



**Tempus**



**Support and Inclusion of students with disabilities at Higher Education Institutions in Montenegro**

*QPLN 7 Internal Quality control and Monitoring*

**DEV7.1 Internal Quality Control and Monitoring**

**1<sup>st</sup> Final Report**

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Tempus Project 516758-TEMPUS-1-2011-1-GR-TEMPUS-JPGR



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## 1.1 Ref Nr: QPLN 1(2011)

On the basis of document TEMPUS IV – Fourth Call for Proposals, Selection 2011, Evaluation Report, 516758-TEMPUS-1-2011-1-GR-TEMPUS-JPGR, based on remarks and deficiencies listed in the report we propose the following measures:

1. Ensure the measures and mechanisms for efficient communication and cooperation between consortium partners and teams.
2. Clearly define the measures towards improving physical access for disabled people to the existing university facilities.
3. Provide the continuous monitoring on how specific institutional improvements are reflecting on the teaching/learning process.
4. Ensure the proper mechanisms of planning and selection criteria for the staff to be trained.
5. Reconsider the project duration time in connection with planned inputs and outputs, eg. Number of staff trained, target group, etc.
6. Precisely determine the procedures for possible adjustments in case the project is not implemented as planned.
7. Ensure the involvement of students in all analytic activities during the project lifetime.
8. Develop the concrete dissemination plan with involvement of all stakeholders. Ministry of Information Society and Telecommunications should take active part in dissemination of project results.
9. Ensure the multiplier effect for the training of the university staff.
10. Ensure the best possible mechanisms for sustainability of the project results.

Podgorica, Montenegro,

November 2011

SINCHE QCM Working group

## 1.2 Ref Nr: QPLN 2 (2011/2012)

In accordance with QPLN 1(2011), the following actions are taken to meet the requirements for corrective actions of stakeholders:

11. (a) Efficient project web site that also supports disability access is developed for communication and dissemination purposes (<http://sinche.uom.gr>). Besides, SINC@HE facebook page and twitter accounts are activated towards wider information purposes.

(b) Internal QCM team and Project Management Board have agreed on the common mechanisms for efficient communication and synchronization between consortium partners and teams. For each project activity within specific work package, a person in charge from each of involved partners will be determined and denoted in WPs briefing paper. WP leader will communicate directly to the person in charge and would also keep contact persons informed on each step performed during specific activity. The WPs leaders are also responsible for synchronization between teams inside WP and project coordinator is responsible for synchronization between WPs. If any problems arise, the PMB needs to be informed and provide adequate feedback.

12. The DEV 3.3 Report: *Plan of establishing of services* will define strategy and plan for short and long term adaptation of physical environment for students with disabilities: in university buildings and in university surroundings for University Mediterranean, University Donja Gorica and the Faculty of management in Herceg Novi.

13. Disability specialist/coordinator will be designated at each HE institution, as part of Student Advisory Office. He/she together with AYDM will be responsible for continuous monitoring on how specific institutional improvements are reflecting on the teaching/learning process.

14. The precise selection criteria for the staff that will be trained must be defined in the DEV 5.1 Report on needs and plans for staff training. Report should also include the foreseen number of each staff category from all three HE institutions.

