

Contents

Background	2
Summary of Division of Health Sciences Pacific Strategic Framework	3
Health Sciences Divisional Pacific Strategic Goals	4
Goal 1 – Demonstrating and Valuing Leadership on Pacific Matters	4
Goal 2 – Encouraging Pacific Research Excellence	5
Goal 3 – Strengthening Community Engagement	6
Goal 4 – Enhancing Capability	7
Goal 5 – Developing Pacific Curriculum	8
Goal 6 – Contributing to Pacific Region and International Progress	9
Appendix 1: Pacific Students in the Division of Health Sciences	10
Appendix 2: Division of Health Sciences, Pacific Strategic Operational & Support Groups	11



Background

Pacific peoples living in New Zealand make up around 7% of the total population and are a migrant ethnic group. The Pacific population is over-represented in poor health statistics and socio-economic determinants of health when compared to the total population. Education is an important determinant of health and increasing the number of Pacific people successfully completing health education training will contribute to improving Pacific outcomes and provide a diverse workforce for the multi-ethnic society in which we live.

A priority for the Government in the “Tertiary Education Strategy 2010-2015” is to increase the number of Pacific students achieving at higher levels. The Ministry of Health recently launched “Ala Moui – Pathways to Pacific Health and Well Being 2010 –2014” outlining the need to increase the Pacific health workforce in New Zealand.

Responding to these opportunities, in December 2009 the Division of Health Sciences appointed an Associate Dean (Pacific). This role focuses on the recruitment, retention and achievement of Pacific students in Health Sciences and the development and monitoring of a Pacific strategy for the Division¹. The Associate Dean (Pacific) is also responsible for developing and encouraging Pacific networks, both internally and externally, and building relationships with key stakeholders involved in Pacific development.

A stocktake of Pacific activity was commissioned to gather information on all Pacific activities, developments and initiatives within the Division. The stocktake highlighted areas where the Division was performing well, others where relationships were being developed, and others where improvements could make a significant difference for Pacific students and staff within the Division. A number of themes emerged about the types of activity that the Division was engaged in: strategic development, student mentoring and support, affirmative action, research, international relationships, Pacific staff capacity, Pacific health in the curriculum and resources and scholarships. Key findings from the stocktake defined the six strategic goals of the Health Sciences Divisional Pacific Strategic Framework.

In June 2010, the Division hosted a Pacific workshop to further explore these strategic goals, as well as other issues and ideas that emerged from the stocktake. The workshop was attended by staff and students from across the Division’s Faculties and Schools, by other key members of the wider University community and by other government and community stakeholders. After being presented with information about government tertiary education priorities for Pacific students and an analysis of Pacific students in the Division, attendees formed groups that each focused on one of the six goals, identifying a series of actions that would best contribute to achieving them. These ideas were developed into the specific strategies and key activities that augment the six strategic goals of the Pacific Strategic Framework.

The Framework was endorsed by the Divisional Executive on 28 April 2011.

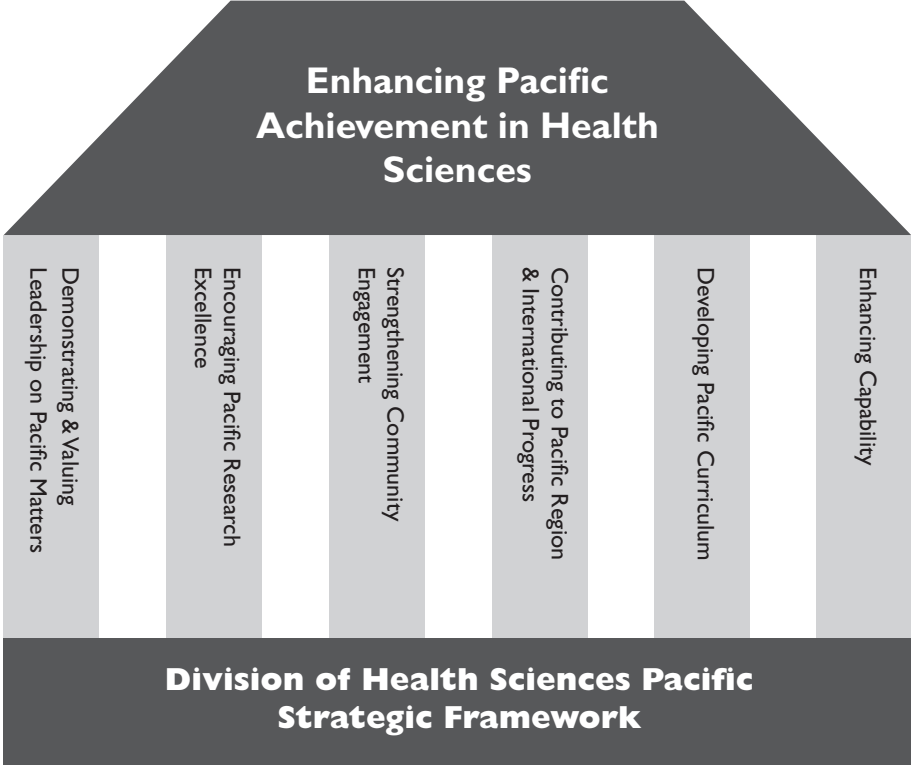
¹ Appendix I provides an overview of Pacific students within the Division of Health Sciences.

