

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		<p>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.</p> <p>The project website is constantly monitored by the project officer but by all the project partners as well</p>	<p>The following has been uploaded to the project website by the beginning of April 2017:</p> <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

					and is well also organized, transparent and very informative.	<p>include seminars, trainings, lectures, presentations of the project but also articles in newspapers and science popular magazines.</p> <p>3. 23 announcements or reports from different project activities that might be interesting to general public.</p> <p>4. 38 albums in the gallery section from seminars, trainings and the consortium meetings.</p>
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.	<p>The university of Nis has made:</p> <p>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</p>
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	4. In December 2015 the New Year edition of the daily newspaper

				<p>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.</p> <ol style="list-style-type: none"> 1. The University of Nis organized a promotion of the Re@WBC project during the XIII International Conference SAUM 2016 which took place from 09.11 to 11.11.2016 at the Faculty of Electronic Engineering in Niš. 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. 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>Also, CPN created a template for the dissemination activities so the partners can easily fill in it all the</p>	<p>“Danas” published an article about the project. The estimated number of copies is 20 000.</p> <ol style="list-style-type: none"> 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 Research and Innovation at the European Commission during his visit to Serbia. 7. Project related news were published at the official CPN website.
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				<p>public appearances, presentations and other dissemination activities. The template is 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>October 12, 2016 – Prof. Dr. Senada Kalabušić held meeting with the newly appointed vice-rector for international cooperation Prof. Dr. Aleksandra Nikolić on the Project activities and implementation of the Project results</p> <p>October 26, 2016 – Prof. Dr. Senada Kalabušić held meeting with the newly appointed vice-rector for research Prof. Dr. Izet Rađo on the Project activities and implementation of the Project results</p> <p>November 3, 2016 – Project presentation at UNSA International and Research office (Prof. Dr. Senada Kalabušić)</p> <p>November 14, 2016 – Project presented at the UNSA Senate meeting (Prof. Dr. Senada Kalabušić)</p> <p>November 29, 2016 – Project presented at the UNSA Steering Board meeting (Prof. Dr. Senada Kalabušić)</p> <p>November 28 and December 14, 2016 – Project presentation for 108 members of UNSA academic staff</p>	
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					<p>February 17, 2017 – presentation of the project over telephone for Cantonal TV Sarajevo</p> <p>On 18th of July 2018, the University of Sarajevo organized the ceremony of the employment contract awarding to selected young teachers and researchers within the employment program “150+”.</p> <p>The awarding ceremony was a significant event for the University of Sarajevo, since one of strategic goals of the University of Sarajevo is investing in human potentials in the field of science and higher education.</p> <p>During the ceremony the <i>Guide for Young Researchers</i> was presented and distributed among newly employed young researchers and teachers. 87 of them received the copy of the Guide prepared and published within the Re@WBC Project.</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 work the workgroups consulted the EU partners and UNI, that had already adopted HRS4R, concerning the methodology of adoption of HRS4R, and later	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

				<p>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>UNSA submitted application in November 2016 but failed to obtain the label "HR Excellence in Research"; During the period from December 2017 to June 2018, the UNSA revised its Action plan and HRS4R Strategy. The documents were adopted by the UNSA Senate and re-application submitted in June 2018.</p>	<p>University of Novi Sad, Vlora and East Sarajevo.</p> <ul style="list-style-type: none"> - The "HR Excellence in Research" label was obtained by the University of Sarajevo in January 2019 and posted on the website;
5.5.	Establishment of awards for young researchers	01.02.2016	01.2.2017	<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>With the aim of improvement of research production and providing motivation for young researchers, the University of Sarajevo initiated procedure to set up an award for researchers of the UNSA.</p> <p>The UNSA Research and Arts Council (advisory body of the Senate) adopted the</p>	<p>A system of awards is introduced.</p> <ul style="list-style-type: none"> - UNSA – developed Rulebook available on www.unsa.ba;

					Rulebook on Awarding the UNSA staff for Results in Research and Arts This document was approved by the Senate.	
5.6-5.7	Mentoring system adopted Strategy on continual training of researchers adopted	15.03.2017	Ongoing		<p>5.6 Adoption of the plan to pilot mentoring system at the UNSA, preceded the adoption of the decision on mentoring system.</p> <p>Proposal to introduce mentoring system presented to the Senate with proposal of the decision to be adopted by the Senate on obligation of member institutions to appoint mentors for junior staff career development. The proposal is for mentors to be nominated from associate/full professors within the membership of the member institutions' Quality Assurance Boards.</p> <p>The proposal was accepted and the Senate reached the Decision on appointment of mentors at UNSA member institutions on 29 September 2018.</p> <p>5.7. Since 2013, the University of Sarajevo continuously provides trainings for young staff members (researchers and teachers) through a TRAIN Programme (<i>Training and Research for Academic Newcomers</i>). The aims of the programme are to improve knowledge and skills of academic staff and researchers within the following three</p>	<ul style="list-style-type: none"> - Conclusion/decision by the UNSA management; presentation of the idea to introduce the mentoring system, and approval/decision by the UNSA Senate. - 247 university staff members have attended this program;

					<p>fields: education process (curriculum planning and efficiency of lectures), research (research methodology and information literacy), and communication skills development (networking, team work and similar).</p> <p>The aims of the programme are to improve knowledge and skills of academic staff and researchers within the following three fields: education process (curriculum planning and efficiency of lectures), research (research methodology and information literacy), and communication skills development (networking, team work and similar).</p> <p>The programme started in 2013. During 2018, the programme has been renewed, and the team for its development and sustainability established.</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
5.3.	Project results disseminated	April – May 2017		Belgrade	An info day open for general public. The main goal will be to inform young researches 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 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.	9 university strategies will be created and adopted on continual training of young researchers on research methodology and professional skills

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.

