

PRISHTINA, OCTOBER 2020

# TRANSPARENCY AND ACCOUNTABILITY IN KOSOVO PUBLIC UNIVERSITIES

# 2

## Management of finances





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ORCA - the Organization for Improving the Quality of Education

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“Our Father, who art in heaven, give us the power to keep our mouths shut when we have nothing to say. And forgive us the patience to think before we write! Inspire us with a sharp sense of justice to speak not only without bias, but to also act thus! Save us from the traps of grammar, distortions of language and errors of typing. Amen!”

[Faik Konica]

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# ABBREVIATIONS

- **MES** - Ministry of Education and Science
- **KESP** - Kosovo Education Strategic Plan
- **UP** - the University of Prishtina “Hasan Prishtina”
- **UHZ** - the University of Peja “Haxhi Zeka”
- **UPZ** - the University of Prizren “Ukshin Hoti”
- **UGJFA** - the University of Gjakova “Fehmi Agani”
- **UMIB** - the University of Mitrovica “Isa Boletini”
- **UKZ** - the University of Gjilan “Kadri Zeka”
- **USAF** - the University of Applied Sciences in Ferizaj
- **ACA** - Anti-corruption Agency
- **KAS** - Kosovo Agency of Statistics
- **NAO** - National Audit Office
- **KEEN** - Kosovo Education and Employment Network
- **ORCA** - the Organisation for Improving the Quality of Education

# INTRODUCTION

Public funds continue to comprise the main financial resource for public universities, therefore transparency and accountability of these institutions is necessary.

Taking into account the importance of finance management, ORCA decided to continue researching, analyzing, and comparing expenditures of public universities, with a special emphasis on academic staff in managing positions.

The data for this report have been taken from the Budget Reports of public universities, email communication with universities, the annual financial report of the budget of the Republic of Kosovo for the year 2019<sup>1</sup>, the auditing reports of the financial reports of the Ministry of Education and Science (MES) for the year 2019, auditing report of the financial reports of the University of Prishtina for the year 2019, asset declarations in the Anti-corruption Agency, as well as from the Kosovo Agency of Statistics.

The focus of this research was the academic staff in public universities in the following managing positions: member of the Steering Council, rector, vice-rector, dean, and vice-dean.

The purpose of the research is to find and bring forth information about the base wage of these officials based on the regulations for personal income, and how much they earn through other compensation.

Compared to the 2018 report<sup>2</sup> and the 2019 plans<sup>3</sup>, researched by ORCA, noticeable improvements were found on the amount of extra compensation received by academic staff in managing positions; thus with an increase in transparency, there was a decrease in extra compensation.

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1 Law no. 06/l-133 Law on the budget appropriations for the budget of the republic of Kosovo for year 2019, link: <https://mf.rks-gov.net/desk/inc/media/4CEFBA4C-4397-4901-AB93-2AA37F43A9F7.pdf>

2 Report "Academic bourgeoisie", 2019, link: <http://orca-ks.org/wp-content/uploads/2017/02/Borgjezia-e-Akademis%C3%AB-1.pdf>

3 Transparency and Accountability in Public Universities in Kosovo - Finance Management", 2020, link: <http://orca-ks.org/wp-content/uploads/2020/01/01-Shpenzimet-e-universiteteve-publike-ALB-01.pdf>

# METHODOLOGY

This report compared the expenditures of the year 2018 with the year 2019, as well as the budgetary plans for the year 2020 in seven public universities (University of Prishtina, University of Peja, University of Prizren, University of Gjakova, University of Mitrovica, University of Gjilan, and University of Applied Sciences in Ferizaj).

The report contains detailed information about the wages and compensations of the academic staff with managing positions in all public universities, expenditures for student scholarships, for capital investments, the fund for science, the security of the university buildings, and court expenditures.

The asset declarations of 2019 for academic staff with managing positions in all public universities in Kosovo are published on the website of the Anti-corruption Agency.<sup>4</sup> In these declarations the academic staff with managing positions declares their annual income from the university/government budget. These annual incomes are divided per month, and from the monthly income we have deducted the base wage established in the respective regulations for personal income in all universities. The remaining income are compensations given by universities for different services, such as: compensation for managing positions (rector, vice-rector, dean, vice-dean, Steering Council, etc.), compensation for extra classes (extra classes/honoraria), and compensations for supervising theses (BA, MA and PhD).

The seven public universities were contacted via email to request information that was not published in the universities' websites. The University of Prishtina, the University of Peja, University of Prizren, the University of Gjakova and the University of Applied Sciences in Ferizaj responded to ORCA's request with the required information, while the University of Gjilan and the University of Mitrovica did not respond.

ORCA also contacted the Ministry of Education and Science (MES), through a request for access to public documents, where we asked for the internal audit reports of the public universities for the year 2019, and the financial reports of expenditures of the public universities in 2019, requests which were ignored by the relevant MES officials, despite the Law on Access on Public Documents and a Memorandum of Understanding.

<sup>4</sup> Asset declaration in the Anti-corruption Agency, 2020, Ministry of Education, Science, and Technology, link: [https://akk-ks.org/deklarimi\\_i\\_pasuris/1805/Ministria\\_e\\_Arsimit\\_Shkences\\_dhe\\_Teknologjise/1805/](https://akk-ks.org/deklarimi_i_pasuris/1805/Ministria_e_Arsimit_Shkences_dhe_Teknologjise/1805/)

# MAIN FINDINGS

The total number of full-time academic staff in public universities is 1,275 (685 women and 590 men), while there are 700 adjunct staff (356 women and 344 men)<sup>5</sup>.

The total number of students registered at the Bachelor level in all public universities is 50,091 students. While the number of students who graduated in 2019 is 7,282.

The ratio between students and professors in all public universities is 45:1.

The National Audit Office (NAO) has published the Auditing Report for the Ministry of Education, Science, and Technology for the year 2019<sup>6</sup>. This auditing was based on the analysis of annual financial reports, financial management and control, and implementation of previous recommendations.

In the Auditing Report of MEST in 2019, they found that four out of six public universities had included in their regulations, extra compensations for some committees which are considered in violation of the Statute, with the approval of the Steering Councils of the respective universities.

According to this report, the Law on management of public finances<sup>7</sup> does not allow extra financial compensation if an employee, civil servant, or official of a public authority is requested to serve on a commission, board or other public authority through a government act. This is because this type of service is considered as part of their mandatory duties of the position that the official holds.

Four out of the six universities within MEST, with the approval of their Steering Councils had included extra compensation for participating in committees as part of their regulations. The University of Prizren spent 27,650 euros on such compensation, the University

<sup>5</sup> Report "Education Statistics in Kosovo 2019/20", 2020, Kosovo Agency of Statistics, link: [https://ask.rks-gov.net/media/5460/statistikat-e-arsimit-n%C3%AB-kosov%C3%AB\\_2019-20\\_gjuheshqipe.pdf](https://ask.rks-gov.net/media/5460/statistikat-e-arsimit-n%C3%AB-kosov%C3%AB_2019-20_gjuheshqipe.pdf)

<sup>6</sup> Auditing Report for the financial reports of the Ministry of Education, Science, and Technology for the year 2019", link: <http://www.zka-rks.org/wp-content/uploads/2020/07/Raporti-i-auditimit-MASHT-2019-Shqip.pdf>

<sup>7</sup> Law on Public Financial Management and Accountability, 2008, link: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2524>

of Gjakova spent 2,845 euros, the University of Applied Sciences in Ferizaj spent 3,010 euros, and the University of Gjilan spent 9,245 euros in this compensation.

Another main finding in this report is that 79 professors of the University of Prishtina are currently employed in another public university for which they have not received previous approval from the rector of the University of Prishtina.

One of these professors who teaches at the Faculty of Philology in the University of Prishtina, was also teaching at two other institutions, in the same period. One of the contracts was as a full professor in a private college and another contract was honorary in the University of Prizren.

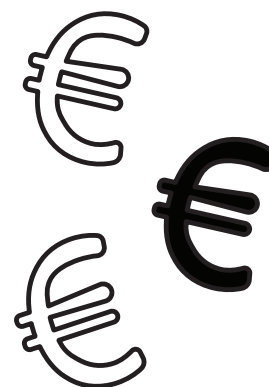
“Professors being hired for extra work without management approval, apart from the fact that it is in violation with the requests of the regulation for personal income of academic staff, it also impacts the quality of the education process, because of the numerous contracts of the academic staff,” is said on the Audit Report, while it was recommended that universities review the identified cases and take the necessary measures against the staff that does not obey the regulations.

In the Kosovo Education Strategic Plan for the year 2017-2021<sup>8</sup> (KESP), 3,648,000 euros have been set aside for higher education in the year 2019, 5,099,000 euros for 2020, while in 2021 they plan to spend 7,357,000 euros, in total 22,232,000 euros.

As for economic categories, they plan to spend 9,478,000 euros in wages and compensations only, while in subsidies and transfers they plan to spend 7,600,000 euros. For higher education, MEST has set aside 7,636,000 euros, other agencies have provided 10,488,000 euros, while donors have pledged 4,108,000 euros, in total 22,232,000 euros.



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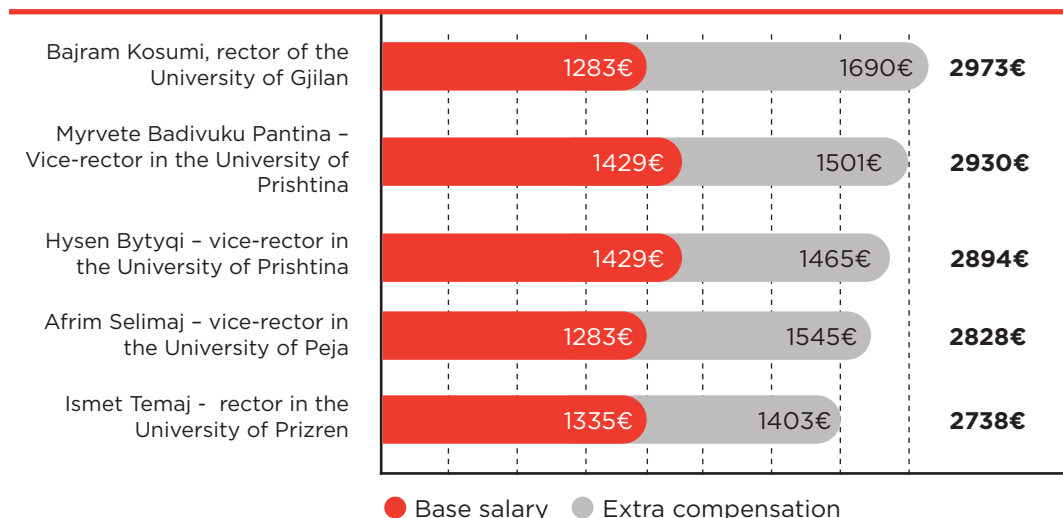
<sup>8</sup> Kosovo Education Strategic Plan 2017-2021, 2016, link: [https://masht.rks-gov.net/uploads/2017/02/20161006-psak-2017-2021\\_1.pdf](https://masht.rks-gov.net/uploads/2017/02/20161006-psak-2017-2021_1.pdf)

Kosovo Education and Employment Network (KEEN), in its mid-term evaluation of the KESP implementation showed that for the science fund, MEST has set aside 396,000 euros in 2017 and 2018 each, while in 2019, they have provided 1,252,000 euros.<sup>9</sup>

In the report “Academic bourgeoisie” (2019), ORCA researched the asset declarations for the year 2018 for all academic staff in managing positions in all public universities in Kosovo, published on the website of the Anti-corruption Agency. In this report we included academic staff that has managing positions in the Steering Council, the rectors, the vice rectors, the deans, and the vice deans of all seven public universities.<sup>10</sup>

In the research of the asset declarations of the academic staff with managing positions in all public universities in 2019, ORCA found that 159 professors with managing positions in public universities are paid on average 1916 euros a month, out of which 696 euros are extra compensation (36% of their monthly income).

