



IF4TM

**D5.1.7 Individual social engagement plan for University of
Kragujevac**

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1. Introduction

1.1 About the project

ERASMUS+ project “*Institutional framework for development of the third mission of universities in Serbia*” (IF4TM) is intended to enable development of the third mission at higher education institutions (HEIs) from Republic of Serbia, members of the project consortium. Workpackage 5 (WP5) „*Social engagement dimension*“, within this project, is focused on social engagement dimension, social involvement and responsibility as well as closer interaction of universities with wider community. The aim of activity 5.1 “*Defining universities’ social engagement plans*“ is to suggest guidelines and recommendations for development of individual social engagement plans for Serbian Higher Education Institutions.

1.2 Missions of modern universities

From their establishment universities have been the centers of education and research. These two fields are known as first and second mission of universities or HEIs. These two missions have been naturally grown, bearing in mind that HEIs represent the extraordinary concentration of human resources, but also impressive infrastructural resources such as libraries, laboratories, sports facilities, etc., which should be open for wider community. Consequently, in recent period universities have adapted and articulated its role in the social, cultural and economic development of the wider society [1] and have tried to improve the visibility of university activities focused on services to society and industry. This is called the “third mission” of universities and this activity is a vitally important component of any university’s role. The “third mission” is not a separate mission, it is more synergically connected with two others in order to improve HEIs’ contribution to society (Figure 1).

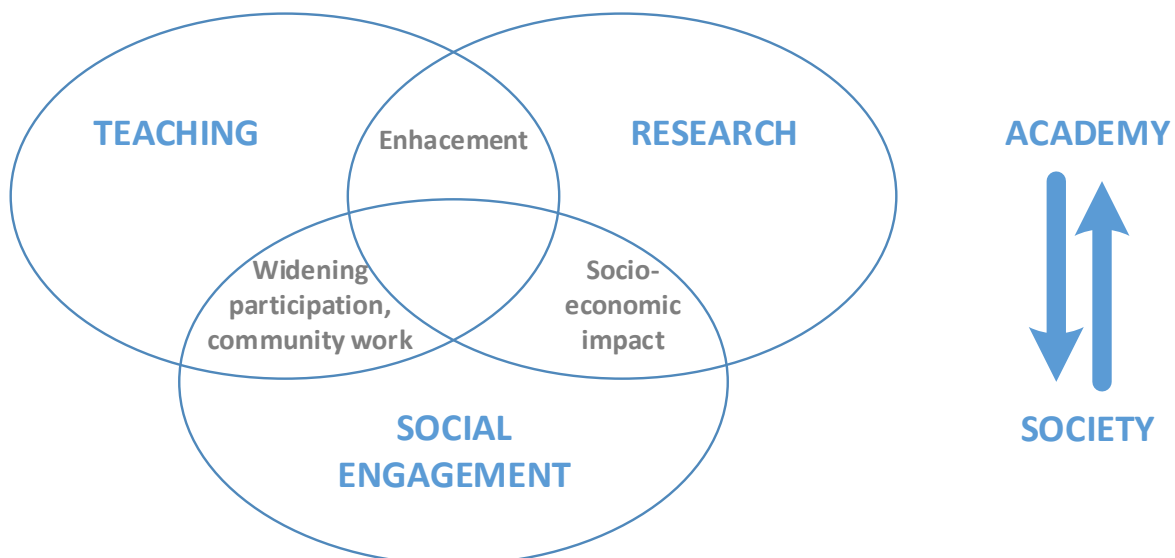


Figure 1 Three missions of HEIs

This “third mission” can be classified/summarized into following activities: (a) engaged research (technology transfer and innovation, etc.); (b) engaged education (lifelong learning/continuing education, public training, etc.); enabling studying to vulnerable groups; creation of the open society and support to the cultural diversity and broader horizons



