

From: [REDACTED]  
Sent: Wednesday, 18 September 2024 4:40 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Approval - statement to Massive re TTAP

Kia ora [REDACTED],

Sorry the deadline for this was 5pm today so I have asked the coms team to send the below off to [REDACTED]. It will be interesting to see how much is used or not in any article they produce!

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 18 September 2024 11:09 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Approval - statement to Massive re TTAP

Kia ora [REDACTED],

[REDACTED], [REDACTED], [REDACTED] and I have worked on the below which we would like to send to Massive in response to the below. I will also send a copy of our statement to the Te Tira Ahu Pae board letting them know as a courtesy that we have made this comment in response to the query from Massive. Could you please approve and/or suggest any changes you would like to have made.

***Over recent weeks, Te Kunenga ki Pūrehuroa Massey University has raised serious concerns about the governance of Te Tira Ahu Pae and has been engaging with both student representatives and the board on ways to help address the concerns that have been raised.***

***We remain committed to fostering and supporting independent student representation and student voice and while we acknowledge the independence of Te Tira Ahu Pae we are also mindful of our obligation to ensure funding for student voice and student governed student services deliver key outcomes for the wider student body.***

***We are currently in discussion with the board and as students are the key stakeholder of the association, we will be updating them as our discussions progress. We are interested in hearing any thoughts or concerns students have regarding their representation via [REDACTED]***

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Date: Tuesday, 17 September 2024 at 2:35 PM  
To: [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
Subject: FW: Statement

Hi [REDACTED], [REDACTED]

Please see email below and attached docs. I would not think we'd comment on these matters, but let me know your thoughts.

Thanks,  
[REDACTED]

---

From: [REDACTED] ([REDACTED]) <[REDACTED]>  
Date: Tuesday, 17 September 2024 at 2:27 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Statement

Kia ora,

I am working on an article regarding the attached statements addressing issues with the Te Tira Ahu Pae board, and in particular the chair person [REDACTED]

While the student association is independent from the university, I would like to invite you to make a statement. If the university would like to make comment on these statements, the deadline is Wednesday at 5pm.

Ngā mihi,  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Wednesday, 18 September 2024 11:10 am  
To: [REDACTED]  
Cc: [REDACTED]; [REDACTED]; [REDACTED]  
Subject: Approval - statement to Massive re TTAP  
Attachments: Press release.pdf; Personal-Statement (1).pdf

Kia ora [REDACTED],

[REDACTED], [REDACTED], [REDACTED] and I have worked on the below which we would like to send to Massive in response to the below. I will also send a copy of our statement to the Te Tira Ahu Pae board letting them know as a courtesy that we have made this comment in response to the query from Massive. Could you please approve and/or suggest any changes you would like to have made.

***Over recent weeks, Te Kunenga ki Pūrehuroa Massey University has raised serious concerns about the governance of Te Tira Ahu Pae and has been engaging with both student representatives and the board on ways to help address the concerns that have been raised.***

***We remain committed to fostering and supporting independent student representation and student voice and while we acknowledge the independence of Te Tira Ahu Pae we are also mindful of our obligation to ensure funding for student voice and student governed student services deliver key outcomes for the wider student body.***

***We are currently in discussion with the board and as students are the key stakeholder of the association, we will be updating them as our discussions progress. We are interested in hearing any thoughts or concerns students have regarding their representation via [REDACTED]***

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

**From:** [REDACTED] <[REDACTED]>  
**Date:** Tuesday, 17 September 2024 at 2:35 PM  
**To:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Subject:** FW: Statement

Hi [REDACTED], [REDACTED]

Please see email below and attached docs.  
I would not think we'd comment on these matters, but let me know your thoughts.

Thanks,  
[REDACTED]

---

**From:** [REDACTED] ([REDACTED]) <[REDACTED]>  
**Date:** Tuesday, 17 September 2024 at 2:27 PM  
**To:** [REDACTED] <[REDACTED]>  
**Subject:** Statement

Kia ora,

I am working on an article regarding the attached statements addressing issues with the Te Tira Ahu Pae board, and in particular the chair person [REDACTED]

While the student association is independent from the university, I would like to invite you to make a statement. If the university would like to make comment on these statements, the deadline is Wednesday at 5pm.

Ngā mihi,  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Wednesday, 18 September 2024 4:40 pm  
To: [REDACTED]  
Cc: [REDACTED]; [REDACTED]; [REDACTED]  
Subject: Re: Approval - statement to Massive re TTAP

Kia ora [REDACTED],

Sorry the deadline for this was 5pm today so I have asked the coms team to send the below off to [REDACTED]. It will be interesting to see how much is used or not in any article they produce!