#### 5 MEMBERS OF THE MANAGING STAFF WITH THE HIGHEST MONTHLY INCOME

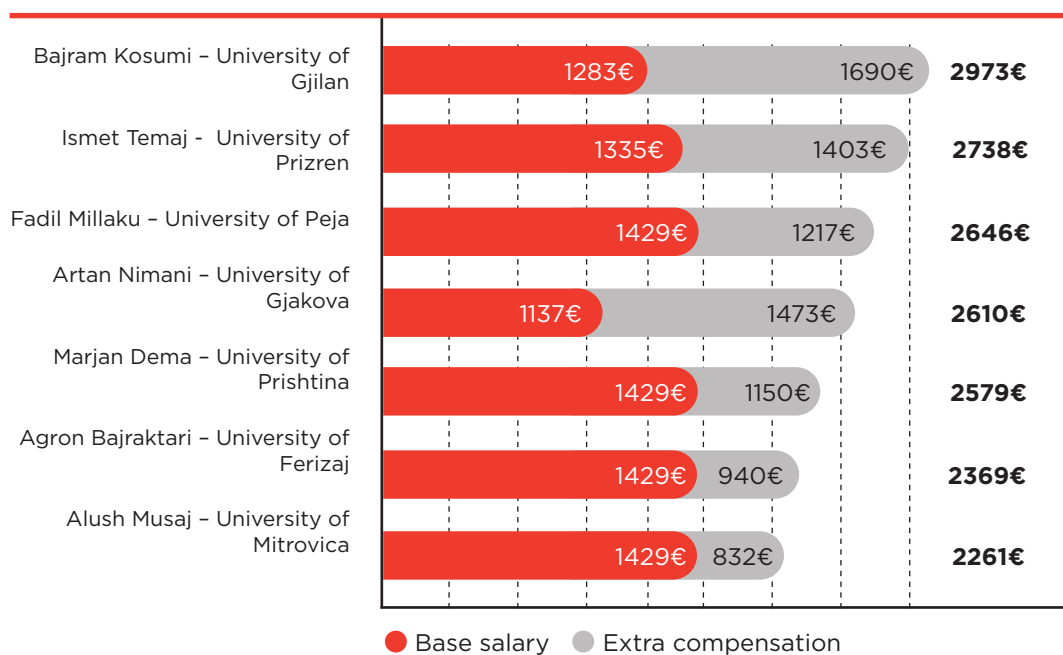


<sup>9</sup> KEEN, 2019. Mid-term evaluation: Implementation of the Kosovo Education Strategic Plan 2017-2021

<sup>10</sup> Report “Academic bourgeoisie”, 2019, link:<http://orca-ks.org/wp-content/uploads/2017/02/Borgjezia-e-Akademis%C3%AB-1.pdf>

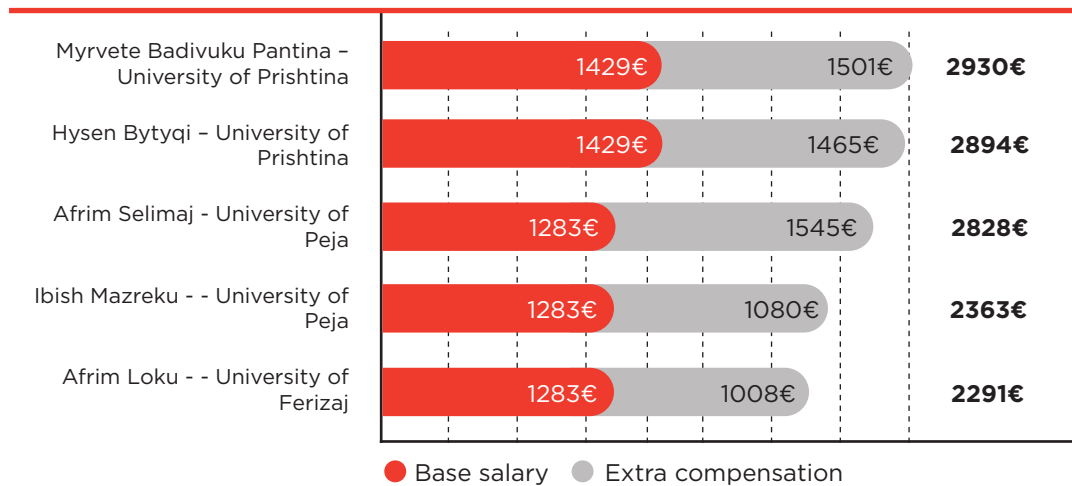
**Rectors of the public universities are paid on average 2597 euros per month**, out of which 1243 euros are extra compensation. The highest paid rector is Bajram Kosumi, the rector of the University of Gjilan, with 2973 euros per month. There are no significant changes compared to asset declarations from 2018, when rectors were paid on average 2517 euros per month, out of which 1,171 were on average extra compensations.

### MONTHLY INCOME OF RECTORS OF PUBLIC UNIVERSITIES



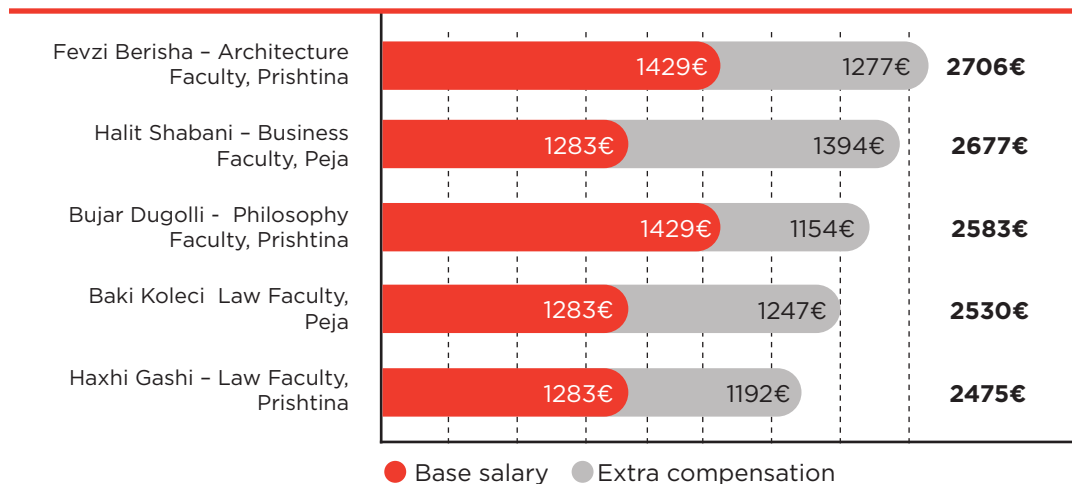
**Vice-rectors of public universities are paid on average 2132 euros per month**, out of which on 863 euros are extra compensation. The highest paid vice-rector is Myrvete Badivuku Pantina, vice-rector for budget and finances in the University of Prishtina, with 2930 euros per month. These sums mark a decrease on extra compensation compared to the asset declarations of 2018, where the average income of vice-rectors was 2301 euros per month.

5 VICE-RECTORS WITH THE HIGHEST INCOME IN PUBLIC UNIVERSITIES



**Deans of public universities are paid on average 2066 euros per month**, out of which on average 837 euros are extra compensation. The highest paid dean is Fevzi Berisha, dean of the Faculty of Architecture in the University of Prishtina, with 2706 euros per month. There's a decrease in extra compensation from 2018 asset declarations, where the average income was 2202 euros per month.

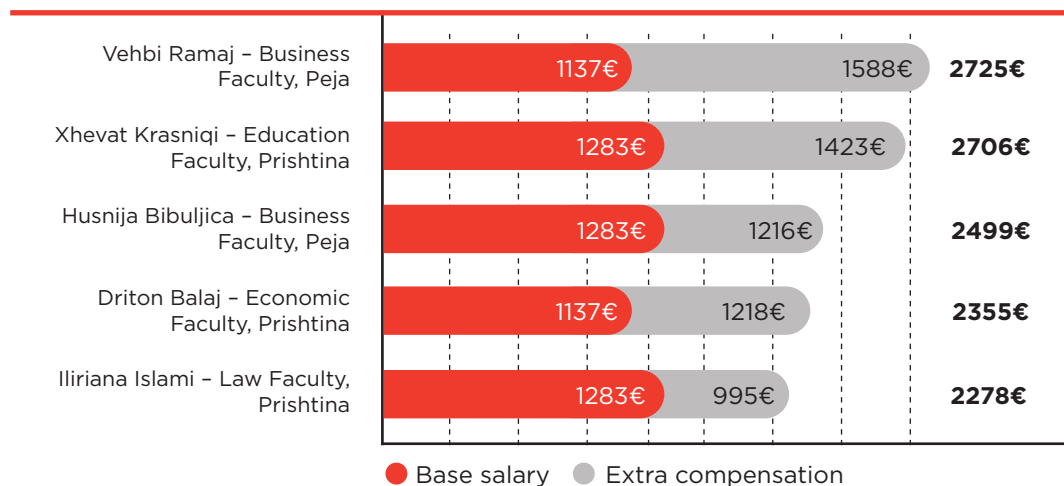
5 DEANS WITH THE HIGHEST INCOME IN PUBLIC UNIVERSITIES





**Vice-deans of public universities are paid on average 1798 euros per month**, out of which 581 euros are on extra compensation. The highest paid vice-dean is Vehbi Ramaj, vice-dean of the Business Faculty in the University of Peja, with 2725 euros per month. There's a decrease in extra compensation from 2018 asset declarations, where the average income was 1927 euros per month.

#### 5 VICE-DEANS WITH THE HIGHEST INCOME IN PUBLIC UNIVERSITIES



Bajram Kosumi, the rector of the University of Gjilan, is the highest paid managing staff of all public universities with 2973 euros per month. Comparatively, the highest wage in Kosovo, which is the president's, is 2390 euros per month, according to the new law on salaries in the public sector.<sup>11</sup>

The average expenditures per student in public universities in 2020 is 796 euros.

<sup>11</sup> Law No.06/L-111 on salaries in public sector. 01.03.2019, Link: <https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=18683>



## THE UNIVERSITY OF PRISHTINA

According to the Kosovo Agency of Statistics<sup>12</sup>, the University of Prishtina has a total of 891 academic staff in a full-time contract and 473 adjunct staff.

The University of Prishtina has a total of 29,531 students in the undergraduate level, 6064 students in the postgraduate level, and 78 PhD candidates.

In undergraduate level, there are 17,898 women and 11,633 men. While for graduated students in 2019, there are 2979 women and 1798 men, a total of 4777 graduates in 2019.

In postgraduate level, there are a total of 3,687 women and 2,377 men. While for graduated postgraduate students in 2019, there are a total of 975 women and 829 men, a total of 1804 postgraduates in 2019.

In PhD level, there are a total of 53 women and 25 men.

The student-professor ratio is 40:1

### Findings from the auditor

In the Auditing Report for the University of Prishtina in 2019<sup>13</sup>, they found that 79 professors of the University of Prishtina are currently employed in another public university for which they have not received previous approval from the rector of the University of Prishtina.

One of these professors who teaches at the Faculty of Philology in the University of Prishtina, was also teaching at two other institutions, in the same period. One of the contracts was as a full professor in a private college and another contract was honorary in the University of Prizren.

“Professors being hired for extra work without management approval, apart from the fact that it is in violation with the requests of the regulation for personal income of academic staff, it also impacts the quality of the education process, because of the numerous contracts of the academic staff,” is said on the Audit Report, while it was recommended that universities review the

<sup>12</sup> Raporti “Statistikat e arsimit në Kosovë 2019/20” i Agjencisë së Statistikave të Kosovës, linku: [https://ask.rks-gov.net/media/5460/statistikat-e-arsimit-n%C3%AB-kosov%C3%AB\\_2019-20\\_gjuheshqipe.pdf](https://ask.rks-gov.net/media/5460/statistikat-e-arsimit-n%C3%AB-kosov%C3%AB_2019-20_gjuheshqipe.pdf)

<sup>13</sup> Raporti i auditimit për pasqyrat financiare të Universitetit të Prishtinës, 2019, linku: <http://www.zka-rks.org/wp-content/uploads/2020/08/Raporti-auditimit-UP-2019-Shqip.pdf>

identified cases and take the necessary measures against the staff that does not obey the regulations.

Another finding was the compensated sum for the heads of evaluating committees for PhD theses, which according to the regulation for personal income, is 200 euros, while the auditor found that different sums were paid in different faculties for the same job. 200 euros were paid to the heads of the evaluating committees in the Faculty of Medicine, Faculty of Philology, Faculty of Philosophy, and the Faculty of Agriculture, while 350 euros were paid to the heads of evaluating committees in the Faculty of Law, Faculty of Economics, and the Faculty of Mathematical and Natural Sciences, and 400 euros were paid to the heads of evaluating committees in the Faculty of Electrical Engineering. All the decisions were signed by the vice-rector for budget and finances.

The auditor recommended that the compensation for the head of the evaluating committee for the PhD theses should be according to the regulation and should be the same for all faculties.

Further they found that compensations were made in violation with the regulation for compensating the work of committees formed in the central level, because the compensation for extra work and overtime is not allowed for rectors, vice-rectors, members of the Steering Council, the General Secretary of the University of Prishtina, deans, vice-deans, secretaries of academic units and directors of the Central Administration, while according to the Auditing Report, in five cases they were compensated as members of committees for extra work which according to the office for academic issues in UP, are not considered as professional committees. The amount of these compensations was 1312 euros.

Further they recommended not to compensate people that are not allowed to be compensated according to the regulation, and where there are violations they should take measures to refund.

Out of the ten recommendations given by the Auditor Office in 2018, four were implemented fully, two were implemented partially, and four were not implemented at all.



According to the Kosovo Agency of Statistics, the University of Prishtina has a total of 891 academic staff in a full-time contract and 473 adjunct staff.





## BUDGET LINES FOR THE UNIVERSITY OF PRISHTINA 2019 AND 2020

Wages and compensation	2019	21,263,857	61.13%
	2020	20,986,212	67.61%
Goods and services	2019	3,402,645	9.78%
	2020	3,222,513	10.38%
Utilities	2019	1,175,000	3.38%
	2020	809,326	2.61%
Subsidies and transfers	2019	1,444,000	4.15%
	2020	1,444,000	4.65%
Capital investments	2019	7,500,000	21.56%
	2020	4,579,352	14.75%
<b>Total expenditures</b>	2019	<b>34,785,502</b>	<b>100%</b>
	2020	<b>31,041,403</b>	

## Expenditures analysis

A total of 34,785,502 euros were given by the Kosovo budget to the University of Prishtina in 2019, while for 2020 they decreased the amount for 3 million, providing only 31,041,403 euros.

Most of the budget for this university in 2019, was spent on wages and compensation for academic staff (21,263,857 euros or 61%) foreseen for 2081 employees, with similar sums in 2020, where 20,986,212 euros (67.61%) are planned for the same number of employees as the previous year.









For goods and services, UP spent a total of 3,402,645 euros in 2019, while for 2020 they decreased this category to 3,222,513 euros. For utilities, UP paid 1,175,000 euros in 2019, while in 2020 they have foreseen only 809,326 euros. The sum divided for subsidies and transfers in UP has not changed throughout the years, with 1,444,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 2,000,000 euros between 2019 and 2020, since in 2019 they foresaw 7,500,000 euros, while in 2020 they have only presented 4,579,352 euros in this category.

Expenditures per student in 2020 in the University of Prishtina are 870 euros per student.

