



UNIVERSITY OF PRISHTINA

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Based on the competencies defined in Articles 20 and 151 of the University of Prishtina Statute and in accordance with the provisions of the Law on Higher Education No. 04/L-037, The Senate of the University of Prishtina, in the meeting held on 30.04.2025 approved this:

REGULATION ON TRANSFER, “THE BRAIN GAIN” PROGRAM AND CASES OF EXTRAORDINARY NEED FOR RECRUITMENT OF ACADEMIC STAFF AT THE UNIVERSITY OF PRISHTINA

Article 1

The Purpose

1. This regulation aims to regulate and determine the procedures for the implementation of article 151 of the University of Prishtina statute, including the transfer of the “Brain and Gain” program and cases of extraordinary need for the recruitment of academic staff at the university.
2. The purpose of the specified provisions with this regulation for the recruitment of the academic staff is to increase access to talented and internationally competitive staff, for those who are employed or who have completed at least one level of study abroad, at a university ranked among the top four hundred (400) universities in the world according to the ranking published by “Times Higher Education” or “QS World University Rankings”.
3. This regulation promotes the achievement of high academic and scientific standards, especially those related to research work and the level of studies, through the recruitment of academic staff from prestigious universities worldwide.

Article 2

Transfer of the academic staff from other universities

1. Academic staff who are in a regular employment relationship¹ at a university that is among the 400 best universities in the world according to the ranking published by “Times Higher Education” or “QS World University Rankings”, has the right to transfer into University of Prishtina without undergoing the procedures of the public competition. The request for transfer is done upon the reasoned proposal of the rector, the dean or council of the relevant academic unit and approved by the senate.
2. The regular employment relationship implies at least 2 full years of academic experience in teaching/ or researched work in the previous university. This must be verified through the valid contract that the candidate has with the university from which they are transferring.
3. The Academic staff who meet the conditions of this article has the right to transfer in the university of Prishtina even with an irregular employment relationship (“part-time”). This relationship is determined by the employment contract that the academic staff signs with the university of Prishtina. In order to stimulate the transfer of academic staff from universities specified in paragraph 1 of this article, the rector, dean or council of the academic unit, with a special resolution, may propose the nomination to a higher academic title than the one the candidate holds at the respective university. In these exceptional cases, academic staff must move to full-time management at the University of Prishtina and, upon receiving the higher title, must exceed the formal promotion criteria, as provided for in the UP Statute and clarified in the Regulation on selection procedures regarding the appointment, promotion and re-election of academic staff.
4. In cases when the nomination is proposed in the highest call according to paragraph 4 of this article, the selection process undergoes evaluation by an international commission with regular professor from top four hundreds (400) universities across the world according to the ranking published by “Times Higher Education” or “QS World University Rankings”. This commission is established by the UP Senate.
5. The academic staff that transfer in the university of Prishtina is obliged to state the university of Prishtina affiliation in all of the relevant publications and communications, from the moment the employment relationship with the university of Prishtina is established.

Article 3

Recruitment of Personnel within the framework of the “brain gain” Program

1. The right to benefit from the brain gain program belongs to individuals who have completed at least one level of studies at a university ranked among the top four hundred (400) universities in the world according to the ranking by “Times Higher Education” or “QS

¹ Regular employment means full-time or part-time employment and holding a university academic title.

World University Rankings” taking into consideration the respective field in the year of graduation. In the cases when there is more than one candidate that fulfills the conditions for the nomination, priority is given to candidates who have completed doctoral studies at the top 400 universities over candidates who have completed master's studies at these universities. In cases of completed studies in place or region, they must be completed at university-level institutions.

2. The academic staff that gets recruited through public competition in accordance with the implementation of the ‘Brain Gain’ program, candidates must meet the formal criteria for the nomination and advancement of academic staff at the University of Prishtina, as defined by the Statute and relevant regulations, namely for the title of Assistant Professor, the possession of a doctoral degree in one of the top four hundred (400) universities in the world according to the ranking by “Times Higher Education” or “QS World University Rankings”.
3. The academic staff that gets recruited through the public competition which carries out a program for “brain gain” in the university of Prishtina is obliged to state the university of Prishtina affiliation in all of the relevant publications and communications, from the moment the employment relationship with the university of Prishtina is established.

Article 4

Cases of extraordinary need

1. In cases of extraordinary need, The Rector after obtaining the permission of the Senate and the Steering Council (for the budget part), can announce a competition for academic staff with a fixed contract not longer that two (2) years, after consulting the dean of the relevant academic unit.
2. Extraordinary need is considered a situation when an academic unit or one of her relevant programs endangers extinction due to the lack of accountable academic staff or the creation of a new program based on the market needs and with a special interest for the university and the academic unit.
3. The academic staff that gets recruited in cases of extraordinary need in accordance with paragraph 1 and 2 of this Article, have to meet the formal criteria for the nomination and advancement of the academic staff in the university of Prishtina, determined by the relevant statute and regulations.
4. Selection of academic staff in these cases is subject only to the Senate nomination procedure.
5. The Academic staff that gets recruited based on cases of extraordinary needs in the university of Prishtina is obliged to state the university of Prishtina affiliation in all of the relevant publications and communications, from the moment the employment relationship with the university of Prishtina is established.

