

Annual Report 2024



Annual Report Student Union 2024

Preface from the Student Union board

Dear reader,

Welcome to the Student Union's Annual Report 2024. This report will reflect on the year 2024, highlighting the Student Union's progress in achieving their mission. The goals for 2024, outlined in the Annual Plan 2024, are based on the Strategic Plan for 2024-2027. This report provides an overview of the successes and challenges the Student Union encountered along the way.

2024 was a turbulent year that brought many challenges. In the beginning of 2024, the Executive Board of the UT announced acute measures that were necessary to improve the financial situation of the university. These measures included a stop in hiring students for students jobs and a vacancy freeze.

On top of the financial difficulties of the UT, there were other developments that caused an unstable environment for the UT, the SU and students. On the 16th of May, the Dutch government announced the intention to bring back the long study fine and on the 13th of September it presented their plans to cut 2 billion euros on higher education.

These turbulent times affected the Student Union both financially, but also organisationally. After the budget for the Student Union was already cut for 2024, in May 2024, the SU was again assigned a budget cut of almost €59.000 for 2025. Due to the acute measures and the financial situation of the UT, the SU was forced to improve the efficiency of the organisation in order to perform the same activities with less student employees. And there were more challenges this year. A budget restriction on FOBOS and the revision of its policy was announced, students are making different choices regarding their spare time which makes it harder to keep them engaged and student organisations have great difficulties with finding active members and board members.

Despite these challenges, the SU implemented new initiatives, including a revised approach to organising the Kick-In, a Student Union Inhouse day, and a survey completed by over 500 students to understand their needs regarding student engagement. The Student Union facilitated students in protests against budget cuts and introduced significant policy changes, including a new FAM Culture, revised FAM Sports, and a revised Sustainability fund. The SU also initiated new policies on social safety and represented students in the university's upcoming revised FOBOS policy.

This report highlights many more developments and challenges from the past year. Finally, the Student Union wants to express their gratitude to all students, staff, board members, and everyone else who have been part of the mission: *"Everything we do is done for our fellow students to empower them to achieve More than a degree"*.

2024-I

| | |
|----------------|--|
| Xander Bon | President, Policy & Strategy, Staff & Organisation |
| Bas Zutt | Finance, Accommodation & Business Management |
| Pim Brouwer | Sports & Culture |
| Merijn Janssen | Personal Development & Education |
| Tjerk Zweers | External Affairs, Entrepreneurship & Innovation |
| Justus Straus | Communication, Internationalisation & Well-being |

2024-II

| | |
|-----------------|--|
| Annick Bijlsma | President, Policy & Strategy, Staff & Organisation |
| Joep Meussen | Finance, Accommodation & Business Management |
| Lukas Binnekamp | Sports & Culture |
| Merijn Janssen | Personal Development & Education |
| Tjerk Zweers | External Affairs, Entrepreneurship & Innovation |
| Veerle de Vocht | Communication, Internationalisation & Well-being |

Preface from the Supervisory Board

Dear reader,

You are reading the annual report of 2024 of the Student Union, which has been approved by us, the Supervisory Board. As the supervisory board, we have the following responsibilities: The appointment and dismissal of Student Union board members; approving or rejecting the annual plan, the budget plan, and the (financial) annual report of the Student Union; and approving or rejecting changes to the regulations and articles of the Student Union. Furthermore, we provide solicited and unsolicited advice to the board and handle appeals on decisions made by the Student Union board. If you ever have any comments or anything we should know, or if you have a dispute with the Student Union, please feel free to contact us. You can find our contact details on the website of the Student Union.

Throughout 2024, the Student Union operated in an increasingly challenging financial environment. Rising costs, uncertainty around university funding, and shifts in national education policy created significant challenges for both the Student Union and the student population. Despite these difficulties, we want to compliment and thank the Student Union boards 2024-I and 2024-II for their dedication and resilience throughout the year. Looking ahead, we remain concerned about the continuity of the Student Union's financial and operational capacity. The current national debate on the use of public funds for private activities, as well as the financial situation of the University of Twente, presents challenges that may impact the Student Union's ability to carry out its mission and could affect the long-term sustainability of student support. As the Supervisory Board, we will continue to monitor these developments closely and offer guidance to ensure that the Student Union remains resilient and adaptive in the face of these challenges. Continuity cannot be taken for granted and will require thoughtful choices in both policy and budgeting to secure the Student Union's ability to serve all students.

