

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	<p>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.</p>	2 Researchers' database were established

					<p>University of Belgrade http://bg.ac.rs/sr/univerzitet/pretraga-nastavnika.php Other WBC partner universities will establish their databases soon. UV has:</p> <ol style="list-style-type: none"> 1. an internal system of information powered by 'univlora.edu.al'. UV already runs an email database (@univlora.edu.al) that is managed by the rector's office. 2. a dedicated space on the website under heading "Njoftime", https://univlora.edu.al/ for job announcements, call for applications, mobility opportunities etc. The announcements are regularly updated. 3. an application 'IOS Univlora' which alerts all announcements posted on the website as soon as they are published that can be made easily available on the mobile phone and computer and notifies the user promptly. 	
3.3	Young researchers trained on research methodology	20/02/17	31/03/17	University of Kragujevac	<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,</p>	82 participants trained on research methodology

					<p>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>A two-day training organized by representatives of the University of Vlora “Ismail Qemali” to inform participants (young researchers, interested academic staff) about research methodology and some particular aspects related to it.</p> <p>206 participants attended the training, which was organized in two days (5-6. 06. 2017) with two sessions for each day.</p> <p>Covered different topics like problem solution, creativity, innovation, different types of analyses (SWOT, gap, Cost-benefit, PDCA) etc.</p> <p>Interactive form following a Q&A format.</p>	
3.4	Young researchers trained in various skills	20/01/17	On going	University of Kragujevac	<p>In progress</p> <p>A two-day training at the University of Vlora “Ismail Qemali”.</p> <p>Aimed at training young researchers in various skills. Trainers: Eleonora Pilone and Lorenzo Comberti from the Politecnico di Torino, Italy and Isabelle Halleux from the University of Liege, Belgium.</p> <p>64 participants (young researchers, interested academic staff) attended the first day of the training and 63 participants attended the second day of the training.</p> <p>Topics: Communication skills for EU projects, CV writing, communication issues with prospective employers, project writing, project managements, ethics etc.</p>	
3.5	Training on teaching methodology	-	-	-	Program for this activity will be fully prepared by University of Belgrade	-

					A one-day training took place at the University of Vlora “Ismail Qemali” in the framework of work package 3 (activity 3.5) and aimed at training young researchers on teaching methodology. 82 participants (young researchers, MA students primarily) attended the training. The training covered different topics like models of teacher learning, the role/functions of the trainer, teaching/reasons for learning, stages of the teaching process, learning outcomes etc.	
3.6	Pilot Mentoring system introduced	5/12/16	30/09/17	University of Kragujevac	<p>University of Kragujevac as a leader of WP3 presented a model for the Pilot mentoring system to other WBC 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>Two established scholars, external members of the UV staff, have been appointed as mentors. Their role and tasks have already been defined by decision of the UV Academic Senate and they are already carrying out activities (mainly informative seminars) to help junior staff and young researchers too to advance in academic career.</p>	<ul style="list-style-type: none"> • Pilot Mentoring programme has been presented • Pilot Mentoring programme for young assistant professors was introduced at the University of Kragujevac
3.7	Measures for enhancement of multidisciplinary in	-	-	-	<p>Activity hasn't formally started.</p> <p>For this activity UV carried out the following:</p>	-

	research				<p>1. A workshop was organized on 25.06.2018. Materials have already been published on the Re@WBC website.</p> <p>2. Multidisciplinarity in research was considered an important part to increase the awareness of when it comes to young researchers, so it was included in the strategy for the continual training of young researchers. (See attached document 'Strategy on continual training..')</p> <p>3. Starting a multidisciplinary journal in English as one of the items in the post-accreditation action plan. (See attached document 'Action plan')</p>	
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 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>	Guidebook chapters are defined and divided within consortium members

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 trained on research methodology	01/04/17	01/07/17	Kragujevac	Future trainings on research methodology for young 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</p>	225 researchers in total will be trained

					<p>will be from the Universities of Vlora and Tirana (27 researchers from each university) Completed by UV. Please confer above.</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>	
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:

Please add as many tables as necessary.

