



SEMMELWEIS
UNIVERSITY 1769

SEMMELWEIS UNIVERSITY
CENTRE FOR TRANSLATIONAL MEDICINE

STRATEGIC PLAN

2026/2027



prepared by
PÉTER HEGYI & ZSOLT SZÉPVÖLGYI

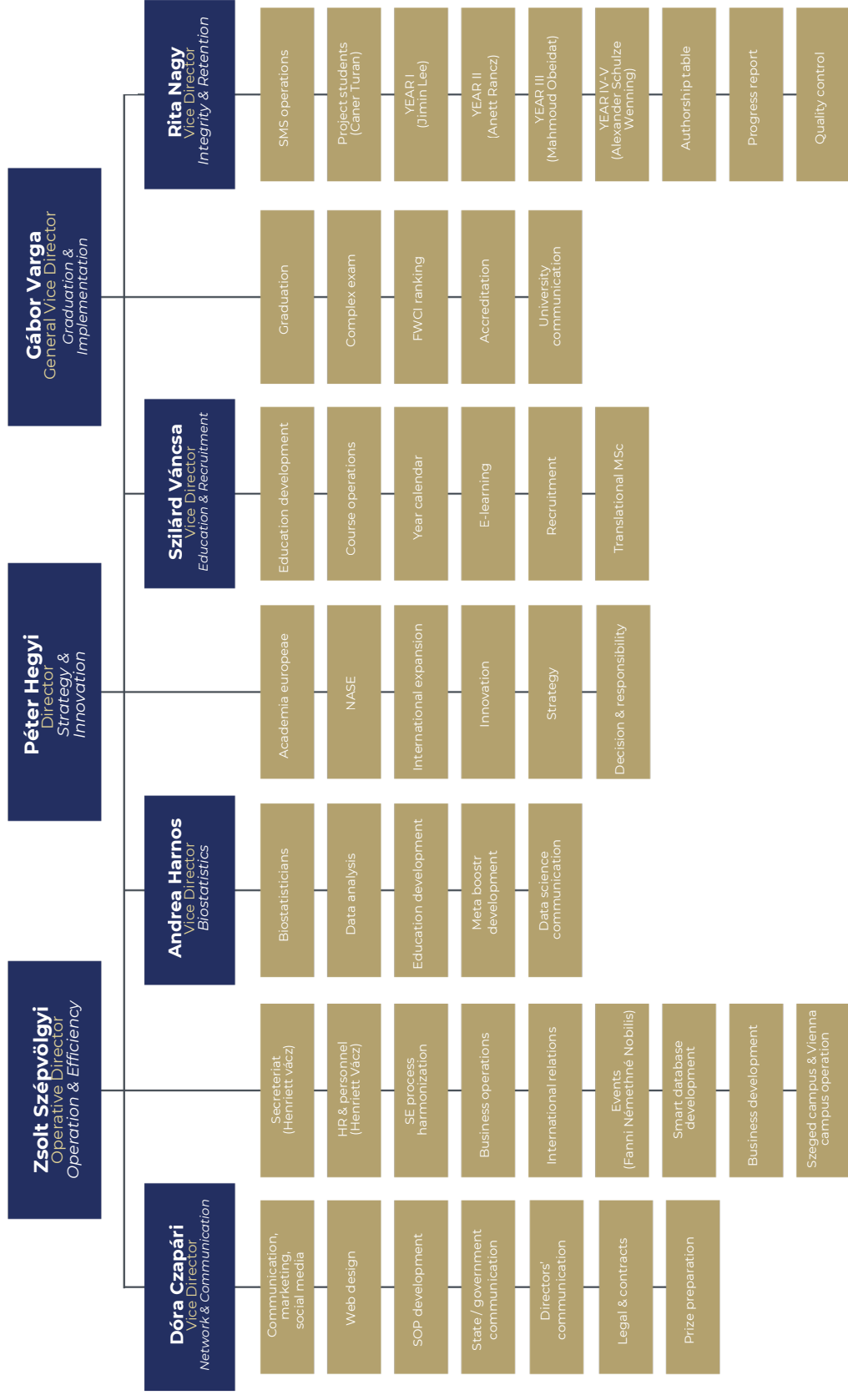
(based on the February 2026 brainstorming session
altogether 370 proposals received)



