

## **AGENDA PAPERS**

# **NOTICE OF SPECIAL COUNCIL MEETING**

**Notice is Hereby Given that a Special Meeting of the Council of  
Auckland University of Technology will be held:**

**in the Council Room, Level 7, WA Building, AUT City Campus**

**On: Monday, 24 April 2023**

**FROM: 3.30 – 6.00 PM**

**Andrea Vujnovich  
COUNCIL SECRETARY**



## AUCKLAND UNIVERSITY OF TECHNOLOGY COUNCIL

<b>Chancellor</b>	<b>Rob Campbell</b> Appointed by Council
<b>Pro-Chancellor</b>	<b>Sussan Turner</b> Appointed by the Minister of Education
<b>Members</b>	<b>Professor Damon Salesa</b> Vice-Chancellor of the Auckland University of Technology
	<b>Peter Treacy</b> Appointed by the Minister of Education
	<b>Janine Smith</b> Appointed by the Minister of Education
	<b>Sina Wendt</b> Appointed by the Minister of Education
	<b>Sara Youssef</b> Appointed by the Auckland University of Technology Student Association
	<b>Corrie Cook</b> Elected by the Professional Staff of the Auckland University of Technology
	<b>Renata Blair</b> Appointed by Council
	<b>Leo Foliaki</b> Appointed by Council
	<b>Marama Royal</b> Appointed by Council

# PART A

# OPEN AGENDA



## COUNCIL PART A OPEN AGENDA

**Special Council Meeting Agenda Part A (Open Agenda)****Monday 24 April 2023 at 3.30 pm to be held in the Council Room Level 7, WA Building, AUT City**

<b>Karakia</b>		
<b>Mihi – Chancellor</b>		
<b>1. WELCOME, APOLOGIES AND APPROVAL OF AGENDA</b>	The <b>Chancellor moves</b> that the apologies be <b>noted</b> and that <b>Council approve</b> the assignment of agenda items to Part A and Part B of the Council agenda.	
<b>2. DECLARATION/RECORDING OF ANY INTERESTS</b>	<b>The attention of Members is drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the Agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.</b>	The <b>Chancellor moves</b> that the declarations, if any, be noted and the actions taken be <b>endorsed</b> .
<b>3. CONSTITUTIONAL MATTER, CONFERMENT OF DEGREES AND POLICY</b>	<b>3.1. Noting Chancellor delegation – Granting, Rescinding, Revoking and Amending Qualifications – March 2023</b>	The <b>Chancellor moves</b> that the following be <b>approved</b> : <ul style="list-style-type: none"> <li>• See item 3.1</li> </ul>
<b>4. COUNCIL MEETINGS</b>	<b>4.1 Council Draft Minutes Part A, 27 March 2023</b>  <b>4.2 Matters arising from the Minutes, 27 March 2023 not elsewhere on the Agenda</b>	The <b>Chancellor moves</b> that the draft <b>Minutes Part A, 27 March 2023</b> be taken as <b>read</b> and <b>confirmed</b> .
<b>5. VICE-CHANCELLOR’S REPORT</b>	<b>5. Vice-Chancellor’s Report</b>	The <b>Chancellor moves</b> that the <b>Vice-Chancellor’s Report</b> be <b>received</b> .
<b>6. CHANCELLOR’S REPORT</b>	<b>6. Chancellor’s Report</b>	The <b>Chancellor moves</b> that the <b>Chancellor’s Report</b> be <b>received</b> .
<b>7. REPORTS FROM BOARDS, COMMITTEES AND WORKING GROUPS TO COUNCIL</b>	<b>7. Reports and Minutes from the Academic Board 27 March 2023</b>	The <b>Chancellor moves</b> that the <b>Report and Minutes from the Academic Board</b> be <b>received</b> .
<b>8. HEALTH, SAFETY AND WELLBEING REPORT</b>	<b>No Report</b>	
<b>9. TE TIRITI</b>	<b>9. Te Aronui Report</b>	
<b>11. STUDENT SUCCESS</b>	<b>No Report</b>	

<b>12. CORRESPONDENCE REFERRED BY THE CHANCELLOR</b>	<b>No Correspondence</b>	
<b>13. OTHER MATTERS FOR DECISION OR NOTING</b>	<b>13 Update from AUTSA Verbal</b>	The <b>Chancellor moves</b> that the <b>Update from AUTSA</b> be <b>received</b> .
<b>14. ITEMS MOVED FROM PART B OF THE AGENDA TO PART A AND GENERAL BUSINESS</b>		

**PUBLIC EXCLUSIONS**

The Chancellor moved that the public be now excluded from Part B of this meeting, and that the following matters be discussed without public disclosure. This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and section 9 of the Official Information Act, as the case may require, which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting **AND THAT** A Vujnovich, L Williams, and W Lawson, be permitted to remain at this meeting, after the public has been excluded, because of their knowledge of the matters to be discussed in the proceedings while the public are excluded. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to these matters because they relate to aspects of the administration of AUT for which those persons are responsible.

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under section 9 of the OIA identified below.	Ground(s) under section 48(1) LGOIMA for the passing of this resolution
15. Council Minutes Part B of the meeting held on 27 March 2023	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)
20. Draft Minutes of Finance and Audit Committee held on 17 April 2023	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
22. Other Business		



Part A OPEN AGENDA ITEM	3.1
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## Council Agenda Paper

Subject: **GRANTING, RESCINDING, REVOKING AND AMENDING QUALIFICATIONS – MARCH 2023**

Date: **13 April 2023**

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### **RECOMMENDATION:**

*THAT COUNCIL NOTE THAT THE CHANCELLOR HAS EXERCISED A DELEGATION UNDER THE COUNCIL DELEGATION POLICY AND IN ACCORDANCE WITH THE GENERAL ACADEMIC STATUTE AND SECTION 283 OF THE EDUCATION AND TRAINING ACT 2020 TO:*

1. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2023 AUTUMN CORPORATE GRADUATION ON 30-31 MARCH 2023;*
  2. *GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE MARCH 2023 MONTHLY CERTIFICATE AND COP QUALIFICATION CYCLE ON 30 MARCH 2023;*
  3. *REVOKE THE QUALIFICATIONS FOR THE STUDENTS ON THE ATTACHED SCHEDULE AHEAD OF THE 2023 AUTUMN CORPORATE GRADUATION ON 30-31 MARCH 2023; AND*
  4. *RESCIND THE QUALIFICATIONS FOR THE STUDENTS ON THE ATTACHED SCHEDULE.*
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The schedules are in supplementary papers.

<b>PART A</b>	
<b>OPEN AGENDA ITEM</b>	<b>4.1</b>

## **Council Agenda Paper**

Subject: **MINUTES PART A OF THE COUNCIL MEETING HELD ON 27 MARCH 2023**

Date: **2 April 2023**

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**RECOMMENDATION:**

*THAT THE MINUTES PART A OF THE COUNCIL MEETING HELD ON 27 MARCH 2023 BE CONFIRMED AS A TRUE AND CORRECT RECORD.*

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## MINUTES

### **Council Meeting**

Meeting held Monday 27 March 2023 at 3.30 pm  
Council Room, WA Building, AUT City Campus, 55 Wellesley St East

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**PRESENT:** R Campbell (Chair); S Turner; D Salesa; J Smith; P Treacy; L Foliaki; M Royal, C Cook, S Wendt and S Youssef (via Teams link).

**SECRETARY:** R Nottingham, Acting Council Secretary

**IN ATTENDANCE:** W Lawson (Deputy Vice-Chancellor Academic), L Williams (Chief Financial Officer and AVC Finance and Infrastructure).  
For item 8 (Health, Safety & Wellbeing) - D Shanta (Acting Group Director, People & Culture) and D Pinchen (Director, Health Safety & Wellbeing)

**IN APOLOGY:** R Blair

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#### **PART A OPEN AGENDA**

##### **1 WELCOME, APOLOGIES AND APPROVAL OF AGENDA ITEMS**

Resolved:

- *THAT AN APOLOGY FOR ABSENCE FROM RENATA BLAIR BE RECEIVED.*
- *THAT THE ASSIGNMENT OF AGENDA ITEMS TO PART A AND PART B OF THE COUNCIL AGENDA BE APPROVED.*

##### **2 DECLARATION/RECORDING OF INTERESTS**

The attention of Members was drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.

Resolved

*THAT THE DECLARATIONS BE NOTED AND THE ACTIONS TAKEN BE ENDORSED.*

##### **3 CONSTITUTIONAL MATTER, CONFERMENT OF DEGREES AND POLICY**

###### **3.1 Granting, Rescinding, Revoking And Amending Qualifications**

None.

##### **4 COUNCIL MEETINGS AND MINUTES OF PREVIOUS MEETING(S)**

###### **4.1 Minutes of the previous meeting**

Received

Draft Minutes (AGM and Part A), of the Council meeting held on 27 February 2023.



Resolved

*THAT THE MINUTES AGM AND PART A OF THE COUNCIL MEETING HELD ON 27 FEBRUARY 2023 BE CONFIRMED AS A TRUE AND CORRECT RECORD.*

**4.2 Matters Arising**

There were no matters arising from the Minutes (Part A) of 27 February 2023 not elsewhere on the agenda.

The Chancellor noted the Council's engagement on Te Tiriti could be progressed through a strategy-focussed event outside of scheduled Council meetings, with a proposal presented next meeting.

Action: Vice-Chancellor to propose approach for Te Tiriti and strategy event for Council members.

**5 VICE CHANCELLOR'S REPORT**

Received

Vice Chancellor's Report

Noted in discussion

- Strong return to campus from students following successful student orientations across campuses.
- Enrolment numbers were within the forecast range and international student numbers had performed comparatively well but remained a challenging and competitive environment.
- 2024 was likely to be another challenging year for domestic enrolments with actions being undertaken to refocus on bridging the transition from school to the University.
- The latest draft of the Te Tiriti Framework would be presented to the Council next month.
- Efforts at individual, group and organisation level to improve staff morale following a challenging three-year period, noting this could include a waerea.
- The development of a new Long Term Academic and Capital plan would include reflection of capital priorities as well as future student needs and preferences, with opportunity for Council members to contribute to debate and ideas.
- Acknowledged the passing of two distinguished University academics Dr John Harré (CNZM) and Emeritus Professor Peter Harwood (MNZM).

Actions: CFO to include bank covenant calculations in financial section of Council papers.

DVC Academic to circulate thought pieces on the future of education to Council members.

Vice-Chancellor to present the latest draft of the Te Tiriti Framework to Council.

