

Meeting with Group Leaders

February 13, 2014

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Agenda



- Financing of Research Groups in 2014
- Most significant 2013 publications contest
- Update on new Junior Group Leaders
- Upcoming events

Financing



- Investments
 - Requests for 2014 are 260 M – transferred to the Methodology Board
- Operating funds
- Personal funds

Operating funds - Group money



- 25% of grant overhead
- 10 K per FTE “pencil money”
- Operating group support (start-up package)
- Gilead grant money
- Bridging grants (100 K-300 K, depending on the budget)
- Acknowledgement of scientific output,
 - quantitative (GEF) see Director’s info on IntraWeb
 - qualitative (most significant publications)

200 K for group paper

110 K for shared interdisciplinary paper

[up to 50% of the award for significant publication can be converted to personal expenses (136% rate) as an over-limit item]

Bridging grants



- Can be submitted in February, March or April
- Operating costs
- 100 K - 300 K, depending on the budget

Evaluation of scientific output



A component of group financing

- Group efficiency factor (GEF) quantitative aspect

$$\text{GEF} = \frac{J+B+C+D+P+T+S+L}{\text{IS (Institutional Salaries)}}$$

See Director's info

- Most significant publications qualitative aspect

Now

Group Efficiency Factor –



Formerly Team efficiency factor TEF, „faktor výkonnosti týmu -FVT“

Director's order 3/2008

GEF: period of 2011, 2012 and 2013, normalized for one year

- Version A (excl. Group Leader salary and over limit parts) *„ bez mzdy vedoucího a nadlimitních složek“*
- Version B (incl. Group Leader salary and over limit parts) *„ včetně mzdy vedoucího a nadlimitních složek“*
- Numerator of the GEF ($=J+B+C+D+P+T+S+L$)

Group vs. Team



- **Group** – hierarchical unit, members of the group report directly to the group leader
- **Team** – an *ad hoc* arrangement for a particular purpose (hockey team, project team) – coordinator, a dotted line, not a direct reporting relationship
 - team is typically desolved after completion of a task
- **Acknowledgments** (an exapmple)
 - To my group (members of the group reporting to the group leader)
 - To my team (collaborators from accross the world)

Most significant publications in 2013



- Physical and Theoretical Chemistry
- Medicinal and Organic Chemistry
- Biochemistry and Molecular Biology
- Interdisciplinary (within IOCB)

Each group may submit 1 most significant paper published in 2013 per 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 judged by an external panel (IAB members, *ad hoc* reviewers) as well as by an internal IOCB panel (team leaders and management). Top one third of papers in each category will be awarded prizes in the form of group money.

Most significant publications in 2013



- Deadline for submission:
February 28, 2014
(in exceptional cases extended till March 7)
- Winning publications will be presented as posters at the IOCB off-site Symposium in May

Base Salary Limit for 2014 and on:



- 150 K per FTE + 600 K, but not more than
1,125 K for Junior Group
2,250 K for Senior Group

E.g. SL for a group of 10 FTEs (not including the group leader) would be $1,500 + 600 = 2,100$ K

Negotiated salaries of group leaders are not part of base SL.
Bonuses - derived from the saved salary money.

Over-limit sources of salary money



- Rolled-over saved salary money
- ~~Academic titles~~ - gone from 2014 on
- Excellence award (200 K)
- Group bonuses
- IOCB postdoc (480 K)
- Sabbatical visitor (600 K)
- Director's exception

Sr. Research Group Financing 2013

No.	Leader	FTEs	AdjustLimit	Postdoc	Titles	Publications
610-61	Hobza	18.563	4 080 000		90 000	
320-32	Hocek	16.701	2 250 000	415 867	30 000	113 970 (310k)
330-33	Rosenberg	8.775	1 916 250			73 500 (200k)
210-21	Jiráček	8.217	1 832 550			147 050 (400k)
220-22	Konvalinka	16.124	2 250 000		30 000	
230-23	Mareš	7.696	1 754 400	118 285		40 440 (110k)
240-24	Pichová	14.211	2 250 000			113 000 (310k)
720-72	Michl	13.543	2 250 000	787 936	90 000	73 500 (200k)
730-73	Starý	11.688	2 250 000	302 613		(200k)
740-74	Šrogl	3.600	1 140 000			
750-75	Beier	4.014	1 202 100			
520-52	Jahn	11.955	2 250 000			40 440 (110k)
530-53	Valterová	12.093	2 250 000		30 000	40 440 (110k)
620-62	Havlas	2.296	944 400	104 396	30 000	
630-63	Jungwirth	12.022	2 250 000	279 972	90 000	50 000 (200k)
640-64	Rulíšek	2.843	1 026 450	359 085		55 000 (330k)
810-81	Bouř	12.079	2 250 000	392 201	90 000	
930-93	Řezáčová	8.969	1 945 350			
940-94	Kašička	4.675	1 301 250			40 440 (110k)

The FTE number represents an average for the year, from 1.1. to 31.12. 2013, and is used as basis for the initial calculation of the 2014 salary limit.

IOCB Loan



If a group doesn't receive any grant and has no saved salary money from previous years, it will be possible to obtain a **loan from IOCB**, to slow down the decline in the group size during the first year. The loan can be up to the size of group's adjusted salary limit.

Junior Group Leaders



Currently active candidates:

- Josef Lazar (Inst Nanobiol & Struct Biol. AS CR, Nove Hradý)
- **Robert Hanus** (IOCB, Prague)
- Edward Curtis (Harvard University)
- **Norbert Weiss** (Hotchkiss Brain Inst - University of Calgary)
- Louis Adriaenssens (Catalan Inst of Chem Res, Tarragona)
- Dmytro Yushchenko (EMBL, Heidelberg)
- Milan Vrábek (Ludwig-Maximilians University, Munich)

Upcoming events in 2014



- Happy Hours - Thursday Feb. 13, at 4:30 pm, in NTK cafeteria
- Meetings with Group Leaders
 - March 31
 - May 12 (with the IAB chairman Alex Wlodawer)
 - June 23
 - September 8
 - October 20
 - December 1
- Meeting with students and scientists - possibly in March

Upcoming events in 2014 cont.



- IOCB off-site Symposium
May 21-24 in Harrachov

Program organized by the Board of the Institute

Irena Krumlová will circulate logistical info

Luboš Rulíšek will describe the program

Move and Disposal of chemicals



- Move schedule posted on the Intranet
- Chemicals Cataloguing, Rescue and Disposal Team
 - Pavel Majer
 - Pavel Šácha
 - Petr Šimek
 - Student
- Chemical Alert !!!

An unlabeled bottle left in front of Mr. Šimek's office

Incident never to be repeated !!