

ANNUAL PLAN 2021



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INTRODUCTION

Since 2020, the Student Union has a new long-term strategy called Strategy 2020-2023, that forms the basis for our annual plans. This annual plan is largely an operationalization of this strategy, but also contains additional aims and goals. Based on our new strategy, input from many stakeholders and our own experiences as Student Union, we have created the annual plan of 2021, which sets the goals for the upcoming year.

In the process of establishing this annual plan, attunement has been sought with the process of Shaping 2030, in order to align the goals with the broader strategy of the UT. This has taken place in the form of several meetings between the Shaping 2030 team and SU board members, in which the implementation of Shaping 2030 has been discussed.

In 2020 the COVID-19 virus reached the Netherlands, which affects its population. Also the Student Union has been affected by this situation. It had an effect on the well-being of students and additionally, while working from home, it was harder for students to personally develop themselves. As 2021 will be the year in which is dealt with the mid-term consequences of the COVID-19 virus, we, as the Student Union, see the necessity to focus our annual plan for 2021 only on our biggest priorities. This helps us in having clear goals and also creates space for dealing with the COVID-19 virus in such a way that we promote the personal development and well-being of students, which is a never ending process. Next to that it also creates space to look into new opportunities which are a result of the pandemic.

First of all, the annual plan is started by introducing our mission, values and strategy. This will then be followed by our six 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

As Student Union we have the mission to **empower our fellow students 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 everyone can participate, regardless of their conditions;
- **Connected to the UT:** We cooperate with the UT whenever we can to fulfil our mission and reach our goals.

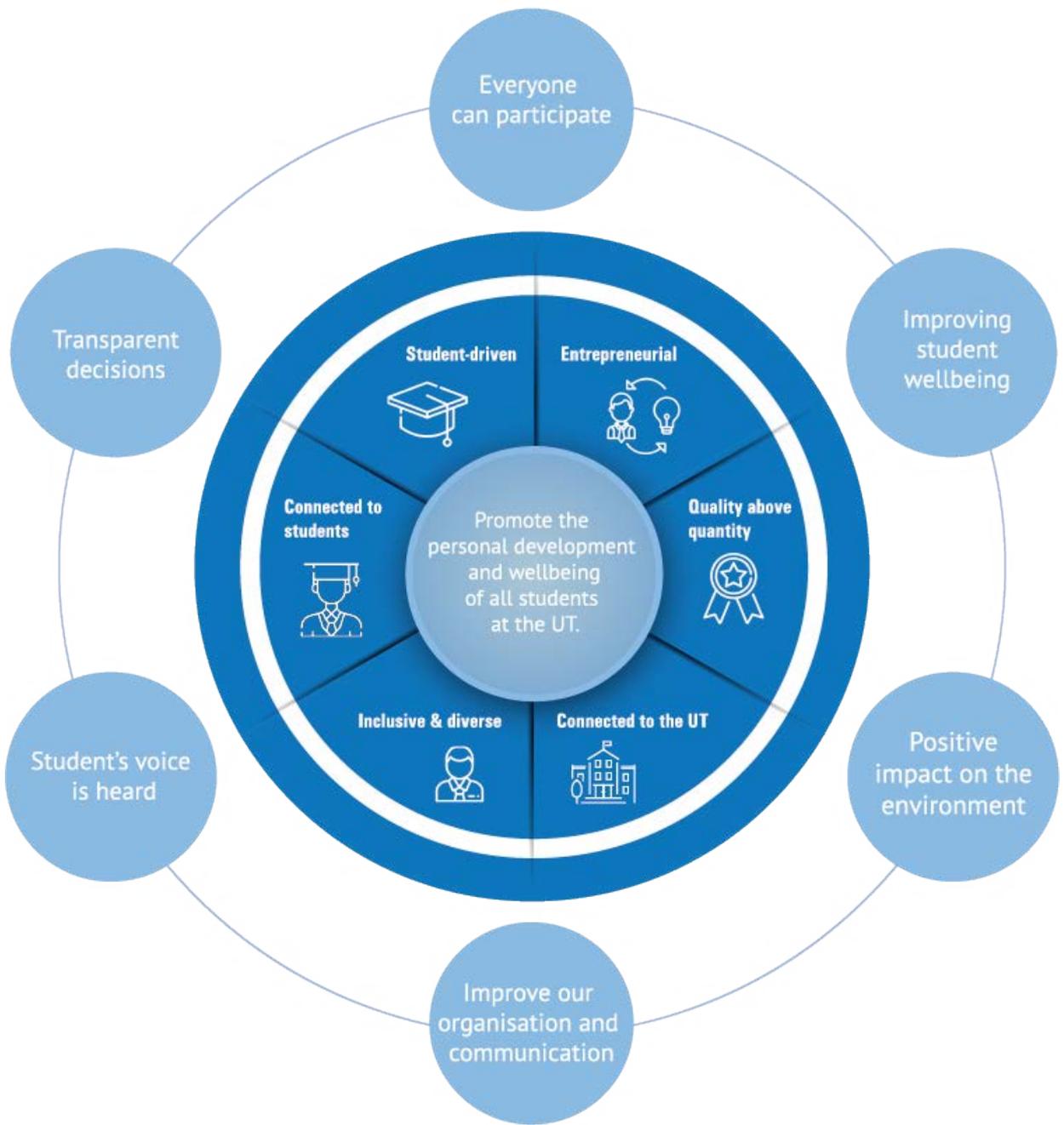
Our strategy supplies our mission and core values with the following five main aims for the coming years:

