

Proposed Engagement Plan: Chancellor Campus Visit

Tuesday 2 September 2025

Background

Council has received a letter from the ANU College Deans dated 27 August 2025.

Chancellor has determined the necessity of immediate action to respond to the concerns raised by the senior academic leadership of the ANU.

About the Deans

The role of a **College Dean** at the Australian National University (ANU) is central to the university's academic leadership and community engagement. As the senior academic and administrative leader of a college, the Dean is responsible for shaping the strategic direction of the college, fostering excellence in research and education, and ensuring alignment with ANU's broader mission and values. This includes overseeing academic programs, supporting faculty development, and promoting interdisciplinary collaboration across schools and research centres.

College Deans also play a vital role in representing their colleges within the university's governance structures, such as the Strategic Leadership Group and Academic Board. Their insights and advocacy help ensure that the unique strengths and needs of their disciplines are reflected in university-wide decisions. By working closely with students, staff, and external partners, Deans help build a vibrant intellectual community and cultivate opportunities for innovation, impact, and global engagement.

Importantly, Deans serve as key connectors between ANU and the wider world. They often lead outreach initiatives, partnerships with industry and government, and efforts to translate research into real-world solutions. Their leadership helps position ANU as a national and international leader in higher education, while also nurturing the next generation of scholars, professionals, and changemakers.

The College Deans represent the academic and professional staff that support the College structures at the ANU

Proposed Engagement Schedule

Time	Group	Who	Discussion Points
10.00am – 11.00 am (1hr)	College Deans	Helen Sullivan, Dean CAP Bronwyn Parry, Dean CASS Stephen Eggins, Dean CSS Steven Roberts, Dean CBE Tony Connolly, Dean CLGP Kieran Kirk, Dean CoSM	Continuation from 28 August 2025 discussion
11.00am – 11.15 am	BREAK (15 mins)		
11.15 am – 12.15pm (1hr)	Academic Staff Representatives	6 Deans to select 3 academic staff from their college	

12.15 pm – 1.15 pm (1hr)	Internal Council Members	Professor Juliana Ng Professor Lyndall Strazdins Mrs Megan Easton Ms Brenna Barker-Lamb Mr Will Burfoot	Content of letter received by Council from ANU Deans 27 August 2025.
1.15pm - 1.45 pm	LUNCH (30 mins)		
1.45pm – 2.45 pm	Strategic Leadership Group (SLG)	Provost and Senior Vice-President: Professor Rebekah Brown Deputy Vice-Chancellor (Research and Innovation): Professor Lachlan Blackhall Deputy Vice-Chancellor (Academic): Professor Joan Leach Vice-President (First Nations): Professor Peter Yu Vice-President (Advancement): Alex Furman Chief Operating Officer: Jonathan Churchill Chief Financial Officer: Michael Lonergan Chief People Officer: Kate Witenden Chief Marketing and Communications Officer: Shannon Kenna Chief Information Officer: Zoran Sugarevski Any Dean that cannot make 10am above.	Open feedback: 1. Renew ANU 2. Reputation risk 3. Revenue; student pipeline, regulatory environment 4. Governance 5. Leadership 6. Health and Wellbeing Key Points 1. Temperature of Community 2. Most worried about 3. How to move forward
2.45 pm – 3.30pm (45 mins)	College General Managers	s.47F Personal privacy GM CASS s.47F Personal privacy GM CSS s.47F Personal privacy GM CBE s.47F Personal privacy GM CLGP s.47F Personal privacy GM CoSM s.47F Personal privacy GM CAP	Same as SLG. Key staff supporting College structures at ANU.
3-45pm - 4.30pm (Standing NTEU Weekly meeting time with ANU)	NTEU	s.47F Personal privacy	

Additional Meeting – External Stakeholder

Consideration for meeting s.47F Personal privacy on arrival to Canberra at his offices before attending to the ANU Campus. s.47F Personal privacy has become a voice of the Community around the ANU, including being a direct confidant to staff, the NTEU and broader Canberra community.