MOTTO

EFFICIENT
COMMUNITY
NETWORK

NEW ORGANIGRAM



I. TOP 3 STRATEGIC PRIORITIES

1. MANAGEMENT CHANGE: AI-DRIVEN SMART DATABASE SYSTEM

Lead: *Zsolt Szépvölgyi & Richard Farkas*

- Implementation of practical AI solutions to optimize CTM administrative and operational workflows
- Utilization of AI tools to support recruitment, admissions, student management, reporting, and communication processes
- Reduction of administrative workload through automation, intelligent document handling, and AI-assisted task management
- Development of efficient workflows that enhance productivity, data accessibility, and decision-making
- Phased implementation and continuous expansion of AI-supported operational processes throughout the year, culminating in broad adoption by year-end

2. POLICY CHANGE

Lead: *Péter Hegyi & Dóri Czapári*

- Establishment of SE-NKFIH Starter Grant Program for graduating CTM researchers
- Development of sustainable funding pathways for translational researchers
- Ministry-level advocacy for integrated Residency–PhD programs
- Collaboration with medical faculties and governmental stakeholders
- Support for clinical research capacity expansion across Hungarian universities

3. AI INTEGRATION INTO EDUCATION

Lead: *Tamás Szili-Török & Mikolt Bakony*

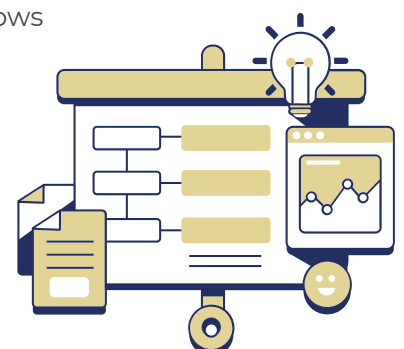
- Development of a new CTM AI Course
- Teaching practical AI applications in research, education and daily academic work
- AI-assisted literature review, project planning and scientific writing
- Responsible and effective AI usage framework for CTM students

II. MAIN OBJECTIVES

1. EFFICIENCY: DEVELOPMENT OFFICE INTEGRATION

(immediately)

- Documentation and follow-up of incoming and outgoing documents
- Development of SOPs about standard procedures, repetitive workflows
- Optimization of meetings with agendas and memos
- Task-force specialty meetings organized to Mondays
- Development of procedures for continuous economic monitoring
- Setting up rules for internal and external communications
- Implementation of a chatbot – reducing the need for micromanagement (*Dóra Czapári*)



2. DIGITALIZATION: ONLINE / MOODLE / DATABASE DEVELOPMENT

(continuous)

- A.** Continuous recording of new educational videos *(Szilárd Váncsa)*
- B.** Enhance Moodle with user friendly, personalized interface *(Andrea Harnos)*
- C.** New website structure *(Attila Márta)*
- D.** AI-driven administration workflow solution development and implementation *(Zsolt Szépvölgyi)*:
 - Admission process automation
 - Automated reporting and workflow management
 - AI-supported administrative operations

3. QUALITY NETWORK EXTENSION

(Q2-Q3 2026)

- Recruitment strategy for Supervisors *(Gábor Varga - NAT, Viktória Barna – INT and AE)*
- Audio-Video & Hardware-Software *(Attila Márta in Q4 2026, depending on funding)*
- NASE-TMF-SU-CTM integration *(Péter Hegyi)*
- Soft skill videos *(Szilárd Váncsa - NASE)*
- Hard skill (clinical) videos *(Szilárd Váncsa - NASE)*
- Hard skill (basic) videos *(Zoltán Rakonczay - NASE)*
- New centers standard operation *(Zsolt Szépvölgyi)*
- Establishment of the CTM Alumni Network – quarterly activities *(Dóra Czapári)* – systematic engagement of graduated PhD students (now >100 across SU, Szeged, Pécs)
- Translational Research and Translational Medicine Exchange Program *(Szilárd Váncsa)* – structured opportunities for students to gain wet-lab / experimental laboratory experience; reciprocal exchange with traditional PhD students

III. STRATEGY & INNOVATION *(Péter Hegyi)*

1. POLICY CHANGE PROGRAM

(Péter Hegyi & Dóra Czapári)

A. SE-NKFIH starter grant program

- Development of starter grant opportunities for graduating CTM researchers
- Retention of young clinician-scientists in academic research

B. Residency-PhD integration initiative

- Ministry consultation
- Medical Faculty collaboration
- Advocacy for mandatory integrated Residency–PhD pathways

