



agenda

Te Komiti Rangahau o Unitec | Unitec Research Committee

Date:	2025-07-10
Scheduled Start:	1300h
Scheduled End:	1500h
Location:	Microsoft Teams

SECTION 1 NGĀ KUPU ARATAKI | PRELIMINARIES

1. Karakia Tīmatanga | Opening Prayer
2. Mihi Whakatau | Welcome from the Chair
3. Membership
4. Terms of Reference

SECTION 2 STANDING ITEMS

1. Ngā Whakapāha | Attendance, Apologies & Quorate Status
2. Pitopito Kōrero o Ngā Hui | Minutes of the Previous Meetings
3. Mahia Atu | Matters Arising

SECTION 3 MEA HEI WHAKAAE | ITEMS TO APPROVE

1. Honorary Research Fellowship Nomination – Dr Melissa Vera, Ngā Wai a Te Tūi, Māori & Indigenous Research Centre

SECTION 4 WHAKAWHITI KŌRERO | ITEMS FOR DISCUSSION

N/A

SECTION 5 NGĀ TUKUNGA | ITEMS TO RECEIVE

1. 2025 Research Productivity Traffic Light (RPTL) Report

SECTION 6 KUPU WHAKAMUTUNGA | CLOSING

1. Ētahi Kaupapa Anō | Any Other Business
2. Komiti Self-Assessment

3. Karakia Whakamutunga | Closing Karakia

SECTION 1 NGĀ KUPU ARATAKI | PRELIMINARIES

Item 1.1 Karakia Tīmatanga | Opening Prayer

KARAKIA TĪMATANGA	OPENING PRAYER
<i>Manawa mai te mauri nuku</i>	<i>Embrace the power of the earth</i>
<i>Manawa mai te mauri rangi</i>	<i>Embrace the power of the sky</i>
<i>Ko te mauri kai au</i>	<i>The power I have</i>
<i>He mauri tipua</i>	<i>Is mystical</i>
<i>Ka pakaru mai te pō</i>	<i>And shatters all darkness</i>
<i>Tau mai te mauri</i>	<i>Cometh the light</i>
<i>Haumi ē, Hui ē, Tāiki ē!</i>	<i>Join it, gather it, it is done!</i>

Item 1.2 Mihi Whakatau | Welcome from the Chair**Item 1.3 Te Komiti Rangahau o Unitec Membership**

Hadley Brown (Chair)	Nominee of Director Research & Enterprise
Daisy Bentley-Gray (Emerging)	Nominee of Interim Manager Pacific Success
Hinewaimarama Reihana-White (Early Career)	Nominee of Taharangi Director Māori Success
Dr Helen Gremillion (Professor)	Healthcare and Social Practice
Xinxin Wang	Architecture
Dr Linda Kestle (Associate Professor)	Building Construction
Dr Lian Wu (Associate Professor)	Healthcare and Social Practice
Dr Hamid Sharifzadeh (Professor)	Computing, Electrical and Applied Technology
Dr Leon Tan (Associate Professor)	Creative Industries
Dr Kristie Cameron (Associate Professor/ Early Career)	Environmental & Animal Sciences
Khaled Ibrahim	Applied Business
Dr Norasieh Md Amin (Subject Librarian)	Library
Kathryn George	Student Representative
Arun Deo (Research Advisor)	Tūāpapa Rangahau
In attendance: Brenda Massey (Acting Secretary)	Tūāpapa Rangahau
Up to two members from the MIT Research Committee	MIT

Item 1.4 Te Komiti Rangahau o Unitec Terms of Reference

The powers and functions of Te Komiti Rangahau o Unitec (URC) shall be to:

- a. Foster the conduct of research, and support the achievement of Unitec's strategic research, enterprise and innovation priorities.
- b. Propose and advise on strategic directions and priorities for research, enterprise, and innovation.
- c. Provide expert advice on institutional policy.
- d. Develop protocols and guidelines and make recommendations in relation to the conduct of research, enterprise, and innovation.
- e. Oversee the Grants Advisory Committee and the reporting of funded projects.
- f. Encourage and enhance the development of the research, enterprise, and innovation culture along with student and staff research capability, with emphasis on the development of Māori and Pacific research capability.
- g. Oversee the monitoring of research outputs and research reporting.
- h. Foster Māori and Pacific, transdisciplinary, collaborative and externally engaged research, enterprise, and innovation.

SECTION 2 STANDING ITEMS

Section 2.1 Ngā Whakapāha | Attendance, Apologies & Quorate Status

RECOMMENDATION

That the committee accepts the apologies of today's meeting.

Section 2.2 Pitopito Kōrero o Ngā Hui | Minutes of the Previous Meetings

refer to [pg5](#)

RECOMMENDATION

That the committee approves the minutes of the meeting of 2025-06-12.

Section 2.3 Mahia Atu | Matters Arising

refer to [pg14](#)

SECTION 3 MEI HEI WHAKAAE | ITEMS TO APPROVE

Section 3.1 Honorary Research Fellowship Nomination – Dr Melissa Vera, Ngā Wai a Te Tūi, Māori & Indigenous Research Centre

refer to [pg15](#)

SECTION 4 WHAKAWHITI KŌRERO | ITEMS FOR DISCUSSION

N/A

SECTION 5 NGĀ TUKUNGA | ITEMS TO RECEIVE

Section 3.1 2025 Research Productivity Traffic Light (RPTL) Report
refer to [pg26](#)

SECTION 6 KUPU WHAKAMUTUNGA | CLOSING

Section 6.1 Ētahi Kaupapa Anō | Any Other Business

Section 6.2 Komiti Self-Assessment
refer to [pg36](#)

Section 6.3 Karakia Whakamutunga | Closing Karakia

TE KARAKIA WHAKAMUTUNGA	CLOSING PRAYER
<i>Ka wehe atu tātou</i>	<i>We are departing</i>
<i>I raro i te rangimārie</i>	<i>Peacefully</i>
<i>Te harikoa</i>	<i>Joyfully</i>
<i>Me te manawanui</i>	<i>And resolute</i>
<i>Haumi ē, Hui ē, Tāiki ē!</i>	<i>We are united, progressing forward!</i>



minutes

Te Komiti Rangahau o Unitec | Unitec Research Committee

Date:	2025-06-12
Scheduled Start:	1300h
Scheduled End:	1500h
Location:	Microsoft Teams

MEETING OPENED:	1300h
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SECTION 1 – NGĀ KUPU ARATAKI | PRELIMINARIES

Item 1.1 Karakia Tīmatanga | Opening Prayer

Item 1.2 Mihi Whakatau | Welcome from the Chair

The chair warmly welcomed members of the committee to the meeting, including Dipti Vora (proxy for Nora Md Amin).

SECTION 2 – STANDING ITEMS

Item 2.1 Ngā Whakapāha | Attendance, Apologies & Quorate Status

Members Present

1. Hadley Brown (Chair)
2. Kristie Cameron (until 2.40pm)
3. Daisy Bentley-Gray
4. Hinewai Reihana-White
5. Helen Gremillion
6. Xinxin Wang
7. Lian Wu
8. Khaled Ibrahim (from 1-1.30pm & 2-2.50pm)
9. Dipti Vora (proxy for Nora Md Amin)
10. Leon Tan
11. Kathryn George (from 1.35pm)

Total members represented: 11 members

Apologies

1. Nora Md Amin

2. Arun Deo
3. Hamid Sharifzadeh

Total apologies:

3 members

MOTION

That the committee accepts the apologies for today's meeting.

Moved: Khaled Ibrahim

Seconded: Kristie Cameron

MOTION CARRIED

Quorate Status

A minimum of seven representatives is required; the meeting was quorate.

Hunga Mahi | Staff in Attendance

1. Brenda Massey, Acting Secretary
2. Aiono Manu Fa'aea, MIT (from 1.35pm)

Kambiz Borna is unable to attend future meetings, therefore the position of representative from the School of Building Construction is now vacant.

Action: The Chair will work with HoS, Paul Jeurissen, to recruit a new member to represent the School of Building Construction.

Item 2.2 Pitopito Kōrero o Ngā Hui | Minutes of Previous Meeting

MOTION

That the committee approves the minutes of the 2025-05-01 meeting as a true and accurate record.

Moved: Daisy Bentley-Gray

Seconded: Lian Wu

MOTION CARRIED

Item 2.3 Mahia Atū | Matters Arising

Last month Kristie Cameron advised that an ITP Early Career Research (ECR) group has been created, with representation from most of the ITPs. The group has now developed some Terms of Reference and is endeavouring to establish senior leadership support to progress the group's kaupapa.

The group is keen to define an emerging researcher and an early career researcher in a way that is relevant to the wider ITP/vocational education sector.

Helen Gremillion was involved in the mahi associated with defining an ECR and an emerging researcher at Unitec. The ITP ECR group is keen to establish its own definitions in recognition of the diversity that exists between different institutions. For the purposes of accessing research support products at Unitec, the Unitec-specific definitions will continue to apply.

