

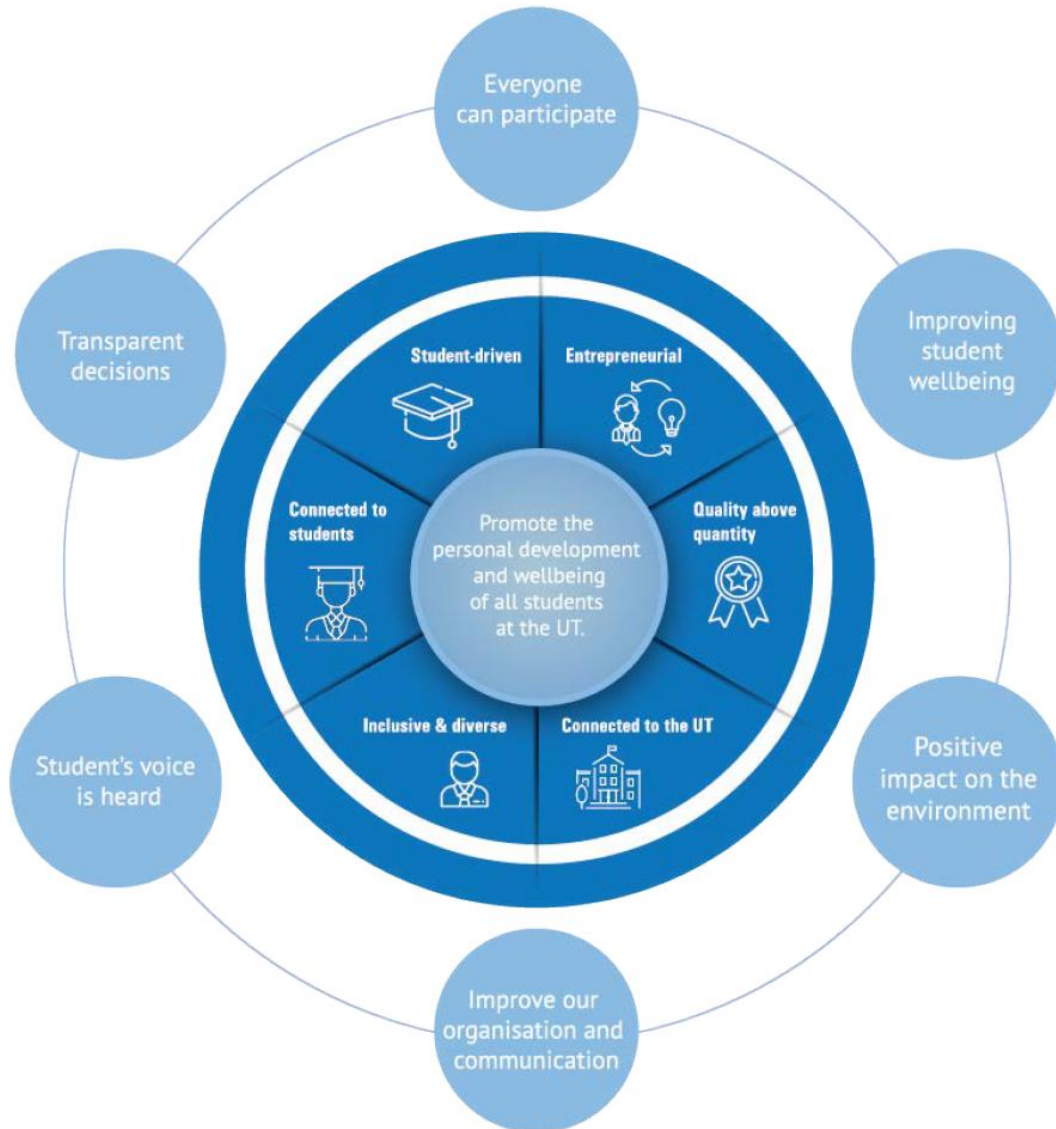
ANNUAL PLAN 2023

INTRODUCTION

The long-term strategy for 2020-2023 forms the basis for our Annual Plan. This annual plan is largely an operationalisation of the strategy but also contains additional aims and goals. This Annual Plan 2023 is the last part of the operationalisation of the strategy 2020-2023. In the year 2023 a new strategy will be drafted. This plan sets the goals for the upcoming year.

