



# KOLEGJI ESLG

## **Development plan of bachelor program based on staff surveys**

Based on the Quality Review based on staff review, subsequently the quality improvement plan for achievement of review recommendations was drawn. Following the quality improvement plan, the Department of Real Estate has drawn the following development plan for implementation of the quality improvement plan:

1. Strengthen the staff development through habilitation at Nova Univerza so staff feels more motivated;
2. Increase MoUs with companies for practical placement, industry speakers, and site visits;
3. Establish a pool of industry experts to be invited as guest speakers and participate in the Industry Panel which will evaluate project work of students in relevant courses together with professors;
4. Increase staff development opportunities through exchange with partner universities, higher title promotion, more lucrative contracts, and research grants.

## **IMPLEMENTATION PLAN**

1. Set up a committee that would identify the staff which already has publications that would meet the habilitation requirements of Nova Univerza and guide them through the application process for habilitation to titles of assistant professor, and then also to higher titles such as associate professor and full professor within the ranks of bachelor study program lecturers;
2. Positive reinforcement of staff who initiates the habilitation process by offering financial and other HR incentives for those who get habilitated, including lecturers with M.Sc. degrees who have publications and are habilitated to titles of lecturers;
3. Program outreach to various private sector firms and promotion of the need of students to have guest speakers and site visits;
4. Raise funds from EU Office and other donors for research grants in the field of real estate management to also include staff more actively in research for the purpose of development of staff to higher academic titles;
5. In cooperation with HR Management, prepare more lucrative contracts for the staff that is more proactive in the implementation of staff development strategic objectives;

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