



CEITEC

Central European Institute of Technology
BRNO | CZECH REPUBLIC



Mary O'Connell

CEITEC at Masaryk University



Introduce myself

- Irish
- Mother
- Undergraduate in University College Galway.
- PhD in Albert Einstein College New York, USA
- Post Doctoral research MIT, USA
Biozentrum, Basel Switzerland
- Group Leader at MRC Edinburgh
- Sabbatical at Stockholm University
- ERA Chair at CEITEC MU since 2014
- EMBO Member

Scientific Research at CEITEC MU



State of the art
infrastructure

Vibrant scientific
community



People

To achieve excellence, you need excellence in Management



**COORDINATION
BOARD**



**INTERNATIONAL SCIENTIFIC
ADVISORY BOARD**



EVALUATION

Human resources and internationalization are critical

- ±330 researchers (FTE)
- 49% women researchers
- ± 30 % international staff
- 36 research groups
- 10 core facilities
- Budget approx. 25 mil. EUR (2017)
- English as official language

HR in frame of CEITEC MU strategy

- **HR Strategy: It is all interconnected**
 - Diversity
 - Equal opportunities
 - Internationalization
 - Support for junior researchers (PhD students, postdocs) in their career development
 - Support of women researchers
 - Career plans
- **Aim is to be awarded HRS4R logo**



HR EXCELLENCE IN RESEARCH

Problems remaining....

The challenges

- Lack of transparency of **national** funding in many EU13 countries (some EU15).
If not addressed, it will not be possible to internationalize.
- Most funding for scientific research comes from national, not international agencies.
- Very easy fix, have international observers on all funding boards.
- This is taxpayers money, not the money of the funding agency

Which do you want?



Alliance4Life

- Leadership and tackle this problem of national funding.
- Cost of scientific reagents due to local distributors.



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