



ÚOCHB AV
IOCB PRAGUE

Meeting with Group Leaders

May 22, 2020

Zdenek Hostomsky

Agenda

- Internal salary regulation
 - Ethical proxy
 - IOCB Fellowships for postdocs
 - Evaluation of the IOCB Research-service groups
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- Miscellanea
 - World molecular imaging congress

Revision of Internal salary regulations

- Subject to approval by IOCB Board (June 2020)
- Intended to come into effect as of July 1, 2020
- Based on mutual agreement between the IOCB Management and Labor Union
- **Major effects:**
 - Keeping up-to-date with the Czech legislation;
 - Change in the salary structure: tariffs highly increased while personal bonuses adequately lowered, contractual salaries not affected;
 - In most cases no impact on individual's salary (no one's salary will be decreased).
- HR to provide each Group Leader with a salary overview for the group (*today*), and to confirm salary amendments, if any



ÚOCHB ^{AV}
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OMBUDSPERSON



ETHICAL PROXY

Alena D. Morávková

OMBUDSPERSON → ETHICAL PROXY

- Position name was changed
- Czech equivalent is „Etický zmocněnec“
- Their role in Ethical Committee will be discussed separately
- We have nine Candidates
- Election will take place in June

ETHICAL PROXY CANDIDATES

(in alphabetical order)

Petra Břehová

Martin Dračínský

Dana Hocková

Zuzana Kečkéšová

Tomáš Kraus

Hana Macíčková Cahová

Pavel Majer

Tat'ána Majerová

Radek Pelc

ETHICAL PROXY AT IOCB PRAGUE

- Ethical proxy (EP) is a person independent on the Institute's management, who provides advice and mediation in case of different work-related conflicts (e.g. scientific integrity, ethic of scientific work, workplace relationships, etc.). All cases are treated impartially and confidentially. Every employee of the Institute can ask the EP for advice or help.
- There are at least two EP positions at IOCB.
- The primary task of EPs work is remediation of misconduct and settlement of opinion differences at the workplace. This includes questions of good scientific practices such as authorship disputes, discrepancies in data usage, conflicts between a mentor and a student or a postdoc, incorrect behavior, etc.
- The aim of EP is to correct the bad scientific practice or behavior. Following of EP's recommendations is not obligatory; however, in serious cases, EP could contact the Ethical committee and/or the director of the Institute. Upon request, the initiator in such case may remain anonymous.
- EP can ask another person for advice if necessary. Anonymity of the initiator in such a case is maintained.
- The aim of the whole process is to solve the problem and to reach an agreement.
- The success of the procedure depends primarily on the willingness of all persons involved to cooperate. Therefore, there are no time limits for the process.
- EP does not deal with cases of significant data controversy. Serious scientific misconduct (such as plagiarism, fabrication and falsification of data, etc.) are automatically forwarded to the Ethical committee and the director of the Institute.
- EP does not provide legal services. If one of the parties to the case calls a lawyer, the EP proceeding is terminated automatically. The EP also does not deal with cases which are subject to legal proceedings.

HOW DOES THE PROCEDURE WORK?

- Choose your EP and contact him personally or by e-mail.
- It should help if important documents are attached.
- The initiator may remain anonymous, although in some cases this may cause finding the right solution more difficult (but not impossible).
- EP decides if it falls within his/her competency and suggests a solution.
- EP can ask for additional documents or information. EP can also contact the counterparty to learn his stand.
- Communication can be conducted in writing at this stage.
- EP issues recommendations to both parties. These recommendations are based on information obtained from both sides of the conflict. EP acts in accordance with principles of impartiality.
- However, you can still ask EP's help or advice, even if you do not wish to contact the other party. In that case EP can give you advice or help you to see your problem from a different perspective.

