

Strategy 2024 - 2027




Introduction

Since our establishment in 1999, the Student Union has experienced significant growth. Not only have we expanded in terms of organisational size, but also in the responsibilities entrusted to us by the Executive Board of the UT. The Student Union is responsible for writing and updating policies on the topics of Sports & Culture, personal development (including student entrepreneurship), and the introduction to UT's living environment¹. Next to these mandated responsibilities, we are engaged with the policy processes on topics such as sustainability and well-being. In this strategic plan, we embrace both our roles as representatives of UT's students as well as our role in policymaking at UT. We want to ensure that students feel welcome, that their voices are heard and that their interests regarding the extracurricular activities at UT are well-represented. The strategic plan for 2024-2027 is a comprehensive framework that outlines our vision, goals and initiatives for years to come.

This strategic plan serves as a multi-year policy blueprint that forms the foundation for our annual plans and all the activities undertaken by the Student Union during 2024-2027. It is the result of extensive collaboration, drawing insights from various stakeholders, including students, associations and parties within UT. With the help of their valuable input, we have identified key focus areas and formulated a clear direction that aligns with our core values, vision, and mission.

Our strategy starts with a concise introduction to our mission and core values. The introduction to our mission and core values is followed by an examination of the societal trends that will have significant effects on our topics and goals. Subsequently, we present our five primary themes for the upcoming years, each accompanied by its own set of goals and indicators. Lastly, Appendix A contains a definition list and Appendix B offers further context regarding our (current) organisational structure.

¹ Student Union. (n.d.-a). Basic regulation. In su.utwente.nl. Retrieved August 18, 2023, from <https://su.utwente.nl/en/about-us/whatwedo/documents/basic-regulation/>



