

From: S 9(2)(a)
To: S 9(2)(a)
Subject: FW: sli.do questions - themes
Date: Wednesday, 7 July 2021 9:08:21 AM
Attachments: [image005.png](#)
[image006.gif](#)
[image007.gif](#)
[image008.gif](#)
[Te Wananaga Kaimahi Staff Forum - questions voted into the top 10 on slido docx](#)

FYI.

From: Cheryl de la Rey <cheryl.delarey@canterbury.ac.nz>
Sent: Wednesday, 7 July 2021 9:07 am
To: S 9(2)(a) OIA
Cc: Paul O'Flaherty <paul.oflaherty@canterbury.ac.nz>
Subject: RE: sli.do questions - themes

Very helpful summary – thank you.

From: S 9(2)(a) OIA
Sent: Wednesday, 7 July 2021 8:59 AM
To: Cheryl de la Rey <cheryl.delarey@canterbury.ac.nz>; S 9(2)(a) OIA
Cc: Paul O'Flaherty <paul.oflaherty@canterbury.ac.nz>
Subject: sli.do questions - themes

Morena Cheryl,

I have themed the questions from sli.do, prioritising the 10 that have been voted to the top of the list and should therefore reflect the most pressing concerns. Questions voted to the next bracket 10 – 20 are also summarised.

Please let me know if you need anything further.

Nga mihi,

S

S 9(2)(a) OIA
S 9(2)(a) OIA

[Discover UC](#) [UC Website](#) [UC Maps](#) [Follow UC:](#)

Questions voted into the top 10 on slido as of 07/07/21:

Restructuring

Now that almost all the PVCs have 'resigned' are we finally going to be told the plan that's clearly been in the background all along? (1# - 76 votes)

What is happening with internal communications? People are leaving, change decisions are being made but only select people are being told. Rumour is all we have (2# - 70 votes)

What timeframe is there on the structure of the university? Please don't provide an answer like "It's ongoing, lots of considerations, etc". Staff want to know (5# votes – 55 votes)

Transparency has reduced and workplace stress is much higher, is this a deliberate act to drive staff to quit rather than UC deal with the law on restructuring (6# - 52 votes)

In the interests of the "transparency" we all keep hearing about, can you confirm when the PVCs were asked to stand down, and why no formal announcement? (7# - 51 votes)

There is a clear strategy to prioritise the feedback of the academy over prof staff. By doing this you have created a great divide between two 'classes' of staff (10# - 31 votes)

Wellbeing

Has there been any assessment taken of staff well-being lately? It seems UC is currently haemorrhaging staff (3# - 64 votes)

Staff wellbeing at UC is an issue. UC has words in a strategy but no action for supporting staff re: high workloads/stress. We need more people, not an app. (4# - 60 votes)

At any point is SLT/the VC going to actually address how burnt out and demoralised professional staff are becoming? Or are we just going to get more platitudes? (9# - 31 votes)

Questions at staff forum

Will these questions be answered at the staff forum this time? It's as simple as a person reading them out to whoever is hosting the session. (8#- 42)

Leadership

College of Engineering is working very well, by just about any measure, through careful cultivation, nurturing & effective leadership. Can we replicate that? (9# - 41 votes)

The next 10 questions (questions voted up on the list to places 10 to 20) address:

- Professional staff banding needs to change – 1
- Concerns of staff not being addressed/prioritising feedback - 4
- Lack of leadership/unqualified managers – 2
- GSSR outcomes – 1
- Affects of centralisation of college office functions– 1
- Need for an overall plan/change process – 1

Several questions in this bracket indicate a lack of trust, for example: "Who else thinks these questions will be entirely ignored, or be brushed off and answered collectively with something nice sounding but totally meaningless?"

slido.com code: staffforum

From: [Paul O'Flaherty](#)
To: S 9(2)(a)
Cc: S 9(2)(a); S 9(2)(a)
Subject: RE: sli.do questions
Date: Thursday, 15 July 2021 4:37:11 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)
[Copy of Copy of Slido Staff forum July 2021.xlsx](#)

Hi S 9(2)
()

Can we say something like: *A number of questions ahead of the forum were about potential organisational change and change management. The Vice-Chancellor addressed these questions during the forum. Please see the video of the forum.*

For answers to the other questions, please see attached. I haven't answered the questions shaded in orange, because I think Cheryl answers those in the video. I've attempted to answer the questions shaded in yellow. I'll need someone in Comms to answer the question shaded in green.

Happy to discuss further.

Cheers

Paul

From: S 9(2)(a) OIA
Sent: Thursday, 15 July 2021 9:27 AM
To: Paul O'Flaherty <x@xx>
Cc: S 9(2)(a) OIA
Subject: RE: sli.do questions

Kia ora Paul,
Just to clarify, you want us to replicate Cheryl's answer: Refer to recording/ video of staff forum or Tu ki te tahi for all of your sections/questions on the Intranet page? I note there are some questions that were not covered in the forum (such as parking and Dovedale).
What would you like to do about those?

Nga,

S 9(2)
()

From: Paul O'Flaherty <x@xx>
Sent: Thursday, 15 July 2021 8:10 am
To: S 9(2)(a) OIA
Subject: sli.do questions

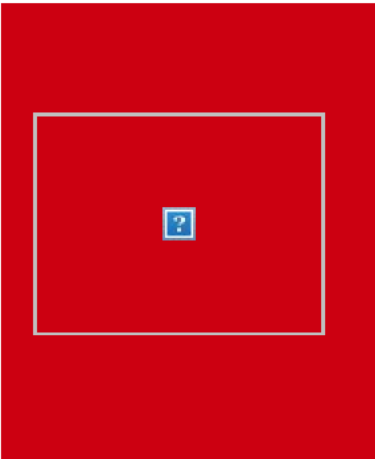
Hi again S 9(2)
()

As discussed with Cheryl and S 9(2) earlier in the week can we please answer the questions about potential change, and change management, by saying that the VC focussed on these at the forum, so please watch the video. Cheryl also focussed on these questions at other forums last week and this week – seven meetings with College staff, plus the General/Professional staff conference.


When I get some time as soon as possible later today I'll provide some answers to the attached questions that I've marked in yellow.

Cheers

Paul



Paul O'Flaherty
Executive Director – People, Culture and Campus
People and Culture | Pumanawa Tangata
T: +64 3 3693250 (Internal 93250)
University of Canterbury | Te Whare Wananga o Waitaha
Private Bag 4800, Christchurch 8140, New Zealand



SLT area	Question	Answer
Structure - VC	<p>Now that almost all the PVCs have 'resigned' are we finally going to be told the plan that's clearly been in the background all along?</p> <p>What timeframe is there on the structure of the university? Please don't provide an answer like "It's ongoing, lots of considerations, etc". Staff want to know</p> <p>Transparency has reduced and workplace stress is much higher, is this a deliberate act to drive staff to quit rather than UC deal with the law on restructuring</p> <p>In the interests of the "transparency" we all keep hearing about, can you confirm when the PVCs were asked to stand down, and why no formal announcement?</p> <p>There is a clear strategy to prioritise the feedback of the academy over prof staff.By doing this you have created a great divide between two 'classes' of staff</p> <p>The amount of small, incremental and uncertain change is frustrating and exhausting. Can you share your overall plan?</p> <p>I know you think your recent staff email addresses our issues, but it doesn't. The lack of respect for prof staff is long term and not just fear of change</p> <p>There is a lot of discussion now about the impending centralisation of college office functions. Will this affect school/dept roles as well?</p> <p>Given the number of HR staff and others with Prosci accreditation how is this change process being so badly handled and who will take responsibility for that?</p> <p>"I understand that discussion of change can lead to feelings of uncertainty" - it's not change, it's the way you (don't) communicate & prevaricate about change (edited)</p>	
	<p>The Bus&Law decision has been distributed to SLT but people potentially affected in other colleges have not been formally notified of that decision. Why?</p>	<p>The decision was communicated to a range of other staff, including in Colleges</p>
	<p>Why are workshops consistently scheduled for times that are completely inappropriate for student facing staff members?! i.e. during peak enrolment periods</p>	<p>We are not aware that this is the case, but will look into it further, while being mindful that there are advantages and disadvantages to most times in the year.</p>
	<p>Academic Board workshop on structure Friday. No papers or plans or proposals or format. Sure feels half-baked. How can I help when utterly 'in the dark?'</p>	<p>There was an Academic Board paper and it was discussed at the meeting</p>
	<p>Maybe the university should look at an upside down/inverted pyramid hierarchy - might be worth a look with the way the management structure is going?</p>	
	<p>Last year during the VC's workshops there was a discussion about what should be the size of the university in relation to student numbers.What stage is this at?</p>	

