

Minutes of the IOCB Board meeting No. 6/2017 on May 4, 2017.

Present: Ullrich Jahn, Pavel Jungwirth, Pavlína Maloy Řezáčová, Radim Nencka, Radek Pohl, Petr Svoboda, Pavel Šácha

Excused: Tomáš Obšil, Petr Slaviček

Guests: Zdeněk Hostomský, Martin Fusek

Secretary: Irena Valterová

1. *Results of the per rollam voting* were verified. The Board voted on the applications for postdoctoral positions paid by the Academy of Sciences of the CR. All three applicants were recommended with the order 1. Jiří Schimer, 2. Kristýna Boušová, 3. Paula Rivas Ramirez.

2. *Mentoring*. A background material draft was distributed in advance to the board members, it contains suggestions for the rules and principles of mentoring. The mentoring process is a time proven strategy how to assist junior group leaders in improving their performance and increasing their chance to succeed. The Board members commented on the material, their comments will be added to the final version that will then be published on the IOCB website. Mentors should work on the voluntary basis; U. Jahn will send a letter to the IOCB scientists with a question whether they are willing to serve as mentors. Mentoring principles will be presented at the meeting with group leaders on May 22. The mentoring principles and the updated list of mentors and mentees will be administratively kept at the PR department.

3. *IOCB TTO*. Following the April meeting of the IOCB Board, Martin Fusek presented the history of his position of the vice-director for strategic development and the position of the director of IOCB TTO. The strategy document of the management prepared in 2014 will be provided to the Board by the Z. Hostomský. M. Fusek also explained the circumstances of founding the daughter-company I&I Prague and its aims. The Board members suggested that M. Fusek will inform the Board about news in IOCB TTO at every Board meeting to improve the communication and the information flow.

4. *Statistics of salaries within IOCB*. The Board requested statistical material from M. Drahoňovský. An overview of salaries according to different categories (education, gender, employment of handicapped people) was given to members beforehand. The Board wants IOCB to be viewed as an equal opportunities employer. There is a gap in salaries between genders at IOCB in different categories of employees of up to 27 % (in most cases in favour of males over females). The IOCB board recommends that group leaders or the responsible persons for salary negotiation, respectively, pay more attention to gender equality with respect to the salaries. IOCB must make an effort to remove gender-related biases. More attention should also be paid to the employment of people with disabilities including

students/postdocs/researchers. Appropriate information should be communicated at the next group leaders meeting.

5. *Repurposing of research group budgets.* P. Maloy Řezáčová submitted a background material (prepared by Kvido Strišovský and co-signed by five other group leaders) suggesting the possibility of repurposing of research group budgets (salary ↔ operational costs) according to the actual needs within each group. She explained that in experimental laboratories (e.g. in case the group leader fails to win a grant) a group budget may contain much more salary money than operational money which makes it difficult to perform the experimental work and projects. Proposed is to install a measure at IOCB that would enable group leaders to decide how they wish to allocate their (FTE-based) salary budget for the coming year (% salary and % operational money) as they need. The Board recommends that saved salary budget from previous years can be freely converted to operational and/or investment budgets for the groups. However, repurposing salary budgets for the present year should be used with caution, since it may lead to situations, in which the employment of persons cannot be secured, if too much is repurposed. IOCB should not cover such misarrangements. To avoid such situations, group leaders may rather use the option of a “loan” for operation costs, to be negotiated with the IOCB director, which must be paid back in the following year(s). This option already exists, but was rarely used in the past.

The Board is in favor of the option of repurposing only saved funds from previous years combined with the possibility of a the above mentioned loan (all present members voted for); the Board does not expect that this measure would be overused, but it will help group leaders to cope with temporary difficult budget situations. Appropriate background material should be developed by the THS to define scope, limitations and procedures.

The next IOCB Board meeting will be the joint meeting with the IOCB Supervisory Board on June 13th 2017, 4 pm.

May 10, 2017.