Based on the previous plans and the current needs of the students, a few focus points have been highlighted and important goals have been drafted based on these points. One point which is of great importance to the SU, due to the detrimental impact it can have on students, is (mental) well-being. Many actions have already been taken in promoting this, but the Student Union wants to make this a focal point to improve on. In addition, student activism has dropped in the last years, where it was hard for students to realise More Than A Degree during COVID-19, as is the aim of the SU. The Student Union wants to promote the personal development and well-being of all students. Secondly, after a period of having difficulty navigating studying online, students are finally back on campus. Furthermore, the overall number of students at the UT has increased in the last years. The SU recognises its responsibility in dealing with these extra students and aims to include and facilitate everyone. Thirdly, climate change is extremely important, and the Student Union wants to stimulate sustainability at the university. Also, to ensure that all students can take full advantage of the opportunities the SU has for them, increasing good communication is important.

Our mission, values and strategy are based on the focus points mentioned above and introduced on the following pages, followed by our main aims for the year, each with its own goals and indicators. Lastly, *Appendix A* provides context on our current organisational structure.



OUR MISSION, VALUES AND STRATEGY

The Student Union has the following mission:

Everything we do is done for our fellow students - to empower them to achieve More than a Degree.

This mission forms the basis of everything we do as Student Union and is surrounded by our core values:

- **Student-driven:** Students fuel our organisation and are the main part of our organisation;
- **Entrepreneurial:** We are constantly looking for new opportunities and set up or stimulate new initiatives that support our mission;
- **Quality above quantity:** We aim to deliver high-quality products and services;
- **Connected to students:** We involve students and student organisations in our mission and are easy to approach;
- **Inclusive & diverse:** We stand for a diverse organisation and student life in which each and every one, without any exception, can participate;
- **Connected to the UT:** We cooperate with the UT whenever we can to fulfil our mission and reach our goals.

Our strategy supplies our mission and core values with the following six main aims for the coming years:

1. **Everyone can participate in student life:** All students can find a part of student life that is attractive and accessible to them, and we help student organisations to provide this;
2. **We aid in improving student wellbeing:** We help students to stay healthy, both on a mental as on a physical level;
3. **Students are stimulated to develop themselves:** Both on a personal as on a professional level, it is possible and attractive for students to develop themselves;
4. **The voice of students is heard:** We make sure that the interests of students are defended both inside and outside our organisation;
5. **We improve our organisation and communication:** We become more transparent and clear on our organisation and in our communication;
6. **We have a positive impact on the environment:** We use our position and means to promote environmental sustainability and become more sustainable ourselves.

These aims form the framework for all goals and indicators of this year's annual plan.

Active Students

Students know from their first year on what possibilities they have in becoming active

During their student life, students continue to develop themselves and often grow in the type of activism they are undertaking. The first year of studying is the perfect moment to start becoming active by being part of small committees with a low workload and responsibilities. This will help students realise the added value of activism to their student life, which in turn allows these students to develop themselves into the next phase of activism, consisting of large committees and possibly a board year.

The past years the amount of first year students partaking in activism seems to have dropped. The results from the Activism Monitor also support this, showing a particular dip during COVID-19. This is understandable, because it was a lot harder for first year members of an association to get to know the association and make the decision to become active. To ensure that the lowered activism among first year students does not become a reoccurring theme, the Student Union wants to put emphasis on becoming active as a first year student.

Goal: First year students are aware of the different ways they can become active in their first year and the activism among first year students increased.

Indicators:

- The Student Union will promote first year activism on their social media through e.g. posts or a video highlighting what it means to be active as a first year student;
- The Activism Monitor shows an increase in active first year students.

Students are rewarded for their commitments to achieving More Than A Degree by edubadges

Students achieving More Than A Degree are of vital importance to the University of Twente. Through activism students are also able to develop themselves in ways that are not possible by studying. Students want to be rewarded for their activism. This is partly already being done by the FOBOS policy of the university. However, students would also like to show the world what they have learned. This will be done by edubadges, digital certificates that can be placed on social media e.g. LinkedIn. Previously, the edubadges were only offered to students that partook in a board year, either part-time or full-time. At the end of 2022 this offer was increased and now more students are able to receive an edubadge for their activism. Edubadges can now be received for varying types of activism, for example large committee work, being a peer listener for your association/umbrella or being a student trainer of the Student Union and giving trainings to part-time boards.

Goal: Edubadges are a well-known phenomenon among students and students see edubadges as an added value to activism.

Indicators:

- It is made easy for students to publish their edubadges on social media like LinkedIn;
- A plan to implement edubadges in the FOBOS E&I process is written and implemented;
- Edubadges are promoted among students eligible for edubadges via social media and through the E&I process;
- The added value students perceive from edubadges is evaluated.

