



**Research Staff Collegium**  
Wednesday 12 September 2018

### **Meeting minutes**

**Present:** 38 members of staff (list attached)  
**Note taker:** Ian Anthony

#### **Agenda:**

1. Notes from June RSC
  2. Summary of Senior Management Team developments and discussions
  3. Director of Studies priorities
  4. Revisions to PAD talks
  5. Preparing for the next Governing Board meeting
  6. AOB
- 
1. The minutes from the 14 June Research Staff Collegium were accepted without comment.
  2. Luc van der Goor and Sigrun Rawet are now members of the SMT. The issues recently discussed in the group include: The forthcoming Stockholm Security Conference; Initial discussion of 2019 budget; Yearbook launches in Moscow and Alexandria; The report on the 21<sup>st</sup> Century Maritime Silk Road; the forthcoming visit of a Russian senator in November (ish); The launch of a study on support for peacebuilding by the European Centre for Development Policy Management in Stockholm, 8 November; Planning for a Gulf meeting anticipated in March 2019. In early October there will be the first strategic discussion with the newly composed SMT.
  3. Director of Studies priorities:
    - a. *Armament and Disarmament* – The immediate priority is delivery of the Stockholm Security Conference. The theme is linked to technology, advancing the strategic priority identified in the cluster away day. The A&D cluster has identified some themes that might be the basis for cross-cluster discussions: China; Sustainable Development Goals; the armament dynamics of the Middle East, including WMD dimensions; a range of nuclear issues; contributions to the EU non-proliferation consortium, where SIPRI is still responsible for the help desk reports and the policy papers.
    - b. *Conflict* – The immediate priority is for the new DoS to meet the cluster members. The work on a broader strategy for the cluster, to include an away day, will begin now. The China/Asia programme director search will be suspended until the overall cluster strategy is clear, related managerial issues currently fall to the DoS. Managing the consequences of the success of the

closer look at the relationship to (a) comparable salaries within SIPRI, (b) the market in our sector in Sweden, and (c) general salary levels in Sweden as a country.

– The PAD process includes discussing personal development and how to improve performance. The basic principle is communication, which is encouraged – if you have a question or a problem then come and talk in one of the available frameworks (programme level, Director of Studies, Senior Management, Human Resources).

5. Preparing the Governing Board meeting 26-27 November: J-M Guehenno, Patricia Lewis will join for the first time. The RSC can now propose topics for the Board to discuss, those will become part of the preparation of a draft agenda shared with the RSC before it goes to the Board. The open session with the Board and the “meet the Board” lunch discussions will be retained.

– Some ideas were mentioned as potential topics for discussion with the Board: The global role of the United States; The future of arms control in Europe; Innovative fund raising strategies.

6. AOB: None

# RESEARCH STAFF COLLEGIUM

## LIST OF PARTICIPANTS/cont'd

Name	Name
37. <i>Leah Kelly</i>	59. <i>Exotenna Klonemus</i>
38. <i>Malin Morjón</i>	60. <i>Simon Wezeman</i>
39. <i>Suyoun Jang</i>	61. <i>Tim Smit</i>
40. <i>Gulzhan Asylbek kyzy</i>	62. <i>GARY MILANTE</i>
41. <i>Aude Fleurat</i>	63. <i>Sibylle BAUER</i>
42. <i>Pieter Wezeman</i>	64. <i>Mario Dellagiacca</i>
43. <i>Luc van de Spoor</i>	65. <i>Amelien TOBIE</i>
44. <i>Florian Krampe</i>	66. <i>Shannen Young</i>
45. <i>Stephanie Buch</i>	67. <i>Sigris Rawet</i>
46. <i>Jia Chen</i>	68. <i>Dan Smith</i>
47. <i>Chiang Yu-Hsien</i>	69. <i>Hyanam Narenling</i>
48. <i>Mark Bromley</i>	70. <i>Jilla Kuntig Nidseer</i>
49. <i>Harri Thomas</i>	71. <i>Damir Ezenaliev (via Skype)</i>
50. <i>Alu Perrow</i>	72. <i>Mikaela Yuchen Wang</i>
51. <i>Vitaly Fedchenko</i>	73. <i>Vane Mosaa Aminga</i>
52. <i>Yeonju Jung</i>	74. <i>Q. de Labbey</i>
53. <i>Zoe Gorman</i>	75.
54. <i>Alexandra Kuimova</i>	76.
55. <i>Joannee Mallette</i>	77.
56. <i>Neil Lee</i>	78.
57. <i>Oliver Beunt</i>	79.
58. <i>Sharon Kib</i>	80.