



Questionnaire for mapping the research human potential and issues in WBC universities

Introduction

To whom this questionnaire is intended

The questionnaire is a tool for mapping the research human potential and issues in University of Niš, University of Belgrade, University of Novi Sad, University of Kragujevac (RS), University of Montenegro (ME), University of Sarajevo, University of East Sarajevo (BA), University of Tirana (AL) and University of Vlora (AL). All above partners are invited to nominate one person from their Re@WBC team who will coordinate the local efforts in data collection, namely a local mapping coordinator.

Objectives

The objective of this questionnaire is twofold. First, it aims at establishing the state-of-the-art, namely a detailed and comprehensive picture of current human potential in science and research in targeted universities, including the issues, related to HR management, career development and employment of researchers, ethics, working conditions, accountability, training and collaboration. Second, it is a tool for development of individual HR strategies of each of the universities¹. It is foreseen that the tool will facilitate synthesis of a background data for gap analysis, relative to the principles of European Charter for Researchers and Code of Conduct for Recruitment².

Data collection

The questionnaire covers a range of topics relevant for HR management in research institutions, all of which are highlighted in the European Charter and Code, or The Human Resources Strategy for Researchers (HRS4R) process³. These topics are highly relevant for the overall objectives of Re@WBC project. The accuracy (or reliability, in case of estimations) and completeness of the input, provided by the partners are of extreme importance for the fulfillment of these objectives, in terms of establishment of a ground basis for the future activities. Thus, all partners are invited to put a good faith effort to provide accurate, reliable and complete data. Possible sources of data are internal documents and reports, information systems and databases, other projects' deliverables, contacts with employees in HR departments, researchers and CD centers.

¹ HR strategies for each of the partner universities are planned deliverables of Re@WBC project

² <http://ec.europa.eu/euraxess/index.cfm/rights/europeanCharter>

³ <http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher>

How the data will be used

The data, collected by this questionnaire will serve as an input for drafting a synthesis report⁴. The synthesis report will be developed by University of Niš. It will highlight individual issues, as well as the good practices in resolution of these issues and in other aspects of HR management and career development. Additionally, EU partners will be invited to contribute with their feedback on the relevant topics. Their contribution will be included in the synthesis report. To the widest possible extent, the synthesis report will replicate the outline of the HRS4R template. Thus, it will make a valuable tool for the individual partners, in the activities of HR strategies' development. In fact, after the delivery of the synthesis report, the partners will be invited to prepare short action plans, aiming at resolution of most critical issues, and get endorsement of the upper university management for implementation of the foreseen actions.

Help and support

Person in charge for the mapping exercise from the University of Niš, namely a project mapping coordinator, is assigned. Project mapping coordinator will continuously keep in contact with local mapping coordinators, offer and provide help and assistance in data collection, missing and/or uncertain data situations. Role of project mapping coordinator is assigned to Milan Zdravković⁵.

Questionnaire

1. Research potential

1.1. Human resources potential

- 1.1.1. Provide a number of researchers employed at your university (full or temporary contract) at each stage, at each scientific field:

	PhD candidate	PhD candidate with employ. contract	Teaching ass with PhD	Assistant professor	Associate professor	Full professor
Natural sciences:			15	12	12	29
Engineering and technology:			12	32	31	68
Medical and health sciences:			1	3	4	2
Agricultural sciences:			11	5	16	9
Social sciences:			16	33	32	34
Humanities:			12	50	32	37

⁴ In the Re@WBC project, the synthesis report is referred to as "Comparative (gap) analysis"

⁵ Email: milan.zdravkovic@gmail.com, Phone/Viber: +381 64 1144797, Skype: webtop

1.1.2. Provide a number of researchers from abroad currently working or studying (PhD) at your university (full or temporary contract, visiting professorship, PhD or a research grant), at each scientific field:

	Full contract	Temporary contract	Visiting professor	PhD grant	Research grant
Natural sciences:					
Engineering and technology:				1	
Medical and health sciences:					
Agricultural sciences:					
Social sciences:				6	
Humanities:					

1.1.3. Provide a number of PhD students at your university, at each scientific field:

	Number of PhD students
Natural sciences:	18
Engineering and technology:	13
Medical and health sciences:	27
Agricultural sciences:	0
Social sciences:	76
Humanities:	16