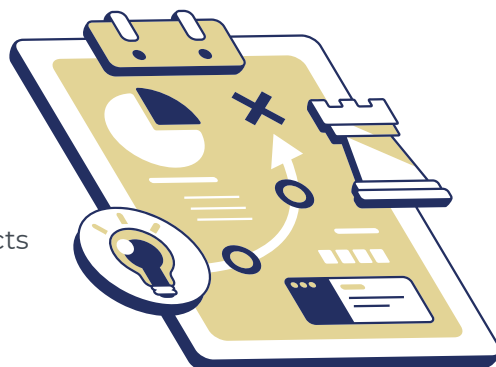
2. NEAK WORKING GROUP

(Tamás Szili-Török)

- Establishment of CTM NEAK Working Group
- Promotion of registry-based clinical research
- National healthcare database utilization
- Development of large-scale real-world evidence projects

3. IMPLEMENTATION PRIZE

(Péter Hegyi)



Beginning in ac. year 2026-27:

- Annual Implementation Prize competition
- Recognition of successfully implemented evidence-based healthcare improvements
- Evaluation of measurable impact on local clinical practice
- Prize awarded through application process

4. ESTABLISHMENT OF AE-SU-TMF WORKING GROUP

(Viktória Barna)

A. Recruitment of AE members

- Through AE members
- Via SCOPUS
- GOOGLE SCHOLAR

B. Conducting the election of AE members

- Through AE CVS



C. Incorporating AE professional groups into Group/Zoom meetings

(Viktória Barna)

- Coordinated by AE-EUROSTAT leader
- In the fields of cardiology, gastroenterology, etc.
- ITAB, inclusion of Supervisors
- Involvement of SMAs and SMEs

D. From Knowledge to Activity

- Organization of AE ZOOM meetings
- AE BUD knowledge hub coordination

5. ESTABLISHMENT OF AE-EUROSTAT-AETM WORKING GROUP

(Viktória Barna)

- Creating SOPs (SM+)
- Organizing meetings
- Interpretation and management of microdata query
- Insertion into a calendar
- Cooperation with the INT NETWORK group
- Cooperation SMAs and SMEs
- Cooperation with the STAT team
- Cooperation with AE members
- Development of project follow-up

6. SEMINAR LECTURES - NASE PROGRAM

(with Event Manager)

A. Organization of Seminar Lectures

(Péter Hegyi, Event Manager)

- Communication with NASE
- Providing video footage recording
- SU - NASE - CTM harmonization

B. NASE - Government communication

(Péter Hegyi, Dóra Czapári)

- HUN-REN
- Ministry of Culture and Innovation
- Ministry of Foreign Affairs and Trade
- Tempus Foundation
- MOL Foundation
- State Secretariat for Health – institutional resident bonus (Péter Nyirády)

C. International university expansion & communication

(Viktória Barna)

- Seeking possible new universities
- SE Dir. International Relations (already existing connections)
- Ambassadors
- CUHK
- Cold calls

7. QUALITY CONTROL

(Péter Hegyi)

- Pre-progress report quality control (with Gábor Varga)

IV. GRADUATION & IMPLEMENTATION *(Gábor Varga)*

1. COMPLEX EXAM 2026

- Written Test (Szilárd Váncsa)
- Program Plan (Anett Rancz)
- Chairs (Rita Nagy)
- Administration (Anett Rancz, Secretariat)

2. COMPLEX EXAM 2027

- Written Test (Szilárd Váncsa)
- Program Plan (Anett Rancz)
- Chairs (Rita Nagy)
- Administration (Anett Rancz, Secretariat)

3. GRADUATION

- Proactivity and consultations (Eszter Szalai)
- PhD submission quality and administrative control
- Progress Report 7 (home defense)
- Progress Report 8 (PhD defense)



4. SUPERVISORS

- Administrations
- Eligibility and acceptance

5. REPLACING PÉTER HEGYI

- Vice Rectors meeting
- Doctoral Council
- University meetings
- Others

6. INDIVIDUAL MSC DEGREE

(Gábor Varga)

- Program Plan (*Szilárd Váncsa*)



7. RANKING CITATION FOLLOW-UP

(Summer 2026)

- Citations (FWCI), with Péter Szluka – year-by-year follow-up
- Communication to SMSs (Rita Nagy)
- Citation Strategy Table (Bianca Golzio)

Guideline Citation KPI:

- Monitoring citation of CTM publications in international clinical guidelines
- Annual KPI reporting
- MTMT-based tracking system
- Responsible: Gábor Varga, Henriett Vác

8. BEST-CITED ARTICLE PRIZE

(Gábor Varga)

- Annual recognition of the most highly cited CTM publication
- Award ceremony during CTM Opening Ceremony