On behalf of the Supervisory Board,

Ivar Mastwijk

Chairman

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Indicator Overview

| Indicator Outcome | Description | Indicator Count |
|----------------------------|---|-----------------|
| Success | The aim is considered as achieved | 25/51 |
| Partial Success | The aim is considered to be partially achieved and the part that is achieved is considered to be a success. This is usually due to a delay in progress or nearly having met the goals | 10/51 |
| Alternative Success | An equal or better alternative to the aim is considered as achieved | 3/51 |
| Unsuccessfull | The aim is considered to be insufficiently achieved to call it a (partial) success | 13/51 |

Abbreviations

| | |
|-------|---|
| ASM | Active Student Monitor |
| CBE | Centraal Beheer Euros |
| CFM | Campus Facility Management |
| DE&I | Diversity, Equity & Inclusion |
| DKC | De Kleine Consultant |
| ECIU | European Consortium of Innovative Universities |
| FAM | Facility Allocation Model |
| FOBOS | Financial Support for Students in Special Circumstances |
| ISO | Interstedelijk Studenten Overleg |
| KIC | Kick-In Committee |
| LSVb | Landelijke Studentenvakbond |
| MTAD | More Than A Degree |
| SACC | Student Affairs Coaching and Counselling |
| SU | Student Union |
| SUB | Student Union Board |
| SUT | Sports Umbrella Twente |
| SWIP | Student Well-being Implementation Programme |
| PCM | Participants Council Meeting |
| UIF | University Innovation Fellows |
| UT | University of Twente |

Personal development is what we stand for

Goal: The range of channels used to spread the MTAD message is broadened

Indicators

- *During the Open Days at UT, there have been two or more contact moments for new students with the 'More Than A Degree' brand.*
- *The 'More Than A Degree' message has been promoted through channels of all umbrellas.*
- *It has been determined whether and how the other available SU and UT channels can be (better) utilised to spread the MTAD message.*

Success

Partial
Success

Alternative
Success

Final Explanation

Due to reduced financial resources compared to the previous year, the communication team was downsized. Consequently, LinkedIn was used sporadically as it appeals the least to the target group. Instead, activity on UT-Instagram increased to reach a broader audience. By mixing informative and fun content, the followers grew by over 1,000 in a year, approximately one-third of the total followers.

During the spring open days, the SU had a stand, showed the MTAD video at the opening, and participated in the opening talk. It was concluded that the stand did not reach many students, so alternative contact moments with potential students were explored. In the autumn open days, associations were asked to have their stands at the O&O square, which successfully engaged potential students with the MTAD message and added a student atmosphere to the event. The MTAD video was shown again at the opening, and an SU board member participated in the opening talk.

In December, a meeting with all umbrellas suggested spreading the MTAD message through their channels, such as making a video or training students managing communication channels. However, they preferred a more autonomous approach and suggested promotion with LED screens and posters around association spaces. This promotion has not been executed yet.

In conclusion, the range of channels used to spread the MTAD message has been broadened and optimised.

Goal: More data in terms of quantity and reliability is gathered to monitor the personal development of students.

Indicators

- *Three actions have been defined, and their execution has started to improve the reliability of data gathered by the active student monitor.*
- *Two ways have been researched and mapped to extend the monitoring of the personal development of students.*

Success

Success

Final Explanation

This year, three brainstorm sessions were held to refine and improve the ASM. The first session with the Student Union board focused on categories and stakeholders. The second session with umbrella organisations emphasised the goal of the ASM. The third session with BI-studio discussed data sharing and reliability.

