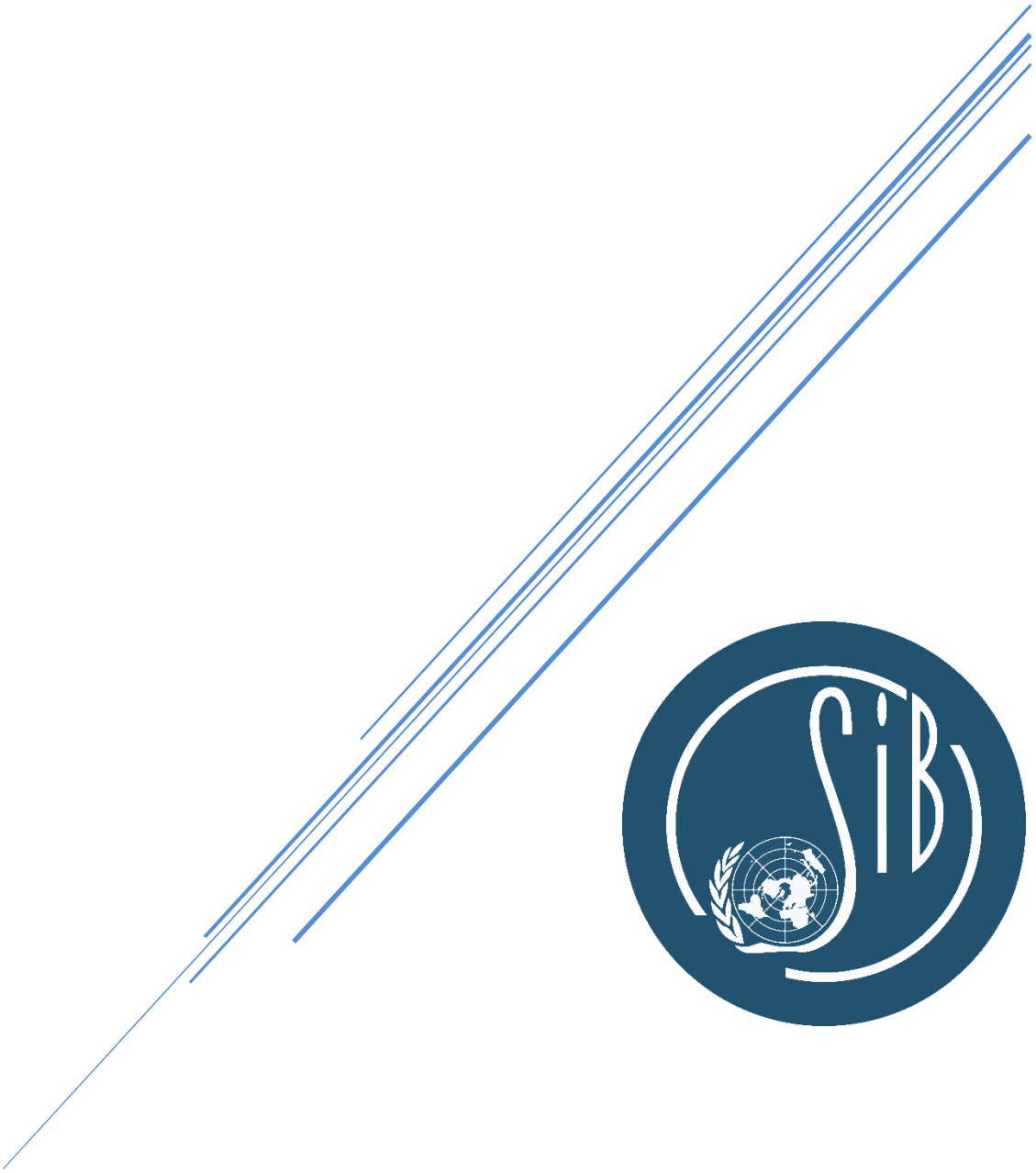
MULTI ANNUAL PLAN

Recommendations and vision for SIB -Utrecht in 2030



Preface 2
1. Current issues of the IAP 3
2. Aims of the IAP 4
3. Financial 5
4. Monitoring 5
4.1 Monitoring guidelines 6
5. Vision for committees 7
5.1 External Affairs Committee vision 7
5.2 Symposium committee vision 9
6. Diversity 11
7. Appendices 13
Appendix 1: State of IAP 13
Appendix 2: Diversity 14
Appendix 3: Repertoire 15
Appendix 4: Questions MCMs and Member Survey 17

