

Management Group Redevelopment – James Cox

Since 2013 a restructure of the current management group system has been floated around, with a little progress each year. This year, CSPB decided to prioritise this project at a meeting before term. In brief, this project is to strengthen the middle management of the CSP governance structure, creating more MG representatives with financial responsibility, with less admin time, with fewer clubs to focus on. Clubs will benefit from this through having a well-trained student volunteer with more time to focus on their issues specifically (i.e. during budgeting or to assist with funding applications)

Historic work:

12/13: [https://www.imperialcollegeunion.org/your-union/how-were-run/committees/12-13/Clubs%2C Societies %26 Projects Board/file/2086](https://www.imperialcollegeunion.org/your-union/how-were-run/committees/12-13/Clubs%2C%20Societies%26%20Projects%20Board/file/2086)

13/14: <https://www.imperialcollegeunion.org/your-union/how-were-run/committees/13-14/Clubs%2C Societies %26 Projects Board/file/2167>

14/15: <https://www.imperialcollegeunion.org/your-union/how-were-run/committees/14-15/Clubs%2C Societies %26 Projects Board/file/2627>

15/16: <https://www.imperialcollegeunion.org/your-union/how-were-run/committees/15-16/Clubs%2C Societies %26 Projects Board/file/3219>

Work thus far:

1. Focus group from CSPB (~4 hours), identifying issues and solutions

Firstly, we clarified the similarities and differences between Management Groups and Constituent Unions.

CU	CU/MG	MG
Provide community/identity	Represent clubs at CSPB/Union Council	Exclusively run clubs
Run freshers' events	Assist with club management	Hold face-to-face agms
Uphold heritage/traditions	Assist with club budgeting	
Careers advice/signposting	Have financial scrutiny over clubs' finances	
Represent wider student body (automatically a part of)	Provide emergency support for clubs	
Alumni Connection	Forum for similar clubs	
Academic Representation	Approve club expenditure	
Welfare support/signposting		
Variety of club activity		
Promote broader appreciation of faculties/science		

Next, we identified a list of issues with the current system

1. Lack of identity from students
2. Lack of defined power/authority over clubs
3. Discrepancy in number of clubs/workload
4. Mismatch of club groupings
5. Different levels of knowledge/training of MG Exec
6. Lack of defined signposting for issues/club engagement discrepancy
7. MG can be opaque to higher governance levels
8. Lack of support for specific areas within MGs (i.e. martial arts specific help in ACC)
9. Different levels of MG engagement from MG Execs and union
10. No defined way to share best practice across MGs from club level
11. Lack of MG responsibility
12. Lack of direct support for welfare-remit clubs
13. Poor handovers
14. New niche clubs leading to increased workload
15. Same democratic power for MGs of different size
16. Competitive nature of budgeting

Next, we synthesised the issues into four broad strategic areas, the focus of which would be to tackle these specific issues

Branding

1. Lack of identity from students
6. Lack of defined signposting/club engagement discrepancy

Training

5. Different levels of knowledge/training of MG Exec
7. MG can be opaque at higher governance
9. Different level of MG engagement and committee chairs with union
13. Poor handovers
16. Competitive nature of budgeting

Restructuring

3. Discrepancy in number/workload
4. Mismatch of club groupings
8. Lack of support for specific areas within MGs (i.e. martial arts specific help in ACC)
10. No defined way to share best practice at club level
14. New niche clubs leading to increased workload
15. Same democratic power for MGs of a different size

Strengthening

2. Lack of defined power/authority (i.e. what control could an MG chair have to solve problems themselves)
11. Lack of MG responsibility
12. Lack of direct support for welfare remit clubs

Finally, we created an action plan for each area to tackle these issues:

1. Branding

- 1.1. Create coherent branding for each Management Group
- 1.2. Create website as central digital point of contact
- 1.3. Ensure availability of freshers' fair stalls for MGs
- 1.4. Create sign-posting for club issues to elevate through governance structure

2. Training

- 2.1. Develop effective training for MG Execs prior to August 1st to fully understand:
 - 2.1.1. the union
 - 2.1.2. activities
 - 2.1.3. the governance structure (communicating up and down)
 - 2.1.4. scrutinising finances and risk assessment

