



ACKNOWLEDGEMENT OF TRADITIONAL OWNERS

QUT acknowledges the Turrbal and Yugara, as the First Nations owners of the lands where QUT now stands. We pay respect to their Elders, lores, customs and creation spirits. We recognise that these lands have always been places of teaching, research and learning.

QUT acknowledges the important role Aboriginal and Torres Strait Islander people play within the QUT community.



Faculty of Science

Proposal for Change

Professor Troy Farrell

Executive Dean, Faculty of Science

30th September 2025

Agenda

- Background and Rationale
- Proposed Changes
- Consultation process
- Proposed implementation approach
- Timeframes
- Information & Support
- Key contacts
- Questions

Rationale for Change

Domestic Student Revenue:

- Domestic student course enrolments (**commencing** and **continuing**) are now falling across IT, Maths, and Data in FoS. Our BSc. is flat (due to continuing), however, this year our largest suite of courses (IT) has seen a fall of ~500 domestic enrolments cf. 2024.
- **Commencing** domestic student course enrolments are falling across **all** courses in FoS. This has been the case in most courses for several semesters.

International Student Revenue:

- In recent years, the above trends in domestic student course load have been (more than) offset by significant growth in international student course load.
- Whilst we are still experiencing growth in international enrolments in IT and Data Science there are trends that are now hampering our ability to overcome what we're experiencing through domestic downturn:
 - Most significantly, the number of commencing international students who continue to enrol after 1 semester has decreased dramatically; and
 - Very low growth forecasts for FoS (~1% in 2026) in the context of international student caps.

Rationale for Change

Operating Costs and Research Revenue:

- Operating costs (salaries, scholarships, services, depreciation, ...) have continued to grow significantly.
- The difference between low and high margin disciplines is significant to the point where cross-subsidisation no longer allowing us to operate sustainably.
- FoS has seen significant growth in HERDC income over the last 5 years, however, this income largely **does not** contribute to the operating revenue of the faculty.
- Furthermore, increases in block grant funding associated with HERDC revenue **do not** offset the operating cost of conducting research.

Environmental Factors:

- **National trends** show a reduction in students enrolling in Science and Maths. **Statewide trends** show a reduction in IT enrolments.
- Government policies in Managed Growth Funding, Needs Based Funding, and (changes to) JRG, could significantly impact on FoS in 2026 and beyond.
- Increasing faculty margins, including for FoS in 2026.

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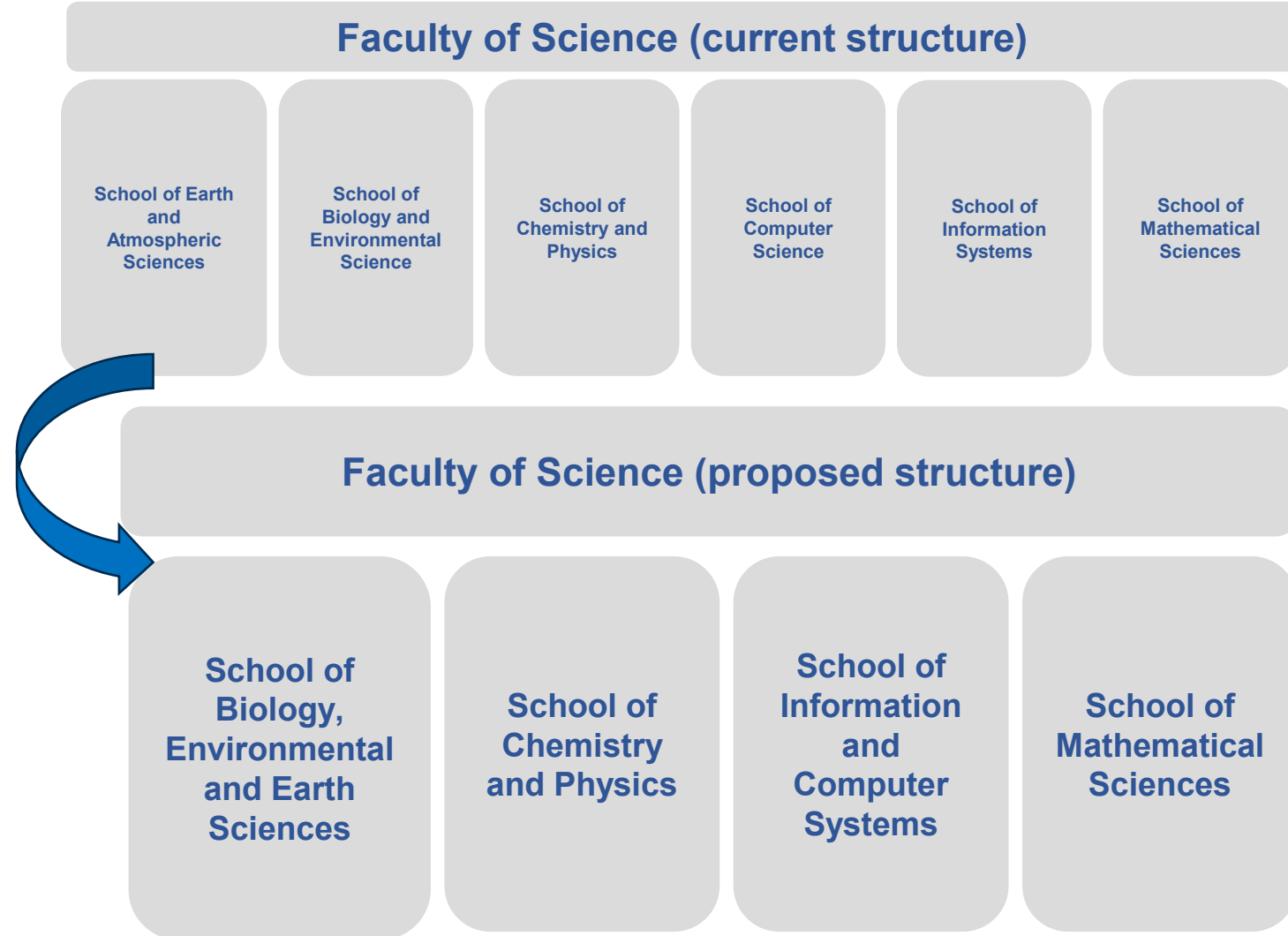
Rationale for Change

