

Evaluation of Junior Research Groups 2017

In 2016, CEITEC MU introduced new HR policy to further enhance the shift from CEITEC-as-a project to CEITEC as-an-institution. An important purpose of the policy is to standardize the structure and life cycle of research groups, and to clearly define the career path for research group leaders. In this context, CEITEC MU defined junior research group leaders as researchers that established their first independent labs within the past 5-6 years and adopted the process of evaluation of junior group leaders after five years of their independence to decide on whether they will continue their research at CEITEC MU.

The evaluation took place in October 2017 and 5 RGLs under evaluation - **Pavel Plevka, Kostas Tripsianes, Vanesa Tognetti, Ondřej Slabý, Dalibor Blažek** - were assessed on their previous performance at CEITEC MU by Evaluation Board consisted of members of the CEITEC International Scientific Advisory Board (Life Sciences part).

The Evaluation Board received these background documents prior to the on-site part of the evaluation:

- **Evaluation report** (candidate's previous research activities - publications, funding, and main achievements, scientometric data, description of the candidate's research group and future research visions and plans).
- **Two or three reviews** based on the evaluation reports provided by **external reviewers** from the same or similar research field.

The main part of the evaluation was on-site **interview** that consisted of 10-12 min **presentation** and **panel discussion** among researcher and ISAB members. The result of the evaluation was a short written assessment of the candidate and the recommendation for the CEITEC MU Director. The recommendations were afterwards commented by Deputy Director for Science.

There were three possible outcomes of the evaluation (as defined in advance in the evaluation rules):

1. The group leader passes the evaluation. The group leader will be promoted to a senior research group leader position.
2. The group leader does not pass the evaluation. The group will be discontinued and will finish its activities at CEITEC MU within one year. During this period group activity will be limited (cannot submit grants under CEITEC, cannot hire new employees and students).
3. The group leader does not pass the evaluation but shows very promising development with a potential to fulfil evaluation criteria within one year. The group will be re-evaluated in one year with only two possible evaluation outcomes, passes or does not pass, with all implications as outlined in points 1 and 2. Some activities of the group may be limited prior to the final evaluation.

Summary: Based on the results of evaluation Pavel Plevka, Kostas Tripsianes, and Ondřej Slabý were promoted to senior research group leaders. Dalibor Blažek received extra time of 2 years before re-evaluation and the performance of Vanesa Tognetti was not seen as potential to become a senior RGL.