

Report for 2022-2023

Action 1

Title: Report on the mobility of PhD students (young scientists) in 2022-2023

Detailed information: In 2022 we focus to the support of mobility of PhD students employed at the IBP. We improved working conditions of the students in order to stimulate internships abroad. In addition, we have prepared a regulation for this activity (Intranet, see Sub-Action 1.12) to provide some financial support from the Institute for longer stays abroad of PhD students (at least 30 days). The competition has been announced by the Director of the Institute on December 1, 2022.

In 2022 year 12 PhD students stayed abroad: M. Karasová for 2 months, P. Pokorná for 1 month, P. Pokorná for 6 days, B. Kvokačková for 3 days, D. Šubert for 10 days, J. Mašek for 3 days, K. Mrazíková for 7 days, R. Vozárová for 14 days, R. Vozárová for 17 days, M. Sojaspal for 4 days, A. Krumpolcová for 1 month, P. Fagherazzi for 2 months. The short-term visits are mostly conferences.

In January, 2023, the mobility has been supported based on the regulation for 2 students: R. Mikesova: Sweden, Umea University, 3.4.-3.5.2023, O. Hesko: Slovenia, Lublan, National Institute of Chemistry, 27.2.2023 - 31.3.2023. 6 Ph.D. students visited laboratories abroad without using financial support from the Institute based on the regulation (Mgr. M. Kratka, MSc. I. Indu, Mgr. J. Rudolf, Mgr. A. Rudolf, Ing. T. Staronova and Ing. L. Sislerova). The work at the institute before and after the internship was thematically related to the work done during the internship and was financed by the institute. During the internship, the salary of the students is maintained by the institute. In December, 2023, a four-month stay of Mgr. J. Červinka has been supported at University of Copenhagen, Denmark.

Timing: 2022-2023

Responsible Unit: HRAW Working Group, HRAW Expert Team, Director of the Institute

Sub-Group: Stanislav Kozubek, Pavlína Pokorná, Iva Kejnovská, Martin Falk

Indicator(s)/Targets: 12 students and scientists stayed abroad (4 over 1 month) in 2022; 8 students stayed abroad for one month or longer in 2023, 3 students have been supported on the base of the new regulation in 2023. Regulation for this activity has been prepared. R1-R4 categories were supported. **Measurable indicator** (the number of students supported/the number of students requesting for the support) has been fulfilled to 100%. Action 1. has **high priority** for both institutional strategy and HRS4R. We will continue with this Action in the next period (2024-2026) in order to optimize the regulation and support the mobility in appropriate form corresponding to the needs of students and scientists as well as to the financial possibilities of the Institute.

Current Status for 2022-2023: Completed for 2022-2023.

Status of the Action: Will be continued in 2024-2026.

Action 2

Title: Report on the recruitment of scientists and PhD students to the Institute (activities in 2022-2023)

Detailed information: In 2022, we have advertised and subsequently selected 8 candidates to various positions from Ph.D. positions (3 candidates – Vlastimil Tichý, Anoop Kumar Yadev, Jan Mašek), postdoc position (4 candidates – Filip Křikava, Eva Krivaková, Magdalena Skalníková, Batcho Adoosa Anicet) and to the position of the director of the Institute (1 candidate – Eva Bártová). In 2023, we advertised 12 positions (PhD and postdocs) and selected so far 9 candidates (Marine Serrano, Anna Korytářová, Jiří Rudolf, Adela Machelova and Marcela Hruskova for postdoc positions and Simran Negi, Jana Vepřek, Toon Lemmense and Sofi Sharkawy for PhD positions). Marine Serrano after a short time went away for family problems, therefore the advertisement is repeated. Jana Vepřek was selected but finally did not agree with the conditions of work.