## Personal income of academic staff with managing positions in the University of Prishtina

The wages of the professors and other compensation in the University of Prishtina is regulated through the regulation no.2/486 dated 11.09.2017 for personal income of the academic staff, compensation for functions, honoraria, and permanent committees in the University of Prishtina "Hasan Prishtina".

Article 8 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Hours per week	Monthly wage
Full professors	 6	1429.54 euros
Associate professors	 6	1283.34 euros
Assistant professors	 6	1137.14 euros
Lecturers	 6	990.94 euros
Foreign language lecturers	 10	844.73 euros
Répétiteur	 10	844.73 euros
Assistants	 10	772.50 euros
New assistants	 10	698.75 euros

**Table 1.** Base wages of the academic staff in the University of Prishtina

Beyond the base wage, academic staff that has managing positions in the University of Prishtina, are compensated according to this table:

Position	Compensation
Rector	500 euros
Vice-rector	450 euros
Dean	350 euros
Vice-dean	250 euros

**Table 2.** Extra compensation for managing positions in the University of Prishtina

Academic staff in the University of Prishtina are allowed to hold extra classes (honorary) up to 6 hours per week (for professors) and up to 10 hours per week (for lecturers, assistants, and répétiteurs). These classes are compensated per this table:

<b>Academic rank</b>	<b>Compensation</b>
<b>Professors (full, associate, assistant)</b>	25 euros
<b>Lecturer, foreign language lecturers</b>	15 euros
<b>Assistants, répétiteurs</b>	13 euros

**Table 3.** Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

<b>Committee</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>
<b>Supervisor</b>	20 euros	150 euros	1200 euros
<b>Head of committee</b>	n/a	60 euros	200 euros
<b>Member of committee</b>	10 euros	50 euros	150 euros

**Table 4.** Compensation for supervisors of theses in all levels

Academic staff is also compensated for participating in various committees in the scope of the university work, and for participating in the Senate, according to Article 22 of the regulation on personal income.

## Data analysis from asset declarations

In the asset declarations analysis for the University of Prishtina we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

Members of the Steering Council with an academic rank are paid an average of 1736 euros from the budget of the university, where on average they get 405 euros in extra compensation. These extra compensations comprise 24% of their monthly income. In comparison with the declarations from 2018, there was a decrease in extra compensation (in 2018 they were paid an average of 2381 euros per month, with 988 euros being extra compensation).

Members of the rectorate are paid an average of 2521 euros from the budget of the university, where on average they get 1120 euros in extra compensation. These extra compensations comprise 41% of their monthly income. Two vice-rectors receive more compensation than their base salary. There are no significant changes between the asset declarations in 2018, when they were paid an average of 2555 euros per month, with 1184 euros being extra compensation.

Deans of the academic units are paid an average of 2232 euros from the budget of the university, where on average they get 895 euros in extra compensation. These extra compensations comprise 40% of their monthly income. In comparison with the declarations from 2018, the income is decreased (in 2018 they were paid an average of 2418 euros per month, with 1069 euros being extra compensation).

Vice-deans of the academic units are paid an average of 1841 euros from the budget of the university, where on average they get 606 euros in extra compensation. These extra compensations comprise 33% of their monthly income. Two vice-deans receive more compensation than their base salary. In comparison with the declarations from 2018, there was a decrease in extra compensation (in 2018 they were paid an average of 2000 euros per month, with 730 euros being extra compensation).<sup>14</sup>



Members of the Steering Council with an academic rank are paid an average of **1736 euros** from the budget of the university, where on average they get **405 euros** in extra compensation.

These extra compensations comprise **24%** of their monthly income.

<sup>14</sup> Hazbije Sahiti declared on her asset declaration that she receives 7,756.00 euros from the University of Prishtina. This sum is not in proportion with the other sums declared by her coworkers. For this reason, the vice-dean has been removed from the analysis.

		2018	2019
Average of monthly income	Steering Council	2381 €	1736 €
	Rectorate	2555 €	2521 €
	Deans	2418 €	2232 €
	Vice-Deans	2000 €	1804 €
Average of extra compensation	Steering Council	988 €	405 €
	Rectorate	1184 €	1120 €
	Deans	1068 €	895 €
	Vice-Deans	730 €	606 €
Minimum and maximum of monthly income	Steering Council	2200 € 2630 €	1313 € 1995 €
	Rectorate	2072 € 3125 €	1980 € 2930 €
	Deans	1910 € 3367 €	1743 € 2706 €
	Vice-Deans	1283 € 3352 €	1283 € 2707 €
Minimum and maximum of extra compensation	Steering Council	815 € 1200 €	177 € 566 €
	Rectorate	861 € 1694 €	697 € 1501 €
	Deans	505 € 1937 €	606 € 1277 €
	Vice-Deans	0 1922 €	103 € 1423 €

## Science fund

There is no public information on expenses in this category for 2019, but according to the budget lines of 2020, from the category of subsidies and transfers UP will finance scientific activities with 1% of the general budget of UP or 367,339 euros.

## Student scholarships

From the category of subsidies and transfers in which 653,319 euros were spent, UP in 2018/19<sup>15</sup> gave out 1058 scholarships<sup>16</sup> with the sum of 600 euros for 10 months of the academic year, while for the academic year of 2019/2020<sup>17</sup>, 1067 students<sup>18</sup> won scholarships with the sum of 650 euros for 10 months of the academic year.



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

## Annex no 1.

15 Decision of the UP Steering Council for providing scholarships, 2018, link: <https://uni-pr.edu/desk/inc/media/6A15A790-53FD-4ADD-B74D-DF-4385B583E6.pdf>

16 List of scholarship winners in UP, 2018/19, link: [https://drive.google.com/drive/folders/1YDQU-wbbByHAs65ViOUkPRXn-ImD6Q3mB?fbclid=IwAR2\\_uYOhHUNlSmtriebyER80i7a1Eg2RB8lp6Z-Puhwgnz-27uQ1baJ2E2j0](https://drive.google.com/drive/folders/1YDQU-wbbByHAs65ViOUkPRXn-ImD6Q3mB?fbclid=IwAR2_uYOhHUNlSmtriebyER80i7a1Eg2RB8lp6Z-Puhwgnz-27uQ1baJ2E2j0)

17 Decision of the UP Steering Council for providing scholarships, 2018, link: <https://uni-pr.edu/desk/inc/media/014E3BD0-4DCF-4270-A3BB-3A1EB618FFD3.pdf>

18 List of scholarship winners in UP, 2019/20, link: <https://drive.google.com/drive/folders/10Nt-3mDWvNylZYtj9pajTG9IDuHIPsWRq?fbclid=IwAR-OJlAtMffuJj7EuKnfQycoJq-Mieqwbx2zyXUsNLLs-Wti4EWYF3x7uK03o>



## Main capital investments

According to the Auditing Report for UP, 3,090,155 euros were spent on this category for 2019, and that they were mainly spent on lab equipment, and renovations of university buildings, etc.

Meanwhile according to the budget lines of 2020, among others UP has three big projects: 'Revitalizing labs in the Faculty of Mathematical and Natural Sciences 2018-2020' with the sum of 800,000 euros, 'Hydro isolation and drainage of the foundation and basements of the Faculty of Mathematical and Natural Sciences, Faculty of Philosophy, and the Faculty of Philology' valued at 800,000 euros, and building a new building for the Faculty of Mathematical and Natural Sciences at 450,000 euros.

## Buildings security

There is no public information for the expenditures in this category for 2019, but for 2020 UP has planned to spend a total of 600,000 euros for the security of its buildings.

## Court expenditures

In the Annual Financial Report of Kosovo for 2019<sup>19</sup>, a total of 465,059 euros were presented as court expenses, 331,775 euros of which were obligations by UP to the Tax Administration for taxes and pension contributions previously unpaid. 133,284 euros were for staff payment and for bills not paid in time. The total debt was 124,272 euros and court procedure expenses were 9,012 euros.<sup>20</sup> In 2018, UP spent 337,423 euros in court cases. In the official statement by UP, they said that in 2019 the total court expenses were 140,667 euros, adding that they liquidated some of their obligations to the Tax Administration in the value of 331,051 euros.

<sup>19</sup> Annual financial report of the budget of the Republic of Kosovo, 2019, link: <https://mf.rks-gov.net/desk/inc/media/1E29A660-3716-465F-A1E8-C99AD78E6318.pdf>

<sup>20</sup> UP Auditing Report, 2019, link: <http://www.zka-rks.org/wp-content/uploads/2020/08/Raporti-auditimit-UP-2019-Shqip.pdf>



## THE UNIVERSITY OF PRIZREN

According to the Kosovo Agency of Statistics, the University of Prizren has a total of 77 academic staff in a full-time contract, 24 of which or 31% are women, and 87 adjunct staff, out of which 32 or 37% are women.

The University of Prizren has a total of 3776 students in the undergraduate level, 259 students in the postgraduate level, and no PhD candidates.

In undergraduate level, there are 2776 women and 1000 men. While for graduated students in 2019, there are 620 women and 237 men, a total of 857 graduates in 2019.

In postgraduate level, there are a total of 144 women and 115 men. While for graduated postgraduate students in 2019, there are a total of 109 women and 92 men, a total of 201 postgraduates in 2019.

The student-professor ratio is 52:1 in the University of Prizren.

### Findings from the Auditor

In the Auditing Report for MEST in 2018<sup>21</sup>, they found issues with “*payments made to professors in the University of Prizren for extra classes*”, where the Audit Office found that two professors were compensated for extra classes with no evidence that the classes were held. The management of this university told the Audit Office that the compensation was based on the exams held, even though exams are supposed to be held in normal classes (not extra).

This office recommended the minister of education and the rector of the university to ensure that the payments are made only for classes held outside the norm, and that payments without evidence of classes held will be refunded in the ministry’s budget. In the report of 2019, it was stated that this recommendation was closed by MEST without implementation.

<sup>21</sup> Auditing Report for MEST, 2018, link: <http://www.zka-rks.org/wp-content/uploads/2019/06/Raporti-MAShT-E.pdf>



## Expenditures analysis

A total of 2,826,772 euros were given by the Kosovo budget to the University of Prizren in 2019, while for 2020 they gave 2,245,014 euros.

Most of the budget for this university in 2019 was spent on wages and compensation for academic staff (with 1,853,772 euros or 65% foreseen for 147 employees), while in 2020 this sum was increased for over 200,000 euros, since 1,650,728 euros (or 73.53%) were provided for this category for the same amount of employees.

For goods and services, UPZ pledged 600,000 euros in 2019, while for 2020 they decreased this category to 350,000 euros. For utilities, UPZ paid 73,000 euros in 2019, while in 2020 they have foreseen only 44,286 euros. The sum divided for subsidies and transfers in UPZ has not changed throughout the years, with 100,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 100,000 euros between 2019 and 2020, since in 2019 they foresaw 200,000 euros, while in 2020 they have only presented 100,000 euros in this category.

Expenditures per student in the University of Prizren in 2020 are 556 euros per student.









## BUDGET LINES IN THE UNIVERSITY OF PRIZREN 2019 AND 2020

Wages and compensation	2019	1,853,772.00	65.58%
	2020	1,650,728.00	73.53%
Goods and services	2019	600,000.00	21.23%
	2020	350,000.00	15.59%
Utilities	2019	73,000.00	2.58%
	2020	44,286.00	1.97%
Subsidies and transfers	2019	100,000.00	3.54%
	2020	100,000.00	4.45%
Capital investments	2019	200,000.00	7.08%
	2020	100,000.00	4.45%
<b>Total expenditures</b>	2019	<b>2,826,772</b>	<b>100%</b>
	2020	<b>2,245,014</b>	

## Personal income of academic staff with managing positions in the University of Prizren

The wages of the professors and other compensation in the University of Prizren is regulated through the regulation for personal income, compensation for functioning, honoraria, and permanent commissions in the University of Prizren, approved on 18.01.2019.<sup>22</sup>

Article 8 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Hours per week	Monthly wage
Full professors	 6	1486.72 euros
Associate professors	 6	1334.67 euros
Assistant professors	 6	1182.62 euros
Lecturers	 6	1030.57 euros
Foreign language lecturers	 10	878.52 euros
Répétiteur	 10	878.52 euros
Assistants	 10	803.40 euros
New assistant	 10	726.70 euros

**Table 1.** Base wages of the academic staff in the University of Prizren

Beyond the base wage, academic staff that has managing positions in the University of Prizren, are compensated according to this table:

Position	Compensation
Rector	600 euros
Vice-rector	450 euros
Dean	350 euros
Vice-dean	250 euros

<sup>22</sup> Regulation for the personal income of academic staff, compensation for functions, honoraria and permanent committees in the University of Prizren "Ukshin Hoti". 18.01.2019, link: [https://uni-prizren.com/repository/docs/RREGULLORJA\\_NR.01-11-2019\\_247988.pdf](https://uni-prizren.com/repository/docs/RREGULLORJA_NR.01-11-2019_247988.pdf)

**Table 2.** Extra compensation for managing positions in the University of Prizren

Academic staff in the University of Prizren are allowed to hold extra classes (honorary) up to 6 hours per week (for professors) and up to 10 hours per week (for lecturers, assistants and répétiteurs). These classes are compensated per this table:

<b>Academic rank</b>	<b>Compensation</b>
<b>Professors (full, associate, assistant)</b>	25 euros
<b>Lecturer, foreign language lecturers</b>	15 euros
<b>Assistants, répétiteurs</b>	13 euros

**Table 3.** Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

<b>Committee</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>
<b>Supervisor</b>	20 euros	150 euros	1200 euros
<b>Head of committee</b>	n/a	50 euros	300 euros
<b>Member of committee</b>	10 euros	30 euros	200 euros

**Table 4.** Compensation for supervisors of theses in all levels

Academic staff is also compensated for participating in various committees in the scope of the university work, and for participating in the Senate, according to Article 22 of the regulation on personal income.

