



# **FACULTY OF ECONOMICS**

University "Ukshin Hoti" Prizren
Str. Shkronjave 1, 20000 Prizren
Republic of Kosova

**FACULTY OF ECONOMICS** 

# STRATEGIC PLAN 2020-2024

# Strategic Plan 2020-2024

In step with time

Prizren, December 2019



### **ABBREVIATIONS**

**AU** Academic Units

CAC Career and Alumni Cente

**ESG** European Quality Standards

**EU** European Union

IAB Industrial Advisory Board

IT Information Technology

KAA Kosovo Accreditation Agency

MA Municipal Assembly

MEST Ministry of Education Science and Technology

MF Ministry of Finance

MU Memorandum of Understanding

SP Student Parliament

**SQC** State Quality Council

### CONTENT

### Dean's word

### **History of the Faculty of Economics**

- 1. The foundations of the strategic plan
- 1.1. Mission
- 1.2. Visioni
- 1.3. Objectives
- 1.4. Values
- 1.5. Staholders

### 2. Strategic planning process

2.2. Positioning analysis (SWOT analysis)

### 3. Objektivat strategjike

- 3.1. Quality assurance in teaching and learning
- 3.2. Development of scientific-research work
- 3.3. Contribution to the community
- 3.4. The internationalization and networking process
- 3.5. Infrastructure development
- 3.6. Financial sustainability

### 4. Action plan



### **DEAN'S WORD**

The Strategic Plan 2020-2024 of the Faculty of Economics (hereinafter FE) was drafted after a comprehensive process of consultation with all stakeholders, inside and outside the faculty. Through this strategic plan, the FE has clearly and precisely defined medium- and long-term development objectives, in line with the expectations of academic staff, students and the community.

We, as leaders of the FE, are convinced that by meeting the priorities and objectives of this strategic plan, our institution will position itself as a leader in providing quality education in the fields of international management, business administration and accounting-auditing.

Fulfilment of strategic plan projections will make FE competitive in the field of scientific research and the provision of consulting services to community needs. Establishing close cooperation with the community through the establishment of the Industrial Advisory Board (IAB) will build bridges of close cooperation with the business community and other public / private institutions.

Finally, through new co-operation agreements with faculties in the region and European ones, the FE seeks to establish a consolidated international partnership and to network its activities towards meeting the strategic objectives of internationalization, thus identifying itself as an open and quality institution, not only in the national market but also in the regional and beyond.

Prof. Asoc. Dr. Halil Kukaj Dean, Faculty of Economics

### DRAFTING OF THE STRATEGIC PLAN

This strategic plan is based on the decision of the Governing Council of UUHP (hereinafter referred to as the University) no. ref. 01-391 dt. 10/10/2019. The Strategic Plan 2020-2024 was drafted after intensive and comprehensive consultations of internal and external stakeholders of the FE. All FE development activities will be supported and guided by this strategic plan.

### Members of the strategic plan drafting committee

Prof. Asoc. Dr. Behxhet Brajshori, leader

Prof. Ass. Dr. Rifat Hoxha, member

Ass. Anera Alishani, member

MSc. Naser Buzhala, member

Selami Gashi, member (representative of the students)

Fisnik Haziraj, member (the representative of Alumni)

Xhafer Ponik, member (representative of Municipality of Prizren)

Qëndresa Januzaj, member (representative of business community)

Liman Asllani, member (representative of NGO)



### HISTORY OF THE FACULTY OF ECONOMICS

The Faculty of Economics (FE) was founded in 2010. The initial idea for the establishment of the FE was created as an immediate need of market demand for specialists in the field of business management and business administration and company finance in the Prizren region. In addition, FE contributes to the business community by preparing staff for the internationalization of regional and local companies through international management study programs.

Currently, about 758 students study at FE. Students who enrol in FE mainly come from the Prizren region (Prizren, Suhareka, Rahovec, Malisheva and Dragash), from the city of Gjakova and a number of students are from the northern part of Albania. The age structure of the students is mainly young. The socio-economic background of the FE students is of average level as is the socio-economic status of the population of Prizren region in general.

