



IOCB
PRAGUE

Meeting with Group Leaders

Jan Konvalinka | October 11, 2024

Agenda

- Evaluations
- PhD Students
- HR Award updates
- Safety updates
- Miscellanea

Evaluations

IAB Evaluations 2024

Junior Group Leaders, Evaluation for Promotion

Hana Macíčková Cahová

Zuzana Kečkéšová

Tomáš Slanina

Junior Group Leaders, Interim Evaluations

Eva Kudová

Senior Group Leaders, 5-year Evaluations

Robert Hanus

Kvido Stříšovský

Presentation for Senior Group Leader position

Václav Veverka

Interview presentations for Junior Group Leader position – Computational Chemistry (PHYS)

Candidate 2, Alexander Haack

Candidate 3, Fabio Lolicato

Candidate 4, Jan Řezáč

Candidate 5, Patricia Saura

Candidate 6, Dennis Svatunek

Meeting of Selection Committee (*Director's Board room*)

Research-Service Teams Presentations

Martin Dračínský

Jan Weber

Pavel Majer

Quinquennial Evaluations of CAS Institutes 2020-2024

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- Teams (scientific groups) were registered as per organogram IOCB
- Collection of reports will start in January 2025
- On-site visits during 22 September – 17 October 2025

Rámcový harmonogram hodnocení výzkumně orientovaných pracovišť AV ČR za období 2020–2024

	Od	Do
Hodnoticí období	01.01.2020	31.12.2024
Přihlášení týmů do hodnocení		31.05.2024
Odevzdání podkladů z pracovišť pro I. fázi	01.01.2025	20.03.2025
Odevzdání podkladů z pracovišť pro II. fázi		20.06.2025
Provedení I. fáze	01.04.2025	30.06.2025
Provedení II. fáze	01.09.2025	06.02.2026
Prezenční návštěvy II. fáze	22.09.2025	17.10.2025
Předložení zprávy o průběhu hodnocení Akademickému sněmu AV ČR		Duben 2026

Quinquennial Evaluations of CAS Institutes 2020-2024

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- Only scientific groups included, groups with service component (research-service, Core Facility) and target research groups excluded, newly established groups, Josef Michl Group, distinguished and emeritus status groups also not subjected to evaluation

Number of research team	Name of research team		
1	Pavel Hobza Group	16	Petr Cígler Group
2	Michal Hocek Group	17	Edward Curtis Group
3	Pavel Jungwirth Group	18	Robert Hanus Group
4	Jan Konvalinka Group	19	Ullrich Jahn Group
5	Ivo Starý Group	20	Zlatko Janeba Group
6	Hana Cahová Group	21	Jiří Jiráček Group
7	Jiří Kaleta Group	22	Lenka Maletínská Group
8	Zuzana Kečkéšová Group	23	Pavčina Řezáčová Group
9	Eva Kudová Group	24	Michael Mareš Group
10	Tomáš Pluskal Group	25	Radim Nencka Group
11	Miloslav Polášek Group	26	Iva Pichová Group
12	Tomáš Slanina Group	27	Lubomír Rulišek Group
13	Petr Beier Group	28	Kvido Stříšovský Group
14	Petr Bouř Group	29	Jiří Vondrášek Group
15	Evžen Bouřa Group	30	Milan Vrábel Group

PhD Students

Student Program

SSP – Summer Student Program 2024:

- July – August, 8 weeks
- 25 students from 21 Universities
- 20 scientific groups: P. Beier, G. Birkuš, E. Curtis, M. Dračínský, M. Hocek, U. Jahn, Z. Janeba, J. Kaleta, Z. Kečkéšová, P. Majer, L. Maletínská, M. Mareš, P. Paioti, I. Pichová, T. Pluskal, L. Rulíšek, D. Sabatini, J. Vondrášek, M. Vrábel, J. Weber
- the program will continue to the same extent next year
- participants are used to promote the Institute and are a potential resource for PhD students

Interns from France 2024 (National School of Chemistry Montpellier/Rennes):