through participation in mobility schemes (c) social engagement (public access lectures or concerts, initiating public debates on important social issues, voluntary work and consultancy by university staff and/or students, etc.). This approach considers a university as a social organism which is connected in many ways with wider social ecosystems of its city and its region (Figure 2) as well as nation state and for some universities, other national communities and supra-national institutions [1]. Universities are expected to assume a more active role in regional and national economic development while facing competition from other public and private higher education and research institutions [2]. As economies are becoming increasingly knowledge-based, great expectations have been established for universities as drivers for knowledge, value creation [3] and shaping of innovation system, especially at regional level. Additionally, the social impact of higher education is also high on the European agenda because the European Commission expects higher education to support societal development through continuing education [4].

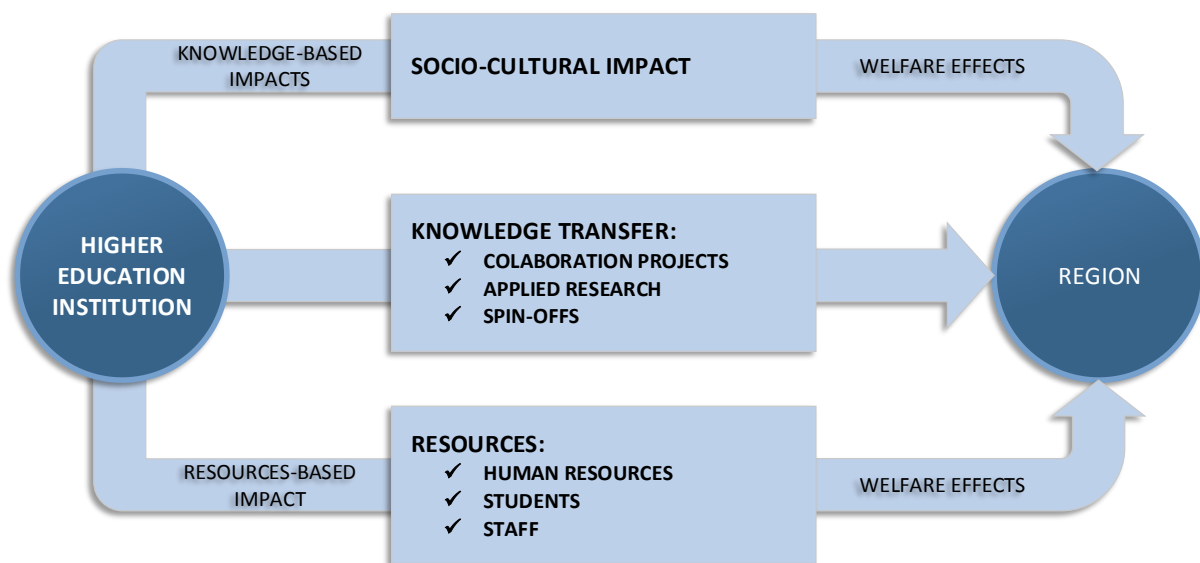


Figure 2 Regional effects from higher education institutions



2. Engaged research

“Community engaged research is a collaborative process between the researcher and community partner that creates and disseminates knowledge and creative expression with the goal of contributing to the discipline and strengthening the well-being of the community. Community engaged research identifies the assets of all stakeholders and incorporates them in the design and conduct of the different phases of the research process.

It promotes better research and translation of findings. Other benefits of community engaged research include development of research that is responsive to community need, increased capacity built through partnerships, expanded funding opportunities and greater opportunities to translate findings into practice.” (<http://www.community.vcu.edu/faculty-support/-/cenr-support-at-vcu/what-is-community-engaged-research/>)

Research should not be for the science sake, but for the society sake.

The research activities carried out at the University of Kragujevac should be more directed towards solving the societal needs rather than towards the research itself. For this purpose, this kind of activities should be promoted and researchers encouraged to engage more in socially responsible research.

The research resources should be used more for the disadvantaged, sustainable development, citizenship and social justice.