List of abbreviations:

SIB	Studentenvereniging voor Internationale Betrekkingen
EAC	External Affairs Committee
CE	Commissioner of External Affairs
IIA	Interactive Intellectual Activity
MCM	Member Consultation Moment
IAP	Intellectual Activities Program
MAP	Multi Annual Plan

Preface

Dearest SIBber,

Before you lays the Multi Annual Plan from the Intellectual Activities Task Force. Over the last few months we have tried to come up with a direction and advice for the beautiful thing that is SIB's intellectual program. We will dive into the aim of the IAP, the finances, the monitoring of our program and the future of the committees.

What we want to pass on with this document, is that the intellectual program of SIB is something we can be proud of. Like everything, it also has to evolve with time. This can be a tricky process, and it takes everyone to be able to navigate it well.

The intellectual program gives a lot of freedom to the people participating in it. There are not a lot of other associations or organisations for that matter that give you that amount of space to organise things just for the fact that we are curious or passionate about them. It is what distinguishes us!

We have talked to a lot of members and committees to see what they appreciated about the intellectual program and where they would like to see it go. We hope this document provides a framework that could aid boards and committees in sustaining SIB's intellectual program. We hope you find it an interesting read!

Kindest regards,

Wouter van Pamelen, Jasper Buren, David van Thiel and Maya Keur

1. Current issues of the IAP

In this chapter, we will discuss the current state of the intellectual program. Over the past few years a number of trends have occurred which demand changes to our intellectual program. From our conversations with all the relevant organs, plus the results of our MCM's and the survey, we have determined the following pressing concerns.

First, we will discuss the financial trend. In the last five years, the program of talks has steadily encountered more and more problems with funding. Since then, the Acquisition Committee has tried hard to fix the loss of funding by actively searching out new funds. Regrettably, it has not been possible to find new funds that have offered to support us year on year. As a result, the lower amount of external funding is expected to remain for the foreseeable future. To our credit, the loss of funding has not yet resulted in severe budget shortages as acute measures have been taken to save costs. However, we believe that more changes are necessary to ensure a healthy financial future of the IAP. You will read our recommendations for that in the Financial chapter.

Second, there is the trend of declining attendance. This decline can partly be ascribed to the decrease in membership due to the COVID-19 pandemic. However, before that there was a consistent decline in attendance by SIB members, which was compensated by a higher attendance of external visitors. Because the attendance problem has not rectified itself even after the pandemic was concluded in early 2022, we feel this a serious problem we need to address. This problem is not addressed in one single chapter but throughout the entire MAP.

Thirdly, from an organisational perspective, for the last couple of years there has been serious hardship in keeping the EAC's headcount up to strength. Currently, the EAC themselves feel like the appeal of the EAC is at an all time low. An understaffed EAC leads to all kinds of problems, so we consider this as a third serious problem. Unfortunately, the Symposium Committee has encountered similar problems of understaffing and declining appeal. Recommendations to combat this trend can be found in chapter 5.

2. Aims of the IAP

In order to be able to construct a long-term vision for the IAP, we felt that it was necessary to re-establish what the core principles and goals of the IAP are. There exists an official statutory goal in our Articles of Association. However, this text is meant to only serve as a point of inspiration, not as an official direction to be followed. From the information gathered from our research, we believe however that the IAP would benefit from more clearly set goals. Therefore, we have set the following goals that the IAP will serve by 2030 for SIB and its members. These goals are:

1. In 2030, the IAP will provide SIB's members with intellectual enrichment, which broadens their knowledge base, perspectives and horizons and challenges them to engage with the wider world, in an educational as well as entertaining way.
2. In 2030, the IAP will provide SIB's members opportunities to learn vital skills in interviewing, event organisation, public speaking, debating and content creation. These skills can be learned partly by participating in the EAC and partly through workshops in the IAP.
3. In 2030, the IAP constitutes our most distinguishable characteristic. SIB distinguishes itself from its competitors as an association with an intellectual focus. The IAP is the main product of this focus and provides us with a marketable niche that allows us to stand out amongst other student associations in Utrecht.

