

**Research Staff Collegium**  
**Thursday, 1 December 2022**  
**14.00**

**Via Zoom**  
Minute Taker: Vitaly Fedchenko



### **Agenda**

- 1) Minutes of the last meeting and any matters arising
- 2) Governing Board matters
- 3) &frankly survey
- 4) Money: Budget 2023 and the funding environment
- 5) AOB

#### **1) Minutes of the last meeting and any matters arising (Dan)**

- There were no questions about the minutes from the previous meeting.

#### **2) Governing Board matters (Dan, Joakim, Timo)**

- This was the first Board meeting since September 2019 that was held in a “normal” format. The Board was happy with the meeting and the “speed-dating” component of it. Dan encouraged the research staff’s contacts with the Board.
- The Board discussed the changes in the Swedish Government, Sweden joining NATO and the war in Ukraine.
- The Board approved the Budget for 2023.
- Marietje Schaake (International Policy Director at Stanford University’s Cyber Policy Center and former member of the European Parliament for the Dutch liberal democratic party) declined to join the Governing Board for family reasons. In this connection an idea of finding candidates for two more positions on the Board was discussed, taking into consideration necessary diversity among the Board members. Suggestions on potential candidates have been requested by Dan.
- Joakim underscored the very positive and engaged nature of the Board discussions. Two Board Members are coming up to the end of their first term on the Board in the summer 2023, and their extensions will be discussed. The final session of the Stockholm Security Conference on Monday evening with participation of the Board members was a success.
- Timo agreed with what was said by Dan and Joakim. Timo suggested to have a SIPRI-wide reflection process on the big issues of the day (Swedish elections and joining NATO, and the war in Ukraine), and how those changes affect SIPRI funding base. Timo proposed the existence of this process could be communicated to the donors and partners.
- Dan mentioned a suggestion made by Jessica Matthews that, because a lot has changed in the world after the beginning of the war in Ukraine, then all RSC members should write half a page describing what changed in the world, and another half on what has remained the same. SIPRI should be redrafting its strategy in 18 months, but perhaps that work should start sooner, and the exercise suggested by Jessica (or something like it) could be a part of the SIPRI strategy drafting process.

#### **3) &frankly survey (Joakim)**

- Joakim thanked everyone for participating in answering the questions (80 per cent of employees participated). Management now has a lot of data input to work with, including

on issues of stress, diversity, recognition for the work that is being done, etc. &frankly survey results were discussed at the SMT and with HR, and these discussions will continue.

- Joakim encouraged everybody to have a sense of their share in the responsibility for the success of the &frankly process and improvements in the work environment.
- The plan of action developed after the previous survey may not be the best approach to addressing the issues identified there, because of their sensitivity, and the new approach will be discussed in the Cooperation Group and possibly the RSC. Some issues may not lend themselves to discussions at large online meetings, so new formats will be developed.
- SIPRI is currently developing and updating various policies (e.g. on victimization). The work on the Code of Conduct has been concluded. The RSC is not the right format to discuss that document, so the management will set up other opportunities to do it.
- The first survey encouraged the management to establish a project management office at SIPRI, and conduct more training for line managers. The latest survey has showed the importance of diversity and inclusion and the dedicated informal working group is being set up to work on those issues.
- Dan emphasized that the real purpose of &frankly survey is to open the path to the conversation on important facets of the work environment, e.g. diversity. A working group on diversity is in the process of being set up; some staff members have volunteered to be on it and a few more will be invited.
- Dan encouraged the staff to discuss existence of conflicts, for example, bilaterally, with the line managers or members of the SMT. Further training for line managers will be set up.
- Dan explained that stress can come from both external changes, such as changes in the government, as well as from the internal tensions at the workplace. The stress from internal tensions can be addressed by SIPRI personnel by improving the work environment, and by recognizing that all staff can contribute to that improvement.