Resolved

*THAT THE VICE-CHANCELLOR'S REPORT TO COUNCIL BE RECEIVED.*

**6 CHANCELLOR'S REPORT**

No report.

**7 PART A – REPORTS FROM BOARD, COMMITTEES AND WORKING GROUPS OF COUNCIL**

**7.1 Academic Board Reports and Minutes, 27 February 2023**

Received

Academic Board Reports and Minutes, 27 February 2023

Noted in discussion

- Work underway to improve monitoring research performance outcomes and increasing transparency of approach to promotions.

Resolved

*THAT THE ACADEMIC BOARD REPORT AND MINUTES OF THE MEETINGS HELD ON 27 FEBRUARY 2023 BE RECEIVED.*

**8 HEALTH, SAFETY AND WELLBEING REPORTS**

**8.1 Health, Safety and Wellbeing Report, February 2023**

Received

Health, Safety and Wellbeing Report, February 2023

Noted in discussion

- Presentation reinforcing responsibilities and duties of Executive as officers undertaken.
- Higher risks to mental wellbeing and stress of staff and students, noting assurances that systems for students were well developed and additional supports put in place for staff.
- Greater risk of incidents on campus and opportunity to prepare staff through virtual reality scenario testing.
- Need to take a proactive approach to ethical and safe use of social media by staff and students, asking management team to review existing processes and tools;
- Cyber security risk and mitigating activities were being monitored by CFAC.
- Improved reporting required of risks, incidents and trends as well as reporting required on the Pastoral Care Code to ensure Council is discharging its obligations

Resolved

*THAT THE HEALTH, SAFETY AND WELLBEING REPORT FOR FEBRUARY 2023 BE RECEIVED.*

Action: DVC Academic to develop Pastoral Care Code reporting for Council.

**9 TE TIRITI REPORT**

No Report.

**10 STRATEGIC REPORTS**

No Report.

**11 CORRESPONDENCE REFERRED BY THE CHANCELLOR**

None.

**12 OTHER MATTERS FOR DECISION OR NOTING**

**12.1 Update from AUTSA**

No Report.

**13 GENERAL BUSINESS AND ITEMS MOVED FROM PART B TO PART A**

**RESOLUTION TO EXCLUDE THE PUBLIC**

The Chancellor moved that the public be now excluded from Part B of this meeting, and that the following matters be discussed without public disclosure. This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and section 9 of the Official Information Act, as the case may require, which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting **AND THAT** W Lawson, L Williams, and R Nottingham be permitted to remain at this meeting, after the public has been excluded, because of their knowledge of the matters to be discussed in the proceedings while the

public are excluded. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to these matters because they relate to aspects of the administration of AUT for which those persons are responsible.

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under section 9 of the OIA identified below.	Ground(s) under section 48(1) LGOIMA for the passing of this resolution
15. Council Meeting Part B of the meeting held on 27 February 2023	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	7(2)(f)(i), 7(2)h, 7(2)(i), 7(2)(j)
16. Report from AUT Ventures	No report	
17. Report from AUT Millennium	No report	
18. Report from AUT Ethics Committee	s 9(2)(a), 9(2)(b)(ii), s 9(2)(i), 9(2)(g)(i)	s7(2)(a), 7(2)(c), 7(2)(j), 7(2)(F)(i), 7(2)(f)(ii)
20. Draft Minutes of Finance and Audit Committee held on 20 February 2023	None	
22. Other Business	9(2)(a)	7(2)(a)

DRAFT

## Item 4.2 Matters Arising from the Minutes Part A

COUNCIL AGENDA ITEM	ACTION	WHO	STATUS
22 February 2021	<b>5. Vice Chancellor's Report</b> <ul style="list-style-type: none"> <li>In 2021, a Council meeting will be hosted in AUT's wharenui.</li> </ul>	Tumuaki / Dean Te Ara Poutama	Open
31 May 2021	<b>3.3. Equal Opportunities Policy</b> <ul style="list-style-type: none"> <li>The Treaty of Waitangi should be referenced in the policy or alternatively, expressed in a Council Charter.</li> <li>A paper will be drafted regarding a policy on Te Tiriti and each Council policy should be reviewed at each Annual General meeting.</li> </ul>	Tumuaki / Dean Te Ara Poutama	Council Charter - Ongoing  Fourth Quarter 2021
30 August 2021	<b>6.2 Te Tiriti o Waitangi</b> <ul style="list-style-type: none"> <li>The Chancellor working with the Vice-Chancellor will bring a proposal back to Council.</li> </ul>	Vice Chancellor's Office	Ongoing - 2022
25 July 2022	<b>5. Vice Chancellor's Report</b> <ul style="list-style-type: none"> <li>The upskilling of Council members in Te Tiriti should be undertaken over the next 12-24 months and Marama Royal and Renata Blair can assist and support Council with this.</li> </ul>	Council	Ongoing



PART A	5
OPEN AGENDA ITEM	

## Council Agenda Paper

Subject: **VICE-CHANCELLOR'S REPORT**

Date: **24 April 2023**

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### RECOMMENDATION:

*THAT THE VICE CHANCELLOR'S REPORT BE RECEIVED*

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This month has been highlighted by Autumn Graduation, which took place at the end of March. It was a joyous occasion to witness the 2,614 students cross the stage to graduate (with 3,236 graduating in total), having overcome the additional challenges of studying during a pandemic. As AUT whānau, seeing our students succeed reminds us of the value of the work that we do and the reason we do it. I credit the amazing staff, both academic and professional, for their shared service and commitment to AUT and our students.

The first of two wānanga with Ngāti Paoa was held on 22 March. It focused on building a relationship with Mana whenua and discussing their involvement in the A1 project and the North Campus spatial development plan cultural overlay process. A draft programme for further involvement was sent to Ngāti Paoa by Jasmex, and the second wānanga is in planning.

The Vice-Chancellor's Office will be hosting an all-staff leadership event called Te Pae Tata on 26 April at the City Campus. It is part of a series of panel discussions focused on AUT's leadership and direction. I, along with Deputy Vice-Chancellor Academic, Professor Wendy Lawson and Deputy Vice-Chancellor Research, Professor Mark Orams, will be leading this discussion, analysing our position today, where we've come from in reference to the Financial Recovery Programme, and where we are headed into the future.

### HIGHLIGHTS

- 2,614 students graduated at our Autumn Graduation held on the 30-31 March at Spark Arena, with 3,236 graduating in total.
- The Executive team will be reviewing the AUT travel policy following feedback as part of the policy consultation and will confirm and communicate the final policy shortly to staff.
- We continue work to improve our external reputation with several recent media opportunities.
- Dr Michel Fielding is the [new CEO of AUT Ventures](#) after Steve Corbett retired at the end of March after six and a half years in the role.
- Former AIT Dean of Arts and Emeritus Professor Peter Harwood died on March 17. Our condolences are with his whānau, and a [tribute](#) has been made on the AUT website.
- AUT has received support from Cedar Pacific to establish accommodation scholarships for up to 25 students in semester 2, 2023, and in semester 1, 2024.

**PRIORITY 1: TE TIRITI O WAITANGI****1.1 Te Tiriti Responsiveness Framework**

The Executive leadership team have endorsed the final version of the Tiriti Responsiveness Framework, which incorporates feedback given by staff and students following consultation in March. Dr Valance Smith gifted the name 'Te Aronui' for the Tiriti Framework in response to feedback received during the consultation.

**PRIORITY 2: EXCELLENCE AND EQUITY IN EDUCATION AND RESEARCH****2.1 University Entrance**

The New Zealand Qualifications Authority is leading a review of University Entrance over the next two years. This has arisen because of changes that are being made to NCEA. These changes include the introduction of mandatory literacy and numeracy credits, fewer but larger achievement standards and a requirement (not currently in place) that students undertake some externally assessed credits to achieve at each level of NCEA.

AUT is one of four universities represented on an External Reference Group whose role is to make recommendations to NZQA about University Entrance requirements in light of the changes to NCEA. In addition to the universities, the External Reference Group has representatives from the Ministry of Education, TEC, NZQA, Secondary School Principals, Nga Kura ā-Iwi o Aotearoa, Pacific School Principals, and the Post Primary Teachers Association. The challenge will be to ensure that the UE requirements under the revised NCEA structure balance equitable access to university with students having a reasonable prospect of success at university.

**2.2 PBRF Quality Evaluation**

- TEC has released [Consultation Paper 10: Recognising the impact of the COVID-19 pandemic](#). Feedback is due on 5 May.
- Tuia content relating to PBRF has been refreshed. The updated content can be found at <https://autuni.sharepoint.com/sites/Tuia/SitePages/PBRF.aspx>

**2.3 Research Funding**

ERI	Source - TechOne
2017 (unweighted)	\$11.458M
2017 (weighted)	\$13.955M
2018 (unweighted)	\$15.089M
2018 (weighted)	\$16.699M
2019 (unweighted)	\$15.3M
2020 (unweighted)	\$13.47M (est. as at 30/11/2020)
2021 (unweighted, unaudited)	\$17.30M (est. as at 31/12/2021)
2022 (unweighted, unaudited)	\$22,960,559M (est. as at 31/12/2022)
2023 (unweighted, unaudited)	\$3,056.261M (est. as at 28/02/2023)

*Note: Unweighted means that ERI is not weighted according to TEC guidelines e.g. 1x for NZ government contestable funds; 1.5x for overseas; 2x for NZ non-government*

**2.4 Graduate Research School**

- The Postgraduate Research Development (PGRD) team is to become the RED (Researcher Education and Development) team, with broadened responsibility for researcher development across the spectrum from PG research students to academic staff.
- 89% of active PhD students who commenced offshore have relocated to New Zealand or have had a visa approved as of 24th March.

- 73% increase in PhD applications compared to the same time last year (source Uni Assist). The increase might be slightly smaller if we take into account that we changed the process for doctoral enquiries mid-year last year.
- 54 New PhD admissions. Slightly down compared to the same time last year. The number of domestic admissions is lower than in the previous years.
- 51 doctoral graduates attended the Autumn Graduation in March.
- Planning is underway for a new AUT-wide Research Week in September.

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### PRIORITY 3: ENVIRONMENTAL AND FINANCIAL SUSTAINABILITY

#### 3.1 Financial Performance (detail in Appendix 2)

Overall, the YTD net surplus variance to budget of \$1.6M reflects the value of lower student derived income partially offset by less costs than budgeted year to date. Management will need to keep promoting strong financial due diligence with ongoing spend if the planned student numbers are not reached.

The high level forecast net deficit variance to budget of \$8.0M reflects the value of lower than planned student derived income, and higher operating costs (mainly salaries). The detailed forecast to be completed in April will hopefully identify more opportunities for savings and mitigations to be put in place, in order to recover operational spend.

