



UNIVERSITY AMERICAN COLLEGE SKOPJE

RECTOR'S ANNUAL REPORT

FOR THE ACADEMIC YEAR 2023/2024

(01.09.2023 - 31.08.2024)

Submitted by Prof. Marjan Bojadjiev, PhD

Skopje, January 2025



Врз основа на член 40 од Статутот на Универзитет Американ Колеџ Скопје, Одборот на директори на Приватна високообразовна установа Универзитет Американ Колеџ Скопје – Скопје, на својата 1-ва седница одржана на 5.2.2025 година, ја донесе следната:

О Д Л У К А

за усвојување на извештај од ректорот на Универзитет Американ Колеџ Скопје за академската 2023/2024 година

1. Се усвојува извештајот од ректорот на Универзитет Американ Колеџ Скопје за академската 2023/2024 година.
2. Извештајот е составен дел на оваа Одлука.
3. Одлуката влегува во сила со денот на нејзиното донесување.
4. Одлуката да се достави до членовите на Одборот на директори, архивата на Универзитетот.

Одбор на директори
проф. д-р Венера Крлиу Ханџиски, претседател

Venera Krliu
Handjiski

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Venera Krliu Handjiski
Date: 2025.02.05
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Врз основа на членовите 103 и 180 од Законот за високото образование (Сл. весник на РМ бр. 82/18, Сл. весник на РСМ бр. 178/21 и Сл. весник на РСМ бр. 58/24) и член 37 од Статутот на Универзитет Американ Колеџ Скопје, Ректорската управа на Универзитет Американ Колеџ Скопје на својата 3-та седница одржана на 5.2.2025 година, ја донесе следната:

О Д Л У К А

за усвојување на извештај од ректорот на Универзитет Американ Колеџ Скопје за академската 2023/2024 година

1. Се усвојува извештајот од ректорот на Универзитет Американ Колеџ Скопје за академската 2023/2024 година.
2. Извештајот е составен дел на оваа Одлука.
3. Одлуката влегува во сила со денот на нејзиното донесување.
4. Одлуката да се достави до членовите на Ректорската управа, архивата на Универзитетот.

Ректорска управа
проф. д-р Марјан Бојадџиев, ректор

Marjan
Bojadjiev

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Date: 2025.02.05
14:29:45 +01'00'



Врз основа на член 93 и 94 од Законот за високото образование (Сл. весник на РМ бр. 82/18, Сл. весник на РСМ бр. 178/21 и Сл. весник на РСМ бр. 58/24) и член 23 од Статутот на Универзитет Американ Колеџ Скопје Универзитетскиот сенат на Универзитет Американ Колеџ Скопје на својата 2-ра седница одржана на 5.2.2025 година донесе:

О Д Л У К А

за усвојување на извештај од ректорот на Универзитет Американ Колеџ Скопје
за академската 2023/2024 година

1. Се усвојува извештајот од ректорот на Универзитет Американ Колеџ Скопје за академската 2023/2024 година.
2. Извештајот е составен дел на оваа Одлука.
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4. Одлуката да се достави до членовите на Одборот на директори, членовите на Ректорската управа, членовите на сенатот, архивата на Универзитетот.

Универзитетски сенат
доц. д-р Ивона Милева, претседател

**Ивона
Милева**

*Digitally
signed by Ивона
Милева*
Date:
2025.02.05
13:07:47 GMT

Dear reader,

In front of you, there is a valuable document giving an X-ray picture of the UACS operations in the Academic year 2023/2024.

Its parts are listed on the following page:

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I. Introduction

The University American College Skopje was founded with the idea that all men and women are enriched by education. Furthermore, its idea was to create an international university center in Skopje. That is why we (UACS) are guided by the following 31 principles:

- International accreditation(s),
- International students and faculty, and
- International textbooks and research.

The University American College Skopje (UACS), established in 2005, is one of North Macedonia's leading private universities, offering an internationally accredited and dynamic education environment. Its mission is to integrate American and European academic excellence, fostering an education system that prepares students for a competitive global market. UACS operates under a vision of creating lifelong learners who are equipped to make a positive impact on society.

The University is accredited by the Accreditation Council for Business Schools and Programs (ACBSP), the Association of Chartered Certified Accountants (ACCA), and holds national accreditations, such as by the Ministry of Education and Science of the Republic of Macedonia (MON). It comprises of several schools, including the School of Business Economics and Management, School of Political Science (and the Department of Psychology), School of Computer Science and Information Technology, School of Foreign Languages, School of Architecture and Design, and the School of Law. UACS offers undergraduate, graduate, and doctoral programs with a strong emphasis on research and practical skills. It also offers a plethora of dual degree study programs, established with other international universities, such as: the Università Cattolica del Sacro Cuore, the Tor Vergata Università Degli Studi Di Roma, the Rennes School of Business, the Webster Athens University and others.

Recognized for its Delta Mu Delta Pi Alpha Chapter, a prestigious business honor society that promotes academic excellence, and a Member of AmCham Macedonia, it also supports active participation in global academic exchange programs such as Erasmus+, through its list of partner universities, and has established many partnerships with international and domestic institutions, as well as involvement in groundbreaking research and industry collaboration.

Placing a strong emphasis on interdisciplinary education, student-centered learning, and real-world application of knowledge, the University promotes social responsibility and cultural awareness through various initiatives and events.

This Rector's Annual report provides an overall picture for the period (Academic year) 2023-2024 and a detailed analysis of all segments, bodies and units of the University.

II. Statutory and Legal Issues of the University's Operations

II.1. University Senate meetings

The University Senate is the governing body of the University. In the period from 01.09.2023 to 30.06.2024, regular sessions of the University Senate were held, during which many decisions were made. Here is a list of the most important decisions:

9th session – 05.09.2023

- Decision to adopt a Development Program of the University American College Skopje for the period 2023-2026;
- Decision to adopt the Action Plan of the University American College Skopje for the period 2023-2026;

10th session - 14.09.2023

- Decision to elect a President of the University Senate of University American College Skopje;
- Decision to organize the Academic Year 2023/2024 at the University American College Skopje;
- Decision to adopt an English one-year Master's study program in "Marketing" at the School of Business Economics and Management;
- Decision to adopt an study program in "Management" at the School of Business Economics and Management;
- Decision to adopt an English one-year Master's study program in "Human Resources Management" at the School of Business Economics and Management;

11th session – 25.09.2023

- Adoption of a First-Cycle Unified Study Rules Bylaw at the University American College Skopje;

12th session – 20.12.2023

- Decision to adopt an English first-cycle four-year academic study program in "Psychology" at the School of Political Science.
- Decision to adopt an English first-cycle three-year academic study program in "Marketing and Digital Transformation" at the School of Business Economics and Management;

13th session – 22.12.2023

- Decision to merge the Private Scientific Institution “UACS Institute for Entrepreneurship and Leadership Development Skopje” with the University American College Skopje;

1st session – 29.01.2024

- Decision to confirm a Dean’s election at the School of Political Science;
- Decision to adopt an English first-cycle study program in "Political Science and International Communication" at the School of Political Science;

2nd session - 09.04.2024

- Decision to elect a Vice-Rector for Education;
- Decision to confirm a Dean’s election at the School of Foreign Languages;
- Decision on the adoption of an English first-cycle four-year study program in "Psychology" at the School of Political Science;
- Decision on the adoption of an English one-year Master's study program in "Business and Organizational Psychology" at the School of Political Science;
- Decision on the adoption of an English one-year Master's study program in "Health Psychology and Psychological Counseling" at the School of Political Science;

3rd session – 23.04.2024

- Adoption of a First-Cycle Unified Study Rules Bylaw at the University American College Skopje;
- Adoption of a Research Support Bylaw;
- Decision on establishing an UACS Research Activities Funding Committee;
- Adoption of a Students’ Documents Issuance Bylaw.

4th session – 30.05.2024

- Adoption of a Policy on the Use of Artificial Intelligence in the Educational Process at the University American College Skopje.

II.2. Rector’s Board meetings

The Rector’s Board consists of the Rector, Vice-Rectors, Deans and Directors of the University's Units. In the period from 01.09.2023 to 30.06.2024, regular sessions of the Rector's administration were held, during which the following decisions were made (the most important ones are listed below):

11th session – 13.09.2023

- Decision to merge the Private Scientific Institution “UACS Institute for Entrepreneurship and Leadership Development Skopje” with the University American College Skopje;

12th session – 20.09.2023

- Decision on a Syllabus mandatory element;
- Decision on the Online platform use;

13th session – 01.11.2023

- Adoption of a Literature Procurement Procedure at the University American College Skopje;
- Decision to establish a Quality Assurance Committee (QAC);

14th session – 07.12.2023

- Decision to engage International visiting faculty at the University American College Skopje in the academic year 2023/2024;

1st session – 07.02.2024

- Decision on announcing a First-Cycle Studies Enrollment call at the University American College Skopje in the academic year 2024/2025 – first enrollment deadline;
- Decision on establishing a First-Cycle Studies Enrollment and Ranking Commission at the University American College Skopje in the academic year 2024/2025;
- Decision on determining the first-cycle studies enrolling, ranking and selecting criteria at the University American College Skopje in the academic year 2024/2025;
- Decision on establishing a First-Cycle Studies Students’ Testing and Selecting Commission for the “Business Administration and Economics” (Double Degree) program;

2nd session – 28.02.2024

- Decision on announcing a Second-Cycle Studies Enrollment call at the University American College Skopje in the academic year 2024/2025 – first enrollment deadline;
- Decision on establishing a Second-Cycle Studies Enrollment Commission at the University American College Skopje for students’ ranking in the academic year 2024/2025;
- Decision on determining the second-cycle studies enrolling, ranking and selecting criteria at the University American College Skopje in the academic year 2024/2025;

3rd session – 20.03.2024

- Adoption of a First-Cycle Unified Study Rules Bylaw at the University American College Skopje;

4th session – 02.04.2024

- Adoption of a Students' Documents Issuance Bylaw;
- Adoption of the Academic Calendar for the academic year 2024/2025;
- Decision on appointing Commission members for verifying documents and student files for each UACS unit;

5th session – 23.04.2024

- Decision on determining the first-cycle studies students' enrolling, ranking and selecting criteria at the University American College Skopje in the academic year 2024/2025;
- Decision on announcing a Doctoral Studies Enrollment call at the University American College Skopje in the academic year 2024/2025 – first enrollment deadline;
- Decision on establishing a Doctoral Studies Enrollment Committee in the academic year 2024/2025.

II.3 University Bulletin

In the period from September 1, 2023, to June 30, 2024, the University issued public bulletins in a form of "University Bulletin", where reviews, abstracts and other University acts and University units determined by the general University acts are published. The University Bulletin is usually published once a month and its publication frequency is about 10 issues per year.

II.4. Miscellaneous

In the period from September 1, 2023 to June 30, 2024, the University units, each at their own Faculty Council meetings, adopted their School's annual work report. The reports cover the entire operation of the University units in the respective period, information about the Faculty Council meetings held, the decisions made, the unit's teaching and educational activity, the scientific and research activity of the academic staff, as well as their publishing work and the international cooperation of the entire unit.

