

## UZDOC 2.0: Work Packages Description, Activities & Outcomes

### Work Package 2: Development

Work package type and ref.nr	DEVELOPMENT	2
<b>Title</b>	UZDOC 2.0 Development phase	
<b>Related assumptions and risks</b>	<p><b>Assumptions:</b></p> <ul style="list-style-type: none"> <li>• Expertise available to provide training on supervision, transferable skills, administrators skills and career development</li> <li>• Compatibility between Europe models of doctoral education supporting structures with the existing PCs universities capacity to adopt such structures</li> <li>• Commitment of the involved stakeholders to support project activities</li> <li>• Knowledge of the English language for communication</li> <li>• Willingness of academic staff, non-academic staff and doctoral candidates to participate in the training programmes and job shadowing events</li> <li>• Match of the training topics and the profiles of the candidates</li> </ul> <p><b>Risks:</b></p> <ul style="list-style-type: none"> <li>• Unexpected change of Higher Education policy in Uzbekistan</li> <li>• Resistance of Uzbek HE stakeholders to implement changes due to persistence of “old habits”</li> <li>• Insufficient commitment of the business and industry sector</li> <li>• Potential misunderstanding of key terms and concepts used in the project due to the different higher education systems</li> <li>• Potential university regulations or policies that are not in line with the recommendations or training concepts of the UZDOC 2.0 project</li> <li>• The suitability and applicability of designed training concepts and methodologies for the Uzbek participants</li> </ul> <p>Regarding the resistance of Uzbek HE stakeholders to implement the changes, we are relying on the assistance of Uzbek Ministry of Higher Education and their assurance that the reforms will be carried out. They have overtly expressed their interest for further implementation of the reforms of doctoral education. Apart from that, a preparation phase during the WP1 will also try to assure those who are sceptical to the changes that the benefits of the reforms will outweigh the disadvantages. Furthermore, the activities performed during the previous project have provided a “fertile ground” and the right mind-set of Uzbek partners for the additional implementation of the changes and the continuation of the reforms.</p>	

	<p>Low business sector involvement will be addressed by inviting a high number of representatives and using the help of project Associated partners - Chamber of Commerce and Industry of Uzbekistan (AP1), KAFOLAT Insurance Company (AP2) and Joint Stock Company Uzbekengilsanoat (AP3), relying on their support and contacts in reaching the business and industry.</p> <p>Possible misunderstandings of key terms and concepts will be reduced by providing a comprehensive glossary (in English, Uzbek and Russian language) of these key terms and concept, and its integration in every activity in Uzbekistan and in each published report.</p> <p>With regard to the possible discrepancy between university regulations or policies and UZDOC 2.0 goals, we have the full commitment of partners to be involved in the improvement of doctoral education; therefore, the implementation of the project activities and results are ensured among the consortium institutions.</p>
<p><b>Description</b></p>	<p><b>Aims and objectives of the work package:</b></p> <p>WP2 will be focused on the furthering of the development, implementation and adaptation of innovative quality assurance mechanisms and support structures defined in two policy documents developed during the previous project UZDOC.</p> <p>In order to achieve this goals, WP2 will be split into four main segments, corresponding to the four specific objectives of the UZDOC 2.0 project:</p> <ul style="list-style-type: none"> <li>a) S1- Improve the capacity of Uzbekistan HEIs for supporting doctoral education. This will be accomplished by starting JDC on TFI (P6) (T2.2.). The JDC will serve as a joint organizational support structure for doctoral education for all partner Uzbek HEIs, and will be responsible for organization of support services for doctoral education, implementation of quality assurance mechanisms, collaboration with the business sector and implementation of innovative elements in doctoral training developed through previous UZDOC project.</li> <li>b) S2- Raise the capacity of Uzbekistan HEI's in implementing national standards for quality assurance in doctoral education. Integration of new quality assurance measures and mechanisms into the existing system of doctoral education will be done by conducting an exercise in designing a model of a new doctoral programme (T2.6). This innovative exercise has the goal to provide Uzbek partners with hands-on experience on how to build a working joint doctoral programme, raising the quality of doctoral education in Uzbekistan and in the whole process of QA of doctoral education – from the selection of doctoral candidates, to their career development.</li> <li>c) S3 - Increase the capacity of human resources in Uzbekistan HEIs to contribute toward the implementation of the reforms of doctoral education. The two main segments under a) and b) will be complemented with the number of supporting activities:</li> </ul>

- organisation of training for Uzbek supervisors (T2.7), transferable skills training for doctoral candidates (T2.8), and job shadowing events for JDC academic and non-academic staff (T2.9)
- awareness raising activities in the forms of conferences (T2.4) and consultation seminars (T2.5) on the subjects of quality assurance, quality policy issues, and innovative QA elements in doctoral education
- knowledge exchange events (T2.3), fostering debate and promoting the transfer of knowledge and dissemination of good practice among Uzbek partners

d) S4 - improve the collaboration between the academic and business sector and industry in Uzbekistan. Business and industry sector collaboration with the academia will also be an important segment of the UZDOC 2.0 project. The interconnecting factor in linking these two sectors in the UZDOC 2.0 project are the doctoral candidates and their career development planning. Current situation in Uzbekistan does not adequately prepare doctoral candidates for autonomous career outside academia, and does not stimulate entrepreneurial mindset of doctoral candidates. Project will analyse the reasons for the discrepancy between the needs of the business and industry sector and the outputs of the doctoral education in Uzbekistan, and propose how to better prepare doctoral candidates for career in the business and industry sector. This will be achieved by organizing a 2-day round table with representatives from Uzbek business and industry sector (T2.10), creating the *Recommendations on career development and the career planning for doctoral candidates* (T2.11) as main output, and as well by organizing a career development workshop for Uzbek doctoral candidates (T2.12).