15. The first project coordination meeting held at University of Macedonia in Thessaloniki on 12 January 2012, has reconsidered the project duration time in connection with planned inputs and outputs, and consortium agreed that two years would not be enough for qualitative implementation, so project activities will develop according to the original plan.  
[http://sinche.uom.gr/sites/default/files/minutes\\_1st\\_coordination\\_meeting\\_1.pdf](http://sinche.uom.gr/sites/default/files/minutes_1st_coordination_meeting_1.pdf)
16. The Internal QCM team and Project Management Board have the task to precisely determine the procedures for possible adjustments in case the project is not implemented as planned, and define them at the first meeting of the PMB.
17. The correction measure is in progress. Students are involved in all activities so far, and are going to be the mandatory structure in all project activities and events.
18. (a) Detailed dissemination and raising awareness plan is developed by AYDM, and it envisages the involvement of all stakeholders. Ministry of Information Society and Telecommunications is given the major mission for dissemination on the state level.  
[http://sinche.uom.gr/sites/default/files/briefing\\_paper\\_diss8\\_0.pdf](http://sinche.uom.gr/sites/default/files/briefing_paper_diss8_0.pdf)  
(b) Ministry of Education and State University of Montenegro were invited to participate in the Dissemination Conference
19. (a) The DEV 5.1 Report on needs and plans for staff training must elaborate the precise plan for training the trainers in order to ensure the multiplier effect for the training of the university staff.  
(b) State University of Montenegro was invited to participate in the training as a non consortium member. This action will influence the Nr of trainees involved and will ensure a large number of multipliers of achieved actions.
20. The correction measure is in progress. The most suitable mechanisms for sustainability of the project results are defined in the EXP9 sustainability briefing paper [http://sinche.uom.gr/sites/default/files/exp9\\_briefing\\_paper.pdf](http://sinche.uom.gr/sites/default/files/exp9_briefing_paper.pdf) (b) State University of Montenegro and Ministry of Education will be invited to participate in project activities in order to ensure sustainability in a larger scale.

Podgorica, Montenegro,

September 2012

SINCHE Internal QCM Working group

1.3 INDICATORS OF PROGRESS	
<b>Involvement of individuals with disabilities (Total Nr9)</b>	
Working visit 1.1 (UOM)	1 Master Student & 1 Ph D student with visual impairment
Working visit 1.1 (UW)	1 student with physical disability
Working visit 1.2 (UNIM)	2 students with physical disability (AYDM)
Working visit 2.1 (UNIMC)	Mr. Daniele Regolo with hearing impairment, graduated at University of Macerata getting a degree in Political Science. He works in his own society "Jobdisabili.it" developed to promote the access to the work world for people with disabilities.
Working Visit 3.1 (DSIS)	Involvement of two (2) students with disability (health problems, physical disability) (b) one (1) Professor with Hearing impairment
<b>Participants from Consortium members (Total Nr4)</b>	
<b>Art of disability (3 categories of disability)</b>	
Paweł Wdówik -UW	Visual impairment
Sinisa Kusovac - FMHN	Mobility impairment
Vidna Matovic -IERK	Hearing impairment
Natasa Mauko -DSIS	Mobility impairment
<b>Non consortium partners involved (Total Nr 7)</b>	
AUTH Aristoteles University of Thessaloniki Social Policy Committee, Greece	
AVIR Association of Visual Impairment Research, Greece	
University of Athens, UOA Accessibility Unit, Greece	
Institute of Education, University of London, London, UK	
School of Oriental and African Studies, University of London, UK	
Student Disability Services University College London, London, UK	
Mr. Daniele Regolo with hearing impairment, works in his own society "Jobdisabili.it" developed to promote the access to the work world for people with disabilities.	
<b>OUTPUTS/ OUTCOMES (Total Nr 9)</b>	
5 REPORTS	
2 METHODOLOGY	
2 OTHER RPRODUCT	
<b>INTERNAL PROJECT DODUMENTS / TASKS (Total Nr 9)</b>	
7 Briefing papers	
3 Workshops	