II.5 Building Stronger Organizational Culture

- **UACS** **Team-Building** **Events**
<https://www.instagram.com/p/C6Gdrxjsf37/>

The first of UACS's academic team-building events aimed at fostering experience sharing, innovation, and best teaching practices among professors.

III. Human Resources, HR Development, Faculty and Staff Issues

Personnel status is an integral part of the work of the Human Resources Department, where the following tasks are performed: administrative support for selecting administrative, teaching or associate staff, preparation of different types of contracts, but mainly employment contracts and annexes, opening and updating of employee/part-time employee files and electronic files, registration and deregistration of employees in the Employment Agency and the Health Insurance Fund, preparation of reports and other general and special acts on regularity of work, annual leave, work absences, preparation of warnings, decisions on fines, as well as decisions on rewarding employees, completion of documents and submission of requests to ministries for realization of certain employees' rights in accordance with the law, preparation of reports upon request of certain ministries, the Ombudsman, the State Statistical Office and other institutions, but also doing other tasks to meet the sector and the department's needs.

This is the total number of employees in the academic year

Number of full-time members at UACS in the Academic Year 2023/2024 ¹	79 / 75 ² / 77 ³
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We will analyze the HR component in separate categories: faculty, staff and adjunct faculty members (part-time and visiting)

Full-Time Faculty

Number of Full-Time Faculty at UACS in the Academic Year 2023/2024	54 / 50/ 52	
Number of New Faculty Members in the Academic Year 2023/2024	4	
Number of Staff that Left UACS during the Academic Year 2023/2024	2	
New Full-Time Faculty members in the Academic Year 2023/2024		
	School of Political Science	2
1.	Prof. Katica Stoimenovska Mantova, PhD - Department of Psychology	
2.	Prof. Stevo Pendarovski, PhD – has returned from his public service leave	
	School of Computer Science and Information Technology	2
1.	Assoc. Prof. Igor Lazov, PhD	

¹ As of 30th June 2024

² Previous year

³ Average

2.	Marija Stankova Medarovska, PhD
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Staff

Number of Full-Time Staff at UACS in the Academic Year 2023/2024	25/ 25/ 25
Number of New Staff Members in the Academic Year 2023/2024	2
Number of Staff that Left UACS	2

Adjunct Faculty Members (part-time and visiting)

We are proud to have a huge pool of colleagues working in the industry that share their passion for education. In the academic year 2023/2024, their total number was 82.

Furthermore, we are honored to have more than 13 International Visiting Professors coming from other universities. They are part of our 3I mission.

All this makes our HR “Mercedes policy” complete, based on the three pillars: Full Professor with experience, Adjunct Faculty Members, Industry Experts and International Visiting Professors.

New staff members in the Academic Year 2023/2024	
	Graduate Student Coordinator 1
1.	Natasha Miovska, BSc
	Undergraduate Student Coordinator 1
2.	Viktorija Petrovska, MSc
UACS members that left during the Academic Year 2023/2024	
1. Aleksandar Smilevski, BSc - Digital Marketing Coordinator 2. Elena Penkova, MA - Records Office Supervisor	

Number of new Adjunct Faculty Members in the Academic Year 2023/2024	7
1. Nikola Nikolov, MSc - School of Computer Science and Information Technology 2. Ivana Filkova, MSc - School of Computer Science and Information Technology 3. Zoran Gochevski, MSc - School of Computer Science and Information Technology 4. Dimitar Anakiev, BSc - School of Computer Science and Information Technology	

5. Marko Karbevski, MSc - School of Computer Science and Information Technology
6. Sashka Nikolova, MA - School of Business Economics and Management
7. Natasha Stancheva Pargov, PhD - School of Political Science

III.1 Turnover ⁱ at UACS

This is the first time we are calculating the faculty turnover at our institution, and it is $6/50^4 = 12\%$.

The staff turnover ratio is $4/25 = 16\%$.

III.2 Academic and Administrative Load

The academic and administrative load was determined within the standards prescribed in the UACS HR Policy. The UACS faculty's load can be seen at the following [LINK⁵](#).

III.3 Professional Development and Achievements

III.4 Faculty promotions

Faculty members promoted to a higher academic title during the Academic Year 2023/2024	
Prof. Snezhana Hristova, PhD	Full Professor at the School of Business Economics and Management
Prof. Dimitar Kovachevski, PhD	Full Professor at the School of Business Economics and Management
Prof. Ljupcho Jovanov, PhD	Full Professor at the School of Architecture and Design
Assoc. Prof. Dita Starova Kjerimi, PhD	Associate Professor at the School of Architecture and Design
Asst. Prof. Jordan Shishovski, PhD	Assistant Professor at the School of Architecture and Design

III.5 Seminars/trainings organized as a part of the professional development at UACS in the Academic Year 2023/2024

⁴ Number of people going and coming versus the average number of employees

⁵ [Table of Academic-Administrative Load of UACS faculty members in the Academic year 2023/2024](#)

Team Building – Get Involved VIII (September 15-16, 2023)	Team Building organized for Full-Time faculty and staff
25 Socialization and Training Seminar (October 24, 2023)	Seminar organized for the new faculty members who would teach in the Fall Semester of the Academic Year 2023/2024
First UACS Strategic Planning Session of Academic Year 2023/2024 (January 29, 2024)	Presentation of the Strategic Plan
26 Socialization and Training Seminar (March 14, 2024)	Seminar organized for the new faculty members who would teach in the Spring Semester of the Academic Year 2023/2024
Let's Share Experiences: Interaction, Inspiration and Innovation (April, 22, 2024)	Event for fostering unity among professors coming from diverse fields at UACS
Training on the use of AI in the teaching process at UACS (June 4, 2024)	Training for sharing important information from the Policy for using AI in the teaching process at UACS
UACS Support for Research and Publication (June 26, 2024)	Seminar with an aim to improve and strengthen the research and publishing process at UACS

III.6 Research financially supported by UACS in the Academic Year 2023/2024

1. Stefan Tanevski, PhDc. - presentation of the paper "Employment, labor productivity and environmental sustainability: Firm-level evidence from transition economies", at the International Conference "Sustainability and firm performance in Europe and the Americas", organized by Leibniz Institute for East and Southeast European Studies (IOS);
2. Stefan Tanevski, PhDc. - presentation of the paper "Monetary Policy and the Gendered Labor Market Dynamics: Evidence from Developing Economies", at the XXXVII Asepelt International Conference "The new challenges of economic policy: reglobalization vs deglobalization", organized by Univerzidad Miguel Hernández, Spain;
3. Stefan Tanevski, PhDc., and Prof. Marjan Petreski, PhD - presentation of the paper "Bargain your share': The role of workers' bargaining power for labor share, with reference to transition economies" at the "XXIV International Conference on International Economics", organized by The AEEFI Association;

4. Prof. Marjana Vaneva, PhD – presentation of the paper “Business English Emails”. Entrenova Research Conference, Dubrovnik, 16 September 2023;
5. Assoc. Prof. Ivana Trajanoska Stefanovikj, PhD - presentation of the paper “Musicalization of Fiction as a Vehicle for Intercultural Understanding in the children’s novel ‘The White Gipsy Boy’ by Vidoe Podgorec“, at the International Conference “„The Magic of Sound: Children’s Literature and Music“, organized by Faculty of Philology, University of Montenegro;
6. Assoc. Prof. Ivana Trajanoska Stefanovikj, PhD - presentation of the paper „The Importance of Interdisciplinary Provisions in Translation and Business Communication Study Programs in Higher Education: The Case of University American College Skopje (North Macedonia) Study Program in Business Communication and Translation in English“, at the “10th International Summer Academy in Translation Studies and a Conference“, organized by University of Maribor, Slovenia; University of Economics in Bratislava, Faculty of Applied Languages; Directorate General for Translation of the European Union; CEEPUS –Transcultural Communication and Translation Network;
7. Assoc. Prof. Ivana Trajanoska Stefanovikj, PhD - presentation of the paper “From a source text to a published novel in translation: challenges and pitfalls in the digital era“, at the 11th International Summer Academy in Translation Studies and a Conference, organized by University of Maribor Slovenia;
8. Tamara Jolevska Popov, PhDc. - presentation of the paper “Spectral Tongues: Missandei’s Polyglot Prowess Unveiling the Multifaceted Language Tapestry of Westeros and Essos“, at the International Conference “Spaces for Change in Law, Language, Literature, History and Cultural Imagination of Asia, Africa and Europe“, organized by INDELT WEBINARS;
9. Asst. prof. Ilina Kachinske, PhD, and Tamara Jolevska Popov, PhDc. - presentation of the paper “English Language Teachers vs. Generative AI, the Big Showdown“ at the conference New Challenges, New Perspectives, organized by ELTAM MK Educate and Empower;
10. Asst. prof. Viktor Denkovki, PhD - publishing the paper “Exploring Current Challenges on Security and Privacy in an Operational eHealth Information System“ in international journal Advances in Science, Technology and Engineering Systems Journal;
11. Prof. Marjan Petreski, PhD - presentation of the paper “Monetary Policy and the Gendered Labor Market Dynamics: Evidence from Developing Economies“, at the XXXVII Asepelt International Conference “The new challenges of economic policy: reglobalization vs deglobalization“, organized by Univerzidad Miguel Hernández, Spain;
12. Prof. Snezhana Hristova, PhD - presentation of the paper “Adapting Sales Strategies in Crisis: Insights from North Macedonia“, at the 4th ICITTBT2024 International Conference, organized by Canadian Institute of Technology, Tirana, Albania;

13. Viktorija Atanasovska Noveski, PhD - presentation of the paper “Informal economy in volume and structure and measures to combat it: A case study of Republic of North Macedonia“ at the 7th International Scientific Conference on Business and Economics (ISCBE), organized by University of Trás-os-Montes and Alto Douro, Vila Real, Portugal.

III.7 Other professional development activities in the Academic Year 2023/2024

1. Tijana Stefanovikj Veleska, MA (HR Officer), and Assoc. Prof. Kate Trajkova, PhD - participation at the 5th HRM Congress in Belgrade, Serbia, organized by Menadzment Centar Beograd;
2. Milena Saldjieva Mladenovikj, LL.M (Assistant Secretary General), and Tijana Stefanovikj Veleska, MA (HR Officer) - participation in training “Vacation, Employment Contract, Cancellation of Employment Contract, Mobbing, and Discrimination at Work”, organized by Institute Koncept;
3. Snezhana Dimovska, MSc (Accountant) - continuous professional trainings for accountant, organized by Pro-Agens Agency, MSFI Consulting, and Rafajlovski Consulting;
4. Daniela Docevska (Senior Accountant) - continuous professional trainings for accountant, organized by Pro-Agens Agency, and MSFI Consulting.

III.8 Quality Assurance Committee

Based on Article 94 of the Law on Higher Education and Article 23 of the Statute of University American College Skopje, the University Senate established the Quality Assurance and Self-Evaluation Committee in November, 2023. This Committee includes members from all the units of UACS. Its primary goals are to improve the quality of academic and administrative staff, enhance teaching and research quality, control and advance the overall educational process, and support both internal and external evaluations and self evaluations.