Article 5

The Transferring procedures of the Academic staff in the UP that are in a regular employment relationship among the top 400 universities

1. The expressed interest for the transfer in UP, according to Article 2 of this regulation can be done from the academic staff/candidates themselves by contacting one of the universities responsible bodies or academic units. The request for transfer will be done with the justified proposal of the rector, dean or council of the academic unit.
2. The Senate must be presented with evidences of the fulfillment of the criteria foreseen in Article 2 of this regulation by the candidate being transferred, through a reasoned report by the rector, dean or council of the academic unit. The dean of the academic unit or the rector presents this evidence before the Senate, not longer than 30 days after the initiation of the procedure based on the 1 paragraph of this article.
3. In case that the selection in the existing academic title of the academic staff being transferred to the University of Prishtina has been subject to evaluation by an evaluation committee from the university from which he/she comes, the person is transferred directly to the same academic title, which he/she holds at the university from which he/she comes (following the procedures above). The candidate presents the evidence of the relevant assessment from the university where he/she comes from. The dean or rector presents this evidence as part of the evidence before the senate, according to paragraph 2 of this article.
4. In case that the transfer of the academic staff results in selection for the highest academic title at the University of Prishtina, then the academic staff is subject to the process specified in Article 2, paragraph 3 of this regulation.
5. The initiation of the procedure for the transfer of personnel, as provided for in Article 2, may be carried out regardless of the requirements regarding the number of hours or the norm provided for in the usual procedures for the appointment of academic staff at the university.
6. The job responsibility, regarding the engagement of transferred personnel, are defined and justified in a separate article of the contract, which is offered to the transferred personnel.

Article 6

The proposal of the Competition, the commission and the procedure of the evaluation of the academic staff within the framework of the “brain gain” program

1. The competition for the recruitment of academic staff through the "brain gain" program, as defined in Article 3 of this regulation, is announced based on the reasoned proposal of the rector, dean or council of the academic unit.
2. The reasoning of the proposal must be based on the needs of the University of Prishtina, respectively the academic unit, and on the existence of the funds of hours (norm) foreseen for the appointment of academic staff at the university, in relation to the new positions announced in the public competition.

3. The Senate meeting, in which the proposal gets approved for the announcement of the public competition, the evaluation committee and the special complaints commission gets formed. Based on the need, the evaluation committee may be postponed for a period of 30 days after the announcement of the competition.
4. In the announced competition, specific conditions for the recruitment of this category of personnel are determined.
5. The selection process is subject to the evaluation of an international committee with professors in regular employment at one of the four hundred (400) best universities in the world according to the ranking done by "Times Higher Education" or "QS World University Rankings". The proposal of the rector, dean or academic unit must be justified and must take into account the academic superiority of the members of the commission. The commission, consisting of 3 or 5 members, is appointed by decision of the UP Senate.
6. The committee must carefully evaluate and analyze the study abroad program for each candidate it proposes, reasoning that the program (Bachelor, Master or Doctorate), its content, the subjects included or the specializations and other studies the candidate has completed make him/her suitable to be selected for the position for which he/she has applied. In giving its opinion on the solution and evaluation of the field of study, the commission may also take into account the candidate's program and preparation for the part of the studies completed at the University of Pristina, if the candidate has completed one or several levels of study at the UP.
7. The candidates, among other things, they must also submit a justification of the study program portfolio, a description of the subjects, their field of specialization, as well as other data that may be relevant to the position for which they are applying.
8. The Commission may conduct interviews with candidates applying for new positions announced by UP. The interview may be conducted in person or online. The Evaluation Committee decides by majority vote whether or not to hold the interview.
9. The evaluation committee, within a period of 30 days from the appointment, submits the written evaluation report for the candidates to the Office for Academic Affairs and the UP Rectorate for publication. By decision of the Rector, this period may be extended by a maximum of 30 more days.
10. After the 15-day period from the announcement/publication of the report, dissatisfied candidates may file a complaint within 7 days with the special complaints commission.
11. The special complaints commission is consists of three (3) members. The members of the complaints committee are the representatives by the academic staff of the relevant faculty or international professors. The complains Committee is appointed by the Senate based on a reasoned proposal from the rector, dean or council of the academic unit that proposed the announcement of the competition, according to paragraph 1 of this article.
12. Members of the special complains commission can not be: the rector, vice rector, the dean and the vice dean.
13. The special complains committee has the right to review complains after the published deadline for the evaluation report has passed. The committee submits a written report to the Senate of the University of Pristina within 15 days from the end of the deadline for appeals against the report of the evaluation committee. The appeals committee in its report may recommend to the evaluation committee to supplement, reconsider or justify certain aspects of the evaluation report and the proposals given.

14. After the Senate's decision to select or not select candidates for positions announced through public competition, the Senate's Complaints and Petitions Committee is responsible for reviewing complaints against this decision.

Article 7

The interest conflict and the avoidance of nepotism

Academic staff cannot be recruited through the foreseen mechanisms in this regulation if it contradicts with point 3 of the article 153 of the University of Prishtina statute.

Article 8

Final Provisions

1. For aspects that are not regulated by this regulation, the applicable provisions of the regulation on the appointment, promotion, and re-election of academic staff at the University of Prishtina shall apply.
2. This regulation enters into force on the day of its approval.

Prof Arben Hajrullahu

Rector and Chairman of the Senate of UP