

Curriculum Vitae

1. First Name:	Kushtrim
2. Family Name:	Gashi
3. Nationality:	Albanian
4. Citizenship:	Kosovar
5. Date of Birth:	01.07.1984
6. Gender:	Male
7. Contact details:	
<i>Email:</i>	kushtrim.gashi@uni-prizren.com
<i>Date of fulfillment</i>	15.12.2023
8. Education Degree:	
<i>Institution:</i>	SMC University, Switzerland
<i>Degree Date:</i>	10.04.2020
<i>Degree:</i>	Doctor of Management Dr.sc. (Validation no. 614/2022; date 15.09.2020)
<i>Institution:</i>	University College Fama- Higher education institution
<i>Degree Date:</i>	27.12.2014
<i>Degree:</i>	Master in Management
<i>Institution:</i>	University College Fama - Higher education institution
<i>Degree Date:</i>	30.09.2009
<i>Degree:</i>	Bachelor in Management
9. Academic degree:	
	Prof. Ass. Dr.
<i>Institution:</i>	University "Ukshin Hoti" Prizren, Faculty of Economics
<i>Date of appointment:</i>	22.06.2023
10. Academic and professional experience:	
<i>Date:</i>	22.06.2023 - continues
<i>Institution Name:</i>	University "Ukshin Hoti" Prizren
<i>Position:</i>	Prof. Ass. Dr.
<i>Description:</i>	Lecturer of the courses: Quality management (BSc), Negotiation skills - Leadership (BSc), Managerial economics (MSc), Management information system (MSc), E-Business (MSc).
<i>Date:</i>	2022/2023 - Winter semester
<i>Institution Name:</i>	University "Ukshin Hoti" Prizren
<i>Position:</i>	Lecturer of the course: Management information system (MSc)
<i>Date:</i>	2021/2022 - Winter semester
<i>Institution Name:</i>	University "Ukshin Hoti" Prizren
<i>Position:</i>	Lecturer of the course: Business Informatics (BSc)
<i>Date:</i>	2020/2021 - Winter semester
<i>Institution Name:</i>	University "Haxhi Zeka" Pejë
<i>Position:</i>	Teaching assistant of the course: Basics in Information Technology (BSc)
<i>Date:</i>	2020 / 2021 - Summer semester
<i>Institution Name:</i>	University "Haxhi Zeka" Pejë
<i>Position:</i>	Teaching assistant of the course: Advanced strategic management (MSc)

<i>Date:</i>	2015/2016 and 2016/2017
<i>Institution Name:</i>	University College "Fama" / Prishtinë, Prizren and Mitrovicë
<i>Position:</i>	Lecturer - Teaching assistant of the courses: Human resource management, Entrepreneurship and management of small and medium businesses, Investment management, and Project management.
10.1 Professional experience:	
<i>Date:</i>	05.09.2023 - continues
<i>Institution Name:</i>	University "Ukshin Hoti" Prizren
<i>Position:</i>	Member of the Central Commission for Quality Assurance (CCQA) (Decision no. 01-552 dated: 05.09.2023 at the University "Ukshin Hoti" Prizren)
<i>Date:</i>	30.06.2023 - continues
<i>Institution Name:</i>	University "Ukshin Hoti" Prizren
<i>Position:</i>	Member of Council of the Faculty of Economics
<i>Date:</i>	17.07.2020 - 19.05.2021
<i>Institution Name:</i>	University "Ukshin Hoti" Prizren
<i>Position:</i>	Member of Governing Council (Decision no. 01-41, dated 17.07.2020 - MEST)
<i>Date:</i>	03.01.2018 - 22.06.2023
<i>Institution Name:</i>	Agency for Finance in Kosovo (AFK), Prizren (Established by the US Mercy Corps program for small enterprise development)
<i>Position:</i>	Credit analyst
<i>Date:</i>	11.10.2017 - 15.01.2018
<i>Institution Name:</i>	GORENJE Department Store - Retail, Prizren
<i>Position:</i>	Director (Deputy)
<i>Date:</i>	04.04.2006- 04.09.2017
<i>Institution Name:</i>	University College "Fama", Prizren
<i>Position:</i>	Director of Administration
<i>Date:</i>	05.04.2016 - 24.12.2016
<i>Institution Name:</i>	University College "Fama", Prishtinë
<i>Position:</i>	Coordinator for career development
<i>Date:</i>	24.12.2005 - 20.01.2006
<i>Institution Name:</i>	Raiffeisen BANK J.S.C., Prizren
<i>Position:</i>	Customer Relationship Officer
<i>Date:</i>	14.12.2002 - 05.08.2004
<i>Institution Name:</i>	OSCE - Organization for Security and Co-operation in Europe, Prizren
<i>Position:</i>	Member of Human Rights Projects
<i>Date:</i>	15.07.2003 - 12.10.2005
<i>Institution Name:</i>	Trade and service enterprise "Din @ net", Prizren
<i>Position:</i>	Manager