Students partaking in a board year invest time into their personal development

Becoming a board member for an association is very important for the existence of the association, but a board year is also the perfect time to invest in your own personal development. The Student Union offers many events, activities and opportunities for board members to work on their personal development through the Board Improvement Programme. One of the possibilities of the Board Improvement Programme is to follow a free professional training with the entire board. These workshops are offered to both part-time and full-time boards. The full-time board workshops are well-known and used by well over 80% of the full-time boards. Last year the offer of part-time board workshops have been increased from one to six different topics. The promotion of the part-time board workshops was also done more thoroughly, but there is still a lot of room for improvement in the use of part-time board workshops.

Goal

Students partaking in a board year are more aware of all the possibilities the Board Improvement Programme has to offer.

Indicator:

- The Board Improvement Programme is promoted among all boards throughout the year, but especially at the start of the academic year when boards have just changed, by explaining what the SU can offer during sector assemblies;
- The number of part-time boards that follow the part-time board training is increased by 50%;
- The part-time board workshops are evaluated and rated with an average grade above a seven.

Students know the possibilities on our university regarding entrepreneurship

At the University of Twente there are many ways of being entrepreneurial. The entrepreneurial mindset is more broad than only entrepreneurship itself. To fulfil the urge of the University of Twente to stay the most entrepreneurial university, this has to be highlighted and we need to keep growing on this topic. The Student Union is responsible for the policy on entrepreneurship and therefore we should contribute to this growth. What is needed to grow differs from time to time; therefore, we used a broad term like the entrepreneurial mindset. The main focus right now is to show every student the entrepreneurial world and to try to stimulate them to be an entrepreneur. The entrepreneurial mindset is just a way of getting to this goal. The entrepreneurial mindset itself can be anything and is different for everyone else. You can have an entrepreneurial mindset by organising an event for your association, but you can also have an entrepreneurial mindset by starting your own business. The University of Twente is a great environment to start your own business and everyone with a nice idea or the willingness to become an entrepreneur has the opportunity to start, for example at the Incubase in the

Bastille. Therefore the Student Union wants to show to all the students that this is the time and place to start.

The Student Union wants to ensure the University of Twente stays the most entrepreneurial university. To reach this goal, the promotion of the benefits of having an entrepreneurial mindset should be done. Next to that, the Student Union wants to show its affiliation with the entrepreneurial mindset and the people who already have this mindset, the Student Union wants to help start-ups with their ideas.

Goal: To help start-ups and to show what is possible on our university the Student Union will collaborate on 2 projects with start-ups.

Indicators:

- Possibilities on collaborating with start-ups have been researched;
- Start-ups will be actively approached to think together with the Student Union on projects that can be collaborated on;
- The entrepreneurial mindset promotion will be broadened;
- Possibilities on broadening the facilities provided by the Student Union to entrepreneurs will be researched.

Well-being

The well-being of students is paramount and has been given more and more attention in the past years. During COVID-19 it became even clearer how important students mental health and well-being are. The effects of the most recent pandemic are still being felt and are still affecting the well-being of students. Besides this, the financial pressure and labour market also play a significant role in the students well-being. Within the topic well-being, the Student Union is especially focussing on the prevention of mental illnesses, such as depression or burn-out. In addition, the Student Union wants to contribute to inclusion and social safety on campus. Furthermore, in case a student's well-being is in danger due to one of the aforementioned problems/experiences, awareness needs to be created about finding the right persons/tools to help the student with these problems/experiences.

Transfer knowledge about well-being among associations, entities and students

The Student Union participates in the Student Well-being Implementation Program (SWIP). This program entails a collaboration with the UT and addresses all well-being-related topics. The focus is on the student-for-student tasks and plans. However, the role of the Student Union and responsibility has increased and therefore, became unclear, throughout the past years.

Furthermore, the Student Union values quality above quantity, so action which has been undertaken earlier cannot be forgotten. Therefore, some indicators will focus on the evaluation/ improvement of existing projects.

Goal: Improving the knowledge about well-being and offering help among students by:

- Contributing to the governance of student well-being;
- Contributing to the establishment of gatherings to discuss well-being topics within each sector;
- Contributing to a safer and more inclusive Kick-In - regarding the curricular programme.

