

Project Title: Kick Start Senate at Large

Which strategic goals will be addressed?

The project will address Aims 1, 4, and 8 (high performance environment for all, digital transformation, and together we are TU Wien). Details are given below in Section “importance for a future fit TU Wien”.

Who is involved? - Team Lead and Team-Members

Heads of Senates and Bureau of the Senate

The project will bring together the Head of the Senate (“Senatsvorsitz”) from the period 2022-2025 and of the new period 2025-2028. A constant and stabilizing factor, not least an enabling factor, is the Bureau of the Senate. Thus, the following persons will be involved:

New Senate Head, Lena Stickler, Eva Kukuruz-Mittermann, Norbert Pfeifer, Karin Poljanc, Katharina Kralicek, Martina Marchetti-Deschmann

What is going to be funded? -> sketch of idea

Coaching and retreat (we suggest Philipp Steger as Coach, as he is familiar with the process and with TU Wien)

The Senate was very successful in starting a transformation in the recent years. This started off with a change in the Bureau of the Senate, continued with a new model of collaboration within the head of the Senate, and widened to the Senate as a whole with the indispensable support of the future fit process. The result, the common aim, are the Achieve-Avoid-Preserve statements (AAP) of the Senate.

The Senate is in a transition zone, with change of the composition, including the Senate head, due to the election of the Senate dated 27.5.2025, the day of proposal dead line! Furthermore, due to the complexity and interdependency of the different topics of necessary development within the Senate, on the one hand, and due to multiple pathways and visions on how to reach the common aim, on the other hand, the roadmap will need to be worked out in a common process of the new head of the Senate, the Bureau of the Senate, and with strong support of the old head of the Senate. This roadmap shall be elaborated in a moderated retreat until October 2025.

Through intensive discussion, we can specify the goals, clarify responsibilities and develop a concrete 2-year plan with milestones and interim goals. This promotes transparency, motivation and monitoring of progress. In addition, the retreat enables the newly elected Senate, which will be active from the autumn, to develop a common vision, aligns all stakeholders with the achievement of objectives and ensures coordinated, sustainable implementation of the strategic guidelines.

The AAP is publicly available, see <https://www.tuwien.at/en/tu-wien/organisation/university-management/senate/further-development-of-the-senate>.

In order to further demonstrate the alignment to TU Wien's strategic goals and to relate the submitted project to the development process of the Senate up to now, the AAPs are given in a very condensed form below:

Shape the university framework – Be an attractive and visible Senate – Communicate content and decisions internally and externally in clear, comprehensible and accessible form – Reach self-efficacy by balanced participation of all – Elaborate a clearly defined process landscape for efficiency and flexibility

Why is it important for a fuTUrefit TU Wien? -> Contribution to mission and vision; Planned implementation of the strategic objectives and support for cross-cutting issues

The Senate as a university-wide institution offers a unique possibility to reach out to "all members of the university" and shape their "environment". It is fundamentally addressing Aim 1: Further develop an attractive and high-performance environment for all members of the university.

Advancing the Senate requires transformation of our interaction: between members as well as between Senate and different TU Wien stakeholder groups. This will require but also support a digital transformation, addressing Aim 4: Establish digital transformation as a strategic priority at TU Wien.

The role Senate realizes at TU Wien shall become more crisp, appreciated, and strengthen TU Wien. Aim 8 cannot be reached without the Senate: Strengthen the TU Wien community and sense of belonging: Together we are TU Wien!

The Senate and this kick start project for a large Senate project touches all cross-cutting topics of TU Wien's strategy. At the heart of it there is the first cross-cutting topic, "Comprehensive Communication". This preparation for implementing the Senat's aims will support both, further development of the Senate in a process of steady improvement, and equally realizing TU Wien's vision.

When is it finalized and how much does it cost? Please specify.

The maximum sum of EUR 2000 is foreseen for retreat and moderation/coaching.

It is essential that this project starts now, as its aim is the generation of a specific plan for a much larger endeavor within the fuTUre fit process. This will be submitted in parallel and in the full form, as foreseen, in October 2025.

The moderation of a meeting by an external person is essential because it remains neutral and impartial. This avoids conflicts, bias or group dynamics that could jeopardize an open discussion. An external moderator ensures that the meeting is structured, keeps the discussion focused on the essentials and promotes a productive atmosphere.