#### 3.2 Student enrolment update (detail in Appendix 1)

	Domestic SAC		International		Total	
	2023	2022	2023	2022	2023	2022
YTD EFTS	14,246	14,700	1,950	1,279	16,195	15,979
% of target	87%	83%	117%	79%	89%	83%

Year to Date **Domestic SAC** enrolments (2023, compared to the same time in 2022):

- Total: down -3% (-454 EFTS)
- New to Programme: up 4% (+199 EFTS)
- Returning: down -7% (-653 EFTS)

Year to Date **International Full Fee** enrolments (2023, compared to the same time in 2022):

- Total: up 52% (+670 EFTS)
- New to Programme: up 202% (+648 EFTS)
- Returning: up 2% (+23 EFTS)

Year to Date **Māori Domestic SAC** enrolments (2023, compared to the same time in 2022):

- Total: down -6% (-104 EFTS)
- New to Programme: down -4% (-26 EFTS)
- Returning: down -8% (-78 EFTS)

Year to Date **Pacific Domestic SAC** enrolments (2023, compared to the same time in 2022):

Total: down -9% (-229 EFTS)  
New to Programme: down -7% (-79 EFTS)  
Returning: down -10% (-150 EFTS)

Year to Date **Pre-Degree** enrolments (2023, compared to the same time in 2022):

Total: up 8% (+68 EFTS)  
New to Programme: up 21% (+125 EFTS)  
Returning: down -26% (-57 EFTS)

Year to Date **Undergraduate** enrolments (2023, compared to the same time in 2022):

Total: down -2% (-273 EFTS)  
New to Programme: up 9% (+355 EFTS)  
Returning: down -7% (-628 EFTS)

Year to Date **Postgraduate** enrolments (2023, compared to the same time in 2022):

Total: up 15% (+391 EFTS)  
New to Programme: up 37% (+366 EFTS)  
Returning: up 2% (+25 EFTS)

### **3.3 University key performance indicators (detail in Appendix 3)**

#### **3.4 Chat GPT**

Chat GPT has been featured in the media recently, mostly from the perspective of how it will impact on student academic integrity. We have taken an active approach to the release of Chat GPT, including:

- Development of a staff guidance document by Te Mātāpuna Library and Learning Services and AltLab on Artificial Intelligence (AI) Technologies, including tips for the detection of AI in academic work and guidance on assessment practices.
- Student education through revision of the academic integrity educational modules that new students undertake and changes to the wording of the academic integrity declaration.
- Regular staff professional development sessions about Chat GPT both from the perspective of academic integrity and the educational opportunities ChatGPT provides.
- Co-leadership (with the University of Auckland) of a cross-university discussion about ChatGPT both from the perspective of academic integrity challenges and the educational opportunities AI presents.
- Participation in a cross-university Teams site hosted by Massey University to further explore both educational opportunities and academic integrity challenges.
- The Vice-Chancellor was interviewed on Newstalk ZB and spoke about AI being part of the future of education and the need for students to be clear about expectations and to be able to engage in meaningful assessments.

While AI detection tools are emerging, there are concerns about privacy implications of these tools and with their ability to keep pace with AI development. A recent example of an AI detection tool that has been developed is by Turnitin. Almost all Australian and New Zealand universities have adopted a “wait and see” approach to this tool because of the inability to test it before implementation. Early indications are that already it has not kept pace with AI development. For that reason, much of the focus in the guidance and discussions about the challenges AI presents for academic integrity has been and will continue to be, on good assessment practices and education of students about academic integrity.

#### **3.5 Brand and Marketing Services**



### Marketing and Recruitment

The recruitment team are now well and truly into their school visits, with over 81 AUT Insight presentations completed. Of the 1937 participants, over 1100 leads were captured. The team also successfully hosted 83 Careers Advisors at our annual Careers Advisors Update Day. The theme ‘Behind the Scenes’ was received well by the guests. A key highlight was hearing careers advisors being very complimentary of how responsive we are to their changing environment.

The 1:1 advisor (course counselling) had another huge month with an 87% increase compared to the same time in 2022. This will be partly due to repurposing an FTE into the role of course counsellor, taking the team from 3 to 4 FTE.

### Communications

Media coverage has increased significantly from 51 items in Feb to 403 in March, including 367 items delivering against our KPI of 100+ media items featuring AUT research or academic expert voices.

Work is progressing on internal and external engagement programmes, working in collaboration with the Vice-Chancellor’s Office.

### 3.6 Places and Spaces

During the reporting period, the Estates Group was focused on the following key areas:

- On-campus operations for Semester 1.
- Estates FRP change proposal feedback review and final determination.
- Delivery of Estates Business Plan 2023.
- A1 Project implementation and delivery of Planned Maintenance/Minor Capital Works programme.
- Active management of all property and services-related risks within resource constraints.
- AX End of Lease/Lease Renewal project implementation.
- Multiple business change activities from across the University.
- Selection of a new Integrated Workplace Management System (IWMS).
- Christchurch facility design development (following communications with Ngāi Tūahuriri, this work has been paused).

### Estates Property

- A claim for \$280K under Energy Efficiency and Conservation Authority (ECCA) decarbonization scheme was lodged as part of the \$636K subsidy, which AUT expects to get this year.
- Staffing costs up to the end of Mar 23 remain well within budget due to the high proportion of vacant positions.
- All other costs are tracking as expected, with no major concern anticipated at this stage. However, Estates recently implemented its FRP change proposal and its impact on staffing costs, together with other costs, will be reworked and reflected in the April month-end forecast.
- Most capital projects are progressing as planned. Estate capital work-in-progress balance is currently estimated to be around \$94m, arising mainly from A1 construction. The majority of the capital projects executed under the WT exit programme were capitalised this month (except those for WU Building).
- Proper construction of A1 is tracking 43 days behind programme but on budget.

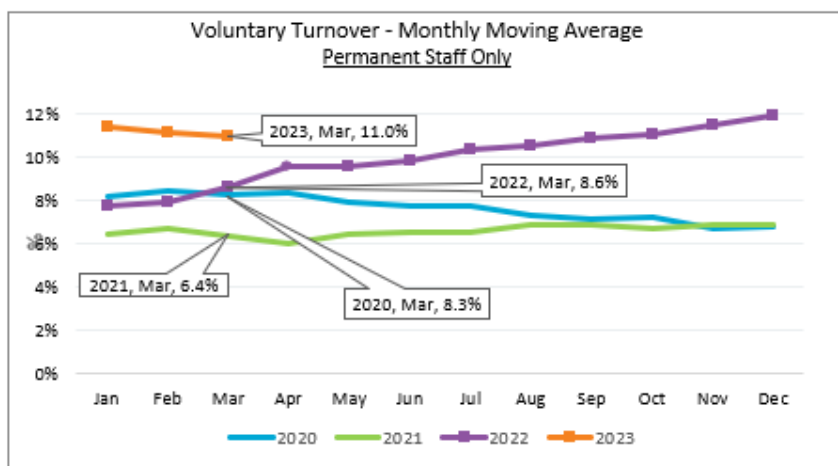
### 3.7 Staff diversity statistics (March 2023)

Staff count	Occupation	
1,936.4 FTE	Academic	Professional

				900.8 (46.5%)	1,035.6 (53.5%)			
<b>Gender</b>				<b>Annual Turnover Rate</b>				
Female	60.0%	Gender diverse	0.4%	6.9%	14.8%			
Male	38.7%	Not disclosed	0.9%					
<b>Ethnicity</b>								
Academic (45.5%)				Professional (53.5%)				
NZ European	45.8%	Other	4.7%	NZ European	37.8%	Other	4.5%	
Asian	17.2%	Undeclared	7.4%	Asian	27.9%	Undeclared	9.9%	
European	8.4%	Middle Eastern	2.4%	European	4.2%	Middle Eastern	1.4%	
Māori	7.3%	Latin American	1.2%	Māori	5.6%	Latin American	1.0%	
Pacific	4.3%	African	1.4%	Pacific	7.4%	African	0.6%	

54.8% of Senior staff roles are held by men, and 45.0% are held by women. 13 Senior staff roles are held by Māori and Pacific women, and 8 Senior staff roles are held by Māori and Pacific men.

### 3.8 People and Culture – Voluntary Turnover



- Voluntary turnover has increased to 11.0% in March 2023, which is 2.4% higher than in March 2022. It has been continuously increasing since last year. A marginal decrease is observed at the start of this year.
- The trend for Academic staff is relatively stable, with the exception of the spike in turnover for February due to 96 staff taking voluntary severance under the AUT Financial Recovery Programme.
- For the first few months of 2023, most academics voluntarily leaving were at the Senior Lecturer and Lecturer level and predominantly from the Faculty of Health and Environmental Sciences and the Faculty of Business, Economics and Law.
- Voluntary turnover of permanent professional staff has increased to 14.8% in March 2023, which is 4.0% higher than in March 2022.
- For the first 2 months of 2023, almost half of the professional staff voluntarily leaving are from the faculties.
- Turnover for Allied/Professional staff was higher in 2022 as we saw more competitive opportunities in the labour market.

### 3.9 Admissions

Domestic programme intakes for 2024 were open to applications on 20 March. On the same date, the International programme intakes for 2025 was opened to applications. DCT was unable to provide their programme intake offerings for 2023 in time, so the confirmed intakes for 2023 had to be utilised instead, and

it was cross-referenced with the AUT website for availability in 2024. The Faculty of Health and Environmental Sciences was also unable to provide their confirmed 2024 clinical placement schedule with the numbers and student profiles.

### 3.10 Visa Management

Visa management activities continued for students who commenced in semester 1, 2023. Compared to the previous semesters, the visa management reminders had a positive impact in driving the overall pending student visa numbers down. Interim visas for students whose previous visa expired on 31 March and with a current pending student visa application would automatically be activated from 1 April.

Visa applications currently pending an outcome from Immigration New Zealand:

Type of student (S1, V1, T1, OT)	No. students
New students - pending	15
Returning students - pending	163
Currently on interim visas	101
<b>Total</b>	<b>279</b>

### 3.9 Student Accommodation

WSA is tracking ahead of budget by 90%, with limited rooms available as the tentative waitlist is processed. WQ has reached contractual guarantee occupancy at 96% (598 rooms). Approximately 144 of the 175 International scholarship recipients have checked in, with 44 still to check in (some tentative status). Provision is being made to hold rooms up to 180 days to enable delays and timelines faculty has permitted (end of March). ASV occupancy at 154 is lower than the traditional occupancy rate. This may be related to several factors, including the online provision of papers, a significant drop in returning residents and the impact of affordability with rates equivalent to WSA. With 16 rooms currently flood-damaged and under remedial work, this will counteract the financial shortfall in the guaranteed occupancy. Semester Two portal opens in April, and the impact of Semester-one contracts will be reviewed and expected to extend.