The examples of this practice now exist at several faculties of the University, but are not sufficiently promoted and declared as socially responsible. Such research activities we have at the Faculty of Medicine (research, tests and experiments for the purpose of development of new medical treatments, medicines, etc.) that directly impact the community health problems, disadvantaged people, people with special conditions, etc. Another example is the Faculty of Engineering, where socially responsible research is carried out at many levels and in many areas with direct impact to the local community (vehicle noise, energy efficiency, waste management, bioengineering, etc.). Many of the socially beneficial research activities are carried also at the Faculty of Sciences, in the areas of protection of the local environment, health and medicine from the chemical research perspective, etc., Faculty of Economics (application of modern management and marketing methods in improving the competitiveness of Serbian enterprises, improvement of social security of the citizens, etc.).

All these benefits are not necessarily categorized as successful based solely on its financial benefits but rather on achievement of socially useful outcomes. This means that ordinary people (tax payers) have benefits and some societal challenges related to public health, environment, etc. are solved using the University resources both human and technical.

Promote collaborative development projects

The University of Kragujevac constantly develops and improves the quality and level of research striving to include industrial and economic stakeholders both as partners in research and end users of research results, taking in this way the part in resolving the societal challenges and needs.

This kind of engaged research at the University is carried out through:

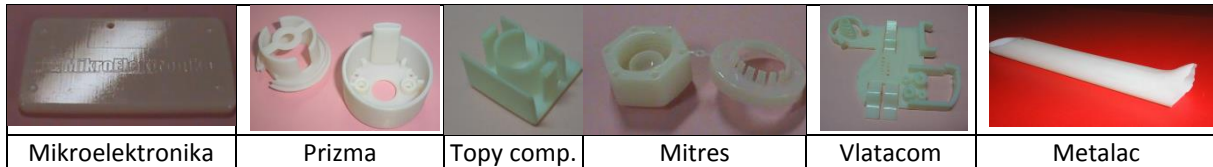


- **Joint projects** that are mainly realized through national and international research projects and/or pilot projects with enterprises. The industrial entities are engaged in these projects both as partners and end users. Good practice in this area is [Collaborative Training Centre](#).



Table 1: Examples of engaged research

Virtual Manufacturing – simulation and optimization of industrial processes		
Virtual forging – General Motors	Al-profile extrusion – SCGM	Deep drawing optimization - Metalac
Seamless tube rolling – Mannesman	AI forging part – Petar Drapsin	Gearing mainshaft – Sloboda
Multi-stage bending –WEBA	Flexible rubber hoses - Fadip	Plate heat exchangers - Buducnost
Rapid prototyping – testing product design		



- **Services for enterprises** that faculties' centers and laboratories offer to local enterprises helping them in this way to improve their development processes, optimization of new and existing products and processes, etc. This kind of services are especially characteristic for the
 - university centers
 - laboratories and
 - research groups.

In the process of mapping of research and innovation potential of the university and its faculties (within [WBCInno Tempus project](#)), throughout 2013 and 2014, 29 research entities were mapped. The total of 14 research centres, 6 research groups and 9 laboratories were presented in terms of their field of expertise, resources, activities and achievements all presented in the [Catalogue of the research and innovation potential of the University of Kragujevac](#). However, it is important to mention that this list of research entities is not exhaustive and that their number is somewhat higher.

The list of units providing the services to external users as well as more details on each of them can be found at

<http://www.bsokg.kg.ac.rs/index.php?pageview=products>

However, in spite of the fact that there are units and centers at the University dealing with collaborative projects with industrial sectors and providing the research services for industrial needs, insufficient effort has been invested in their promotion and expanding of their range of end users.

Transfer technology in a commercially responsible way

To transfer technology from the university centers and laboratories to industry should be one of the priorities of the University and this should be clearly stated in official documents. However, besides the technology and knowledge transfer itself, significant attention should be paid to the regulation of this process and development of procedures for its efficient and responsible realization.