# Support and Inclusion of students with disabilities at higher education institutions in Montenegro



## 1.4 To DO List for each WP (1<sup>st</sup> Project Year)

To Do List	WP1	
To be completed by:	ARCOLA RESEARCH	
Planned Deadline:	15/2/2012	
<b>DUE TO:</b>	<b>15/6/2012 overdue</b>	
WP1	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper		Workshop during working visit 1.1 to UOM
Task distribution		
DEV1.1 Analysis of EU practices and policies for inclusion in Higher Education	There was a delay of about 2 months	REPORT
DEV1.2 Analysis and Report on national practices and policies for the inclusion of students with disabilities in Higher Education		REPORT
DEV1.3 Comparative Analysis of EU and national practices and policies for inclusion in Higher Education		REPORT
Working visit 1.1 UOM AGENDA	(1) Involvement of non consortium members: Meeting with Social Policy Committee of AUTH (Aristoteles University of Thessaloniki) (2) "Transfer of knowledge": Visit to special primary and secondary schools for individuals with hearing impairment and visual disability in Thessaloniki	(1) Participation: 1 master student and 1 Ph D student with visual impairment (2) Participation of 4 consortium members with disability (3 with hearing impairment from IERK-ME, and one with visual impairment from UW)



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Working visit 1.1 UOM MINUTES		
Working visit 1.1 UW AGENDA	"Transfer of knowledge": Visit of the Institute for Persons with Hearing Impairments	Participation of one student with physical disability
Working visit 1.1 UW MINUTES		
Working visit 1.1 UNIMC AGENDA		
Working visit 1.1 UNIMC MINUTES		
Working visit 1.2 UNIM AGENDA		Participation of 2 students with physical disability in cooperation with AYDM
Working visit 1.2 UNIM MINUTES		
Working visit 1.3 Arcola AGENDA	Involvement of non consortium members: a) Institute of Education, University of London, b) School of Oriental and African Studies, University of London, c) Student Disability Services University College London	
Working visit 1.3 Arcola MINUTES		
Working visit 1.3 UNIM AGENDA	Change of Place: KOTOR more people can easily reach the new destination and at the same time it is possible for all partners to visit and see the facilities of the institution. IERK is an institution that will support the project during its lifetime and after the project is completed	



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Working visit 1.3 UNIM MINUTES

To Do List	WP2	
To be completed by:	UNIMC	
Deadline:	15/8/2012	
<b>DUE TO:</b>	<b>30/11/2012 overdue</b>	
WP2	Notes/ changes/ remarks	Quality Indicators
Planning-Briefing paper	<p>The EU partners used the discussion forums to exchange viewpoints and documents. Unfortunately the site was not used by ME partners and additionally it has been reported that it was difficult to access the platform for persons with disabilities within the partnership. For these reasons it was agreed not to continue using the platform.</p> <p>Link to the environment: <a href="http://olat3.unimc.it/olat/dmz/">http://olat3.unimc.it/olat/dmz/</a></p>	
Task distribution		



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DEV2.1 Analysis of legislative framework and human resources at partner institutions	There was a delay of two months	REPORT
DEV2.2 Defining institutional structure to support inclusion of disabled students	Until the end of November	Methodology
DEV2.3 Development of university regulatory documents for disabled student support	Until the begin of December	Other products
Working visit 2.1 UDG AGENDA	Change of Place: KOTOR more people can easily reach the new destination and at the same time it is possible for all partners to visit and see the facilities of the institution. IERK is an institution that will support the project during its lifetime and after the project is completed	
Working visit 2.1 UDG MINUTES		
Working visit 2.1 UNIMC AGENDA		Mr. Daniele Regolo with hearing impairment, graduated at University of Macerata getting a degree in Political Science. He works in his own society "Jobdisabili.it" developed to promote the access to the work world for people with disabilities.
Working visit 2.1 UNIMC MINUTES		
Working visit 2.2 UDG AGENDA	Change of Place: KOTOR more people can easily reach the new destination and at the same time it is possible for all partners to visit and see the facilities of the institution. IERK is an institution that will support the project during its lifetime and after the project is completed	
Working visit 2.2 UDG MINUTES		
Working visit 2.3 Arcola AGENDA	Involvement of non consortium members: Institute of Education, University of London	



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Working visit 2.3 Arcola MINUTES