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 18 September 2024 11:09 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Approval - statement to Massive re TTAP  
Kia ora [REDACTED],

[REDACTED], [REDACTED], [REDACTED] and I have worked on the below which we would like to send to Massive in response to the below. I will also send a copy of our statement to the Te Tira Ahu Pae board letting them know as a courtesy that we have made this comment in response to the query from Massive. Could you please approve and/or suggest any changes you would like to have made.

*Over recent weeks, Te Kunenga ki Pūrehuroa Massey University has raised serious concerns about the governance of Te Tira Ahu Pae and has been engaging with both student representatives and the board on ways to help address the concerns that have been raised. We remain committed to fostering and supporting independent student representation and student voice and while we acknowledge the independence of Te Tira Ahu Pae we are also mindful of our obligation to ensure funding for student voice and student governed student services deliver key outcomes for the wider student body. We are currently in discussion with the board and as students are the key stakeholder of the association, we will be updating them as our discussions progress. We are interested in hearing any thoughts or concerns students have regarding their representation via [REDACTED]*

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Date: Tuesday, 17 September 2024 at 2:35 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: FW: Statement

Hi [REDACTED], [REDACTED]  
Please see email below and attached docs.  
I would not think we'd comment on these matters, but let me know your thoughts.  
Thanks,  
[REDACTED]

---

From: [REDACTED] ([REDACTED]) <[REDACTED]>  
Date: Tuesday, 17 September 2024 at 2:27 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Statement

Kia ora,  
I am working on an article regarding the attached statements addressing issues with the Te Tira Ahu Pae board, and in particular the chair person [REDACTED]. While the student association is independent from the university, I would like to invite you to make a statement. If the university would like to make comment on these statements, the deadline is Wednesday at 5pm.  
Ngā mihi,  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Thursday, 5 September 2024 6:00 am  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Board Meeting + update

Thank you for the update [REDACTED]. I look forward to hearing more later today.

Noho ora mai rā,  
[REDACTED]

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From: [REDACTED]  
Sent: Wednesday, 4 September 2024 4:22 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Board Meeting + update

Kia ora [REDACTED]

Just a couple brief updates. The maori cohort has nominated [REDACTED] to join the board to fill the last empty seat. They have also decided with [REDACTED] to appoint [REDACTED] as interim Manawhakahare until the election/appointment process for 2025 reps takes place.

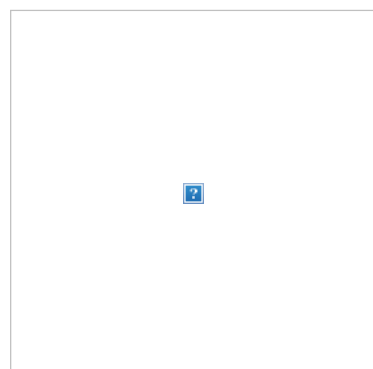
We are having a full board meeting tomorrow to pass the above roles. Also on the agenda is to discuss a board action plan and letter to communicate with Massey, our reps, and the wider student body.

The Board is scrutinizing previous board minutes votes and motions to ensure we are all on the same page as well as discussing a few admin motions brought by [REDACTED]

I can touch base again tomorrow to give you an update about student communication, I'm hoping to build a letter with the board for all students that we can all sign-off on.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]





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## Briefing on Te Tira Ahu Pae

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From [REDACTED]

Date Sun 18/08/2024 5:01 PM

To [REDACTED]

Kia ora kōrua

I am putting this into my Part 2 report for Council, but as its also volatile and moving quickly, I want to give you a heads up earlier as I think this may flare up in the next couple of weeks.

For your information

[REDACTED]

### Te Tira Ahu Pae: Summary (as at 16 August 2024)

A number of concerns have recently arisen with the governance of Te Tira Ahu Pae or TTAP (the Massey University Student Association). The association is a completely separate entity to the University, although the majority of their funding is sourced from the University through the consultation and distribution of the Compulsory Student Services Levy (CSSL). It is believed TTAP are in breach of their agreement with the university, as well as in breach of their own constitution. We have offered support (as well as legal support) to help guide them, but this has been ignored or rejected.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board;
- the resignation of the [REDACTED]
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University;
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making;
- delays in the planning and commencement of elections for 2025;
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings.

The DVC Students and Global Engagement, and his team regularly meet with Student Presidents and have witnessed and heard their frustrations, but these are often behind closed doors and lack any transparency with the student body. The [REDACTED] also reached out to the VC and DVC SaGE at the Albany Open Day, sharing her own frustrations, and asking us to act.

The [REDACTED] will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of any breach or non-compliance. If this is determined significant, the University could trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. If we go in this direction, it is suggested this notice is sent by the [REDACTED] as the signatory of the MOU and custodian of the relationship. Should this occur, the [REDACTED] will seek an alternative arrangement to support student voice and partnership in the interim and until a permanent solution is found.