At Unitec an ECR is defined as being someone within 10 years of becoming an 'independent' researcher. It was raised that 10 years is quite a significant period of time. Ten years post PhD, it would be likely that a researcher would have been promoted to a position of Senior Lecturer or

Associate Professor. Is it fair that newly independent researchers at the level of Lecturer are competing with researchers that have reached Associate Professor level for grants and other resources?

A lot of funding schemes do make provision for ECRs at different career stages. E.g. the Royal Society offers one type of fellowship for researchers whose PhDs were conferred within four years and another type of fellowship for researchers whose PhDs were conferred more than four years and less than 12 years ago. At Unitec new ECRs have the option of including more experienced researchers and mentors in their applications for ECR funding. This means applications for funding from new ECRs could be as competitive as those received from more experienced ECRs.

Agenda Item(s)	Action	Responsible	Outcome
2.3	Raise with Jamie Smiler whether and how Pacific research and researchers will be incorporated into this year's ITP Research Symposium.	Hadley Brown	Complete. Hadley has reached out to Jamie and will be following this matter up at the next Rangahau Research Forum, which Jamie chairs. Meanwhile, Jamie has been in touch with Daisy Bentley-Gray, as last year she chaired the Pacific stream of the ITP Research Symposium. The Pacific Research Fonu is open to hosting a Pacific research stream as part of this year's ITP Research Symposium, which would be hosted at Unitec.
2.3	Form a small working group to consider and respond to a question about Individual Research Plans (IRP) in which it says: <i>"How will your research impact Māori research leadership, capability, excellence, partnership, processes and governance?"</i> The question is, can this question be broadened to include Pacific or Indigenous research? The working group should report back to the committee next month.	Hadley Brown / Daisy Bentley-Gray / Hinewai Reihana-White	Complete. The working group has recommended to Tūāpapa Rangahau that the IRP statement be amended to read: <i>"How will your research impact Māori or Pacific research leadership, capability, partnership, and processes?"</i>
3.1	Meet with other staff in NWaTT to review section 4.7 of the Scholarly Communication Guidelines, draft up new wording, and send to Arun Deo.	Hinewai Reihana-White	In progress (see update below).

	Present the guidelines with the updated section 4.7 to the committee for approval.	Arun Deo	
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Matter arising 3.1: Hinewai Reihana-White has sought feedback on section 4.7 of the Unitec Scholarly Communication Guidelines from NWaTT and Unitec mātauranga Māori whānau. The feedback that has been gathered has been provided to Arun Deo.

It has been recommended that the content of section 4.7 be updated and that the section itself is repositioned within the document. Currently mātauranga Māori is positioned in the document as an IP issue, which doesn't reflect Unitec's commitments under Te Tiriti o Waitangi or the values outlined in Te Noho Kotahitanga.

It is proposed:

- 1) The current section 4.7 be renamed "Māori Knowledge Systems and Scholarly Communication" to affirm taonga mātauranga as a distinct and protected body of knowledge.
- 2) The current section 4.7 be repositioned within the document as section 4.2. Currently section 4.1 of the guidelines is an overview, section 4.2 is about scholarly communication and section 4.3 is about responsibilities. It is recommended that the current section 4.7 be reframed and resituated immediately after the overview, which would serve to ground the entire guidelines within Unitec's Tiriti based responsibilities from the outset.

Hinewai provided the committee with a summary of the proposed revised wording of the section.

The current Unitec Scholarly Communication Guidelines reference Unitec's Guidelines for Researchers Regarding Māori and Community Social and Cultural Responsiveness, which itself are currently under review. Therefore, it is proposed that additional time to support that separate review process be given and a revised timeframe be considered to allow this piece of mahi to be carried out appropriately.

Hinewai also noted that in her communication to the working party charged with reviewing the guidelines that although a conversation had taken place, and she had informed the review team that amendments to section 4.7 would be required through consultation, the team decided to proceed without making any changes, with a decision made to retain the current section 4.7, based on the working party's own assessment that no revision was necessary. The importance of shared decision making needs to be highlighted in areas involving taonga mātauranga and Unitec's responsibilities under Te Tiriti o Waitangi. Shared decision making will strengthen this committee's outputs and collaborations.

Action: Hadley will liaise with Nora Md Amin and Arun Deo to check on progress and to ensure that Hinewai's extensive mahi on this piece of work will be incorporated into the revised guidelines.

SECTION 3 – MEA HEI WHAKAAE | ITEMS TO APPROVE

Section 3.1 **2025 Early Career Research Fellowship Fund Grants Advisory Committee Membership**

The committee retrospectively approved the membership of the 2025 Early Career Researcher (ECR) Fellowship Fund Grants Advisory Committee (GAC), a sub-committee of the Unitec Research Committee (GAC membership was unable to be approved in advance due to the timing of the committee's May meeting and the necessity of having Marcus Williams participate in the assessment process before his departure from Unitec).

MOTION

That the committee approves the membership of the 2025 ECR Fellowship Grants Advisory Committee.

Moved: Daisy Bentley-Gray

Seconded: Lian Wu

MOTION CARRIED

SECTION 4 - WHAKAWHITI KŌRERO | ITEMS FOR DISCUSSION

Section 4.1 Review of the Unitec Research Strategy Action Plan

The committee previously agreed to roll over the 2020 - 2024 Unitec Research Strategy into 2025. According to the committee's 2025 work plan, the Unitec Research Strategy Action Plan needs to be reviewed annually to ensure it has been appropriately responding to the research strategy.

It will be helpful for the new Research Director, when they are appointed, if we have identified how we are tracking towards achieving in the three priority areas of the Action Plan.

It was raised that linkages between research at Unitec and MIT currently exist but are not reflected in the Action Plan which speaks only to Unitec. For the purposes of this discussion, the review was approached within the scope of Unitec only.

The Chair asked members of the committee to consider: "how are we broadly tracking against the Research Strategy Priorities?"

Priority One: Research that is aligned with Te Tiriti o Waitangi

Tūāpapa Rangahau (TR) has created a good platform to support applied research in different areas, including te taiao and wellbeing. Collaboration and partnering is supported via this forum as well as more broadly. There are many internal opportunities available to support research. TR and Marcus Williams have been instrumental in setting up that foundation.

One of the actions under this priority is to improve consultation processes with Māori researchers and use feedback to inform how contracts are managed so that Māori researchers are appointed through culturally appropriate procedures. Part of Hadley Brown's role is contracting external researchers. The way that we contract, particularly researchers involved in the kaupapa Māori research space can be quite awkward at times, mainly because of the bureaucracy and time it takes to contract a person. The Finance team has undertaken an internal review of Unitec's contracting procedures.

Action: Hadley Brown to invite Irene Lee, Finance Administration Manager, to feed back the outcome of the review to the committee and to hear if any changes have been implemented in the contracting space.

In kaupapa Māori research we often bring in people that are new to contracting or haven't previously been in a contract for services situation. It feels a little cumbersome sometimes. You can lose a personal relationship in the contracting process because it's so multi-layered: there's so many approvals required, and there's so many forms to fill out.

We are also in a good place because Unitec has Te Noho Kotahitanga, which is a thread that goes through all our delivery and our relationships. It gives us values that we can use in our collaborations and in our approach to research.

Priority Two: A flourishing, collaborative research culture

In Helen Gremillion's new role working with the Academic Leads (Research) at MIT, there's been quite a bit of discussion about the Research Productivity Traffic Light (RPTL). It's been raised that the RPTL is a retroactive measure (i.e. looking at research across the previous two years) and when new staff come on board, they don't fully understand the metric and what it's about. Applying the colour red to these new staff who are just starting to get up to speed with research outputs can be quite confronting. It has been proposed that a fourth colour could be applied to new staff, e.g. white as a 'blank slate' type colour. This is something we should bring to the new Research Director's attention as being a potential innovation. Some staff are quite sensitive about what they perceive as criticism. An innovation in this space might help to offset some of those feelings.

Mentorship is very important. Do we need to do some individual needs analysis for our emerging and ECRs in terms of their developmental needs? The obstacles they encounter in getting started in research could relate to either confidence or competence or both. It is important to ensure mentorship is available to address emerging and ECRs' very specific needs. The provision of development workshops could also be reviewed and revisited.

The School of Applied Business has Senior Lecturers, but not Associate Professors or Professors, with the exception of the APM, whose focus is understandably more on teaching and learning mentorship, rather than research. How can we overcome something like this? External mentorship is a possibility, but does that create a risk? This can serve to highlight what resources other institutions have that Unitec lacks. Mentorship support to publish in higher ranking journals, to go for grants, to attract more experience onto research projects is very important, and Unitec could definitely benefit from having a more robust mentorship system in place.

Priority 3: Partnered research and innovation

Are we doing enough to engage with our community and industry partners? An area of strength for Unitec is our applied research. However, it seems like a lot of people don't know what we do at Unitec. We're missing some sort of story telling piece around what we do and what we're good at. What opportunities are there to make our applied research strength more visible?

