

Samenvatting zelfevaluatie 2016-2021

5. Summary

Building on its original founding vision in 2016, ISGA's overarching mission is to advance interdisciplinary research, education and societal impact in the broad fields of security and global affairs.

The Institute has undergone a period of continuous and significant growth during the last six years: from

a total headcount of 35 staff members in 2016 to 141 in 2021 or a growth from 10.24 research FTEs in 2016 to 31.08 research FTEs in 2021. This growth brought a wide range of opportunities, but also challenges. At the time of the midterm review visit, the Institute was already in the process of addressing

core challenges and the recommendations of the midterm committee formed an important basis for ISGA's comprehensive strategy document which resulted from a broad-based bottom-up process and guided by the Institute's Coordination Committee. During the last three years, ISGA has managed to make significant progress in terms of implementing its research strategy (grants and publications), significantly increasing its total number of projects, the diversity of funding and achieving a good balance between academic research body funding and contract research. Publication outputs have increased significantly, particularly in the realm of international peer-reviewed article publications, without losing ISGA's strength in policy-oriented research. The implementation of the PhD strategy has

led to the creation of support structures as well as various initiatives for more in-depth training. The challenging priority areas of Well-being, Inclusion, Diversity and Equal Access to Opportunity (WIDE)

as well as career development and talent management have received significant attention but require further steps and implementation. The present self-evaluation report seeks to outline the main developments of ISGA as a vibrant research environment and provide clear evidence for the implementation of both its strategy and the core recommendations made by the midterm review committee.