



**European  
University Cyprus**

**OFFICE OF STUDENT  
AFFAIRS (OSA)**

# **Student Clubs & International Student Associations**

**OPERATIONS MANUAL**



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## **INTRODUCTION**

European University Cyprus (EUC) offers a diverse range of student clubs and International Student Associations, fostering a vibrant community where students can explore their talents and passions. This Student Clubs and International Student Associations Operations Manual outlines the rules and procedures for managing these groups at EUC.

The Office of Student Affairs is your primary contact point for information, support, and assistance, ensuring smooth and effective operations. All EUC clubs and associations are funded by the University and have access to designated campus facilities for meetings and events.

### **A. EUC STUDENT CLUBS**

#### **1. GENERAL INFORMATION**

##### **1.1 Clubs' Goals**

The primary goal of student clubs is to enrich campus life through non-academic activities. Open to all, clubs help foster a sense of belonging, develop leadership skills, and provide opportunities to learn and grow—both personally and professionally. Students can showcase their talents, gain new skills, and engage in collaborative, supportive environments.

Club activities vary but typically include workshops, social gatherings, cultural events, trips, and more, both on and off campus. Meeting frequency depends on each club's nature and goals, determined by its organizing committee in collaboration with members.

Each student club and association is allocated a budget for the academic year (October 2 – May 31).

##### **1.2. Club Categories**

EUC offers a wide range of student clubs to suit diverse interests and foster an active campus life. Clubs are categorized as:

- Leisure Clubs
- Educational Clubs
- Social Clubs
- Publications

A complete list of clubs is provided below, with detailed descriptions in Appendix I. Only clubs active in the previous year are included.

Inactive clubs can apply for reactivation by submitting an annual activity plan to the Student Affairs Office, which will review and respond accordingly.

All listed clubs are available, but their operation depends on student enrolment (minimum 14 members). In cases requiring external expertise (e.g., shooting instructors), club formation depends on their availability.

### **1.2.1. Leisure Clubs**

The leisure clubs of EUC are the following:

1. Basketball Club
2. Badminton Club
3. Bowling Club
4. Chess Club
5. Dance Club
6. Hiking Club
7. Music Club
8. Shooting Club
9. Yoga Club

### **1.2.2. Educational Clubs**

The Educational Clubs are:

1. Aesthetics Club
2. Biology Club
3. Business Society
4. Computer Club
5. Education Club
6. Erasmus Club
7. European University Cyprus Biomedical Students' Society (EUCBMSS)
8. European University Cyprus Dental Students' Association (EUCDSA)
9. European University Cyprus Medical School Society (EUCMSS)
10. European University Cyprus Pharmacy Students' Society (EUCPSS)
11. IEEE EUC Club
12. Law Society
13. Mini Spot EUC – Occupational Therapy Club
14. Music Education Club
15. Nutrition and Dietetics Society (NDS)
16. Neuroscience Club
17. Occupational Therapy Club
18. Office Administration Club
19. Pharmacy Club
20. Physiotherapy Club
21. Robotics Club
22. Sign Language Club
23. Speech and Language Therapy Club
24. Surgery Club

### 1.2.3. Social Clubs

The social clubs offered are:

1. Intercultural Communication Club
2. EUC Volunteers' Club
3. LGBTQ+ Society
4. Psychology Club
5. EUC Health Promotion Club

### 1.2.4. Publications

The Publications of the University are:

1. Ένθα – A periodical of Contemporary Legal Issues

### 1.2.5 Students' Registration Eligibility

**Leisure Clubs:** Open to all students, these clubs require no prior experience, as their main goal is to teach the subject. The only exception is the **Music Club**, which requires members to already know how to play an instrument or sing for on- and off-campus events.

**Educational Clubs:** Students can join clubs related to their field of study (clubs affiliated with International Associations may have different names). Clubs 3, 20, and 21 (see pages 5-6) are open to all students. Note that Club 21, the Sign Language Club, is conducted in Greek.

**Social Clubs:** Open to all students. The **Psychology Club**, though primarily for Psychology majors, welcomes everyone due to its general-interest seminars (in Greek). Activities exclusive to Psychology students are pre-announced.