Key ideas emerged to improve data reliability and extend the ASM for a comprehensive overview of student engagement at UT. It was concluded that the current ASM cannot measure qualitative data on personal development, necessitating a new method. The 2025 plan aims to create this qualitative measurement method. The ASM will continue to provide quantitative trends to guide the Student Union's decisions.

In the second half of the year, changes were implemented with Bullit, enhancing the survey on topics like board members, student trainers, and event attendance to better map personal development.

Goal: Study advisors are better informed about the possibilities and the advantages of More Than A Degree.

Indicators

- *A plan has been drafted to inform study advisors about (extra-curricular) personal development in collaboration with the execution of UT Vision on Learning and Teaching.*
- *The execution of the plan as described in the indicator above has started.*

Unsuccessfull

Unsuccessfull

Final Explanation

This goal is part of the bigger project of creating an implementation plan for the vision on Extracurricular Personal Development. Regarding the implementation plan progress, the SU is still in the investigation and planning phase. In the first part of the year, short, middle, and long-term goals have been established, and a stakeholder inventory has been made.



For the second half of the year the goal was to start with executing the short-term goals, including the study advisor information provision. Due to the extra attention that was needed on other projects as a result of the budget cuts, this plan was put on hold. Therefore, the execution of the plan has not started in 2024. Regardless, the goal for 2025 is to restart the implementation of the vision, including the information provision to study advisors.

Goal: Edubadges are a commonly known form of recognition for a broad range of ways of working on personal development.

Indicators

- *Student entrepreneurs that participate in e.g., Novel-T Advanced program or UT Challenge can receive an Edubadge for their efforts.* Unsuccessfull
- *Student trainers or instructors providing above 60 hours of training or instruction per academic year can receive an Edubadge for their contribution to sports or culture associations* Unsuccessfull
- *A promotion plan has been written and executed for the promotion of Edubadges towards students, the university, and future employers.* Unsuccessfull
- *In 2024, 200 Edubadges have been awarded in recognition of the personal development of students (2022: 49).* Unsuccessfull

Final Explanation

Edubadges aim to recognise students' active participation and personal development 70 Edubadges were assigned to students in 2024. However, students have not always valued them, leading to debates about their worth compared to other forms of recognition. The EduBadges are not always recognised by companies throughout the Netherlands, but only UT wide. This discussion is ongoing. In 2024,

Efforts have been made to extend Edubadges to student trainers and entrepreneurs. The set-up was already approved by Student Administration Services. However, the only thing needed for the launch of these new Edubadges is the new design from UT. This new design was expected in September, but was delayed. Due to the ongoing discussion about the added value of the Edubadges, this goal will not be targeted in 2025



Support of Union Participants

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

Indicators

- *Research has been conducted to determine the necessary guidelines to support the Union Participants*
- *Guidelines are being created in collaboration with the Union Participants, SWIP, DE&I, and Integral safety.*

Success

Partial
Success

Final Explanation

Input was gathered to determine the necessary guidelines for the Union Participants with first a brainstorm session with the SU Board, DE&I employees, and Integral Safety employee from the UT, and second with an input session with all umbrellas. With this input a draft was made of the guidelines. The process of creating the guidelines is not finalised and the guidelines have therefore not been implemented in 2024, this process continues in 2025.

Additionally, there is a collaboration with a bachelor student, this student is researching social safety at sport associations. The outcome of this research will be used for the optimisation of the guidelines.

Goal: The boards of the Union Participants are informed about the well-being and social safety offer at UT.

Indicators

- *A training, workshop, or information session has been hosted two times.*
- *20% of the Union Participants have attended the training, workshop, or information session.*

Success

Success

Final Explanation

The portfolio holder for Well-Being attended sector meetings to explain the well-being and social safety offerings at the UT. These meetings brought together many association boards within each sector. The portfolio holder, sometimes with two SACC employees, presented the offerings using a visual of the UT's support structure, which was also distributed to the boards for wider information.

