

TABLE OF ACHIEVED / PLANNED RESULTS

<u>Title and reference number of the work package (WP)</u>	WP3 Excellent researchers for the community
<u>Indicators of achievement and or/performance as indicated in the project proposal</u>	<ul style="list-style-type: none"> • 9x100 researchers trained at a one-day seminar for all researchers organised at university by WBC C&C experts. • Increased transparency of research opportunities. Researchers email database created. • 9x2X100=1800 researchers trained at two two-day seminars organised at the university. • 225 researchers trained at two two-day seminars organised at the university. • 9x2X100=1800 teaching staff trained at two one-day seminars organised at the university. • Pilot mentoring system created, and tested at one faculty within university. • 9x50=450 researchers trained at a one-day workshop organized at the university

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
3.1	Researchers tinformed on C&C and HRS4R	12/12/16	31/03/17	All WBC partner universities	By the project plan the main goal of this activity is to organize the seminars at each WBC partner university through which 100 researchers per university will be informed on C&C principles and HRS4R strategies. UNIKG prepared a presentation entitled “EU standards and principles regarding the improvement of researchers’ career and its implementation at the University of Kragujevac” for this activity. This	3 presentations on C&C and HRS4R were prepared (training material) 19 trainings were organized 794 researchers were trained Reports from the seminar, photos, attendance list...can be found on the PMP

					<p>presentation was accepted by consortium to use it as primary material but also UNI prepared two other presentations on this topics. All presentations covered all relevant information about "European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers" (C&C) and explained clearly what it means for researchers.</p> <p>Within this activity, WBC partner universities have organized 19 trainings in total through which 794 researchers were informed on C&C and HRS4R strategies.</p>	
3.2	Webpages offer opportunity links	15/09/16	Ongoing	All WBC partner universities	University of Kragujevac and University of Belgrade have databases of teaching staff (professors) and researchers engaged at each of the Faculties. The full list can be found on the link (of the relevant institution): University of Kragujevac http://kg.ac.rs/nastavnici.php .	2 Researchers' database were established

					University of Belgrade http://bg.ac.rs/sr/univerzitet/pretraga-nastavnika.php Other WBC partner universities will establish their databases soon.	
3.3	Young researchers trained on research methodology	20/02/17	31/03/17	University of Kragujevac University of East Sarajevo	<p>The University of Kragujevac organized and managed one two-day seminar in March 2017 for future researchers. A Two-day seminar (15/03/17 and 22/03/17) took place at the Faculty of Engineering. Training seminar entitled “Creative thinking – from problem to solution” was focused on the process of early selection of the young researchers. Students who have shown a great interest in research participated in this event. 82 possible future young researchers participated in this event.</p> <p>The first day of the seminar was dedicated to lectures prepared by three University teachers (2 full professors and 1 associate professor). They presented practical tools, methods and methodologies commonly used for solving real problems. At the end of this first day, assignments were delegated to the teams. Each team was made up of 5 students.</p> <p>The second day of the training seminar was dedicated to the presentations of the students. They expressed their research potential and future ideas related to the issues given. Other WBC partner universities will organized this seminar by the end of June, 2017.</p> <p>On 21st Jun 2017 University of East Sarajevo organized training seminar for young researchers. Training seminar entitled “Research methodology for young researchers” was referred to Vice Deans of the Faculties within our University, and young researchers at Rectorate and University Computer Centre.</p>	<p>82 participants trained on research methodology</p> <p>269 participants trained on research methodology at the UES</p>

					During the next three weeks, similar seminars were organized at the Faculties within our University. Young researchers have shown great interest to participate in this trainings, so we had the number of 269 professors, researchers and students participated in those seminars. Overall satisfaction of the participants and the organizers were very high. Most of participants are willing to participate in the similar events in the future, because they find this kind of event as extremely useful, motivating and capacity building opportunity.	
3.4	Young researchers trained in various skills	20/01/17	On going	University of Kragujevac University of East Sarajevo	In progress On 15th and 16th September 2017 University of East Sarajevo organized two-day training seminar entitled "Training of WBC young researchers in various skills included lectures and workshops on topics: project management, intercultural communication, ethics in research and entrepreneurship.	51 participant trained at the University of East Sarajevo
3.5	Training on teaching methodology	1/3/2018	30/3/2018	University of East Sarajevo	Program for this activity will be fully prepared by University of Belgrade Teaching methodology training was organized at two locations, at University Centre Bijeljina, 06.03.2018. with 170 participants, and Faculty of Philosophy Pale, 16.03.2018 with 53 participants. The goal of the training was to introduce teachers and associates the methods and trends in the maintenance of teaching at higher education institutions. This training was intended primarily for young researchers (assistants, assistants, students of II and III cycles), but also for all other interested professors and students.	223 participant trained at the University of East Sarajevo
3.6	Pilot Mentoring system introduced	5/12/16	30/09/17	University of	University of Kragujevac as a leader of WP3 presented a model for the Pilot mentoring system to other WBC	<ul style="list-style-type: none"> Pilot Mentoring programme has been

