



Minutes of the IOCB Board Meeting No. 8/2019 on October 8, 2019

Present: Ullrich Jahn, Pavel Jungwirth, Radek Pohl, Petr Slaviček, Radim Nencka, Pavel Šácha

Excused: Pavlína Maloy Řezáčová, Petr Svoboda, Tomáš Obšil

Guest: Zdeněk Hostomský, Alena Morávková, Patrik Španěl (ÚFCH JH, AV ČR)

Secretary: Irena Valterová

The minutes of the last meeting were unanimously approved.

1. HR Award (HRA) preparation. Dr. Patrik Španěl from J. Heyrovský Institute of Physical Chemistry (ÚFCH JH) was invited to share his experience with their application for HRA. The European Commission recognizes with the 'HR Excellence in Research Award' institutions, which make progress in aligning their human resources policies to the 40 principles of the Charter & Code, based on a customized action plan/HR strategy. The main reason for application of ÚFCH JH was to increase competitiveness in applications for EU grants. ÚFCH JH first obtained a grant from the Ministry of Education CR (MŠMT) for preparative steps for application, setting up the strategic management in accordance with the conditions for obtaining of the HR Award. P. Španěl informed about formation of an ethics committee headed by two (a male and a female) "Ombudsmann" for solving problems. He also informed the Board that ÚFCH JH is providing active mentoring for group leaders and responsible staff at ÚFCH JH, which helps keeping and increasing ethical standards and ensures better supervision.

As agreed before (March 2019 minutes) IOCB will not apply for the MŠMT grant, because of increased bureaucratic involvement. IOCB hired A. Drda Morávková to coordinate the preparation of the HRA application. According to the ÚFCH JH experience, a committee/group of employees – volunteers will have to be established to proceed effectively. This committee will prepare GAP analysis and develop on this basis an Action plan for accomplishing the necessary standards, which involve among others defining human resource development and gender equality, development of the internal evaluation of the research organization, development of international cooperation in the research and internationalization of the research organization, development of intersectoral cooperation, and development of popularization of research. The active work on the GAP analysis should start as soon as possible, latest at the beginning of 2020. The planned Science-Administration round table may also address these points to facilitate the start of the procedure.

2. *IOCB Funded Chair - Medicinal Chemistry at UCT.* The Chair was established and the ceremony took place on October 2nd together with a press release. The chair will be financed by IOCB Tech with a sum of 7 mil CZK over a period of five years. The IOCB Board thanks IOCB and IOCB Tech for their engagement.

3. *Update on the Czech Institute of Science and Technology (CIST) - Approaching vote on the CIST in Olomouc and the role of IOCB.* An extended discussion between the Board and the director was opened. The director informed the Board at previous meetings about preliminary discussions on founding a new joint institute between UPOL, Faculty Hospital Olomouc (FNOL) and IOCB in general terms. The structure, potentials research areas, participating groups or co-financing have not been thoroughly discussed with the Board yet. In the middle of September, a first document (Role partnerů zapojených do VŠ ústavu) was provided by the director to the IOCB Board upon request and Důvodová zpráva of UPOL was also provided to the Board. Since the vote on foundation of CIST is upcoming at UPOL Academic Senate, IOCB participation and contribution must be thoroughly discussed. The Board will perform together with the Director a SWOT analysis concerning the potential IOCB involvement in the new institute until its next meeting. A clear vision of the planned research institution, its value to science of the Czech Republic and its goals and methods must be analyzed and developed. At the next Board meeting, this SWOT analysis will form the basis for further discussion.

4. *Update Dream Chemistry Award.* Excellent candidates sent applications this year. Russell Johnson, Editor of Nature Chemistry, will come to IOCB to actively participate in the DCA finals on Dec 2-3, 2019. He will be member of the evaluation committee and there will be a lecture by him about publishing and opportunities for discussions with him.

5. *Nadační fond Martiny Roeselové (NFMR).* 37 applications were received this year; four applicants will be selected and awarded. In the long term, a broader financial basis for the foundation is desirable.

6. *Evaluation of Research-Service Groups.* Evaluation has been suggested by Board in a document from July 23, 2019. Since then, no new steps have been taken by administration, but the Board and the director agree that it should still be performed this autumn/winter.

7. *Update round table Science-Administration.* A date for the next round later this year will be fixed. This will also serve to discuss the HR award preparation.

8. *Petition to RVVI.* Ministry of Youth, Education and Sports (MŠMT) agreed on accepting grant applications only in English language without the so far compulsory Czech language part, but the agreement has not yet been confirmed in writing.

9. *The call for Junior Group Leader in the field of organic chemistry.* Four applicants presented their projects at IOCB, none of them met the requirements neither was recommended by the IAB and organic chemistry group leaders for hiring. A new call will be opened next year. IOCB organic and medicinal chemistry group leader should prepare the call and work with their networks popularizing the call to receive more competitive applications.

10. *Evaluation of junior group leaders.* The director received recommendations of IAB, he agrees with their conclusions. He speaks first with individual junior group leaders and tell them

the results of the evaluation before an official announcement to the IOCB Board and public. The IOCB Board agrees to this procedure.

11. Investments – big instruments. Some planned new instruments (for example cryo-EM) at IOCB have special space requirements – the management will provide plans so that these investments can be made.

The next meeting will be held on November 4 at 10:30.

October 8, 2019