1.1.4. Provide accurate or estimated age structure of researchers employed at your university (in total or percentage):

<25 yrs
 25-40 yrs
 40-55 yrs
 >55 yrs

1.1.5. Would you consider a gender balance in your university as fair? Highlight the most important aspects, including overall gender balance, scientific excellence (mentoring, project coordination and leadership, outstanding scientific achievements), management (deans, department managers, centers management, etc.) and situation in different scientific fields:

Data is not available. At some of the faculties, such as Faculty of Philology, the staff is dominantly female, yet at some of the technical faculties have traditionally recorded fewer female members, although this relation has also been changing in the past few years. As for the female participants in the management boards of the University, the situation is satisfactory. We have female chairs of a number of departments, female deans, while in 2014 we elected a female rector as well.

1.1.6. Provide a list of outstanding international awards (which award, when, which scientific field?) in specified scientific fields received by the individual researchers from your university⁶:

Data is not available.

1.1.7. Any other remarks relevant to human resources potential at your university?

None.

⁶ Also including ERC grants

2. Employment and career development

2.1. Employment and promotion

- 2.1.1. How many researchers were employed (signature of a new contract, do not include extensions – career advance) at your university in 2014, per scientific field?

	Employed
Natural sciences:	0
Engineering and technology:	0
Medical and health sciences:	0
Agricultural sciences:	0
Social sciences:	0
Humanities:	0

- 2.1.2. How many of those researchers were employed at senior positions (signature of a new contract for assistant professors or higher)?

	Employed at senior pos
Natural sciences:	1
Engineering and technology:	8
Medical and health sciences:	5
Agricultural sciences:	0
Social sciences:	7
Humanities:	9

- 2.1.3. How many researchers were retired at your university, in 2014, per scientific field?

	Retired
Natural sciences:	2
Engineering and technology:	3
Medical and health sciences:	1
Agricultural sciences:	1
Social sciences:	2
Humanities:	2

- 2.1.4. Where all open positions are advertized? Provide URL of a web page, if any.

All open positions are advertised in a daily press media.

- 2.1.5. What is the duration of position advertisement (in days)?

15

- 2.1.6. What are the maximum durations of contracts (with all possible extensions) for each of the positions? Indicate if a signature of permanent work agreement is possible for some positions⁷.

	Max duration
Teaching assistant:	3
Assistant professor:	5
Associate professor:	5
Full professor:	permanent
Other:	

- 2.1.7. What are the typical durations of contracts for each of the positions?

	Typ duration
Teaching assistant:	3
Assistant professor:	5
Associate professor:	5
Full professor:	permanent
Other:	

- 2.1.8. Does your university support/implement transferrable grants⁸? If yes, could you shortly describe the process of a transfer?

UoM does not implement transferrable grants.

- 2.1.9. List all criteria factors⁹ which are formally taken into account for advancing career from one position to another¹⁰ (for example, from assistant to associate professor). Consider all possible promotions, not only the one given as an example.

List of all criteria factors which are formally taken into account for advancing career from one position to another includes various factors, such as scientific work (papers in journals, books), professional work (eg., patents), teaching performances (results of student surveys, mentoring). Mandatory criteria includes publishing scientific papers in journal listed by SCI, SCIE (for natural sciences, engineering and technology, medical and health sciences, agricultural sciences) and/or SSCI, A&HCi (social sciences, humanities): 1 paper for Assistant Professor, 2 papers (one of them as first author) for Associate Professor, and 2 papers as first author for academic position of a Full Professor.

- 2.1.10. Describe shortly the process (in bullet points - steps) in which the members of evaluation committees are nominated. Are there any criteria for participation in evaluation committees?

⁷ For example, in Serbia, all full professorships positions are permanent, while all others are temporary.

⁸ When a researcher transfers from one institution to another and requests continued support from a previously approved grant/project at the new location

⁹ Possible criteria factors include but are not restricted to papers in journals, books, mentoring, participation in evaluation committees, project coordination, etc.

¹⁰ Do not include the ones that are regarded but not mandatory, list only mandatory criteria.

1. Candidates suggest members of evaluation committees.
2. Faculties suggest or accept nominated candidates.
3. Senate of the University accepts nominated candidates.