				Kragujevac	<p>partner universities. Also, Pilot Mentoring programme for young assistant professors was introduced at the University of Kragujevac. Two newly promoted assistant professors participated in this Pilot programme and it will be implemented at the Faculty of Engineering, University of Kragujevac. This programme will cover three essential parts for the development of young teaching staff:</p> <ul style="list-style-type: none"> - lectures, - researching and - institutional affiliation. <p>Other WBC partner universities will work on this activity in the following period.</p>	<p>presented</p> <ul style="list-style-type: none"> • Pilot Mentoring programme for young assistant professors was introduced at the University of Kragujevac •
3.7	Measures for enhancement of multidisciplinary in research	1/4/2018	30/4/2018	University of East Sarajevo	<p>Activity hasn't formally started.</p> <p>Motivated by a general lack of multidisciplinary in research in the Western Balkan universities, UES organized the workshop to demonstrate the benefit of multidisciplinary approaches, with specific case studies of a poor and profitable research. Project team of the University of East Sarajevo has organized 2 training seminars within the activity. Schedule of seminars at our faculties and the number of participants was the following: - Faculty of Medicine, Foča, 19.04.2018, 21 participants - Production and Management Faculty Trebinje, 20.04.2018, 34 participants.</p> <p>Lectures were held with the aim of introducing as many teachers and associates as possible with methods and trends in teaching at higher education institutions.</p>	55 participant trained at the University of East Sarajevo
3.8	Guide book published	30/11/16	30/04/17	All WBC partner universities	<p>University of Kragujevac proposed the content and structure of the guidebook for young researchers which is accepted at the consortium level. University of Nis will be responsible for reviewing, printing and</p>	<p>Guidebook chapters are defined and divided within consortium members</p>

					<p>publishing of the guidebook. All consortium partners committed themselves to write one chapter each:</p> <p>University of Novi Sad – Chapter 1: Research Methodology</p> <p>University of Kragujevac – Chapter 2: Processing, Analysis and Interpretation of Research Results</p> <p>University of Nis – Chapter 3: Ethics and Responsibility in Scientific Research</p> <p>University of Belgrade – Chapter 4: Scientific and Technical Communication</p> <p>University of Montenegro – Chapter 5: Writing & Publishing a Scientific Paper</p> <p>University of Tirana – Chapter 6: Writing a PhD Thesis</p> <p>University of Vlora – Chapter 7: Introduction to Academic Teaching</p> <p>University of East Sarajevo – Chapter 8: Research Projects Planning and Managing</p> <p>University of Sarajevo – Chapter 9: Career Starting and Planning</p> <p>Guide book finished and published.</p>	
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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
3.1	Researchers trained on C&C and HRS4R	01/04/17	30/06/17	-University of Kragujevac -University of Belgrade -University of Montenegro	Partners of the consortium (University of Kragujevac University of Belgrade and University of Montenegro) who haven't reached the number of researchers trained in C&C and HRS4R strategies proposed in the project proposal, have to end this activity within deadline set.	106 researchers will be trained
3.3	Young researchers	01/04/17	01/07/17	Kragujevac	Future trainings on research methodology for young	

	trained on research methodology				researchers will be organized by all the WBC partner universities.	
3.4	Young researchers trained in various skills	21/08/17	22/09/17	Kragujevac	<p>After much consultation with our EU partners and the partners who will organize the seminars we have reached the following decisions about the date and place for the realisation of these seminars as well as about the trainers:</p> <p>11-12, September, 2017, University of Kragujevac; The trainers will be from the University of Coventry and the University of Torino; Researchers who will participate in this training will be from the Universities of Kragujevac, Nis, Belgrade and Novi Sad (25 researchers from Nis, 25 researchers from Belgrade, 28 researchers from Novi Sad and 27 researchers from Kragujevac)</p> <p>13-14 September, 2017, University of Vlora and University of Tirana; The trainers will be from the University of Liege and the University of Torino; Researchers who will participate in this training will be from the Universities of Vlora and Tirana (27 researchers from each university)</p> <p>15-16 September, 2017, University of East Sarajevo; The trainers will be from the University of Coventry and the University of Liege; Researchers who will participate in this training will be from the Universities of East Sarajevo, Sarajevo and Montenegro (27 researchers from East Sarajevo, 27 researchers from Sarajevo and 20 researchers from Montenegro).</p>	225 researchers in total will be trained

3.6	Pilot Mentoring system introduced	01/03/17	30/09/17	All WBC partner universities except University of Kragujevac	Pilot Mentoring programme will be tested during one (summer) semester. Any identified issue or difficulties during testing will be reported and implemented in the new updated version of the Pilot Mentoring programme	8 mentoring systems will be introduced
3.8	Guide book published	01/03/17	30/04/17	All partners	All consortium partners have taken part in this activity (writing the assigned chapter)	Guidebook for young researchers published

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

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Please add as many tables as necessary.