Indicators:

- 80% of our affiliated associations have made use of one of our offered services on creating awareness about well-being among students (e.g. taken part in our Look After Your Friend training);
- At least one national student organisation is consulted to share experiences and obtain advice/ information on the mental well-being of students (e.g. Frisse Gedachtes);
- Existing facilities are evaluated and if necessary improved (e.g. look after your friend training, peer listeners);
- Expanding the offer of trainings regarding well-being topics (e.g. sexual violence, instruction responsible alcohol serving);

- Contribute to a marketing campaign about a well-being topic (e.g. sexual consent, alcohol serving/consumption).
- Together with our affiliated associations a plan will be made and executed to create a safer and more inclusive curricular programme of the Kick-In.

“Diversity is the mix, and inclusion is making the mix work”

The university’s population is expanding and becoming more diverse over the years. Students from countries from all around the world with different cultural backgrounds, abilities, ethnicity, religion, sexual orientation, gender identity or gender expression. The SU wants to contribute to the well-being of all the students and that means finding out what everyone needs to feel welcome and to experience a sense of belonging.

Although almost half of our student community exists out of students coming from abroad, student activism is low among international students. To guarantee the involvement of all our students, we want to encourage all students to become an active student and show the benefits when becoming active.

Furthermore, students and student organisations within the world sector are not aware of the organisation and extensive facilities the Student Union and UT offers. Improving this knowledge will contribute to their involvement, which will gain the Student Union with their perspectives.

Goals: Contributing to the increasing involvement of diverse groups of students by:

- Making the world sector more stable;
- Being involved in the implementation phase of Shaping2030.

Indicators:

- Improving the organisation of committees/boards within the world sector (e.g. Buddy and UniTe);
- The perspective of the international students is better integrated into the policy writing/ management level (e.g. within Umbrella Meetings or Platform of International Affairs);
- At least two events are supported, which contribute to the integration of all UT students;
- Execute the plan to reach and mention the benefits of becoming involved to international students.

Growth and continuity

Support of organisations

As the university is growing in its student population, so do the number of organisations and their requests to the Student Union as well. As Student Union, it is important to properly support the associations by answering their questions and helping out organisations where possible. Therefore, the Student Union employed a new group of employees; the Student Involvement Consultants. This group focuses on the involvement of students in the bodies of the university. The group redirects organisational bodies and students to the right person or body within the university. As this is a new group, it is important to keep focusing on the support delivered by this group.

The goal below contributes to the goal in the Strategic Plan 2023: 'Increase our capacity to safeguard student interests on student facilities and activities and closely work together with existing parties to better safeguard student interests in general.'

Goal: The Student Union is able to support student organisations and the involvement of students within these organisations and the university.

Indicators:

- The SIC is able to adequately handle requests of Participants and individual students/bodies of the UT and employees;
- The SIC is used as a consultant for difficult or impactful decisions and to provide the board with advice.

Voice of students is heard

As stated in the Strategic Plan, the Student Union wants to hear the voice of the organisations and therefore started experimenting with extending the formal advising and involvement rights of Umbrella organisations. Eventually the rights can be formalised.

Goal: The (extended) rights of the Umbrella organisations are evaluated and formalised via the Recognition Regulations.

Indicators:

- The additional and extended rights are clearly formulated and discussed with the Umbrella organisations;
- The rights are formalised in the Recognition Regulations;
- The rights are communicated to the Umbrella organisations.

Sports and Culture as stable and accessible sectors

As the number of the students on the University of Twente is growing, the number of students participating in sports and culture grows as well. Sports and culture fosters the development of the students and encourages meeting other students, thereby contributing to their mental and physical well-being. Therefore, it is important that the capacity of the sports and culture accommodations on campus is sufficient to meet the guidelines for the number of training or rehearsal moments per week. Moreover, costs are affiliated with participating in sports and culture, and in order to have a proper distribution of the associated costs and subsidies, appropriate facility allocation models are provided. These two goals will support the stability and accessibility of the sectors Sports and Culture, which is in line with the 'Students participate in sports & culture' section in the Strategic Plan 2020-2023.

Goal: The facilities for the practice of sports and culture are examined to maintain sufficient capacity for the growing number of students.

Indicators:

- The voice of the students participating in sports and culture is heard about the needed and desired facilities in input sessions;
- The dimensions of the added space of accommodation are based on the capacity needs of associations.

Goal: Financially stable Sports and Culture sectors are supported by appropriate facility allocation models.

Indicators:

- The Facility Allocation Model (FAM) of the sector Sports is evaluated, by sessions with the SUT and the sports associations;
- A new facility allocation model will be implemented within the sector Culture.

