



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

3rd Final Report

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1. Review of the QPLN7.2 2nd External Quality Control

It must be pointed out that the expert who conducted the External Quality Control confirmed that the project is developing according to guidelines, and agreement. According to the external evaluator, main steps to organize trainings have been made, special equipment has been bought, trainings have been started, and dissemination is in progress. The majority of the activities of the SINC@HE project for the period M13-M20 have been realized according to project plan, are in line with its aims and objectives outlined in the original application, but essentially half of the deliverables have to be produced again with an acceptable content. Finally, the following recommendations are given aiming to the improvement the quality of the project.

- Provide deliverables 5.3, 4.1, 4.3, 8.1, 8.2, 8.3 and 10.2.
- Include in the website of the project the presentations and educational material of Deliverables 5.2 and 5.3.
- For each deliverable:
 - Provide a delivery date in the first page of each report.
 - Indicate the type of the report: final, intermediate, preliminary, etc. or alternatively its version.
 - Provide the names of the author(s) of each deliverable as well as the corresponding affiliation.
 - Use a unique template for the manuscript of all reports.
 - Include a section with References and other literature resources at the end of each report.
 - Provide the document of each deliverable in a full accessible electronic format.

2. Feedback from EACEA

In February 2014 we have received the feedback from EACEA concerning the field monitoring visit carried out by the representatives of the NTO in Montenegro (MNE). The monitors, Mrs Vanja Drljević and Mr Ranko Lazović from the National Tempus Office (NTO), took note of the good progress of the project accordance with the plan. All the activities planned by the date of the visit were fully achieved. The commitment from all the partners could be demonstrated, which certainly ensure the smooth and proper implementation of the project activities. The regulatory framework proposed to be created would enable future sustainability of the project results. The equipment installed will clearly facilitate the enrolment of students with disabilities at higher education institutions in Montenegro.

It was positive to note that University of Montenegro was also ready to get involved and to support all the project related activities, which would further increase the project impact at national on a wider area. Dissemination is mainly organized via web page of the project and through the local events.

Following the observations and discussions during the visit, the monitoring team is forwarding few recommendations:

- The regulatory framework should be created / adopted in all higher education institutions in Montenegro, including also the University of Montenegro, given that this framework should be valid for the whole system of higher education in Montenegro. It is already being foreseen in this way, but it important to ensure that this will be really implemented. It is very positive, for instance, that in the draft Law on Higher Education the Ministry included the article referring to the students with disabilities and their exemption of paying tuition fees.
- Although the project is promoted extensively, there is always a room for improvement and more intensive dissemination of project activities is recommended, especially in order to familiarize important stakeholders, which are formally not part of the project, with the project idea and achievements.
- It is also recommended that the project partners establish clear indicators regarding the number of students with disabilities expected to be enrolled in higher education in Montenegro.

3. Brief description

2.1 Progress to date

Project outcomes have been validated and essential deliverables to be achieved during project life defined (WP6, QPLN7, DISS8, EXP9 and MNGT10). ME partners have implemented best practices for the support and inclusion of SwD at the EU partner institutions during the piloting year (WP6). Workshops at high schools focusing on prospective students with disabilities have taken place as well as workshops at HEIs that have aimed to promote the goals of the project. Since WP6 aimed to evaluate also the training effect it was decided to prepare also an evaluation on training, both advanced as well as basic.

The last report for internal quality control has been delivered and the last external report is expected from the external evaluator. The 3rd Dissemination conference (DISS 8.4) was organized in September 2014 at the premises of UDG and all dissemination activities were planned and completed successfully (DISS8.1, 8.2, 8.3). Concerning Management three coordination meetings (MNGT10.2) have taken place as planned. UoM suggested during a meeting to proceed also to an evaluation concerning the project management. This evaluation will be presented in a brief report.