Initial awards presented retrospectively for:

- 2023
- 2024
- 20256
- Subsequently awarded annually

9. CENTRALIZED PHD MANAGEMENT

(Gábor Varga – Szilárd Váncsa)

- Centralized administration from PhD application onward
- CTM-managed application collection and pre-screening
- Harmonization with Doctoral Office

Annual Admission Timeline:

- Application deadline: 27 June
- Entry interviews: 5–9 July
- Candidate compilation and transfer to Doctoral Office

V. OPERATION & EFFICIENCY *(Zsolt Szépvölgyi)*

1. MANAGEMENT CHANGE: AI-DRIVEN OFFICE ADMIN WORKFLOWS

(Zsolt Szépvölgyi)

- Implementation of practical AI solutions to optimize CTM administrative and operational workflows
- Utilization of AI tools to support recruitment, admissions, student management, reporting, and communication processes
- Reduction of administrative workload through automation, intelligent document handling, and AI-assisted task management
- Development of efficient workflows that enhance productivity, data accessibility, and decision-making
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2. SECRETARIAT STRUCTURE

(Zsolt Szépvölgyi) (continuous)

- Recruitment to strengthen the secretariat staff, including:
- Only Quality People (OQP) strategy
- Recruitment of an additional secretarial assistant (4+1)

3. HARMONIZATION OF ECONOMIC TASKS

(continuous)

Planning the performance and the follow-up of economic tasks:

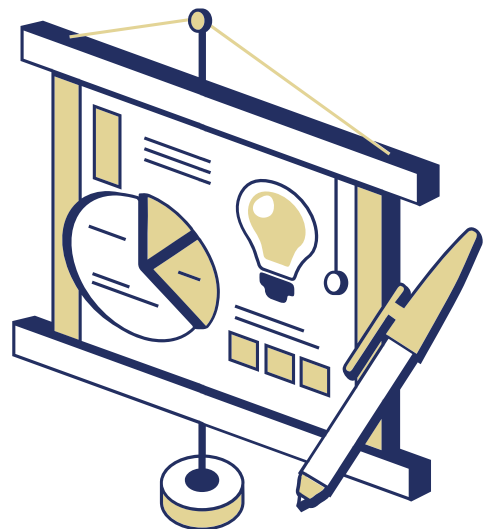
- Preparation of the next year's economic plan
- Mid-year budget monitoring
- Year-end budget closure

4. BUSINESS PLAN

A. Finance plan development

B. Finance operations

- Hungarians/EU (80-20 / 50-50 / 20-80)
- EU-bilateral (10 – 2,5 – 1,25 – 1,25 euros = 15,0 euros)
- Non-EU (year I-II: 20 – 20; year III-IV: 10 – 10; 50% for SU)
- MD/PhD special – see later
- MSc 22, bilateral 11



5. SU INTEGRATION

(Zsolt Szépvölgyi) (continuous)

- CTM's regular meetings to the Rectoral and Doctoral boards, personal communication
- Process harmonization and finetuning to deepen SU integration

6. EVENT COORDINATION

(Event Manager)

- CTM social events
- CTM Opening
- CTM Xmas
- CTM Brainstorming
- Progress Reports
- Cultural events

7. DEVELOPMENT OF AN HR QP (QUALITY PERSONNEL) PROGRAM

(Zsolt Szépvölgyi, Henriett Váczi)

- Development of yearly performance evaluation system (TÉR)

8. DEVELOPMENT AND IMPLEMENTATION OF THE EXIT INTERVIEW PROGRAMME METHODOLOGY

(Zsolt Szépvölgyi, Henriett Váczi)

To be built at all levels:

- Students (graduated or left)
- SMSs, teachers
- Statisticians
- Office personnel

9. DEVELOPMENT OF A NEW EMPLOYEE/STUDENT START-UP INDUCTION PROGRAMME

(Zsolt Szépvölgyi, Henriett Váczi)

- Online package for new CTM employees
- for new centres
- for new international students

VI. NETWORK & COMMUNICATION *(Dóra Czapári)*

1. JOB DESCRIPTION STANDARDIZATION

(Henriett Váczi – Dóra Czapári)

- Job descriptions for all CTM positions
- Vision, mission and responsibilities defined for every role
- Recruitment-linked public position descriptions
- Standardized onboarding process



2. CHATBOT IMPLEMENTATION

(Dóra Czapári)

- Deployment of CTM chatbot solution
- FAQ automation
- Reduction of administrative burden and micromanagement
- Integration with website and student communication channels