**How the partners involved will organise their work:**

WP2 will be led and coordinated by UGR (P3). Due to its size and complexity, WP is divided into smaller sub-packages, with different partners being responsible for each sub-package ("WP task supervisor"). In case a sub-package is led by Uzbek supervisor, European partner will be included to provide support and vice-versa. Each WP task supervisor will communicate the progress of the work to the WP leader.

T2.1 and T2.2 will be supervised by TFI (P6), supported by UNICA (P1)

T2.3 will be supervised by the hosts of the events - POLITO (P2) and ELTE (P5)

T2.4 and T2.5 will be supervised by the host - NamSU (P7)

T2.6 will be supervised by ELTE (P5)

T2.7, T2.8 and T2.9 will be supervised by of ULB (P4)

T2.10, T2.11 and T2.12 will be supervised by POLITO, supported by TKT1 (P8) and SIES (P13).

MHSSERUZ (P9) will provide assistance and expertise for all the activities within this deliverable, while ULCB will be included in all the activities within the WP and provide a platform for discussion, coordination, support and assistance to Uzbek

partners when needed. External subcontracted EHEA experts will also provide expertise when necessary, depending on the tasks.

Associate Partners will contribute to the WP2 with their ideas, suggestions, contacts, comments and by disseminating the results. Business and industry Associated Partners will greatly help the consortium with contact information, speakers and feedback in tasks T2.10, T2.11 and T.12 and will actively participate in carrying out of these tasks.

**Milestones:**

This work package includes four milestones:

M2 - Guidelines for Joint Doctoral Centre created

M3 - Quality assurance consultation seminar held

M4 - Round table with representatives from business sector and industry held

M5 - *Recommendations on career development and career planning for doctoral candidates* developed

**Performance indicators, monitoring and evaluation of the work undertaken**

UGR (P3) will provide monitoring of the work being done within different smaller work packages, and provide assistance if needed. Work package leader for the quality assurance work package – ELTE (P5) - will evaluate the quality of the work undertaken under this work package, while external quality assurance expert will also contribute to the evaluation and provide feedback.

Performance indicators include:

- Joint Doctoral Centre implementation guidelines created
- Creation of Joint Doctoral Centre
  
- Knowledge exchange events organized for at least 60 participants
  
- Organized quality assurance conference (at least 60 participants) and consultation seminar (at least 30 participants)
  
- Exercise in the design of a model of a new joint doctoral programme performed
  
- Workshops performed and at least 40 academic staff and 40 doctoral candidates trained
  
- Job shadowing organized and performed for 7 participants
  
- Recommendations on career planning and career development of doctoral candidates developed
  
- Workshop for career development of doctoral candidates organized for at least 20 participants

	<p><b>Linkages with other work packages and with the overall coordination of the project:</b></p> <p>WP2 is based on the results of the WP1, and is crucial for the successful implementation of WP4. Results achieved within WP2 will be used for exploitation of the project results, while at the same time dissemination of the project results will be based on the task performed within WP2.</p> <p>WP5 is also crucial for the success of the WP2, due to the nature of the work package and its overall complexity. Good communication, management, task distribution and collaboration between consortium will be essential for the success of the WP2. WP3 will be important for the monitoring and evaluation of the work being done in WP2.</p>		
<p><b>Tasks</b></p>	<p>T2.1. Develop Joint Doctoral Centre implementation guidelines</p> <p>T2.2. Launch and maintain Joint Doctoral Centre in Uzbekistan</p> <p>T2.3. Organize and perform knowledge exchange events in Torino and</p> <p>T2.4. Organize and perform QA conference in Uzbekistan</p> <p>T2.5. Organize and perform QA consultation seminar in Uzbekistan</p> <p>T2.6. Perform an exercise in designing a model of new joint doctoral programme</p> <p>T2.7. Organize and perform 1st and 2nd workshop for supervisors</p> <p>T2.8. Organize and perform 1st and 2nd workshop for doctoral candidates</p> <p>T2.9. Organize and perform 1st and 2nd job shadowing event on European partner universities</p> <p>T2.10. Organize and perform round table with representatives from business and industry sector</p> <p>T2.11. Develop Recommendations on career development and career planning for doctoral candidates</p> <p>T2.12. Organize and perform workshop for career development of doctoral candidates</p>		
<p><b>Estimated Start Date (dd-mm-yyyy)</b></p>	<p>01-12-2016</p>	<p><b>Estimated End Date (dd-mm-yyyy)</b></p>	<p>31-10-2019</p>
<p><b>Lead Organisation</b></p>	<p>Due to the different segments and the overall complexity of the work package, different lead organizations had to be selected depending on the content of the task being performed and the particular expertise of the lead organization. Moreover, intention was to include as much possible both Uzbek and European partners in the implementation of the project.</p>		

