KPI 1: Number of Students and Student Progress 2023

No	Description of the performance indicator	SD	SHKTK
1.	Enrolled students (total)	159	
2.	Enrolled students (Bachelor - SD)	88	
3.	Enrolled students (Master - SHKTK)	71	
4.	Enrolled students (PhD)	/	
5.	Enrolled international students (total)	9	1
6.	Average grade (total)	6.7	
7.	Average grade (Bachelor - SD)	6.5	
8.	Average grade (Master - SHKTK)	6.9	
9.	Average grade (PhD)	/	
10.	Student dropout rate (total)	%	
11.	Student dropout rate (Bachelor - SD)	24.00%	
12.	Student dropout rate (Master - SHKTK)	10.35%	
13.	Student dropout rate (PhD)	/	
14.	Students who finish their studies within the minimum duration (total)	44	
15.	Students who finish their studies within the minimum duration (Bachelor - SD)	19	
16.	Students who finish their studies within the minimum duration (Master - SHKTK)	25	
17.	Students who finish their studies within the minimum duration (PhD)	/	
18.	Scholarships for students (Bachelor/Master/PhD)	49	
19.	Scholarship fund for students	50	
20.	Repetition of the academic year (Bachelor - SD)	47	
21.	Repetition of the academic year (Master - SHKTK)	15	
22.	Repetition of the academic year (PhD)	/	
23.	Implemented quality improvement recommendations by the management	All	

KPI 2: Development of the Study Programs

No	Description of the performance indicator	SD	SHKTK
1.	Accredited study programs (total)	2	
2.	Accredited study programs (Bachelor)	2	
3.	Accredited study programs (Master)	2	
4.	Accredited study programs (PhD)	/	
5.	Applications for accreditation of the new study programs	1	

No	Description of the performance indicator	SD	SHKTK
6.	Applications for re-ccreditation of existing study programs	1	
7.	Study programs in cooperation with other universities	0	
8.	Implemented quality improvement recommendations by the management	All	

KPI 3: Development of Scientific Research

No	Description of the performance indicator	SD	SHKTK
1.	University research centers	1	
2.	Research departments	1	
3.	Applications for research projects with external funding	1	
4.	Current research projects with external funding	2	
5.	Organized scientific conferences	4	3
6.	Research scholarships (PhD)	/	
7.	Research scholarships (Post-Doc)	/	
8.	Scientific publications (Web of Science)	3	2
9.	Scientific publications (Scopus)	5	4
10.	Scientific publications (EBSCO, DOAJ, WorldCat)	5	4
11.	Monographs	/	
12.	Books	1	1
13.	Book chapters	/	
14.	Papers at international scientific conferences (Procedings)	7	7
15.	Papers at regional and national scientific conferences	3	2
16.	Citations of the academic staff publications (GoogleScholar, WoS, Scopus)	5/9	
17.	Ratio number of papers/academic staff	5/6	4/4
18.	Publications co-authored by academic staff/students	3	3
19.	Participation in the editorial boards of scientific journals	4	
20.	Participation in reviews for scientific journals	20	
21.	Implemented quality improvement recommendations by the management	All	

KPI 4: Community Service and Knowledge Transfer

No	Description of the performance indicator	SD	SHKTK
1.	Alumni/graduates registered in the Alumni Association	150	53
2.	Meetings with the Industrial Advisory Board (IAB)	4	4
3.	Artistic and cultural activities	4	2
4.	Extracurricular activities	9	5
5.	Promotional activities for the University/Faculty/Study program	2	1

No.	Description	SD	SHKTK
6.	Activities for the promotion of academic knowledge	3	2
7.	Professional courses offered to the community	2	1
8.	Joint activities with national universities	6	3
9.	Joint research projects with industry	1	1
10.	Consulting services	3	2
11.	Training provided by the University to third parties	2	2
12.	Workshops, seminars and symposia	12	8
13.	Implemented quality improvement recommendations by the management	all	all

