



## COLLEGE UBT

# Long-Term Operational Plan for Developing Academic Staff – Branch Ferizaj (2025–2030)

### 1. Introduction

This operational plan is a structured, detailed roadmap to develop the academic staff of UBT's Ferizaj Branch over five years (2025–2030). It aims to enhance teaching quality, research output, international collaboration, employability initiatives, and regional engagement. The plan supports UBT's mission to lead in innovative education, applied research, and active societal engagement, while aligning with the Strategic Plan and Research Strategic Plan of the Ferizaj Branch. It also incorporates guidelines from the Employee Handbook, the Regulation on Standards for Election into Higher Academic Titles, and UBT's commitment to diversity, equity, and inclusion, ensuring that all staff members at the Ferizaj Branch have equal opportunities for professional growth.

### 2. Vision and Mission Alignment

UBT's academic staff development plan is designed to:

- Enhance teaching and research by providing opportunities for staff to develop pedagogical and research skills specific to branch programs.
- Foster a culture of academic excellence in line with UBT's strategic vision for a dynamic and supportive learning environment.
- Increase staff engagement in regional industry partnerships and international collaborations.
- Promote diversity, equity, and inclusion across all academic staff development initiatives.
- Align staff development with branch priorities: program innovation, employability, applied research, and regional engagement.
- Equip staff with skills to lead the expansion of programs in mechatronics, cybersecurity, logistics, interior and sustainable design, and nursing, ensuring alignment with regional labor market demands in Ferizaj.

### 3. Strategic Objectives

#### 1. Improving Teaching Quality

- Provide training in student-centered and digital teaching methods.

- Support program-specific innovations tied to regional economic needs.
- 2. Enhancing Research Capacity**
  - Increase staff publications in SCOPUS/WoS.
  - Promote interdisciplinary and applied research with local industry.
- 3. Promoting International Collaboration**
  - Facilitate ERASMUS+, Horizon, and Balkan academic exchanges.
  - Build regional and international joint teaching and research projects.
- 4. Supporting Career Progression and Promotion**
  - Ensure transparent and merit-based promotion.
  - Strengthen mentoring and leadership development in branch governance.
- 5. Fostering Community Engagement and Lifelong Learning**
  - Involve staff in internships, civic projects, and community outreach.
  - Support lifelong learning and adaptability of staff.
- 6. Promoting Diversity, Equity, and Inclusion**
  - Implement inclusive practices in staff development.
  - Address underrepresented groups in career progression.
- 7. Expanding Applied Research in Regional Priority Sectors**
  - Support staff in applied research initiatives linked to Ferizaj's industrial ecosystem, including automation, manufacturing technologies, logistics optimization, sustainable construction practices, and ICT security/.
  - Train and incentivize staff to publish in SCOPUS/WoS, lead externally funded projects, and collaborate with regional industry partners.

#### **4. Implementation Phases (2025-2030)**

##### **Phase 1: Foundational Development and Baseline Assessment (2025-2026)**

###### **Objectives:**

- Conduct a baseline assessment of Ferizaj Branch staff skills and needs.
- Establish Individual Professional Development Plans (IPDPs).
- Launch branch-based mentoring and teaching workshops.

###### **Key Actions:**

- Conduct surveys, peer reviews, and student feedback to assess development needs.
- Develop IPDPs with teaching, research, and community engagement goals.
- Implement a mentoring program pairing senior and junior staff.
- Organize teaching workshops for branch-specific programs (ICT, sustainable building design, urban planning, and management).
- Launch targeted training programs for academic staff in priority Ferizaj Branch fields (industrial robotics, BIM, cybersecurity, and logistics systems) to ensure readiness for new program delivery.

## **Phase 2: Building Capacity and Expanding Development (2027-2028)**

### **Objectives:**

- Expand teaching, research, and leadership skills.
- Increase staff participation in mobility and interdisciplinary research.

### **Key Actions:**

- Deliver advanced pedagogical training (blended, inclusive methods).
- Establish a Branch Research Development Fund to support SCOPUS/WoS publications and applied projects.
- Provide grant writing and project management training.
- Facilitate international mobility through ERASMUS+ and Horizon.
- Launch leadership development for program directors and branch leaders.
- Conduct midterm performance reviews of staff.
- Introduce specialized professional certifications and joint industry–academic training for staff in areas such as industrial automation, ERP/logistics platforms, and cybersecurity standards to strengthen collaboration with local employers

## **Phase 3: Excellence, Leadership, and Sustainability (2029-2030)**

### **Objectives:**

- Establish Branch Centers of Excellence in Cybersecurity, entrepreneurship, regional development, sustainable construction, positioning Ferizaj Branch as a leader in applied research and professional training for the south-central Kosovo.

### **Key Actions:**

- Establish Branch Centers of Excellence (ICT, Architecture, and Enterpreneurship).
- Support branch staff in leading externally funded projects.
- Prepare staff for promotion through final reviews.
- Institutionalize mentoring and leadership programs.
- Draft sustainability plan for post-2030 continuous development.

## **3. Monitoring and Evaluation**

### **Performance Metrics:**

- Teaching Effectiveness: measured by student and peer evaluations.
- Research Output: SCOPUS/WoS publications, funded projects.
- International Collaboration: participation in exchanges and joint projects.
- Career Progression: number of promotions and leadership roles.
- Diversity and Inclusion: staff representation, DEI program participation.

**Annual Review Process:**

- Annual performance appraisals with IPDP updates.
- Feedback collected via surveys, meetings, and peer reviews.
- Annual review of DEI objectives as part of staff evaluation.