One of the initiative towards the achievement of this objective was establishment of the **Technology transfer center**. The main objectives of the Center are to facilitate and coordinate knowledge and technology transfer at the University of Kragujevac, improving the opportunities for the effective and efficient application of research results of the University with the aim of the economic and societal development.

However, apart from the official establishment of such a unit, a set of regulative procedures and documents need to be developed to support and regulate the Centers activities and steps towards the realization of successful technology transfer.

Cooperation with business incubators

Universities have a higher positive impact on society at large, if they are connected closely with business incubators and science technology parks. The University of Kragujevac has



established the links with the local business incubator **Business Innovation Centre Kragujevac** and cooperation has expanded at many levels.

One of the joint activities was the support provided to the participants of [the Competition for best student ideas](#) organized by Business Support Office within WBCINno project in 2015. . The students of University of Kragujevac had the opportunity to develop their business ideas with the support of business center in terms of trainings and consultancy services, as well as the free of charge space for the start-up enterprise to be founded by the Competition winners. In this way, in cooperation with the business center, the University of Kragujevac creates the impact on the employability of young people in the region.

However, the participation of the University students in pre-incubation and incubation process in the Centre and creating the start-ups is still at unsatisfactory level, which leaves a lot of space for establishing the new ways of cooperation between the University and the Centre.

Also, any kind of joint initiatives taken so far was due to individual efforts and enthusiasm of both institutions staff, rather than institutional cooperation. This is why this successful cooperation should be formalized and brought to institutional level.

Present research topics from HEIs to ordinary people

The realization of socially and industrially engaged research is not sufficient *per se*. The community needs to be informed and aware of the efforts made at University units for solving their everyday challenges and problems not only for the sake of public visibility but also for the purpose of getting the useful feedback and active participation of the community in creative the research policy of University faculties. This is why the promotion of research activities need to be intensified in terms of organization of larger number of events, public debates, discussions, public promotions, etc.

There are several examples of good practice in terms of outreach activities of the University, but they seem to be sporadic and insufficient.

- **Researchers' night** – University of Kragujevac participates every year in the organization of the Researchers Night. The aim of this event is to present the research work to young people through inventive workshops, games, interactions with researchers, interesting experiments, etc.
- **Open door days** – Every year, the University of Kragujevac organizes the Open Door Day as an event where students and pupils have an opportunity to learn more about the faculties within the university. The representatives of all twelve faculties assist pupils in choosing their future careers and students in continuing their professional development and research career in any of the research groups or centres. A tour to University Library and Gallery is also organized for all interested visitors.
- **Start-up weekend** – first Start-up weekend at the University of Kragujevac was organized in 2014 within the ADRIATinn IPA project. The start-up weekend was an opportunity for young entrepreneurs, researchers and students to present a business idea, plan or concept to experienced business people.
- **Competition for best student idea** - Competition for best student idea was launched in 2015 within WBCINno TEMPUS project, as regional initiative (Serbia, Bosnia and Herzegovina, Montenegro) and organized through six local competitions in Kragujevac, Novi Sad, Banja Luka, Zenica and Podgorica. It gathered 250 students



and 82 ideas. The Regional Final Competition organized in Serbian Chamber of Commerce in September 2015 where 11 winners presented their ideas and business plans. The organizers of Competitions are Business Support Offices at universities in those five cities and three Business Incubators.

These events can gather a large number of primarily young people outside the university and in this way impact the employability in the region. Also, they attract the representatives of industrial sector and social institutions fortifying the links and providing the opportunities for transfer of research results and knowhow to wider community.

Publically accessible database of University expertise

Another way of making the research visible and accessible to external parties is to create and maintain the database of University expertise.

In the previous period, there are several very successful initiatives to promote and present the resources of the University and its units to the wider community.

