

Communique

University Council Meeting C259, 6 November 2025

The University of Canberra Council met for its sixth ordinary meeting of 2025 on Thursday, 6 November.

The Vice-Chancellor's Report included strategic updates aligned with *Reconnected* regarding: an additional 300 international student places have been awarded to the University; an international education strategy will be developed to scaffold and prioritise work across international student recruitment, transnational education and global learning. A range of high value partnership arrangements are in progress that will lead to increased enrolment for the University. Seven CIT diplomas now enable students to gain 1-year credit toward their UC degree. UC's successful partnership with Keypath is being expanded with additional co-designed online courses. The new *VC's Centre for Public Ideas* to be launched on 7 November will build UC's profile as a hub for Government and Policy. Promising campus development matters were also advised.

Strategy and Performance: Council noted the Corporate Performance update for September and accepted the Interim 2025 report on University Performance. A comparison paper was discussed showing UC's performance in comparison with 31 universities shown in the Korda Mentha Higher Education Annual Report.

The **2024/25 Organisational Restructure Evaluation** paper, requested by Council, was considered noting the 2024 Q4 / 2025 Q1 Restructure had resulted in resourcing now being aligned to revenue, with staffing reduced by 13.7%, removal of additional management layers, reduction in operational costs of 17%, and a positive recovery in staff sentiment shown in the Biennial Staff Survey. Council recognise staff wellbeing remains a priority.

Finance: The 2026 UC Group Budget was approved by Council on the recommendation of the Finance Committee. The Budget provides the financial plan to deliver *Reconnected*, plans a small breakeven result in 2026, with financial indicators demonstrating the University's financial sustainability. Council commended Management on the 2026 Budget paper and on achieving the financial outcomes required by Council in 2025.

The Payroll remediation process was underway and to date, \$583k had been paid to 536 staff.

Risk and Compliance: Council noted the VC's Strategic Risks; the financial outcomes risk was recommended to be downgraded to green from amber. Compliance with the new Gender Based Violence legislation would be reported at the December meeting.

People and Culture: The CPO provided an update on planning for the new Enterprise Bargaining Agreement with structured meetings set until May to discuss matters with the NTEU in good faith. Staff will receive transparent communications. The Workplace Culture report showed strong signs of cultural recovery since the restructure and the 2025 Biennial Staff Engagement Survey showed a strong upward trend across engagement, wellbeing, and progress key indicators.

The Chancellor's Report included the Deputy Chancellor's update on the University Chancellors Council meeting which discussed the Australian Government's new University Governance Principles, and sessions with representatives from Universities Australia, the NTEU, ATEC and the National Union of Students (NUS).

Academic matters included: Council approved the appointment of Professor Tanya Lawlis as the new Chair of the Academic Board to commence a three-year term on 1 January 2026. Emeritus Professor and Professor of Practice appointments were approved. The Block Model discussion paper which is open for consultation was discussed, noting the Academic Board would consider further, and Management would then outline its findings to Council. The Academic Board Chair, Professor Martinez-Marroquin discussed the Board's report which included the Board's advisory role. Professor Rachel Gibson, Executive Dean Faculty of Health, presented an update to Council on Health's strategic initiatives, partnerships, and future student load projections.

The resolutions passed during the open session of the meeting follow.

Prepared by:		Submitted by:	
Name	Stephanie Payne	Name	Lisa Paul AO PSM
Position	University Secretary	Position	Chancellor
Date	November 2025	Date	November 2025

Council Resolutions C259, 6 November 2025

RESOLUTION C259/7	The Council resolved to confirm as a true and accurate record the Unconfirmed Minutes of C256 held on 4 September 2025.
RESOLUTION C259/8	The Council resolved to adopt the resolutions of all items not starred in the C259 Agenda of 6 November 2025.
RESOLUTION C259/9	The Council resolved to accept the Vice-Chancellor's Report.
RESOLUTION C259/10	The Council resolved to accept the report on University Performance.
RESOLUTION C259/11	The Council resolved to accept the report on the outcomes of the 2024/25 Organisational Change.
RESOLUTION C259/12	The Council resolved to accept the report on the University's workplace culture, as currently measured.
RESOLUTION C259/13	The Council resolved to approve the 2026 UC Group Budget.
RESOLUTION C259/14	The Council resolved to approve the establishment of a \$60 million cash advance facility with the Commonwealth Bank of Australia (CBA), comprising two tranches of \$30 million each with 4-year and 6-year terms, subject to final UC legal review and receipt of approval from the ACT Treasurer.
RESOLUTION C259/15	The Council resolved to approve the 2026 Council and Committees meeting schedule.
RESOLUTION C259/16	The Council resolved to approve the reappointment of Ms Rebecca Armstrong as a member of the Board of UCX Ltd with her term to conclude on 22 October 2026.
RESOLUTION C259/17	The Council resolved to accept the Chancellor's Report.
RESOLUTION C259/18	The Council resolved to: i. accept the Academic Board Report. ii. note the Academic Board has not received Faculty risk reports and has not been able to close the related recommendations from the 2020 Academic Governance External Review.

	iii. note the discussion about the Advisory Role of Academic Board when addressing the related recommendation in Chubb's review. iv. note the unconfirmed Academic Board minutes of the meeting held on 27 August 2025.
RESOLUTION C259/19	The Council resolved to: i. note the Draft Minutes FC2025/6 22 October; ii. accept the Financial Management Reports for September 2025; and, iii. note the Payroll Remediation Project update.
RESOLUTION C259/20	The Council resolved to note the: i. Confirmed Minutes FCPDC2025/1 24 September 2025 ii. Unconfirmed Minutes PDC2025/7 9 October 2025.
RESOLUTION C259/21	The Council resolved to note the Faculty of Health update.
RESOLUTION C259/22	The Council resolved to note the 2025 University of Canberra Election Results.
RESOLUTION C259/23	The Council resolved to note the high-level summary of the University's D&O Policy.
RESOLUTION C259/24	The Council resolved to note the update made to the Council Governance Charter.