How do we get industry and community partners to come to us? We need to make Unitec a place that is welcoming for them to come and do business and to drop in. It would be good to position Unitec as a social hub. The Mayor has mentioned an innovation hub for Tāmaki – are we having conversations with him about this? We should be. A business hub model would provide excellent opportunities; the provision of an enterprise space to incubate ideas and connect investors with ideas and students.

It was acknowledged that while we do a lot of sub-contracting with the universities, that contribution can get hidden. Why can't we get more media traction about what we're doing well? E.g. articles in the Herald?

There are a huge number of obstacles when working with those external to Unitec, especially around payment for services. Once upon a time it was quite straightforward to get a small koha of \$1-2k approved. In recent years that limit has dropped to the point that Finance is now saying that they need contracts for service to be implemented instead of koha being provided for marae for example. That becomes problematic, because koha is an appropriate form of exchange in the Māori world view.

The sensitive expenditure policy reflects Audit NZ's requirements. Hadley Brown has been trying to push to see if their guidelines can be relaxed to become more culturally appropriate. It's almost impossible to do kaupapa Māori research with the restrictions we currently have around koha.

It was also queried how can we build more resilience into our research centres. Their continuance is so often dependent on one individual. Is there any way we can mitigate against that?

SECTION 5 - NGĀ TUKUNGA | ITEMS TO RECEIVE

Section 5.1 Update on the Science System Reforms

Brenda Massey provided the committee with an update on MBIE's progress towards the Science System Reforms. This includes the Crown Research Institutes' merger into three new entities and the disestablishment of Callaghan Innovation.

In terms of the funding landscape, MBIE's large Endeavour Fund will not be inviting applications in 2026. In addition, Ako Aotearoa's AARIA funding scheme has been discontinued, and this will be the last year for TLRI (Teaching and Learning Research Initiative) funding.

Section 5.2 Research Centre Update – Cybersecurity Research Centre

The committee received an update on the future of the Cybersecurity Research Centre. The centre has a robust plan in place for its recovery, including widening its discipline focus to include Artificial Intelligence and the Internet of Things, connecting the mahi of several research groups in the school to the centre, seeking external funding, and aligning with postgraduate programmes within the school, including the new DComp.

Section 5.3 2024 Research Centre Report – Environmental Solutions Research Centre

The committee was advised of the closure of the Environmental Solutions Research Centre after it was initially put into abeyance following the departure of its founder and director Prof Terri-Ann Berry.

Section 5.4 2024 Research Centre Reports

Two research centre reports were received, with highlights as follows:

Ngā Wai a Te Tūi Māori & Indigenous Research Centre (NwaTT)

While the core kaupapa and intent of NWaTT remain consistent, the research priorities and areas of focus have started to shift due to new staff appointments including that of new Centre Director, A/P Deb Heke. These appointments are gradually reshaping the Centre's direction in meaningful ways.

MAI ki Wairaka is hosted by NWaTT and is part of a national network within Te Pae Whakatairanga Hiranga, the Capability Building programme of Ngā Pae o te Māramatanga. The programme provides a kaupapa Māori support network for Māori and Indigenous postgraduate students.

The centre continues to attract external funding and has a robust plan in place for fund seeking and mentorship opportunities in 2025.

Digital Heritage Research Centre (DHRC)

Late in 2024 it was identified that the centre has become a solo effort, even while achieving remarkable things right up to a Ministerial level. In 2025, DHRC will have shared leadership between Renata Jadresin Milic, Christoph Schnoor, and Peter McPherson.

With NZ's changing (diminishing) funding landscape, international opportunities are being pursued, specifically through the Horizon Europe programme. The potential exists for the centre to join a consortium to apply for EU tenders.

5.5 Transitional Arrangement for Director Research & Enterprise Position

Hadley Brown is serving as Director Research & Enterprise in an interim capacity following the departure of A/P Marcus Williams on 30 May. We are possibly two or three months away from a new Director being appointed/starting.

SECTION 6 - KUPU WHAKAMUTUNGA | CLOSING

Section 6.1 Ētahi Kaupapa Anō | Any Other Business

Prof Martin Carroll strongly thanked and acknowledged the committee for its feedback on the Science System Advisory Group Phase 2 Consultation. The feedback was presented to Te Komiti Mātauranga who acknowledged the committee's significant efforts in this space. It was reiterated that Unitec was the only Business Division that responded to the consultation. Before his departure from Unitec the former Director Research & Enterprise asked that this feedback please be passed onto the committee again.

Khaled Ibrahim advised the committee that after long discussions, finally all issues of the [New Zealand Journal of Applied Business Research](#) are now freely available on Informit. This is a great milestone for everyone who contributes to the journal to have wider visibility of their research.

Section 6.2 Komiti Self-Assessment

Prof Martin Carroll has advised that the committee should not be self-assessing its performance within the live meeting, and that a process needs to be developed so that committee members can provide feedback confidentially. There is a concern that committee members may not feel they're able to give feedback directly, particularly if they feel that the Chair and/or Secretary aren't performing.

Action: Hadley Brown and Brenda Massey will work together on how we might develop a confidential self-assessment and feedback loop.

Section 6.3 Karakia Whakamutunga | Closing Karakia

MEETING CLOSED: 1450 h

SUMMARY OF ACTIONS

Agenda Item(s)	Action	Responsible	Outcome
2.1	Work with the HoS to recruit a new committee representative from the School of Building Construction.	Hadley Brown	
2.3	Liaise with Nora Md Amin and Arun Deo to check on progress towards updating the Unitec Scholarly Communication Guidelines and to ensure that Hinewai Reihana-White's extensive mahi around the revision of section 4.7 will be incorporated into the revised guidelines.	Hadley Brown	
2.3	Present the reviewed and updated Unitec Scholarly Communication Guidelines to the committee's July meeting for approval.	Arun Deo	
4.1	Invite Irene Lee, Finance Administration Manager, to a future meeting to give an update on the review of Finance's contracting procedures.	Hadley Brown	
6.2	Develop a framework within which committee members can provide feedback on any aspect of the committee's operation and processes confidentially and outside of the live meeting.	Hadley Brown / Brenda Massey	

MATTERS ARISING

Agenda Item(s)	Action	Responsible	Outcome
2.1	Work with the HoS to recruit a new committee representative from the School of Building Construction.	Hadley Brown	Complete. The new representative is A/P Linda Kestle.
2.3	Liaise with Nora Md Amin and Arun Deo to check on progress towards updating the Unitec Scholarly Communication Guidelines and to ensure that Hinewai Reihana-White's extensive mahi around the revision of section 4.7 will be incorporated into the revised guidelines.	Hadley Brown	Complete.
2.3	Present the reviewed and updated Unitec Scholarly Communication Guidelines to the committee's July meeting for approval.	Arun Deo	In progress. Hinewai Reihana-White has asked for some extra time on the document involving consultation with the Research Ethics Committee. Consequently, the final document will be presented to the committee's August meeting.
4.1	Invite Irene Lee, Finance Administration Manager, to a future meeting to give an update on the review of Finance's contracting procedures.	Hadley Brown	Complete. Finance responded as follows: "Thanks for your invite, but unfortunately this project has been put on the back burner, and we do not have an update on this as yet, it is still a WIP. Furthermore, there have been many other pressing matters to deal with this year, especially with two resignations in the team. When we have decided to pick this up again, you will certainly be the first to know. Thanks for your patience".
6.2	Develop a framework within which committee members can provide feedback on any aspect of the committee's operation and processes confidentially and outside of the live meeting.	Hadley Brown / Brenda Massey	In progress

Unitec New Zealand Limited

Meeting of Unitec Research Committee

Date of Meeting: 10 July 2025

Title	Request to appoint a Unitec Honorary Research Fellow – Dr Melissa Vera
Provided by:	Ngā Wai a Te Tūi, Māori & Indigenous Research Centre
Authored by:	A/P Byron Rangiwai
For:	APPROVAL

Tēnā koutou e te Komiti Rangahau,

With the support and endorsement of Associate Professor Deborah Heke, I am pleased to submit this memorandum in formal support of the appointment of Dr Melissa Renée Vera (*Goi'pa Lackdaaw, Sun on the Frost, Tsm'syen/Yaqui First Nations*), PhD RN as an Honorary Research Fellow within Ngā Wai a Te Tūi: Māori and Indigenous Research Centre.

Dr Vera is currently an Assistant Professor in both the College of Nursing and the Elson S. Floyd College of Medicine at Washington State University. Her interdisciplinary research spans Indigenous planetary health, climate justice, adolescent HIV prevention, and Indigenous food sovereignty. She is a named Co-Investigator on *Whakarongo, Titiro, Korikori Kōrero ki Ngā Wāhine: Exploring Embodied and Reciprocal Healing Relationships with our Natural Environments* (2023–2025), funded by Ngā Pae o te Māramatanga.

Although based in Seattle, Dr Vera travels regularly to Tāmaki Makaurau to attend hui, deliver invited presentations, and co-develop Indigenous-led research. Her formal affiliation with Ngā Wai a Te Tūi would further strengthen our collaborative capacity and support the pursuit of funding that advances Māori and global Indigenous knowledge systems.

