

From: [Vice-Chancellor](#)
To: [# University Communications](#)
Subject: Shaping our Future Newsletter: Edition 15
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[image003.png](#)
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Shaping Our Future Newsletter

Edition 15: 11 March 2025

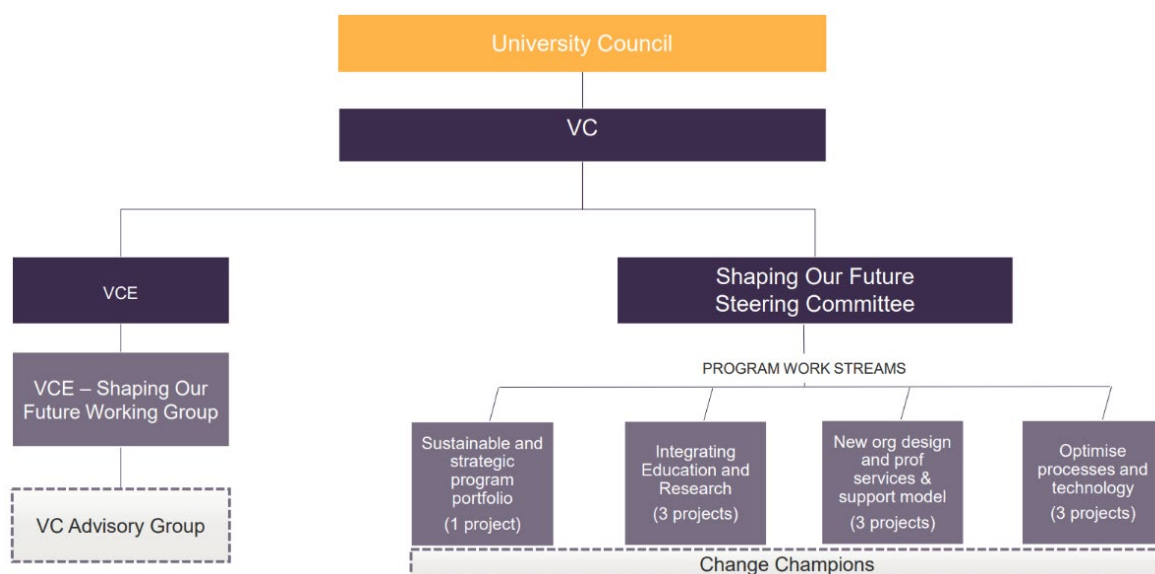
Activity Update

As reported in Edition 14, the *Shaping our Future* Steering Committee met for the first time last week and endorsed their Terms of Reference, structure, and resourcing. The Steering Committee has now established for Horizon 2 project activities where they will meet fortnightly, and the next phase of their project leadership and management will involve finalising the scope of work for the project work streams. (illustrated below) The Terms of Reference for the Steering Committee can be found [here](#).

Steering Committee members include:

- Vice-Chancellor (Chair & Project Sponsor)
- Chancellor
- Council representative
- Deputy Vice-Chancellor (Research and Innovation)
- Deputy Vice-Chancellor (Academic Affairs)
- Acting Deputy Vice-Chancellor (Enterprise Services)
- Pro Vice-Chancellor (Engagement)
- Chief People Officer

To keep you informed as this progresses, I will continue to provide updates as frequently as possible via this *Shaping Our Future* newsletter and upcoming All-Staff Forums.



Q&A Sessions

The Toowoomba Q&A Session will be held online today via [zoom](#). My VCE colleagues and I encourage you to attend and ask any questions you may be following from last week's All-Staff Forum. Your insights are extremely valuable, and

we really appreciate you taking the time to share your thoughts with us.

Change Champions

Thank you to those who have expressed interest in becoming a Change Champion. We have had strong interest from staff wanting to actively promote, support, and advocate for change.

If you have not yet registered your interest but would like to be involved, please reach out to us via [email](#).

We will hold an [online kick-off session](#) for interested staff from 11:00am-12:00pm on Thursday 13 March to outline what the Change Champion role entails and provide more information about responsibilities and program involvement. Prior to the session, I encourage you to complete our [Understanding Change](#) module.

Process Improvement Survey

Our anonymous [Process Improvement Survey](#) will be open until 4:00pm Friday 14 March. As communicated in last week's Shaping our Future newsletter, we extended the closing date to give you more time to collate your thoughts and provide feedback about addressing key processes and complex areas of impact to allow us to move to a better and more streamlined way of working.

Academic Workload Model

This week, we will be launching the project to review our academic workload model. This initiative was flagged during last year's review of the Academic Division Workload Model and is one of the key projects under our Integrating Education and Research stream of work within Horizon 2 of the Shaping our Future program. In our launch of the project, we will be seeking feedback from academic staff on their experience with the current workload model and calling for Expressions of Interest from academic colleagues to join a working group for the project. Please stay tuned for further details later this week.

Upcoming Key Dates

Staff Q&A sessions	Toowoomba campus Online via zoom	11 March, 2:00pm-3:00pm
Change Champions Information Session	Online via Microsoft Teams	13 March, 11:00am-12:00pm
Student Senate Meeting		14 March
SLG Meeting		25 March

Support resources:

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

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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