In 2024, the Committee has hosted several events for exchange of knowledge and experience, thus improve quality of the education at UACS, such as the *Let's Share Experiences: Interaction, Inspiration, and Innovation - Innovative Teaching Techniques* seminar on April 22, 2024 at the Laboratory, the *AI Policy Implementation* Seminar on June 4, 2024 and an online webinar on Safe Browser Exam and External Evaluation and Self-Evaluation Information, held on December 23, 2024. Other notable activities included the *Measuring Learning Outcomes* Seminar held on June 24, 2024, and follow up meetings with Deans and School Representatives.

IV. Educational activities

IV.1. Enrollment in the first, second and third cycle of studies at the University American College Skopje in the Academic Year 2023/2024

Number of students newly enrolled in the Academic Year 2023/2024	I cycle	II cycle	III cycle	total
School of Business Economics and Management	124	40	0	164
School of Architecture and Design	69	15	0	84
School of Political Science	57	6	0	63
School of Computer Science and Information Technology	90	1	0	91
School of Foreign Languages	0	3	0	3
School of Law	0	5	0	5
Total	340	70	0	410

IV.2. Total number of enrolled, active students at the University American College Skopje

	Full-time students – UG	Part-time students - UG	Graduate	Doct oral	Total
School of Business Economics and Management	349	34	75	13	471
School of Architecture and Design	251		33		284
School of Computer Science and Information Technology	177	40	9		226
School of Political Science	132	11	12		155
School of Foreign Languages	12	3	11		26
School of Law			7		7
Total	921	88	147	13	1169

IV.3. List of Academic programs in the first, second and third cycle of studies

- School of Business Economics and Management

Undergraduate studies			
Program	Language of instruction	Status	Expires
Management and Innovation	EN	ACC	
Marketing and Digital Transformation	EN	ACC	
Finance and Investments	EN	ACC	
Management and Innovation	MK	ACC	
Marketing and Digital Transformation	MK	ACC	
Finance and Investments	MK	ACC	

IVI.4 Students' progress - Metrics

UACS is proud to have established a system for monitoring the students' progress (metrics).

SCHOOL OF BUSINESS ECONOMICS AND MANAGEMENT				
Опис				Член
	2021-2022	2022-2023	2023-2024	
1 Број на студенти кои запишале 1 година	70	97	88	
2 Број на студенти кои запишале 2 година	63	85	64	
Стапка на напредување од 1 во 2 година	90,00%	87,63%	73%	5,2
3 Број на студенти кои запишале 3 година	58	76		
Стапка на напредување од 2 во 3 година	92,06%	89,41%	0,00%	5,2
4 Просечен GPA во 1 година	2,78	2,751204	2,6	4,1
5 Просечен GPA во 2 година	2,70	2,612251		4,1
6 Просечен GPA во 3 година	2,90	2,857857		4,1
7 Број на студенти под посебен режим	5	7	3	
Стапка на студенти под посебен режим	8,62%	9,21%	0,00%	4,3
9 Број на студенти во мирување	0	2	1	
Стапка на студенти во мирување	0,00%	2,63%	0,00%	5,4
MM Број на откажани студенти	3	6	4	
Стапка на задржани студенти	95,71%	93,81%	95,45%	5,1
Стапка на откажани студенти	4,29%	6,19%	4,55%	5,3
MM Број на студентикои завршиле во 3 години	31	2	0	
MM Број на студентикои завршиле во 4 години	2	0	0	
MM Број на студентикои завршиле во 5 години	0	0	0	
MM Број на студентикои завршиле во 6 години и повеќе	0	0	0	
Просечно време на завршување на студии (години)	3	3		6,1
Стапка на студенти кои завршиле во пропишан рок	44,29%	2,06%	0,00%	6,2
Стапка на студенти кои не дипломираше во предвидениот рок	2,86%	0,00%	0,00%	4,1
Стапка на дипломирани студенти	47,14%	2,06%	0,00%	6,3
MM Просечен GPA на GPA на дипломирани во 3 години	2,838925	2,830732		4,1
MM Просечен GPA на GPA на дипломирани во 4 години	2,8012			4,1
MM Просечен GPA на GPA на дипломирани во 5 години				4,1
MM Просечен GPA на GPA на дипломирани во 6 и повеќе години	0	0	0	4,1

Факултет за архитектура и дизајн

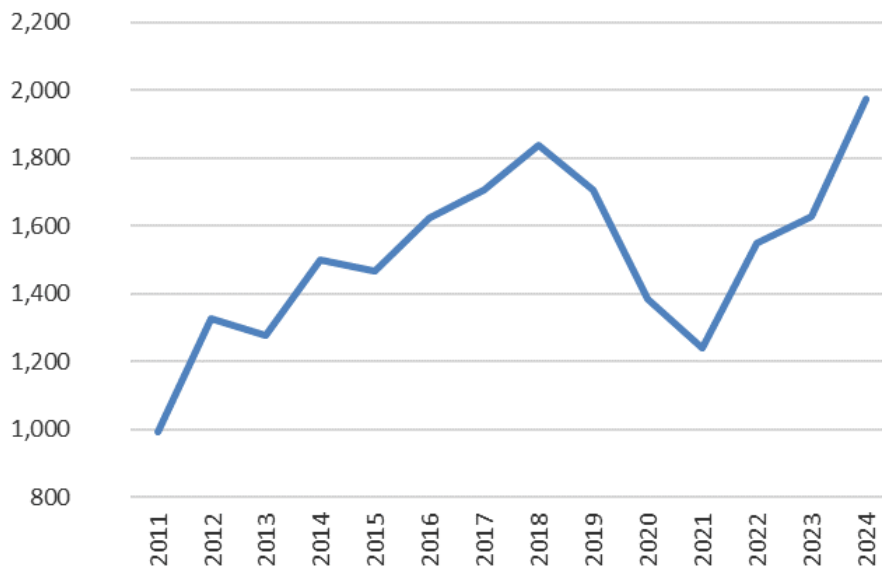
Опис			
	2021-2022	2022-2023	2023-2024
Број на студенти кои запишале 1 година	70	63	69
Број на студенти кои запишале 2 година	51	42	50
Стапка на напредување од 1 во 2 година	72,86%	66,67%	72,46%
Број на студенти кои запишале 3 година	47	40	0
Стапка на напредување од 2 во 3 година	92,16%	95,24%	0,00%
Просечен GPA во 1 година	2,93	2,80	2,77
Просечен GPA во 2 година	2,56	2,51	
Просечен GPA во 3 година	2,37		
Број на студенти под посебен режим	3	5	
Стапка на студенти под посебен режим	6,38%	12,50%	0,00%
Број на студенти во мирување	3	1	0
Стапка на студенти во мирување	6,38%	2,50%	0,00%
Број на откажани студенти	15	7	0
Стапка на задржани студенти	78,57%	88,89%	100,00%
Стапка на откажани студенти	21,43%	11,11%	0,00%
Број на студентикои завршиле во 3 години	29	0	0
Број на студентикои завршиле во 4 години	0	0	0
Број на студентикои завршиле во 5 години	0	0	0
Број на студентикои завршиле во 6 години и повеќе	0	0	0
Просечно време на завршување на студии (години)	3,00	0,00	0,00
Стапка на студенти кои завршиле во пропишан рок	41,43%	0,00%	0,00%
Стапка на студенти кои не дипломирале во предвидениот рок	0,00%	0,00%	0,00%
Стапка на дипломирани студенти	41,43%	0,00%	0,00%
Просечен GPA на GPA на дипломирани во 3 години	2,81		
Просечен GPA на GPA на дипломирани во 4 години			
Просечен GPA на GPA на дипломирани во 5 години			
Просечен GPA на GPA на дипломирани во 6 и повеќе години	0,00	0,00	0,00

V. Research activities

UACS has established a full-fledged system to monitor and measure its faculty members' research activities. At the end of each academic year, a report is solicited from each academic staff member about their research activities in the previous academic year, divided in 38 research or research-related items, organized around 10 grand themes like books, articles in peer-reviewed journals, conferences, editorials and reviews, research stays, etc. Each category is assigned points and a weight, which provides for the total number of research points each academic staff member earns. These represent the basis for the total points at the University, school and department level.

Figure 1 presents the total number of points at the University level over the years. After the steady increase from 2011 to 2018, the following three years saw a decline in the research activity, by 2021 it came to the level of 2013. The surge in the 2011-2018 period was driven by the law requirements for having published a certain number of papers in order to be elected in a higher academic title, and by the UACS stimulating environment, which consists of financial support for publication, for attending a conference, as well as for remunerating/awarding the author once a paper has been published in an international peer-reviewed journal, especially indexed in the Web of Science database. While this policy continued, the 2018-2021 decline occurred due to factors like easing of the law requirements by the new Higher Education Act brought in May 2018, some faculty members leaving UACS and, inevitably, the pandemic period. Still, the research work resurged starting 2021, due to some measures like the reinforcing (and restructuring) of the remuneration policy for papers published in international journals. In the Academic 2023/24, the research work saw an annual increase of 21.4%.

Figure 1: Points from research work



According to Figure 2, the driver of the entire research activity at UACS is the School of Business Economics and Management (SBEM), which generated about half the points. It, however, drove the large decline in 2018, as few faculty members with a substantial publishing and research record left the profession. The next School is the one of Political Science, which had a significant surge in the last two years, followed by the Schools of Foreign Languages and that of Computer Science and Information Technology, which produce comparatively lower amount of research work than SBEM, but are likewise comparatively smaller in size. What is more, the latter has seen an increase in the last two years.

