



ÚOCHB AV
IOCB PRAGUE

Meeting with Group Leaders

Zdenek Hostomsky | May 21, 2018

Agenda

2

- IOCB Research Group Output 2015-17 per FTE
- IOCB Most significant publications 2017 (modified)
- Junior Group Leader Recruitment
- HR Update (Aranka Rozinková)
- Miscellanea

The Quantitative Group Evaluation 2015-2017



Group	Award (CZK)	GPI per year	Group	Award (CZK)	GPI per year
Hobza	390 767	156,288	Pichová	43 637	17,453
Jungwirth	270 367	108,134	Rulíšek	42 974	17,188
Hocek	244 788	97,904	Vondrášek	41 273	16,507
Bouř	224 643	89,847	Hanus	39 700	15,878
Michl	199 603	79,832	Weiss	39 185	15,672
Maletínská	153 440	61,369	Mertlíková Kaiserová	38 455	15,380
Šaman	141 813	56,719	Jiráček	32 354	12,940
Janeba	92 815	37,122	Vrábel	30 132	12,051
Cígler	91 007	36,398	Stříšovský	26 727	10,690
Kašička	89 350	35,736	Marek	25 406	10,161
Konvalinka	88 028	35,207	Havlas	23 118	9,264
Starý	70 711	28,281	Macíčková Cahová	20 410	8,163
Majer	67 813	27,122	Mareš	16 584	6,633
Řezáčová	62 781	25,109	Curtis	16 354	6,541
Cvačka	59 725	23,887	Kotora	15 132	6,052
Teplý	0	23,735	Yushchenko	13 691	5,476
Valterová	0	23,462	Weber	12 104	4,841
Beier	57 405	22,959	Čeřovský	8 987	3,594
Jahn	54 396	21,756	Lazar	7 001	2,800
Nencka	50 525	20,208	Matějková	5 211	2,084
Rosenberg	46 664	18,663	Birkuš	1 221	0,489
Bouřa	43 703	17,479		3 000 000	

Evaluation of research output 2018



Directive S2018-01

- Group performance index (GPI) quantitative aspect of group evaluation

$$\mathbf{GPI} = J+B+C+D+P+T+S+L$$

J – journal articles x IF

B - books

C – book chapters

D – article in proceedings

P – awarded patents

T – verified technology

S – industrial prototype or software

L – income from licenses and IP

GPI value - see next slides
FTE

The Quantitative Group Evaluation 2015-17 per FTE



Group	GPI per year	aver. FTE	GPI per year/aver. FTE		Group	GPI per year	aver. FTE	GPI per year/aver. FTE
Jungwirth	108,134	12,779	8,462		Bouřa	17,479	9,219	1,896
Michl	79,832	10,78	7,406		Rosenberg	18,663	10,122	1,844
Hobza	156,288	21,538	7,256		Majer	27,122	14,952	1,814
Maletínská	61,369	9,221	6,655		Konvalinka	35,207	20,725	1,699
Bouř	89,847	13,846	6,489		Havlas	9,246	5,491	1,684
Cígler	36,398	6,790	5,360		Řezáčová	25,109	14,982	1,676
Kašička	35,736	7,460	4,791		Curtis	6,541	4,043	1,618
Hocek	97,904	20,634	4,745		Mertlíková Kaiserová	15,380	10,190	1,509
Šaman	56,719	12,260	4,626		Vrábel	12,051	8,043	1,498
Weiss	15,672	3,869	4,051		Jahn	21,756	16,164	1,346
Teplý	23,735	6,531	3,634		Kotora	6,052	4,737	1,278
Rulíšek	17,188	5,087	3,379		Yushchenko	5,476	4,402	1,244
Janeba	37,122	12,067	3,076		Pichová	17,453	14,839	1,176
Marek	10,161	3,383	3,004		Jiráček	12,940	11,093	1,166
Macíčková Cahová	8,163	2,811	2,904		Stříšovský	10,690	9,533	1,121
Valterová	23,462	8,338	2,814		Lazar	2,800	3,372	0,830
Beier	22,959	8,472	2,710		Čeřovský	3,594	5,179	0,694
Hanus	15,878	5,916	2,684		Mareš	6,633	11,097	0,598
Nencka	20,208	8,035	2,515		Weber	4,841	8,707	0,556
Vondrášek	16,507	7,068	2,336		Matějková	2,084	5,641	0,370
Starý	28,281	12,550	2,253		Birkuš	0,489	1,820	0,269
Cvačka	23,887	11,700	2,042					

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2,769
Average

Median

The Quantitative Group Evaluation 2015-17 per FTE



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Junior
Research
Groups
highlighted

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Research –
Service
Groups
highlighted

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Targeted
Research
and Service
Groups
highlighted

Most significant publications 2017



- **PHYS** (8 for 2016) **6** submissions → **4** awards
- **CHEM** (8 for 2016) **11** submissions → **5** awards
- **BIO** (7 for 2016) **8** submissions → **4** awards

Most Significant Publications 2017

PHYS

part 1



Listed alphabetically by first author

Rendler T, Neburkova J, Zemek O, Kotek J, Zappe A, Chu* Zhiqin, Cigler* P, and Wrachtrup J