2.1.1 Progress concerning WP6- Leading partner UNIM

WP6 has been completed as planned and all activities have been implemented according to the initial plan. MNE during a meeting at the beginning of the piloting year have decided upon the following actions:

Action 1: All activities in WP6 will be planned and monitored by UNIM as leading institution, and each institution will have assigned responsibilities and roles in accordance with their fields of work and usual activities.

Action 2: Due to expressed and signed support to all activities, University of Montenegro (UoM) should be included in all planned activities if it is possible. AYDM will be responsible for communication and cooperation with UoM.

Action 3: Different kinds of surveys should be conducted in order to provide comprehensive analyses and monitoring of SAO (that is planned in WP6), as follows:

- Surveys among students, academic and administrative staff

- Surveys focused on specific activities during one academic year: lectures, exams and enrolment period
- Surveys aimed on each developed services in SAO separately

Action 4: Having in mind that the same samples of students, administrative and academic staff will be surveyed for all activities during one academic year (as planned with Action 3) and almost each kind of developed services, optimal structure of questionnaires should be used:

- One questionnaire should consists of several sections: the first section focused on general issues of awareness about students with disabilities and their inclusion at HEIs, and other sections focused on developed services in SAO (one section for one service)
- Questionnaires should be prepared separately for students, administrative and academic staff
- Questionnaires should be prepared separately for specific activities during one academic year: lectures, exams and enrolment period
- Surveys should be conducted upon completion of certain activities in the academic calendar

Action 5: Workshops (that are planned in 6.3) should be aimed on (i) raising awareness of potentials for studying at HEIs in Montenegro among prospective students, (ii) promotion of SAO and developed supporting services, and (iii) inclusion of parents and current students in all activities.

Action 6: Having in mind diversity and differences among regions of Montenegro (southern, northern and central), special focus should be done on participation of all relevant institutions from different regions in Montenegro.

Action 7: Having in mind that several NGOs in Montenegro are developed for the needs of persons with disabilities, all of them should be invited to participate at workshops if possible. AYDM will be responsible for coordination and cooperation.

Action 8: Workshops should be promoted in media and social networks.

Action 9: Workshops can be used for dissemination activities, such as gathering experiences from students and their parents, as well as their teachers who have experienced working with students with disabilities and/or participating at trainings organised in WP5.

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Table 1: To DO List WP6



To Do List	WP6	
To be completed by:	UNIM	
Deadline:	30/9/2014	
DUE TO:	14/10.2014	
WP6	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper	It was discussed to planned some working visits in EU partners directly linked with the content of WP6	
Task distribution		
DEV6.1 Monitoring of university regulatory documents implementation		Report
DEV6.2 Piloting and evaluation of defined support services in partner universities		Other Product
DEV6.3 Piloting of peers' support workshops		Events
DEV6.4 Monitoring and evaluation of training effects at partner universities		Report
Working visit 6.1 ARCOLA AGENDA & MINUTES		
Working visit 6.3 UW AGENDA & MINUTES		
Working visit 6.4 UOM AGENDA & MINUTES		

Further in the framework of WP6 (DEV 6.3) UDG and UNIM have visited high in order to raise awareness and inform through workshops students with and without disabilities about the support HEIs in MNE can provide to all students that might need help during their studies. *17 High Schools in Northern and 17 Central Region of Montenegro and 11 High Schools in Southern Region of Montenegro (total 45 High Schools) have been included (see below).*

Region	City	Name of High School
Northern	Rožaje	Gimnazija "30. Septembar"
		Srednja stručna škola
	Berane	Srednja medicinska škola "dr Branko Zogović"
		Srednja stručna škola "Vukadin Vukadinović"
		Srednja stručna škola
		Gimnazija "Panto Mališić"
	Plužine	Srednja mješovita škola
	Plav	Srednja mješovita škola "Bećo Bašić"
	Andrijevica	Srednja Mješovita Škola
	Bijelo Polje	Gimnazija "Miloje Dobrašinović"
		Srednja stručna škola
		Srednja elektro-ekonomska škola