Action taken ahead of Campus Engagement

1. Consultation with the Deans Thursday 28 August 2025. Dean CLGP not in attendance.

Outcomes of the Engagement

1. Understanding the issues that have been identified.
2. Development of the possible solutions and expectations of the Community.
3. Key next steps.
4. Feedback to be reported back to Council for consultation and agreement of actions.
5. Additional information may be required:
 - a. Leadership Development Assessment – profile to determine possible development activities and success criteria.
 - b. Survey of Staff to determine current sentiment (Culture Amp preferred tool would require reactivation, 6-week lead time)
 - c. Data the Chancellor may require post consultation – TBD.
6. Understanding of the risks to the community, staff and students, and to the ANU, Institutional.
7. Assessment of this consultation with regard to TEQSA, ANAO and Senate Inquiry impeding actions.
8. Communication plan to manage the outcomes agreed.

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Proposed Engagement Schedule

Time/Location	Group/Purpose	Who
9.30am – 11.00 am CAP Boardroom	College Deans	Helen Sullivan, Dean CAP Bronwyn Parry, Dean CASS Steven Roberts, Dean CBE Tony Connolly, Dean CLGP Stephen Eggins, Dean CSS (online ?) Kieran Kirk, Dean CoSM (online ?)
11.00am – 11.15am	BREAK (15 mins)	
11.15am – 12.15pm CAP Boardroom	Overview of the transformation of learning and teaching at ANU: Academic Change Proposal	Provost, Professor Rebekah Brown Deputy Vice-Chancellor (Academic): Professor Joan Leach Vice-President (Advancement): Alex Furman Chief People Officer: Kate Witenden

		Deputy Chief People Officer: s.47F Personal privacy GM CoSM: s.47F Personal privacy Senior Advisor to the Provost: s.47F Personal privacy s.47F Personal privacy
12.15 pm – 1.15 pm CAP Boardroom	College General Managers	s.47F Personal privacy GM CASS s.47F Personal privacy GM CSS s.47F Personal privacy GM CBE s.47F Personal privacy GM CLGP s.47F Personal privacy GM CoSM s.47F Personal privacy GM CAP
1.15pm - 1.45 pm	LUNCH (30 mins)	
1.45pm – 2.45pm CBE Seminar room	Cross section of Early and Mid-career researchers across 6 colleges	Up to 18 staff across 6 colleges. Names TBC
2.45pm – 3.45pm CBE Board Room	Internal Council Members	Professor Juliana Ng Professor Lyndall Strazdins Mrs Megan Easton Ms Brenna Barker-Lamb Mr Will Burfoot
3.45pm – 4.30pm CBE Boardroom	Update on the Nixon Review	s.47F Personal privacy
4.30pm – 4.35pm	Travel to P&C Offices	
4.35pm – 5.00pm (Tail end of standing NTEU Weekly meeting time with ANU) P&C Offices	NTEU	s.47F Personal privacy Deputy Chief People Officer: s.47F Personal privacy Chief People Officer: Kate Witenden
5.00pm – 5.30pm P&C Offices	Overview of workforce planning – org change	Deputy Chief People Officer: s.47F Personal privacy Chief People Officer: Kate Witenden
5.30pm – 5.35pm	Travel to Chancellor Office	
5.35pm – 6.05pm	Debrief	Provost, Professor Rebekah Brown
6.10pm – 7.00pm Symposium	Dinner – Wrap up	Deans? Provost? CPO?

