



The Director's Decision on Organizational Changes as of January 1, 2013

On the basis of the results of the evaluation of research teams, of a preliminary evaluation of research-service teams and service departments and in compliance with the recommendations of the International Advisory Board, the following organizational changes will be made at the Institute of Organic Chemistry and Biochemistry of the ASCR, v.v.i:

I.

As of December 31, 2012 I cancel:

1. The senior research team of Dr. Václav Čěřovský (Scientific area: Chemistry of Natural Products)
2. The junior research team of Dr. Tomáš Kraus (Scientific area: Organic Chemistry)
3. The junior research team of Dr. Filip Teplý (Scientific area: Organic Chemistry)
4. The research-service team of Dr. Miroslav Ledvina (Technology Transfer)
5. The service department of Dr. Eva Kudová (Neuroprotectives)
6. The service department of Dr. Irena Valterová (Biological Services)

II.

As of January 1, 2013 I reduce the number of employees in order to increase work efficiency in these teams:

Laboratory of Radioisotopes	by 4 employees
Electromigration Methods	by 1 employee
Molecular Spectroscopy	by 2 employees

In connection with the above-mentioned organizational changes, I charge Dr Elbert, Dr Kašička and Dr Bednářová with submitting a list of the names of the employees whose employment will be terminated as of December 31, 2012 to the Personnel Department by September 14, 2012.

III.

As of January 1, 2013 the junior research teams of Dr Lubomír Rulíšek (Scientific area: Computational Chemistry) and Dr Petr Beier (Scientific area: Organic Chemistry) are transferred to the category of senior research teams.

IV.

As of January 1, 2013, I establish a new category of research groups called 'Targeted Research Groups', with the aim of maximizing the commercial potential of selected projects. The groups will usually consist of 5–6 workers. Inclusion into these groups will be subject to the decision of the director with an advisory body comprising: Vice-director for Strategic Development and possibly also *ad hoc* invited experts. The work of the group will be narrowly focused to carry out a specific research project in order to verify its application potential. In addition, the group will create a framework plan for three years and a specific plan for every subsequent year with specifically assessable milestones and a specific budget, which will be covered from the institute's budget. These groups will be evaluated every year in the tenth month, primarily in terms of reaching the research milestones agreed beforehand. If the given indicators in the respective year are not fulfilled, the activity of the group will be terminated by the end of that calendar year. The maximum period of the duration of the group will be 3 years. After the end of the three-year period, a) the activity of the given group may be terminated, b) the group may be transformed into another category of the groups within the institute.

V.

Effective from January 1, 2013 I establish on the basis of the projects submitted the following teams in the new area 'Targeted Research':

1. Transport and Diagnostic Nanosystems

– 970/97

– Head: Miroslav Ledvina
Deputy: Daniel Zyka
Lukáš Drašar
Roman Effenberg
Jana Lokajová
Júlia Mičová
Jan Štursa ml.
(Anna Kovalová – MD)

2. Neuroprotectives – 994/99

– Head: Eva Kudová
Deputy: Hana Chodounská
Dagmar Hybšová
Kateřina Kouřilová
Michaela Sedláčková
Barbora Slavíková
(Jiřina Borovská – MD)

3. Antiobesity Peptides – 290/29

– Head: Lenka Maletínská
Deputy: Blanka Železná
Martina Holubová
Veronika Nagelová
Andrea Špolcová
Hedvika Vysušilová

VI.

I announce interviews with Groups 1, 2 and 3 of Article I of this order for the possible creation of new teams of Targeted Research effective from January 1, 2013. The results of the interviews will be announced as of October 19, 2012.

VII.

Effective from January 1, 2013, there will be two new junior research teams for the scientific area of Organic Chemistry. The scientific program of these teams and the filling of the team leader positions will be subject to a competitive selection process.

Prague, September 11, 2012

RNDr. PhDr. Zdeněk Hostomský, CSc.
Director