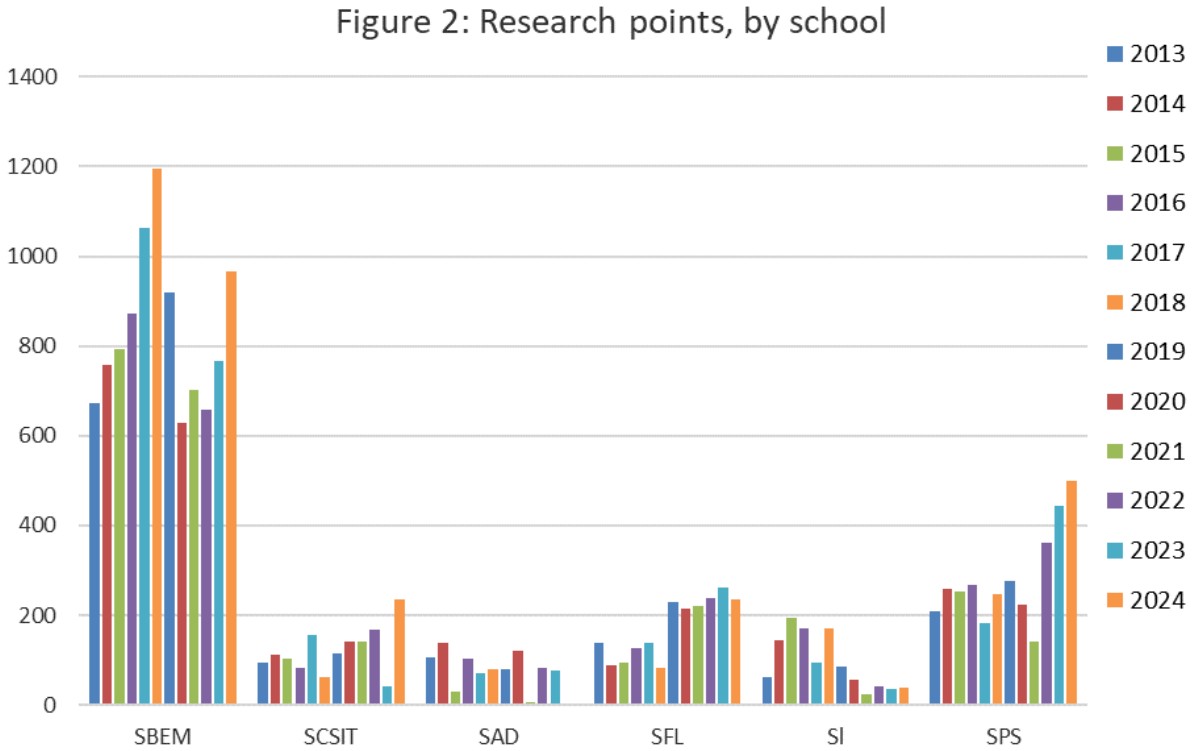


Figure 3 reveals that most of the work has been of international importance, but over time (comparison of 2024 with 2013), the structure steadily improved towards inclusion of the faculty members in research projects, editorials and reviews, which may be also related with the staff's seniority.

Figure 3: Structure of the research work

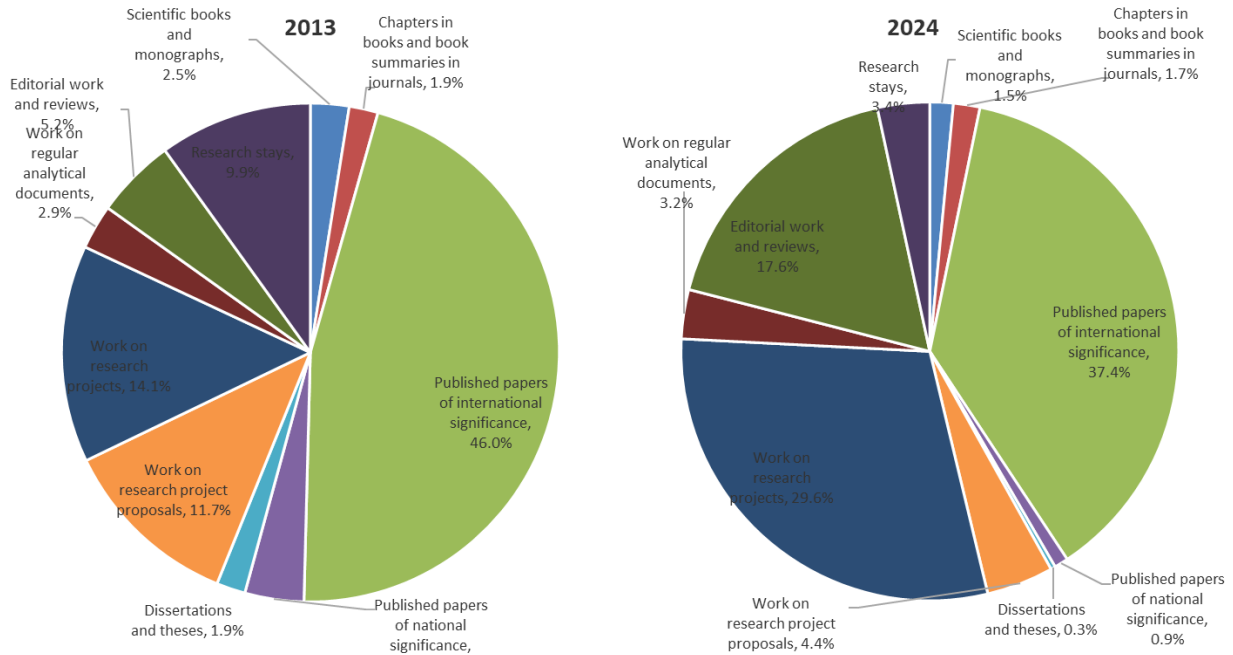
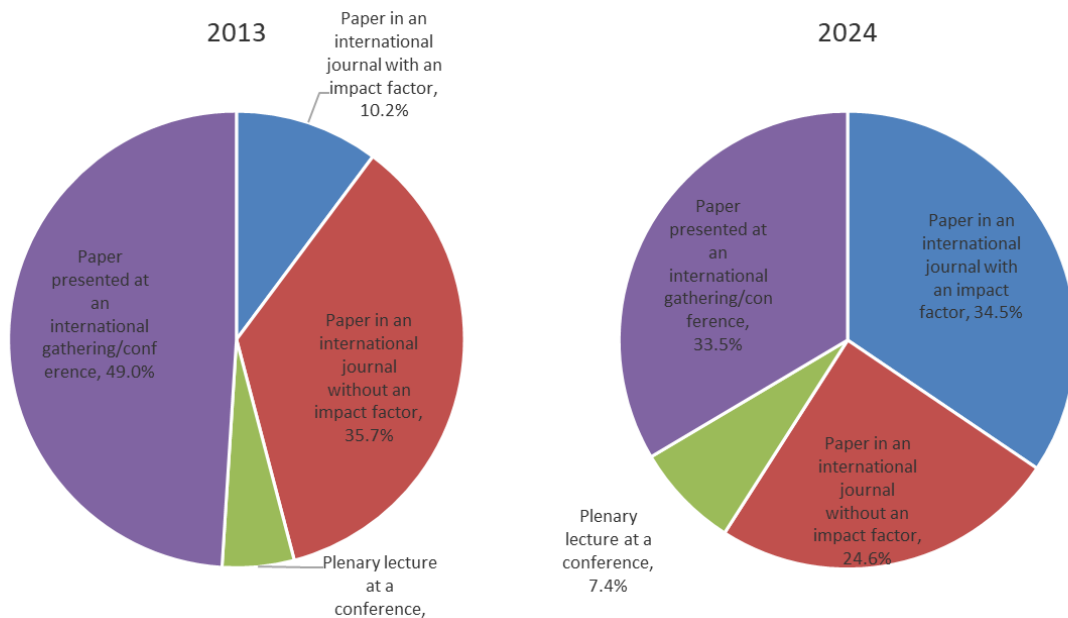


Figure 4 looks more closely at the structure of the published articles that have international importance, and corroborates the improving structure. For example, in 2013, only 10% of this work was published in international peer-reviewed journals with an impact factor, while in 2024 this share was 34.5%. The shift occurred at the expense of both publishing in journals of lower standing and of presenting papers at international conferences.

Figure 4: Structure of the work published on the international stage



Bylaws and bodies regulating the research work at UACS

- UACS Research Support Bylaw;
- Research Committee;
- UACS Research Activities Funding Commission.

UACS Research Goals for 2023-2026

The overall objective of the research work at UACS is that faculty members produce research of international quality and participate on the international research stage, hence positioning UACS as a quality research university in the country.

The specific objectives include:

- To stimulate a research-friendly environment;
- To support the expansion of research and publication production;
- To support research internationalization of the faculty members.

List of publications by faculty members (Academic Year 2023/24)

Web of Science (SSCI) Social Sciences Citation Index

Counihan, D., Corbett, B, Tomasic Humer, J., Tomovska Misoska, A., Dautel, J.B. & Taylor, L.K. (2024) The shadow of war: Parental competitive victimhood and children's contact intentions in two post-accord societies, *European Journal of Social Psychology*, 1-15.

Lazov, I., Lazov, P. (2024) Geometrical interpretation of the population entropy maximum. *Stochastic Models*, 40(3), pp. 569 – 582.

Nis Craith, I., Corbett, B., Tomasic Humer, J., Tomovska Misoska, A., Maloku, E., Dautel, J.B. & Taylor, L.K. (2024) Supraordinate identity integration in childhood: Intergroup implications of ethno-national and supraordinate identification in three divided societies, *Journal of Community and Applied Social Psychology*, 34 (1),1-17.

Petreski, M. and Tanevski, S. (2024) 'Bargain your share': The role of workers' bargaining power for labor share, with reference to transition economies. *Empirical Economics*, 10.1007/s00181-024-02602-2.

Web of Science (ESCI) (Emerging Sources Citation Index)

Bojadjiev, M., Vaneva, M., Tomovska Misoska, A., Mileva, I. & Andonova, M. (2023) The ninth dimension of national culture: Unpacking cross-cultural communication styles, *Interdisciplinary Description of Complex Systems*, 21 (5), 471-494.

Todorova, M. (2024) Cosmopolitan solidarity in crises: Volunteer translation as a prosocial collective action. *International Journal for Translation and Interpreting Research*, 16(2), 36-49. [MP1].

Petreski, M. (2024) The impact of the crisis induced by the conflict in Ukraine on firms: Evidence from North Macedonia. *The South East European Journal of Economics and Business*, 19(1), p.123-144.

Petreski, M., Tanevski, S. and Stojmenovska, I. (2024) Employment, labor productivity and environmental sustainability: Firm-level evidence from transition economies. *Business Strategy and Development*, 7(1), e347.

Other journals relevant according to the Macedonian Higher Education

Atanasovska-Noveski, V., Krliu, V., & Angjelkovska, T. (2023) Opening the “black box” of the labor market in Macedonia: Youth unemployment. *CIT Review Journal*, November Issue, 31-40.

Beka, A., Abazi Alili, H., & Noveski, V. (2024) Relationship between renewable energy, technological innovation, and economic indicators of green growth: Comparative analysis of the OECD and Western Balkan Regions. *Multidisciplinary Science Journal*, 6(12), 2024265.

Bojadjiev, M., Krliu, V., Pavlova, S., & Mileva, I. (2024). The advantages of Google Scholar ranking. *International Journal of English Language Education*, 12(1), pp. 76–87.

Denkovski, V., Stojmenovska, I., Gavrilov, G., Radevski, V. and Trajkovic, V. (2024) Exploring current challenges on security and privacy in an operational ehealth information system, *Advances in Science, Technology and Engineering Systems Journal*, 9(2), pp. 45–53.

Dodovski, I. (2024). Zagatliviot biser shto ja zatvora ranata: kon poetskata kniga Dni, godini od Dimitar Bashevski. *Spektar*, 42(83), 109-114.

Gjorevska, E. (2023) Entrepreneurial orientation and performance analysis at the private healthcare sector: The impact of limitation of resources. *International Journal of Business Ecosystem & Strategy*, 5(3), 80–95.

Gjorevska, E. (2023) Market opportunities impact on SME's entrepreneurial behaviour: study on entrepreneurial orientation in North Macedonia. *International Journal of Research in Business and Social Science*, 12(8), 104–118.

Gjorevska, E. (2023) Research on the impact of an immature market on the entrepreneurial orientation and success of SMEs from the private health sector in the Republic of North Macedonia. *Advances in Economics and Business*, 11(4), 39 – 50.