From: [REDACTED]  
Sent: Thursday, 17 October 2024 11:52 am  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Coms and next steps

Kia ora koutou,

Thank you for the meeting today. As discussed we have looked into timing of our wider student body messaging regarding the funding approach to 2025 and it is our intention to email stakeholders (including all students) tomorrow (Friday) between 1-2pm with an update.

As I said in the meeting we are keen to work with Te Tira Ahu Pae on next steps in relation to both the development of a consultation plan for representation and future service provision.

In our letter we requested a nominee from Te Tira Ahu Pae to work with regarding the services provided to students, I will assume this is [REDACTED] unless we hear otherwise - [REDACTED] will be in touch to talk through what support we can provide you over the next day or so.

We would like to work with the student presidents in the first instance to map out the development of a consultation plan if you are all willing, I send out a meeting request for a next hui on this topic shortly.

Noho ora mai rā,  
[REDACTED]

From: [REDACTED]  
Sent: Thursday, 29 August 2024 3:44 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Concerns regarding Te Tira Ahu Pae governance

Tēnā koutou katoa,

Over recent weeks Te Kunenga ki Pūrehuroa Massey University has been made aware of several issues regarding the Te Tira Ahu Pae board. These concerns have been shared with us by multiple people, including current board members, and are regarding:

- the behaviour of board members towards each other,
- procedures not being followed,
- inaccurate record keeping,
- a lack of engagement and transparency with the wider student body.

In addition to the concerns shared by others, Massey University has also raised several issues with the board of Te Tira Ahu Pae over the past month. These included concerns regarding inadequate reporting of representation activities funded by the Compulsory Student Services Fee, issues with meeting attendance, in particular non-attendance at monthly Presidents-Massey University meetings and concerns regarding the transparency and advice taken on a potential membership drive and constitutional issues.

Based on our own observations, and those shared with us by others, we no longer have confidence that the current board is meeting its obligations under our Representation Memorandum of Understanding (MOU) or that the board is working in the best interest of the wider student body.

Given the above, we suggest that the current Te Tira Ahu Pae board members step down from their board positions and allow an interim emergency governance committee to be established to help the association navigate through this challenging period. Those who stand down from the board would still retain their roles as appointed/elected student representatives/executives.

To be clear, Te Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting student representation and student voice. We are not making this suggestion lightly but feel compelled to act given our own observations and the information we have received. Te Tira Ahu Pae receives a significant amount of funding from the Compulsory Student Services Fee and we have an obligation to ensure this funding delivers key outcomes for the wider student body.

We would like to work with student representatives to help resolve these concerns and support Te Tira Ahu Pae to represent the student body. We therefore suggest that the interim emergency governance committee include:

- 1x Massey University staff member (as Interim Chair)
- 1x General Manager (or interim GM) of Te Tira Ahu Pae
- 3x current student representative who have not sat on the board over the past three months (with at least one being ākonga Māori)

We suggest that the committee's purpose/aim is to support Te Tira Ahu Pae until a new board, made up of 2025 student representatives, can be established and adequately trained.

It is important to us that the wider student body is kept informed regarding the governance of Te Tira Ahu Pae – which is ultimately acting on their behalf. On Monday (2 September) afternoon we intend to update all

students explaining the current situation. We would like to work with student representatives on this communication and include details of your response to our suggestion above.

If student representatives and/or the board would like to meet with me, I am happy to make myself available Friday afternoon or over the weekend. I am also available via email if you would prefer to communicate that way. I understand this is a challenging time for everyone involved, don't forget the university has [support services](#) available to you and if you would like one of our wellbeing team to contact you directly please let me know.

Nāku noa, nā,  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]









To be clear, Te Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting student representation and student voice. We are not making this suggestion lightly but feel compelled to act given our own observations and the information we have received. Te Tira Ahu Pae receives a significant amount of funding from the Compulsory Student Services Fee and we have an obligation to ensure this funding delivers key outcomes for the wider student body.

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If student representatives and/or the board would like to meet with me, I am happy to make myself available Friday afternoon or over the weekend. I am also available via email if you would prefer to communicate that way. I understand this is a challenging time for everyone involved, don't forget the university has [support services](#) available to you and if you would like one of our [wellbeing](#) team to contact you directly please let me know.

Nāku noa, nā,

[Redacted signature block]



IN CONFIDENCE



From: [REDACTED]  
Sent: Thursday, 3 October 2024 5:44 pm  
To: [REDACTED]  
Subject: Re: CONFIDENTIAL - Board decision

Thank you for sharing [REDACTED].

