



# College ESLG

**END OF THE YEAR SEMESTRAL REPORT ON  
MONITORING OF  
IMPLEMENTATION OF  
ACTION PLAN FOR IMPLEMENTATION OF  
QUALITY IMPROVEMENT STRATEGY  
2019-2020**

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Following the completion of Winter Semester 2020-2021, Quality Office of College ESLG drafts the report on the monitoring of implementation of Action Plan for Implementation of Quality Improvement Strategy 2019-2020. The present report shall provide an overview of completed activities that were due to be completed until 30.09.2021.

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No.	Strategic Goal	Actions	Timeframe	Persons responsible	Performance metric	Completion of activity
1.1	Effective treatment of mission “creep challenges	Establishment of Sub-Committee within the Quality Commission that will review whether learning, teaching, and research is deviating from the main mission	07.11-2020-20.11.2020	Quality Commission	Establishment of the Sub-Committee and its publication in the website	The Sub-Committee composed of Dr. Islam Hasani, Dr. Veli Lecaj, and Viola Brahushi (student representative). The Quality Commission took a decision on 21.12.2020 to establish the Sub-Committee. The link of decision is available online in <a href="http://www.eukos.org/repository/docs/Transcript_of_Quality_Commission_21.12.2020.pdf">http://www.eukos.org/repository/docs/Transcript_of_Quality_Commission_21.12.2020.pdf</a>

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1.2	Increase the active involvement of alumni in program and curriculum design	Design online alumni hearings during program and curriculum design as part of Electronic Grading System	07.11.2020-30.09.2021	QA Office, IT Office	The questionnaires and qualitative online interview mandatory for graduates who want to seek their certificates of grades after graduation in the Electronic Grading System	The alumni surveys designed and included in the Electronic Grading System and used for Alumni Reviews.
2.1	Enforce interdisciplinary activity across program at bot bachelor and master level	Set up a Curriculum Overview Committee that will consult all course bearers in inclusion of interdisciplinary activity across	07.11.2020-15.02.2021	Senate, Rector	The Curriculum Overview Committee for inclusion of interdisciplinary activity operational by	Proposal of Curriculum Overview Committee for inclusion of interdisciplinary activity in the summer semester 2020-2021 in the study program Management of Real Estate and Infrastructure (MA) was adopted by the decision of Senate of 06.04.2021. The decision of Senate is available online in <a href="http://www.eukos.org/repository/doc">http://www.eukos.org/repository/doc</a>

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		different courses			01.03.2021	<a href="#">s/Transcript of Senate 07.04.2021.pdf</a> <p>The IA was implemented already in 4 courses successfully between Professor Hoxha courses and Islam Hasani's:</p> <ul style="list-style-type: none"> <li>-Sustainable Building Materials;</li> <li>-Energy Buildings;</li> <li>- Entrepreneurship in real estate;</li> <li>- Quantitative Techniques of RE Investments;</li> </ul> <p>Students were very satisfied with the assessment method and learning activity provided by IA;</p>
2.2	Increase the active involvement of industry representatives in	Create a pool of industry representatives from construction industry and real estate companies who accept	07.11.2020-15.03.2021	Program Industrial Board	Minimum 8 industry representatives accepting to serve in Evaluation	The Industrial Board of master study program on 09.04.2021 appointed the following members to serve in the Evaluation Panel for Interdisciplinary Activity: Gent Sejdiu (KRG), Qemajl Pozhegu (Pozhegu Brothers), Arben Asllani

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	interdisciplinary activity	to serve in Evaluation Panels for Interdisciplinary Activity			Panel	(Intercapital), Enver Durguti (Durguti Invest), Mentor Pllana (BP Home Investment), and Faton Sinani (Art Construction). The transcript of meeting of Program Industrial Board is available online in <a href="http://www.eukos.org/repository/docs/Transcript_of_meeting_Program_Industrial_Board_Master_09.04.2021.pdf">http://www.eukos.org/repository/docs/Transcript_of_meeting_Program_Industrial_Board_Master_09.04.2021.pdf</a>
3.1	Perform the effective mapping of assessment methods with course program learning outcomes	Establish a mixed Sub-Committee from amongst the ranks of Curriculum Overview Committee and Quality Commission to carry out a mapping	07.11.2020-15.02.2021	Senate		The Sub-Committee for performing the mapping of assessment and teaching methods with course and program learning outcomes was appointed in the following composition: Visar Hoxha, Jehona Hoxha, Islam Hasani, Viola Brahushi, Andi Belegu and Gent Sejdiu at the meeting of Senate of 07.04.2021. The decision of Senate is available online in <a href="http://www.eukos.org/repository/doc">http://www.eukos.org/repository/doc</a>