Gudachi, V., & Vasilevska, M. (2024) Challenges in evaluation practice during COVID-19 and its adaptive methods. The case of media literacy project in performing impact evaluation. *Knowledge - International Journal*, 65(2), 213–21.

Hristova, S., Zdravev, D. (2024) The inter-organizational synergy effect: How to capture competitive advantage? *Southeast European Review of Business and Economics*, 4(1).

Pavlova S., Krliu-Handjiski V., Bojadjiev M. (2024) National and organizational culture, *Business Management and Strategy Journal*, 15(2), pp. 20-31.

Rotabi, S., Abazi Alili, H. & Atanasovska-Noveski, V. (2024) The relationship between technological innovation and production efficiency in manufacturing sector across economies. *Int. J. of Technoentrepreneurship*. Forthcoming.

Shikova, N. and Andeva, M. (2023) Representation of minorities in public administration: The case of the Republic of North Macedonia. *Journal on Ethnopolitics and Minority Issues in Europe*, 22(1), 94–125.

Hristova, S. and Krliu Handjiski, V. (2024) Constructing success: Unveiling leadership styles in the construction Industry in North Macedonia, 12(1).

Srbinska, D., Hristova, S. and Kazic, V. (2023) Why budgeting in small and medium enterprises mMatters? *Timisoara Journal of Economics and Business*, 16(2), 99-118.

Stevcevska Srbinska, D. and Gelevska, V. (2024) Liquidity-profitability dynamics: Is the banking industry resilient in times of crisis? *Facta Universitatis, Series: Economics and Organization*, 21(1), 1-23.

Stevcevska Srbinska, D. and Memishi, S. (2024) Developing and developed Mediterranean stock exchanges: Interdependence in periods of crisis and stability, *Studia UBB Negotia*, 69(2), 7-22, doi:10.24193/subbnegotia.2024.2.01.

Trajkovska-Anchevska, Z., Pivkova-Veljanovska, A., Trajkova, K., Krstevska-Balkanov, S., Stavridis-Panovska, I. (2023) Quality of life in patients treated with hematopoietic stem cell transplantation. *Journal of Morphological Science*, 6(2).

Sapuric, Z., Ivanovski, F., Dimitrovski, D., Gaber-Damjanovska, N., and Dursun, S (2023) Implementation of EU regional policy and legislation in N. Macedonia: Focus on environment. *International Journal of Ecosystems and Ecology Science (IJEES)*, 3/4, p.p 45-51.

Book chapters

Batic., D., Jordanova Peshevska, D., Ivanovska, T. (2024) Women in prison in the Republic of North Macedonia: health and mental health. In: Ćopić, S., & Batrićević, A. (ed.) *Prison Environment: A Female Perspective*. Belgrade: Institute of Criminological and Sociological Research, p. 205-2018.

Mileva, I., Pop-Kostova, N., Boshkovska, N.J. (2023). Family ties shaping the entrepreneurial intentions, Ramadani, V., Kjosev, S. and Sergi, B.S. (Ed.) *Entrepreneurship Development in the Balkans: Perspective from Diverse Contexts* (Lab for Entrepreneurship and Development), Emerald Publishing Limited, Bingley, pp. 15-32.

Stevcevska Srbinoska, D. (2024). Going concern audit opinion: Reducing information asymmetry in Smith, J.A. (ed) *Research Handbook on Accounting and Information Systems*, Edward Elgar Publishing, 174-193.

Todorova, M. (2023). The languages of Hong Kong's international crisis relief response." In Christophe Declercq and Koen Kerremans (eds.) *The Routledge Handbook of Translation, Interpreting and Crisis*. Routledge.

VI. Publishing, Library and Online Resources

	<i>Title</i>	<i>Author (Publisher)</i>	<i>Quantity</i>
1	Планирање и стратегии	Христова,С.(УАКС) published	- 50
2	Writing Reports, Proposals and Business Plans	Reader (УАКС) - published	20
3	Adobe Animate	Reader (УАКС) - published	2
4	Adobe Photoshop	Reader (УАКС) - published	4
5	War and Self-Defence	Rodin, D. (МАГОР) purchased	-- 1
6	The Revolution in Strategic Affairs	Freedman, L.(МАГОР) purchased	- 1
7	Tuscany Style: Landscapes, Terraces and Houses, Interiors, Details	Taschen, A. (МАГОР) purchased	- 1
8	Managing Brand Performance and Brand Equity: From Brand Valuation Methodologies to Brand Reputation and Brand Audit	Kovachevski, D. (УАКС) published	- 50
9	Administrative Law	Reader (УАКС) - published	8
10	Biological Psychology	Reader (УАКС) - published	16
11	Industrial Psychology	Reader (УАКС) - published	30
12	A Gentle Introduction to Game Theory	Reader (УАКС) - published	20

13	Trinity Certtesol Companion	Anderson, J.(BEBC) - 1 purchased
14	The Creative Mindset Reader	Reader (УАКС) - published 30
15	Cognitive Psychology Reader	Reader (УАКС) - published 40
16	Елементи на дрвните конструкции скрипта	Reader (УКИМ) - 15 purchased
17	Конструирање на мебел скрипта	Reader (УКИМ) - 15 purchased
18	Вештачка интелигенција: регулирање, етички принципи и правни аспекти	Кимо Чавдар (УАКС) - 50 published
19	Research Methods Reader	Reader (УАКС) - published 50
20	Градителите во Македонија 1-3	Константиновски, Г 1 (Табернакул) - purchased
21	Работното место како мотиватор и ефектите врз флукуацијата на работната сила и ефикасноста во организациите: сличности и разлики меѓу машкиот и женскиот пол	Крлиу, В. (УАКС) - 10 published
22	Positive Psychology	Reader (УАКС) - published 20
23	An Introduction to Political Thought	Roberts, P. Sutch, P. 20 (Edinburgh University Press) - purchased
24	Comparing Political Regimes	Siaroff, A. (University of Toronto Press) - purchased 20
25	A Concise History of USA	Grant, S. (Cambridge University Press) - 20 purchased

26	Introduction to International Relations	Sorensen, G. Moller, J. Jackson, R. (Oxford University Press) - purchased	20
27	Introduction to Political Science	Parsons, C. (Pearson) - purchased	10
28	The Shaping of Western Civilization	Burger, M. (University of Toronto Press) - purchased	35
29	Brief Principles of Macroeconomics	Mankiw, N.G. (Cengage) - purchased	110
30	Financial Markets and Institutions	Mishkin, F. S., Eakins, S.G. (Pearson) - purchased	26
31	Combinatorial Theory of Vector Valued Semigroups	Stojmenovska, I. (YAKC) - published	50
32	The Mental Game Plan	Bull, S.J. et al. (Sports Dynamics) - purchased	1
33	A Mental Game Plan	Albinson, J. G., Bull, S. J. (Spodym Publishers) - purchased	1
34	An Introduction to Public Information Law	Rose, C. (Cambridge) - purchased	15
35	Artificial Intelligence: A Modern Approach	(Pearson) on-line	eBook
36	How to Program	(Pearson) on-line	eBook
37	Machine Learning with Python for Everyone	(Pearson) on-line	eBook
38	Lifespan Development	Boyd, D. / Bee, H. (Pearson) - purchased	40

Of course, we are proud of the achievements of our faculty. In 2023/2024, one of the most important was the book "Macedonian's Long Transition", edited by Prof. Ivan Dodovski, Dean of

the UACS School of Political Science, and by Prof. Robert Hudson, UACS Professor Honoris Causa, who have both won the prestigious state award “Goce Delchev”.

Book Launch: Macedonia’s Long Transition
<https://www.instagram.com/p/C22i7etMQdq/>

The book launch was hosted by UACS at the Museum of the Macedonian Struggle for Independence in Skopje.

VII. International collaboration

The University's mission is unique in its statement as it favors the international approach to education. It is guided by the 3I Principles: international curricula, international exchange and international instructors – principles which are the foundation of our educational institution providing its strengths and added value. To fulfill the mission, UACS builds global partnerships through various international collaborations, including Erasmus+ program, CEEPUS program, and inter-institutional bilateral agreements. These agreements facilitate academic collaboration, student and academic exchanges, joint double degree programs, academic research programs and summer school programs with partner institutions worldwide, enriching the University's global engagement and promoting cross-cultural understanding and cooperation.

Erasmus+ Program

UACS joined the Erasmus+ Program in 2015 and since then has signed 108 inter-institutional agreements within the partner university network.

In the Academic Year 2023-2024, UACS signed 41 inter-institutional agreements for all UACS programs taught in English.

In the Academic Year 2023-2024, through its National Agency for European Educational Programs and Mobility in the Republic of Macedonia, the European Commission granted UACS the following mobilities:

Student study mobility: 11 participants;

Training staff mobility: 4 participants;

Teaching staff mobility: 4 participants.

Central European Exchange Program for University Studies (CEEPUS)

The UACS School of Foreign Languages students have the unique possibility to gain international experience during the course of their studies at one of the 21 universities from 11 countries within the Central European Exchange Program for University Studies (CEEPUS) and its TRANScultural Communication and TRANSlation Network.

In the Academic Year 2023-2024, CEEPUS granted UACS the following:

Student study mobility: 3 participants;

Faculty mobility: 1 participant.

MOUs and collaborations

Universities ranked in the TOP 500

- Tor Vergata, Rome, School of Economics, <https://economia.uniroma2.it/>;
- Eötvös Lorand Budapest, <https://www.elte.hu/en/>;
- Maastricht University via Maastricht School of Management, Maastricht, Netherlands (<http://www.msm.nl/>);
- Vienna University of Technology (www.tuwien.ac.at);
- Paris Sciences et Lettres University, via Dauphine University, Paris (www.dauphine.fr);

- Technical Faculty of Bor, University of Belgrade (bg.ac.rs/en/members/faculties/TFB.php).

Universities and Schools in the U.S. and Canada⁶

- City University of New York, <https://www.cuny.edu/>
East Carolina University, USA (www.ecu.edu);
- St. Louis Community College, Missouri (www.stlcc.edu/);
- Virginia International University, Fairfax USA (www.viu.edu);
- Webster University (Athens campus) - MBA program and Executive, signed 09.06.2021.

Universities and Schools in the European Education Area

CMH Academy and IEMI - European Institute of International Management, Paris (www.cmh-school.com and www.iemi.com);
 ESIC Business and Marketing School, Valencia (www.esic.es)
 European Institute of Education, San Gwan, Malta (www.eieonline.com/);
 GEA College – Faculty of Entrepreneurship, Slovenia (www.gea-college.si)
 Gazi University, Turkey (www.gazi.edu.tr);
 Horizons University, Paris (www.horizonsuniversity.org);
 Institut Supérieur de Gestion (ISG), Paris (www.isg.fr);
 John Cabot University, Rome (www.johncabot.edu);
 University North, Koprivica, Croatia (<https://www.unin.hr/en/>);
 University of Applied Sciences Worms, Germany (www.fh-worms.de);
 International University of Monaco, Monaco (www.monaco.edu);
 Vesalius College Brussels (www.vesalius.edu);
 VSEM College of Economics and Management, Prague (www.vsem.cz).