3. Restructuring

- 3.1. Create a governance structure of clubs where similar activities are placed into logical groupings, with no further steps in governance/financial authorisation that already exist and where MGs have a similarly-sized number of clubs.
- 3.2. Create support networks for cross-MG sharing of best practice for similar activities (e.g. conferences)

4. Strengthening

- 4.1. Define authority of MG chair over clubs under their responsibility
- 4.2. Increase responsibility of MG Exec (e.g. edit committee positions, website details, print engagement details for alumni)
- 4.3. Create support network led by DPW

I believe it is feasible to tackle 1.4, 2.1, 3.1 & 4.2 to have maximum impact before the start of the next academic year. The remaining actions can be mandated by council to the future DPCS, or I will be able to progress further after completing the 4 priority actions above.

2. Focus group from CSPB (~5 hours), restructuring groups

Action 3.1 was the focus of the second focus group, a list of clubs was generated and groups were created from scratch; the aim was to create logical groups of similar size/similar workload. There may be clubs in the wrong group, but all clubs will have the opportunity to say where they would like to be represented (this is all subject to change)

Group 1: Education & Careers

Discussion	Education	Careers
SCC Conservative	SCC Architecture	CAG Women in Business
SCC Debating	SCC Energy	SCC Consultancy
SCC Speakers	SCC Environmental	SCC Bright Futures
SCC European Union Society	SCC Pharmacology	SCC Economics
SCC Feminist	RCC _Software	SCC Finance
SCC Labour	RCC Astro	SCC Imperial Entrepreneurs
SCC London Forum for Science & Policy	RCC First Aid Society	SCC Innovation Society
SCC Model United Nations	CAG Pint of Science	SCC Investment
SCC Philosophy Soc	SCC Animal Protection & Education Society	SCC Management
		SCC Oil and Gas Forum
		SCC Law

Group 2: Culture

North America/Europe/Australasia	Africa/Middle East	Asia
OSC Afro-Caribbean	OSC Arabic	OSC Bangladeshi
OSC Australian	OSC Iranian	OSC Chinese
OSC Bulgarian	OSC Iraqi	OSC Indian
OSC Cypriot	OSC Israeli	OSC Japanese
OSC Czecho-Slovak	OSC Kenyan	OSC Kazakhstan
OSC Dutch	OSC Lebanese	OSC Korean
OSC French	OSC Palestinian Soc	OSC Pakistan
OSC German	OSC Mauritian	OSC Sri-Lankan
OSC Hellenic	OSC Nigerian	OSC Taiwan
OSC Hungarian	OSC Saudi	SCC ABACUS
OSC Irish	OSC Turkish	SCC Int. Tamil
OSC Latin-American		SCC Punjabi
OSC Italian		OSC Bruneian
OSC North American Society		OSC CSSA
OSC Polish		OSC Indonesian
OSC Portuguese Speaking		OSC Malaysian
OSC Romanian		OSC Singapore
OSC Russian Speaking		OSC Thai
OSC Scandinavian		
OSC Spanish		

