ANNUAL ACTION PLAN FOR IMPLEMENTATION OF FIVE YEAR ACTION PLAN OF ESLG COLLEGE 2021-2022

College ESLG intends to use the following annual action plan to implement the five year action plan. The annual action plan is aligned with the Five Year Plan of College ESLG:

Strategic Goals and Outcomes	Performance metric	Actions	Target	Timeframe	Strategic outcome 2021 for realization of five year plan	Annual actions	Timeframe	Responsible actors	Performance metric
STRATEGIC GOAL 1: DEVELOP UNIQUE STUDY PROGRAMS IN THE SECTORS THAT CONTRIBUTE TO GDP GROWTH, SUSTAINABLE DEVELOPMENT AND MANAGEMENT OF BUILT ENVIRONMENT FOR THE BETTERMENT OF SOCIETY, ENVIRONMENT AND CONSTRUCTION INDUSTRY.									
OUTCOME 1.1. Develop and accredit study programs in the field of construction sector, built environment, sustainable and smart cities, clean and renewable energy, good health	Number of successful accreditations in the area of real estate, sustainable architecture, sustainable facility management, energy management, sustainable finance, green economy,	Accreditation	5 programs	2021-2026	Development of program in Environmental Law	Establishment of working Group for develpment of feasibility study, market research and developm	October 2021-June 2022	Rector and heads of departments	Organizing a workshop with academic staff. Testing the acceptance of the idea through potential

and well-being of occupants that would interlink construction sector and energy sector as both most promising sectors in terms of GDP growth, employment generation, attracting of foreign direct investment, and contribution to sustainable development							ent of concept note and main framework of curricula		students' survey
OUTCOME 1.2. Develop and accredit study programs in the area of Environmental and Spatial Planning Law that contribute to the betterment of	Number of successful accreditations in the area of Enviromental and Spatial Planning Law at master level	Accreditation	1 program	2021-2026	Adoption of the concept note, feasibility study, and market research for Environmental Law LLM program	Brainstorming workshop with all academic staff and stakeholders	March 2022	Rector and heads of departm ent	80 % of staff participate and other stakeholders

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society, environment and construction industry.									
OUTCOME 1.3. Develop and accredit study programs in the area of sustainable finance that contribute to the foreign direct investment, employment generation, and betterment of society and environment, since the financial sector attracted most of foreign direct investment and created most jobs from FDI.	Number of successful accreditations	Accreditation	1 program	2021-2026	Adoption of the concept note, feasibility study, and market research for Sustainable Finance program	Brainstorming workshop with all academic staff and stakeholders	March 2022	Rector and heads of department	80 % of staff participate and other stakeholders

OUTCOME 1.4 Develop and accredit study programs in building green and circular economy;	Number of successful accreditations	Accreditation	1 program	2021-2026	Adoption of the concept note, feasibility study, and market research for Green and Circular master program	Brainstorming workshop with all academic staff and stakeholders	March 2022	Rector and heads of department	80 % of staff participate and other stakeholders
STRATEGIC GOAL 2: DEVELOP FULL-TIME ACADEMIC STAFF OF THE HIGHEST QUALITY IN TEACHING AND RESEARCH WITH SPECIAL EMPHASIS IN PLANNING AND MANAGEMENT OF BUILT ENVIRONMENT									
OUTCOME 2.1. Habilitate full-time academic staff through Nova Univerza and promote academic staff to higher academic titles based on internal ESLG regulations in the field of real estate, sustainable architecture, energy buildings,	Percentage of habilitations of full-time faculty according to Nova Univerza rules and according to ESLG Regulation on Standards of Election into Academic Titles	Support each full-time faculty by sponsoring their research in order to meet the quanitative and qualitative criteria for promotion	75 % of staff habilitated and with academic titles	2021-2026	Increase the percentage towards target especially for Assistant Professorship	Review of previous applications by Staff Promotion Committee for candidates who could not get Assistant Professorships	October 2021 – March 2022	Dean,	At least three staff members sponsored during 2021-2022 for election into Assistant Professorship

and Environmental Law						Issue an open call for other academic titles			
OUTCOME 2.2. Sponsor the doctorate and post-doctorate studies of full-time teaching staff through partner institutions;	Number of sponsorships of full-time faculty	Sponsor PhDs and post-doctorate studies of full-time hired faculty	7	2021-2026	Overview of staff benefiting from doctorate and post-doctorate sponsorships and determination of partner institutions and funds	Conduct an staff analysis who can benefit from the doctorate and post-doctorate studies and establishment of contact with at least one partner institution	October 2021-June 2022	Rector	At least 1 full time faculty sponsored during 2021-2022
OUTCOME 2.3. Import senior professors with academic titles	Number of hired senior professors with title associate professor or full professor	Provide competitive renumeration	5	2021-2026	Import at least one Associate Professor	Conduct recruitment	October 2021-June 2022	Dean, Rector, Human	At least one Associate Professor recruited

