf

ACTION PLAN

No.	Strategic objective	Activity	Measures	Bearers	Deadline	The cost (Euro)
Strategic priority 1: Ensuring quality in teaching and learning						
1.	Increasing academic capacities Faculty of Philology	Preparation and announcement of the regular competition for academic personnel;	Selection of personnel according to the competition for academic personnel;	UUHP, FP, Senate	2020-2021 2022-2023	1,198.00 month
2.	Increasing administrative capacities	Preparation and announcement of the competition for administrative officials;	Selection of administrative officials according to the competition;	UUHP	2020-2021	500,00 month
3.	Raising the quality of teaching and measuring results	Organization of staff training programs (didactics, design of scientific projects, methodology of scientific work);	Cooperation with professional organizations; internal staff	FF,UUHP, OJQ	2020-2023	1,000,00
4.	Raising the quality of monitoring and evaluation	The organization and meeting of the branch groups for quality assessment.	Professional cooperation of academic staff - exchange of experiences.	Department, FP	2020-2023	000,000
Prioritetistrategjik2: Research-scientific development						
1.	Raising the quality of research work;	Involvement of personnel in national and international projects;	Implementation of research quality standards;	FP,UUHP	2020-2023	000,000
2.	Integrating scientific research in the academic process;	The inclusion of scientific information in educational programs;	Involvement of academic staff and students in research projects;	FP,UUHP	2020-2023	000,000

3.	Publication of the scientific journal Faculty of Philology, project;	Including articles with for the editorial office;	Registration, officially and selection of the editors;	FF,UUHP	2020-2023	**1,000,00**
4.	Organization of four conferences scientific development of quality	Involvement of researchers, by choice;	Good and professional organization ;	FF,UUHP	2020-2023	10.000.0
5.	Publication of monographs and university texts.	Professional evaluation of monographs and universal texts.	Monitoring of publication by power criteria.	FF,UUHP	2020-2023	2.000,00
Strategic priority 3: Development of academic capacities for the Master's program in Albanian, English and German Language and Literature						
1.	Development of the scientific master's program;	Meetings are held with academic staff and field experts	Drafting and adaptation of programming objectives;	Department FP, UUHP	2021-2023	1,200,00
2.	Accreditation of the master's program;	Application and design of the program scientific master's degree;	Designing the program according to accreditation criteria	Department FP, UUHP	2021-2023	000,000
3.	Development of programming with professional capacities.	Announcement of regular competition and admission of academic staff - two professors per program.	Monitoring and selection personnel according to the competition	Department FP, UUHP	2021-2023	000,000
Strategic priority 4: Internationalization and networking process						
1.	Increasing international cooperation;	Establishing links with universities and scientific personalities Application to the programs: Erasmus +, Fulbright; US Embassies University Support Grants, HERAS+, COST Action, RCC, etc.	Providing support for the design and management of joint projects;	Department FP, UUHP	2020-2023	000,000

2.	Increasing mobility of academic staff and students;	Application in projects for academic and student exchanges in Erasmus+, direct exchanges and Erasmus +;	Provision of funds for exchanges; The project Erasmus + kafonde	FF,UUHP	2021-2023	000,000
3.	Internationalization of programs;	Erasmus+ application for joint programs with regional and European universities;	Drafting of a program in Albanian, English and German, cooperation offer;	Department, FP	2021	000,000
4.	Capacity building for international cooperation.	Training of academic staff for the design of mobility projects and other projects.	Selection of personnel for training.	FF,UUHP	2020-2023	5.000.00
Strategic priority 5: Infrastructure development						
1.	Development (improvement) of physical infrastructure;	Designing the renovation project:	Implementation of standards for renovation;	FF,UUHP	2020	5,000,00
2.	Expansion of the teaching space;	Designing the expansion project;	Implementation of standards for expansion, (personnel office);	FF,UUHP	2020	2,000,00
3.	Setting up research laboratories experimental;	Drafting of the project for the establishment of laboratories;	Determination for the phonetics laboratory, etc.;	FF,UUHP	2021	,000
4.	Information technology equipment;	Project design for technology equipment: PC, projector and installation;	The definition of technology advanced;	FF,UUHP	2021	5,000,00
5.	Decoration of the premises with photographs, paintings and sayings of outstanding personalities of Albanian and international linguistics and literature.	Drafting of the project for equipment and placing of photos and paintings in the premises of the Faculty.	Choosing your own personality outstanding.	Department, FP	2020	2.000.00

Strategic priority 6: Contribution and cooperation with the community					
1. Development of cooperation with the Directorate of Education in Prizren, Malishevë, Suharekë, Sharr;	Practical organization of the program; and professional retention according to the program	Designation of cooperation of institutions for practice;	Depart ment UUHP	FP, 2021-2023	000,000
2. Development and cultural cooperation Municipality of Prizren;	Organization of shows and cultural exchange; fair	Providing support from the Municipality;	Depart ment, UUHP	FP, 2021-2023	000,000
3. Development of community student research; strengthening the cooperation between the faculty and educational institutions.	Monthly visits and expeditions for the research and finding of cultural heritage and the lexicon;	Providing support from Faculty of UUHP, from DKA;	Depart ment, UUHP	FP, 2021-2023	1,000,00
4. Intercultural exchanges with communities	Organization of joint excursions with students and communities (Manastir, Korçë, Krujë,)	Ensuring support from the respective faculties and UUHP.	Department, Faculties, UUHP	2021-2023	2,000,00