Imperial College Union
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Officer Trustees Objectives

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Decision(s):   To note.

1. Context

Sabbatical Officers are elected on an annual basis by students at Imperial College to represent themand work for their interests. The multi-faceted nature of the role is often described in terms of the 'many hats' that they wear, namely:

i.   Activist: working to make change that an Officer feels is important, based on an individual's preference.
ii.   Representative: working to make change that students have clearly prioritised, either through a democratic mandate or alternative political structures.
iii. Staff: working to deliver key projects alongside other Union staff members, including both 'business as usual' and 'developmental' activities.
iv.   Trustees: acting as a member of the Board, and part of the team ultimately responsible for everything that the Union does.

It is therefore crucial that each Officer has a clearly defined set of agreed objectives on an annual basis. This will ensure accountability to the former of these 'hats' and will help ensure a successful year.

2. Joint Objective - Sustainability

This year, the Officer Trustee team have collectively agreed on an overarching aim:

**To embed a proactive approach to environmental <u>sustainability</u>
across all aspects of Union and College life.**

Each officer's contribution to this objective can be seen in **bold** in the tables below, among their other 3-5 individual goals for the year.

3. Individual Objectives

In addition to the joint objective, each Officer Trustee has individual objectives for the year. These are detailed in the tables below.

Union President – Camille Boutrolle

Objective	Description
1. Improve amenity availability across campuses	There is a disparity between different departments and campuses as to the amenities provided to students. This has been observed for microwaves, water fountains, and plugs in lecture theatres. ▪ Redistribute/increase the number of these amenities to ultimately better the student experience.
2. Further Imperial's outreach programs	The College is in the midst of preparing their new Access and Participation Plan (APP), which the Union has been asked to contribute to. ▪ Formulate the Union's APP ▪ Explore how to incorporate access and participation at Union level
3. To promote cross-disciplinary learning	Currently, the College offers a few Inter-Departmental Exchange (IDX) modules whereby a student enrolled on a course can elect to take a module from another course in their final years on study. However, the selection of modules is limited. ▪ Increase the number of IDX modules ▪ Long-term goal: explore cross-register with another London university
4. Strive for a top 50 ranking in People & Planet league tables	Imperial College is currently ranked 105th amongst UK universities in the People & Planet league tables. ▪ Liaise with People & Planet identify short and long term fixes ▪ Advocate for full transparency of the College's investments and for the divestment from fossil fuels

Deputy President (Welfare) – Andreea Cojocea

Objective	Description
1. Focusing on the mental health of students	The College has developed a Mental Health strategy, and the Union must play a role in developing and implementing its associated action plan. ▪ Providing better signposting towards the current mental health resources ▪ Improving training for UG and PG Wellbeing Representatives and LCOs ▪ Reaching out to students early on, during welcome week, and during the International Mental Health Day to inform of the resources available to them ▪ Organising a campaign to raise awareness regarding self-harm
2. Cost of living: evaluating effectiveness of bursaries	Students are still affected by the ongoing cost-of-living crisis. ▪ Collate a report on how bursaries at Imperial are attributed and determine if this is sufficient ▪ Lobby for financial aid for postgraduate students
3. Prevention of sexual misconduct and improved signposting to available resources	A survey last year brought to light that many cases of sexual misconduct occurred on Imperial campuses, there is a need to raise awareness and work to prevent this. ▪ Produce a report based on student experience with identified recommendations that would help to decrease the occurrence of sexual misconduct and support survivors of this behaviour ▪ Run a campaign in collaboration with ICUs Too to discuss

	various types of relationships (e.g. familial, platonic, romantic, sexual etc.),as well as how toxic behaviours can occur and be detected in each one of them. ▪ Run a visual campaign communicating the resources available tosexual assault survivors ▪ Facilitate Sexual Assault Awareness Week Campaign in February 2024
4. **Investigating climate anxiety and its effect on students**	Research suggests that climate change has had an impact on wellbeing, particularly in young people. ▪ Assess the impact of the climate emergency on wellbeing and tackle climate anxiety ▪ Produce a report and recommendations on how the Union can best support students in this remit ▪ Support the Ethics & Environment Officer with their endeavors