- April-August, 17 weeks
- 16 interns – 12 Montpellier, 4 Rennes
- 11 scientific groups: H. Cahová, R. Hanus, M. Hocek, Z. Kečkéšová, U. Jahn, J. Michl, I. Starý, K. Stříšovský, A. Marek, P. Paioti, T. Pluskal
- we are trying to simplify and centralize the admission procedure and obtain a memorandum with the school

PhD Students at IOCB

- 30 new PhD students start in 2024/2025
- 23 of new students participate in Bootcamp, October 8-10, Hojsova Stráž
- 221 students currently registered

Scheduled for the end of November:

- for new PhD students - Workshop in NTK (search for relevant sources, use of AI tools, organization of sources and citation, publishing, academic ethics, data management...)
- for supervisors – collection of Topics for PhD projects for 2025/2026 - deadline for submission for UCT by December

Survey among PhD students

Process:

- organized by PhD coordinator, well-being consultant and ethical proxy (March-April 2024)
- 24 questions about satisfaction at IOCB, problems they face, environment at IOCB, working conditions
- 117 students (62.2%) answered
- the survey was analyzed and shared with IOCB management (May-June 2024)
- results were discussed with the board of institute (August 2024)
- feedback of management to survey results was shared with PhD students (August 2024)

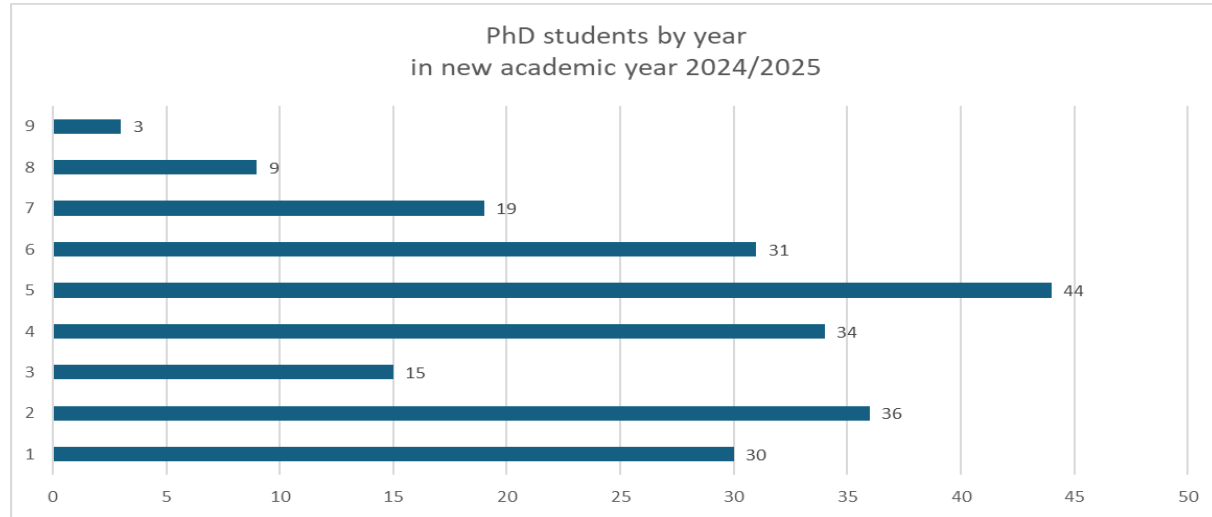
Results:

- we received open and constructive feedback, suggestions and complaints
- management will use the survey to steer the PhD studies at IOCB
- most pressing issue raised in the survey was duration of the PhD studies and need for mentors independent from their PhD advisors

Immediate actions:

- monitor and discuss length of PhD studies in individual groups
- introduce mentoring program for PhD students
- training for PhD advisors

Monitoring length of PhD studies at IOCB



- PhD coordinator monitors progress of all current students at IOCB
- Collects information about status of students in 6+ years
- Keeps track of finished students