3. Financial

As previously mentioned above, SIB has been facing a problem of funding for the IAP since 2019/2020, when we lost the VFonds as a structural funder of the IAP. In an effort to replace the VFonds, the Acquisition Committee has tried hard to find new funds over the past few years. Both the Rabobank Stimuleringsfonds and the Municipality of Utrecht have funded the IAP once, but unfortunately they have refrained from becoming a structural funder like we had hoped. Additionally, the funding provided by our two structural sponsors has gradually diminished.

Partly to save costs and partly due to the COVID-19 pandemic, SIB has opted to reduce the amount of Cervantes nights, which has prevented us from having large budget shortages. Only once over the past five years has it been necessary to withdraw funds from the Talks Reserve to compensate for a financial loss and the reserve is in a healthy, sizeable state to provide security for the coming years.

However, with an increase in rent for Cervantes rooms and rising inflation across the board and the increase of funding unlikely, we believe that it is advisable to at least consider some extra cost-saving measures to ensure the IAP remains financially secure for the next couple of years.

If funding continues to dwindle, we have explored a couple of options for further cost-saving that can be enacted quickly to avert further financial hardship. Future boards can use these whenever they deem them necessary.

Our cost-saving recommendations would be the following:

- If the decision is made not to organise a symposium, SIB's contribution could be reallocated to the remaining intellectual program.
- Make more use of the small hall in Cervantes, as this is often sufficient for the amount of visitors the program attracts and is lower in rent.
- Organise more ‘Interactive Intellectual Activities’. They are cheaper to organise than lectures, because you cut out on location costs.

4. Monitoring

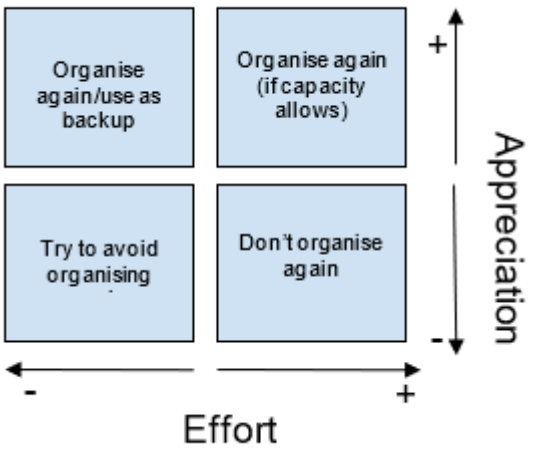
Over the past years the intellectual program has been evaluated in the following ways:

- The External Affairs Committee, symposium committee and other organising committees evaluate the intellectual activities they organise.
- The board evaluates all SIB activities.
- Audience members can rate lectures from 1-10 with an additional comment. Unfortunately, this open question is not answered as much as would be beneficial. The scores of the lectures are collected in a document and evaluated in the year report of the boards.

4.1 Monitoring guidelines

During our conversations with the CE and the EAC, the wish for a more comprehensive evaluation was brought up. As the current way of evaluating, does not evaluate the intellectual program as a whole. Our advices are to structurally implement the following recommendations in the next year, to make sure our program is monitored and adjusted as necessary:

- Integrate evaluations: it would be valuable to involve more members and committees in the evaluation of the program. For instance, by instigating a system or document with (for a start) members from the EAC and Promotion Committee. This system can keep track of how the promotion of an activity went and how the activity was appreciated, as there can also be links between that and it is good to notice this at an earlier stage.
- We advise the board and the EAC to organise a session every year, where they evaluate the program as a whole. Taking into account the format, speaker, subject and other special circumstances. This way we will get a better idea about what aspects work and what did not. The PICK matrix below can be used to decide whether to revisit a certain subject, subject or activity. PICK is the acronym for Possible, Implement, Challenge and Kill. The PICK matrix is a tool that you can use to select the best solution or solutions to a problem.
- While giving intellectual activities a rating and providing the option to leave a comment on the lecture can give an indication of how much the people attending liked the activity, it does not give an indication of what made the activity a success. To increase filling out of the optional comment, we advise to make it a multiple choice (e.g. speaker, subject, format, something else), to lower the threshold to answer this question. Another option would be to change the order of the questions, so people can comment first and then rate the intellectual activity.
- When looking at the administration of the intellectual activities, we have found inconsistencies between how the activities are administered every year. Making sure there is one system for this and the system keeps track of the same thing every year, will make the administration easier. This should also be available to firstly the members of the External Affairs Committee and can also be shared with the symposium committee or other committees who are involved in organising intellectual activities.



