

Strategic Plan

Association year

2020 - 2021



Tilburg, 18th of August 2020

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Preface

30 years ago this academic year, on the 3rd of May 1991, Study Association POLIS was founded. From that moment on, the association has proudly represented the students of Organization Studies. It will be our honour, as the board of 2020 - 2021, to continue creating opportunities for its members to develop themselves on a social, educational and professional level.

Hereby, we present the strategic plan of the association year 2020 - 2021, which will serve as a guideline during the year. This strategic plan is the result of a comprehensive review of previous years, which has revealed the strengths and weaknesses of the association to us. In addition, we have conceptualized our own standpoint on the development of the association, based on our own objectives and current challenges, such as the COVID-19 pandemic and the shorter academic year.

We feel delighted to have been given the opportunity by the board of 2019 - 2020 to be the next board of this extraordinary association, and we hope to make them proud. Their support, experience and guidance during the transfer over the past few months has helped us transform our ideas into this strategic plan. Furthermore, we would like to thank the board of 2019 - 2020 for inspiring us and giving us a clear image of what it entails to be a member of the board.

In addition, we would like to thank the past boards of Study Association POLIS for having laid a strong foundation which future boards can build on for many years. Further, we would like to thank all the wonderful members of Study Association POLIS, for supporting the association throughout the years. Without all of your enthusiasm, determination and support, the association would not be where it is today.

On behalf of the board of 2020 - 2021,

Tom van Dijk

Chairman of Study Association POLIS

Summary

By mentioning students Organization Studies the board of 2020-2021 means bachelor students Organization Studies, bachelor students Global Management of Social Issues, (pre)-master students Organization Studies and (pre)-master students Organizing for Global Social Challenges.

First, the mission will be quoted in Dutch as it is written in the bylaws. De missie van Studievereniging POLIS is in ‘De statuten der vereniging: POLIS’ als volgt omschreven:

“De vereniging heeft ten doel:

1. Het bevorderen van kennis- en informatie-uitwisseling tussen studenten onderling, tussen studenten en wetenschappelijk personeel en tussen studenten en personen die actief en kundig zijn op het gebied van Organisatiewetenschappen; de vereniging tracht dit doel te bereiken door het organiseren van activiteiten op studie- en ontspannings gebied met als uitgangspunt de kennis van de leden ten aanzien van Organisatiewetenschappen te verruimen.
2. Een bijdrage te leveren aan de promotie van de studierichting Organisatiewetenschappen aan de universiteit van Tilburg” (Artikel 4, pagina 1).

This translates into:

The mission of Study Association POLIS as explained in ‘The bylaws of association: POLIS’:

“The association’s goal is:

1. Promoting the knowledge and information exchange between students, between students and the academic staff, and between students and people who are active and capable in the area of Organization Studies; the association attempts to achieve this goal by organizing study-related as well as leisure activities that aim to broaden the members’ knowledge with respect to Organization Studies.
2. Contributing to the promotion of the study Organization Studies at Tilburg University.” (Paragraph 4, page 1)

The board of 2020 - 2021 used the mission to formulate an appropriate vision. The vision is as follows:

“Study Association POLIS is a platform that focuses on the development and enrichment of Organization Studies students on study-, professional-, and socially-oriented practices. The association focuses on the integration between various levels within the organization and the versatility of the association. By promoting engagement, Study Association POLIS’ integration and versatility contribute to the development of students of Organization Studies. The association strives to promote engagement between students of Organization Studies, students of Organization Studies and alumni of Organization Studies, between students of Organization Studies and the business sector, and between students of Organization Studies and Tilburg University. Moreover, the association seeks to accomplish organizational development by improving the organization’s professionalization.”

Foundation 1: Personal professional development

The first foundation of the board of 2020 - 2021 intends to build on is Personal professional development. By mentioning Personal professional development the board of 2020 - 2021 means to enhance the support of Organization Studies students’ education and capabilities complementing the study programs, and to support students with the preparation for the transition from the studies to the work field. In addition, the board of 2020 - 2021 seeks to provide insight into prospective career opportunities for students. The board of 2020 - 2021 divides Personal professional development into Educational development and support, Professional skill development, and Career orientation.

Foundation 2: Social Development

The second foundation the board of 2020 - 2021 intends to build on is Social development. By mentioning Social development, the board of 2020 - 2021 means to provide Organization Studies students with the opportunity to make personal connections, to encourage the development of social skills, and promote engagement on an association level. Furthermore, the board of 2020 - 2021 seeks to facilitate interaction between the association's demographics, and to facilitate the participation within the association. The board of 2020 - 2021 divides social development into Integration, Involvement, and Personal social development.

