



SAKS business plan 22/23

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The Union Board

The Union Board's primary function is to be the highest decision-making, operational body within SAKS. This means that the Union Board must manage SAKS's daily activities and ensure that it fulfills its role. The union board shall work strategically to manage and support all parts of SAKS's activities. The union board also coordinates the education monitoring at the faculty-wide level and represents SAKS externally. This also includes ensuring that all bodies comply with SAKS's governing documents, their business plans and budgets decided by the Council.

Focus issues

Every year, the Union Board has one or two issues that they work more actively with. For the financial year 2022/23, the Board has chosen to have three focus issues: an education issue, a student social issue and an internal organizational focus issue. The goal is for the Union Board to choose an education issue and a study social issue in two-year periods that run in turn, while the organizational issue is chosen annually. The purpose is to place special commitment on some current issues for a limited time.

	21/22	22/23	23/24
Utbildning	Digitalisering	Framtidens lärandemiljöer	
Studiesocialt	Studiesocial återupplivning		
Intern organisation	Struktur och kommunikation	Omorganisation av SAKS organisation	

The learning environments of the future

The focus issue for education in the financial years 20/21 and 21/22 was digitalization. This was a result of the then ongoing pandemic which led to a rapid shift of all education at Sahlgremska Academy to large-scale distance learning. Now that society has returned to normalcy, there is a clear interest from the Sahlgremska Academy in continuing to take the parts of digital teaching that were beneficial and apply them to the education. Focusing on the learning environments of the future will be a way for the Union Board to, as mentioned, recognize the beneficial parts, but also to preserve the traditional campus-based teaching. In SAKS's opinion document *Distance education and digitalization*, the Board's views on this issue are stated. The opinion document is a living document and should be used as a tool for SAKS in these matters. The issue will be relevant now and, in the future, as mixed teaching methods will become more common.

Although there were shortcomings in the quality of education during the pandemic, the change has also brought positive benefits. From a student perspective, the union needs to highlight and work for the preservation of the positive aspects that emerged during the transition, for the period after the pandemic. The work of developing teaching in digital environments for the education of the future takes place both at Sahlgremska Academy and at university-wide level.



Pedagogy

With regards to the teaching that continues to take place via digital platforms, the Union needs to monitor that the pedagogical development keeps up.

The union board shall

- use lessons from the pandemic in advocacy work,
- work to ensure that teachers and lecturers at SA have the opportunity for pedagogical competence development with a focus on digital teaching,
- maintain student influence in the digitization process,
- be involved in shaping the education of the future at faculty and university level,
- ensure that teachers are available even for distance learning.
- ensure that regardless of the form of teaching, the pedagogy must be maintained to the highest possible standard.

Social aspects

In order to perform in their studies and maintain good physical and mental health, it is important to socialize with and meet other people in varied contexts. Meeting and communicating with others is important to prepare for the working life.

The union board shall

- work to ensure that the education promotes students' communication and collaboration skills,
- ensure that teachers are available to students even when using distance lectures and recorded teaching materials,
- review students' needs when it comes to campus teaching versus digital teaching,
- ensure that there is a good balance between campus teaching and digital teaching.

Digital tools and hybrid teaching

As part of the learning environments of the future, digital tools and hybrid teaching are expected to play a greater role than it has previously done. As mentioned before, the goal is to take the parts of the pandemic that were beneficial and continue to apply them to the learning environments of the future.

In conversations about the premises of the future, there are words like “multi-sal” and “hybrid hall” - teaching rooms that allow a hybrid teaching with the opportunity to digitally connect to physical lectures. In order for the learning environments of the future to be developed, one should review how efficient and optimal these resources are and develop them as far as possible. This to ensure a good quality of teaching.

The union board shall

- influence the physical and pedagogical design of hybrid teaching,
- work for the Sahlgremska Academy to use high-quality digital tools that promote learning,
- monitor the development of how digital tools and hybrid teaching take place in teaching.



Study social resuscitation

During the financial year 20/21, the pandemic put SAKS' student social activities in a coma. This has led to a significant decrease in commitment, and it has been difficult to justify commitment when physical events have not been possible. During the financial year 21/22, the student social activities have finally started to come to life again.

