

**The University of Waikato  
Te Whare Wānanga o Waikato**

**POSITION DESCRIPTION**

**Associate Professor in Māori Health  
Division of Health**

**Vision**

We will

- deliver a world-class education and research portfolio
- provide a full and dynamic university experience which is distinctive in character
- pursue strong international linkages to advance knowledge

The over-arching themes of this *Vision* are:

- Excellence
- Distinctiveness
- International Connectedness

**Values**

Ko te mana o Te Whare Wānanga o Waikato ka herea ki tō tātou:

- Tu ngātahi me te Māori
- Mahi pono
- Whakanui i ngā huarahi hou
- Whakarewa i te hiringa i te mahara

The University of Waikato places a high value on:

- Partnership with Māori
- Acting with integrity
- Celebrating diversity
- Promoting creativity

**1. GENERAL**

The Division of Health undertakes research and teaching to achieve better, fairer health outcomes in Aotearoa. Currently, it offers teaching and research in the areas of Biomedical Science, Health Promotion, Healthy Active Living, Human Performance Science, Nursing, and Sport Development and Coaching. In 2025, new graduate-entry programmes in Midwifery and Pharmacy will be offered for the first time. Future plans include establishing graduate-entry programmes in Medicine, Occupational Therapy and Physiotherapy. The Division of Health is committed to addressing health inequities and preventable diseases, with a particular focus on improving Māori and Pacific health outcomes.

## **2. POSITION PURPOSE**

Associate Professors provide academic leadership of the highest order through maintaining high standards of excellence in teaching, research, postgraduate supervision, administration and in the undertaking of professional/community/iwi service activities relevant to the profession or discipline. Associate Professors are expected to participate in academic policy-making as an integral part of their role. It is also expected that they will set appropriate standards of scholarship, and ensure that, through their influence, the University's policies are guided by a proper regard for the promotion of scholarship and research-led teaching. Associate Professors are also expected to undertake key academic leadership roles, where appropriate, such as chairing of an academic committee.

In particular, it is expected that the successful candidate will be willing to serve as a fractional appointment as Associate Dean Māori. In this role, the successful candidate will provide leadership and oversight of Te Rautaki Māori, the Māori Advancement Plan within the Division, and to provide expert advice to the Pro Vice-Chancellor. The Associate Dean (Māori) is further expected to be an effective and supportive member of the Division's Leadership Team, working in close cooperation with the Pro Vice-Chancellor, Heads of Schools, the other Associate Deans, and the Division Director and Managers.

Many of the tasks in the Lecturer to Professor range are common to each level, but as staff members advance in their careers they are expected to perform the tasks at a higher level. This may be evidenced by an increase in the quality of teaching performance; a greater contribution to the advancement of the discipline through achievements in research and scholarship and/or artistic or professional practice; increased leadership; and a greater contribution to university administration, academic matters more generally and/or external engagement.

## **3. ACCOUNTABILITY**

The Associate Professor in Māori Health is responsible to the Vice-Chancellor through the Head of School who in turn is responsible to the Vice-Chancellor through the Pro Vice-Chancellor, Division of Health. On a day-to-day basis, the Associate Professor in Māori Health is responsible to the Head of School.

## **4. FUNCTIONAL RELATIONSHIPS:**

Pro Vice-Chancellor  
Head of School  
Division Managers  
Academic staff members  
Technical staff members  
Other Heads/Directors of Programmes  
Deputy Deans  
The Vice-Chancellor and Deputy Vice-Chancellors  
Staff of central support divisions  
Directors of Research Institutes and Centres  
Heads/Deans of Schools in other Divisions  
Other academic and general staff in the Division and University

## **5. KEY TASKS**

Having regard to the aims, objectives and strategic goals of the School, the Division and the University, the primary objectives required of the Associate Professor include the following:

### 5.1 Academic Leadership and Administration

- Carry out key administrative functions including active and constructive participation at Division and School meetings and undertake administration, planning, policy development and/or committee work, where appropriate. This may involve chairing or participating in university committees.
- Work with the leadership team to devise and deliver Te Rautaki Māori, the Māori Advancement Plan.
- Provide support and advice to the Māori Student Coordinators.

- Lead efforts to create seamless integration of bicultural perspectives within the Schools and Division.
- Work with relevant Head of Schools, Programme Conveners and Directors to ensure the needs of Māori students in the Division are being met.
- Initiate and actively encourage successful academic or industry/business/professional contacts outside the University, both nationally and internationally, in consultation with the Division, School and University. This may involve representing the University externally from time to time.
- Ability to connect and develop links/partnerships with iwi/community services/professional and business organizations.