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	Mojkovac	Srednja mješovita škola "Vuksan Đukić"
	Kolasin	Srednja mješovita škola "Braća Selić"
	Pljevlja	Gimnazija "Tanasije Pejatović" Srednja stručna škola
	Žabljak	Srednja mješovita škola "17. septembar"
Central	Podgorica	Gimnazija "Slobodan Škerović"
		Srednja stručna škola "Sergije Stanić"
		Srednja elektrotehnička škola "Vaso Aligrudić"
		Srednja stručna škola "Ivan Uskoković"
		Srednja građevinsko-geodetska škola "Inž. Marko Radević"
		Srednja ekonomska škola "Mirko Vešović"
		Srednja stručna škola "Spasoje Raspopović"
		Srednja medicinska škola
		Srednja mješovita škola "25.maj"
	Danilovgrad	Gimnazija "Petar I Petrović Njegoš"
	Nikšić	Gimnazija "Stojan Cerović"
		Srednja ekonomsko-ugostiteljska škola
		Srednja stručna škola Prva srednja stručna škola
	Cetinje	Gimnazija
Srednja stručna škola		
Srednja likovna škola "Petar Lubarda"		
Southern	Bar	Gimnazija "Niko Rolović"
		Srednja poljoprivredna škola
		Srednja ekonomsko-ugostiteljska škola
	Ulcinj	Srednja mješovita škola "Bratstvo jedinstvo"
		Gimnazija "Drita"
	Budva	Srednja mješovita škola "Danilo Kiš"
	Tivat	Srednja mješovita škola "Mladost"
	Kotor	Srednja pomorska škola
		Škola za osnovno i srednje muzičko obrazovanje "Vida Matjan"
		Gimnazija
Herceg Novi	Srednja mješovita škola "Ivan Goran Kovačić"	

2.1.2 Progress concerning QPLN7-Leading Partner UOM

Since the project was reaching its end it was decided that during all working visits a session concerning Quality Control and Monitoring will take place so that the piloting year activities will be monitored the best way.

Table 2: To DO List QPLN7

To Do List	QPLN7
To be completed by:	UOM
Deadline:	14/10/2014
DUE TO:	14/10/2014
QPLN7	Notes/ remarks/ changes
	Quality Indicators



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DEV7.1 1st Internal QM report	October 2012 took place the 1st Field Monitoring Visit. From PMB it was decided to have one Internal Quality Control	Report
DEV7.2 1st External QM report	From PMB it was decided to translate only the External quality control in ME language	Report
DEV7.1 2nd Internal QM report		Report
DEV7.2 2nd External QM report		Report
DEV7.1 3rd Internal QM report		Report
DEV7.2 3rd External QM report		Report
Working visit 7.1 UDG AGENDA & Minutes		
Working visit 7.1 UOM AGENDA& Minutes	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
Working visit 7.1 UW AGENDA& Minutes		
Working visit 7.1 UDG AGENDA& Minutes		
Working visit 7.2 UNIM AGENDA & Minutes	External Report 1st project year	
Working visit 7.2 UNIM AGENDA & Minutes	External Report 2nd project year	Intermediate internal and external report after the field monitoring visit from coordinator and external evaluator
Working visit 7.2 UNIM AGENDA & Minutes	External Report 3rd project year	
Working visit 7.2 UNIM MINUTES		

2.1.3 Progress concerning DISS8- Leading partner AYDM

The Dissemination Conference 2014 has take place in ME on 29th September. It was suggested to organize the participation of higher education students with disabilities and parents of prospective students with disabilities. In that case we will have the possibility to have individuals with disabilities and their parents to speak for themselves and share their experiences. An Info Day has also taken place in September at Faculty Management at Herceg Novi with the support of Institution of Education and Rehabilitation of Kotor.