In total, 26 associations and 4 umbrellas were directly informed about the well-being and social safety offerings. With 150 Union Participants, 20% were directly informed. Umbrellas shared the information to more associations in their sector, which increases the percentage of informed Union Participants.

Goal: The Student Union supports its Union Participants regarding social safety by providing a training for the Union Participants confidential persons.

Indicators

- A training, workshop, or information session has been hosted two times.
- 20% of the Union Participants have attended the training, workshop, or information session.

Success

Unsuccessful

Final Explanation

At the beginning of the year, research was conducted on this goal, revealing that a training for confidential contact persons already exists. It is currently provided by SACC. It is made possible for associations to follow this training. In collaboration with SACC, this information has been communicated to several associations. This year, there have been two trainings. In total 11 Union Participants attended the CCP training, which is less than 20% of the Union Participants. The biggest reason for this is the limited number of spots available for the training. The possibilities to do extra sessions are already being looked at, but due to time constraints at SACC it was not possible to give more than 2 training courses in 2024, which made it impossible in 2024 to reach this goal. There are already seven Union Participants on the waiting list for the training. This goal will be continued in 2025.

Goal: The Student Union supports its Union Participants regarding sustainability.

Indicators

- Every Union Participant has been stimulated to appoint a sustainability coordinator.
- There is a training, workshop, or information session available for the sustainability coordinator within each affiliated association.
- The sustainability fund has been evaluated based on offer and financial capacity in comparison with demand.
- Two sustainable events have been organised for Union Participants to raise awareness and stimulate sustainable initiatives.

Partial Success

Partial Success

Success

Unsuccessful

Final explanation

The execution of this annual plan goal has shifted due to research into the Student Union's organisational structure. The focus is now purely on facilitating and stimulating sustainability, with two main parts: appointing sustainability coordinators and revising the sustainability fund.



All study and social associations have been encouraged to appoint a sustainability coordinator. This process is continued in 2025, and the number of associations adopting this principle should be measured.

The sustainability fund supports student initiatives and was revised in 2024 to better meet the needs of associations. Assessments are now conducted by students and experts from CFM and Greenhub.

A board information session, organised by Greenhub, was held for sustainability coordinators and other interested board members. This needs to be repeated for lasting impact, and there is potential to expand this medium. Greenhub and the Student Union share the vision of appointing sustainability coordinators in association boards.

Goal: The Student Union makes the UnionLocations Bastille and Pakkerij more sustainable.

Indicators

- *For the Bastille and Pakkerij short-term maintenance and upgrades have been set up to make these buildings more sustainable. This is in close cooperation with CFM.*
- *For the Bastille and Pakkerij, a road map that stimulates sustainable behaviour for its residents has been developed.*

**Partial
Success**

**Alternative
Success**

Final Explanation

The Student Union and CFM have consistently reminded residents to be mindful of their energy consumption and to turn off everything when leaving their rooms. Before holidays, a service desk employee ensures all equipment is turned off to save energy.

Although the Student Union has not developed a road map, CFM's Young Professionals have been working on a project to identify quick wins for sustainable student behavior. They started creating a best practices document for associations to improve sustainability, which will be finished in 2025. They also provided four recommended follow-up steps for the university (especially CFM) to promote sustainability among associations.

Continuity

Goal: The Student Union supports Union Participants in reaching or maintaining a healthy organisational, financial and accommodation capacity.

Indicators

- *The data derived from the activism monitor regarding the percentage of students that are volunteering to support the organisation of the Union Participants has been evaluated.*
- *An overview of the number of people on the waiting lists of every association has been composed.*
- *The implementation of the new world sector design has started.*
- *All viable sports and culture associations have a place in the new FAM (Facility Allocation Model) Sports and FAM Culture, respectively.*
- *An evaluation has been conducted on the accommodation capacity for student entrepreneurship, student teams, boards or substantial committees.*
- *It is advocated that the Masterplan Sports & Culture plans will be realised as soon as possible.*

Success

Success

Unsuccessful

Success

Partial Success

Success

Final Explanation

- *The data derived from the activism monitor regarding the percentage of students that are volunteering to support the organisation of the Union Participants has been evaluated.*

In 2024, the data of the active student monitor (formerly known as the activism monitor) from 2023 was analysed and compared to the data from before. The following was concluded after evaluating the percentage of students that are active:

The number of active members shows relatively minor variations across different sectors. Smaller associations tend to have a higher percentage of active members. While there are some sector-specific differences, an overall decline in the proportion of active members is noticeable when compared to data from 2021 and 2022. This downward trend is particularly pronounced in the study and world sectors, whereas it is less apparent in the social, sports, and cultural sectors.