In the context of Aotearoa's tertiary sector, where strategic investment in Māori research is urgently needed, Dr Vera offers rare and timely expertise. She has contributed to over \$11.9 million in successful and pending research projects (see attached CV). This record reflects not only her grant acquisition skill but her capacity to lead in complex, cross-institutional Indigenous research environments.

Dr Vera's academic excellence is widely recognised. Her honours include the Top Scholar Award, Sharma Fellowship, and Hester McLaws Fellowship (University of Washington); the 2021 Campus Sustainability Research Award; and designation as an Indigenous Leadership and Research Scholar by the Association on American Indian Affairs (2020–2023). She is also a Pride Foundation Scholar, PEO International Scholar, and member of Lambda Iota Tau, Sigma Theta Tau, and Phi Kappa Phi.

I commend Dr Vera to the Komiti without reservation and recommend her appointment as an Honorary Research Fellow.

Ngā manaakitanga



Associate Professor Byron Rangiwai PhD *AuckUT*, PhD *Otago*, MRSNZ, FBS
Ngā Wai a Te Tūi: Māori and Indigenous Research Centre

Curriculum Vitae: updated March 10, 2025**I. IDENTIFYING INFORMATION**

Name Melissa Renée Vera, PhD, RN
 Current Position Assistant Professor
 Current Affiliation Washington State University

Telephone 360-296-1572
 Email melissa.vera@wsu.edu

II. EDUCATION HISTORY**Colleges and Universities Attended**

2006 BA (English/Creative Writing), Seattle University, Seattle, WA
 2015 BS (Nursing), Boise State University, Boise, ID
 2023 PhD (Nursing Science), University of Washington, Seattle, WA

License and Certifications

2016-2020 Registered Nurse, Idaho/Compact #N-51717 (*expired*)
 2020-present Registered Nurse, Washington #RN61171542

III. EMPLOYMENT**Academic appointments**

2023-present Assistant Professor (Tenure-Track), Washington State University,
 College of Nursing and Elson S. Floyd College of Medicine, Seattle, WA
 2022-2023 Teaching Assistant, University of Washington, Seattle, WA
 2021-2023 Research Assistant, University of Washington, Seattle, WA
 2020-2023 Research Assistant, Washington State University, Seattle, WA
 2015-2018 Research Assistant and Editor to the Jody De Meyer Endowed
 Chair, Boise State University School of Nursing, Boise, ID
 2013-2015 Research Assistant, Boise State University School of Nursing,
 Boise, ID

Other appointments

2016-2019 Registered Nurse, Telemetry and Urology, St. Luke's Medical
 Center, Boise, ID
 2013-2014 Birth Doula Intern, Drawn From Love Doula Services, Boise, ID
 2012-2013 Medical Writing Intern, Healthwise, Boise, ID

IV. HONORS AND AWARDS

2002-2004 Dean's List, Seattle University
 2004-2006 President's List, Seattle University
 2006 Regent's Scholar, Academic Excellence, Seattle University
 2006 Champion Scholar, Academic Excellence, Seattle University
 2006 Costco Scholar, Minority Leadership, Seattle University
 2006-present Inducted Member, Lambda Iota Tau Literary Honor Society
 2013-2015 President's List, Boise State University
 2015 Pride Foundation Scholar, LGBTQ+ Leadership

2015	PEO International Scholar, Women's Leadership
2015-present	Inducted Member, Sigma Theta Tau International Honor Society for Nursing
2015-present	Inducted Member, Phi Kappa Phi Top Scholar Honor Society
2019-2021	Sharma Fellow, University of Washington
2019-2021	Hester McLaws Fellow, University of Washington
2019-2021	Top Scholar Award, University of Washington
2021	Campus Sustainability Research Award, The Association for the Advancement of Sustainability in Higher Education, Philadelphia, PA
2022	Hester McLaws Scholar, Doctoral Dissertation Scholarship, University of Washington. Seattle, WA
2020-2023	The Association on American Indian Affairs Scholar, Indigenous Leadership and Research

V. BIBLIOGRAPHY

Peer-reviewed original research (8 total, 0 in press, 1 submitted)

1. Redvers, N., Celidwen, Y., Schultz, C., Githaiga, C., Horn, O., **Vera, M.**, Perdrisat, M., Plume, L.M., Kobei, D., Kain, M.C., Poelina, A., Rojas, J.N., & Blondin, B. (2022). The determinants of planetary health: An Indigenous consensus perspective. *The Lancet Planetary Health*, 6(2), e156-e163. [https://doi.org/10.1016/S2542-5196\(21\)00354-5](https://doi.org/10.1016/S2542-5196(21)00354-5)
2. Hebert, L.E., **Vera, M.**, Sarche, M. (2023). Prenatal alcohol counseling among American Indian and Alaska Native women and non-Hispanic white women in the Pregnancy Risk Assessment Monitoring System. *Women's Health Issues*, 33(5). 515-523. <https://doi.org/10.1016/j.whi.2023.06.003>
3. **Vera, M.**, Bukusi, E., Achieng, P., Aketch, H., Araka, E., Baeten, J.M., Beima-Sofie, K., John-Stewart, G., Kohler, P.K., Mugambi, M.L., Nyerere, B., Odoyo, J., Omom, C., Omondi, C., Ortblad, K.F., Pintye, J. (2023). "Pharmacies are everywhere, and you can get it at any time": Experiences with pharmacy-based PrEP delivery among adolescent girls and young women in Kisumu, Kenya. *Journal of the International Association of Providers of AIDS Care*. 22. <https://doi.org/10.1177/23259582231215882>
4. Kohler, P.K., Larsen, A., Abuna, F., Owiti, G., Sila, J., Owens, T., Kemunto, V., Lagat, H., **Vera, M.**, Richardson, B.A., Wilson, K., Pintye, J., John-Stewart, G., Kinuthia, J. (2024). Patient actor training improves PrEP delivery for adolescent girls and young women in Kenya: A cluster randomized trial. *AIDS*. <https://doi.org/10.1097/QAD.0000000000003943>
5. Pollowitz, M., Allick, C., Campbell, K.B., Ellison, N.L., Perez-Aguilar, G., **Vera, M.**, Ramirez, V., Nadal, D., & Meisner, J. (2024). One Health, many perspectives: Exploring Indigenous and Western epistemologies. *CABI One Health*, 3(1). <https://doi.org/10.1079/cabionehealth.2024.0015>
6. **Vera, M.**, Aketch, H., Omom, C., Otieno, F., Owiti, G., Sila, J., Kinuthia, J., Beima-Sofie, K., Pintye, J., Kemunto, V., Akim, E., John-Stewart, G., Kohler, P. (2024). "I was given PrEP, but had no privacy": Mystery shopper perspectives of PrEP counseling for adolescent girls and young women in Kisumu County, Kenya. *PLOS One*, 19(8). <https://doi.org/10.1371/journal.pone.0309075>
7. **Vera, M.**, Sila, J., Richardson, B. A., Otieno, F., Owiti, G., Kemunto, V., Kinuthia, J., Beima-Sofie, K., Larsen, A., Dettinger, J.C., Pintye, J., John-Stewart, G., Kohler, P. (2025). Effect of improved provider communication and adherence to guidelines on PrEP initiation in Kisumu, Kenya. *JAIDS Journal of Acquired Immune Deficiency Syndromes*, 98(3). <https://doi.org/10.1097/QAI.0000000000003567>
8. Richards, C., **Vera, M.**, Dyer, A., Postma, J. (in review). Climate change and nursing research: A scoping review. *Environmental Research: Health*.

Peer-reviewed publications (other)

1. Redvers, N., Schultz, C., **Prince, M.V.**, Kain, M.C., Jones, R., Blondin, B. (2020). Indigenous perspectives on education for sustainable healthcare. *Medical Teacher*, 42(10), 1085-1090. <https://doi.org/10.1080/0142159X.2020.1791320>
2. Heke, D., **Vera, M.** (2024). Whakāria- a Māori approach to reflexive thematic analysis: Exploring the active identities of Māori women. *Sage Research Methods: Diversifying and Decolonizing Research*. <https://doi.org/10.4135/9781529681611>
3. Heke, D., **Vera, M.**, Bartlett, L.M. (2024). Korikori kōrero: Reflecting on the use of mobile methods as a way to balance power and establish rapport in kaupapa Māori research. *Sage Research Methods: Diversifying and Decolonizing Research*. <https://doi.org/10.4135/9781529689822>

Book chapters

1. **Vera, M.**, Godfrey, T., Kelley, M., McEwen, M. (*in press*). Cultural perspectives on whole health and wellbeing. In M.J. Kreitzer & M. Koithan (Eds.), *Integrative Nursing* (3rd Ed.). Oxford University Press.

Books

1. Reavy, K. (2016). *Inquiry and leadership: A resource for the DNP project*. Philadelphia, PA: F.A. Davis Company. (Content Editor and Contributing Writer)

Dissertation

1. **Vera, M.** (2023). *Enhancing health services to improve adolescent engagement in HIV prevention* (Publication No. 30312593) [Doctoral dissertation, University of Washington]. ProQuest Publishing.