The number of applications was in average 11 with limits 0-104 candidates. In order to fulfill the OTM-R principles, the advertisements were published at the Institute web pages as well as Euraxess, with detailed description of the position (the field of work, period, required experience, knowledge of languages, salary and other conditions). In the advertisements the required documents were also listed. After the application deadline the candidates were carefully screened for the criteria of the position. The selection committee was instructed by Ing. Robin Ulrich on HRAW recruitment rules and made an unbiased and non-prioritized assessment of the academic qualifications and experience with respect to the research area, technical skills, and other requirements. Subsequently, the selected applicants were invited to the interviews with presentations, they also received detailed information about the offered position. The winning candidates were selected exclusively on the merit (experience and good laboratory skills in relation to the future research).

The selection of the director of the Institute is regulated by the academic rules (selection committee is nominated by the Council of the Academy of Sciences). The requirements as well as the procedure has been described at the web pages of the Institute, Academy of Sciences, at Euraxess and in Czech newspaper.

A new internal regulation on the recruitment and selection of researchers of the Institute of Biophysics of the CAS has been approved by ISAB and adopted in September 16, 2022. The basic OTM-R principles are involved in this document and the future recruitments will be realized according to this regulation. The regulation can be seen [here](#).

Timing: year 2022-2023

Responsible Unit: HR Award Group, HR Award Team (SC), Director of the Institute

Sub-Group: Stanislav Kozubek, Miroslav Krepl, Olga Nováková, Daniel Renčiuk

Indicator(s)/Targets: The number of recruitments (13) as well as the spectrum of positions (R1-R4) has been approximately fulfilled. R1/R2/R3/R4 was 5/7/0/1, which corresponds to the expected percentages (40/30/20/10). **Measurable indicator** (the number of recruited scientists/the number of scientists needed) has been fulfilled to 90%. The OTM-R principles were respected (see the detailed description) and substantially improved during the year. The communication tools used involved presentations in the Institute as well as interviews through on-line tools (Zoom or other platforms). There are, however, some differences among departments. Action 2. had **high priority** for both institutional strategy and HRS4R.

Current Status for 2022-2023: Completed.

Status of the Action: Completed. We will keep the best approach to OTM-R principles according to the regulation adopted and ensure they are embedded in all departments of the Institute.

Action 3

Title: Report on the translation of the HRAW related internal regulations and basic documents of the Institute into English

Detailed information: In 2022, basic regulations of the Institute as well as regulations important for foreign visitors such as "Organisational rules", "Career code", "Operating rules of the hostel and relaxation room", "Ethical codex" or "Internal regulations on the recruitment and selection of researchers at the Institute of Biophysics of the Academy of Sciences of the Czech Republic, v. v. i." has been translated into English. In 2023 we have translated "Crisis Management Plan of the Institute of Biophysics" and "Internal regulations on increasing institutional resilience at the IBP" (enclosed). All documents related to HRAW are systematically translated, too. Some less important documents related to specific activities (e.g. in relation to the central academic office) remain in Czech language only.

Timing: November 12, 2023

Responsible Unit: HR Working Group, HR Award Team (SC), Director of the Institute

Sub-Group: Stanislav Kozubek, Soňa Legartová, Klára Bednářová, Zuzana Machálková

Indicator(s)/Targets: Translation of all documents and regulations related to HRAW as well as translation of basic regulations of the Institute in English has been completed. 100% of new documents has been translated into English. **Measurable indicator:** the remaining documents (approximately 30% remained in the Czech language) are of minor importance for foreign employees. This step has **high priority** for HRS4R.

Current Status for this action: Completed.