Structure

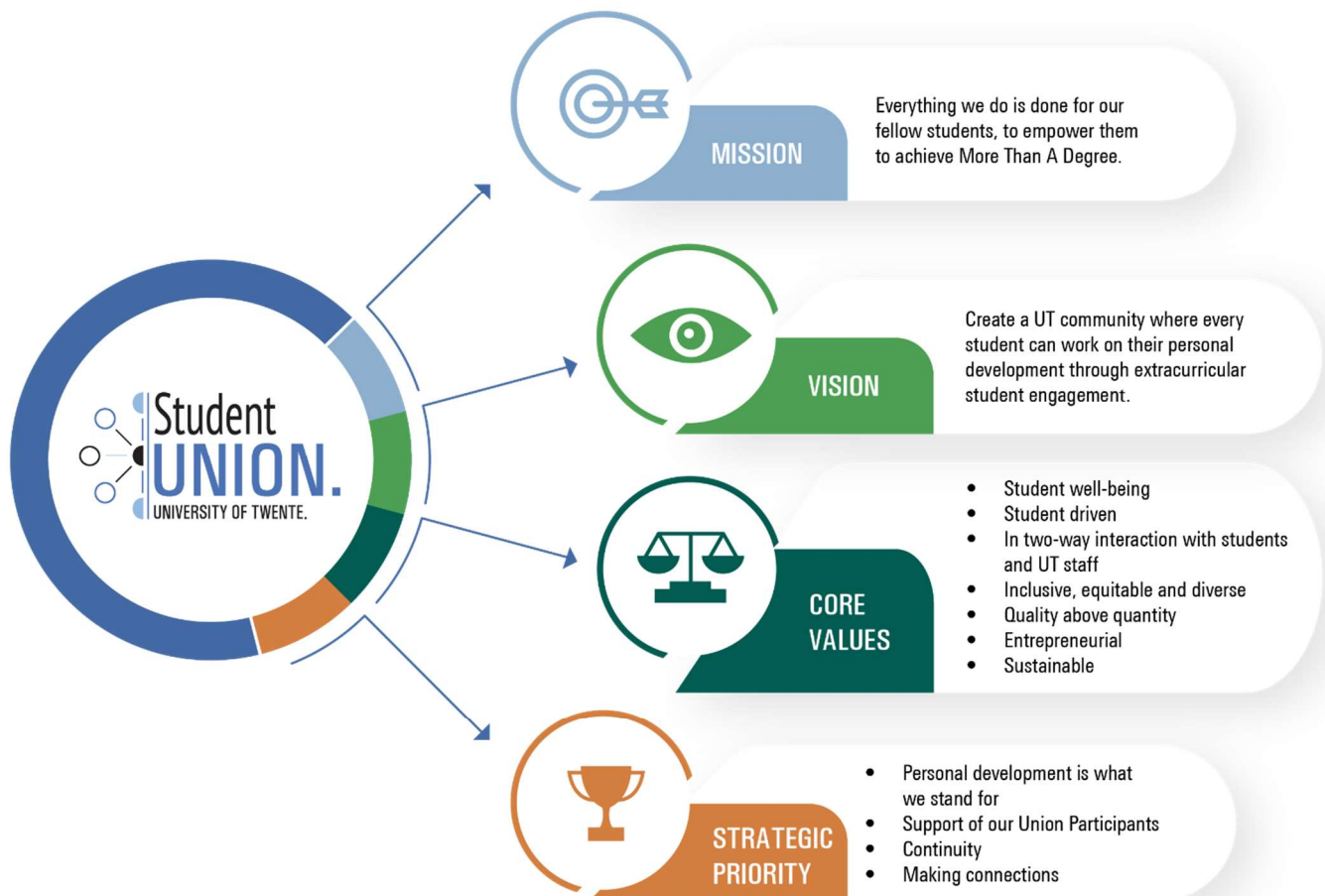


Figure 1: Mission, vision, core values & strategic priority of Student Union

As the Student Union our mission is **to do everything in our capacity to empower our fellow students, to achieve more than a degree.** This mission forms the basis to reach our vision, to create a UT community where every UT student can work on their personal development through extracurricular student engagement.

The vision is built upon our core values, which are the following:

- **Student well-being:** Everything we do contributes to the mental and physical well-being of our students;
- **Student-driven:** Students fuel our organisation and are the main part of our organisation;
- **In two-way interaction with students and UT staff:** We involve students, student organisations and UT staff to fulfill our mission and reach our goals. We are easy to approach;
- **Inclusive, equitable and diverse:** We stand for a diverse organisation and student life in which everyone can participate;

- **Quality above quantity:** We aim to deliver high quality policies and services;
- **Entrepreneurial:** We are constantly looking for new opportunities, setting up and stimulating new initiatives that support our mission;
- **Sustainable:** We commit to promoting and fostering a sustainable future in all aspects of our organisation.

Our strategic priorities are from our strategic plan, which are built on our vision, mission and core values. These are as follows:

- **Personal development is what we stand for**
- **Support of our Union Participants**
- **Continuity**
- **Making connections**

For each strategic priority we have formulated multiple focus points, that give a concrete direction for what we want to achieve in the coming four years. At the same time, these focus points leave sufficient room for their implementation. Each focus point is provided with clear goals and one or more measurable indicators. These goals set a clear point on the horizon, while the indicator gives insight into future progress. Altogether, this structure creates a clear guide for future plans and reports.

Context

This section aims to explain important trends and observations that significantly impact students and student life and thus our strategy.

Changing student population


Due to several developments, the student population at UT and on its campus has changed and is anticipated to change in the upcoming years. Notably, UT experienced substantial growth from 2018 to 2021, with a remarkable increase of 17.6% in student enrollment (Source: UT annual reports). However, this growth in student numbers is expected to stagnate. Concurrently, the student body has witnessed a notable surge in international representation. Furthermore, the relocation of the ITC faculty to the campus has introduced a new cohort of students on campus. In line with UT's heightened emphasis on Lifelong Learning, the student population is expected to further diversify in terms of age.

Increased focus on personal development

In a broader context, there is a growing societal emphasis on the personal development of individuals. Recognising the significance of self-development, UT has incorporated this important aspect as one of the three fundamental elements in their Vision on Learning and Teaching (Source: UT). These evolving developments present valuable opportunities for advancing the Student Union's mission, as the line between extracurricular and intracurricular personal growth is continuously becoming less distinct.

