

# Meeting with Team Leaders

February 4, 2013

Zdenek Hostomsky

# Agenda

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- Financing of Research Teams
- Evaluation of Scientific-Service and Service teams
- Update on new Junior Teams

# Objective

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- Prepare for the diminished income from licence fees after 2017
- Reduce dependence on institutional subsidies
- Need for a modified system of team financing

# Modified system of team financing

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- Motivational towards excellence and collaboration
- Encouraging and rewarding responsible economic behavior
- Some aspects of the modified system will be introduced during 2013.
- Full implementation in 2014

# 2013 - year of transition

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## Team financing

- Salaries
  - Investments
- } Work in progress  
Will be presented in April
- Operation

# Operation - Team money

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- 25% of grant overhead
- 10,000 Kč per FTE “pencil money”
- Operational team support (start-up package)
- Gilead grant money
- Bridging grants
- Acknowledgement of scientific output

# Evaluation of scientific output

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- Team efficiency factor (TFF) quantitative aspect

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

# Evaluation of scientific output

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- Team efficiency factor (TFF) quantitative aspect

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

- Most significant publications qualitative aspect



# Most significant publications

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

Each team may submit up to 1 most significant paper published in 2012. 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 3 papers in each category will be awarded a prize in the form of team money.

# Team Evaluation

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Peer-review and Evaluation  
of **Science**  
in the IOCB Scientific-Service Teams  
by International Advisory Board  
June 17-18, 2013

# Scientific-Service Teams

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- NMR Spectroscopy
- Mass Spectrometry
- Structural Biology
- Electromigration methods
- Bioinformatics
- Radioisotopes laboratory
- Biochemical Pharmacology
- Virology
- Medicinal Chemistry

# Service Teams

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- Waste Management
- Developmental Workshops
- Center of Scientific Information
- Information Technology
- Analytical Chemistry
- Molecular Spectroscopy

# Evaluation of service

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- Internal review by Board of the Institute and IOCB management
- Ongoing survey of usage

# IT

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- 2013 - also a year of transition in IT
  - Reconstruction
  - Non-homogeneous system environment
- New emphasis on user support
  - Martin Sokol and Tomáš Svoboda
  - Customer oriented culture
  - Call them if you need help

# Update on new Junior Groups

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- One new group started (Petr Cigler)
- No clear candidate for the second position
- Expanded search will be initiated in March to interview additional Junior Team Leaders

## Action items (by Feb. 28)

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- Initiate preparation for TFF calculation (CSI, secretariat, team leaders)
- Submit up to 1 most significant publication (team leaders, pdf format, to secretariat)
- Prepare research summary of scientific part in each Sci-Service Team (Science VD, secr.)



# Happy Hours in 2013

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Starting at 16:30

- February 28

Zdenek Hostomsky

Meeting with Team Leaders

# DISCUSSION