Action 4

Title: Report on the evaluation of departments using bibliometric analyses of scientific results and peer-review evaluation (ISAB and M17+ methodology of national evaluation)

Detailed information: The evaluation of departments and the Institute using bibliometry is performed each year using both own method (see Sub-Action 4.4), using outputs provided by the Czech Academy of Sciences (ASEP system, see Sub-Action 4.2) and using bibliometric part of the M17+ methodology of the national evaluation (see. Sub-Action 4.1). These results are used to check the performance of individual departments as well as the performance of the Institute. In addition, each year national evaluation is performed, in which the Institute is in the latest years marked "A" (the best ranking). Owing to the fact, that there are no pronounced problems in our departments or in the Institute and in agreement with ARRA (Agreement on Reforming Research Assessment), we postponed the possible budget adjustments to more complex evaluation by the CAS or recommendations by ISAB. The last year, ISAB evaluated young scientists and students (see Actions 5.1, 13.1 and 13.2). Therefore, we decided to organize the next ISAB meeting in 2024. A number of prizes (for the best publication, for collaboration between departments, for best application etc, have been awarded).

Timing: 2022-2023

Responsible Unit: HR Working Group, HR Award Team, Director of the Institute

Sub-Group: Stanislav Kozubek, Robert Ulrich, Milan Číž, Gabriela Ambrožová

Indicator(s)/Targets: Measurable indicators: number of outputs for each team divided into quartiles according to journal quality, comparison to EU and world standards. The results see in Action 4.1. and 4.2. This step has **high priority** for both institutional strategy and for HRS4R.

Current Status for this document: Completed for 2022-2023.

Status: Owing to new documents accepted by the EU (ARRA), the action will continue in the next period 2024-2026 with focus to ARRA.

Action 5

Title: Report on the prizes awarded by the director of the Institute, Eva Bártová, in 2022-2023

Detailed information: In 2022, the following prizes have been awarded: Awards for the best postdoc research results (2 prizes), Awards for the best publications (2 prizes), Award for young scientists, Award for the best application, Award for internationalization, and Cooperation Award. The awarded employees have also obtained financial bonuses. The prize for the best methodology have not been awarded.

In 2023 the selection of prizes have been performed by means of more transparent approach - using the Collegium of the director. The suggested nominations have been evaluated by the Collegium and candidates have been suggested to the director for the corresponding category of prizes. The prizes have been awarded on December 15, 2023.

Timing: 2022, end of 2023

Responsible Unit: HR Award Working Group, HR Award Team, Collegium of the Director, Director of the Institute

Sub-Group: Eva Bártová, Martin Falk, Daniel Renčiuk, Gabriela Ambrožová

Indicator(s)/Targets: These awards are open for all categories R1-R4 that have a chance to be annually awarded. **Measurable indicator:** number of awards from the maximum possible (4/5=80% for 2022 and 100% for 2023). This step has **high priority** for both institutional strategy and for HRS4R.

Current Status for this document: The prizes for 2023 have been awarded on December 15, 2023.

Status: This activity will continue in the next period of HR Award implementation. We will improve the transparency of the selection; new types of the awards could be established.

Action 6

Title: An improvement of attestation rules (the improved regulation is enclosed "Career rules")

Detailed information: In 2022, positions have been improved for 33 employees during the per-roll attestations. Regulation has been adapted in 2022, attestation has been performed continually per roll in 2022 and on-site at the end of the year (December 6-7, 2022). In 2023, positions have been improved for 13 employees (up to November, 2023) during the per-roll attestations. The on-site attestation will be performed at the end of the year.

Timing: report for 2022-November, 2023.

Responsible Unit: HR Award Team, Attestation Commission, Director of the Institute

Sub-Group: Eva Bártová, Martin Falk, Daniel Renčiuk, Miroslav Fojta

Indicator(s)/Targets: Commission provided R1-R4 categorization, working hours and salaries, based on the suggestions of the department leaders and in agreement with the career rules. All employees had a chance to discuss his/her position and salary with the Attestation Commission. All employees have been acquainted with the OTM-R document as well as with Career rules. An employee, who is not satisfied with his salary, can apply for a salary improvement and can defend his scientific quality before the Attestation Commission. The minutes of the Attestation Commission have standard form; the template is translated into English (the template as well as all minutes are stored). **Measurable indicator:** number of cases with improved salaries/number of employees required the improvement (in 2022-23 there are no such cases). This reflects the fact that the employees are not sufficiently aware of such possibility. Therefore, we will continue this activity in order to achieve better solution of this problem. Action 6. has **high priority for HRS4R**, average priority for institutional strategy.