**Publications:** The **Entha Journal** is exclusively prepared by Law students

## 2. OPERATION OF CLUBS

### 2.1. Club Meetings and Activities

- **Leisure Clubs** (Clubs 1, 2, 4, 5, 7, 9) generally have weekly meetings, with schedules announced after registration at the start of each semester. These clubs typically start from the second week of classes.
- **Other Leisure Clubs** (Clubs 3, 6, 8) don't have weekly meetings but organize events/activities each semester, with registration details provided to members.
- **Educational Clubs:** Clubs 20 and 21 have regular weekly meetings, with schedules announced after registration. Other educational clubs organize events or activities each semester, with registration details provided to members.

- **Social Clubs:** Most clubs in this category (except the **Intercultural Communication Club**) organize events/activities each semester, with registration details provided. The **Intercultural Communication Club** may have weekly, bi-weekly, or monthly meetings, or just events, depending on member preferences.
- **Publications:** Members of the **Entha Journal** meet at the start of each semester to plan topics and prepare articles

## 2.2. Starting a New Club

To form a new club, the following requirements must be met:

1. A staff or faculty advisor must be willing to support the club.
2. The club must have a unique goal, distinct from existing clubs.
3. The club must have at least 14 members.
4. The club, with its advisor, must complete the online registration form [here](#) and submit it to the Office of Student Affairs for approval.

## 2.3. Club Registration

All new clubs must be registered with the Office of Student Affairs (OSA) for approval. Clubs planning to operate in the Fall Semester may apply from April 1 to August 30, while Spring Semester clubs must register between October 14 and January 20.

Student Registration to Clubs: EUC and Cyprus College students can register for clubs:

- During the **Orientation Program** (Club Presentation Day).
- On **Club Registration Days**, when OSA sets up a booth for registration and information.
- Online via the EUC website anytime by completing the [Club Registration Form](#).

Students who join later in the semester are responsible for staying informed about club activities via the EUC Student Affairs Facebook page or by contacting Mrs. Angela Georgiadou at 22713185 or [a.georgiadou@euc.ac.cy](mailto:a.georgiadou@euc.ac.cy). Clubs can also be registered directly at the Office of Student Affairs (OSA) year-round. Contact Mrs. A.Georgiadou or book an appointment.



## 2.4. Club Representatives

Each club must have a president or leader to oversee operations, working with the club's advisor and the Student Affairs Officer. Clubs can either elect a president and board or appoint a leader. If no election is held, the advisor or Student Affairs Officer may appoint a leader. However, if other students express interest, an election must be organized.

## 2.5. Club Advisors

The advisor's role is to guide student leaders, approve or reject budgets, and attend the first meeting of the academic year to welcome members and assist with planning.

## 3. BUDJET

### 3.1. Budget Allowance

Clubs are allocated budgets based on their planned activities: €700 for up to three events per year, and €1100 for four or more. Clubs should submit a budget and annual activity plan at the start of the year. The budget must be used by the end of the academic year (May 31) and is not transferable to the next year if unused.

### 3.2. Budget Allocation

Clubs can use their budget for:

- Educational activities
- Intercultural events
- Fundraising and leisure activities (up to €300 for three events, or €550 for four or more)
- Necessary equipment/tools for club operations

### 3.3. Budget/Support Request Procedure

To request funds and/or support for an activity, follow these steps:

1. Submit the budget request online via [this link](#) (submitted by the Club's Advisor, President/Leader, or committee member).
2. Submit event and budget requests at least **10 working days** before the event date.
3. For administrative support (e.g., room bookings), submit requests at least **7 days** in advance via [this link](#).
4. Late budget requests may be considered if justified (e.g., an unexpected speaker or event opportunity).

Following this process ensures smooth club operations. We aim to respond promptly when the procedure is followed correctly.

### **3.4. Budget Approval Procedure**

The Director of Student Affairs reviews all budget requests, which may be approved, rejected, or approved with restrictions. The Office of Student Affairs (OSA) will respond within **5 working days** of submission.

**Important:** No expenses should be made before receiving OSA approval for an activity; failure to do so may result in non-reimbursement.

## **B. EUC INTERNATIONAL STUDENT ASSOCIATIONS**

### **1. GENERAL INFORMATION**

#### **1.1. International Student Associations' Goals**

The main goal of International Student Associations is to enrich student life through non-academic activities and promote multiculturalism. Open to students of the same nationality, these associations foster a sense of belonging, help develop leadership skills and offer opportunities for personal growth. Members can collaborate, share knowledge, and participate in events such as social workshops, cultural activities, celebrations, and trips.