There is a great interest among students to attend student social events again, which SAKS sees as positive. However, it is important that the student's social activities continue to receive a lot of care and monitoring. Many students began their studies during the pandemic and have thus lost much of what the study social has to offer. It is important to reach out to these students to announce the study social activities offered within SAKS. It is important to continue to engage students and show all Sahlgrenska Academy students that it is worth investing their time in the union and its activities.

Cooperation

The union works continuously to encourage commitment from students in all programs at Sahlgrenska Academy. Early contacts with students in their program, but also in other programs, create a way in for commitment after the kick-off. The kick-off is the first contact that the new students have with the union and this is usually where the interest in involvement emerges. By creating an inclusive and program-wide kick-off, early contacts are created that lead to increased commitment. Collaborating with other student unions in Gothenburg would also mean that the union works to broaden the students' social context and strengthen student life in Gothenburg.

The union board shall

- support IntrU in its work as coordinator of the kick-off,
- encourage IntrU to arrange a large joint event early in the kick-off,
- encourage the kick-in committees to step up cooperation during the kick-off;
- create collaborations between different student unions in Gothenburg,
- develop forums for cooperation between committees.

Recruitment and commitment

This subject goes hand in hand with collaborations as it is common to get involved with your group of friends at the beginning of the study period, before you have found your affiliation in the union. By encouraging students to get involved early, it will be easier to find new members to the Union Board, committees, etc. because it can then give the person in question the chance to land in their decision and be encouraged on several occasions, which increases the likelihood of the person staying involved.

The union board shall

- start working with recruitment early in the financial year,
- increase visibility in the corridors (Medicinarlängan, HVB, Odontologen),
- encourage all members of SAKS to market themselves in the corridors,
- continue to make our work visible on social media,
- participate in the committees' events to strengthen the cohesion of SAKS and prove that ALL students who study at Sahlgrenska Academy and are members of SAKS **are** SAKS.



Accessibility

Many of our events are inexpensive and adapted to a student's income, but when it comes to larger events such as the Spring Ball, it is often the size of the wallet that determines whether you can participate or not. SAKS does not want students to have to forgo such events for cost reasons. Therefore, we want to investigate the possibility of finding sponsors etcetera to reduce the cost. It is also important that it is physically possible for all students to participate in our events by also thinking about the logistics when planning events outside Hvillan.

The union board shall

- find suitable sponsors for a long-term collaboration for events,
- work to ensure that all events are as accessible as possible,
- aim for all events to fit a student's wallet,
- work to ensure that all events are socially inclusive for all students at Sahlgremska Academy,
- enable participation even for those students who are not Swedish speaking.

Reorganization of SAKS organization

Since 2010, the union's organization has undergone some changes. It started when the then Medical Association in Gothenburg, the Dental Association and the Health Science Student Union merged and became what we know today as the Sahlgremska Academy's Student Union. Since we became a united union, the organization has undergone several generational shifts and the organizational forms set up at the start have gradually developed into today's SAKS. At the same time as the conditions for student union activities have dramatically changed. We therefore believe that it is time to reflect on, evaluate and possibly re-shape SAKS's basic organizational composition in order to create a student union that in a better way provides more opportunities to get involved and contribute to sustainable student influence and student social activities.

Sustainable commitment

As the organization has seen in recent years, the arrangement has been that the union's highest decision-making body is the General Assembly, the executive bodies are the Union Board and the Union House Board. The ambition that the daily work will be led by a presidium consisting of a full-time chairman, three vice-chairmen, two of whom are remunerated full-time and one at 25 percent, has been difficult to achieve. Therefore, the daily work has usually been led by one or two full-time employees, because that is the capacity, we reach in regards to commitment. This does not presuppose a sustainable commitment for those involved when the workload has been designed for three full-time employees and one of 25 percent. The goal of three full-time and one of 25 percent has not been achieved in many years, perhaps not ever since the merging of the unions. The organization should therefore review whether it is even possible that the ambition remains because it has currently led to an unsustainable level of commitment.

The union board shall

- review how to restructure the organization to promote sustainable involvement,
- review the Rules of Procedure so that it is designed according to the actual functioning of the organization;
- update the rules of procedure and SAKS policy documents to current conditions,



- work to ensure that SAKS's governing documents are easily accessible from all perspectives,
- work for SAKS to be an organization that promotes sustainable involvement.