	The lead organization for the whole work package will be University of Granada (P3), that will coordinate all the activities within the work package.
<b>Participating Organisation</b>	<p>Additionally, the following partners will participate in the work package, as follows:</p> <p>T2.1 and T2.2 will be responsibility of TFI (P6), supported by UNICA (P1)</p> <p>T2.3 will be responsibility of the hosts, POLITO (P2) and ELTE (P5)</p> <p>T2.4 and T2.5 will be responsibility of the host - NamSU (P7)</p> <p>T2.6 will be the responsibility of ELTE (P5)</p> <p>T2.7, T2.8 and T2.9 will be the responsibility of ULB (P4)</p> <p>T2.10, T2.11 and T2.12 will be the responsibility of POLITO, supported by TKTI (P8) and SIES (P13)</p>

### Deliverables/results/outcomes

<b>Expected Deliverable/Results/Outcomes</b>	Work Package and Outcome ref.nr	2.1.	
	Title	<b>Developed Joint Doctoral Centre implementation guidelines</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input type="checkbox"/> Training material	<input type="checkbox"/> Event <input checked="" type="checkbox"/> Report <input type="checkbox"/> Service/Product
	Description	<p>Deliverable 2.1. is based on the preparatory phase of the UZDOC 2.0 project, and will build on the results and findings of deliverable 1.1.</p> <p>Deliverable will be coordinated by TFI (P6) (since the JDC will be started at Tashkent Financial Institute), with the support of WP leader UGR (P3), assisted by MHSSERUZ (P9) and additional EHEA external expert. Design of the guidelines will be joint responsibility of all Uzbek partners, therefore a ULCB will participate in the design process. Work on the Guidelines will start at the 1<sup>st</sup> Consortium meeting and will have an additional coordinating meeting in Brussels in project Month 8, held in between the Kick-off meeting in Tashkent and the 2<sup>nd</sup> Consortium meeting in Namangan. Meeting in Brussels will be organized to present and further arrange and coordinate the making of the JDC guidelines, and also to plan the start of JDC which will is planned for the</p>	

		<p>project Month 10. Participants of the meeting will be TFI (P6), UGR (P3), MHSSERUZ (P9), UNICA (P1) and external expert, with additional members of the consortium present if needed.</p> <p>JDC implementation guidelines will be developed taking into account the specific needs and capacities of each participating HEI, avoiding the “one size fits all” approach. Instead, a careful planning and consultations with the Uzbek partners will take place during the stocktaking meeting in Tashkent and coordinating meeting in Brussels, providing needs analysis and assessment of available capacities (number of doctoral candidates, supervisors, doctoral programmes etc.). Organizing principles and the overall goals of the JDC will be based on the European experience and best practices from European partners, who have the know-how of starting and maintaining such a structure (for example, UGR).</p> <p>Guidelines will contain the proposed information on the:</p> <ul style="list-style-type: none"> <li>- Legal background for establishment;</li> <li>- Roles of the JDC and the benefits from establishing such a structure;</li> <li>- Management structure of the centre and proposed personnel (required skills, experience, number and type of personnel etc.);</li> <li>- Activities and services of the JDC;</li> <li>- Sources of financing and cost analysis;</li> <li>- Possible contribution to the academic – non-academic sectors collaboration;</li> <li>- Proposed steps and methodologies for establishing and integration into Uzbek HE system</li> <li>- European examples and good practices;</li> <li>- Etc.</li> </ul> <p>UZDOC 2.0 project aims to provide a support for structural changes in Uzbek doctoral education, therefore JDC implementation guidelines will serve as a tool for sustainability and exploitation of the project results, as they can be used on any Uzbek HEI wishing to start such a support structure.</p> <p>In the life of UZDOC 2.0 project, guidelines created within this deliverable will be used in the design and implementation of the JDC at TFI (P6), which will be the next phase of the project.</p>
	Due date	September 2017
	Languages	English, Uzbek, Russian

<b>Target groups</b>	<input checked="" type="checkbox"/> Teaching staff <input checked="" type="checkbox"/> Students <input type="checkbox"/> Trainees <input checked="" type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input checked="" type="checkbox"/> Other		
	<p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p> <ul style="list-style-type: none"> <li>- Uzbek policy making bodies and persons (representatives of Cabinet of Ministers, Ministry of Higher and Secondary Specialized Education, State Attestation Committee, Committee for Coordination of Science and Technology Development)</li> <li>- Uzbek HEIs higher management - primarily the rectors, vice-rector for science, deans and vice-deans</li> <li>- Uzbek academic and non-academic staff working in the doctoral education, including the PhD supervisors</li> </ul>		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

<b>Expected Deliverable/Results/Outcomes</b>	Work Package and Outcome ref.nr	2.2.	
	Title	<b>Established Joint Doctoral Centre in Uzbekistan</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Report <input checked="" type="checkbox"/> Service/Product
	Description	<p>Guidelines created in previous deliverable will be used and the implementation steps set in the guidelines will be followed in order to start a Joint Doctoral Centre.</p> <p>Although several support structures for doctoral education were planned in the previous project, the Uzbek system of doctoral education was not on the satisfactory level of readiness and capacity for proper establishment of these structures (human resources, coordination and communication between Uzbek HEIs etc.) Therefore, in</p>	



