

**Research Staff Collegium
Friday 25 May 2018,
Conference Room, 13.00**



Meeting Notes

Attended

39 staff members, including Florian K. connected by Skype (list of participants is attached).

Notes

Taken by José Alvarado

Agenda

1. Minutes of the last meeting and any matters arising
2. Report from SMT
3. Diversity at SIPRI
4. Agenda for Governing Board meeting, 28-29 May
5. Proposed new members of the Governing Board
6. AOB

1. Minutes of the last meeting and any matters arising
The SMT mentions that this the second RSC of the year. No other issues were brought up from the past meeting.
2. Report from SMT
SMT mentions that there are updates on this, it has been a busy period prior to and after Easter. Firstly, in terms of the new GDPR regulation on data protection and privacy, 70% of e-mails sent out are not being read. SIPRI has a GDPR policy available as well as a response. There is text available for the handbook and an e-mail will be sent out with more information.

SMT also provided an update on the financial report; the working budget for the year has a turnover of 85.000.000 SEK. Currently, the actual figures show a turnover of 92.000.000 SEK for the end of year. Surplus of a little below 1.000.000 SEK. Good signs of staff growth and activities but there is vulnerability in terms of reserves and annual surplus, which should be a little higher.

The Swedish Foreign Affairs Committee met with Jan Eliasson, Dan Smith and Sibylle Bauer. Jan gave a short introduction on SIPRI; Dan and Sibylle gave a speech on emerging technologies and arms control. The full committee was

present. This was the first briefing since Dan became director of SIPRI.

There are two conferences taking place in the following months; the first is the Baltic Conference on 11 and 12 June. Please register if you plan to attend, given that dinner requires specific seating arrangements. Six state secretaries, the Director-General for the EU External Action Service and other experts on the various topics will be present. The second conference, the Security Conference, will take place in September 2018. The event will start on 19 September at the Riksdag, followed by a full-day event at Fotografiska on 20 September. Sibylle is in charge of the program. Please save the date.

SMT mentioned that Sibylle and Maria have been working on the European Consortium contract, but the work has been complete and signed. A lot of discussions took place with the EU in this regard.

Two major recruitments are currently taking place; the China and Global Security Program Director and the position of Deputy Director. For the first position, there were 25 applications; 10 or 11 were notable because they have a breadth of experience on the topic. The second position is Jakob's replacement. Jakob will be the new Swedish Ambassador in Seoul, South Korea. A goodbye will be arranged closer to the date. Deadline for the application for this position is 3 June. Nevertheless, informally, discussions are being had about potential candidates.

SMT brought up that the Swedish Arts Agency could lend art to SIPRI. A consultant came over and is now suggesting art for the premises. A reference group; Alex K. and Jiayi; are helping out with the process. The process can take from 6-12 months for a decision to be made. The art will only be available in the public areas of SIPRI.

SMT asked the staff if there were any questions on SMT work over the last while. Kolja mentions that the new MENA program seems to rely on climate change issues more than the work being carried out by AMEX, for example, on climate. SMT said the conversations will be continuing until October.

3. Diversity at SIPRI

SMT pointed out that this issue was in the agenda last time but it was not addressed. SMT is aware of the issue and wants recruitments to facilitate more diversity. But it is also their responsibility to hire someone who can do a good job. SMT is discussing how to best to address this and asked suggestions from the staff. Suggestions included advertising more actively through personal networks, offering larger contracts, focusing on junior traineeships, and finding young researchers from the global south.

4. Agenda for Governing Board meeting, 28-29 May

SMT mentioned that the advisory committee has changed; there was previously one in place but given that it had not met since the 1990's, only 3 of the original 19 members decided to remain. The statutes require SIPRI to have a committee. Information will be put up on the website. Diversity issues in this committee will be addressed as well.

Yearbook options other than OUP have also been assessed to make it more accessible. It has been slimmed down and there is now more of a focus on the data and the analysis. Alternative publishing houses are being explored as well as online access availability.

SMT also mentioned that SIPRI's research strategy will be an open meeting with all staff. On Tuesday, 29 May at 9.30 there will also be an open discussion with the Board. There is a draft outline but SMT will be looking for input and critique. As part of the lunch sessions on 29 May, all staff have received an e-mail about this; SMT will send an e-mail with more information on interactions with the Board, about the lunch, among other things. Trade unions will meet the board as well.

The annual photo with all the staff and board will take place at 12.00. Kristina and Helena have prepared a summer buffet at 12.15 and then the informal seminars will take place on given themes. Mark B. will send a doodle so staff can sign up for sessions with specific board members.

5. Proposed new members of the Governing Board

Four names proposed for the Board. One was Kofi Annan, Jan asked him if he was willing to serve. He said that he was not available due to other commitments. Three names remained, each with different experiences that could contribute to the different clusters—Patricia Lewis, Jean-Marie Guehenno, and Christiana Figueres. Christiana wrote back thanking SIPRI but also declined. Jean-Marie and Patricia would serve if asked. SMT would like to have a nomination and have that name prepared for the Board next week. RSC agreed with the nomination of these two members. The Unions will also reply by next Friday, 8 June. Discussion of future nominees will continue.

6. AOB

- No additional items.