- *An overview of the number of people on the waiting lists of every association has been composed.*

An overview has been made. In this overview, there are no waiting lists for international, social and study associations. In January 2024, an investigation was conducted into the waiting lists for Sports & Culture as part of the masterplan. At that time, four sports associations had waiting lists, with a combined total of 75 students. In the Culture sector, one association had a large waiting list of 30 students, and two others had smaller waiting lists.

- *The implementation of the new world sector design has started.*

The new world sector design was optimised in the beginning of the year together with Platform International Affairs (PIA), the ITC faculty and world associations. The optimised design is presented to the world associations. Unfortunately, there were no world associations that wanted to participate in the new design. The struggle is that the new design is mostly interesting for associations that are inactive and want to become active again, but the associations that join the world associations meetings are active and stable at the moment.

The issue of world associations lacking long-term stability remains. The new world sector design intended to solve this problem, but is ineffective due to the difficulties in the implementation of the design.

- *An evaluation has been conducted on the accommodation capacity for student entrepreneurship, student teams, boards or substantial committees.*

A survey answered by 55 Union Participants revealed some accommodation issues, but no specific trends or groups indicated widespread dissatisfaction. Individual complaints about the Bastille will be addressed, while other issues do not require immediate action and are beyond the Student Union's control (e.g., space issues owned by affiliated faculties).

The accommodation needs for student entrepreneurs still need to be evaluated.

- *All viable sports and culture associations have a place in the new FAM (Facility Allocation Model) Sports and FAM Culture respectively.*

All viable sports and cultural associations have found a place in the new FAM for both sports and culture. The upcoming years will be challenging for all associations, due to the financial difficulties at the UT. The FAM is not able to maintain the same level of accommodation, instruction and materials, with the same amount of income as last years. Solutions for this problem are being explored.

- *It is advocated that the Masterplan Sports & Culture plans will be realised as soon as possible.*

The Masterplan Sports & Culture, initially containing multiple sports and cultural accommodation expansion plans, was cut financially in the beginning of the academic year, with a smaller budget made available for necessary accommodation improvements. The Student Union has been involved with creating new plans to accommodate the biggest issues within sports and cultural accommodation. A questionnaire was shared amongst sports and cultural associations to investigate their accommodation needs, which was used in brainstorming solutions for new accommodation projects. Currently, these plans are still being made. In these discussions, the Student Union ensures student perspective is taken into account.

Goal: The Student Union encourages the existence of viable Union Participants

Indicators

- *The vision of the Student Union outlining when a Union Participant is considered viable and when it is not, has been discussed and written.*
- *It is discussed and written down what will be done when a Union Participant is not considered to be viable enough according to the vision.*
- *All Union Participants have passed a recognition check.*
- *A plan has been written on how the recognition checks will be continued.*

Alternative
Success

Success

Success

Success

Final Explanation

After careful consideration, it has been concluded that the latest version of the recognition regulations will be maintained as a guideline for outlining when a Union Participant is considered viable by the Student Union. Writing a vision would not have a significant influence on this system and was therefore not done. The recognition employee of the SU has mapped out the process for handling situations when a Union Participant is deemed non-viable, presenting this in two process flowcharts that outline steps and actions when a Union Participant fails to comply with the recognition regulations. Over the past year, all Union Participants have been evaluated based on the recognition regulations. Constructive discussions have taken place with each Union Participant who was found to be in conflict with the regulations to identify the necessary steps to become compliant with the regulations again. A standardised process is designed for future recognition checks.