5. Vision for committees

The EAC and symposium committee are principally responsible for executing the IAP. In appendix 1 the current state of these committees is discussed. This includes the image of committees and the functioning of the respective committees. Below are categorical recommendations for our vision of these organs.

By 2030 we envision less formal activities, more internal collaboration, capstone lectures, and more evenly distributed pressure on the CE and the EAC. As for the symposium we recommend to temporarily reevaluate the sustainability of the project.

5.1 External Affairs Committee vision

5.1.1 Formality

The conducted survey said 65% think informal activities are a good idea regardless, the same amount mentions entertainment value as the most important characteristic of a good activity. Informal activities are a departure from the classic format of inviting an academic to speak. The initiatives of the IIA is already an example of this. It ought to be noted that some have also expressed worries about the association heading in a direction where it may lose its professional image because of decreased formality. It is currently habitual to have about half of activities IIA's, by 2030 the frequency should not necessarily increase but less academic IIA's should be more common than they are now.

An activity without a professional lecturing in Instituto Cervantes is already less formal, but that is not quite what makes this appealing. The informal activities are characterised by a higher level of interactivity. The novelty of unique experiences makes events much more memorable. We have already seen that the purely intellectual, mostly one-way, lectures are not among the most popular activities. Instead it seems that what makes for an interesting or unique story to tell is what connects the most popular activities. Humour, peculiarity, and interactivity seem to be defining success factors for informal activities. Some examples and recommendations are listed in the repertoire (appendix 3).

5.1.2 Collaborations within

Working together on an activity with another organisation or association has been commonplace for the EAC. The same thing goes for within the association. The Internal Affairs Committee has traditionally organised one activity per year, and some others have on occasion done the same. Expanding on this provides a potential for the EAC to improve its connection to members of the various committees and societies. This may lead to an improved image of and interest in the EAC. If people are involved in organising an intellectual activity they may be more likely to want to do so again and join the committee.

There is also some potential in internal collaborations to reduce the workload for the EAC members. Collaborating usually takes more effort than organising with purely EAC because of the added communication, explanation and consultation efforts needed. This can be mitigated if one EAC member is coupled to one other member so that they can work together more efficiently than communications between the two organs as a whole. Members that have ideas or connections to potential speakers or activities can be helpful in making the EAC's process easier too. By 2030 there should be an initiative for

any member to approach the EAC with an idea and then be paired up with a committee member to organise that.

5.1.3 Capstone lectures

Currently, the lectures of the intellectual program are generally not actively promoted outside of the association. This is partially because not all events are public and active promotion for every event would involve a great (time) investment. Yet, considering the intellectual program is the unique selling point of SIB, it would suit to promote these events outwardly.

One option would be to post every public event on multiple social media platforms and public event calendars. There is some caveats with both of these options. Posting an upcoming event on SIBs social media would still only reach followers of the association and thus have great overlap with members. Paid promotion on social media is definitely an option, but not financially sustainable for every event. For a single event a higher budget is also more realistic. The public agendas do not have this limitation, but they do require knowing well in advance what the event is going to be about. For example, the UITagenda Utrecht has a deadline of two months before the event. Having one or a few lectures per year designated as capstone lectures would also open up an opportunity for inviting and promoting activities with 'big names'. Reaching out to well-known speakers has been mired in the requirement of payment, their busier schedules and availability of (free) alternatives.

Taking these considerations together, we propose to designate some Tuesdays as capstone events. This would require the event to be completely planned at least two months in advance. By 2030 there should be two capstone lectures per year.

5.1.4 CE's role

One option is to have the CE purely as a coordinator and facilitator. This means the CE no longer takes the organising of activities upon themselves. Generally the head of the committee organises more activities alone than any other member and that's added unto the responsibilities of being the leader. It is understood that organising lectures is part of the merit of the role, yet it is worth considering this change when the workload gets out of hand.

