

Progress of realised tasks X – completed task % – in progress N/A – document not available	University of Nis	University of Kragujevac	University of Novi Sad	University of Belgrade	University of Montenegro	University of Sarajevo	University of East Sarajevo	University of Vlova	University of Tirana
2.7 Plagiarism monitoring tools implemented	X	X	X	X	X	X	X	X	N/A
2.8 Ethical committee procedures improved	X	X	X	X	X	X	X	X	X
2.9 Cooperation with scientific diaspora established	X	X	X	X	X	X	X	X	X
3.1 Researchers trained on C&C and HRS4R	X	X	X	X	X	X	X	X	X
3.2 Webpages offer opportunity links	X	X	X	X	X	X	X	X	X
3.3 Young researchers trained on research methodology	X	X	X	X	X	X	X	X	X
3.4 Young researchers trained in various skills	X	X	X	X	X	X	X	X	X
3.5 Training on teaching methodology	X	N/A	X	X	X	X	X	X	X
3.6 Pilot Mentoring system introduced	X	X	X	X	X	X	X	X	X
3.7 Measures for enhancement of multidisciplinary in research	X	X	X	X	X	x	X	X	X
3.8 Guide book published	X	X	X	X	X	X	X	X	X
4.1 Quality Assurance Committee (QAC) established	X	X	X	X	X	X	X	X	X
4.2 Project quality procedures developed	X	X	X	X	X	X	X	X	X
4.3 WP reports	X	X	X	X	X	X	X	X	X
4.4 Annual QA reports	X	X	X	X	X	X	X	X	X
4.5 Reports analysis	50 %	50 %	50 %	50 %	50 %	50 %	50 %	50 %	50 %
4.6 External monitoring	X	X	X	X	X	X	X	X	X
5.1 Project web-site created and regularly updated	X	X	X	X	X	X	X	X	X
5.2 Promotional material distributed	X	X	X	X	X	X	X	X	X
5.3 Project results disseminated	X	X	X	X	X	X	X	X	X
5.4 The label “HR Excellence in Research” obtained by a number of WB partner universities	X	X	X	X	%	X	X	X	%
5.5 Establishment of awards for young researchers	X	X	X	X	X	X	X	X	N/A
5.6 Mentoring system adopted	X	N/A	X	X	X	X	X	X	N/A
5.7 Strategy on continual training of researchers adopted	X	X	X	X	X	X	X	X	X
6.1 Kick-off and coordinating meetings realised	X	X	X	X	X	X	X	X	X
6.2 Procedures for project management	X	X	X	X	X	X	X	X	X
6.3 Project management bodies set up and PA signed	X	X	X	X	X	X	X	X	X
6.4 Software platform for project management	X	X	X	X	X	X	X	X	X
6.5 Day-to-day coordination	90 %	90 %	90 %	90 %	90 %	90 %	90 %	90 %	90 %
6.6 Financial management	%	%	%	%	%	%	%	%	%

WP1 “Preparation for HR research management reform at WBC universities” is fully realized according to the project plan. Some outputs (such as 1.4) were delayed, but this has not influenced any further prolongation of other activities. The realized comparative study was basis for development of action plans motivating the consortium partners and giving

directions what needs to be improved and how to be organized in the scope of the project for HR strategy for researchers.

WP2 “*Excellent university for the researchers*” includes several activities that were delayed and for which the eligibility period was extended. Several activities which were marked not to be fully realized in the previous report, are now fully realized, including the activity 2.1 on establishing University centres and HR offices, activity 2.3 for University managements education on C&C implementation,

However, the activity 2.7 for plagiarism tools is not documented for its full realization, for example, there is no evidence of relevant outputs by University of Tirana.

Besides these remarks, the overall documented realization shows that serious efforts were taken to ensure good project results.

WP 3 “*Excellent researchers for the community*” also includes delayed activities for which the eligibility period was extended. Several activities which were marked not to be fully realized in the previous report, are now fully realized, including all activities within WP3. Some universities have not provided documented reports on realization of these activities, such as, University of Kraguevac on 3.5 Training on teaching methodology. Guidebook for young researchers is published. A link to the guidebook is also shared on the dissemination page.

WP4 “*Project quality management*” had scheduled ongoing activities in this report period according to the project plan. Activities 4.1 QAC established and 4.2 Quality procedures developed have already been realized. The provided documents for 4.5 that addressed only the WP realization report until 19.04.2017 (first half of the project) were updated with final dates (second half of the project) after first remarks were given, to be used for input for this document, as a self-evaluation report to be analysed by the external expert.