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Time/Location	Group/Purpose	Who
8.30am – 8.40am CAP Dean's meeting room	1:1 meeting	Helen Sullivan, Dean CAP
8.40am – 8.50am CAP Dean's meeting room	1:1 meeting	Bronwyn Parry, Dean CASS
8.50am – 9.00am CAP Dean's meeting room	1:1 meeting	Steven Roberts, Dean CBE
9.00am – 9.10am CAP Dean's meeting room	1:1 meeting	Stephen Eggins, Dean CSS
9.10am – 9.20am CAP Dean's meeting room	1:1 meeting	Kiaran Kirk, Dean CoSM
9.20am – 9.30am	1:1 meeting	Tony Connolly, Dean CLGP

CAP Dean's meeting room		
9.30am – 10.50 am CAP Boardroom	College Deans	Helen Sullivan, Dean CAP Bronwyn Parry, Dean CASS Steven Roberts, Dean CBE Tony Connolly, Dean CLGP Stephen Eggins, Dean CSS Kiaran Kirk, Dean CoSM
10.50am – 11.00am	Travel to Chancelry	
11.00am – 11.30am Mills Room, Chancelry	Daily Stand-Up Govt Relations & Strategic Comms	s.47F Personal privacy and team
11.40am – 12.40pm CAP Boardroom (Light lunch provided)	Overview of the transformation of learning and teaching at ANU: Academic Change Proposal	Provost, Professor Rebekah Brown Deputy Vice-Chancellor (Academic): Professor Joan Leach Vice-President (Advancement): Alex Furman Deputy Chief People Officer: s.47F Personal privacy GM CoSM: s.47F Personal privacy Senior Advisor to the Provost: s.47F Personal privacy
12.40 pm – 1.40 pm CAP Boardroom	College General Managers	s.47F Personal privacy GM CASS s.47F Personal privacy GM CSS s.47F Personal privacy GM CBE s.47F Personal privacy GM CLGP s.47F Personal privacy GM CoSM s.47F Personal privacy GM CAP
1.40pm - 1.50 pm	Travel to CBE	
1.50pm – 2.50pm CBE Seminar room	Cross section of Early and Mid-career researchers across 6 colleges	Up to 18 staff across 6 colleges. Names TBC
2.50pm – 3.50pm CBE Board Room	Internal Council Members	Professor Juliana Ng Professor Lyndall Strazdins Mrs Megan Easton Ms Brenna Barker-Lamb Mr Will Burfoot
3.45pm – 4.30pm CBE Boardroom	Update on the Nixon Review	s.47F Personal privacy
4.30pm – 4.35pm	Travel to P&C Offices	
4.35pm – 5.00pm (Tail end of standing NTEU Weekly meeting time with ANU) P&C Offices	NTEU	s.47F Personal privacy Deputy Chief People Officer: s.47F Personal privacy Chief People Officer: Kate Witenden
5.00pm – 5.30pm	Overview of workforce planning – org change	Deputy Chief People Officer: s.47F Personal privacy Chief People Officer: Kate Witenden

P&C Offices		
5.30pm – 5.35pm	Travel to Chancellor's Office	
5.35pm – 6.05pm	Debrief	Provost: Professor Rebekah Brown Senior Advisor to Provost: s.47F Personal privacy (if required)

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3-45pm - 4.30pm – 4pm start (Standing NTEU Weekly meeting time with ANU)	NTEU	s.47F Personal privacy	
4.30pm – 4.45pm	Break		

4,45pm – 5.45om	Provost		Debrief
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9:25

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JB

Julie Bishop



28 Aug 2025

30 Aug 2025

Dear Julie. I have sent you an email with a 'suggested' schedule for Tuesday - focused on the Deans and Colleges. Happy to discuss and / or make any changes. I can talk anytime from 6.30pm Canberra time and most times tomorrow. R

Sorry sentimental twice as thought the first time it did not go through!

5:15 pm

s. 22 Irrelevant material

Can talk anytime tomorrow just let me know - all confidential etc



Message



9:25

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JB

Julie Bishop



tomorrow



5:58pm

30 Aug 2025



Can talk anytime tomorrow just let me know - all confidential etc until you advise otherwise.

6:00pm

31 Aug 2025

s. 22 Irrelevant material

Great - can do a 1pm zoom or call?

10:24 am

s. 22 Irrelevant material

That would be great! Thanks so much

10:58 am

s. 22 Irrelevant material

Great



11:34 am



Message



Hi R

I'll need a session with Philip