Table 3: To DO List DISS8

To Do List	DISS8
To be completed by:	AYDM
Deadline:	15/10/2014
DUE TO:	



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DISS8	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
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	
2nd Dissemination Conference	November 2013	
3rd Dissemination Conference	September 2014	
Working visit 8.4 UDG AGENDA & MINUTES	Conference 2012	
Working visit 8.4 UNIM AGENDA & MINUTES	Conference 2013	
Working visit 8.4 UDG AGENDA & MINUTES	Conference 2014	

AYDM in cooperation with all MNE partners and UOM has prepared a report on all dissemination activities

2.1.4 Progress concerning EXP9- Leading partner UDG

For obtaining optimal use of the project results beyond the lifetime of the project, it is important to establish solid networking base with partner universities and other institutions and associations involved in education of persons with disabilities. Thus, the peer support was officially defined by signing the agreement (EXP9.1) among ME beneficiary partners, universities and also supporting associations AYDM and IERK. In order to create sustainable group of university academic and administrative staff for working with disability, a networking of university staff involved in teaching students with disability will be needed to provide long-term inter-university staff collaboration and exchange of experience and knowledge.



Since the inter-university staff collaboration and exchange of experience and knowledge is foreseen with an article in the Agreement on future inter-university peers support (EXP9.1.) it might be redundant to create another, special agreement for that (Agreement on university staff networking, EXP9.2). After discussing that issue with the coordinator and the external evaluator it is mentioned to provide an outline of promotional activities with focus on good practice as recommended already in 9.1. During the 3rd Coordination meeting it was decided to change the content and the title of the EXP9.2 to “Agreement on networking for supporting cognitive, social and intrapersonal issues of SwD”. This agreement has been signed during the 3rd Dissemination Conference in September 2014. The final report of the exploitation and sustainability has been on time delivered.

Table 4: To DO List EXP9

To Do List	EXP9	
To be completed by:	UDG	
Deadline:	14/10/2014	
DUE TO:	14/10/2014	
EXP9	Notes/ remarks/ changes	Quality Indicators
Planning-Briefing paper		
Task distribution		
DEV 9.1 Agreement on future inter-university peers support		Other products
DEV 9.2 Signed agreement on university staff networking	Change of title: Agreement on networking for supporting cognitive, social and intrapersonal issues of SwD	Other products
DEV 9.3 Analysis and recommendations for policy makers		Report

2.1.5 Progress concerning MNGT10- Leading partner UOM

The Project Management Board has discussed and agreed on project network mechanism, and decision making policy as well as the development of activities i.e. the content of the working visits. In order to have a final evaluation of the project management UOM has created a questionnaire that all partners filled and UOM presented the results in a report.

Table 5: To DO List MNGT10

To Do List	MNGT 10	
To be completed by:	UOM	
Deadline:	14/10/2014	
DUE TO:	14/10/2014	
MNGT10	Notes/ remarks/ changes	Quality Indicators
MNGT 10.1 Overall project management and administration	(A) In October 2012 took place the 1st Field Monitoring Visit. (B) In June 2013 the coordinator has visited and discussed financial and administrative issues with ME Partners	Methodology
MNGT 10.2 Project coordination meetings		Methodology
Intermediate Report	April 2013: including financial reports	Intermediate Report
Final Report	October 2014: including financial reports	Final report
Working visit 10.2 UOM AGENDA & MINUTES	1st Project coordination meeting JANUARY 2012	
Working visit 10.2 UDG AGENDA & MINUTES	2nd Project coordination meeting DECEMBER 2012 CHANGE OF ALLOCATION: it was planned to take place in UNIMC and it is decided to take place in UDG	
Working visit 10.2 UNIMC AGENDA & MINUTES	3rd Project coordination meeting OCTOBER 2013 CHANGE OF ALLOCATION: it was planned to take place in UW and it is decided to take place in UDG	