To Do List	WP3	
To be completed by:	UW	
Deadline:	15/8/2012	
<b>DUE TO:</b>	<b>30/11/2012 overdue</b>	
WP3	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper		
Task distribution	UW decided to complete DEV3.2 alone in order to save time	
DEV3.1 Analysis of needs and identification of support services in partners' institutions	There was a delay of four months	Report
DEV3.2 Design of services: ICT support, peers' support, guidance and counseling	There was a delay of two months	Other product
DEV3.3 Planning for the implementation of services at institutional level		Methodology (plans)
Working visit 3.1 UDG AGENDA		Participants: Deans 5, Rectors 1, Vice-rectors 1, managers 2, professors 3, administrative staff 5, Teaching staff 4
Working visit 3.1 UDG MINUTES		



## Support and Inclusion of students with disabilities at higher education institutions in Montenegro



Working visit 3.1 DSIS AGENDA		Involvement of two students with disability (health problems, physical disability) (b) one Professor with Hearing impairment
Working visit 3.1 DSIS MINUTES		

To Do List	WP4	
To be completed by:	UNIM	
Deadline:	15/4/2013	
DUE TO:		
WP4	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper	Formation of Working Groups	
Task distribution		
DEV4.1 Development of ICT support services for student with disabilities	There was a change in the list equipment and an approval from EACEA was requested. After the approval UNIM and UDG proceeded with the purchase of equipment	Learning resources
DEV4.2 Providing special equipment and teaching aids for students with disabilities	Completed	Learning resources
DEV4.3 Establishment of the network of Student advisory offices at each partner	in development	Other products
DEV4.4 Upgrade university websites for guidelines on studying with disability	in development	Methodology
Working visit 4.1 UNIM AGENDA		
Working visit 4.1 UNIM MINUTES		



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Working visit 4.1 UOM AGENDA	(1) Involvement of non consortium members: Accessibility Unit University of Athens. (2) It was decided that the two universities will distribute the services according to the disabilities they will have to support	Participants: One professor with mobility impairment
Working visit 4.1 UOM MINUTES		

To Do List	QPLN7	
To be completed by:	UOM	
Deadline:	15/10/2014	
DUE TO:		
QPLN7	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper		
Task distribution		
DEV7.1 1st Internal QM report	October 2012 took place the 1st Field Monitoring Visit	Report
DEV7.2 1st External QM report	December 2012	Report
DEV7.1 2nd Internal QM report	January 2013	Report
DEV7.2 2nd External QM report	May 2013	Report
DEV7.1 3rd Internal QM report	August 2013	Report
DEV7.2 3rd External QM report	April 2013	Report
Working visit 7.1 UDG AGENDA		
Working visit 7.1 UDG MINUTES		
Working visit 7.1 UOM AGENDA	1) Workshop during Working Visit 2) It was decided to have one internal QM report instead of two and 3) to have an external evaluator for the External Qm report	Participants: One professor with mobility impairment and one partner with hearing impairment
Working visit 7.1 UOM MINUTES		



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Working visit 7.1 UW AGENDA		
Working visit 7.1 UW MINUTES		
Working visit 7.1 UDG AGENDA		
Working visit 7.1 UDG MINUTES		
Working visit 7.2 UNIM AGENDA	External Report 1st project year	
Working visit 7.2 UNIM MINUTES		
Working visit 7.2 UNIM AGENDA	External Report 2nd project year	
Working visit 7.2 UNIM MINUTES		
Working visit 7.2 UNIM AGENDA	External Report 3rd project year	
Working visit 7.2 UNIM MINUTES		

To Do List	DISS8	
To be completed by:	AYDM	
Deadline:	15/10/2014	
<b>DUE TO:</b>		
DISS 8	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper		
Task distribution		
DEV 8.1 Creation of the project website		Other products
DEV 8.2 Raising awareness and motivation among current and prospective students with disabilities	Organization of 6 public debates	Events: Conferences and Seminars