Optical imaging of localized chemical events using programmable diamond quantum nanosensors

Nature Commun 2017, 8, 1-8

Stetsovych O, Švec M, Vacek J, Vacek Chocholoušová J, Jančařík A, Rybáček J, Kosmider K, Stará IG, Jelínek* P, and Starý* I

From helical to planar chirality by on-surface chemistry

Nature Chemistry 2017, 9, 213-218



Listed alphabetically by first author

Tesei G, Vazdar M, Jensen MR, Cragnell C, Mason PE, Heyda J, Skepö M, Jungwirth* P, and Lund* M

Self-association of a highly charged arginine-rich cell-penetrating peptide

Proc Natl Acad Sci USA 2017, 114, 11428-11433



Director's Award

Šebera J, Hattori Y, Sato D, Řeha D, Nencka R, Kohno T, Kojima* C, Tanaka* Y, and Sychrovský* V

The mechanism of the glycosylase reaction with hOGG1 base-excision repair enzyme: concerted effect of Lys249 and Asp268 during excision of 8-oxoguanine

Nucl Acids Res 2017, 45, 5231-5242



Listed alphabetically by first author

Kaleta* J, Chen J, Bastien G, Dračinský M, Mašát M, Rogers C T, Feringa* B L, and Michl J

Surface Inclusion of Unidirectional Molecular Motors in Hexagonal Tris(o-phenylene)cyclotriphosphazene

J Am Chem Soc 2017, 139,10486-10498

Tichá A, Stanchev S, Vinothkumar KR, Mikles DC, Pachl P, Began J, Škerle J, Švehlová K, Nguyen MTN, Verhelst SHL, Johnson DC, Bachovchin DA, Lepšík M, Majer P, and Stříšovský* K

General and Modular Strategy for Designing Potent, Selective, and Pharmacologically Compliant Inhibitors of Rhomboid Proteases

Cell Chem Biol 2017, 24, 1-24



Listed alphabetically by first author

Vázquez A, Dzijak R, Dračínský M, Rampmaier R, Siegl SJ, and Vrábel* M

Mechanism-Based Fluorogenic *trans*-Cyclooctene-Tetrazine Cycloaddition

Angew Chem Int Ed 2017, 56, 1334-1337



Mejdrová I, Chalupská D, Plačková P, Müller C, Šála M, Klíma M, Bäumlová A, Hřebabecký H, Procházková, Dejmek M, Strunin D, Weber J, Lee G, Matoušová M, Mertlíková-Kaiserová H, Ziebuhr J, Birkus G, Bouřa* E, and Nencka* R

Rational Design of Novel Highly Potent and Selective Phosphatidylinositol 4-Kinase IIIb (PI4KB) Inhibitors as Broad-Spectrum Antiviral Agents and Tools for Chemical Biology

J Med Chem 2017, 60, 100-118

Špaček P, Keough DT, Chavchich M, Dračínský M, Janeba Z, Naesens L, Edstein MD, Guddat* LW, and Hocková* D

Synthesis and Evaluation of Asymmetric Acyclic Nucleoside Bisphosphonates as Inhibitors of *Plasmodium falciparum* and Human Hypoxanthine-Guanine-(Xanthine) Phosphoribosyltransferase

J Med Chem 2017, 60, 7539-7554



Listed alphabetically by first author

Johnson N, Březinová J, Stephens E, Burbridge E, Freeman M, Adrian C, and Stríšovský* K

Quantitative proteomics screen identifies a substrate repertoire of rhomboid protease RHBDL2 in human cells and implicates it in epithelial homeostasis

Sci Reports 2017, 7, 1-13

Klima* M, Chalupska D, Róžicki B, Humpolickova J, Rezabkova L, Silhan J, Baumlova A, Dubankova A, and Boura* E

Kobuviral Non-structural 3A Proteins Act as Molecular Harnesses to Hijack the Host ACBD3 Protein

Structure 2017, 25, 1-12



Listed alphabetically by first author

Navrátil* V, Schimer J, Tykvart J, Knedlík, Vik V, Majer P, Konvalinka* J,
and Šácha* P

**DNA-linked Inhibitor Antibody Assay (DIANA) for
sensitive and selective enzyme detection and
inhibitor screening**

Nucl Acids Res 2017, 45, 1-13



Director's Award

Lubyova* B, Hodek J, Zabransky A, Prouzova H, Hubalek M, Hirsch I, and Weber* J

PRMT5: A novel regulator of Hepatitis B virus replication and an arginine methylase of HBV core

PLoS ONE 2017, 12, 1-28

Rationale behind Director's Awards



- Papers highly rated by some of the judges, usually the ones with the best understanding of the topic, but with no sufficient overall support to influence the composite vote
- Director's conviction that this is a high quality publication with an important impact for the field which may have been overlooked by others

Most significant publications in 2018

changing rules ...



- **PHYS** Physical and Theoretical Chemistry
- **CHEM** Medicinal and Organic Chemistry
- **BIO** Biochemistry and Molecular Biology

Each group may submit 1 most significant paper published in 2017 per category, but no more than 2 papers total. Semi-autonomous units within larger groups may submit their own paper if the group leader is not listed as co-author.