Currently, FE organizes study programs on two levels, bachelor and master. At the same time, within the medium term, the FE plans to open a doctoral study program

Bachelor degree programs:

- Business Administration and
- International Management.

Master's degree programs:

- Business Administration, and
- Accounting and Auditing.

Academic staff, in full time employment in the FE, have high academic and professional qualifications. They actively participate in congresses, conferences, seminars and research workshops. FE academic staff is also the co-organizer of regional and international scientific conferences. FE students are an active part of scientific activities, in close collaboration with the academic staff.

In order to further advance the scientific research work, the Research Institute was established within the FE. Also, with the support of the Erasmus + program there is a Center for Innovation and Employment. Both of these offices help in the realization of research projects, deepening cooperation with international professors and researchers and for the mobility of the academic staff and the students as well.

Community contribution of FE is vital for FE development. For this reason, the Industrial Advisory Board (BKI) has been established which serves the FE for communication and interaction with the regional business community and beyond.

The FE building is located within the University campus, near the Prizren park. FE infrastructure consists of: 9 classrooms, 1 Amphitheater, 8 offices for academic staff 6 offices for FE management and administrative staff and other offices divided into 3 floors with a total area of approximately 3,500 m2. The FE facility possesses the library which has a fund of 1,159 book titles in Albanian, English, Turkish, Bosnian as well as in other languages. The Informatics Cabinet is also an important part of the FE, for the development of the teaching process as well as for other research activities.



### 1. FOUNDATIONS OF THE STRATEGIC PLAN

The strategic decisions of the FE are based on the historical heritage, business and commercial tradition of the Prizren region, as well as the features of its cultural and linguistic diversity.

- The Faculty of Economics is a **public institution** consolidated as an academic unit within the University. This faculty is built on the foundations of a macro environment with rich business, craft, scientific, cultural and historical heritage of the region.
- The headquarters of the Faculty of Economics is located in the **city of Prizren**. This city is officially recognized as the historic capital of the Republic of Kosovo. It is also Known as the headquarters of the Albanian League of Prizren and a cradle of history, culture, art and science.
- The community in which the Faculty of Economics operates is known for its **tradition in business**. Historically, this community has contributed to the overall economic development of the region, nation and beyond.
- The macro environment in which the Faculty of Economics operates is characterized by linguistic, ethnic and religious diversity. This diversity represents an added value for the Faculty of Economics.
- The Faculty of Economics has 4 study programs, 2 at bachelor level and 2 at master's level.

- The Faculty of Economics has standardized the infrastructure and study spaces in accordance with the needs and requirements of students, academic staff and administrative staff.
- The Faculty of Economics has internationalized its activities through **international networking** by signing a significant number of cooperation agreements.
- The Faculty of Economics has consolidated the faculty library and electronic library by enriching it with a large fund of books for study programs and research needs
- The Faculty of Economics has built a **close relationship with the business community**. Therefore, it has established the Industrial Advisory Board (IAB).



### 1.1. Mission

The mission of the FE is to provide quality and compatible education with academic standards in the field of economics, building research and scientific capacities that serve the community in advancing skills and experiences for employment, innovation, economic development and social welfare

### 1.2. Vision

The vision of the FE is based on the achievement and creation of competition in the market of knowledge, scientific research, and student and academic mobility with the Economics Faculties of the Universities of the region and European countries.

### 1.3. Objectives

- Upgrading the curricula of study programs and their adaptation to market demands;
- Applying modern methods of education through application of advanced information technology;
- Expanding the network of international academic partners and sharing good practices;
- Advancement of research capacities in areas of interest to FE;
- Increasing participation in scientific activities (congresses, conferences, seminars, workshops, etc.).
- Broader student involvement in mobility, research and research projects with academic staff;
- Deepening cooperation and exchange of experiences with the business community, including SMEs,

 Cultivate collaborative relationships with external stakeholders, including Alumni (graduate students), government organizations, NGOs and the business community.