Leadership - VC	<p>College of Engineering is working very well, by just about any measure, through careful cultivation, nurturing & effective leadership. Can we replicate that?</p> <p>How will you address the lack of leadership capability? We need strong leaders to navigate change. Professional staff feel less valued than academic.</p> <p>There are many managers unqualified for their current roles they acquired by "just not leaving", this hurts the Uni and employees massively. When will it stop?</p>	
<p>Communications - DVC People, Culture and Campus</p>	<p>What is happening with internal communications? People are leaving, change decisions are being made but only select people are being told. Rumour is all we have</p> <p>Will these questions be answered at the staff forum this time? It's as simple as a person reading them out to whoever is hosting the session.</p> <p>Given the gravity of these comments are you willing to change the forum agenda to actually address the concerns of your staff</p> <p>Who else thinks these questions will be entirely ignored, or be brushed off and answered collectively with something nice sounding but totally meaningless?</p> <p>Can someone take note of these questions now, in case they mysteriously "disappear" before the next forum?</p> <p>"Questions asked on Sli.do will be answered after live questions." Why? These are clearly questions which need answering - why are you downplaying them already?</p> <p>Are the Communications and People & Culture teams concerned by the depth of feeling and frustration that can be seen through the questions that are being asked?</p> <p>When UC has the largest comms team ever (10 permanent people) why is internal comms so bad & departments have to employ writers or do it themselves?</p>	
	<p>We have a web page about the culture journey where most information has been removed - what does that tell us about the culture journey?</p>	<p>This information is still available. Please contact your People and Culture business partner if you are unsure where to access it</p>

Advertising jobs that mention departments and publications that don't exist, shows our disconnectedness. How'll centralising, losing institutional knowledge help
What concrete measures will you be embedding re kotahitanga & a safe environment given the negative comments on the division and differences between staff?
Will the questions here be asked properly considering the Official Information Act does technically apply here

This is not the intention. If you have specific examples, please contact the staff recruitment team in People and Culture

Why are the Staff Forum not streamed on line so that people who are not on the main campus at the time can attend.

Comms to answer?

Has there been any assessment taken of staff well-being lately? It seems UC is currently haemorrhaging staff
Staff wellbeing at UC is an issue. UC has words in a strategy but no action for supporting staff re: high workloads/stress. We need more people, not an app.

This is a challenging time for a number of us

See answer immediately above.

At any point is SLT/the VC going to actually address how burnt out and demoralised professional staff are becoming? Or are we just going to get more platitudes?
The constant threat of change isn't our only concern! WE ARE OVERWORKED AND UNDERPAID. Overly stressed and under valued. We give our all and get NOTHING.
Is the person thinking people can add event work to their full time job unclear about the workloads many already have and the lack of time to do the basics?
Why do certain depts (ACE comes to mind) consistently get more and more resources whilst everyone else is expected to squeeze more from already overworked staff

We need to improve our systems for aligning individual and group efforts and achievements to the strategic plan, and then to reward those achievements. There are a number of projects currently looking at these issues e.g. PD&R, General Staff and career development systems and

How can UC work to incentivise staff to contribute to the university strategic vision?

This is a challenging time for a number of us. We want to address the organisational issues that big numbers of staff have said need to be tackled. The Vice-Chancellor has had consistent feedback about this in a variety of ways, for example through feedback to the VC during the strategic planning process. But this inevitably means change, and therefore ambiguity and uncertainty. UC can help teams and individuals with that. Your immediate leader can discuss issues with you, and you have access to other discussion opportunities, for example the workshops that the VC is running. Please also investigate the various programmes and initiatives that UC has available to assist with health and wellbeing at <https://intranet.canterbury.ac.nz/hr/wellbeing/index.shtml> And we need to help each other, and look for ways to keep ourselves healthy and fit to help with our own resilience.

<p>Professional staff concerns - DVC People, Culture and Campus</p>	<p>The staff banding structure for professional staff is arbitrary and nonsensical and doesn't consider actual work done. Is it likely to be changed?</p> <p>How is it that recently advertised jobs are at higher bands than the people in existing equivalent roles and stuck on a lower band</p> <p>GSRR - can we have the timeline for outcomes on the discussions on the collective bargaining process.</p> <p>I asked this question last time - it was taken down. I'd like to hear HR's rationale for maintaining two classes of staff when the result is a form of apartheid</p> <p>The cleaning team appears to be severely understaffed - toilets and basic vacuuming does not get done near often enough. Are there efforts being made to help?</p>	<p>Yes. It is currently being worked on, including being part of the discussions in the current collective agreement bargaining</p> <p>This is not the intention of our current systems; in fact they aim for UC-wide equity. If you have specific examples where this is not the case, please talk to your People and Culture business partner.</p> <p>The collective bargaining is currently underway and the aim is to conclude it in as timely a way as possible</p> <p>There is no intention to have "two classes of staff". If this is an issue for you and you would like to discuss this further, please contact your People and Culture business partner</p> <p>This is obviously not the intention. If there are issues in your area please raise a Beims request or contact the Logistics and Operations leadership.</p>
<p>Pay - DVC People, Culture and Campus</p>	<p>After a difficult 15 months with staff dealing with exceptional circumstances is UC willing to potentially increase their deficit to reward staff appropriately?</p>	<p>The issue of pay is currently part of the discussions in the collective agreement bargaining round.</p>
<p>Parking - DVC People, Culture and Campus</p>	<p>Parking - any progress on this big 1K issue?</p> <p>Parking - Feb 1st 2013 increased to \$300 based on 43 weeks. Jan/Dec period was free. What in tarnation happened...</p>	<p>The University's parking approach is currently being reviewed, with a particular emphasis on increasing the variety of available options, and on equity of provision. Information about this will be available later this year.</p>
<p>Campus - DVC People, Culture and Campus</p>	<p>Are there any plans you can share with us about the future use of Dovedale Campus?</p> <p>Is burning woody biomass more efficient (with fewer carbon dioxide emissions) than burning coal?</p>	<p>A number of options are being looked at for Dovedale. There is nothing to report at this stage but information will be provided to staff as soon as there are any plans.</p> <p>Yes, and this is currently being planned to replace coal within approximately two years. The eventual goal, however, is to heat campus via ground source heat pumps.</p>

Lots of the CO2 emissions being discussed are from operations on campus but are we measuring emissions for travel to/from campus? Cheap parking for EV owners?

Are there plans to bring the UC ReCentre opening times back to the normal hours we had pre-Covid?

The overall approach to carbon reduction was explained in the staff forum, so for more information please watch the video. As that presentation outlined, the main two ways that we can reduce our carbon footprint is by eliminating coal burning and reducing air travel. So these are priorities, but other issues like motor vehicle emissions are also part of the next steps in this. This has been considered. The limited demand for increased hours does not appear to justify the additional cost. However, if you can provide evidence of potential demand, please contact the Rec Centre leadership.

From: Keith Longden
To: S 9(2)(a) OIA
Subject: RE: Read stories about UC's impact on sustainable futures
Date: Tuesday, 20 July 2021 6:38:08 PM
Attachments: image001.png
image002.png
image003.png
image004.png
image005.png
image006.png
image007.png

Fine to come from the author - S

From: S 9(2)(a) OIA
Sent: Tuesday, 20 July 2021 2:01 pm
To: Keith Longden <keith.longden@canterbury.ac.nz>; S 9(2)(a) OIA
Subject: RE: Read stories about UC's impact on sustainable futures

Hi S
Happy for you to send that to S. Or it could come from Keith
Cheers,
S

From: Keith Longden <keith.longden@canterbury.ac.nz>
Sent: Tuesday, 20 July 2021 1:59 pm
To: S 9(2)(a) OIA >; S 9(2)(a) OIA
Subject: RE: Read stories about UC's impact on sustainable futures

Thanks S

From: S 9(2)(a) OIA
Sent: Monday, 19 July 2021 7:25 pm
To: S 9(2)(a) OIA
Cc: Keith Longden <keith.longden@canterbury.ac.nz>
Subject: FW: Read stories about UC's impact on sustainable futures

Hi S

Here is a proposed reply to S it is really rather too long, and I know short is best ... However, I do not think any of this is confidential Keith thoughts?

