



COLLEGE UBT

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

1. Introduction

This operational plan is a structured, detailed roadmap to develop the academic staff of UBT's Prizren 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 Prizren 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 Prizren 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.

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.

4. Implementation Phases (2025-2030)

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

Objectives:

- Conduct a baseline assessment of Prizren 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, Law, Food Science, Design, Business).

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.

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

Objectives:

- Establish UBT Prizren Branch as a leader in teaching, research, and regional development.
- Sustain staff development beyond 2030.

Key Actions:

- Establish Branch Centers of Excellence (ICT, Food Safety, Law, Creative Industries).
- 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.