		<p>order to achieve the necessary critical mass required for successful operation of such support structure, UZDOC 2.0 project will start a single, joint Doctoral Centre, that will operate as a joint support office for all Uzbek partner HEIs, and will be established at the premises of the Tashkent Financial Institute.</p> <p>JDC will be a main center for training and support services, and will act as the main reference point for doctoral candidates and doctoral supervisors for all Uzbek HEIs involved in the project, providing them with the support in the process of doctoral education. This will be achieved through the various project activities in which JDC will participate, thus creating a critical mass of Uzbek doctoral candidates, supervisors and teaching staff, and creating possibilities for easier cooperation with different Uzbek HEIs, business and industry sectors and research centers.</p> <p>JDC will serve as a center for implementation of different project tasks – designing, organization and implementation of training activities, organization and implementation of conference and consultation seminars, creation of project tangible outputs etc.</p> <p>JDC will have the following function within the duration of the project:</p> <ul style="list-style-type: none"> <li>- support to the design of the training programmes for T2.7, T2.8 and T2.12</li> <li>- support in the performing an exercise in the design of the model of joint doctoral programme</li> <li>- participation in the job shadowing events</li> <li>- support in the organization of events during the duration of the project (T2.4, T2.5, T2.10)</li> <li>- participation in the work of ULCB</li> </ul> <p>The rationale is to use the JDC for these task so that the human resources responsible for the operation of the JDC can gain the relevant experience and knowledge by working on the real tasks, therefore “learning by doing” and gaining experience. Because of this, the finalization of the functioning of the JDC will be the official end of the project, although the launch of the JDC will happen in project Month 10. After the project ends, it is expected that a JDC will continue to operate and provide services to the Uzbek HEIs in the area of doctoral education.</p>
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		Establishment of the JDC will be the responsibility of the TFI (P6), supported by the work package leader and ULCB.	
	Due date	October 2019	
	Languages	English, Uzbek, Russian	
<b>Target groups</b>	<input type="checkbox"/> Teaching staff <input type="checkbox"/> Students <input type="checkbox"/> Trainees <input checked="" type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input checked="" type="checkbox"/> Other		
	<p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p> <ul style="list-style-type: none"> <li>- Uzbek policy making bodies and persons (representatives of Cabinet of Ministers, Ministry of Higher and Secondary Specialized Education, State Attestation Committee, Committee for Coordination of Science and Technology Development)</li> <li>- Uzbek HEIs higher management - primarily the rectors, vice-rector for science, deans and vice-deans</li> <li>- Uzbek academic and non-academic staff working in the doctoral education, including the PhD supervisors</li> </ul>		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

<b>Expected Deliverable/Results/ Outcomes</b>	Work Package and Outcome ref.nr	2.3.	
	Title	<b>Shared best practices between European and Uzbek partners on doctoral education</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Report <input type="checkbox"/> Service/Product
	Description	This deliverable will be based on the two 1-day knowledge sharing events organized by POLITO (P2) and ELTE (P5).	

		<p>Events will be organized during the consortium meetings in order to assure budget effectiveness.</p> <p>Both events will introduce the Uzbek partners to the doctoral education systems at University of Torino and Eötvös Loránd University, providing them with the insights into the structure, organization, know-how, best practices, initiatives undertaken, and experience of the stakeholders in doctoral education on those institutions. Speakers from the host organizations will be invited.</p> <p>Knowledge sharing event at POLITO (P2) will focus mostly on the modalities of collaboration with the industry and business sector, since they have the most experience in this area among the consortium members. Speakers from the POLITO and cooperating organizations from the business and industry sector will be invited to share their experience and knowledge to the Uzbek partners on this knowledge sharing events.</p> <p>Knowledge sharing event at ELTE (P5) will focus on the issues of quality of doctoral education and the organization of doctoral school, sharing their experience and advice to the Uzbek partners.</p> <p>Organization of the events will be the responsibility of the hosts, coordinated by the WP leader UGR (P3).</p>
	Due date	April 2018, April 2019
	Languages	English, Uzbek, Russian
<b>Target groups</b>	<input checked="" type="checkbox"/> Teaching staff <input type="checkbox"/> Students <input type="checkbox"/> Trainees <input type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input checked="" type="checkbox"/> Other	
	<p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p> <p>Consortium members and members of Joint Doctoral Centre</p>	

<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty	<input checked="" type="checkbox"/> Local	<input checked="" type="checkbox"/> National
	<input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Regional	<input checked="" type="checkbox"/> International

<b>Expected Deliverable/Results/ Outcomes</b>	Work Package and Outcome ref.nr	2.4.	
	Title	<b>Raised awareness on quality assurance in doctoral education in Uzbekistan</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Report <input type="checkbox"/> Service/Product
	Description	<p>Deliverable will be based on the:</p> <p>a) 2-day consultation seminar with Uzbek project partners, HE stakeholders and top management of Uzbek HEIs will be held in Namangan during project Month 11, hosting at least 50 participants. The goal is to have an exchange of opinions and present best practices between European partners and Uzbekistan stakeholders on the best approaches in implementation of new methods and tools for quality assurance in Uzbek system of doctoral education (for example admission procedures, monitoring and tracking procedures, use of information systems, supervision teams etc.).</p> <p>Project will propose the content, methodology and implementation steps in order to conduct an exercise in the designing a model of the new joint doctoral programme, which will be presented and discussed during the consultation seminar with the Uzbek stakeholders, in order to receive their feedback and intervene in the work plan accordingly.</p> <p>Results of the consultation seminar will be used in the following project deliverable (D2.5). A summary report on the round table discussions will be available on the project website.</p>	