The UC strategy is to become of sustainable scale by 2030. This is referred to in the Organisational Efficacy chapter of the strategy, which you can find here:
<https://www.canterbury.ac.nz/strategy/>

The next question is, What is sustainable scale? UC is both blessed and cursed with a large suburban campus, currently larger than we need. We also have an IT investment deficit, which is one of the legacies of the time spent redeveloping buildings which were damaged in the earthquakes. Our assumptions at present are that a sustainable scale is a university which:

- is able to maintain all of its building stock,
- has the right amount of building stock for its size,
- able to sustain a good investment in the maintenance and development of IT technology and systems, and
- able to invest modest but impactful amounts in key new strategic projects to improve education and research.

On that basis, our current estimate of a sustainable size is 22,000 equivalent full time students (based on how much revenue we will need to maintain our current real and virtual estate and allow for modest strategic investments. This is within the scale range of hundreds of well ranked universities, and means we would likely remain in the middle of the scale range for New Zealand universities.

It does not, however, speak to the ratios of undergraduates to postgraduates or other mix questions. Our modelling is based on the current ratios. (For example many or even most highly ranked universities generally have a higher ratio of PG to UG than we do.)

You can see that there are quite a few variables in making this estimate, all of which is likely to change between now and 2030.

Then the final question is, What will we need to do to get to that sustainable scale by 2030?

On the basis of current ten year forecast growth patterns we will reach about 19,500 EFTS by 2030 with no new initiatives. This growth is based on three key variables:

- the demographics of Waitaha Canterbury (and retaining local market share of that)
- policy choices on two other key variables:
 - the proportion and absolute number of international students
 - the proportion and absolute number of research post graduates (especially doctoral students).

So at present we are on track to almost reach sustainable scale by 2030. But we will need to invest in new areas of growth to achieve about 2500 EFTS before then and / or change one or the other of the two policy assumptions. We are currently looking to see where this additional strategic growth will come from.

ENDS

S

From: Keith Longden <keith.longden@canterbury.ac.nz>
Sent: Monday, 19 July 2021 2:00 p m
To: S
Subject: FW: Read stories about UC's impact on sustainable futures

Hi S – can you wordsmith a reply to this one

From: S 9(2)(a) OIA

Sent: Monday, 19 July 2021 1:55 pm
To: Keith Longden <keith.longden@canterbury.ac.nz>
Subject: FW: Read stories about UC's impact on sustainable futures

Kia ora Keith,
I wonder if you could respond to **S** query below?
Nga mihi,
S

From: **S 9(2)(a) OIA**
Sent: Monday, 19 July 2021 1:09 PM
To: Communications <communications@canterbury.ac.nz>; Stronger UC Shared Mailbox <strongeruc@canterbury.ac.nz>
Subject: RE: Read stories about UC's impact on sustainable futures

Kia ora
I put the following question on Slido for the staff forum however there is no answer within the newsletter nor was it discussed during the forum



In the forum at the 37 min mark and the 44min mark (yes, I went back through the recording) there are mentions of record student numbers but that does not answer the question in terms of What size the university should be and at what stage this discussion is at?

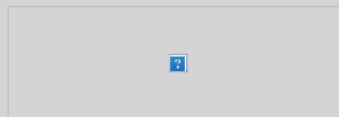
As the answer what not in the forum or Tu ke te tahi as the Q&A page states, could someone please email me regarding the answer to this question

Nga mihi

S



S 9(2)(a) OIA
S
www.canterbury.ac.nz FollowUC:



How am I doing? We welcome all feedback on our customer service; please email my manager **S 9(2)(a) OIA** any comments.

From: Tu ki te tahi <tukitetahi@canterbury.ac.nz>
Sent: Friday, 16 July 2021 10:49 a m
To: **S**
Subject: Read stories about UC's impact on sustainable futures

No images? [Click here](#)



He mana to te tangata | We value people and their differences. We appreciate feedback on Tu ki te tahi, let us know what you think [here](#). Thank you to everyone who's completed the survey

Following up on Te Wananga Kaimahi | Staff Forum

Thank you to everyone who attended the Te Wananga Kaimahi | Staff Forum last week. To watch the video and view answers to slido questions click [here](#). Please take our quick survey [here](#).

Sustainable Development Goals Summit coming to UC

Do you want to join the conversation about UN's 17 Sustainable Development Goals and play a vital role in finding solutions and creating action plans?

Whether your area of expertise is environmental or social sustainability, or quality education, your knowledge can make a difference



Read more on how you can be part of impacting our future [here](#) and buy your tickets [here](#).

July is all about building Sustainable Futures. We will be sharing some of UC's most innovative and sustainable research. More [here](#).



What's been happening around UC?

Congratulations to **Professor Jenni Adams** for being the first woman to win the Dan Walls Medal, the top award of the New Zealand Institute of Physics. Discovering particles from space is yet another world-first discovery in neutrino research she has led. [Read more here>](#)



Entrepreneurial students **Ben and William** have found a way of turning New Zealand ti kouka (cabbage tree) and harakeke (flax) into natural composite materials. See their first skateboard prototype [here>](#)

Chemical and Process Engineering academics Professor Shusheng Pang and Associate Professor Alex Yip are focusing on shifting from fossil fuel created hydrogen to using renewable biomass whilst working together with tangata whenua. [Read more here>](#)



Phase One of the **UC Onboarding** platform is **now live**. This means all roles in academic support positions and casual roles will receive their induction via the new platform. Find everything you need to know [here>](#)

Keen to see more of what's been happening at UC? Visit our news page [here>](#)

Have you been washing your hands today?

As respiratory syncytial virus (RSV) cases are rising, it's important we're all maintaining good hygiene practices. Here are the Ministry of Health's recommendations:

- **stay home** and **stay away** from toddlers and babies if you are sick
- continue to use **good hand hygiene** – regularly wash and dry your hands
- **cough** and **sneeze into your elbows**, carefully discard dirty tissues
- **do not share** cups, glasses or cutlery
- practise **physical distancing**
- if your child, toddler or baby is sick, please **keep them away from childcare centres or schools** until their symptoms have resolved
- **toys** which are shared among children should be **washed in warm water and detergent** at the end of the day, or if they are sneezed on or mouthed

You can find more information about RSV [here>](#)

Nuggets of wellbeing wisdom nuggets for very busy people

Mentemia Wellbeing Pillar 2: Do

Next in our series of wellbeing posts, we're sharing the key takeaways of Mentemia's second Wellbeing Pillar "Do":
Keeping your brain active and staying creative both play a vital role in our wellbeing and brain health. There is something for everyone, no matter how busy you are.

You can read more about it [here>](#)



Notices

Workshops in response to the [Equity Review findings](#) will be taking place over the next month. Expect an all staff email next week to register to attend open workshops.

Tech Tip - A Guide to Email Etiquette. Find the best tips to make the most of your emails [here>](#)

ACE has been named a finalist in the 2021 CAUDIT Award Improving Student Success category. [Find out more here>](#)

There will be a planned technology outage this Saturday from 9am to 5pm. More information [here>](#)

Miss the presentation about [Kia Angitu](#), UC's Student Success programme, at Staff Forum last week? Check out this recap [here](#)>

Research and Innovation opened their internal funding round with grants of up to \$10,000 per applicant available. More [here](#)>

If you are surveying UC students, you need to be familiar with the UC Student Community Online Survey Policy. More [here](#)>

Check out the latest UC Job Vacancies [here](#)>

Applications for Health, Safety & Wellbeing Awards, and Professional Staff Development Awards to open in August. [More here](#)>

Find the newest UCount Survey results of undergraduates regarding deferring or discontinuing their studies [here](#)>

The new metrics tool SciVal is now available for everyone to use. You can find information regarding webinars and where to find it [here](#)>

Find everything you need to know regarding your Course, Teaching and TA/Tutor evaluation results access and requests for Semester 2 [here](#)>

[Go to the Tu ki te tahi noticeboard to keep up to date with happenings around UC](#)>

Join The Conversation

Do you and your academic colleagues already contribute to [The Conversation](#)? If not, [register as an academic author today](#). More information is available [here](#)>

Rising sea levels and surging storms expose New Zealand's most vulnerable coastal properties; who will pay for these? [Dr Tom Logan](#) asks governments to prepare better for uninsurable properties. Read the article [here](#)>

New Zealand's second-largest city faces weeks of delays in the COVID-19 vaccine rollout. [Associate Professor Bernard Walker](#) says the government may have to intervene if Waitaha Canterbury's vaccination programme continues to fall behind. Read the article [here](#)>

In the media

In a Stuff article, [Professor Tim Sullivan](#) explains how the research team he led developed a prototype base isolation system that can stop houses being damaged during strong earthquakes. [Read more here](#)>

"Getting people behind these critical issues will be fundamental to achieving the goals of the framework." [Dr Jonathan Tonkin](#) talks about the first official draught of the UN's Global Biodiversity Framework and the importance of having policies in place on TVNZ's Breakfast. [Watch it here](#)>

[PhD student Francis Poole's](#) new tracheostomy design wins student top engineering award. This innovation halves the time it takes inserting a breathing tube and has high potential to save many lives. Read the Stuff article [here](#)>



Students are returning for Semester 2 next week and getting back into a routine can be hard. Here are some resources so you can help support them:

- The [Academic Skills Centre](#) is running a series of workshops this term to **help students build on their skills**, including Introduction to Essay Writing and Time Management
- New students can find **everything they need to succeed** in three online student guides: [UC Ako | Learn](#), [UC Oranga | Wellbeing](#) and [UC Tuhura | Explore](#)
- If students are **feeling disappointed** with their mid-year exam results, there are ways that they can manage feelings of failure and make a plan of action to bounce back. [Read more](#)>
- [Postgrad Options Week](#) can help students figuring out **what's next**.