Universities and Schools from Latin America

University Paulista, Brasília, Brazil (<https://www.unip.br/>).

Universities and Schools from Asia

- Almaty University of Power Engineering and Telecommunications, Almaty, Kazakhstan (<https://aues.edu.kz/kz>);
- FPT University, Hanoi, Vietnam (hanoi.fpt.edu.vn/).

- **Dual Degree Programs**

UACS Double Degree programs are custom-built to give UACS students a unique international experience and access to the academic specialties of each partner institution, while combining their study programs.

⁶ In an alphabetical order

As a token of appreciation of our past activities in this field and the partnerships we had, let us hereby mention the Double Degree programs that we used to offer:

Past degrees no longer active:

Schiller International University – Florida, USA;

- Maastricht School of Management - MSM Outreach Program.
- Virginia International University – Virginia, USA.

Active Degrees

UACS Double Degree partner universities:

- Tor Vergata University - Rome, Italy - signed 16.05.2017, reaffirmed 2023;
- ESC Rennes School of Business - Rennes, France, signed 09.05.2024;
- Università Cattolica del Sacro Cuore – Milano, Italy, signed 20.07.2023.

In the Academic 2023-2024, UACS enrolled 13 students in the Dual Degree program with Tor Vergata.

In order to promote the newly signed Double Degree with Cattolica, jointly with Cattolica and the Italian Embassy, we have organized the following event:

University Cattolica Double Degree Promo Event

<https://www.instagram.com/p/C8H4TdSMTSk/>

A panel discussion at Europe House Skopje, highlighted Italian-Macedonian cooperation in education, introducing a new Double Degree program between UACS and Università Cattolica del Sacro Cuore.

Global Understanding course

UACS - East Carolina University, North Carolina, USA

Educational class experience with an international character, not only in its academic coursework but also in its practical application. The program allows students from different parts of the world to enhance their global outlook and develop their language skills and communication abilities to the highest possible level, all that in a virtual environment.

Memberships

- European Association for International Education - European Center for Expertise, Networking and Resources in the Internationalization of Higher Education;
- ACBSP - Accreditation Council for Business Schools and Programs.

ACBSP Annual Conference

Rector, Prof Dr Marjan Bojadjiev, represented UACS at the ACBSP Annual Conference 2024, participating in key business education panels and discussions.

https://www.instagram.com/uacskopje/p/C84BgrZodvm/?utm_source=chatgpt.com&img_index=1

Accreditation Council for Business Schools and Programs was founded in 1989. This U.S.-based organization offers accreditation services to business programs that emphasize teaching and learning.

It accredits business programs at associate, undergraduate, graduate, and doctoral levels worldwide. ACBSP focuses on recognizing teaching excellence, determining student learning outcomes, and promoting continuous improvement.

UACS is proud to be an ACBSP's accredited member since 2010.

UniAdria or UniAdrion membership will start as of May 2025.

UniAdrion is a non-profit association that connects universities and research centers across the Adriatic-Ionian region. Established in 2000, following the "Ancona Declaration," its primary goal is to strengthen international cooperation and promote the advancement of culture, science, education, and research among countries bordering the Adriatic and Ionian seas.

International Conferences and International Agreements for Collaboration signed in 2023/2024

- **UACS and City College of New York Collaboration - [July 4, 2024](#)**
UACS signed a Memorandum of Understanding with the City College of New York to strengthen mutual academic collaboration;

Memorandum of Understanding between the University American College Skopje and Kristu Jayanti College Autonomous - [March 11, 2024](#) / [March 8, 2024](#)

Organized and signed by the UACS Rector, Prof Dr Marjan Bojadjiev, who also served as a keynote speaker at the Silver Jubilee Conference hosted by the Kristu Jayanti College Autonomous in Bengaluru, India.

VI.2 International Academic Council

UACS has established IAC back in 2014. Currently the IAC is not active and we need to reinvigorate it.

VIII. Activities financially supported by UACS

The list below outlines the main activities as part of projects where UACS was involved, thus were financially supported by the institution:

Name of the project	Completed by the organization unit	Start date	The end day	Total amount (EUR)	Active student participation
Architecture, visual art and culture of public spaces	School of Architecture and Design	01.01.2023	26.06.2024	50.962	35
Erasmus student mobility exchange	International department	01.01.2023	31.12.2023	70.430	26
Erasmus student mobility exchange	International department	16.09.2024	31.12.2024	111.768	32
Leaders of the green economy	School of Business Economics and Management	31.12.2023	01.03.2024	120.000	14
Eit Climate KIC	School of Business Economics and Management	01.05.2023	31.12.2023	39.350	10

IX. IT improvements

UACS strives to provide excellence in higher education by combining the best of European and American educational standards.

In accordance with its mission, it puts the quality of education first. Among other things, the technological aspect is of utmost importance. Thus, in the previous academic year, the following improvements were made:

IX. 1 Development of Application Software

In the period covered by the Rector's Annual Report, several application software solutions were developed, related to the following functions of the University American College Skopje (UACS): (1) Evaluation of faculty and assistants; (2) Human resources management; (3) Monitoring the scientific research work through published papers and other appropriate activities; and (4) Complying the grading policy with the Gaussian distribution (Bell Curve).

- ***360° Evaluation Processes***

An application software tool was developed to collect feedback from students for evaluation of courses and instructors/assistants.

For final evaluation of the instructor work, the software tool also calculates the data obtained from the evaluations made by the Deans, the Students' Office, the Library, as well as from other employees who cooperate with the instructors. Another category of data that is processed through the software tool refers to the data related to the instructors' scientific research work.

The tool analyzes the collected data and prepares reports that are used for further improvement of the educational process.

The technology (processes) is taken from the 360° UACS faculty 360° Evaluation Bylaw, and other relevant internal acts prepared by the UACS authorities.

The software solution is usable for undergraduate and graduate studies separately, but combined reports and assessment are also possible.

- **Human Resources Management Software**

This is a proprietary application developed for UACS. The main features of the application software developed for Human Resources Department are the following:

- (1) Centralized repository for employee information, including personal details, job history, and contact information;

- (2) Handle requests and approvals for vacation, sick leave, and other types of leave;
- (3) Preparing and monitoring the implementation of contracts concluded with part-time employees.

NOTE: In the future, there are opportunities for further development of this software solution.

- **Research Activities Monitor Software (RAMS)**

This is a proprietary application developed for UACS. The main features of the RAMS are:

- Monitoring the UACS's faculty research activities and recording them; as well as
- Structuring the research activities reports.

NOTE: There are opportunities for further development of this software solution, too.

- **Bell Curve Grading Compliance**

Degree of compliance of the grading policy with the Gaussian distribution (Bell Curve)

For each course, the distribution of the given grades is compared to a Gaussian distribution. The software marks all courses whose distribution is outside the defined UACS criteria. Analyzes are possible for both undergraduate and graduate studies.

NOTE: UACS is facing a serious threat – software development is based on an individual work of engineer who is already retired from his daily job. UACS doesn't have a contingency scenario now. However, two avenues are considered: 1) Development of a completely new solution and 2) Usage of international ready-made software.

IX.2 Hardware upgrades

Since 2023, the following hardware upgrades have been made:

1. Two more laboratories are completed with a total of 68 PCs;
2. One laboratory is completely renewed with a total of 30 PCs
 - All of the PCs are from the DELL brand with I3 and I5 CPUs, 16Gb RAM memory and M2 SSD card.

Currently, University American College Skopje has 5 laboratories with a total of 160 computers for students. Also, every administrator has a new PC.

IX.3 Computer Network improvements

The network infrastructure is renewed and now supports 1GBps data transfer. We have installed 3 new servers for traffic control and data security. The whole network security is controlled by Sophos firewall.

X. Career Center

The UACS Career Center was established in 2008 with the aim to help students realize their internship, find employment and develop different types of skills needed for their career development. The Career Center strives to provide education, advice and build network that helps students reach their career goals. It has certified career counselors according to the highest international standards of the Global Career Development Facilitator (GCDF), who, ultimately, use their knowledge to help all students achieve their professional ambitions.

In the Academic Year 2023/2024, students had the opportunity to attend 7 Career Development Workshops as part of the UACS CAREER DAY 2024, followed by the Career Fair.

The workshops had the following topics:

1. Preparing a professional portfolio (CV);
2. Writing a professional motivational letter;
3. Providing professional photograph for the business world;
4. Business communication and ethics;
5. Presentation skills.
6. Job interview simulation.
7. Employment skills for the 21st century

At the UACS Career Day 2024 event, apart from workshops, the students had the opportunity to be part of a Panel Discussion with 4 prominent speakers, where everyone shared their career experience. Afterwards, a Job Fair was organized, with 30 companies presenting job and internship opportunities.

The Career Center offers UACS students opportunities for daily counseling in its own premises, and psychological testing striving to help them choose a better career path. Moreover, not only does the Career Center provide internship in the best domestic and international companies, but it also offers employment.

In the academic year 2023/2024, more than 400 internships of UACS students were realized:

1. The School of Business Economics and Management realized more than 120 internships;
2. The School of Computer Science and Information Technologies realized more than 70 internships;
3. The School of Political Science realized more than 50 internships.
4. The School of Foreign Languages realized more than 20 internships;
5. The School of Architecture and Design realized more than 70 internships.

Internships are implemented in companies that are members of the Business Council, but also in companies chosen by the students. More than 10 professionals from the members of the Business Council gave their lectures as Adjunct Professors, and a large number of practical projects in various fields were realized by UACS students.

XI. Collaboration with the community (Business Council, Alumni and other stakeholders)

XI.1 Business Council

In accordance with the UACS's mission and the higher education trends in the country, in May 2007, the UACS Business Council was established. It was founded to create an environment where the academia and the business world would have common interaction to contribute towards making conditions for our society's social-economic development. The benefit of that cooperation is evident in creating funds for more qualified workforce, implementing academic programs that meet the needs of the business world, promoting companies and the university, joint participation in project development, scholarships development for exceptionally high-quality students, etc.

More than 190 prominent companies from the commercial and non-profit sector participate in the Business Council today.

In the Academic Year 2023/2024, 30 companies actively participated in workshops, fairs, seminars, and curricula design.

In the Academic Year 2023/24, new Memorandums of Understanding were signed with 25 companies – organizations, out of which 5 organizations are from the non-profit sector.

The cooperation of UACS with the Business Council is also manifested in scholarship awards provided by its members every year.

The Business Council holds General Assembly meetings every other year, attended by its most active members. This year there was a meeting with the Business Council Board, where we discussed the details and steps about next years' General Assembly. More than 10 professionals from the members of the Business Council held their lectures.