Within the EAC itself, assigning duo's to organise one event together might also aid in the overall efficiency of organisation. By sitting down together to think through the event, finding potential speakers and co-writing emails the supposed long-term stress can decrease. The idea is that they might remind each other to work, brainstorm together and reduce procrastination. While this can lead to a slightly higher workload for members, it can relieve some pressure from the CE. The head is usually tasked with keeping the members accountable, but this way they can do so to each other.

By 2030 the CE should no longer have significantly more tasks than the other committee members. This can be achieved by passing on more responsibilities to the committee members. The CE's role should focus mostly on coordinating between the EAC and the board, and the EAC and external parties. This could allow for more space to step in when necessary.

5.1.5 Scale

According to the survey, half of the members are content with the current frequency of one intellectual activity per two weeks. That is opposed to a quarter that wishes to return to the weekly program. Together with the state of the EAC, it is unlikely that the weekly program will resume soon. It is obviously hard to predict what the committee will look like over the coming years, and so it is important to maintain flexibility. If the member count and demand for intellectual activities grows, the frequency of intellectual activities might do so too and vice versa.

The past experiences of the committee have taught us some guidelines on workload. Ideal workload would be having two months between each person's activities so that they are continually working. With one activity per two weeks, the member count is ideally at a minimum of four or five. With more than six members, scaling up can be on the table again. At current frequency, with say eight members, the committee might then be itching for more work as they would have four months between lectures and three activities per person per year.

Over the next few years both the EAC's member count as well as interest in the scaling up should be monitored to see the potential for moving back to a weekly schedule. If the conditions of 8+ members in the EAC and a majority of members in favour of a weekly schedule are satisfied, scaling up is an option. Until then we recommend to continue the current frequency of intellectual activities.

5.2 Symposium committee vision

The symposium has been a cornerstone in SIBs outwards presentation. Its publicly accessible lectures and workshops draw intellectually interested people to the association. As such, much importance has been given to its continued existence. In the light of the current states of the association however, it may be best to consider not organising a symposium by default. At least until the carrying capacity of SIB makes it more feasible. The organising of the event has been a struggle for the past years and it is not getting easier. There's not enough interest to fill the committee because of current available member count, the committee's image and the decreasing enthusiasm for the IAP. Besides the capability to continue setting this event up, it would save a significant amount of the association's budget. Considering the trend of decreased sponsoring, cancelling this event may provide some more breathing room until there is enough interest in the committee to justify the effort. This can be the case once the EAC is full for example.

This all being said, below are some recommendations in case the decision is made to continue organising this event.

5.2.1 Merging

One potential future situation for the symposium that has been discussed in the past is merging this committee with the EAC. There are a few reasons for this:

- Firstly, setting up the symposium committee has proven to be rough, especially when it is not complete before the transition of the board. Ideally the committee would start in September yet this leaves no room for first years to join. There would be no need for this added stress of setting

up a committee immediately, and the symposium could take place around the Dies Natales again.

- Secondly, if the EAC organised the symposium that would provide a collective project to work on for these members. Given most work is individual, and EAC members have moments where they would otherwise not be working on an event, it might fit into this committee to provide a more consistent and collective workload.
- Thirdly, having a flagship project may draw people to the EAC as well, since at the moment it is not clear to some what the EAC does exactly. The symposium is a key event within and without the association, and is what draws in intellectually interested members to SIB.
- Fourthly, the knowledge of organising intellectual events is already within the EAC. Currently, the CE is tasked with sharing this with the members of the symposium committee and they might then only use it once, or, depending on the division of labour, not at all. The EAC might be more capable of setting up this event with less total workload because of their experience.
- Lastly, it has been the case in the past that there is an overlap between members of the symposium committee and the EAC. The two draw similar people because they both organise intellectual activities, having the same people in two committees both working on organising lectures is slightly redundant.

It must be noted that the increased workload for the EAC should be handled with care. With the current two events per month and number of members, it may actually be desirable to have a group project and keep members involved while they may not be actively organising something for a month at a time. If in the future the member count decreases or the event frequency increases, it may not be desirable at all.