Events

Geospatial Research Institute seminar: From data to insight
Friday 30 July 12:30pm
[More information here](#)>

An evening with Matt & Sarah Brown - with Phil Borell
Tuesday 3 August 6pm
[More information here](#)>

School of Music Gala Concert

UC Connect public lecture - Building a Better

Monday 2 August, 7pm

[More information here>](#)

Brain with nutrition

Wednesday 4 August, 7pm

[Register here>](#)

COVID-19 - Alert Level 1

Remember that even though we're in Alert Level 1, it's important we are actively prepared for any possible changes. Here's a reminder of how you can stay prepared:

- **Location Tracking.** Fast and effective contact tracing helps prevent any further spread of COVID-19. Keep note of where you have been, both on and off campus, and use the [COVID Tracer app](#) to scan the QR codes at entrances of all UC buildings, and out in the community.
- **UCGO.** Ensure you have [UCGO downloaded](#), as a push notification will be sent to your phone should anything change quickly. To receive this alert, you must allow push notifications for UCGO.
- **Face Coverings.** Continue good habits with face coverings, even at Alert Level 1 when it's no longer compulsory. [Read more>](#)
- **Focus on hygiene.** UC has a robust cleaning schedule in place in all areas of campus. However, it's important we all remain vigilant, with frequent hand washing and good personal hygiene practices.
- **Stay at home if unwell.** If you have cold or flu symptoms, call your GP or Healthline (0800 358 5453) for advice.



Tu ki te tahi - be part of the UC story

UC staff can publish notices to both the [Insider's Guide](#) and [Tu ki te tahi](#), so if you've got something you'd like to share – we want to hear it!

[Find out how to post to Tu ki te tahi and Insider's Guide here>](#)

For up-to-date UC news as it happens, [subscribe to the Tu ki te tahi blog>](#)

Please submit your notice by 5pm Wednesday if you want it considered for inclusion in the Friday newsletter. If you need help, please contact communications@canterbury.ac.nz.



University of Canterbury
Te Whare Wananga o Waitaha
Private Bag 4800, Christchurch 8140
New Zealand
Free call 0800 VARSITY or phone +64 3 364 2555

© University of Canterbury

All UC staff receive this email based on the all staff email list.

[Unsubscribe](#)

From: S 9(2)(a)
To: S 9(2)(a)
Subject: FW: sli.do questions for Intranet
Date: Friday, 16 July 2021 9:02:00 AM
Attachments: [image005.png](#)
[image006.gif](#)
[image007.gif](#)
[image008.gif](#)
[Copy of Copy of Slido Staff forum July 2021.xlsx](#)

From: Vice-Chancellor's Office <vice-chancellorsoffice@canterbury.ac.nz>
Sent: Tuesday, 13 July 2021 11:02 am
To: S 9(2)(a) OIA
Subject: RE: sli.do questions for Intranet

Hiya S 9(2)

Please see attached for Cheryl's answers. We discussed at CER this morning it would be best to refer people to the recording/ video of the staff forum or Tu ki te tahi newsletter

S 9

From: S 9(2)(a) OIA
Sent: Friday, 9 July 2021 12:02 PM
To: Cheryl de la Rey <cheryl.delarey@canterbury.ac.nz>; Paul O'Flaherty <paul.oflaherty@canterbury.ac.nz>; Catherine Moran <catherine.moran@canterbury.ac.nz>; Keith Longden <keith.longden@canterbury.ac.nz>
Cc: S 9(2)(a) OIA
Subject: sli.do questions for Intranet

Kia ora koutou,

Please find attached the sli.do questions, which I have grouped under your areas for you to respond to or delegate.

For us to answer these and send the link to the Intranet page in Tu ki te tahi, as we have indicated to staff we would do, it would be great to have your responses by end of next Wednesday 14 July.

Thanks for your help on this.

Nga mihi,

S

S 9(2)(a) OIA

[Discover UC](#) [UC Website](#) [UC Maps](#) [Follow UC:](#)

SLT area	Question	Answer
Structure - VC	Now that almost all the PVCs have 'resigned' are we finally going to be told the plan that's clearly been in the background all along?	Refer to recording/ video of staff forum or Tū ki te tahi
	What timeframe is there on the structure of the university? Please don't provide an answer like "It's ongoing, lots of considerations, etc". Staff want to know	Refer to recording/ video of staff forum or Tū ki te tahi
	Transparency has reduced and workplace stress is much higher, is this a deliberate act to drive staff to quit rather than UC deal with the law on restructuring	Refer to recording/ video of staff forum or Tū ki te tahi
	In the interests of the "transparency" we all keep hearing about, can you confirm when the PVCs were asked to stand down, and why no formal announcement?	Refer to recording/ video of staff forum or Tū ki te tahi
	There is a clear strategy to prioritise the feedback of the academy over prof staff. By doing this you have created a great divide between two 'classes' of staff	Refer to recording/ video of staff forum or Tū ki te tahi
	The amount of small, incremental and uncertain change is frustrating and exhausting. Can you share your overall plan?	Refer to recording/ video of staff forum or Tū ki te tahi
	I know you think your recent staff email addresses our issues, but it doesn't. The lack of respect for prof staff is long term and not just fear of change	Refer to recording/ video of staff forum or Tū ki te tahi
	There is a lot of discussion now about the impending centralisation of college office functions. Will this affect school/dept roles as well?	Refer to recording/ video of staff forum or Tū ki te tahi
	Given the number of HR staff and others with Prosci accreditation how is this change process being so badly handled and who will take responsibility for that?	Refer to recording/ video of staff forum or Tū ki te tahi
	"I understand that discussion of change can lead to feelings of uncertainty" - it's not change, it's the way you (don't) communicate & prevaricate about change (edited)	Refer to recording/ video of staff forum or Tū ki te tahi
	The Bus&Law decision has been distributed to SLT but people potentially affected in other colleges have not been formally notified of that decision. Why?	Refer to recording/ video of staff forum or Tū ki te tahi
	Why are workshops consistently scheduled for times that are completely inappropriate for student facing staff members?! i.e. during peak enrolment periods	Refer to recording/ video of staff forum or Tū ki te tahi
	Academic Board workshop on structure Friday. No papers or plans or proposals or format. Sure feels half-baked. How can I help when utterly 'in the dark'?	Refer to recording/ video of staff forum or Tū ki te tahi
	Maybe the university should look at an upside down/inverted pyramid hierarchy - might be worth a look with the way the management structure is going?	Refer to recording/ video of staff forum or Tū ki te tahi
	Last year during the VC's workshops there was a discussion about what should be the size of the university in relation to student numbers. What stage is this at?	Refer to recording/ video of staff forum or Tū ki te tahi
Leadership - VC	College of Engineering is working very well, by just about any measure, through careful cultivation, nurturing & effective leadership. Can we replicate that?	Refer to recording/ video of staff forum or Tū ki te tahi
	How will you address the lack of leadership capability? We need strong leaders to navigate change. Professional staff feel less valued than academic.	Refer to recording/ video of staff forum or Tū ki te tahi
	There are many managers unqualified for their current roles they acquired by "just not leaving", this hurts the Uni and employees massively. When will it stop?	Refer to recording/ video of staff forum or Tū ki te tahi

From: [Keith Longden](#)
To: [S 9\(2\)\(a\)](#)
Subject: Copy of Slido Staff forum July 2021 (version 1).xlsb
Date: Wednesday, 14 July 2021 10:19:33 AM
Attachments: [Copy of Slido Staff forum July 2021 \(version 1\).xlsb](#)

My comments added in attached. Any questions let me know.