	WSA	ASV	WQ
<b>Rooms occupied</b>	472 (95%)	154	595+3 = 598 = 85% (based on total occupancy) Or 96% based on contractual guaranteed occupancy.
<b>Reserved &amp; Tentative/ processing</b>	3	0	<b>9 – Held</b> 58 – Tentative 67 – total
<b>Vacant rooms – Semester One</b>	5 (excluding showroom and rooms in U18 apartments)	34 (not including rooms out of order)	99
<b>No of beds</b>	496	204 (16 to be adjusted for 2023 Semester 1 due to flood-damaged rooms)	697 391 North Tower 306 South Tower (Occupancy guarantee – 597 rooms)
<b>Domestic</b>	339 (72%)	127 (82%)	238 (40%)
<b>International</b>	133 (28%)	27 (18%)	357 (60%)
<b>Study abroad students</b>	38 (UVM = 27)	1 TBC	3 (TEINS)
<b>New intakes</b>	137	138	
<b>Returning</b>	53	16	
<b>Term - Full year</b>	291	112	473 (43 full year beyond Nov)

<b>Term: Semester One only</b>	185	42	119
<b>Scholarship &amp; other (financial assistance) residents</b>	21	8	299
<b>U18 Residents</b>	16	6	6

### 3.10 AUT International

AUT International staff travelled to Malaysia, Indonesia, Thailand, and Vietnam 8-21 March as part of the Universities New Zealand (UNZ) delegation to Southeast Asia involving all eight NZ universities. The objectives of the trip were:

- Meeting with ministries, government agencies and scholarship bodies to strengthen bilateral relationships.
- Indicate that NZ is 'open for business'.
- Discussion of further collaboration opportunities
- Hosting of alumni and agent partner functions
- University roundtable discussions
- Meeting with partners and suppliers at the Asian-Pacific Association for International Education Conference in Bangkok

### 3.11 AUT Foundation

- For the period (year-to-date) ending 31 March. AUT has received a total of \$662,335.60 from 107 donors.
- AUT has received \$457,292.75 from 38 donors for the month of March 2023.

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## PRIORITY 4: STUDENT SUCCESS

### 4.1 Autumn Graduation

With the support of 165 staff volunteers, our Graduation Team delivered a wonderful series of six Autumn graduation ceremonies on 30 and 31 March at Spark Arena for more than 2,614 graduands from across the University who attended in person. 3,236 students graduated in total over the two days.

The Autumn ceremonies were in lieu of the traditional summer graduation events, which usually take place in December but were disrupted due to Covid. The first graduating cohort of the Bachelor of Architecture and Future Environments qualification were also part of Autumn graduation, with 56 graduands attending in person. AUT's next graduation events will take place on the 3rd and 4th of August at the Aotea Centre.

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## PRIORITY 5: MATURING UNIVERSITY SYSTEMS AND PROCESSES

### 5.1 Student Voice

We received the highest amount of feedback this month than any other month since December 2021. This included the highest number of compliments (12%) in any given month.

The feedback received via the Feedback Channel this month covered a wide range of different issues such as:

- AUT staff and students – the majority of feedback received this month (35%) dealt with staff conduct matters such as customer service, teaching and learning concerns, supervision process during a project proposal and course advice. It is important to note that two of the feedback submissions were compliments for teaching staff. The complaints regarding student conduct have to do with unsolicited calls made from a class room to 40 numbers within an hour.

- Fees and Enrolments (20%) – feedback was submitted to the Faculty of Health and Environmental Sciences regarding changes in some of their programme structures and the adverse effect this has had for some students in their course progression. There were also a remanent of students with student levy exemption requests.
- AUT Facilities (20%) – the Estates team assisted with feedback received from students regarding heating in some of the lecture rooms and study spaces in WZ and WG, broken taps around the campus and ergonomics of some of the chairs in the library.
- Student Services, IT and Online Services (8%) – suggestions were received regarding timetabling and how this is reflected in Canvas.
- Other (16%) – feedback matters regarding room hire and security intervention needed for students being disrupted by special interest groups on South Campus were investigated and successfully resolved.

Ninety-six percent (96%) of feedback matters received this month have either been resolved well within standard processing times (within 20 working days) or are on track to be resolved. There were no feedback matters received this month that needed to be escalated to step two or step three.

## Appendix 1: Enrolments

**2023 EFTS Progress to Target Monitoring Report**  
*Year to Date Compared to Target and Equivalent Date Last Year*

*Programme EFTS as at 02 Apr 2023*

Student Achievement Component EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	1,641	192	286	457	696	9
Actual	12,605	1,799	1,754	3,868	5,110	49
<b>Total Pending and Actual</b>	<b>14,246</b>	<b>1,992</b>	<b>2,040</b>	<b>4,324</b>	<b>5,806</b>	<b>58</b>

<b>2023 Target</b>	<b>16,460</b>	2,755	2,403	4,621	6,540	104
Progress to Target (%)	<b>87%</b>	72%	85%	94%	89%	56%
EFTS needed to reach 100%	<b>2,214</b>	763	363	297	734	46
Ahead or behind on this time last year:	Behind by	Behind by	Behind by	Ahead by	Ahead by	Behind by
	<b>454</b>	<b>219</b>	<b>426</b>	<b>91</b>	<b>139</b>	<b>26</b>
Progress to Target, this time last year (%)	<b>83%</b>	69%	89%	90%	84%	43%
EFTS needed to reach Target this time last year	<b>2,991</b>	994	298	489	1,064	110
Achieved from this time last year to year end	<b>1,942</b>	704	37	307	843	52

International Full-Fee EFTS	Total	BEL	CSOC	DECT	HEAL	TEAP
Pending	158	55	26	56	18	1
Actual	1,792	530	393	640	225	4
<b>Total Pending and Actual</b>	<b>1,950</b>	<b>585</b>	<b>419</b>	<b>696</b>	<b>243</b>	<b>5</b>

<b>2023 Target</b>	<b>1,663</b>	615	283	565	200	
Progress to Target (%)	<b>117%</b>	95%	148%	123%	122%	Infinity
EFTS needed to reach 100%	<b>-287</b>	30	-136	-131	-44	-5
Ahead or behind on this time last year:	Ahead by	Ahead by	Ahead by	Ahead by	Ahead by	Ahead by
	<b>670</b>	<b>197</b>	<b>158</b>	<b>242</b>	<b>74</b>	<b>3</b>
Progress to Target, this time last year (%)	<b>79%</b>	53%	108%	97%	112%	147%
EFTS needed to reach Target this time last year	<b>338</b>	338	-19	13	-18	-1
Achieved from this time last year to year end	<b>505</b>	285	82	89	44	0

<b>AUT South Campus</b>	<b>Total</b>	<b>BEL</b>	<b>CSOC</b>	<b>DECT</b>	<b>HEAL</b>	<b>TEAP</b>
Pending	212	17	31	10	152	0
Actual	1,500	177	178	31	1,091	0
<b>Total Pending and Actual</b>	<b>1,713</b>	194	209	41	1,243	1
<b>2023 Target</b>	<b>1,665</b>	4	241	44	1,331	8
Progress to Target (%)	103%	4644%	87%	93%	93%	8%
EFTS needed to reach 100%	-47	-190	32	3	88	7
Ahead or behind on this time last year:	Ahead by 19	Behind by 51	Behind by 74	Behind by 26	Ahead by 178	Behind by 6
Progress to Target, this time last year (%)	68%	56%	101%	70%	68%	38%
EFTS needed to reach Target this time last year	788	191	-3	29	510	11
Achieved from this time last year to year end	237	26	-20	-10	240	1
<b>Pre-Degree Total EFTS</b>		<b>Total</b>				
Pending		144				
Actual		747				
<b>Total Pending and Actual</b>		<b>891</b>				
Ahead or behind on this time last year: Ahead by 68						
<b>Undergraduate Total EFTS</b>		<b>Total</b>				
Pending		1,335				
Actual		11,208				
<b>Total Pending and Actual</b>		<b>12,543</b>				
Ahead or behind on this time last year: Behind by 273						
<b>Postgraduate Total EFTS</b>		<b>Total</b>				
Pending		331				
Actual		2,693				
<b>Total Pending and Actual</b>		<b>3,023</b>				
Ahead or behind on this time last year: Ahead by 391						
<b>Doctoral</b>		<b>Total</b>				
		524				
<b>Māori Domestic SAC EFTS</b>		<b>Total</b>				
Pending		169				
Actual		1,417				
<b>Total Pending and Actual</b>		<b>1,586</b>				

Ahead or behind on this time last year: Behind by  
104

Pacific Domestic SAC EFTS	Total
Pending	295
Actual	2,091
<b>Total Pending and Actual</b>	<b>2,386</b>

Ahead or behind on this time last year: Behind by  
229

**Please Note:**

- In 2022, 75 SDR SAC Budget EFTS were not assigned to an academic faculty. As a result, the total budget is 75 greater than the sum of the faculty totals for tables presenting Domestic – SAC Funded, South (SAC) and University totals.
- Returning to programme EFTS defined as all EFTS consumed by students enrolled in the same programme code in a previous calendar year, regardless of progress through programme. EFTS consumed by students who enrolled in any Bachelor of Health Science programme (any programme code ending in '3680') in a previous calendar year and then enrolled in a related programme are also considered to be returning. All other EFTS classified as 'New'.
- Budget EFTS pertaining to South Campus have been identified using the following working definition: Where the teaching school name includes the word 'Manukau', 'Manku', 'South', or 'South', OR the teaching school code is 'VK', 'RO', or 'KO', the Budget EFTS are assumed to relate to South Campus.
- (\*) Please note that the 2016 South SAC EFTS target of 1,514 represents the University's internal operating budget, as set by central Finance, rather than the 2016 TEC South Campus target provided in the Funding Letter (1,827).



