

## **SAS 2025: Action Plan of the Slovak Academy of Sciences Presidium**

Following the Program Statement of the SAS Presidium for the period 2021-2025, SAS

Presidium adopted this Action Plan by the year 2025. The aim of this document is to define the feasible steps that will lead to the fulfilment of the SAS long-term development strategy as defined in the SAS 2030 document

### **A. Improving the conditions for conducting research in the SAS**

- Prepare an Action Plan for the development of SAS within the programs of the Recovery and Resilience Plan, as well as European structural and investment funds, including investment activities  
Responsible: M. Radvanský, K. Marhold, P. Siman, F. Simančík, P. Samuely  
Deadline: December 2022
- Cooperate on the preparation of the Slovak state science policy  
Responsible: P. Samuely  
Deadline: December 2022
- Ensure the participation of the SAS in the implementation of the Research Infrastructure Road Map (SK VI Roadmap 2020-2030), including the relevant Action Plan  
Responsible: K. Marhold, M. Morovics  
Deadline: ongoing
- Support the internationalization of the SAS research environment and the recruitment of new top scientists using schemes such as SASPRO and Impulz  
Responsible: P. Samuely  
Deadline: June 2025
- Effectively complete the implementation of all processes associated with the transformation of SAS organizations based on the provisions of the SAS Act  
Responsible: J. Koppel  
Deadline: December 2022
- Develop an SAS strategy for an Open Science, including open publishing and following the FAIR principles in science. Ensure the participation of SAS in the implementation of the National Strategy for Open Science for the years 2021-2028, including the relevant Action Plan. Prepare technological and infrastructural support for building repositories.  
Responsible: K. Marhold  
Deadline: ongoing
- Prepare and implement SAS strategies for central management of software licenses with an orientation towards open-source software.  
Responsible: T. Hromádka, I. Budinská  
Deadline: December 2022
- Create conditions for the support of young families and children of SAS employees  
Responsible: M. Venhart  
Deadline: ongoing
- Harmonize the SAS Code of Ethics with the the national Code of Ethics  
Responsible: R. Karul  
Deadline: June 2024

- Conceptualize, implement and monitor the Gender Equality Plan of the SAS  
Responsible: R. Karul  
Deadline: ongoing
- Conduct a survey of the working climate in SAS organizations  
Responsible: R. Karul, M. Venhart  
Deadline: December 2024
- Ensure development and security in information and communication networks, promote access to high-performance computing and repositories for Open Science  
Responsible: I. Budinská  
Deadline: ongoing
- Prepare performance contracts with the Government Office and innovate the system of performance financing of SAS scientific organizations  
Responsible: P. Šajgalík, P. Samuely, J. Koppel, M. Radvanský, M. Venhart, K. Marhold, M. Morovics  
Deadline: June 2024
- Prepare the methodology of strategic plans of scientific organizations after the completion of regular evaluation by international panels  
Responsible: M. Venhart, K. Marhold, M. Morovics  
Deadline: June 2024
- Support the internationalization of the SAS research environment and the recruitment of new top scientists using schemes such as SASPRO and Impulz (prepare the SASPRO3 project).  
Responsible: P. Samuely  
Deadline: June 2025
- Prepare materials for the draft amendment to the Act on SAS based on knowledge from the application practice of SAS and its organizations  
Responsible: J. Koppel, vice presidents of the scientific sections  
Deadline: June 2025
- Optimize economic processes at the level of public research institutions and the SAS, including preparation for the introduction of the Central Economic System  
Responsible: J. Koppel  
Deadline: June 2025
- Optimize management processes and procedures within public research institutions and at the SAS level  
Responsible: J. Koppel, vice presidents of the scientific sections  
Deadline: June 2025
- Implement the HRS4R HR strategy  
Responsible: R. Karul, P. Samuely  
Deadline: ongoing
- Prepare an update of the organizational structure of the SAS Office  
Responsible: P. Šajgalík, I. Budinská, R. Karul, Ľ. Lacinová  
Deadline: April 2024

