

# Meeting with Team Leaders:

## Team Evaluation Results

May 27 , 2013

Zdenek Hostomský

# Evaluation of scientific output



A component of team financing

- Team efficiency factor (TEF) quantitative aspect

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

*Completed*

- Most significant publications qualitative aspect

*Completed*

# Team Efficiency Factor -



*„faktor výkonnosti týmu -FVT“*

Director's order 3/2008

TEF: period of 2010, 2011 and 2012, normalized for one year

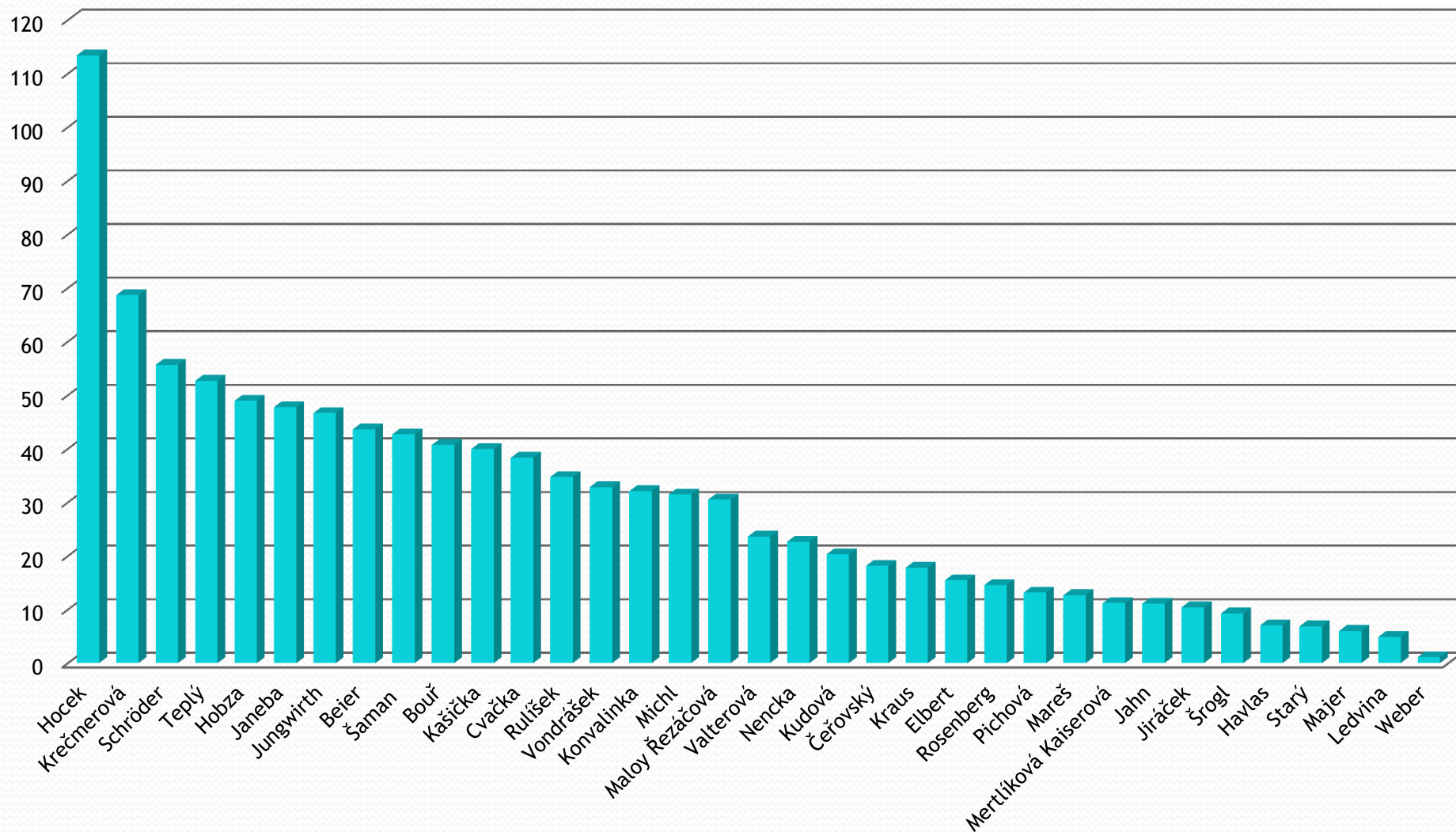
- Version A (excl. Team Leader salary and over limit parts) *„ bez mzdy vedoucího a nadlimitních složek“*
- Version B (incl. Team Leader salary and over limit parts) *„ včetně mzdy vedoucího a nadlimitních složek“*
- Numerator of the TEF ( $=J+B+C+D+P+T+S+L$ )