Finished PhD students in 2019-2024											
number of students		average years	median years	number of students		average years	median years	number of students		average years	median years
BIO groups	50	5.7	5.9	CHEM groups	54	6.0	5.9	PHYS groups	24	5.1	5.1
	8	7.9	7.5		5	7.7	8.0		2	6.7	6.7
	1	7.4	7.4		1	7.4	7.4		8	6.5	7.0
	4	7.4	7.9		7	6.4	6.0		2	5.5	5.5
	3	6.8	7.3		1	6.3	6.3		4	4.6	4.5
	1	6.5	6.5		20	6.1	6.0		3	4.5	4.6
	3	6.4	7.0		2	6.0	6.0		1	4.4	4.4
	3	5.8	5.7		4	5.9	6.0		1	4.4	4.4
	3	5.5	5.8		1	5.7	5.7		3	4.1	4.0
	1	5.0	5.0		1	5.3	5.3				
	7	4.9	4.9		5	4.8	4.0				
	1	4.8	4.8		7	4.8	4.7				
	7	4.7	4.9								
	1	4.5	4.5								
	3	4.1	4.5								
	4	3.8	3.8								

Mentoring for PhD Students

= career support-focused mentoring program for PhD students

- preparation of guidelines and materials is currently in progress
- will be introduced until the end of year 2024.

Concept/ideas:

- **optional** mentorship independent from their PhD advisor
- students have the opportunity to choose a mentor from **scientists at IOCB, who are also PhD supervisors and have volunteered to mentor others**
- **choice of mentor** is entirely optional for the students
- **mentor has the discretion to accept or decline the mentee** based on their availability and capacity
- mentors provide personalized career guidance, emotional support, and assistance in completing studies on time
- offer insights into career options, job search strategies, and networking opportunities
- helping students manage stress and develop effective time management skills
- meetings between mentors and students are conducted on a volunteer basis, ensuring flexibility for both parties.
- program includes training in professional skills such as resume writing and interviewing techniques

HR Award updates

Workshop “Generational Leadership: BB, X, Y, Z”

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HR EXCELLENCE IN RESEARCH

- A Soft Skills Workshop by Hana Levová
- Managing performance across generational gaps
- Neuroscience approach to leadership
- Communication strategies for collaboration
- Four interconnected blocks during November and December
- Up to 10 participants – group leaders/PhD supervisors
- Dates: Nov 8, Nov 25, Dec 6, Dec 19
- Time: 9:00 AM - 12:30 PM



mgr. hana levová
TRÉNÉR & COACH

OP JAK Research Environment



- Open call of MŠMT
- Deadline: 16 December 2024, result known Q2/Q3 2025, cca 65 million CZK
- Resources aimed at the HR Award Action Plan implementation
- HR Award: site visit from the European Commission in 2028
- Scientific representatives from the IOCB Board as consultants
- Human resources development, internal processes, internationalization

Safety updates

Institutional resilience and safety training

- Institutional resilience training is available as e-learning
- 10th and 13th September - Training how to use the breathing apparatus
- 17th October planned a firefighting training at Papírenská



Safety audit – Building A

- Generally, seen big improvements in many areas. Some groups (e.g. Aleš Marek) are compliant in every aspect of safety
- Very few people know where to find MSDS and have no idea, that when sending injured people to the hospital, MSDS of relevant chemical must accompany them
- Nobody knew if their group has „Book of Poisons“ (Kniha jedů)
- Some did not know where they store Certificates of e-learning

