

TABLE OF ACHIEVED / PLANNED RESULTS

Title and reference number of the work package (WP)	WP3 Excellent researchers for the community
Indicators of achievement and or/performance as indicated in the project proposal	<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 presentation was accepted by consortium to use it as primary material but also UNI prepared two other presentations on this topics. All presentations covered	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>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>	
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		16.11.2017	10.10.2018	UKG	<p>On 16th November 2017, University of Kragujevac organized training seminar within activity 3.1 - Training of WBC researchers concerning the role and significance of C&C and HRS4R. Training was prepared and conducted by prof. Ivan Macuzic from Faculty of Engineering, University of Kragujevac. The topic was “Standards and principles of the European union in connection with the career development of researchers and their implementation at the University of Kragujevac”. Training seminar was organized for PhD students from Faculty of Science, Kragujevac.</p> <p>On 30th May 2018, University of Kragujevac organized training seminar within activity 3.1 - Training of WBC researchers concerning the role and significance of C&C and HRS4R. Training was prepared and conducted by prof. dr Ivan Macuzic from Faculty of Engineering, University of Kragujevac. The topic was “Standards and principles of the European union in connection with the career development of researchers and their implementation at the University of Kragujevac”. The core of the training was introduction with principles of “The European Charter for Researchers” and “The Code of Conduct for Recruitment of Researchers”. The event was held at Faculty of Arts and Philology, University of Kragujevac</p> <p>On 10th October 2018 University of Kragujevac organized training seminar at Faculty of Engineering within activity 3.1: Training of WBC researchers concerning the role and significance of C&C and HRS4R.</p> <p>The training seminar was prepared and presented by associate professor dr Ivan Macuzic. He introduced the concept of the HRS4R and why is it very</p>	77 Researchers trained
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					important for students, researchers, professors and University of Kragujevac.	
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 . University of Belgrade http://bg.ac.rs/sr/univerzitet/pretraga-nastavnika.php Other WBC partner universities will establish their databases soon.	2 Researchers' database were established
		01.09.2018	10.09.2018	UKG	Report gives overview of the services and support to attract research to come to University of Kragujevac. It gives list of the web pages where all relevant and important information about studying at University of Kragujevac could be found.	Final report on the activity 3.2 Webpages offer opportunity links
3.3	Young researchers trained on research methodology	20/02/17	31/03/17	University of Kragujevac	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.	82 participants trained on research methodology

					<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>	
		17.11.2017	12.05.2018	UKG	<p>On 17th and 21st November 2017, University of Kragujevac organized two-day training seminar within activity activity 3.3: Young researchers trained on research methodology. Training was prepared and conducted by two staff members from from Faculty of Science, University of Kragujevac, dr Ivana Radojevic and dr Aleksandar Ostojic.</p> <p>Topics covered:</p> <ul style="list-style-type: none"> -introduction to the largest journals' database (www.kobson.nb.rs), -methodology for writing scientific paper and how to publish it in international journals and -overall information for writing PhD thesis was given <p>On 19th November 2017, University of Kragujevac organized training seminar within activity 3.3:Research methodology training of WBC young researchers. Training was prepared and conducted by prof. dr Nebojsa Zdravkovic from Faculty of Medical Sciences, University of Kragujevac. The topic was about research methodology and how to use it in appropriate manner. The focus was on correct approach to the research problems. Training seminar</p>	131 Researchers trained in total

					<p>was organized for PhD students from Faculty of Medical Sciences, Kragujevac.</p> <p>Training within activity 3.3: Research methodology training of WBC young researchers. In this period, 4 training seminars were organized at Faculty of Medical Sciences and Faculty of Engineering.</p> <p>Various topic were covered such as:</p> <ul style="list-style-type: none"> - research methodology, how to conduct data/results and how to analyse, process and use it. The focus was on correct approach to the research problems, performed by dr Miladin Stefanovic, full professor - IT/statistical methods and how to use it in appropriate manner, performed by dr Nebojsa Zdravkovic, full professor from Faculty of Medical Sciences - “English Language for Academic Writing and Communication” – basic and advanced level” with 10 different presentations, performed by dr Branka Milenkovic, dr Dejan Karavesovic and dr Biljana Vlaskovic Ilic rom Faculty of Philology and Arts 	
3.4	Young researchers trained in various skills	20/01/17	On going	University of Kragujevac	In progress	
3.5	Training on teaching methodology	-	-	-	Program for this activity will be fully prepared by University of Belgrade	-
3.6	Pilot Mentoring system introduced	5/12/16	30/09/17	University of Kragujevac	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:	<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

					<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>	
3.7	Measures for enhancement of multidisciplinary in research	-	-	-	Activity hasn't formally started.	-
		10.04.2018	30.04.2018	UKG	<p>In this period, two trainings entitled “Engineering and multidisciplinary research challenges” and “Brainstorming research ideas” was held at Faculty of Engineering, University of Kragujevac. This training had three parts as follows:</p> <p>1st - “Novel researches in nanotechnology and nanomaterials” performed by dr Fatima Zivic, assistant professor Faculty of Engineering</p> <p>2nd - “Engineering research of the human brain and behavior – neuro engineering and neuro ergonomy” performed by dr Ivan Gligorijevic and dr Pavle Mijovic from startup company MBrainTrain d.o.o. Belgrade</p> <p>3rd – Contest opening “My very first R&D project”, for students from Faculty of Engineering, University of Kragujevac, introduced by prof. dr Ivan Macuzic. The main idea of the workshop was raising awareness about importance of the multidisciplinary in research and brainstorming with students interested in this activity. Through this workshop, a few ideas were recognized as bright and has potential for its developing and implementation. The conclusion from brainstorm discussion between participants was to accept ideas related to the improvement of the overall organization of the Faculty of Engineering. After preliminary stage, 5 ideas proposed were submitted to</p>	52 participants

					<p>the commission. Two ideas were singled out as primary targets for brainstorm session. At this workshop, commission discussed with students through brainstorming how to improve and implement it at Faculty of Engineering. Both ideas will be presented to the Faculty management, trying to get support for next phases, designing and implementation.</p> <p>The workshop moderators were professors from Faculty of Engineering: dr Petar Todorovic, full professor (chairman), dr Ivan Macuzic, associate professor and dr Marko Djapan, assistant professor</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</p>	Guidebook chapters are defined and divided within consortium members

					and Planning	
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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 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	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: 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) 13-14 September, 2017, University of Vlora and University of Tirana; The trainers will be from the	225 researchers in total will be trained

					<p>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>	
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.