5.2.2 Removing lunch

Providing lunch has been part of the symposium for most of its history until last year. Because the event requires people to attend for all of the afternoon, it made sense to involve catering. Otherwise people might leave the event due to hunger to find their own food, or be forced to bring their own. It also used to provide for a nice break in the packed schedule for attendees. They might discuss the day with each other, or strike up a conversation with speakers or potential members. All in all, the rationale behind this part of the symposium makes good sense.

The trouble comes with the practicalities. After the rent for Instituto Cervantes, the lunch is the largest single budgetary category. Since money does not grow on trees at SIB, it could be well spent in other ways. Think of a grander promotional campaign, or budget for speakers. The catering is also a great logistical challenge that burdens the committee and its volunteers. Enough food for the 50 or so people expected to attend is not an easy feat. Planning for this comprises a great share of the total work in the symposium committee as well.

6. Diversity

Diversity is an important topic, which inherently benefits from plurality in perspectives. This lends it well to the Intellectual program, as it aims to broaden the horizons of the members of SIB. In this chapter, the future of diversity in SIB's intellectual program will be highlighted, with an emphasis on a holistic view of diversity. Additionally, suggestions for potential decisions and guidelines will be discussed. A detailed analysis of the aim and role of diversity within the IAP is in appendix 2.

Diversity is a changing term, and it is impossible to know the future of diversity. In spite of this, there are several suggestions made here that aim to make it easier to provide a diverse intellectual program. It is important to test the future decision making regarding diversity according to the following guidelines:

6.1 Identify the goal

First is to understand the purpose of diversity for a specific activity. Diversity is always important, but its implementation and representation within the intellectual program are dependent on the intended aim of diversity in that given context. To do so, the EAC is advised to analyse the schedule of the intellectual program and think of fitting additions of diversity. By making this topic broad and encompassing, but specifying and narrowing the focus for a specific activity, would assist in the breadth and depth of diversity.

6.2 Keep the process simple

To be as diverse as possible is difficult; however, the process need not be. For example, streamlining aspects of the process through cooperating and mutual assistance is necessary to maintain a healthy balance, both for the EAC and the intellectual program. However, it is important to be flexible - such co-operations should never limit the possibilities for diversity. The EAC should, to that aim, maintain a level of engagement with diversity that is distinctly decoupled from these co-operations.

6.3 Be prepared for changes

As described, diversity is an ever-changing criteria. It therefore seems tempting to play it safe with definitions. However, by emphasising the edge cases, the greatest benefits can be gained for the association. In this, some risk is encouraged: the intellectual program has always functioned as not merely a descriptive organ, but also a prescriptive one. Encouraging members to think about diversity as a whole ánd in parts, by shining a light on the very obscure parts of this dynamic, is perhaps one of the greatest strengths of the intellectual program.

6.4 Understand the necessity of diversity

Arguably the most important takeaway is understanding the necessity of diversity in a modern society. By understanding how it affects the world, actively engaging with diversity in every setting, and highlighting an emphasis on it, diversity becomes a crucial aspect of SIB's identity as a whole, not just the intellectual program's. In this, the intellectual program still plays a large part: diversity is greater than the sum of its parts. Providing a diverse program with diverse backgrounds to a diverse audience is very powerful, and is perhaps the very definition of 'broadening one's horizon'.

7. Appendices

Appendix 1: State of IAP

Commissioner of External Affairs

The CE manages the EAC. The head of the committee has several roles within the committee that other members do not. The CE is in the end responsible for making sure that there is something planned on Tuesday. This includes checking in on progress with members and offering help or stepping in when short on time. The CE also plans the meetings, maintains contacts, facilitates communication with the board/ other committees, and provides a main point of contact for intellectual affairs for association members. In practice the CE organises more events than any member.

External Affairs Committee

The external affairs committee [EAC] is the backbone of SIB's intellectual program. It is responsible for organising intellectual activities on Tuesday evenings. Past the traditional lecture format, alternative activities have surged in the last few years. In 2022 the frequency of these activities was halved because of attendance related pressures. The current biweekly intellectual activities means lowered workload for the members of the committee, and has been shown to now be the preferred frequency.