# Team Efficiency Factor - version A

	Team	TEF		Team	TEF
1	Hocek	113,373	19	Nencka	22,623
2	Krečmerová	68,632	20	Kudová	20,272
3	Schröder	55,622	21	Čeřovský	18,127
4	Teplý	52,634	22	Kraus	17,755
5	Hobza	48,924	23	Elbert	15,441
6	Janeba	47,741	24	Rosenberg	14,557
7	Jungwirth	46,637	25	Pichová	13,146
8	Beier	43,621	26	Mareš	12,630
9	Šaman	42,672	27	Mertlíková Kaiserová	11,176
10	Bouř	40,703	28	Jahn	11,050
11	Kašička	39,940	29	Jiráček	10,389
12	Cvačka	38,292	30	Šrogl	9,236
13	Rulíšek	34,711	31	Havlas	7,039
14	Vondrášek	32,813	32	Starý	6,858
15	Konvalinka	32,059	33	Majer	5,966
16	Michl	31,440	34	Ledvina	4,860
17	Maloy Řezáčová	30,485	35	Weber	1,088
18	Valterová	23,559			



# Team efficiency factor (TEF) - version A

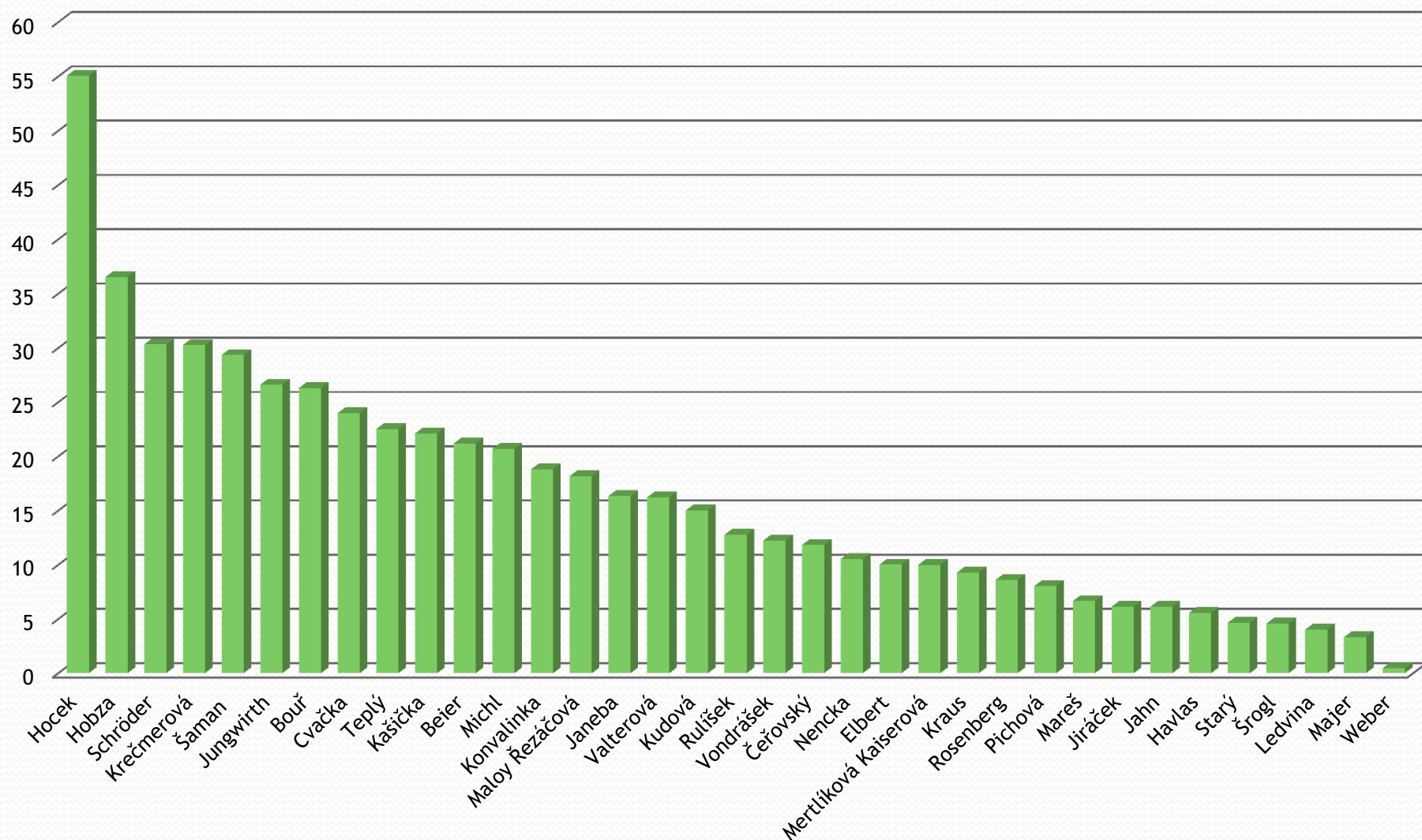


# Team Efficiency Factor - version B

	Team	TEF		Team	TEF
1	Hocek	55,053	19	Vondrášek	12,228
2	Hobza	36,521	20	Čeřovský	11,821
3	Schröder	30,320	21	Nencka	10,524
4	Krečmerová	30,260	22	Elbert	10,009
5	Šaman	29,340	23	Mertlíková Kaiserová	9,980
6	Jungwirth	26,600	24	Kraus	9,265
7	Bouř	26,301	25	Rosenberg	8,591
8	Cvačka	23,976	26	Pichová	8,034