		<p>b) 2-day conference on the topic of quality assurance in doctoral education which will be held in Namangan in Uzbekistan during the project Month 11, after the consultation seminar, and will host at least 60 participants. The conference will be aimed at the Uzbek higher management at HEIs, academic and non-academic staff working at Uzbek HEIs and doctoral candidates, but will also invite the representatives from business and industry sector. Conference will be used to discuss the topics of quality assurance in doctoral education (such are the institutional involvement, responsibility and accountability in doctoral education, research capacity and integrity, and the role of supporting structures for the doctoral education).</p> <p>Conference will be used to transfer knowledge and best practices in the area of quality assurance and quality culture to the Uzbek partners and stakeholders. Both speakers from Europe (using consortium resources or external) and Uzbekistan will participate in the conference, contributing to the projects' policy initiatives for introduction of new approaches and tools in the existing organisation of doctoral education and doctoral programmes (or similar existing structure), and their regulations.</p> <p>All project partners will contribute, and the relevant Uzbek HE stakeholders, Uzbek Higher Education Reforms Experts and doctoral candidates will be invited to attend the conference and discuss the topic of quality assurance in doctoral education. Members of the newly established JDC will contribute in the event, and will be involved in the organization of the conference, while NamSU (P7) will be responsible for overall coordination of the events – selecting and inviting participants, providing Uzbek speakers, designing the agenda etc.</p>
	Due date	October 2017
	Languages	English, Uzbek, Russian
<b>Target groups</b>	<input checked="" type="checkbox"/> Teaching staff <input checked="" type="checkbox"/> Students <input type="checkbox"/> Trainees <input checked="" type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians	

	<input checked="" type="checkbox"/> Other <i>If you selected 'Other', please identify these target groups.</i> <i>(Max. 250 characters)</i> <ul style="list-style-type: none"> <li>- Uzbek policy making bodies and persons (representatives of Cabinet of Ministers, Ministry of Higher and Secondary Specialized Education, State Attestation Committee, Committee for Coordination of Science and Technology Development)</li> <li>- Uzbek HEIs higher management - primarily the rectors, vice-rector for science, deans and vice-deans</li> <li>- Uzbek academic and non-academic staff working in the doctoral education, including the PhD supervisors</li> </ul>		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

	Work Package and Outcome ref.nr	2.5.	
	Title	<b>Performed exercise in designing a model of a new joint doctoral programme</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input type="checkbox"/> Training material	<input type="checkbox"/> Event <input type="checkbox"/> Report <input checked="" type="checkbox"/> Service/Product
<b>Expected Deliverable/Results/ Outcomes</b>	Description	<p>A goal of this deliverable is to put into practice the new approaches and tools for assuring the quality of doctoral education in Uzbekistan (results achieved during the previous project) by performing an exercise in designing a model of a new, joint doctoral programme. This simulation of a joint doctoral programme will include all Uzbek HEI project partners as partner institutions in its curriculum.</p> <p>Exercise will have the following elements:</p> <ul style="list-style-type: none"> <li>- defining the scientific area of the joint doctoral programme</li> <li>- development of the structure and content of the new joint programme, including both scientific and pedagogical components;</li> <li>- development of the joint agreement between participating HEIs, defining roles and responsibilities of the partners in the implementation joint doctoral programme;</li> </ul>	

		<ul style="list-style-type: none"> <li>- defining enrolment and selection criteria for doctoral candidates, together with monitoring mechanisms and evaluations of progress;</li> <li>. development of support services for doctoral candidates and its integration in the curriculum (transferable skills, career development, support for mobility etc.);</li> <li>- development of support services for staff – training for supervisors;</li> <li>- quality assurance elements of the programme;</li> <li>- cooperation with the business and industry sector, since it is expected that the new programme will be collaborative in nature;</li> <li>- additional elements, if necessary</li> </ul> <p>All Uzbek partner HEIs will be involved in the design of the joint doctoral programme. This will provide a valuable opportunity for Uzbek partners to cooperate together on a specific goal, and improving their know-how on collaborative projects. The exercise will be coordinated by ELTE (P5), with the support of UGR (P3) and ULCB. During the quality assurance consultation seminar (project Month 10), division of tasks among Uzbek consortium members will be decided by UGR and the workload for the completing the task will be set. All Uzbek project participants will contribute to the different elements of the exercise.</p> <p>Members of the newly established JDC will participate in the activity, further developing their skills and expertise in the area of doctoral education and learning how to create a new doctoral programme.</p> <p>Fine-tuning and adjustments of the programme developed through exercise will take place during the consortium meetings and the ULCB meetings in Uzbekistan. The draft of the programme will be made available on the web pages of the project, so every project partner will have an open access to it for comments, modification and suggestions.</p> <p>Deliverable is expected to be finished by the end of the project, and will be presented as part of the Final event in Month 35.</p>
	Due date	October 2019
	Languages	English, Uzbek, Russian
<b>Target groups</b>	<input checked="" type="checkbox"/> Teaching staff	

	<input checked="" type="checkbox"/> Students <input type="checkbox"/> Trainees <input checked="" type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input checked="" type="checkbox"/> Other		
	<p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p> <ul style="list-style-type: none"> <li>- Uzbek policy making bodies and persons (representatives of Cabinet of Ministers, Ministry of Higher and Secondary Specialized Education, State Attestation Committee, Committee for Coordination of Science and Technology Development)</li> <li>- Uzbek HEIs higher management - primarily the rectors, vice-rector for science, deans and vice-deans</li> <li>- Uzbek academic and non-academic staff working in the doctoral education, including the PhD supervisors</li> </ul>		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