Decline in active students

A decrease is noticeable in the number of students actively seeking involvement in student organisations and engaging in student life. While it remains uncertain whether this decline is a



permanent or temporary trend, similar patterns have been observed in other student cities across the Netherlands. Several factors could contribute to this decline, including societal shifts toward individualism, the lingering impact of the COVID-19 pandemic, which has limited certain cohorts of students' connections with student life, and an increased emphasis on student well-being, leading students to opt for a lighter extra-curricular workload.

Digitalisation

The recent COVID-19 pandemic has accelerated the digitalisation of education, with developments such as blended education which can have advantages for the quality of education. However, more online education can also have negative implications for student life. One notable side effect is the reduction in face-to-face interactions among students, leading to negative consequences for community-building. However, it is important to recognise that online platforms also present opportunities for students to connect with one another in alternative ways.

Political developments


Discussions within national politics hold significant implications for student life, and we rely on their outcomes. The first important topic is the potential lowering of the Binding Study Advice (BSA), which could provide students with greater flexibility to engage in extracurricular activities during their first year of studying while also leading to a prolonged period of uncertainty whether they can keep following their study program. The second ongoing national debate revolves around the internationalisation of Dutch higher education, a matter that directly affects the well-established international community at the UT. It is crucial for us to closely monitor these discussions and actively engage in the conversation to advocate for the interests and needs of our student population.

Financial pressure

The escalating costs of accommodation and the overall cost of living have placed a growing financial burden on many students. While having (a) (side) job(s) to deal with this increased financial pressure has various benefits for the personal development of students, the increased financial pressure can also directly impact their ability to participate in extracurricular activities and hinder their forthcoming personal development. However, the reintroduction of the Basisbeurs (basic grant) holds the potential to provide students with greater financial freedom. By alleviating some of the financial constraints, the Basisbeurs offers students the opportunity to pursue a wider range of extracurricular activities, fostering their personal growth and development. However, it must be noted that the reintroduction of the Basisbeurs only alleviates the financial pressure on Dutch students.

Student's mental well-being under pressure

Within society, there is a growing emphasis on the mental well-being of students, driven by concerns over the declining mental health among the student population. Findings from the 'Mental Gezondheid en Middelengebruik Studenten Hoger Onderwijs' survey indicate that nearly all students experience stress, with 62% reporting high levels of stress. Additionally, 54% of students feel significant pressure to perform. While engaging in activities to achieve 'More Than A Degree,' can positively contribute to students' well-being by fostering connections with like-minded peers, it is important to acknowledge that the pursuit of such goals can also exacerbate the pressure felt by students.



1. Personal development is what we stand for

This section aims to explain the subthemes within the personal development theme, including their respective goals and indicators.

Conveying the More Than A Degree message

Being active next to your studies as a student cultivates essential skills² such as cooperation, leadership, networking, and communication. Being engaged next to your studies supports the educational principles of the UT, since students learn by doing, form close communities and work on their professional development by taking part in extra-curricular student engagement. The added value of working on your personal development should be apparent for all students.

Starting from the orientation phase and throughout every phase of the student journey, students should be well-informed about the opportunities available to them and the value of pursuing 'More Than A Degree.' The message conveyed should be motivational, aiming to inspire students without imposing extracurricular activities upon them. The goal is to ensure that students understand the benefits and possibilities of engaging beyond their studies, allowing them to make informed choices that align with their personal and professional goals and circumstances.

Goal

Every student knows the More Than A Degree proposition.

Indicators

- The added value of being active is consistently communicated towards all students through both the Student Union and the UT channels;
- The More Than A Degree brand is visible for students during all phases of their student life starting at their study orientation phase.

² Feraco, T., Resnati, Fregonese, D., Spoto, A., & Meneghetti, C. (2022). An integrated model of school students' academic achievement and life satisfaction. Linking soft skills, extracurricular activities, self-regulated learning, motivation, and emotion. *European Journal of Psychology of Education*, 38, 109–130.

<https://doi.org/10.1007/s10212-022-00601-4>

Enabling students to achieve 'More Than A Degree'

Ideally, every student should have the opportunity to engage in (extra-curricular) personal development activities that align with their preferences and circumstances. The changes in the student population and the societal trends described in the context chapter have potential consequences for the wishes and needs of students regarding their personal development. Therefore, it is crucial to ensure that the activities aimed at achieving 'More Than A Degree' are adjusted to the changing needs and are accessible to all students. In the academic year 2023-2024, a (new) vision on Personal Development will be written while taking these changing needs into account.