9	Teplý	22,519	27	Mareš	6,654
10	Kašička	22,106	28	Jiráček	6,134
11	Beier	21,183	29	Jahn	6,123
12	Michl	20,692	30	Havlas	5,562
13	Konvalinka	18,806	31	Starý	4,647
14	Maloy Řezáčová	18,177	32	Šrogl	4,581
15	Janeba	16,333	33	Ledvina	4,019
16	Valterová	16,224	34	Majer	3,322
17	Kudová	15,018	35	Weber	0,467
18	Rulíšek	12,770			



# Team efficiency factor (TEF) - version B



Team  
Efficiency  
Factor -

Numerator  
only

	Team	Numerator		Team	Numerator
1	Hobza	616,439	19	Kudová	62,416
2	Schröder	318,271	20	Jahn	58,600
3	Jungwirth	304,729	21	Maloy Řezáčová	58,439
4	Bouř	283,498	22	Jiráček	58,323
5	Hocek	265,633	23	Starý	53,767
6	Michl	247,719	24	Pichová	52,162
7	Valterová	179,497	25	Mareš	42,133
8	Šaman	163,862	26	Ledvina	42,004
9	Krečmerová	135,686	27	Kraus	39,646
10	Konvalinka	133,429	28	Mertlíková Kaiserová	37,854
11	Teplý	113,901	29	Nencka	32,939
12	Čeřovský	111,899	30	Šrogl	28,707
13	Rosenberg	93,499	31	Elbert	26,513
14	Kašička	92,581	32	Havlas	20,027
15	Cvačka	81,830	33	Vondrášek	7,875
16	Beier	78,736	34	Majer	4,677
17	Janeba	68,795	35	Weber	0,372
18	Rulíšek	65,499			

