



ÚOCHB AV  
IOCB PRAGUE

# Meeting with Group Leaders

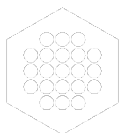
Feb 18, 2022

Zdenek Hostomsky

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# Agenda

- Quantitative Evaluation of IOCB Groups
- Most significant publications 2021 contest
- Organic solvents disposal
- Group Leaders discussions Initiative (HMC & TP)
- ITS update – password security (Jiří Polách)
- Gender issues (Veronika Palečková)
- Off-site in Valeč update (Iva Bodnár)
  
- Miscellanea
  - Salary adjustments (Šárka Kněžická)
  - Presentations deposited



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# Most Significant Publications - 2021

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<b>PHYS</b>	Physical and Theoretical Chemistry
<b>CHEM</b>	Medicinal and Organic Chemistry
<b>BIO</b>	Biochemistry and Molecular Biology

- **PHYS** (10 for 2020)
- **CHEM** (11 for 2020)
- **BIO** (11 for 2020)

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# Most Significant Publications - 2021

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- Internal pre-selection
- Change of rules (2020)
- Proportional distribution of 3M CZK to the groups (another 3M will be distributed for winners of the most significant publications).
- Please send a pdf file via e-mail to:  
[uochb@uochb.cas.cz](mailto:uochb@uochb.cas.cz), subject: „Most Significant Publications 2021“, and to the Director.
- Submission deadline – **February 28, 2022**

# The Quantitative Evaluation - rules



- Directive S2018-01:
- Only such outputs can be included in the evaluation which have been entered in the ASEP [Automated System for Publication Index] database
- A group's performance is numerically evaluated by means of the group performance index (GPI) based on the formula

$$\text{GPI} = J + B + C + D + P + T + S + L$$

J - articles published in a high-impact journal

B = specialized books

C = chapters of a book

D = article in a collection

P = patent granted

T = operation on a semi-industrial scale, attested technology

S = prototype, implemented methodology, functional sample, authorized software, utility and industrial design

L = income from license fees and other income from the application of IP

# The Quantitative Evaluation 2018-2020



Group Leader	J	B	C	D	P	T	S	L	GPI	GPI per year
Beier	98,290		2,000		150,000		2,500		252,790	84,263
Birkuš	16,969								16,969	5,656
Bouř	150,598	5,000	12,000	0,400					167,998	55,999
Bouřa	78,245						1,000		79,245	26,415
Cígler	95,024		4,000		20,000		2,500		121,524	40,508
Curtis	29,430								29,430	9,810
Cvačka	80,974			1,200	2,500				84,674	28,225
Hanus	31,486								31,486	10,495
Havlas	76,108			0,200					76,308	25,436
Hobza	267,439								267,439	89,146
Hocek	196,006		1,000		200,000				397,006	132,335
Jahn	67,935				10,000				77,935	25,978
Janeba	67,576			0,086	135,000				202,662	67,554
Jiráček	42,074			0,100	37,500				79,674	26,558
Jungwirth	325,456								325,456	108,485
Kaleta	35,916								35,916	17,958
Kašička	75,401		2,000	3,600					81,001	27,000
Konvalinka	74,983				142,500				217,483	72,494
Kudová	32,365				115,000				147,365	49,122
Macíčková Cahová	37,448		0,500						37,948	12,649
Majer	59,882	2,500			150,000				212,382	70,794
Maletínská	64,675				140,000				204,675	68,225
Marek	10,802								10,802	3,601
Mareš	36,218								36,218	12,073
Matějková	24,302								24,302	8,101
Mertlíková Kaiserová	14,102		0,250		23,900				38,252	12,751
Nencka	37,360				15,000		0,500		52,860	17,620
Pichová	64,050		0,000						64,050	21,350
Rejman	18,571				45,000				63,571	21,190
Rulíšek	223,738								223,738	74,579
Řezáčová	128,275				12,500				140,775	46,925
Slanina	31,763								31,763	31,763
Starý	87,010		2,000	0,200					89,210	29,737
Stříšovský	41,476								41,476	13,825
Dračínský/Šaman	189,589			0,400	5,000				194,989	64,996
Vondrášek	74,862								74,862	24,954
Vrábel	26,088		1,000						27,088	9,029
Weber	34,682								34,682	11,561

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# Organic solvents disposal

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Rynda & Šimek & Šobíšek

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# Group Leader Discussions

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Tomáš Pluskal and Hana Macíčková Cahová Initiative