11. Scientific publications:			
Scientific Journals			
<i>No.</i>	<i>Name of the author/authors/Title of the paper</i>	<i>Journal name</i>	<i>Year / Volume / Pages</i>
1.	Gashi, K. (2021). The relationship between SME's organizational culture and training and development as a human resource management practice	Journal Global Policy and Governance	2021 / 10(2) / 139-161
2.	Osmani, Q., Musai, M., Gashi, K. , Jonuzi, M. (2019). Dynamic profile of subcomponents of job satisfaction in the function of job opportunity for bank employees	International Scientific Journal in Economics, Finance, Business, Marketing, Management and Tourism - Economic Vision	2019 / 6(11/12) / 160-166
3.	Osmani, Q., Gashi, K. (2015). The predictive value of job satisfaction and relevant factors in predicting of commitment in the workplace, job involvement and job opportunity of bank employees	Academic Journal of Interdisciplinary Studies, MCSER Publishing, Rome-Italy	2015 / 4(2) / 168-175
4.	Osmani, Q., Gashi, K. (2015). The predictive value of the structural components of job satisfaction in predicting job engagement, job involvement and job opportunity of bank employees	Annual Science Conference 'Science Week' 2015, Ministry of Education, Science and Technology	2015 / 1(2) / 555-562
12. Participation in International and National Conferences			
<i>No.</i>	<i>Name of the author/authors/Title of the paper</i>	<i>Journal name</i>	<i>Year / Volume / Pages</i>
1.	Pjesëmarrës në Konferencën Shkencore, organizuar nga Universiteti "Ukshin Hoti" në Prizren, Universiteti "Aleksander Moisiu" në Durrës, Universiteti i Mitrovicës "Isa Boletini" dhe Albanian Institute of Sociology	International Interdisciplinary Conference: "Comparative Studies in Modern Society; Balkans in European and Global Context"	2021 / 19-20 March
2.	Gashi, K. (2017). Job satisfaction in terms of designing human resource management policies in the banking sector	Annual Science Conference 'Science Week' 2017, Ministry of Education, Science and Technology	2017 / 9 / 9
3.	Osmani, Q., Xheladini, F., Gashi, K. (2016). The relationship between learning styles, learning and learning success	5th International Vocational Schools Symposium: Importance of vocational education in word. Umyos	2016 / 2 / 1183-1191
4.	Gashi, K. (2015). Gender differences in job commitment of bank employees in the context of Human resources management	International Scientific Conference. Challenges of Modern Organizational Science and Management - Prishtina: FAMA College & Economic Chamber of Commerce	2015 / 1 / 28-29
5.	Gashi, K. , Osmani, Q. (2015). The dynamic profile of demographic characteristics and career in function of the professional satisfaction of bank employees	International Scientific Conference. Challenges of Modern Organizational Science and Management - Prishtina: FAMA College & Economic Chamber of Commerce	2015 / 1 / 51-52
6.	Gashi, K. , Osmani, Q. (2015). The Predictive Value of Job Satisfaction and Relevant Factors in Predicting of Commitment in the Workplace, Job Involvement and Job Opportunity of Bank Employees	5 th International Conference - Compliance of the standards in South-Eastern European countries with the harmonized standards of European Union	2015 / 5(1) / 348-352