2022-2024 Board Members

• President	• Dita Starova Qerimi	• CEO, National Gallery
• Former President	• Elena Mladenovska	• CEO, M6 Educational Center
• Vice-President	• Dimche Popovski	• CEO, DAKA Holding Skopje
• Member	• Jason Enright	• COO, Kostal Group, Macedonia
• Member	• Emil Nacka	• CEO, Avicena
• Member	• Zlatko Mucunski,	• CEO, N.Macedonia
• Member	• Gjorgji Petrushev	• CEO, BiMilk
• Member	• Stojan Jordanov	• CEO, RSM
• President	• Ivan Shteriev	• CEO, Macedonian Stock Exchange
• Member	• Ylly Marku	• CEO, Financial Union Skopje
• Member	• Ljupcho Zikov	• CEO, Kapital

In this first Rector's report, we are using the opportunity to honor our previous Board Members, who have diligently supported UACS.

2019-2022 Board Members

- Elena Mladenovska Jelenkovic, President of the Business Council;

- Dragana Chifliganec, Vice-president of the Business Council;
- Magdalena Slavejkova, HR Manager USJE, BC Honorary member;
- Ana Mitreska, BC Vice Governor, Honorary member;
- Gligor Bishev, CEO Sparkkasse Bank, BC Honorary member;
- Ivan Mirkovski, CEO SmartLiving, BC Honorary member;
- Dejan Panovski, CEO Vertigo;
- Gerasim Vancev, CEO Semos;
- Darko Aleksov, NGO Most;
- Biljana Sanev, Sparkasse;
- Ljupco Zikov, Kapital.

2017-2018 Board Members

- Dragana Chifliganec, President;
- Darko Gelev, CEO Radio Metropolis, Skopje;
- Anita Bezovska, NBRM, Vice Governor;
- Dimitar Kovacevski, VIP Marketing Manager;
- Gerasim Vancev, CEO Semos;
- Ivana Markovska, CEO Rudine-Skopje.

Board Members - Coordinative Body 2010

- Iliancho Gagovski, CEO of Microsoft, President.

Board Members - Coordinative Body 2005

- Zivko Gruevski, Honorary Consul of Canada in Macedonia;
- IT Cluster Board Members: Gerasim Vancev, Antoni Peshev, Toni Petreski INET, President of MASIT;
- Political Science Cluster Board Members: Darko Aleskovski, NGO Most;
- Zoran Kostov, Opportunity International.

XI.2 UACS Alumni

In the Academic Year 2023/2024, the newly formed UACS Alumni Association Board held several strategic meetings to define future activities for the period 2023/2024, revitalize the Alumni Association, and form the UACS Alumni Board, with its members as follows:

- Irena Nikolovska (CEO IRIS Consulting) – President;
- Edi Smokvarski (CEO OM PETROL) – Vice President;
- Valon Salihu (House of Europe) – Events Chair & Media & PR;

- Berat Dehari, (Government Advisor) Treasurer & Membership Director;
- Dushan Mitrev, (CEO Pivara Ad Skopje) Member-at-Large of the Board;
- Gerasim Vancev, (CEO Semos) Webmaster/Technology Chair;
- Ilijana Bojadjieva, (Taskforce) – International (Tor Vergata) Alumni Chair;
- Marjan Bojadjiev, UACS Provost;
- Sandra G. Grujevska, UACS Executive Member;
- Konstantin Kakurinov, UACS Marketing & Alumni Coordinator.

Previous Board members include:

2020/2023 Alumni Board

- President - Ms. Mila Krekic;
- Vice President - Mr. Valon Salihu;
- Treasurer & Membership Director - Mr. Berat Dehari;
- Board Member-at-Large - Mr. Zoran Drangovski;
- Webmaster/Technology Chair - Ms. Vesna Stojanova Trajkovska;
- Events Chair & Digital Marketing - Ms. Iva Aleksic;
- Consultant & Social Impact Chair - Mr. Ivan Zografski;
- Communications Committee Chair - Mr. Rilind Jegeni;
- Interview & Newsletter Committee Chair - Mr. Noshpal Stefan;
- Undergraduate SBEM Chair - Mr. Christiaan Jaarsma;
- International (Tor Vergata) Alumni Chair - Ms. Ilijana Bojadjieva;
- UACS Executive Member - Ms. Sandra G. Grujevska.

2017 Alumni Board

- Petar Ribarski, President.

2015 Alumni Board

- Edi Smokvarski, President;
- Zoran Drangovski;
- Gligor Mihajlovski;
- Stefan Georgievski

2012 Alumni Board

- Igor Hristov, President.
- Nikola Cuculevski, Vice President;
- Edi Smoklvarski;
- Sofija Basmandzieva Zezelj;
- Bleta Begu;
- Vlatko Naumovski;
- Dragan Vangelovski.

XI.3 UACS Alumni activities

1. Inspirational Speeches & Mutual Collaboration - [December 13, 2024 \(link 2\)](#)

The UACS Alumni, Andrej Jordanovski and Ilija Mukaetov, delivered individual speeches at the UACS Career Development Class, speaking about their entrepreneurial endeavors. Moreover, Andrej Jordanovski signed a Memorandum of Collaboration between UACS and his company HR Potentials.

2. Inspirational Speech - [October 10, 2024](#)

Delivered by UACS Alumna, Sashka Kostovska-Dlaka, CEO of INPUT, at the annual UACS Graduation Ceremony, aimed at inspiring the graduating UACS students. **Testimonial - [August 19, 2024](#)**

Delivered by UACS Alumna, Jana Petrovska, currently employed as a Junior Tax Analyst at the KPMG Auditing Firm, utilized for the UACS undergraduate campaign. She also continued her Master's studies at UACS.

3. Award Achievement - [April 27, 2024](#)

For the Year 2024, the National Bank awarded the second place of the Young Researchers' Annual Prize to the UACS Alumnus and Assistant Professor, Stefan Tanevski, for his paper "Monetary Policy and Asset Price Channels in the Context of Regionalization of Markets in the Countries of Former Yugoslavia".

4. International Guest Lecture - [March 29, 2024 \(link 2\)](#)

Prof. Luca Gnan, Professor at the University of Tor Vergata, Rome, Italy, delivered a lecture entitled "The Art of Negotiation: Strategies and Best Practices" in front of an audience of current UACS Students and UACS Alumni.

5. Video Testimonial - [March 21, 2024](#)

The UACS Alumna Nadica Pancheva, as a part of the graduate advertising campaign for the UACS School of Foreign Languages, detailed her experience at the university that far, encouraging students to enroll in the school.

6. Guest Lecture - [February 12, 2024](#)

Delivered by UACS Alumna, Darija Papesh, on the topic of "Paid Social Media Advertising and how it can strategically affect the overall impact of a company".

7. Interview - [January 31, 2024 \(link 2\)](#)

Given by the UACS Alumna and PhD student Marija Anastasovska Nikolovska in the 'Kapital' magazine, emphasizing the importance and benefits of the highest degree that our formal education has to offer.

8. **Achievement** - [November 14, 2023](#)

In a solemn ceremony at the Cinematheque of Macedonia, the Skopje City Mayor, Danela Arsovska, presented the prestigious November 13, 2023 awards to the well-deserved recipients, recognizing their excellence in various categories, including culture, science, art, architecture, and more. Among the esteemed winners of this year's awards was the UACS's very own alumna Elena Bozinovska, who was honored for her exceptional humanitarian efforts.

9. **Interview** - [October 31, 2023](#)

Irena Nikolovska, UACS Alumna and President of the UACS Alumni Association, reflected on her experience at UACS, that is, on her MBA degree, and how it impacted her future career ventures.

10. **Alumni Event (4th of July)** - [July 4, 2023](#)

For the first time after the COVID-19 pandemic, UACS organized an event in which all UACS Alumni were invited to participate and network. The Alumni Board President gave a speech in front of the gathered audience.

11. **Inspirational Speeches** - [May 19, 2023](#) ([link 1](#)) ([link 2](#)) ([link 3](#))

UACS Alumni Speakers: Igor Pota, Irena Nikolovska (UACS Alumni President), and Marija Nikolovska were invited to the annual UACS Career Day, where they gave inspirational speeches to the students, each in their own field of expertise.

XI.4 UACS Foundation

Prof. Zlat Milovanovic, PhD, was a long-time UACS faculty, Vice Rector for International Collaboration and Development. Unfortunately, he passed away...

To honor his name, his family - the wife Gillian and the daughters Anna and Alexandra - have set up an endowment with the UACS foundation, whose purpose is to enable international travel, related to academic activities of the UACS students.

The funds of the Milovanovic Family are matched by UACS itself.

The public call for the scholarship award was issued on 4 May 2023 and the first student awarded was Iskra Dochovska, a third-year student from SCSIT. She attended a conference for Women in Tech, held in Amsterdam, in July 2023.

In 2024, the Zlat Milovanovic Foundation awarded a scholarship for a talented student who would have the opportunity to travel to a foreign country for further educational development. Teadora Stefanovska, a graduate student from SFL, was selected to attend a language course in Spain,

in February 2025. Unfortunately, the recipient was not able to come to the UACS offices for the Networking team to take a photo of her as this year's scholarship winner.

However, the following links: [Link 1](#) and [Link 2](#) offer an insight into the Zlat Milovanovic 2023 Award, and the special event organized for the first award.

XII. CSR activities and ESG Events

UACS strongly engages in supporting its third mission - supporting the communities it serves. We, mainly, do that through CSR and ESG activities. CSR is a charitable activity targeting "those in need", while ESG targets improving the communities, and broadening horizons for the students.

XII.1 CSR activities and charities:

1) UACS Garage Sale - [May 9, 2024](#)

- A garage sale was organized by UACS students to raise funds for donations to the Wheelchair National Basketball Team of Macedonia.

2) UACS visits Senior Peoples' Home Idila - [April 19, 2024](#)

Students from the UACS Department of Psychology and Prof. Krliu visited the Elderly Peoples' Home "Idila" to assist the elderly people in their everyday tasks, talks, and give a little bit of joy to them all.

3) UACS Christmas Bazaar - [December 22, 2023](#)

- An UACS tradition, organized each year by the UACS Entrepreneurship class instructor, Prof. Ivona Mileva, and her students, is a practical exercise in which students organize a Christmas Bazaar to learn about the practical side of start-up entrepreneurial ventures, with all received proceeds going to a charity of their choice.

4) UACS Christmas Donations (Part 1 & 2) - [December 21, 2023 / December 14, 2023](#)

- A donation drive organized by UACS in which students donated and organized donations delivery to those less fortunate and in need. Donations were given to the Cathedral Parish Sacred Heart of Jesus, as part of the donation drive (Part 1) that were previously organized by UACS, too.

5) Library Donation to UACS by Author Nikola Madzirov - [November 22, 2023](#)

- The famous and award-winning Macedonian poet and translator, a member of the jury of the World Poetry Book Award "Griffin" in 2023, as a gesture of goodwill, donated to the University American College Skopje library his entire collection of 600 poetry books, which were nominated for this award.

XI.2 ESG Events

ESG activities' targets are the following: improving the communities, broadening students' horizons, and collaborating with communities that UACS serves.

1) University American College Skopje at SUBEX 2023 - [October 27, 2023](#)

The University American College Skopje participated in SUBEX 2023 – Job & Career Fair. During the fair, the University connected with individuals eager to explore UACS's range of graduate programs.

