

From: [Vice-Chancellor](#)
To: [# University Communications](#)
Subject: Shaping our Future : Edition 4
Date: Thursday, 28 November 2024 5:44:55 PM
Attachments: [image001.png](#)
[image002.png](#)



University of
Southern
Queensland

Shaping Our Future Newsletter

Shaping Our Future *Edition 4: 28 November 2024*

Activity update

At our senior leaders workshop last week we considered work being undertaken to examine our major processes and systems, and how we will continue to excel in teaching and research into the future. The feedback and outcomes from the workshop are being summarised and will be available through the [Shaping Our Future](#) internal website next week. Yesterday, VCE members had the opportunity to listen to a range of ideas and suggestions at the Toowoomba VCE drop-in session. Thank you to everyone who came along to speak with us. All of your ideas and suggestions are being captured and we are currently planning how to make these ideas visible to everyone. I look forward to sharing some of the highlights of these sessions and talking about the priorities for 2025 with you next week at the All-Staff Forum.

Change Proposals

The University has now finalised seven major specific work area change proposals which has resulted in 46 positions being made redundant, with five other major change proposals currently underway or with consultation recently closed. There are a further ten minor change proposals impacting 13 positions currently underway or complete.

I appreciate and acknowledge the significant impact these changes have on us all and would like to take the opportunity to thank those staff leaving the University for their dedication and contributions.

We have received feedback from staff, the NTEU, and its members seeking clarity about change proposals during this time. We understand that change can present challenges, and agree it is important for all staff to stay informed about the changes taking place across the University. The [People Portfolio Change Portal](#) has been updated to include a summary of all current major change proposals, providing you with access to relevant updates. The Portal will also serve as a channel for staff members who believe they are affected by a major change proposal, so they can provide feedback within the consultation period. If you believe you are an affected staff member, please contact the Workforce Relations Team within People Portfolio (workplace.relations@unisq.edu.au) regarding the change and its impact on you (if any), and to request a copy of the change proposal as appropriate.

While it is important to share this information with you, it remains the

University's priority to protect the privacy of staff directly impacted by these changes. To that end, I ask that you approach discussions about change proposals thoughtfully and purposefully. If you are an affected staff member, you are welcome to share your change proposal with a nominated representative or support person, such as a trusted friend, family member, or partner. Thank you for your understanding and support as we continue to navigate these changes together.

All-Staff Forum & Q&A sessions

I look forward to talking with you at the All-Staff Forum next week, which will be held on Thursday 5 December from 12pm to 1pm. You can attend in person at the Toowoomba campus (in L206 and L209) or online [via Zoom](#). In person Q&A sessions will follow at each campus to provide opportunities for everyone to ask questions, contribute ideas, and have their say. These sessions will be held at:

- Toowoomba L206 and L209 – 5 December 2pm – 3pm
- Springfield B435 – 10 December 12pm – 1pm
- Ipswich O202 – 11 December 11.30am – 12.30pm

Student Forum and Q&A

Invited student representatives will be attending a Student Forum and Q&A session next week on Tuesday 3 December, where the Associate Provost and I will talk about the Shaping Our Future program with the [Student Senate](#) and answer questions.

Drop-in VCE sessions

Thank you to everyone who met with VCE members at the Toowoomba drop-in session this week to share their ideas. We have appreciated the open and thoughtful discussions and will continue to offer these informal drop-in sessions with members of VCE. Visit the [Shaping our Future](#) internal site for the full list of upcoming sessions.

Other resources

In addition to the [Shaping our Future](#) external webpage which contains information for partners and the public, we are also providing additional communication material for those staff who lead engagement with key external stakeholders.

As always, please continue to raise any questions you have with your leaders and via AskUniSQ@unisq.edu.au.

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.



© University of Southern Queensland 2024. A member of the Regional Universities Network.
CRICOS: QLD 00244B, NSW 02225M | TEQSA: PRV12081