Goal: The Student Union investigates how its financial durability can be improved.

Indicators

- *An analysis has been made of the Student Union's financial flows of the past 8 years.*
- *A first proposal has been written to formalise the distribution of the Student Union's equity.*

Success

Partial
Success

Final Explanation

The analysis of the Student Union's financial flows for the past eight years has been conducted. This analysis provides an overview of these financial flows which allows insight into what has changed over the past eight years and why. This insight can and will be used to create arguments for future budget preparations as well as to correct changes that have happened in the past which are not logical to continue nowadays. No proposal to formalise the distribution of the Student Union's equity has been written yet, but with the current standing of the equity in which most of the allocated

reserves have been liquidated and the General Reserve has come under €100K, the UT has approved the financial guarantee that spans the gap between the forecasted end state of the general reserve and the targeted level of €200K for 2024. It is the aim of the Student Union to arrange a similar guarantee for 2025.

Goal: The space of the UnionShop is optimally exploited.

Indicators

- A proposal has been written investigating the possible multivariable use of the UnionShop's space.

Unsuccessfull

Final Explanation

It has been observed that the UnionShop is a non-self-sustaining concept meaning it requires Central Support to balance the budget. Due to the current financial situation, the question whether the Student Union should continue the current model of the UnionShop has become even more relevant. The UnionShop does provide services to students which the Student Union wants to continue to offer. There have been several input sessions with different stakeholders on this topic, however, no proposal has been written yet. This will be one of the priorities for 2025.

Goal: Establish and maintain a diverse and sufficiently large pool of interested students for the Student Union.

Indicators

- The student journey with respect to the Student Union has been mapped.
- The results of the mapped student journey are being implemented in the communications strategy.
- The communications strategy has been evaluated.

Success

Partial Success

Unsuccessfull

Final Explanation

The communications advisor for the SU has conducted several interviews with the current and former SU board members to create the SU board journey. This is the journey students follow from coming to UT to applying for a position in the Student Union board. During the process of creating this SU board journey, several insights that were gained in the process have already been incorporated into the board recruitment process. Some of the outcomes of this are for example the Inhouse Day and more awareness of old board members of their role in recruitment. The implementation of the final mapped journey is not done yet because of limited hours available of the communication advisor, this will be finished in the beginning of 2025.

Goal: The organisational structure and way of working of the SU as an organisation is evaluated and improved.

Indicators

- *An (external) evaluation has been executed to evaluate the organisational structure and way of working of the Student Union.*
- *The work pressure on SU-board members has been mapped.*
- *Research has been conducted about the option of creating an advisory board for each portfolio.*

Success

Success

Success

Final Explanation

During the first months of 2024 De Kleine Consultant (DKC) conducted their research. The following research question was set up:

“Do all the tasks the Student Union has taken upon themselves align with the mission and vision of the organisation, and how should the Student Union adapt its organisational structure to fit this?”

The results of the research were presented, whereafter an implementation plan was made. One of the ideas that were implemented was to create portfolio specific advisory boards existing of former portfolio holders, which are already regularly used by multiple board members to receive valuable input on cases. Another implemented advice is to brainstorm on a regular basis to facilitate moments to zoom out and anticipate on trends and actualities within the student community and university.

Making connections

Goal: The Student Union makes connections with organisations that represent the interest of students.

Indicators

- *The Student Union has made a connection with two student organisations representing the interest of students within the Netherlands, like the 'Landelijk netwerk studentenorganisaties' meeting.*
- *The Student Union has made a connection with two Student Unions abroad that have been visited by the SUB in the past 10 years.*

Success

Partial Success

Final Explanation

Due to the hot topic of the “Langstudeerboete” (long study fine) the Student Union established an informal connection with Interstedelijk Studenten Overleg (ISO) through the University Council parties DAS and UReka. Additionally, the Student Union got in contact with the LSVb to stay informed about any national actions against policies of the Dutch government concerning students.