<b>Expected Deliverable/Results/ Outcomes</b>	Work Package and Outcome ref.nr	2.6.	
	Title	<b>Developed and performed trainings for supervisors and doctoral candidates</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input checked="" type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Report <input type="checkbox"/> Service/Product
	Description	<p>The deliverable is based on the development of skills, sharing knowledge, transfer of relevant experiences, best practices and innovative methods used in the European systems of doctoral education to the project target groups - Uzbek academic staff (mainly PhD supervisors), doctoral candidates and administrators working in doctoral education sector (members of the JDC) - and assisting them</p>	



		<p>to achieve the right level of expertise necessary for carrying out the reforms of the Uzbek doctoral system.</p> <p>Main assumption in achieving this objective is the following: reform of the higher education system is based not only on introduction of new structures, approaches and tools, but also on changing the mind-set of the key stakeholders and staff working in this sector of education. People are the real motor of change in the higher education system and without the change in people and their mind-set, there can be no real progress and the reforms of the system. This is especially true for the area of quality assurance.</p> <p>This deliverable presents a unifying element of the project proposal, aiming to provide firm background for the majority of activities included the project. Activities within this objective will be implemented simultaneously with most other objectives and activities, complementing them and creating positive synergies with the other project activities in the process of reform of Uzbek doctoral education.</p> <p>Activities falling under this objective will be in the form of:</p> <p><b>a) Training activities for supervisors</b> – two 2-day workshops for doctoral supervisors</p> <p>Two workshops will be organized in Namangan (project Month 11) and Tashkent (project Month 23) each lasting two days. The composition of the participating group of the supervisors will be determined by the consortium, respecting the size and capacity of Uzbek partner institutions. Total number of the participants for each workshop will not exceed 20 participants, since the workshop will have interactive character, which limits the potential number of people involved.</p> <p>Preliminary themes for workshop are:</p> <ul style="list-style-type: none"> <li>• European trends in the professionalization of supervision</li> <li>• Benefits of institutional support for supervisors</li> <li>• Selection of candidates</li> <li>• Making clear expectations and demands</li> <li>• Supporting the candidate in making the research plan</li> <li>• Importance of structuring the trajectory of doctoral candidates</li> </ul>
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		<ul style="list-style-type: none"> <li>• Face to face communication with the candidate - meetings, conversations and feedback</li> <li>• The relationship between supervisor and the candidate</li> <li>• Planning and evaluation of candidates' progress</li> <li>• Etc.</li> </ul> <p><b>b) Training activities for doctoral candidates - transferable skills training</b></p> <p>Two workshops will be organized in Namangan (project Month 11) and Tashkent (project Month 23), each workshop lasting for two days. The composition of the participating group of doctoral candidates will be determined by the consortium, respecting the size and capacity of Uzbek partner institutions. Each institution will be represented but with the different number of candidates. Total number of the participants for each workshop will not exceed 20 participants, since the workshop will have interactive character, which limits the potential number of people involved. Goal of the workshops is to introduce the Uzbek doctoral candidates to the system of support services common on European HEIs, focusing on the personal and professional development of the doctoral candidates and providing support to their research activities.</p> <p>Preliminary themes for the workshop are:</p> <ul style="list-style-type: none"> <li>• Introduction and benefits of transferable skills development during the doctoral education</li> <li>• European trends in the additional skills development</li> <li>• Scientific writing for doctoral candidates and online databases</li> <li>• Research ethics and integrity in research</li> <li>• Project proposal writing</li> <li>• Exploitation of research results</li> <li>• Interpersonal skills and team work</li> <li>• Entrepreneurial mind set</li> <li>• Creativity</li> <li>• Etc.</li> </ul> <p>Organization of all the workshops within this deliverable and designing the training programmes will be responsibility of the ULB (P4), with the support of the newly formed Joint Doctoral Centre, meaning that the selection, notification, dissemination and logistics of the events under this</p>
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		<p>deliverable will be the task and responsibility of the administrative personnel working in the JDC. Members of the newly established JDC will also participate in the design of the training, working together with ULB (P4), further developing their skills and expertise in the area. This will present a form of learning-through-doing approach to the training of staff, while European partners and work package leader responsible for this part of the WP2 will provide coordination, support and advice in the implementation of the activity.</p> <p>The selection of the participants for all the workshops will be based on the criteria developed by the consortium and confirmed during the kick-off meeting. The criteria will take into account the potential of the participants to create multiplier effects, disseminate the results and act as further initiators of the reforms and exploitability of the project results on institutional and national level.</p> <p>All trainings will be in English language, adding to the language improvement of Uzbek participants. Trainers from Europe will be invited to give the workshops, using either consortium own resources, or, if needed, external experts will be selected and subcontracted, due to the high level of pedagogical complexity and expertise required for such training. Wherever possible, the project will use its own resources to provide trainers and achieve budget effectiveness.</p>
	Due date	October 2017, October 2018
	Languages	English, Uzbek, Russian
<b>Target groups</b>	<input checked="" type="checkbox"/> Teaching staff <input checked="" type="checkbox"/> Students <input type="checkbox"/> Trainees <input checked="" type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input checked="" type="checkbox"/> Other	
	<p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p>	