## Data analysis from asset declarations

In the asset declarations analysis for the University of Prizren we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans,

		2018	2019
Average of monthly income	Steering Council	1604 €	1915 €
	Rectorate	2199 €	2080 €
	Deans	2120 €	2208 €
	Vice-Deans	1618 €	1783 €
Average of extra compensation	Steering Council	394 €	733 €
	Rectorate	989 €	860 €
	Deans	861 €	873 €
	Vice-Deans	452 €	550 €
Minimum and maximum of monthly income	Steering Council	1446 € 1888 €	1483 € 2260 €
	Rectorate	1854 € 2551 €	1738 € 2738 €
	Deans	1500 € 2817 €	2024 € 2398 €
	Vice-Deans	1374 € 2010 €	1350 € 2217 €
Minimum and maximum of extra compensation	Steering Council	17 € 751 €	301 € 1077 €
	Rectorate	717 € 1268 €	556 € 1403 €
	Deans	217 € 1534 €	689 € 1063 €
	Vice-Deans	237 € 873 €	167 € 882 €

and vice-deans.

Members of the Steering Council with an academic rank are paid an average of 1915 euros from the budget of the university, where on average they get 733 euros in extra compensation. These extra compensations comprise 38% of their monthly income. In comparison with the declarations from 2018, there was an increase in extra compensation (in 2018 they were paid an average of 1604 euros per month, with 364 euros being extra compensation).

Members of the rectorate are paid an average of 2080 euros from the budget of the university, where on average they get 860 euros in extra compensation. These extra compensations comprise 41% of their monthly income. There was a decrease in income from the asset declarations in 2018, when they were paid an average of 2199 euros per month, with 989 euros being extra compensation.

Deans of the academic units are paid an average of 2208 euros from the budget of the university, where on average they get 873 euros in extra compensation. These extra compensations comprise 40% of their monthly income. In comparison with the declarations from 2018, the income is increased (in 2018 they were paid an average



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

**Annex no.2.**

of 2120 euros per month, with 861 euros being extra compensation).

Vice-deans of the academic units are paid an average of 1783 euros from the budget of the university, where on average they get 550 euros in extra compensation. These extra compensations comprise 31% of their monthly income. In comparison with the declarations from 2018, there was an increase in extra compensation (in 2018 they were paid an average of 1618 euros per month, with 542 euros being extra compensation).

### **\*Science fund**

According to data provided by UPZ, the expenses for science contribution reaches the sum of 18 thousand euros for memberships, and that in 2020 they have foreseen 25,000 euros. As for expenses for publications, in 2019 they spent 2,000 euros, while in 2020 they foresee 5,000 euros.

### **\*Student scholarships**

There's no public information for scholarships, while expenses paid in the academic year of 2018/19<sup>23</sup> were 100,000 euros out of which 154 students benefitted, while in 2019/20 according to UPZ is 100,000 euros for 150 students.

### **\*Main capital investments**

There's no public information that show the number, type, or expenses for capital investment projects in 2019 or plans for 2020, but in a statement from UPZ, they said that in 2019 they spent a total of 44,900 euros on lab equipment, while in 2020 they planned to spend 200,000 euros.

### **\*Buildings security**

There's no public information for expenses paid in this category for 2019 and plans for 2020 while in statements from UPZ, they said that in 2019 they spent 32,000 euros and that in 2020 they have planned to spend 50,000 euros.

### **\*Court expenditures**

There's no public information for expenses paid in this category for 2019 but in a statement provided by UPZ they said they spent 654 euros in total.

<sup>23</sup> Announcement for university scholarship for academic year 2018/19, 2020, link: [https://uni-prizren.com/repository/docs/KONKURS\\_BURSA\\_58540.pdf](https://uni-prizren.com/repository/docs/KONKURS_BURSA_58540.pdf)



## THE UNIVERSITY OF PEJA

According to the Kosovo Agency of Statistics, the University of Peja has a total of 70 academic staff in a full-time contract, 30% are women, and 40 adjunct staff, out of which 9% are women.

The University of Peja has a total of 9613 students in the undergraduate level, 1470 students in the postgraduate level, and no PhD programs.

In undergraduate level, there are 3916 women and 5697 men. While for graduated students in 2019, there are 276 women and 143 men, a total of 419 graduates in 2019.

In postgraduate level, there are a total of 840 women and 630 men. While for graduated postgraduate students in 2019, there are a total of 128 women and 73 men, a total of 201 postgraduates in 2019.

The student-professor ratio is 158:1 in the University of Peja.

### Findings from the Auditor

The Audit Office found that six professors of the University of Peja have violated the regulation for personal income for the academic staff in the University of Peja “Haxhi Zeka”.

These professors, who had a full time contract and contract for extra classes with the University of Peja, were also hired for honoraria contracts in other universities.

Two were hired by the University of Prizren, one in the University of Ferizaj, and three professors in the University of Prishtina, which is a violation of the regulation for personal income for the academic staff in the University of Peja “Haxhi Zeka”.

UHZ asked these professors to declare a secondary salary and if they do not have one, to sign a declaration that they are not working elsewhere.

The six professors signed this declaration even though they were hired and paid by other universities at the same time.

The Audit Office recommended to the Minister that together with the rectors of the



universities, they have to monitor the academic staff so that they are in harmony with the regulation, and in cases like this to ensure the refund of the compensation and to consider future contracts with such staff. But in the latest report it is said that “no necessary measures were taken to implement this recommendation”, and it was closed without implementation.

## Expenditures analysis

A total of 3,628,197 euros were given by the Kosovo budget to the University of Peja in 2019, while for 2020 they gave 3,542,984 euros.

Most of the budget for this university in 2019 was spent on wages and compensation for academic staff (with 2,095,782 euros or 57% foreseen for 162 employees), while in 2020 this sum was decreased for over 200,000 euros, since 1,832,717 euros were provided for this category for the same amount of employees.

For goods and services, the University of Peja spent a total of 412,007 euros in 2019, while for 2020 they increased this category to 477,007 euros. For utilities, UHZ paid 50,408 euros in 2019, while in 2020 they have foreseen only 30,760 euros. The sum divided for subsidies and transfers in UHZ has not changed throughout the years, with 100,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 100,000 euros between 2019 and 2020, since in 2019 they foresaw 970,000 euros, while in 2020 they have presented 1,102,500 euros in this category.

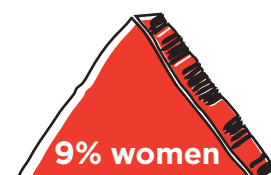


According to the Kosovo Agency of Statistics, the University of Peja has a total of

**70 academic staff** in a full-time contract



and **40** adjunct staff,





## BUDGET LINES FOR THE UNIVERSITY OF PEJA 2019 AND 2020

Wages and compensation	2019	2,095,782.00	57.76%
	2020	1,832,717.00	51.73%
Goods and services	2019	412,007.00	11.36%
	2020	477,007.00	13.46%
Utilities	2019	50,408.00	1.39%
	2020	30,760.00	0.87%
Subsidies and transfers	2019	100,000.00	2.76%
	2020	100,000.00	2.82%
Capital investments	2019	970,000.00	26.74%
	2020	1,102,500.00	31.12%
<b>Total expenditures</b>	2019	<b>3,628,197</b>	<b>100%</b>
	2020	<b>3,542,984</b>	

In the annual financial report of UHZ in 2019<sup>24</sup>, the income from student payments reached 194,804 euros.

Expenses for wages and compensation reached 2,087,166 euros. For goods and services they spent 495,545 euros. They spent 34,037 euros on utilities. For subsidies and transfers, UHZ declared that the expenses reached 72,238 euros. While for capital investments they spent 662,347 euros.

Expenditures per student in 2020 are 320 euros per student.






### Personal income of academic staff with managing positions in the University of Peja

The wages of the professors and other compensation in the University of Peja is regulated through the regulation for personal income, functional compensation and honoraria of the academic staff in the University of Peja, approved on 08.03.2018.<sup>25</sup>

Article 7 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

<sup>24</sup> Annual report of the department for budget and finances in the University of Peja, 2019, link: <https://drive.google.com/file/d/1jDge9GX4GKJRjwoPD-MXKryHNAItksmNc/view>

<sup>25</sup> Regulation for the personal income of academic staff, compensation for functions, honoraria and permanent committees in the University of Peja "Haxhi Zeka". 08.03.2018 Link: <https://drive.google.com/file/d/1DsiA4YBmLMDqAwKU3di2gFP6CV4B-5Fg/view>

Academic rank	Hours per week	Monthly wage
Full professors	 6	1429.54 euros
Associate professors	 6	1283.34 euros
Assistant professors	 6	1137.14 euros
Foreign language lecturers/ repetiteurs	 10	844.73 euros
Assistants	 10	772.50 euros

**Table 1.** Base wages of the academic staff in the University of Peja.

Beyond the base wage, academic staff that has managing positions in the University of Peja, are compensated according to this table:

Position	Compensation
Rector	600 euros
Vice-rector	400 euros
Dean	300 euros
Vice-dean	200 euros

**Table 2.** Extra compensation for managing positions in the University of Mitrovica

Academic staff in the University of Mitrovica are allowed to hold extra classes (honorary) up to 5 hours per week (for professors) and up to 8 hours per week (for lecturers, and assistants). These classes are compensated per this table:

Academic ranks	Compensation
Professors (full, associate, assistant)	30 euros
Lecturer, and assistants	15 euros

**Table 3.** Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

<b>Committee</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>
Supervisor	30 euros	150 euros	1000 euros
Head of committee	n/a	70 euros	300 euros
Member of committee	10 euros	60 euros	250 euros

**Table 4.** Compensation for supervisors of theses in all levels

## Data analysis from asset declarations

In the asset declarations analysis for the University of Peja we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

Members of the Steering Council with an academic rank are paid an average of 1400 euros from the budget of the university, where on average they get 385 euros in extra compensation. These extra compensations comprise 27% of their monthly income. They are similar to 2018 when they were paid an average of 1407 euros per month, with 343 euros being extra compensation.<sup>26</sup>

Members of the rectorate are paid an average of 2428 euros from the budget of the university, where on average they get 1108 euros in extra compensation. These extra compensations comprise 46% of their monthly income. They are similar to 2018 when they were paid an average of 2397 euros per month, with 1110 euros being extra compensation. One vice-rector received more extra compensation per month than his base salary.

Deans of the academic units are paid an average of 2320 euros from the budget of the

<sup>26</sup> Gentiana Gega declared on her asset declaration that she receives 5,069.91 euros from the University of Peja. This sum is not in proportion with the other sums declared by her coworkers. For this reason, the member of the Steering Council has been removed from the analysis.

university, where on average they get 1037 euros in extra compensation. These extra compensations comprise 45% of their monthly income. In comparison with the declarations from 2018, there was an increase in extra compensation (in 2018 they were paid an average of 2145 euros per month, with 978 euros being extra compensation). One dean received more extra compensation per month than his base salary.

Vice-deans of the academic units are paid an average of 1977 euros from the budget of the university, where on average they get 756 euros in extra compensation. These extra compensations comprise 38% of their monthly income. They are similar to 2018 when they were paid an average of 1995 euros per month, with 785 euros being extra compensation. One vice-dean received more extra compensation per month than his base salary.



Members of the Steering Council with an academic rank are paid an average of **1400 euros** from the budget of the university, where on average they get **385 euros** in extra compensation.

These extra compensations comprise **27%** of their monthly income.

**2018****2019**

Average of monthly income	Steering Council	1407 €	1404 €
	Rectorate	2397 €	2428 €
	Deans	2145 €	2320 €
	Vice-Deans	1995 €	1977 €
Average of extra compensation	Steering Council	343 €	385 €
	Rectorate	1110 €	1108 €
	Deans	978 €	1037 €
	Vice-Deans	785 €	756 €
Minimum and maximum of monthly income	Steering Council	756 € 2166 €	1210 € 1600 €
	Rectorate	1684 € 2827 €	1874 € 2828 €
	Deans	1792 € 2710 €	1794 € 2677 €
	Vice-Deans	1612 € 2561 €	1391 € 2725 €
Minimum and maximum of extra compensation	Steering Council	0, 883 €	254 € 462 €
	Rectorate	547 € 1398 €	591 € 1545 €
	Deans	655 € 1573 €	511 € 1393 €
	Vice-Deans	392 € 1424 €	245 € 1588 €



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

**Annex no 3.**

### \*Science fund

According to UHZ, during 2019 they spent 17,473 euros on scientific research, while they plan to spend 50,000 euros in this category in 2020.

### \*Buildings security

In 2018, UHZ paid a total of 63,908 euros for buildings security, while in 2019, this decreased to 58,147 euros. They have planned to spend 59,147 euros in 2020.

### \*Student scholarships

There is no data on the amount of the scholarship and what was spent in this category for the academic year 2018/2019, through which 42 students benefitted<sup>27</sup>, while in the academic year 2019/2020, the total amount spent on scholarships according to UHZ is 64,800 euros, from which 72 students benefitted, with 900 euros. The planned sum for 2020/2021 is 50,000 euros.

### \*Court expenditures

In 2018 UHZ paid 45,279 euros as a result of court decisions while according to the annual report<sup>28</sup>, in 2019 UHZ had no court expenditures.

### \*Main capital investments

In 2019, UHZ paid a total of 662,347 euros for the following capital projects: 'building and renovating UHZ infrastructure' at 609,363 euros, 'buying equipment for UHZ', at 33,527 euros, 'buying lab equipment for UHZ' at 19,457 euros. They have pledged 1,102,500 euros for 2020 for the following projects: 'building and renovating infrastructure at 1,050,000 euros, other equipment at 37,500 euros, and lab equipment at 15,000 euros.