In the upcoming years, the Student Union aims to motivate and facilitate students to embark on their personal development journeys. The Student Union is, however, well aware of the societal trends that constrain students to take part in extracurricular activities. Participation in extracurricular activities should enhance students' lives and contribute to their overall well-being. The Student Union's goal is to inform, inspire, and provide necessary support to students in their pursuit of 'More Than A Degree,' while respecting their autonomy and not imposing any specific extracurricular activities upon them.

Goal

Motivate and facilitate students to work on their personal development on their own terms.

Indicators

- The current offer for achieving 'More Than A Degree' is evaluated and adapted to suit the needs of students;
- The students partaking in activities to achieve More Than A Degree are an accurate representation of the student population;
- In 2027, the scope of monitored extracurricular activities within the 'More Than A Degree' brand is expanded.



Recognition and appreciation for active students

Active participation in student life offers opportunities for personal development that cannot be fully attained through the curriculum alone. It enables students to cultivate networking, organisational and leadership skills. Moreover, [active] students play a vital role in the University of Twente and contribute significantly to our community. Therefore, it is essential to prioritise the recognition and appreciation of these active students.


Appreciation tends to be more personal, subjective, and emotional, focusing on valuing and understanding someone's worth or impact. Recognition, on the other hand, is often more formal, objective, and public, involving the acknowledgment and celebration of someone's achievements or contribution. Appreciation and recognition provide students with a sense of value and enhance their enjoyment of being engaged. Furthermore, formal recognition of their extracurricular activities helps students demonstrate the value of their involvement to prospective employers. While intrinsic motivation remains crucial, recognition and appreciation can serve as additional motivators.

In the upcoming years, the goal is to amplify the recognition and appreciation of student engagement and the ensuing personal development by engaging all relevant stakeholders. This entails increasing recognition and appreciation from various parties, including fellow students, educational stakeholders, the university as an institution, and the business sector. Additionally, the Student Union aims to demonstrate more appreciation and recognition directly towards active students themselves.

Goal

Being active and the resulting personal development gets recognised and appreciated by all relevant stakeholders.

Indicators

- In 2027, the range of extracurricular activities eligible for official recognition is broadened.
 - In 2027, over 30% of the eligible students will obtain official recognition for their activities (2023: 5%);
 - It has been researched how to involve the relevant stakeholders within the process of recognition and appreciation of active students;
 - The ways of showing appreciation from the Student Union towards active students is broadened.
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2. Support of Union Participants

This section aims to explain the subthemes within the Union Participants theme, including their respective goals and indicators.

Well-being & social safety

The pressure on students has increased considerably as can be read in the context of this plan. Luckily, there are a lot of facilities for accessible and professional help regarding well-being and social safety at UT, but students still state that they are either unaware of these facilities or struggle to find the right help when needed.

The Student Union sees its responsibility as an umbrella organisation to help improve the well-being and social safety of its Union Participants. Furthermore, the Student Union still has an advisory role in working groups at UT such as the Student Well-being Improvement Program (SWIP) and Steering Group Social Safety to improve social safety and enhance students' well-being.

During the input sessions for the Strategic Plan 2024-2027 and during an evaluation performed in the context of the signing of the Amnesty Manifesto³ on sexual safety, boards of the different Union Participants informed the Student Union that they need more guidelines regarding social safety and well-being. These guidelines would help them support their members or refer them to the right facilities at UT when they are struggling with mental health issues or end up in a unsafe situations. The Student Union will set up and distribute these tools and guidelines in collaboration with parties such as SWIP, UT's Diversity Equity and Inclusion (DE&I) Team and the Integral Safety Team.

Goal

The Student Union provides tools to support the Union Participants regarding the well-being and social safety of its members.

Indicators

- The Student Union facilitates platforms of discussion to talk about social safety and well-being among the Union Participants.
- 80% of confidential persons of the Union Participants are trained to help and refer students to the right (professional) help.
- All boards of Union Participants receive guidelines (e.g. code of conduct) to improve the well-being and social safety within their organisation.
- All Union Participants are informed annually of the well-being and social safety offered at UT.