2.2 Indicators of progress

Table 6. Indicators of Progress

Involvement of individuals with disabilities (Total Nr24)	
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
Conference 2012	10 individuals with disabilities (SwD and non Students)
WP5 Training	7 Trainers with disabilities
Conference 2013	7 SwD from IERK, (b) 15 current HE SwD and (c) 6 High School SwD (prospective HE SwD)
Conference 2014	
Nr of Workshops (WP6)	
Nr of Dissemination activities	
Participants from Consortium members (Total Nr7)	
UW	Visual impairment
UW	Physical disability
FMHN	Mobility impairment
IERK	Hearing impairment
DSIS	Mobility impairment

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DSIS	Visual impairment
DSIS	Hearing impairment

Non consortium partners involved (Total Nr 9)

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
Ministry of Education of Montenegro
State University of Montenegro
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.

OUTPUTS/ OUTCOMES (Total Nr 17)

19 REPORTS
5 METHODOLOGY
8 OTHER RPRODUCTS
3 EVENTS & CONFERENCES

INTERNAL PROJECT DODUMENTS / TASKS (Total Nr 10)

7 Briefing papers
3 Workshops

TRAINING

Trainees during training period	226
Basic Training	92
Teaching staff	30
Non teaching staff	58
Students	4
Gender	
Male	24
Female	68
Advanced Training	134
Teaching staff	45
Non teaching staff	85
Students	4
Gender	
Male	50
Female	84
Trainees e moodle	26
Non teaching staff	10
Teaching staff	16

Total Nr of Trainees	252
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2.3 Changes in titles

Table 7: Change of Titles and/or Contents

DEV/ Activity Ref. N°	Activities (as indicated in the LFM)	New title
1	Background analysis for inclusion of disabled students in HE	Background analysis for inclusion of students with disabilities in HE
1,1	Review and analyze EU practices and policies for inclusion in HE	Analysis of EU practices and policies for inclusion in Higher Education
1,2	Analysis of national practices and policies for HE inclusion	Analysis and Report on national practices and policies for the inclusion of students with disabilities in Higher Education
1,3	Comparative analysis of National/EU policies for inclusion of disabled students	Comparative Analysis of EU and national practices and policies for inclusion in Higher Education
2	Improvement of institutional frameworks for inclusion of disabled students	Improvement of institutional frameworks for inclusion of students with disabilities
2,2	Defining institutional structure to support inclusion of disabled students	Defining institutional structure to support inclusion of students with disabilities
2,3	Development of university regulatory documents for disabled student support	Development of university regulatory documents for the support of students with disabilities
4	Establishing support services and capacity building for disabled university students	Establishing support services and capacity building for university students with disabilities
5	Training of university staff for working with disabled students	Training of university staff for working with students with disabilities
5,2	Teachers training on inclusive practices for students with disabilities	Basic training on inclusive practices and support services for students with disabilities CHANGE OF TITLE
5,3	Training of administrative staff on support services for students with disabilities	Advanced training on inclusive practices and support services for students with disabilities CHANGE OF TITLE
8	Dissemination and raising awareness	
8,2	Raising awareness and motivation among current and prospective disabled students	Raising awareness and motivation among current and prospective students with disabilities
8,3	Media promotion of new university capacities for education of disabled students	Media promotion of new university capacities for education of students with disabilities

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9	Exploitation of results	
9,1	Establishing of inter-university peer support	Agreement on future inter-university peers support TITLE according to Proposal accepted
9,2	Networking of university staff involved in teaching students with disability	Agreement on networking for supporting cognitive, social and intrapersonal issues of SwD CHANGE OF TITLE