Foundation 3: Professionalization of the association

The third foundation the board of 2020 - 2021 intends to build on is the Professionalization of the association. By mentioning Professionalization of the association, the board of 2020 - 2021 means the enhancement and development of the internal and external practices of the association. Furthermore, the board of 2020 - 2021 seeks to improve the accessibility of the association. The board of 2020 - 2021 divides Professionalization of the association into Digitalization of the association, and Organizational learning.

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Introduction

Hereby the board of 2020 - 2021 presents the strategic plan of the association year, in which the mission of the association, the vision, the foundations and the key points of the board of 2020 - 2021 are described. This strategic plan also contains the tasks and responsibilities of the board and the different committees, and will provide guidance for the association year 2020 - 2021. By mentioning Organization Studies students the board of 2020 - 2021 means bachelor students Organization Studies, bachelor students Global Management of Social Issues, (pre)- master students Organization Studies and (pre-)master students Organizing for Global Social Challenges. The board of 2020 - 2021 will show full commitment and enthusiasm during the year in order to apply the key points of this strategic plan. By applying this, the board of 2020 - 2021 intends to let Study Association POLIS grow further into the direction of the chosen vision.

The board of 2020 - 2021 decided to continue the structure of the strategic plan which was established by previous boards. This implies the following: “The strategic plan is structured into foundations and key points. These foundations are the basis for the current and future strategic plans of Study Association POLIS. Future boards can, if necessary, make changes to the current foundations. By evaluating the strengths and weaknesses, the board can apply key points to each foundation to be able to meet the needs of the association.”

After evaluating the strengths and weaknesses of Study Association POLIS during panel sessions, different meetings and brainstorm sessions, the board of 2020 - 2021 has applied key points to each foundation. These different key points will provide guidance within this strategic plan and the association year of 2020 - 2021. The key points will present itself in the tasks and responsibilities of the board members and the different committees. The board of 2020 - 2021 is ultimately responsible for executing this strategic plan.

The structure of the strategic plan will now be described. In the first paragraph, the mission of the association, the vision, the foundations and the key points of the board of 2020 - 2021 will be described. In the second paragraph, the tasks and responsibilities of the board of 2020 - 2021 will be described. Paragraph three describes the tasks and responsibilities of the different committees. The last paragraph contains a description of the additional board activities of the board of 2020 - 2021.

1. Strategic Plan, Foundations and Key Points

In this chapter, the strategic plan of Study Association of the board 2020 - 2021 is central. First the mission and vision will be explained below. Hereafter, the foundations and key points will be explained, they will serve as a guide for the strategic plan.

1.1 Mission

First, the mission will be quoted in Dutch as it is written in the Bylaws.

De missie van Studievereniging POLIS is in ‘De statuten der vereniging: POLIS’ als volgt omschreven:

“De vereniging heeft ten doel:

1. Het bevorderen van kennis- en informatie-uitwisseling tussen studenten onderling, tussen studenten en wetenschappelijk personeel en tussen studenten en personen die actief en kundig zijn op het gebied van Organisatiewetenschappen; de vereniging tracht dit doel te bereiken door het organiseren van activiteiten op studie- en ontspannings gebied met als uitgangspunt de kennis van de leden ten aanzien van Organisatiewetenschappen te verruimen. 2. Een bijdrage te leveren aan de promotie van de studierichting Organisatiewetenschappen aan de universiteit van Tilburg” (Artikel 4, pagina 1).

This translates into: The mission of Study Association POLIS as explained in ‘The bylaws of association: POLIS’:

“The association’s goal is:

1. Promoting the knowledge and information exchange between students, between students and the academic staff, and between students and people who are active and capable in the area of Organization Studies; the association attempts to achieve this goal by organizing study-related as well as leisure activities that aim to broaden the members’ knowledge with respect to Organization Studies. 2. Contributing to the promotion of the study Organization Studies at Tilburg University.” (Paragraph 4, page 1)

1.2 Vision

The board of 2020 - 2021 used the mission to formulate an appropriate vision. The vision is as follows:

“Study Association POLIS is a platform that focuses on the development and enrichment of Organization Studies students on study-, professional-, and socially-oriented practices. The association focuses on the integration between various levels within the organization and the

versatility of the association. By promoting engagement, Study Association POLIS' integration and versatility contribute to the development of students of Organization Studies. The association strives to promote engagement between students of Organization Studies, students of Organization Studies and alumni of Organization Studies, between students of Organization Studies and the business sector, and between students of Organization Studies and Tilburg University. Moreover, the association seeks to accomplish organizational development by improving the organization's professionalization.”