In general, the EAC process for organising goes as follows. The CE sets up an overview of all the Tuesdays on which events are to be organised. The dates are then subdivided unto the various members of the committee. Each member generally works alone to organise their evening. They will start about two months in advance. If they have a person in mind, they may contact them first. More often, a member starts with a topic, and then a matching speaker is sought. The member in question will then search this topic online and email (or call) potential speakers. In case of interest contact is maintained until the event. In case of no response the EAC member will continue looking for somebody else, or opt to change the topic.

The reservation of venues is a task that falls unto the CE. Instituto Cervantes is the primary location for hosting lectures. It is an ideal venue because it offers plenty of space, a good image, technical platforms, storage for promotional gear, central location, and lower prices than other private venues. The main drawback is the price. For non-lecture formats, other locations may be chosen. A variety has been used in the past: neighbourhood centres, Pnyx, cafés, open air, university spaces, among others. In the case of Instituto Cervantes, reservations are made months in advance. Other venues may not require as long of a notice.

During the meetings inspirations and ideas are exchanged and members help each other to think about their next event. During meetings there are a few recurring points: previous events, future events, brainstorming and announcements. The brainstorming phase is where ideas are either discussed or thought up. The rest of the meeting serves to keep all members up to date on events that are in the works, and to evaluate what went well or less so. Meetings are also helpful for redistributing work within the committee as well, be it from CE to member or member to member.

The workload within this committee is rather variable. In the past a handful of members organised a weekly program resulting in a high workload. Now that there are two events per month this pressure has reduced significantly. Still, the number of members in the committee is inversely proportional to the work it does. If there were four members, each would ideally always be working on one evening. If there were eight, members might not be actively engaged for two months at a time.

Symposium Committee

The yearly symposium organised also falls within the intellectual program. As a project committee, it is set up each year by the CE. After members and a chair are selected the CE's involvement in the committee may be no more than contact with the board. The CE might also choose to join the committee for supervision and support purposes. The committee functions independently as it is not a board committee.

Traditionally the symposium would be planned to be around the *Dies Natales* of the association (March 12th), yet 2024 would mark the third year in a row where this is no longer the case. In this case the committee would ideally start in September or October. First order of business is finding a topic and deciding the different workshops or lectures within the topic. The process of finding speakers starts not long after. Negotiations with a venue are arranged in the first month or two after the committee starts. Instituto Cervantes has been the usual spot because they offer the best prices and are a trusted partner. The workload in the committee is centred around the logistical challenge of bringing everyone together, providing lunch, and setting up a promotional campaign.

For the day of the symposium itself, volunteers are recruited from within the association. Weeks before the symposium a form is sent out to ask people to help out with setting up the location, preparing lunch, welcoming visitors, and technical support.

After the symposium has taken place, the committee will evaluate the event and see whether there are lessons to be learned for future instances.

Appendix 2: Diversity

The Aim of Diversity

To understand the importance of diversity within the intellectual program, an analysis is necessary. The IAP in particular, as one of the primary branches of SIB's identity, has long promised to 'broaden your horizons'. In this, an emphasis on diverse perspectives in the IAP is obvious. SIB members benefit greatly from these perspectives, and it suits the aim well.

However, this relationship between diversity and the IAP is mutually beneficial. By offering new or underrepresented viewpoints, and by offering people, organisations, and groups that struggle with being heard a platform, the IAP is crucial to these groups in return. In this, SIB plays a unique role by bringing awareness to and from several groups of people.

As such, diversity is clearly an important topic within the IAP, and should be maintained as such.

The Role of Diversity

Currently, diversity within SIB's IAP is limited by its stated goals. While the above mentioned is and remains important, due to structural challenges within the framework of the EAC, setting and achieving realistic diversity targets remains difficult.

Currently, the EAC's goals operate using organisations as a guideline. By cooperating with organisations that emphasise on diversity, the IAP and SIB benefits, while also expanding the knowledge of that specific organisation within student circles. While these goals and methods have proven to work well, in the inherently plural field of diversity, they are limited in scope.

Additionally, diversity has become an increasingly charged subject. While diversity is, by its very nature, diverse and plural, certain aspects within diversity have garnered more attention. While these trends tend to emphasise those that need a voice the most, the fluidity and unpredictability of these trends and movements makes for a volatile environment. It is therefore crucial to recognise the importance of diversity as a whole and provide a diverse selection of diversity to give the greatest breadth possible.