Plans are made to make use of the existing funds allocated to the UnionCard-buffer on the equity of the Student Union

For the past years, the sales of the UnionCard have increased and the buffer within the Student Union's equity has risen. From 2023 onwards, the buffer will not grow anymore, since all surpluses will be credited to the Sports & Culture department of the university, to the direct users of the facilities. Nonetheless, there is still an amount in the current buffer which can be used by the Student Union to make investments in Sports & Culture.

Goal: It is clear what the existing amount in the UnionCard-buffer allocated equity will be used for.

Indicator:

- A plan is written, which includes what will be done with the existing amount in the UnionCard-buffer in the long-term.

Transparency

The Student Union works on making the organisation as transparent as possible about our organisation, finances, decisions and processes. A survey concludes what supports transparency and what does not. Therefore it continues working on transparency.

Goal: The transparency is measured and actions are taken to reach the level of 75% as stated in the Strategic Plan 2020-2023.

Indicators:

- Transparency will be measured in the next PCM by conducting a survey that measures what does and does not help to increase the transparency of the Student Union;
- A significant increase in the percentage of the participant council meeting that considers us to be transparent is made, aiming at 75% or more;
- Public decisions will be published and updated on the Student Union website.

Communication

Visibility Student Union

The Student Union is an organisation, which represents the interests of students by being involved in policy writing and providing services and organising events for UT students. Most of the services and events focus on a specific target group. The role of the Student Union and what different facilities the Student Union offers should be clear for these different target groups via well-directed communication.

Goal: It is clear from our social media what the Student Union entails and does.

Indicators:

- The communication channels of the Student Union are improved (e.g. webpage, give it a go);
- At least once a month a social media post about a (running) project of one of the board members is posted;
- At least two social media posts about our organisation are posted (e.g. PCM, annual plan, organogram, committees, employees).

Sustainability

The sustainability fund is well known and used

In the annual plan of the Student Union 2022 is described why the Student Union thinks sustainability is a very important topic, also for the Student Union. This year it has become no less important. That is why this year, attention will be paid to it again.

Last year the sustainability fund has been set up. This fund compensates associations and organisations for the extra costs they make by choosing for a more sustainable option. The subsidies will for example be given for sustainable clothing, materials, events, etc. In this way, the threshold has been lowered to become more sustainable. Now all the associations need to know the fund and use the fund to make organisations more sustainable.

Goal: The sustainability fund is up and running and the fund is well known by all the organisations.

Indicators:

- At least 80% of the fund will be used by organisations;
- An overview of all the possible applications is sent to all associations;
- The fund is actively promoted e.g. by promoting it at the GMA's of the umbrella's;
- The fund is evaluated before the end of the year and will have been adapted to make the fund itself more sustainable.

The sustainability webpage is up and running and used

As described in the annual plan of 2022, the Student Union wants to focus on advising associations and students on where they can go with problems or issues regarding sustainability. Therefore the webpage on our website about sustainability is launched. This webpage is made in collaboration with the Green Hub and has all the information associations, organisations and individuals need to become more sustainable themselves. Next to that, the webpage shows what is going on at the University of Twente regarding sustainability. There has to be made sure that there is no big overlapping information on our webpage and on the webpages the Student Union refers to. Next to that, the information on the webpage should be up to date and relevant. Therefore the webpage has to be evaluated. The webpage has its own tab at the Student Union website, which shows sustainability is one of the main topics within our organisation.

Goal: The webpage about sustainability on the website of the Student Union is evaluated and used.