A representative student union

The goal for SAKS is that there should be a union that is accessible to all students at Sahlgreńska Academy. Taking the first step in exploring union involvement is usually very large and is often perceived as diffuse. As soon as you have crossed that gap, the commitment flows. This often leads to the same people holding several positions in the union and staying involved for many years. This can be perceived as an obstacle to new commitment. The council, which is a fairly closed and distinctive group, is in its current form a poor representation for the students at Sahlgreńska Academy. Those who most often get involved in the General Assembly are a homogeneous group of, among others, people with a long commitment. The representation further weakens when it comes to factors such as program affiliation and ethnicity. In general, the entire student union needs to be more representative when it comes to these factors in order to be able to present all students' opinions and highlight problems that affect students who are currently going unnoticed.

The union board shall

- work to ensure that all SAKS bodies follow a continuous structure,
- clarify all parts of SAKS's organization, and
- highlight who does what,
- include the student representatives in the entire union's education monitoring and student social activities,
- develop networks of student representatives and elected representatives,
- to the extent possible, ensure that the involvement of students in SAKS is of as great a variety as possible and is made available to anyone who wishes to become involved in the business.



Ongoing business

Internal organization and finances

The union board's primary task is to keep the union's internal organization together and take responsibility for keeping the finances in good order. To do this, good communication is required between all bodies within the union. In addition, the union board must work to ensure that the union develops to engage more people and achieve more. It is important to strengthen the sense of community.

The union board shall

- develop in-house training for elected representatives, including FUM members,
- work for a broader participation in our operation and our activities,
- work for broadened recruitment to SAKS's positions of trust and student representative positions at Sahlgremska Academy,
- work to fill all our student representation positions,
- maintain stable economic development,
- work further to clarify that SAKS is our entire operation and our members, and not just the Union Board,
- develop SAKS as an organization and consider a possible reorganization for the future.

Communication

The union is nothing without its members and its organs, and the communication between them is of crucial importance for the union's function. Both internal and external communication need to work well. How and what we communicate affects the work as well as how we are perceived. The communication must be effective, spread widely and be available to both Swedish- and English-speaking students. Internal communication is extra important for all parts of the union to be able to speak and to maintain transparency and democracy.

The union board shall

- keep in good contact with the Council,
- have communication in both Swedish and English,
- work to communicate the educational monitoring activities in different ways to increase students' participation and interest in that work, and
- develop innovative forms of information dissemination to members,
- continue to increase the union's visibility on social media,
- work for the transparency and visibility of the union's work,
- work for the union to have a tab on all course pages on Canvas,
- strengthen SAKS as a brand by developing a clear graphic profile for different types of media,
- work to enable all SAKS bodies to have their own information channel in Orbi.

Member recruitment

Without members there is no SAKS. Member recruitment is important to be able to show that we have a large student body behind us. Today we see a skewed distribution in terms of members



of SAKS, where the affiliation to different educations varies greatly. We also see that many never update their membership after becoming members in connection with the kick-in. We also need to strengthen the diversity of elected and active members within SAKS. In order to be able to perform inclusive work and reflect the student group, we must recruit more broadly and more. Broad recruitment provides more perspectives and more qualitative change work.

The union board shall

- increase the union's visibility among all students at Sahlgremska Academy,
- increase the visibility and degree of connection among doctoral students,
- actively appear on social media and encourage students to follow us there,
- work to ensure that all councils and committees are visible through the union's social media channels,
- work to ensure that all students take union membership as a given,
- clarify the common sense of union,
- attend all new courses in connection with the start of the semester,
- regularly visit and inform courses in programs where the degree of connection is low,
- invite all union bodies to organize happenings in connection with the coffee service on Fridays, and
- work to make union membership and the holding of positions of trust more attractive and to clarify the meritorious value.
- use the channels, we have to remind students to update their membership.

Education monitoring

The education monitoring is the union's core mission and involves pointing out and pursuing issues that lead to an improved quality of education and study situation for the students at Sahlgremska Academy. In concrete terms, it is about recruiting, appointing and training student representatives, and holding a lively discussion on topics relevant to the education monitoring at various levels within the faculty. The union board and vice chairman with responsibility for educational issues in particular should see themselves as the spider in the web for the student representatives around the academy.