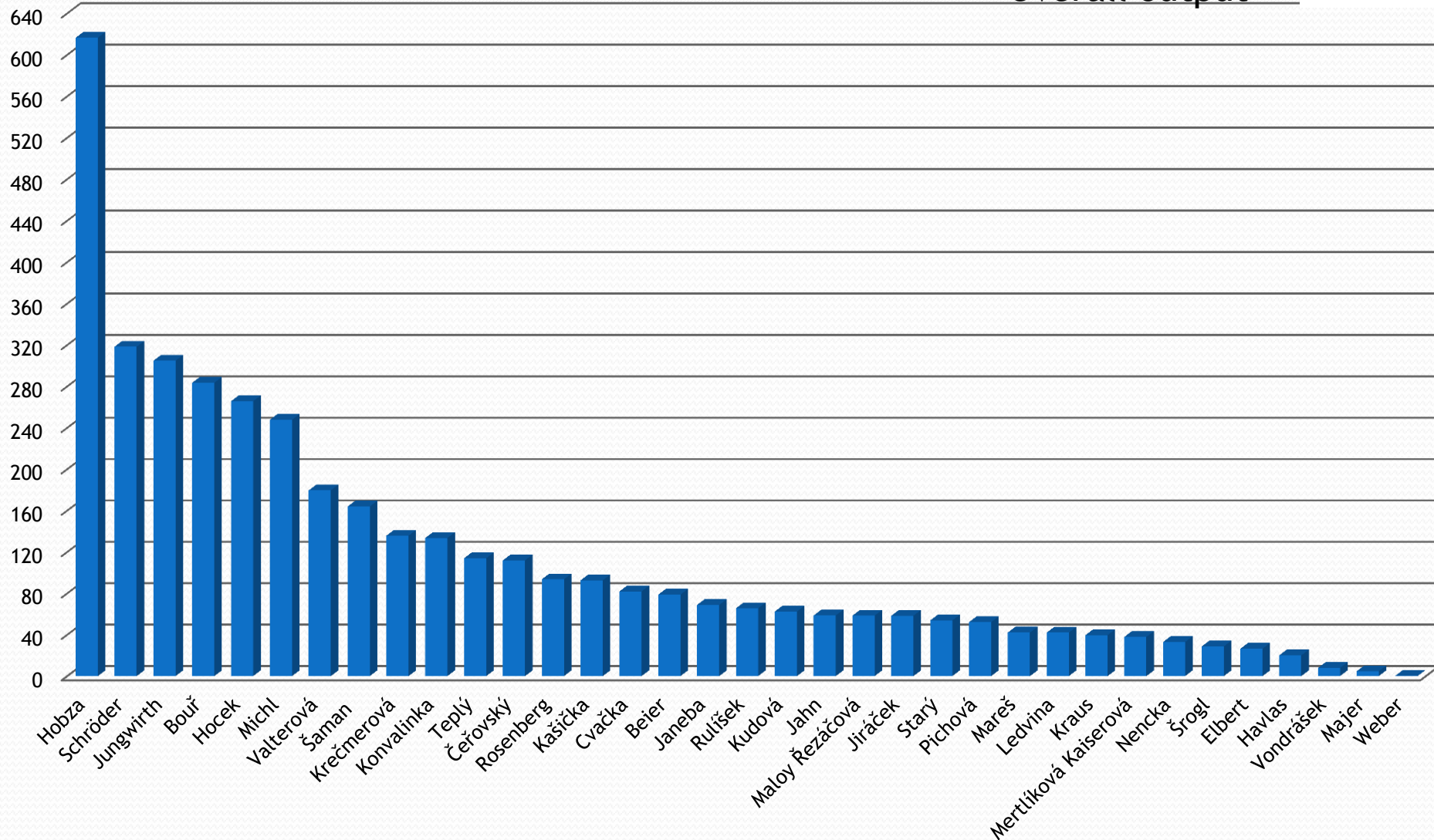




# Team efficiency factor (TEF) - Numerator



Overall output



# 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 1 most significant paper published in 2012 for each category. The papers were judged by an external panel (IAB members, *ad hoc* reviewers), as well as by an internal IOCB panel (team leaders and management). Top 1/3 of the submitted papers in each category (listed in the following slides alphabetically by first author) will be awarded a prize in the form of operational team money.

