

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 informed 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	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>accepted by consortium to use it as primary material but also UNI prepared two other presentations on this topic. 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> <p>UNSA – 28 November – Info event on Charter and 14 December – Info event on Charter and Code (38 participants)</p>	<p>- Training conducted; accompanying documentation available (invitation letter, agenda, attendance lists)</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

					<p>University of Belgrade http://bg.ac.rs/sr/univerzitet/pretraga-nastavnika.php Other WBC partner universities will establish their databases soon.</p> <p>The new website of the University of Sarajevo has been significantly improved. Old website released using Joomla as content management system has been replaced with entirely redesigned and programmed website using Drupal as a platform.</p>	<p>UNSA - New information architecture has been developed (concept, navigational structure, types of content and taxonomies), followed by coding and design (development, Drupal setup, content structuring, categories, navigational, admin interface, responsive web coding HTML5/CSS3 coding for mobile devices (mobile phones and tablets). SEO optimization and analytics has been deployed. Migration of old content has been performed. New website can be seen at www.unsa.ba, while old one can be visited at old.unsa.ba</p>
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)	82 participants trained on research methodology;

					<p>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>The University of Sarajevo organized a two-day Seminar on research methodology – “Towards Research Excellence” with 100 participants on 5 June and 80 participants on 6 June 2017</p>	- Attendance lists, reports and photos available
3.4	Young researchers trained in various skills	20/01/17	On going	University of Kragujevac	<p>In progress</p> <p>UNSA - East Sarajevo, 15-16 September: UNSA tem disseminated information about the training, selected 32 participants to take part in the training</p>	Invitation disseminated, list of applicants provided to the University of East Sarajevo
3.5	Training on teaching methodology	-	-	-	<p>Program for this activity will be fully prepared by University of Belgrade</p> <p>22nd – 23rd February 2018 - University of Sarajevo organized training for junior academic staff on</p>	- Training conducted; accompanying documentation available (agenda,

					teaching methodology under the title “Contemporary Methods and Forms of Teaching”. Trainers were professors of pedagogy and andragogy from Faculty of Philosophy of the University of Sarajevo, participants were around 100 junior teaching staff of the University of Sarajevo.	attendance lists, photos)
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>UNSA - Plan for piloting of mentoring system prepared and presented to the UNSA management collegiate body (Rector and vice-rectors) aimed at getting approval by the UNSA management to start the piloting at three UNSA member institutions.</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 • Plan for piloting of mentoring system prepared, presented to UNSA management and adopted; reports on UNSA management sessions; decisions on appointment of mentors
3.7	Measures for enhancement of multidisciplinary in research	-	-	-	<p>Activity hasn't formally started.</p> <p>Workshop for junior academic and research staff of the UNSA was organised on multidisciplinary approaches and interdisciplinary projects and</p>	-

					<p>programmes under the title “Interdisciplinarity at the University of Sarajevo”. Trainers/lecturers were professors and researchers of the University of Sarajevo who take part and have experience in multi- and interdisciplinary research projects and programmes.</p> <p>The workshop was organized for researchers and other junior academic staff of the University of Sarajevo to promote and demonstrate the benefit of multidisciplinary approaches in research. The workshop resulted in 70 research, academic and other staff taking part in discussion on experiences and practices related to multi- and interdisciplinary research projects and programmes at the UNSA, the benefits but also the obstacles for implementation of such projects at the UNSA, and finally the support actions that are being and should in future be provided to researchers taking part in multi- and interdisciplinary research projects and programmes.</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>Guidebook chapters are defined and divided within consortium members</p> <p>UNSA - Chapter 9 delivered and included in the Guidebook</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>The UNSA team prepared and edited Chapter 9 of the Guidebook – Career starting and planning UNSA team: Zenan Šabanac, Emir Kurtić, Saša Madacki, Nina Begovic</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 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	225 researchers in total will be trained

					<p>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>	
3.6	Pilot Mentoring system introduced	01/03/17	30/09/17	All WBC partner universities except	Pilot Mentoring programme will be tested during one (summer) semester. Any identified issue or difficulties during testing will be reported and	8 mentoring systems will be introduced

				University of Kragujevac	implemented in the new updated version of the Pilot Mentoring programme	
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.

