



ERASMUS+ PROJECT  
**Re@WBC**  
 Enhancement of HE research potential  
 contributing to further growth of the WB region



## Erasmus + Project No 561586-EPP-1-2015-1-RS-EPPKA2-CBHE-JP Enhancement of HE Research Potential Contributing to Further Growth of the WB Region (Re@WBC)

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP2. Excellent university for the researchers</b>	
<b>2.6. Revising and improving university bylaws regulating academic promotion procedures</b>	
<b>Start date</b>	<b>September 2017</b>
<b>End date</b>	<b>November 2018</b>
<b>Description of the activity carried out</b>	<ul style="list-style-type: none"> <li>- Drafting new UNSA Statute, to result in improvement of procedures for academic advancement as well as to prescribe adoption of an institutional bylaw to regulate criteria for academic promotion</li> <li>- Establishment of working group to draft new criteria for academic promotion procedures (based on the new Statute and the new Law on HE, adopted in August 2017);</li> <li>- Establishment of the Committee to draft new Rules of Procedure for third cycle of study (including new criteria for mentors, chairs and candidates).</li> </ul>
<b>Specific and measurable indicators of achievement</b>	<ul style="list-style-type: none"> <li>- New Statute adopted by Senate and Executive Board (prescribing bylaw to regulate procedure of academic promotion, and deleting the article which allowed advancement based on two peer-reviewed scientific papers regardless of publication or indexing (November 2018);</li> <li>- Discussions on new criteria for academic advancement procedure initiated;</li> <li>- New Rules of Procedure for III cycle studies adopted with new criteria for doctoral candidates and supervisors (December 2018);</li> <li>- Commission meetings held; minutes of the meetings.</li> </ul>
<b>Planned results</b>	<ul style="list-style-type: none"> <li>- New Rules of Procedure for Academic Advancement at UNSA with system of points awarded to scientific papers based on publication in relevant databases.</li> </ul>



<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP2. Excellent university for the researchers</b>	
<b>2.8. Ethical Committee procedures improved</b>	
<b>Start date</b>	<b>September 2017</b>
<b>End date</b>	<b>November 2018</b>
<b>Description of the activity carried out</b>	<b>Improvement of the tasks and obligations of the Ethical Committee:</b> Through the new UNSA Statute, adopted in November 2018, the Re@WBC team proposed changes of the tasks of the University Ethical Committee in terms of its co-operation with the member institutions' boards on ethics of research, as well as in terms of providing opinions related to recruitment and work conditions (Charter & Code).
<b>Specific and measurable indicators of achievement</b>	New UNSA Statute adopted by Senate and Executive Board (with new roles introduced for the Ethical Committee). New Ethical Committee nominated and elected.
<b>Planned results</b>	To improve activities of the Ethical Committee regarding ethical issues, recruitment of researchers and working conditions.

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP3. Excellent researchers for the community</b>	
<b>3.5. Training on Teaching Methodology</b>	
<b>Start date</b>	<b>22 February 2018</b>
<b>End date</b>	<b>23 February 2018</b>
<b>Description of the activity carried out</b>	<b>Organisation and implementation of the Training on Teaching Methodology</b> Training for junior academic staff was organised on 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 junior teaching staff of the University of Sarajevo. The topics discussed were as follows: <ul style="list-style-type: none"> <li>- <i>Teaching process within Humboldt's vision of education: valuing, teaching process and research</i></li> <li>- <i>Learning outcomes and Bloom's taxonomy</i></li> <li>- <i>Role and competencies of the university teacher in 21<sup>st</sup> century</i></li> <li>- <i>Creative techniques in work with students and communication</i></li> <li>- <i>Methods of active learning and evaluation of learning outcomes</i></li> </ul>



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<b>Specific and measurable indicators of achievement</b>	Training conducted; accompanying documentation available (agenda, attendance lists, photos)
<b>Planned results</b>	The training was intended to provide support to junior academic staff (assistant professors) at the start of their teaching careers. The training resulted in over 100 junior academic staff trained on the topics from the field of andragogy and teaching methodology.

