

What's going well	
Your responses showed that there is a lot to be proud of and these strengths are the foundations we can build on together:	
Meaningful impact	Many of you shared a strong sense of purpose in your roles, expressing pride and motivation in the meaningful impact you have on our students' lives and the positive contributions you make to the regional communities we support.
Collaborative culture	A strong sense of camaraderie and teamwork is evident across the University. Peers are described as supportive, generous with their time and committed to shared goals – helping maintain quality outcomes and wellbeing, even during busy periods.
Goal setting and contribution	Most of you expressed that you have a clear understanding of your role and how it contributes to team objectives. Regular communication, well-defined responsibilities and opportunities to contribute beyond formal duties all help create this clarity and sense of impact.
Pride in inclusive education	There is strong pride in Federation's commitment to providing educational opportunities for all, including those underrepresented in tertiary education. This dedication to inclusivity and community impact is a major source of fulfilment for staff.

What we heard	
Your feedback highlighted four clear themes :	
Strategy	<ul style="list-style-type: none">You care deeply about our students and want to deliver an outstanding experience. Many of you had suggestions about how we can continue to improve our learner experience – from enrolment to completion – as well as enhance our learning and teaching, especially in first-year units.Alumni engagement was highlighted as an area of untapped potential.
Student journeys	<ul style="list-style-type: none">There's a clear opportunity to simplify and streamline how we work across the University. Administrative workload, prioritisation of competing priorities and process complexity remain key challenges.Many expressed a desire for a review of any ongoing issues as a result of the organisational changes made through Future Fed.
Staff journeys	<ul style="list-style-type: none">Many of you want clearer, more consistent engagement from leaders about where we're heading as a University and how decisions are made.There's a strong desire to be actively involved in shaping our direction and contributing to change.
Internal communications	<ul style="list-style-type: none">Strategic communication is not consistently reaching all staff. Many staff are unsure which communication channels to rely on, leading to confusion.You want clearer, more timely updates from your leaders that help connect your work to broader strategic goals.

What we're doing	
We're already taking steps to address these areas. Some changes will take time, but others are underway now:	
Enhancing student experience	<ul style="list-style-type: none">There is significant work underway to enhance our learning and teaching, including a comprehensive review of the Student Feedback Survey on Units. It is rewarding to see 40% of units receiving a commendation in Semester 1 this year. Discipline and institute scores, response rates and targets will be shared openly with all Heads of Discipline – celebrating excellence, encouraging healthy competition and fostering a collective focus on achieving clear, visible and attainable goals.A new Learning and Teaching Strategy is in development, introducing targeted strategies to work towards our goal of 5-star ratings for Learning and Teaching Quality and the Overall Student Experience in the <i>Good Universities Guide</i>.Our Learner Experience Strategy is being refreshed and new support models – including new advisor roles – are being developed to help students feel a greater sense of connection and belonging.We're also exploring new ways to better engage our alumni, including through Co-op.
Simplifying processes	<ul style="list-style-type: none">The Operations Portfolio is working across the organisation on identifying AI and automation opportunities to reduce repetitive tasks and free up staff to focus on meaningful work.We've mapped, reviewed and updated 14 key start-of-semester processes to reduce duplication and remove unnecessary steps. Six processes have already been improved, with more in progress.We will be conducting a post implementation review of Future Fed to ensure any ongoing issues are identified and addressed.
Strategic planning with you	<ul style="list-style-type: none">All staff will have the opportunity to help shape our next strategic plan, with engagement on the strategy to begin shortly.Leaders across the University will facilitate team conversations on our future direction.We're reviewing ways to better share progress against the University's goals, including introducing a quarterly progress scorecard so everyone can see how we're tracking against our University-wide success measures.
Cascading communication	<ul style="list-style-type: none">We're reviewing all communication channels to improve clarity and reduce duplication.We know the best form of communication is to hear directly from your leaders and managers. A new monthly slide deck for managers is being developed to support consistent team conversations – covering key updates on strategy, Co-op and other University priorities.