Abstracts/Conferences

1. **Vera, M.**, & James, W. (2015, April 22-25). *Acupuncture and Labor Pain*. [Poster presentation]. Western Institute of Nursing 48th Annual Conference, Albuquerque, NM, United States.
2. Kohler, P.K., Kinuthia, J., Larsen, A., Abuna, F., Owiti, G., Sila, J., Owens, T., Kemunto, V., Lagat, H., **Vera, M.**, Richardson, B.A., Pintye, J., John-Stewart, G. (2022, February 12-16). *Randomized trial of patient actor training to improve PrEP services for AGYW in Kenya*. [Poster Presentation]. Conference on Retroviruses and Opportunistic Infections (CROI), Virtual.
3. **Vera, M.**, Pintye, J., Odoyo, J., Nyerere, B., Aketch, H., Omom. C., Ortblad K.F., Mugambi, M., Kohler, P., Baeten, J.M., Bukusi, E. (2022, Nov 7-9). *Experiences with pharmacy-based PrEP delivery among adolescent girls and young women seeking contraception in Kisumu, Kenya: A qualitative analysis*. [Poster presentation]. International Association of Providers of AIDS Care (IAPAC) Annual Adherence Conference, Washington, D.C., United States.
4. **Vera M.**, Sila J., Richardson B.A., Otieno F., Owiti G., Kemunto V., Beima-Sofie K., Larsen A., Pintye J., John-Stewart G., Kinuthia J., Kohler P. (2023, July 21-22). *Adolescent PrEP initiation at clinics participating in a randomized trial of a standardized client actor training intervention in Kisumu, Kenya*. [Poster presentation]. International Workshop on HIV and Pediatrics 2023. Brisbane, Australia.
5. **Vera M.**, Sila J., Richardson B.A., Otieno F., Owiti G., Kemunto V., Beima-Sofie K., Larsen A., Pintye J., John-Stewart G., Kinuthia J., Kohler P. (2023, July 23-26). *Adolescent PrEP initiation at clinics participating in a randomized trial of a standardized client actor training intervention in Kisumu, Kenya*. [Poster presentation]. International

- AIDS Society Conference on HIV Science 2023. Brisbane, Australia.
6. Heke, D., **Vera, M.** (2023, Nov 17). *Whakarongo, titiro, korikori kōrero ki ngāwāhine: Exploring embodied and reciprocal healing relationship with our natural environments*. [Podium presentation]. International Indigenous Climate Change Research Summit, Virtual.
 7. Heke, D., **Vera, M.**, Huxtable-Bennett, M., Bartlett, L. M. (2024, Nov 12-15). *Nga pou mareikura: Whakarongo, korikori korero ki nga wahine: Exploring embodied and reciprocal healing relationships*. [Podium presentation]. International Indigenous Research Conference. Auckland, Aotearoa New Zealand.
 8. Heke, D., **Vera, M.**, Huxtable-Bennett, M., Bartlett, L. M. (2025, Apr 28-May 2). *Nga pou mareikura: Whakarongo, korikori korero ki nga wahine: Exploring embodied and reciprocal healing relationships*. [Podium presentation]. International Network of Indigenous Health Knowledge and Development: Reclaiming Indigenous Ecologies of Love Conference. Temaya, New Mexico.

VI. INVITED PRESENTATIONS

National and Regional

1. **Vera, M.** (2020, April 21-22). *On Sacred Ground: Addressing and Understanding Indigenous Health* [Invited podium presentation]. University of Washington Ambulatory Care Conference, Seattle, WA, United States.
2. **Vera, M.** (2022, February 16). *The Determinants of Planetary Health: An Indigenous Perspective* [Invited podium presentation]. University of Washington Health Sciences Indigenous Speakers Series, Seattle, WA, United States.
3. **Vera, M.** (2023, April 28). *The Determinants of Planetary Health: An Indigenous Perspective* [Invited panelist]. Washington State University "Butterfield Upstream" Environmental Health Symposium, Seattle, WA, United States.
4. **Vera, M.** (2024, July 30). *The role of Land sovereignty in Indigenous and planetary health in the context of climate change*. [Invited discussant]. National Institute of Minority Health and Health Disparities (NIMHD) Climate Change, Health, and Justice: A Workshop on Community-Engaged Research to Promote Health Equity, Virtual.
5. **Vera, M.** (2024, Oct 24). *Being a good ancestor: Centering Indigenous voices and science for environmental equity and justice*. [Invited podium presentation]. Alliance of Nurses for Healthy Environments Research Forum, Virtual.
6. **Vera, M.** (2025, November 7). *The Determinants of Planetary Health: An Indigenous Perspective* [Invited podium presentation]. University of Wisconsin-Madison, Native Nations Nursing, Helpers, and Healers Summit, Madison, WI, United States.

International

1. **Vera, M.** (2023, Nov 12-15). *Planetary health for public health professionals: an Indigenous perspective*. [Invited podium presentation]. American Public Health Association Annual Meeting and Expo, Atlanta, GA, United States.
2. **Vera, M.** (2024, March 27). *The determinants of planetary health: An Indigenous perspective*. [Invited guest speaker]. Health Sciences Department, Auckland University of Technology, Auckland, Aotearoa New Zealand.
3. Heke, D., **Vera, M.**, Huxtable-Bennett, M., Bartlett, L. M. (2024, Sept 7). *Nga pou mareikura: Whakarongo, korikori korero ki nga wahine: Exploring embodied and reciprocal healing relationships*. [Invited guest speaker]. Auckland University of Technology. Auckland, Aotearoa New Zealand.

4. **Vera, M.** (2024, Dec 10-12). *The role of Indigenous nurses and health workers in climate change adaptation research*. [Invited panelist]. Indigenous Nursing Research for Health Equity Summit. Auckland, Aotearoa New Zealand.
5. **Vera, M.** (2024, Dec 10-12). *Indigenous Nursing Research Enhancement (INRE) fellowship: Progress report and lessons learned*. [Invited panelist]. Indigenous Nursing Research for Health Equity Summit. Auckland, Aotearoa New Zealand.

VII. GRANT FUNDING

Funded and Pending

Year Submitted	Title	Role	Funder	Amount	Funding Period	Status
2025	Researching the Use of Animated Media to Support Alaska Native Children's Climate Understanding and Environmental Connectedness	PI	National Science Foundation	\$2 million	2025-2028	<i>Pending</i>
2023	Indigenous Nursing Enhancement Fellowship: Food Sovereignty in Southeast Alaska Tribal Nations	Junior Faculty Trainee	University of Texas at Austin	\$17,000	2023-2025	Underway
2023	Resource Center for Minority Aging Research (RCMAR) VI Program Fellowship: Food Sovereignty in Southeast Alaska Tribal Nations	Junior Faculty Trainee	National Institute on Aging	\$50,000	2023-2025	Underway
2023	Whakarongo, Titiro, Korikori Kōrero Ki Ngā Wāhine: Exploring Embodied and Reciprocal Healing Relationship with our Natural Environments	Co-I	Ngā Pae o te Māramatanga Māori Centre of Research Excellence, New Zealand Tertiary Education Commission, and University of Auckland	\$60,000	2023-2025	Underway

2023	Training and Resources for Indian Health Services on Alzheimer's and Dementia (TRIAD) Program	RN Educational Lead/Mentor	Indian Health Services	\$9.6 million	2024-2029	Completed
2023	Food Innovations and Food Sovereignty Lab	PI	National Congress of American Indians	\$200, 000	2024	Completed
2022	Junior Trainee Support Program	PhD Student Trainee	University of Washington and Fred Hutch Center for AIDS Research	\$3,000	2022	Completed

Grants Submitted and Not Funded

Year Submitted	Title	Role	Funder	Amount	Funding Period
2024	Te Kupenga Mārika: Indigenous Women's Wellbeing Network	Co-PI	The Royal Society, New Zealand	\$80,000	2024-2026
2024	Planetary Health and Indigenous Women's Resistances: Resistance as Revitalization and Healing	PI	First Nations Development Institute	\$75,000	2025-2027
2023	Planetary Health and Indigenous Women's Resistances: Resistance as Revitalization and Healing	PI	Burroughs Wellcome Fund	\$50,000	2024

Grants Under Development

Year to be Submitted	Title	Role	Funder	Amount	Funding Period
October 2025	Regenerative Agriculture and the Holistic Health of Smallholder Farmers in the U.S.	PI	National Institutes of Mental Health (K01 Career Development Award)	~\$750,000	2026-2031

VIII. CLINICAL TRIALS

None

IX. PATENTS

None

X. EDITORIAL SERVICE**a. Peer-review**

2025 Scientific Reports

XI. SERVICE AS GRANT REVIEWER

2025 Translational Community Partnership Award Program, Seattle
Children's Research Institute, Seattle, WA

XII. UNIVERSITY ADMINISTRATIVE SERVICE**Advising**

2024 Advisor, Molly Parker, Nursing Science PhD, Washington State University

2024 Advisor, Ebony Komene, New Zealand Family Practice DNP, Fulbright applicant

2023-2024 Supervisor, Patricia Hirschberg-Sines, Global Health Nursing Certificate DNP
Graduate Student, University of Washington, Seattle, WA