#### **1.2 International Student Associations at EUC**

EUC offers various International Student Associations, such as:

- Hellenic Student Association
- African Student Association
- Chinese Student Association

Only active associations that held activities in the previous year are listed.

## **2. OPERATION OF INTERNATIONAL STUDENT ASSOCIATIONS**

### **2.1. Starting a New Association**

To form a new association, a minimum of 14 members of the same nationality is required.

### **2.2. Registration Process**

New associations must complete the [online registration form](#) and submit it to the Office of Student Affairs by **end of January** each academic year for approval.

### **2.3. Student Registration**

Students of a specific nationality are automatically eligible for their corresponding International Student Association. The Office of Student Affairs maintains an updated list of registered students each academic year (October-May).

### **2.4. Elected/Appointed Representatives**

An active student must be appointed as President by an instructor, administrator, or association members. If desired, the association can hold elections to appoint a president and committee.

### **2.5. Association Advisor**

Mrs. Angela Georgiadou, Student Affairs Officer, serves as the advisor for all International Student Associations. She guides student leaders, approves/rejects budgets, and attends the first meeting of the academic year to welcome members and assist with planning.

## **3. BUDGET**

### **3.1. International Student Associations' Budget Allowance**

The budget for each association depends on the number of members:

- Up to 14 members: €700
- Up to 34 members: €850
- 35+ members: €950 + €3.50 per member (max €1530 for up to 200 members)

Associations organizing up to three activities are eligible for €650, while those with four or more activities can receive up to €1530. It is advised that associations submit an annual activity plan at the start of the academic year. Budgets must be used by the end of the academic year (October-May) and cannot be transferred to the next year if unused.

### **3.2. Budget Allocation**

Associations can use their budget for:

- Educational activities
- Intercultural events
- Fundraising & leisure activities (budget varies by association size and activities)
- Necessary equipment for operations

### 3.3. Budget/Support Request Procedure

To request funding for an activity, associations must follow these steps:

1. Submit the budget request online via this link (submitted by the Club's Advisor, President/Leader, or committee member).
2. Submit event and budget requests at least 10 working days before the event date.
3. For administrative support (e.g., room bookings), submit requests at least 7 days in advance via this link.
4. Late budget requests may be considered if justified (e.g., an unexpected speaker or event opportunity).

Following this process ensures smooth club operations. We aim to respond promptly when the procedure is followed correctly.

1. Budget requests up to €500: Submit at least **10 days** before the event.
2. Budget requests over €500: Submit at least **15 days** before the event.
3. Support requests (e.g., room bookings) must be submitted at least **7 days** before the event.

All requests must be submitted online via [this link](#).

### 3.4. Budget Approval Procedure

The Director of Student Affairs reviews all budget requests, which may be approved, rejected, or approved with restrictions. The OSA will respond within **5 working days** of submission.

**Important:** All activities must be approved by OSA before any expenses are incurred; failure to do so may result in non-reimbursement.

## 4. OSA's Role in International Student Associations

The Office of Student Affairs (OSA) supports international student associations by providing resources, guidance, and ensuring compliance with policies. We are here to help with event planning, leadership development, and more. Our key functions include:

1. Register and maintain lists of student organizations, clubs, and associations.
2. Assist with event planning and scheduling university facilities, both on and off-campus.
3. Offer workshops and leadership training for student organizations.
4. Provide financial support for activities.

## C. APPENDIX I: CLUBS CATEGORIES & CLUBS AIMS

### LEISURE CLUBS

**Basketball Club:** The Basketball Club is open to everybody who has an interest in the game of basketball, despite skill and prior experience.

**Badminton Club:** The Badminton Club aims to foster a welcoming and active environment where students of all skill levels can come together to enjoy and improve in the sport of badminton.

**Bowling Club:** The Bowling Club has been created to bring bowling fans together through tournaments and outings.

**Chess Club:** The aim of the Chess Club is promotion of chess through organizing games, lessons, and lectures for all students, administrative staff, and academic staff to foster international understanding, communication, and courtesy.

