



INSTITUTE OF GEOLOGY OF THE CAS, v. v. i.

Prof. RNDr. Pavel Bosák, DSc., DIRECTOR

Corresponding member of the Slovenian Academy of Sciences and Arts
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Your letter:

Our No.: 70b/2016

Praha February 25, 2016

**Statement from the Director of the Institute of Geology CAS, v. v. i. on
the Comments to the Reassessment of
the Commission No. 5: Earth and related environmental sciences**

Let us stress again that we appreciate the high credit given to the Institute by the evaluation report, especially so in the area of our scientific contribution which was the key evaluation criterion.

Imperfections in the evaluation report as well as issues not raised during the on-site evaluation by the Commission, pointed out in our response of January 15, 2016 (letter No. 70/2016), are not considered substantial by the Institute. They include the overlooking of the existence of the flyer brochure, the use of a rather general ranking of publication outputs compared to the first stage of the evaluation etc. It should be noted, however, that most of our specific objections were not addressed by the Chairman of the Commission No. 5 in his response. We also perceive the Chairman's recommendation that we should "...not so much defend past activities" as strange: instead, we believe that the whole evaluation was focused exactly on the presentation and justification of activities and results of the 2010–2014 period.

Given the possibility that the described imperfections may, in the lack of knowledge of all facts, result in subtle negative shifts in the evaluation of the Institute, we take the liberty to appeal that the clarifications we have made are taken into consideration in a further assessment of the evaluation results of the Institute of Geology CAS, v. v. i.

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The Institute is listed in the register of public research institutions at the Ministry of Education, Youth and Sport CR.

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**Evaluation of the Research and Professional Activity
of the Institutes of the Czech Academy of Sciences (CAS)
for the period 2010–2014 – Phase II**

Comments to the Reassessment

Commission:	No. 5 - Earth and related environmental sciences
Institute:	Institute of Geology of the CAS, v. v. i.

The recommendations given in the final report have been based on the impression of the Commission members gained during their on-site visits and from reading the prepared reports. These comments have been constructed in a fair way in order, for example, to present some hints on the need for stronger links to other similar activities inside the country and with respect to foreign groups to be developed.

The same is true for the present situation of the personnel within the Institute. We admit that welcome efforts have been made in the past to increase the number of women hired. However, it is not a common practice to include information presented after an evaluation in the final report.

The Commission recommends that the Institute should use the advice given for making future plans, and not so much for defending its past activities.

Date: February 10, 2016

Signature: 

Commission Chair: Prof. Dr. Franz Fiedler



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Národní 3
117 20 Praha 1

Your letter:

Our No.: 70/2016

Praha January 15, 2016

**Statement from the director of the Institute on
the final report of the Commission No.
5: Earth and related environmental sciences.**

First, we would like to appreciate the work of the members of the evaluation commission during their stay at the Institute and especially their real interest in our research and results. In general, we perceive the evaluation report to be very positive, containing only some minor themes for discussion and possible improvements, according to the Commission decision. Nevertheless, the Evaluation Final Report includes also comments and suggestions which are not fully correct in our opinion. The following text summarizes our comments, explanations and/or improvements, and some questions.

GENDER THEME

A balanced gender situation has been in the focus of the human resources management for many years. In 2010–2014, 41 employees were hired in total, of which 24 were women (ca. 58 %). Of these, 12 women were hired in categories V1 to V3 (50 % of the women hired). In 2010–2012, i. e. in the first Board of the Institute (2007–2012), one lady was the elected member (Dr. Marcela Svobodová). She also worked as the Head of the Department of Paleobiology and Paleoecology, later as the Deputy Head of the Department. In the evaluated period, other two ladies worked as Deputy Department Heads (Department of Geological Processes and Department of Analytical Methods). Moreover, a lady worked as the Head of the Personnel Department. We have been always considering and accepting the available offers on the labor market (including fresh university graduates) with respect to our research plans, without any gender limitations.