## Appendix 2: Financial Performance – Current Year

### 1. Financial Performance – Current Year

As at 31 March 2023 (refer item 5.1)

\$000s	Year to Date (\$000s)			Full Year (\$000s)		
	Actual	Budget	Variance	Forecast	Budget	Variance
Income	88,250	87,901	349	413,089	418,925	(5,836)
Expense	84,750	86,045	1,295	411,738	409,585	(2,153)
<b>Surplus before interest</b>	<b>3,500</b>	<b>1,856</b>	<b>1,644</b>	<b>1,351</b>	<b>9,340</b>	<b>(7,989)</b>
Interest	359	341	(18)	3,152	3,152	-
<b>Net surplus</b>	<b>3,141</b>	<b>1,515</b>	<b>1,626</b>	<b>(1,801)</b>	<b>6,188</b>	<b>(7,989)</b>

#### Comment

Overall, the YTD net surplus variance to budget of \$1.6M reflects the value of lower student derived income partially offset by less costs than budgeted year to date. Management will need to keep promoting strong financial due diligence with ongoing spend if the planned student numbers are not reached.

The high level forecast net deficit variance to budget of \$8.0M reflects the value of lower than planned student derived income, and higher operating costs (mainly salaries). The detailed forecast to be completed in April will hopefully identify more opportunities for savings and mitigations to be put in place, in order to recover operational spend.

2023 Year-end Forecast			
Banking Covenants	FY Forecast	Bank Target	Outcome
Max Net Debt / Net Debt + Equity Ratio	12%	35%	On target
Min Interest Cover Ratio (EBITDA / Interest Expense)	1,380%	150%	On target
Min Guaranteeing Group Cover	97%	90%	On target
TEC Financial Covenants	FY Forecast	TEC Target	Outcome
Max commercial debt borrowings \$000s	\$106,768	\$220,000	On target
Max aggregate financing \$000s	\$118,580	\$243,000	On target
Max Debt / Debt + Equity Ratio	12%	30%	On target
Max Debt / Net Cash Flow Ratio	3.03	3.00	Off target
Max Debt / Total Revenue Ratio	29%	55%	On target
Min Net Surplus Ratio	(0.4%)	>0.0%	Off target

Min Cash Flow from Operation Ratio	110%	113%	Off target
Min Interest Cover Ratio (EBIT / Interest Expense)	0.43	Suspended until 2026	
Min Liquidity Ratio	30%	2%	On target

*Comment*

All Banking covenants and most of the TEC financial covenants are projected to be met, except for the Net Cash Flow Ratio, Net Surplus Ratio and Cash Flow from Operation Ratio.

**Financial Performance 2023 YTD Compared to 2022 YTD**

\$000s	Year to Date (\$000s)		
	2023	2022	Variance
Income	88,250	105,978	(17,728)
Expense	85,109	85,242	133
<b>Net surplus</b>	<b>3,141</b>	<b>20,736</b>	<b>(17,595)</b>

Lower **year-to-date income** compared to the same period last year is driven by lower SAC funding earned (based on consumed EFTS, not budget EFTS).

Lower **year-to-date expenses** compared to the same period last year is driven by lower salary and other salary related costs.

Overall, the **year-to-date net surplus** is \$17.6M lower than same time last year reflects the impact of lower student enrolments in 2023.

## Appendix 3: University key performance indicators – Progress report

### University key performance indicators: Progress report

6 April 2023

AUT's Statement of Service Performance was established as part of Investment Plan 2022-2024. Each KPI relates to at least one of the key themes of *AUT Directions*

- Theme 1 Creating exceptional learning experiences
- Theme 2 Discovery and application of knowledge for wellbeing and prosperity
- Theme 3 Responding to our place in the world
- Theme 4 Building our position as New Zealand's university of technology
- Theme 5 Being a great place to work and learn

KPIs	Theme(s)	Target 2023	YTD 2023	YTD 2022	Actual 2022	Notes
4. Proportion of bachelors graduates who completed work-integrated learning while studying	1, 4	90%	80%	92%	91%	Relates to graduates from 2023 only; numbers are still relatively small
5. Course completion rate for students from areas with high deprivation scores	1,3	78%	80%	77%	70%	Relates to summer school courses only so numbers are still small
6. Number of quality-assured research outputs	2	Annual increase	316	471	2,130	
7. Proportion of research-active academic staff	2	Annual increase	26%	29%	62%	
8. Value of new research contracts signed	2,4	Annual increase	TBA	\$4.6M	\$27.6M	Update to be provided next month due to switch to new contract management system
9. Proportion of outputs with an international co-author	2,3	Annual increase	60%	59%	58%	
10. Ranking amongst NZ universities for field citation ratio	2,4	Top-four placing	Third	Second	Second	Based on 2020 publications (used for the 2023 reporting year), AUT's FCR is 2.69, above the sub-sector average of 2.65
11. Number of media articles using AUT staff as expert voices or highlighting AUT research	2,4	>1,000	489	373	1,244	
12. Number of Māori graduates from bachelors degrees	1,3	Annual increase	18	6	308	
13. Number of Māori students in research programmes	2,3	Annual increase	107	106	144	
14. Number of Pacific graduates from bachelors degrees	2,3	Annual increase	31	11	432	

15. Number of Pacific students in research programmes	2, 3	Annual increase	62	73	92
16. Number of EFTS at South Campus	3, 5	Annual increase	1,542	1,563	1,985

**Results still to come**

<b>KPI</b>	<b>Theme(s)</b>	<b>Actual 2022</b>	<b>Source</b>	<b>Available</b>
1 Proportion of students who would recommend their programme of study	1	78%	Annual Programme Survey	Annually (December)
2. Proportion of students who are satisfied with teaching quality	1	81%	Annual Programme Survey	Annually (December)
4. Proportion of available graduates who are working full time	1	84%	Annual Graduate Survey	Annually (December)



PART A	6
OPEN AGENDA ITEM	

## Council Agenda Paper

Subject: **CHANCELLOR'S REPORT**

Date: **24 April 2023**

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**RECOMMENDATION:**

*THAT THE COUNCIL RECEIVE THE VERBAL UPDATE FROM THE CHANCELLOR.*

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**Verbal Report**



Part A OPEN AGENDA ITEM	7
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## Council Agenda Paper

Subject: **REPORT FROM ACADEMIC BOARD**

Date: **8 April 2023**

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE ACADEMIC BOARD REPORT AND MINUTES OF THE MEETING HELD ON 27 MARCH 2023*

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The minutes are in Supplementary Papers.

## Academic Board Report to Council

Meeting held 27 March 2023

### Strategic Matters and Policy Developments

- **Draft AUT Research Plan 2023-2028**

The draft Research Plan 2023-2028 was outlined. It signals a shift to a more strategic approach with the University making a deliberate decision to identify priority research themes/areas we want to be best known for both nationally and globally. In addition to growing outstanding researchers, there is a need for research to have manifest, tangible outcomes that are beneficial for the communities we are part of and for it to inform and lead teaching practice.

The next month is a consultative stage providing opportunity for the broader AUT community to contribute and be involved. Once feedback has been considered the plan will be brought to Academic Board for consideration and approval.

- **Hērā te Haeata Update**

The Assistant Pro Vice-Chancellor Māori Advancement informed the meeting that the consultation period of the development of the University's Te Tiriti Framework has concluded. The framework will be presented to Council in April and it is anticipated that it will be launched during Matariki. An overview of the framework was provided as well as assurance that professional development workshops will be available to ensure staff are comfortable with implementing it.

### Committees of Academic Board

- Academic Board approved the closure to new enrolments of the Bachelor of Creative Technologies from Semester 2, 2023.

### Other

Nil



<b>PART A</b>	<b>9</b>
<b>OPEN AGENDA ITEM</b>	

## **Council Agenda Paper**

Subject: **TE ARONUUI – AUT TE TIRITI FRAMEWORK**

Date: **13 April 2023**

Author: **Dr Valance Smith**

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### **RECOMMENDATION:**

***THAT COUNCIL RECIEVE Te Aronui - AUT's Te Tiriti Framework AT THEIR MEETING ON APRIL 24<sup>TH</sup>.***

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### **Executive Summary**

Sponsored by the Vice-Chancellor and Pro Vice-Chancellor Māori Advancement, the Kaihautu Tiriti has directed the development of a Tiriti Framework to - Te Aronui - to guide the university on it's Te Tiriti journey as it continues to mature and prosper as a University of New Zealand, as well as support the university in responding to the National Education and Learning Priorities (NELP) and the Tertiary Education Strategy (TES) 2020.

Following extensive engagement and consultation, the framework is presented for Council's consideration, after which it will be re-presented to Council at their May 29th meeting for approval.

### **Background**

The Kaihautu Tiriti convened a Steering Group<sup>1</sup>, comprised of senior Māori leaders from within the organisation, and a broader Reference Group<sup>2</sup> to support the development of Te Aronui. Following a series of hui during the second half of 2022 an initial framework was

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<sup>1</sup> Valance Smith, Eridani Baker, Ella Henry, Robert Hogg, Khylee Quince, Kim Tairi,

<sup>2</sup> Valance Smith, Damon Salesa, Andrea Vujnovich, Dawn Shanta, Kate Kearins, Lyle Williams, Pare Keiha, Wendy Lawson, Megan Skinner, Alison Sykora, Hariata Mareroa, Amy Malcolm, Tania Ka'ai' Guy Littlefair, Denise Wilson, Joanna Scarbrough, Hayley Welch, , Mark Orams, Abel Johnston, Felix Tan, Felicity Reid, Georgina Stewart, Hayley Welch.



created, and then used as the basis for consultation with staff, students and local iwi during the early months of 2023.

The [consultation](#) generated significant feedback which resulted in a number of refinements to the framework. The final version - being presented today - incorporates all of the feedback received and has been approved by the Steering and Reference Groups and the Vice-Chancellors Executive.

The Steering Group continues to work on the development of a series of recommendations in regard to supports required to underpin the implementation of the framework, and to enable oversight of its adoption. We expect these recommendations to be ready for Vice-Chancellors Executive consideration at their June 6<sup>th</sup> meeting.

