

Evaluation Report of the *Institut Català de Paleontologia (ICP)*

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Members of the Evaluation Commission (EC)

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This evaluation report is based on the fulfilment of the mission of **Institut Català de Paleontologia** (hereafter **ICP**) in the last three years (2010-2012). The **mission** of the Centre is focused on the research, conservation and dissemination of vertebrate and human palaeontology at the highest international level.

Discussion, conclusions and recommendations

After the presentation of Dr. Salvador Moyà, Director of ICP, the EC discussed the main issues regarding the fulfilment of the mission such as scientific production and productivity, human resources policy, management of the Institute, technology transfer, and scientific dissemination.

All agreements on conclusions and recommendations have been achieved by consensus.

The main **conclusions and recommendations** are the following:

1. **Scientific production and productivity**

Conclusion 1: The EC considers that ICP is a world-class level institute. The scientific production is considered to be outstanding in terms of quantity and quality. The scientific staff is also considered very good, as well as its international composition and performance.

Conclusion 2: At the same time, the focus given to the research of the Institute -from the very classical view to an evolutionary biology approach to the modern palaeontology-, is considered to be very reasonable and successful. **Recommendation 1:** A possibility to be considered by ICP might be to focus even more the research on primates, first hominids and dinosaurs, since these fields attract intensively the attention of the scientific community and the citizenship as well.

2. **Human resources policy: recruitment of personnel and scientific career**

Conclusion 3: The way in which ICP conducts the recruitment of researchers and the way the Institute evaluates the scientific career are considered positive assets of the Institute, as well as the 40% of international scientific staff.

Conclusion 4: ICP has obtained two ICREA positions and it is currently applying to several ERC grants, thus showing strong scientific challenges and ambitions.

Recommendation 2: A very strategic point for ICP is the collaboration with the Universitat Autònoma de Barcelona (UAB), in order to reach a real win-win scenario. A portion of the future increase of staff in ICP might come from following this strategic collaboration approach. New possibilities in this field will certainly open up in the near future, because of further space availability in the new ICP building at the UAB campus.

3. **Management of ICP**

Recommendation 3: The EC believes that when ICP starts its endeavour at the new building in the UAB campus, it will be the right time to write a Strategic Plan in the light of the new location and situation.

Recommendation 4: Although ICP has a person of its staff already devoted to fundraising, this resource-oriented position should be reinforced, trying to obtain more income from the different activities that the Institute is currently developing. This position should be closely linked to the scientific director of ICP.

4. Technology transfer and intellectual property policy

Conclusion 5: Regarding knowledge transfer activities, the museum is considered to be a very positive asset of IPC, and it has been managed properly over the last years. **Recommendation 5:** The museum should now move one step forward in achieving more social recognition and economic benefit. A market survey could be developed trying to analyse which the real potential of the museum is, studying the possibility to expand it, and also trying to reach the right focus to attract the attention of more potential visitors. **Recommendation 6:** ICP should internationalise the museum, by introducing English for visitors.

Recommendation 7: ICP should think over increasing potential revenues from the knowledge transfer activities that the Institute develops such as expert consulting to the cultural tourism and media/entertainment industry, open multimedia education and scientific services using the ICP facilities such micro-CT scan or 3D surveying techniques.

Recommendation 8: The EC recommends performing a benchmark exercise with other institutions and CERCA centres, in order to learn how they manage IP issues and eventually incorporate their good practises in ICP by designing and writing an intellectual property policy for the institute. This IP policy should include issues of IP protection, division of income – generated by licencing, consulting or scientific services- with the ICP researchers and regulations regarding spin off creation, including royalty and equity generation for the institute. It would be desirable to designate a dedicated person to manage issues of Technology transfer with the purpose of marketing the institute services, consulting and education capabilities, exploring collaboration with industry and managing the relationship with the private sector.

5. Scientific dissemination

Recommendation 9: Given that, as noted in conclusion 1, the EC considers that ICP is a world class level Institute and its scientific production is outstanding in quantity and quality, we strongly encourage ICP to place continuing emphasis on scientific dissemination activities, in order to maximise international impact.