### 1.4. Values

FE promotes universal, group and individual values as follows:

- Freedom of expression and academic-scientific work in order to ensure the expression of a different opinion;
- Continuous improvement of quality in educational process and scientific-research work;
- Competitiveness within the faculty as an additional value to academic and scientific development;
- Transparency and expression of critical thinking;
- Cohesion with labor market demands:
- Meritocracy as the universal value of recognizing individual and group contributions;
- Linguistic, ethnic and cultural diversity as a source of additional value from the macro environment of the Prizren region;
- Social and gender equality as a value of empowering marginalized social status and the role of women;
- Financial sustainability through diversification of sources of financing of FE activities;
- Close cooperation with the business community of Prizren region



### 1.5. Stakeholders

The Faculty of Economics plans its strategic development for the period 2020-2024, based on close cooperation and interaction with stakeholders who are active inside and outside the FE environment

### Internal stakeholders:

### **ACADEMIC STAFF**

Academic staff is the main stakeholder of the educational process and research activities. This stakeholder group is represented by full-time professors, hired professors, assistants and research assistants. The full-time academic staff is categorized according to the academic call to Prof. Asoc. Dr., Prof. Ass. Dr. and Ass.

### **ADMINISTRATIVE AND TECHNICAL STAFF**

Administrative and technical staff constitutes the internal stakeholders who perform the operational and technical functions

- Secretary;
- Student Service Officers (Bachelor and Master);
- The librarian;
- Technical staff.

### **FACULTY OF ECONONOMICS' MANAGEMENT**

The management of the FE is the leading body responsible for the management and progress of the educational research work.

- Dean;
- Vice-Dean;
- Faculty Council;
- Quality assurance committee at faculty level.

### **External stakeholders:**

### **STUDENTS**

Students are the biggest beneficiaries of the process of knowledge creation and transfer. This interest group is comprised of Kosovar and international students, including full-time and part-time students.

### **ALUMNI (GRADUATED STUDENTS)**

Alumni are graduate students who continue to enjoy FE services as well as contribute to connecting FE communication bridges with the outside community. This stakeholder group can create their own community after completing their studies.

### **BUSINESS COMMUNITY**

The business community is a strategic stakeholder consisting of industry representatives and local and international businesses. FE works closely with the business community through the Industrial Advisory Board (IAB).

### **EXTERNAL ACADEMIC AND SCIENTIFIC COMMUNITY**

The external academic and scientific community consists of external strategic partners, including high schools, analogous faculties inside and outside the Republic of Kosovo, research institutes, etc.

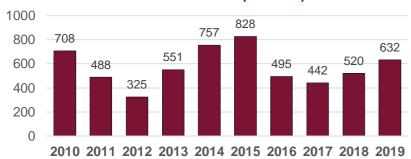
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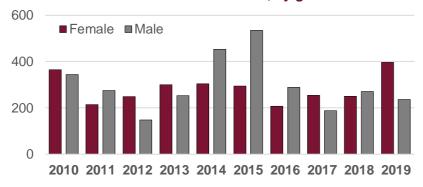


