

21 May 2020

Tēnā koe Professor Dawn Freshwater,

We welcome the opportunity to contribute to your current Values Clarification Exercise by sharing our values as the University of Auckland Tertiary Education Union (TEU) Branch Committee. Our Union joins with our University in actively acknowledging Te Tiriti o Waitangi as the foundation of our society, and our values fit with our national Union's Te Koeke Tiriti. Inspired by the lyrics of our TEU waiata, these values hold deep meaning for us, form the foundation of our Branch, and inform our priorities and programme of work. They also reflect the vision and voices of our members, expressed in forums and surveys over the recent past and in our collective bargaining claims.

Tū kotahi, tū kaha Stand as one, stand strong

We value unity, collective action, and whanaungatanga. We prize community, connection, and collaboration in the workplace over competitive careerism.

- Our union brings together academic and professional staff, permanent and fixed-term staff, full-time and casual staff, and recognises the value of everyone's contribution to the successful functioning of the University.
- We believe all employees at the University deserve to be and should feel valued and respected as people and as workers by their colleagues, managers, and leadership.
- We are committed to fair working conditions and pay, have worked to achieve the living wage, and continue to campaign for fair pay and pay structure for professional staff.
- We seek a renewed trust and honest engagement with the University leadership and commit to building this relationship on a basis of mutual respect.

Ngā piki, ngā heke In joy, in sorrow

We value compassion, manaakitanga, and social justice. We prioritise health, safety, and wellbeing to confront the negative physical and mental impact of rising workloads, productivity drivers, and bullying.

- Our union sees the wellbeing and whaioranga of staff, students, and future generations as the fundamental starting point for all of the activities of the University: teaching, learning, research, and operations.
- We have long sought fair, sustainable, and transparent workloads to ensure wellbeing for all staff and anticipate progress through the **Workload and Wellbeing Working Party** approved in our recent round of bargaining. To that end, we believe that findings from a current UoA-based research project into workplace wellbeing will advance this work.
- We believe the University environment must be one where all staff have the support and safety that allow them to flourish, and that we all play a role, individually and collectively, in achieving that aim.
- We are committed to caring for our natural environment, fostering ahikā, and making the University environmentally sustainable.

Awahi atu, awahi mai Assistance given, support received

We value reciprocity, collegiality, and relationships. We know that none of us work or achieve as individuals in isolation but as contributors to and supported by the University community as a whole.

- Our union recognises that reciprocity and collegiality are fundamental to healthy, equitable relationships at the University with colleagues, managers, and leadership.
- We engage fully with University processes around consultation, responding with submissions based on our expertise, experience, and obligations under Te Tiriti, as well as anticipating and identifying issues that need addressing, such as gender harassment.
- We believe reciprocity is at the heart of teaching and learning and that ako should inform our interactions and relationships with students.
- We are committed to providing opportunities for quality public tertiary education for all, fostering intergenerational reciprocity at the University and in Aotearoa.

Tātou, tātou e Everyone together

We value our shared purpose and service to the public good as the largest, leading university in Aotearoa New Zealand. We take seriously the need for educational structures to realise tino rangatiratanga, as well as our role as ‘critic and conscience of society’ as stated in the Education Act (1989).

- Our union calls for broad, inclusive participation of staff and students in the goal-setting, strategizing, and decision-making of the University.
- We appreciate that the University’s Leadership Framework has moved away from a top-down, managerial approach to distributed leadership. But we urge the inclusion of a capability on leadership for workplace wellbeing, as well as the full implementation and practice of this framework throughout the University.
- We believe in communication and transparency to build trust, with leadership keeping staff fully informed of shared problems and developing solutions.
- We seek new policies and processes for change management and for our rights and role in the consultation process. As a research-led University, proposals for change, especially reviews and restructures and in teaching and learning, should adhere to high scholarly standards. They should be benchmarked against comprehensive—not ‘cherry-picked’—research findings, be logically argued, and provide evidence for their conclusions. We anticipate progress through the **Pre-Consultation Working Party** approved in our recent round of bargaining.

We look forward to working together with you to restore a positive environment for teaching, learning, research, and operations based on our shared values at the UoA.

Nāku iti noa, nā, Jennifer Frost and Liam Williams, on behalf of the University of Auckland TEU Branch Committee