



## **Action Plan for Enhancing Research Output and Impact (2024-2028) Center of Biosciences (CBs), Slovak Academy of Sciences**

### **Performance Assessment and Benchmarking:**

- Conduct a comprehensive review of the current publication performance, including the number of papers published in top-tier journals and citation metrics.
- Evaluate scientific teams to assess their strengths, collaborative effectiveness, and research impact, ensuring alignment with strategic goals.
- Identify institutions within the Slovak Academy of Sciences with notable publication records and high ranking in the Regular Evaluation of SAS Research Institutes, and analyze their strategies.

### **Strategic Objectives and Actions:**

#### Objective 1: Increase publication quality

- Identify top target journals for each research project.
- Aim to achieve more than 9 institutional publications annually in top-decile journals.
- Provide ongoing support for training researchers to enhance writing and publication skills.
- Foster collaboration with leading researchers to increase visibility and impact of publications.
- Establish cross-functional teams focused on specific research themes with potential for multidisciplinary outputs, high citations, and relevance in the bioscience community, aligning with the scopes of high-impact journals.
- Establish a fund for participation in covering publication fees in high-impact journals (e.g. by Performance-based contracts provided by SAS).

#### Objective 2: Team structure optimization

- Regularly assess team composition/structure and roles to ensure alignment with emerging research priorities and maximize team effectiveness.
- Encourage collaboration between junior and senior researchers to support mentorship and knowledge sharing within teams.
- Maintain a high level of doctoral and undergraduate student engagement in research by supporting their integration into existing teams.
- Submit (CBs) joint grant proposals to leverage the combined expertise of the CBs.

#### Objective 3: Research planning, networking, collaboration, and visibility

- Build collaborations with external experts, institutions, and industry partners to enhance research quality and visibility.
- Promote published research through CBs website, social media, and academic networks.
- Attend and present at key conferences to increase visibility and citation potential.
- Organize conferences, seminars, and workshops to showcase research and network with leading scientists.

- Hold bi-annual CBs meetings to discuss ongoing research, share resources, and brainstorm new projects.

Objective 4: International grant acquisition

- Expand the number of applications for external funding from European Union sources.
- Identify teams with potential for international grant success and provide additional financial support (e.g. by Performance-based contracts provided by SAS).
- Develop partnerships with international research institutions to enhance collaborative funding opportunities.
- Support activities and training to improve grant-writing skills and success rates.

Objective 5: Improve Research Infrastructure

- Apply for funding opportunities, including Structural Funds and programs for open laboratories, to support the expansion and modernization of research facilities.
- Develop partnerships with public and private sector stakeholders to secure additional infrastructure investments.

**Assessment of Objectives Implementation, Recognition, and rewards:**

- Regularly review performance towards targets and provide constructive feedback to improve the research quality, with input from the International Advisory Board.
- Acknowledge milestones reached, such as the acceptance of papers in high-impact journals, to motivate ongoing efforts toward team goals.

**Conclusion**

This strategic plan focuses on creating an environment that supports high-quality research, enhances visibility, and promotes collaboration within and beyond the CBs. Regular evaluation and adaptation of strategies will ensure that the CBs remains competitive and achieves its publication and citation goals.