

Board elections – programme - Michal Hocek

I accepted the nomination to offer my multi- and interdisciplinary scientific expertise (that covers organic synthesis, medicinal chemistry and even some biochemistry), teaching experience at 3 universities, as well as experiences from different committees (journal boards, GAČR, Board for evaluation for RVVI etc.) for the formulation of the future scientific profile and concept and organization policies of IOCB in order to reach the maximum level of excellence and stimulate cutting-edge research in symbiotic collaboration of research groups across the disciplines. To achieve this goal, it is necessary to increase the diversity of research topics within the Institute's main areas (organic, medicinal, biochemistry, natural products, theoretical and physical/spectroscopy) but also to set up the right balance between all those areas to maintain the critical mass of manpower and know-how in each of them.

Therefore, the new group leader positions should be selected to complement rather than to duplicate the existing research groups and topics and possible excellent candidates from some preferred areas, and/or with an expertise missing at IOCB, should be actively sought and addressed. To ensure the highest level of scientific excellence, I fully support the policy of 5-years terms for the group leaders and evaluation of all senior and junior teams by IAB. The IOCB Board should NOT interfere with the independent evaluation of the teams by IAB in any way (since all the Board members are inherently in the conflict of interests). In contrast to the recently approved Scientific concept of IOCB, I would prefer a "play-off" round [sarcastically nicknamed by some colleagues as "Hockova baráž"] of the less successful teams (based on the evaluation by IAB) in an open competition with the upgrading junior teams and any possible outside applicants (rather than direct dissolving of those teams when it is uncertain whether there are any better alternatives to replace them). At each stage, there should be at least 3-6 of junior groups (distributed to all the main areas) to ensure the next generation leaders – however, the upgrade of a junior group to a senior one should not be automatic but only after fulfillment of the stringent criteria of independence, creativity and excellence. The number of research groups should be limited both in total and within each area – the current state (+ ca. 2 junior groups in biochemistry) is probably the maximum that can be efficiently accommodated. The scientific-service and service teams should be limited to a reasonable level (both in space and personnel) and preference must be given to the most commonly used services (typically a service team must do service for at least 3-4 teams). IOCB must come up with a sustainable model for financing of teams and prepare for the "post-royalties" situation after expiring of Prof. Holy's patents. However, I do not support direct payment for services (i.e. NMR or MS spectra) since it penalizes the most active teams and would have detrimental effect on organic and medicinal chemistry.

I declare that I will NOT stand as a candidate for the next Director of IOCB.