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		Carry out the mapping between student assessment and course learning outcomes based on Guidelines for Student Assessment of College ESLG.	01.03.2020-30.09.2021	The mixed Mapping Committee	Mapping performed for both bachelor and master programs	<a href="#">s/Transcript of Senate 07.04.2021.pdf</a>  The Sub-Committee has been tasked to perform the mapping exercise until 30.08.2021.
3.2	Increase the skills of professors in effective mapping of student assessment with course and program learning	Carry out training on effective mapping of student assessment with learning outcomes for all professors	07.11.2020-30.09.2021	QA Office, Rector	Carry out at least 2 (2day) trainings in mapping. Professors divided into two groups	The training on Constructive Alignment was held in June 2021 in cooperation with the Law Faculty of College UBT;

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	outcomes					
3.3	Introduction of effective mechanism for mapping of student assessment methods to achievement of learning outcomes	<p>Develop a Guide for Mapping of Student Assessment to achievement of Learning Outcomes</p> <p>Mapping carried out in September before academic year starts and is based on Learning Outcomes Achievement Report drawn from Course Learning Outcomes Achievement Self-Assessment</p>	07.11.2020-30.08.2021	<p>Rector</p> <p>All professors</p>	<p>Guide be adopted by the Senate</p> <p>Mechanism up and running for the first time by 30.08.2021</p>	<p>The Guide adopted and published <a href="http://www.eukos.org/repository/docs/Guide_for_constructive_alignment_of_learning_outcomes_and_assessment_College_ESLG.pdf">http://www.eukos.org/repository/docs/Guide for constructive alignment of learning outcomes and assessment College ESLG.pdf</a></p> <p>Alignment successfully completed for bachelor program</p>
4.1	Introduction of testing	Development of the software within Electronic Grading	07.11.2020-	IT Office	Software tested	The software programming company CODES LLC successfully

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	mechanism for running correlation matrices between student progression and previous educational background	System which automatically tracks correlation matrices between student progression at ESLG and previous educational background, types of schools, regions etc.	30.09.2021		until 30.09.2021	completed the add-in in the Electronic Grading System on 15.12.2021
4.2	Effective recruitment strategy based on mapping between student progression and previous educational background	Development of the automatic link between results from correlation matrices in the Electronic Grading System and recruitment strategy and digital marketing campaign and audience creation	07.11.2020-30.05.2021	QA Office, IT Office, Recruitment Office	The recruitment strategy devised until 30.06.2021 based on automatic results from EGS;	This was not achieved since the correlation matrices shall be up and running for 2022-2023; CODES LLC was late in providing the add-in to the EGS software

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5.1	Enhancement of the staff promotion based on regulation for election into higher academic titles	<p>Establish a local ESLG Staff Promotion Committee and Rapporteurs Team for all staff promotion based on ESLG's Regulation for Election into Higher Academic Titles</p> <p>Carry out the assessment procedure within rapporteur teams for all academic Staff</p> <p>Issuance of decisions on election to higher titles</p>	<p>07.11.2020-15.02.2021</p> <p>01.03.2021-30.06.2021</p> <p>01.07.2021-10.09.2021</p>	<p>Senate</p> <p>Rapporteurs, Committee, Senate</p> <p>Rector on behalf of</p>	<p>Procedure completed for 70 % of academic staff</p>	<p>The local Habilitation Committee has been appointed in the following composition at the meeting of Senate on 07.04.2021: Prof. Dr. Visar Hoxha, Prof. Asistent Veli Lecaj, Prof. Asistent Hazer Dana and Prof. Asoc. Dr. Sabri Sadiku. Paragraph 3 of Senate meeting transcript specified this. The decision of Senate is available online in <a href="http://www.eukos.org/repository/docs/Transcript_of_Senate_07.04.2021.pdf">http://www.eukos.org/repository/docs/Transcript_of_Senate_07.04.2021.pdf</a></p>

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				Senate		
5.2	Increase the allocation of resources for staff development and research	Adopt a budget plan for allocation of financial resources for staff development and research	07.11.2020-15.03.2021	Finance Office	Budgetary plan with SMART goals	Finance Office has already adopted a budgetary plan, which includes also contract research in the budget. The budgetary plan is drafted based on SMART goals.
5.3	Improvement of the blended learning skills of teaching staff	Carry out training program on blended learning	07.11.2020-30.09.2021	Human Resources	2 training of blended learning for 2 groups of academic staff	The training postponed for April 2022;