Business support office provides a unique access to university resources, equipment, training, research results, patents and licenses that are offered to the business environment contributing in this way to the establishment of public-private partnerships and the promotion of modernized services of the University and its faculties. This has been achieved through the [Catalogue on Research and Innovation Potential of University of Kragujevac](#) as an online data base of the research and innovation potential of the University (developed within the [WBCInno](#) Tempus project) that besides the list of research entities, also provides a review of researchers, equipment, projects, developed technologies, patent, licenses, training, specific expertise, methodologies, laboratory tests, etc. offered to the wider community.

Apart from online catalogue of University's resources, the University of Kragujevac has also developed [PHAIDRA](#) - Permanent Hosting, Archiving and Indexing of Digital Resources and Assets within another Tempus project. PHAIDRA is a system for long-term archiving, indexing and use of digital objects at the University of Kragujevac. This digital repository allows the systematical archiving of the work results and their permanent storage, making them at the same time available and accessible to the wide community.

Public access to facilities

Until now, there have been very few opportunities for wider community to access the facilities of the University's faculties, centers, laboratories, etc.

This is especially important for business and industrial sector who due to the lack of resources (equipment-wise and space-wise) could find the support in the University faculties and units. Until now, the access to these resources have been mainly during the trainings and consultancy services.

Spill-over effects

The surrounding region also profit from the spill-over effects of the research activities and projects conducted at the University. This especially refers to the networking or organization of events such as conferences, summer schools, workshops, seminars, etc.

Since University of Kragujevac has currently about 20 active EU funded projects, the events organized at the University gather significant numbers of foreign researchers, professors,



managers, entrepreneurs, etc. This has a significant aspect on development of touristic, transportation or other sectors of the city and the region, as well as the promotion of Serbian and local culture, history and tradition.

3. Engaged education/teaching

Engaged education/teaching and learning address community labor market needs as well as helping students to become knowledgeable and active citizens of their city, their region, their nation and the globalized world [5].

In other words, HEIs should educate and build graduates who are well suited to participate in professional life, and are aware of their social context [6]. In modern society, where industrial sector suffers from losses caused by economic crises, many people lose their job. In addition to this, we are witnesses of dramatic changes in technology, thus knowledge we have learnt during our study are usually out of date now.

Address labor market and community needs

The stagnation in industrial and economic development in the previous period led to the insufficient linkage between the industrial and academic community in terms of creation of new curricula to fit the labor market needs.

With the entrance of the larger industrial players to the local market, this links have been rebuilt. Upon the reviving the automobile industry and opening of the Fiat factory in Kragujevac, the Faculty of Engineering introduced the Automobile Engineering as new study program in order to create enough labor force to fit the newly emerged market needs.

Being an Italian company, the entrance of Fiat to the local labor market led to the introduction of Italian Language as new department and study program at the Faculty of Philology and Arts.

The faculty of Engineering also introduced Military Industrial Engineering. The motive for initiating this programme was the emerging need of defense industry to develop the study program modelled after the Military technical faculty in Zagreb.

Being jointly realized by the Faculty of Engineering of the University of Kragujevac and Military academy from Belgrade, this study program can also be an example of support to the development of **inter-disciplinary studies** at all levels of education, in order to promote collaboration among various faculties, coming from different scientific disciplines and to equip the students with the set of skills and knowledge necessary for the modern work.

In 2013, the Faculty of Engineering accredited the new study program Urban Engineering. The programme belongs to the field of interdisciplinary, multidisciplinary and transdisciplinary studies that equip the students with the understanding of the principles of design, construction and maintenance of urban infrastructure (design, construction and maintenance of streets, pavements, water supply system, drainage system, street lights, municipal solid waste disposal, remote heating systems, etc.).



Provide flexible study programmes in the context of lifelong-learning, continuing education, distance learning, etc.

The University plays an active role in providing the wider community with the lifelong learning and continuing education opportunity in order to make an impact on employment opportunities.

Lifelong Learning Centre is involved in forming of organizational and institutional conditions for inclusion of the University of Kragujevac in the area of lifelong learning. The Centre organizes round tables, conferences and similar events, initiates the social dialogue and analyses the employers' needs for new knowledge and skills at the labor market. Through organization of courses, workshops and trainings, it motivates the individuals to constantly improve at professional level and gain new applicable knowledge.