Appendix 3: Repertoire

While in conversation with the External Affairs Committee, the Intellectual Task Force found out that some extra help with regards to the ever-changing repertoire was needed. Intellectual activities can differ with regards to formats, speakers, and subjects. As stated in our second goal, we want SIB to provide its members with intellectual enrichment, which broadens their knowledge base, perspectives and horizons and challenges them to engage with the wider world, in an educational as well as entertaining way. A broad array of topics and speakers is needed for that and the EAC asked the Intellectual Task Force to provide them with inspiration for these subjects and formats.

Speakers:

- There is a database with well willing and last-minute speakers. This, however, has not been updated in the last few years. Our advice would be to re-evaluate this document and add to it. SIB has a lot of former speakers and members that often have a lot of goodwill towards the association who are happy to help with an activity.

Formats:

Preparation time	**Format**
Less than a week	**Lectures:** **Interactive Intellectual Activities:** discussion nights, quizzes/competitions with a specific goal/topic
Two weeks	**Lectures:** Interviews **Interactive Tuesdays:** Visits to embassies/ museums, Debate nights, Ted Talks by SIB members (well received by members)
Two months	**Lectures:** Panel conversations (amount of speakers), Debates **Interactive Tuesdays:** Workshops, Field trips, Bar lectures (philosophical Cafe)

- Advice: play with interactivity (short discussions, questions by the speaker, mentimeters, etc)

Subjects:

- The backgrounds of SIB members are ever changing. Where the majority had a history background five years ago, this has now changed to a wider range. This is also shown in the rise of STEM related topics shown by the member surveys. It is good to evaluate yearly where the interests of the members lie (for instance through a survey, but also by keeping track of the study backgrounds of SIBbers) to help set up an intellectual program and give the External Affairs Committee a sense of direction.
- The Intellectual Task Force found that topics with regards to current events are often appreciated.
    - The areas that are often distinguished right now are: international relations, socially relevant, and STEM.

To provide the External Committee with inspiration for different subjects, here is a short overview with fields of study and a related topic :

- **Humanities and social sciences**: Anthropology (digital culture), archaeology (functionalism), history, linguistics (sociolinguistics), philosophy (philosophy of time and space), psychology (criminal psychology), religion, arts (i.e. literature, theatre), economics (human development theory), geography (cartography), politicology (international affairs and organisations), sociology (conflict theory)
- **Nature:** Biology (ecology), chemistry (forensic chemistry), earth sciences (climatology), physics, space (space tourism)
- **Formal:** computer science (influence of AI), mathematics (decision analysis)
- **Professions:** agriculture (food engineering, beekeeping), business (organizational studies), engineering, environment related (waste management), education (sex education), recreation (tourism), journalism (popular culture), law (international conflict law), medicine (innovations), museum and library visits, social work (mental health), military (leadership), transportation (Dutch railways).

Informal ideas

In our member survey we found out that 65% of the participants would appreciate less formal lecture ideas. Examples of this are for instance documentary viewings, Ted Talks by members and lecture with less formal topics, for instance about bread or bricks. As there seems to be quite a demand for this, we recommend exploring this further during the following years.

Appendix 4: Questions MCMs and Member Survey

Questions for the MCMs:

- What was your favourite intellectual activity? And why?
- What do you think of the subject that are chosen right now?
- What did you think was the worst intellectual activity? And why?
- What makes a good speaker?
- How do you think you can attract more people to lectures?
- What would you like to organize yourself?
- What do you think of the less serious, less formal readings?
- What do you find important about the program?

Questions for the Member Survey:

- The ideal intellectual program, according to me, looks like this …
- How frequent should SIB have intellectual activities?
- What was the best intellectual activity you attended? (and why was it the best?)
- What should the intellectual program aim to be according to you? Choose 3 buzzwords who are the most important to you (educational, entertaining, broaden my horizon, socially engaging, intellectually challenging, interactive, or other)
- If you were to organise an intellectual activity, what would it be?
- Would you visit a intellectual activity that is less serious and less formal but still educational? For example: a talk on bricks or Ted Talks by SIB members.
- What do you miss most or would you most like to see improved about SIB's current intellectual activities program?