# Scientific discussion among group leaders

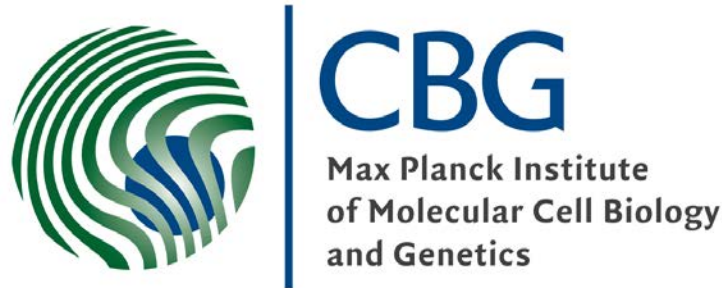
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Presently, we perceive some limitations in the scientific communication among IOCB group leaders:

- Few opportunities to learn what other labs are actively working on
  - IOCB retreat once per 2 years, group evaluations every 5 years
  - Only positive results are reported and discussed
- Monthly group leader meetings are not about science
- Limited opportunities for mentoring junior GLs by senior GLs
- Lack of sharing of collective intelligence

**If we change this, we could all benefit.**

# Models from other institutions



- **Weekly** Friday beers
- Beer provided by the institute
- **Open** to all institute
- **One junior group leader** presents ongoing unpublished research/ideas (~30 min)
- **Open discussion** including anyone



- **Weekly** group leaders lunch
- Lunch provided by the institute
- **Closed** only to group leaders
- **One group leader** presents ongoing unpublished research/ideas (~30 min)
- **Closed discussion** among group leaders

# Proposal (open to discussion)

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- Weekly lunch seminar
- Closed group, only group leaders
- Safe to discuss unpublished results, ideas, problems in the lab
- Participation not compulsory, but only makes sense if group leaders attend
- Possibility of remote participation via Zoom

## Questions

1. **Frequency:** Is once per week optimal, considering the number of IOCB GLs?
2. **Venue:** Director's board room?
3. **Timing:** Free lunch would be motivational, but afternoon beer even more so?
4. **Participation:** Only research groups and research-service groups? Or include all GLs?
5. **Summer:** Continue or pause seminars during July & August?

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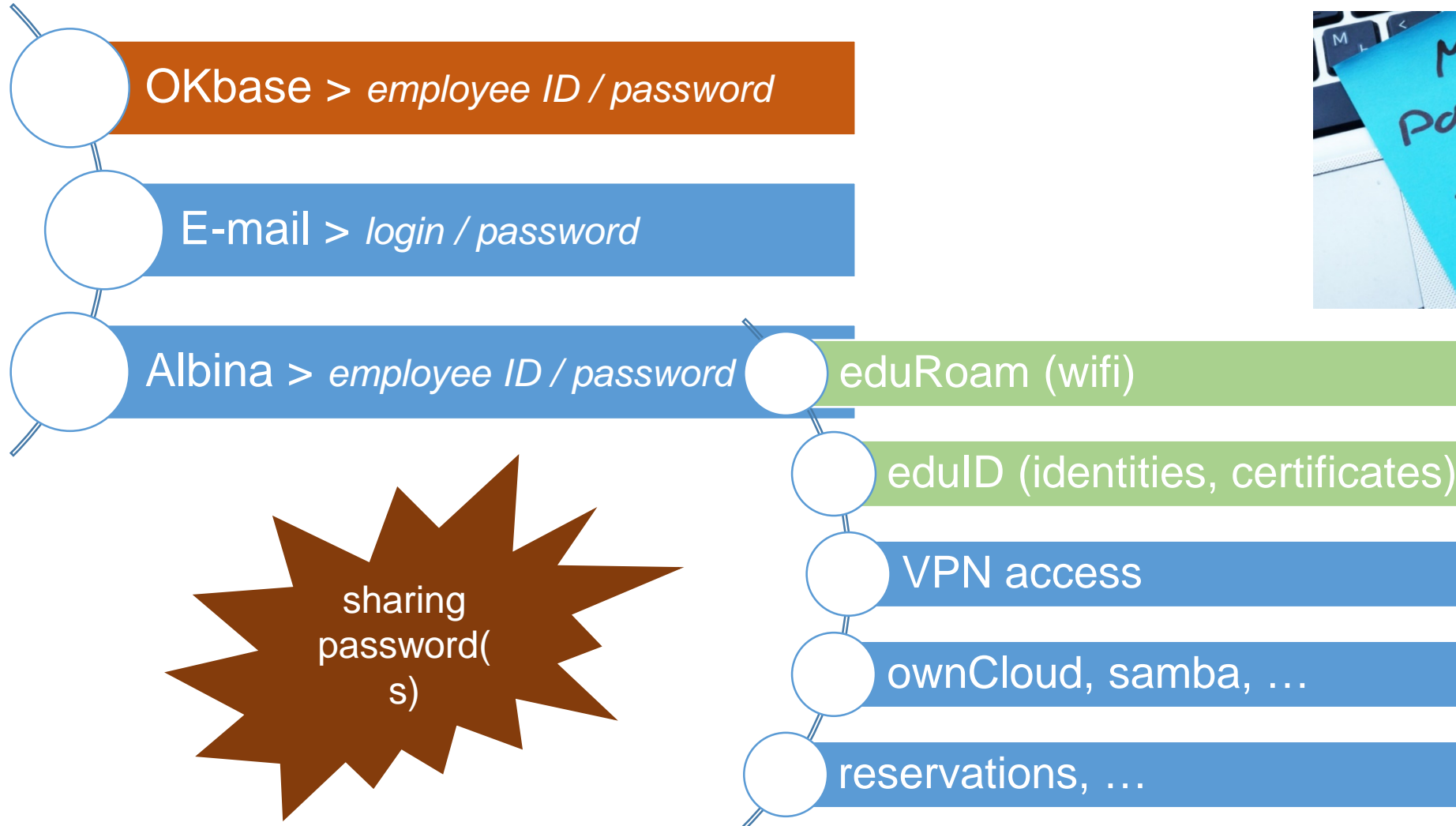
# ITS update – password protection