27 Decision to provide university scholarships for the academic year 2018/19, 2018, link: <http://unhz.eu/wp-content/uploads/2018/11/3240-Vendim-mbi-ndarjen-e-bursave-universitare-p%C3%ABr-vitin-akademik-2018-2019.pdf>

28 Annual report of the department for budget and finances in the University of Peja, 2019, link: <https://drive.google.com/file/d/1jDge9GX4GKJRjwoPDMXKryHNAItksmNc/view>



## THE UNIVERSITY OF GJAKOVA

According to the Kosovo Agency of Statistics, the University of Gjakova has a total of 50 academic staff in a full-time contract, 22 or 44% are women, and 32 adjunct staff, out of which 14 or 44% are women.

The University of Gjakova has a total of 1653 students in the undergraduate level, no students in the postgraduate level, and no PhD programs.

In undergraduate level, there are 1399 women and 254 men. While for graduated students in 2019, there are 318 women and 63 men, a total of 381 graduates in 2019.

The student-professor ratio is 33:1 in the University of Gjakova.

### Expenditures analysis

A total of 2,460,046 euros were given by the Kosovo budget to the University of Gjakova in 2019, while for 2020 they gave 1,974,755 euros.

Most of the budget for this university in 2019 and 2020 was spent on wages and compensation for academic staff (with 1,243,707 euros or 50% in 2019, and 62.98% foreseen for 111 employees).

For goods and services, the University of Gjakova foresaw a total of 316,339 euros in 2019, while for 2020 they decreased this category to 256,339 euros. For utilities, UGFA foresaw 50,000 euros in 2019, while in 2020 they have foreseen only 30,859 euros. The sum divided for subsidies and transfers in UGFA has not changed throughout the years, with 100,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 400,000 euros between 2019 and 2020, since in 2019 they foresaw 750,000 euros, while in 2020 they have only presented 343,850 euros in this category.





According to the annual financial report for 2019 published by the University of Gjakova<sup>29</sup>, expenditures in wages and compensation are 1,133,481 euros. For subsidies and transfers a total of 81,750 euros, and for capital investment 0 euros. According to the report, for 2019, a total of 1,523,270 euros were spent.

Expenditures for students in 2020 are 1195 euros per student.

### Personal income of academic staff with managing positions in the University of Gjakova

The wages of the professors and other compensation in the University of Gjakova is regulated through the regulation for personal income in the public University of Gjakova.<sup>30</sup>








Article 8 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

<sup>29</sup> Annual budget report of the University of Gjakova, 2019, link: : <https://uni-gjk.org/upload/dokumentet/1583161022-Raporti%20Vjetor%20Financiar%202019%20UGJFA%20PDF.pdf>

<sup>30</sup> Regulation for Personal income of academic staff, compensation for functions, honoraria and commissions in the University of Gjakova "Fehmi Agani" 21.10.2019. Link: <https://uni-gjk.org/upload/dokumentet/42253-Rregullore%20per%20te%20ardhurat%20personale%20one%20upgj.pdf>

## BUDGET LINES FOR THE UNIVERSITY OF GJAKOVA 2019 AND 2020

Wages and compensation	2019	1,243,707.00	50.56%
	2020	1,243,707.00	62.98%
Goods and services	2019	316,339.00	12.86%
	2020	256,339.00	12.98%
Utilities	2019	50,000.00	2.03%
	2020	30,859.00	1.56%
Subsidies and transfers	2019	100,000.00	4.06%
	2020	100,000.00	5.06%
Capital investments	2019	750,000.00	30.49%
	2020	100,000.00	5.06%
<b>Total expenditures</b>	2019	<b>2,460,046</b>	<b>100%</b>
	2020	<b>1,974,755</b>	

Academic rank	Hours per week	Monthly wage
Full professors	 6	1484.72 euros
Associate professors	 6	1334.67 euros
Assistant professors	 6	1182.62 euros
Lecturers	 6	1030.57 euros
Foreign language lecturers	 10	878.52 euros
Assistants	 10	878.52 euros
New assistants	 10	726.70 euros

**Table 1.** Base wages of the academic staff in the University of Gjakova

Beyond the base wage, academic staff that has managing positions in the University of Gjakova, are compensated according to this table:

Position	Compensation
Rector	500 euros
Vice-rector	450 euros
Dean	350 euros
Vice-dean	250 euros

**Table 2.** Extra compensation for managing positions in the University of Gjakova

Academic staff in the University of Gjakova are allowed to hold extra classes (honorary) up to 5 hours per week (for professors) and up to 8 hours per week (for lecturers, and assistants). These classes are compensated per this table:

Academic rank	Compensation
Professors (full, associate, assistant)	25 euros
Lecturer, foreign language lecturers, and assistants	13 euros

**Table 3.** Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

Committee	BA	MA	PHD
Supervisor	20 euros	150 euros	1200 euros
Head of committee	n/a	50 euros	300 euros
Member of committee	10 euros	30 euros	200 euros

**Table 4.** Compensation for supervisors of theses in all levels

## Data analysis from asset declarations

In the asset declarations analysis for the University of Gjakova we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans. Members of the Steering Council with an academic rank are paid an average of 1707 euros from the budget of the university, where on average they get 551 euros in extra compensation. These extra compensations comprise 32% of their monthly income. In comparison with the declarations from 2018, there was an increase in average income compared to their asset declarations in 2018 when they were paid an average of 1407 euros per month.

		2018	2019
Average of monthly income	Steering Council	1437 €	1707 €
	Rectorate	2346 €	2092 €
	Deans	2149 €	2224 €
	Vice-Deans	N/A	1278 €
Average of extra compensation	Steering Council	533 €	551 €
	Rectorate	1359 €	882 €
	Deans	1454 €	892 €
	Vice-Deans	N/A	140 €
Minimum and maximum of monthly income	Steering Council	1240 € 1780 €	1181 € 2135 €
	Rectorate	2195 € 2636 €	1583 € 2610 €
	Deans	2105 € 2787 €	2165 € 2330 €
	Vice-Deans	N/A	1225 € 1330 €
Minimum and maximum of extra compensation	Steering Council	294 € 871 €	408 € 851 €
	Rectorate	1066 € 1727 €	300 € 1473 €
	Deans	962 € 1878 €	746 € 1047 €
	Vice-Deans	N/A	88 € 193 €

Members of the rectorate are paid an average of 2092 euros from the budget of the university, where on average they get 882 euros in extra compensation. These extra compensations comprise 42% of their monthly income. In comparison with the declarations from 2018, the income has decreased (in 2018 they were paid an average of 2346 euros per month, with 1359 euros being extra compensation).

Deans of the academic units are paid an average of 2224 euros from the budget of the university, where on average they get 892 euros in extra compensation. These extra compensations comprise 40% of their monthly income. In comparison with the declarations from 2018, the income has increased (in 2018 they were paid an average of 2149 euros per month, with 1454 euros being extra compensation).

Vice-deans of the academic units are paid an average of 1278 euros from the budget of the university, where on average they get 140 euros in extra compensation. These extra compensations comprise 11% of their monthly income.



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

## Annex no 4.

### \*Science fund

According to the UGFA, this fund is covered by the category of goods and services and by subsidies and transfers, and that during 2019 they spent a total of 31,526 euros in science, and in 2020 they plan to spend 40,000 euros. is no public information for expenditure in this category in 2019, in prior years, or plans for 2020.

ovating of the rectorate offices' valued at 8439 euros, 'Fixing the parking lot and renovating the offices of the Education Faculty' valued at 5586 euros, 'various medical lab equipment for the Faculty of Medicine' valued at 19200 euros, and announcing the tender for building the campus university valued at 16 million euros.

### \*Student scholarships

From the category of subsidies and transfers, UGFA in 2018/19, has given out 51 scholarships<sup>31</sup>, with the sum of 800 euros for 10 months of the academic year which reaches the total of 40,800 euros, while in 2019/2020<sup>32</sup>, they gave out scholarships for 80 students<sup>33</sup> with the sum of 800 euros for 10 months of the academic year, with a total of 64,000 euros. Planned for 2020/21 are 65,000 euros.

### \*Buildings security

Expenses in this category for the year 2019 reached 58,302 euros, while in 2020 the UGFA has planned around 700,000 euros for the security of campus buildings.

### \*Main capital investments

During the year 2019, according to the University of Gjakova, capital investments were not possible because of the change in proper ownership of former military buildings and the government decision for the start of the project on the university campus, while in 2020 they have foreseen to start the following projects: 'Fixing and ren-

### \*Court expenditures

According to the UGFA, in 2019 they have filed two complaints at the Basic Court of Gjakova and spent 85 euros, while they explained that in 2019, they also paid for a contested case of reimbursement of personal income, which was inherited as a case from the academic year of 2015/16, and for which they spent 2,307 euros, as a result of the final sentence of the court.

31 List of scholarships in the University of Gjakova for the academic year of 2018/19, 2018, link: <https://uni-gjk.org/upload/dokumentet/17498-lista%20e%20bursave.pdf>

32 Decision for providing university scholarships in the academic year 2019/2020, 2019, link: <https://uni-gjk.org/upload/dokumentet/1570707522-IMG.pdf>

33 List of scholarships in the University of Gjakova for the academic year of 2019/20, 2019, link: [https://uni-gjk.org/upload/dokumentet/1573050778-SKM\\_C55819110616550.pdf](https://uni-gjk.org/upload/dokumentet/1573050778-SKM_C55819110616550.pdf)



## THE UNIVERSITY OF MITROVICA

According to the Kosovo Agency of Statistics, the University of Mitrovica has a total of 95 academic staff in a full-time contract, 29 or 31% are women, and 19 adjunct staff, out of which 2 or 11% are women.

The University of Mitrovica has a total of 1660 students in the undergraduate level, 152 students in the postgraduate level, and no PhD programs.

In undergraduate level, there are 1126 women and 534 men. While for graduated students in 2019, there are 140 women and 96 men, a total of 259 graduates in 2019.

In postgraduate level, there are a total of 72 women and 80 men. While for graduated postgraduate students in 2019, there are a total of 18 women and 29 men, a total of 47 postgraduates in 2019.

The student-professor ratio is 14:1 in the University of Mitrovica.

### Expenditures analysis

A total of 4,788,969 euros were given by the Kosovo budget to the University of Mitrovica in 2019, while for 2020 they gave 3,886,978 euros.

Most of the budget for this university in 2019 was spent on wages and compensation for academic staff (with 2,757,430 euros or 57% foreseen for 147 employees), while in 2020 this sum was increased for over 100,000 euros, since 2,879,706 euros were provided for this category for 199 employees.

For goods and services, the University of Mitrovica spent a total of 966,339 euros in 2019, while for 2020 they decreased this category to 316,339 euros. For utilities, UMIB paid 215,200 euros in 2019, while in 2020 they have foreseen only 134,174 euros. The sum divided for subsidies and transfers in UMIB has not changed throughout the years, with 100,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 300,000 euros between 2019 and 2020, since in 2019 they foresaw 850,000 euros, while in 2020 they have only presented 456,759 euros in this category.



## BUDGET LINES OF THE UNIVERSITY OF MITROVICA 2019 AND 2020

UMIB added 114,661 euros of personal income to the general budget provided by the Kosovo government, according to the budget report of 2019, published by the university<sup>34</sup>.

In the report it's stated that the rector of this university was paid 2,731 euros per month, while the three vice-rectors were paid 2,198 euros each (6,595 euros total).

For full professors in this university, a total of 32,375 euros was provided by the Kosovo budget, so these professors received 2,023 euros per month.

While ten associate professors cost this country 18,575 euros, or 1,857 each per month.

For 30 assistant professors, 41,133 euros were provided, with 1,371 euros per professor.

48 assistants have cost the country's budget 41,132 euros, or 857 euros each.

Expenditures per student in 2020 are 2963 euros per student.









Wages and compensation	2019	2,757,430.00	57.58%
	2020	2,879,706.00	74.09%
Goods and services	2019	866,339.00	18.09%
	2020	316,339.00	8.14%
Utilities	2019	215,200.00	4.49%
	2020	134,174.00	3.45%
Subsidies and transfers	2019	100,000.00	2.09%
	2020	100,000.00	2.57%
Capital investments	2019	850,000.00	17.75%
	2020	456,759.00	11.75%
<b>Total expenditures</b>	2019	<b>4,788,969</b>	<b>100%</b>
	2020	<b>3,886,978</b>	

<sup>34</sup> Budget report of the University of Mitrovica, 2019, link: <https://www.umib.net/wp-content/uploads/2020/01/buxheti-2019.pdf>

## Personal income of academic staff with managing positions in the University of Mitrovica

The wages of the professors and other compensation in the University of Mitrovica is regulated through the regulation for personal income in the University of Mitrovica, approved on 06.11.2015.<sup>35</sup>

Article 5 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic ranks	Hours per week	Monthly wage
Full professors	 6	1429.54 euros
Associate professors	 6	1283.34 euros
Assistant professors	 6	1137.14 euros
Pedagogy professors	 6	1137.14 euros
Lecturers	 6	990.00 euros
Foreign language lecturers	 10	844.73 euros
Assistants	 10	772.50 euros
New assistant	 10	698.75 euros

**Table 1.** Base wages of the academic staff in the University of Mitrovica.

Beyond the base wage, academic staff that has managing positions in the University of Mitrovica, are compensated according to this table:

<sup>35</sup> The regulation for personal income in the University of Mitrovica, approved on 06.11.2015. Link: <https://www.umib.net/wp-content/uploads/2019/09/Tekstin-e-spastruar-te-Rregullores-per-te-ardhurat-personale-ne-UMIB.pdf>



<b>Rector</b>	<b>500 euros</b>
Vice-rector	450 euros
Dean	350 euros
Vice-dean	250 euros
Prodekan	250 euro

**Table 2.** Extra compensation for managing positions in the University of Mitrovica

Academic staff in the University of Mitrovica are allowed to hold extra classes (honorary) up to 5 hours per week (for professors) and up to 8 hours per week (for lecturers, and assistants). These classes are compensated per this table:

<b>Academic rank</b>	<b>Compensation</b>
Professors (full, associate, assistant)	25 euros
Lecturer, foreign language lecturers, and assistants	13 euros

**Table 3.** Compensation for extra classes held

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

<b>Committee</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>
Supervisor	20 euros	250 euros	1000 euros
Head of committee	n/a	90 euros	300 euros
Member of committee	10 euros	80 euros	250 euros

**Table 4.** Compensation for supervisors of theses in all levels

## Data analysis from asset declarations

In the asset declarations analysis for the University of Mitrovica we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans.