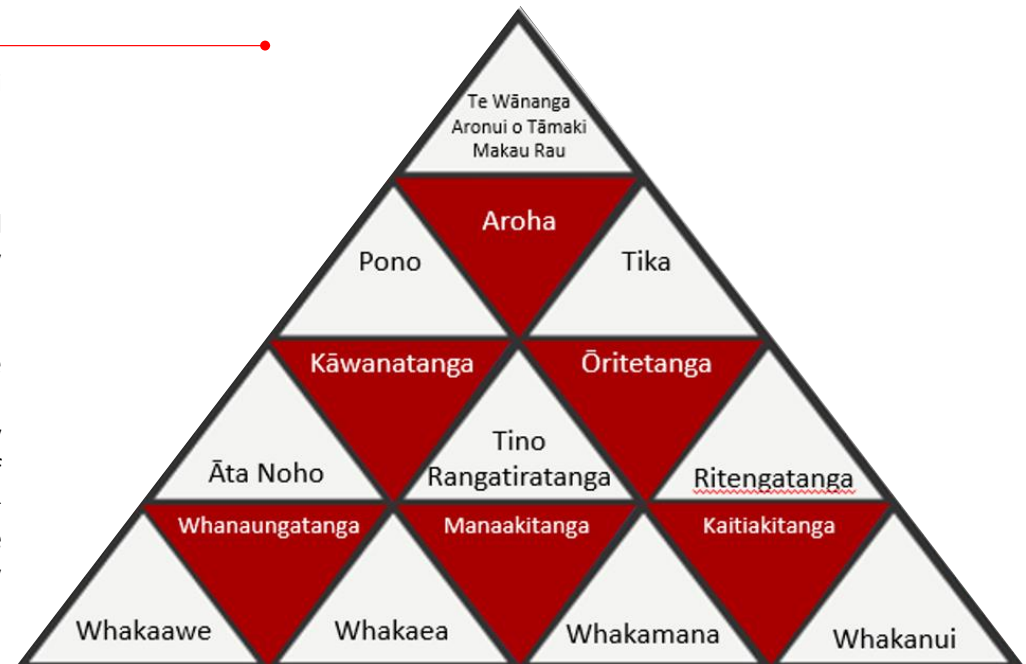
Te Aronui is presented today for Council's consideration and feedback, and, subject to Council's feedback, will be presented to Council again at the May 29<sup>th</sup> meeting, for approval. In the interim, the Vice-Chancellor, Pro Vice-Chancellor Māori Advancement and the Kaihautu Tiriti are available to Council members to discuss any aspect of the framework, and to receive feedback on the framework. All feedback needs to be received by May 17<sup>th</sup>.

# Te Aronui

## AUT Te Tiriti Framework

Te Aronui is a confident response to our commitment to Te Tiriti o Waitangi and seeks to enable us all to give life to Tiriti honouring actions. Such an ambition requires a living framework that is at the centre of all that we do. It represents our Te Tiriti journey as we continue to mature and grow as a university of New Zealand. Importantly Te Aronui responds to the National Education and Learning Priorities (NELP) and the Tertiary Education Strategy (TES) 2020.

The framework adopts the tāniko pattern 'Aronui' which represents the pursuit of knowledge. It utilises the traditional mode for sharing Mātauranga (knowledge) by pairing the visual art form of taniko with an explanatory narrative. The top tier representing our people weaves into our values of tika, pono and aroha, threads down to the articles of Te Tiriti o Waitangi<sup>1</sup> inlaying a set of Māori principles that inform four Tiriti enactments<sup>2</sup>. Te Aronui visually illustrates the complementarity and inter-connectivity between each tapatoru (triangle) and tier. While Te Aronui is presented in a linear format, it is philosophically grounded in a Māori worldview which is dynamic, iterative, and relational.



<sup>1</sup> Te Tiriti was drafted in 1840 in a time of peace between the British Crown and rangatira (chiefs) and established the terms and conditions of British settlement. Eventually, over 500 rangatira Māori signed Te Tiriti, with another 40 or so signing the different English version. Not all chiefs signed Te Tiriti, some concerned their mana motuhake (independence and power) would be compromised, and others never had the opportunity as it was not taken to their regions. Te Aronui recognises the mana Motuhake of those tribes that did not sign. While not all tribes signed Te Tiriti o Waitangi, Te Aronui is inclusive of all tribes and aims to foster an education environment that enables uri (descendants) from all tribes to achieve education success as Māori at AUT. As a Tiriti framework it responds to our statutory obligation as a Crown entity to honour and give effect to Te Tiriti o Waitangi (Education and Training Act 2020) at AUT.

<sup>2</sup> Appendix 1 Te Tiriti Enactments

## Applying the framework

Te Aronui should be used prior to and throughout an implementation effort. To guide this application, the framework has been unpacked signalling 'In Action' and 'Desired Outcome' statements. Prompt questions are also provided to provoke thinking as to what potential actions could be and what potential outcomes might look like. Te Aronui is not intended to be prescriptive rather a platform to encourage and guide implementation<sup>3</sup> discussions.

Tier 1: Te Aronui reflects our collective responsibility to enact Te Tiriti, where tangata whenua<sup>4</sup> and tangata Tiriti<sup>5</sup> work alongside each other to see a culture within AUT that is transformative for our students and staff, and our wider and international communities.

### Te Wānanga Aronui o Tāmaki Makau Rau

Our name, *Te Wānanga Aronui o Tāmaki Makau Rau* reflects our mission and purpose. Tāmaki Makau Rau acknowledges our long history and connection to Auckland and its people; Wānanga is the opportunity to come together, persevere, have courageous conversations, and carefully yet confidently venture beyond the known horizon; Aronui refers to deepening our knowledge and understanding and references one of the three baskets of knowledge<sup>6</sup> – Te Kete Aronui. The knowledge attained in this basket centres around the human experience of discovery, of technology and innovation and the transformative power of education and research. Therefore, Te Wānanga Aronui o Tāmaki Makau Rau is a space that celebrates the pursuit of knowledge and embraces new realisations that reflect our world, which is meaningful, impactful, and transformative for collective wellbeing and growth.

Tier 2: AUT has adopted the Māori values of tika, pono and aroha. They are important and guide the way we live and work. If we view Te Tiriti through the optics of pono, tika and aroha then how we enact Te Tiriti at AUT must lead to positive outcomes for all our people.

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<sup>3</sup> Professional Development requirements are integrated into Te Aronui to scaffold and support all staff to build cultural confidence. Workshops will cover Māori values and principles, te reo, racial bias and inequity, and Tiriti training designed to reach a level of Tiriti understanding to effectively implement Te Aronui in our core work safely and successfully.

<sup>4</sup> For the purpose of this framework, the term tangata whenua represents Māori staff and students, iwi, hapū and Māori communities

<sup>5</sup> Tangata Tiriti translates as 'People of the Treaty'. Tangata Tiriti are New Zealand citizens who are non-Māori, or non-Māori who live in Aotearoa New Zealand. The term tangata Tiriti acknowledges that Aotearoa is multicultural and that Te Tiriti brings everyone together – tangata whenua and tangata Tiriti working alongside each other for mutual benefit ([Dewes 2022](#)).

<sup>6</sup> The three baskets of knowledge – Te Kete Tuauri, Te Kete Tuatea and Te Kete Aronui

Māori Values	Pono	Tika	Aroha
Description	Truth, Reality, Integrity	Acting accordingly, appropriate action, ethical expression	Empathy, care, compassion, passion
In action	We're truthful, honest, and sincere in our interactions with others. Our integrity acknowledges and accepts there can be differing interpretations of the truth. Pono helps us to navigate this space	Tika is a physical manifestation of pono. We express ourselves in accordance with what we believe is the right thing to do. Ethical expression considers the consequences of all affected by the action	Aroha determines how pono and tika are expressed and received. If pono is the why, and tika is the what, aroha is the <i>how</i> . The desired outcome of aroha is to ensure mana and relationships are not diminished
Desired outcome	To communicate clearly with integrity and purpose	Any action is done 'with' others and not 'to' others	Mana is restored, intact or enhanced

Tier 3: We are committed to upholding Te Tiriti<sup>7</sup> for the benefit of all our communities – mō ngā mokopuna me ngā uri katoa

AUT Commitment Statement
We will play a critical role in shaping Aotearoa New Zealand's next generation of future leaders. To ensure a thriving Aotearoa New Zealand for all, we need to acknowledge and redress the enduring harms of colonisation and racism, and all forms of discrimination by creating an environment in which tangata whenua succeed alongside tangata Tiriti, and to ensure that we understand how we work together to achieve that. Te Tiriti o Waitangi guides us in this work. AUT has a role and responsibility to support the aspirations of Māori. AUT is committed to an on-going relationship of mutual benefit for <u>all</u> - Tangata Whenua and Tangata Tiriti. We are committed to upholding Te Tiriti for the benefit of <u>all</u> the communities we serve – mō ngā mokopuna me ngā uri katoa.

Tier 4: Māori principles guide how we might give effect to Te Tiriti o Waitangi in a way that is more relational and mutually beneficial for everyone.

<sup>7</sup> Te Aronui centres Te Tiriti o Waitangi (the Māori text) as distinct from the English language version, the Treaty of Waitangi. In choosing to privilege the wording of Te Tiriti over the English version the approach taken with this framework is consistent with the original intent of Te Tiriti as understood by the rangatira who signed the Māori version in 1840 (Mutu, 2010). Further under the international legal doctrine of contra proferentem, where there is ambiguity between two versions of a contract (or, in this case, treaty), the version not written in the language of the drafter takes precedence. Thus, with Te Tiriti and the Treaty of Waitangi, the Māori language version informs this framework.

Māori Principles	Whanaungatanga	Manaakitanga	Kaitiakitanga
Description	Relationality. Derived from the noun 'whānau' (family, kinship, relation) whanaungatanga describes the relational space between people maintained by mutually beneficial exchanges	Mana Enhancing. Derived from the noun 'mana' (prestige, pride, standing), manaakitanga describes the process of uplifting the mana of everyone by showing care and respect	Guardianship. Derived from the verb 'tiaki' (protect, care, look after), kaitiakitanga describes the enactment of protecting all taonga
In Action	Being clear about our positionality and how differences in social position and power can shape the nature of the relational space	Through clear relationality we enhance the relationship through reciprocal mutually beneficial exchanges	We identify what is important to us and put measures in place to ensure taonga are protected and thrive
Desired outcome	Relationships are pono, respectful, meaningful, and mutually beneficial	Uplift the mana of all our people understanding that through whanaungatanga we are all uplifted	Actively retain, develop, and protect Māori culture, language, and interests, and the natural environment
Approach to Te Tiriti	A Whanaungatanga approach requires both tangata whenua and tangata Tiriti to work alongside each other for mutual benefit. It understands that working together towards a shared vision will better lead to optimal positive outcomes for everyone	A Manaakitanga approach recognises everyone at AUT are at different stages of their Tiriti journey and that that's okay. It acknowledges the mana of all our people at AUT and through the expression of care for one another, generosity, and mutual respect we uplift the status of everyone	A Kaitiakitanga approach actively protects the natural environment. It recognises and supports both the rights of Māori to retain, develop and actively protect Māori culture, activities and interests, and that they are critical to exercising whanaungatanga and manaakitanga

Tier 5: Tiriti Enactments inform Te Aronui. It centres around addressing the universities Te Tiriti responsibilities through four strategic goals; 1. Whakaawe – Enabling Māori influence; 2. Whakaea – Realising Māori aspirations; 3. Whakamana – Equitable Outcomes for All; 4. Whakanui – Eliminating racism and discrimination.