Current Status: Completed for 2022-2023, the continuation will involve consideration of possible changes of the Career rules in order to increase the self-confidence of the employees undergoing attestation to give to the management a feedback about the salaries and conditions of work in general.

Action 7

Title: Report on the improvement of the social equality in gender, age, education, and citizenship in 2022-2023

Detailed information: We have performed important steps to the elimination of the gender imbalance and to achieve equality of employees with different age, citizenship, social categories, etc. First of all, we have elaborated "Gender Equality Plan" (see 7.1) with a number of actions and already in 2022 a very successful lecture of Mgr. P. Špondrova on "Gender in Leadership" was realized. The lecture continued in 2023 again by Mgr. P. Špondrová on "Equality between men and women". This course was available for all categories of employees. The course was focused to gender stereotypes, their negative influence on women and men. Some potentially discriminate cases were discussed. The "Anti-discrimination law" has been discussed and some principles were explained. In addition, we established the "Senior club" and organized "Meeting of senior employees with young scientists" (see 7.6). Another meeting is planned to the end of 2023. Several medals and other forms of prizes have been awarded to employees of the Institute (7.2-7.4). We have also applied to the Czech Academy of Sciences for the certificate called Emeritus employee for our employees (see 7.2 and 7.7); thus, we supported seniority. Via such activity, retired scientists have access to the workplace and can attend the library, scientific meetings, etc.

Timing: report for 2022-2023.

Responsible Unit: HR Award Team, Attestation Commission, Director of the Institute

Sub-Group: Eva Bártová, Kateřina Svobodová, Gabriela Ambrožová, Olga Nováková

Indicator(s)/Targets: Principles of equality have been improved and new benefits were established (using also social fund). Our plan is to support social activity that will be available for all R1-R4 categories. **Measurable indicator:** number of employees with some benefit/total number of employees at given category (women, various social categories, etc). We estimate this percentage to achieve approximately 70%. Action 7 has **high priority** for HRS4R.

Current Status: Action 7 is completed, however, the initiated activities will continue in future. The gender part will be continued in the next period 2024-26 as an independent action.

Action 8

Title: Report on education courses realized in 2022-2023

Detailed information: 8 courses have been organized for the employees of our Institute in 2022 and additional 8 courses (the language course continued) in 2023 in order to improve their abilities in various aspects. The ability of cultivated speech, the art of expressing oneself well, formulating one's opinion, presenting oneself, and the ability to respond well to questions was presented at the course on rhetoric by V. Hagenová, biostatistics was comprehensively presented by M. Svoboda in a very intensive way (3 days course) starting from the theory up to practical training, the evaluation of

science and its problems was introduced in the presentation of S. Kozubek, ERC grants (types of projects, criteria, evaluation, financial aspects, example of successful application) were presented by P. Fedorova (NCP for ERC), language courses are continuously provided by R. Vogel, M. LeBlanc and E. Škarková, Computer graphics (Adobe Photoshop, Corel Draw, MS PowerPoint) was comprehensively presented by V. Zelený, and gender problems were introduced in the lecture by P. Špondrová „Gender in leadership“ and continued by "Equality between women and men" in 2023. Writing of scientific publication was introduced by Céline Carret from EMBO. Introduction to Excel basic functions was presented by S. Kozubek and Seminar on Cybersecurity was presented by D. Král from our IT department. Course on physiotherapy with 33 participants presented A. Tomáš.

Timing: report for 2022-2023.