# Most significant publications

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- Physical and Theoretical Chemistry

6 submissions → 2 awards

- Medicinal and Organic Chemistry

15 submissions → 5 awards

- Biochemistry and Molecular Biology

5 submissions → 2 awards

- Interdisciplinary (within IOCB)

12 submissions → ~~4~~ 5 awards

# Physical and Theoretical Chemistry



- Prokop A, Vacek J, and Michl\* J,

## **Friction in Carborane/Based Molecular Rotors Driven by Gas Flow or Electric Field: Classical Molecular Dynamics**

*ACS Nano* 2012, 6 1901-1914

- Uhlig F, Marsalek O, and Jungwirth\* P,

## **Unraveling the Complex Nature of the Hydrated Electron**

*J Phys Chem Lett* 2012, 3, 3071-3075

# Medicinal and Organic Chemistry

part 1



- Hocková\* D, Keough DT, Janeba Z, Wang T-H, de Jersey J, and Guddat LW,  
**Synthesis of Novel N-Branched Acyclic Nucleoside Phosphonates as Potent and Selective Inhibitors of Human, *Plasmodium falciparum* and *Plasmodium vivax* 6-Oxopurine Phosphoribosyltransferases**

*J Med Chem* 2012, 55, 6209-6223

- Mládková J, Vaněk V, Buděšínský M, Elbert T, Demianová Z, Garrow TA, and Jiráček\* J,  
**Double-Headed Sulfur-Linked Amino Acids as First Inhibitors for Betaine-Homocysteine S-Methyltransferase 2**

*J Med Chem* 2012, 55, 6822-6831

# Medicinal and Organic Chemistry part 2



- Raindlová V, Pohl R, and Hocek\* M,

**Synthesis of Aldehyde-Linked Nucleotides and DNA and Their Bioconjugations with Lysine and Peptides through Reductive Amination**  
*Chem Eur J 2012, 18, 4080-4087*

- Rejman\* D, Panova N, Klener\* P, Maswabi B, Pohl R, and Rosenberg\* I,

**N-Phosphonocarbonylpyrrolidine Derivatives of Guanine: A New Class of Bi-Substrate Inhibitors of Human Purine Nucleoside Phosphorylase**  
*J Med Chem 2012, 55, 6822-6831*

- Žádný J, Jančařík A, Andronova A, Šámal M, Vacek Chocholoušová\* J, Vacek J, Pohl R, Šaman D, Císařová I, Stará\* IG, and Starý\* I,

**A General Approach to Optically Pure [5]-, [6]-, and [7] Heterohelicenes**  
*Angew Chem Int Ed 2012, 51, 5857-5861*

# Biochemistry and Molecular Biology



- Křížová I, Hadravová R, Štokrová J, Gunterová J, Doležal M, Ruml T, Rumlová M, and Pichová\* I,

## **The G-Patch Domain of Mason-Pfizer Monkey Virus is a Part of Reverse Transcriptase**

*J Virol* 2012, 86, 1988-1998

- Maletínská\* L, Pýchová M, Holubová M, Blechová M, Demianová Z, Elbert T, and Železná B,

## **Characterization of New Stable Ghrelin Analogs with Prolonged Orexigenic Potency**

*J Pharmacol Exp Ther* 2012, 340, 781-786

# Interdisciplinary (within IOCB) part 1



- Grishina A, Stanchev S, Kumprecht L, Buděšínský M, Pojarová M, Dušek M, Rumlová M, Křížová I, Rulíšek L, and Kraus\* T,

## **$\beta$ -Cyclodextrin Duplexes That are Connected through Two Disulfide Bonds: Potent Hosts for the Complexation of Organic Molecules**

*Chem Eur J* 2012, 18, 12292-12304

- Khobragade D, Mahamulkar SG, Pospíšil L, Císařová I, Rulíšek L, and Jahn\* U,

## **Acceptor-Substituted Ferrocenium Salts as Strong, Single-Electron Oxidants: Synthesis, Electrochemistry, Theoretical Investigations, and Initial Synthetic Application**

