

Erasmus +  
MARDS  
**Reforming doctoral studies  
in Montenegro and Albania**

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# Importance and establishment of partnership:

## Doctoral candidate - Mentor(s) - University

dr. Damijan Mumel

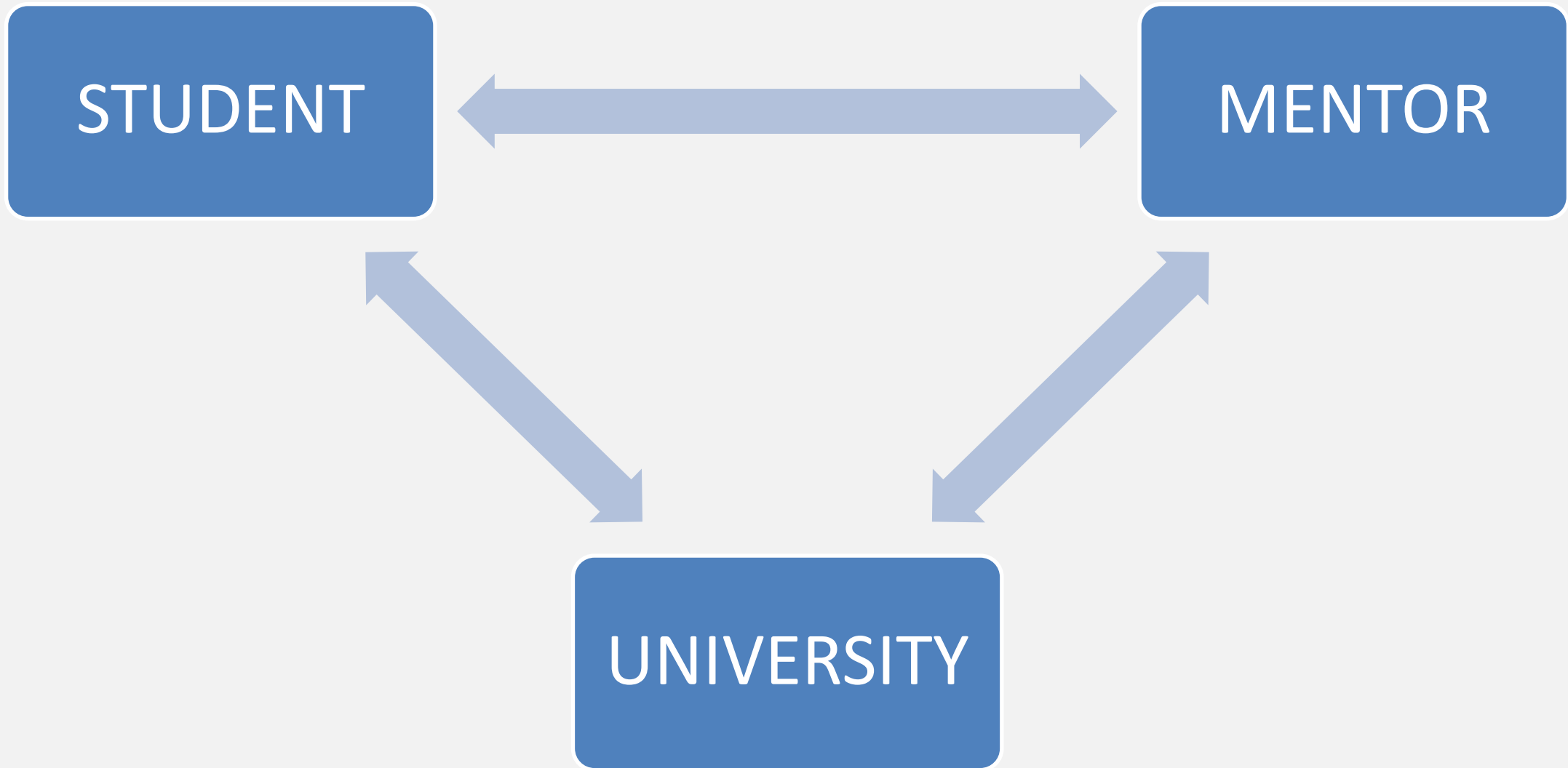
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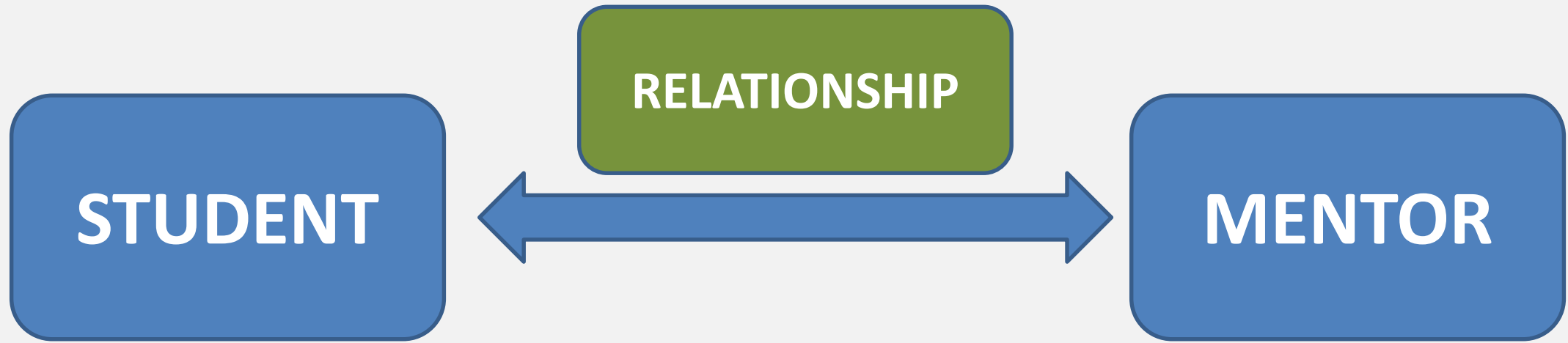
University of Maribor