SUMMARY OF DIVISION OF HEALTH SCIENCES PACIFIC STRATEGIC FRAMEWORK

The Health Sciences Divisional Pacific Strategic Framework consists of six goals, each with its own strategies and key activities. Underlying this high level description is a detailed list of actions, processes and procedures needed to meet these goals, along with key measures that will be used to monitor progress toward achieving these goals.

Figure 1 provides an overview of the Pacific Strategic Framework. It draws on the concept of a traditional Pacific house. The Strategic Framework provides a solid foundation for enhancing Pacific achievement in the Division; the six strategic goals are pillars that provide strength and structure. Together, the foundation and support pillars provide an environment that enables the roof to be supported leading to the enhancement of Pacific achievement in Health Sciences.

Figure 1: Division of Health Sciences Pacific Strategic Framework





Health Sciences Divisional Pacific Strategic Goals

GOAL 1 – DEMONSTRATING AND VALUING LEADERSHIP ON PACIFIC MATTERS

The Division of Health Sciences will continue to proactively demonstrate a commitment to Pacific staff and students through advocacy and strong leadership. The Division will establish 'Pacific champions' who will provide leadership at Faculty and School levels and assist in the development of networks and student support activities aimed at increasing and celebrating Pacific achievement. Pacific champions need not be of Pacific origin. The Division's Pacific Strategic Framework guides the development of activities essential to achieving our Pacific goals and objectives.

Strategies	Key Activities	Short Term	Medium Term	On-Going
Advocate for Pacific interests and achievement	<ul style="list-style-type: none"> Deans/PVC demonstrate visible, proactive commitment to things Pacific Associate Dean (Pacific) to lead and co-ordinate Pacific matters in the Division Divisional Pacific Strategy Group to advocate for and consider Pacific matters in the Division 			<ul style="list-style-type: none"> × × ×
Establish Pacific champions across the Division	<ul style="list-style-type: none"> Establish Pacific leadership role in each Faculty/School Establish a network for Pacific leaders and champions in the Division Establish Pacific student support staff in each programme/School/Faculty 	×	<ul style="list-style-type: none"> × × 	
Support Pacific leadership development	<ul style="list-style-type: none"> Advocate for inclusion of Pacific perspective in leadership development and staff training programmes Incorporate Pacific responsiveness into the academic progression process Acknowledge faculties, schools and departments active in supporting Pacific developments Incorporate Pacific responsibilities taken on by staff into workload models for academic staff Recognise championing of and support for Pacific needs in promotion & performance development reviews; include specific Pacific-related criteria in performance goals and job descriptions 	<ul style="list-style-type: none"> × × 	<ul style="list-style-type: none"> × × × 	
Ensure a coherent Divisional Pacific Strategy	<ul style="list-style-type: none"> Hold Pacific Workshop follow-up sessions at Faculty/School/Department level Establish a Framework that co-ordinates strategy and development at University, Divisional and Faculty/School levels that includes monitoring and evaluation of the success of objectives and actions Consider Pacific perspective when reviewing Divisional and Faculty/School strategic plans 	<ul style="list-style-type: none"> × × 		×

GOAL 2 – ENCOURAGING PACIFIC RESEARCH EXCELLENCE

The Division of Health Sciences Pacific Strategic Framework recognises the importance of encouraging Pacific research excellence. The Division will encourage networking between staff and students who have an interest in Pacific matters and share and promote good practice with respect to research.