K

Finance - Finance, Planning and ITS	What are the financial implications of changing the structure of UC? Will we still have a contribution margin system (with dept./college managing a budget)?	This is being considered by the funding working group. A number of different options are being considered.
Digital - Finance, Planning and ITS	Admin Plus had a fabulous presentation by the Digital Leadership Team in June. Are there any plans to deliver this at a future All Staff Forum?	Yes we can deliver this at the next staff forum if the slot is available

From: S 9(2)(a)
To: S 9(2)(a)
Subject: FW: sli.do questions
Date: Thursday, 15 July 2021 1:00:00 PM
Attachments: [Copy of Copy of Slido Staff forum July 2021.xlsx](#)
[image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)
[image008.png](#)

From: Paul O'Flaherty <paul.oflaherty@canterbury.ac.nz>
Sent: Thursday, 15 July 2021 8:10 am
To: S 9(2)(a) OIA
Subject: sli.do questions

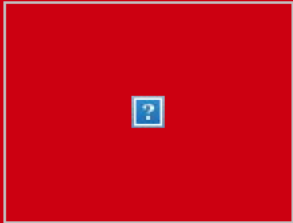

Hi again S 9(2)
() OIA

As discussed with Cheryl and S 9(2) earlier in the week can we please answer the questions about potential change, and change management, by saying that the VC focussed on these at the forum, so please watch the video. Cheryl also focussed on these questions at other forums last week and this week – seven meetings with College staff, plus the General/Professional staff conference.

When I get some time as soon as possible later today I'll provide some answers to the attached questions that I've marked in yellow.

Cheers

Paul

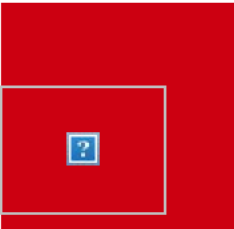
	<p>Paul O'Flaherty Executive Director – People, Culture and Campus People and Culture Pumanawa Tangata T: +64 3 3693250 (Internal 93250) University of Canterbury Te Whare Wananga o Waitaha Private Bag 4800, Christchurch 8140, New Zealand</p> <p></p>
---	--

From: S 9(2)(a) [redacted]
To: S 9(2)(a) [redacted]
Subject: FW: Forum questions
Date: Thursday, 15 July 2021 12:55:00 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

From: Catherine Moran <catherine.moran@canterbury.ac.nz>
Sent: Thursday, 15 July 2021 12:31 pm
To: S 9(2)(a) OIA [redacted]
Cc: S 9(2)(a) OIA [redacted]
Subject: RE: Forum questions

Perfect – S 9(2) go with S 9(2) responses.
() OIA ()

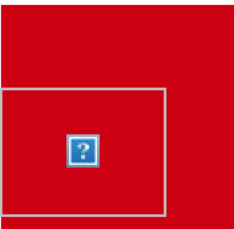
Catherine

 **Professor Catherine Moran**
Deputy Vice-Chancellor (Academic) | Tumu Tuarua Akoranga

University of Canterbury | Te Whare Wananga o Waitaha
tel +64 3 369 4168
email: Catherine.moran@canterbury.ac.nz;
www.canterbury.ac.nz

From: S 9(2)(a) OIA [redacted]
Sent: Thursday, 15 July 2021 12:30 pm
To: Catherine Moran <catherine.moran@canterbury.ac.nz>
Cc: S 9(2)(a) OIA [redacted]
Subject: RE: Forum questions

Kia ora Catherine – see below for my answer(s), in blue – I’ve elaborated a little bit – you can include this or not. Thanks, S 9(2) [redacted]

 S 9(2)(a) OIA [redacted]

www.canterbury.ac.nz

From: Catherine Moran <catherine.moran@canterbury.ac.nz>

Sent: Thursday, 15 July 2021 12:13 pm

To: S 9(2)(a) OIA

Cc: S 9(2)(a) OIA

Subject: Forum questions

Kia ora S 9(2)(a) OIA

Sorry! Some questions for you came through on the SLIDO. Do you have any short, quick answers? I answered the first two- see what you think...

A lot of effort seems to be going into MOOCs. Is there any data about completions?

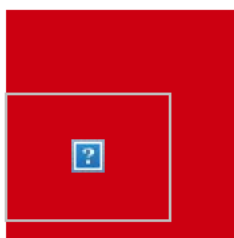
We can say this: "As of 14th July 2021, 31,346 students from 145 countries are enrolled in 8 UCx courses (MOOCs), an increase of 5000 students over last month. Just over half the enrolments are for the Mental Health and Nutrition MOOC" Typically on average 2.5% of students pay for the MOOC certificate, but this percentage varies with the topic – currently the Mental Health and Nutrition MOOC is indicating that 4.6% of students have paid for the certificate.

What discussions are currently being had about the availability of qualifications to be fully available by distance (and not just individual courses)?

We are establishing an Online Product Governance Group to ensure that Colleges contribute to priority setting for online products and that decisions are aligned with strategy. There have been a number of discussions with college execs about potential online products and further discussions are underway with colleges currently.

Is there a strategy on which MOOC topics are selected & implemented? Can this be shared? Can people be tracked from Mooc onto under/post grad UC courses? An EOI went out to all staff for potential MOOC contributions earlier last year. This generated more than 25 potential topics and academics interested in designing and delivering MOOCs. This list was shared with edX to prioritise MOOCs with the greatest potential to attract students. This list is still in use this year and more MOOCs from that list are currently under development, plus a micro-masters programme that has been identified as being topical. Academics are encouraged to contact the Future Learning and Development team if they have ideas for other MOOCs.

I might need you to answer this one



Professor Catherine Moran
Deputy Vice-Chancellor (Academic) | Tumu Tuarua Akoranga

University of Canterbury | Te Whare Wananga o Waitaha
tel +64 3 369 4168
email: Catherine.moran@canterbury.ac.nz
www.canterbury.ac.nz



From: S 9(2)(a)
To: Darryn Russell; Catherine Moran; S 9(2)(a) OIA
Subject: RE: sli do questions for Intranet
Date: Thursday, 15 July 2021 12:58:00 PM
Attachments: [image005.png](#)
[image006.gif](#)
[image007.gif](#)
[image008.gif](#)

Fair call, thanks Darryn.

From: Darryn Russell <xxxxxx.xxxxxx@xxxxxxxxxx.xx.xx>
Sent: Thursday, 15 July 2021 11:57 am
To: S 9(2)(a) OIA >; Catherine Moran <xxxxxxxx.xxxx@xxxxxxxxxx.xx.xx>; S
9(
Subject: Re: sli.do questions for Intranet

Hi S /Catherine

In the Slido (under DVC – Te waka Pakakano), I don't think we need to respond. The "Our Maori and Pacific students will disagree that Eng is doing amazingly in every area." is simply a statement reject the speakers assertion that Maori and Pacific students are doing amazingly.

The equity question is responded in the statement directly following.

Nahaku noa, na

Dr Darryn Russell

Te Amokapua Waka Pakakano
Assistant Vice-Chancellor Maori, Pacific and Equity
Te Whare Wananga o Waitaha
University of Canterbury
Private Bag 4800
Otautahi 8140,
AOTEAROA
C +64 27 506 1393
E darryn.russell@canterbury.ac.nz
W www.canterbury.ac.nz

From: S 9(2)(a) OIA
Date: Thursday, 15 July 2021 at 11:33 AM
To: Catherine Moran <xxxxxxxx.xxxx@xxxxxxxxxx.xx.xx>; Darryn Russell <xxxxxx.xxxxxx@xxxxxxxxxx.xx.xx>; S 9(2)(a) OIA
Subject: FW: sli.do questions for Intranet

Kia ora Catherine and Darryn,
Did you have a chance to answer your slido questions? The blog goes out tomorrow morning.
Nga mihi,
S

From: S 9(2)(a) OIA
Sent: Friday, 9 July 2021 12:02 pm
To: Cheryl de la Rey <xxxxxx.xxxxxx@xxxxxxxxxx.xx.xx>; Paul O'Flaherty <xxxx.xxxxxxxx@xxxxxxxxxx.xx.xx>; Catherine Moran <xxxxxxxx.xxxx@xxxxxxxxxx.xx.xx>; Keith Longden <xxxx.xxxxxx@xxxxxxxxxx.xx.xx>
Cc: S 9(2)(a) OIA
Subject: sli.do questions for Intranet

Kia ora koutou,
Please find attached the sli.do questions, which I have grouped under your areas for you to respond to or delegate.
For us to answer these and send the link to the Intranet page in Tu ki te tahi, as we have indicated to staff we would do, it would be great to have your responses by end of next Wednesday 14 July.
Thanks for your help on this.