1.3 Foundations and key points

The foundations the board of 2020 - 2021 presents are:

- Personal professional development of students Organization Studies
- Social development of students Organization Studies
- Professionalization of the association

The board of 2020 - 2021 wants to specify key points to the foundations to state what the focus of Study Association POLIS will be for the upcoming year. The foundations, as stated above, and the associating key points of the board of 2020 - 2021 will be specified in the next paragraphs.

1.3.1 Foundation 1: Personal professional development

The first foundation of the board of 2020 - 2021 intends to build on is Personal professional development. By mentioning Personal professional development the board of 2020 - 2021 means to enhance the support of Organization Studies students' education and capabilities complementing the study programs, and to support students with the preparation for the transition from the studies to the work field. In addition, the board of 2020 - 2021 seeks to provide insight into prospective career opportunities for students. The board of 2020 - 2021 divides Personal professional development into Educational development and support, Professional skill development, and Career orientation.

Key point 1: Educational development and support

By mentioning Educational development and support, the board of 2020 - 2021 means the enrichment of knowledge of Organization Studies students and providing support for members in their studies. The board of 2020 - 2021 strives to achieve this by enhancing study-related assistance.

The board of 2020 - 2021 strives to achieve this by:

- Enriching students' study-related knowledge, by offering two case-oriented activities. These two activities will be related to a course of Organization Studies and Global Management of Social Issues, and can be evaluated via a debriefing session. The board of 2020 - 2021 strives to ensure quality by collaborating with, for example, the department to guarantee the fit between the theme and the program.
- Improving the availability of study enhancing resources for students later in their studies. The board of 2020 - 2021 strives to achieve this by working together with the department and older year students to create outputs that complement the study program. These outputs can for example be thesis guidelines, or guidelines on how to conduct a literature review.
- Enriching students' online development by developing an online learning platform, which is updated regularly. The board of 2020 - 2021 strives to achieve this by creating the "Online Learning Platform" on the website. The online learning platform will provide, for example free cv-checks and assessment training.

Key point 2: Professional skill development

By mentioning Professional skill development, the board of 2020 - 2021 means supporting students in developing skills in the professional environment. The board of 2020 - 2021 strives to achieve this by providing opportunities for students' professional skill development.

The board of 2020 - 2021 strives to achieve this by:

- Preparing students for the work field by facilitating hard- and soft skill development. The board of 2020 - 2021 seeks to achieve this by creating the AdvanCie. This new committee will organize at least two workshops or trainings for example on negotiation skills or a Microsoft Excel training given by the Student Career Services.
- Improving the execution of the committee functions. The board of 2020 - 2021 strives to achieve this by contributing to the committee members' understanding and execution of functions by, for example, giving the chairman of a committee leadership training or giving the treasurers an accounting training.

Key point 3: Career orientation

By mentioning Career orientation, the board of 2020 - 2021 means to enrich students' knowledge with regard to the work field, as well as to offer insight into future career opportunities. The board of 2020 - 2021 strives to achieve this by creating opportunities that familiarize Organization Studies students with the professional environment of Organization Studies.

The board of 2020 - 2021 strives to achieve this by:

- Improving students' insights related to the work field of Organization Studies. The board of 2020 - 2021 strives to achieve this by setting up the foundations of the POLIS Advisory Group by using advice of an external party. The board of 2020 - 2021 will make guidelines with yearly goals and evaluations to provide the continuation of this plan. This advisory group will give advice to organizations.
- Providing a more accessible way for students to gain insight into career opportunities, by establishing methods to connect students with the association's alumni. An example could be adding an overview of information about the alumni on the website, setting up a buddy system between students and alumni, or incorporating an infographic of the distribution of alumni on the website.

1.3.2 Foundation 2: Social Development

The second foundation the board of 2020 - 2021 intends to build on is Social development. By mentioning Social development, the board of 2020 - 2021 means to provide Organization Studies students with the opportunity to make personal connections, to encourage the development of social skills, and promote engagement on an association level. Furthermore, the board of 2020 - 2021 seeks to facilitate interaction between the association's demographics, and to facilitate the participation within the association. The board of 2020 - 2021 divides social development into Integration, Involvement, and Personal social development.

