

“The Modern Committee”

A personalised approach to committee development and reward for Student volunteers

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Who is the modern committee?

In this session I will discuss my look for the modern committee members, in 2024, what challenges they face and how SU teams can personalise their approach to their development and support.

This session will be based off a model I have been developing over the last two years.



Being a committee member in 2024

- Higher Pressures for employment post Uni
- Competitive graduate market
- More students then ever in part time work.
- Cost of living shifting students priorities.
- Less money coming into student groups and Students Unions.



10% of student group committees of the 23/24 cohort at UoN left their roles on committee due to struggling to balance the role alongside other responsibilities

What can Student Unions do to support committees?

As things change, I have been exploring with students how the support we offer committee can change alongside the sector. If the reasons for students becoming committee members have shifted then so should the outcomes.



-● **Employability isn't a dirty word**
Time is more valuable than ever
-● **Flexibility is key- Every group is different**
Understanding is Key- Every University is different

What is the culture of students in your SU in 2024?

UoN

High achieving, high engagement, high STEM and Sport Focus AKA

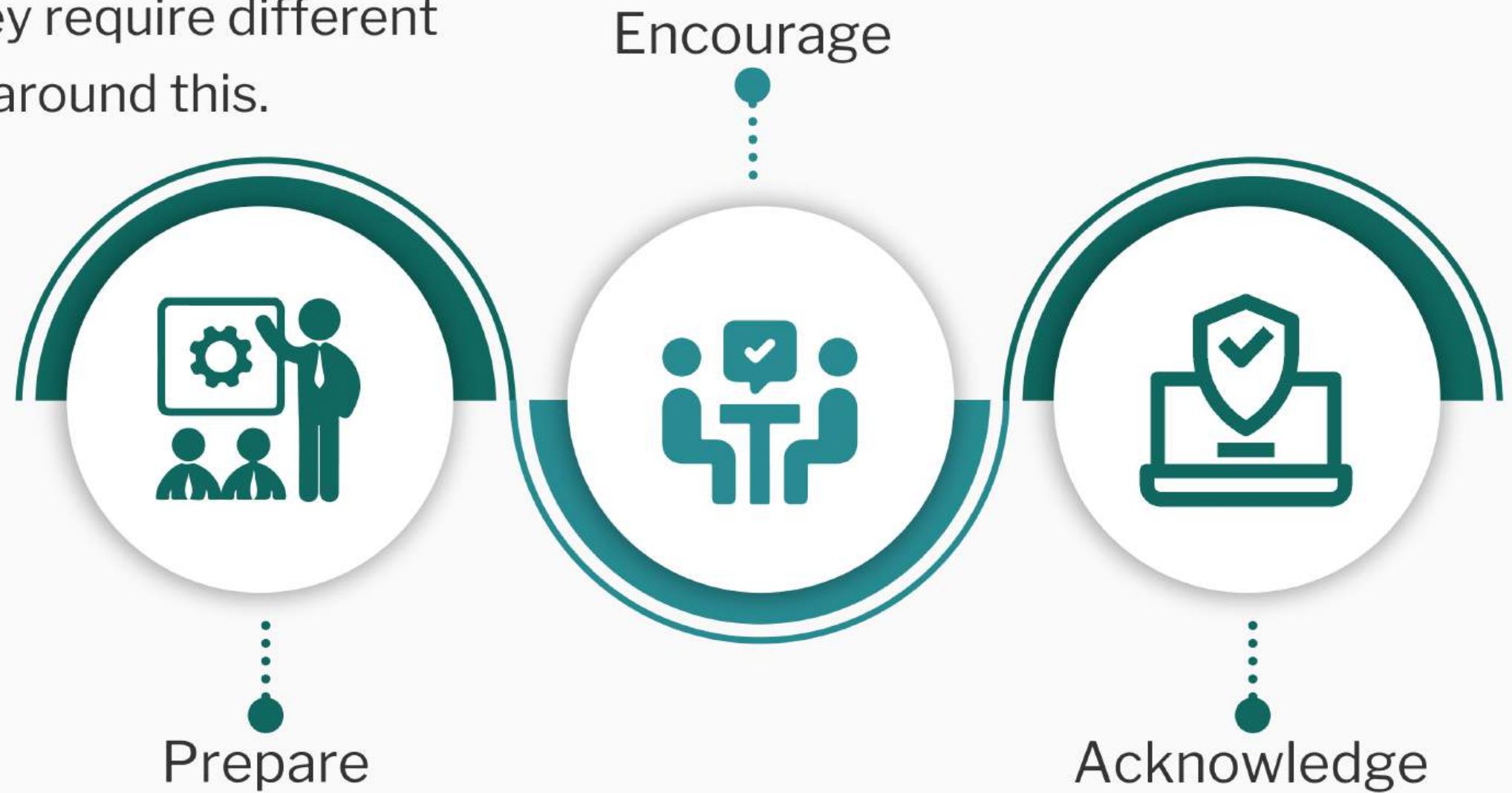
- High needs
- Employability focus
- They want a lot of input from us

Between yourself, ask what the culture of your students is and how this might effect your support?



The model

I have figured out that there are three key stages to student groups committees where they require different areas of support and I build my model around this.





Prepare

Preparing committees for the year ahead- the theory



Preparation
and Skills
Building

Time needed to
do the role
successfully

What can good prep look like?

Each group of students are different, so tailor you preparation timeline to work with them.

01

**A robust
Training
week**

02

**A committee
Guide with
everything
they need**

03

**An online
platform with
links, videos
and other
resources**

04

**Online
sessions
going
through
Committee
tools**

What did we do to prepare committees?

UoNSU Committee Conference

In June 2024 we created a committee conference.