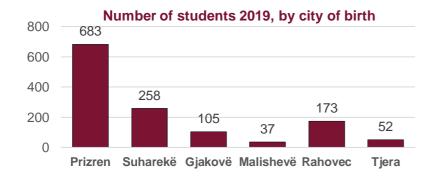
## **Summary statistics BSc.**

### Number of BSc. active (enrolled) students



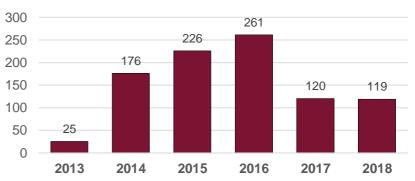
### Number of BSc. students, by gender



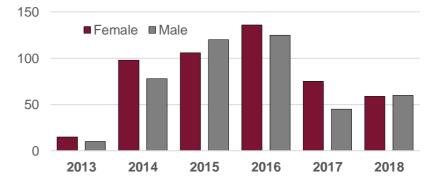


# **Summary statistics MSc.**

### Number of MSc. active (enrolled) students

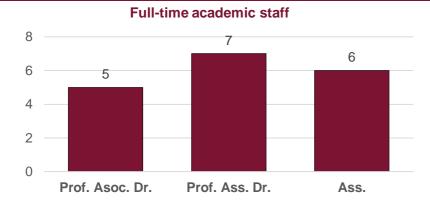


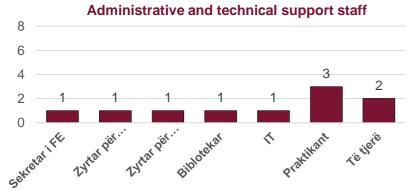
### Number of MSc. students, by gender

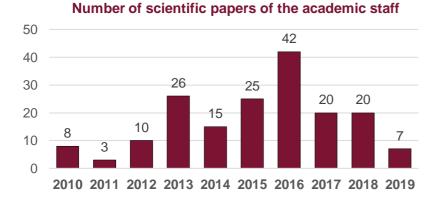




### **Academic staff statistics**







### 2. STRATEGIC PLANNING PROCESS

The Faculty of Economics aims to **continuously improve quality**, by promoting synergy between the education process and research based on the good European experiences.

In this regard, this Strategic Plan seeks to **identify the strategic objectives** of the faculty development in the medium term period 2020-2024.

The Strategic Plan drafted for the period 2020-2024 relies on the **evolutionary approach of the strategic objectives** of the Faculty of Economics, in line with the context of up-to-date social, legislative and labour market needs and requirements.

The Strategic Plan **identifies the expected results** within each strategic objective. At the same time, this Strategic Plan includes the Action Plan, which includes the activities, measures, responsible structures, timelines, and financing costs.

In the framework of the Strategic Plan 2020-2024, the Faculty of Economics has identified 6 **strategic objectives** that it incorporates: quality assurance in teaching and learning, research, community contribution, internationalization and networking process, infrastructure development and financial sustainability.

For the implementation of the Strategic Plan 2020-2024, the Faculty of Economics has established a mixed **supervisory council** represented by academic staff, students and the community.

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# **Strengths**

- Qualitative and attractive study programs (BSc. & MSc.)
- Academic credentials standardized with those of the EU
- The student is in the spotlight
- Affordable study cost per student
- Faculty campus in the city with cultural and business traditions
- Intensive student-professor communication and interaction
- Students' ethnic, cultural and religious diversity
- Personalized student counselling
- Freedom of speech and expression
- Expanding networking with regional and international faculties
- Attractive local location (historical heritage, business tradition)
- Advancing practical work with business community partners
- Offering online courses (modules) for international students
- Opening of study programs in English language
- Benefits of communication with Alumni (Graduate Students)
- Offering studies in the doctoral program

# Weaknesses

- Limited number of study programs
- Limited relationships with the external community
- Restriction of mobility as a result of the visa regime
- Limited financial support for research
- Low productivity of research
- Outdated infrastructure (IT, IT cabinet, etc.)
- Restriction on recruiting academic staff

- Unfair competition from private colleges
- Demographic changes and youth emigration
- Budget constraints on project financing
- Institutional accreditation of the university
- Limited access to the European labor market
- Relatively low youth employment rate
- Adaptation to new technology trends
- Flow of academic staff to other institutions

# **Opportunitie**

**Threats** 

### 3. STRATEGIC OBJECTIVES

The strategic plan of the FE is built within the framework of 6 (six) strategic objectives:

- Quality assurance in teaching and learning;
- Development of scientific-research work;
- Contribution to the community;
- The internationalization and networking process;
- Infrastructure development, and
- Financial sustainability.

These strategic objectives are broken down into expected results of strategic interest to the FE.