#### **4) Money: Budget 2023 and the funding environment (Kristina)**

- Kristina presented the budget for 2023. Uncertainties for 2023 are somewhat greater than in previous years because of the unknown priorities of the new government. The core grant will remain at 28.4 MSEK, which is a decline in real terms because of inflation. Secured grants are at the level of 32.8 MSEK. The strategic grant is assumed to remain at 30 MSEK, but no MFA decision on that yet. There is additional 8 MSEK in sent out grant applications. Unidentified grants are 21.3 MSEK, which is much higher than last year. This emphasizes the need to fundraise and diversify the funding sources.
- Dan underscored the need to further focus on external fundraising with as much energy as personnel can muster, and at the same time to ensure that implementation of already awarded grants goes as well as possible.
- Nan asked about the size of the current SIPRI reserve. Answer: at the beginning of 2022 it was roughly 15 MSEK. Dan emphasized that this reserve is low and needs to be increased.
- Nan asked if the external projects are having positive currency valuation due to the currently weak Swedish kronor. Answer: this is a “technical effect” that cannot be used to SIPRI advantage.
- Nan asked if it is possible for SIPRI to protect the reserve from inflation by perhaps investing it. Maria answered that the reserve is small and is needed for SIPRI liquidity, so investing the reserve is not an option.
- Noah asked when the strategic grant will be available if it is granted. Dan explained that this is not yet known.
- Timo asked if the fundraising ideas could be communicated wider within SIPRI so more researchers could take advantage of them. Pieter suggested a dedicated RSC on fundraising methods and ideas. Dan answered that usually the opportunities discovered by researchers

are duly communicated within SIPRI. On Pieter's point, Dan suggested that the RSC is the wrong format for that, and so is a cluster meeting. Dan suggested dedicated cross-cluster meetings that should be held in person. Mark suggested to communicate these opportunities by email or in bilateral conversations.

- Nan asked about the SIPRI building rental agreement and received an answer that the rent will increase by 11% next year.
- Alaa Tarir asked on the rules of balancing work time between project implementation and fundraising. Dan explained that this could be a good set of rules to have, but there is no definitive answer. One rule is not to wait until the end of one project to start to fundraise for another.
- Nikos stated that apart from fundraising, staff should think also about smarter budgeting procedures, e.g. not to forget to budget for the event management team and charge appropriate sums for services. Nikos also emphasized that funds can be used in a more efficient way by sharing an amount of work and funds across programs, so there is no need to return "left over" money at the end of the project. Dan supported this point. Nikos suggested that before some work is outsourced, one should think if that same work can be done by a SIPRI colleagues.
- Dan emphasized in conclusion that while the financial situation of SIPRI is less predictable than usual, it is far from disastrous and the institute can certainly achieve its objectives.

#### **5) AOB**

- No other issues were brought up.

## List of Participants (73)

1. Abeer Ahmad
2. Ahmed Morsy
3. Alaa Tartir
4. Alemnesh Belatchew
5. Alexandra Kuimova
6. Alexandra Manolache
7. Amal Bourhrous
8. Amelie Lutz
9. Ana Assis
10. Anastasia Cucino
11. Annika Salisbury
12. Caroline Delgado
13. Cecilia Bagge
14. Claire McAllister
15. Claudia Pfeifer
16. Dan Smith
17. Daniele Crimella
18. Diego Lopes
19. Ding-rui Chuang
20. Elin Elmgren
21. Emelie Poignant Khafagi
22. Emma Zetterström
23. Evelina Francesca Cristofano
24. Fei Su
25. Felicia Kihlberg
26. Florian Krampe
27. Frank Esparraga
28. Frederic Daudon
29. Giovanna Maletta
30. Hedvig Brage
31. Janet Feenstra
32. Jiayi Zhou
33. Joakim Vaverka
34. Joey Fox
35. Johanna Eliasson
36. Karen Meijer
37. Kolja Brockmann
38. Kristina Sandberg
39. Laura Bruun
40. Lauriane Heau
41. Lorenzo Scarazzato
42. Louise Edgren
43. Luc van de Goor
44. Lucie Béraud-Sudreau
45. Madison Lipson
46. Magdalena Söderqvist
47. Maria Kaemmerle
48. Maria Volakaki
49. Marie Riquier
50. Mark Bromley
51. Martina Selmi
52. Nan Tian
53. Nikos Politis
54. Nivedita Raju
55. Noah Bell
56. Noel Kelly
57. Olle Persson
58. Pauline Poupart
59. Pieter Wezeman
60. Priscilla Frimpong Boateng
61. Sepideh Soltaninia
62. Shannon Kile
63. Shivan Fazil
64. Shourjya Deb
65. Siemon Wezeman
66. Stephanie Blenckner
67. Timo Smit
68. Tytti Erästö
69. Ulla Hurtig Nielsen
70. Virginie Baudais
71. Vitaly Fedchenko
72. Vongai Murugani
73. Xiao Liang