13. Education and training:	
<i>Date:</i>	01.02.2010 - 01.06.2010
<i>Title of qualification awarded:</i>	Diploma in Project Management, International Export Marketing, and Intercultural Negotiation and Argumentation Techniques
<i>Principal subjects/ occupational skills covered:</i>	<ul style="list-style-type: none"> • Project Management • International Export Marketing • Intercultural negotiation and argumentation techniques Participant in business forums (B2B) organized by the Austrian Chamber of Commerce. Over 30 business meetings with various Austrian and Swiss companies and universities. Exchange of valuable knowledge in the fields of project management, international export marketing, negotiation techniques and cross-cultural argumentation.
<i>Name and type of institution providing education and training:</i>	WIFI ÖSTERREICH - International Know How Transfer (ICT) Vienna, Austria
<i>Date:</i>	13.05.2015 - 15.05.2015
<i>Title of qualification awarded:</i>	Certificate
<i>Principal subjects/ occupational skills covered:</i>	Network Marketing
<i>Name and type of institution providing education and training:</i>	Vipwell Company - Swiss company
<i>Date:</i>	02.12.2005 - 02.12.2005
<i>Title of qualification awarded:</i>	Certificate
<i>Principal subjects/ occupational skills covered:</i>	Customer Care and Telephone Courtesy
<i>Name and type of institution providing education and training:</i>	MCI Human resources Consulting - Christian Weber - Management Consulting International
<i>Date:</i>	20.12.2002 - 20.12.2002
<i>Title of qualification awarded:</i>	Certificate
<i>Principal subjects/ occupational skills covered:</i>	Human rights projects
<i>Name and type of institution providing education and training:</i>	United Nations Office for Human Rights - United Nations Office for Human Rights
<i>Date:</i>	24.09.2014 - 22.12.2014
<i>Title of qualification awarded:</i>	Certificate
<i>Principal subjects/ occupational skills covered:</i>	Intermediate Level B1 (English language)
<i>Name and type of institution providing education and training:</i>	EVEREST - Foreign languages school
<i>Date:</i>	05.12.1999 - 01.03.2000
<i>Title of qualification awarded:</i>	Certificate
<i>Principal subjects/ occupational skills covered:</i>	Pre intermediate Level A2 (English Language)
<i>Name and type of institution providing education and training:</i>	ICS - Italian Consortium of Solidarity

14. Additional information:

Participation in professional commissions:

1. Chairman of the central commission for the implementation of competition no. 01-589 dated 26.09.2023 for the admission of students in the first year of Master's studies, for the academic year 2023-24;
2. Member of the Committee for filtering topics in Master's studies, with decision no. 01-550, dated 29.09.2023, at the University "Ukshin Hoti" Prizren;
3. Member of the commission for the admission of Bachelor students (for reviewing complaints) at the Faculty of Economics for the academic year 2023/2024 at the University "Ukshin Hoti" in Prizren;
4. Member of the committee for the evaluation of documentation for the engagement of external collaborators 2023/24 with decision no. 01-559 dated: 28.09.2023 at the University "Ukshin Hoti" Prizren;
5. The chairman of the committee for the review of documentation for students who apply for exemption from the semester payment for the academic year 2019/2020 and 2020/2021 at "Ukshin Hoti" University in Prizren;

6. Member of various commissions for the review of various Regulations that have been established at the level of "Ukshin Hoti" University in Prizren (September, 2020 - May, 2021);
7. Member in the capacity of career office coordinator and student representative at the meeting with international evaluation experts - Accreditation of Fama College 2016 - 2019 Kosovo Accreditation Agency.

Forthcoming research projects:

1. Book: "Robo-Advisors in Management", Chapter: "The Future of Robo-Advisors in Management". Publishing House: IGI Global, Pennsylvania, USA (Planned publication year: 2024). Author: Dr.sc. Kushtrim Gashi. The proposed chapter has been approved by the editor and is anticipated to be published in 2024.
2. Book: "Quality Management" (Planned publication year: 2024). Author: Dr. sc. Kushtrim Gashi. The book is in the peer review phase.

<i>Organizational skills and competencies:</i>	Prioritizing tasks and setting deadlines to ensure timely completion of projects and academic obligations. Managing research data and ensuring data integrity. Collaboration to create a productive learning and research environment. Convey complex economic concepts and communicate research findings effectively to students. Adapting to new challenges and teaching methodologies. Taking care of details during research and managing the publication process for academic papers.
<i>Computer skills and competencies:</i>	Expertise in Excel and other tools for data analysis, creating charts and tables to present research findings clearly. Elementary use of statistical software such as SPSS or STATA for economic data analysis. Using academic databases and digital libraries for literature reviews and gathering research materials. Using word processing software (such as Microsoft Word or LaTeX) to draft, edit and format academic papers. Experience using presentation tools such as PowerPoint or Prezi for engaging presentations. Using Learning Management Systems and online platforms to deliver course materials and assessments in a virtual environment. Efficient research data management skills and use of collaborative platforms such as Google Workspace and Microsoft 365 for communication and teamwork.

Language skills: A1-A2 (Basic User), B1-B2 (Independent User) and C1-C2 (Proficient User).

<i>Language</i>	<i>Speaking</i>	<i>Writing</i>	<i>Reading</i>
Albanian	<i>Native speaker, with excellent verbal and written communication skills</i>		
English	B2	B2	B2
Serb-Croatian	B1	B1	B1
Turkish	A1	A1	A1