Papers should have a brief annotation stating why the authors think their publication is significant.

The papers will be evaluated by interested IOCB scientists, and pre-screened internally before they are sent to the external panel (IAB members, *ad hoc* reviewers) as well as to an internal IOCB panel (group leaders and management). 3 to 5 papers in each category will be awarded prizes in the form of group money.

Junior Group Leader Recrutement update



- NatureJobs ad - deadline May 18, 2018
- 39 applications total:

PHYS 5
CHEM 18
BIO 16

- Applications by scientists related to IOCB: 10
- IOCB Board and all interested will be asked to prescreen for the 6 on-site interview slots on June 8, 2018

IOCB Grant Consolidation in 2019



- Discussions with IOCB Board on consolidating all internal grants



Aranka Rozinková

Dual employment within EEA countries – Part 2



IOCB employees (currently employed) with more then one employment (or income) within European Economic Area (EEA); including EU, Iceland, Norway, Liechtenstein, and Switzerland; **need to be identified.**

How

1. Distribution of affidavit / questionnaire –signed and returned back to HR office by all employees.
2. Evaluation of dual employment cases by HR and / or by external consultant.

ČESTNÉ PROHLÁŠENÍ	AFFIDAVIT
Já, níže podepsaný/á datum narození:, trvale bytem	I, the undersigned, date of birth:, residing at
adresa pro doručování:.....	delivery address:.....
<u>tímto</u> čestně prohlašuji svému zaměstnavateli, Ústavu organické chemie a biochemie AV ČR, v.v.i., IČ: 61388963, se sídlem Flemingovo náměstí 542/2, 166 10 Praha 6 (dále jen „UOCHB“), že:	hereby declare and confirm to my employer, <u>Ústav organické chemie a biochemie AV ČR, v.v.i.</u> (Institute of Organic Chemistry and Biochemistry of the CAS), ID No.: 61388963, with its registered office at Flemingovo náměstí 542/2, 166 10 Prague 6 (the “UOCHB”):
1. VYKONÁVÁM / NEVYKONÁVÁM v <u>jiném</u> státě Evropské unie a/nebo Evropského hospodářského prostoru (než je Česká republika) (dále jen „ <u>Jiný stát</u> “)	1. I HAVE / I HAVE NOT in other state of the European Union and/or the European Economic Area (other than the Czech Republic) (the “ Other State ”)
další výdělečnou činnost, tj. činnost v rámci dalšího zaměstnání	other paid activity, such as employment, external contract or self-employment, or other activities possible in addition

Salary overview - informative table for group leaders



- Salary table for research/lab positions – will be distributed via email
- Does not include contractual salary (smluvní mzdy)
- Data: calculated with actual numbers (actual workloads)
 - ✓ Average salary
 - ✓ Highest paid salary
 - ✓ Average workload
 - ✓ Maximum allowance in the salary category

Salary overview by position - May 2018		(does not include contractual wages)		
	actual salary average	highest salary	average workload %	Maximum allowance (100%)
research assistant - V1 (Mgr. Degree)	21618	43900	71,2	47 600
chem. technical - service laboratory (Mgr. Degree) - O11	31112	44460	89,3	67 188
graduate student - V2	22996	46000	89	47 600
postdoctoral fellow - V3	35852	53780	89	53 480
associate scientist/scholar - V4	36937	51800	86,9	53 480
scientist/scholar - V5	43981	66000	89,3	69 960

PhD Boot Camp – fall 2018



Date: **5.10.2018** (Friday morning) – **7.10.2018** (Sunday afternoon)

Place: **IOCB Cottage – Malá Úpa**

List of new PhD students with e-mail address to HR office: **by 30.6.2018**



Job advertisement – available portals



New advertisement venues available for our job postings:

Research Jobs: Our scientific postings from our external IOCB web site are now automatically posted on Research jobs portal. Free of charge

Věda a výzkum: non-scientific jobs, 1 000 CZK per posting. Covered by HR

Czech Academy of Science: all postings, free of charge

Euraxess: all postings (charges TBA)

IOCB Twitter: all postings

IOCB LinkedIn: all postings

IOCB Facebook: recommended for special/interested postings



Important Reminders



- **7th JCS Symposium on Quantum Chemistry**
May 21-24, 2018
- **Happy Hours**
Thu May 24, 2018
- **Invited Lecture Series – Stephen Hashmi** (RKU Heidelberg)
Fri May 25, 2018 10:00 am
- **IOCB Retreat in Valeč**
May 28-31, 2018
- **Next meeting with Group Leaders**
Monday, June 25, 2018 10:00 a.m.

Mtgs w GLs - 2018 Schedule



- January 15
- February 19
- March 26
- April 30
- May 21
- June 25
- September 10
- October 15
- November 12
- December 17

Always on Mondays at 10:00 am in the Director's Boardroom



ÚOCHB AV
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IOCB PRAGUE

IOCB PRAGUE

Institute of Organic Chemistry and Biochemistry
of the Czech Academy of Sciences