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DEV 8.3 Media promotion of new university capacities for education of disabled students	Appearances at national and local media	Other products
DEV 8.4 Dissemination conference with stakeholders		Events: Conferences and Seminars
1st Dissemination Conference	December 2012 (a) During field monitoring visit in October 2012 it was recommended to involve Ministry of Education and State University of Montenegro, thus they were invited and participated during Conference 2012	Non Consortium Members (a) Ministry of Education in Montenegro (b) State University of Montenegro
2nd Dissemination Conference	December 2013	
3rd Dissemination Conference	October 2014	
Working visit 8.4 UDG AGENDA	Conference 2012	
Working visit 8.4 UDG MINUTES		
Working visit 8.4 UNIM AGENDA	Conference 2013	
Working visit 8.4 UNIM MINUTES		
Working visit 8.4 UDG AGENDA	Conference 2014	
Working visit 8.4 UDG MINUTES		

<b>To Do List</b>	<b>EXP9</b>	
To be completed by:	UDG	
Deadline:	15/10/2014	
<b>DUE TO:</b>		
<b>EXP9</b>	<b>Notes/ remarks/ changes</b>	<b>Quality Indicators</b>
Planning-Briefing paper		



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Task distribution		
DEV 9.1 Agreement on future inter-university peers support	Completed	Other products
DEV 9.2 Signed agreement on university staff networking		Other products
DEV 9.3 Analysis and recommendations for policy makers		Report

To Do List	MNGT 10	
To be completed by:	UOM	
Deadline:	15/10/2014	
DUE TO:		
MNGT10	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper		
Task distribution		
MNGT 10.1 Overall project management and administration	October 2012 took place the 1st Field Monitoring Visit	Methodology
MNGT 10.2 Project coordination meetings		Methodology
Intermediate Report		April 2013: including financial reports
Final Report		October 2014: including financial reports
Working visit 10.2 UOM AGENDA	1st Project coordination meeting JANUARY 2012	
Working visit 10.2 UOM MINUTES		





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Working visit 10.2 UDG AGENDA	2nd Project coordination meeting DECEMBER 2012 <b>CHANGE OF ALLOCATION:</b> it was planned to take place in UNIMC and it is decided to take place in UDG	
Working visit 10.2 UDG MINUTES		
Working visit 10.2 UNIMC AGENDA	3rd Project coordination meeting OCTOBER 2013 <b>CHANGE OF ALLOCATION:</b> it was planned to take place in UW and it is decided to take place in UNIMC	
Working visit 10.2 UNIMC MINUTES		



# Support and Inclusion of students with disabilities at higher education institutions in Montenegro



## 1.5 OVERALL FEEDBACK

WP Type	Deliverable / Activity Ref. N°	Activities (as indicated in the LFM)	Duration (weeks)	Activity assigned to	Inputs used (resources: time, cost-effectiveness, staff, material)	Changes and recommendations
DEV	1	Background analysis for inclusion of disabled students in HE		<b>Arcola Research LLP</b>		(a) There was delay about 4 months according to workplan (b) It was suggested in order to save time to have one or two working visits together planned i.e. 1.3 together with 2.1
	1,1	Review and analyze EU practices and policies for inclusion in HE	12	Arcola, UOM, UW, UDG, UNIM	Time: 57 p/d (UOM-10, UW-15, ARCOLA-12, UDG-10, UNIM-10)	
	1,2	Analysis of national practices and policies for HE inclusion	10	UW, UNIMC, UDG, UNIM	Time: 40 p/d (UNIMC-5, UW-15, UDG-10, UNIM-10)	
	1,3	Comparative analysis of National/EU policies for inclusion of disabled students	10	Arcola, UOM, UW, UNIM, UDG, DSIS, IERK, MIS, AYDM	Time: 47 p/d (Arcola-10, UNIM-15, UDG-15, UNIMC-2, UOM-5)	(a) Change of place for working visit 1.3: It was planned to take place in UNIM and it is decided to take place in IERK (b) There was delay about 3 months according to workplan
DEV	2	Improvement of institutional frameworks for inclusion of disabled students		<b>UNIMC</b>	It was suggested in order to save time to have one or two working visits together planned i.e. 1.3 together with 2.1	Decided not to continue using the platform because the site was non used by MNE partners.



