Guidelines for Humanities Departments' Responses to the Māori Strategic Framework (MSF)
July 2018

The following are suggestions for departments, schools and centres who may like some ideas regarding how they could implement a response to the Māori Strategic Framework.

The ideas below come from a melding of Goal 6 of the Humanities Strategic Plan 2017 -2020 (HSP6) and the previous set of guidelines from 2011. Those guidelines were primarily about creating a supportive environment for Māori staff and came from best practice within the Division, other Divisions and from the Office of Māori Development. As these are suggestions a department-level response to the MSF should be regularly reviewed and updated.

Divisional responsibilities
- Encourage and support Heads of Departments to develop, along with staff, departmental guidelines and practice to engage with Māori Strategic Framework goals (HSP6:1).
- Provide training and support to departmental kaiāwhina (HSP6:2).
- Build and promote relationships between Ngāi Tahu, and all Māori, with departments, centres and research groups within the Division (HSP6:3).
- Further develop systems to monitor and report on Māori student recruitment, retention and achievement at undergraduate and postgraduate levels (HSP6:8).
- For the Divisional staff to lead by example with a commitment to te reo and tikanga Māori. (HSP6:14)

Creating and maintaining a supportive environment.
- Staff are encouraged to take short courses and papers in te reo offered by the University. (Fees are paid for by the Office of Māori Development) (HSP6:11).
- Have a Māori name for the Department which is displayed on department signage and websites (HSP6:12).
- Ensure the Department kaiāwhina has prominent door signs and that students and staff are aware of the role of the kaiāwhina in the Department (HSP6:2).
- Ensure all staff have the macron facility on their computers (for assistance see https://kupu.maori.nz/about/macrons-keyboard-setup) (HSP6:13).
- Encourage all staff to have bilingual email signatures (consult 'Using Māori in the University' at https://www.otago.ac.nz/maori/world/language/) (HSP6:13).
- Encourage staff to learn and use appropriate te reo salutations and sign-off in emails (consult 'Using Māori in the University' at https://www.otago.ac.nz/maori/world/language/) (HSP6:13).
- Use bilingual business cards (consult 'Using Māori in the University' at https://www.otago.ac.nz/maori/world/language/) (HSP6:13).
- Establish communication links with Māori students via blackboard (HSP6:4).
- Offer scholarships/prizes/recognition to top-achieving Māori students (HSP6:4).
- Regularly address the Department's MSF strategy at staff meetings and retreats (HSP6:1).
- Report on the Department's response to the MSF in reviews and annual reports

(HSP6:1).

- Establish a roster for staff to take part in the Māori pre-graduation ceremonies (HSP6:13).
- Encourage academic and general staff (particularly new staff via induction processes) to participate in workshops on: Māori research consultation; Introduction to te reo Māori; introduction to te ao Māori; introduction to Te Tiriti (HSP6:11).
- Profile Māori students and Māori research on department websites (HSP6:4).
- Advertise and support Māori student group such as HuMSA (Humanities Māori Student Association and Māori students groups that develop in schools and programmes) (HSP6:4).

Teaching

- Appoint suitably qualified Māori academic staff to new positions in key departments and look for innovative ways to "grow our own" if the likelihood of appointing qualified staff is difficult (HSP6:9).
- Identify and promote Māori focused papers (HSP6:10).
- Find ways to develop the capacity for all staff to integrate te Ao Māori, te reo Māori and mātauranga Māori into existing teaching, as appropriate (HSP6:11).
- Proactively look for opportunities to include an appropriate level of Māori and New Zealand content in new papers and in the revision of current papers (HSP6:11).

Research

- Profile and support existing post-graduate research and encourage new research amongst Māori students (HSP6:4).
- Create and support opportunities for research in te reo Māori (HSP6:5).
- Provide opportunities for all staff and post-graduate students to engage in discussions about kaupapa Māori research and mātauranga Māori research and to profile examples of this research (HSP6:6).
- Encourage Māori staff and students to present their research at departmental seminars (HSP6:6).
- Support Māori staff in attaining higher qualifications (HSP6:7).
- Appoint suitably qualified Māori academic staff to new positions in key departments and look for innovative ways to "grow our own" if the likelihood of appointing qualified staff is difficult (HSP6:9).
- Develop the capacity for all staff to integrate te Ao Māori, te reo Māori and mātauranga Māori into existing and future research, e.g. through supporting opportunities for professional development (HSP6:11).
- Look to engage Māori as partners not just as supporters or participants. True partnership is reciprocal, beneficial to Māori and will be long term. This may require the development of a variety of skills, principles and behaviours to engage across different levels, namely individual/whanau, local Māori organisations and Iwi. Prominent authors on Māori research include Mason Durie, Linda Smith, Graham Smith, Leonie Pihama and, Russell Bishop

STRATEGIC PLAN 2017-2020

Goal 6: Māori Development

In keeping with the University of Otago's Māori Strategic Framework, the Division of Humanities seeks to

• deepen the University's commitment to achieving equitable Māori participation and success rates in tertiary education;

• champion an environment in which scholarship and partnership will flourish to advance Māori development aspirations; and

• embed mātauranga Māori within the University's core functions.

Strategic Objectives

1. To demonstrate visible and proactive leadership at all levels in the Division to contribute to Māori development.
2. To meet the Division's ongoing obligations to the University's Māori Treaty partner
3. Foster and promote research that is transformative and beneficial for Māori communities, including research that increases understanding of te ao Māori and mātauranga Māori, and supports the division's commitment to excellence in research.
4. Increase the recruitment, retention and achievements of Māori staff and students in the Division.
5. To create and enhance exemplary learning and teaching environments which allow staff and students to engage capably with te ao Māori and mātauranga Māori across the Division.
6. Promote and support te reo Māori and tikanga Māori (Māori language and cultural practices) amongst all staff and students across the Division.

Strategies

1. Encourage and support Heads of Departments to engage with Māori Strategic Framework goals.
2. Provide training and support to departmental kaiāwhina.
3. Build and promote relationships between Ngāi Tahu, and all Māori, with departments, centres and research groups within the Division.
4. Profile and support existing post-graduate research and encourage new research amongst Māori students.
5. Create and support opportunities for research in te reo Māori.
6. Provide opportunities for all staff and post-graduate students to engage in discussions about kaupapa Māori research and mātauranga Māori research and to profile examples of this research within the Division.
7. Support Māori staff in attaining higher qualifications.
8. Further develop systems to monitor and report on Māori student

retention and achievement.

9. Appoint suitably qualified Māori academic staff to new positions in key departments and look for innovative ways to "grow our own" if the likelihood of appointing qualified staff is difficult.

10. To identify existing expertise and encourage curriculum collaboration.

11. To develop the capacity for all staff to integrate te Ao Māori, te reo Māori and mātauranga Māori into existing teaching and research, as appropriate, including to proactively look for opportunities to include an appropriate level of Māori and New Zealand content in new papers and in the revision of current papers

12. For all departments, centres and research groupings in the Division to have a Māori name and bilingual signage.

13. To encourage more staff to engage in te reo and tikanga learning on campus.

14. For the Divisional staff to lead by example with a commitment to te reo and tikanga Māori.