	PhD supervisors		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

<b>Expected Deliverable/Results/ Outcomes</b>	Work Package and Outcome ref.nr	2.7.	
	Title	<b>Developed and performed job shadowing events on European partner universities</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input checked="" type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Report <input type="checkbox"/> Service/Product
	Description	<p>The two 5-days job shadowing events are of special importance for this Europe-Uzbekistan cooperation, and will contribute greatly to the improving the human capacity of Uzbek partner institutions. With well-defined and well-prepared job shadowing, the learning process and the exchange of experience and practice goes much deeper and in depth, and facilitate future cooperation between the actors and institutions involved. This will be mutually beneficial as the exchange of experiences and learning from both sides can increase cooperation between different higher education partners from Europe and Uzbekistan and promote intercultural understanding and people to people contact.</p> <p>Consortium will make a clear definition of job shadowing places and profiles of candidates participating in the events. Total of seven Uzbek administrative persons working in the area of doctoral education in each Uzbek partner HEI and participating in the activities of JDC will enhance their professional development experience through participation in two job shadowing events, one in Torino (project Month 9) and one in Granada (project Month 21). The specific positions for job shadowing events will be determined together with the Uzbek partners during the first consortium meeting and coordinated by ULB (P4) who will be responsible for this deliverable.</p> <p>The selection procedures will be clearly specified in a job shadowing selection procedure and be agreed by all</p>	

		<p>partners during the stocktaking meeting in project Month 2. By matching the profiles of candidates and the job shadowing positions, the effect of job shadowing will be maximized.</p> <p>Intention is to offer the possibility of job shadowing to the persons responsible for the functioning of the newly established JDC, allowing them to:</p> <ul style="list-style-type: none"> <li>• gain insight into the roles and responsibilities of other colleagues working on European institutions in the area of doctoral education;</li> <li>• see the bigger picture and understand more about doctoral education in Europe, and the latest developments in the area;</li> <li>• reflect and learn from others, and apply this knowledge on their home institution;</li> <li>• view processes they are involved in from a different angle, and gain solutions to the challenges at home institutions;</li> <li>• network with colleagues from different areas and create opportunities for further cooperation.</li> </ul> <p>Job shadowing events will last for 5 working days, and the job shadowing reports made by the participants will be published digitally online on project internal website (partner area). Furthermore, experience of the participants will be used in the day-to-day operations of the JDC and will be used in the organization of UZDOC 2.0 project activities (for example, organization of training activities for supervisors and doctoral candidates, participation in the exercise of designing a model of the new joint doctoral programmes where new knowledge from job shadowing could be applied, etc.).</p> <p>Design of the programme for job shadowing events and the implementation of the job shadowing events will be coordinated by ULB (P4), with the support of two hosts – POLITO (P2) and UGR (P3).</p>
	Due date	August 2017, August 2018
	Languages	English, Uzbek, Russian
<b>Target groups</b>	<input type="checkbox"/> Teaching staff <input type="checkbox"/> Students <input type="checkbox"/> Trainees <input checked="" type="checkbox"/> Administrative staff	

	<input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input type="checkbox"/> Other		
	<i>If you selected 'Other', please identify these target groups.</i> (Max. 250 characters)		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

	Work Package and Outcome ref.nr	2.8.	
	Title	<b>Raised awareness on the need of career development and career planning for doctoral candidates</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input checked="" type="checkbox"/> Report <input type="checkbox"/> Service/Product
<b>Expected Deliverable/Results/ Outcomes</b>	Description	Deliverable has the goal to establish better connection, communication and cooperation between Uzbek academia and business and industry sector, and to include these sectors into area of doctoral education through the process of career planning of doctoral candidates.  A deliverable will start with one networking event – round table - held in Tashkent in project Month 23 in Uzbekistan, with Uzbek HE stakeholders and representatives from the business and industry sector participating in the event (at least 30 participants). During the round table, benefits to the business and industry sector from employing a doctorate holder will be presented and discussed with the participants of the event. Speakers from both Europe and Uzbekistan (academic and business sector) will be invited, and the real-life experience and success stories will be shared during the event. Participation of external expert is planned. Participants from the Uzbek business and industry sector – potential employers of doctoral candidates – will give their opinion on the value of employing doctorate holders and will discuss their view on the most important skills that a doctorate holder should have in order to work in a business sector.	