Collaborative training centre – one of the activities of the Centre is to develop efficient and effective mechanisms for cooperation between universities and enterprises, through the realization of professional training for companies and the unemployed, Industrial Fellowship Program (IFP), Student Practical Placement Program (PPP), organization of conferences, workshops, seminars, brokerage events, etc.

Business Support Office – in cooperation with the Business Innovation Centre Kragujevac the set of entrepreneurial and start-up trainings were provided for the students and researchers of the University of Kragujevac within the Competition for Best Student Idea, organized for the first time in 2015.

Centre for Automatic Control and Fluid Technique - is the scientific-research unit of the Faculty of Mechanical and Civil Engineering in Kraljevo, dealing with research and provision of the training opportunities in the area of machine and process control, robotics and fluid and fluidelectrical components.

Centre for Economic Research at the Faculty of Economics in Kragujevac – established with the Faculty of Economics, the Centre support the faculty's striving to build up leading position in the country and region, giving its contribution to the development through education of economists and managers, organization of trainings and testing in the area of registered activities, realization of courses and workshops, etc.

Centre for testing and calculation of machine elements and systems – located at the Faculty of Engineering in Kragujevac, this Center among other activities, deals with the education in terms of organization of teaching, training and hands-on activities.

and many others...

There are also several courses specially designed for the unemployed population.

The **Collaborative Training Centre** organized the set of trainings for the unemployed in cooperation with the National Employment Agency for graduated mechanical engineers with the aim of providing them with the practical knowledge in the area of engineering design.

Also for the needs of the National Employment Agency, the **Institute for Mathematics and Informatics** have been organizing during the years the trainings for unemployed in the area of informatics.

The Centre for Career development and Student Counselling is very active in providing the consultancy services related to the career development and employment of University's students and graduates. It organizes a set of workshops for writing a CV, motivational letters,



active job search, interviews with employers, communicational and presentational skills, etc. The Center also has the data base of potential employers and serve as intermediary in promotion of their job and practical placement opportunities to University students and graduates.

Each year during the summer, the Center organizes **summer practical placements** for university students in cooperation with Municipality, Clinical centre and Institute of public health in Kragujevac.

In order to provide the learning opportunities, the University of Kragujevac actively participates in the promotion of scholarship opportunities for its students. Each year, the Centre traditionally organizes the **Scholarship Fair** where all students and graduates can get information on current calls for scholarships for studying and/or professional improvement in the country and abroad, students exchange programmes, practical placement opportunities abroad, and many other information relevant for their further professional and career development.




The institute for mathematics and informatics also organizes the **Mathematical workshops** for the pupils from the third grade of the elementary school to the fourth year of grammar school.

Within the **Aquarium** and **Botanical Garden** (that part of the Faculty of Sciences), numerous visits and educational workshops are organized for the pupils of elementary and secondary schools.

In spite of the numerous activities related to the socially engaged education both formal and informal, there is still a lack of involvement of wider community in creation of courses and trainings, and most importantly study programmes.

Another aspect that should be considered more in the following period is formalization of this kind of University's role in the socially engaged education and its more active and wider promotion.

Table 2: Examples of engaged education

No.	Description	Illustrations
1.	Practical placements	
2.	Scholarship fair	
3.	Workshops for writing a CV	



4.	Long Life Learning Centre trainings	
5.	Collaborative Training Centre trainings	

4. Social engagement

Social engagement is usually related to links and activities of mutual benefit between university members and communities within its home city, region and country.

Community engagement should be one of the main responsibilities of the University since it is essential for economic and social future of each country. This is why the University and its students are engaged in many initiatives, volunteering activities, sports, cultural and other type of events for the wider community, etc.

