



minutes

Staff Team Advisory Rōpū

Thursday, 5 September 2019
Mt Albert Campus, Building 182 Room 1003

Present

Daniel Weinholz (Chair)	Babar Mahmood	Brad Kruger	Lusa Tuleasca
Sarah Sommerville	Julie McGregor	Sarah Hardman	Roger Birchmore
Meenakshi Singh	Craig Robertson	Rob Gambolati	Jo Barnes
Anaru Parangi	David Kenkel		

Apologies

Elizabeth Morris	Yo Heta Larsen	Evelyn Hikuroa
Toni Rewiri	Linda Kestle	Tracey Lomas-Heavey
Maryam Mirzaei	Peter Matthewson (W)	Micalla Williden

In Attendance

Lynnette Brown (Minutes)	Merran Davis	Mary Johnston
Glenn Mckay	David Glover	Ali Sarginson

Absent

Nil		
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1. **Karakia**
The meeting was opened with a Karakia
2. **Apologies**
The apologies were noted. Evelyn Hikuroa notified her resignation from the Rōpū as she has been unable to attend any meetings to date.
3. **Minutes of the Meeting held 21 August 2019**
 - 3.1. The minutes of the previous meeting were accepted as a true and correct record.

Moved: Roger Birchmore
Seconded: Babar Mahmood
MOTION CARRIED

3.2. **Matters Arising**

SeAtS – the Committee noted the email response to SeATS. Although this answered some of the questions previously raised, it did not address all of them. Members commented:

- a. There remains uncertainty as to whether students are in class
- b. Members would like to know the names of the connectors for SeATS – an email address does provide the support that staff would like
- c. Need to review other items not captured on the email response

ACTION 1: Seek update on SeATS one pager

3.3. **Action List**

The Committee noted the action list and agreed to close the item on the universal lunch due to the number of challenges to implement and length of time this would take to initiate taking into account RoVE.

4. **STAR FOCUS AREAS**

4.1. **ELT Response – Recruitment Process – Academic Leaders/Academic Programme Managers – Change Management**

Mary Johnston advised that the recruitment process for APM's was somewhat different from the norm in that there were approximately 100 candidates and 60-70 interviews. This created a number of challenges given the constrained resources. Mary challenged whether having staff giving feedback on shortlisted candidates was considered best practice and it brought up privacy issues along with stress on candidates. The ability to collate feedback and run this type of process for this number of candidates would have put extreme pressure on HR resources. There was, however, the ability to provide email feedback to both the HR Business Partners and Merran, which some staff members did. A 360° process was also carried out for preferred candidates.

While feedback from STAR was acknowledged, the ELT felt that the process was well discussed within the schools and fully consulted on over an extended period of time. When considering the number of recruitments, the modified process was agreed and delivered a good outcome. In addition, as the majority of candidates were internal, potential issues around their privacy was mitigated.

The meeting was advised that the process of an open recruitment, where everyone knows who the applicants are, as well as standing up and presenting, can be daunting for people. Glenn McKay cited his experience in applying for the Tumu role. While this is common practice in the Maori space, it can leave an enduring negative impact on unsuccessful candidates. Anaru endorsed this.

David Kenkel acknowledged that this was a resource hungry process and from a TEU perspective recognises that the process, while not perfect, was undertaken in the best way possible.

Merran advised that there has been a tremendous amount of work done in this area and that the latest feedback from the schools on the early appointments was that they were having a positive impact. In her role as CE not all the decisions will be popular, but they are made with the awareness of the greater good of the organisation and what needs to be done to keep the organisation operating effectively and efficiently. Further, Merran commented, that there is always a tension between consulting staff and making decisions which meet the requirements of the institute. As in any process

there is lessons learned, however, it is highly unlikely that we will go through something of this magnitude again.

4.2. **Focus on STAR Objectives**

There was some discussion on whether members felt that the STAR Rōpū was operating in line with their Terms of Reference and consideration of the future of the Committee.

Members were encouraged to review the Terms of Reference and bring back to the next meeting their thoughts on the past performance of STAR and its future direction. Meantime the Chair will circulate a draft report for feedback prior to the meeting with the Commissioner on 17 September.

ACTION: ELT to diarise with Schools and Department meetings to hear end of year reflections.

4.3. **Focus Areas Table**

The Committee noted the table.

5. **Membership**

5.1. **Map**

The Committee noted the membership.

6. **Any Other Business** Nil

7. **The meeting was closed with a Karakia**

8. **Next meeting**

17 September 2019 – Meeting with Commissioner
3 October 2019 – Ordinary meeting