Strategies	Key Activities	Short Term	Medium Term	On-Going
Develop Pacific research capacity in the Division	• Consider establishing a semi-annual Pacific Research Forum	×		
	• Develop networks for staff and postgraduate students who are either Pacific Islanders or researchers active in a Pacific field	×		
	• Proactively identify and recruit Pacific students as UG and PG researchers	×		
Sharing good practice across the Division	• Ensure Pacific research features in the annual Divisional Research Forum as often as possible			×
	• Identify and promote successful Pacific-related research initiatives in the Division			×
	• Provide all staff with guidance about gaining ethics approval, funding application processes and how to engage with Pacific communities for research		×	



GOAL 3 – STRENGTHENING COMMUNITY ENGAGEMENT

Ensuring that information and research is communicated appropriately to Pacific communities is a key goal of the Division of Health Sciences Pacific Strategic Framework. The Division will continue its work to build strong relationships with Pacific families, and provide pathways for Pacific students at schools to ensure they are informed, inspired and able to capture the opportunities available in the University in health sciences and health professional courses. The Division will also encourage its Pacific students to act as role models and mentors in their communities.

Strategies	Key Activities	Short Term	Medium Term	On-Going
Enhance two-way communication between the University and Pacific communities	<ul style="list-style-type: none"> • Hold focus group meetings with community groups and community leaders so that the Division may better understand the best ways in which to engage with them • Consider holding health clinics for community groups similar to the MIHI unit initiative in Christchurch • Increase communication with communities in different languages through a variety of media – such as current National Radio slot in Samoan • Ensure results of Pacific-related research are communicated to Pacific communities in an appropriate manner 	X	X	X
Build relationships with schools and families	<ul style="list-style-type: none"> • Assess the feasibility of increasing the number of Hands-on Science scholarships for Pacific students • Investigate the Division of Sciences community wānanga initiatives for Māori students to assess the relevance of this model (or parts thereof) for Pacific students • Work with the Schools Liaison Office to disseminate accurate information about subjects/future choices for Pacific students 	X	X	
Engage with alumni	<ul style="list-style-type: none"> • Work with Development and Alumni Relations to develop networks with PIHPSA alumni and other alumni • Harness alumni as role models and mentors 	X		

GOAL 4 – ENHANCING CAPABILITY

The Division of Health Sciences is focused on enhancing the capability of its Pacific staff and students. Wherever possible, students will be provided with targeted support to ensure the best possible academic outcomes. The Division will work with those providing students support and promote the availability of these services to students. Consideration will also be given to whether existing support provided by the University could be tailored to the needs of our Pacific students. The Division will also encourage all staff to be informed about Pacific culture and provide mentoring for Pacific staff. Building and strengthening relationships with key funders for Pacific research and initiatives will also be a high priority.

Strategies	Key Activities	Short Term	Medium Term	On-Going
Develop a pathway for success for students	<ul style="list-style-type: none"> Set up mechanisms for early identification of issues for students for intervention and support Discuss with Student Learning Centre how to increase engagement of Pacific students with their services Build on opportunities for mentoring support for students, evaluating the effectiveness of existing mentoring systems & assessing ways to enhance them Consider outcomes from Tū Kahika Foundation Year pilot for Māori students to assess possibility of a Pacific stream 			X X
Develop and maintain an accurate picture of the Pacific student body in the Division	<ul style="list-style-type: none"> Maintain accurate data on the Division's Pacific student body Conduct research into the needs of current students in HSFY & in professional programmes to enhance future support & learning 			X X
Provide all staff with opportunities for professional development	<ul style="list-style-type: none"> Encourage all staff to attend the Pacific Awareness workshop offered through the General Staff Training Programme Ensure that Pacific staff are aware of mentoring and existing developmental programmes Discuss with HEDC and HR possibility of incorporating Pacific awareness into their staff development programmes (in addition to workshops for HoDs, as indicated under 'Leadership') 	X		X X
Develop relationships with key agencies who work with the Division/University	<ul style="list-style-type: none"> Start conversation with Ministries of Education/Health/Pacific Island Affairs to identify potential sources of funding for research, mentoring and other pilot programmes 			X



GOAL 5 – DEVELOPING PACIFIC CURRICULUM

Ensuring that curricula in the Division's Professional Programmes incorporate a 'Pacific view' is an essential element of the Strategic Framework. All students should have an understanding of Pacific health issues and needs and an opportunity to engage directly with Pacific communities during their study.

Strategies	Key Activities	Short Term	Medium Term	On-Going
Increase Pacific teaching in professional programmes' curricula	<ul style="list-style-type: none"> • Hold a Divisional workshop focused on curriculum development • Survey students to determine their current attitudes & knowledge of Pacific Health issues and needs • Develop a Pacific health module for cross-disciplinary use • Consider extending the DSM Immersion Programme to other parts of the Division (see also under 'Strengthening Community Engagement') • Nominate a person in each health professional programme to focus on the Pacific Health curriculum 	×	× × × ×	

GOAL 6 – CONTRIBUTING TO PACIFIC REGION AND INTERNATIONAL PROGRESS

The Division has a strong commitment to continue to support and build beneficial relationships with the wider Pacific region. A particular focus will be on securing funding specifically for research that benefits the Pacific region as well as developing opportunities for Otago students to undertake further training in Pacific countries.