2.1.11. Describe shortly the process of candidate selection (in bullet points - steps). Are there standard evaluation templates (allowing that different standard templates may exist for the different scientific fields)?

1. Candidates submit required documents.
2. The Scientific Board enquires into the submitted documentation compliance with the Criteria for the Promotion.
3. After the Scientific Board issues a positive estimation of the submitted documentations compliance with the Criteria for the Promotion, the application is forwarded to the reviewers.
4. The reviewers write their individual reviews of the candidate's performance.
5. The reviews are published in the University's Bulletin where they remain open to public for the following 30 days.
6. The Scientific Board issues its Opinion if the candidate has met all the required conditions for the tenure he/she is applying for, in accordance with the Criteria for the Promotion.
7. Depending on the position applied for the Board of Natural Sciences, or the Board of Humanities or Social Sciences, or the Board for Arts issues its Opinion if the candidate meets the requirements from the Criteria for the Promotion.
8. The University's Senate issues a decision for the promotion of the candidate into a higher academic rank.

2.1.12. Who is entitled to make a decision on announcing an open position at your university (or faculties, in case of disintegrated university)? List all possible factors for rendering such a decision, for example: long-term employment strategy, short-term need (available project grant), retirement, any other.

Rector and Rector's collegium is entitled to make a decision on announcing an open position at your university. List all possible factors for rendering such a decision includes in most cases retirement but also long-term employment strategy at many faculties.

2.1.13. Would you consider a research positions at your university as competitive? How many candidates typically apply for a certain position?

Generally, in the last 2 years a research positions at our university has become more competitive. Usually one candidate apply for a certain position, but in some fields (eg. Natural and Engineering science) there are cases that 2-5 candidates applied for a certain position.

2.1.14. Any other remarks related to employment and promotion at your university?

None.

2.2. Career development services

2.2.1. Do you have a Career Development center, established at your university? If not, disregard the remaining questions in this section.

Yes, Career Development center is established in 2015 at UoM.

2.2.2. How many students were served by CD center at your university in 2014?

In 2015/2016 there were 108 students who attended the activities of the Career Development Center, while in 2016/2015 there were 65 students, which gives us a total of 174 students. It is important to remark that our Career Development Center was founded in 2015, so the data relates to this period.

2.2.3. What are the most commonly provided services to students?

Career Development Centre of the University of Montenegro offers to the students of the University of Montenegro services of career guidance, informing and advising for the future career success. Career Development Centre also organizes and offers lectures, seminars, and other types of educational trainings for the students at each level of studies, as well as for the academic and administrative staff of the University of Montenegro.

2.2.4. How much staff is currently employed or engaged in the CD center at your university? What is their specialty and/or background (legal, administrative, marketing, etc.)? How many full time employees in CD center (working exclusively in providing CD services) are there?

Career Development Center has one Manager – Doc. dr Ugljesa Jankovic, who is a lecturer at the Faculty of Political Science at the University of Montenegro, and also one Professional Associate – MSc. Filip Petrovic who is Master in Economics. Mr. Petrovic is full-time employee at the CD Center. Also there is a network of coordinators from each faculty consisted of 1 professor and 1 assistant per faculty.

2.2.5. Did staff of CD center receive some training? In which skills?

CD Staff attends trainings occasionally. These trainings are related to the establishment and management of the CD centers, cooperation with industry, developing presentational skills, writing project proposals, etc.

2.2.6. Does CD center at your university provide services to PhD students or researchers? If yes, how many PhD students/researchers were served in 2014? What are the most commonly provided services to PhD students/researchers? If not, do you plan to extend the services of CD center to PhD students/researchers? Describe shortly this plan (when, which services will be offered, etc.)?

CD Center provides services to students of all levels of studies, which means that also PhD students are one of the target groups. CD Center was a coordinator in project TRAIN so there was a whole range of services for PhD students, and also PhD students and researchers are welcomed to use opportunities offered through Euraxess – a project which is also in charge of CD Center.

2.2.7. Does CD center at your university give trainings/courses to students/PhD students/researchers? In which skills? How many students/PhD students/researchers attended those trainings in 2014? Godina?

CD Center organized modules – workshops on the following topics: Project Management, Development of Curricula, The Methodology of Scientific Research, Presentation and Communication Skills, etc. In 2015/2016, 100 PhD students attended these modules.

