

Meeting with Group Leaders:

Modified system of group financing
(almost ready)

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Agenda



- Modified system of group financing
- Concrete case examples
- Action items
- Discussion

Strategic objectives



- Prepare for the diminished income from licence fees after May 2, 2017
- Reduce dependence on institutional subsidies

Modified system of group financing



- Motivational towards excellence and collaboration
- Encouraging and rewarding responsible economic behavior
- The modified system will be completed and announced by mid 2013.
- Full implementation in 2014

Financing of the Research Groups



- Operations
- Investments
- Salaries

Operations - Group money



- 25% of grant overhead
- 10 K per FTE “pencil money”
- Operational group support (start-up package)
- Gilead grant money
- Bridging grants (100 K - 300 K, depending on the budget)
- Acknowledgement of scientific output,
 - quantitative (TEF) tbd
 - qualitative (most significant publications)

200 K for group paper

110 K for shared interdisciplinary paper

(up to 50% of the reward for significant publication can be transferred into personal expenses as an over-limit item)

Base Salary Limit for 2013



- 750 K for Junior Group
- 2,250 K for Senior Group
- 4,000 K for Distinguished Chair

Bonuses - from the saved salary money up to 7% of the SL
(*e.g. up to 158 K from the 2,250 K SL*)

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.

Transferrability of Salary Money



- In 2013, a possibility to transfer some unused salary limit to the next year as a credit.
(for senior groups under 11FTEs, only those portions of the saved SL are transferrable that correspond to the 2014 size of calculated SL for senior groups)
- In 2014 and on, all saved salary money is fully transferrable
- The portion of group leader's salary that is covered by grants is considered saved salary money and is transferrable

Distinguished Chair



- Special status
- Aspirational position for most prominent IOCB scientists
- Not subjected to evaluations
- 4,000 K salary limit for the group, not subjected to reductions based on the group size
- All saved salary money is fully transferrable

Salary limits - overview



2007-2012	2013	2014-2017
<p>2,666 K</p> <p>↓</p> <p>2,133 K (Sr. group) (80 %)</p> <p>730 K (Jr. group)</p>	<p>2,250 K (100%)</p> <p>750 K</p>	<p>SL = 600 + (FTE x 150)</p> <p>2,250 K (max)</p> <p>Size dependence</p> <p>1,125 K (max)</p>

Senior Research Groups

	FTE	Calculated limit K	Adjusted limit K
1	18.5	3,377	2,250
2	17.5	3,187	2,250
3	15.3	2,891	2,250
4	14.5	2,775	2,250
5	13.6	2,644	2,250
6	13.0	2,543	2,250
7	11.5	2,325	2,250
8	10.3	2,148	2,148
9	9.3	1,997	1,997
10	8.6	1,883	1,883
11	8.3	1,845	1,845
12	6.5	1,575	1,575
13	3.6	1,137	1,137
14	3.5	1,127	1,127
15	3.3	1,101	1,101
16	2.0	900	900

Main features



- The Institute provides infrastructure, major investments, and significant operational and salary support to the group core, expecting and encouraging the groups to bring in maximum external funding.
- Freedom and responsibility
 - academic and economic freedom
 - responsibility to live within group's means
- Group Leader's salary is negotiated separately and is not part of the group salary limit.
- Transferrability of saved salary money, **incl. the grant portion of the group leader's salary** - reward for good stewardship

Over-limit sources of salary money



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

Group member salaries (Example 1)



• 30K pm postdoc	360K pa	1
• 35K pm postdoc	420K pa	1
• 40K pm postdoc	480K pa	1
• 45K pm V5 scientist	540K pa	1
• 10K pm grad.student	120K pa	0.5
• 10K pm grad.student	120K pa	0.5
• 18K pm grad.student	216K pa	1
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2,256 K		6 FTEs

Team member salaries (Example 2)



• 35K pm postdoc	420K pa	1
• 40K pm postdoc	480K pa	1
• 10K pm grad.student	120K pa	0.5
• 10K pm grad.student	120K pa	0.5
• 10K pm grad.student	120K pa	0.5
• 10K pm grad.student	120K pa	0.5
• 18K pm grad.student	216K pa	1
• 18K pm grad.student	216K pa	1
• 18K pm grad.student	216K pa	1
• 18K pm grad.student	216K pa	1

2,244 K

8 FTEs

Case 1



Group leader + 11 FTEs

Formula: $SL = 600 + (150 \times 11) = 2,250 \text{ K}$

$G = 0$

- First “no grants” year: same as above
2,250 K covers 4 postdocs + 3 students (6 FTEs)
or 2 postdocs + 8 students (8 FTEs)
- Second “no grants” year:
1,500 K covers 2 postdocs + 3 students (3.5 FTEs)
- Third “no grants” year:
1,200 K covers 2 postdocs + 2 students (3 FTEs)

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 salary limit, and will be repayable in installments from future salary limits.

Action items



- Chemické listy - need to contribute articles for special issue to commemorate the 60th anniversary of IOCB (specifications and reminders will be sent by e-mail)
- Next meeting - September 9, 2013

Danger



Fire in IOCB:

Until further notice, distillation of larger than laboratory size volumes of organic solvents outside fume hoods is prohibited.