

From: [Vice-Chancellor](#)
To: [# University Communications](#)
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University of
**Southern
Queensland**

Shaping Our Future Newsletter

Shaping Our Future Newsletter

Edition 11: 11 February 2025

Staff Engagement

Thank you to everyone who attended the All-Staff Forum and the Q&A sessions at our Toowoomba, Ipswich and Springfield campuses last week. The new longer format was in response to requests to include question time in the Forum, in addition to the existing campus Q&A and Drop-In sessions. We appreciate your feedback and ongoing willingness to share your thoughts and ideas about *Shaping our Future*.

We had some insightful discussions at the Q&A sessions, with key themes including:

- Strategies to evaluate and add value to the student experience
- Ways to maximise staff engagement in the *Shaping our Future* change program
- The importance of place-based engagement with community and industry
- Leveraging local knowledge as well as data and processes to inform future directions

My VCE colleagues and I look forward to speaking with you during our Drop-In sessions this week. If you're unable to join us for these sessions and you have questions, please reach out via AskUniSQ@unisq.edu.au.

The slides from the 4 February Forum are available on the [UniSQ Staff Communications SharePoint](#) site. Unfortunately, the session didn't record because of some technical issues. For those of you who were not able to join the Forum, I will be hosting an additional [online session](#) this Thursday 13 February at 1:00pm to provide an overview of the information that was presented at the 4 February Forum.

Change Objectives and Priorities

Through our discussions, it has become clear that focusing on 'the way we work' provides direction for Horizon 2 activities. Some of the current ways we work are no longer sustainable or affordable. We need to simplify processes, remove manual workarounds, optimise our technology, move to more rapid decision-making, and streamline organisational layers. From an academic

perspective, this means harnessing synergies between education and research and bringing these activities closer together, designing a new budget model (or set of principles), proposing how best to provide academic support and student services, developing a new academic workload model, ensuring a sustainable and strategic program portfolio, and continuing to strengthen research performance. For professional services, we will need to reconstitute functions to reduce duplication of effort and improve the clarity and visibility of who does what. Our systems and technology and policy instruments will need to support these transformational changes.

We are very pleased to have commenced Horizon 3 activities. These activities focus on a renewed vision, differentiating ourselves from our competitors, and highlighting our unique and ownable position that clearly communicates our ambition as a University, all of which will inform the development of a 2026-2030 strategic statement for UniSQ. We are looking forward to presenting some early concepts arising from this work at next week's combined Council and VCE Workshop, and then sharing these ideas and seeking your feedback on our strategic direction.

We have received significant interest from staff members wanting to contribute to the working parties and as Change Champions. We will keep you updated as more information becomes available about how you can get involved and what participation in these groups will look like.

Student Communication

To celebrate our achievements and promote the great work happening at UniSQ, we are incorporating more of this messaging into our existing student communications. The University's rankings and employability rating were highlighted in the February Monthly Student News.

We are also working with Heads of School on quarterly communications to provide updates, highlight achievements, share student and staff stories, and foster a community between students and staff. If you would like to share innovations or achievements of interest to students, please get in contact with the Student Communication and Events team via the [Service Hub](#).

Upcoming Key Dates:

Drop-In Sessions <i>(Toowoomba campus session was held 11 February, 11:00am-12:00pm)</i>	Ipswich campus (Library)	13 February, 11:00am-12:00pm
	Springfield campus (B Block Foyer)	14 February, 1:00pm-2:00pm
University Council and VCE Workshop		17 February
SLG Meeting		21 February
Shaping Our Future Steering Committee Meeting		3 March

Support resources:

- [Shaping Our Future SharePoint site](#)
- Questions, feedback and suggestions – email AskUniSQ@unisqedu.au
- Employee Assistance Program — call 1300 687 327 or email eap@convergeintl.com.au

Kind regards,
Karen

UniSQ acknowledges the First Nations of southern Queensland and their ongoing connection to Country, lands, and waterways. We pay deep respect to Elders past and present.



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