Tiriti Enactments	Whakaawe	Whakaea	Whakamana	Whakanui
Description	Enabling Māori Influence. Derived from the verb 'awe' (power, strength, influence), whakaawe is the act of causing influence and change	Realising Māori Aspirations. Derived from the verb 'ea' (fulfilled, complete, satisfied), whakaea is to reach a goal or realise a dream	Equitable Outcomes For All. Derived from the noun 'mana' (prestige, pride, standing), whakamana uplifts and enhances the pride and agency of a person or people	Eliminating Racism and Discrimination. Derived from the verb 'nui' (great, large, important), whakanui celebrates the ethnicity and diversity of all people
Meaning	Our strategic direction and decision making is informed and shaped by tangata whenua and tangata Tiriti worldviews and perspectives	We acknowledge tangata whenua aspirations are an important part of our strategic direction and we support tangata whenua to lead and realise those aspirations	We are committed to equitable outcomes for tangata whenua, tangata Tiriti and our international communities	We identify, address and eliminate all forms of racism and discrimination across AUT

<p>Questions could be:</p>	<ul style="list-style-type: none"> <li>• How do we maintain tika relationships with tangata whenua upon which our campuses are located?</li> <li>• How do we maintain tika relationships with mātāwaka, Māori communities and iwi o te motu?</li> <li>• How do we maintain tika relationships with iwi/ distinguish and hapū, and Māori communities?</li> <li>• How is Māori leadership within the university supported?</li> <li>• How is Māori influence reflected in policy development?</li> <li>• How are Māori-led processes actions and decision-making being enabled through dedicated power and resources?</li> </ul>	<ul style="list-style-type: none"> <li>• How do we support the needs and aspirations of tangata whenua upon which our campuses are located?</li> <li>• How do we supporting needs and aspirations of mātāwaka, Māori communities and iwi o te motu?</li> <li>• How are we supporting the needs and aspirations of iwi and hapū, and Māori communities?</li> <li>• How are Māori enabled to decolonise and indigenise Māori spaces?</li> <li>• How are Māori supported to create long-term structural solutions so that change is both scalable and sustainable?</li> <li>• How are Māori aspirations achieved at all levels of the university?</li> <li>• What mechanisms are in place to prioritise investment in Māori advancement?</li> </ul>	<ul style="list-style-type: none"> <li>• What specific actions are being undertaken to ensure equitable outcomes for Māori and other priority groups?</li> <li>• How are barriers to Māori advancement and other priority groups being eliminated, minimised or mitigated?</li> <li>• How is AUT ensuring robust and equitable participation in deciding resourcing allocation?</li> </ul>	<ul style="list-style-type: none"> <li>• How is discrimination and racial bias being addressed in your area?</li> <li>• How are victims of discrimination and racial bias being supported?</li> <li>• How are staff and students supported and kept safe when calling out racism and discrimination?</li> </ul>
<p>This could look like:</p>	<ul style="list-style-type: none"> <li>• Governance structures and decision-making processes reflect Te Tiriti responsibilities</li> <li>• Māori are active in decision-making and leadership</li> <li>• Systems and policies support tika and sustainable relationships with hapū and iwi, and Māori communities</li> </ul>	<ul style="list-style-type: none"> <li>• Developing the capability and capacity of Māori staff is prioritised</li> <li>• Building Māori research capacity and expertise</li> <li>• Processes support Māori students to succeed as Māori</li> <li>• Hapū and iwi, and Māori communities are benefitting from a relationship with us</li> </ul>	<ul style="list-style-type: none"> <li>• Kaimahi Māori and all equity groups have voice in how we implement and deliver equity based initiatives</li> <li>• The capability of all students and staff to uphold Te Tiriti is developed</li> <li>• Māori staff are supported to connect across the university</li> <li>• Teaching and learning reflect diverse ways of being and knowing</li> </ul>	<ul style="list-style-type: none"> <li>• AUT is committed to being free of racism and has clear processes in place to achieve this</li> <li>• Students and staff are expected and know how to actively contribute to a racism free environment</li> </ul>
<p>Action could be:</p>	<ul style="list-style-type: none"> <li>• Undertake workshops to affirm the importance of Te Tiriti as an</li> </ul>	<ul style="list-style-type: none"> <li>• Engage genuinely and respectfully with those advocating for Māori advancement, amplifying their</li> </ul>	<ul style="list-style-type: none"> <li>• Take steps to unblock barriers to addressing equitable outcomes for</li> </ul>	<ul style="list-style-type: none"> <li>• Establish processes to ensure personal and collective safety</li> </ul>

	<p>opportunity to grow and prosper as a university</p> <ul style="list-style-type: none"> <li>• Ensure Māori voice is included in decision-making protocols</li> <li>• Ensure tika and meaningful engagement with iwi and hapū, and Māori communities.</li> <li>• Become an ally voicing the importance of equitable Māori voice in decision-making at all levels</li> <li>• Identify emerging Māori leaders and upskill them to assume leadership roles that advance AUT's strategic priorities</li> </ul>	<p>voices and becoming a champion and ally</p> <ul style="list-style-type: none"> <li>• Support kaupapa that meet the needs of hapū and iwi, and Māori communities</li> <li>• Create and/or support recruitment processes that attract and work for Māori</li> <li>• Support Māori researchers and research that benefits hapū and iwi, and Māori communities</li> <li>• Enabling Māori spaces and respect boundaries</li> </ul>	<p>all based on evidence, best practice and policy</p> <ul style="list-style-type: none"> <li>• Ensure you/your staff build cultural safety and confidence</li> <li>• Support priority groups to equitable access/entry to a quality education</li> <li>• Support staff to receive ongoing professional development to their roles in relation to Te Tiriti</li> <li>• Support staff to attend professional development te reo classes</li> <li>• Honour peoples names by learning to pronounce Māori names/all names correctly</li> </ul>	<ul style="list-style-type: none"> <li>• Identify and dismantle spaces that perpetuate discrimination and racism</li> <li>• Create spaces where allyship is practiced and discrimination is not tolerated</li> <li>• Learn how to actively contribute to a racism free environment</li> <li>• Support diversity and inclusion initiatives</li> </ul>
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To uphold our Te Tiriti commitment, change is needed throughout our university at both an individual and organisational level.

At an individual level Te Aronui recognises the different stages of the Tiriti journey our people are at, and accepts that each individual will be enacting the framework relative to their personal situation. We will make mistakes. What is important is that we reflect on our experiences, and the shared experiences of others and learn from them. As a collective, the goal is to support a cultural shift that views Te Tiriti as an opportunity to grow and prosper and accept that the journey is far more important than the destination.

At an organisation level, change is needed to our structures, policies and processes, to our teaching, and to our research.

The intended approach would be to support a process that:

- Prioritises Goals and Strategic Objectives
- Maps areas of impact
- Supports Schools, central service units and divisions to develop plans which identify specific goals, activities, and measurables in relation to their work programmes

- Supports the development of plans to be integrated with business planning and processes
- Ensures consistent programme of change and improvement across the organisation, progress on actions be collated and progress reflected on

The process for enacting Te Aronui requires discussion of how the framework is operationalised. This could include:

1. Alignment of AUT plans and processes to Te Aronui
2. How the framework aligns with iwi plans and processes
3. The process for development of implementation plans
4. The systems innovation to ensure accountability and monitoring of progress
5. How fulfilling Te Aronui is resourced

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Te Aronui is a framework. As a framework it should be a living document that is iterative, dynamic, and robust enough to withstand sudden changes yet malleable enough to be responsive and evolve accordingly. The data captured in Te Aronui is not exhaustive. It does however provide a starting point. We should be mindful that transformation takes time, and that this is a journey not a destination. Transformation requires resilience and courage. It requires an uncomfortable shift into the unknown. We all have a collective responsibility to bring Te Aronui to life and by working together we will achieve that. We are an educational organization on an educational journey – anything is possible.

## Appendix 1

### Tiriti Enactments

We acknowledge the many tangata whenua and tangata Tiriti who have long been giving effect to Te Tiriti in their work. We also acknowledge the Wānanga Aronui series in 2020<sup>8</sup>, the Te Ara Paerangi Green Paper 2022<sup>9</sup> wānanga, the Senior Leaders Tiriti Workshop 2022<sup>10</sup> and all those who participated in the Tērā Te Haeata 2023 consultation round<sup>11</sup>, all exploring the desired future state of a Tiriti enacting AUT. These initiatives whakapapa and weave into this work providing the foundation and context for the Tiriti Enactments used in this framework.

#### What our people have told us

Theme: Māori Leadership

<sup>8</sup> Office of Māori Advancement and AltLab facilitated three day long wānanga discussing AUT's Tiriti journey

<sup>9</sup> Office of Māori Advancement and the Deputy Vice Chancellor Research facilitated a day wānanga with Senior Māori Staff responding to the Green Paper Te Ara Paerangi which explores a Tiriti-led Research Science system

<sup>10</sup> Tiriti Workshop for AUT's Senior Leaders facilitated by Groundworks

<sup>11</sup> The Office of the Vice Chancellor facilitated 13 wānanga with Māori staff, tauira Māori, tangata Tiriti staff and students to inform and shape the design of Te Aronui



Wānanga Aronui 2020	<p><i>“Co-governance, co-everything”</i></p> <p><i>“Strong knowledgeable leadership in moving this forward”</i></p>
Te Ara Paerangi 2022	<p><i>“Māori appointments in Senior Leadership roles”</i></p> <p><i>“For systemic transformation to be realised the void of Māori at senior leadership roles needs to be addressed”</i></p>
AUT Senior Leaders Tiriti Workshop 2022	<p><i>“Because AUT is in a position to influence the future by creating graduates who understand and embrace Te Tiriti and operate in a Te Tiriti framework - AUT's reach is huge”</i></p> <p><i>“Leadership by Māori in the workforce at all levels, and a more inclusive employment relations environment which is better for all New Zealanders”</i></p>
Tērā Te Haeata Tangata Whenua Consultation 2023	<p><i>“Māori lead Kaupapa Māori, not the other way around”</i></p> <p><i>“Invest in more Māori staff”</i></p>
Tērā Te Haeata Tangata Tiriti Consultation 2023	<p><i>“More Māori in leadership positions”</i></p> <p><i>“Māori decision making at a high level”</i></p>
In Summary	<p>A genuine tangata whenua and tangata Tiriti relationship should be reflected in the sharing of power and resourcing. This is critical if Māori are to influence and effect change. Notions of co-governance requires a clear understanding of what that means and if it will achieve desired outcomes. It is clear however that courageous and strategic transformational change is needed at AUT. Māori representation in spaces of influence, and upskilling of senior and junior Māori staff needs to be a priority now if we are to produce leaders who will take us into the next phases of our development</p>
Tiriti Enactment Aligned To:	Whakaawe – Māori Influence