Key point 1: Integration

By mentioning Integration, the board of 2020 - 2021 means to increase cohesiveness between Organization Studies students. The board of 2020 - 2021 strives to achieve this through facilitating interaction between students of Organization Studies and through practices that promote cooperation between students.

The board of 2020 - 2021 strives to achieve this by:

- Boosting integration by stimulating conversation between members. The board of 2020 - 2021 strives to achieve this by implementing a small icebreaker in new groups. This icebreaker will be implemented in new (temporary) groups in POLIS activities.
- Promoting interaction between committees by structuring the function of Chief of drinks. Chief of drinks will now be responsible for organizing multiple larger scale committee events, which multiple committees can attend and BaCo points might be earned. The board of 2020 – 2021 will support the Chief of drinks by providing meeting opportunities, where the Chief of drinks will have the opportunity to brainstorm for activities. Groups of Chief of drinks will be responsible per event.

Key point 2: Involvement

By mentioning Involvement, the board of 2020 - 2021 means improving the engagement of the members with the association. The board of 2020 - 2021 seeks to accomplish this by enhancing interaction through communication channels and increasing the approachability of the association.

The board of 2020 - 2021 strives to achieve this by:

- Improving the engagement of the members with the association. The board of 2020 – 2021 strives to achieve this by adding new interactive content to Study Association POLIS' social media channels. This includes 'Takeover Tuesday', which shows a day in the life of an association member. Moreover, 'Recent Recap' will be introduced, which focuses on recapping past events by involving members and their personal experiences. In addition, an

explanatory video about the General Meeting will be created and added to the website.

- Increasing the approachability of the association by increasing interaction between members. The board of 2020 – 2021 strives to achieve this by introducing incentives to involve members with the association through using competitive games for members, including an association-wide leaderboard.
- Ensuring members feel comfortable voicing confidential concerns. The board of 2020 - 2021 strives to achieve this by introducing a trust person. This trust person lowers the threshold for members to interact with the association in a confidential manner. This can contribute to a safe environment for members, which in turn contributes to their involvement with the association. Furthermore, a document will be created that will describe the function of the trust person.

Key point 3: Personal social development

By mentioning Personal social development, the board of 2020 - 2021 means supporting students in developing social skills. Moreover, the board of 2020 - 2021 seeks to stimulate the bonding of committee members, their understanding of teamwork and the enhancement of their communication, which will stimulate the development of social skills.

The board of 2020 - 2021 strives to achieve this by:

- Stimulating development and communications within a committee. The board of 2020 - 2021 seeks to achieve this by implementing a team building activity that is accessible online, for example a small-scale escape room. This will be in the beginning of the year, and a briefing and debriefing will be included. Both will be targeted towards supporting the understanding of teamwork.
- Stimulating peer learning by improving the feedback culture within committees. The board of 2020 - 2021 seeks to do this by improving the goals and expectations. For example by creating a grading-system and setting up measurable goals.
- Providing students with the opportunity to develop themselves as a person. The board of 2020 - 2021 strives to achieve this by organizing an activity which focuses on the personal experiences of the speaker(s) and adding a networking opportunity. An example could be a TEDx-style event, followed up by a network drink.

1.3.3 Foundation 3: Professionalization of the association

The third foundation the board of 2020 - 2021 intends to build on is the Professionalization of the association. By mentioning Professionalization of the association, the board of 2020 - 2021 means the enhancement and development of the internal and external practices of the association. Furthermore, the board of 2020 - 2021 seeks to improve the accessibility of the association. The board of 2020 - 2021 divides Professionalization of the association into Digitalization of the association, and Organizational learning.

Key point 1: Digitalization of the organization

By mentioning Digitalization of the organization, the board of 2020 - 2021 means the improvement of internal practices and building on the foundation of the technological platforms the association utilizes. The board of 2020 - 2021 seeks to accomplish this by digitalizing internal procedures and developing a more complete technological platform.

The board of 2020 - 2021 strives to achieve this by:

- Improving the processes and systems within the association. The board of 2020 - 2021 strives to achieve this by digitalizing the study-related support the association provides its members. An example could be offering the option of buying summaries on the association's website or an online platform where members can buy each other's study books.
- Incorporating the association's multimedia into one platform. The board of 2020 - 2021 strives to achieve this by turning the website into a one-stop platform. This will include incorporating Flickr and Vimeo via a widget under a password protected part of the website.
- Enhancing the digital recruitment process of Study Association POLIS by creating informative content about the association's practices. An example is an animated video describing Study Association POLIS' most relevant information.