The total number of undergraduate students who attend workshops of CD Center was mentioned earlier and in 2015/2016 is 108, and in 2016/2017 (till the moment) is 65 students.

2.2.8. Any other remarks relevant to activities of CD center at your university?

CD Center of the University of Montenegro places great importance on the cooperation with society. Until now we have signed several memorandums of cooperation with significant institutions and industry partners from Montenegro in order to complete our strategic visions. Also, CD Center wants to encourage students to create their own businesses. So, in cooperation with our partners we are especially dedicated to the promotion of self-employment and entrepreneurship.

3. Ethics

3.1. Institutional tools

- 3.1.1. Describe the process (in bullet points - steps) of nomination of members of Ethical Committees. Were there any complaints related to the transparency and credibility of this procedure? Were there any complaints related to questioning independence of the members of Ethical Committees?

After consulting individual faculties, the Rector of the University recommends the members of the Court of Honour. At the constitutive meeting of the Court of Honour, the members elect the President of the Court. There have never been any complaints about the transparency of the procedure.

- 3.1.2. Present a few typical reasons for Ethical Committee engagement (in bullet points).

Violation of ethical principles in the academic staff's intercommunication has so far been most frequently addressed at the Court of Honour.

- 3.1.3. How many cases are handled by the Ethical Committee annually, in average? In how many of those, misconduct was established?

The Court of Honour treats in average ten cases per year. The present assemblage has solved several cases in the course of this year. In three of these cases misconduct was established, two of the cases were judged not to be in the competence of the Court of Honour, while in one case it was judged that ethical principles were not violated. povrede etike.

- 3.1.4. What are the possible consequences of a found misconduct? Are there any consequences for a complainee if his/her complaint is found to be unsupported? Is revoking scientific titles an option and under which conditions? Have it ever happened?

In case the complainee, as well as the person who the complaint addresses, are not satisfied with the results of the procedure, they can address the appellate court. We still have not had a case of revoking a scientific title. We have never encountered reasons strong enough to lead to such a consequence.

- 3.1.5. Would you consider the cases handled by the Ethical Committee transparent? Which information is published on the university website (separately, during process and post-mortem)? URL?

The work of the Court of Honour at the UoM is transparent, its meetings are open for public. Having in mind that the obligation of the Court of Honour is to decide about the ethical responsibility of the academic staff, who provide education to the student population, and having in mind the delicacy of the nature of the procedure this institution conducts, the information are not published on the university's web site in the course of the procedure. If a misconduct is established, the judgement is officially published in the University's Bulletin or read out at the meeting of the UoM's Senate.

- 3.1.6. Are members of Ethical Committees remunerated for their work? If yes, how the amount of remuneration is determined? How the work of Ethical Committees is funded?

The members of Ethical Committees have not been remunerated for their work so far. However, a decision has been reached this year that the members will be remunerated by the increase of their salaries' basic coefficient.

- 3.1.7. Are there any tools in your university which can help members of Ethical Committees in their work, such as plagiarism monitoring tools, PhD databases, etc.?

The University of Montenegro has developed an electronic base of the doctoral dissertations defended at our institution. We are not aware of the existence of a similar base of master theses exists. Through Erasmus+ project Re@WBC the University of Montenegro will introduce Ithenticate anti-plagiarism software as of January 2017.

- 3.1.8. Does Ethical Committee discuss about ethical issues arising from the research projects, such as privacy, data protection, animal testing, clinical trials, etc.?

This assemblage of the Courth fo Honour has not yet met with similar ethical issues.

- 3.1.9. Any other remarks relevant to the work of ethical committee at your university?

None.

3.2. Seniority culture and its impact to research freedom

- 3.2.1. What is the number of PhD students supervised by younger researchers (level of assistant professor) in 2014? If you don't have access to this information, would you consider such situation as common? In which scientific fields?

In 2014 there were two PhD students supervised by younger researchers. According to our Rules, assistant professor can only be a supervisor in cooperation with co-supervisor, who is associate professor or full professor.

- 3.2.2. What is the number of research projects managed by younger researchers (level of assistant professor and below)? If you don't have access to this information, would you consider such situation as common? In which scientific fields?

