



Meeting with Team Leaders

September 3, 2012

The First 100 Days Report

Zdenek Hostomsky

Institute: two domains



Management & Administration

- “ Professionalism
- “ Efficiency

Scientific Research

- “ Creativity
- “ Productivity
- “ Excellence

Executive Team



- Director
- Dr. Iva Pichová Vice-director for Research
- Mrs. Božena Petschová Vice-director for Economics
- Ing. Jiří Špička Vice-director for IOCB Campus Development
- **Prof. Martin Fusek Vice-director for Strategic Development**

This appointment reflects increased emphasis on:

- “ practical applications from IOCB research, commercial opportunities, business development
- “ close interaction with IOCB TTO (50/50 appointment)
- “ developing strategies for long-term financial sustainability of the Institute
- “ better utilization of strategic interactions with universities

Secretariat



- **Martin Munzar, MBA** Secretary to Director
- **Ing. Markéta Baňková** Special Assistant to Director

Next big issue:

IT

Detlef Schröder



R.I.P.

1963 - 2012

Scientific Research



Peer-review and Evaluation
of IOCB Scientific Teams
by International Advisory Board
[July 16-17, 2012](#)

Opportunity and catalyst for change

IAB Recommendations



- **Actionable immediately**

- 3 scientific teams cease existence in their present form (1 senior and 2 junior teams)
- Reduce size of 2 senior teams to increase efficiency

- **Delayed action**

- 2 senior teams: continue with warning - review in 2 years
- 3 junior teams: diversify and review in 2-3 years
- Review scientific-service and service teams in 1 year (date set on [June 17-18, 2013](#))

Plan of action



- Implement the 2012 IAB recommendations
- Restructure and streamline selected Scientific-Service and Service groups before presenting them for the 2013 IAB evaluation
- Introduce new roles and functions to the organization (Adjunct professor, Mentor, Honorary Chair, Targeted Research Groups, Methodology Board)

Dissolution of a group



- Logistical issues:
 - Grants
 - Students
- Scientific concept of IOCB, 2011-2020:

“The dissolution of a group is understood as reorganization according to the Labor Code.

The group receives a one-year interim period during which they can be offered employment in another group, transfer to another workplace, etc., depending on the possibilities available at the Institute.”

Targeted Research groups



- Small dedicated groups pursuing practical applications of promising lines of research
 - Internal spin-off concept
 - Possibility of opening a new direction of basic research in the defined area
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- Team leader status: Scientific position V5
 - Basic duration: 3 years, depending on reaching the agreed-upon goals and milestones.
 - Evaluation: yearly, by the director, vice-director StratDev/IOCB TTO, *ad hoc* team of industrial/clinical experts

Targeted Research groups



- Established teams

Miroslav Ledvina, PhD + 6

Transport and Diagnostic Nanosystems

Eva Kudová, PhD + 5

Neuroprotectives

Lenka Maletínská, PhD + 5

Antiobesity Peptides

Possible new Targeted Research groups



- Ongoing discussions with leaders of discontinued teams
- Encouraged to submit proposals

Tentative designation of TR groups:

Václav Čeřovský, PhD + 4

Antimicrobial peptides

Filip Teplý, PhD + 5

Biology and Chemistry of Helquats

Tomáš Kraus, PhD + 4

Drug delivery systems

Honorary Chair



- Honorary Chair position is created to recognize scientists who had a significant long-term contribution to the Institute's development and international reputation
- The Honorary Chair is nominated by the Director upon recommendation from the Board of the Institute

Adjunct professor



- Enables a mutually beneficial association with a prominent scientist who is primarily based in a different institution
- Doesn't need to have an office or lab space in the Institute, or may share some space temporarily

Mentor



- Helps Junior Team leaders succeed in independent scientific career
- Offers advice on a course correction, if needed
- Helps foresee issues before Evaluations
- Should be a different person from the previous thesis advisor

Methodology Board



- Advisory body nominated by the Director and established to provide advice to the Director, as well as to the Board of the Institute

Current members:

- Josef Cvačka
- Michal Hocek
- Pavel Jungwirth
- Michael Mareš

Dynamics of development



- Available laboratory space - main currency and key enabler of organizational dynamism
- Implementation of all intended organizational changes will free up 3 large chemical laboratories before the end of the year, allowing starting 2 new junior groups in organic chemistry.

Next steps -Timeline



- Sept.3 Presentation to the Team Leaders (*day 95*)
- Sept.6 Detailed discussion with the Board of the Institute (*day 98*)
- week of Sept.10 Announcements from the Director
- ASAP Advertise openings for 1 to 2 new Junior Teams in Organic Chemistry

- All changes implemented before the end of 2012
- New structure starts Jan.1, 2013

Happy Hours in 2012



Starting at 16:00 with a short presentation introducing a less known group:

- 19.9. (Wed)
- 31.10. (Wed)
- 13.12. (Thu) with a Christmas party

Next Meeting with Team Leaders, changed from Oct. 1 to Oct. 15, 2012



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DISCUSSION