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	2,1	Analysis of legislative framework and human resources at partner institutions	15	UDG, UNIM, UOM, UW	Time: 40 p/d (UOM-5, UW-15, UDG-10, UNIM-10)	(a) Change of place: It was planned to take place in UDG and it is decided to take place in IERK (b) It was suggested in order to save time to have one or two working visits together planned i.e. 1.3 together with 2.1
	2,2	Defining institutional structure to support inclusion of disabled students	15	UNIMC, IERK, UOM, ARCOLA, UDG, UNIM, UW	Time: 27 p/d (UNIMC-7, UDG-10, UNIM-10)	Change of place for working visit 2.2: It was planned to take place in UDG and it is decided to take place in IERK
	2,3	Development of university regulatory documents for disabled student support	12	ARCOLA, UDG, UNIM, UW	Time: 41 p/d (UNIM-10, UDG-10, ARCOLA-6, UW-15)	
DEV	3	Definition of support services for students with disabilities at HEIs	<b>UW</b>			There was delay about 4 months according to workplan
	3,1	Analysis of needs and identification of support services in partners' institutions	6	UW, AYDY, DSIS, IERK, UOM, UDG, UNIM, IICT	Time: 77 p/d (UW-15, AYDY-10, DSIS-8, IERK-10, UOM-5, UDG-5, UNIM-9, IICT-15)	There was a delay about 4 months
	3,2	Design of services: ICT support, peers' support, guidance and counseling	12	UW		UW decided to complete DEV 3.2. alone in order to save time. DEV 3.2. UW should complete with assistance of UDG and UNIM. Also, there was delay about 2 months.

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	3,3	Planning for the implementation of services at institutional level	6	UW, UNIM, UDG, IERK, IICT	Time 55 p/d (UW-15, UDG-10, UNIM-10, IERK-5, IICT-15)	
DEV	4	Establishing support services and capacity building for disabled university students		<b>UNIM</b>		There was a change in the list equipment and an approval from EACEA was requested. After the approval UNIM and UDG proceeded with the purchase of equipment
	4,1	Development of ICT support services for student with disabilities	40	UNIM, UDG, UOM, UW, UNIMC, ARCOLA, DSIS, IERK, AYDM, IICT	Time: 117 p/d (UNIM-10, UDG-10, UOM-6, UW-20, UNIMC-3, ARCOLA-3, DSIS-10, IERK-15, AYDM-20, IICT-20)	
	4,2	Providing special equipment and teaching aids for students with disabilities	15	UNIM, UDG, UW, UNIMC, ARCOLA, DSIS, IERK, AYDM, IICT	Time: 85 p/d (UNIM-5, UDG-5, UW-15, UNIMC-5, ARCOLA-5, DSIS-10, IERK-10, AYDM-10, IICT-20)	
	4,3	Establishment of the network of Student advisory offices at each partner	15			
	4,4	Upgrade university websites for guidelines on studying with disability	15			
QPLN	7	Quality control and monitoring		<b>UOM</b>		
	7,1	Internal quality monitoring and control	72	UNIM/UDG/IICT		



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	7,2	External quality monitoring and control	12	External Evaluator		A subcontract was requested from EACEA and approval was given
	7,3	Inter-Tempus coaching	2			
DISS	8	Dissemination and raising awareness	<b>AYDM</b>			
	8,1	Creation of the project website	18	AYDM, IERK, UOM, UNIM, UDG, IICT	Time: 30 p/d (AYDM-5, IERK-5, UOM-5, UNIM-5, UDG-5, IICT-5)	For the development and maintenance of the website AYDM, UOM and UNIM were actively involved
	8,2	Raising awareness and motivation among current and prospective disabled students	18	AYDM, IERK, UOM, UNIM, UDG, IICT	Time: 40 p/d (AYDM-10, IERK-10, UOM-5, UNIM-5, UDG-5, IICT-5)	
	8,3	Media promotion of new university capacities for education of disabled students	6	AYDM, IERK, UOM, UNIM, UDG	Time: 25 p/d (AYDM-5, IERK-5, UOM-5, UNIM-5, UDG-5)	In DISS 8.3 partners MIS, IICT and FMHN were included.