**Dance Club:** The Dance Club is not only a group of dancers who share a passion for performing. It is also a group devoted to creativity, music and individual expression enriched by the multicultural identity and tradition of the club. The Dance Club performs at various events within and outside the University and is a key contributor to the Anti-Leukemia Association for which it has helped to raise over €56,000 through its Christmas performances.

**Hiking Club:** The Hiking Club organizes trips to different locations and provides its members the opportunity to explore the trail paths of Cyprus. If you enjoy hiking, nature, and photography, join this active, multi-cultural, lively group.

**Music Club:** The Music Club is one of the oldest and most active clubs organizing concerts and music performances, participating in a range of social, cultural and philanthropic events on and off campus. The Club is a consistent contributor to the Anti-Leukemia Association for which it has helped raise over €56,000 in the last 12 years through its Christmas performances.

**Shooting Club:** The shooting club invites all students who are nature lovers, who like to trek on the mountains and to explore new places, to join the club. On the other hand, if you simply enjoy target practicing, this is also a good reason to join this club. Being a member of this club means Fun, Fun and more Fun!

**Yoga Club:** The Yoga Club offers students and staff an oasis of relaxation from busy university life. Yoga is a form of exercise that teaches awareness of relaxation and tension. By acquiring correct breathing techniques and concentration, one learns to reach deep relaxation. In addition, through a variety of postures, it generally strengthens and tones the body and increases flexibility. Sessions are conducted by

a qualified yoga instructor. Participation is free of charge to all members and no previous experience is necessary.

## **EDUCATIONAL CLUBS**

**Aesthetics' Club:** A club which offers beauty treatments from our very own trained students in the field in fully equipped salons that are available on campus. These treatments range from facials to make-up, massage etc. There is a minimum charge to cover the expenses of professional products used. All treatments are supervised by the instructors. Furthermore, the club offers treatments to aid members from other clubs such as: photography make-up, theatre make-up etc. In essence, the club offers students the opportunity to receive beauticians' services at very low prices and provides members with the opportunity to gain professional experience before graduation.

**Biology Club:** The main goals of the Biology Club are to promote the most significant developments of Biology to the public and legal society of Cyprus, as well as to encourage students' participation in Academic/Research Activities (Conferences, Congress, and Colloquia).

**Business Society:** Business Society promotes greater understanding of the fast-changing world of business through creative presentations and practical workshops on the latest developments. It also encourages students to take part in research, discuss current economic challenges, and invites key entrepreneurs to share their experiences with the Club.

**Computer Club:** The Computer Club is a student-led community dedicated to exploring and advancing knowledge in technology, programming, and digital innovation. Open to students of all backgrounds and skill levels, the club provides a space for learning, collaboration, and creative exploration in the field of computer science.

**Education Club:** The Education Club brings together students interested in the role of education in society - schools, the educational system, teachers and their role in society and everyday life. Activities include movie screenings, discussions, lectures, seminars, workshops, volunteer activities, visits, trips and tours. Annual themes and activities are identified during the Club's first meeting, usually held in early November.

**Erasmus Club:** The Erasmus Club supports the social and cultural integration of incoming Erasmus students at European University Cyprus. The Club organizes events of all kinds, ensuring that Erasmus students have fun, share their experiences and get to know Cyprus and Cypriot culture.

## **European University Cyprus Biomedical Students' Society (EUCBMSS)**

Club goal and interests:

- To raise awareness of the Biomedical Sciences (BMS) field and to promote EUC's BSc program to the student community and wider public.
- To participate in academic/research activities through conferences, symposia, etc.
- To organize site tours to facilities of interest to biomedical scientists including ones with active work and research in the field.
- To arrange field trips to facilities allowing students to observe scientific experimentation in action, such as facilities equipped with Scanning and Transmission Electron Microscopes, Atomic Force Microscopes, Confocal Microscopes, or even animal facilities, clinical and diagnostic labs etc.
- To give BMS students the opportunity to meet professionals in the field, in a networking and mentoring capacity, helping undergraduate students explore future employment and further education options.
- To engage with and meet other students and alumni of Biomedical Sciences.
- To cooperate with other societies (Biology and Medical) on common public health-related activities.
- To gain exposure to the professional association (officially recognized by the Ministry of Health) representing clinical laboratories and biomedical and clinical laboratory scientists who live and work in Cyprus—The Association of Clinical Laboratory Directors, Biomedical and Clinical Laboratory Scientists; and
- To support new students by providing advice on matters related to their studies, the BMS program and the university.

