



Te Raupapa Māori Advancement Plan (2024- 2026)



THE UNIVERSITY OF
WAIKATO
Te Whare Wānanga o Waikato

**WAIKATO
MANAGEMENT SCHOOL**
TE RAUPAPA

What does Te Raupapa mean?

Te Raupapa means ‘to put things in order’—gifted to us by the late Professor Te Wharehuia Milroy.

Whakataukī – saying

Mā te pakihi te mauri ka rongo, te mana ka whai—
haumi e, hui e, tāiki e!

Through business wellbeing is enlivened, agency
pursued—all of us together, let it be so.



Te Raupapa Māori Advancement Plan

Vision

Te ao Māori enriches, empowers, enables.

Purpose

Ko te tangata o Te Raupapa – A plan to advance Māori knowledge, capability, and outcomes.

Mission

Management education grounded in te ao Māori for shared wellbeing and ambition.

Values

Whanaungatanga (relationships)

We ensure a strong sense of belonging is felt by all

Manaakitanga (generosity)

We show kindness through generosity and care for others

Kaitiakitanga (stewardship)

We are good stewards of people and resources

Rangatiratanga (leadership)

We lead with integrity and concern for the wellbeing of others

Guiding Frameworks

Kīngitanga and Te Rōpū Manukura

Mana whenua relationships we value and maintain

He waka Taurua

Te Raupapa is like a double canoe for shared wellbeing, ambition, and success

Ko te tangata-For the people

people are central to us and are our most valued resource

Ka hao te rangatahi

Te Raupapa supports the next generation of business leaders

Te Tiriti o Waitangi

A foundation for partnership, enablement, and development we uphold

Tino rangatiratanga

Māori leading kaupapa Māori is essential for Māori success

Our Goals

- 1 Preferred business school for Māori and Indigenous business
- 2 Māori students achieve education success as Māori
- 3 A culturally safe, inclusive and enriching environment



Kia eke panuku | Success



KO TĀ MĀTOU MANAWANUI | WE WILL

Enable Māori to succeed as Māori in their education and research by:

- Engaging students and staff to define success, enablers and barriers for Māori students
- Identifying and acting on what actions work for Māori student success
- Implement and monitor outcomes of Ōritetanga initiatives
- Hui-a-tau with whānau, hapū and iwi on Māori student achievement
- Measure and report on Māori student success at SIG, e-team, and Te Rōpū Manukura





Kia whai mātauranga | Education



KO TĀ MĀTOU MANAWANUI | WE WILL

Enhance our qualifications, teaching, and learning with mātauranga Māori by

- Developing and offering two Māori business papers for the BBus in 2024
- Developing and offering a Māori business masters paper in 2025
- Incorporating Māori learning objectives, assessments, content in all paper outlines
- Developing Māori business case studies for case competition and all papers
- Developing and implementing Māori primary industry advisor programme





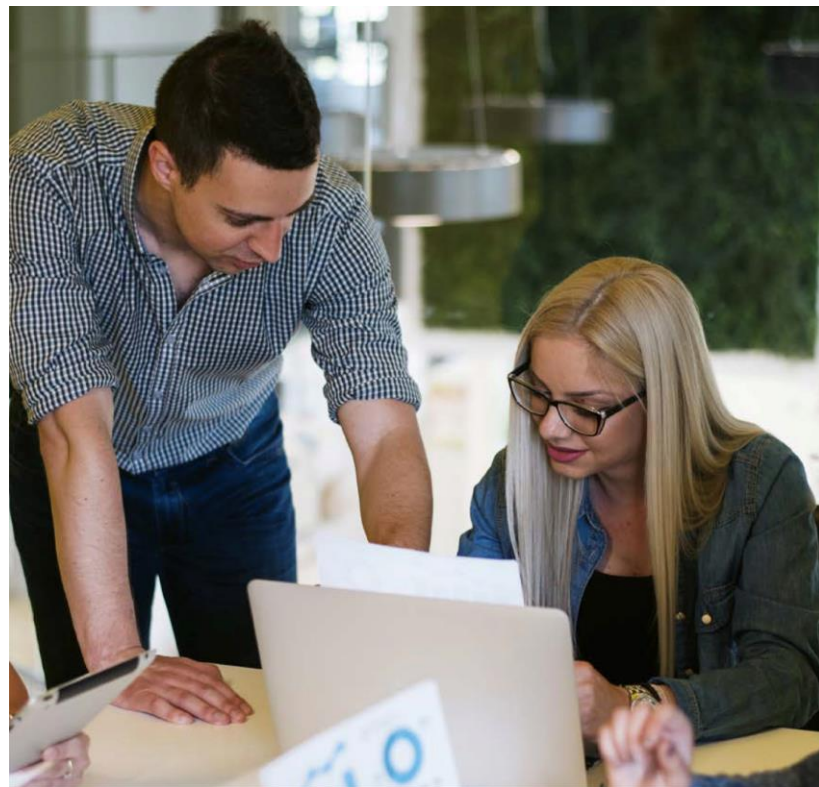
Kia rangahau| Research



KO TĀ MĀTOU MANAWANUI | WE WILL

Do research with Māori that advances Māori aspirations by:

- Partnering with Māori on research that develops Māori people, knowledge, and resources
- Encouraging staff to participate in training on Vision Mātauranga
- Providing training on Māori and Indigenous research methods and approaches
- Providing an annual account of all Māori focused research and outputs by Te Raupapa





Kia taea | Capability



KO TĀ MĀTOU MANAWANUI | WE WILL

Grow our te ao Māori capability and our Māori workforce by

- Recruiting Māori staff to fill needed positions proportionate to the Māori population (17%)
- All recruitment for new and existing roles uses te ao Māori and Māori channels
- Establishing and recruiting supernumerary lecturer positions in the School of Accounting, Finance and Economics and School of Management and Marketing





Kia tūhono | Engagement



KO TĀ MĀTOU MANAWANUI | WE WILL

Build reciprocal relationships with Māori enterprise and community by

- Partnering with Māori business networks to match interns to Māori enterprise
- Engaging Māori enterprise through Māori specific and general events
- Engaging with kura kaupapa Māori and whatu kura on Māori business





Kia mau te ahurea | Culture



KO TĀ MĀTOU MANAWANUI | WE WILL

Provide a culturally safe, inclusive and enriching environment by

- Encouraging staff to do Te Aurei, kanohi ki te kanohi, and kaupapa Māori in teaching
- Renewing the Māori art and carvings in Te Raupapa and sharing their stories online
- Create a whānau space for whītiki taura, Māori students, and Te Ranga Ngakū
- Incorporate Māori knowledge into the design of new and existing space
- Develop a tikanga and te reo policy and programme of support for staff



Ngā tino whainga: Priorities for 2024

In 2024, we will:

1. **Success:** Implement ōritetanga and report Māori student achievement
2. **Education:** Secure approval for, develop and offer two Māori business papers
3. **Research:** Partner with Māori on research that advances Māori aspirations
4. **Capability:** Secure approval and funding for and appoint two Māori supernumerary lecturers
5. **Engagement:** Partner with Tauranga Māori Business Association to facilitate internships
6. **Culture:** Secure a whānau space and appoint a pou tikanga and mātauranga Māori advocates