Engaging in the cultural development of local society

“Culture has the power to transform entire societies, strengthen local communities and forge a sense of identity and belonging for people of all ages. As a vector for youth development and civic engagement, culture plays an essential role in promoting sustainable social and economic development for future generations.”

[<http://www.un.org/esa/socdev/documents/youth/fact-sheets/youth-cultureasavector.pdf>].

Having this in mind, the University of Kragujevac takes a very active part in the cultural development of the local society, which is the practice that should be kept at the same level in the following period.

The **University Library** as a member of University organizes significant number of culture events such as:

- exhibitions,
- concerts
- literary events
- and many others.

Events

Apart from the cultural events, the University participates in many other manifestations, charity and volunteering events, trying to include as many students as possible:

Sports events – the University of Kragujevac was the host of volleyball and basket games, where more than 100 student volunteers were engaged.

Blood donation – Students actively participate in the actions of the Red Cross Kragujevac for blood donations.






I am a donor, what about you? – the University of Kragujevac was the first public institution that promoted the donation of organs in Serbia

Floods – students of the University of Kragujevac were active volunteering during the floods in Serbia in 2014.

Days of open heart – the students of the University of Kragujevac actively participated in the Days of Open Heart, a charity organized by the Aegee Kragujevac, Filumus and Red Cross, as support to the socially disadvantaged families in Kragujevac.

Table 3: Examples of social engagement

No.	Description	Illustrations
1.	Sport events	
2.	I am donor, what about you?	
3.	Days of Open Heart	 Dani Otvorenog Srca!!!



5. Measuring “social engagement” - Indicators

In terms of social engagement performance, it is necessary that University adopts a set of measurable indicators, to monitor its success in this context. A list of indicators should respect specificity of the university and wider ecosystem in which the university works. Some indicators which can be implemented are shown in Table 4.

Table 4: The list of possible indicators for measuring of social engagement progress or success

No.	Type	Indicators
1.	Engaged research	No. of projects for the benefits of wider society
		No. of people covered/influenced by these projects
		No. of UKG/faculties' contracts with industry
		No. of UKG/faculties' contracts with public bodies
		No of UKG/faculties' centers/labs/resources mapped and presented to wider community
		No. of people who used University's/faculties' facilities/resources
		No. of open-innovation (OI) campaigns
		No. of students/researchers involved in OI projects
		No. of participants on Researchers' nights
		No. of participants on Open door days
2.	Engaged education	No. of Continual education (CE) programs mapped and promoted
		No. of CE programs organized in current year
		No. of round tables organized and No. of people participated
		No. of people participated in LLL courses
		No. of students passed practical placement program
		Number of pro-bono classes outside of University
3.	Social engagement	No. of people outside of UKG who used libraries space/services
		No. of participants outside of UKG who used facilities for organization of conferences, meetings, events, etc.
		No. of UKG students/professors volunteering for benefits of wider community
		No. of competition organized
		No. of competitors
		No. of agreements with local and regional social partners
		No. of joint actions and events organized with social partners
		No of public debates on important social issues

Besides these quantitative indicators, qualitative indicators are very much important as well. These could include: satisfaction of the target groups (business community, journalists, NGOs, etc., investigated in polls); tradition of certain good practices (e.g. whether some



events are organized in constant time periods); tone of the media articles on certain matter (positive, negative, taking into account experts' opinion or not, etc.), etc.

6. Recommendations

University should demonstrate its strong commitment to our local community by developing the social engagement strategy which defines the short, medium and long term priorities. This document gives a preview of the existing social engagement activities taking into account the gaps yet to be filled.