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	8,4	Dissemination conference with stakeholders	3	UOM, UNIM, UDG	Time: 9 p/d (UOM-5, UNIM-2, UDG-2)	(a) IN DISS 8.3 partners AYDM and IERK were included. (b) During field monitoring visit in October 2012 it was recommended to involve Ministry of Education and State University of Montenegro, thus they were invited and participated during Conference 2012
EXP	9	Exploitation of results	<b>UDG</b>			
	9,1	Establishing of inter-university peer support	36	UDG, UNIM, AYDM, IERK	Time: 25 p/d (UDG-10, UNIM-5, AYDM-5, IERK-5)	In DISS 9.1 partner FMHN was included.
	9,2	Networking of university staff involved in teaching students with disability	24	UDG, UNIM, AYDM, IERK	Time: 25 p/d (UDG-10, UNIM-5, AYDM-5, IERK-5)	In DISS 9.2 partner FMHN was included.
	9,3	Analysis of piloting results and definition of recommendation for policy makers	24	UDG, UNIM, AYDM, IERK	Time: 25 p/d (UDG-10, UNIM-5, AYDM-5, IERK-5)	
MNGT	10	Management of the Project	<b>UOM</b>			
	10,1	Overall project management and administration	72	UOM, UW, UNIMC, ARCOLA, DSIS, UDG, UNIM,	Time: 276 p/d (UOM-118, UW-13, UNIMC-12, ARCOLA-13, DSIS-10, UDG-35, UNIM-35, IERK-20,	



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				IERK, AYDM, IICT	AYDM-15, IICT-5)	
	10,2	Project coordination meetings	6	UOM, UW, UNIMC, ARCOLA, DSIS, UDG, UNIM, IERK, AYDM	Time: 18 p/d (UOM-2, UW-2, UNIMC-2, ARCOLA-2, DSIS-2, UDG-2, UNIM-2, IERK-2, AYDM-2)	(a) Second project coordination meeting in December 2012 is changed the place: It was planned to take place in UNIMC and it is decided to take place in UDG. (b) Third project coordination meeting is changed the place, instead of UW it will be at UNIMC.

# Support and Inclusion of students with disabilities at higher education institutions in Montenegro



## 1.6 Working Visits - Staff Mobility

### 1.6.1 Working visits

In Table below a summarized view of all working visits for the 1<sup>st</sup> project Year is given

Working visit took place as planned	Change of allocation
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WP Working Visit Nr		Partner		Destination
DEV	1,1	ME	UDG	EL UOM
DEV	1,1	ME	UNIM	
DEV	1,1	ME	IERK	
DEV	1,1	ME	AYDM	
DEV	1,1	ME	MIS	
DEV	1,1	ME	UDG	PL UW
DEV	1,1	ME	IERK	
DEV	1,1	ME	UNIM	IT UNIMC
DEV	1,1	ME	AYDM	
DEV	1,1	ME	MIS	
DEV	1,2	EL	UOM	ME UNIM UNIM
DEV	1,2	PL	UW	
DEV	1,2	IT	UNIMC	
DEV	1,2	UK	ARCOLA	
DEV	1,2	SI	DSIS	
DEV	1,3	ME	UDG	UK