## **European University Cyprus Dental Students' Association (EUCDSA)**

Club's goals:

- To create a society for the students of the Dental Program to represent future oral health providers' opinions and innovative ideas regarding their studies, but also to contribute to the development of a flourishing educational and social environment for them to thrive.
- To establish collaboration between dental students and the Cyprus Dental Association as well as with the European Dental Students' Association (EDSA) and the International Association of Dental Students (IADS).
- To foster collaboration on student-led projects and develop international networking and exchanges.
- To organize congresses, seminars and other scientific/social events
- To promote community engagement for promoting oral health through collaboration with relevant professional and scientific organizations of Cyprus.

## **European University Cyprus Medical School Society (EUCMSS)**

Club goals:

- To represent the opinions and ideas of future health professionals in the field of global health and work in collaboration with external partners.
- To expose medical students to humanitarian and global health issues, providing them with the opportunity to educate themselves and their peers.
- To create opportunities for medical students to take part in clinical and research exchanges worldwide.
- To create opportunities for active involvement of medical students to information and public awareness of health issues.
- To create opportunities for education and skills development of medical students.
- To provide a framework in which medical student projects can be initiated, developed and implemented.
- To connect and engage every day with medical students from other local medical schools (Cyprus Medical Student Association (CyMSA)).

## **European University Cyprus Pharmacy Students' Society (EUCPSS)**

Club goals:

- To engage and inform pharmacy students on relevant scientific and social issues.
- To train and involve students in events about healthcare, prevention and treatment.
- To foster communication and collaboration between EUC pharmacy students and students/graduates from other universities (both within and outside Cyprus), as well as students from other faculties.
- To support the academic and social integration of new pharmacy students into the university community.

**IEEE EUC Club:** The IEEE EUC Student club is part of and promotes membership to the Institute of Electronic and Electrical Engineers, the largest international academic and professional organization in the areas of Computer Science and Engineering. The club aims to introduce students to the latest in the forefront of technology and promote their active involvement with the subject, by participating to student competitions, lectures, seminar and field trips.

**Law Society:** The Law Society promotes student interaction with professional associations and leading law firms in Cyprus, as well as organizing moots and debates to build members' communication skills. The Society also offers pro bono advisory services to university students.

**Mini Spot EUC - Occupational Therapy Club:** The goal of the Occupational Therapy Club is to bring occupational therapy students together within a 'mini spot' format to promote the occupational therapy profession. The club aims to connect EUC occupational therapy students through various events and foster connections with other European students in the same field of study.

**Music Education Club:** The Music Education Club offers students of music education, pre-primary, and primary education a range of practical, enjoyable activities aimed at expanding their skills as music educators. Members can learn the basics of musical instruments used in schools (i.e. guitar, xylophone, baglamas, and classroom percussion instruments), as well as taking part in and/or conducting a student ensemble of Orff instruments. The Club also hosts guest musicians and music educators; organizes discussions on the philosophical, methodological, and practical dimensions of music education; and provides opportunities to get acquainted with the music of other cultures.

**Nutrition and Dietetic Society (NDS):** The aim of the Club is to provide students with information on the role of nutritionists and dieticians, information on issues of professional development as well as to engage students in participating in lectures and professional development activities, public service programs (volunteering) to gain leadership experience and skills throughout the year.

### **Neuroscience Club**

The objectives of the Neuroscience club are the following:

- To provide a platform for students with an interest in neuroscience to connect and collaborate with each other.
- To organize seminars, workshops, and lectures on various topics related to neuroscience, including but not limited to neuroanatomy, neurophysiology, and neuropathology, neuroradiology/ imaging sciences, psychiatry and neurosurgery.
- To facilitate clinical exposure and research opportunities for students interested in neuroscience. This club will serve as a liaison for undergraduate students seeking research opportunities/internships/observer ships in this field. Through its activities and partnerships, the club aims to establish meaningful connections with researchers, clinicians, and other professionals in the field.
- To participate in community outreach activities related to neurological disorders, such as organizing awareness campaigns, fundraising events, and support groups for patients and their families.

**Office Administration Club:** The purpose of this club is to help students majoring in the field to enhance their horizons by attending lectures and seminars, visiting various companies and encouraging future secretaries to develop their potential.