2024-present Committee Member, Lynn Anne Griffith, Nursing Science PhD,
Washington State University

Committee Membership

2023-present Member, Justice, Equity, Diversity, and Inclusion (JEDI) Committee, College of
Medicine, Washington State University

2024-present Chair, Health Policy Advisory Committee, College of Nursing, Washington State
University

XIII. SERVICE TO PROFESSIONAL ORGANIZATIONS

None

XIV. TEACHING**Clinical**

2017 Instructor, Medical Assistant's Skills Workshop, St. Luke's Medical
Center, Boise, ID

2017-2019 Mentor and Preceptor, Nurse Ahead Residency, St. Luke's Medical
Center, Boise, ID

2021-2023 Consultant for DNP Student Capstone projects, University of
Washington, Seattle, WA

2024 Instructor, Interprofessional Education, Health Sciences, Washington
State University

Courses

2023-2024 *NURS 306 Prof Dev I: Contexts of Care*. College of Nursing Undergraduate
Program, Washington State University

2024-2025	<i>NURS 306 Prof Dev I: Contexts of Care</i> . College of Nursing Undergraduate Program, Washington State University
2025-2026	<i>NURS 505: Analytical Foundations for Practice Inquiry</i> . College of Nursing DNP Graduate Program, Washington State University.

Guest lecture

1. Vera, M. (2016, May 26). *My First Year as a New Graduate Nurse* [Guest Lecture]. School of Nursing Undergraduate Program, Boise State University, Boise, ID, United States.
2. Vera, M. (2017, February 17). *Experiences as an Undergraduate Research Assistant*. [Guest Lecture]. School of Nursing Undergraduate Program, Robert Morris University, Pittsburgh, PA, United States.
3. Vera, M. (2021, January 28). *On Sacred Ground: Addressing and Understanding Indigenous Health* [Guest Lecture]. School of Nursing Graduate Program, University of Washington, Seattle, WA, United States.
4. Vera, M. (2021, March 29). *Becoming a Qualitative Researcher: A Study Among the Sioux First Nations as a PhD Student* [Guest Lecture]. Department of Global Health Graduate Program, University of Washington, Seattle, WA, United States.
5. Vera, M. (2022, February 3). *On Sacred Ground: Addressing and Understanding Indigenous Health* [Guest Lecture]. School of Nursing Graduate Program, University of Washington, Seattle, WA, United States.
6. Vera, M. (2022, February 24). *Indigenous Methodologies and Research Writing* [Guest Lecture]. School of Nursing Graduate Program, University of Washington, Seattle, WA, United States.
7. Vera, M. (2022, April 4). *Becoming a Qualitative Researcher: A Study Among the Sioux First Nations as a PhD Student* [Guest Lecture]. Department of Global Health Graduate Program, University of Washington, Seattle, WA, United States.
8. Vera, M. (2023, February 2). *On Sacred Ground: Addressing and Understanding Indigenous Health* [Guest Lecture]. School of Nursing Graduate Program, University of Washington, Seattle, WA, United States.
9. Vera, M. (2023, November 27). *Indigenous Philosophies and Epistemologies and the Meaning of Science*. [Guest Lecture]. School of Nursing Graduate Program, University of Washington, Seattle, WA, United States.
10. Vera, M. (2024, February 8). *Indigenous Qualitative Methods and Analyses*. [Guest Lecture]. Department of Global Health Graduate Program, University of Washington, Seattle, WA, United States.
11. Vera, M. (2024, March 28). *Social Determinants of Health and Indigeneity* [Guest Lecture]. Health Sciences Undergraduate Program, Auckland University of Technology, Auckland, Aotearoa New Zealand.
12. Vera, M. (2024, October 21). *Indigenous Epistemologies and Indigenous Science in Post-Colonial Realities*. [Guest Lecture]. School of Nursing Graduate Program, University of Washington, Seattle, WA, United States.
13. Vera, M. (2024, November 4). *Critical Race Theory in Practice to Advance Health Equity*. [Guest Lecture]. College of Nursing Graduate Program, Washington State University, Seattle, WA, United States.
14. Vera, M. (2025, Feb 13). *Indigenous qualitative methods and analyses*. [Guest Lecture]. Department of Global Health Graduate Program, University of Washington, Seattle, WA, United States.
15. Vera, M. (2025, Feb 21). *Social determinants of health: Indigenous populations as exemplar*. [Guest Lecture]. College of Nursing Undergraduate Program, Washington State University, Spokane, WA, United States.

XV. PROFESSIONAL MEMBERSHIPS/LEADERSHIP

2014	Organizer, Meningitis Vaccine Clinic, Boise State University
2015-2020	Member, National Alaska Native American Indian Nurses Association
2017-2019	Co-President, Shared Governance Council, St. Luke's Medical Center, Boise, ID
2019-2023	Student Representative, PhD Coordinating Committee, University of Washington, Seattle, WA
2021-2023	Member, Graduate Student Nursing Association
2021-2022	Co-Organizer, Health Sciences Common Book events, <i>Braiding Sweetgrass</i> by Robin Wall Kimmerer, University of Washington, Seattle, WA
2021-2023	Leadership Council Student Representative, American Association of Colleges of Nursing, Washington, D.C.
2021	Chat Leader, Nursing PhD Education, Health Professions Week, American Association of Colleges of Nursing, Washington, D.C.
2022	Group Facilitator, 2022 Bodemer Interprofessional Ethics Lab: Indigenous Health Ethics, University of Washington, Seattle, WA
2022	Co-Organizer/Opening Speaker, 2022 Graduate Nursing Student Academy Conference, Washington, D.C.
2023-	Member, Planetary Health Alliance, Johns Hopkins, Baltimore, MD
2024-	Member, Alliance of Nurses for Healthy Environments (ANHE), Mount Rainier, MD
2024	Facilitator, Interprofessional Education (IPE), Microaggressions, Washington State University, virtual

Unitec New Zealand Limited

Meeting of URC – Te Komiti Rangahau o Unitec | Unitec Research Committee

Date of Meeting: 2025-07-10

Title	2025 Research Productivity Traffic Light (RPTL) Report
Provided by:	Hadley Brown, Acting Director, Tūāpapa Rangahau
Authored by:	Arun Deo
For:	INFORMATION

Recommendation

That the committee receive the 2025 Research Productivity Traffic Light (RPTL) Report and inform its members about the 2025 RPTL results.

Purpose

It is a New Zealand Qualifications Authority (NZQA) requirement under Section 454 (3)(a) of the Education and Training Act 2020, degree programmes must be “taught mainly by people engaged in research.”

The benefit of this is to observe the research engagement of staff teaching and/or supervising in degree programmes at School, programme and individual staff level and to provide research support or allocate research resources, where needed, based on this data.

Key Points

The RPTL report communicates the outcome of a consistent, rigorous and trackable audit, based on published criteria for what designates the inclusion of a staff member and what constitutes a verified research output that meets the regulated national standard, archived in the Research Output Management System that Unitec utilises. The pride with which the outcome in the 2025 RPTL is announced by the teams listed below needs no justification, given the disruption in the organization and the sector, over the fourteen years that this audit has occurred.

Information/Background

To comply with a NZQA requirement and monitor the integration of research activity into degree program teaching and supervision, the Te Komiti Mātauranga - Academic Committee approved the use of the Research Productivity Traffic Light (RPTL). Introduced in 2012, the RPTL Report has been












presented annually since, enabling the reporting of trends, and forecasting in Unitec's degree programs' research activity due to its longitudinal nature.

To ensure compliance with NZQA, the Te Komiti Mātauranga (Academic Committee) has approved the use of the Research Productivity Traffic Light (RPTL) Report to monitor the extent to which degree teaching and supervision are underpinned by research activity. Introduced in 2012, the RPTL Report has been presented annually since, enabling the reporting of trends, and forecasting in Unitec's degree programs' research activity due to its longitudinal nature.

The attached report summarises the 2025 RPTL results for Unitec's degree programmes.

RPTL Terms of Reference and Methodology

Key terms and methodology approved by Te Komiti Mātauranga - Academic Committee include:

- »  **Inclusion criteria:** Permanent or part-time staff with an FTE of at least 0.2, or staff on contracts of 12 months or more with an FTE of at least 0.2, who significantly teach and/or supervise degree-level courses in Semester One 2025.
- »  **Exclusion:** Staff returning from maternity leave are excluded from RPTL for one year. Staff returning from extended sick leave may opt to exclude themselves from RPTL for the year following the sickness. Extended sick leave is defined as medical leave lasting three months or more.
- »  **Definition of 'research active':** Staff must produce at least two eligible research outputs, verified in ROMS (Unitec's Research Output Management System), within the past two years. Part-time staff (FTE ≤ 0.5) require at least one output from the previous two audited years.
- »  **Reporting period:** The 2025 report is based on staff research activity recorded in ROMS for 2023 and 2024.
- »  **Traffic Lights:** Programmes are categorized based on the proportion of research-active academic staff involved in teaching or supervision.
 -  **Green –  Meeting Standard**
≥ 75% of staff have met the required number of research outputs.
 -  **Amber –  Marginal Performance**
50–74% of staff have met the output requirement.
 -  **Red –  Below Standard**
< 50% of staff have met the output requirement.