*Chem Eur J* 2012, 18, 12267-12277



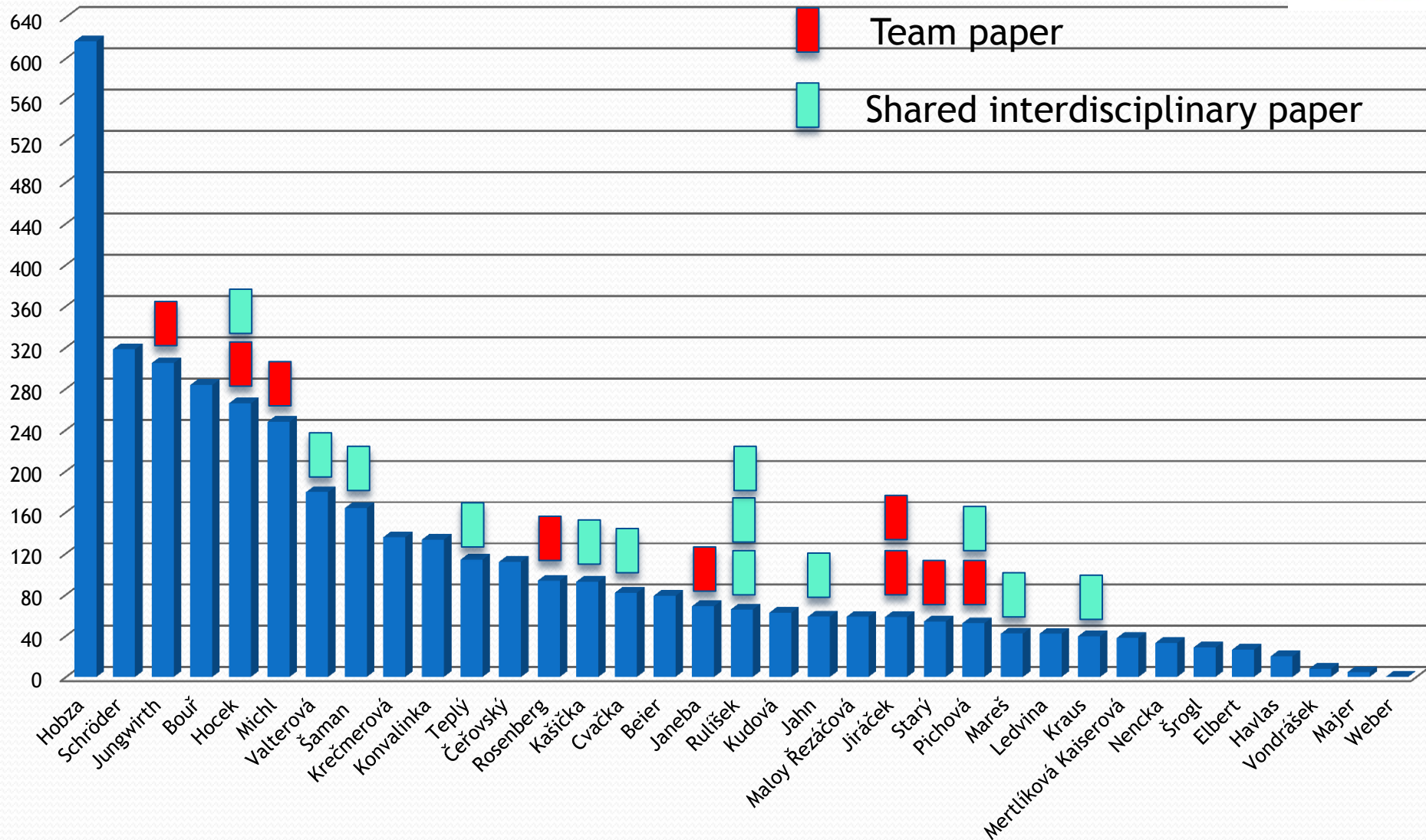
# Interdisciplinary (within IOCB)

part 2



- Riedl J, Pohl R, Rulíšek L, and Hocek\* M,  
**Synthesis and Photophysical Properties of Biaryl-Substituted Nucleos(t)ides. Polymerase Synthesis of DNA Probes Bearing Solvatochromic and pH-Sensitive Dual Fluorescent and  $^{19}\text{F}$  NMR Labels**  
*J Org Chem* 2012, 77, 1026-1044
- Severa L, Ončák M, Koval D, Pohl R, Šaman D, Císařová I, Reyes-Gutiérrez PE, Sázelová P, Kašička V, Teplý\* F, and Slavíček\* P,  
**A Chiral Dicationic [8]Circulenoid: Photochemical Origin and Facile Thermal Conversion into a Helicene Congener**  
*Angew Chem Int Ed* 2012, 51, 11972-11976
- Šobotník J, Bourguignon T, Hanus\* R, Demianová Z, Pytelková J, Mareš M, Foltynová P, Preisler P, Cvačka J, Krasulová J, and Roisin Y,  
**Explosive Backpacks in Old Termite Workers**  
*Science* 2012, 337, 436