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Thursday, 3 October 2024 3:51 pm  
To: [REDACTED] <[REDACTED]> <[REDACTED]>  
Subject: CONFIDENTIAL - Board decision  
Kia ora kōrua

Letting you know that in this afternoon's board meeting, a decision was made to delay elections to 2025. Board members are preparing a statement that will be shared with nominees/applicants, student reps and staff tomorrow. 7 student board members attended and there was a lot of positive discussion re moving forward from what has been a difficult few months to getting back on track. The board is planning to create a Review Committee (details not yet confirmed), and undertake student consultation in this process. The meeting was respectful of everyone and true passion was displayed. It felt to me that a corner has been turned.

Ngā mihi nui,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [redacted]  
Sent: Monday, 21 October 2024 12:42 pm  
To: [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Hi Team - sorry I have been running a workshop this morning! Just on a break now and have read through and suggested just a couple of final edits. [redacted] I see you are in the document. I am free until 12.55pm to look at any further changes but I am happy with what is now there if the rest of you are.

Noho ora mai rā,  
[redacted]

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From: [redacted]  
Sent: Monday, 21 October 2024 12:33 pm  
To: [redacted]; [redacted]; [redacted]; [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Hi [redacted].  
Let me know when you have had your last review, then I'll get it off to [redacted].  
Thanks,  
[redacted]

---

From: [redacted]  
Date: Monday, 21 October 2024 at 10:04 AM  
To: [redacted]; [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Hi Team - I have made some more edits but have to run to a workshop - [redacted] can you look over and can I have 20mins at midday to relook at it please before we send.

Noho ora mai rā,  
[redacted]

---

From: [redacted]  
Sent: Monday, 21 October 2024 9:19 am  
To: [redacted]; [redacted]; [redacted]; [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Once [redacted] is happy with it I think flick past [redacted] and then off to George. Let's try to get this done before lunchtime if possible. We won't wait for [redacted] to sign-off as I believe we have captured all his thoughts,  
[redacted]

---

From: [redacted]  
Date: Monday, 21 October 2024 at 8:59 AM  
To: [redacted]; [redacted]; [redacted]  
Cc: [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Hi again,  
The doc should look nice and tidy now. There are just a couple of remaining comments in the margin.  
I am also just double checking the annual report/TTAP funding contract question with [redacted]

Thanks,  
[redacted]

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From: [redacted]  
Date: Monday, 21 October 2024 at 8:43 AM  
To: [redacted]; [redacted]; [redacted]  
Cc: [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Morning!  
Sure thing – I'll jump in now

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From: [redacted]  
Date: Monday, 21 October 2024 at 8:42 AM  
To: [redacted]; [redacted]  
Cc: [redacted]; [redacted]  
Subject: Re: DRAFT media response for your consideration re TTAP

Hi Team - I have added some edits etc. I wonder [redacted] if you could clean it up and then we can all take a final look through?

Noho ora mai rā,  
[redacted]

---

From: [redacted]  
Sent: Saturday, 19 October 2024 7:11 pm  
To: [redacted]  
Cc: [redacted]; [redacted]; [redacted]  
Subject: RE: DRAFT media response for your consideration re TTAP

Thanks for this [redacted] I've added a number of comments throughout... I think we need more specifics (where we can) as I think the general responses just open up more questions and leave room for ambiguity... I've just through a number of comments, as they are mostly based on ignorance of the situation (or a complete lack of reading the actual piece)... but we know Massey suffers from that at the best of times, so let's work to rule that out... I did worry me that Te Tira Ahu Pae staff found out via the media too... at least based on some of the comments... it's not

our role there, but we need to reinforce the importance of this with TTAP...

Thank you all!

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

---

From: [Redacted]  
Sent: Friday, 18 October 2024 4:28 pm  
To: [Redacted] <[Redacted]>  
Cc: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: DRAFT media response for your consideration re TTAP

Kia ora [Redacted],

We've had a request come in from [Redacted] re Te Tira Ahu Pae with a deadline of Monday. Current thoughts here for your consideration: [DRAFT-Stuff-TTAP-18Oct24-JN.docx](#)

I am out with Universities NZ on Monday, so [Redacted] will look after getting this over the line, but I'm around this weekend to continue working on it. Once you're all happy, we will run it past [Redacted] for final sign off.

[Redacted] will do a wee social wrap and share it with me later today, so I will forward that on also.