Data on research projects managed by younger researchers are not available, but in general we have a really small number of research projects managed by younger researchers in all scientific fields. Assistant professor is not allowed to be a supervisor for PhD candidates. Assistant professor who meets the criteria of the Ministry of science can lead the project.

- 3.2.3. What is the typical age structure among associate and full professors?

The age structure is such that at the age of 40 (in average) someone becomes associate professor, which means that the appointment at the level of a full professor is usually reached at the age of 45.

- 3.2.4. What is the typical distribution of scientific titles (assistant, associate, full professor) among research project coordinators at your university?

In most cases projects are coordinated by full professors and associate professors.

- 3.2.5. Any other remarks relevant to the seniority culture and its impact to research freedom?

It depends largely on the research context and its supervisor.

4. Working conditions

4.1. Working conditions

- 4.1.1. Is there a EURAXESS Service Centre at your university? If yes, how many people are involved in its activities? What are their specialties and/or backgrounds? Which services are typically given? Does the center submit EURAXESS statistics regularly to European Commission?

The University of Montenegro acts as the national EURAXESS bridgehead organization and it is in charge of implementation of Euraxess activities and services in Montenegro. We provide useful information (about Montenegrin research, job, and funding opportunities, as well as a wealth of practical information) for foreign researchers planning to come to Montenegro or already staying here, as well as for outgoing researchers. The Montenegrin network provides free of charge personalized assistance to mobile researchers and their families in every step of their move.

EURAXES Montenegro project team consists of four members:

1. Prof. dr Maja Bacovic, Vice Rector at the University of Montenegro and the Euraxess Montenegro Project Coordinator;
2. MSc. Filip Petrovic, Professional Associate at the University of Montenegro (Career Development Centre) and help-desk officer at the Euraxess Montenegro;
3. Msc. Luka Filipovic, Director of the Sector for Application Software at the University of Montenegro and the Euraxess Montenegro Portal Engineer;
4. Lidija Milosavljevic, Programmer at the University of Montenegro and the Euraxess Montenegro Portal Engineer.

The requests which our team is dealing with are mostly related to the information about career and mobility opportunities outside (for domestic researchers) and inside (for foreign researchers) of Montenegro. Our team also works on the promotion of Euraxess, so we organize different types of promotional events – info days, in order to spread the word about services which Euraxess offers to researchers all over the world. Statistics about activities are always submitted on time to the European Commission.

- 4.1.2. What is the typical teaching/research balance in your university (estimation in percentage, provide different estimations for different scientific fields, if relevant)? What is average engagement (number of classes per week) in teaching, in different scientific fields, in different career levels/positions? Are PhD students involved in teaching activities? If yes,

how much classes per week (typically)?

In accordance with the Collective Agreement, both academic and vocational staff are obliged to invest in research the minimum of 30% of their full time employment.

The average engagement (number of classes per week) in teaching:

- 4 teaching hours per week for Assistant Professor, Associate Professor and Full Professor
- 12 teaching hours per week for instructors and senior instructors
- 6 teaching hours per week for teaching assistants (PhD or master students)
- 14 teaching hours per week for vocational associates and senior associates
- 22 teaching hours per week for lab technicians and senior technicians.

Ovo se odnosi za sve.

- 4.1.3. Would you consider the level of development of research infrastructure (lab equipment, devices, testing and demonstration facilities, etc.) in your university as satisfactory? Do you have?

The level of development of research infrastructure (lab equipment, devices, testing and demonstration facilities, etc.) varies between different faculties and generally can be considered as moderate. Yes, some faculties have agreements with industries and/or other research organizations related to the access to their specific research infrastructures.

- 4.1.4. Did your university implement a specific award system for extraordinary achievements in science and research?

Yes, the University of Montenegro has introduced a Book of Rules on the procedure, evaluation conditions, and the ways of awarding its staff for their special contribution to the development and international recognition of the University. In accordance with this, remuneration is awarded for 1. publishing papers in the highly rated journals from the international data bases, 2. scientific monographs published by renowned world publishers, and 3. academic mobility to the highly rated universities.

- 4.1.5. Is sabbatical opportunity used in your university? Under which conditions? What are the typical purposes? Under which conditions, a researcher working in your university can pursue the visiting professorship opportunity?

