Meeting of Working Group for HRAW

November 11, 2022 (11 h)

Participants: G. Ambrozova, E. Bartova, R. Ulrich, R. Fedr, D. Renčiuk, M. Krepl, K. Bednařova, M Fojta, I. Falková, J. Lunerová, I. Kejnovská, S. Kozubek, S. Legartová, P. Vacek, P. Pokorná, L.  
Havran, K. Svobodová, V. Bačovský, Z. Machálková, M. Čiž, A. Daňhel

Excused: M. Falk, B. Janoušek, O. Nováková   
M. Kořínková, M. Krepl

Program:

1. Information from „HRS4R Info Day 2022“ ( October 18, 2022)
2. Actions since the latest meeting (June 15, 2022)
3. Actions for the near future (till the end of the year 2022)
4. Information from „HRS4R Info Day 2022“
5. By 2024, the European research policy will focus on a) Improving the innovation environment, b) A common university strategy in the field of research careers and c) New research area (deepening, broadenin, strengthening excellence, investing). The reason is mainly the fact that the EU is lagging behind the USA and scientists go there. The ERA agenda includes 20 activites. HRAW is a supporting activity of some of these actions (e.g. for "Strengthening research careers")
6. HRS4R introduction  
   HRAW and its e-tool was discussed first. The Researcher's Charter and Code has 4 areas: a) Working environment and social security, b) Recruitment of workers, c) Education and career growth, d) Ethical and professional aspects. These pillars have been subdivided into 40 principles and HRS4R is actually the implementation of these principles (the organization subscribes to these principles through a gap analysis and an action plan, obtains the right to use the HR Excellence in Research logo, and follows the individual phases in which it is a matter of maintaining the right to this logo. At this moment, 690 organizations from 40 countries have received the HR Excellence in Research Award (out of 1,360 that have committed to fulfilling the Charter and the Code). So far, 27 organizations have passed the "Interim assessment", 20 have passed the "Renewal award" and 24 "Site visits". The "e-Tool" allows you to generate statistics, e.g. the number of organizations in individual countries, a map with these numbers.
7. The next lecture (Mary Kate) was about preparing for the "Interim assessment". She said that AP should have about 6 activities for each pillar, i.e. 24 at most (we have 14 - that's OK). Activities should be logically linked to individual points of the Charter and the Code. The new action plan (i.e. for the period 2024-2026) may include both original activities that were not completely fulfilled, but also new activities. The report should assess how far we are in achieving full alignment with the Charter and the Code; however, it is believed to be a slow process, rather evolutionary. The working group (WG should have its chairman and HR manager) who will stimulate the whole process. The WG should include the whole spectrum of workers (including students), should be dedicated to HRAW and it should change a little over time (as new people arrive or the interest in HR changes). The WG is responsible for supervision, development, evolution and implementation of the HRS4R AP at the institute. She also talked about compiling the AP (we will need it for the next period); the Codex will be modified (see below) and therefore we will also propose new activities. When compiling, it is important to clearly describe what within the framework of the Charter and the Code, we want to explain what our priorities and long-term goals are; realistic activities are reasonable, achievable, quantifiable and legally possible. Activities must be divided into 4 pillars. For "Interim assessment" it is necessary to submit a report on the fulfillment of HRAW, AP on next period and OTM-R check list + event. other documents (if there are a lot of them, then in a zip).
8. The next lecture (Maria Targa) was about "on-site visit" - it doesn't concern us now (in 3 years), I have a detailed description of it.
9. The last lecture on changes to the Charter and the Code (currently a draft) was important. The changes are significant, the new Code is to be adopted next year, i.e. it will be reflected in the next period and we have to plan the new AP taking into account this new wording of the Charter and the Code. I understand that the main changes are: emphasis on gender issues, introduction of the topic "open science", introduction of assessment of science and researchers (research assessment). I think that it will not be a problem in the next AP to fulfill these points of the new Charter and Codex (we already have a number of things prepared).
10. Actions since the latest meeting:

* October 26, 2022 Awards for the best postdoc research results (P. Fajkus, M. Krepl) (5.1)  
  October 26, 2022 Award for the best PhD student results (R. Vozárová) (13.1)  
  October 25, 2022 Actions 1.2-1.11 added (mobility of PhD students)
* October 6, 2022 ISAB meeting (4.3, 10.10, 13.1)
* September 30, 2022 Night of Scientists (11.9)
* September 29, 2022 Improved positions of employees (6.7)
* September 29, 2022 Lecture by Pawel Kania (10.9)
* September 22, 2022 Director's Collegium (10.8)
* September 21, 2022 Support of human resources by the Czech Academy of Sciences (12.5)
* August 23, 2022 Improved positions of employees (6.6)
* August 14, 2022 Evaluation of common publications (Sub-Action 3, Strenghts and weaknesses)
* August 8 - 12, 2022 Summer school of biophysical sciences for children (14.2)
* August 8, 2022 Bibliometric evaluation of departments (4.2)
* August 3, 2022 New achievements in the research of anti-cancer drugs (11.8)
* July 29, 2022 Improved positions of employees (6.5)
* July 27, 2022 New PhD position (2.8)
* July 20 - 24, 2022 Mendel Festival - The stand of the Institute of Biophysics CAS (11.6)
* July 18 - 22, 2022 Summer school of biophysical sciences for children (14.1)
* July 11, 2022 New postdoc position in DNA repair studies (2.7)
* July 1, 2022 Support of human resources by the Czech Academy of Sciences (12.4)
* July 1, 2022 Senior club (7.5)
* July 1, 2022 PhD student, Mgr. Martina Karasová, IBP employee  at University of Vienna (1.1)
* June 30, 2022 New postdoc position in DNA replication and genome stability (2.6)
* June 27, 2022 Improved positions of employees (6.4)
* June 24, 2022 2. Methodological Symposium on Machines and Methods (10.7)
* June 23, 2022 Establishing meeting of the "Czech Biophysical Association" (10.6)
* June 22, 2022 Gender in leadership (8.7)
* June 20, 2022 Otto Wichterle prize awarded to Mgr. Petr Fajkus, PhD. (12.3)
* June 16, 2022 New postdoc position in animal and human physiology (2.5)
* June 15, 2022 Working group (WG)
* June 15, 2022 Steering Committee (SC)
* june 15, 2022 Director's Collegium (10.5)
* June 13, 2022 Medal for PR activities and medal for the merit of the Academy of Sciences (7.3)
* June 7, 2022 Research emeritus (7.2)
* June 3, 2022 Children's Day (9.2)
* June 2, 2022 Fair of Science (11.5)

1. Actions for the near future
2. Till the end of the year we have to finish actions where the term is „end of each year“ or „last quartil of the year“.
3. We have to fulfill “Action 5” – prize for the best PhD student (according to ISAB), prize for the best application, prize for internal cooperation, prize for methodology, scientific article of the year, best work with a major contribution from the BFU.
4. Meeting for parents in science – it has been realized together with „Schools for children“.
5. Senior meeting has been held on November 3, 2022
6. Courses in the next year:

i) Language courses will be continued

ii) GDPR course

iii) Management course

iv) Course according to GEP (Mgr. P. Špondrová) – is already ageed

v) Excel programming course (according to interest)

vi) EMBO course (designed by H. Sedláčková, the course will be on writing publications)

vii) Course (meeting) on ​​intellectual properties and patent applications

1. Evaluation of departments according to bibliometric data – ready and described in 4.2 – some reward (prize) should be proposed for the best department.