Furthermore, a new connection was made by the Student Union board with the Student Union from the technical university from Hamburg. However, no connections with former visited Student Unions were made. This is because there was not enough priority on this task. Therefore, this time was spent on making other connections, such as connections with 'Twente for protest' to facilitate students and employees from Enschede to go to the protests against the budget cuts on higher education.

Goal: The Student Union will research possible new social partnerships to support Union Participants.

Indicators

- *The Student Union has made an overview of possible areas in which they can support associations in their way of operating.*
- *The Student Union has consulted with four parties, such as Green Hub and Novel-T, regarding potential partnerships in areas such as sustainability and entrepreneurship to ultimately support affiliated associations.*
- *The Student Union has created an overview of companies in the area that have a shared vision for possible social partnerships.*

Success

Success

Partial Success



Final Explanation

To research possible new social partnerships, an outside-in approach was used where different groups within the student community were targeted with different measures. Firstly, separate questionnaires were made for the student community targeting all students and board members of Union Participants separately. Secondly, interviews were held with parties who are involved in sustainability and entrepreneurship such as startups and Saxion's Centre for Entrepreneurship. This has provided interesting insights for establishing new partnerships. Concrete actions such as follow-up meetings have already been undertaken in 2024. There are concrete plans for 2025 (embedded in the Annual Plan 2025) to continue to act upon this research.



Additional goals

Goal: The representation of associations in the sector 'Other' is up to standard.

Indicators

- *Two input sessions have been organised to map the wishes of associations in the 'Other' sector regarding representation*
- *A plan has been drafted for (in)formal representation of associations in the sector Other.*

Unsuccessfull

Success

Final Explanation

At the start of the year, the focus was on identifying associations in the 'Other' sector and their information gaps. Separate meetings and emails were used to gather input from different groups (teams, bars, events, etc.). No specific missing topics were identified, so the Student Union board set up representation by comparing with other umbrellas.

The main focus for representation was in FOBOS divisions. The 'Other' sector was added to formal processes, such as the category five division, ensuring better representation and eliminating disadvantages compared to other associations.

Goal: The Student Union celebrates the community feeling at UT on her 5th Lustrum.

Indicators

- *A committee has been set up that will organise the 5th Lustrum*
- *The celebration has reached a minimum of 1000 individuals, comprising both students and employees at UT.*

Success

Unsuccessfull

Final Explanation

An enthusiastic committee worked hard to set up the Student Union lustrum event on the 18th of October. It was a well organised day that started with a soapbox race where different groups of students raced against each other. In the evening the More Than A Degree Awards were hosted with a party in the city at the end of the day. In total there were around 500 students present throughout the day. The goal of reaching a minimum of 1000 students was not reached, even though a lot of effort was made in the promotion.

It was a nice day where student engagement was celebrated with many students. Additional goals that were reached this day were spreading the MTAD message and promotion of doing an SU board year

Other projects

Next to our Annual Plan points, the Student Union board also worked on other projects and goals. The following section reflects on additional achievements of the last year that are not directly linked to any goals in the Annual Plan 2024.

- *Implement budget reduction of 20% of the trimmable Student Union budget of 2024;*

For 2024, the Student Union had to cut significantly in their budget compared to 2023. A lot of effort was put in to creating a budget that was balanced with the lowered support. All posts were examined closely, and a list was made of posts that could be trimmed. The main goal was to only cut the budget where it would least impact the students. By cutting the budget of for example the Student Involvement Consultants, the Content Writer and the FOBOS employee, the budget was balanced in the end.

- *Defining a budget reduction of €59.000 of the Student Union's budget for 2025;*

For 2025, The Student Union had to define budget cuts on the budget compared to 2024. After examining all budget posts, several budget cuts were made, the cut on the Study Tours being the most significant. Since the SU chose to cut an amount of €36.000 on the contribution to the Study Tours, the predicted impact was big and the Student Union supported OS and the Study Tours by exploring alternative ways within the UT to finance the Study Tours

- *Finishing FAM Culture, the facility allocation guidelines for subsidy of cultural associations;*

The subsidy model for cultural associations (FAM Culture), regarding division of accommodation, instruction and materials, was finished and implemented at the end of 2023. The introduction of the FAM has generally gone well and will be evaluated during this academic year (2024-2025). Currently, there are numerous documents impacting facility allocation, and ways to simplify the process are explored.