Strategies	Key Activities	Short Term	Medium Term	On-Going
Foster relationships with key groups and agencies	<ul style="list-style-type: none"> • Seek out groups and agencies prepared to fund research in the Pacific region • Work with the International Office to assess relevant existing relationships for possible areas of common interest (e.g. MoUs with US, Australian or Chinese universities) • Increase participation of Divisional champions on key external bodies 		<p>×</p> <p>×</p>	<p>×</p>
Enhance Otago- and Pacific-based training activities	<ul style="list-style-type: none"> • Build on the stocktake of current Divisional education and training activities in the Pacific region and on Pacific themes with a view to co-ordination and development of those activities and assessing their strengths and weaknesses • Develop opportunities for Pacific-based placements for students to expose them to work in Pacific countries 			<p>×</p> <p>×</p>



APPENDIX I: PACIFIC STUDENTS IN THE DIVISION OF HEALTH SCIENCES

In the Division of Health Sciences, students that self-identify as of Pacific ethnicity can be divided into the groups shown in the table below. The table is intended to provide a snapshot (as at 10 August 2011) of Pacific students' involvement in programmes offered in this Division.

Programme	Number
Health Sciences First Year (HSFY)	34
<i>Professional programmes with HSFY as first year:</i>	
Bachelor of Dental Surgery	2
Bachelor of Medical Laboratory Science	2
Bachelor of Medicine and Bachelor of Surgery	33
Bachelor of Pharmacy	10
Bachelor of Physiotherapy	10
<i>Professional programmes with direct entry:</i>	
Bachelor of Dental Technology	4
Bachelor of Oral Health	8
Bachelor of Radiation Therapy	0
Bachelor of Biomedical Sciences	11
Other papers offered by the Division but for BSc	69
Doctor of Philosophy (PhD)	14
Other postgraduate	42
Total	239

In general terms, the number of Pacific students enrolled at the University of Otago has been increasing in recent years² and this is also true in the Division of Health Sciences in both undergraduate and postgraduate programmes.

² From the University of Otago Annual Report 2010 (p. 28): "An unbroken record of increases in Pacific student numbers stretching back more than a decade was...maintained, with Pacific student enrolments reaching 686, up 6.5% from 2009."

APPENDIX 2: DIVISION OF HEALTH SCIENCES, PACIFIC STRATEGY & SUPPORT GROUPS

The Division of Health Sciences has a number of strategic and support groups that drive and co-ordinate Pacific developments within the Division.

PACIFIC ISLANDS RESEARCH & STUDENT SUPPORT UNIT (PIRSSU)

PIRSSU is headed by the Associate Dean (Pacific) and is the hub for all Pacific Activity in the Division of Health Sciences. It carries out research into student issues and performance within the Division and offers student support to those enrolled in papers and programmes offered by the Division of Health Sciences.

PACIFIC STRATEGY GROUP

The Pacific Strategy Group is chaired by the Pro-Vice Chancellor. This group drives strategic direction of the division. The members of this group are:

- Pro-Vice Chancellor (Health Sciences)
- Associate Dean (Pacific)
- Director, Policy and Planning, Health Sciences
- School representatives from each of the Division's seven Schools (nominated by the Deans)
- Student representative from PIHPSA
- Representative from Planning and Funding
- Manager, Pacific Islands Centre
- Representative from Pacific Trust Otago

PACIFIC STUDENTS SUPPORT STAFF

The Pacific Students Support Staff group is chaired by the Associated Dean Pacific. This group co-ordinates pastoral and academic support for Pacific students in the Schools of the Division of Health Sciences. The members of this group are:

- Representative from Schools and Faculties (nominated by the Deans)
- Foundation Studies Academic Dean (or nominee)
- Associate Dean (Pacific)

PACIFIC ADVISORY GROUP

This group provides advice to the Associate Dean and staff at the Pacific Islands Research and Student Support Unit (PIRSSU) about engagement with Pacific communities. Membership of this group is by invitation from the Associate Dean (Pacific).

PACIFIC ISLANDS HEALTH PROFESSIONALS STUDENTS ASSOCIATION (PIHPSA)

PIHPSA was formed in 2006 as a student group officially affiliated with the Otago University Students' Association and the Pacific Medical Association. This active student body works together with staff and the community to provide support for PIHPSA students and for initiatives that seek to enhance recruitment of Pacific students and staff. Graduates (PIHPSA Alumni) continue to provide support for current initiatives and maintain contact with PIHPSA students and staff and the University.