**Physiotherapy Club:** The aim of the physiotherapy club is to promote healthy living for all, to organize volunteering work, to promote physiotherapy's importance and attend educational seminars and other events.

**Robotics:** The Robotics Club helps members acquire programming skills and knowledge of the hardware required to build and program robots capable of executing tasks autonomously. The Club also organizes on-campus competitions between members' robot creations, as well as taking part in international contests.

**Sign Language Club:** The Sign Language Club provides an opportunity for students to learn sign language and experience the rich and proud heritage of deaf culture. By helping to overcome the communication barrier between deaf and hearing people, the Club aims to build an understanding and respect that will bring the two closer together.

**Speech and Language Club:** The Speech and Language Club brings together students interested in helping those for whom everyday communication is a challenge. Club activities include training programs, awareness days, fundraising, discussion sessions, lectures, seminars, visits, trips, and tours. The club also hosts guest speakers from Cyprus and abroad, helping members to gain a fuller understanding of intercultural and interpersonal communication.

## **Surgery Club**

Club goals:

- To expose medicine students to the field of surgery
- To learn and practice basic surgical techniques.
- To learn and practice different kinds of suturing techniques (simple interruption, vertical mattress, simple continues etc.)
- To learn and practice different kinds of surgical knots
- To learn and practice laparoscopy
- To learn and practice other surgical techniques
- To co-operate with other individuals or associations to further the aims of the club.

## **SOCIAL CLUBS**

**Intercultural and Communication Club:** The goal of the Intercultural Communication Club is to attract international and Cypriot students who are devoted to promoting international friendships, learning about and improving intercultural relations and creating stronger bonds among different cultures.

**EUC Volunteers' Society:** The EUC Volunteers' Society aims to help develop a volunteering spirit among students at this university. It offers support to students already involved in charity work and social activism, and co-ordinates with external groups to provide students with opportunities to volunteer, both with small-scale one-day events and with longer-term work. Members of this Club will also have the chance to attend presentations with speakers from charities, NGOs and informal networks with a need for helpers and be aware of national and international networks with which they can work.

**LGBTQ+ Society:** The LGBTQ+ society aims to provide a safe and nurturing space for lesbian, gay, bisexual and transgender students, and their allies, to meet socially and to work together to improve the situation of LGBT students at the university and in the wider society. To this end, we will organise lectures from well-known activists and intellectuals, also collective events such as films, TV screenings and encounter groups, as well as an LGBT-themed party. Members of the society will have the opportunity to take part in consciousness-raising work. We will also work together to have an EUC presence at the annual Cyprus Pride.

**Psychology Club:** The Psychology Club is dedicated to enhancing the appreciation of the field of psychology through a variety of social, educational and research activities.

**EUC Health Promotion Club:** Health is defined as one achieving his or her potential to enjoy complete physical, mental and social wellbeing. For students, positive mental health is an important part of their overall health and is inextricably linked to their well-being. The European University Cyprus Health Promotion Club aims to provide a practical framework for supporting students and the community in this challenging area. Physical and mental health promotion, and the provision of support for vulnerable people depend on ongoing cooperation among universities and the range of available services and agencies from the education, health and community sectors. One of the most important roles of the EUC Health Promotion Club is to promote the moral, spiritual, social, somatic and personal development of students and provide health education for them.

Club goals:

- To promote health and mental health awareness through an integrated approach
- To build on the existing good practices already in place at the university

- To inform the community about the Club's framework
- To enhance a coherent, whole-university approach to health and mental health that focuses on students, parents, and the university personnel
- To raise awareness of the European University Cyprus support systems and services available in relation to health and mental health promotion
- To contribute to the community
- To collaborate with schools to promote substance prevention and campaigns
- To provide education to students and raise awareness on health promotion and self-care issues

## **STUDENT PUBLICATIONS**

**'Εvθα – A periodical of Contemporary Legal Issues:** The members review law articles for this student Law Review magazine, which is published in electronic and printed format semiannually. The review analyzes and provides comments on law cases and flash news of legal actuality written exclusively by law students. The Editorial Board is made up of faculty members from the Department of Law. Entha Student Law Publication is also a useful resource of information on contemporary legal issues. Participation in Entha gives the opportunity to students to achieve valuable professional experience, which may be helpful in their future careers.