The union board shall

- work out a plan for the use of the opinion documents,
- have a good collaboration with the dean and deputy deans for education and postgraduate education, as well as the Faculty Board, the Education Council and other joint faculty bodies,
- through GUS and in direct contact with representatives in the different university-joint organs raise questions that needs support from a higher distance,
- monitor the rights of all education-supervising students,
- be an active part of both the internal and external quality review and recruit competent student representatives to external assessment groups,
- examine and evaluate the system of *excellent teachers* and its benefits,
- monitor and strengthen student influence throughout the faculty,
- have a continuous dialogue with all education councils on education-monitoring issues at faculty, department and program level and develop the form of council meetings,
- start advisory councils in courses where currently none are active,



- strengthen the councils that are in need of increased involvement within their own council so that they remain active,
- support advisory councils in recruiting student representatives at departmental level,
- and arrange internal training for the student representatives,
- work to ensure that councils representing several educations reach an equal representation for involved programs,
- work to ensure that the entire faculty sees student influence and the union's educational monitoring as a natural part of the processes,
- and strengthen cooperation between the union and the institutions.

Digitalization

We live in an increasingly digital world. The universities have moved more parts of the education to digital forums. In the financial year 20/21, SAKS drafted an opinion document on that digitalization. Digitization itself was also a focus issue for SAKS's union board in the financial years 20/21 and 21/22. One of the focus issues for 22/23 is the learning environments of the future, where digitization remains integral. In the future, education is expected to have more digital tools to support pedagogy.

The union board shall

- ensure that rules regarding digital teaching and examination are followed,
- be involved in shaping the education of the future,
- monitor the digital work environment,
- ensure that the quality of education is maintained.

Work environment

Students' work environment is an issue that has long been difficult to raise as students' participation in the continuous work environment development has been under unclear conditions. In recent years, work has been going on centrally to develop and implement SAMO and strengthen their role at departmental level, both on the part of the union and the university. In the spring of 2022, the report *Work environment for self-study* will be published, and it will hopefully be relevant in the coming years. Construction projects and renovations are underway and will continue for several years to come. The union needs to have a watchful eye for there to be a good supply of good study areas available in the future, and for campus development to move in a favorable direction regarding city planning, to create an attractive campus. It is important that the union continues to continuously monitor and point out students' physical and psychosocial work environment.

The union board shall

- continue to develop a SAMO network within SAKS and work to recruit more SAMO in all programs at Sahlgremska Academy,
- train SAMO both internally and inform about GUS and SFS educations,
- raise perspectives on both psychosocial and physical work environment and work for students to be treated in a professional way,
- monitor and strengthen students' physical and psychosocial work environment, and apply an equal treatment, gender equality and accessibility perspective in work environment work,
- follow up previously performed reports,



- monitor the construction projects and campus development on Medicinareberget as well as the work environment and the number of study places linked to possible evacuations, if necessary in collaboration with the Natural Sciences Section,
- work to ensure that each education council appoints at least one SAMO, and
- ensure that SAMO gets a place in the departments' undertakings on work environment.

Internationalization

The mobility of students at Sahlgreńska Academy is high and many students go on exchanges, but the question of internationalization is bigger than that. The board is responsible for raising the issue of quality in all forms of internationalization, such as outgoing and incoming students, outgoing and incoming teachers, international doctoral students and to promote a culture that protects international exchanges.

The union board shall

- work for an accessible, inspiring and inclusive environment for international students,
- increase the opportunities for international students to be involved in the union,
- promote the work on high-quality exchange agreements for all educations at the Sahlgreńska Academy,
- work for exchange opportunities for all students,
- monitor the use of CIM (Certificate of International Merits) and work to ensure that it is implemented throughout the academy, as well as
- promote the work with a good quality of education, both for incoming and outgoing students,
- work for, and highlight the importance of sustainable and responsible internationalization.

Equal treatment

Equal treatment is not an isolated task but should permeate all work, both within the organization and externally to the university and others. The concrete work at SAKS is largely about conveying knowledge, commitment and constantly bringing perspectives to the table.

