

# Tūapapa Rangahau Action Plan 2025

## NGĀKAU MĀHAKI - Respect

Led by Te Noho Kotahitanga our Te Tiriti partnership - Ensure we meet our commitments to obligations under Te Tiriti o Waitangi

Unitec/MIT Priorities*	Unitec/MIT Priorities	Team Actions	Team Targets
Learner Success, Quality Teaching & Research  <b>MAHI KOTAHITANGA</b> Co-operation	<b>Learner Support</b> Manaaki at every stage of the learner journey – academic, pastoral	Provide support, quality assurance and prompt administration of student research.	<ul style="list-style-type: none"> <li>• <i>Provide Research Partners and support to every school offering degrees (ongoing)</i></li> <li>• <i>Maintain research opportunity for students &amp; staff with emphasis on stated priority groups (ongoing)</i></li> <li>• <i>Maintain standards in postgraduate administration, supervision, scholarships, research ethics review and examination with emphasis on stated priority groups (ongoing)</i></li> <li>• <i>Rebuild levels of industry/community-based research</i></li> </ul>
	<b>Learner Outcome</b> Optimise learners success rates and employability	<ul style="list-style-type: none"> <li>• Increase and strengthen industry/community based applied research</li> </ul>	
	<b>Excellence in Learning and Teaching</b> We are responsive to the educational needs of learners (including ākonga Māori, Pacific and Disabled priority learner groups)	Facilitate student led, community engaged research opportunities	
	<b>Quality Assurance</b> Be a Category 1 organisation	<ul style="list-style-type: none"> <li>• Provide student integrated research with emphasis on unstated priority groups</li> </ul>	
	<b>Research</b> Meet current research plan KPIs	Meet KPIs in Research Strategy	
Sustainability & Performance  <b>KAITIAKITANGA</b> Guardianship	<b>Financial Performance</b> Deliver on the financial improvement plan (FIP)	<ul style="list-style-type: none"> <li>• Support the development of new 90 credit plus postgraduate programmes. Maintain capability for winning and maintaining a future externally funded research ecology.</li> <li>• Develop kaimahi toward a position of strength for a future TEC research funding framework.</li> </ul>	<ul style="list-style-type: none"> <li>• <i>Provide grant writing support and upskilling to staff and students at Unitec-Te Pūkenga (ongoing)</i></li> <li>• <i>Facilitate industry partnering opportunities with IP and commercialisation support (ongoing)</i></li> <li>• <i>Manage externally and internally funded research projects at Unitec-Te Pūkenga to grow ERI (ongoing)</i></li> <li>• <i>Implement effective strategies toward growing kaimahi capacity for a future research TEC research funding framework (ongoing)</i></li> </ul>
	<b>Marketing and Engagement</b> Improved brand health and increased enrolments for priority learner groups		
	<b>Infrastructure: Property, Systems and Projects</b> Provide effective infrastructure and systems to support learners and staff		

\* Unitec/MIT Priorities as set by the Senior Leadership Team and documented in *Ngā Tohu Mahi Matua (KPIs) 2025 for Tāmaki (MIT and Unitec)*

# [Team] Action Plan 2025

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Strategic Leadership & Culture  <b>RANGATIRATANGA</b> Authority and Responsibility	<b>Partnerships &amp; Stakeholders</b> Ensure effective engagement with all stakeholders, ensuring Iwi, Hapu and Haapori engagement are aligned with our commitment to obligations under Te Tiriti o Waitangi		<ul style="list-style-type: none"> <li>• <i>Incentivise industry and community partnered, student integrated research and/or innovation projects (ongoing)</i></li> <li>• <i>Encourage and facilitate research productivity toward highly green lit degree programmes and 100% Supervision Register eligibility compliance and supervision PD (ongoing)</i></li> <li>• <i>Provide opportunities in funded research projects for students (ongoing)</i></li> <li>• <i>Oversee annual review of Research Plans for every school with degree programmes</i></li> <li>• <i>Oversee the annual review and reporting of Unitec Research Centres</i></li> <li>• <i>Share our Postgraduate systems, Research Ethics Committee and Research Professional Development Suite</i></li> </ul>
	<b>Strategy &amp; Delivery</b> Drive successful implementation of strategic initiatives and projects	<ul style="list-style-type: none"> <li>• Facilitate collaborative, applied, research to foster teacher currency and industry partnered learning in highly research engaged, research informed degree programmes.</li> </ul>	
	<b>Leadership &amp; Culture</b> Foster a consistent, positive institutional culture with effective leadership		
People, Wellbeing & Safety  <b>WAKARITENGA</b> Legitimacy	<b>People</b> Staff feel valued, engaged & supported to deliver high performance across the organisation. Improve the recruitment and retention of Māori, Pacific and disabled staff.	Liaise with, support and develop staff to enhance capability and capacity to undertake quality, group based applied research.	<ul style="list-style-type: none"> <li>• <i>Provide high quality, responsive administrative support, allowing staff to focus on group based, applied research</i></li> <li>• <i>Offer research professional development and research advice (ongoing)</i></li> <li>• <i>Offer a diverse range of internal funding schemes; eg. Research Dissemination Funding, Early Career Research Funds, Student Integrated Research Fund, etc (ongoing)</i></li> <li>• <i>Facilitate ePress</i></li> </ul>
	<b>Wellbeing and Safety</b> Demonstrate commitment to promoting and strengthening wellbeing and safety through the organisation		

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