Faculty of Economics and Business

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FORMAL

INFORMAL

QUALITY

QUANTITY

**STUDENT**

**RELATIONSHIP**

**MENTOR**

**MOTIVATION**

**MOTIVATION**

**RESPONSIBILITY**

**RESPONSIBILITY**

**STUDENT**

**MENTOR**



**EXPECTATIONS**

**EXPECTATIONS**



**PERCEPTIONS**

**PERCEPTIONS**

**SATISFACTION**

**SATISFACTION**

**STUDENT**

**MENTOR**



**EXPECTATIONS**

**PART TIME vs FUL TIME presence**

**CULTURE - students/mentors from other countries**

**FIELD OF SCIENCE**

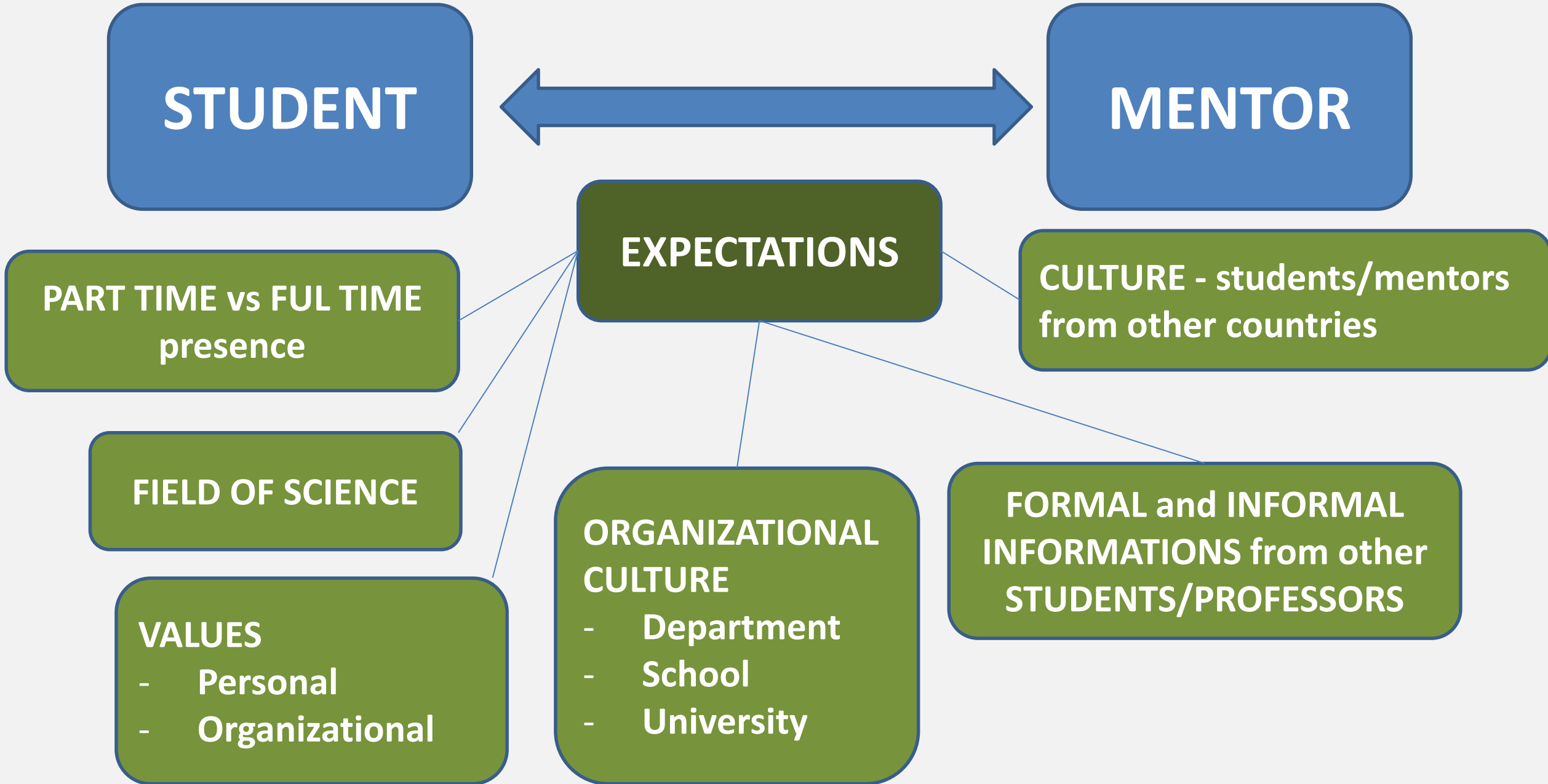
**FORMAL and INFORMAL INFORMATIONS from other STUDENTS/PROFESSORS**

**VALUES**

- Personal
- Organizational

**ORGANIZATIONAL CULTURE**

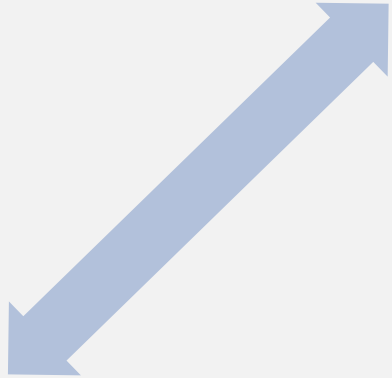
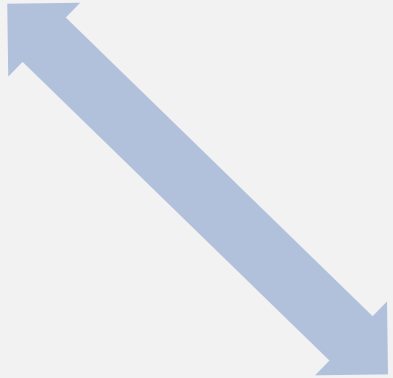
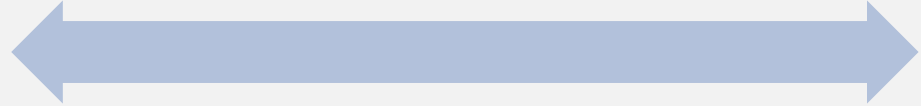
- Department
- School
- University