Thanks, [Redacted]

From: [redacted]  
Sent: Wednesday, 18 September 2024 4:52 pm  
To: [redacted]  
Cc: [redacted]  
Subject: Re: Follow on from meeting with board yesterday

Kia ora koutou,

FYI - Yesterday we were approached by Massive magazine to comment on an article they were writing regarding concerns raised about Te Tira Ahu Pae board activities. Today in response we provided the below:

**Over recent weeks, Te Kunenga ki Pūrehuroa Massey University has raised serious concerns about the governance of Te Tira Ahu Pae and has been engaging with both student representatives and the board on ways to help address the concerns that have been raised. We remain committed to fostering and supporting independent student representation and student voice and while we acknowledge the independence of Te Tira Ahu Pae we are also mindful of our obligation to ensure funding for student voice and student governed student services deliver key outcomes for the wider student body. We are currently in discussion with the board and as students are the key stakeholder of the association, we will be updating them as our discussions progress. We are interested in hearing any thoughts or concerns students have regarding their representation via [redacted]**

Still keen to hear more in response to the points below. If the situation has changed since we met last week, in terms of any of your planned actions or unresolved issues within the board, we are happy to meet again to discuss.

Noho ora mai rā,  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Tuesday, 17 September 2024 1:49 pm  
To: [redacted]

Cc: [redacted] <[redacted]>  
Subject: Re: Follow on from meeting with board yesterday  
Kia ora koutou,

Just following up on the below. Other than [redacted] acceptance of the offer of support for the investigation of complaints are there any other items missed or other feedback? How is progress with points 1-5? Should I commence work on number 6?

Noho ora mai rā,  
[redacted]

---

From: [redacted]  
Sent: Wednesday, 11 September 2024 4:10 pm  
To: [redacted]

Subject: Follow on from meeting with board yesterday  
Kia ora koutou,

Below are the actions that I took away from our meeting yesterday (and a few from the previous conversations held). Please let me know if these don't match your thinking so I can ensure we direct our efforts correctly and are all on the same page.

1. Members of Te Tira Ahu Pae Board to work on formal response to the email Massey sent 29 August. Those who agree with the response to be listed e.g. if there is not agreement from the entire board please indicate who has signed off the response.
2. Te Tira Ahu Pae to tidy up all the previous board documentation and add this to the website.
3. Te Tira Ahu Pae to detail the current board members on their website so students know who is the board.
4. Te Tira Ahu Pae to formally extend the offer to Massey for a staff member (or two might be helpful) to be co-opted onto the board as per clause 11.5 of the constitution until March 2025.
5. The Chair will update Massey early next week regarding progress in resolving concerns related to the [redacted].
6. Massey to outline a series of next steps it suggests are taken to help establish the right systems/processes are in place for next years board members. ([redacted] you talked through a list of things - are you able to send that to me so I can ensure all those items are captured and we have a single 'to do' list).  
I think this will look a bit like a project plan and will detail a programme of activity (in a set order) that can be agreed on (by the board) and worked through (by a working party) to help address some of the system or policy issues facing Te Tira Ahu Pae. I will also include a suggested make up for the working group to undertake this mahi.

In addition to the above I would like to extend an offer to help support the resolution of the complaints made from within the board about the board. This is mainly an offer for you [redacted] as I understand you have been given this task. If you are open to it I will look into some of our internal resources that might be able to assist at this time, this could help ensure some independence and experience in the process given the complexities (e.g. I am not suggesting anyone from my area but someone in the Uni with investigation/mediation expertise). If you do not need this support then we would appreciate if we could be provided regular updates from you [redacted] in terms of progression of the process, we don't need details but we would like some assurance around resolution to the concerns being progressed.

Let me know if I have missed anything or have any thing incorrect.

Noho ora mai rā,  
[redacted]  
[redacted]  
[redacted]  
[redacted]  
[redacted]



From: [REDACTED]  
Sent: Tuesday, 17 September 2024 1:50 pm

To: [REDACTED]  
[REDACTED]  
[REDACTED]

Cc: [REDACTED]  
Subject: Re: Follow on from meeting with board yesterday

Kia ora koutou,  
Just following up on the below. Other than [REDACTED] acceptance of the offer of support for the investigation of complaints are there any other items missed or other feedback?  
How is progress with points 1-5? Should I commence work on number 6?

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Wednesday, 11 September 2024 4:10 pm

To: [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Subject: Follow on from meeting with board yesterday  
Kia ora koutou,

Below are the actions that I took away from our meeting yesterday (and a few from the previous conversations held).  
Please let me know if these don't match your thinking so I can ensure we direct our efforts correctly and are all on the same page.