3. CTM ALUMNI NETWORK

(Dóra Czapári)

- Establishment of CTM Alumni Network
- Quarterly alumni activities
- Alumni engagement and mentoring
- Long-term relationship management with CTM graduates

4. DESIGN

(Viktória Kocsis)

- NASE – SE new joint logo (blue-gold coloured)
- Szeged TM centre design elements
- Pécs TM centre design elements



5. HARMONIZATION OF PRESS RELEASES

(Attila Márta, Zsanett Sófalvi)

- Newsletter
- SU press about major events
- SU press about scientific results
- Journalistic relations, news editing (Emese Szabó)
- NASE (Ágnes Bittera)

6. CONTINUOUS UPDATING OF SOCIAL MEDIA

(Zsanett Sófalvi, Viktória Kocsis, Attila Márta)

- Campaign implementation
- (Facebook, Instagram, Youtube, Twitter, LinkedIn, TikTok)
- CTM articles, 1-minute videos published in social media

7. SOCIAL ENGAGEMENT

(Dóra Czapári, Event Manager)

A. Development of the CTM Community

- Society building elevates long-term engagement

B. Office well-being program

- common eating
- cultural events
- more social events

8. SOP DEVELOPMENT

(Dóra Czapári) (continuous)

A. Developing a procedure for Directorate support in the following areas:

- E-mail management
- Convening management meetings
- Sending memos of management meetings
- Preparing memos for external meetings
- Preparing economic plans

B. Develop Secretariat SOPs in the following areas:

- Coordination of secretarial staff, task-based division of duties
- Developing coordination within and outside the university
- Preparing memos

C. Development of SOPs for Deputy Directorates:

- For all areas (Vice Directorates)

D. Development of SOPs within the CTM:

- Provide one e-mail address (feedback within 24 hours)
- Common CTM calendar
- Common discussion time (after EXCO)



9. LEGAL

(Dóra Czapári) (continuous)

- Clinical work for international students (e.g. shadowing of deputies are essential)

10. OPERATING SOFTWARE SUPPORT

(Attila Márta) (continuous)

Strengthening of courses and training to increase the efficiency of work, in particular in the following areas:

- AI applications in relevant tasks: ChatGPT, DeepL, etc. (to check PhD thesis?)
- Tracking software
- Introduction of time management
- Smart central database system development (with external supplier) including mail automation as a special project to be planned separately

11. ECDMS service development

(continuous)

A. Separation of processes, pricing restructuring

- PDFs to be updated

B. ECDMS costs, payments monitoring

- Launching contracts, coordinating payments (with legal team)
- Monitoring of payments

12. ECDMS 3.0 DEVELOPMENT

(continuous)

A. Separation and simplification of processes

In this context, the following options should be developed:

- Possibility to modify each register separately
- Simplification of common fields
- Possibility to customize the number of pipes
- Delete unused registers, transfer data, save bio-samples

B. Development of short-term improvement options:

- Register launch
- Multifactor authentication
- Development of queries, data export functions
- Development of an online medical record
- Medsol two-way integration solution



C. Development of medium-term improvement options:

- Development of a data access request form within the system
- Extract transform load
- Incorporate data analysis program for LIVE tracking (with Stat group)

13. MONEY RISING

- Ministries
- Industry collaboration (Richter, etc.)
- MOL foundation

VII. EDUCATION & RECRUITMENT *(Szilárd Váncsa)*

1. RECRUITMENT

(Zoltán Bánfalvi, Anett Rancz, Mahmoud Obeidat) (During 2026)

Aim to achieve 2x oversubscription for state scholarship places

A. Rules and Regulations MD/DMD/MSc/PhD – Finance

a. Bilateral

- Program fee: 20.000 EUR / academic year
- Application fee: 75 EUR / person or / 750 EUR group

b. PhD

- Program fee: 20.000 EUR / academic year
- (50% discount for students who studying or graduated from SU)
- Application fee: 75 EUR / person or / 750 EUR group

c. Build the basics

- Program with no English course: 10.000 EUR / year
- Program with Threshold English course: 15.000 EUR / year
- Program with Breakthrough English course 30.000 EUR / year
- Application fee: 75 EUR / person or 750 EUR / group

d. Expert

- Program fee: 20.000 EUR / academic year
- Application fee: 75 EUR / person or 750 EUR / group

e. Basic PhD

- Scholarship amount: 140.000 HUF for Year I-II; 180.000 HUF for Year III-IV
- Application fee: 9.000 HUF

f. Hybrid PhD

- Scholarship amount: 250.000 HUF, no more than 24h work.