Research activity is determined by the number of verified research outputs recorded in the ROMS database.

Contributors

- » Arun Deo – Research Advisor, Tūāpapa Rangahau.
- » Hadley Brown, Acting Director, Tūāpapa Rangahau
- » Heads of Schools
- » Research Leaders

Attachments

Please refer to the attachment: 2025 Research Productivity Traffic Light (RPTL) Report.pdf.

2025 Research Productivity Traffic Light (RPTL) Report

Background





As per New Zealand Qualifications Authority requirements under Section 454 (3)(a) of the Education and Training Act 2020, degree programmes must be “taught mainly by people engaged in research.” To ensure compliance, the Te Komiti Mātauranga (Academic Committee) has approved the use of the Research Productivity Traffic Light (RPTL) Report to monitor the extent to which degree teaching and supervision are underpinned by research activity. Introduced in 2012, the RPTL Report has been presented annually since, enabling the reporting of trends, and forecasting in Unitec’s degree programs’ research activity due to its longitudinal nature.

The Unitec Research Strategy 2020-2024 aims for all degree-level programs to achieve and maintain a "green lit" rating from 2021.

This document provides a summary of RPTL results for Unitec’s degree programs up to 2025 within the dynamic landscape of the tertiary education sector, marked by consistent disruption over the past 14 years of RPTL reporting.

RPTL Terms of Reference and Methodology

Key terms and methodology approved by Te Komiti Mātauranga - Academic Committee include:

- »  **Inclusion criteria:** Permanent or part-time staff with an FTE of at least 0.2, or staff on contracts of 12 months or more with an FTE of at least 0.2, who significantly teach and/or supervise degree-level courses in Semester One 2025.
- »  **Exclusion:** Staff returning from maternity leave are excluded from RPTL for one year. Staff returning from extended sick leave may opt to exclude themselves from RPTL for the year following the sickness. Extended sick leave is defined as medical leave lasting three months or more.
- »  **Definition of 'research active':** Staff must produce at least two eligible research outputs, verified in ROMS (Unitec’s Research Output Management System), within the past two years. Part-time staff (FTE ≤ 0.5) require at least one output from the previous two audited years.
- »  **Reporting period:** The 2025 report is based on staff research activity recorded in ROMS for 2023 and 2024.

The RPTL analysis uses a traffic light colour system to represent levels of research activity in each degree programme. Programmes are categorized based on the **proportion of research-active academic staff involved in teaching or supervision**. Research activity is determined by the number of verified research outputs recorded in the ROMS database.



Green indicates meeting the required standard, with at least 75% of staff producing the necessary number of outputs over the two-year review period.



Amber signifies marginal performance, with 50-74% of staff meeting the output requirements.



Red denotes performance below the standard, with fewer than 50% of staff achieving the necessary outputs.

The 2025 Research Productivity Traffic Light (RPTL) Results

As of Semester One 2025, Unitec offered a total of thirty-three degree programmes across eight academic schools. These comprised 17 bachelor's degrees, five postgraduate certificates and diplomas, ten master's degrees, and one doctoral degree. These programmes were the focus of the annual RPTL audit in 2025.

Staff Research Productivity Overview

A total of 195 academic staff, equivalent to 178.3 full-time equivalents (FTE), were involved in delivering these programmes. Of the academic staff involved, 83% (161 individuals) met the criteria for research-active status, having produced at least two eligible research outputs over the past two years. An additional 7% (14 staff) were classified as partially research active, with one eligible output during the same period. The remaining 10% (20 staff) had not produced any eligible research outputs, highlighting a need for targeted capability-building initiatives, including mentorship and professional development support.

Programme Research Productivity Overview

In 2025, Unitec continued to build on the momentum established since the implementation of the Traffic Light Report in 2012 (refer to Table 1 and Figure 1). Despite ongoing challenges, the institution achieved notable progress. The proportion of green-lit programmes increased from 88% in 2024 to an impressive 94% in 2025, reflecting a sustained commitment to research activity in degree teaching and supervision.

The number of active degree programmes increased from 32 in 2024 to 33 in 2025, following the introduction of the Bachelor of Accounting. This programme, along with the Master of Applied Science, is delivered as part of a networked delivery model across Te Pūkenga; the reported data reflects only Unitec staff involved in teaching these programmes.

Programme Status	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Count of green-lit programmes	9	10	14	19	21	28	27	33	28	31	27	26	28	31
Count of amber-lit programmes	7	8	9	12	16	8	5	7	3	0	2	4	4	2
Count of red-lit programmes	11	9	7	4	3	5	8	2	3	0	0	0	0	0
Total	27	27	30	35	40	41	40	42	34	31	29	30	32	33
Programme Status	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Percentage of green-lit programmes	33%	37%	47%	54%	53%	68%	68%	79%	82%	100%	93%	87%	88%	94%
Percentage of amber-lit programmes	26%	30%	30%	34%	40%	20%	13%	17%	9%	0%	7%	13%	12%	6%
Percentage of red-lit programmes	41%	33%	23%	11%	8%	12%	20%	5%	9%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Table 1: Total number and percentage of green, amber and red lit degree programmes 2012-2025

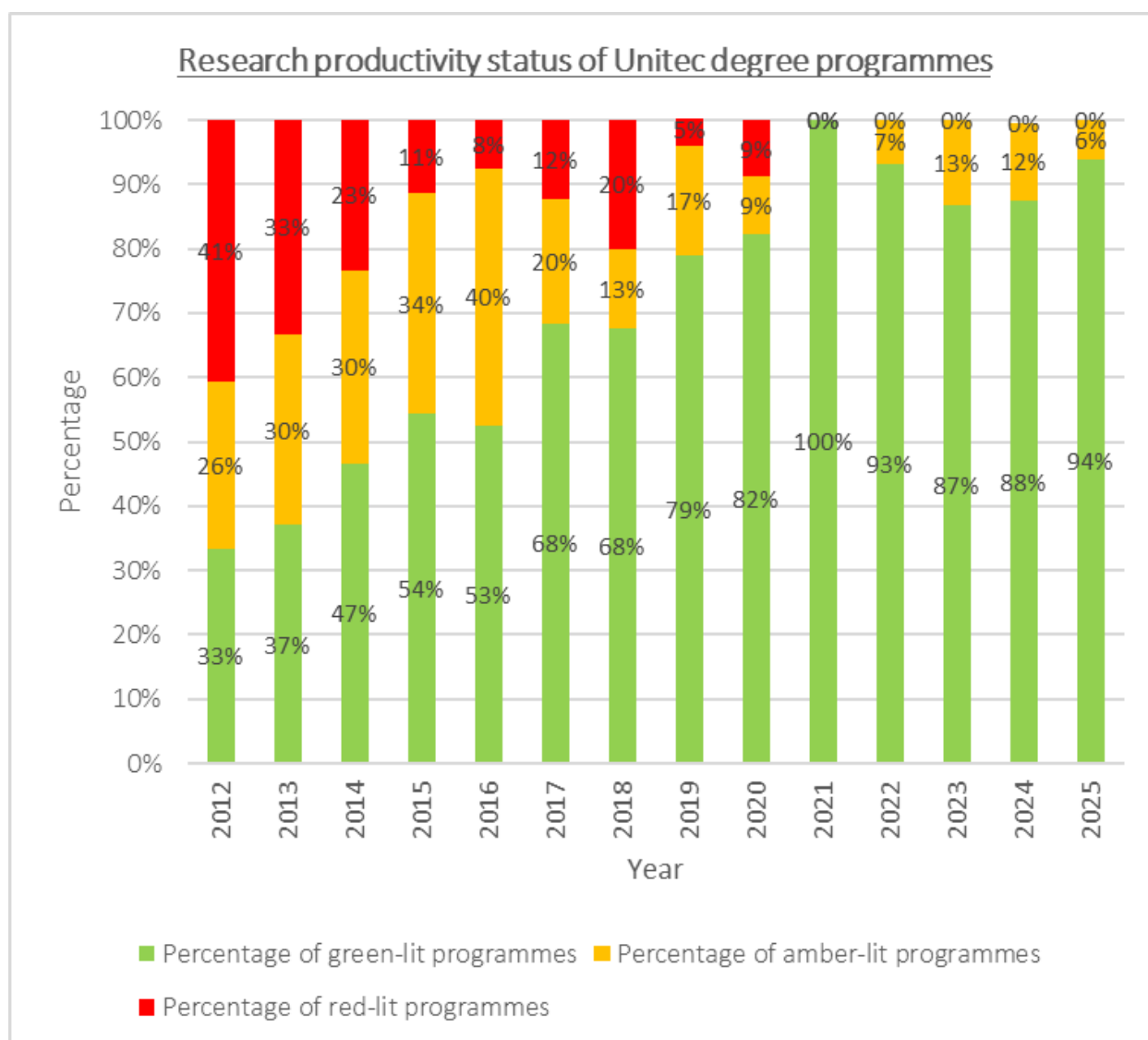


Figure 1: Total number of green, amber and red lit degree programmes 2012-2025

Table 2 below shows the RPTL results for the individual programmes. The column “Percentage point change from 2024” shows the progress the programmes made since last year.