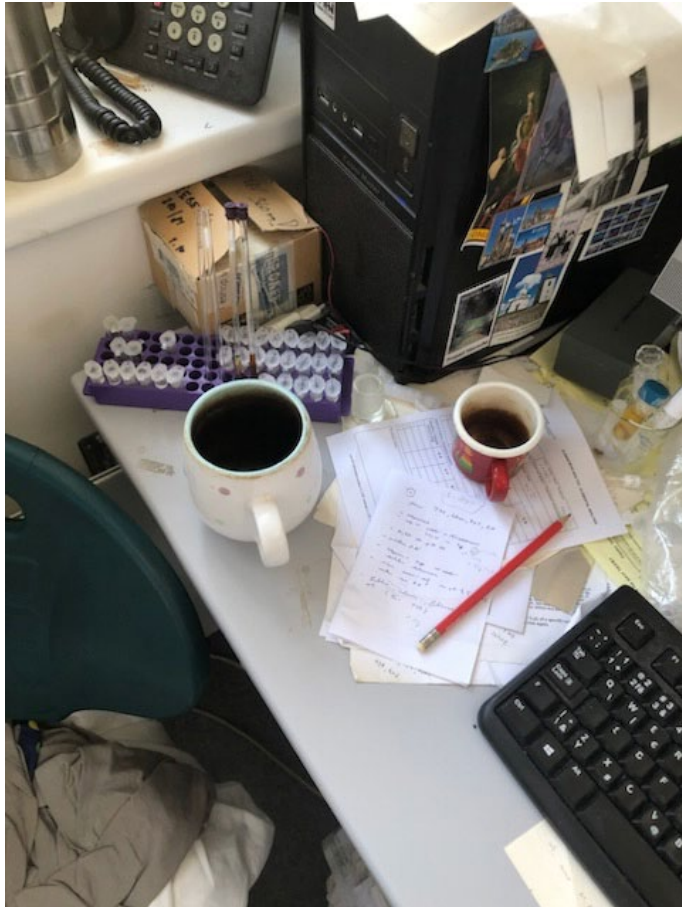
Safety audit – Building A

- COMPETITION: Recognise the legs of your PhD
- Covered hands and legs are required in the lab
- <https://inraweb.uochb.cas.cz/741.html>



Safety audit – Building A

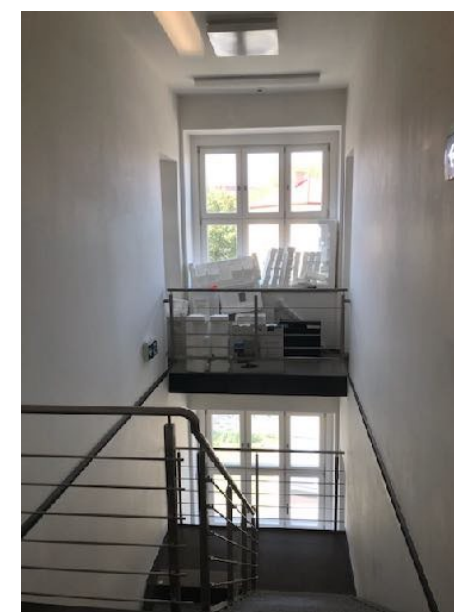
- Food and drinks do not belong to the lab
- <https://intraweb.uochb.cas.cz/741.html>



Safety audit – Building A

- Blocking safety exits and fire extinguishers

▪ <https://intraweb.uochb.cas.cz/741.html>



Safety audit – Building A

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- General order



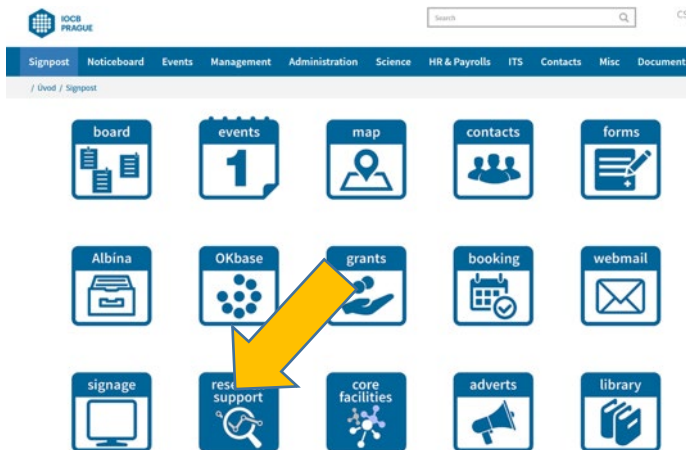
Miscellanea

Financial issues

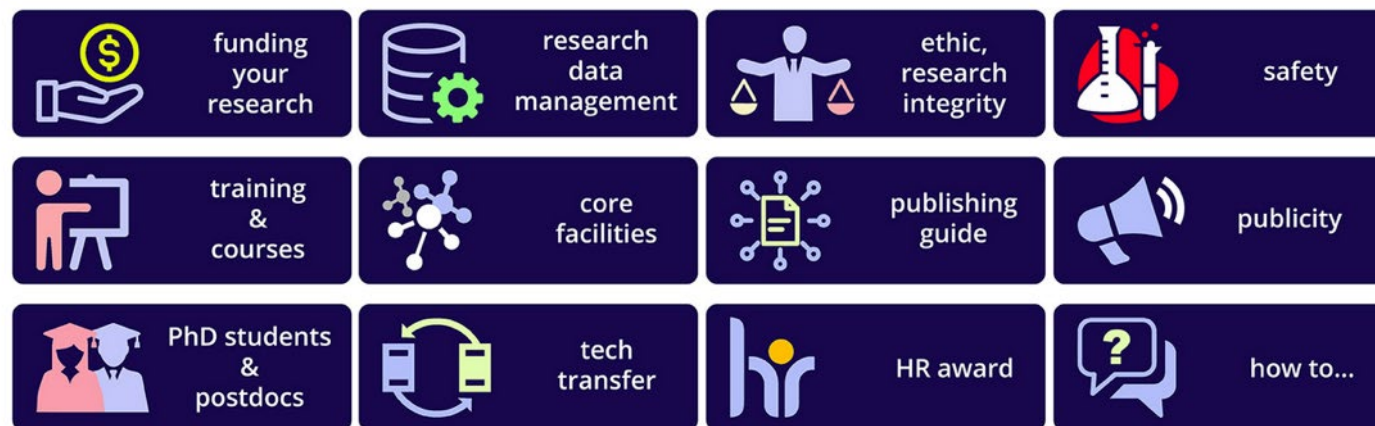
- **Financing at the end of 2024 (Director's Decree V2024-12)**
 - Instructions how to exhaust grant funding in the most effective way and minimize pressure (exhausted grant funding=paid invoice, not order inserted in Albina)
 - Processing of orders, personnel costs, business trips, warehouse operation

- **Investment requirements for 2025 to be submitted till 1 November 2024**
 - No change in comparison with 2023
 - Time schedule of investment requirements processing enables more effective compliance (mainly from time point of view)
 - Approval process is demanding (incl. Public Tender Law)

Internal communication: new intraweb section Research support



- comprehensive hub to streamline access to resources on IOCB intraweb
- consolidates information available on the intraweb for researchers
- living section – feedback and suggestions are welcome



If you wish to offer feedback aimed at enhancing this section, we encourage you to reach out to the **Michal Hoskovec** (hoskovec@uochb.cas.cz).

Team: Marie Šafner (Research support), Michal Hoskovec (ITS), Veronika Palečková (Project department)
+ all contributors who created content for their departments

Nencki-IPHYS-IOCB Symposia

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Nencki-IPHYS-IOCB
Scientific Meeting 2024

1–3 October 2024
Liblice, Czechia



INSTITUTE OF PHYSIOLOGY CAS



IOCB program committee: Eva Kudová, Lenka Maletínská, Jiří Jiráček
Thanks to organizers: **Eva Kudová**, Iva Bodnár + Communication department



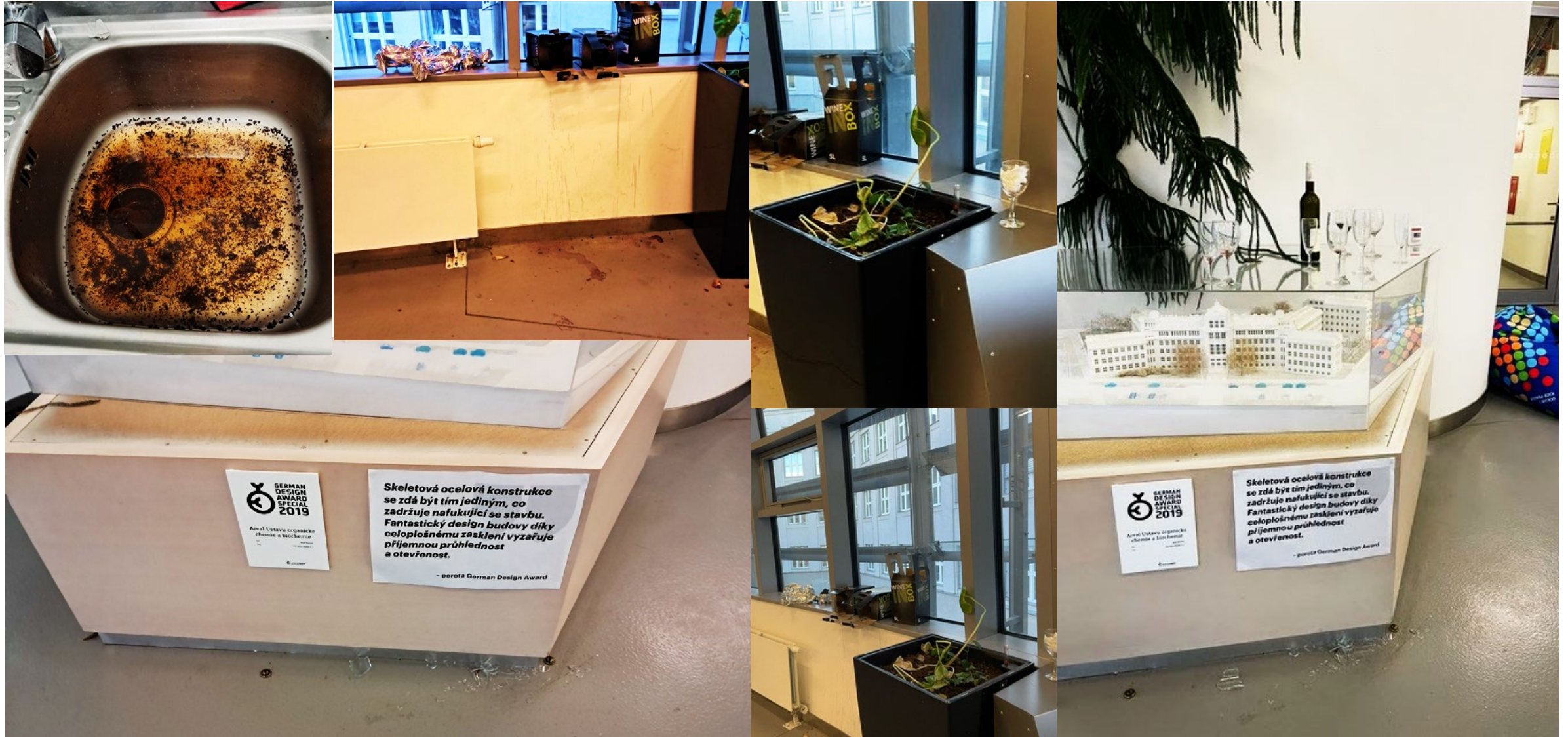
Cryo-EM – Building K

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Happy Hours aftermath

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18/10	IOCB Boston – Grand opening
23/10	Introduction to NMR in Drug Design and Discovery: Become an NMR Expert in One Day (a practical workshop)
24/10	Introduction to Structural Biology with Focus on X-ray Crystallography: Become a Crystallographer in One Day (a practical workshop)
24–25/10	Administration meeting in Průhonice
25/10	MS Core Facility Seminar – MS services: Mass spectra of molecules
29/10	Petr Beier: Public defence of DSc. dissertation
31/10	IOCB Invited Lecture: Hiroyuki Isobe – Synthesis-Driven Chemistry of Nanocarbon Molecules
4–10/11	Women in Science Workshop: Štěpán Jurajda – Women in Science - What do we know?
4–10/11	Week of the CAS & Openhouse Days
12/11	Lecture: Michael M. Haley – The Interplay Between Antiaromaticity and Diradical Character in Diarenoindacenes and Diindenoarenes
15/11	Tony Holý Lecture: Hans-Georg Kräusslich – The Early Phase of HIV-1 Replication
28/11	IOCB Invited Lecture: Connor W. Coley – Artificial Intelligence for Synthetic Organic and Analytical Chemistry
13/12	IOCB Christmas gathering
23-24/1	Strategic meeting of group leaders in Liblice

Mtgs with GLs – Schedule

2024

- November 1
- December 6

Thank you!