

## Official Minutes of the Meeting of the International Advisory Board of the Institute of Archaeology of the Czech Academy of Sciences, Prague

**Date:** 27th November 2025

**Location:** Institute of Archaeology, Letenská 4, Prague and via ZOOM

**Chair:** Jan Mařík, Director of the Institute of Archaeology of the Czech Academy of Sciences, Prague (IAP)

**Attendees:**

- Wolfgang Haak (on-line)
  - Cynthia Dunning (on-line)
  - Jerzy Piekalski
  - Jan Mařík (Director; IAP)
  - Petr Květina (Deputy Director; IAP)
  - David Novák (Deputy Director; IAP) (online)
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### 1. Introductory Word

Jan Mařík, Director of the IAP, opened the meeting and introduced the program.

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### 2. The Funding Situation of the Institute

The institute's organisational structure has remained largely unchanged, except for the appointment of a new head of the economic department. The number of staff is increasing.

The Director presented an overview of the funding and economics of the IAP for 2025. A chart was shown to illustrate the distribution of funding.

Current Situation: The funding remains similar to last year, with the Institute highly dependent on project-based funding.

Additional funding is anticipated from the development-led excavations.

A graph was presented to show the growth of employees' salaries in comparison to:

- The national average for the Czech Republic.
- The average salary within the Academy of Sciences.
- General trends in the Czech Republic.

#### Key Investments for 2025:

- RES-HUM project laboratories focused on geochemical, biochemical, and provenance research
- Olympus Evident OLS5100SAF
- confocal microscope
- Georadar Ground Explorer (GX)
- RFA Spectrometer

#### Development-led Excavations:

- Southeast Prague bypass (2024 – 2027)

#### Professional opinions and consultation service:

- Archaeological risk studies
  - Collaboration on public procurements
  - Supervision of archaeological fieldwork
  - Professional opinions (extent, price)
  - Railway Authority
  - General Directorate for National Roads and Motorways
  - Regional offices for Roads
  - Private Developers
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### 3. IAP Infrastructure Improvement Plan

(individual points marked up to their current status)

Set of internal consultations in 2024 on the selected topics:

Strategic management of the organisation in terms of human resources and processes:

- internal communication and processes (IAP intranet) – IN PROGRESS
- preparing a pack for new and existing employees, where to find all the necessary information and procedures – IN PROGRESS
- courses and training for staff – IN PROGRESS
- administrative support for the scientific departments – DONE
- strategy for mentoring/training of PhD students and their transition to post-doc – TO DO
- functioning of the ethics committee, implementation a code of ethics – DONE
- revision and transparency of internal rules and regulations – IN PROGRESS

Development of international cooperation and internationalisation

- welcome package for new and existing employees in English – IN PROGRESS
- assistance with the work trips of our scientists abroad – TO DO
- standardisation of agenda related to the arrival of invited guests – IN PROGRESS

English versions of the website, guidelines, internal regulations and information resources

- use of AI tools to facilitate multilingual communication – TO DO
- baseline standards for internal communication – TO DO

Strategic planning and development of Open Science

- institutional strategy for OS and institutional data policy – IN PROGRESS
- open access to publications and other research outputs – IN PROGRESS
- research data management, implementation of EOSC, participation in the National Data Infrastructure, implementation of FAIR principles – IN PROGRESS



- support in the field of data management planning – IN PROGRESS
- digitisation of internal processes and their standardisation (fieldwork data, electronic laboratory notebooks, collections management, etc.) – IN PROGRESS
- introduction and use of PIDs – DONE
- management of library resources and use of modern library tools – TO DO

#### Support for the popularisation of research and development

- creation of a communication strategy – website, social networks, official statements, recommendations for employees, cooperation with the CAS, risk management – IN PROGRESS
- improving the material equipment of the department for the purpose of popularisation – TO DO

Ongoing analysis aimed to set implementation priorities for 2025 and beyond.

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#### **4. PR activities of the institute**

See attached PDF for the overview of PR activities.

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#### **5. Research Achievements 2025 – Grant Projects Overview**

An overview was provided of major ongoing grants currently running at the IAP.

2025-2028: The Land Gone Wild: Archaeology and Transdisciplinary Research of Resilience Strategies in 20th Century (Jan Hasil)

2025-2028: Grazing through time: Human-herbivore dynamics in woodland ecosystems from the Neolithic to the Early Bronze Age (Jan Kolář)

2025-2028: A form of social integration or a glitch in the matrix? The early medieval 'megasite' of Roztoky (6th-7th century AD) (Martin Kuna)

2025-2026: Visegrad Grant, Shelter: human-environment interactions in karst around pleistocene/holocene transition (Katarína Kapustka)

2025-2028: Towards successful 14C MORTar DATing of historical monuments (MORDAT) (Pavla Tomanová)

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## 6. Five-Year Evaluation by the Academy of Sciences

D. Novák provided details on the five-year evaluation process by the Academy of Sciences (CAS): REVIEW FROM THE FINAL REPORT FOR THE INSTITUTE.

Evaluation Framework: Each institute did undergo evaluation by an international evaluation committee.

The evaluation was carried out in two phases:

- o Phase I: Peer-review of selected publication outputs based on the average FTE for the team:
- o Phase II: Evaluation assessment report and an on-site visit.

• Role of the International Advisory Board (IAB):

- o Official involvement is limited to IABs constituted before 2020. An unofficial review of the assessment report by the IAB.
- o November 2025: In-person meeting to present evaluation outcomes and provide IAB feedback to support negotiations with CAS.

**The report:** 67 pages

For the Institute - Divided into thematic chapters.

For each research department – evaluation of publication results and further comments.

See attached PDF for the overview of the Evaluation's results

Discussion:

J. Piekalski asks J. Mařík a question about inflation rate (which is now about 2%).

J. Piekalski said that the institute's public relations work is really impressive.

C. Dunning says the evaluation report was interesting. She also talks about the change that happens every ten to fifteen years. This is when young researchers come and replace the older ones.

W. Haak is congratulating everyone involved in the evaluation and asking how detailed the reaction to the evaluation should be. D. Novák said that the comment on the evaluation doesn't have to be very detailed; it can be very general.

P. Květina said that we will make a plan for what we want to change and then we will share it with the IAB.

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## 7. Any Other Business

The exact date of the next IAB meeting will be discussed and confirmed.

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Minutes by Kristina Zannikos