Nga mihi,

S [REDACTED]

9(2)

(a)

OIA [REDACTED]

[Discover UC](#) [UC Website](#) [UC Maps](#) [Follow UC](#)



From: S 9(2)(a)
To: Cheryl de la Rey; Paul O'Flaherty; Catherine Moran; Keith Longden
Cc: S 9(2)(a) OIA
Subject: sli do questions for Intranet
Date: Friday, 9 July 2021 12:01:00 PM
Attachments: [image001.png](#)
[image002.gif](#)
[image003.gif](#)
[image004.gif](#)
[Copy of Slido Staff forum July 2021.xlsx](#)

Kia ora koutou,

Please find attached the sli.do questions, which I have grouped under your areas for you to respond to or delegate. For us to answer these and send the link to the Intranet page in Tu ki te tahi, as we have indicated to staff we would do, it would be great to have your responses by end of next Wednesday 14 July.

Thanks for your help on this.

Nga mihi,

S

S 9(2)(a) OIA

[Discover UC](#) [UC Website](#) [UC Maps](#) Follow UC:

SLT area	Question
Structure - VC	Now that almost all the PVCs have 'resigned' are we finally going to be told the plan that's clearly been in the background all along?
	What timeframe is there on the structure of the university? Please don't provide an answer like "It's ongoing, lots of considerations, etc". Staff want to know
	Transparency has reduced and workplace stress is much higher, is this a deliberate act to drive staff to quit rather than UC deal with the law on restructuring
	In the interests of the "transparency" we all keep hearing about, can you confirm when the PVCs were asked to stand down, and why no formal announcement?
	There is a clear strategy to prioritise the feedback of the academy over prof staff. By doing this you have created a great divide between two 'classes' of
	The amount of small, incremental and uncertain change is frustrating and exhausting. Can you share your overall plan?
	I know you think your recent staff email addresses our issues, but it doesn't. The lack of respect for prof staff is long term and not just fear of change
	There is a lot of discussion now about the impending centralisation of college office functions. Will this affect school/dept roles as well?
	Given the number of HR staff and others with Prosci accreditation how is this change process being so badly handled and who will take responsibility for that?
	"I understand that discussion of change can lead to feelings of uncertainty" - it's not change, it's the way you (don't) communicate & prevaricate about change (edited)
	The Bus&Law decision has been distributed to SLT but people potentially affected in other colleges have not been formally notified of that decision. Why?
	Why are workshops consistently scheduled for times that are completely inappropriate for student facing staff members?! i.e. during peak enrolment periods
	Academic Board workshop on structure Friday. No papers or plans or proposals or format. Sure feels half-baked. How can I help when utterly 'in the dark'?
	Maybe the university should look at an upside down/inverted pyramid hierarchy - might be worth a look with the way the management structure is going?
	Last year during the VC's workshops there was a discussion about what should be the size of the university in relation to student numbers. What stage is this at?
Leadership - VC	College of Engineering is working very well, by just about any measure, through careful cultivation, nurturing & effective leadership. Can we replicate that?
	How will you address the lack of leadership capability? We need strong leaders to navigate change. Professional staff feel less valued than academic.
	There are many managers unqualified for their current roles they acquired by "just not leaving", this hurts the Uni and employees massively. When will it stop?
Communications - DVC People, Culture and Campus	What is happening with internal communications? People are leaving, change decisions are being made but only select people are being told. Rumour is all we have

	Will these questions be answered at the staff forum this time? It's as simple as a person reading them out to whoever is hosting the session.
	Given the gravity of these comments are you willing to change the forum agenda to actually address the concerns of your staff
	Who else thinks these questions will be entirely ignored, or be brushed off and answered collectively with something nice sounding but totally meaningless?
	Can someone take note of these questions now, in case they mysteriously "disappear" before the next forum?
	"Questions asked on Sli.do will be answered after live questions." Why? These are clearly questions which need answering - why are you
	Are the Communications and People & Culture teams concerned by the depth of feeling and frustration that can be seen through the questions that are being asked?
	When UC has the largest comms team ever (10 permanent people) why is internal comms so bad & departments have to employ writers or do it themselves?
	We have a web page about the culture journey where most information has been removed - what does that tell us about the culture journey?
	Advertising jobs that mention dptments and publications that don't exist, shows our disconnectedness. How'll centralising, losing institutional knowledge help
	What concrete measures will you be embedding re kotahitanga & a safe environment given the negative comments on the division and differences between staff?
	Will the questions here be asked properly considering the Official Information Act does technically apply here
	Why are the Staff Forum not streamed on line so that people who are not on the main campus at the time can attend.
Wellbeing/workload - DVC People, Culture and Campus	Has there been any assessment taken of staff well-being lately? It seems UC is currently haemorrhaging staff

	Staff wellbeing at UC is an issue. UC has words in a strategy but no action for supporting staff re: high workloads/stress. We need more people, not an app.
	At any point is SLT/the VC going to actually address how burnt out and demoralised professional staff are becoming? Or are we just going to get more platitudes? The constant threat of change isn't our only concern! WE ARE OVERWORKED AND UNDERPAID. Overly stressed and under valued. We give our all and get NOTHING. Is the person thinking people can add event work to their full time job unclear about the workloads many already have and the lack of time to do the basics? Why do certain depts (ACE comes to mind) consistently get more and more resources whilst everyone else is expected to squeeze more from already overworked staff
	How can UC work to incentivise staff to contribute to the university strategic vision?
Professional staff concerns - DVC People, Culture and Campus	The staff banding structure for professional staff is arbitrary and nonsensical and doesn't consider actual work done. Is it likely to be changed? How is it that recently advertised jobs are at higher bands than the people in existing equivalent roles and stuck on a lower band GSRR - can we have the timeline for outcomes on the discussions on the collective bargaining process.
	I asked this question last time - it was taken down. I'd like to hear HR's rationale for maintaining two classes of staff when the result is a form of apartheid
	The cleaning team appears to be severely understaffed - toilets and basic vacuuming does not get done near often enough. Are there efforts being made to help?
Pay - DVC People, Culture and Campus	After a difficult 15 months with staff dealing with exceptional circumstances is UC willing to potentially increase their deficit to reward staff appropriately?
Parking - DVC People, Culture and Campus	Parking - any progress on this big 1K issue? Parking - Feb 1st 2013 increased to \$300 based on 43 weeks. Jan/Dec period was free. What in tarnation happened...
Campus - DVC People, Culture and Campus	Are there any plans you can share with us about the future use of Dovedale Campus? Is burning woody biomass more efficient (with fewer carbon dioxide emissions) than burning coal?

	Lots of the CO2 emissions being discussed are from operations on campus but are we measuring emissions for travel to/from campus? Cheap parking for EV owners?
	Are there plans to bring the UC ReCentre opening times back to the normal hours we had pre-Covid?
Academic - DVC	A lot of effort seems to be going into MOOCs. Is there any data about completions? What discussions are currently being had about the availability of qualifications to be fully available by distance (and not just individual courses)?
	Is there a strategy on which MOOC topics are selected & implemented? Can this be shared? Can people be tracked from Mooc onto under/post grad UC courses?
Students - DVC Academic	Research shows that employee expert s customer experience are linked. Given the questions on here are you concerned for our students' experience?
DVC - Te waka Pākākano	More of a comment than a question - but I love Darryn 🤩
	Our Māori and Pacific students will disagree that Eng is doing amazingly in every area.
	Will the findings from the Equity Review be made available to all staff? You're asking for feedback for the Equity Response Plan so we need to see full review.
	Kia ora :-) In response to the question about the equity review - staff and students can email equity@canterbury.ac.nz to receive a copy of the full
Finance - Finance, Planning and ITS	What are the financial implications of changing the structure of UC? Will we still have a contribution margin system (with dept./college managing a budget)?
Digital - Finance, Planning and ITS	Admin Plus had a fabulous presentation by the Digital Leadership Team in June. Are there any plans to deliver this at a future All Staff Forum?