Members of the Steering Council with an academic rank are paid an average of 1915 euros from the budget of the university, where on average they get 869 euros in extra compensation. These extra compensations comprise 45% of their monthly income. In comparison with the declarations from 2018, there was a decrease in extra compensation (in 2018 they were paid an average of 1745 euros per month, with 652 euros being extra compensation).

Members of the rectorate are paid an average of 1964 euros from the budget of the university, where on average they get 645 euros in extra compensation. These extra compensations comprise 33% of their monthly income. In comparison with the declarations from 2018, the income has decreased (in 2018 they were paid an average of 2398 euros per month, with 1079 euros being extra compensation).

		2018	2019
Average of monthly income	Steering Council	1745 €	1915 €
	Rectorate	2398 €	1964 €
	Deans	1986 €	2024 €
	Vice-Deans	1710 €	1664 €
Average of extra compensation	Steering Council	652 €	869 €
	Rectorate	1079 €	645 €
	Deans	812 €	692 €
	Vice-Deans	609 €	496 €
Minimum and maximum of monthly income	Steering Council	1505 € 2250 €	1684 € 2476 €
	Rectorate	2105 € 2822 €	1721 € 2261 €
	Deans	1647 € 2343 €	1778 € 2285 €
	Vice-Deans	1530 € 1922 €	1140 € 1849 €
Minimum and maximum of extra compensation	Steering Council	506 € 890 €	547 € 1193 €
	Rectorate	822 € 1685 €	292 € 832 €
	Deans	401 € 1167 €	349 € 863 €
	Vice-Deans	321 € 785 €	3 € 980 €



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

**Annex no 5.**

Deans of the academic units are paid an average of 2024 euros from the budget of the university, where on average they get 692 euros in extra compensation. These extra compensations comprise 34% of their monthly income. In comparison with the declarations from 2018, the income is similar (in 2018 they were paid an average of 1986 euros per month, with 812 euros being extra compensation).

Vice-deans of the academic units are paid an average of 1664 euros from the budget of the university, where on average they get 496 euros in extra compensation. These extra compensations comprise 30% of their monthly income. In comparison with the declarations from 2018, there was a decrease in extra compensation (in 2018 they were paid an average of 1710 euros per month, with 609 euros being extra compensation).

### **\*Science fund**

There is no public information for expenditure in this category in 2019, in prior years, or plans for 2020.

### **\*Student scholarships**

For the academic year of 2018/2019<sup>36</sup>, 55 students earned scholarships worth 1000 euros from UMIB, with a total of 55,000 euros spent on scholarships, while for 2019/2020, UMIB gave 72 scholarships<sup>37</sup>,

the total sum of which is 42,480 euros (for the first installment) while the second installment of 57,520 euros was planned to be spent in the budget year of 2020.

### **\*Main capital investments**

As for capital investments, UMIB had 850,000 euros which were split in five projects: 'furnishing with equipment of mechanical and computer engineering' for which 70,000 euros were provided, 'furnishing with geosciences lab equipment' for which 260,000 euros were provided, 'furnishing with food technology lab equipment' for which 460,000 euros were provided, 'furnishing with information technology equipment' for which 30,000 euros were provided, and university infrastructure, for which 30,000 euros were provided. But according to the final report<sup>38</sup>, only 663,779 euros were spent.

### **\*Buildings security**

For 2019, UMIB has spent a total of 48,092 euros in the security of the university buildings<sup>39</sup>.

### **\*Court expenditures**

According to the budget report of 2019, a total of 51 euros were spent on court expenditures.

<sup>36</sup> Report for income and expenditures in January/December 2019 period, link: : <https://www.umib.net/wp-content/uploads/2020/02/raporti-final-2019.pdf>

<sup>37</sup> Decision for providing university scholarships in the academic year 2019/2020, 2019, link: : <https://www.umib.net/wp-content/uploads/2019/12/Bursat-2019.pdf>

<sup>38</sup> Report for income and expenditures in January/December 2019 period, link: : <https://www.umib.net/wp-content/uploads/2020/02/raporti-final-2019.pdf>

<sup>39</sup> Ibid. <https://www.umib.net/wp-content/uploads/2020/02/raporti-final-2019.pdf>



## THE UNIVERSITY OF GJILAN

According to the Kosovo Agency of Statistics, the University of Gjilan has a total of 47 academic staff in a full-time contract, 12 or 26% are women, and 49 adjunct staff, out of which 24 or 49% are women.

The University of Gjilan has a total of 2522 students in the undergraduate level, 137 students in the postgraduate level, and no PhD programs.

In undergraduate level, there are 1694 women and 828 men. While for graduated students in 2019, there are 334 women and 103 men, a total of 437 graduates in 2019.

In postgraduate level, there are a total of 65 women and 72 men. While for graduated postgraduate students in 2019, there are no data for graduated students in the postgraduate level.

The student-professor ratio is 57:1 in the University of Gjilan.

### Findings from the Auditor

The National Audit Office found that 19 members of the Senate of the University of Gjilan were compensated for four meetings (January, February, March, and June 2018) which were not held by the Senate. Further, they explained that the sum of compensations was 5,320 euros ( $19 \times 4 \times 70 \text{€} = 5.320 \text{€}$ ).

The recommendation of the NAO was that the Minister and the Rector should ensure that all unjustified payments for compensations for the Senate members should be returned to the Kosovo budget. In the latest report, they have stated that the sums were returned and that the recommendation was implemented.



## BUDGET LINES FOR THE UNIVERSITY OF GJILAN 2019 AND 2020

### Expenditures analysis

A total of 2,363,982 euros were given by the Kosovo budget to the University of Gjilan in 2019, while for 2020 they gave 1,947,614 euros.

Most of the budget for this university in 2019 and 2020, was spent on wages and compensation for academic staff (with 1,297,643 euros or 55% foreseen for 115 employees).

For goods and services, the University of Gjilan spent a total of 316,339 euros in 2019, while for 2020 they decreased this category to 196,339 euros. For utilities, UKZ paid 50,000 euros in 2019, while in 2020 they have foreseen only 28,632 euros. The sum divided for subsidies and transfers in UKZ has not changed throughout the years, with 100,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 200,000 euros between 2019 and 2020, since in 2019 they foresaw 600,000 euros, while in 2020 they have only presented 325,000 euros in this category.








Expenditures per student in 2020 are 732 euros per student.

Wages and compensation	2019	1,297,643.00	54.89%
	2020	1,297,643.00	66.63%
Goods and services	2019	316,339.00	13.38%
	2020	196,339.00	10.08%
Utilities	2019	50,000.00	2.12%
	2020	28,632.00	1.47%
Subsidies and transfers	2019	50,000.00	2.12%
	2020	100,000.00	5.13%
Capital investments	2019	50,000.00	2.12%
	2020	325,000.00	16.69%
<b>Total expenditures</b>	2019	<b>2,363,982</b>	<b>100%</b>
	2020	<b>1,947,614</b>	

## Personal income of academic staff with managing positions in the University of Gjilan

The wages of the professors and other compensation in the University of Gjilan is regulated through the regulation for personal income and other payment to academic staff in the University “Kadri Zeka” approved on 30.10.2015.<sup>40</sup>

Article 4 of this regulation, determines the compensation of the academic staff with a full norm of hours, according to this table:

Academic rank	Hours per week	Monthly wage
Full professors	 6	1429.54 euros
Associate professors	 6	1283.34 euros
Assistant professors	 6	1137.14 euros
Lecturers	 6	990.00 euros
Foreign language lecturers	 10	844.73 euros
Répétiteurs	 10	844.73 euros
Assistants	 10	772.50 euros

**Table 1.** Base wage for academic staff in the University of Gjilan

Beyond the base wage, academic staff that has managing positions in the University of Gjilan, are compensated according to this table:

<sup>40</sup> The regulation for personal income and other payment to academic staff in the University “Kadri Zeka”. 30.10.2015. Link: <https://www.uni-gjilan.net/wp-content/uploads/2019/09/Rregullore-p%C3%ABr-t%C3%AB-ar-dhura-personale-dhe-pagesa-tjera-t%C3%AB-personelit-akademik-n%C3%AB-Universitetin-Kadri-Zeka.pdf>

<b>Position</b>	<b>Extra compensation</b>
Rector	500 euros
Vice-rector	450 euros
Dean	350 euros
Vice-dean	250 euros

**Table 2.** Extra compensation for managing positions in the University of Gjilan

Academic staff in the University of Gjilan are allowed to hold extra hours (honorary) up to 6 hours per week (for professors) and up to 10 hours per week (for lecturers, and assistants).

Academic staff is also compensated for supervising theses in all levels, and for participating in evaluating committees for theses in all levels.

<b>Committee</b>	<b>BA</b>	<b>MA</b>	<b>PHD</b>
Supervisor	20 euros	250 euros	1000 euros
Head of committee	n/a	90 euros	300 euros
Member of committee	10 euros	80 euros	250 euros

**Table 3.** Compensation for supervisors of theses in all levels

## Data analysis from asset declarations

In the asset declarations analysis for the University of Gjilan we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, deans, and vice-deans. Members of the Steering Council with an academic rank are paid an average of 1708 euros from the budget of the university, where on average they get 571 euros in extra compensation. These extra compensations comprise 33% of their monthly

		2018	2019
Average of monthly income	Steering Council	1669 €	1708 €
	Rectorate	2408 €	2415 €
	Deans	2241 €	2048 €
	Vice-Deans	1942 €	1620 €
Average of extra compensation	Steering Council	532 €	571 €
	Rectorate	1235 €	1229 €
	Deans	1031 €	881 €
	Vice-Deans	805 €	483 €
Minimum and maximum of monthly income	Steering Council	1334 € 2050 €	1334 € 2000 €
	Rectorate	2185 € 2778 €	2013 € 2973 €
	Deans	1779 € 2805 €	1800 € 2243 €
	Vice-Deans	1703 € 2148 €	1418 € 1844 €
Minimum and maximum of extra compensation	Steering Council	197 € 813 €	197 € 863 €
	Rectorate	1048 € 1495 €	876 € 1690 €
	Deans	642 € 1522 €	663 € 1023 €
	Vice-Deans	566 € 1011 €	281 € 707 €

income. In comparison with the declarations from 2018, the income is similar (in 2018 they were paid an average of 1669 euros per month, with 532 euros being extra compensation).

Members of the rectorate are paid an average of 2415 euros from the budget of the university, where on average they get 1229 euros in extra compensation. These extra compensations comprise 51% of their monthly income. In comparison with the declarations from 2018, the income is similar (in 2018 they were paid an average of 2408 euros per month, with 1235 euros being extra compensation).

Deans of the academic units are paid an average of 2048 euros from the budget of the university, where on average they get 881 euros in extra compensation. These extra compensations comprise 43% of their monthly income. In comparison with the declarations from 2018, there was a decrease in monthly income (in 2018 they were paid an average of 2241 euros per month, with 1031 euros being extra compensation).

Vice-deans of the academic units are paid an average of 1620 euros from the budget of the university, where on average



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

**Annex no 6.**



they get 483 euros in extra compensation. These extra compensations comprise 30% of their monthly income. In comparison with the declarations from 2018, there was a decrease in extra compensation (in 2018 they were paid an average of 1942 euros per month, with 805 euros being extra compensation).

### **\*Science fund**

There is no public information for expenditure in this category in 2019, in prior years, or plans for 2020.

### **\*Student scholarships**

P For the academic year of 2018/2019, UKZ gave 6571 scholarships<sup>41</sup>, the sum of which is not public information, likewise for the academic year of 2019/2020, when UKZ gave 114 scholarships, the sum of which is not known.<sup>42</sup>

### **\*Main capital investments**

According to the development strategy and action plan of the UKZ 2017/2022<sup>43</sup>, for capital investments in 2019, they planned a total of 1,500,000 euros, however there's no public information if this sum was spent because the annual budget report for 2019 has not been published.

### **\*Buildings security**

There is no public information for expenditure in this category in 2019, in prior years, or plans for 2020.

### **\*Court expenditures**

There is no public information for expenditure in this category in 2019 or in prior years.

41 Decision for providing university scholarships in the academic year 2018/19, 2018, link: <https://www.uni-gjilan.net/wp-content/uploads/2018/12/Vendim-p%C3%ABr-ndarjen-e-bursave-universitare-p%C3%ABr-vitin-akademik-2018-2019.pdf>

42 Decision for providing university scholarships in the academic year 2019/2020, 2019, link: <https://www.uni-gjilan.net/wp-content/uploads/2019/12/Vendim-p%C3%ABr-ndarjen-e-bursave-universitare-p%C3%ABr-vitin-akademik-2019-2020.pdf>

43 Development strategy and action plan of the UKZ 2017-2022, 2018, link: <https://www.uni-gjilan.net/wp-content/uploads/2017/05/Strategjia-e-UKZ.pdf>



## THE UNIVERSITY OF APPLIED SCIENCES IN FERIZAJ

According to the Kosovo Agency of Statistics, UASF, has a total of 45 academic staff in a full-time contract, out of which 14 or 31% are women, while there are no adjunct staff.