Responsible Unit: WG, HR Award Team, Director of the Institute

Sub-Group: Stanislav Kozubek, Bačovský Václav, Zuzana Machálková, Olga Nováková

Indicator(s)/Targets: We have organized 16 courses, there are further courses remaining for the next year: GDPR course, management in science, course on intellectual properties and patent applications, further language courses. In addition, we plan to organize EMBO course on writing papers and Excell programming course (according to interest). These courses are available for all R1-R4 categories. The number of participants fluctuated between 7-33; average number was 17,5.

Measurable indicator: number of employees participating/number of employees interested to participate (here we achieved 80-100%). Action 8 has **high priority** for HRS4R, however, it also strongly contributes to the institutional strategy.

Current Status: Completed for 2022-2023, this activity will be continued in the next year involving both new topics and extending already successfully realized ones.

Action 9

Title: Report about the child corner and activities for parents with children in 2022-2023

Detailed information: We have established a nursery (Elánek group) with variable possibilities; children can attend this facility irregularly, that is mostly for several days a month, and/or regularly, that is every day (five days a week). For parents, this nursery provides effective service with marked variability. Nurseries can usually be entered from the age of 12 months. The admission process for children is relatively flexible and depends on parents' demands. Financial support for the group depends on the number of children (6 children is obligatory).

Timing: report for 2022-2023.

Responsible Unit: Working Group, Steering Committee, Director

Sub-Group: Stanislav Kozubek, Jana Lunerová, Milada Kořínková, Luděk Havran

Indicator(s)/Targets: This action is focused mainly to the improvement of working conditions of women with children. The activity is available for all R1-R4 categories. Up to 6 children per semester may attend this nursery (according to the demand). We have organized meetings with parents in order to discuss how to improve their working conditions during the „Summer schools“ (see 14.1-14.2). The number of families using nurseries was 4 from 5 demanding in 2022 (one family used other nursery in the town). There are 6 children in the Elánek group in 2023.

Measurable indicator: the number of families using nurseries/the number of families requiring, it is 80-100%. Action 9. has **high priority** for HRS4R, average priority for institutional strategy.

Current Status: Completed (the activity is not involved in HR AP for 2024-2026, however, Elánek group will continue in the same extent in future)

Action 10

Title: Report about lectures provided by foreign scientists, director's collegia, meetings of researchers, meetings of WG and SC, meetings of parents in science in 2022-2023

Detailed information: In 2022, we organized 4 lectures by foreign scientists (K. Makova, H. Fulkova, P. Kumar, P. Kania), 3 Methodological Symposia (lecturers: Vaclav Brazda, Sona Legartova, Vaclav Bacovsky, Jana Krejci, Karel Soucek, Radek Fedr, Vladislav Krzyzaneck, Kamila Hrubanova, Ota Samek), 2 Director's Collegia, a meeting to establish „Czech Biophysical Association“, one ISAB meeting, IBP Career Day (organized by Hana Polášek-Sedláčková) where a discussion on career possibilities has been arranged and International meeting on Extracellular Vesicles organized by L. Kubala. In addition meeting with parents in science have been organized during the Summer schools (Action 14).

In 2023, 3 lectures were organized in the Institute (L. Čermák, J. Vorel and J. Benada); Meeting of the Czech Biophysical Association: "Focused on Microscopic and Biophysical Techniques" was organized in Nové Hradky including 11 top lectures and 18 posters (see Action 10.16). The Czech Biophysical Association has been founded on April 7, 2022 in order to provide information, arrange workshops and meetings in biophysics in the Czech Republic as well as keep the link to the international union for biophysics (IUPAB). The CBA was admitted to the Council of the Czech Scientific Associations on April 24, 2023. In 2023, 3 Director's Collegia have been organized with standard programs (see Sub-Action 10.16, 10.22 and 10.28).

During the first period (2022-2023) we have organized 6 meetings of the Working Group and 3 meetings of Steering Committee (see web page for HR, implementation).

Timing: 2022-2023.