³ Van der Velde, L. (2022, December 8). University of Twente signs Amnesty Manifesto against sexual violence. utwente.nl. Retrieved August 18, 2023, from <https://www.utwente.nl/en/news/2022/12/349586/university-of-twente-signs-amnesty-manifesto-against-sexual-violence>

After setting up the necessary tools to support Union Participants, it is crucial to monitor their usage and ensure social safety and well-being within each association. In the event that some associations were to struggle, the Union can take appropriate action.

Goal

The Student Union actively monitors the social safety and well-being of its Union Participants, addresses concerns that arise and takes action.

Indicators

- The Student Union assesses the social safety and well-being of each Union Participant.
- There is a plan outlining the actions to be taken based on the results of the assessment.

Contribution to a sustainable environment

Sustainability is becoming an increasingly important topic. Creating a sustainable organisation is one of the key pillars mentioned within Shaping 2030⁴. The Student Union recognises its responsibility to contribute to this vision and implement it through the support of associations to achieve their sustainability goals.

Within UT community, various entities, such as the Green Hub and the SEE program, actively contribute to the overarching sustainability goals. These entities primarily facilitate knowledge and initiatives related to sustainability for students and staff within the university. As the Student Union, our focus lies in supporting all Union Participants by raising awareness and offering services to foster their journey towards sustainability.

Goal

Increase awareness and support within sustainability for Union participants

Indicators

- Increasingly, the SU will create awareness and support Union Participants to become more sustainable, for example via subsidies, partnerships, workshops, and trainings.
- In 2028, 80% of eligible Union participants will make use of one of the sustainability services offered by the SU. The SU will annually consult with parties within the UT that advocate sustainability, to exchange knowledge and grow as a whole.
- 25% of Student Union Participants include sustainability goals in their policy plans in 2025, increasing to 50% in 2027

⁴ University of Twente. (n.d.). Shaping 2030. utwente.nl. Retrieved August 18, 2023, from <https://www.utwente.nl/en/organisation/about/shaping2030/>



At UT, the importance of sustainability is also becoming more pronounced when it comes to maintaining and developing its buildings and facilities. In the Long-Term Strategic Housing Plan 2023-2032⁵, steering towards sustainability is an important topic, which also applies to the Union_Locations. The Student Union recognises that there is potential for development in two key aspects here: the technical state of the Union_Locations and the behaviour of its residents.

Goal


Enhance awareness of the sustainability of the UnionLocations.

Indicators

- Awareness of both information and opportunities on sustainability in UnionLocations is increased among its residents by realising a roadmap towards sustainability for each UnionLocation.
- The Student Union annually consults with and advocates for the sustainability of the UnionLocations with CFM.

⁵ University of Twente. (2023). Long-Term Strategic Housing Plan 2023 - 2032 (No. B003064). Retrieved August 18, 2023, from

<https://www.utwente.nl/.uc/f397a81a0010230238101e58dfb01c5dacd709972b75800/230329%20Rapport%20LTSH%20-%20definitief%20-%20ENG%20-%20public%20version.pdf>



3. Continuity

This section aims to explain the subthemes within the continuity theme, including their respective goals and indicators.

Continuity of Union Participants

Fluctuations in the number of students, age of students, their interests, level of student engagement, culture and nationality cause changes in the demand for extracurricular activities. The interest of students in what Participants undertake can shift with these changes. Participants can arise or grow, whereas others could see a decrease in their interest. All participants need a certain number of interested students to maintain a stable organisation. The Student Union supports viable Participants to maintain the vibrant, engaged and unique student life of UT, since it is desirable for students to be able to achieve 'More Than A Degree'. It will do this by supporting Participants in continuing their primary tasks.

Goal

Union Participants should have the prospect of being able to continue performing their primary tasks.

Indicators

- In 2025 the activism monitor⁶ shows that 20% (15% average in 2022) of the students are volunteering to support the organisation of Participants, maintaining this percentage as a minimum up to 2027.
- All Union Participants are well represented and supported by their umbrella.
- Every two years, Union Participants are checked to see if they meet the Recognition Regulations and actions are taken accordingly.
- The threshold to be recognised (stated in the Recognition Regulations⁸) is evaluated.
- The Student Union encourages the existence of viable Union Participants
- In case of a decrease in active students, solutions to related problems of Participants are explored, like the recruitment of a new board.