Key point 2: Organizational learning

By mentioning Organizational learning, the board of 2020 - 2021 means getting new insights from and the sharing of relevant information with external organizations. In addition, the board of 2020 - 2021 aims to improve the internal knowledge retainment of the association. The board of 2020 - 2021 seeks to achieve this by forming stronger collaborations with external organizations, thus expanding the professional network of the association.

The board of 2020 - 2021 strives to achieve this by:

- Improving the internal or external processes of the association through knowledge sharing with organizations outside of Tilburg University. The board of 2020 - 2021 strives to achieve

this by structuring the collaboration with external organizations. An example could be a collaboration with the representatives from Studievereniging Perikles or Cedo Nulli or an event with members of Study Association POLIS and Studievereniging Perikles or Cedo Nulli.

- Enhancing the knowledge retainment for future learning. The board of 2020 - 2021 seeks to achieve this by improving documentation that focuses on handling extraordinary events. An example could be adding information or guidelines in situations when only online events are possible.

2. Responsibilities and Tasks of the Board of 2020 - 2021

In order to execute the focus points described above, it is important to lay out the responsibilities and tasks of the board members in a clear manner. In this chapter of the strategic plan, the responsibilities and tasks of the board will be described.

The board of 2020 - 2021 consists of six members with the following positions:

Tom van Dijk	Chairman
Boris Schussler	Secretary and Vice-Chairman
Sjoerd van Nostrum	Treasurer
Laurens Maas	Public Relations and External Affairs
Ramon Verhagen	Coordinator 1
Josse Wannet	Coordinator 2

2.1 General Responsibilities and Tasks of the Board Members

All the board members of Study Association POLIS will have the following responsibilities and tasks:

- Being open to ideas and suggestions of members and other people involved;
- Being available for performing a POLIS-room service and answering the questions of members and other people involved;
- Management of the POLIS-room and POLIS-archive;
- Drafting the strategic plan of the board year;
- Overseeing the performance of the goals, which are set in the strategic plan;
- Presenting the progress of the focus points of the board and the committees during the General Meeting;
- Composing the committees;
- Being responsible for the committees;
- Being present, as far as possible; during events organized by Study Association POLIS;
- Promoting activities organized by Study Association POLIS;
- Promoting services offered by Study Association POLIS;
- Clarifying the description of the Study 'Organization Studies' to external parties;
- Being responsible for the organization of board events (like the opening party, General Meetings and the committee information evening);
- Overseeing the evaluation of the association's events;
- Timely recruitment of candidate board members for the association year 2021-2022;
- Giving a transfer to the following board;
- Preparing the following board.

2.2 Chairman

The tasks of the Chairman of Study Association POLIS include:

- Supervising the entire association and the board;
- Being up to date regarding the courses of events of the association;
- Charing board-, chairmen-, and general meetings;
- Providing agendas for the board-, chairmen-, and general meetings;
- Being the spokesperson for the association;
- Guiding the process of establishing the strategic plan for the coming board year and presenting the strategic plan;
- Living up to the mission, vision, foundations and key points of Study Association POLIS;
- Maintaining contact with Stimulus and other association of Tilburg University;
- Participating in the TSB-Platform;
- Maintaining contact with the advisory board of Study Association POLIS;
- Organizing and presiding at least two chairmen meetings with the chairman of the committees;
- Maintaining contact with the department of Organization Studies;
- Laying the foundation for the POLIS Advisory group;
- Being responsible for the trust person;
- Being responsible for the workshop case-oriented workshop;
- Updating the Website and the Instagram;
- Contact with external associations;
- Coordinating the Career Committee;
- Coordinating the Excursion Committee.

2.3 Vice-chairman

The tasks of the Vice-Chairman of Study Association POLIS include:

- Replacing the chairman when the chairman is not able to perform their function;
- Controlling the chairman; Supporting the chairman in actively controlling the compliance with the mission, vision and foundations of Study Association POLIS;
- Taking over the tasks and responsibilities of the chairman when this is necessary.

2.4 Secretary

The tasks of the Secretary of Study Association POLIS include:

- Transcribing board meetings and General Meetings. Publishing these transcripts to the members of the association and the members of the board;
- Maintaining the membership database;
- Taking care of and archiving all incoming and outgoing (electronic) mail;

- Informing members via the Newsflash;
- Maintaining contact with the secretaries of the committees;
- Organizing and chairing at least one secretary meeting with secretaries of the committees;
- Enrolling the new board at the Chamber of Commerce;
- Maintaining the contact with studystore;
- Participating in the IDEA-TSB Activity Workgroup;
- Maintaining contact with external associations;
- Setting up and coordinating the Student-for-a-day pool;
- Having the responsibility over the POLIS instagram story during events;
- Having the responsibility over ‘Takeover Tuesday’;
- Coordinating the Charity Committee;
- Coordinating the Lustrum Committee;
- Coordinating the Promotion Committee.