# Team efficiency factor (TEF) - Numerator vs. Most significant papers in 2012





Institute of Organic Chemistry and Biochemistry  
Academy of Sciences of the Czech Republic, Prague

IOCB AS CR



## Interested in starting your own research group?

The Institute of Organic Chemistry and Biochemistry in Prague invites applications for the positions of **Junior Team Leaders** in the field of **modern Organic, Bioorganic, or Medicinal Chemistry, Biochemistry and Molecular Biology**. We are interested in strong creative scientific personalities who would thrive at the interface of these disciplines.

This tenure-track position is comparable to an Assistant Professor at a US university, or to a new investigator position at the Max Planck Institutes. IOCB aims to enhance its character as an international research center and applications from non-Czech scientists are encouraged.

### THE INSTITUTE:

- Has history of 60 years of successful basic research in the organic chemistry, biochemistry, chemistry of natural products and theoretical chemistry, often translated into successful commercial assets
- Is located in an attractive historic city of Prague, capital of the Czech Republic
- Has multicultural environment, with English as the language used in most laboratories
- Enjoys unprecedented financial position which allows for freedom to choose and defend your own project and scientific direction

### THE INSTITUTE OFFERS:

- The possibility to build a team (with a maximum of 5 co-workers) and begin one's own scientific career
- Help in submission of grant applications which, if successful, may enhance further the size and scope of the research group
- Fully equipped laboratory
- Generous startup financial package
- Competitive salaries of the leader and co-workers
- Support of the institutional services

### THE INSTITUTE REQUIRES:

- Completed education on the Ph.D. level
- A minimum of 2 years of postdoctoral experience
- Ability to lead a research team
- A research program complementing the scientific focus of the institute (<http://www.uochb.cz>)
- An age usually below 35 years

Send your application in English along with CV, your proposal of a research program for 5 years (a maximum of 5 pages), and a full list of your publications including the number of citations according to WOS in an electronic form (pdf) to [uochb@uochb.cas.cz](mailto:uochb@uochb.cas.cz) by May 19, 2013. In the heading of the document, put **"Junior Team Leader"**. Two letters of recommendation from respected scientists should be sent directly to Dr. Iva Pichová at: [pichova@uochb.cas.cz](mailto:pichova@uochb.cas.cz), who can also provide further information.



### TIMING:

- Applications are to be submitted by May 19, 2013
- Interviews on June 17 – 18, 2013
- Expected start from January 1, 2014

## Junior Team Leader Ad

- Ad posted on NatureJobs on Friday April 19, 2013
- PDF file sent to members of IAB for distribution
- IOCB Team Leaders asked to spread the news
- Deadline: May 19, 2013
- Interviews: June 17-19



# Jr Team Leaders Recruitment

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- Expanded search
  - Organic, Bioorganic, Medicinal Chemistry, Biochemistry and Molecular Biology
  - Interface
- Focus on scientific personality rather than a specialized discipline
- Received 43 applications

# Upcoming dates

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- **June 17:** Evaluation of Scientific-Service Teams with IAB + Jr. Team Leader Candidate presentations (Theor. Chem)
- **June 18:** Jr. Team Leader Candidate presentations with IAB
- **June 19:** Interviews with Jr. Team Leader Candidates
- **June 20:** Happy Hours
- **June 24:** Mtg. With Team Leaders - Team financing

# Action points for Team Leaders

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- Looking for volunteers to evaluate applicants for:
  - Organic chemistry
  - Chemistry-Biology interface
  - Biochemistry-Molecular Biology
  - Theoretical chemistry
- Sign up to interview candidates on June 19, 2013
- Submit nominations for the „Czech Head“ by June 21



# The Česká Hlava Project

- **6. Cena Ministerstva školství, mládeže a tělovýchovy ČR** - cena pro studenty doktorandského studijního programu  
=> finanční odměna 100 000 Kč.
- **7. Cena Všeobecné zdravotní pojišťovny ČR** - cena pro studenta bakalářského nebo magisterského studijního programu  
=> finanční odměna 60 000 Kč.
- Internal deadline of submitting nominations - **21. 6. 2013**