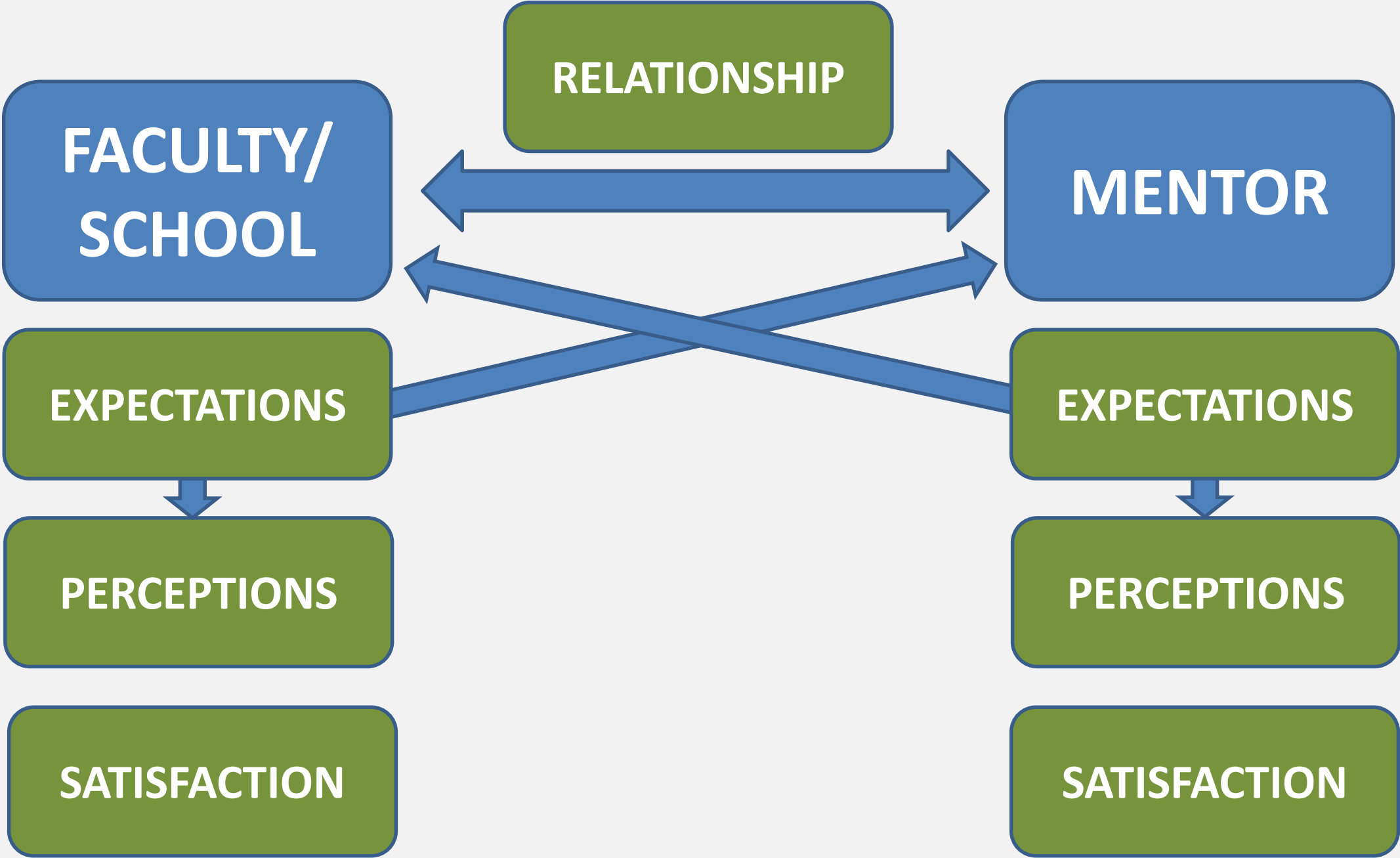
STUDENT

MENTOR

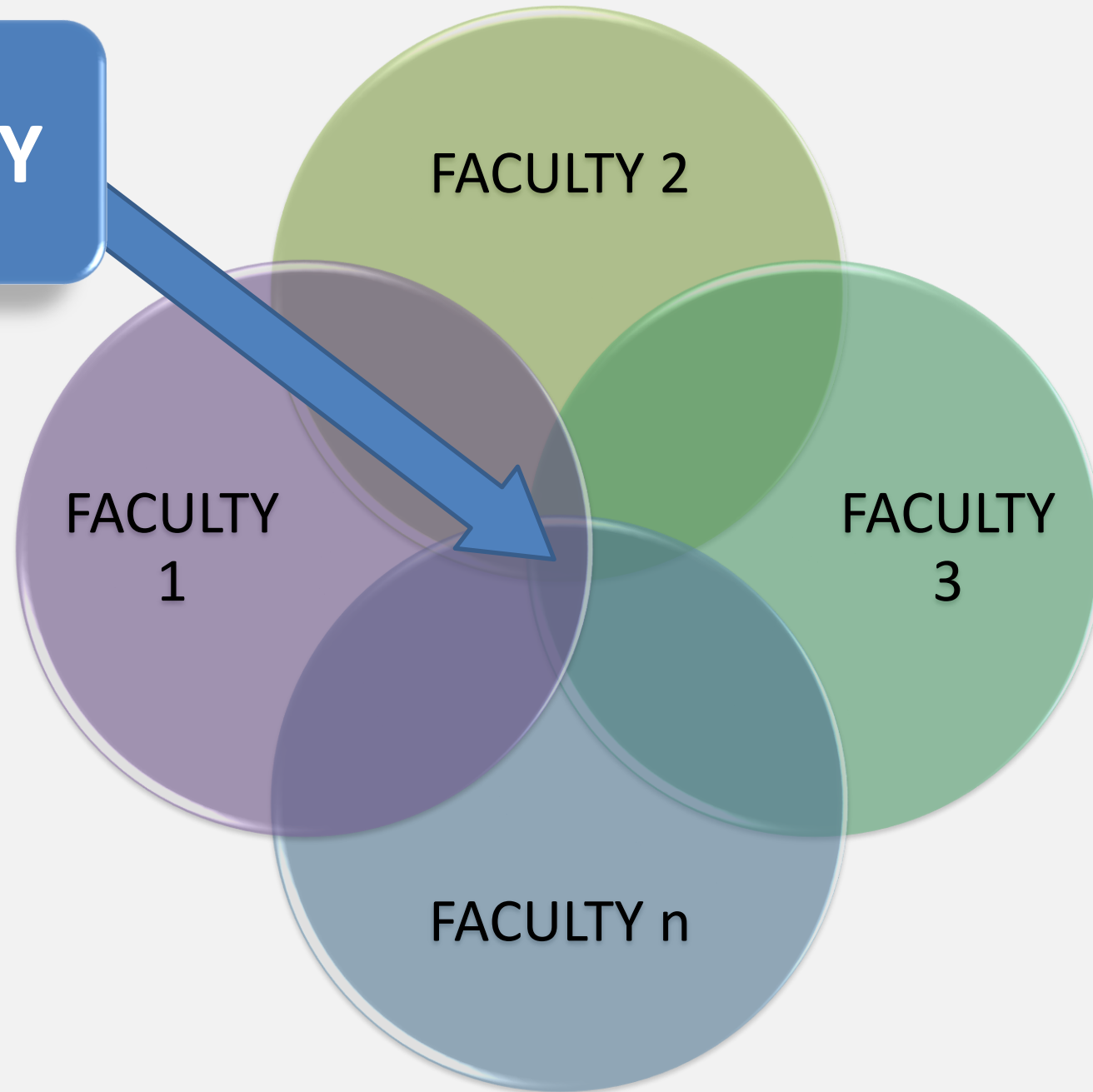
FACULTY







**UNIVERSITY**



**MENTOR**

**INTER/PERSONAL LEVEL**

## **Keys to Successful Mentoring Relationships (Teresa Byington)**

**Key #1: Develop a Relationship of Trust**

**Key #2: Define Roles and Responsibilities**

**Key #3: Establish Short and Long Term Goals**

**Key #4: Collaborate to Solve Problems**

**FACULTY**

**ORGANIZATIONAL LEVEL**

**Possible solutions