## **B. SAS beneficial for Slovakia**

- Participate in the creation of a scheme for joint research units of SAS organizations with universities  
Responsible: P. Samuely  
Deadline: December 2022
- Support cooperation of the SAS research institutions with the private sector in the applied research  
Responsible: F. Šimančík, M. Radvanský

Deadline: ongoing

- Create conditions for sharing the research infrastructure within the SAS with external users

Responsible: Simančík

Deadline: ongoing

- Develop technology transfer and intellectual property management rules

Responsible: F. Simančík

Deadline: ongoing

- Create a scheme for multidisciplinary projects in VEGA

Responsible: P. Samuely, R. Karul

Deadline: February 2022

- Introduce a regular web promotion of doctoral studies

Responsible: Ľ. Lacinová, T. Hromádka, I. Budinská

Deadline: February 2022

- Introduce seminars for all doctoral students

Responsible: Ľ. Lacinová, T. Hromádka, I. Budinská

Deadline: May 2022

- Introduce a new electronic system for registering doctoral studies

Responsible: Ľ. Lacinová, T. Hromádka, I. Budinská

Deadline: September 2022

- Update the quota system for the number of newly accepted doctoral student

Responsible: Ľ. Lacinová

Deadline: December 2022

- Introduce a system of motivational scholarships for doctoral students instead of flat-rate rewards

Responsible: Ľ. Lacinová

Deadline: December 2022

- Create a curriculum for the education of doctoral students and researchers in the so-called soft skills and ensure a stable course offer

Responsible: Ľ. Lacinová, T. Hromádka, R. Karul, M. Venhart

Deadline: September 2023

- Elaborate publicly accessible statements on important topics of societal importance, new technologies, social changes, environment, climate crisis and other urgent challenges within the Slovak Republic

Responsible: all members of the SAS Presidium

Deadline: ongoing

- Establish basic conditions for consistent waste separation and establishment of "waste-free" offices and operational premises at all levels in SAS Responsible: P. Siman

Deadline: ongoing

- Strengthen the presence of scientists from SAS in national mainstream media

Responsible: M. Kšiňan, T. Hromádka

Deadline: ongoing

- Create an SAS merchandising, which will be sold in the SAS e-shop

Responsible: M. Radvanský

Deadline: September 2022

- Renovate and update the website of the Open Academy  
Responsible: M. Kšíňan, Z. Panczová, T. Hromádka, M. Radvanský, P. Siman  
Deadline: first half of 2022
- Ensure the regular publication of SAS promotional brochures and videos  
Responsible: M. Kšíňan  
Deadline: ongoing
- Organize a series of lectures by prestigious scientists called "Academic debates" intended for the professionals  
Responsible: M. Venhart, T. Hromádka, R. Karul  
Deadline: ideally spring 2022, according to the current pandemic situation
- Develop recommendations in the form of model contracts for collaborative research with the commercial sphere while respecting the rules of state aid, taking into account a fair remuneration for the provided know-how  
Responsible: F. Simančík, M. Radvanský  
Deadline: June 2024
- Develop generally binding rules for establishing start-ups and joint ventures with business entities  
Responsible: F. Simančík  
Deadline: December 2024
- Prepare a scheme of research grants for post-doctoral students within 5 years after the dissertation defense  
Responsible: T. Hromádka, L. Lacinová  
Deadline: February 2024

### **C. SAS in the international research area**

- Prepare a scheme for the Horizon Europe projects support within the Department of Science and Research  
Responsible: P. Samuely, T. Hromádka  
Deadline: May 2022
- Create a new website of the Department of International Cooperation with the possibility of submitting the calls electronically    Responsible: Z. Panczová, T. Hromádka, M. Kšíňan  
Deadline: December 2022
- Negotiate a multi-source financing of European partnership projects  
Responsible: Z. Panczová  
Deadline: ongoing
- Create support mechanisms to increase the representation of social sciences and humanities in international projects  
Responsible: Z. Panczová, M. Kšíňan  
Deadline: ongoing
- Create an SAS strategy for security in an international research  
Responsible: T. Hromádka, Z. Panczová  
Deadline: December 2023

Updated at the 26th meeting of the SAS Presidium in September 2023

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Vice President for Science, Research and Innovations