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP3. Excellent researchers for the community</b>	
<b>3.6. Pilot mentoring system introduced</b>	
<b>Start date</b>	<b>March 2018</b>
<b>End date</b>	<b>April 2018</b>
<b>Description of the activity carried out</b>	- 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.
<b>Specific and measurable indicators of achievement</b>	- Plan for piloting of mentoring system drafted, presented to UNSA management and adopted.
<b>Planned results</b>	Implementation of mentoring system at three UNSA member institutions.

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP3. Excellent researchers for the community</b>	
<b>3.7. Measures for enhancement of multidisciplinary in research</b>	
<b>Start date</b>	<b>24 September 2018</b>
<b>End date</b>	<b>5 October 2018</b>
<b>Description of the activity carried out</b>	<b>Organisation and implementation of the Workshop on Multidisciplinary Approaches and Interdisciplinarity</b> Workshop for junior academic and research staff of the UNSA was organised on multidisciplinary approaches and interdisciplinary projects and programmes under the title "Interdisciplinarity at the University of Sarajevo". Trainers/lecturers were professors and



	<p>researchers of the University of Sarajevo who take part and have experience in multi- and interdisciplinary research projects and programmes.</p> <p>The topics discussed and presented were as follows:</p> <ul style="list-style-type: none"> <li>- <i>Valuing and supporting interdisciplinary – activities by the University of Sarajevo</i></li> <li>- <i>Overview of interdisciplinary papers in scientific databases (research production)</i></li> <li>- <i>Overview of the Centre for Interdisciplinary studies of the University of Sarajevo</i></li> <li>- <i>Interdisciplinary approach: Project OneHealth</i></li> <li>- <i>Miracle of interdisciplinarity – practical examples of cooperation at the UNSA: ArcheoDNA Research Group, Conservation and Restoration Study Programme</i></li> <li>- <i>Advantages and obstacle to implementation of multi- and interdisciplinary programmes and projects at the UNSA</i></li> </ul>
<p><b>Specific and measurable indicators of achievement</b></p>	<p>Workshop conducted; accompanying documentation available (agenda, attendance lists, photos)</p>
<p><b>Planned results</b></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>

<p><b>INSTITUTION</b></p>	<p>UNIVERSITY OF SARAJEVO</p>
<p><b>WP5. Dissemination and exploitation at Re@WBC</b></p>	
<p><b>5.3. Dissemination of project results</b></p>	
<p><b>Start date</b></p>	
<p><b>End date</b></p>	
<p><b>Description of the activity carried out</b></p>	<p>On 18<sup>th</sup> 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</p>



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	<p>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>
<b>Specific and measurable indicators of achievement</b>	<p>(<a href="http://www.unsa.ba/novosti/univerzitet-u-sarajevu-zaposlio-87-asistenata-i-strucnih-saradnika">http://www.unsa.ba/novosti/univerzitet-u-sarajevu-zaposlio-87-asistenata-i-strucnih-saradnika</a>)</p>
<b>Planned results</b>	<p>Distribution of the guidebook in accordance with the project aims.</p>

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP5. Dissemination and exploitation at Re@WBC</b>	
<b>5.4. The label "HR Excellence in Research" obtained by a number of WB partner universities</b>	
<b>Start date</b>	<b>September 2017</b>
<b>End date</b>	<b>January 2019</b>
<b>Description of the activity carried out</b>	<p>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>
<b>Specific and measurable indicators of achievement</b>	<p><i>HR Excellence in Research Logo</i> obtained.</p>
<b>Planned results</b>	<p>Action Plan for the implementation of the HRS4R Strategy to be implemented.</p>

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP5. Dissemination and exploitation at Re@WBC</b>	



<b>5.5. Establishment of awards for young researchers</b>	
<b>Start date</b>	<b>January 2018</b>
<b>End date</b>	<b>May 2018</b>
<b>Description of the activity carried out</b>	<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) set up the criteria and drafted the bylaw to regulate the awards procedure – the Rulebook on Awarding the UNSA staff for Results in Research and Arts. This document has been sent to the Senate’s approval. (The usual procedure is for the Senate to adopt the draft document, send it to public debate at the UNSA faculties, and then adopt the final document). The final document was adopted in May 2018.</p>
<b>Specific and measurable indicators of achievement</b>	- Setting up of the award for research results; adoption of the Rulebook to regulate awarding system for researchers.
<b>Planned results</b>	- Full implementation of the awarding system for results in research and arts at the UNSA.