for Successful Mentoring proces**

**Guidelines**

**Standards**

**Written rules**

**Contracts**

**Examples of good practce**

**Mentoring young mentors**

**...**

**UNIVERSITY**

**ORGANIZATIONAL / UNIVERSITY LEVEL**

**Possible solutions for Successful Mentoring proces**

**MINIMAL standards**

**Mentoring young mentors**

**Written rules / regulations**

**Contracts**

**School for mentors**

**Examples of good practce**

**Measuring + feedback**

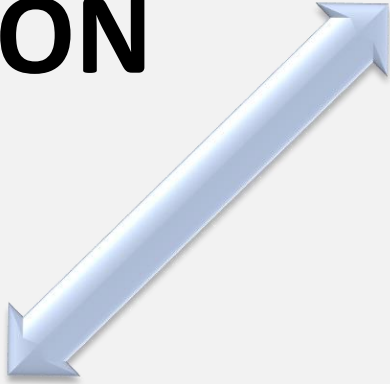
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STUDENT

MENTOR

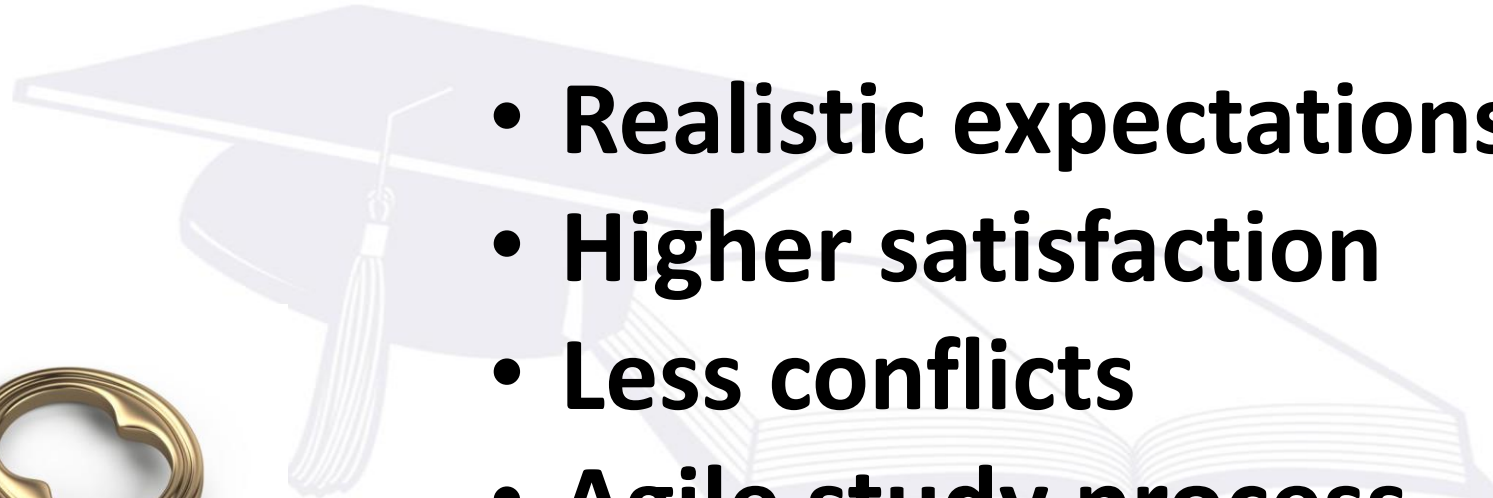


**SATISFACTION**  
**???**



FACULTY

# BENEFITS



- **Realistic expectations**
- **Higher satisfaction**
- **Less conflicts**
- **Agile study process**
- **Less stress**
- **...**



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Kick-off Meeting, Montenegro, February 2019



# Q & A



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