

TABLE OF ACHIEVED / PLANNED RESULTS

<u>Title and reference number of the work package (WP)</u>	WP 5 - Dissemination and exploitation ar Re@WBC project
<u>Indicators of achievement and or/performance as indicated in the project proposal</u>	<ul style="list-style-type: none"> • Launching of the project web-site • Designing of promotional material • Promotional events organised • Bylaws regulating a system of awards created • Bylaws regulating the Mentoring system created • University strategy adopted • HR excellence in Research award

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
5.1.	Project web-site created and regularly updated	December 2015.	Ongoing activities		The CPN team, as the leader for WP5, created the project website in December 2015. Since then the project website has been regularly updated with all the relevant information concerning project activities. In November 2016, after the project officer's report, the CPN team, in cooperation with the project coordinator from the University of Nis, made some changes and redesigned the project website according to the project officer's suggestions. A new, improved version of the project website was launched in February 2017.	The following has been uploaded to the project website by the beginning of April 2017: <ol style="list-style-type: none"> 1. 12 Meeting Reports that consist of: the agenda of the meeting, presentations, a gallery section and the report from the meeting; 2. 31 Dissemination activities which include seminars, trainings, lectures, presentations of the project but also articles in newspapers and science popular magazines. 3. 23 announcements or reports from

					The project website is constantly monitored by the project officer but by all the project partners as well and is well also organized, transparent and very informative.	different project activities that might be interesting to general public. 4. 38 albums in the gallery section from seminars, trainings and the consortium meetings.
5.2.	Promotional material distributed	January, 2016	Ongoing		The university of Nis designed, printed and distributed promotional material to all the partners. The design of the material can also be found at the project website.	The university of Nis has made: 600 advertisement paper bags 600 advertisement paper folders 600 pens 2000 advertisement flyers 200 planners with the project logo 50 posters B1 in format 50 posters B2 in format 50 posters A3 in format
5.3.	Project results disseminated	December 2015	Ongoing	/	All partners recognized the importance of the dissemination activities. Since the beginning of the project a vast majority has done various dissemination activities and given a presentation of the project idea, its goals and activities to different stakeholders. There has also been public advertisement of the project by the partners at various events and conferences which were not related to the planned project activities. 1. The University of Nis organized a promotion of the Re@WBC project during the XIII International Conference	4. In December 2015 the New Year edition of the daily newspaper "Danas" published an article about the project. The estimated number of copies is 20 000. 5. In October 2016 a popular science magazine named <i>Elementi</i> published an article about the project. The number of printed copies is 3500. 6. In March 2017 the project was presented to Mr Robert-Jan Smits, the director-general of DG

					<p>SAUM 2016 which took place from 09.11 to 11.11.2016 at the Faculty of Electronic Engineering in Niš.</p> <p>2. The University of Nis in collaboration with the University of Belgrade organized a promotion of the Re@WBC project during the XIX Geometrical Seminar which took place from 29.08 to 04.09.2016 at Zlatibor. This presented an opportunity to make a number of researchers familiar with the basic role of the Re@WBC project but also to exchange ideas on how to improve the position of researchers at universities. Promotion material was distributed to the participants.</p> <p>3. A lecture was given at the University of Nis by prof. dr D. Pokrajac dedicated to prevention of students' attrition and measures to improve motivation.</p> <p>Also, CPN created a template for the dissemination activities so the partners can easily fill in it all the public appearances, presentations and other dissemination activities. The template is</p>	<p>Research and Innovation at the European Commission during his visit to Serbia.</p> <p>7. Project related news were published at the official CPN website.</p>
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				<p>available at the project website.</p> <p>According to the google analytics tools, since December 2016, when we start to measure the number of visitors and theirs habits, the Re@Wbc project website has been visited by around 500 unique users. The average session duration is 03:28 minutes (which is above average).</p> <p>On October 5th, Re@WBC project team of the University of East Sarajevo take participated at eighth international agricultural symposium AGROSYM 2017 at Termag hotel, Jahorina, Republic of Srpska, BiH, with a presentation of project results and importance of project activities for the academic community in BiH, especially in achieving the HR logo. AGROSYM 2017 was organized by the Faculty of Agriculture of the University of East Sarajevo, the Faculty of Agriculture at the University of Belgrade and the Agronomy Mediterranean Institute from Bari. More than 1300 participants participated at ARGOSYM</p> <p>The University of East Sarajevo organized the promotion of the Re@WBC project during the IX International Sscientific Agriculture Symposium "AGROSYM 2018" which</p>	
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					<p>took place from 04.10. to 07.10.2018. at Jahorina, near the city of East Sarajevo. The Symposium is organized by the Faculty of Agriculture of the University of East Sarajevo, together with Faculty of Agriculture of the University of Belgrade, Serbia, and CIHEAM – Bari, Italy, and in collaboration with 28 institutions from 18 different countries. The Symposium gathers about 1200 participants from 85 different countries</p> <p>Academic guidebook promotion was held within the info day at the Rectorate of the University of East Sarajevo on December 24, 2018. Participants at the info day were young researchers and students of the courses organized within ERASMUS+ project CULTURWB, partners of the projects, and other interested parties and stakeholders (20 participants). Participants showed a great interest for the book, and agreed that it is of great importance for young researches to have this type of guide at the early stages of their careers.</p>	
5.4.	The label “HR Excellence in Research” obtained by a number of WB partner universities	15.11.2016	April, 2017	All WBC partner universities	At each of the WBP universities, except at UNI, a work group was formed and charged with the task of designing a HRS4R strategy and presenting it to the Rectorates and Senates. In the initial phase of its	The "HR Excellence in Research" label was obtained by the University of Kragujevac and is expected to be granted after the reassessment of the revised applications by the University of Novi Sad, Vlora and East Sarajevo.