The union board shall

- work for an accessible, inspiring and inclusive study environment for all students at Sahlgreńska Academy,
- inform students and make students' rights visible,
- review SAKS own organization regarding equal treatment issues,
- work for a broadened flow of students in Sahlgreńska Academy's educations,
- highlight shortcomings and needs regarding equal treatment that affect Sahlgreńska Academy students,
- ensure the equal rights and equal opportunities of all students in their studies at Sahlgreńska Academy, and
- coordinate SAKS participation in the West Pride parade,
- actively plan activities like movie night, and Pride Pub,
- take an active role when an incident has occurred and guide students to student representatives, SAMO, SAKS and other related councils.

In addition, a member with responsibility for equal treatment issues will lead IRIS' work and, through IRIS, develop the equal treatment work at Sahlgreńska Academy.



Study social

The union board has an important role in directing and coordinating the student's social activities. The union board also has an overall responsibility for the union's alcohol permits and must therefore ensure that it complies with applicable laws and regulations and has to promote a responsible alcohol culture. The student's social activities also promote the feeling of union and the psychosocial health of our members. If there is one thing we have learned from the pandemic, it is that isolation is harmful. Isolation may not only be what it has been during the pandemic, not being able to meet people, but it can also be exclusion from social activities. The union board should therefore work actively to strengthen the entire study social activities for students with all different types of interests.

The union board shall

- appoint a spring ball committee,
- develop and intensify the collaboration with the corps and IFMSA Gothenburg, for example by evaluating and possibly signing corps- and collaboration agreements early in the year,
- discuss how the forms of union involvement develop during the study period and continue to work to strengthen some form of commitment ladder,
- work to ensure that all student social activities are seen as part of SAKS and that all those involved feel part of the union community,
- plan and carry out thank-you activities for all elected representatives within SAKS, and
- work for a responsible alcohol culture within SAKS's operations,
- support and encourage new commitments,

Labor market

Labor market issues is an area that has grown a lot in recent years and has gained one increasing place in the union board's work where, for example, the work with the labor market fair Alarm has been assigned a post on the Board. The pressure from employers to reach the student group has also increased and we see great potential in developing our work to prepare students for a world after graduation.

The union board shall

- Work to ensure that all students are schedule-free at least during part of the time that the fair takes place,
- Arrange more lunch lectures and events which can be inspiring and preparatory for students before working life,
- Find and book premises for each section (pharmacy, healthcare and dental care),
- Find out which companies / organizations the students are interested in meeting,
- Work to strengthen the ALARM brand,
- Contact three companies within each section (pharmacy, healthcare and dentistry),
- Market ALARM for students, and
- Develop clear guidelines for external associations and organizations use of SAKS information channels.



Collaborations and cooperation

SAKS is part of several collaboration bodies both locally and nationally, to ensure that issues for our students are raised broadly. SAKS is a member of the Swedish United Student Unions (SFS), the Gothenburg United Student Unions (GFS) and the University of Gothenburg Student Unions (GUS). SAKS is also a partner in Gothenburg students' company group AB (GSF AB). In addition, through certain educational councils, SAKS is a member of program-specific collaborative bodies (for example, SNAPS and OMSiS). We conduct dialogue and also collaborate informally with other organizations such as the Swedish Institute for Global Health Transformation Student Organization Network (SIGHT SON) to bring students together in different forums. There has previously been a collaboration between medical student unions called "Forum MVH". During 2021/2022, SAKS has mainly been in contact with GUS and GFS to discuss how the upcoming operations can be restored and monitor the effects of the pandemic. Communication with Consensus in Linköping has continued where we want a collaboration between medical student unions and associations to be established again.

The union board shall

- work to re-create a network between Student Unions in the field of health and well-being,
- maintain the established collaboration with other unions within SFS,
- support and strengthen the participation of the Education Councils in program-specific co-operation bodies and encourage their formation in the programs where they are lacking;
- have an active participation within GFS and work to preserve the good tone created in 2021/2022,
- monitor the membership benefit and the unions' equal influence in GSF AB after the new shareholder agreement, and
- evaluate the new system for financing student media,
- have an active role and communication as a member of GUS and be involved in shaping the organization as such, and
- collaborate with SIGHT on their event in global health.