NOMINATION AND ELECTION OF EP

- A candidate may be nominated by any employee of IOCB (with his prior consent).
- Candidates have to meet the following criteria:
 - must be a researcher at IOCB Prague (not a PhD student or a postdoc).
 - must have at least a half-time work contract.
 - the director, vice-directors and members of the IOCB Board are excluded from the nominations.
- Election will be held electronically.
- All IOCB employees with a minimum half-time work contract are eligible to vote.
- Each eligible employee can vote for two candidates.
- Candidates with the highest number of votes will be appointed by the Institute director, who also has a right of veto.
- Term of office for EP is limited to 5 years.

IOCB Fellowship for postdocs - rules modification

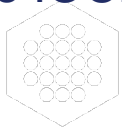
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Original goal of this program: increase international character at IOCB and research quality

Obligatory requirement: undergraduate and graduate studies at a reputable foreign institution

**Since we have already achieved the international character at IOCB
our main goal now is to increase the quality of research**

The IOCB committee suggested and the director and IOCB management approved modifications of current rules:

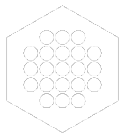


Available candidates can come from a reputable Czech laboratory outside of IOCB

Main emphasis will be on the quality of applicants

Salary will be increased up to 50 000 Kč.

Other rules remain in force




Work in progress

Internal evaluation of Research- Service Groups

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- IOCB Research-Service Group Annual Report
 - Completed by group leaders
 - Deadline: January 2020
- Evaluation — early 2020
 - • Service part – evaluated by **Board of Users** – 2 per group (14 total)
 - Nominate responsible users – in coordination with the RSG leaders
 - Science part – evaluated by the IOCB Board at a dedicated meeting

Board of Users – call to nominate


- | | |
|---|-----|
| • NMR | • X |
| • Mass spectrometry | • X |
| • Electromigration methods | • X |
| • Drug discovery | • X |
| •  Biochem. Pharmacology | • X |
| • Bioinformatics | • X |
| • Virology | • X |

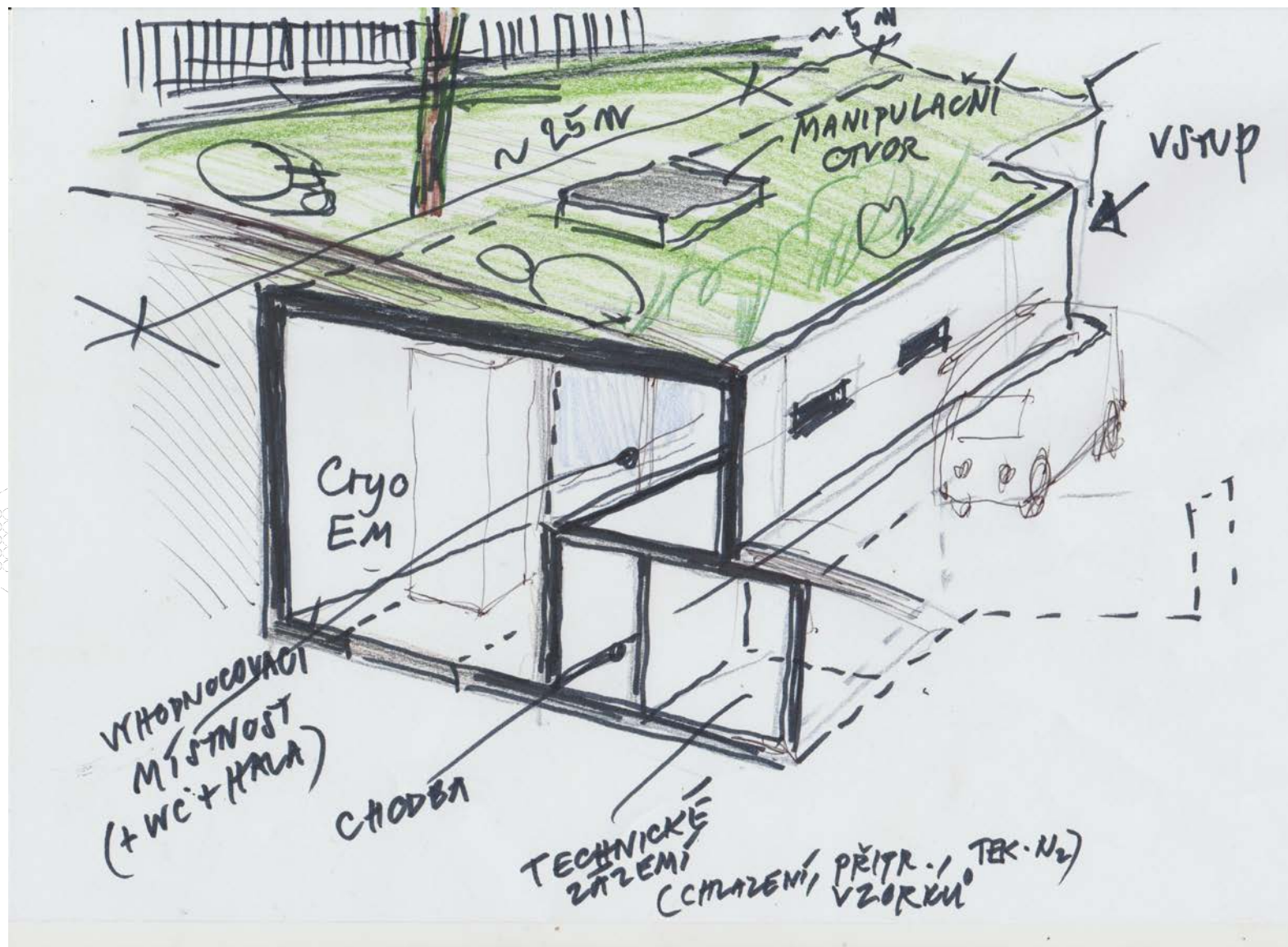
Nomination to the Board of users for the RSG evaluation



