



ERASMUS+ PROJECT

Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



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**Erasmus + Project No 561586-EPP-1-2015-1-RS-EPPKA2-CBHE-JP
Enhancement of HE Research Potential Contributing
to Further Growth of the WB Region
(Re@WBC)**

Ref. No. and Title of Workpackage	WP3 Development: Excellent researchers for the community
Title of Deliverable:	Re@WBC reporting form on the Activity 3.6: Pilot Mentoring system introduced
Institution:	Faculty of Engineering, University of Kragujevac
Author/s of the deliverable	dr Marko Djapan, dr Ivan Macuzic
Dissemination Level	Internal



Faculty of Engineering, University of Kragujevac have introduced Pilot Mentoring Program (PMP) for newly promoted professors. This PMP started from school year 2017/2018 and four assistant professors are included (from three different departments). For all of them, this was the first professorship election, all of them have experience in the position of the research assistant or scientific assistant. Through informal meeting with a Faculty management, PMP have started from school year 2017/2018 and it is planned to last two semesters (the whole school year).

Re@WBC contact person from University of Kragujevac, prof. Ivan Macuzic, in consultation with Faculty management, has delegated personal Advisors for all assistant professors participating in the PMP. The Advisors have obligation to help newly promoted assistant professors and to try to manage in the best possible way start of their career through consultation within following topics:

- preparation and delivering lectures and forming exam's evaluation criteria,
- preparation and conducting exams,
- filling exam's reports,
- Faculty's rules and procedures,
- rules for promotion at University,
- preparation of the project proposals,
- instruction for writing SCI journals' scientific papers and University books/monographs,
- participation in the bodies of the Faculty.

In addition, it is set a number of key performance indicators for evaluating development of the young assistant professors. The evaluation will be performed:

1. using official and mandatory students' questionnaires,
2. number of the publications,
3. Advisor's notes and
4. other official decisions form Faculty management.

Through this period some difficulties and issues are identified which will be solved when formal PMP will be established. The Re@WBC workgroup from Faculty of Engineering will propose Rulebook or Guideline for newly promoted assistant professors to the Faculty management. The Re@WBC workgroup will propose that the PMP should be mandatory for all assistant professor as well as for selected Advisors to follow, monitor and help them in start of their career. This could be possible when the faculty management decide to change Statute of the Faculty.

Issues identified were related to:

- lack of information about Faculty's rules and procedures,
- meetings with Advisor are informal and
- too many obligations assigned to the assistant professor.

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