



**INSTITUTE
OF HUMAN GENETICS**

POLISH ACADEMY OF SCIENCES

Development Concept of the Institute of Human Genetics, Polish Academy of Sciences, for 2024–2028

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Challenge 1 – Improving the quality of scientific research

A. Employee-oriented actions

- 1) Reintroduction of awards for the best publications (MNiSzW 140 / IF > 5) and for exceptional scientific achievements
- 2) Reintroduction of “Institute Mini-Grants” evaluated by the Council of Early-Career Researchers
- 3) Application of transparent procedures for scientific promotion
- 4) Increasing the flexibility of the Institute’s scientific structure by establishing Independent Research Groups led by young leaders, thereby broadening the scope of research areas
- 5) Establishment of a bioinformatics laboratory — expanding research areas and providing broad access to bioinformatics services for employees
- 6) Enhancing the educational and training offer for PhD students of the Poznań Doctoral School

B. Actions aimed at modernizing the Institute’s research and IT infrastructure

- 1) Intensifying efforts to obtain funding from the Ministry of Science and Higher Education and other sources for research equipment
- 2) Development of the Regional Centre for Digital Medicine with a digital repository ensuring data security and a biobank compliant with ISO standards
- 3) Preparing the administration, accounting, and grant office to acquire and implement large grant and investment projects as a means of financing equipment purchases at the Institute

Challenge 1 – Enhancing the quality of scientific research

C. Actions aimed at achieving multidimensional internationalization of the Institute

- 1) Internationally announced competitions for scientific leadership positions; participation of foreign experts in selection committees
- 2) A policy of openness and support for international collaborations and scientific mobility of employees, with a strong emphasis on obtaining international and mobility-related projects
- 3) Establishment of an International Advisory Committee

Expected outcomes:

- 1) Increase in Q1 and Q2 publications / publications with an impact factor above 5 IF, Maintenance of category A (criterion I of the parametric evaluation)

Challenge 2 – Increasing the number of grants obtained by employees and diversifying sources of research funding

Actions

- 1) Gradual development of the Grant Office to support employees at all stages of project acquisition and implementation:
 - identifying suitable grant calls, including new funding sources
 - assisting in the preparation of applications, particularly for international and large consortium projects
 - providing individual support from the Grant Office staff member during the implementation of large projects
- 2) Preparing the administration and accounting departments to support employees in the process of obtaining and implementing projects
- 3) Efforts to include the Institute on the Polish Research Infrastructure Map in the area of rare disease research – opening new potential funding opportunities
- 4) Increasing the capacity for conducting preliminary research for grant proposals by allocating funds at the disposal of project leaders (e.g. a “grant fund”)

Expected outcomes:

- 1) More effective acquisition of grants and maintenance of category A (criterion II of the parametric evaluation)
- 2) Acquisition of grant projects from new funding sources
- 3) Reducing the researchers’ administrative workload.

Challenge 3 – Development of service activities, cooperation with industry, and commercialization of research results

Actions:

- 1) Establishment of a Technology Transfer Center and a Development Office to support staff in the commercialization process and better protection of intellectual property
- 2) Definition of key areas for the development of service and commercialization activities:
 - Oncology, particularly diagnostics and targeted therapies
 - Lifestyle-related diseases, particularly infertility
 - Regenerative medicine
 - Rare diseases and their modeling
- 3) Development of a strategy for the Innovative Medical Center and expansion of the Center's service activities
- 4) Creation of transparent procedures for preparing offers for the provided services
- 5) Development of a concept for a Genetic and Translational Medicine Competence Center and intensification of efforts to secure funding for its implementation

Expected outcomes:

- 1) Increase in the Institute's revenue
- 2) Greater national and international impact on society (Parametric Evaluation Criterion III)

Challenge 4 – Improvement of internal procedures and organizational structure

Actions:

- 1) Gradual digitization of procedures and document workflows, e.g., “remote work,” “business trips,” etc.
- 2) Establishment of a working group for the improvement of Institute procedures
- 3) Implementation of a more horizontal management structure in the Institute, increasing decision-making authority of department heads and deputy directors
- 4) Updating regulations and internal rules, e.g., remuneration regulations, Institute statute, employee evaluation rules, etc.

Expected outcomes:

- 1) Streamlining the daily functioning of the Institute
- 2) Reduction of unnecessary bureaucracy
- 3) Better mutual understanding of the needs of researchers and administrative staff (team spirit)

Challenge 5 – Expansion of the Institute

Actions:

- 1) Efforts to include the Institute on the Polish Map of Research Infrastructure in the field of rare disease research as a potential source of investment funding
- 2) Intensification of efforts to secure funding from the Ministry of Science and Higher Education covering:
 - Conceptual work related to the expansion of the Institute,
 - Organization of a scientific conference
 - A public campaign to raise general awareness of rare diseases and their treatment
- 3) Strengthening efforts at the local government level to highlight the importance of the Institute's expansion for healthcare, industry, and the local community in Greater Poland

Expected outcomes:

- 1) Increased laboratory space, enabling the establishment of new research groups and the exploration of new research areas
- 2) Ability to provide comprehensive and integrated diagnostics for rare diseases, assisting patients experiencing a “diagnostic odyssey”
- 3) Shortening the translational path from “bench to bedside” through improved collaboration with industry and the healthcare sector



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