

Summary

1 Personnel policy

I consider the personnel composition of a modern institute to be ideal if there are a greater number of fixed-term employees, mainly postdocs, than permanent faculty and an even greater number of graduate students. In the recent years, we have made great progress in this direction, mainly due to significant grant funding and the excellence programs. While 10-15 years ago there were hardly any postdoctoral researchers at the institute, their numbers are now approaching the number of permanent faculty and they come from all over the world. I would like this trend to continue, but of course hiring postdocs and doctoral students is primarily the responsibility of the research groups and the Doctoral School.

Regarding faculty I plan to include in the bylaws of the Institute that all assistant professor positions should be announced internationally. Shortlisted candidates should be invited for interviews and members of the faculty closest to the advertised field should make the final decision. I would prefer to fill positions only if at least three successful applications arrive. Such a procedure for hiring new assistant professors has already been successfully applied several times in recent years.

2 Teaching

Nearly a hundred undergraduate students in physics begin their studies at the Institute each year. As opposed to the national trend, the number of students admitted is constantly increasing. The key to these excellent results is successful recruitment, which I consider to be extremely important and plan to strengthen it even further in the future. Unfortunately, the situation is less ideal in the case of teacher's education, with just over ten students starting their studies every year.

Thanks to successful recruitment, more and more excellent students are coming to study at our institute. It is our duty to provide them with high quality education that takes into account different individual abilities. My goal is that most of the enrolled students should be able to complete their education and get a diploma. Ideally about half of the undergraduate students would enroll for our master's program and about half of the master's graduates should start the doctoral school.

In the past few years we carried out a significant reform of our BSc, MSc, and teacher's education programs. I do not plan to make any further significant changes, only fine-tunings may be necessary.

The Doctoral School of Physics is independent of the Institute, but as the master's program has been significantly changed over the past year, I consider it essential that the doctoral course offerings are revisited accordingly.

3 Research

The excellence of research at the institute is well illustrated by our 161st position in the latest Shanghai ARWU ranking. I am proud of our ERC, *Lendület* and MTA research groups, our excellence programs, our national laboratory and the large number of other research grants. The director of the institute is responsible for providing the infrastructure necessary for the operation of the research groups, facilitating the submission of applications and finding new, potential applicants.