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.

The input from our student organisations showed, however, that there is also an increasing importance to become more environmentally sustainable. Therefore, we added one extra aim:

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.



1. STUDENTS CAN DEVELOP THEIR PERSONAL COMPETENCIES NEXT TO THEIR STUDIES

Students realize how doing more than a degree can help them develop themselves

In 2020, a lot of opportunities for personal development were taken away or were lessened due to the COVID-19 pandemic. A lot of activities could not be organised anymore. Additionally, during the first period of the pandemic, board and committee members had to work from home by themselves, instead of working together with their fellow board or committee members. Therefore we believe that awareness about the added value of doing more than a degree should be raised in 2021 to deal with the consequences of the pandemic.

The Student Union sees an increasing demand in showing to students how doing more than a degree can help them to personally develop themselves. The Student Union is convinced that doing more than a degree can prepare students even better for their future working career. By informing students well on what possibilities there are and what they can learn from it, they can make an educated decision on whether they want to do more than a degree or not, and to what level.

Goal

The goals stated below, are dependent on how 2021 will look like with regards to COVID-19. The main goal is to make sure that more students realize how doing more than a degree can help them in personally developing themselves by:

- Increasing the awareness of the added value of participating in the More Than A Degree programme;
- At least the same number of students are doing more than a degree in 2021 compared to 2020;
- Making it clear for students what the UT has to offer with regards to do more than a degree;

Indicators

- A plan will be made and preferably executed, to make the More Than A Degree brand bigger.
- According to the Activism Monitor report of 2021 and 2020, in 2021, the same number of students were doing more than a degree as in 2020.
- An overview, that states different opportunities for doing more than a degree within the UT, is created at the Student Union webpage.
- Creative solutions or alternatives are found for everything we organize, concerning personal development, that cannot continue in the form we are used to.

Offer at least one board improvement training of good quality to all boards

Currently all full time boards are offered the possibility of doing one free board improvement training, given by one of the professional training agencies. Evaluations in the past years have shown that those trainings are highly appreciated by the fulltime boards. This confirms our idea that those trainings:

- Contribute to a better cooperation between the board members
- Improves the functioning and also the personal development of the board member

For these reasons, we also want to offer similar trainings to all part time boards that are recognized by the Student Union. In 2020, a new concept was started, in which educated student trainers can give high quality trainings. With this new, more affordable concept, we will be able to offer trainings to more boards. Which is important, as they all together make sure that all union participants can function and improve.

Goal

Offer at least one board improvement training of good quality to all boards and committees by:

- Training students to give trainings to part time boards and committees;
- Evaluating all trainings that are offered by the Student Union;

Indicators

- 45% of all boards did a board improvement training.
- The evaluation results show that the trainings are at least rated with an average number of 7 out of 10.

Stimulate union participants to learn from each other

Organisations might have a lot in common. Therefore they come across similar problems. Associations had a problem last year in reaching out to their students during the pandemic. In the study sector we saw that associations shared their best practices which helped them in dealing with the situation. Learning from each other should not only happen when a big problem happens or only in one sector, but can be useful during the entire year for all union participants.