Goals for the conference:

- Equip Committees with skills they need for being committee beyond processes.
- Committees feel prepared for their time as student leaders.
- Give them skills to use in further careers and to increase employment





Encourage

Encouraging Committees through the year- The Theory

How do you keep committees goal orientated and on track?

How do you support them through rough patches?

How do you keep them motivated?

How do you maintain a high quality student group?



**Between yourself
talk about what you
would consider a
'high quality' student
group?**



Needs based encouragement

High achieving

Showcasing achievement, using as best practice.

Strong performing

Giving tools to broaden activity, build on success.

Tense but active group

Give pep talks, help identify issues early and note success

Poor Performing

Development meetings, strong tools to manage members and 1-1 support.

Showcase Success

- Social Media posts.
- Awards and recognition.
- Individual opportunities

Give tools and ideas

- Rewards and recognition scheme to expand activities.
- Training workshops and modules.

Identify barriers

- Development meetings.
- Planning sessions for the future.
- Financial aid and sponsorship support.

Support

- A robust complaints procedure.
- Mediation meetings.
- Team Building workshops.



Acknowledge

Why Celebrate Student Groups?

The Awards system is the backbone of a socs and sports department, do why do we do it?

To encourage improvement through the years.

To showcase best practice and help groups learn from others.

To make it seem 'worth it'

Acknowledging success tears

**Peer to peer
awards**

**Wider oppertunties, community
aknowledgment and small awards**

**‘Labled Success’, marketing shout
outs, presence on campus.**

Peer to peer awards



Wider opportunities



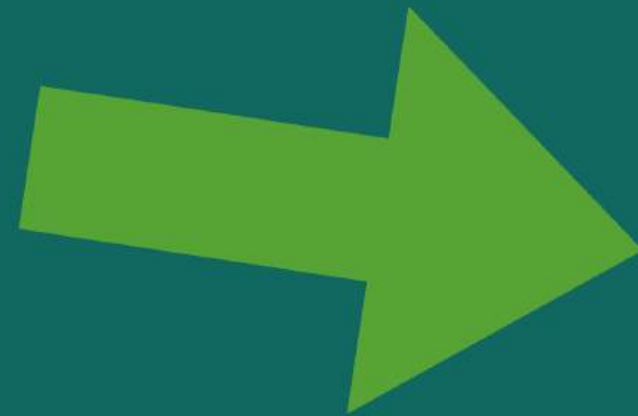
Labled Success



STARS

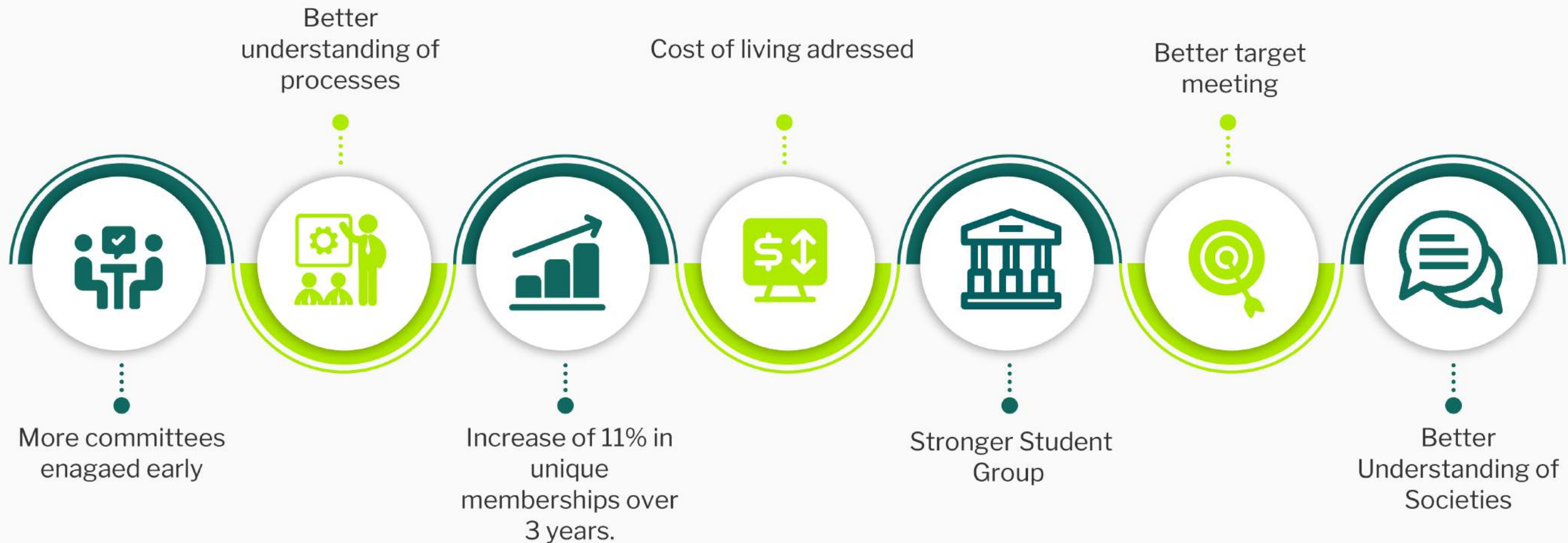


What we did: STARS- Labeling success



What did we find from implementation?

After two years, what have I seen?



What's Next?

As we follow this model, what are our next steps?

01

Year two of the committee exit survey to measure results.

02

Year two of committee conference to build on our prep stage.

03

Spying on other SUs to see how this model works in other SUs.



Thank you for listening

This model and idea has been 3 years in the making and should hopefully have many more years to go so please feel free to ask me any questions!





THANK YOU

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