⁶ Student Union. (2022). Activism monitor. su.utwente.nl. Retrieved August 18, 2023, from <https://su.utwente.nl/en/get-involved/mtad/activismmonitor/>

The unique identity of UT lies in its thriving student life. The SU actively promotes this student engagement but acknowledges that insufficient space hinders optimal participation. Growth limitations caused by accommodation shortages impact certain Union Participants, limiting their full potential. For instance, associations like Harambee and V.V. Drienerlo are forced to decline members due to this. Likewise, it would be regrettable if enthusiastic and active students within student entrepreneurship and student teams were hindered in pursuing their personal development ambitions due to accommodation shortages. The SU aims to provide the necessary support and resources to enable students to achieve More Than A Degree and adequate accommodation facilities are a part of this. In collaboration with UT, the SU aims to establish capacities that anticipate fluctuation in the number of students to ensure that every student has the opportunity for personal development for example within one of the associations and organisations UT has to offer.

Goal

Accommodation facilities are suitable to fit the size of the various Union Participants.

Indicators

- No association has a waiting list bigger than 5% of their member count due to accommodation shortages.
- In the first year that student entrepreneurs work on their startup next to their studies, the (flexible) workspace they need should not have a waiting list longer than 20% of the available workspace.
- It has been advocated that every Student Team has enough space for each member of the Student Team to work on their project at the same time.
- Each board or substantial committee has the possibility to get office space if they need it to properly perform their primary tasks.

Student Union as a durable organisation

The Student Union is a dynamic organisation with annually changing board members. It is therefore important to ensure continuity so that the Student Union can continue to carry out all its tasks, on both an organisational and a financial level.

The highest order of financial planning within the Student Union is on an annual basis. These are the financial plans and reports⁷. A thorough financial overview that discusses trends in financial strength, resilience and flexibility over a timespan of multiple years is lacking. Such an analysis provides the necessary insight to ensure that the Student Union can financially support all its activities in a durable manner for the years to come. An analysis of at least the past two Strategic Plan cycles is required to establish a proper baseline.

⁷ Student Union. (n.d.). Documents. su.utwente.nl. Retrieved August 18, 2023, from <https://su.utwente.nl/en/about-us/whatwedo/documents/>



Goal

The Student Union ensures and increases its financial resilience such that it can continue to carry out all its activities.

Indicators


- The Student Union identifies how its financial strength can be increased by doing an analysis of its finances for at least the past 8 years.
- By the end of 2027, the Student Union has a General Reserve of €200.000 euro (as a reference point) to appropriately absorb setbacks due to external influences.
- By the end of 2027, the Student Union has an allocated reserve to ensure sufficient financial flexibility for the support of committees. How high this allocated reserve should be, will be determined by analysis as per the first indicator.

Since the start of the Student Union, the university and the number of participants and initiatives have grown. Additionally, the Union has taken on a broader range of topics, such as the rising significance of well-being and sustainability. Consequently, the increased workload has put strain on the existing organisational structure of the Student Union, necessitating a critical evaluation of its current durability. Also taking into account that within these years the organisational structure of the Student Union has remained roughly the same.

Goal

The Student Union's organisational structure stays stable such that all her (primary) tasks can be fulfilled.

Indicators

- A vision of the Student Union is revised, explaining how the Student Union should align with the interest of students.
 - The Student Union board member workload should be doable within a 40-hour work week.
 - 2-4 hours a week per board member is spent exploring new opportunities, instead of working on primary tasks like annual plan points and (board) meetings.
 - Establish and maintain a diverse and sufficiently large pool of interested students for the Student Union.
 - Contact with prior Student Union board members is improved to share knowledge and insights.
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4. Making connections

This section aims to explain the subthemes within the making connections theme, including their respective goals and indicators.


Student Union network

The Student Union of the University of Twente is a one-of-a-kind organisation in the Netherlands. While other cities have various organisations and initiatives advocating for student interests in their studies and extracurricular activities, the Student Union currently lacks established connections with these entities. Additionally, the Student Union board embarks on annual trips abroad to learn from other Student Unions, acquiring valuable insights. However, no long-term relationships have been established through these visits. With moderate time and effort investments into these relationships, a lot can be accomplished. Therefore, it is essential to explore and foster connections with these organisations to share insights and broaden the vision of the Student Union.