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2.4 Workplan feedback

Table 8: Workplan 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	6	Piloting and evaluation at partner universities	UNIM			
	6,1	Monitoring of university regulatory documents implementation	24	UOM/UNIM/UDG/AYDM	Time 45 p/d (UOM-10, UNIM-15, UDG-10, AYDM-10)- One report	
	6,2	Piloting and evaluation of defined support services in partner universities	24	UNIMC/UNIM/UDG/AYDM	Time 40 p/d (UNIMC-5, UDG-15, UNIM-10, AYDM-10)	
	6,3	Piloting of peers' support workshops	24	DSIS/UDG/UNIM	Time 22 p/d (DSIS-5, UDG-2, UNIM-15)	
	6,4	Monitoring and evaluation of training effects at partner universities	10	DSIS/UDG/UNIM	Time 35 p/d (DSIS-10, UDG-10, UNIM-15) - One report	
QPLN	7	Quality control and monitoring	UOM			
	7,1	Internal quality monitoring and control	72	UNIM/UDG/IICT	Time: 276 p/d Three Internal QCM in ENG	It was decided during the 2nd coordination meeting to deliver one internal QCM for each project year. The translation will take place only in the basis of external QCM



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	7,2	External quality monitoring and control	12	UOM, UNIMC, UW External Evaluator	Time: 276 p/d Three External QCM in ENG and ME	A subcontract was requested from EACEA and approval was given. The external QCM was translated in ME from ME partners.
	7,3	Inter-Tempus coaching	2		One report	It took place in June 2013 with DL@WeB in Kotor-ME
DISS	8	Dissemination and raising awareness	AYDM			
	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 maintance 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)	Workshops and Infodays were organized from AYDM, IERK and DSIS
	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 National TV and youtube
	8,4	Dissemination conference with stakeholders	3	UOM, UNIM, UDG	Time: 9 p/d (UOM-5, UNIM-2, UDG-2)	The content of the last conference focuses on prospective students with disabilities and their families
EXP	9	Exploitation of results	UDG			
	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)	(a) Final Title: Agreement on future inter-university peers support (b) In EXP9.1 partner FMHN was included.



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	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)	Change of title: Agreement on networking for supporting cognitive, social and intrapersonal issues of SwD. The content was discussed among AYDM and UDG
	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) - One report	
MNGT	10	Management of the Project	UOM			
	10,1	Overall project management and administration	72	UOM, UW, UNIMC, ARCOLA, DSIS, UDG, UNIM, IERK, AYDM, IICT	Time: 276 p/d (UOM-118, UW-13, UNIMC-12, ARCOLA-13, DSIS-10, UDG-35, UNIM-35, IERK-20, AYDM-15, IICT-5)	A survey has been organized from UOM concerning the evaluation of the project management.
	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)	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. Third project coordination meeting is changed the place, instead of UW it will be at UDG.

3. Working Visits - Staff Mobility

3.1 Working visits

In Table below a summarized view of all working visits for the 3rd project year is given

Table 9: Working Visits for the 3rd project year

Planning Working Visits for the 3rd project Year							
DEVs		From		To		DATES	CONTENT
DEV	6.1	ME	UDG	UK	ARCOLA	20th DECEMBER 2013	Monitoring of university regulatory documents implementation & Monitoring and evaluation of training effects at partner universities
DEV	6.1	ME	UNIM	UK	ARCOLA		
DEV	6.1	ME	IERK	UK	ARCOLA		
DEV	6.1	ME	AYDM	UK	ARCOLA		
DEV	6.1	ME	MIS	UK	ARCOLA		
DEV	6.1	ME	IICT	UK	ARCOLA		
DEV	6.1	ME	FMHN	UK	ARCOLA		
DEV	6.2	ME	UDG	PL	UW	3rd-4th September 2014	Piloting and evaluation of defined support services in partner universities
DEV	6.2	ME	UNIM	PL	UW		
DEV	6.2	ME	IERK	PL	UW		
DEV	6.2	ME	AYDM	PL	UW		
DEV	6.2	ME	MIS	PL	UW		
DEV	6.2	ME	IICT	PL	UW		
DEV	6.2	ME	FMHN	PL	UW		
DEV	6.4	ME	UDG	EL	UOM	18th-20th June 2014	WP6: Piloting year, QPLN7.1: Internal quality Control, DISS8: Dissemination, EXP9: Exploitation and Sustainability, MNGT10.1: Preparation for Final Report
DEV	6.4	ME	UNIM	EL	UOM		
DEV	6.4	ME	IERK	EL	UOM		
DEV	6.4	ME	AYDM	EL	UOM		
DEV	6.4	ME	MIS	EL	UOM		
DEV	6.4	ME	IICT	EL	UOM		
DEV	6.4	ME	FMHN	EL	UOM		
DEV	6.4	EL	UOM	ME	UNIM	24th-25th March	Monitoring and evaluation of training effects at partner universities
DEV	6.4	IT	UNIMC	ME	UNIM		
DEV	6.4	UK	ARCOLA	ME	UDG		
DEV	6.4	SI	DSIS	ME	UDG		
DEV	6.4	PL	UW	ME	UDG		
DEV	7.1	IT	UNIMC	EL	UOM	18th-20th June 2014	WP6: Piloting