Financial Pressures:

- These circumstances have brought considerable pressure to the Faculty and point to significant risks for its ongoing financial sustainability.
- Despite attempts over the last couple of years to do so, these stresses will not be addressed by aiming for increased revenue into the faculty alone.
- Work to address costs over the last two years has been undertaken: e.g. by examining/stopping low enrolment courses and managing salary costs through natural attrition with reductions in ongoing FTE by not replacing vacant positions, and/or by absorbing recruitment into vacant profile.
- However, more, and wider-ranging, work on **cost reduction** needs to be done across the schools.
- This needs to be done in a way that ensures that the Faculty can continue to provide outstanding and authentic student learning experiences across its courses and continues to be at the forefront of world-leading, high-quality, and innovative research.

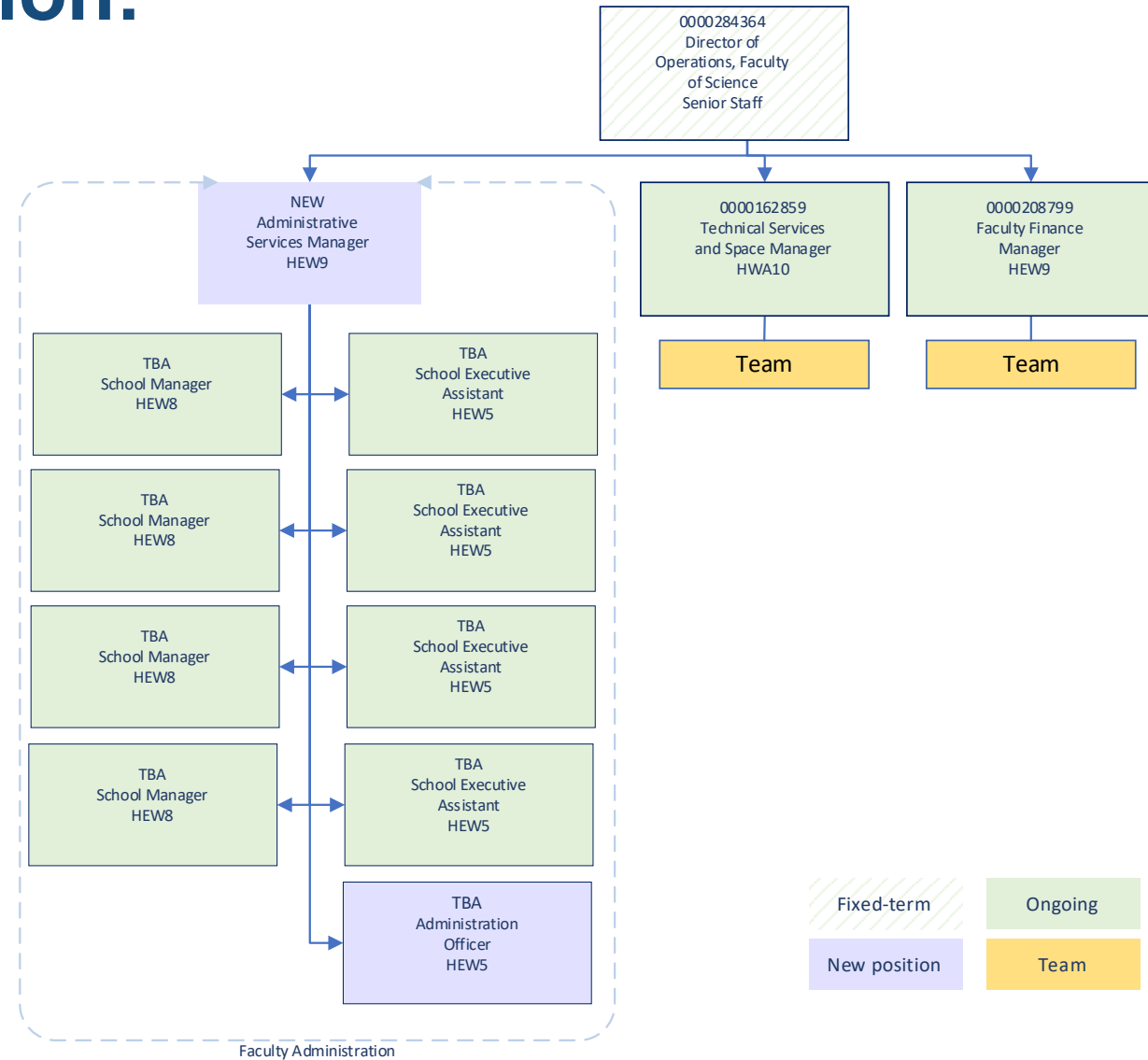
1. Proposed School Changes

- Contributes to a reduction in operating cost whilst reinforcing the faculty's ongoing commitment to its core academic disciplines.
- Designed to strengthen support for our disciplines by:
 - building scale and critical mass,
 - fostering a shared culture of collegiality, collaboration, and cross-disciplinary engagement.
- Takes a future-focused approach, positioning the faculty to seize future opportunities.



2. Proposed Central Coordination: School Administrative Support

- Realign School Admin. Support Staff into a single, coordinated team.
- Create opportunities to enhance collaboration, improve consistency in service delivery, and ensure more agile support across all schools.
- Coordinated approach to skills acquisition and professional development opportunities for our admin. staff.
- The proposed reduction in Schools means a proposed reduction in the number of support positions (via detailed processes set out in the PfC).
- This is somewhat offset by the creation of 2 new roles (HEW9 Admin Services Manager, HEW5 AO).
- The 2 new roles also afford a level of “back-up” when people are on leave, whilst also recognizing that larger Schools often need additional admin. capacity.