Goal

Stimulate union participants to learn from each other by:

- Organising gatherings in which knowledge is exchanged;
- Create a platform in which boards can ask each other questions;

Indicators

- Each quartile one gathering is organised in which organisations can exchange knowledge;
- The platform in which boards can ask each other questions is used by at least 10 different boards;

Facilitate and stimulate students to participate in global challenges / developments

As Student Union, we want to stimulate and facilitate students to participate in global challenges / adapt to new global events and use expected global developments as a starting point for innovation and learning. Currently, the necessity to become more sustainable is increasing. This, in combination with a student population whose needs and interests are changing, made us decide to put more emphasis on sustainability. This topic of sustainability goes beyond environmental sustainability and serves as a way to be active as a student next to the curriculum as well as an end goal. Since sustainability is a broadly used term and can be applied on almost every task we execute, we want to determine in which segments we can incorporate sustainability. Incorporate it in a way that it will be used as a new way for students to become entrepreneurial and – in that way – also contributes to our own mission.

Goal

Determine how to create optimal facilities and stimulate students to contribute to a more sustainable world by:

- Defining the path that has to be taken within new Innovations portfolio;
- Collaborating with platforms concerned with sustainability to create sustainable facilities for students.

Indicators

- The role of SU with regards to sustainability within the university is defined and a long-term vision for the portfolio Innovations has been made;
- Several collaborations have been set up to create sustainable facilities for students;

2. WELL-BEING, INTEGRATION, AND INCLUSIVITY

Facilitate student organisations in improving the well-being of their members

In 2020, we established a portfolio dedicated to student well-being which has been added to the portfolios of the portfolio holder Communications and Internationalisation. To enhance the awareness of well-being issues and to lower the threshold for students to get help, we will facilitate trainings and lunch lectures for students and student organisations. We do this together with the experts from CES-SACC and other members of the working and steering group on well-being from the University, the SWIP. The trainings and lunch lectures are a method to motivate students to look after each other and that they know how to do this.

Goal

Encourage student organisations to handle the well-being of their members by:

- Having confidential advisors in associations
- Organizing lunch lectures about mental health
- Offering look-after-your-mate trainings to help each other

Indicators

- At least 10 student organizations have confidential advisors
- At least 4 lectures organized on mental health
- At least 10 organizations took the look-after-your-mate training

Promote inclusivity in UT student life

It is time to focus on inclusivity. Inclusivity is about socially welcoming and including groups or individuals from different backgrounds and equally treating everyone. This goes beyond nationality alone, but also includes age, race, ethnicity religion/belief, gender, disability, or even personality type. Promoting inclusivity in UT student life is therefore aimed at including every student in our community.

Goal

Promote inclusivity in UT student life by:

- Improving the Kick-In program for better inclusivity;
- Improving and extending the recruitment of existing UT-students for the buddy program;
- Setting up initiatives to include all students in events of associations.

Indicators

- At least one activity for all students that has to do with inclusiveness during the Kick-In
- The number of buddies for the buddy program has increased
- At least 5 association events that collaborated with the Buddy program to include all students in the events of associations

3. DEALING WITH THE PANDEMIC

Stimulate initiatives where students can try out participating in associations

Participating in an association in any sector is an important way for students to improve their physical and/or mental well-being. Usually the Kick-In is the place where students get introduced to and get familiar with the associations at the UT. However, now that the Kick-In had a less extensive program due to the Covid-19 pandemic, we want to make sure that students find an association in which they feel comfortable. It is therefore important that there are enough initiatives in which they can try out any activities. This will decrease the threshold of joining the association.

Goal

Stimulate initiatives where students can try out activities of associations by:

- Promote these initiatives through our communication channels;
- Setting up a plan together with the associations on how we can execute this.

Indicator

- The total amount of members in associations has not decreased with more than 5% in 2020-2021 compared to 2019-2020 according to the Activism Monitor.

