



ÚOCHB AV  
IOCB PRAGUE

# Meeting with Group Leaders

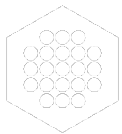
October 14, 2019

Zdeněk Hostomský

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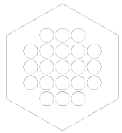
# Agenda

- IAB - changes
- Evaluations 2019
- Job interviews
- PhD student program
- TEA update
- Miscellanea



# IOCB International Advisory Board site visit

## September 20-21, 2019



1. Tenure track promotion decision on 7 Junior Groups
2. Interim evaluation of 1 Junior Group
3. 4 job interviews for one open position

# IOCB International Advisory Board 2019

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**Prof. Dr. Karl-Heinz Altmann**

Institute of Pharmaceutical Sciences, ETH Zürich,  
Switzerland



**Prof. Ing. Dr. Marko Mihovilovic**

Vienna University of Technology  
Institute of Applied Synthetic Chemistry, Austria



**Prof. Dr. Wilhelm Boland**

Max-Planck Institute für Chemische Ökologie,  
Jena, Germany



**Prof. Dr. Frank Neese**

Max-Planck Institute for Chemical Energy  
Conversion, Mülheim an der Ruhr, Germany



**Prof. Agnieszka Chacińska, PhD**

University of Warsaw, Department of  
Chemistry, Poland



**Prof. Barry V. L. Potter, PhD**

Oxford University  
Department of Pharmacology, United Kingdom



**Prof. Dr. Burkhard König**

Institut für Organische Chemie  
Universität Regensburg, Germany



**Prof. Dr. Irit Sagi**

Dept. of Biological Regulation,  
Weizmann Institute of Science, Israel



**Prof. Hans-Georg Kräusslich, MD**

Department of Infectious Diseases – Virology,  
University Hospital Heidelberg, Germany



**Dr. Alexander Wlodawer**

Macromolecular Crystallography Lab.  
National Cancer Institute, Frederick, MD, USA



**Prof. Lanny S. Liebeskind, PhD**

Emory University, Department of Chemistry,  
Atlanta, GA, USA



**Prof. Dr. Annemieke Madder**

University of Ghent, Dept. of Organic and  
Macromolecular Chemistry, Belgium

# IOCB International Advisory Board 2020

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Stepping  
down



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Stepping  
down



# IAB report - methodology

Two members of the IAB solicited independently 2-3 letters of recommendation for each Group Leader, and anonymized versions of these letters were provided before the meeting. It must be emphasized that these letters should be considered as supplementary only, since a major part of the review process was to evaluate not only whether the performance of Group Leaders was simply satisfactory, but also how they would compare with their peers in high-quality scientific institutions elsewhere, and, most importantly, how their research programs fit into the overall mission of the IOCB and how successful they were in creating value-added interactions with other IOCB groups. That aspect of the evaluation was largely performed by the IAB members with input from the IOCB management, and thus the final recommendations may differ from those provided by the individual outside reviewers. In this context a crucial aspect of the evaluation was convincing the IAB members about the biological significance and potential applications rather than only about methodological advances.

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# IAB report - recommendations

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This report ranks the Junior Research Group leaders in the order of enthusiasm elicited by their written reports, presentations in person, ability to answer the questions and formulate clear future research plans, as well as by the comments of the external reviewers. It is the hope of the IAB that it will assist the management of the IOCB in making the final decisions regarding promotion of the Group Leaders.

# Evaluation results

Based on the written report from the IAB from Oct. 4, 2019, the following decisions have been made by the IOCB director:

- **Kvido Stríšovský** and **Robert Hanus** groups have been promoted to Senior Groups.
-  **Milan Vrábel** and **Ed Curtis** groups have been extended as Junior Groups for two more years.
- **Norbert Weiss, Josef Lazar** and **Dmytro Yushchenko** groups have not been promoted to Senior Groups and are therefore being terminated.



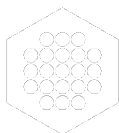
# Evaluation 2019 – groups closing

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## Closing group guidelines:

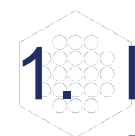
- Take care of students
- Complete running grants

# Josef Lazar



# Job interviews

- **CHEM**
- Synthetic organic chemist



1. Mark Maturi (*Tokyo Inst. Tech*)
2. Marta Meazza (*U Southampton*)
3. Lukasz Woźniak (*EPFL Lausanne*)
4. Christos Tsiamantas (*U Tokyo*)

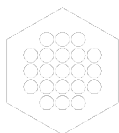
# IAB report – Recommendations 2

Overall, none of the four would be “above the bar” for an assistant professor position at a quality institution in the US or Europe. Not one showed an instinct to generate research ideas sufficiently removed from their postdoc and/or graduate work, and none demonstrated an awareness of the importance of placing their research ideas within a larger thematic scientific goal. They presented fairly minor proposals to explore research projects that incrementally modified what they had already done as postdocs and graduate students. The IAB seriously doubts that any of these projects could be fundable in the ERC system. None of these four candidates came across as “compelling, must have hires”. From among the four, Mark Maturi gave the “best” presentation, but he is still below the bar. He might be encouraged to reformulate his project and re-apply in a year or so, however without any promise as to the result. Marta Meazza has certainly been very productive, but productivity is necessary but not sufficient to qualify for a junior level position at an institution reaching towards excellence. She needs much scientific maturing and mentoring to expand her research ideas well beyond what she has explored in her recent positions. Even if she claims the research projects and ideas were her own, they were rather trivial and incremental.