### 3.1. Quality assurance in teaching and learning

Within this strategic objective the Faculty of Economics has set these expected results:

- Expected result 1.1: Continuous quality assurance, monitoring and control;
- Expected Result 1.2: Excellence of processes and procedures for quality assurance and control;
- Expected Result 1.3: Opening of 3 (three) new study programs (Bachelor level program in English; Master program and Doctorate program);
- Expected Result 1.4: Increasing teaching capacity with new academic staff:
- Expected Result 1.5: Professional development of academic staff.

### 3.2. Development of scientific-research work

Within this strategic objective the Faculty of Economics has set these expected results:

- Expected result 2.1: Capacity building and development of the Institute of the Faculty of Economics;
- Expected result 2.2: Improving the situation in the field of scientific research:
- Expected Result 2.3: Active participation of the academic staff in congresses, conferences, seminars and workshops;
- Expected Result 2.4: Greater involvement of students in scientific-research work;
- Expected Result 2.5: Increase of the number of scientific papers published in journals indexed in Web of Science (WoS) and Scopus.



### 3.3. Contribution to the community

Within this strategic objective the Faculty of Economics has set these expected results:

- Expected result 3.1: Developing cooperation with the Industrial Advisory Board (BKI);
- Expected result 3.2: Collaboration with the business community, Alumni and other stakeholders in designing of study programs in line with market demands;
- Expected result 3.3: Collaboration in the field of student professional development;
- Expected result 3.4: Providing professional services for the needs of the community.

### 3.4. The internationalization and networking process

Within this strategic objective the Faculty of Economics has set these expected results:

- Expected Result 4.1: Increasing the number of agreements with international universities;
- Expected result 4.2: Membership in organizations and associations of faculties with an economic profile;
- Expected result 4.3: Increasing mobility of academic staff and students;
- Expected result 4.4: Collaboration with international academic staff in publishing scientific papers and organizing joint conferences.

### 3.5. Infrastructure development

Within this strategic objective the Faculty of Economics has set these expected results:

- Expected result 5.1: Improving the capacity of the informatics cabinet;
- Expected result 5.1: Installation of statistical and sconometric analysis software (STATA);
- Expected result 5.2: Increasing the number of titles of books and scientific literature in the FE library;
- Expected result 5.3: Advancing technology for teaching and evaluating students' knowledge;
- Expected result 5.4: Adaptation of classrooms to new teaching methods.

### 3.6. Financial sustainability

Within this strategic objective the Faculty of Economics has set these expected results:

- Expected result 6.1: Joint projects with the local business community:
- Expected result 6.2: Joint scientific and research projects with national and international strategic partners;
- Expected result 6.3: Generating own revenues from the development of business plans, expertise for the needs of the business community and the needs of public institutions (courts, hospitals, police, auditing, etc.);
- Expected result 6.4: Revenue from student fees.