2.5 Treasurer

The tasks of the Treasurer of Study Association POLIS include:

- Keeping the bookings and accounts regarding the Study Association up to date;
- Preparing the budget at the beginning of the association year and to present this budget during the first General Meeting;
- Making an interim evaluation of the prepared budget made at the beginning of the association year;
- Maintaining and controlling the bookkeeping of the treasurers of the different committees;
- Preparing the profit and loss account at the end of the association year and to present this profit and loss account during the General Meeting;
- Maintaining contact with the Financial Control Committee of Study Association POLIS;
- Maintaining contact with the treasurers of the different committees of Study Association POLIS;
- Organizing and chairing at least one treasurer meeting with the treasurers of the committees;
- Managing the cash box of Study Association POLIS. When the box has reached three hundred euros (€300) or more, it needs to be skimmed off;
- Keeping track of the financial supplies;
- Being controlled and advised by the Financial Control Committee for at least once prior to a General Meeting;
- Overwriting all accounts to the present treasurer and chairman;
- Supporting the PR-EA functionary in his tasks;
- Having the responsibility over the summaries;
- Having the responsibility over the Club of 50;
- Having the responsibility over the Friends of POLIS;

- Having the responsibility over the GoPro;
- Updating and maintaining the photos in Flickr;
- Coordinating the Lustrum Committee;
- Coordinating the Study Trip Committee.

2.6 Public Relations and External Affairs

The tasks of Public Relations and External Affairs of Study Association POLIS include:

- Recruitment of new sponsors;
- Maintaining and, if desired, improving relationships with existing external relations of Study Association POLIS;
- Coaching of PR-officers of multiple committees;
- Organizing and presiding at least one PR-officer meeting with the PR-officers of the committees;
- Keeping track of the External Affairs Database;
- Having the responsibility of providing further coaching for members of externally oriented committees through a PR workshop;
- Having the responsibility of maintaining ‘Alumni Say Hi!’;
- Having the responsibility over the POLIS Advisory Group foundation;
- Being actively involved in the IDEA acquisition workgroup;
- Acquiring and maintaining the contact information of alumni for the website;
- Coordinating the Master Committee;
- Coordinating the Advancement Committee.

2.7 Coordinator 1

The tasks of Coordinator 1 of Study Association POLIS include:

- Having the responsibility of maintaining ‘Recent Recap’;
- Having the responsibility of structuring the chief of drinks;
- Having the responsibility of the camera and taking photos;
- Having the responsibility of improving the goals and expectations;
- Maintaining contact with the Boekanier;
- Coordinating the TiPCie Committee;
- Coordinating the Food Committee;
- Coordinating the Introduction Committee;
- Coordinating the Sport Committee;
- Coordinating the Yearbook Committee.

2.8 Coordinator 2

The tasks of Coordinator 2 of Study Association POLIS include:

- Maintaining the website;
- Being the contact person for the internationalization officer;
- Being the contact person for the IDEA internationalization workgroup;
- Maintaining 'Making your Monday';
- Having the responsibility of the thesis guidelines and workshop case-oriented workshop;
- Coordinating the Battle Committee;
- Coordinating the Culture Committee;
- Coordinating the Event Committee.

2.9 Conclusion

In this chapter, the Board of Study Association POLIS is introduced. Subsequently, the general responsibilities and tasks of all board members are laid out. Lastly, the individual tasks of all board members are outlined.

3. Responsibilities and Tasks of Committees

3.1 General Responsibilities

Below are the General Responsibilities of all committees within Study Association POLIS stated:

- All committees attempt to obtain the specific goals while taking the key points as drafted by the board of 2019-2020 into account;
- To ensure that there will be no loss of knowledge and to maintain the effectiveness and continuity of the committees, every committee must draft a transfer document in English. The document should contain an introduction about the goal of the committee, a description of the committee functions, the experiences of former committee members and an evaluation of last year's achievements;
- The board of 2019-2020 expects of all its committee members to keep an active attitude and execute their given tasks;
- To keep all members of Study Association POLIS up to date of the current state of affairs, committees can be asked to contribute to the Almanac, Newsflash, website and social media. Committees will be informed of this in good time;
- Based on the number of active member applications the board of 2019-2020 will decide whether or not some committees will be implemented.

