Getting real: How Māori academics are making academic development work for them

In the form of a pick-your-own-path adventure book...
Setting

Māori and the New Zealand university environment

In 2006, there were 321 PBRF-eligible Māori academics at universities in New Zealand.

Investigate the experiences, aspirations and academic development needs of Māori academics and use their ‘reality’ to inform academic development practices, in ways that are both culturally and professionally appropriate.
Interpretative Phenomenological Analysis

“When people engage with ‘an experience' of something major in their lives, they begin to reflect on the significance of what is happening and IPA research aims to engage with those reflections”

(J. Smith, et al., 2009, p.3)

Kaupapa Māori

“Māori way of thinking (epistemology) and a Māori way of doing things within the western academy”

(Ka'ai, 2005)

Indigenous knowledge = "traditional norms and social values" AND "mental constructs that guide, organise, and regulate the people’s way of living and making sense of their world“

(Dei, et al., 2000, p. 6)
Characters

“Purposively-selected and carefully situated” sample (J. Smith, et al., 2009, p.29)

Full-time Māori academics

Range of experience and gender

In-depth interviews in 2010 and 2011

If you want to read about our characters and the Māori academic community, go to page 81.

If you want to read about what our characters think about themselves, go to page 25.
Māori academic community

“we’re all working together for the same goals but supporting each other” Roha

“you can’t get it unless you’ve actually lived in it” Jessica

“outside of the formal academic environment there are numerous interactions” Harry

If you want to read about our characters and the university environment, go to page 67.

If you want to read about what it’s like to be in the role of a Māori academic, go to page 15.
Thoughts...

**Inferior** “There always has been at the back of my mind a feeling that all the other people in the university think that Māori scholars are second rate”  
Wiremu

**Inauthentic** “I don’t know if I’ve got enough ‘creds’ to be considered a good Māori academic or just an academic who tags herself Māori to get free feeds”  
Elly

**Tuakana/Teina** “If they’re not going for promotion, who am I to think I’m better than them”  
Wendy

If you want to read about our characters and the university environment, go to page 67.

If you want to read about what it’s like being a Māori academic, go to page 15.
University environment

“I really love what I’m doing”
Roha

“...they think they’re the only person that’s come to ask you...”
Jessica

“...just being off radar is something I think that I find difficult to deal with sometimes...”
Elly

If you want to read about how the environment impacts on academic development, go to page 103.

If you want to read about how work experiences and self doubt impact on academic development, go to page 49.
Being a Māori academic...

“I really love what I’m doing”
Roha

“...they think they’re the only person that’s come to ask you...”
Jessica

“...just being off radar is something I think that I find difficult to deal with sometimes...”
Elly

If you want to read about how the environment impacts on academic development, go to page 103.

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Māori academic development

Communities of Practice

Extend narrow ‘academic development’ to broader ‘academic practice’

Co-production/initiation of development resources and opportunities

If you want to this story to end with a cliff-hanger, go to page 33.

If you want this story to have a happy ending, go to page 71.
Māori academic development

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Cliffhanger conclusion...

Get real!

If we want people to engage with academic development then it has to be relevant to them and their experience of being an academic.

Challenges ahead!

• Pressures of university environment
• Retention of Māori academic staff
• Measurement of impact
Happy ending...

Extended ‘academic development’ programme

MANU-Ao programme at Victoria University of Wellington:
• Write on Site/Retreats
• PBRF ‘cartel’
• Wānanga Reo
• Co-authored journal articles
• Promotions ‘speed dating’
Sources