**On that basis the IAB recommends taking no action and re-advertising for next season, perhaps with input on applications from a subset of members of the IAB.**

# Job interviews follow up

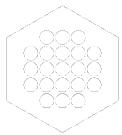
- A renewed targeted search for an accomplished **synthetic organic chemist**, to strengthen this core discipline at IOCB, will be the focus for the next year's call



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# PhD program update

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## Kateřina Šolcová

# PhD recruitment strategy for 2020



## ANNOTATION:

Research group (CZ/EN)  
PhD Project (CZ/EN)  
University/Faculty (CZ/EN)  
Field of study (CZ/EN)  
Supervisor/Supervisor assistant  
Abstract (CZ/EN)  
References (optional)

## Meeting with GLs:

- Structure of pre-selection
- PhD candidates distribution in committees
- Selection criteria (5 best-accepted PhD students get a scholarship for 1 year)
  - Test – include or not
  - Committee criteria
  - Committee members
- Face-to-face Interview
- Skype Interviews

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# IAESTE TRAINEE

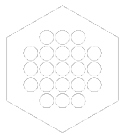
## EMPLOYER



## IAESTE

- Open to the world – internationalize lab
- Do not pay anything extra (minimum is 13.350 CZK)
- Customize length (from 6 weeks to 1 year) and date of the internship





# TEA update



ÚOCHB <sup>AV</sup>  
IOCB PRAGUE

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# Tender proceedings

**Tamara Brixiová | 14.10.2019**

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# Tender proceedings 2019

## Problems

- most of the agenda transferred from purchase department to legal department because of lack of staff at the end of June 2019 - time press + hard processing of inputs (technical specifications) during summer holidays
- new external provider of services concerning tender proceedings - Veřejné zakázky s.r.o. replaced by enovation s.r.o. - new system of collaboration
- problem of identification which devices will be purchased separately and which of them in groups (HPLCs, flashchromes, centrifuges, etc.), identification of type of proceedings (open proceedings v. negotiated proceedings without publication)

## Solution

- strengthening of staff processing tenders (newly department of planning and budget will be in charge of this agenda), better system of work from the beginning
- confirmation of technical specifications on time, early categorization of the tender proceedings (according to subject and type of proceedings)

# Investments

## **Step 1: The summary of requirements**

- filling a request form
- send the form by e-mail to address:  
jana.hronova@uochb.cas.cz
- if you have any questions, please contact:  
Jana Hronová I. 573

# Investments/Request form

## Požadavkový list na investice (majetek nad 40 tis. Kč vč. DPH)

Vyplní uživatel pokud je mu známo nebo po konzultaci se správcem rozpočtu Janou Hronovou tel: 573

[jana.hronova@uochb.cas.cz](mailto:jana.hronova@uochb.cas.cz)

Název přístroje	
Český ekvivalent názvu pokud je pro srozumitelnost třeba	
Technická specifikace jako samostatná Příloha č. 1 vytvořená uživatelem: přiložena/nepřiložena/ bude dodána do/bude dodána po dohodě se správcem rozpočtu	Příloha č. 1
Jedná se o: Nákup nového přístroje; TZ inv. čísla; SW	
Informace o účelu použití přístroje	
Předpokládaná cena bez DPH v Kč (DPH 21%)	
Kategorie komodity pro účely sumarizace veřejných zakázek: Výpočetní technika/HPLC/FPLC/chladicí technika/optika/centrifugy/ostatní	
Umístění přístroje se předpokládá do místnosti	
Rozměr přístroje/zařízení	
Další podmínky pro instalaci a součinnost interních servisních středisek; Příloha č. 2, část 1 (Přílohy zpracuje podle vlastního uvážení uživatel)	Příloha č. 2 - část 1 - je li relevantní
Osoba stanovená pro komunikaci v rámci technické specifikace: Jméno, telefon, e-mail	
Osoba stanovená pro součinnost při dodání, instalaci a zaškolení: Jméno, telefon, e-mail	
Konečný uživatel pro účely zařazení do majetku: Jméno, telefon, e-mail	
Zdroj financování ke kterému má žadatel oprávnění	
Vedoucí týmu: Jméno	
<b>Další (realistické) požadavky uživatele - smluvní podmínky</b>	
Dodací lhůta v týdnech	
Požadovaná záruční lhůta v měsících	
Nástup na opravu v záruční době do dnů od nahlášení, a dokončení opravy	
Nástup na opravu po záruční době do X dnů od nahlášení, odstranění vady do X dnů	
Zajištění záručního a pozáručního servisu a dostupnosti náhradních dílů po dobu... let	
Počet příloh	

# Investments

## **Step 2: Evaluation and approval of requirements**

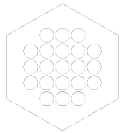
- Methodological board
- IOCB board
- Supervisory Board
- > 8 mil. Property committee of the CAS

# Investments

- **Step 3 – Investment acquisition**

*The coordinator - Jana Hronová, supported by Jana Pokorná and Božena Petschová*

- JH provides exclusive communication with the users regarding the technical specification
- JH communicates with the external office providing a tender process
- LEGAL DEPARTMENT – checks the final contract
- PURCHASE DEPARTMENT - implements the final part of the process - purchasing and delivery of the equipment



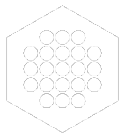
# Miscellanea



# Internal evaluation of Research- Service Groups

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- Meeting and details before the end of the year



# Mtgs w GLs - 2019 Schedule



- January 14
- February 25
- March 25
- April 15
- May 13
- June 24
- September 9
- October 14
- November 11
- December 16

Always on Mondays at 10:00 am in the Director's Boardroom A4.01