- *Renewing FAM Sports, the facility allocation guidelines for subsidy of sports associations despite financial difficulties;*

The FAM Sports subsidy model has been under revision throughout the year to ensure financial stability amid economic challenges. A lack of indexation and underestimated costs in previous years led to an unstable financial model for the upcoming four years. Multiple adjustments were made to the FAM sports, resulting in a small positive budget for the academic year 2024-2025, so the financial model is stable for at least this academic year.

Discussions with associations at the Student Union's PCM and individual meetings improved transparency and possibilities within the regulations. The budget for 2025-2026 until 2027-2028 is not yet balanced, but efforts continue in collaboration with sports associations, Sports Umbrella Twente, and CFM Sports & Culture to maintain accessibility of the sports associations.

- *Running a Well-Being Hub pilot;*

With the SWIP working group Sense of Belonging, a student living room as Well-Being Hub was created. In this room there are different walk-in hours for well-being topics, for example to talk with a psychologist or a place for international students to ask all their questions. Next to these walk-in moments students can relax in the room, and they can isolate themselves to take a break.

- *Forming a six-member Kick-In Committee to start in February 2025*

Before the summer of 2024, a Kick-In Committee for 2025 was not formed due to a lack of interested students. Reducing the duration of the committee to one semester and installing a payment for the members facilitated that a KIC for 2025 could be formed. This committee starts in February 2025.

- *Represent students in the upcoming changes to the FOBOS policy*

Due to the budget cuts and experienced issues in the FOBOS processes, it was determined by the UT to evaluate the old and create a new FOBOS policy. The SU is actively involved in the working group that is constructing the new policy. Within this working group, the goal is to represent the interests of students. The SU incorporated students in this process by organizing input sessions.

- *Protested against and prepared for the long study fine and budget cuts of the government on higher education*

On the 25th of November, a national protest was planned against the budget cuts on higher education planned by the Dutch government. Because of the major impact of the long study fine, which was one of the ways of implementing the budget cuts, and the impact of the budget cuts on the quality of education, the Student Union decided to take a stance on this topic. Together with a group of activists of the UT, the Student Union organised buses to take students to the Hague for the protest. When the first protest in Utrecht was cancelled, the Student Union organised a local protest on campus, again in collaboration with UT activists.

- *Creating a survey and organising a thinktank about Student engagement in collaboration with University Innovation Fellows*

For quite some years, the Student Union has been making efforts to stimulate student engagement, trying to stop the decline in active students. However, until this year, there was never UT-wide research about why students do not become active anymore. This year, the Student Union has done this kind of research in the form of a survey, which got over 500 responses. In addition to this, a thinktank was hosted to gather input and ideas on how to make it easier and more attractive for students to become active. This project was done together with University Innovation Fellows (UIF).

- *Guide the continuation of the WaterSportsComplex renovation*

In the second half of the year, the financial situation regarding the WaterSportsComplex experienced some setbacks. This raised the question whether the renovation could continue or had to stop completely. Together with CFM and the CBE (Centraal Beheer Euros), the Student Union made sure that the renovation would be able to go through by scaling down the size of the renovation project while still fulfilling the students' needs.

- *Establishment of the Student Council of ECIU*

The student council of the ECIU consortium has been established in which the Student Union has a permanent seat. ECIU is a consortium of fourteen universities including UT. The student council of ECIU consists of fourteen student representative from all fourteen universities, for UT this is the portfolio holder internationalisation of the Student Union. In April 2024 the student representatives came together in Hamburg to discuss the organisation of the student council. In October the representatives finalised the statutes which established the student council of ECIU. With a seat in the student council of ECIU, the Student Union will stay involved in international relations with other student representatives.