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP5. Dissemination and exploitation at Re@WBC</b>	
<b>5.6. Mentoring system adopted</b>	
<b>Start date</b>	<b>April 2018</b>
<b>End date</b>	<b>September 2018</b>
<b>Description of the activity carried out</b>	<p>Adoption of the plan to pilot mentoring system at the UNSA, to precede 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>



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	The proposal was accepted and the Senate reached the Decision on appointment of mentors at UNSA member institutions on 29 September 2018.
<b>Specific and measurable indicators of achievement</b>	Conclusion/decision by the UNSA management; presentation of the idea to introduce the mentoring system, and approval/decision by the UNSA Senate.
<b>Planned results</b>	Appointment of the mentors and full implementation of the system.

<b>INSTITUTION</b>	UNIVERSITY OF SARAJEVO
<b>WP5. Dissemination and exploitation at Re@WBC</b>	
<b>5.7. Strategy on continual training of young researchers</b>	
<b>Start date</b>	<b>January 2018</b>
<b>End date</b>	<b>August 2018</b>
<b>Description of the activity carried out</b>	<p>The University of Sarajevo has established the practice of providing the 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 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> <p>247 staff members have so far attended the programme.</p>
<b>Specific and measurable indicators of achievement</b>	<ul style="list-style-type: none"> <li>- Adoption of the Programme by the UNSA management;</li> <li>- Decisions on the team to implement the programme (in the attachment).</li> </ul>



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<b>Planned results</b>	- Continuous implementation of the TRAIN programme for training of UNSA junior staff.
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<b>INSTITUTION</b>	
<b>WP6. Management at Re@WBC</b>	
<b>6.1. Kick-off and coordinating meetings realised</b>	
<b>Start date</b>	
<b>End date</b>	
<b>Description of the activity carried out</b>	<p>UNSA team organised working meeting with project coordinator representatives, UNSA management and Re@WBC team members on 14-15<sup>th</sup> of May 2018.</p> <p>UNSA Re@WBC team attended final project conference/meeting in Belgrade 9-11 September 2018</p>
<b>Specific and measurable indicators of achievement</b>	Web info, minutes of the meetings, agenda, participant lists.
<b>Planned results</b>	

<b>INSTITUTION</b>	
<b>WP6. Management at Re@WBC</b>	
<b>6.4. Software platform for project management</b>	
<b>Start date</b>	
<b>End date</b>	
<b>Description of the activity carried out</b>	Regularly updated with required documentation from UNSA
<b>Specific and measurable indicators of achievement</b>	





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<b>Planned results</b>	
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<b>INSTITUTION</b>	
<b>WP6. Management at Re@WBC</b>	
<b>6.5. Day-to-day coordination</b>	
<b>Start date</b>	
<b>End date</b>	
<b>Description of the activity carried out</b>	Carried regularly by Coordinator and Team members
<b>Specific and measurable indicators of achievement</b>	
<b>Planned results</b>	

<b>INSTITUTION</b>	
<b>WP6. Management at Re@WBC</b>	
<b>6.6. Financial management</b>	
<b>Start date</b>	
<b>End date</b>	
<b>Description of the activity carried out</b>	Financial reports regularly produced by UNSA Financial Office
<b>Specific and measurable indicators of achievement</b>	



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<b>Planned results</b>	
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<b>INTERNAL QUALITY ASSURANCE PROCEDURES</b>	UNSA
<b>REPORT PREPARED BY</b>	Senada Kalabušić, Jasmina Gradašćević-Pleh, Nina Begović
<b>DATE</b>	March 2019