- Iva Pichová (Mass Spectrometry)
- Michal Tichý (Biochemical Pharmacology a Virology)
- Veronika Sýkorová (MS and Bioinformatics)
- Jaroslav Šebestík (MS and NMR)
- Kvido Stříšovský
- Jiří Jiráček
- Lubomír Rulíšek

CryoEM update

- Two competitors: **ThermoFisher** and **JEOL**
- CryoEM Task Force:
Evžen Bouřa, Michal Hocek, Zdeněk Hostomský, Jiří Polách, Pavlína Řezáčová,
Kvido Stříšovský, Karel Šobíšek, Sebastian Zoll
-  Facility: 200 keV for screening and microED + 300 keV instrument
- New underground construction - bunker
- Next steps: Market research with concrete floorplan of the new facility



Most Significant Publications - 2019



- **PHYS** (9 for 2018) **11** submissions
- **CHEM** (6 for 2018) **8** submissions
- **BIO** (7 for 2018) **8** submissions

Did everyone who sent the nomination for the most significant publication get the answer from the secretariat?

Internal pre-Selection



- Pre-selection panel is composed of the external members of IOCB Board, an Adjunct Professor and the Director:

Tomáš Obšil

Petr Slavíček

Petr Svoboda

Pavel Kočovský

Zdeněk Hostomský

- Typically, only papers with principal or corresponding author from IOCB should be submitted.
 - Papers not meeting these criteria may still be submitted, but only work done at IOCB will be judged.
 - Print version date counts
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- Assignment to categories will be checked

Change of rules for 2020 !

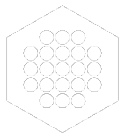
Most significant publications in 2020



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

Each group may submit **up to two significant papers** published in 2020 **regardless of category**.

Semi-autonomous units within larger groups may submit their own papers if the group leader is not listed as co-author. The papers will be 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.



Miscellanea

World Molecular Imaging Congress



- Multidisciplinary meeting (technology, medicine, biology, **chemistry**).
- 200 talks, 700 posters.
- Abstract deadline: **June 10, 2020**.
 - Usually also call for Late Breaking Abstracts.

www.wmis.org

Mtgs w GLs - 2020 Schedule



- January 17
- February 14
- March 25
- April 24
- May 22
- June 26
- September 11
- October 16
- November 13
- December 11

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