Goal

The connections with other organisations and their initiatives, that have shared goals with the Student Union Twente, are explored to share insights.

Indicators

- The possibilities for connections with existing student umbrella organisations within the Netherlands are explored.
 - Connections with Student Unions abroad are established.
 - For every potential connection, the Student Union balances time investment with the benefits of accomplishing our goals.
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Social partnerships

In previous years, the Student Union as an organisation has mainly focused on retrieving profitable partnerships, however in recent years this point of focus has started to shift. The Student Union believes that social partnerships can have more added value for Union Participants. Social partners are groups that cooperate to achieve a mutually agreed-upon goal, typically for the benefit of all involved parties. The Student Union can offer partners a wide reach of students, countless events and connections. By taking this as a starting point, it is more profitable for the Student Union as an organisation to attract partners that have the same vision. By attracting social partners topics such as facility insufficiency can be tackled as well as giving companies in the area a chance to connect with student organisations. Moreover, our alumni network can be of great value. Alumni appreciate staying connected to the UT whilst students can benefit from their knowledge and network.

Goal

New partnerships of societal value will be established for the UT students and all Union Participants.

Indicators

- Partnerships have been researched that can support associations in their way of operating for example in areas such as sustainability and well-being.
 - Research has been done to explore the possibility in connecting with companies in the area.
 - Partnerships to expand student (organisations') locations when facilities become insufficient, due to a fluctuating student population have been researched.
 - A connection has been made with the alumni network to gather possible social partnerships.
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Appendix A – Definition list

- **Active students:** Students that partake in extracurricular student engagement.
- **Extracurricular activities:** The activities that do not fall within the curriculum of the study. Examples of such activities are fulfilling a board position, doing committee work and having your own company.
- **Extracurricular personal development:** Personal development resulting from partaking in extracurricular activities.
- **More Than A Degree (MTAD):** The mission of the Student Union is to stimulate and inspire students to further develop competencies by participating in extracurricular activities.
- **Primary tasks:** The tasks that are essential for the continuation of an organisation. Examples are the execution of an annual plan, financial budgeting and reporting, and fulfilling mandated responsibilities.
- **Union Locations:** UT buildings that fall under the responsibility of the Student Union. These locations are the Bastille, Pakkerij, University Watersports Complex (UWC), Wallstreet and Future Factory.
- **Union Participants:** Every association, organisation or foundation that is recognised by the Student Union and therefore meets the requirements in the recognition regulations⁸.
- **Social partnership:** Groups that cooperate in working to achieve a mutually agreed-upon goal, typically for the benefit of all parties involved.
- **Student engagement:** All forms of effort within the extracurricular activities at the UT. Examples of this are taking part in committees and/or boards. This (voluntary) effort of a student contributes to the continuity of the vivid student life at UT. A membership of an association and/or participating in activities alone does not count as student engagement.

⁸ Student Union. (n.d.-c). Starting and union recognition. su.utwente.nl. Retrieved August 18, 2023, from <https://su.utwente.nl/en/board-corner/Associations-and-foundations/startingassociation/>

Appendix B - Our organisation

The Student Union has grown considerably since its establishment in 1999, both in size and responsibilities. The Student Union currently has 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 in their daily work by student employees, supporting staff from UT service departments and several committees.