- Admin. Support Staff would still be physically located in School Offices.



3. Proposed Reduction of Academic Staff Positions

CRITERIA

Eligibility

- Academic Staff in EAS, BES, CP, IS & CS
- Employed under the **Academic EA**
- **Ongoing employment**
- Minimum of 5 years completed service in ongoing and fixed term as of 6 Nov 2025
- Not formally resigned
- Not accepted a pre-retirement contract
- No formal arrangement in place to terminate employment
- Not concurrently employed on a Senior Staff contract for a period of > 6 months
- Not on probation
- No under investigation for misconduct or serious misconduct.

Exclusions

- L&T workload of 60% or greater (adjusted for FTE) as of S2 2025
- On current externally funded research fellowships
- Average HERDC income (2023–YTD Aug. 2025), normalised to a 0.4 FTE research workload, meets or exceeds the school-specific threshold, based research workloads as of S2 2025.
- FoS Exec who are eligible under Eligibility Criteria.
- Staff who are substantively employed in RI.

REDUCTION APPROACH

- Payout conditions as per Academic EA.

1. Voluntary Redundancy
2. Involuntary Redundancy

Longest 'Length of Service' will be used if over or under subscribed

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Current School	Average Normalised Research Income (2023 – YTD Aug. 2025) (AUD)
School of Biology and Environmental Sciences	>= \$ 200,000
School of Chemistry and Physics	>= \$ 90,000
School of Earth and Atmospheric Sciences	>= \$ 90,000
School of Information Systems	>= \$ 30,000
School of Computer Science	>= \$ 30,000

HERDC INCOME

- Based on externally audited and reported QUT data.
- Aligns approximately to the median figure (or below) for your School.

- Total based on required cost saving for sustainability.
- School figure is a fraction of the total weighted by School margin, School size, and ability to operate (as HoS advised).
- Provisions for potential adjustment between Schools, and potential consideration of natural attrition.
- Staff not eligible for VR who are contemplating retirement should feel free to speak to me.
- Why no MS?