		<p>Second phase of the deliverable will consist of two surveys.</p> <p>First survey will be created in order to identify Uzbek employers' expectations from doctorate holders and to gain an insight into their requirements for professional and personal competences of doctorate holders. Within this activity, employers' perceptions and attitudes on employing people with a doctorate degree will be analysed and more detailed information on how newly-qualified doctorate holders are viewed by non-academic employers will be collected. Questionnaire will be distributed to the Uzbek private companies that are employing or have the potential to employ doctorate holders, reached by using the established contacts and help of Associated Partners (AP1, AP2 and AP3) and the Ministry of Higher and Secondary Specialized Education. The data will be presented and discussed during the 5<sup>th</sup> consortium meeting in Budapest.</p> <p>Second survey will be created in order to analyze current level of transferable skills of Uzbek doctorate candidates, preparedness to work outside academic sector, and their understanding of the importance of developing these skills. Survey will be distributed to doctoral candidates on all Uzbek partner HEIs (at least 200 doctoral candidates), with the goal to also reach the candidates outside the consortium. Assistance of Ministry and Associate Partners (AP1, AP2 and AP3) will be crucial in this phase. The data will be presented and discussed during the 5<sup>th</sup> consortium meeting in Budapest.</p> <p>Using the result of the round table and the two surveys, the consortium will create <i>Recommendations on the career development and career planning for doctoral candidates in Uzbekistan</i>, which will include:</p> <ul style="list-style-type: none"> <li>- Opinions and views of the business and industry sector on the need for highly skilled workers – doctorate holders</li> <li>- Satisfaction with the scope of current professional and personal competences training received during doctoral education;</li> <li>- Views of Uzbek doctoral candidates on their level of transferable skills and preparedness to continue career outside academia;</li> <li>- How important are professional and personal competences to the doctoral students in their career development;</li> <li>- Benefit analysis regarding employing doctorate holders as opposed to an undergraduate;</li> <li>- Recommendations on which professional and personal competences should be developed during</li> </ul>
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		<p>the doctoral education and recommended means for achieving this goal;</p> <ul style="list-style-type: none"> <li>- Recommendations on how to include business and industry sector in training and career development of doctoral candidates, using the experience from Europe.</li> </ul> <p>The two surveys and <i>Recommendations</i> will be developed and implemented during the 12 project months, under the lead of POLITICO (P2) and supported by SIES (P13) and TKTI (P8). Members of the newly established JDC will participate in the making of the <i>Recommendations</i>, further developing their skills and expertise, while ULCB will also contribute in the design of the document.</p> <p>We expect to rely on consortium own resources and expertise for accomplishing the goals of this deliverable, but in case a special expertise is needed, we will turn to subcontracting.</p> <p>The <i>Recommendations</i> will be used for achieving the following project activity, design of the career development workshop for Uzbek doctoral candidates.</p>
	Due date	September 2019
	Languages	English, Uzbek, Russian
<p><b>Target groups</b></p>	<p> <input type="checkbox"/> Teaching staff  <input checked="" type="checkbox"/> Students  <input type="checkbox"/> Trainees  <input type="checkbox"/> Administrative staff  <input type="checkbox"/> Technical staff  <input type="checkbox"/> Librarians  <input checked="" type="checkbox"/> Other </p> <p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p> <ul style="list-style-type: none"> <li>- Uzbekistan business and industry sector</li> <li>- Uzbek policy making bodies and persons (representatives of Cabinet of Ministers, Ministry of Higher and Secondary Specialized Education, State Attestation Committee, Committee for Coordination of Science and Technology Development)</li> <li>- Uzbek HEIs higher management - primarily the rectors, vice-rector for science, deans and vice-deans</li> </ul>	



	- Uzbek academic and non-academic staff working in the doctoral education, including the PhD supervisors		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International

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<b>Expected Deliverable/Results/ Outcomes</b>	Work Package and Outcome ref.nr	2.9.	
	Title	<b>Developed and performed training for career development of doctoral candidates</b>	
	Type	<input type="checkbox"/> Teaching material <input type="checkbox"/> Learning material <input checked="" type="checkbox"/> Training material	<input checked="" type="checkbox"/> Event <input type="checkbox"/> Report <input type="checkbox"/> Service/Product
	Description	<p>Deliverable will be based on the results of the previous deliverable (D2.7.) and the <i>Recommendations</i> developed by the consortium.</p> <p>Depending on the results of D2.7, content of the 2-day training workshop will be developed by the consortium and lead by POLITO, supported by SIES (P13) and TKTI (P8). Members of the newly established JDC will participate in the design of the training. Both internal (consortium) and external trainers/expert from both public and private sectors will be invited to participate in the training, complementing the offer of expertise for the training. The consortium may draw upon expertise from external experts from organisations that have expertise on training skills for career development of doctoral candidates. The selection of internal and external experts will be decided carefully based on the needs of the training session and the specific expertise of the experts.</p> <p>Workshop will be held in Nukus in project Month 35. It will be organized for at least 20 participants from all Uzbek partner HEI. The composition of the participating group will be determined by the consortium, respecting the size and capacity of Uzbek partner institutions. Total number of the participants for each workshop will not exceed 20 participants, since the workshop will have interactive character, which limits the potential number of people involved.</p>	

		<p>Preliminary topics of the workshop (subject to change according to D2.7):</p> <ul style="list-style-type: none"> <li>- Identifying Career Potential</li> <li>- Application Training</li> <li>- Entrepreneurship</li> <li>- Networking</li> <li>- Effective use of Social Media for Scientists</li> <li>- Developing your business idea</li> <li>- Start-ups and commercialisation</li> <li>- Etc.</li> </ul> <p>The organization of the training within this deliverable will be responsibility of the newly formed Joint Doctoral Centre, and they will conduct selection, registration and hosting of the participants and trainers for the event.</p>	
	Due date	October 2019	
	Languages	English, Uzbek, Russian	
<b>Target groups</b>	<input type="checkbox"/> Teaching staff <input checked="" type="checkbox"/> Students <input type="checkbox"/> Trainees <input type="checkbox"/> Administrative staff <input type="checkbox"/> Technical staff <input type="checkbox"/> Librarians <input type="checkbox"/> Other		
	<p><i>If you selected 'Other', please identify these target groups.</i></p> <p><i>(Max. 250 characters)</i></p>		
<b>Dissemination level</b>	<input checked="" type="checkbox"/> Department / Faculty <input checked="" type="checkbox"/> Institution	<input checked="" type="checkbox"/> Local <input type="checkbox"/> Regional	<input checked="" type="checkbox"/> National <input checked="" type="checkbox"/> International