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6.1	Strengthen the Young Researcher Development Program	The establishment of recurrent Young Researcher Development Grant with the funds of College and private investors	07.11.2020-30.09.2021	Program Industrial Board, Finance Office	The Grant is operational by 01.10.2021	Ongoing. Grant achieved for Professor Jehona Hoxha financed by Montis LLC. Two research publication achieved in International Journal of Housing Markets and Property Management
6.2	Strengthen the Lead Scholar Development Program across different disciplines of the interdisciplinary program	The establishment of recurrent Lead Scholar Researcher Development Grant with the funds of College and private investors and encompassing different disciplines of real estate and built environment	07.11.2020-30.09.2021	Program Industrial Board, Finance Office	The Grant is operational by 01.10.2021	Ongoing. The grant has been financed for Professor Hoxha by Montis LLC. Two research publication achieved in International Journal of Housing Markets and Property Management

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7.1	Increase the involvement of civil society organizations in educational processes of the college	Inclusion of at least one CSO representative within the Industry Council of ESLG and Program Boards	07.11.2020-30.09.2021	Management Board	One CSO representative per Program Board;	Completed. The MoU with CSO signed. The MoU is available on <a href="http://www.eukos.org/repository/docs/Memorandum_of_cooperation_ESLG-IETL_12.02.2020.pdf">http://www.eukos.org/repository/docs/Memorandum_of_cooperation_ESLG-IETL_12.02.2020.pdf</a>  Member of IETL has already become a member of institution's Industrial Board as documented in <a href="http://www.eukos.org/?page=2,173">http://www.eukos.org/?page=2,173</a>
8.1	Increase the enrollment of students with undergraduate studies GPA of higher than 8.5	Design of better recruitment strategy in line with the results of correlation matrices software which tracks progression and achievement of current students with their previous academic	07.11.2020-30.05.2021	Recruitment Office, IT Office, QA Office	New strategy meeting the standard of 80 % for academic year 2021-2022	Achieved on 15.12.2021  It will be used for 2022-2023 recruitment strategy

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		background and see which candidates with GPA higher than 8.5 best fit the profile for enrollment standard				
8.2	Increase the annual student intake in 2021-2022	Digital marketing based on audience setting that is drawn from correlation matrices in EGS system	07.11.2020-30.04.2021	Recruitment Office, IT Office,	New system increasing the annual intake by at least 20 % in master program and meeting the quota for bachelor program;	Completed on 15.12.2021.  To be used in 2022-2023 recruitment strategy;
8.3	Increase the employment rate of graduates	Better outreach campaign to construction industry and development of Paid Internship Program	07.11.2020-30.09.2021	Industrial Council, Program Industrial Boards	Employment increased by 10 % by 15.10.2021	The quota achieved through Paid Internship Agreement with company Jungle LLC

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8.4	Enhance the computer to student ratio in 2021-2022	Increase the ratio to the set standard	07.11.2020-30.09.2021	Management Board, Finance Office	Increase ratio from 1:7 to 1:5	Achieved
9.1	Increase the choice of elective courses	Establish a Committee that reviews the possibility to increase the choice of elective courses	07.11.2020-30.03.2021	Senate	The Committee up and running by 01.04.2021	The Senate at the meeting held on 07.04.2021 set up the Committee that reviews the possibility to increase the choice of elective courses in the following composition: Jehona Hoxha, Viola Brahusi, Islam Hasani. The Committee is up and running as of 09.04.2021 by the decision of Senate available on <a href="http://www.eukos.org/repository/docs/Transcript%20of%20Senate%2007.04.2021.pdf">http://www.eukos.org/repository/docs/Transcript of Senate 07.04.2021.pdf</a>

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10.1	Increase research-based teaching across different disciplines of interdisciplinary program	Establish the committee that shall perform the screening of research assignments implementation across all courses and its compatibility with research fields and plans	07.11.2020-30.03.2021	Senate	The Committee up and running by 01.04.2021	The Senate at the meeting held on 07.04.2021 set up the Committee that reviews the possibility to increase the choice of elective courses in the following composition: Visar Hoxha and Hazer Dana. The Committee is up and running as of 09.04.2021 by the decision of Senate available on <a href="http://www.eukos.org/repository/docs/Transcript_of_Senate_07.04.2021.pdf">http://www.eukos.org/repository/docs/Transcript_of_Senate_07.04.2021.pdf</a>