Yes, there is sabbatical opportunity for academic staff. The right to one sabbatical year is given to associate and full professors every seventh year of their engagement.

- 4.1.6. Any other remarks relevant to the working conditions at your university?

None.

5. Accountability and public responsibility

5.1. Accountability of researchers

- 5.1.1. How would you consider the level of awareness of researchers in your university on the ethical issues and standards in research, related to data protection, privacy, confidentiality, plagiarism and others?

Very low Low Satisfactory Good Very good

Any specific remark on this topic?

- 5.1.2. How would you consider the level of awareness of researchers in your university on the contractual and legal obligations arising from work contracts, laws and by-laws?

Very low Low Satisfactory Good Very good

Any specific remark on this topic?

- 5.1.3. Which kind of reports related to teaching and research the researchers in your university are obliged to submit to management (in bullet points)? In which periods? How these reports are used, for statistical purposes/reporting to other bodies/individual assessment and evaluation/other?

Istraživači i akademski staf na Univeritetu nijesu u obavezi da podnose regularne izvještaje o predavanjima i istraživanju menadžmentu fakultetskih jedinica.

- 5.1.4. Any other remarks relevant to the accountability of researchers at your university?

None.

5.2. Public engagement

- 5.2.1. List the typical activities (in bullet points) in which the scientific results and achievements in your university are presented to the wider public:

University Communication and PR Center prepares feature stories and articles which are based on scientific results and achievements of our professors and scientists.

- 5.2.2. Do you organize science career promotions in schools?

Yes, University Career Center regularly organizes science and other career promotions in schools, faculties, and local community facilities.

5.2.3. Does your university have PR department? If yes, how many people work in this department? What are their typical activities (in bullet points)? Do you have media kits?

Yes. Three people are engaged in PR department. When new systematization of the University's Communication and PR Center come in force two more people will be engaged. Their typical activities include:

- Preparation of feature stories and articles with scientific background of our academic staff
- Preparation of articles about University activities
- Preparation of press releases and its dissemination to media outlets by mail, through social media, and the University's website
- Offering guidance and helping the University units to respond to media request and to organize various events
- Informing the University's management team about media publications
- Helping the management to prepare for public appearances
- Updating the University's website and social media profiles
- Analyzing media content related to the University
- Communicating with media on daily basis and responding to its requests
- Communicating with academia community and disseminating information about the University's activities
- Organizing events, roundtables, seminars, workshops, forums, summer schools, open days for the University needs
- Preparation of the University Prospectus and its dissemination to high schools, as well as various promotional material

5.2.4. Do you have university Facebook or Twitter account? If yes, is it regularly used for promotional activities? URL?

Yes. Both accounts are used on daily bases for promotional activities.

<https://www.facebook.com/UniverzitetCrneGore/>
[https://twitter.com/Univerzitet CG](https://twitter.com/Univerzitet	CG)

5.2.5. Any other remarks relevant to the public engagement at your university?

Various experts that work at the University as professors, lecturers, researchers and artistic professionals are regularly engaged in different local, national, and international projects and activities in relation with their expertise and knowledge in their respective fields.

6. Training

6.1. Mentoring and supervision

6.1.1. Under which conditions (bullet points), a researcher at your university can work as a mentor and/or supervisor to a PhD candidate?

Researcher at our university can work as a mentor and/or supervisor to a PhD candidate only if he/she fulfills the requirements of the Rules, which means having five papers published in the SCI journals.

6.1.2. Under which conditions (bullet points), a researcher at your university can participate in a work of PhD evaluation committee?

A researcher at our university can participate in a work of PhD evaluation committee if he/she belongs to the appropriate scientific area. One of the members of PhD evaluation committee has to be employed outside of the University of Montenegro.

6.1.3. When, after admission, a PhD candidate in your university is assigned a mentor or supervisor? In which process such an assignment is made (bullet points)? Does candidate

have any influence to that decision (in other words, can he/she choose a mentor)?

Mentor / supervisor is assigned after the first semester in agreement with the candidate.

- 6.1.4. Does PhD candidate or his/her mentor/supervisor submit regularly reports on his/her work? What exactly is reported (bullet points)? How these reports are used afterwards?

After each year, mentor submits a report on the work of his/her candidate. These reports are analyzed by Committee for Doctoral Studies within the University of Montenegro.