from public and private universities in Kosovo and the region through competitive financial and non-financial packages;							procedures		Resources	
OUTCOME 2.4. Offer strong life-work balances for junior faculties to enable their early career development.	Number of early career professors supported to achieve research requirements and complete their PhD	Offer more research workload and less teaching workload for supported staff	4	2021-2025	Offer early-career development support to at least one staff	Determine at least one staff who is preparing PhD thesis or post-dcotorate and support him in one research publication	October 2021-March 2022	Rector, Head of department, Human Resources	At least one early career professor supported
STRATEGIC GOAL 3: DEVELOP RESEARCH CAPACITY AT COLLEGE ESLG;									
OUTCOME 3.1. Participate in research projects with serious foreign and domestic	Value in EUR of research projects	Apply and win research grants funded by foreign governments	2 million EUR	2021-2026	Pinpoint research projects and domestic and foreign institutions	Establish a Working Group that will pinpoint	March 2022	WG	The WG is up and running by March 2022

research institutions;		and other local institutions				research programs in the field			
OUTCOME 3.2. Strengthen the contract research and consulting arm of the College;	Value in EUR of contract research and consulting services	10 contract research and consulting services	1,000,000 EUR	2021-2026	Strengthen the contract research and consulting arm of Law Faculty	Appoint a team that will develop a plan of consultancy and contract research, which will pursue consultancy opportunities and contract research	October 2022	Rector, Industrial Board	Plan adopted by March 2022. At least one contract research in amount of 100,000 EUR
OUTCOME 3.3. Establish Research Fund of College ESLG from research grants, private sector and own funds;	Value of Research Fund	Apply for research grants, raise funds with private sector and provide own funds	1,000,000 EUR	2021-2026	Initiate the idea of Research Fund	Establish WG that will determine sources of funding for years to come	April 2022	WG	The concept plan for research fund adopted by March 2022 and at least 100,000

									EUR raised until 2022
OUTCOME 3.4. Strengthen the Lead Scholar and Young Scholar Research Support Grants;	Number of mid-career and early-career staff supported	Open the internal call for applications March 2022	3 –lead scholars supported every year; 4-young scholars supported every year;	2021-2026	Initiate the idea of Lead Scholar and Young Scholar Research Support Grant	Establish WG that will determine sources of funding for Research Grants	April 2022 October 2022	WG	The concept plan for research fund adopted by March 2022 And scholars funded by 2022.
OUTCOME 3.5. Develop research projects in thematic areas developed in consultation with the industry;	Research projects in thematic areas generated by industry	Co-finance with industry smaller research projects in thematic areas generated by industry;	2 research project per annum	2021-2026	Determination of thematic areas for development of research project proposals for the industry	Conduct the researh projects	October 2022	Head of department	Two research projects completed
STRATEGIC GOAL 4: ADVANCING THE QUALITY ASSURANCE SYSTEM									
OUTCOME 4.1. Empower the	Value of budget allocated to Quality Assurance Office	Value of budget allocated to Quality	25% of overall budget	2022	Empower the Quality Assurance	One training completed in	October 2022	QA Office	New performance metrics added

Quality Assurance Officer of Faculty;		Assurance Office				Officer of Faculty;	multivariate statistical methods		
OUTCOME 4.2. Strengthen the monitoring mechanisms and performance indicators for gauging the teaching and learning quality, which include representatives of students, employers and alumni;	Number of internal evaluations and average overall grade of teaching quality and number of student representative, employers and alumni	Encourage all the staff in the College to perform more frequent internal quality reviews;	1 per year; Higher than 4.0 in the range from 1.0 to 5.0; 2 student representative s, 1 employer representative from each field of study and one from alumni association	2021-2026	Monitoring mechanism established for 2021-2022	Conduct an internal review of performance of ESLG against indicators	March 2022	WG	Internal review report completed
OUTCOME 4.3. Simplify all quality reviews to a single Annual Internal Self Evaluation Report based on the	All internal quality reviews included in a single Annual Self Evaluation Report followed by Quality Improvement Strategy	Perform Internal Self-Evaluation every year followed by strategy, action plan,	1 annual comprehensive report followed by Quality Improveme nt Strategy,	2021-2026	Establishment of a simplified model of internal review of ESLG based on internal standards	Establishment of internal standards for ESLG based on which the	March 2022 – Oct 2022	WG Senate	Standards established. Internal review completed followed by Quality

