

Research Staff Collegium
Friday 28 April 2017: 09:30-10:25
Present: 36 present (see attached participant list)
plus Sibylle on Skype



Agenda and Key Points:

1. Minutes of the Last Meeting and Any Matters Arising

- Minutes from 23/02/17 approved without comments.

2. SMT Update on Job Descriptions (JDs) Review

- SMT aims to finalise researchers' JD before summer or soon after return from summer vacations.
- SMT will discuss non-research JDs thereafter.

3. Staff Representation on the Governing Board

- SMT informed the meeting about the government's preference that rather than there being a full Board member appointed from the staff, there should be an observer.
- SMT further reported that the relevant statute will read, "The Director is appointed by the Board after consultation with the RSC and the Unions".

4. Governing Board Agenda, 22-23 May

- Added: a meeting with Union representatives on 22nd May, 13:30-14.
- Added: meetings with Union representatives for all future Board agendas.
- Up to three openings on the Board in the coming months.

5. AOB

- Mid-term reviews are to be conducted in May, and reported by 10 June.
- SIPRI won three MFA grants for the year 2017 (9,9 million SEK in total) for: i). the Forum; ii). climate change and risk research; and iii). strategic support for clusters 1 and 2.

Accompanying Notes:

2. SMT Update on JDs Review

SMT is still discussing researchers' JD. The task is time consuming due to inconsistencies in two main areas: i). job purpose, responsibility and task amongst staff members with the same job title; ii). hierarchical demands between those with different job titles. Consequently, more than 50% of researchers' JD will need internal adjustments.

When SMT has finished looking at researchers' JDs, it will move on to other staff.

SMT highlighted that formal JDs are long overdue (over a decade), and the lack of them is an institutional weakness that would be highlighted especially if donors were to carry out due diligence checks.

3. Staff Representation on the Governing Board

The meeting was informed about the government preference for observer status for a staff representative and the inclusion of an undertaking to consult Unions and RSC before appointing the Director. The Director expressed his interpretation of observer as meaning the same speaking rights as full Board members but no vote on the rare occasions when decisions are taken by vote rather than consensus.

4. Governing Board Agenda, 22-23 May

Draft agenda (attached).

Other discussions were mainly centred around the following points:

- **Defining issues for future research:** an open “blue sky” meeting – everyone is welcome – to review whether the institution overall has overlooked anything - not on a research topic per say, but e.g. whether we need to appeal to a particular constituency, or can initiate dialogue with a particular actor or on a particular issue, or disseminate our work to a wider audience, or make progress on raising funds from the private sector?

Taking minutes during this meeting was strongly encouraged.

- **New board members:** potentially up to three openings: i). as Professor Mary Kaldor will step down in late May; ii). should Fiona Hill decline the position given her current role at the National Security Council; and iii). once the new SIPRI statute has been changed, the Director will also be stepping down from the Governing Board.

If Hill declines, it is a priority to find someone with an Anglo-Saxon/North American background.

It was noted that both Ambassador Wolfgang Ischinger and Ambassador Lakhdar Brahimi's second terms will end in 2019.

- **Advisory committee:** The membership of the advisory committee has not been reviewed or updated in the past 15 years. A number of staff members raised questions and concerns over the benefits/role of an advisory committee that has inactive so long.

SMT members highlighted that the purpose of such a committee is to convey prestige by association, rather than actually providing advice.

Last year, the Board agreed that it wanted to revive the advisory committee. It was speculated that the Board may revise their view this year. Either way, the SIPRI management will respect the Board's final decision on the matter.