g. MD/DMD/PHARM-PhD

- Program fee: 10.000 EUR / academic year
- Application fee: 75 EUR / person

B.Compilation of recruitment material

(Zoltán Bánfalvi) (Q1 2026)

- Compilation and update of slide series
- Compilation of PDF materials

C. Recruitment network (ambassador)

(Mahmoud Obeidat) (Q2-Q3 2026)

a. Foreign priorities

- Slovak-Czech (Péter Jenő Hegyi)
- Romanian (Stefania Bunduc, Anett Rancz)
- Leuven-Munich-NYU (Péter Hegyi)
- Hamburg (Péter Hegyi)
- CUHK (Péter Hegyi, Xinyi Cindy Qian)
- China (Xinyi Cindy Qian) Chinese language materials
- Uniwell (Szilárd Váncsa)
- SE – Alpár Alán (Gábor Varga)
- Jordan (Mahmoud Obeidat)
- Vienna (Mahmoud Obeidat)

b. Foreign other

i. International ambassadors (Mahmoud Obeidat)

- Their own country
- SE international community
- PTE-SZTE-DE international community



ii. Faculties (Gábor Varga)

- Graduation (Gábor Varga)
- MD/PhD (Mahmoud Obeidat)
- Basic departments
- Clinical departments

iii. Information towards the Universities

- E-mails (Viktória Barna)
- ORPHEUS (Gábor Varga, Viktória Barna)

c. Hungarian general

- Half of the institutes BASIC - CLINICAL (Gábor Varga)
- Half of the students (*supervisors*)
- Visit the clinics where the students came from (Szilárd Váncsa)
- Visits the clinics from which students have not yet come (Gábor Varga)
- Hospitals (finding hospital liaisons – already recruited students) (Zsolt Szépvölgyi)

D. Hospital visits (Q2 2026)

- Identification of large-volume hospitals (Dóra Czapári, Péter Hegyi)
- Where students came from (Dóra Czapári, Péter Hegyi)
- Where students have not yet come from (Dóra Czapári, Péter Hegyi)
- MOK (Dóra Czapári, Péter Hegyi)

E. Webinar (20 April)

- In English (Péter Hegyi)
- Webinar promotion with EU and non-EU partners (Viktória Barna)

F. Company visits in the framework of a recruitment campaign (continuous)

- Supervisors's tasks

G. Targeted online advertisement (Dóra Czapári)

- Strategy and financial plan
- Targeting 5th, 6th year foreign students
- Re-marketing campaign online
- Involve alumni in communications
- Include SU basic departments

2. CALENDAR

(Szilárd Váncsa) (31 July)

- Year 2026/2026 2027 development
- Checklist for more clarity
- Strategy for announcement earlier

3. CREDIT HARMONIZATION

(Szilárd Váncsa)



- Clear credit descriptions (Year I-II)
- Neptun
- Credit check (QR codes)

4. REGULAR PHD COURSES

(Szilárd Váncsa)

- All course should have slides + transcript
- Harvard materials check for implementation
- Lecturers' appointment
- Lecturers' quality control
- Courses feedbacks
- Recordings harmonization (NASE)
- Financial follow ups

5. WINTER – SUMMER COURSES

(Szilárd Váncsa, Bianca Golzio) (continuous)

A. Winter – Summer School BASIC programs

a. In case of in-person participation:

- 12 (0) -25 participants: 1.600 EUR / person
- 25-40 participants: 1.500 EUR / person
- 41-60 participants: 1.400 EUR / person
- 61 or more participants: 1.300 EUR / person

b. 20% discount in case of online participation

c. +20% in case of a different time period (in case of 12+ participants)

B. Winter – Summer School ADVANCED programs

a. In case of in-person participation:

- 12 (0) -25 participants: 2.400 EUR / person
- 25-40 participants: 2.200 EUR / person
- 41-60 participants: 2.000 EUR / person
- 61 or more participants: 1.800 EUR / person

b. 20% discount in case of online participation

c. +20% in case of a different time period (in case of 12+ participants)