1. Members of Te Tira Ahu Pae Board to work on formal response to the email Massey sent 29 August. Those who agree with the response to be listed e.g. if there is not agreement from the entire board please indicate who has signed off the response.
2. Te Tira Ahu Pae to tidy up all the previous board documentation and add this to the website.
3. Te Tira Ahu Pae to detail the current board members on their website so students know who is the board.
4. Te Tira Ahu Pae to formally extend the offer to Massey for a staff member (or two might be helpful) to be co-opted onto the board as per clause 11.5 of the constitution until March 2025.
5. The Chair will update Massey early next week regarding progress in resolving concerns related to [REDACTED].
6. Massey to outline a series of next steps it suggests are taken to help establish the right systems/processes are in place for next years board members. ([REDACTED] you talked through a list of things - are you able to send that to me so I can ensure all those items are captured and we have a single 'to do' list).  
I think this will look a bit like a project plan and will detail a programme of activity (in a set order) that can be agreed on (by the board) and worked through (by a working party) to help address some of the system or policy issues facing Te Tira Ahu Pae. I will also include a suggested make up for the working group to undertake this mahi.

In addition to the above I would like to extend an offer to help support the resolution of the complaints made from within the board about the board. This is mainly an offer for you [REDACTED] as I understand you have been given this task. If you are open to it I will look into some of our internal resources that might be able to assist at this time, this could help ensure some independence and experience in the process given the complexities (e.g. I am not suggesting anyone from my area but someone in the Uni with investigation/mediation expertise).  
If you do not need this support then we would appreciate if we could be provided regular updates from you [REDACTED] in terms of progression of the process, we don't need details but we would like some assurance around resolution to the concerns being progressed.

Let me know if I have missed anything or have any thing incorrect.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



[REDACTED]

---

[REDACTED]

[REDACTED]

With our shared desire for continuity of service to our students, we would like to request that you share position descriptions with us and salary grading ranges for the existing service orientated student services positions by the end of this week, 25 October 2024.

With the elections cancelled for this year, and nominations for positions having taken place, we would appreciate it if you would please share the contact details of interested students with us so that we can reach out directly to them.

Many thanks

[Redacted signature block]

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**Fwd: Update on concerns regarding Te Tira Ahu Pae**

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From [REDACTED]  
Date Sat 17/08/2024 10:04 AM  
To [REDACTED]

For vc report

Get [REDACTED]

---

**From:** [REDACTED] <[REDACTED]>  
**Sent:** Friday, August 16, 2024 8:38:14 PM  
**To:** [REDACTED]  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** FW: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED]

Sorry for the delay here, but please find a brief summary of the situation with Te Tira Ahu Pae. I have also shared the conversation between [REDACTED] and I regarding the next steps for your information – but if you have any concerns please let me know.

=====

**Te Tira Ahu Pae: Summary (as at 16 August 2024)**

A number of concerns have recently arisen with the governance of Te Tira Ahu Pae or TTAP (the Massey University Student Association). The association is a completely separate entity to the University, although the majority of their funding is sourced from the University through the consultation and distribution of the Compulsory Student Services Levy (CSSL). It is believed TTAP are in breach of their agreement with the university, as well as in breach of their own constitution. We have offered support (as well as legal support) to help guide them, but this has been ignored or rejected.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board;
- the resignation of the [REDACTED];
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University;
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making;
- delays in the planning and commencement of elections for 2025;
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings.

The [REDACTED] and his team regularly meet with Student Presidents and have witnessed and heard their frustrations, but these are often behind closed doors and lack any transparency with the student body. The [REDACTED] also reached out



to the [redacted] and [redacted] at the Albany Open Day, sharing her own frustrations, and asking us to act.

The [redacted] will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of any breach or non-compliance. If this is determined significant, the University could trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. If we go in this direction, it is suggested this notice is sent by the [redacted] as the signatory of the MOU and custodian of the relationship. Should this occur, the [redacted] will seek an alternative arrangement to support student voice and partnership in the interim and until a permanent solution is found.

=====

Thanks,

[redacted]  
[redacted]  
[redacted]

---

**From:** [redacted] <[redacted]>  
**Sent:** Friday, August 16, 2024 7:56 PM  
**To:** [redacted] <[redacted]>  
**Cc:** [redacted] <[redacted]>; [redacted] <[redacted]>  
**Subject:** RE: Update on concerns regarding Te Tira Ahu Pae

Thanks for the email [redacted] and the following details – I agree with the outline provided and will share this with the [redacted] for her information and to gather any of her thoughts. Before we progress, the final question remains if we should trigger the 60 day notice period for Te Tira Ahu Pae and when. If that is the case, I will require very clear linkages between the MOU and the reason for decision i.e. a table showing the MOU requirements, along with why we believe this has been breached. If we do issue notice, then I would also require a few additional details:

- An announcement for the student body on why we will be removing funding. It is important we are as transparent as possible with the student body, as I am conscious a lot of the discussions haven't happened behind closed doors and we need to front foot what we are seeing. I would suggest this is shared with the student body, and Massive at the same time as the Presidents.
- Any student announcement should also include interim thoughts on how we will continue to engage with students – student voice and partnership is still key, but this may be linked to your discussion as outline below.
- A draft termination letter. I would suggest this is issued by me, unless the [redacted] would prefer it to come from her – but it should outline the details of breach and process to follow.