2) Guest Lecture by Mr. Steven Friedman - [October 20, 2023](#)

- A molecular biologist, a Harvard University graduate, a visual artist, and a philosopher-visionary, who held a lecture on the topic "What is Philosophy? And Why Should EVERYONE Care?"

3) "CT Pitch and Connect: Bringing Industry and Academia Together" - [November 28, 2023](#)

The UACS School of Computer Science and Information Technology participated in "ICT Pitch and Connect: Bringing Industry and Academia Together," event organized by the Embassy of the Kingdom of the Netherlands in North Macedonia. It is a platform for the ICT industry and academia in North Macedonia that promotes connection, collaboration, and exploration of potential partnerships.

4) Italian Ambassador Mr. Andrea Silvestri Guest Lecture - [April 25, 2024](#)

- The UACS School of Political Science was delighted to host His Excellency Mr. Andrea Silvestri, Ambassador of Italy to North Macedonia, who shared his reflections on "Leadership in Foreign Service".

5) Guest Lecture by Tor Vergata University Prof. Luca Gnan - [March 29, 2024](#)

- Conducting a series of lectures at the University American College Skopje within the course Organizational Behavior. This event was organized in collaboration with MHRA - Macedonian Human Resources Association.

6) UACS Talks Series: Ambassador Le Roy - [February 2, 2024](#)

- The Ambassador delivered a lecture, which gave attendees a unique opportunity to gain firsthand knowledge and insights from an experienced diplomat.

7) NATO Debate - [March 1, 2024](#)

- The University American College Skopje hosted the debate entitled: "Future of NATO and the Balkans: Lessons from Estonia", which was part of the project "Seeing is Believing – Building Public Understanding of NATO & Resilience in the Balkans by Bringing Macedonian and Montenegrin Journalists to Estonia".

XIII. Awards and Achievements

1) Recipient of the DMD Scholarship Award 2023 - [September 5, 2023](#)

Nina Dimkovska, a student at the UACS School of Business Economics and Management, was awarded the prestigious Delta Mu Delta scholarship, marking a remarkable milestone in her educational journey.

2) Award Achievement at the CESIM Business Simulations - [December 18, 2023](#)

UACS alumni students, Marija Adjiev and Nikola Malinov, were awarded 3rd prize at the ACBSP Global Business Accreditation Region 8 Fall Conference, hosted by CESIM Business Simulations - Global Business Challenge.

3) Book Launch by UACS Prof. Ivan Dodovski - [February 2, 2024](#)

At the Museum of the Macedonian Struggle for Independence in Skopje, UACS organized a launching of the book entitled "Macedonia's Long Transition: From Independence to the Prespa Agreement and Beyond" (Palgrave Macmillan, 2023), edited by Robert Hudson, Professor of History and Cultural Politics from the United Kingdom, and Ivan Dodovski, Professor of Critical Theory and Literature and Dean of the UACS School of Political Science.

4) Annual Prize for Young Researchers 2024 - [April 27, 2024](#)

The National Bank awarded the Annual Prize for Young Researchers for 2024 to the UACS Assistant Professor Stefan Tanevski, who won the second prize for his paper "Monetary Policy and Asset Price Channels in the Context of Regionalization of Markets in the Countries of Former Yugoslavia".

5) An UACS Student Shines at CIIT 2024 Conference - [April 25, 2024](#)

Nikola Kostadinov, a first-year student at the UACS School of Computer Science and Information Technology (SCSIT), and an UACS scholarship recipient, showcased his exceptional talent at the 21st International Conference on Informatics and Information Technologies (CIIT 2024) held at the Sirius Hotel in Strumica, North Macedonia. on April 19-20, 2024.

6) INSPIRELI Awards Ranking - [June 14, 2024](#)

The UACS School of Architecture and Design was ranked in the INSPIRELI Awards among the top 100 universities globally.

7) The City of Skopje 13th November Award

Among the esteemed winners of this year's awards was the UACS's very own alumna Elena Bozinovska, who was honored for her exceptional humanitarian efforts.

XIV. Ceremonies

The following is a list of all important events, jubilees, awards, ceremonies, and other festivities in the past academic year:

1) UACS Orientation Day 2024 - [September 23, 2023](#)

- On the first day, when making their first steps into university life, the UACS 1st-year students were greeted by academic and administrative staff, who introduced them to the UACS's upcoming academic activities. It is an event that stimulates peer connections with music, food, and a fun atmosphere.

2) UACS Opening Ceremony 2023 - [September 12, 2023](#)

This annual tradition brings together new 1st-year students, their families, professors, and distinguished guests, all joining in to celebrate the beginning of another promising academic year at UACS.

3) UACS Graduation Ceremony - [October 10, 2023](#)

An annual ceremony hosted by UACS was held at the Aleksandar Palace Hotel , where graduating students at all levels of academic achievement were handed their diplomas, with speeches by distinguished guests and academic staff.

4) UACS 18th Anniversary: A Legacy of Excellence - [October 5, 2023](#)

Celebrating its 18th anniversary, UACS welcomed partners, associates, and friends to commemorate nearly two decades of excellence. The ceremony and celebration highlighted the University's profound impact on the lives of its students and the broader community, underscoring UACS's dedication to knowledge, truth, and wisdom.

5) UACS Delta Mu Delta Pi Alpha Chapter Induction Ceremony - [May 31, 2024](#)

DMD welcomed 20 new members to Delta mu Delta - Pi Alpha Chapter.

XV. Promo Activities

1) Double Degree program promotion, by Università Cattolica del Sacro Cuore of Milan and University American College Skopje - [June 12, 2024](#)

A panel at the Europe House Skopje was dedicated to the Italian-Macedonian cooperation and establishing a Double Degree program between Università Cattolica del Sacro Cuore of Milan and University American College Skopje.

2) UACS Open Day 2024 - [April 13, 2024](#)

The UACS Open Day welcomed prospective students and provided insight into the University's academic and administrative capabilities, with the institution's personal touch.

3) Career Day - [April 5, 2024](#)

This annual tradition brings together new students and distinguished guests, to introduce them to companies and to different opportunities in the professional world.

4) Erasmus+ Info. Session - [September 29, 2023](#)

Annual Fall Info Session for students who want to use the UACS Erasmus+ Program.

School of Architecture and Design Activities in 2023/2024

Ohrid Summer School of Architecture and Design - [July 31, 2024](#)

- The 11th edition of the Ohrid International Summer School for Architecture and Design was organized by the UACS School of Architecture and Design. It focused on reviving the Hotel Palas - a modernist Macedonian landmark, through research, site visits, and creative exploration.

Biennale of Architecture Students, BISTA 2024, at the Museum of Contemporary Art in Skopje - [June 13, 2024](#)

- At the Annual Biennale of Architecture Students, BISTA 2024, the UACS School of Architecture and Design showcased its students' projects, marking the institution's participation in a major cultural event at the Cifte Amam, National Gallery, Skopje.

Erasmus, CEEPUS, Visegrad, WB6 and other activities as well as international projects in 2023/2024

1. Erasmus Agreement in Austria - [July 15, 2024](#)

Professors Dusica Stevcevska Srbinoska and Igor Srbinoski visited Privatuniversität Schloss Seeburg in Austria to officialize the new Erasmus mobility and mutual collaboration agreement.

2. ABCD Project Closing Conference - [July 9, 2024](#)

The closing conference of the ABCD project took place in Budapest and Esztergom, Hungary, marking the end of Phases I and II of the University-Business Cooperation for Deep Tech Start-ups. It was attended by the UACS Prof. Dusica Stevcevska Srbinoska.

3. Visegrad+ Project: Ukrainian Refugees in Central Europe and the Balkans - [October 20, 2023](#)

The University American College Skopje hosted the Visegrad+ project: "Ukrainian Refugees in Central Europe and the Balkans", at an event organized in the National Gallery of Macedonia Daut Pasha Hammam.

- **International Congress Participation - [July 2, 2024](#)**
From 19 June to 21 June 2024, UACS Academic staff visited the XXXVII International Congress ASEPELT at the Universidad Miguel Hernández in Elche, Spain. They presented the paper “Monetary Policy and the Gendered Labor Market Dynamics: Evidence from Developing Economies”, coauthored by Prof. Alejandro Jacobo from the University of Cordoba in Argentina.
- **ACBSP Annual Conference 2024 - [July 1, 2024](#)**
Prof. Dr Marjan Bojadjiev, the UACS Rector, represented UACS at the ACBSP Annual Conference 2024.
- **Leaders of the Green Economy Conference - [February 29, 2024](#)**
The final conference of the “Leaders of the Green Economy”, a project supported by the Erasmus+ program and organized by UACS, was held at the M6 Educational Centre in Skopje, encapsulating a project two years in the making.

XVI. Other notable activities and collaborations

Meeting with the Higher Education Accreditation Board - [June 17, 2024](#)

- The UACS Rector, Prof Dr Marjan Bojadjiev, and Vice-Rector, Prof Dr Venera Krliu, had a meeting with President Marjan Gjurovski, and Vice-President, Kushtrim Ahmeti from the Higher Education Accreditation Board, part of the Agency for Quality in Higher Education, to address the accreditation process and enhance higher education quality.

First Capstone Project with International Experts - [July 9, 2024](#)

- UACS held its first Capstone Projects, developed in collaboration with UACS’s SCSIT and international IT industry experts, focusing on predictive modeling of housing prices.

UACS Academic Staff Team Building Event - [April 23, 2024](#)

- UACS started with a series of team-building events entitled: “Let’s Share Experiences: Interaction, Inspiration, and Innovation”, meant for the betterment of the UACS academic staff.

Keynote lecture by UACS Associate Professor Dr Dimitrinka Jordanova Pesevska - [February 23, 2024](#)

- A keynote lecture on “Anxiety, Stress, and Coping Mechanisms”, at the Teaching University Geomedi in Tbilisi, Georgia, was delivered as part of the SAS Kaizen Mental Health Colloquium.

MoU with Deep Tech Partners: Business Council - [November 9, 2023](#)

- UACS signed a Memorandum of Understanding with Data Masters, Solaris Intelligence, and Widnet Solution to foster collaboration in advanced technology and the deep tech industry.

Mont Blanc and Shar Planina, Erasmus “Mountain Connection” – [September 27, 2023](#)

- UACS and l'Université Savoie Mont Blanc signed an Erasmus collaboration agreement, fostering academic and student exchange.

Biennale of Architecture Students, BISTA 2023, at the Museum of Contemporary Art in Skopje - [September 21, 2023](#)

- At the Annual Biennale of Architecture Students, BISTA 2023, the UACS School of Architecture and Design showcased its students' projects, marking the institution's participation in a major cultural event at the Museum of Contemporary Art in Skopje.

UACS Team Building - [September 18, 2023](#)

- A team building for the whole academic and administrative staff of UACS was organized in Struga.
- QA Committee started activities to promote better share of experiences, overcome silo vision among schools, promote new teaching techniques, as well as improve the research process.

ⁱ In human resources (HR), **employee turnover** refers to the rate at which employees leave an organization within a specific period, typically measured annually and by the number of employees that come to the organization. Some firms measure only the outgoing members; some incorporate the latter. We have used the second approach.