From: S 9(2)
To: S 9(2)(a)
Subject: RE: Staff forum - Cheryl's slide
Date: Thursday, 8 July 2021 12:56:09 PM
Attachments: [image005.png](#)
[image006.gif](#)
[image007.gif](#)
[image008.gif](#)

Thank you so much S 9(2)
()

From: S 9(2)(a) OIA
Sent: Thursday, 8 July 2021 12:55 PM
To: S 9(2)(a) OIA
Subject: RE: Staff forum - Cheryl's slide

Hi S 9(2),
Sorry I just saw this! We were all sorted with the slido issue and took Cheryl's direction.
Nga mihi,

S

From: S 9(2)(a) OIA
Sent: Thursday, 8 July 2021 9:27 am
To: S 9(2)(a) OIA < >.nz>
Cc: S 9(2)(a) OIA
Subject: RE: Staff forum - Cheryl's slide

Kia ora S 9(2),

I'm not going to probably have a chance to see Cheryl before the staff forum to ask her (she is currently in a meeting with College of Engineering).

I think slide 1 is fine with a general update – this leaves it up to Cheryl on what she is going to update on.

With the questions one, what are your thoughts on having a more generic slide 'Question Time' or 'Q & A Time' so Cheryl could then address the sli.do questions and then leaves time for staff to ask questions?

I might be totalllly off track with what the plan is for the questions part?

S 9(2)
()

From: S 9(2)(a) OIA
Sent: Thursday, 8 July 2021 9:23 AM
To: S 9(2)(a) OIA
Subject: Staff forum - Cheryl's slide

Kia ora S 9(2),
Staff forum has been a moving feast but I believe we are on top of the changes.

2 questions:

We have Cheryl's powerpoint slide as:

General update

Professor Cheryl de la Rey

Tumu Whakarae | Vice-Chancellor

The other option could be:

Response to staff questions

Would Cheryl like us to change it?

Nga mihi,

S

S 9(2)(a) OIA



[Discover UC](#) [UC Website](#) [UC Maps](#) Follow UC:

From: S 9(2)(a)
To: S 9(2)(a) OIA
Cc: S 9(2)(a)
Subject: RE: Staff forum brief final
Date: Thursday, 8 July 2021 9:18:00 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Great, I also checked that off with S 9(2)(a) OIA, so he is certainly up to date.

From: S 9(2)(a) OIA
Sent: Tuesday, 6 July 2021 8:46 am
To: S 9(2)(a) OIA
Cc: S 9(2)(a) OIA
Subject: Re: Staff forum brief final

I've briefed Paul. Will send you the email.

Sent from my iPhone

On 6/07/2021, at 8:43 AM, S 9(2)(a) OIA
<S 9(2)(a) OIA> wrote:

Ok I will need to update Paul please as we agreed something different yesterday. If they run out of live questions we will have to finish early.
Yes, I can do the points below.

From: S 9(2)(a) OIA
Sent: Monday, 5 July 2021 7:32 pm
To: S 9(2)(a) OIA
Subject: RE: Staff forum brief final

Hi S 9(2)(a) OIA

Change late today after speaking to Cheryl. We've agreed:

- 24 hours out – to give Cheryl key points on main/most popular questions so she can address during her section of the staff forum S 9(2)(a) OIA, can you handle?]
- Only questions asked in person will be addressed at the forum
- Slido questions will be answered as per usual, in writing in the next newsletter post the forum S 9(2)(a) OIA, you'll follow this up? I guess I'll have to address the comms and events questions!]

Cheers

S
9(2)

From: S 9(2)(a) OIA
Sent: Monday, 5 July 2021 4:48 PM
To: S 9(2)(a) OIA S 9(2)(a) OIA
Subject: Staff forum brief final

Hello,

Attached is the staff forum brief for final changes.

Below is the draft email:

Kia ora koutou

Please find attached the event brief for Te Wananga Kaimahi | Staff Forum on Thursday 8 July.

We are expecting 280 kaimahi staff to attend.

Q&A panel

- A reminder for SLT members, please ensure you are prepared for the Q&A panel at the end.
- Paul will invite you to sit at the front in the chairs facing the audience.
- Questions can be asked in advance via [Sli.do](#), feel free to take a look to get an idea of the themes coming through (I believe this is still the case?)

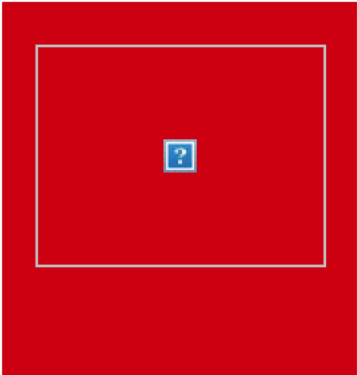
Karakia

- Paul O'Flaherty will be leading the karakia.
- Links to audio recordings are provided in the brief.

If you have any questions please do not hesitate to call S 9(2) or S 9(2)(a) OIA
()


Nga mihi

S
9(2)



S 9(2)(a)
OIA

University of Canterbury | Te Whare Wananga o Waitaha
www.canterbury.ac.nz





From: [Anonymous](#)
To: [S 9\(2\)\(a\)](#)
Subject: [Tu ki te tahi | Stand as one] Comment: "July Te Wananga Kaimahi | Staff Forum - update"
Date: Tuesday, 6 July 2021 12:57:15 PM

New comment on your post "July Te Wananga Kaimahi | Staff Forum - update"

Author: Anonymous (IP address: 172.29.106.233, 172.29.106.233)

Email: ax@xxxxxxx.xxx

URL:

Comment:

Please could you confirm that there will be time for the slido question this time. There is a significant depth of feeling being expressed that shouldn't be ignored

You can see all comments on this post here:

<http://blogs.canterbury.ac.nz/tu-ki-te-tahi/2021/07/05/july-te-wananga-kaimahi-staff-forum-update/#comments>

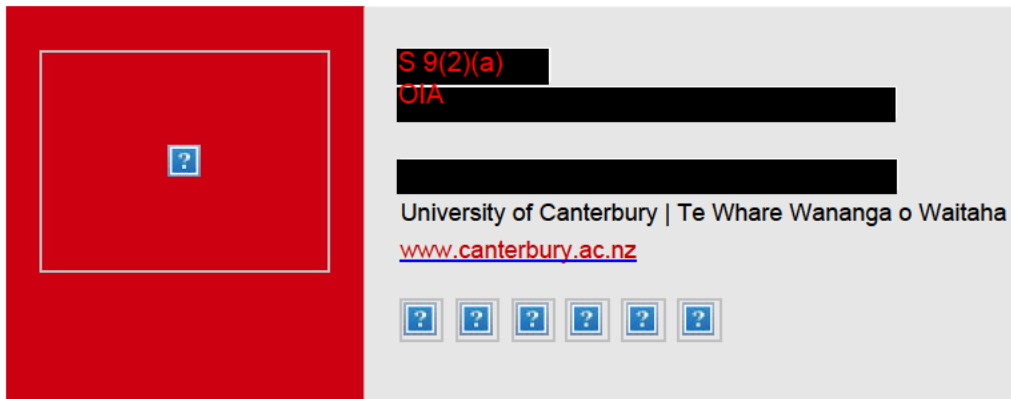
Permalink: <http://blogs.canterbury.ac.nz/tu-ki-te-tahi/2021/07/05/july-te-wananga-kaimahi-staff-forum-update/#comment-5354>

Trash it: <https://blogs.canterbury.ac.nz/tu-ki-te-tahi/wp-admin/comment.php?action=trash&c=5354#wpbody-content>

Spam it: <https://blogs.canterbury.ac.nz/tu-ki-te-tahi/wp-admin/comment.php?action=spam&c=5354#wpbody-content>

From: S 9(2)(a)
To: S 9(2)(a) S 9(2)(a)
Subject: RE: Future academic structure - final draft
Date: Tuesday, 6 July 2021 10:17:25 AM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image007.png](#)

Perfect, I will get the brief out now



From: S 9(2)(a)
Sent: Tuesday, 6 July 2021 9:19 am
To: S 9(2)(a) OIA
Subject: RE: Future academic structure - final draft

Yes, this is correct...

Q & A panel

- Cheryl will address the key themes from sli.do questions during her section of the staff forum
- Only questions asked in person will be addressed at the forum
- Slido questions will be answered as per usual, in writing in the next newsletter post the forum

From: S 9(2)(a) OIA
Sent: Tuesday, 6 July 2021 9:01 AM
To: S 9(2)(a) OIA S 9(2)(a) OIA
Subject: RE: Future academic structure - final draft

Hey S 9(2)
OIA

Cool, thanks for the update.