It would be useful to catch up with you and [redacted] early next week to discuss too – as I am conscious a number of staff in Te Tira Ahu Pae will be caught in the middle here – so it would be good to consider how we can support them too, or bring them into a new interim solution.

Thoughts?

Thanks,

[redacted]

---

**From:** [redacted] <[redacted]>  
**Sent:** Friday, August 16, 2024 2:20 PM

To: [REDACTED] <[REDACTED]>

Cc: [REDACTED] <[REDACTED]>

**Subject:** Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

[REDACTED] and I have become increasingly concerned with the governance of Te Tira Ahu Pae.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board
- the resignation of the [REDACTED] student representative
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making
- delays in the planning and commencement of elections for 2025
  - discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings

### **Current MOU**

Massey University currently has a Memorandum of Understanding (MOU) with Te Tira Ahu Pae. This MOU outlines a set of principles for working together with Te Tira Ahu Pae to enable a diverse range of student feedback, influence and views to be provided on Massey's operations. The MOU also outlines an agreed approach to appointed/elected student representation at Massey including agreement that student representatives give voice to cohorts, groups at the University, and that the wider student body is provided the opportunity to select who they feel best represents them on various matters.

It has been agreed, via the MOU, that appointed/elected student representatives are to regularly engage with their fellow students and to seek out, query and question concerns which are then raised in appropriate forums. It is our view that this is particularly important for executive and board members of Te Tira Ahu Pae as they provide governance to not only the services provided to students by Te Tira Ahu Pae but also to the financial support provided by the student body (via the Student Services Fee) to appointed and elected student representatives. It is also our view that these requirements are currently not being honoured by the Te Tira Ahu Pae Board.

The current Memorandum of Understanding has two relating to the term of the agreement. The current agreement is effective for 1 calendar year unless it is terminated by either party by giving sixty working days' notice. 60 working days from today is the 9th of November.

### **Recommendation**

Given the concerns above it is my recommendation that in the coming weeks Massey University consult with the wider student body about how best to ensure students are involved sharing ideas, experiences, questions and concerns into decisions at the University.

We would also consult on how representatives should be selected and how representatives can be accountable to the student body for their actions. Mechanisms used as part of this consultation will include the Student Services Fee Advisory Group, existing student representatives and opportunities for all students to input feedback via forums, survey's and focus groups.

Following this consultation a decision will be made, with advice from the [REDACTED], regarding future funding and support for student representation. This may include a call for proposals from the student body and/or the establishment of an alternative approach to achieving key student voice objectives.

It is my recommendation that no MOU or SLA would be entered in to with Te Tira Ahu Pae until the consultation had been completed and that we would advise Te Tira Ahu Pae of our plan to consult

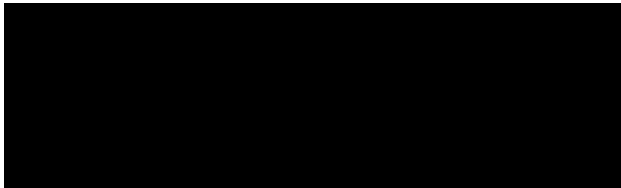
and the likely delay in MOU/SLA negotiations.

I have some further background I can provide you if would like to discuss things further.

Noho ora mai rā,



Ngā Wheako a Ngā Taurira | Student Experience



From: [REDACTED]  
Sent: Monday, 2 September 2024 12:58 pm  
To: [REDACTED]  
Subject: Re: Governance Concerns

Kia ora [REDACTED], not sure if you want me to reply to [REDACTED] (or [REDACTED]), I was thinking of sending the below to [REDACTED] cc to you and [REDACTED] but let me know what you would prefer I do.

Kia ora [REDACTED].

Thank you for sharing your views. I have been in email contact over the weekend with the [REDACTED] [REDACTED]/chairperson of Te Tira Ahu Pae and I am in the process of finalising a meeting time for tomorrow. I am unsure if this is with the board or just him but your suggestion that the board has offered to meet to discuss these concerns, and that to date I have not accepted this invitation is inaccurate. None of the [REDACTED] I have received since sending my email on Thursday have been signed off as from the board and none have been open copied into all the board members. I am more than happy to meet with you and/or the board and as I explained to [REDACTED] I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 2 September 2024 12:36 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Governance Concerns

So will you be meeting with them to discuss?

---

**From:** [REDACTED] <[REDACTED]>  
**Date:** Monday, 2 September 2024 at 12:25 PM  
**To:** [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** FW: Governance Concerns

Kia ora [REDACTED].