Current School	Number of positions
School of Biology and Environmental Sciences	Three (3) positions
School of Chemistry and Physics	Seven (7) positions
School of Earth and Atmospheric Sciences	Three (3) positions
School of Information Systems	Two (2) positions
School of Computer Science	Three (3) positions

SCHOOL
CAPS

Consultation Process

- *Proposal for Change* release today, 30th September 2025
- **This is a PROPOSAL - I encourage you to give feedback.** Please provide comments or submissions to mychangefeedback@qut.edu.au by **COB Wednesday, 29th October 2025**
- All feedback will be considered by myself (as the Change Sponsor)*. Themed (anonymous) feedback will be considered by Faculty Executive Leadership as appropriate and will also inform the final decision taken by the University.

* Staff can request anonymity in their feedback if preferred – just note this in your response to the above email alias.

Proposed Implementation Approach

- Following consultation, if it's determined that organisational change is required, a *Change Management and Implementation Plan (CMIP)* would be **released on approximately 12th November 2025**.
- Recruitment processes for new admin. positions would commence following the release of the CMIP.
- Recruitment processes for the HoS ICS position would commence following the release of the CMIP.
 - Remaining HoS positions are made redundant (EAS, CS, IS) or transition (BES to BEES, CP, MS) on 1 January 2026.
- Applications for voluntary redundancy would open following the release of the CMIP with outcomes confirmed in the second week of December.
- If involuntary redundancies were required discussions with staff would occur in 2026.
- The new structure is proposed to go live on **1 January 2026**.

Timeframes

Timeline	Activity
30 th September 2025	Proposal for Change released
29 th October 2025	Consultation on Proposal for Change closes
12 th November 2025	Change Decision announced (approximately)
13 th November 2025	<i>Implementation commences (if change proceeds)</i>
1 st January 2026	<i>New structure goes live (if change proceeds)</i>

Information and Support

FoS SharePoint Site:

- Proposal for Change
- Presentation slides
 - DRAFT PDs
- Risk Assessment
 - FAQs
- Support documents

HoS, ED, HR:

- Conversations/questions about the proposed change (HoS, ED, HR)
- Access to relevant data:
 - HERDC, Workload, Length of Service (HoS)
- Updates on progress against the proposed timeframes (HoS); and
- Referral to the Employee Assistance Program (HoS, HR)

Drop-In Sessions:

Faculty-wide (ED & HR) and School specific (HoS & HR) drop-in sessions will be arranged during the consultation period.

Calendar invites to follow.

Assure Programs:

- Individual staff members respond to change in different ways.
- Support is available through the University's free confidential support services provider, Assure Programs (1800 808 374).
- All staff can use the service to help resolve and process a variety of personal or professional challenges.
- A Manager Support Program is also available for leaders to gain advice and support across a range of matters including change and supporting staff (1800 808 374).
- Further information is available from www.assureprograms.com.au

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Information and services



About the faculty

Learn about our vision, plans and organisational structure and catch up on past forums.



Research

Learn about faculty research support initiatives and information on supporting HDR students.



Faculty spaces

Accessing laboratories and requesting space for staff, visitors and HDR students.



Contact us

Find contacts for faculty staff and partners.



Schools

Access the SharePoint space for your school.

School of Biology and Environmental Science

School of Computer Science



Equipment

How to use, purchase, repair or find a home for equipment.



Staff Training

Find information and links to staff mandatory training



Committees

Join the Teams space for your faculty committee (restricted to committee members).

Faculty Academic Board

Faculty Executive Committee

Tools & resources

Faculty Strategic Statement (PDF file, 112KB)

2025 Faculty Academic Plan (PDF file, 430KB)

Faculty Academic Career Guidelines (PDF file, 281KB)

Faculty AWM Parameter Guidelines (PDF file, 1MB)

Faculty Guidelines for Allocation of Academic Workload (PDF file, 189KB)

Faculty Staff Survey Action Plan (PDF file, 188KB)

FoS Promotion Club D-E 2025 - Session 1

Related links

Faculty SharePoint

Technical Services A-Z

Committee updates

Faculty of Science Org Chart

Contacts

Faculty of Science

Level 4, O Block Podium Gardens Point

Faculty Of Science

DW Staff Community

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Welcome to the Faculty of Science

Our Successes

Events and Important Dates

Committee Minutes & Information

FoS Photos

FoS Proposal for Change

Our People

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FoS Research

Faculty of Science: Proposal for Change

30th September 2025

QUT

Key Contacts

You are encouraged to contact the following people for further information or support about the change process:

Your Head of School		
Professor Troy Farrell Change Sponsor / Executive Dean, Faculty of Science Phone: 07 3138 2781 Email: fos.dean@qut.edu.au		
Amy Brutton Manager, HR Projects (Change) Phone: 0468 575 670 Email: hrchangeteam@qut.edu.au	Katie Killalea Principal HR Partner Phone: 0479 196 201 Email: katie.killalea@qut.edu.au	B Heins Senior HR Partner Phone: 0466 928 314 Email: bridget.heins@qut.edu.au

Questions



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