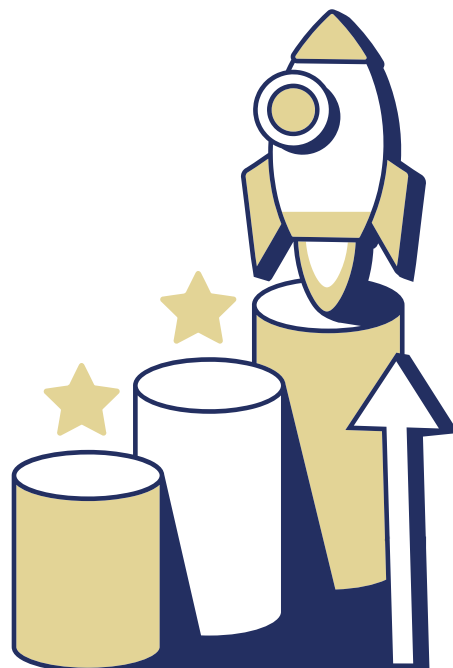
6. SUPERVISORS COURSE

(Szilárd Váncsa)

- Development
- Start (September 2026)
- Financial plan
- Online and in person
- Campaign among graduating students at institutes (Szilárd Váncsa)

7. SMS COURSE

(Rita Nagy)



- Spring Course
- Late August Course
- Graduation celebration for new SMSs (opening ceremony)
- Meta-booster training for SMSs (*Andrea Harnos*)

8. DEVELOPING UNIFORMIZATION IN EDUCATION AND RESEARCH

(*Szilárd Váncsa*)

- SOP for project meeting
- SOP for group meetings
- SOP for class meetings
- SOP for progress reports

9. REGISTRY MANAGEMENT GROUP

(*Brigitta Teutsch, Bianca Golzio, Vivien Vass, Richárd Farkas*) (continuous)

A. Goal

- Checking the input data of new TM registries
- Development of a research administrator training for registries
- Developing a process for receiving data from other registries

B. Campaign (*Brigitta Teutsch*)

10. TRANSLATIONAL RESEARCH AND TRANSLATIONAL MEDICINE EXCHANGE PROGRAM

(*Szilárd Váncsa*)

- Creation of wet-lab exchange opportunities
- Experimental laboratory placements for CTM students
- Reciprocal opportunities for traditional PhD students
- Promotion of translational research collaboration

11. ERASMUS EXPANSION PROJECT

(*Letícia Fábos*)

- Feasibility assessment of long-term Erasmus participation
- MSc-level student mobility opportunities
- Academic year exchange model (September–June)
- Internationalization of CTM educational activities



12. WORKSHOP ENTRY EXAMINATIONS

(*Szilárd Váncsa*)

- Introduction of examinations at the beginning of workshops
- Knowledge assessment before participation
- Standardization of workshop preparation requirements

VIII. INTEGRITY & RETENTION (*Rita Nagy*)

1. SMS

(Spring 2026)

- A. Rules and Regulations *(1 March)*
- B. Coaching system
- C. Recruitment *(1 April)*
- D. Quality control
 - ppt quality: fewer words, more figures
- E. Weekly operation management
- F. Retention / introduction package
 - Lecturers
 - Teach them publication benefits,
 - Have a closing course
 - Supervisors for project students
 - Offer conference reg
 - Offer international possibilities (post doc)

2. PROJECT STUDENTS

(Caner Turan)

- Follow up
- Operations

3. YEAR I

(Zoltán Bánfalvi)

- A. Recruitments
- B. Entry interview organization
- C. Monitoring Weekly Attendance & Progress (QR codes 1w)
- D. Communication between YEAR I and CTM
- E. Operational management of progress reports I – IV
- F. Laptop free environment
 - 1 compulsory question
 - Wine/best questioners

G. Hints and Tips

4. YEAR II - III

(Anett Rancz, Jimin Lee)

- 2 weeks compulsory (Year II) and optional (Year III) program
- Monitoring Weekly Attendance & Progress (QR codes 2w)
- Communication between YEAR II: continuously in person
- Communication between YEAR III: quarterly in written forms
- Operational management of progress reports V-VI

5. YEAR IV-VI

(Mahmoud Obeidat)



- Communication between YEAR III: quarterly in written forms
- Monitoring/Summarized progress

6. Standardized Progress Reporting System

(Péter Hegyi, Mahmoud Obeidat)

- Mandatory written form progress reports for Years III–VI
- Requirement for research activity certification
- Reporting of:
 - activities completed during previous period
 - current project status
 - planned activities for upcoming period
- Automated form collection and monitoring system (with Attila Márta)

7. AUTHORSHIP TABLE

(Rita Nagy)

- Rules and Regulations
- MEC extra possibilities (Super – supervisors)
- Year I
- Year II
- Year III
- Year IV–V

8. SUBMISSION QUALITY CONTROL

(Rita Nagy)