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DEV	1,3	ME	UNIM	ARCOLA	
DEV	1,3	EL	UOM	ME UNIM> KOTOR	
DEV	1,3	PL	UW		
DEV	1,3	IT	UNIMC		
DEV	1,3	UK	ARCOLA		
DEV	1,3	SI	DSIS		
DEV	2,1	EL	UOM		
DEV	2,1	PL	UW		
DEV	2,1	ME	UDG		
DEV	2,1	ME	UNIM		
DEV	2,1	ME	FMHN		
DEV	2,2	IT	UNIMC	ME	UDG>KOTOR
DEV	2,3	ME	UDG	UK ARCOLA	
DEV	2,3	ME	UNIM		
DEV	2,3	ME	FMHN		
DEV	3,1	EL	UOM	ME UDG	
DEV	3,1	PL	UW		
DEV	3,1	ME	UDG	SI DSIS	
DEV	3,1	ME	UNIM		
DEV	3,1	ME	IERK		
DEV	3,1	ME	AYDM		
DEV	3,1	ME	FMHN		
DEV	3,1	ME	IICT		
DEV	4,1	ME	UDG		
DEV	4,1	ME	UNIM		
DEV	4,1	ME	IERK		
DEV	4,1	ME	AYDM		



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DEV	4,1	ME	MIS				
DEV	4,1	ME	IICT				
DEV	7,1	PL	UW	ME	UDG		
DEV	7,1	ME	UDG	EL UOM			
DEV	7,1	ME	UNIM				
DEV	7,1	ME	IERK				
DEV	7,1	ME	AYDM				
DEV	7,1	ME	MIS				
DEV	7,1	ME	IICT				
DEV	7,2	EL	UOM			ME UNIM	
DEV	7,2	UK	ARCOLA				
DEV	8,4	EL	UOM	ME UDG			
DEV	8,4	PL	UW				
DEV	8,4	IT	UNIMC				
DEV	8,4	UK	ARCOLA				
DEV	8,4	SI	DSIS				
MNGT	10,2	PL	UW	EL UOM			
MNGT	10,2	IT	UNIMC				
MNGT	10,2	UK	ARCOLA				
MNGT	10,2	SI	DSIS				
MNGT	10,2	ME	UDG				
MNGT	10,2	ME	UNIM				
MNGT	10,2	ME	IERK				
MNGT	10,2	ME	AYDM				
MNGT	10,2	ME	MIS				



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### 1.6.2 Staff Mobility

In total in accordance to the table below **87 individuals** from Consortium Members participated in planned working visits for the development of the project.

	EACEA, Brussels, Belgium	UOM, Thessaloniki, GR	UNIMC, Macerata, Italy	UW, Warsaw, Poland	Arcola, London, UK	UNIM, Podgorica, ME	IERK, Kotor, ME	UNIMC, Macerata, Italy	UOM, Thessaloniki, Greece	DSIS, Slovenia	UDG, Podgorica, ME	Arcola, London, UK	UDG ME
	Grantholders meeting 12-13 December 2011	DEV1.1., MNGT 10.2. 8-12 January 2012	DEV 1.1. 23-24 February 2012	DEV1.1. 27-29 March 2012	DEV 1.3. 28-29 March 2012	DEV1.2. 18-19 April 2012	DEV 1.3., DEV 2.1., DEV 2.2. 3-4 July 2012	DEV 2.1. 10-11 July 2012	DEV 4.1., DEV7.1. 27-29 August 2012	DEV 3.1. 20-21 September 2012	DEV 3.1. 16-17 October 2012	DEV 2.3. 1-2 November 2012	DISS 8.4. 10-12 December 2012
UOM	1					1	1						1
UW		2				1	2				2		2
UNIMC						1	1						
ARCOLA		1				2	1						2
DSIS		1					1						1
UDG	1	2		2				1	2			2	
UNIM		2			2			2	1	1		3	
IERK		2		2		2			1	2			
AYDM		2	1						2	1			
MIS			2						2				
IICT									1				
FMHN									1			1	





Tempus