

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

Shaping Our Future Newsletter

Edition 22: 29 April 2025

UniSQ Change Proposal

The [University Change Proposal](#) consultation period has now closed. A total of 382 submissions (2468 unique items) were received, including 72 group submissions and 310 individual submissions. My thanks to all involved in providing such rich, constructive, and thoughtful feedback. The de-identified verbatim and themed feedback has been provided to the Vice-Chancellor and Executive and is currently being considered.

A high-level overview of the themed feedback will be provided at the 8 May 2025 All-Staff Forum.

Shaping our Future – VCE

The Shaping our Future VCE team met on Wednesday 23 April and discussed next steps including the review of feedback and the establishment of a VCE Advisory Group.

The VCE Advisory Group will comprise a cross-section of staff across the University with members to be nominated by VCE members. This group will play a critical role in providing advice in relation to all aspects of the Shaping our Future program of transformation.

Voluntary Redundancy (VR) Expression of Interest

Of the 382 submissions in response to the University Change Proposal, 68 items of feedback were in relation to the proposed voluntary redundancy (VR) process, with an overview of the VR related feedback available via this [link](#).

After careful consideration, a decision has been made to proceed with the Voluntary Redundancy (VR) program as outlined in the [Change Proposal](#).

The Expression of Interest (EOI) process will open this afternoon inviting eligible employees, on a voluntary basis, to express their interest in the redundancy of their positions.

Please note, in response to the feedback received as part of the change consultation process, a decision has been made to allow employees who are successful in an expression of interest for voluntary redundancy to nominate if they would like to receive their payment in June or early July 2025.

There may be exceptions to the proposed redundancy effective dates for academic staff who have teaching commitments in the latter part of 2025.

What this means for you:

All staff will receive a detailed email later today with information about the EOI process

- The email will include eligibility criteria, the application process, and a link to an EOI submission form
- Members from the People Portfolio team will be available to answer any questions you have

We understand this announcement may raise questions and concerns. Please be assured that this voluntary program is designed to provide options for those who may be interested in seeking potential redundancy of their position and there is no obligation to participate.

The VR EOI period will be open for two weeks, closing at 4:00pm on Friday 16 May.

Enterprise Portfolio Management Office (ePMO) Update

The establishment of the ePMO is progressing well.

- A draft PMO Handbook Charter was presented for review to the Shaping our Future VCE meeting on 23 April. This includes:
 - Elaboration on the risk and financial aspects of project management
 - Governance structure, operating model, and prioritisation method for projects
 - Definition of ePMO roles and responsibilities
- An ePMO SharePoint Site is currently in development which will host the inflight initiatives/projects register. This register will contain all initiatives and their status and will be used to track the approval process. When the site is operationalised, this information will be visible for staff.

We are aiming to launch the ePMO in May. From this time all projects will be required to report into the ePMO and a delivery framework will be applied to support the monitoring of all project related change taking place across the University.

Budget Model Initiative

The current University budget model (excepting externally funded research projects) generally reflects the centralised recognition of revenue distributed as cost budgets to areas throughout the University.

The Budget Model initiative has been established to improve the current methodology for budget modelling. This initiative has been driven by a desire to ensure alignment of financial considerations in decision-making to the broader strategic objectives of the University, including financial sustainability.

Workshops have been held with various stakeholders to help inform the design of a new Budget Model with the view to issuing a preliminary design for feedback in the next few weeks.

This project is on track for rollout, including training in relation to the new model throughout June, and implementation is expected to be completed by the end of July when the new Budget Model will be leveraged to facilitate the 2026 budgeting process.

Academic Workload Model initiative

The Academic Workload Model initiative is being led by Professor Fabrizio Carmignani and Professor Sonja March (Business Leads) with Ina Kotze as the Project Manager.

This initiative aims to review the current Academic Workload Model, its processes and enabling solutions, to simplify and streamline the process. This includes an evaluation of the Workload Allocation Management System (WAMS) and the processes needed to

support this solution.

Reference group workshops are currently being conducted which will help inform the changes that could be applied to address the challenges being faced by the current process. These reference groups are comprised of a cross-section of staff from the Academic Division.

The team is on track to present a proposal to the SoF Steering Committee on 26 May. Any changes to the Academic Workload Model are proposed to take effect from the beginning of the 2026 academic year.

Business Process Improvement Initiative

We are excited to announce that Kelly Richards and Elisha Hulme will be joining the Shaping our Future Program where they will be working in the Business Process Improvement stream over the next 12 months.

Kelly is an experienced Project Manager with a demonstrated history of working in the financial and higher education industries. Kelly has successfully led the replacement of the core library system, established service excellence, and recently led the Digital Workplace Program within ICT, delivering staff-facing projects. Kelly recently completed a Master of Business specialising in Digital Transformation.

Elisha is a senior business analyst with over 15 years of business development and analysis experience within the government and education sector. She first joined UniSQ in 2014 to focus on enhancing the student experience through initiatives like the U@USQ and 1USQ Experience projects, notably delivering a revamped UConnect to staff and students. Currently Elisha is part of the Digital Workplace team in ICT, where she has been primarily working on projects aimed at bolstering UniSQ's cyber security environment.

Over the coming weeks Kelly and Elisha will commence work on the Student Admissions and Enrolment processes where they will facilitate workshops with the respective teams to better understand where some of our opportunities for improvement exist.

Upcoming Key Dates

All Staff Forum	Ipswich Online via Zoom and I116a	8 May, 12:00pm-1:30pm
Staff Q&A sessions	Ipswich, I116a	8 May, 2:00pm-3:00pm
	Springfield, B435	9 May, 1:00pm-2:00pm
	Toowoomba, B102	12 May, 1:00pm-2:00pm
Staff Drop-in Sessions	Toowoomba, Refectory	28 May, 10:00am-11:00am
	Springfield, Atrium	29 May, 9:00am-10:00am
	Ipswich, Library	30 May, 10:00am-11:00am
Shaping our Future Steering Committee Meeting		12 May 2025
Student Senate Meeting		23 May 2025
VCE Shaping our Future Meeting		8 May 2025
Senior Leaders Group Meeting		13 May 2025

Support resources and SharePoint sites:

- [Shaping Our Future SharePoint](#) site which includes a [Resource Hub](#) - accessible via the Shaping Our Future link on the home page of UConnect
- Questions, feedback and suggestions – email AskUniSQ@unisq.edu.au
- Employee Assistance Program — call 1300 687 327 or email eap@convergeintl.com.au
- [Shaping our Future Staff Support](#)

- [Students as Partners webpage](#)

Kind regards,
Karen

Professor Karen Nelson
Vice-Chancellor

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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