					<p>work the workgroups consulted the EU partners and UNI, that had already adopted HRS4R, concerning the methodology of adoption of HRS4R, and later on as the workgroups were designing it, they actively made use of the comparative analysis (planned in 1.3) as well as the experiences of the EU partners related to the issues of overcoming the difficulties that are likely to present themselves during the whole process. HRS4R strategies have been prepared and adopted by the following 5 universities: the University of East Sarajevo, the University of Sarajevo, the University of Novi Sad, the University of Kragujevac and the University of Vlora.</p>	<p>The "HR Excellence in Research" label was obtained by the University of East Sarajevo</p>
5.5.	Establishment of awards for young researchers	01.02.2016	01.2.2017	<p>University of East Sarajevo</p>	<p>The university of Kragujevac has introduced the "Sveti Sava" award for researchers. The first award was given in 2017. The other universities are actively working on this activity.</p> <p>University of East Sarajevo made the improvements in award system by adopting Rulebook on Amendments to the Rulebook on Organization and Implementation of the Lifelong</p>	<p>A system of awards is introduced.</p> <ul style="list-style-type: none"> - Bylaw adopted at UES, available at: http://mngt.rewbc.ni.ac.rs/projects/wp5-strategy/dmsf and www.ues.rs.ba

					Learning Programs on 25.01.2018	
5.6-5.7	Mentoring system adopted Strategy on continual training of researchers adopted	15.03.2017	Ongoing	University of East Sarajevo	In progress University of East Sarajevo adopted the Procedure on the Establishment of Mentoring System for the Newly Elected Teaching Staff on December 26, 2018	Procedure on the Establishment of Mentoring System for the Newly Elected Teaching Staff at the UES available at http://mngt.rewbc.ni.ac.rs/projects/wp3-mentoring-system/dmsf

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
5.3.	Project results disseminated	April – May 2017		Belgrade	An info day open for general public. The main goal will be to inform young researchers and all other interested parties about the “HR Excellence in Research” Label. This activity will be organized at at least several Serbian universities.	We expect around 50 visitors, most of them young researchers and university staff.
	Project results disseminated	April 2017			An article in the popular science magazine <i>Elementi</i> : A one page article dedicated to the “HR Excellence in Research” Label that University of Kragujevac received in February 2017.	Number of printed copies is 3500.
	Project results disseminated	September, 2017		Thessaloniki, Greece	Promotion of the Re@WBC project during the ICNAAM 2017	We expect around 500 visitors, most of them young researchers and university staff.
	Project results disseminated	October 2016		University of East Sarajevo	Promotion of the Re@WBC project during the Agrosym International Agriculture Symposium	We expect around 1000 visitors, most of them young researchers and university staff.
	Project results disseminated	10, June, 2017		University of Vlora	Promotion of the Re@WBC project during the 4th ASSE conference	We expect around 70 visitors, most of them young researchers and university staff.

5.4.	The label "HR Excellence in Research" obtained by a number of WB partner universities	01.09.2017	14.06.2018	University of Montenegro, Belgrade, Novi Sad, Tirana, Vlora, East Sarajevo and Sarajevo	The "HR Excellence in Research" label will have to be obtained by the University of Montenegro, Belgrade, Novi Sad, Tirana, Vlora, East Sarajevo and Sarajevo.	7 "HR Excellence in Research" label will be obtained
5.5.	Establishment of awards for young researchers	01.02.2017	14.07.2017	All WBC partner universities	Precise award criteria will be created and adequately formulated bylaws concerning the system of awards will be adopted, in order to stimulate and motivate young researchers (prizes, promotional events, grants etc.), with a tendency of further continuation of this practice, possibly leaving Career Development Centers in charge of it.	Award criteria adopted
5.6.	Mentoring system adopted	01.09.2017	14.10.2018	All WBC partner universities	The Mentoring system will be endorsed by the universities' management boards and made mandatory by installing appropriate bylaws. We firmly believe that the management boards, already having recognized a need for installing such a system, will readily embrace the adoption of these bylaws.	8 Mentoring systems are endorsed
5.7.	Strategy on continual training of researchers adopted	01.09.2017	14.04.2018	All WBC partner universities	A university strategy on continual training of young researchers on research methodology and professional skills will be created and adopted, entrusting the CD centers with the organization of appropriate trainings. This is a natural response to the generally accepted	9 university strategies will be created and adopted on continual training of young researchers on research methodology and

					opinion in the WBP universities that continual training of young researchers is necessary in order to maintain the quality of research and increase the production rate of new results.	professional skills
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Changes that have occurred in this result since the original proposal:

The realization of activity 5.5 will take slightly more time than expected.

Please add as many tables as necessary.