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Jiří Polách

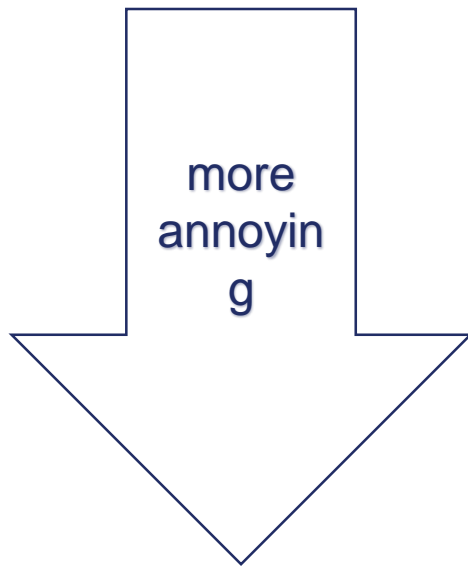
# Password authentication in IOCB



# Authentication in IOCB

## Passwords are frequently

- stored in the browser memory
- **shared** (usually among group members)
- publicly displayed
- ...



## Measures to take

- talk to users, explain the problem, educate
- block individual suspicious accounts
- separate Albina authentication from identity authentication
- introduce frequent enforced password changes
- introduce two-factor authentication
- introduce ID card-based authentication
- ...

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# Gender Issues

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Veronika Palečková



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## Equal opportunities at IOCB Prague

Provide a positive working environment for all employees regardless of their nationality, gender, ethnicity, or disability status.

The Equal Opportunities Plan was approved on 29 October 2022



**IOCB Prague: Equal Opportunities Plan (2021–2026)** PDF (2 MB)

↓ Download

IOCB webpage: Study&Career > Equal opportunities at IOCB Prague

<https://www.uochb.cz/en/equal-opportunities>





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## Short-term goals (by 31 December 2022)

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- ✔ Publication of the equal-opportunity agenda on the intranet and website
  - ✔ Equal Opportunities Plan available publicly and to employees
  - ➔ Create a role of equal opportunities officer
  - ➔ Mapping the needs and requirements of employees at IOCB Prague
  - ➔ Visibility of female researchers (invited lectures, personal career path workshops)
  - ➔ More women to apply for awards and IOCB Prague fellowships
  - ➔ Gender-neutral language in job advertisements
  - ➔ Need to collect sex/gender disaggregated data on staff and students
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Equal opportunities officer  
proposal for appointment

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# Blanka Collis

- 2021-now IOCB Project Office
  - 2016-2020 Postdoc at IOCB
  - 2009-2013 Postdoc in Oxford
  
  - Involve in:
    - Equal Opportunities plan document (2021)
    - Postdoc coffee series (2019)
    - Women in Science group at IOCB
    - and many others
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## Calls for proposals 2023 are open

- Standard projects
- JUNIOR STAR projects
- EXPRO projects
- International projects - bilateral and Lead Agency
- Postdoctoral Individual Fellowship (incoming + outgoing)

We are preparing further details and will be publishing them on the [Intraweb](#).