KPI 5: Student/Graduates Employment

No	Description of the performance indicator	SD	SHKTK
1.	Interships conducted by students (Bachelor)	15	
2.	Interships conducted by students (Master)	/	
3.	Interships conducted by students (PhD)	/	
4.	Interships conducted by students resulting in employment	8	
5.	Employed atudents after graduation (Bachelor)	54.7	
6.	Employed atudents after graduation (Master)	54.7	
7.	Employed atudents after graduation (PhD)	/	
8.	Students employed in their field of study (Bachelor)	54.7	
9.	Students employed in their field of study (Master)	54.7	
10.	Students employed in their field of study (PhD)	/	
11.	Students who continue their studies 1 year after graduation (Bachelor)	/	
12.	Students who continue their studies 1 year after graduation (Master)	/	
13.	Students who continue their studies 1 year after graduation (PhD)	/	
14.	Implemented quality improvement recommendations by the management	all	

KPI 6: International Cooperation and Mobility

No	Description of the performance indicator	SD	SHKTK
1.	Student mobility (incoming)	4	
2.	Student mobility (incoming, including International Summer School)	120	
3.	Student mobility (outgoing)	25	
4.	Mobility of academic staff (incoming)	24	
5.	Mobility of academic staff (outgoing)	23	
6.	International visiting academic staff	10	
7.	Mobility of academic staff (incoming from the countries of the region)	5	

8.	Mobility of academic staff (outgoing in the countries of the region)	4	
9.	MoU signed with international partners/universities	36	
10.	MoU signed with regional partner/universities	22	
11.	MoU signed with national partner/universities	14	
12.	Study programs with international universities	0	
13.	Projects in cooperation with international partners	4	
14.	Memberships in international and regional networks/associations	5	
15.	Implemented quality improvement recommendations by the management	all	

KPI 7: University Staff Development

No	Description of the performance indicator	SD	SHKTK
1.	Full-time academic staff (total)	6	4
2.	Full-time academic staff (with PhD degree)	4	3
3.	Full-time academic staff (full professor)	/	/
4.	Full-time academic staff (associate professor)	3	3
5.	Full-time academic staff (assistant professor)	/	/
6.	Courses taught by full-time staff	25/38	13/21
7.	Courses taught by external asociatess	13/38	8/21
8.	Full-time staff/student ratio (University level)	33.3%	
9.	Full-time staff/student ratio (Academic unit level)	49.8%	
10.	Full-time staff/student ratio (Study program level)	6.82%	5.63%
11.	Professional trainings for staff development	3	3
12.	Scientific publications (Web of Science)	3	2
13.	Scientific publications (Scopus)	5	4
14.	Scientific publications (EBSCO, DOAJ, WorldCat)	5	4
15.	Monographs	/	
16.	Books	1	1
17.	Book chapters	/	
18.	Papers at international scientific conferences (Procedings)	7	7
19.	Papers at regional and national scientific conferences	3	2
20.	Commitments and contributions to the University (contribution/staff ratio)	9/6	6/4
21.	Commitments and contributions to the community (contribution/staff ratio)	3/6	2/4
22.	Implemented quality improvement recommendations by the management	1	1

KPI 8: Infrastructure and Financial Performance

No	Description of the performance indicator	SD	SHKTK
1.	Students/infrastructure ratio		1/ 10m²
2.	Income from government grant		/
3.	Income from national projects		/
4.	Income from international projects		~120000 euro
5.	Income from consulting services		Free
6.	Income from donations		/
7.	Teaching classes		6/380m²
8.	Projectors		8
9.	Smart boards		/
10.	Laboratories for practical work		4
11.	Expanded area		1,332m²
12.	Renovated area		1/150m2
13.	Scholarships for students		49
14.	Fund of books in libraries		180
15.	Access to electronic libraries (E-library)		All
16.	Infrastructure for people with disabilities (entrance slopse/elevators/toilets/equipments)		1/4 m²(elevator)
17.	Implemented quality improvement recommendations by the management		all