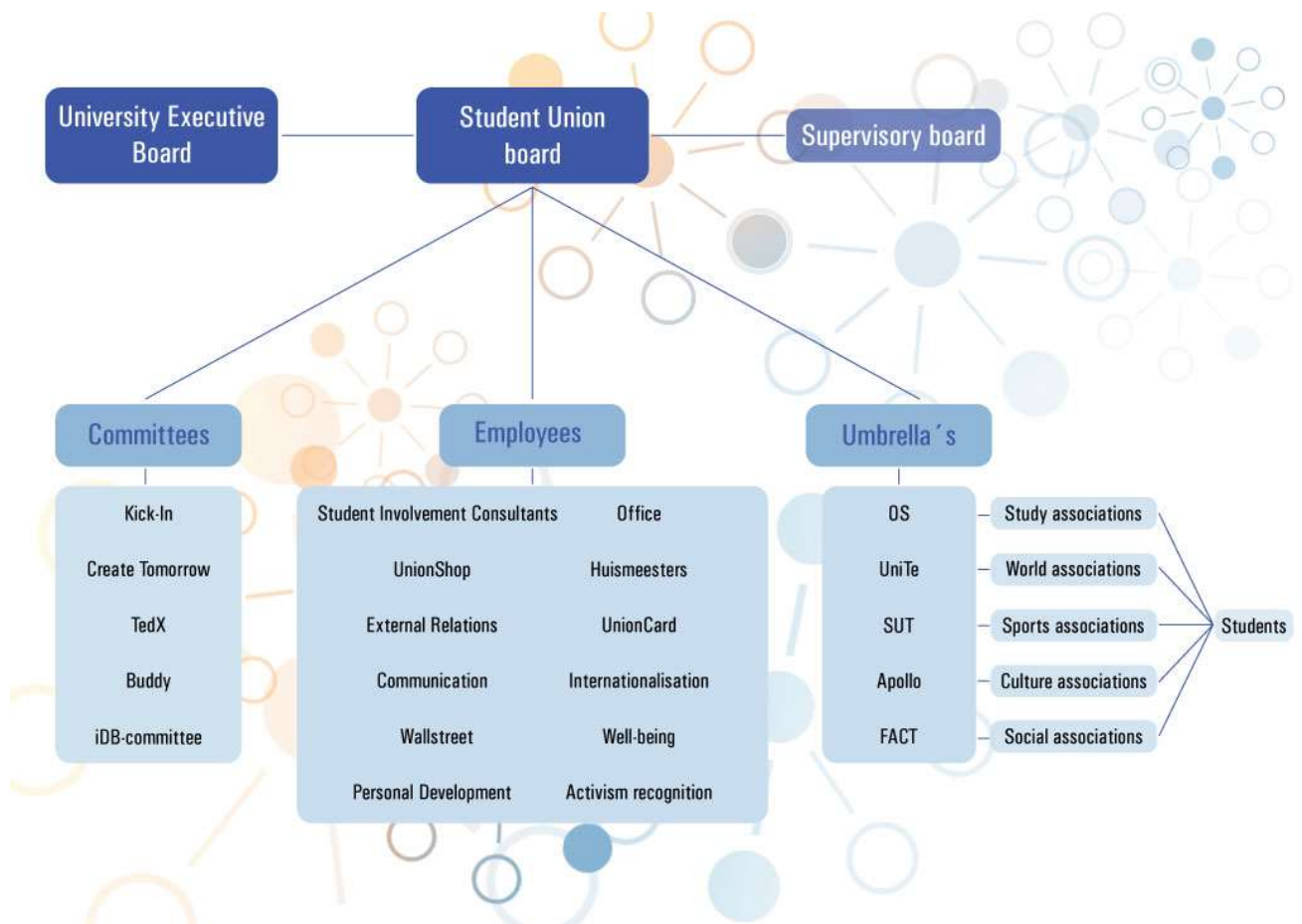


Figure 2: Organisational structure Student Union

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

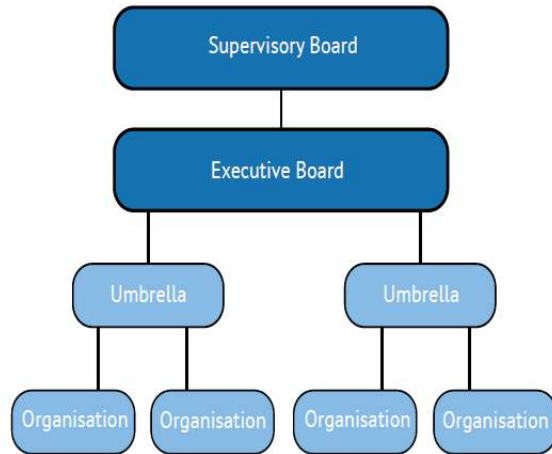


Figure 3: Decision making structure Student Union