



SENIOR MANAGEMENT TEAM MEETING

13 March 2024

MINUTES

Participants

Sibylle Bauer, Stephanie Blenckner, Clarisa Fuentes (item 5 only), Florian Krampe, Kristina Sandberg, Dan Smith, Luc van de Goor

Absent

Joakim Vaverka

Note-taker

Sepideh Soltaninia

Format

Hybrid meeting

1. Minutes

- SMT has yet to approve the minutes of the 6 March meeting.

2. Matters arising

- SMT discussed the different categories of Associates. All Associates work with or are close to the institute. Associate Senior Fellows are generally more senior than Associate Senior Researchers, although this is not the case in all instances. SMT expressed concern about the gender balance across all Associate categories and asked all colleagues, , to take this into account when proposing new Associates.
- HR will maintain the list of Associates.
- All DoSes are reminded to share with Dan how their programs' current and planned research fits into the new SIPRI strategy.

3. Report back

a. Sweden

- On 11 March, Joakim, Luc and Jannie met with Thsire Kau, the Charge d'Affaires of the South African Embassy.
- Also on 11 March, Joakim, Luc, Florian, Caroline, Jair, Virginie and Jason Mosley met with the leadership of the MFA's Africa Department.
- On 12 March, Steph and Caroline met with the Colombian Ambassador ahead of their visit to Colombia next week.

b. International

- Dan was in Nagasaki from 9-11 March to speak at a conference organized by the University of Nagasaki. The University of Nagasaki is interested in exploring a possible partnership with SIPRI.

c. Relations with other organizations

- The EUNPDC has established a working group on Diversity, Equity and Inclusion. Sibylle will share lessons learnt from the group with SMT as they become available.

d. Outreach

- The arms transfers data launch took place on 11 March. Thus far, the data has been covered by 4200 media outlets globally.

e. Operations

- Maconomy will be updated. The new version to be installed by 8 April.
- The Cooperation Group will meet on 14 March. This will be a combined Cooperation Group and Work Environment Committee meeting.

4. SIPRI Calendar

- All DoSes/heads of departments are asked to share with Dan when their cluster or department plans to discuss their inputs to the Board on the selection of the incoming Director.

5. Promotion Process Guidance Note

- SMT discussed the latest draft of the Promotion Process Guidance Note. Dan and Clarisa will continue the conversation on the document next week.

6. 2024 SIPRI Budget

- SMT discussed the 2024 budget.
- PMO is working on creating draft budgets for all internal projects. The budgets will be discussed with SMT by the end of March.

7. Grant Acquisition and Development Unit

- SMT approved the establishment of a Grant Acquisition and Development Unit within Operations. The unit will be led by Fred while PMO will be led by Nikos.

8. HR issues

- SMT approved an in-person intern for the Arms Transfers Programme, arriving the second week of May.

9. Project issues

- NA

10. Due diligence

- NA

11. AOB

- NA

12. Executive session

- NA

Action items:

- DoSes to share with Dan how their programs' current and planned research fit into the new SIPRI strategy.
- All DoSes/heads of departments to share with Dan when their cluster or department plans to discuss their inputs to the Board on the selection of the incoming Director.
- HR to look into insurance for in-person interns (from the 31 January meeting).

Follow-up items:

- Internships
- Charging speaking fees
- Possible fee for participation at SSC