BOARD OF THE INSTITUTE

The composition of the Board of the Institution follows the respective legal frame. The Institute Board has 9 members, 6 internal and 3 external. The gender representation in the Board reflects the will to be elected and the election procedure, which cannot be, in any case, influenced by the Institute management. Instead, the election is performed by the Assembly of Scientific Employees (see the CAS Statutes and other legal acts). External members have been selected primarily from academic and research bodies, also from some of the ministries covering related topics (Ministry of Industry and Trade and Ministry of the Environment, where departments dealing with geology and nature resources

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are established). The present Board includes a representative of the Geological Survey, the first Board (2007–2012) included representatives of two Ministries and a past-CEO of a major leasing company. The Evaluation Commission recommendation to hire “more outside members, possibly some representation from the private sector” is limited by the approved number of Board external members and by the fact that research and development (science) is not a topic of highly fragmentary geological business in our country. After the “dissolution” of 4 principal geological/geophysical/exploration companies in early 1990s, a number of very small companies or individuals, now rather dealing with landscape recovery and planning than with real geology, survey or any kind of exploration or reserve calculations, not speaking of the R&D. Therefore, we, as a research institute, concentrated to find external members mostly among university staff.

RESEARCH TOPICS OVERLAP

The overlap in research topics within the Institute itself represents the principal strength of the Institute, proving the capability of researchers to collaborate on clearly defined research topics across the Institute organization chart, i.e. members of different organization units (departments) usually cooperate on one or several common outputs (publications). This enables to work on complex interdisciplinary research topics, as well as on international projects and grants. In addition, a part of Team 4, the Department of Analytical Methods, serves principally as a service laboratory for other Institute organization units and broadly also for other research institutions in the Czech Republic (both within the CAS structure, and beyond) and partly also abroad. The mentioned overlap with other CAS institutes is really minimal: we can rather speak about a complementary character of research and especially of equipment. The Institute operates unique equipment on which unique methods are developed, being not available elsewhere in the Czech Republic (e. g., our triaxial press allows more evolved kinds of analyses than the device at the Institute of Geonics in Ostrava) but equally so in the central European region (a. o., isotopic geochemistry and petrology; elastic and mechanical rock properties).

RANKING OF PUBLICATIONS

We do not understand the ranking of publication outputs for the second evaluation phase. Nevertheless, we found some inconsistencies with the evaluation from the first evaluation phase. Publication quality category *good to very good* used in second evaluation phase is not consistent with data in plots from the first evaluation phase, where most of the publications were evaluated in categories like *world-leading*, *internationally excellent*, or *recognized internationally*.

FLYER BROCHURE

The evaluation Final Report recommends, at several places, to print the informative flyer brochure within the series “Science around us, what is it?” published by the Academia Publ. House of the CAS. We would like to mention that a thematically similar brochure was printed by the Institute already in 2010, at the occasion of its 50th anniversary. It summarized the Institute history and principal research topics / directions / achievements: Cílek V., Bosák K., Ulrych J. (2010): *Geologický ústav AV ČR, v. v. i. (1960 – 2010)*. An updated version was prepared for print in late 2014 and early 2015 to be published in the above mentioned Academia series in June 2015. Final editorial was unfortunately delayed as we preferred to concentrate, a. o., on demands of the cyclic Institute evaluation. The Institute was also broadly presented in flyer brochures printed within the series “Science around us, what is it?”: *New weather* by V. Cílek in 2014 (<http://www.academia.cz/nove-pocasi.html>); *Stromatolites* by R. Mikuláš in 2015 (<http://www.academia.cz/stromatolity.html>), and *Zdeněk V. Špinar* by Z. Roček in 2015 (<http://www.academia.cz/zdenek-v-spinar.html>).

Moreover, in 2015, the Institute staff prepared information and advertisement material presenting all Institute activities and principal outputs, capabilities and analytical methods available under the title *Introduction to the Institute of Geology of the CAS, v. v. i.*; see the Institute web page (<https://www.gli.cas.cz/cs/predstaveni-ustavu> and https://www.gli.cas.cz/cs/system/files/users/public/zajic_5/O_ustavu/gli_introduction_2015.pdf). Each Evaluation Commission member was provided this material printed at their disposal on the table during the Institute presentation (Nov. 4, 2014), together with the respective Institute Research Reports (with ISBN numbers) fully summarizing the Institute research, outputs, personnel and instrumentation in individual labs and departments.

We believe that the Institute presentation for the public is above the Academy average. We would like to add that only three CAS institutes have been introduced in the above mentioned Academia brochure series.

MISPRINTS

Page 3, point 6, line 1: Bosák instead of Busák

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