



ERASMUS+ PROJECT

Re@WBC

Enhancement of HE research potential
contributing to further growth of the WB region



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Annex B to QC Manual - Word document template

**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**

Ref. No and Title of Workpackage	WP4 Project quality management at Re@WBC
Title of Deliverable:	4.3 WP reports
Institution:	University of Kragujevac
Author/s of the deliverable	Ivan Macuzic, Marko Djapan
Status of the document:	Final
Document Version no and date:	v.1; 24.04.2017
Number of Pages	5
Dissemination Level	Public/Internal

Abstract	Report on the WP3
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Successful accomplishment of the WP1 and WP2 (comparative analysis of the WBC and EU policies, training of the future trainers, HRS4R strategy prepared and adopted, overall competences of the administration staff improved) is a crucial input for making progress of the WP3. Some indicators of progress are set for WP3 and make WP3 the key project work package:

- 9x100 researchers trained at a one-day seminar for all researchers organized 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 organized at the university.
- 225 researchers trained at two two-day seminars organized at the university.
- 9x2X100=1800 teaching staff trained at two one-day seminars organized 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

A3.1 Researchers trained on C&C and HRS4R

By the project plan, the main goal of this activity is raising awareness of the researchers through organization of 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 topic. All presentations covered all relevant and important information about "European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers" and explained clearly what it means for researchers and why is it important.

Within this activity, WBC partner universities have organized 19 trainings in total through which 838 researchers were informed on C&C and HRS4R strategies. Reports are conducted after each seminar by the University which organized seminar. Attendance list and photos are delivered too. Table 1 shows number of trained researchers and dates per seminars organized.

Table 1 – Number of researchers trained by WBC partners

No.	Partner	Date	No. of trained researchers
1	University of Nis	22/11/16; 21/12/16; 24/02/17; 20/03/17	104
2	University of Belgrade	10/02/17; 11/04/17	109
3	University of Novi Sad	06/02/17; 09/02/17; 24/02/17	108
4	University of Kragujevac	22/12/16; 24/03/17	51
5	University of Montenegro	26/12/16	20
6	University of Sarajevo	28/11/16; 14/12/16	108
7	University of East Sarajevo	09/12/16; 22/12/16	102
8	University of Vlora 'Ismail Qemali'	22/12/16; 31/03/17	129
9	University of Tirana	22/12/16; 18/01/17	107
SUM:			838



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Consortium partners (University of Kragujevac and University of Montenegro) who have not 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.

A3.2 Webpages offer opportunity links

Increasing the transparency of the information about research opportunities are of the great importance for every researcher. Information about project calls, mobility, skill improvement, vacancies etc published at appropriate and acknowledged web places and transferred to each researcher is very helpful to researchers. On the consortium level, it was agreed structure of the questionnaire on the current situation of the researchers' databases and information flow in general. The questionnaire contains questions such as does institution provide any database of the researchers; is there any legal framework on the personal data (for example Law on personal data protection) and how it could impact on activity 3.2; do institutions offer open access to open vacancies, project calls, mobilities, etc.; to name bodies which are responsible for information flows at institutions. The results of the questionnaire will be prepared and reported to all consortium members.

University of Kragujevac and University of Belgrade have databases of teaching staff (full professors, associate professors, assistant professors and teaching assistants) and researchers (on the different levels) engaged at each of the Faculties. Databases are updated regularly. The full list can be found on the link (of the relevant institution):

University of Kragujevac (link): <http://kg.ac.rs/nastavnici.php>

University of Belgrade (link): <http://bg.ac.rs/sr/univerzitet/pretraga-nastavnika.php>

Other WBC partner universities will establish their databases soon.

A3.3 Young researchers trained on research methodology

The University of Kragujevac organized and managed one two-day seminar in March 2017 for future young 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 and it was given opportunity to participate in creative thinking and presenting their results. 82 possible future young researchers participated in this event.

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. Three presentation was prepared and given to all WBC partners to use it in and their preparation and presentation for this activity. At the end of this first day, assignments were delegated to the teams. Each team was made up of 5 students. 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.

Future trainings on research methodology for young researchers will be organized by all the WBC partner universities.

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A3.4 Young researchers trained in various skills

This activity is in a progress. 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 realization of these seminars as well as about the trainers. It is planned to train 225 researchers in total.

Organizers: University of Kragujevac; Date: 11-12th September 2017

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).

Organizers: University of Vlora and University of Tirana; Date: 13-14th September, 2017

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).

Organizers: University of East Sarajevo; Date: 15-16th September, 2017

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).

A3.5 Training on teaching methodology

Program for this activity will be fully prepared by University of Belgrade in the following period.

A3.6 Pilot Mentoring system introduced

In general, to young and newly promoted assistant professors in WBC countries is not given appropriate assistance at the start of their teaching careers. Through the analysis, it is concluded that assistant professors are not supported sufficiently. 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. Pilot Mentoring programme will be tested during one semester. Any identified issue or difficulties during testing will be reported and implemented in the new updated version of the Pilot Mentoring programme. Pilot mentoring guideline (printing and web material) is being prepared and will be initial material for all WBC partners. This programme will cover three essential parts for the development of young teaching staff:

- lectures,
- researching and
- institutional affiliation.

Other WBC partner universities will work on this activity in the following period and have to include two newly promoted assistant professors.

A3.7 Measures for enhancement of multidisciplinary in research

Activity hasn't formally started.

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A3.8 Guide book published

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. The guidebook for young researchers will cover all relevant and important aspects in the field of research. Researchers will be able to find all necessary information and possible answers for any identified issue related to their research work.

All consortium partners committed themselves to write one chapter each:

University of Novi Sad – Chapter 1: Research Methodology

University of Kragujevac – Chapter 2: Processing, Analysis and Interpretation of Research Results

University of Nis – Chapter 3: Ethics and Responsibility in Scientific Research

University of Belgrade – Chapter 4: Scientific and Technical Communication

University of Montenegro – Chapter 5: Writing & Publishing a Scientific Paper

University of Tirana – Chapter 6: Writing a PhD Thesis

University of Vlora – Chapter 7: Introduction to Academic Teaching

University of East Sarajevo – Chapter 8: Research Projects Planning and Managing

University of Sarajevo – Chapter 9: Career Starting and Planning

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