Responsible Unit: HR Award Team - Steering Committee, Director

Sub-Group: Stanislav Kozubek, Martin Falk, Miroslav Fojta, Pavel Vacek

Indicator(s)/Targets: Invitations and Minutes of these meetings have been archived and translated into English. Meetings are open for R1-R4 categories. The participation of scientists in these activities has been carefully checked. **Measureable indicators:** number of participants/number of available employees at given category (e.g. number of participants at the directors collegium/number of members of the collegium). In most cases, this indicator ranged between 60% and 100%. Action 10 has **high priority** for institutional strategy, average priority for HRS4R.

Current Status: Completed for 2022-2023; in order to achieve higher level of lectures and scientific meetings, the activity will be continued in the next period.

Action 11

Title: Report on increased PR activities in 2022-2023

Detailed information: In 2022, we have presented research results in media and our web pages (series on „How radioactivity damages our cells“ by M. Falk, information about the project „Structural gymnastics of nucleic acids“ by M. Fojta and "New achievements in the research of anti-cancer drugs" by V. Brabec). These activities were continued in 2023 (Variability of "Inverted Repeats in All Available Genomes of Bacteria" by V. Brázda, "Banning plant DNA editing is evolutionary suicide" by R. Hobza, "G-quadruplexes in the evolution of hepatitis B virus" by J.L. Mergny, new "Radiobiology textbook" by Martin Falk, "Publication in the Journal of Chemical Theory and Computation" by Jiri Sponer and "A new paper from the Department of Biophysics of the Immune System" by Lukas Kubala). Regular information has been presented at Facebook (at least 75 contributions in 2022 and 99 contributions up to October 2023), Twitter or Youtube (series of lectures covering genetics and evolution 30 lectures in 2022 and 28 lectures in 2023). Within PR

activities also organized the IBP Open Days, Spring Concert, Nights of Scientists. We have taken part in the Science Fairs in both years (see 11.5 and 11.15). We also participated in a large international actions "Mendel Festival in Brno" (see 11.6 and 11.19). We updated some parts of the IBP website (further improvements are needed).

Timing: report for 2022-2023.

Responsible Unit: Steering Committee, Working Group, PR manager: Eduard Kejnovský

Sub-Group: Eva Bártová, Iva Falková, Daniel Renčíuk, Pavel Vacek

Indicator(s)/Targets: The PR manager together with other scientists provided activities related to PR („public relations“). PR activities consisted of contributions on the IBP web page, social media, including Facebook, and Twitter, participation at Open Days, Nights of Scientists, Science Fairs, Mendel Festivals or organizing Spring Concert and have lead to the promotion of IBP research and its reputation in the public eyes. PR activities were open for all R1-R4 categories, including students of all degrees, and secondary school students. The percentage of categories involved in this activities corresponded approximately to the plan (40/30/20/10%). We have addressed the principles: 9, 22 and this activity has been directed to students of all categories and the public. **Measurable indicator:** % of employees actively participating in PR activities: 10%-90% from all employees. Action 11. has **high priority** for HRS4R, average priority for institutional strategy.

Current Status: Completed for 2022-2023, we will continue this activity with some improvements.

Action 12

Title: Report on improvements of job descriptions, advertisements, and strengthening of grant applications, and application to the Czech Academy of Sciences for postdoctoral support (PPLZ) in 2022 and 2023

Detailed information: Job descriptions have been improved, particularly, we have established relation between EU R1-R4 positions and V1-V6 positions of the Czech Academy of Sciences (see [here](#)). Positions are advertised on the EURAXESS portal and the IBP web page (the quality of advertisements approaches standards required by OTM-R, see the Action 2). We have applied to the Czech Grant Agency (GACR) (26 applications in 2022 and 22 applications in 2023) as well as to the Czech Academy of Sciences (Support of Human Resources, PPLZ – 3 successful applications in 2022, Otto Wichterle prize – 1 successful application in 2022; we were not successful in PPLZ and Otto Wichterle prize in 2023, however, the next application for PPLZ will be possible to the end of this year). In addition, we have granted 4 scientists from the Internal Support of Research Program (see 12.6).