Deputy President (Finance & Services) – Stephanie Yeung

Objective	Description
1. Delivering a wider variety of events to include non-drinking oriented events	Following up on the CSP Culture Review from 22/23, the Union needs to lead the changes towards a shift away from the heavy drinking culture present amongst our Imperial community. Expanding the Union's variety of events to move away from drinking focused events and activities helpsto foster an inclusive space and community. ▪ Developing regular non-drinking events ▪ Expanding the non-alcoholic drinks options in our venues
2. Increasing engagement withour postgraduate community through our services	PG experience reports by the ICU and the Graduate School both reflect that majority of our postgraduate students do not feel part of the Imperial community. With half of our student population being postgraduates, the Union needs to be actively creating a welcoming space within the Union that is inclusive of our postgraduate community. ▪ Developing regular postgraduate specific events ▪ Actively engage with postgraduates to create two-way communication between the Union and our postgraduates
3. **Developing & delivering the Union's Sustainability Plan**	Environmental sustainability is a high priority amongst the Imperial community, and there is a strategic and operational need and also membership demand for the Union to do better. The Union needs to develop a plan to outline a systematic approach to improving our organisation's accountability and responsibility regarding sustainability. ▪ Consultation and engagement with all ICU stakeholders, including our students, to define & formulate the plan ▪ Working alongside Union staff to review our operations & practices and identifying areas for change ▪ Continued engagement with all ICU stakeholders, including our students, to deliver the plan

Deputy President (Education) – Yi Yang

Objective	Description
1. Support non-native speakers to learn well and study well at Imperial.	Publicise and develop the Union understanding on the quality and frequency of academic English support services from CfAE (Center for Academic English). ▪ Collaborate with International Officer on publicity and advertisement. ▪ Carry out surveys on students' expectation and feedback on existing services. ▪ Pushing through improvement of CfAE and collect feedback on such improvement..
2. Enable more students to access the Undergraduate Research Opportunities Programme (UROP)	Simplifying and standardising application processes. ▪ Encourage different departments align their deadlines for application of departmental fundings. ▪ Encourage every department to reveal "marking criteria" on project plans for departmental fundings. Publicise the existence of UROP among student bodies ▪ Hold experience sharing sessions at different departments, where students with successful experiences and programme leaders are invited to encourage more students to apply to the programme
3. Refine the mutual expectation documents and improve support for Postgraduate Research (PGR) students.	Improve student satisfaction amongst PGR students. ▪ Gather and analysis previous data and evidence on PGR support. ▪ Quantify minimum support for student from programme leaders. ▪ Define other highly required support from programme leaders. ▪ Gather feedback for an improved PG rep system and deliver onany recommendations ▪ Try to let the Business School accept the refinement.
4. Sustainability: Enable Imperial students being competitive in sustainability related industry.	Collaborate with the College to review course content and refine learning outcomes and teaching materials on sustainability related modules among different departments.

Deputy President (Clubs & Societies) – Christian Cooper

Objective	Description
1. Enable all CSPs to be high performing and inclusive.	Many clubs, societies & projects (CSPs) lack clear guidance or direction in their aims and objectives. Support is therefore often not tailored to a CSPs specific aims/objectives, and the high diversity of CSPs means that the definition of "high performing" and "inclusive" varies vastly between CSPs. • Review the definition of a CSP and define what it means to be"high performing" and "inclusive". • Create a framework to reward and encourage CSPs for hittingtheir aims and objectives. • Ensure that the goals of all CSPs are centered on member experience rather than adherence to generic aims and objectives. • Ensure that all CSPs are accessible, inclusive, and high performing, and reduce the barriers to entry to CSPs for all students.
2. Improve volunteer participation, training, and support	CSP leaders require training and ongoing support to deliver successful and high-performing activities. Often CSP leaders do not have all the required training resulting in underperforming CSPs, additional staff time requirements, and a lack of sense of fulfillment. ▪ Review the current training and support structures offered to CSP leaders. ▪ Implement structural and training changes to improve the experience of all CSP members. ▪ Increase volunteer participation and personal development. ▪ Encourage and reward high engagement.
3. ICU-college joint student activities delivery.	It is important to ensure that ICU works closely and collaborates with all College departments that deliver student activities. ▪ Collaborate with Move Imperial to develop the Future of Sport plan. ▪ Work with Move Imperial to implement strategic and operational improvements which benefit all "Imperial Athletes". ▪ Collaborate with other college departments to optimise and support the delivery of student activities.
4. Encourage collaboration within the wider London community	By sharing student activities and events with the wider London community, ICU can build up larger communities of students who share common interests and facilitate activities for which there otherwise would not be the capacity. Work can be done to create long-term partnerships with institutions and groups to run events for the wider student population. ▪ Reach out to other London universities and institutions to propose collaboration on large-scale projects, events, and activities. ▪ Review the associate membership structure to reduce barriers to entry. ▪ Investigate reducing barriers to entry to student activities and events by collaborating with other institutions.

5. Create a framework for sustainable CSP activity.	CSPs currently have no framework or guidance to encourage sustainable practice. CSPs regularly take unsustainable transport, such as flights, and engage in unsustainable practices. There are currently no rewards or recognition for CSPs which engage in sustainable practice, and no incentives to do so. - Review CSP practices and the impact they have on the environment and sustainability. - Define ICU's expectations of CSPs and create a framework to encourage and reward sustainable practice within CSPs. - Work to implement the Principles of Socially Responsible Engagement policy and create guidance around it, in collaboration with student volunteers.