

TABLE OF ACHIEVED / PLANNED RESULTS

<u>Title and reference number of the work package (WP)</u>	WP1 Preparation for the HR research management reform
<u>Indicators of achievement and or/performance as indicated in the project proposal</u>	<ul style="list-style-type: none"> • Nine reports on research potential • Three visits 3X29=87 participants trained • Comparative analysis made and conclusions communicated to all partners • Nine action plans • ICT equipment purchased and installed

Activities carried out to date to achieve this result:

Activity N°	Activity Title	Start date	End date	Place	Description of the activity carried out	Specific and measurable indicators of achievement
A1.1	Mapping research potential at WBC universities	1.12.2015	1.10.2016	Serbia	Based on the questionnaire, produced by the University of Niš, the universities of Novi Sad, Belgrade and Kragujevac carried out a desk research on the research potential and HR management practices	Questionnaires for desk research were filled by the universities of Novi Sad, Belgrade and Kragujevac
A1.1	Mapping research potential at WBC universities	1.12.2015	1.10.2016	Albania	Based on the questionnaire, created by the University of Niš, the universities of Tirana and Vlora carried out a desk research on the research potential and HR management practices	Questionnaires for desk research were filled by the universities of Tirana and Vlora
A1.1	Mapping research potential at WBC universities	1.12.2015	1.10.2016	Bosnia and Herzegovina	Based on the questionnaire, produced by the University of Niš, the universities of Sarajevo and East Sarajevo carried out a desk research on the research potential and HR management practices	Questionnaires for desk research were filled by the universities of Sarajevo and East Sarajevo
A1.1	Mapping research potential at WBC universities	1.12.2015	1.10.2016	Montenegro	Based on the questionnaire, produced by the University of Niš, the University of Montenegro carried out a desk research on the research potential and HR management	Questionnaires for desk research were filled by the University of Montenegro

					practices	
A1.2	Mapping HR management strategies at EU universities	1.12.2015	1.9.2016	Serbia	Guidelines for planning study visits (selection of topics) were developed. Based on the guidelines, each EU university implemented a study visit with the purpose of presenting the selected aspects of HR management. Based on the study visit experiences and desk research, the University of Niš produced a list of good practices for HR management in research organizations.	All study visits completed. A document with good practices in HR management produced.
A1.3	Performing comparative analysis based on collected data	1.6.2016	1.11.2016	Serbia	A three-fold comparative analysis was done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code). As a result, a joint internal gap analysis was conducted by the University of Niš in collaboration with the universities of Novi Sad and Kragujevac.	An internal gap analysis for the universities of Novi Sad and Kragujevac was conducted
A1.3	Performing comparative analysis based on collected data	1.6.2016	1.11.2016	Albania	A three-fold comparative analysis was done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code). As a result, a joint internal gap analysis was conducted by the University of Niš in collaboration with the universities of Tirana and Vlora.	An internal gap analysis for universities of Tirana and Vlora was conducted
A1.3	Performing comparative analysis based on collected data	1.6.2016	1.11.2016	Bosnia and Herzegovina	A three-fold comparative analysis was done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code). As a result, a joint internal gap analysis was conducted by the University of Niš with the universities of Sarajevo and East Sarajevo.	An internal gap analysis for universities of Sarajevo and East Sarajevo was conducted
A1.4	Developing action plans for bridging identified gaps	1.10.2016	15.11.2016	Serbia	Based on the guidelines for action plan development, the action plan was produced and approved by the universities of Novi Sad and Kragujevac.	Action plan for bridging the identified gaps was created by the universities of Novi Sad and Kragujevac.
A1.4	Developing action plans for bridging identified	1.10.2016	15.11.2016	Albania	Based on the guidelines for action plan development, the action plan was produced and approved by the University	Action plan for bridging the identified gaps was created by

	gaps				of Vlora.	the University of Vlora.
A1.4	Developing action plans for bridging identified gaps	1.10.2016	15.11.2016	Bosnia and Herzegovina	Based on the guidelines for action plan development, the action plan was produced and approved by the universities of Sarajevo and East Sarajevo.	Action plan for bridging the identified gaps was created by the universities of Sarajevo and East Sarajevo.
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Serbia	Conducting a tender procedure for the procurement of ICT equipment (hardware)	All equipment is purchased and delivered
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Montenegro	Conducting a tender procedure for the procurement of ICT equipment (hardware)	All equipment is purchased and delivered
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Bosnia and Herzegovina	Conducting a tender procedure for the procurement of ICT equipment (hardware)	All equipment is purchased and in the process of being delivered
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Albania	Conducting a tender procedure for the procurement of ICT equipment (hardware)	All equipment is purchased and in the process of being delivered
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Serbia	Conducting a tender procedure for the procurement of Service for plagiarism detection	A tender procedure is finished and a service provider is selected. The Universities of Nis and Novi Sad have signed a contract and have access to the service.
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Montenegro	Conducting a tender procedure for the procurement of Service for plagiarism detection	A tender procedure is finished and service provider is selected. The University of Montenegro has signed a contract and has access to the service.
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Bosnia and Herzegovina	Conducting a tender procedure for the procurement of Service for plagiarism detection	A tender procedure is finished and a service provider is selected. At the moment the Universities of Sarajevo and East Sarajevo are in the

						process of signing a contract.
A1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.1.2017	Albania	Conducting a tender procedure for the procurement of Service for plagiarism detection	The tender procedure has not yet started

Activities to be carried out to achieve this outcome (before the end of the project)

Activity N°	Activity Title	Start date	End date	Place	Description of the activity to be carried out	Specific and measurable indicators of progress
A1.3	Performing comparative analysis based on collected data	15.1.2016	1.11.2017	Serbia	A three-fold comparative analysis will be done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code), to conduct an internal gap analysis for University of Belgrade.	An internal gap analysis for the University of Belgrade is conducted
A1.3	Performing comparative analysis based on collected data	15.1.2016	1.11.2017	Montenegro	A three-fold -fold comparative analysis will be done, from the aspects of desk research results (T1.1), a list of good practices at EU universities (T1.2) and European standards in HR management (Charter and Code), to conduct internal gap analysis for University of Montenegro.	An internal gap analysis for the University of Montenegro is conducted
A1.4	Developing action plans for bridging identified gaps	15.1.2016	1.11.2017	Serbia	Based on the guidelines for action plan development, the action plan will be created and approved by the University of Belgrade.	Action plan for bridging the identified gaps is created by the University of Belgrade.
A1.4	Developing action plans for bridging identified gaps	15.1.2016	1.11.2017	Montenegro	Based on the guidelines for action plan development, the action plan will be created and approved by the University of Montenegro.	Action plan for bridging the identified gaps is created by the University of Montenegro.
A1.4	Developing action plans for bridging identified gaps	15.1.2016	1.11.2017	Albania	Based on the guidelines for action plan development, the action plan will be created and approved by the University of Tirana.	Action plan for bridging the identified gaps is created by the University of Tirana.
T1.5	Purchasing ICT equipment for HR offices and centers	1.12.2015	14.9.2017	Albania	Conducting a tender procedure for the procurement of for a plagiarism detection service	The tender procedure has not yet started

Changes that have occurred in this result since the original proposal:

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Please add as many tables as necessary.