# FE campus

# **FE** infrastructure





### 4. ACTION PLAN

| No.   | Expected results  | Activities   | Measures   | Responsible structures                                     | TImeline  | Costs<br>(Euro) |  |  |
|-------|---|--|--|--|-----------|-----------------|--|--|
| Strat | Strategic objective 1: Quality assurance in teaching and learning   |  |  |  |           |                 |  |  |
| 1.1.  | Continuous quality assurance,<br>monitoring and control in the teaching<br>and learning process   | <ul> <li>Establishment and<br/>functionalization of the Quality<br/>assurance committee of the<br/>Faculty of Economics</li> <li>Offering electronic courses</li> </ul>          | <ul> <li>Monitorimi dhe kontrolli i<br/>vazhdueshëm i procesit të<br/>mësimdhënies dhe<br/>mësimnxënies</li> </ul>   | FE Council,<br>Dean, Quality<br>assurance<br>comission     | 2020-2024 | 10,000          |  |  |
| 1.2.  | Excellence of processes and procedures for quality assurance and control  | Continuous monitoring and control of teaching and learning   | Implementation of quality<br>assurance questionnaires and<br>reports foreseen under the<br>Regulation on quality<br>assurance and Guidelines for<br>the evaluation of academic<br>staff, courses, study programs | FE Council,<br>Dean, Quality<br>assurance<br>comission     | 2020-2024 | 5,000           |  |  |
| 1.3.  | Opening of 3 (three) new study programs:  Bachelor (in English language):  "Economics of Innovation"  Master: "Management of Financial Institutions"  PhD.: "Business Administration and Social Responsibility" | <ul> <li>Decision on the administrators of all three (3) new study programs</li> <li>Task distribution of the tasks for SER drafting for all three new study programs</li> </ul> | <ul> <li>Design of the SER for the<br/>Bachelor program</li> <li>Designing the SER for the<br/>Master program</li> <li>Drafting the SER for the PhD<br/>program</li> </ul>                                       | FE Council,<br>Dean,<br>Rectorate,<br>University<br>Senate | 2020-2024 | 8,000           |  |  |
| 1.4.  | Increasing teaching capacity with new academic staff  | <ul> <li>Recruitment of 7 (seven) full<br/>time professors and 3 (three)<br/>assistants</li> </ul>   | <ul> <li>Recruitment of new academic staff</li> <li>Rrcension commissions</li> <li>Appeal commissions</li> <li>Senate decision</li> </ul>  | FE Council,<br>Dean, University<br>Senate                  | 2020-2024 | 350,000         |  |  |



| 1.5.  | Professional development of academic staff   | <ul> <li>Organization of teaching and<br/>learning trainings for the<br/>academic staff</li> </ul>   | <ul> <li>Participation of the academic staff in trainings</li> </ul>   | FE Council,<br>Dean  | 2020-2024 | 5,000   |
|-------|--|--|--|--|-----------|---------|
| Strat | tegic objective 2: Development of scie   | ntific-research work   |  |  |           |         |
| 2.1.  | Capacity building and development of the Institute of the Faculty of Economics                               | <ul> <li>Budget allocation for the functionalization of the Institute</li> <li>Engagement of the external scientific associate</li> </ul>      | <ul> <li>Creating spaces for the development of the Institute's activities</li> <li>Equipping with the necessary inventory and technology</li> <li>Recruitment of 1 (one) external scientific associate</li> </ul> | FE Council,<br>Dean, Academic<br>staff, Rectorate,<br>University<br>Senate | 2020-2024 | 56,000  |
| 2.2.  | Improving the situation in the field of scientific research  | <ul> <li>Drafting the annual scientific-<br/>research plan</li> <li>Identification of the platforms<br/>for scientific publications</li> </ul> | <ul> <li>Establishment of the commission for drafting the annual plan</li> <li>Creating a commission to identify platforms for online publications</li> </ul>  | FE Council,<br>Dean, Academic<br>staff                                     | 2020-2024 | 2,000   |
| 2.3.  | Active participation of the academic staff in congresses, conferences, seminars and workshops                | <ul> <li>Participation in congresses<br/>and conferences in the field of<br/>economics</li> </ul>  | <ul> <li>Financial support for<br/>participation at congresses,<br/>conferences, workshops, etc</li> </ul>   | FE Council,<br>Dean, Academic<br>staff                                     | 2020-2024 | 100,000 |
| 2.4.  | Increase of the number of scientific papers published in journals indexed in Web of Science (WoS) and Scopus | <ul> <li>Interaction and teamwork of<br/>staff in writing scientific<br/>papers</li> </ul>   | Research incentives according<br>to the University Regulation for<br>scientific-research work  | FE Council, Dean, Academic staff, University Governing Council             | 2020-2024 | 40,000  |
| Strat | tegic objective 3: Contribution to the o   | ommunity   |  |  |           |         |
| 3.1.  | Developing cooperation with the Industrial Advisory Board (IAB)  | Organization of the periodic<br>and annual IAB meetings  | <ul> <li>Receiving information from IAB<br/>aiming at quality assurance of<br/>the study programs</li> </ul>   | FE Council,<br>Dean, Academic<br>staff, IAB                                | 2020-2024 | 5,000   |



