

## **Strategies for attracting young staff in scientific-research activity of Avrasya Batumi International University LLC and engaging them in the research**

Avrasya Batumi International University LLC cares for continuous development of scientific potential. For this purpose, it's of utmost importance to attract, train and maintain young staff in academic and scientific sectors. Scientific and technological development of the country is impossible without the growth of potential and opportunities of scientists, younger generations. Correspondingly, the aim of ABU is to encourage young researchers and actively engage them in scientific research. Facilitating the implementation of scientific research is a necessary precondition for integrating young researchers into international scientific society and to get closer to the Euro-American system and internationally recognized Western standards.

Avrasya Batumi International University LLC developed strategies for attracting young people and engaging them in research activities.

Grant competitions are set for attracting young staff, the competition conditions of which are approved by the Academic Council, while the grant financial resources are allocated from the university's total budget.

Grant competitions imposed by the ABU:

### **1. Open Grant Competition "Young Scientists" (2019-2022)**

**Grant Project objectives:** Identifying and encouraging talented, young scientists on the basis of open competition, by funding individual research projects. PhD students and postgraduates are able to present innovative, scientific-research projects in every direction of science. The duration of the project might be 6 months.

**Conditions of competition and assessment:** Open competition. The presented projects will be evaluated by the independent experts in accordance with the pre-established criteria. Participation of the international collaborator as a consultant in the project is necessary.

**Expected results:** Revealing talented young scientist, his/her material support and encouragement for implementing the innovative, research project, which will, in turn, promote the development of the young generation of researchers and increase the scientific potential of the country.

#### **Assessment criteria for performance results:**

- Funded young scientist;
- Scientific publication(s) published in the framework of the project on behalf of ABU;
- Presentation of the research project results on the international events (seminars, conferences) on behalf of ABU;

- Perspective of creating a new cooperative project as a result of the implementation of the project.

## 2. Open Competition "Scientific-Research Internship for Young Scientists Abroad" (2019-2022)

**Grant Project objectives:** Funding of scientific-research internships of young scientists in foreign research organizations and universities; Young researchers involved in the program will be given the opportunity to undergo an internship for 2 to 3 months in the leading international research centers, institutes, and universities, which will contribute to their professional growth and development of the skills of the scientist and researcher, sharing experience of international research organizations, integration with the international scientific community and setting perspectives for future cooperation.

**Conditions of competition and assessment:** Open competition. The presented projects will be evaluated by the independent experts in accordance with the pre-established criteria.

**Expected results:** Raising the qualification of young scientist; Assistance in the entry of a young scientist into the international scientific sphere and integration into the international scientific network on behalf of the ABU. Promote participation in the joint research projects in the future on behalf of ABU.

### **Assessment criteria for performance results:**

- Funded young scientist;
- The number of scientific publication(s) published in the framework of the project on behalf of ABU;
- Presentation of the research project results on the international events (seminars, conferences) on behalf of ABU;
- Creation of new collaborative network/groups/projects as a result of the implementation of the project on behalf of ABU.

## 3. Open Competition "Promote Research for Masters Programs" (2019-2022)

**Grant Project objectives:** Promote raising the academic level of students enrolled in Master's program, their involvement in scientific research and development of research skills, improve the University's scientific-research potential, integration, and strengthening of the research in the learning process, development of interdisciplinary research and problem-oriented teaching.

One semester research projects will be financed. It is desirable to incorporate in the project the elements of popularization of science, also, presenting the goals of the learning-research project and expected results to the high school graduate pupils and promote their involvement in solving the problems identified by the research.

**Conditions of competition and assessment:**

Open competition. The presented projects will be evaluated by the independent experts in accordance with the pre-established criteria. Workgroups consisting of Master's students from the partner universities can participate in the project. It is desirable to involve young researchers in research projects, as well as the participation of scientists from international research universities as consultants.

**Expected results:** Strengthening research component in Masters programs and approximation of academic degree to international standards; Development of research skills of master students; Cooperation with the International Scientific Network; Initiation of collaborative projects between universities; Implementation of interdisciplinary research, focused on the problem/topic, and corresponding to the international standards;

**Assessment criteria for performance results:**

- Funded Master's Research Projects;
- Number of involved Master's students;
- Number of involved PhD students;
- The number of foreign collaborators / consultants;
- The interdisciplinary research, focused on the problem/topic, and corresponding to the international standards;
- Publications published as a result of research;
- Presentation of research results on the international scientific events.