EXPLANATORY STATEMENT

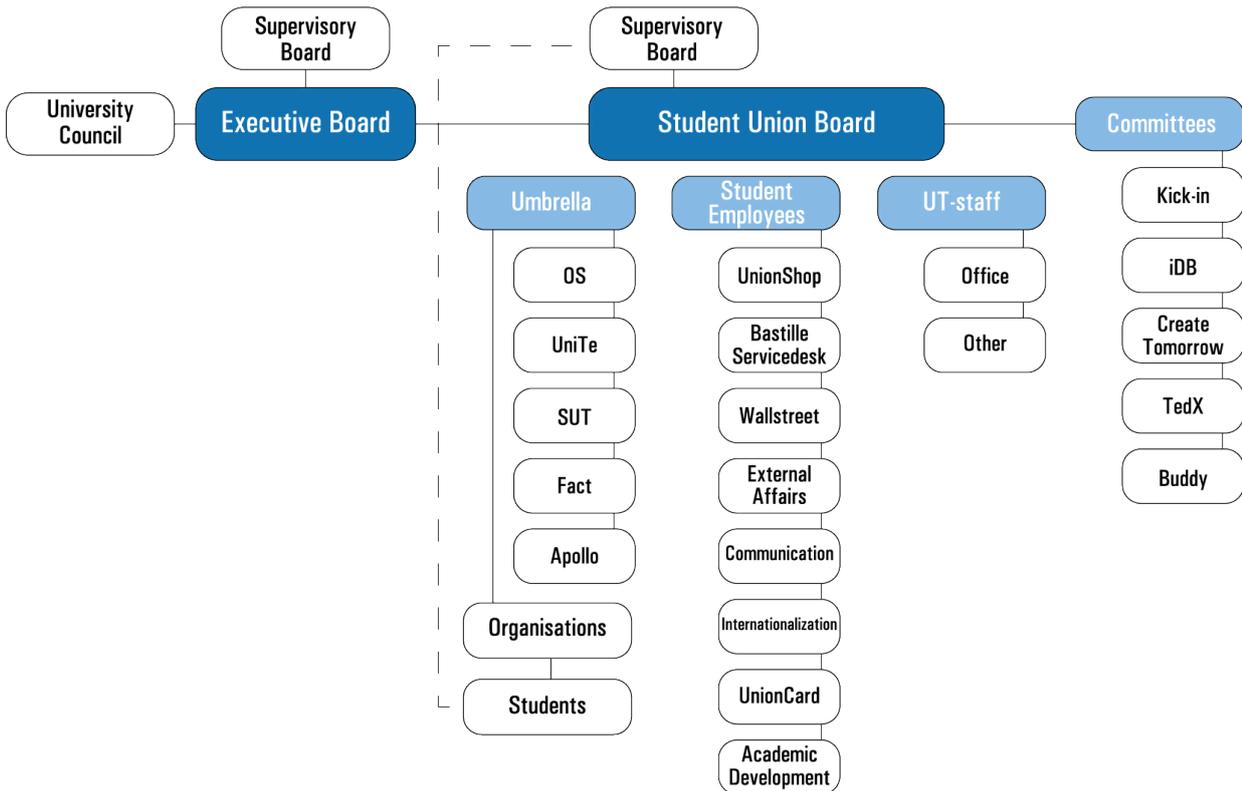
As may have been noticed, the goals above do not include everything the Student Union does. A lot of goals could have been added. During the participation sessions we discussed a total of 55 goals. However, we saw that the score a participant gave really depended on the sector the organization was from. Therefore we decided to only include goals in our annual plan that were relevant for different sectors or for the individual student and that were not quick wins. To still give a clear view on what we do, below some of the goals that will still be pursued but are excluded from the goals above are mentioned:

1	Optimize the use of our communication channels
2	Improve the administrative system of the UnionCard (DMS)
3	Increase value of the UnionCard
4	Evaluate and optimize the new organizational structure with the new Sports Umbrella
5	Evaluate on the use of the new subsidy model sports
6	Improve the knowledge transfer of our employees and committees
7	Help international associations to become or remain a stable organisation (phase 2)
8	Improve the input of students in general within the decision making of the university
9	Create more opportunities for the individual student to work on their personal development

APPENDIX A - OUR ORGANISATION

The Student Union has grown considerably since its establishment in 1999, both in size as in responsibilities. We currently have over 125 affiliated student organisations and over 110 people working for our organisation as an employee or in one of our committees.

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



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

Next to that, we have over 125 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, which are shown in the previous figure, meet frequently with the executive board to discuss and advise various on 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