DEV	7.1	PL	UW	EL	UOM		year,QPLN7.1: Internal quality Control, DISS8: Dissemination, EXP9: Exploitation and Sustainability, MNGT10.1: Preparation for Final Report
DEV	7.1	UK	ARCOLA	EL	UOM		
DEV	7.1	SI	DSIS	EL	UOM		
DEV	7.1	ME	UDG	EL	UOM		
DEV	7.1	ME	UNIM	EL	UOM		
DEV	7.1	ME	IERK	EL	UOM		
DEV	7.1	ME	AYDM	EL	UOM		
DEV	7.1	ME	MIS	EL	UOM		
DEV	7.1	ME	IICT	EL	UOM		
DEV	7.1	ME	FMHN	EL	UOM		
DEV	7,1	EL	UOM	ME	UNIM	24th-25th March	Internal Quality Control
DEV	7,1	IT	UNIMC	ME	UNIM		
DEV	7,1	UK	ARCOLA	ME	UDG		
DEV	7,1	SI	DSIS	ME	UDG		
DEV	7,1	PL	UW	ME	UDG		
DEV	7,1	EL	UOM	ME	UDG	29th-30th September	Internal Quality Control
DEV	7,1	PL	UW	ME	UDG		
DEV	7,2	EL	UOM	ME	UNIM	29th-30th September	External Quality Control
DEV	7,2	IT	UNIMC	ME	UNIM		
DEV	7,2	PL	UW	ME	UNIM		
DEV	8,4	EL	UOM	ME	UDG	29th-30th September	Dissemination Conference 2014
DEV	8,4	PL	UW	ME	UDG		
DEV	8,4	IT	UNIMC	ME	UDG		
DEV	8,4	UK	ARCOLA	ME	UDG		
DEV	8,4	SI	DSIS	ME	UDG		

3.2 Staff Mobility

In total (see Table 11) 71 individuals from Consortium Members participated in planned working visits for the development of the project during the 3rd project year. In total during the project life **186 individuals** from Consortium Members participated in planned working visits. From MNE to EU countries we had 116 flows (114 were initially planned) and from EU countries to MNE we had 69 flows (58 were initially planned).

Table 2: Staff mobility data

UDG, ME	Arcola, UK	UDG, ME	UOM, GR	UW, Poland	UDG, ME
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	DEV7.1, DISS8.4 12th-14th November 2013	DEV6.1 20th December 2013	DEV7.1, DEV6.1 24th-25th March 2014	DEV7.1 18th-20th June 2014	DEV7.1, DEV6.4 3rd-4th September 2014	DISS8.4 29th-30th September 2014
UOM	2		1			1
UW	2					3
UNIMC			2	3		5
Arcola	2			1		
DSIS	2		1	2		2
UDG		4		3	3	
UNIM		3		3	4	
IERK	2		1	2	2	
AYDM				2	1	
MIS				3	2	
IICT		1		1		
FMHN	1	1	1	1		