So in terms of the comms I send as the email to SLT with the staff forum brief attached, this is usually this is what is communicated:

Q&A panel

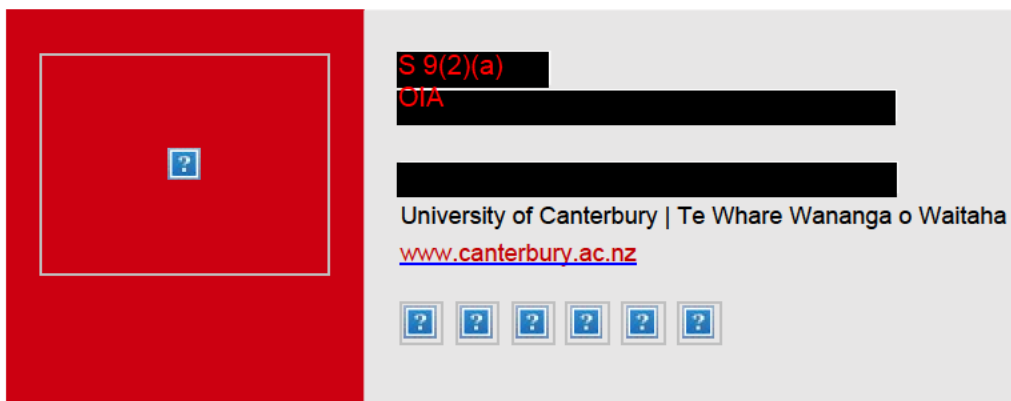
- A reminder for SLT members, please ensure you are prepared for the Q&A panel at the end.
- Paul will invite you to sit at the front in the chairs facing the audience.
- Questions can be asked in advance via [Sli.do](#), feel free to take a look to get an idea of the themes coming through

Am I changing that to below:

Q & A panel

- Cheryl will address the key themes from sli.do questions during her section of the staff forum
- Only questions asked in person will be addressed at the forum
- Slido questions will be answered as per usual, in writing in the next newsletter post the forum

Sorry if I have made this more confusing!



From: S 9(2)(a)

Sent: Tuesday, 6 July 2021 8:46 am

To: S 9(2)(a) OIA

Subject: Fwd: Future academic structure - final draft

Sent from my iPhone

Begin forwarded message:

From: S 9(2)(a) OIA [REDACTED]
Date: 5 July 2021 at 6:28:00 PM NZST
To: Cheryl de la Rey <xxxxxx.xxxxxxx@xxxxxxxxxx.xx.xx>, Paul O'Flaherty <xxxx.xxxxxxx@xxxxxxxxxx.xx.xx>
Cc: Vice-Chancellor's Office <xxxxxxxxxxxxxxxxxxxxxxxxxx@xxxxxxxxxx.xx.xx>
Subject: Future academic structure - final draft

Hi

I thought you might like one last look – attached is the final draft of the communication for staff tomorrow morning. We will push send as early as possible.

Paul, Cheryl and I talked about slido and the questions being asked. We've agreed:

- 24 hours out – to give Cheryl key points on main/most popular questions so she can address during her section of the staff forum
- Only questions asked in person will be addressed at the forum
- Slido questions will be answered as per usual, in writing in the next newsletter post the forum

We will communicate these points in the notice about the forum going in the staff newsletter tomorrow.

Thanks

S [REDACTED]
9(2)

S 9(2)(a) OIA [REDACTED]

w: www.canterbury.ac.nz/communications

S 9(2)(a) OIA [REDACTED]

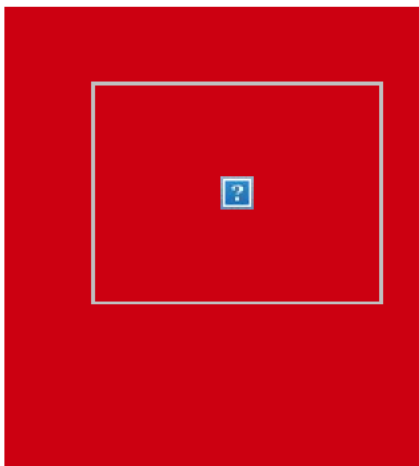
From: S 9(2)(a)
To: S 9(2)(a) OIA
Subject: RE: FYI - pending question on Tu ki te tahi
Date: Tuesday, 6 July 2021 9:55:39 AM
Attachments: [image001.png](#)
[image011.png](#)
[image012.png](#)
[image013.png](#)
[image014.png](#)
[image015.png](#)
[image016.png](#)
[image017.png](#)
[image003.png](#)

Can you refer them to the TKTT blog on the staff forum. That will address slido and questions.

S 9(2) and S 9(2) have the views on how Cheryl will manage this.
() OIA 9(2)


From: S 9(2)(a) OIA >
Sent: Tuesday, 6 July 2021 9:53 AM
To: S 9(2)(a) OIA
Cc: S 9(2)(a) OIA
Subject: FYI - pending question on Tu ki te tahi

Nga mihi,
S 9(2)(a)



S 9(2)(a) OIA
[Redacted]
[Redacted]
[Redacted]

University of Canterbury | Te Whare Wananga o Waitaha
Private Bag 4800, Christchurch 8140, New Zealand



From: S 9(2)(a)
To: Paul O'Flaherty
Cc: S 9(2); Cheryl de la Rey; S 9(2)
Subject: RE: Wananga Kaimahi Staff forum update
Date: Friday, 2 July 2021 10:31:00 AM
Attachments: [image001.png](#)
[image002.gif](#)
[image003.gif](#)
[image004.gif](#)

Thanks Paul. We will wait to hear from you on Monday. (Cheryl would speak after Catherine and Jan).

Nga mihi,

S

From: Paul O'Flaherty <xxxx.xxxxxxxx@xxxxxxx.xx>
Sent: Friday, 2 July 2021 7:01 am
To: S 9(2)(a) OIA
Cc: S 9(2)(a) OIA; Cheryl de la Rey <xxxxxx.xxxxxx@xxxxxxx.xx>; S 9(2)(a) OIA
Subject: RE: Wananga Kaimahi Staff forum update

Thanks S

These questions are not unexpected (Cheryl and S 9(2) see link below, and password).

S 9(2) and Cheryl have discussed how Cheryl will address these issues at the general staff UC Admin Plus conference next week, and at an upcoming series of meetings with College general staff.

I suggest that Cheryl speaks after Darryn and Jan at the staff forum. I think this will anticipate a number of questions we are likely to get from the floor at the forum, as well as the sli.do questions. I'll talk with Cheryl about this when she is back on Monday.

Regards

Paul

From: S 9(2)(a) OIA
Sent: Thursday, 1 July 2021 12:24 PM
To: Paul O'Flaherty <xxxx.xxxxxxxx@xxxxxxx.xx>
Cc: S 9(2)(a) OIA
Subject: RE: Wananga Kaimahi Staff forum update

One more point Paul – if we run out of questions from the audience and still have time left during the Q&A, would you then be happy to then address questions on Sli.do?

Note, the questions are fairly challenging so far and will need to be addressed either way: see www.slido.com code: [staffforum](#).

From: Paul O'Flaherty <xxxx.xxxxxxxx@xxxxxxx.xx>
Sent: Wednesday, 30 June 2021 11:28 am
To: S 9(2)(a) OIA
Cc: S 9(2)(a) OIA
Subject: RE: Wananga Kaimahi Staff forum update

Kia ora S

My answers below.

Cheers

Paul

From: S 9(2)(a) OIA

Sent: Tuesday, 29 June 2021 3:43 PM

To: Paul O'Flaherty <paul.oflaherty@canterbury.ac.nz>

Cc: S 9(2)(a) OIA

Subject: Wananga Kaimahi Staff forum update

Kia ora Paul,

Just a quick update... And I'd like to e-introduce you to S, our new events coordinator.

We received some direction on the **Q&A** – so now Slido is available for staff who want to ask questions beforehand or who can't attend in person. But only questions in person will be answered at the forum, so that is a change! **OK** I'll make that clear in our comms, including Tu ki te tahi tomorrow. We will **ensure** there is plenty of time for the Q&A to make up for last time when we ran out of time.

Karakia – we had Letitia booked in to lead the karakia, but she can no longer attend, so long story short, we thought it might be easier to have you as MC lead the karakia, but to invite everyone to join in together. Would you be comfortable with that with some time to prepare? **Yes, ok**

S – can you send Paul through the karakia for the opening, closing and to bless the food? Just make sure you have the latest version (check with S)

Thanks all,

S

S 9(2)(a) OIA

S 9(2)(a) OIA

[Discover UC](#) [UC Website](#) [UC Maps](#) Follow UC: