

First of all, the whole institute (IOCB) should benefit from Board of Institution (BI). BI should not be just a battlefield to promote interests of a single group or even an individual. Also, members of BI should be people able to reasonably discuss problems, solve them efficiently to the benefit of IOCB, and be able to reach a common ground in searching of new directions.

There are many current topics that should bother us more or less, e.g.:

- How to efficiently spend revenues coming to IOCB currently.
- How to fund IOCB and its research after the revenue sources dry out (due to the patents expirations, etc.).
- How to establish better communication and collaboration within IOCB (e.g. open web dialog, joint grant applications, joint projects etc.).
- How to set up fair and efficient rules for the team evaluations (this should have been done long time ago, not just before evaluations coming) and how to regulate number of junior, senior, and distinguish-chair, as well as service teams at IOCB.
- Election of director of IOCB in 2012
- Get back a representative of medicinal chemistry to the BI (there was none for some time).

The current concept of IOCB identifies some important problems but it does not give clear answers how to solve them. Especially the evaluation rules and following consequences should be more substantially specified. E.g. the worse performing teams should not be just rashly dissolved but they should have chance to show specific future plans and solutions and to have chance to defend their position in open competition when new positions are open for newcomers from outside.

Also, the current concept of IOCB clearly stands on „... chemical biology, medicinal chemistry, and related fields ...“ as a basic scientific platform. Unfortunately, no representant of the medicinal chemistry has been actively involved in BI for some time (Prof. Holý was not able to participate anymore because of his poor health conditions). We should not forget that medicinal chemistry, namely the field of nucleic acids and its components, is the field that brought the funds which are currently being used for the rebuilding and construction of „new IOCB“. This field still has a huge potential in the development of novel drug candidates used in human and veterinary medicine and thus could bring further revenues in future.

There is apparently a lack of communication within IOCB and between the scientific teams, as well as lack of cooperation between them. Why to look for new scientific connection outside (which is also important, of course) when number of partners can be found in-house. I believe many efficient collaborations can be established here. As for the communication within IOCB, many issues are discussed and deal with without letting know (or too late) all employees of IOCB.

Anyway, I came to the lab of Prof. Holý in 1992 and between 1995 and 2001 I worked on my Ph.D. thesis here, so I have been connected to IOCB for a while. Furthermore, I have also gained an experience at several institutions abroad, both in academia and industry (7 years in total) and I believe this experience could also be utilized when making decisions at Board of Institute.

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