School	Programme	Count of Staff Teaching in Degree Programmes in 2025	Count Green Lit Staff	Count of Amber Lit Staff	Count of Red Lit Staff	RPTL Status in 2025 (Based on 2023/2024 Research Activity)	Percent age Point Change from 2024	RPTL Status in 2024 (Based on 2022/2023 Research Activity)	RPTL Status in 2023 (Based on 2021/2022 Research Activity)	RPTL Status in 2022 (Based on 2020/2021 Research Activity)
School of Applied Business	Bachelor of Accounting (Te Pūkenga)	12	11	1	0	92%	92%	79%	71%	100%
	Bachelor of Business	18	17	0	1	94%	15%	79%	71%	100%
	Master of Applied Business	17	15	1	1	88%	10%	78%	71%	100%
	Master of Professional Accounting	10	8	1	1	80%	-20%	100%	100%	100%
	Postgraduate Diploma in Applied Business	12	10	1	1	83%	14%	69%	71%	100%
School of Architecture	Bachelor of Architectural Studies	23	21	1	1	91%	6%	85%	95%	90%
	Bachelor of Landscape Architecture	6	5	1	0	83%	-4%	88%	86%	75%
	Master of Architecture (by Project)	4	4	0	0	100%	0%	100%	100%	100%
	Master of Architecture (Professional)	21	21	0	0	100%	0%	100%	100%	100%
	Master of Landscape Architecture	3	3	0	0	100%	0%	100%	100%	100%
School of Building Construction	Bachelor of Construction	10	8	1	1	80%	-10%	90%	75%	80%
	Bachelor of Engineering Technology	17	13	2	2	76%	-6%	82%	75%	71%
School of Community Studies	Bachelor of Teaching (ECE)	10	8	1	1	80%	0%	80%	78%	78%
School of Computing, Electrical & Applied Techno	Bachelor of Applied Technology	6	3	2	1	50%	-10%	60%	100%	83%
	Bachelor of Computing Systems	14	11	1	2	79%	-7%	86%	92%	79%
	Bachelor of Engineering Technology	17	13	2	2	76%	-6%	82%	75%	71%
	Doctor of Computing (Teach Out)	4	4	0	0	100%	0%	100%	100%	75%
	Master of Applied Technology	10	8	1	1	80%	-10%	90%	100%	
	Master of Computing	7	6	1	0	86%	-14%	100%	100%	86%
	Postgraduate Diploma in Applied Technology	10	8	1	1	80%	-10%	90%	100%	
	Postgraduate Diploma in Computing	8	7	1	0	88%	-13%	100%	100%	88%
School of Creative Industries	Bachelor of Creative Enterprise (Teach Out)	3	3	0	0	100%	0%	100%	100%	100%
	Bachelor of Design and Contemporary Arts	10	10	0	0	100%	0%	100%	100%	100%
	Bachelor of Performing and Screen Arts	15	13	1	1	87%	-13%	100%	92%	91%
	Master of Creative Practice	12	11	1	0	92%	-8%	100%	100%	100%
	Postgraduate Diploma in Creative Practice	12	11	1	0	92%	-8%	100%	100%	100%
School of Environmental & Animal Sciences	Bachelor of Applied Science (Natural Sciences)	13	12	1	0	92%	-1%	94%	82%	82%
	Bachelor of Veterinary Nursing	15	9	2	4	60%	-2%	62%	60%	75%
	Masters of Applied Science (Te Pūkenga)	10	10	0	0	100%	0%	100%		
School of Healthcare & Social Practice	Bachelor of Health Science (Medical Imaging)	7	7	0	0	100%	0%	100%	100%	100%
	Bachelor of Nursing	14	12	0	2	86%	0%	86%	81%	75%
	Bachelor of Social Practice	8	7	0	1	88%	25%	63%	90%	100%
	Master of Applied Practice (Social Practice)	5	5	0	0	100%	0%	100%	100%	100%
	Postgraduate Certificate in Applied Practice (Social Practice)	2	2	0	0	100%	0%	100%		







Table 2. The Traffic Light scores for all Unitec degree programmes 2020 to 2025

Conclusion




Despite challenges such as the Te Pūkenga restructure, post-COVID impacts, and the loss of experienced research staff, Unitec has consistently maintained the green-lit status of its degree programmes since 2012, with notable gains in 2025. Sustaining this progress requires research planning at both individual and school levels to remain adaptive, responsive, and well-integrated into academic management. Continued success will rely on strategic collaboration among Tūāpapa Rangahau's Research Partners, Research Leaders, and Heads of Schools. Priorities include developing inactive, new and early-career researchers, aligning research with institutional goals, and enhancing cross-school collaboration. These actions are vital to ensuring long-term research excellence and institutional resilience.

Executive Summary






Programme Scope


-  **Eight** Academic Schools contributed to the delivery of degree programmes. Two additional schools (School of Bridgepoint and School of Trades & Services) were not included in this analysis, as they focus solely on sub-degree (certificate and diploma) offerings.
 -  Total Degree Programmes included in 2025 RPTL: **33**.
 -  17 Bachelor's Degrees,
 -  10 Master's Degrees,
 -  5 Postgraduate Certificates & Diplomas,
 -  1 Doctorate Degree.
-

Academic Staffing

-  195 academic staff involved.
-  178.3 full-time equivalent (FTE).
-  Teaching at degree level audited for research engagement compliance.




Staff Research Engagement Summary

Research Classification	 Staff Count	 Percentage
 Research Active	161	83%
 Partially Active	14	7%
 Not Research Active	20	10%

 **Concern:** 10% of staff involved in degree teaching have not produced eligible research outputs in the past two years, reflecting a need for targeted capability-building, mentorship, and ongoing support.

Programme Status Overview

- 94% (31 out of 33) of programmes are green-lit

-  **Green-lit:** 31 programmes
-  **Amber-lit:** 2 programmes
-  **Red-lit:** 0 programmes

Staff Performance Highlights – green-lit programmes

- 29 programmes have **80% or more staff** at green-lit status.
- 2 programmes have between **75% to 80%** at green-lit status
- 10 programmes boast **100% of staff** meeting the green-lit benchmark
- All of these are **well above** the institutional benchmark of **75%**

Key Influences on Programme Ratings



- Programmes with lower green-lit rates were affected by the onboarding of:
 - Newly appointed staff
 - Staff transitioning from research-inactive roles
 - Recent graduates or early-career academics.




Amber-Lit Programmes

1. **Bachelor of Applied Technology**
 - Affected by **small teaching cohorts**.
 - Minor numerical changes significantly influence metrics.
2. **Bachelor of Veterinary Nursing**
 - High proportion of staff:
 - New to academia
 - With limited research history
 - Recently graduated
 - With targeted **capability-building, mentorship, and ongoing support**, this programme is expected to transition to green-lit status in the near future.

Strategic Recommendations & Actions for Continued Success

Current RPTL data shows a strong research compliance rate of 94%, reflecting a 6% gap from full compliance. To sustain this high performance and advance toward 100% compliance, Unitec is well positioned to continue its existing research strategies and implement further targeted actions:

-  **Foster Strategic Collaboration:** Strengthen partnerships among **Tūāpapa Rangahau's Research Partners, Research Leaders, and Heads of Schools**.
-  **Develop Inactive and New & Early-Career Researchers:** Prioritize mentoring, funding, and development opportunities for emerging talent.

-  **Align Research with Institutional Goals:** Ensure research themes and projects contribute directly to the university's strategic direction.
 -  **Enhance Cross-School Collaboration:** Promote interdisciplinary research through shared initiatives and joint projects.
 -  **Build Institutional Resilience:** Embed sustainable research practices to support long-term excellence and adaptability.
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Te Komiti Rangahau o Unitec | Unitec Research Committee Self-Assessment

Purpose: NZQA requires the Committees of Unitec's Academic Board to provide evidence of self-assessment.

Te Komiti Rangahau o Unitec Self-Assessment Provocations

- Can we improve the way the committee is run?
- Is time well managed?
- Are issues under discussion well-handled and resolved?
- Are the agenda and minutes well handled?
- Are the perspectives of committee members respected and heard?
- Are actions completed and accounted for?
- Were there matters raised and dealt with in the meeting that were particularly helpful or unhelpful?
- Does the committee oversee and ensure compliance within its mandate?
- Does the committee show foresight and proactively engage in continuous improvement?
- Does the committee review and improve the relevant policies, guidelines and regulations?