- Operated by SMSs
- First two journals D1 check (by SMSs)

9. REVISION QUALITY CONTROL

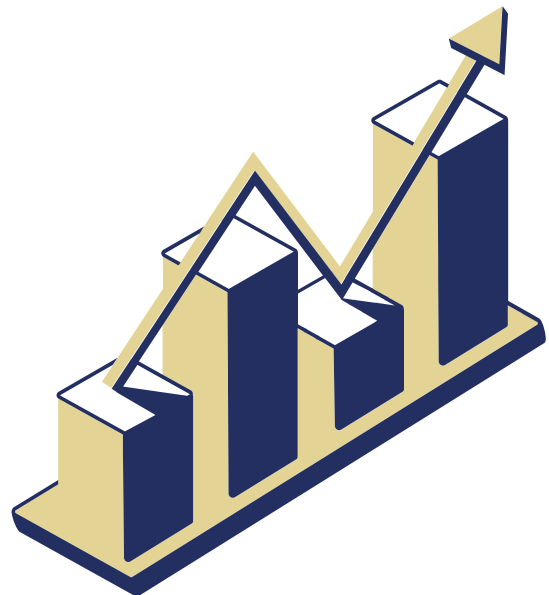
(Rita Nagy)

- Operated by SMAs

10. PROGRESS REPORT CHAIRS APPOINTMENTS

(Rita Nagy)

- Progress I - Close to Budapest
- Progress II - From Hungary
- Progress III - Field leaders
- Progress IV - Institution leaders
- Progress V - Society leaders
- Progress VI – International
- 5 questions – exempt from the second day



IX. BIOSTATISTICS *(Andrea Harnos)*

1. OPTIMISING CURRENT OPERATIONS

(continuous)

A. Professional tasks

- Develop monthly contacts with SMSs and students
- Finalise the structure/agenda of the statistical group and get it approved
- Establish a transparent monitoring system for projects
- Add online statistical trainings
- SMS, SMA, SME advanced training

B. Team tasks

- Team unit continuation
- Introduce social programmes (online coffee, etc.)
- Full-time stat positions

C. Salary

- Project-based payment (1/3 (basic) – 2/3 (project))



2. IMPROVING THE PROFESSIONAL SKILLS OF THE STATISTICS TEAM

(continuous)

A. Organization of internal courses

- Organizing the education of seniors
- Using foreign education material
- Inviting lecturers from other countries

B. Development of methodology (creation of a PhD group)

- Development of new methodology
- Publication of new methodology

3. CREATE STATISTICAL PROTECTED TIME FOR SE EMPLOYEES (WORK-LEARNING-RESEARCH)

- Creation of a public calendar

4. CONTINUOUS DEVELOPMENT OF METABOOSTR

- MetaBoostR – complex model analysis, reporting

5. CONTINUE IMPROVEMENTS

- Automating registry analysis
- Clinical trial design tasks (sample size estimation /randomization) creation of online apps
- Software development environment/methodology (gitea)
- Creation of an analysis repository

6. DEVELOPMENT AND INTRODUCTION OF GAMIFICATION STRATEGY

(Dóra Czapári)

- Gamification – <https://youtu.be/gfFgga9XY7k>
- Smiley face/thumbs up after good presentation

- Quiz for the students (Nolej (500/one) based on videos AI)
- 30 seconds videos = quiz (campaign PRIZE: conference reg)
- Test questions
- LEVEL UP!
- Color code on the phone to keep it green

7. DESIGNING ONLINE TRAINING MODULES

(1 September)

A. Keep e-learning and data management separated

B. Running an online education development group

(continuous)

- Involvement of external partners
- Preparing changes to internal materials
- Moodle development
- Moodle email system (less email) desensitization
- Develop transparency for SME-SMS system
- Creation of a feedback system

C. Online automation group

(continuous)

- FAQs should assess processes that occur regularly and can be transferred to the "computer"
- These processes should be automated

8. MOODLE/ TEACHING METHODOLOGY TEACHING HARMONIZATION

(30 August 2026)

- For SMS and academic personnel
- For PhD and TDK students
- For statisticians

9. DATA SCIENCE COMMUNICATION

(continuous)

- Continuous communication with SU Biostatistics and Network Sciences Institute
(Roland Molontay)





SEMMELWEIS
UNIVERSITY 1769

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CENTRE FOR TRANSLATIONAL MEDICINE

STRATEGIC PLAN

2026/2027



“SCIENCE TO SOCIETY”