WP5 “*Dissemination and exploitation*” consists of some activities that are scheduled for the second half of the project including the reporting period. Activities 5.1 Web site and 5.2 Promotional material were already realized, and in this period additional activities were organized. Activity 5.3 is organized by all participants and well documented. During first reporting period, six Universities obtained HR Excellence in Research logo (activity 5.4), and in this reporting period the remaining consortium partners have already started corresponding applications. Activity 5.5 is realized by all participants, and only University of Tirana has not provided reporting documentation. Activity 5.6 on adopting a mentoring system is not realized by University of Kraguevac and University of Tirana. Strategies on continual training of researchers are not reported by University of Sarajevo and University of Montenegro. Some of the strategies include action plans developed until 2017, and the consortium partners should update these strategies and include results from the project results delivered at later stage.

WP6 “*Management*” is realized fully, and financial reporting is due to later stage (after finalization of the project). The report of day-to-day activities needs to be updated to cover activities in the second part of project realization.

Overall project relevance

Overall project results are relevant to the modern trends in high education, and *correspond* to all planned activities and deliveries within the project proposal. Unfortunately, this project does not address changes at national strategy with human research management and tackles only University management only by introducing procedures and practices to motivate researchers and increase the research potential.

We have to mention that the overall dissemination activities and project results have influenced wider audience, including national government officials, and initiated changes to national strategy and university management et al.

The *target beneficiary Universities*, as defined within the project proposal have participated in all planned activities and organized events (seminars, trainings, etc.) and other measures were taken to support the project realization (including implementation of plagiarism monitoring tools, establishing mentoring systems etc.).

The project integrated a lot of trainings and dissemination seminars and relevant presentations and dissemination material is transparent and accessible on the project web site. **Relevance** can be confirmed also by a high number of participants and quality of organized events.

As mentioned in the previous report, reaching the quality level to reach the “HR excellence in Research” label proves that the Universities have taken all relevant measures and ensured high standards, as the project proposal aims at.

Overall project efficiency

The open access to project web site content and its updated content is an evidence for highly professional project management and coordination of a relatively large number of project participants. The use of a special software for management purposes and reporting of realized activities proves to be used as an efficient tool, conforming the real commitment, energy and desire to realize the project.

All tasks and activities have been realized by transforming the project inputs into efficient outputs, mostly finalized on time (besides those that were postponed and those that were not reported adequately). The project is finalized without sever deviations, and only justified delays have been noticed.

Overall project effectivity

Analysis of fulfilment of project specific objectives shows that all project outputs have been delivered. The overall project purpose was reached by a high number of consortium participants and only a small number of partners have not properly reported realization of a small number of activities. Due to extension of the eligibility period, I would recommend that some of the outputs to be updated and new versions delivered.

Dissemination and communication activities are successfully realized and well reported. The only remark is that wider audience, out of the project consortium partners, was not sufficiently addressed. According to the reports, social networks were not sufficiently covered, to increase the reach of dissemination activities and raise awareness of a wider population.

A satisfactory documentation is developed to ensure sustainability of project results, including legislation, strategy and action plans for University management.

Overall project impact

My personal impression is that the project has a remarkable impact on high education research initiatives at consortium countries. This can be seen not just by awarded logos of HR excellence in research, but also by analysing the project deliveries, including the adopted legislation for intensive research activities, inclusion of young researchers, established specialized offices with trained staff, delivered guidebook, established university awards for researchers, and organized dissemination events. This will boost the overall research activities, and we will witness increased quality on research activities in near future.

I would recommend that all consortium to establish a key performance measures to evaluate the competences of researchers and measure the quality delivered research articles within forthcoming years, and this will be a real indicator for the project impact.

Project sustainability

Although there is no a proper sustainability action plan the delivered strategies cover all relevant aspects to ensure sustainability, such as ensuring financial, legal and resource sustainability. Since action plans were not delivered, we cannot guarantee if the initiatives introduced by this project will continue to be financed by University management. It is good that relevant staff is trained and mentoring system established, so the resources are well organized and available. The adopted legislation proves that sustainability is ensured and will be practiced by University management.

A list of minor remarks to be corrected prior project finalization

Some documents and reports do not contain date, when they were delivered, or version identification of the delivered document (for example, 2.1 – University of Belgrade, or other universities).

Some links on the web site are broken and “Page not found” is displayed (for example, the last link of the 5.7 of the Report-University of Belgrade, 26.02.2018).

Some events include only gallery and report, but do not include agenda (for example, training on teaching methodology in Montenegro). It is also recommended that the presentation slides are shared to wider community, not present on the list of dissemination reports for the project.

Some language terms and grammar need to be corrected, for example, Pamflet is leaflet, etc.

The organizer of the event should also report on the selection criteria for all participants on realized activities, in order to ensure that the main target audience is communicated.

Regional cooperation needs to be improved by sending a summary of project achievements to other universities within the countries of the project consortium and wider to improve the regional cooperation as this is one of the project outcomes.

Skopje 11.04.2019

Marjan Gusev
