

# COLLEGE ESLG

## STAFF DEVELOPMENT PLAN FOR THE COLLEGE ESLG 2021-2026

The Staff development plan of the College ESLG has the following key objectives:

- to provide a framework for improvement of pedagogical skills of academic staff;
- Advance full-time academic staff to higher academic titles based on Nova Univerza Rules and internal Regulation of ESLG on standards for election of academic staff into higher academic titles.
- Sponsor the doctorate and post-doctorate studies of full-time teaching staff through partner institutions;
- Offer strong life-work balances for junior faculties to enable their early career development.
- Offer support for mid-career professors and late-career professors;
- Develop change and developmental ethos;
- to include the development of the staff as part of HR compensation plan;
- to embed all staff development activity into the College ESLG's academic calendar.
- Staff development is an integral part of the College ESLG strategic planning process. The staff development objectives are included in the Strategy of College ESLG and Action Plan for the Implementation of the Strategy.
- Junior professors are selected and developed among recent graduates of the bachelor and master program or imported from the ranks of postgraduates from U.S and European Universities;
- Research skills are the focus of staff development strategy;
- Development of academic community and community services;
- Development of formation phases of the Faculty;
- Increase the gender balance of academic staff;
- Strengthen policy and procedures that support strong academic credentials and a record of successful instruction;
- Strengthen policies and procedures that support academic staff active engagement in scholarship, pursuit of best practices in their fields, and expertise in their course content;

The action plan for the implementation of staff development strategic objectives of the College ESLG are presented below:

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## Staff Development Action Plan 2021-2026

Strategic Goals	Actions	Persons responsible	Target	Timeframe
Goal 1: to provide a framework for improvement of pedagogical skills of academic staff;	Draft and adopt in the Senate the framework for improvement of pedagogical skills and quality of instruction of academic staff	Dean, Commission	Effective and comprehensive framework that improves the quality of legal instruction and develops the pedagogical skills of staff in continuity	2021-2022
Goal 2: Advance full-time academic staff to higher academic titles based on Nova Univerza rules and internal Regulation of ESLG on standards for election of academic staff into higher academic titles.	Conduct a staff situation survey to see where they stand in terms of Regulation. criteria and ask from academic staff an individual promotion plan that is integrated into College Staff Promotion Plan and Staff Support Plan.	Rector, academic staff	75 % of staff habilitated and with academic titles. Out of which, 80 % of staff promoted to Assistant Professor; 30 % to Associate Professor 10 % to Full Professor	2021-2024
Goal 3: Sponsor the doctorate and post-doctorate studies of full-time teaching staff through partner institutions;	Sponsor PhDs and post-doctorate studies of full-time hired faculty. Develop a sponsorship	Rector, Human Resources, Rector, Steering Council	Seven sponsorships	2021-2026

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	plan			
GOAL 4. Import senior professors with academic titles from public and private universities in Kosovo and the region through competitive financial and non-financial packages;	Number of hired senior professors with title associate professor or full professor	Rector, Steering Council	Five staff imported through competitive remuneration	2021-2026
Goal 5: Offer strong life-work balances for junior faculties to enable their early career development.	During the planning process of staff workload, take into account the life-work balance for junior faculty and early career professors so they achieve the promotion criteria according to the Regulation.	Rector/Head of department	4 early career staff provided with life-work balance support	2021-2025
Goal 6: Offer support for mid-career professors and late-career professors;	Adopt a plan of support in research for mid-career and late-career professors	Dean/Head of department	5 mid-career and late-career professors supported in their publications support	2021-2026
Goal 6: Develop change and developmental ethos	Adopt a plan of change and development ethos	Dean/Head of department	80 % of professors implementing change and developmental ethos after training	2021-2026
Goal 7: Include the	Draft a proposal	Dean/Head	Proposal	June 2022

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development of the staff as part of HR compensation plan	to the Steering Council of ESLG for linking promotion of staff according to the Regulation with HR compensation and development plan	of department	drafted and reviewed	
Goal 8: embed all staff development activity into the College ESLG's academic calendar.	Integrate staff development activities in the next academic calendar	Dean	Full integration of staff development activities into the academic calendar	September 2022
Goal 9: Staff development is an integral part of the College ESLG strategic planning process. The staff development objectives are included in the Strategy of College ESLG and Action Plan for the Implementation of the Strategy.	Review of strategic plan, action plan and staff development plan for discrepancies	Dean	Full alignment of staff development plan objectives with the College ESLG Strategy and Action Plan	December 2021
Goal 10: Junior professors are selected and developed among recent graduates of the bachelor and master program or imported from the ranks of postgraduates from U.S and European Universities	Develop the plan for the needs of the department for new junior staff and conduct a survey of graduates	Dean	5 junior professors selected from either ESLG's best graduates or US and European universities	2021-2026
Goal 11: Research skills are the focus of staff development	Adopt a plan for	Dean	80 % of staff	2021-2026

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strategy;	the refinement of research skills of staff to increase the research quality and staff development according to strict Nova Univerza rules or ESLG Regulation criteria		supported in refinement of research skills through mentoring, training and development, and other support activities	
Goal 12: Development of academic community and community services;	Develop a plan for academic community and community of academic staff	Dean, Senate, HR, Rector	The plan is adopted by the Senate and approved by the rector	March 2022
Goal 13: Development of formation phases of the Faculty;	Develop a policy for formation phases of the Faculty and the support that is offered to staff during these formation phases	Dean, Senate, HR, Rector	The plan is adopted by the Faculty Council and approved by the rector	March 2022
Goal 14: Increase the gender balance of academic staff;	Adopt a hiring and promotion plan for the gender balance	Dean, Faculty Council, HR, Rector	50-50 %	Spring 2022
Goal 15: Strengthen policy and procedures that support strong academic credentials and a record of successful instruction;	Introduce the Best Professor Award	Dean, Faculty Council,	Annual award	2021-2026
Goal 16: Strengthen policies and procedures that support academic staff active	Introduce the Lead Scholar Award and	Dean, Faculty Council	Annual awards	2021-2026

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engagement in scholarship, pursuit of best practices in their fields, and expertise in their course content;	Young Scholar Award			
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