

## PSM Māori Strategic Plan – 2015-2020

### **Mission**

The Department of Preventive and Social Medicine is committed to being a leader in Māori excellence, advancement and development within Public Health research, teaching and service.

### **Goals**

The following goals are based on those within the University's Māori Strategic Framework but have been tailored specifically for the Department of Preventive and Social Medicine.

1. *Te Ārahina me Te Honohono – Leadership and Partnership*
  - Demonstrate strong, accountable leadership that enhances hauora Māori and Māori health equity.
  - Demonstrate commitment to giving effect to the Treaty of Waitangi and to Māori health development.
  
2. *Te Rangahau Māori – Māori Research*
  - Become a leader in quality research that contributes to Māori development, hauora Māori and Māori health equity.
  
3. *Ngā Whakahaerenga Pai – Quality Programmes and Teaching*
  - Integrate Te Ao Māori, te reo Māori and hauora Māori into existing programmes.
  - Develop new programmes that focus on, include and promote Te Ao Māori, te reo Māori and hauora Māori.
  
4. *Ngā Taonga Tuku Iho – Te Reo and Tikanga Māori*
  - Promote and implement the University of Otago 'Māori Language Policy – Ngā Kaupapa mō te reo Māori' among PSM staff and students.
  - Promote the use of tikanga Māori among PSM staff and students.
  
5. *Te Taumata Angitu Māori – Māori Student Success*
  - Increase the recruitment, participation, retention, development and success of Māori students in PSM.
  
6. *Te Whakapakaritanga o Ngā Kaimahi Māori – Māori Staff Growth and Development*
  - Increase the recruitment, participation, retention, development and success of Māori staff in PSM.

## Strategies

1. *Te Ārahina me Te Honohono – Leadership and Partnership*
  - Demonstrate PSM’s commitment to leadership in hauora Māori.
  - Establish formalised Māori leadership within PSM.
  - Improve Māori cultural competence for all PSM staff through existing recruitment and performance review processes.
  - Establish and maintain key Māori partnerships and relationships relevant to PSM.
  
2. *Te Rangahau Māori – Māori Research*
  - Strengthen all PSM research activities in order to contribute to Māori development, hauora Māori and Māori health equity.
  - Develop new Māori-led research that contributes to Māori development, hauora Māori and Māori health equity.
  
3. *Ngā Whakahaerenga Pai – Quality Programmes and Teaching*
  - Establish a process of co-ordination and evaluation of Māori content in PSM programmes.
  - Improve and increase the current curricula to include and promote Te Ao Māori, te reo Māori and hauora Māori.
  - Develop new curricula and programmes that focus on Te Ao Māori, te reo Māori and hauora Māori.
  - Ensure that new PSM programmes include and promote Te Ao Māori, te reo Māori and hauora Māori.
  - Develop and increase the capacity of PSM staff to contribute to this goal.
  
4. *Ngā Taonga Tuku Iho – Te Reo and Tikanga Māori*
  - Review and implement the University of Otago ‘Māori Language Policy – Ngā Kaupapa mō te reo Māori’.
  - Normalise the use and application of te reo Māori and tikanga Māori.
  - Enhance staff competence in te reo Māori and tikanga Māori.
  
5. *Te Taumata Angitu Māori – Māori Student Success*
  - Strengthen and enhance Māori student recruitment, including through course promotion activities.
  - Strengthen the flow of Māori students through from undergraduate study into postgraduate Public Health study.
  - Work proactively to retain and develop Māori postgraduate students within PSM through to appropriate academic positions.
  
6. *Te Whakapakaritanga o Ngā Kaimahi Māori – Māori Staff Growth and Development*
  - Increase recruitment of Māori staff to positions throughout PSM.
  - Identify optimal ways to nurture academic development and advancement of Māori staff within PSM.