

**From:** [Vice-Chancellor](#)  
**To:** [# University Communications](#)  
**Subject:** Shaping Our Future: Edition 14  
**Date:** Wednesday, 5 March 2025 11:26:41 AM  
**Attachments:** [image001.png](#)  
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University of  
**Southern**  
**Queensland**

## Shaping Our Future Newsletter

### Shaping Our Future

*Edition 14: 5 March 2025*

#### All-Staff Forum Recap

Thank you to everyone who attended the All-Staff Forum and Springfield Q&A Session yesterday. If you were unable to attend the Forum in person or online, the recording and presentation is available on [SharePoint](#).

Following the recent 2025 Universities Australia Solutions Summit, I gave an overview of key themes emerging from the various sessions, which were focused on the future of Australia's higher education system. The current challenges facing the higher education sector and opportunities for the sector, which UniSQ can draw on, were key discussion topics. We are all aware of the challenges facing the sector, but it was exciting to celebrate the contribution of universities during the conference.

In the Forum, I provided an update on the first of the 2025 Pulse Surveys. The Pulse Surveys will help us monitor how we are progressing with some of the key priorities you outlined in the 2024 UniSQ Workplace Wellbeing Survey and provide us with information about your current experiences working at UniSQ. The first [UniSQ Pulse Survey](#) for this year is open until 5pm on Friday 7 March. We would appreciate you taking 2-5 minutes of your time to provide your feedback.

I shared more information about the work occurring in the *Shaping Our Future* transformation program, particularly in Horizons 2 and 3, which are now both in action. As we make progress in developing our vision for the future as part of Horizon 3, we are also focused on how we can align our workforce and evolve to meet the changing needs of our students, communities, and industries as part of Horizon 2.

For staff who expressed interest in becoming a Change Champion, we will be holding an online session outlining the role overview, responsibilities, and program involvement soon. An email with further information, including a Zoom link, will be sent shortly.

My VCE colleagues enjoyed speaking with staff at the Springfield Q&A session, and we look forward to continuing our discussions with you and addressing your questions at upcoming Q&As. Given the current weather events, the Ipswich Q&A session will be held tomorrow [via Zoom](#).

## Activity Update

The first *Shaping Our Future* Steering Committee Meeting was held on Monday. During the meeting, the Committee finalised and recommended approval of their Terms of Reference, structure, resourcing, and scope of work. They also discussed the role of various members and the critical role of members of University Council on that Committee.

The Steering Committee will provide overall program leadership and management to ensure program and project change objectives are met and key risks are identified. I will continue to update you as these meetings progress and the various work streams and projects commence.

## Process Improvement Survey

We have extended the closing date of our anonymous [Process Improvement Survey](#) to 4pm on Friday 14 March.

Through the survey, we are seeking your feedback about the key processes and complex areas of impact identified as needing improvement by our senior leaders and subject matter experts as part of Horizon 2.

We have received some great feedback so far, with many staff using the last open-ended question to provide their own process improvement suggestions. I encourage you to take the opportunity to share your thoughts. Your insights are extremely valuable and will help shape areas of immediate focus.

## Upcoming Key Dates

<b>Staff Q&amp;A sessions</b>	Ipswich	6 March, 1:00pm-2:00pm
	<a href="#">Online session via Zoom</a>	
	Toowoomba campus (B102)	11 March, 2:00pm-3:00pm
<b>Student Senate Meeting</b>		14 March
<b>SLG Meeting</b>		25 March

### Support resources:

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