The University of Applied Sciences in Ferizaj, has a total of 1336 students in the undergraduate level, and 102 students in the postgraduate level, while they do not have any PhD students.

In undergraduate level, there are 719 women and 617 men. While for graduated students, there are 75 women and 40 men, a total of 115 graduates in 2019.

In postgraduate level, there are a total of 60 women and 42 men. While for graduated postgraduate students, there are a total of 7 women and 14 men, a total of 21 postgraduates in 2019.

The student-professor ratio is 32:1.

### Expenditures analysis

A total of 2,257,227 euros were given by the Kosovo budget to the University of Applied Sciences in Ferizaj in 2019, while for 2020 they gave 1,408,452 euros.

Most of the budget for this university in 2019, was spent on wages and compensation for academic staff (777,857 euros or 34%) foreseen for 60 employees, while in 2020, 757,712 euros are planned for the same number of employees as the previous year.

For goods and services, UASF spent a total of 228,370 euros in 2019, while for 2020 they decreased this category to 138,370 euros. For utilities, UASF paid 21,000 euros in 2019, while in 2020 they have foreseen only 12,370 euros. The sum divided for subsidies and transfers in UASF has not changed throughout the years, with 70,000 euros divided for 2019 and 2020 each. The capital investment budget has a difference of over 700,000 euros between 2019 and 2020, since in 2019 they foresaw 1,150,000 euros, while in 2020 they have only presented 430,000 euros in this category.

Expenditures per student in 2020 are 979 euros per student.



According to the Kosovo Agency of Statistics, UASF, has a total of 45 academic staff in a full-time contract, out of which 14 or 31% are women, while there are no adjunct staff.








## BUDGET LINES FOR THE UNIVERSITY OF FERIZAJ 2019 AND 2020

Wages and compensation	2019	777,857.00	34.61%
	2020	757,712.00	53.80%
Goods and services	2019	228,370.00	10.16%
	2020	138,370.00	9.82%
Utilities	2019	21,000.00	0.93%
	2020	12,370.00	0.88%
Subsidies and transfers	2019	70,000.00	3.11%
	2020	70,000.00	4.97%
Capital investments	2019	1,150,000.00	51.17%
	2020	430,000.00	30.53%
Total expenditures	2019	2,247,227	100%
	2020	1,408,452	

## Personal income of academic staff with managing positions in the University of Applied Sciences in Ferizaj

The University of Applied Sciences in Ferizaj have not published in their website the regulation for personal income of academic staff. Likewise, the university did not respond to our freedom of information request to access the regulation.

For research purposes, we have used the base wages of other public universities (identical in most universities), to find out how much UASF professors with managing positions are paid on extra compensation.

Rank	Hours per week	Monthly wage
Full professors	 6	1429.54 euros
Associate professors	 6	1283.34 euros
Assistant professors	 6	1137.14 euros
Lecturers	 6	990.00 euros
Assistants	 10	772.50 euros

## Data analysis from asset declarations

In the asset declarations analysis for the University of Applied Sciences in Ferizaj we included the members of the Steering Council (only members with academic ranks), the rector, vice-rectors, and the deans.

Members of the Steering Council with an academic rank are paid an average of 1331 euros from the budget of the university, where on average they get 308 euros in extra compensation. These extra compensations comprise 23% of their monthly income. In comparison with the declarations from 2018, there was a decrease in extra compensation (in 2018 they were paid an average of 1649 euros per month, with 386 euros being extra compensation).

Members of the rectorate are paid an average of 2211 euros from the budget of the university, where on average they get 891 euros in extra compensation. These extra compensations comprise 40% of their monthly income. In comparison with the declarations from 2018, there was an increase in monthly income (in 2018 they were paid an average of 2132 euros per month, with 812 euros being extra compensation).

Deans of the academic units are paid an average of 1357 euros from the budget of the university, where on average they get 565 euros in extra compensation. These extra compensations comprise 42% of their monthly income. In comparison with the declarations from 2018, there was a decrease in monthly income (in 2018 they were paid an average of 1536 euros per month, with 546 euros being extra compensation).



Members of the rectorate are paid an average of 2211 euros from the budget of the university, where on average they get **891 euros** in extra compensation.

These extra compensations comprise **40%** of their monthly income.

**2018****2019**

		2018	2019
Average of monthly income	Steering Council	1649 €	1331 €
	Rectorate	2132 €	2211 €
	Deans	1536 €	1357 €
Average of extra compensation	Steering Council	386 €	308 €
	Rectorate	812 €	891 €
	Deans	546 €	565 €
Minimum and maximum of monthly income	Steering Council	1330 € 2083 €	694 € 1573 €
	Rectorate	1936 € 2350 €	2060 € 2369 €
	Deans	1340 € 1698 €	562 € 1918 €
Minimum and maximum of extra compensation	Steering Council	76 € 800 €	91 € 436 €
	Rectorate	665 € 1067 €	630 € 1008 €
	Deans	350 € 708 €	350 € 928 €



Detailed data according to asset declarations for the annual year of 2019, with the sums representing annual income divided by 12 months, can be found in

**Annex no 7.**

### **\*Science fund**

There is no public information for expenditure in this category in 2019, in prior years, or in future budget plans. However, UASF has stated in official written statements that they spent a total of 23,000 euross in 2019, and they plan to spend 25,000 euross in 2020 for this category.

### **\*Student scholarships**

For the academic year of 2018/2019, UASF gave 61 scholarships<sup>44</sup>, the sum of which is not public information, likewise for 55 scholarships<sup>45</sup> given in 2019/2020. In an official written statement, the UASF has stated that they spent a total of 35,000 euros on 55 students for the academic year 2019/2020, and they plan to spend 42,000 euros in the academic year of 2020/2021.

### **\*Main capital investments**

There is no public information for expenditure in this category in 2019, in prior years, or in future budget plans for 2020. In a written statement by UASF, they have stated that the main capital investments in 2019 were on lab equipment, infrastructure, and school equip-

ment, without declaring the sums spent. They further said that for 2020 they plan to continue the aforementioned projects.

### **\*Building security**

There is no public information for expenditure in this category in 2019, in prior years, or in future budget plans. However, UASF has stated in official written statements that they spent a total of 16,605 euros in 2019 for this category, and that they have planned the same amount as expenditures in 2020.

### **\*Court expenditures**

There is no public information for expenditure in this category in 2019 or in prior years. However, UASF has stated in official written statements that they had no court expenditures.

<sup>44</sup> Decision for providing university scholarships in the academic year 2018/19, 2019, link: [http://www.ushaf.net/wp-content/uploads/2019/04/Vendimi-p%C3%ABr-ndarjen-e-bursave-2018\\_19.pdf](http://www.ushaf.net/wp-content/uploads/2019/04/Vendimi-p%C3%ABr-ndarjen-e-bursave-2018_19.pdf)

<sup>45</sup> Decision for providing university scholarships in the academic year 2019/20, 2020, link: [http://www.ushaf.net/wp-content/uploads/2019/12/Bursat2019\\_20.pdf](http://www.ushaf.net/wp-content/uploads/2019/12/Bursat2019_20.pdf)

# NO.1

## Personal income of academic staff with managing positions in the University of Prishtina

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Ardiana Bunjaku	Head of Steering Council				
2	Fadil Osmani	Steering Council member				
3	Drita Shoshi	Steering Council member				
4	Ujkan Bajra	Steering Council member				
5	Alberta Troni	Steering Council member	Full professor	1,943.07 €	1,429.54 €	513.53 €
6	Naser Kabashi	Steering Council member	Full professor	1,941.33 €	1,429.54 €	511.79 €
7	Kemajl Bislimi	Steering Council member	Full professor	1,995.38 €	1,429.54 €	565.84 €
8	Bedri Bahtiri	Steering Council member	Assistant professor	1,304.13 €	1,137.14 €	166.99 €
9	Zenun Halili	Steering Council member	Associate professor	1,484.01 €	1,283.34 €	258.34 €
10	Marjan Dema	Rector	Full professor	2,579.67 €	1,429.54 €	1,150.13 €
11	Myrvete Badivuku-Pantina	Vice-rector	Full professor	2,930.12 €	1,429.54 €	1,500.58 €
12	Merita Berisha	Vice-rector	Associate professor	1,980.66 €	1,283.34 €	697.32 €
13	Faton Berisha	Vice-rector	Full professor	2,217.83 €	1,429.54 €	788.29 €
14	Hysen Bytyqi	Vice-rector	Full professor	2,894.26 €	1,429.54 €	1,464.72 €
15	Dashmir Berxulli	Vice-rector	Assistant professor	Inaccessible document		
16	Bujar Dugolli	Dean	Full professor	2,583.75 €	1,429.54 €	1,154.21 €
17	Tahir Arbneshi	Dean	Full professor	2,111.68 €	1,429.54 €	682.14 €
18	Lindita Sejdiu Rugova	Dean	Associate professor	2,124.53 €	1,283.34 €	841.19 €
19	Haxhi Gashi	Dean	Associate professor	2,475.33 €	1,283.34 €	1,191.99 €



No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
20	But Dedaj	Dean	Full professor	1,743.19 €	1,137.14 €	606.05 €
21	Abdullah Zejnullahu	Dean	Full professor	2,145.00 €	1,429.54 €	715.46 €
22	Enver Hamiti	Dean	Associate professor	2,223.50 €	1,429.54 €	793.96 €
23	Ahmet Shala	Dean	Full professor	2,277.67 €	1,429.54 €	848.13 €
24	Suzana Manxhuka-Kërliu	Dean	Assistant professor	Inaccessible document		
25	Agim Selimi	Dean	Full professor	2,134.17 €	1,283.34 €	850.83 €
26	Skender Kaçiu	Dean	Assistant professor	Inaccessible document		
27	Ethem Çeku	Dean	Assistant professor	2,023.90 €	1,137.14 €	886.76 €
28	Fevzi Berisha	Dean	Associate professor	2,706.35 €	1,429.54 €	1,276.81 €
29	Hasnije Ilazi	Vice-dean	Associate professor	1,387.14 €	1,137.14 €	250.00 €
30	Arben Hajdari	Vice-dean	Associate professor	1,576.38 €	1,137.14 €	439.24 €
31	Muhamet Mala	Vice-dean	Associate professor	2,195.83 €	1,283.34 €	912.49 €
32	Naim Syla	Vice-dean	Associate professor	1,899.18 €	1,283.34 €	615.84 €
33	Hazbije Sahiti	Vice-dean	Assistant professor			
34	Nysret KRASNIQI	Vice-dean	Assistant professor	1,818.61 €	1,283.34 €	535.27 €
35	Nuran MUHAXHERI	Vice-dean	Associate professor	1,718.67 €	1,283.34 €	435.33 €
36	Albulena BLAKAJ-GASHI	Vice-dean	Assistant professor	1,662.82 €	1,137.14 €	525.68 €
37	Besfort Rrecaj	Vice-dean	Associate professor	1,766.67 €	1,137.14 €	629.53 €
38	Iliriana Islami	Vice-dean	Assistant professor	2,278.12 €	1,283.34 €	994.78 €
39	Driton Balaj	Vice-dean	Assistant professor	2,355.51 €	1,137.14 €	1,218.37 €
40	Afërdita Berisha - Shaqiri	Vice-dean	Associate professor	Inaccessible document		
41	Cenë Krasniqi	Vice-dean	Prof. Ass	1,250.00 €	1,137.14 €	112.86 €
42	Kadri Morina	Vice-dean	Prof. Ass	1,800.00 €	1,137.14 €	662.86 €
43	Mimoza Ibrani	Vice-dean	Prof. Asoc	1,900.42 €	1,283.34 €	617.08 €

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
44	Vjollca Komoni	Vice-dean	Associate professor	Inaccessible document		
45	Ilir Doçi	Vice-dean	Full professor	2,193.92 €	1,429.54 €	764.38 €
46	Nexhat Qehaja	Vice-dean	Full professor	2,227.50 €	1,429.54 €	797.96 €
47	Shpetim LAJQI	Vice-dean	Assistant professor	1,663.26 €	1,137.14 €	526.12 €
48	Sefedin Muçaj	Vice-dean	Associate professor	1,283.34 €	1,283.34 €	
49	Gloria Staka	Vice-dean	Associate professor	1,532.75 €	1,283.34 €	249.41 €
50	Ibrahim Rudhani	Vice-dean	Associate professor	1,517.00 €	1,283.34 €	233.66 €
51	Basri Mekolli	Vice-dean	Full professor	1,631.08 €	1,429.54 €	201.54 €
52	Florita Raifi	Vice-dean	Assistant professor	1,768.26 €	1,137.14 €	631.12 €
53	Hazir Haziri	Vice-dean	Associate professor	1,731.33 €	1,283.34 €	447.99 €
54	Mentor THAQI	Vice-dean	Associate professor	1,766.67 €	1,283.34 €	483.33 €
55	Hajrip MEHMETI	Vice-dean	Full professor	1,680.00 €	1,429.54 €	250.46 €
56	Musa Selimi	Dean	Associate professor	2,293.00 €	1,283.34 €	1,009.66 €
57	Shqipe Bajçinca	Vice-dean	Assistant professor	1,878.51 €	1,137.14 €	741.37 €
58	Afrim Koca	Vice-dean	Assistant professor	2,070.68 €	1,137.14 €	933.54 €
59	Hasim Rushiti	Vice-dean	Full professor	2,159.81 €	1,429.54 €	730.27 €
60	Majlinda Gjela	Vice-dean	Assistant professor	1,837.17 €	1,137.14 €	700.03 €
61	Xhevat Z. Krasniq	Vice-dean	Associate professor	2,706.67 €	1,283.34 €	1,423.33 €
62	Violeta Nushi	Vice-dean	Full professor	1,533.34 €	1,429.54 €	103.80 €