Timing: report for 2022-2023.

Responsible Unit: Steering Committee, WG

Sub-Group: Eva Bártová, Klára Bednářová, Daniel Renčíuk, Miroslav Krepl

Indicator(s)/Targets: Annually, we planed to apply for 20-25 standard projects and 1-3 junior projects to the Czech Grant Agency, and 2-4 PPLZ supports from the CAS, which was fulfilled.

Measurable indicator: the number of advertisements on EURAXESS/total number of advertisements – 100%; the number of successful applications to GACR (2022): 30%, the number of successful applications to the Czech Academy of Sciences – 40%. The number of successful grant applications for 2023 will be known in January 2023. Action 12 has **high priority** for both institutional strategy and HRS4R.

Current Status: Completed for 2022-2023, we will continue this activity in the next period of HRAW.

Action 13

Title: Report on the evaluation of departments and students by the International Advisory Board (ISAB) and the Czech Academy of Sciences in 2022-2023

Detailed information: Hybrid meeting of ISAB was organized on October 6, 2022. The program involved introductory presentation by the director of the Institute, Eva Bártová. Main points of the program were the following: 1) The ISAB statement for OP-JAC project. 2) Selection of 2 of the best young scientists (students) awarded by the ISAB, 3) ISAB opinion on MDPI journals, 4) Recruitment of young scientists to build new teams, 5) Recommendation of prof. Mergny for a new contract. In order to encourage excellent young scientists and students in their research, ISAB evaluated presentations and subsequently 2 young scientists and 1 student obtained a prize awarded by the director, Eva Bártová (see 5.1 and 13.2). In 2023, we had no ISAB meeting owing to more detailed national evaluation (see 13.3) and financial situation (reduction of financial support of research in 2024 by 10%), which do not allow substantial changes or investments in the subsequent year. We can rely on results of evaluation by the Czech Academy of Sciences in 2020 and more recently on the latest evaluation by M17+ methodology (national evaluation).

Timing: report for 2022-2023.

Responsible Unit: Steering Committee, Director and ISAB members, WG

Sub-Group: Eva Bártová, Stanislav Kozubek, Bohuslav Janoušek, Olga Nováková

Indicator(s)/Targets: Evaluation of the departments by ISAB is planned for the year 2024 as well as the discussion on other important problems related to the functioning of the Institute. **Measurable indicator:** number of presentations of young scientists or students evaluated positively/total number of presentations – near to 80%. Action 12 has **high priority** for both institutional strategy and HRS4R. **Current Status:** Completed for 2022-2023, the action will be continued in the next period and will be focused more to the ARRA document adopted by EU.

Action 14

Title: Report on „Summer Schools“ in 2022-2023

Detailed information: Summer schools have been organized on July 18-22, 2022 and August 8-12, 2022 in the frame of IBP activity and the activity of the Czech Biophysical Association. Also in 2023 similar school has been organized on July 10-14, 2023 and in August, 2023. The schools were devoted to kids of employees who participated as mentors. The kids were familiarized with laboratory work and science in very popular way (for detailed description see 14.1, 14.2, and 14.3). Meetings with parents were organized where working conditions and possible improvements were discussed.

Timing: report for 2022-2023.

Responsible Unit: Steering Committee, Director and ISAB members, WG, responsible scientist: Aleš Daňhel.

Sub-Group: Eva Bártová, Aleš Daňhel, Kateřina Svobodová, Radek Fedr

Indicator(s)/Targets: Approximately 15-20 mentors from IBP participated in the organization of the Summer schools. The percentage of R1-R4 categories involved in this activity was corresponded approximately to the earlier plan: 25/40/25/10%. **Measurable indicator:** the number of children participating 9-10 in 2022 and 12 in 2023. Action 14 has **high priority** for HRS4R.

Current Status: Completed for 2022-2023, we will continue this activity in the next period of HRAW.