| 3.2.  | Collaboration with the business community, Alumni and other stakeholders in designing of study programs in line with market demands | <ul> <li>Organization of roundtables,<br/>and thematic workshops with<br/>businesses</li> <li>Organization of the joint<br/>informative meetings with<br/>Alumni (graduate students)</li> </ul>                                   | <ul> <li>Co-organization of the "Career week"</li> <li>Continued Alumni counseling (Graduate students)</li> </ul>   | FE Council,<br>Dean, Academic<br>staff, Rectorate,<br>University<br>Senate | 2020-2024 | 5,000  |
|-------|---|---|---|--|-----------|--------|
| 3.3.  | Collaboration in the field of student professional development  | <ul> <li>Organization of the<br/>professional practice<br/>meetings</li> </ul>  | <ul> <li>Concluding professional<br/>practice agreements with<br/>businesses, NGOs, public<br/>institutions, etc.</li> </ul>                                  | FE Council,<br>Dean  | 2020-2024 | 2,000  |
| 3.4   | Providing professional services for the needs of the community  | <ul> <li>Identifyication of the needs of<br/>governmental and non-<br/>governmental organizations<br/>for different expertise</li> </ul>  | <ul><li>Trainings</li><li>Projects</li></ul>  | FE Council,<br>Dean  | 2020-2024 | 2,000  |
| Strat | egic objective 4: The internationaliza  | tion and networking process   |   |  |           |        |
| 4.1.  | Increasing the number of agreements with international universities   | <ul> <li>Organize meetings with<br/>representatives of<br/>international universities</li> <li>Invitation for representatives<br/>of international universities to<br/>visit and conclude<br/>agreements in University</li> </ul> | <ul> <li>Visits to international universities</li> <li>Concluding agreements with similar faculties of different international universities</li> </ul>        | Rectorate,<br>International<br>cooperation<br>office, FE<br>Council, Dean  | 2020-2023 | 20,000 |
| 4.2.  | Membership in organizations and associations of faculties with an economic profile  | <ul> <li>Identification of organizations/associations of faculties with an economic profile</li> <li>Organize meetings with the organizations/associations of the faculties with economic profile</li> </ul>                      | <ul> <li>Concluding agreements with<br/>organizations/associations of<br/>faculties with an economic<br/>profile</li> </ul>                                   | FE Council,<br>Dean  | 2020-2023 | 8,000  |
| 4.3.  | Increasing mobility of academic staff and students  | <ul> <li>Identification of mobility projects</li> <li>Participation in Erasmus, Erasmus + programs.</li> </ul>  | <ul> <li>Center for Innovation and Employment</li> <li>Erasmus program</li> <li>Erasmus + program</li> <li>Fullbright program</li> <li>Jean Monnet</li> </ul> | Rectorate,<br>International<br>cooperation<br>office, FE<br>Council, Dean  | 2020-2024 | 20,000 |