Generally speaking in terms of social engagement of the University and its member faculties, short terms priorities are following:

- Social engagement plan should be developed and adopted as a kind of guidelines for socially responsible and engaged research, education and participation in the local community.
- Accompanying the social engagement plan (or guidelines), the tentative action needs to be developed
- Agreements with social partners and local/regional/national stakeholders outside academic/research community
- Rule book on the evaluating extracurricular activities of students, including volunteering, should be developed and adopted
- Rule book on the evaluating social engagement activities of academic and research staff should be developed and adopted
- In order to monitor the rate of success of University's social engagement, a set of indicators need to be developed and adopted (the recommendations are provided in the previous chapter).
- In accordance with the developed monitoring indicators, a Report on social engagement activities should be prepared at least once a year (at faculties' level).
- University should promote more distinctively and more actively the social engagement activities (page on University website)

Based on the current state and the level of realization of socially engaged activities at the University of Kragujevac shown above, a set of medium-term recommendations can be listed:

Engaged research

- More support and encouragement needs to be provided for the researchers who are dealing with the research with high impact on the society
- A system for monitoring of socially engaged research projects needs to be introduced in order to measure the impact of the University on society research-wise.
- A set of incentives and encouragements need to be introduced in order to animate the researchers to engage in collaborative development projects and joint projects with the industrial and business entities, particularly those which solve the societal challenges.
- Services for enterprises should be more actively promoted and accessible to the enterprises



- The Catalogue of the innovation and research potential of the University should be updated regularly at least once a year
- Transfer of technology should be encouraged and supported by the University and its faculties
- Technology transfer center needs to be run more actively and sufficient human resources need to be provided
- Legislative background needs to be provided to support the technology transfer (guidelines, regulations, bylaws, procedures, IPR definition, etc.)
- Cooperation with other institutions such as innovation centers needs to be formalized (Memorandum on cooperation, Letter of Support, etc.)
- Participation in outreach activities should be one of the priorities in communication with the society
- Database of HEIs expertise needs to be maintained, updated and expanded
- University's and faculties' facilities needs to be made more open and accessible to the society by organizing events such as open door days, etc.

Engaged education and teaching

- University's and faculties' management need to be advised to listen more to the needs of the current labour market when introducing new study programmes. Those programmes also need to include the aspects related to the creation of ready-to-work labour force through inclusion of more practical elements into education system.
- Lifelong learning activities need to be more promoted to the external users (both employed and unemployed)
- Researchers and professors need to be more actively engaged in giving *pro-bono* lectures and trainings
- University and its faculties should put more efforts to include business and social partners in the development of both formal study programmes and lifelong learning courses.

Social engagement

- University should keep the same level in terms of organization of culture events (exhibitions, concerts, literary events, lectures, etc.). However, it should strive to invite more people from outside the university.
- Although we can say that the University is involved in various social, charity and volunteering events, this has mainly been based on the individual engagement of its students and staff. Participation in this kind of events need to be formalizes, that is organized by the University or its faculties.
- University and its faculties should organize more volunteering opportunities and actions for their students and staff in cooperation with the local organizations (theatre, galleries, libraries, local office for environment protection, pet asylum, eco-park, etc.)
- University should formalize the cooperation with institutions that offer volunteering opportunities for students.
- University should formalize the cooperation with social institutions such as Red Cross, charity organizations, NGOs, etc. in order to provide the ground for continuous and long-lasting engagement of students and staff



As long term priority, the University of Kragujevac needs to work towards becoming the driver of the cultural and economic development of the region by taking an active part in the life of the local community.

7. Next steps

The next steps in the realization of the strategic planning of social engagement activities at the University of Kragujevac will be as follow:

- To finalize the recommended Individual Social Engagement Plan for the University of Kragujevac
- To present the Individual Social Engagement Plan to the university management
- To form team at University level for elaboration of individual social engagement (SE) plan
- To finalize the Social Engagement Plan of the University of Kragujevac
- To adopt SE plan and present it to UKG faculties
- To implement plan by Rectorate and all UKG members
- To develop and adopt the Rule book on the evaluating extracurricular activities of students
- To develop and adopt the Rule book on the evaluating social engagement activities of academic and research staff
- To monitor implementation of SE plan and recommended SE indicators
- To elaborate report on SE plan realization on yearly bases (2017, 2018 etc.)



8. References

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