Group 3: Sports

Team Court

RCC Ice Hockey

RCC Synchronized Swimming

ACC Swim/Waterpolo

ACC Basketball

ACC Volleyball

RCC Floorball

ACC Kabaddi

ACC Dodgeball

ACC Handball

ACC Netball

ACC Cheerleading

Team Field

ACC American Football

ACC Baseball

ACC Hockey

ACC Football

ACC Rugby

ACC Ultimate Frisbee

ACC Womens Football

ACC Womens Rugby

ACC Gaelic Sports

ACC Cricket

ACC Rounders

Individual Sport

ACC Archery

ACC Riding & Polo

ACC Rifle & Pistol

ACC Cross Country

ACC Cycling

ACC Fencing

ACC Golf

ACC Triathlon

ACC Badminton

ACC Lawn Tennis

ACC Squash

ACC Table Tennis

ACC Snowsports

RCC Parkour, Free Running & Gymnastics

ACC Boat

RCC Surfing

RCC Wakeboarding

ACC Windsurfing

Martial Arts

ACC Ju-Jitsu

ACC Karate Shotokan

ACC Kendo

ACC Ki Aikido

ACC Krav Maga

ACC Kung Fu

ACC Muay Thai

ACC Judo

ACC Shaolin Kung Fu

ACC Shorinji Kempo

ACC Tae Kwon Do

ACC Wing Chun

ACC Wushu

ACC Boxing

Group 4: Recreation

Games & Hobbies	Consumables	Exploration
RCC Assassins Guild	RCC Culinary	RCC Canoe
RCC Bridge	RCC Meat Appreciation	RCC Caving
RCC Chess	RCC VegSoc	RCC Exploration
RCC Croquet Club	SCC Cheese	RCC Fellwanderers
RCC Gaming	SCC Tea Society	RCC Mountaineering
RCC Poker		RCC Outdoor Club
RCC Starcraft	Appreciation	RCC Gliding
RCC Table Football	SCC Film	RCC Pilots
RCC Tabletop Gaming	SCC Rock and Metal	RCC Skydiving
RCC Mahjong	SCC Sci Fi	RCC Underwater
RCC Juggling	SCC Alternative Music	ACC Yacht
RCC KnitSock	SCC Book Club	ACC Sailing
RCC Magic	SCC ArtSoc	
RCC Skate	SCC Anime	Vehicles
SCC Quiz		RCC RCS Motor
RCC Snooker & Pool		RCC RSM Motor Club
RCC Yoga		RCC Vehicle Design
		RCC VVMC

Group 5: Community & Faith

Community	International Project	Faith
CAG Activities for Children with Disabilities	CAG Avicenna Project	SCC Ahlul Bayt
CAG Imperial Cooperative	CAG E.quinox	SCC Ahmadiyya Muslim Students Association
CAG Robogals	CAG El Salvador	SCC Atheists, Secularists and Humanists
CAG Women in SET	CAG Enactus	SCC Buddhist Society
CAG Soup Run	CAG Geology for Global Development	SCC Catholic
CAG Interact	CAG Global Brigades	SCC Christian Union
CAG TEAM Students	CAG Kenyan Orphan Project	SCC Every Nation Christian
CAG Bike Users Group	CAG Project Nepal	SCC Hillsong Powerhouse
CAG Mentality	CAG Raincatcher Imperial	SCC Hindu Society
SCC IQ (Imperial College LGBT+)	CAG RED	SCC Islamic
SCC Erasmus	CAG Student Action for Refugees	SCC Jewish
RAG	SCC Pass	SCC Krishna Consciousness
RAG BHF		SCC Overseas Christian Fellowship
RAG Right to Play		SCC Sikh
RAG Save the Children		
RAG UNICEF		

Group 6: Arts & Entertainments

Ensembles	Performance	Dance
A&E String Ensemble	A&E A Cappella	A&E Dance Imperial
A&E Wind Band	A&E Comedy Society	RCC Belly Dancing
A&E Chamber Music	A&E Dramatic Society	RCC Pole Dancing
A&E IC Big Band & Jazz	A&E ICU Cinema	RCC Dance Company
A&E Jazz&Rock - Live Music	A&E Guitar	ACC Dance
	A&E Musical Theatre	RCC Funkology

Fine Arts	Orchestras and Choirs	Media
A&E Calligraphy and Oriental Painting	A&E Chamber Choir	A&E Music Technology
A&E Design Collective	A&E Choir	Media Felix
A&E Fashion	A&E Gospel Choir	Media IC Radio
Media Photographic	A&E Orchestra	Media ICTV
A&E LeoSoc	A&E Sinfonietta	
SCC Writers' Society		
RCC Artisans		

Union Council will need to approve the change as 8 Management Groups will shrink to 6, affecting democracy (slightly); I am open to a discussion about what this will look like.

The restructure will create new Vice-Chair roles for each group which have financial responsibility and support for their sub-groups. If positions are unelected, responsibilities pass to the MG Chair as per history.

Actions 1.4, 2.1 & 4.2 will be completed ultimately by DPCS/Activities after consultation in a third focus group regarding what training/knowledge would be useful, what expectations are of clubs and the union, and what extra responsibilities would be useful to improve efficiency of solving club issues.

Resolves

1. Approve restructure to Management Groups
2. Mandate DPCS/MG Chairs to consult with clubs regarding their new recommended Management Group