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10.2	Increase the weight of research in the course syllabi	Carry out screening of all courses and their assessment methods	07.11.2020-30.03.2021	QA Office	Screening with recommendations to all the staff submitted by 01.05.2021	The QA Office already performed the screening. The screening is available to professor online in the link <a href="http://www.eukos.org/repository/docs/Screening_of_assessment_methods_Master_Program_09.04.2021.pdf">http://www.eukos.org/repository/docs/Screening_of_assessment_methods_Master_Program_09.04.2021.pdf</a>
10.3	Increase the involvement of industry experts in the evaluation of student project work and as guest speakers	Create a pool of experts that accept to serve in Evaluation Panel  Create a pool of Guest Speakers	07.11.2020-30.06.2021  07.11.2020-30.06.2021	Program Boards  Program Boards	The pool of at least 8 industry representatives  At least one industry guest speaker per two courses ratio	The Industrial Board of master study program on 09.04.2021 appointed the following members to serve in the Evaluation Panel for Interdisciplinary Activity: Gent Sejdiu (KRG), Qemajl Pozhegu (Pozhegu Brothers), Arben Asllani (Intercapital), Enver Durguti (Durguti Invest), Mentor Pllana (BP Home Investment), and Faton Sinani (Art Construction). The transcript of meeting of Program Industrial Board

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						<p>is available online in <a href="http://www.eukos.org/repository/docs/Transcript_of_meeting_Program_Industrial_Board_Master_09.04.2021.pdf">http://www.eukos.org/repository/docs/Transcript_of_meeting_Program_Industrial_Board_Master_09.04.2021.pdf</a></p> <p>Two members yet to be nominated by Program Industrial Board.</p> <p>At this point 6 industry members can cover 12 courses.</p> <p>6 members of construction industry will serve as guest speakers in 12 courses.</p>
10.4	Increase the number of tutors	Recruit new tutors for research assignments, diploma theses	07.11.2020-30.08.2021	Human Resources	At least one tutor per three courses ratio	The vacancy notice has been published and applications are underway. The vacancy has been published online in the link

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						<a href="http://www.eukos.org/?page=2,248">http://www.eukos.org/?page=2,248</a>  The tutors were hired
11.1	Strengthen the Office of Career and Employment Guidance	Employ two staff members who have background from construction industry or construction industry links	07.11.2020-30.06.2021	Human Resources	The finalization of contracts by 01.10.2021	The vacancy notice has been published and applications are underway. The vacancy has been published online in the link <a href="http://www.eukos.org/?page=2,249">http://www.eukos.org/?page=2,249</a>  The hiring completed
12.1	Develop the skills of graduates that bring the better earnings	Conduct a survey with industry with emphasis on the skills that bring earning increase  Upon survey, review course learning	07.11.2020-30.03.2021  01.04.2021-	QA Office  All staff	Skills integrated to learning outcomes by 01.09.2021	The survey has been already sent to industry representatives in <a href="https://docs.google.com/forms/d/1hatEozFDJQHrACNeQBWHPzAH19As2UglooIMXhZEhOE/edit#responses">https://docs.google.com/forms/d/1hatEozFDJQHrACNeQBWHPzAH19As2UglooIMXhZEhOE/edit#responses</a>

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	increase	outcomes	30.07.2021			The analysis was completed and integrated into learning outcomes in October 2021.
12.2	Develop leadership and transferable skills of graduates that boost business performance of private sector	<p>Conduct a survey with industry with emphasis on the skills that boost performance of the businesses</p> <p>Upon survey, review course learning outcomes</p> <p>Integrate identified transferable skills to Interdisciplinary Activity</p>	<p>07.11.2020-30.03.2021</p> <p>01.04.2021-30.07.2021</p> <p>01.08.2021-01.10.2021</p>	<p>QA Office</p> <p>All staff</p> <p>Curriculum Committee</p>	<p>Skills integrated to learning outcomes by 01.07.2021</p> <p>Transferable skills integrated to Interdisciplinary Activity by 01.09.2021</p>	<p>The survey has been already sent to industry representatives in <a href="https://docs.google.com/forms/d/1hatEozFDJQHrACNeQBWHPzAH19As2UglooIMXhZEhOE/edit#responses">https://docs.google.com/forms/d/1hatEozFDJQHrACNeQBWHPzAH19As2UglooIMXhZEhOE/edit#responses</a></p> <p>The analysis was completed and integrated into learning outcomes in October 2021.</p>

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Date: 15.10.2021 M.S.c Jehona Hoxha, Quality Manager

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