3.2 Specific Responsibilities and Tasks of Committees

The following part will specifically describe the responsibilities, tasks and goals of the committees separately.

3.2.1 Advisory Board

The Advisory Board (RvA) has the goal to advise the board for at least four times during the academic year 2020 - 2021. During these meetings, the Advisory Board will discuss and give counsel about the strategic plan and state of affairs of the Board 2020 - 2021 of Study Association POLIS. The advice of the Advisory Board can be requested by the board or can be given by the Advisory Board itself.

3.2.2 Advancement Committee

The Advancement Committee (AdvanCie) has the goal to prepare students for the work field by facilitating hard- and soft skill development. The committee will achieve this by organizing at least 2 workshops or training sessions.

3.2.3 Battle Committee

The Battle Committee (BaCo) has the goal to actively involve committees in the committee battle. The Battle Committee organizes three themed afternoons at the POLIS room where committees can score extra points for the committee battle.

3.2.4 Career Committee

The Career Committee (CareerCom) has the goal to get students in touch with the working field of Organization Studies. The Career Committee will achieve this by organizing two formal events that will cover both fields of study in at least one of the activities.

3.2.5 Charity Committee

The Charity Committee (ChariCie) has the goal to do meaningful and necessary work for the society. The committee will be responsible for two charity events. One will be an activity where POLIS members will participate in charity work. The other will be a crowdfunding activity from which the funds will go to a foundation.

3.2.6 Culture Committee

The Culture Committee (CultureCom) has the goal to create opportunities for students to learn about cultures. The Culture Committee will achieve this by organizing two informal events that can cover any aspect of cultures.

3.2.7 Editorial Committee

The Editorial Committee has the goal to publish an Almanac and organize the New Year's Drink. The Almanac will be published at the end of the academic year 2020 - 2021. Organizing Super Tuesday in collaboration with SportCom.

3.2.8 Event Committee

The Event Committee (EC) has the goal to organize two informal events, one of these events will be the 'Stadhuisstraatcantus', the other event has to be original and will be free to be determined by the committee.

3.2.9 Exchange Committee

The Exchange Committee (ExchangeCom) has the goal to organize an informal activity at the end of the year. The purpose of this committee is to include people within Study Association POLIS who are not able to join a committee from the beginning of the academic year due to their exchange.

3.2.10 Excursion Committee

The Excursion Committee has the goal to organize a two-day excursion. The committee is free to determine the destination. The excursion will consist of two different themed days. The first day will be devoted to career-oriented entrapment and the second day will be devoted to social development.

3.2.11 Financial Control Committee

The Financial Control Committee (KasCo) has the task of evaluating the treasurer of Study Association POLIS. The KasCo will come together at least one time prior to the General Meeting. The KasCo also presents a report of the control during the General Meeting.

3.2.12 Food Committee

The Food Committee (FoodCie) has the goal to organize two events related to food. The committee is able to collaborate with other committees in order to enrich the events. The committee also helps to arrange the Organization Studies Dinner.

3.2.13 Introduction Committee

The Introduction Committee (Intro) has the goal to organize an introduction weekend for all freshmen of Organization Studies. This three-day activity, in which students get to know each other and the association, will be prepared during the academic year 2019-2020. Moreover, this committee has the goal to enthuse students for the introduction weekend and Study Association POLIS.

3.2.14 Lustrum Committee

The Lustrum Committee has the goal to organize the 30 year of Study association POLIS. The lustrum will take place over the course of 11 days. During these 11 days, the lustrum committee will highlight the diversity of the association in collaboration with other committees.

3.2.15 Master Committee

The Master Committee (MAC) has the goal to connect the almost graduated students with the working field. The committee will consist of pre-master and master students Organization Studies. This committee organizes at least two events for (pre-)masters of Organization Studies. The Master Committee will organize an Undercover Recruitment Event and a Business diner to achieve its goal.

3.2.16 Theme Party Committee

The Theme Party Committee (TiPCie) has the goal to organize relaxing, non-study related activities. The Theme Party Committee is responsible for organizing two themed-parties and a pub crawl.

3.2.17 Posterpool

The Posterpool has the goal to design posters and other promotional materials for Study Association POLIS. It is possible for members to become part of both the Posterpool and a committee.

3.2.18 Promotion Committee

The Promotion Committee (Promo) has the goal to promote both Study Association POLIS as well as Organization Studies. The Promotion Committee is responsible for the coordination of the gadget, a “bring your friends activity” and a family day.