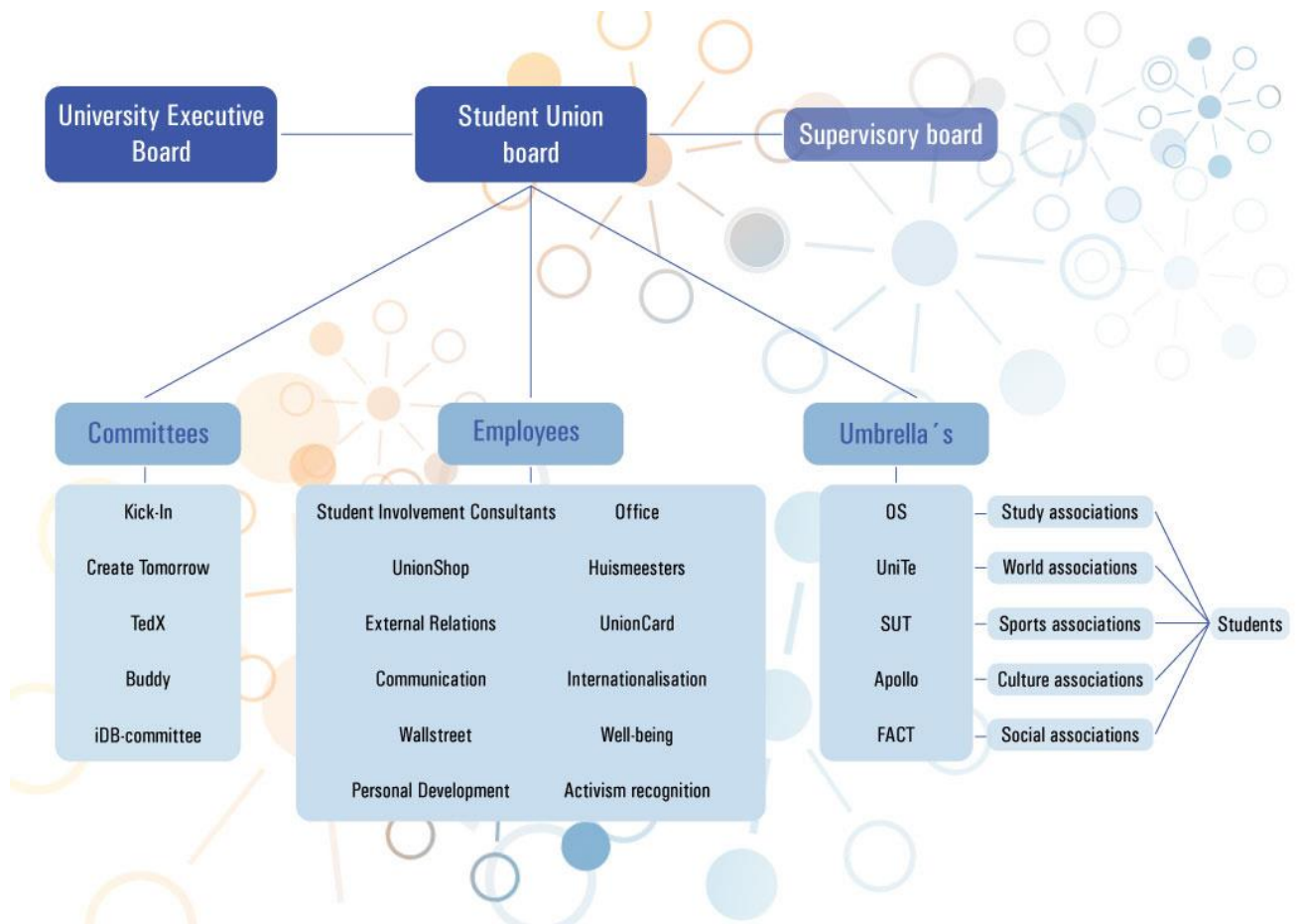
Indicators:

- The webpage is updated at least every 6 months to keep the information up to date;
- The webpage is promoted to individual students and associations;
- A study was made of what people and associations still miss on the page and this will be adapted.

APPENDIX A - OUR ORGANISATION

The Student Union has grown considerably since its establishment in 1999, both in size and in responsibilities. The Student Union currently have over 153 affiliated student organisations and over 110 people working for our organisation as an employee or in one of our committees.

The figure below shows our organisational structure and its relation to the UT's executive board. The Student Union is governed by the executive board, supported by student employees, supporting staff from UT service departments and several committees in their daily work.



Furthermore, our organisation consists of several bodies that are involved in the decision-making and participation process. The supervisory board, consisting of students and non-students, has to approve the executive board's most impactful plans and decisions.

Next to that, the Student Union has over 153 affiliated student organisations, the so-called participants. These organisations are united in the Participants Council that appoints, suspends and discharges the members of the supervisory board. These organisations are also

divided into six sectors, for which five of them have their own overarching organisation, the so-called umbrellas. These umbrellas, shown in the previous figure, frequently meet with the executive board to discuss and advise on various topics. The figure below visualises the decision-making structure.

Supervisory Board

Meets each 4-6 weeks

Approves impactful decisions of executive board

Appoints, suspends and discharges executive board members

Executive Board

Full-time

Decision-making on behalf of the Student Union

Leads Organisation

Umbrella Meeting

Meets each 4-8 weeks

No formal rights

Discussion and feedback on plans of executive board

Participants Council Meeting

Meets 2-4 times per year

Appoints, suspends and discharges supervisory board

Gets informed on large plans and decisions