## 5.2 Research and Scholarship

- Maintain an active research programme. Conduct high-quality research and contribute to knowledge development through scholarship and publication. This will include involvement in research projects and attendance and presentation at academic conferences and may include leadership of a research team and/or obtaining internal or external research funding for specific projects.
- Act as a mentor to other staff and assist with the development of a successful and excellent research culture and research-led teaching programmes.
- Successful involvement in professional/business and/or community/iwi activities relevant to the discipline.

## 5.3 Teaching

- Prepare and deliver high-quality research-informed lectures and/or seminars and, as appropriate, conduct and/or convene tutorials, practical classes, demonstrations, or workshops.
- Contribute to or be responsible for paper convening and teaching. This includes paper administration; initiating and developing teaching material; appraisal, review and evaluation of programmes and papers; development of the curriculum; developing and delivering online papers, where appropriate; and updating teaching resources and paper materials.
- Supervise honors, graduate and postgraduate students, including as Chief Supervisor.
- Carry out marking and assessment activities.
- Apply information and communication technologies to achieve desired outcomes.
- Be readily available to advise and meet with students including maintaining regular office hours.

## 5.4 General

- Participate in the maintenance of a safe and healthy work environment for self and others including students. Comply with and undertake responsibilities set out in the University's Health and Safety Policy.
- Any other duties as required that are consistent with the position held, other than in exceptional circumstances such as rehabilitation after injury or sickness.

**NOTE:** Staff will have an annual objectives, development and reflection (ODR) meeting with their manager. New staff normally attend such a meeting approximately three months after taking up their appointment.

## **6. PERFORMANCE STANDARDS**

The Associate Professor will be performing satisfactorily when:

- Teaching and associated duties are fulfilled to a high level of competency at all levels, defined by School norms and expectations including paper appraisal and teaching evaluation. This includes contributions to pedagogical and educational developments within the subject area. Sustained excellence in research-led teaching is demonstrated at all levels so as to provide academic leadership and set appropriate standards of scholarship.
- Student learning, at all levels, is appropriately facilitated in accordance with the School, Division and University's goals and objectives.
- Personal and/or team research and scholarship activities yield demonstrable outcomes evidenced by both continued publications in books and refereed journals and presentation or publication of

conference papers and/or performance/works of art/other non-print media outcomes, where appropriate.

- A research and publication record (or the equivalent within the field) of sustained excellence is achieved with a recognized contribution to the academic field, at national and international levels.
- Regular contributions are made to appropriate professional/business and/or community/iwi groups and/or in a public service or University or national/international representation capacity.
- A significant contribution is made to Division, School and Programme administration, as appropriate to the Associate Professors level.
- Safe and healthy work practices are followed. University policies and procedures, relevant work standards and statutory obligations are complied with.
- A commitment to Te Tiriti o Waitangi is demonstrated.
- Te Ao Māori, mātauranga Māori, and te reo Māori are incorporated in teaching and research

## PERSON SPECIFICATION

### EDUCATIONAL QUALIFICATIONS

#### Essential

- A PhD, or equivalent qualification, and research track record in a disciplinary area relevant to Health.

### TRAINING, SKILLS AND KNOWLEDGE

#### Essential

- Familiarity with te reo Māori and tikanga Māori.
- Commitment to supporting and promoting Māori aspirations in health.
- Existing relationships with Māori communities and capacity to strengthen relationships and collaborations.
- Commitment to growing Māori postgraduate and undergraduate student excellence in health.
- A research and scholarship record of sustained excellence and a recognized contribution to the academic field at a national and international level.
- Ability to provide high levels of academic leadership and act as a mentor to other staff.
- Demonstrated sustained excellence in undergraduate teaching, including the ability to lecture to large numbers, function effectively within a bicultural pedagogical setting, and conduct small group seminars and tutorials effectively.
- Demonstrated ability to provide a major contribution to the graduate and postgraduate programme including the supervision of Honours, Masters and PhD students.
- Proven contributions to pedagogical and educational developments in the subject more widely.
- Demonstrated commitment to using innovative teaching methods and materials e.g. distance delivery techniques, teaching alongside local iwi and hapū, team teaching, online delivery.
- Ability to apply ICT to achieve desired outcomes and to maintain and update those skills.
- Demonstrated success in attracting and supervising high quality postgraduate research students.
- Demonstrated ability to make a significant contribution to Faculty administration, where appropriate.
- Demonstrated success in attracting external research funding and in completing grant applications.
- Proven ability to communicate and work effectively with staff and students and Indigenous communities
- A proven ability to communicate effectively with students and staff.

### PERSONAL QUALITIES

- Self-motivation and a pro-active approach including a demonstrated commitment to innovation.
- Demonstrated capacity to work effectively as a member of a team.
- Proven ability to maintain a professional approach while under pressure.
- Ability to relate effectively and sensitively to students and staff from a variety of backgrounds and cultures.
- A commitment to equal opportunity and to the University's partnership with Māori as intended by Te Tiriti o Waitangi.

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