| 4.4.  | Collaboration with international academic staff in publishing scientific papers and organizing joint conferences | <ul> <li>Publications in international journals indexed with impact factor;</li> <li>Organize international scientific conferences with renowned universities;</li> <li>Provide support for joint project design and management (training)</li> </ul> | <ul> <li>Organization of two annual conferences</li> <li>The organizational costs of a scientific conference are covered by the University budget</li> <li>Co-organizational costs of a scientific conference are covered by co-organizing universitities and donors</li> </ul> | Rectorate, Governing Council, International cooperation office, Projects office, FE Council, Dean | 2020-2024 | 15,000 |
|-------|--|---|---|---|-----------|--------|
| Strat | egic objective 5: Infrastructure develo  | ppment  |   |   |           |        |
| 5.1.  | Improving the capacity of the informatics cabinet  | Budget allocation to increase<br>and improve informatics<br>cabinet capacity  | <ul> <li>Electricity installations</li> <li>Installing 26 PC</li> <li>Installing Smart-Borads</li> <li>Infrastructure adjustments</li> </ul>  | IT office, FE<br>Council, Dean  | 2020-2024 | 30,000 |
| 5.2   | Installation of statistical and sconometric analysis software (STATA)  | <ul><li>Budget allocation to purchase<br/>STATA software</li><li>Installation on PC</li></ul>   | Online purchase procedures of<br>the STATA software   | Rectorate,<br>University<br>Senate, IT<br>office, FE<br>Council, Dean                             | 2020-2024 | 5,000  |
| 5.3.  | Increasing the number of titles of books and scientific literature in the FE library                             | <ul> <li>Budget allocation to purchase books</li> <li>Compile a list of new book titles</li> <li>Access to electronic libraries</li> <li>Improve infrastructure</li> </ul>  | <ul><li>Purchase new books</li><li>Access to the electronic library</li></ul>   | Rectorate,<br>University<br>Senate, Library,<br>IT office, FE<br>Council, Dean                    | 2020-2024 | 10,000 |
| 5.4.  | Advancing technology for teaching and evaluating students' knowledge   | <ul><li>Installation of plagiarism<br/>software</li><li>Organize electronic testing</li></ul>   | <ul> <li>Procurement procedures</li> <li>Realization only if procedures of procurement enable supply during the first half of 2020</li> </ul>   | Rectorate,<br>Dean, IT office   | 2020-2024 | 5,000  |
| 5.5.  | Adaptation of classrooms to new teaching methods   | <ul> <li>Budget allocation for the<br/>purchase of projectors,<br/>curtains, tables and other<br/>technological equipment</li> </ul>  | <ul> <li>Procurement procedures</li> <li>Realization only if procedures of procurement enable supply during the first half of 2020</li> </ul>   | Rectorate,<br>Dean, IT office   | 2020-2024 | 10,000 |



| Strategic objective 6: Financial sustainability |  |   |   |  |           |  |
|---|--|---|---|--|-----------|--|
| 6.1.  | Joint projects with the local business community   | <ul> <li>Identification of projects of the common interest with the community</li> <li>Identification of the business needs and other professional services institutions</li> </ul>                                       | <ul> <li>Implementation of the projects with common interest with the community</li> <li>Training of the FE Research Institute staff to provide professional services</li> </ul>  | Rectorate, FE<br>Research-<br>scientific<br>Institute,<br>Finance office     | 2020-2024 |  |
| 6.2.  | Joint scientific and research projects with national and international strategic partners  | <ul><li>Project drafting</li></ul>  | <ul> <li>Identification of international organizations and institutions to co-finance and meet the strategic objectives of the FE</li> <li>Identify the requirements of international research institutions and the possibility of collaborating with FE Research Institute.</li> </ul> | Rectorate,<br>Project office,<br>FE Research-<br>scientific<br>Institute     | 2020-2024 |  |
| 6.3.  | Generating own revenues from the development of business plans, expertise for the needs of the business community and the needs of public institutions (courts, hospitals, police, auditing, etc.) | Provide professional services:  Business feasibility studies;  Business plans;  Market research;  Court services;  Accounting and auditing services;  Consulting services;  Super expertise;  Other professional services | <ul> <li>Contract services by setting execution deadlines;</li> <li>Creating a system to evidence services</li> <li>Record the revenues generated by the provision of professional services</li> </ul>  | Rectorate, Project office, FE Research- scientific Institute, Finance office | 2020-2024 |  |
| 6.4.  | Revenue from student fees  | <ul> <li>Student exams fee</li> <li>Bachelor and master degree enrollments fee</li> <li>Application for bachelor and master topics fee</li> </ul>   | <ul><li>Exam fee;</li><li>Study registration fee;</li><li>Diploma thesis submmission fee</li></ul>  | Finance office   | 2020-2024 |  |

