

14 November 2025

Committee Chair  
Senate Education and Employment Committees  
PO Box 6100  
Parliament House  
Canberra ACT 2600

Email: [eec.sen@aph.gov.au](mailto:eec.sen@aph.gov.au)

Dear Senator Smith

I am writing with an update from The University of Queensland (UQ) following the publication of the Committee's Interim Report on the *Quality of Governance at Australian Higher Education Providers* and respond to the NTEU UQ Branch submission extract included in section 3.25 of the report.

I would like to reaffirm the University's commitment to upholding the highest standards of governance and operating with transparency and accountability. Our approach is to work collaboratively with government and our staff and students to deliver the best outcomes for our community.

In line with this commitment, the University engages regularly with the NTEU UQ Branch through its established Enterprise Agreement consultation framework. As part of this process, the matters raised in their submission have been addressed.

The following points detail the actions the University has taken and provides context to the comments in the NTEU submission.

The UQ Senate Charter, which reflects the roles, obligations and duties outlined in UQ's establishing legislation *The University of Queensland Act 1998 (UQ Act)* was [published on UQ's website](#) in February 2025. The terms of reference for all Senate Committees are also published [online](#).

The composition of the UQ Senate is prescribed by the UQ Act and requires eight elected members consisting of professional staff, academic staff, students and alumni, along with 8 members to be appointed by the Queensland Government and 3 by the Senate. The appointed members bring senior executive experience across the public and private sectors in the areas of finance, law, investment and public administration.

For Senate meetings, members receive papers in advance to enable open, transparent, and well-informed discussions. All outcomes are clearly recorded in the minutes to ensure transparency and integrity in decision-making. Senate members are invited to seek corrections or endorse the minutes of previous meetings before they are published [online](#).

Regarding delegations, the University is required legislatively to have an effective delegations framework in place to manage operations. There are processes and frameworks in place to ensure that the Senate has effective oversight of delegations and decision making.

If you would like any further information, please do not hesitate to contact me.

Kind regards

Professor Deborah Terry AC  
**Vice-Chancellor and President**

D25/579616