3.2.19 Sports Committee

The Sports Committee (SportCom) has the goal to organize at least two sport-related events for members of Study Association POLIS. The committee also helps to arrange Super Tuesday in collaboration with the Redactie.

3.2.20 Student-for-a-day pool

The student-for-a-day pool has the goal to guide future students around the campus and to lectures. It is possible for members to become part of both the student-for-a-day pool and a committee.

3.2.21 Study Trip Committee

The Study Trip Committee (STiP) has the goal to organize a study trip abroad for Organization Studies. This trip will contain career-orientated, cultural and recreational events. The Study Trip

Committee is obligated to center the trip around a theme within the field of Organization Studies. The program of the trip should incorporate company visits.

3.2.22 TOP Committee

The TOP Committee (TOPCom) has the goal to promote Study Association POLIS during the TOP week. This committee will attempt to achieve this by organizing several events related to the association.

3.3 Conclusion

In this paragraph, the general and specific responsibilities and tasks of the different committees within Study Association POLIS are described. In the last paragraph, the board of 2019-2020 will explain the additional board activities.

4. Additional Board Activities

In the previous chapters, the responsibilities and tasks of the board of 2019-2020 are discussed. These will be defined further in this chapter.

4.1 Active Member Activities

During the association year, the board of 2019-2020 organizes two events to thank the members for their dedication, an Active Member Dinner and Active Member Activity.

4.2 Alumni activity

The board of 2019-2020 will organize an activity with alumni to provide an opportunity for the development of the formal network of the members of Study Association POLIS.

4.3 Board information session

The board of 2019-2020 will organize a session in which they will explain their experience to prospective new board members.

4.4 Committee information event

The board of 2019-2020 will organize a committee information evening at the beginning of the academic year. During this event, guests can be informed about the committees of Study Association POLIS and the tasks related to the committees.

4.5 ‘Former boards’ activity

The board of 2019-2020 will organize a ‘former boards’ activity. The purpose of this activity is to strengthen the ties between former boards and the current board of Study Association POLIS and learn from each other’s experiences.

4.6 Freshmen barbecue

The board of 2019-2020 will organize a freshmen barbecue for all first-year Organization Studies students at the beginning of the academic year. The purpose of the barbecue is to increase the involvement of first-year students towards Study Association POLIS.

4.7 Freshmen information meeting

The board of 2019-2020 will organize a freshmen information meeting at the beginning of the academic year. The goal of this activity is to inform new Organization Studies students about studying at Tilburg University.

4.8 General Meeting

At least two times a year, the board of 2020 - 2021 organizes a General Meeting. During this meeting, the (financial) state of affairs of Study Association POLIS is discussed. Also looking at the continuing strategic plan that is continuing through the academic year. The General Meeting is accessible for the members of Study Association POLIS. In case of impediment, the member needs to inform the secretary of the board of its impediment. An eventual voting authorization can be given. The main language of the General Meeting will be English.

4.9 (Pre-)Master introduction activity

The board of 2020 - 2021 will organize an introduction activity at the beginning of the academic year. The focus of this event will be on (pre-)master students Organization Studies.

4.10 (Pre-)Master workshops

The board of 2020 - 2021 will facilitate two workshops specifically targeted at (pre-)masters, oriented in the working field of Organization Studies and specialized in the Organizing for Global Social Challenges and Organization Studies master programs.

4.11 Opening activity

The board of 2020 - 2021 will organize an opening party with an emphasis on the informal networking aspect. The purpose of this activity is to facilitate a more complete social network within

the association as a whole and open the association year in a festive way, while introducing the sponsoring pub, Café de Boekanier, to the new members of Study Association POLIS.

4.12 OS-Dinner

Once a year, the board organizes the OS-Dinner for members of Study Association POLIS and lecturers of Organization Studies, in collaboration with the Food Committee and the Department of Organization Studies. During this event, students and lecturers can communicate in an informal way.

4.13 Panel Sessions

The board of 2020 - 2021 will organize three panel sessions for the members. The purpose of these sessions is to give members the opportunity to reflect on relevant topics regarding the association.

4.14 SPSS workshop

The board of 2020 - 2021 will facilitate an SPSS workshop. The goal of this workshop is to help the students work with this program.

4.15 Conclusion

In this final paragraph, all the additional board activities are defined as far as possible. Hereby the board of 2020 - 2021 closes the strategic plan. A summary of this strategic plan will be presented by the chairman of the board of 2020 - 2021 to the members during the General Meeting, where the board transfer will take place.