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## IOCB internal schedule:

- **Mon 7 Mar 2022** - inform us about your intention to apply and your choice of evaluation panel at [projectoffice@uochb.cas.cz](mailto:projectoffice@uochb.cas.cz)
  - **Mon 21 Mar 2022** - budget and justification (exported from GRIS) for checking
  - **Mon 28 Mar 2022** - formal check of whole proposal except part C1 (the project description)
  - **Mon 4 Apr 2022 8 am** - send final PDF version of project proposal generated in GRIS system
  - **Thu 7 Apr 2022** - **GA ČR deadline**
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Czech Academy  
of Sciences



Neuron

NADAČNÍ FOND NA PODPORU VĚDY



BADER  
PHILANTHROPIES, INC.

## Call for nominations

Due 31 March 2022 (IOCB: 17 March)

### The Czech Academy of Sciences:

- **Otto Wichterle Award 2022:** for early career researchers up to the age of 35 years

### NF Neuron Awards:

- **Award for Promising Scientist:** for early career researchers up to 10 years from obtaining PhD
- **Main Award:** for long-term contributions to (Czech) science
- **Connecting Science and Business Award:** for a successful transfer of a scientific result into commercial realm

### Czech Chemical Society:

- **Alfred Bader prize for inorganic/bioorganic chem 2022**  
for Czech researchers up to the age of 35 years

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# IOCB Retreat in Valeč

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Iva Bodnár

# IOCB RETREAT IN VALEČ 23.–26. 5. 2022







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# IOCB RETREAT IN VALEČ 23.–26. 5. 2022

## Monday 23. 5. 2022

Morning	departure from IOCB, arrival do the
Castle	
Afternoon	Director's welcome talk, session 1,
session 2	
Evening	poster session 1

## Tuesday 24. 5. 2022

Morning	session 3, session 4
Afternoon	session 5, session 6
Evening	poster session 2

## Wednesday 25. 5. 2022

Morning	session 7, session 8
Afternoon	free time
Evening	social evening

## Thursday 26. 5. 2022

Morning	session 9, session 10
	Director's concluding
remarks	
Afternoon	departure

Iva Bodnár | 18. 2. 2022



# Facilities

During the whole stay we have at our disposal:

- Wellness and Fitness center
- Bowling
- Tennis court
- Bicycles and electric bikes – for rent
- Castle tour with quizzes
- Aqua aerobic and Circuit Training with coach
- Boats on the pond and a fun path in the garden

Optional activities – Wednesday:

- Museum in Dalešice brewery
- Tour in Nuclear power plant Dukovany
- Boat trip on Dalešice dam
- Town of Třebíč – UNESCO

# Social evening program

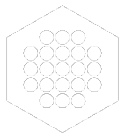


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## More information:

- Group leaders accommodation – email has been sent 10. 2. (Please reply!)
- A number of participants for each group and presentation schedule arranged by the Board of the institute – next week
- Room reservation form – in March
- Intranet folder on the front page – in March
- Poster session – more information in March
  - Poster session 1 – Most significant papers of 2018–2020
  - Poster session 2 – Most significant papers of 2021

**In case of any questions contact [iva.bodnar@uochb.cas.cz](mailto:iva.bodnar@uochb.cas.cz)**



# Miscellanea

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# Salary adjustment

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Šárka Kněžická

# Blanket salary increase as of April 1, 2022

- Applicable to all employees (incl. contractual salaries)
- Effective **April 1, 2022**
- Pay raise = CZK 2,800 (gross)
- **Full compensation to „VEJ“ but only for 2022 (CZK 2,800 \* FTE \* 9/12)**
- Will be processed by HR dpt., no further confirmation / action from the PI needed

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# Presentations

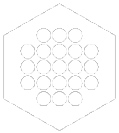
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All mtg w GLs presentations will have been deposited as of today

# Upcoming events

- All-hands meeting at NTK **April 22, 2022** 10:00 am
- Off-site meeting at Valeč **May 23-26, 2022**
- IAB in Prague **June 24-25, 2022**



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# Mtgs w GLs - 2022 Schedule

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- January 28
- February 18
- March 25
- April 29
- May 20
- June 17
- September 16
- October 21
- November 18
- December 16

Always on Fridays at 10:00 am in the Director's Boardroom A4.01 (and/or via ZOOM)