- 6.1.5. Under which conditions a PhD candidate in your university can be granted a request to change an assigned mentor or supervisor?

PhD candidate can be granted a request to change an assigned mentor or supervisor if he/she submits a personal request with adequate explanation. The request may or may not be submitted in agreement with the supervisor.

- 6.1.6. Are mentors remunerated for the mentoring and supervision work? How?

Mentors are remunerated for the mentoring in accordance with Rules on the allocation of funds.

- 6.1.7. Are members of the PhD evaluation committees remunerated for their work? How?

All PhD evaluation committees, from Commission for evaluation of PhD topics and the candidate to Commission for defense of PhD theses, are remunerated for their work in accordance with Rules on the allocation of funds.

- 6.1.8. Any other remarks relevant to the mentoring and supervision?

Each faculty has a Board for Doctoral Studies.

6.2. PhD training

- 6.2.1. Does your university offer accredited PhD and/or master courses in English language? In which scientific fields? If yes, did you implement such courses so far? Any identified issues? If not, what is the reason for not offering such courses?

There are no accredited PhD and/or master courses in English language.

- 6.2.2. Does your university offer joint PhD degrees in collaboration with other universities? In which scientific fields? If yes, did you implement such degrees so far? Any identified issues? If not, what is the reason for not offering such degrees?

There are only two cases of double degree programs at University of Montenegro – with the University of Granada and with the University of Ljubljana.

- 6.2.3. What is the typical engagement of PhD students in your university, in summer schools, visits to industry/other research organizations, participation at conferences and other similar

activities? How the costs of such activities covered?

Participation at conferences is usual for PhD students. They participate on they own, through some projects, or with the support of the Ministry of Science.

6.2.4. In which transversal skills the PhD students in your university are trained during their studies¹¹? Is this training a regular part of the offered PhD courses?

Such kind of trainings are not a regular part of the offered PhD courses.

6.2.5. Any other remarks relevant to the PhD training in your university?

None.

7. Research projects and collaboration

7.1. Research projects

7.1.1. How is the research in your university funded? Can you estimate a proportion of overall research funding, coming from: a) national research fund; b) EU programmes; c) industry collaboration; d) own funds? Separate estimations in different scientific fields will be strongly regarded.

Activities related to the alumni associations are in charge of the Centre for International Cooperation and Career Development at the University of Montenegro. The Alumni Club at the University of Montenegro is in process of creation so we try to stay in contact with our graduated students through the cooperation with other alumni associations by co-organizing the various events in order to transfer the obtained experience of the alumni.

Collaboration with scientific diaspora is in charge of the Ministry of Science of Montenegro, so the University of Montenegro is included partialy in those activities.

7.1.2. Does university maintain a central database of research projects? Is this database open?

Yes, UoM maintains a central database of research projects. The database is open....to public access?

7.1.3. List all FP7/H2020 research projects in which university participated in the last two years (ONLY research projects). Any MC/MSC¹² actions?

FP7
1 - eWall for Active Long Living
2- Fostering innovation based research for eMontenegro
H2012
1 - GÉANT Research and Education Networking
2 - VRE for regional Interdisciplinary communities in Southeast Europe and the Eastern Mediterranean

¹¹ Examples of transversal skills: Creative skills (analysis, problem solving, critical thinking, ability for formulate new problems and ideas), Interpersonal (social) and leadership skills, Project management & organization, Research information management, Entrepreneurship, IPR, Self-management & work habits, Written and oral communication, Presentation skills, and others

¹² Marie Curie/Marie Sklodowska Curie

7.1.4. Any other remarks relevant to the research projects?

None.

7.2. Research collaboration

7.2.1. What is the uptake of industry representatives in formal research process (in specific, PhD studies and evaluation committees)?

There are no uptakes of industry representatives in formal research process, in specific, PhD studies and evaluation committees.

7.2.2. Describe your activities towards collaboration with alumni association and scientific diaspora. Who carries out those activities?

We have just started with the activities towards developing collaboration with alumni association and scientific diaspora. Career Development center is planned to carry out those activities.

7.2.3. How would you rate the collaboration of research teams in your universities with other actors, e.g. public administration, NGO, etc.?

Moderately.

7.2.4. Any other remarks relevant to the research collaboration?

None.