What our people have told us	
Theme:	Māori Agency
Wānanga Aronui 2020	<p><i>“Appoint more Māori staff”</i></p> <p><i>“Funding and resourcing Māori in our teams”</i></p>

	<i>“As tangata whenua, we have a duty to protect taonga tuku iho, and if our taonga are being violated, then it is our responsibility to put measures in place until such time their tapu is restored.”</i>
Te Ara Paerangi 2022	<i>“Kaupapa Māori research design methodologies are embedded, funded and recognised”</i> <i>“Engaged as my whole person with expertise. eg. women, Māori, citizen of Aotearoa, employee of AUT”</i>
AUT Senior Leaders Tiriti Workshop 2022	<i>“Co-governance. Exploring what it means and looks like. Commitment to Māori leadership – including council and boosting the prominence of OMA”</i> <i>“Continue to be the University of choice for Māori”</i>
Tērā Te Haeata Tangata Whenua Consultation 2023	<i>“2050 27% Māori”</i> <i>“Completion of degree programmes entirely in te reo”</i>
Tērā Te Haeata Tangata Tiriti Consultation 2023	<i>“More Māori in leadership positions”</i> <i>“Māori decision making at a high level”</i>
In Summary	Our rangatahi (young Māori) will be the drivers of the future and we as AUT need to be clear as to our role in the development of that future. To grow culturally confident tairā who have a strong sense of agency and rangatiratanga over their future endeavours, we have a responsibility to provide them with an environment that is not only culturally safe and uplifting, but a space that inspires them to imagine a future beyond the horizon. To this end our cultural whenua needs to be nutrient rich. To grow the numbers of achieving tairā Māori we must commit to growing a critical mass of bi-culturally confident and competent Māori staff. AUT would profit from having culturally competent Māori researchers, lecturers and professional staff confident in their own agency and rangatiratanga, and harmoniously and confidently working alongside tangata Tiriti to support the dreams and aspirations of our rangatahi and tairā Māori. We all have a role to play, and we will all benefit from producing great Māori graduates who are inspired and prepared for where they want to go.
Tiriti Enactment Aligned To:	Whakaea – Māori Aspirations

What our people have told us	
Theme:	Māori Equity
Wānanga Aronui 2020	<i>“Being Māori doesn’t equate to being the resident go to for translations and mihimihi”</i>

	<i>"Funding and resourcing Māori in our teams"</i>
Te Ara Paerangi 2022	<i>"Recognition that Māori Researchers may be under extra pressure because of cultural double shift"</i> <i>"Often Māori are expected to adopt an educative role. There must be roles to halt the requirement of Māori researchers to educate non-Māori."</i>
AUT Senior Leaders Tiriti Workshop 2022	<i>"A more equitable balance of power and all which stems from that"</i> <i>"How do we get everyone to a baseline where everybody can be ambitious?"</i>
Tērā Te Haeata Tangata Whenua Consultation 2023	<i>"Stop alienating taurira Māori especially with assessments"</i> <i>"Bigger and more Māori spaces"</i>
Tērā Te Haeata Tangata Tiriti Consultation 2023	<i>"More Māori in leadership positions"</i> <i>"Māori decision making at a high level"</i>
In Summary	Māori equity considers both historic and contemporary determinants of inequality and imagines a system in which Māori participate with the same capacity for influence as other citizens collectively determining pathways towards equity of outcomes. The distinction from other priority equity groups is Māori are a Tiriti partner framed within our status as tangata whenua of Aotearoa. However, tikanga Māori encourages us to explore how we might enhance the mana of everyone, to collectively challenge current inequities, and co-design innovative solutions to level the floor so we may all lift the ceiling.
Tiriti Enactment Aligned To:	Whakamana – Equitable Outcomes For All

What our people have told us	
Theme:	Systemic Racism
Wānanga Aronui 2020	<i>"A passion for ignorance scaffolds systemic racism and perpetuates racist behaviours and attitudes"</i>

<p>Te Ara Paerangi 2022</p>	<p><i>“Māori face explicit racism – non recognition of the value of Mātauranga especially in the field of ‘science’. Mātauranga requirements of researchers has seen a renewed resistance to things Māori”</i></p> <p><i>“The current debate around mātauranga and science needs to be addressed”</i></p>
<p>AUT Senior Leaders Tiriti Workshop 2022</p>	<p><i>“Change first requires an ethical imagination. Whether it be racism, sexism or homophobia the status quo is quo is an all powerful anchor for sloth. And consequently injustice, inequity and pain”</i></p> <p><i>“Racism (also sexism and homophobia) Pākehā expect Māori to do all the cultural work. Pākehā (some) are ignorant and don’t see the existence of racism, but get offended when Māori try to teach them”</i></p>
<p>Tērā Te Haeata Tangata Whenua Consultation 2023</p>	<p><i>“Whakanui – eliminating discrimination is something everyone can relate to”</i></p> <p><i>“Call it for what it is – racism”</i></p>
<p>Tērā Te Haeata Tangata Tiriti Consultation 2023</p>	<p><i>“Acknowledge our own bias, and use the framework to shift our own thinking, and how we act moving forward”</i></p> <p><i>“Māori decision making at a high level”</i></p>
<p>In Summary</p>	<p>Engaging with Te Tiriti requires acknowledging that Aotearoa is a colonial society structured on racism, discrimination and injustice. A lack of understanding, and for some ignorance scaffolds systemic racism and perpetuates racist behaviours and attitudes in different parts of the university. Once acknowledged actions can be taken to rectify and bring justice to historical grievances of inequality, discrimination and racism that has caused generations of trauma for both tangata whenua and many other groups. All our people need to understand the purpose of engaging in Te Tiriti to grow awareness, reduce discrimination and racism leading to a shared understanding as to why Te Tiriti is being implemented at our university.</p>
<p>Tiriti Enactment Aligned To:</p>	<p>Whakanui – Eliminating Discrimination</p>

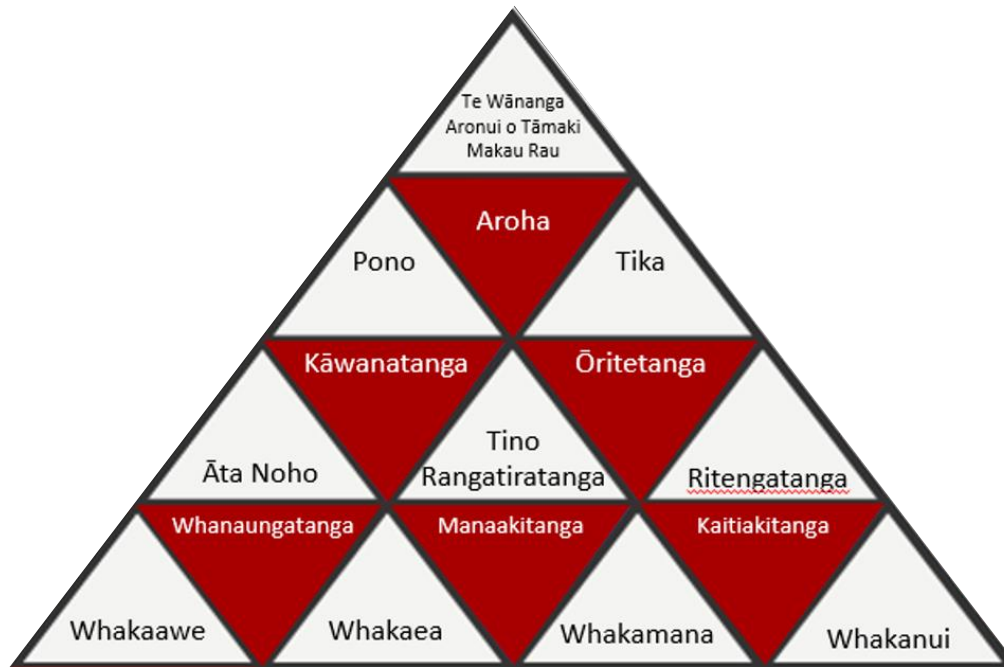
**Glossary**

Aotearoa	New Zealand	Tangata Whenua	Host people
Aroha	Empathy, care, compassion	Tangata Tiriti	New Zealand citizens
Aronui	Focus, commit to	Tāniko	Type of tapestry art
Āta Noho	Considered collaboration	Tapatoru	Triangle
Hapū	Sub-tribe	Tapu	Sanctity, parameters
Iwi	Tribe	Tauira	Māori student/s
Iwi o te motu	Tribes across the land	Te Aronui	AUT Tiriti Framework
Kaimahi Māori	Employee who is Māori	Te Kete Aronui	Basket of Experiential Knowledge
Kaitiakitanga	Guardianship	Te Kete Tuatea	Basket of Ancestral Knowledge
Kaupapa	Purpose, initiative	Te Kete Tuauri	Basket of Sacred Knowledge
Kāwanatanga	Governorship	Te Tiriti o Waitangi	The Treaty of Waitangi
Mana	Prestige, standing	Te Wānanga Aronui o Tāmaki	AUT
Mana Motuhake	Independence	Makau Rau	
Manaakitanga	Care for, look after	Taonga	Valuables, treasures
Māori	Indigenous people of Aotearoa	Taonga tuku iho	Treasures handed down
Mātauranga	Knowledge	Tika	Ethical and appropriate action
Mihimihi	Speech of welcome	Tino Rangatiratanga	Agency, self-determination
Mō ngā mokopuna me ngā uri katoa	For the grandchildren and all descendants	Uri	Descendants
Ōritetanga	Equity	Wānanga	Robust discussion, consider
Pono	Truth, integrity	Whakaawe	Influence
Rangatahi	Youth	Whakaea	Realisation
Rangatira	Chief	Whakamana	Empower
Rangatiratanga	Chieftainship	Whakanui	Celebrate
Ritengatanga	Spiritual and religious freedom	Whakapapa	Genealogy
Tāmaki Makau Rau	Auckland	Whanaungatanga	Relationships

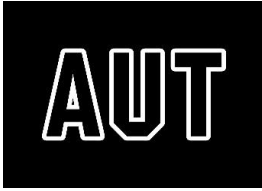
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<b>PART A</b> <b>OPEN AGENDA ITEM</b>	<b>13</b>
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## Council Agenda Paper

Subject: **UPDATE FROM AUTSA**

Date: **24 April 2023**

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA.*

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**Verbal Report.**