# ANNEX NO.2

## Personal income of academic staff with managing positions in the University of Prizren

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Bedri Muhadri	Head of Steering Council				
2	Isak Hoxha	Vice-head of Steering Council				
3	Parim Kosova	Steering Council member				
4	Rifat Morina	Steering Council member	Associate professor	2,259.58 €	1,334.67 €	1,076.96 €
5	Drita Krasniqi	Steering Council member	Assistant professor	2,002.50 €	1,182.62 €	819.88 €
6	Ylli Kortoçi	Steering Council member	Assistant professor	1,483.36 €	1,182.62 €	300.74 €
7	Ismet Temaj	Rector	Associate professor	2,738.17 €	1,334.67 €	1,403.50 €
8	Armend Podvorica	Vice-rector	Assistant professor	1,738.33 €	1,182.62 €	555.71 €
9	Shemsi Morina	Vice-rector	Assistant professor	2,066.67 €	1,182.62 €	884.05 €
10	Soner Yildirim	Vice-rector	Assistant professor	1,777.95 €	1,182.62 €	595.33 €
11	Samedin Krrabaj	Dean	Associate professor	2,350.00 €	1,334.67 €	1,015.33 €
12	Isuf Lushi	Dean	Associate professor	2,059.02 €	1,334.67 €	724.35 €
13	Fahredin Shabani	Dean	Associate professor	2,398.08 €	1,334.67 €	1,063.41 €
14	Safet Krasniqi	Dean	Assistant professor	Inaccessible document		
15	Halil Kukaj	Dean	Associate professor	2,024.17 €	1,334.67 €	689.50 €
16	Flamur Shala	Dean	Assistant professor	Inaccessible document		
17	Arsim Susuri	Vice-dean	Assistant professor	2,010.00 €	1,182.62 €	827.38 €
18	Albana Plakiqi-Milaimi	Vice-dean	Assistant professor	1,461.12 €	1,182.62 €	278.50 €
19	Vedat Bajrami	Vice-dean	Associate professor	1,862.03 €	1,334.67 €	527.36 €
20	Berat Aqifi	Vice-dean	Assistant professor	1,799.17 €	1,182.62 €	616.55 €
21	Hamdi Hoti	Vice-dean	Associate professor	2,216.58 €	1,334.67 €	881.91 €
22	Xhafer Beqiraj	Vice-dean	Assistant professor	1,350.00 €	1,182.62 €	167.38 €

# ANNEX NO.3

## Personal income of academic staff with managing positions in the University of Peja

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Gazmend Shabaj	Steering Council member				
2	Nazmi Maksutaj	Steering Council member				
3	Besnik Zekaj	Steering Council member				
4	Gentiana Gega	Steering Council member	Assistant			
5	Fisnik Morina	Steering Council member	Assistant	1,210.40 €	772.50 €	437.90 €
6	Mimoza Hyseni	Steering Council member	Assistant professor	1,390.93 €	1,137.14 €	253.79 €
7	Agim Rysha	Steering Council member	Assistant professor	1,599.62 €	1,137.14 €	462.48 €
8	Fadil Millaku	Rector	Full professor	2,646.17 €	1,429.54 €	1,216.63 €
9	Sabiha Shala	Vice-rector	Associate professor	1,874.27 €	1,283.24 €	591.03 €
10	Ibish Mazreku	Vice-rector	Associate professor	2,363.07 €	1,283.24 €	1,079.83 €
11	Afrim Selimaj	Vice-rector	Associate professor	2,828.33 €	1,283.24 €	1,545.09 €
12	Halit Shabani	Dean	Associate professor	2,676.92 €	1,283.24 €	1,393.68 €
13	Baki Koleci	Dean	Associate professor	2,530.25 €	1,283.24 €	1,247.01 €
14	Adem Dreshaj	Dean	Associate professor	2,279.50 €	1,283.24 €	996.26 €
15	Nexhdet Shala	Dean	Associate professor	1,794.13 €	1,283.24 €	510.89 €
16	Vehbi Ramaj	Vice-dean	Assistant professor	2,725.42 €	1,137.14 €	1,588.28 €
17	Husnija Bibuljica	Vice-dean	Associate professor	2,498.75 €	1,283.24 €	1,215.51 €
18	Gjylbehare Murati	Vice-dean	Assistant professor	1,760.37 €	1,137.14 €	623.23 €
19	Orhan Ceku	Vice-dean	Assistant professor	Inaccessible document		
20	Bedri Millaku	Vice-dean	Associate professor	2,043.49 €	1,283.24 €	760.25 €
21	Albona Shala Abazi	Vice-dean	Assistant professor	1,391.19 €	1,137.14 €	254.05 €
22	Bakir Kelmendi	Vice-dean	Associate professor	1,710.00 €	1,283.24 €	426.76 €
23	Ismail Cacaj	Vice-dean	Associate professor	1,710.00 €	1,283.24 €	426.76 €

# ANNEX NO.4

## Personal income of academic staff with managing positions in the University of Gjakova

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Mazllom Kumnova	Head of Steering Council				
2	Adrian Mazreku	Vice-head of Steering Council				
3	Besim Muhadri	Steering Council member	Associate professor	1,775.37 €	1,283.34 €	492.03 €
4	Labinot Berisha	Steering Council member	Associate professor	1,737.14 €	1,283.34 €	453.80 €
5	Behxhet Gaxhiqi	Steering Council member	Associate professor	2,134.67 €	1,283.34 €	851.33 €
6	Kushtrim Grezda	Steering Council member	Assistant	1,181.00 €	772.50 €	408.50 €
7	Artan Nimani	Rector	Assistant professor	2,610.00 €	1,137.14 €	1,472.86 €
8	Lulzim Zeneli	Vice-rector	Associate professor	2,100.00 €	1,283.34 €	816.66 €
9	Vjollca Dibra	Vice-rector	Assistant professor	2,075.00 €	1,137.14 €	937.86 €
10	Haxhi Kamberi	Vice-rector	Associate professor	1,583.33 €	1,283.34 €	299.99 €
11	Ilir Kelmendi	Dean	Full professor	2,175.29 €	1,429.54 €	745.75 €
12	Kamber Kamberi	Dean	Associate professor	2,164.68 €	1,283.34 €	881.34 €
13	Idriz Berisha	Dean	Associate professor	2,330.83 €	1,283.34 €	1,047.49 €
14	Laura Naka	Vice-dean	Assistant professor	1,225.14 €	1,137.14 €	88.00 €
15	Fitor Ollomani	Vice-dean	Assistant professor	1,330.00 €	1,137.14 €	192.86 €
16	Antigona Ukehaxhaj	Vice-dean	Assistant professor	Inaccessible document		

# ANNEX NO.5

## Personal income of academic staff with managing positions in the University of Mitrovica

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Ali Topalli	Head of Steering Council				
5	Musa Dibrani	Vice-head of Steering Council				
6	Mustafe Haziri	Steering Council member				
4	Meriton Hajzeri	Steering Council member				
2	Fatbardha Hoxha	Steering Council member	Assistant	1,772.00 €	772.50 €	999.50 €
3	Ismet Mulliqi	Steering Council member	Associate professor	2,476.08 €	1,283.34 €	1,193.08 €
7	Ylber Januzaj	Steering Council member	Lecturer	1,727.92 €	990.00 €	737.92 €
8	Nurten Deva	Steering Council member	Assistant professor	1,684.42 €	1,137.14 €	547.42 €
9	Alush Musaj	Rector	Full professor	2,260.55 €	1,429.54 €	831.55 €
10	Merita Shala	Vice-rector	Associate professor	1,936.00 €	1,283.34 €	653.00 €
11	Behxhet Shala	Vice-rector	Full professor	1,720.58 €	1,429.54 €	291.58 €
12	Ajtene Avdullahi	Vice-rector	Assistant professor	1,940.00 €	1,137.14 €	803.00 €
13	Agron Beka	Dean	Associate professor	1,958.23 €	1,283.34 €	675.23 €
14	Qazim Tmava	Dean	Full professor	1,778.00 €	1,429.54 €	349.00 €
15	Besim Gollopeni	Dean	Assistant professor	2,000.00 €	1,137.14 €	863.00 €
16	Hakif Zeqiri	Dean	Full professor	2,284.67 €	1,429.54 €	855.13 €
17	Milaim Sadiku	Dean	Associate professor	2,129.25 €	1,283.34 €	845.91 €
18	Naser Peci	Dean	Full professor	1,992.50 €	1,429.54 €	563.50 €

19	Muharrem Zabeli	Vice-dean	Associate professor	1,830.00 €	1,283.34 €	547.00 €
20	Mensur Kelmendi	Vice-dean	Associate professor	1,756.00 €	1,283.34 €	473.00 €
21	Lumnije Thaçi	Vice-dean	Assistant professor	1,642.03 €	1,137.14 €	505.03 €
22	Ahmet Latifi	Vice-dean	Full professor	1,848.67 €	1,429.54 €	419.67 €
23	Islam Qerimi	Vice-dean	Assistant professor	1,140.00 €	1,137.14 €	3.00 €
24	Xhemajl Veliqi	Vice-dean	Asistent	1,751.59 €	772.50 €	979.59 €
25	Bashkim Bellaqa	Vice-dean	Assistant professor	1,679.00 €	1,137.14 €	542.00 €

# ANNEX NO.6

## Personal income of academic staff with managing positions in the University of Gjilan

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Ibrahim Kosumi	Head of Steering Council				
2	Yllka Behluli	Steering Council member				
3	Violeta Abazi	Steering Council member				
4	Musa Ajeti	Steering Council member	Assistant professor	1,700.00 €	1,137.14 €	562.86 €
5	Nevrije Islami	Steering Council member	Assistant professor	1,800.00 €	1,137.14 €	662.86 €
6	Urtak Hamiti	Steering Council member	Assistant professor	1,334.00 €	1,137.14 €	196.86 €
7	Refik Kryeziu	Steering Council member	Assistant professor	2,000.00 €	1,137.14 €	862.86 €
8	Bajram Kosumi	Rector	Associate professor	2,973.00 €	1,283.34 €	1,689.66 €
9	Xhevdet Thaçi	Vice-rector	Assistant professor	2,012.92 €	1,137.14 €	875.78 €
10	Dukagjin Leka	Vice-rector	Assistant professor	2,258.85 €	1,137.14 €	1,121.71 €
11	Bajram Fejzullahu	Vice-rector	Assistant professor	Inaccessible document		
12	Merxhan Avdyli	Dean	Assistant professor	2,160.00 €	1,137.14 €	1,022.86 €
13	Sadik Haxhiu	Dean	Associate professor	2,243.00 €	1,283.34 €	959.66 €
14	Artan Dermaku	Dean	Assistant professor	1,800.00 €	1,137.14 €	662.86 €
15	Xhevat Sopi	Dean	Assistant professor	2,138.92 €	1,137.14 €	1,001.78 €
16	Shpresë Qamili	Dean	Assistant professor	1,896.33 €	1,137.14 €	759.19 €
17	Bashkim Dalipi	Vice-dean	Assistant professor	1,843.69 €	1,137.14 €	706.55 €
18	Shefket Jakupi	Vice-dean	Assistant professor	1,418.00 €	1,137.14 €	280.86 €
19	Ragmi Mustafa	Vice-dean	Assistant professor	1,600.00 €	1,137.14 €	462.86 €



# ANNEX NO.7

## Personal income of academic staff in managing positions in the University of Applied Sciences in Ferizaj

No.	Name	Position	Academic rank	Monthly pay	Base wage	Extra compensation per month
1	Shaqir Ukshini	Steering Council member				
2	Samet Dalipi	Steering Council member				
3	Fitore Neziri	Steering Council member				
4	Lejla Ibrahim	Steering Council member	Lecturer	693.58 €	990.00 €	
5	Muhamet Ymeri	Steering Council member	Assistant professor	1,535.95 €	1,137.14 €	398.81 €
6	Bashkim Thaci	Steering Council member	Assistant professor	1,573.00 €	1,137.14 €	435.86 €
7	Ibrahim Cunaku	Steering Council member	Full professor	1,520.33 €	1,429.54 €	90.79 €
8	Agron Bajraktari	Rector	Full professor	2,369.17 €	1,429.54 €	939.63 €
9	Rrahim Sejdiu	Vice-rector	Assistant professor	2,123.63 €	1,137.14 €	986.49 €
10	Bujar Pira	Vice-rector	Full professor	2,059.75 €	1,429.54 €	630.21 €
11	Afrim Loku	Vice-rector	Associate professor	2,291.67 €	1,283.34 €	1,008.33 €
12	Ismet Malsiu	Dean	Lecturer	1,340.00 €	990.00 €	350.00 €
13	Flamur Salihu	Dean	Lecturer	1,604.75 €	990.00 €	614.75 €
14	Florit Hoxha	Dean	Lecturer	1,358.93 €	990.00 €	368.93 €
15	Fatmir Cerkini	Dean	Lecturer	1,918.30 €	990.00 €	928.30 €
16	Bujar Jashari	Dean	Lecturer	562.50 €	990.00 €	

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Republika Kosova - Republic of Kosovo  
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Ministria e Arsimit, e Shkencës dhe e Teknologjisë  
Ministërstvo za Obrazovanje, Nauku i Tehnologji  
Ministry of Education, Science and Technology