Quality Assurance Manual of ESLG followed by Quality Improvement Strategy and Action Plan for Implementation;	and Action Plan for Implementation	and monitorisation report	Action Plan and bi-annual monitorisation report;			progress is measured			Improvement Strategy and Action Plan for implementation of Quality Improvement Strategic Goals
OUTCOME 4.4 Strengthen the bi-annual monitoring mechanisms for the realization of action plan;	The bi-annual monitoring mechanism supported with staff and resources	Open the vacancy notice for one position of Quality Improvement Action Plan Monitoring Officer	1 position	2021-2026	Not applicable for 2021-2022 since it depends on outcome 4.3 In 2023 will be selected	N/A	N/A	N/A	N/A
STRATEGIC GOAL 5: ADVANCE INTERNATIONAL COOPERATION									
OUTCOME 5.1. Increase the number of memoranda of cooperation with	Number of memoranda of cooperation	Allocate funds to International Cooperation Office to	10	2021-2026	Signing a memorandum of cooperation one European university	Initiate a formal MoU with EPF Nova Univerza	April 2022	Rector	Mou signed Funds allocated to International

international universities and colleges;		establish cooperation with universities all around the globe				in Slovenia			Cooperation Office
OUTCOME 5.2. Increase the participation in international research projects	Number of research projects	Upon signing the memoranda of cooperation encourage consortia of applicants for research grants in respective countries	3 serious projects;	2021-2026	Initiate the participation in research international project with EPF NU for 2021-2022	Initiate the joint application in EU research projects together with EPF of Nova Univerza	April 2022	Dean	Concept plan for international research projects given in Slovenia developed.
OUTCOME 5.3. Increase the staff and student mobility with partner institutions;	Number of ERASMUS+ agreements and percentage of incoming and outgoing visiting professorships and number of students incoming and outgoing	Allocate funds for outgoing visiting professorships	5 agreements; 75 % of full-time faculty participating at least once in visiting professorshi p	2021-2026	Sign a staff and student mobility agreement with one institution	Initiate ERASMUS + agreement with one partner institution	April 2022	Rector, Head of Departm ent	One ERASMUS + agreement signed

			p with partner institutions; 5 students (incoming and outgoing) per memoranda of cooperation						
STRATEGIC GOAL 6: FURTHERING COOPERATION WITH PRIVATE SECTOR AND COMMUNITY									
OUTCOME 6.1. Increase the number of memoranda of cooperation with private sector and other stakeholders related to our study programs;	Number of memoranda of cooperation with serious firms and institutions related to each field of study	Assign a Professor as a Relations Liasion Officer with Private Sector	10 private sector companies related to the field of study; 5 civil sosiety organization s;	2021-2026	Sign one MoU with private sector	Sign one Mou with private sector and assign Liasion Officer with Private Sector	March 2022	Vice-Dean	1 MoU signed and Officer appointed Funds allocated for one Officer.

OUTCOME 6.2. Including private sector representatives in Curriculum Review Committees;	Number of representatives of private sector and stakeholders in Curriculum Review Committees	Encourage decision-makers of private sector companies and other stakeholders to send their representatives in the meetings of Curriculum Review Committees to provide suggestions in curriculum design	2 members included in the Curriculum Design and Review Committtee per program;	2021-2026	Include private sector representatives in Curriculum Review Committee for programs Environmental Law, Sustainable Finance, and Green and Circular Economy	Assign one private sector members per program	October 2021	Dean	The private sector representatives assigned with the Decision of the Dean Funds allocated for workshop
OUTCOME 6.3. Increasing the internship agreements with civil society organizations;	Number of internship agreements	Encourage private sector firms and public institutions with whom ESLG has memoranda of	5 for each study program	2021-2026	Sign one internship MoU	Explore sound CSOs and sign MoUs	April 2022	Head of department	One MoU for academic year that encompasses all study programs.

		cooperation to extend this cooperation also in the field of provision of internship opportunities for ESLG students							
OUTCOME 6.4. Develop research projects based on the needs of private sector and community;	Number of research projects developed in partnership with private sector representatives	Encourage private sector representatives through their representing associations to develop at least one joint research project with ESLG	At least one interdisciplinary research project developed	2021-2026	Not applicable for 2021-2022 In 2024				
OUTCOME 6.5. Develop a staff workload policy	Staff Workload Policy developed at faculty level requiring at least one dedicated	Develop the Workload Policy and include	At least one engagement with community	2021-2026	Develop a community service scheme	Analyze the communit	March 2022	Head of departm ent	The service scheme determined and

through which full time academic staff is enabled to contribute to community a certain number of hours per month;	community service per academic year	academic staff in community service engagements	per staff per academic year		for academic staff	y service scheme			recepient organizations identified. Funds allocated for community service allowances.

Date: 15.10.2021