Just a quick FYI – but we are starting to get some rumblings from TTAP as we let them know last week of our suggestions and planned [REDACTED]. We have agreed to provide them with 5 days to respond to us (ending this Friday) before we communicate with the wider student body. The email below is out of date in terms of current discussions, but I just wanted you to know we are still progressing.

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Monday, 2 September 2024 12:15 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Governance Concerns

Kia ora koutou,

I'm writing in my capacity as a student representative (not on behalf of the Board) to share my concerns about the proposal that a Massey staff member chair an emergency committee to govern Te Tira Ahu Pae.

To my knowledge there is no piece of legislation, clause of our constitution, or agreement in either our SLA or MOU that would grant Massey this power. The constitution does not allow it, meaning it would not be a valid Board motion and would need to be passed by a constitutionally held SGM. A meeting we are unable to hold due to our lack of a membership list, something Massey insisted we pause the creation of.

This committee would then be charged with the governance of our assets and finances. I question whether it is Massey's intention to seize the assets of Te Tira Ahu Pae, or if you intend to mislead the student body of Massey's ability to manage these assets.

If Massey intends to fraudulently advise the student body that they are entitled to govern our assets, legal action will need to be considered and a referral to the police will be made.

The allegations made in your email to the student representatives appear to have not been thoroughly investigated or followed a process of natural justice. If these claims were to be passed on to the student body in their current state, I would have no doubt that the association would be considering legal action regarding defamation. The SLA we hold with Massey requires both parties to act in good faith and to cooperate with each other to resolve any dispute, I would question whether sending out your intended communications to the student body without sitting down with the Board would constitute a breach of this contract.

The Board has offered to meet to discuss these concerns, and to date you have not accepted this invitation. Resolving these issues will require an open and transparent conversation, and it is deeply disappointing that Massey appears to be frustrating the process of this occurring or refusing it entirely.

I am happy to meet with you personally to discuss this communication or to assist in a proper investigation of the claims you have raised. Either way I would urge Massey to seek legal advice before potentially communicating fraudulent or defamatory information to the student body.

Ki [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Monday, 2 September 2024 1:01 pm  
To: [REDACTED]  
Subject: Re: Governance Concerns

Totally - I will deal with them, you get to deal with [REDACTED]

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 2 September 2024 1:00 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Governance Concerns

Thanks [REDACTED]. I think this is best to come from you directly and cc [REDACTED] and I (that also reinforced the email I've shared with [REDACTED] too). It's important that the 'board' know that you are the key contact person here... I don't really want [REDACTED] jumping in to reply as that might over complicate things...

Is that ok?

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 2 September 2024 12:58 pm  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Governance Concerns

Kia ora [REDACTED], not sure if you want me to reply to [REDACTED] (or [REDACTED]), I was thinking of sending the below to [REDACTED] cc to you and [REDACTED] but let me know what you would prefer I do.

Kia ora [REDACTED].

*Thank you for sharing your views. I have been in email contact over the weekend with the [REDACTED] [REDACTED]/chairperson of Te Tira Ahu Pae and I am in the process of finalising a meeting time for tomorrow. I am unsure if this is with the board or just him but your suggestion that the board has offered to meet to discuss these concerns, and that to date I have not accepted this invitation is inaccurate. None of the communications I have received since sending my email on Thursday have been signed off as from the board and none have been open copied into all the board members. I am more than happy to meet with you and/or the board and as I explained to [REDACTED] I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.*

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 2 September 2024 12:36 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Governance Concerns

So will you be meeting with them to discuss?

---

**From:** [REDACTED] <[REDACTED]>  
**Date:** Monday, 2 September 2024 at 12:25 PM  
**To:** [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** FW: Governance Concerns

Kia ora [REDACTED].

Just a quick FYI – but we are starting to get some rumblings from TTAP as we let them know last week of our suggestions and planned communications. We have agreed to provide them with 5 days to respond to us (ending this Friday) before we communicate with the wider student body. The email below is out of date in terms of current discussions, but I just wanted you to know we are still progressing.

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Monday, 2 September 2024 12:15 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Governance Concerns

Kia ora koutou,

I'm writing in my capacity as a student representative (not on behalf of the Board) to share my concerns about the proposal that a Massey staff member chair an emergency committee to govern Te Tira Ahu Pae.

To my knowledge there is no piece of legislation, clause of our constitution, or agreement in either our SLA or MOU that would grant Massey this power. The constitution does not allow it, meaning it would not be a valid Board motion and would need to be passed by a constitutionally held SGM. A meeting we are unable to hold due to our lack of a membership list, something Massey insisted we pause the creation of.

This committee would then be charged with the governance of our assets and finances. I question whether it is Massey's intention to seize the assets of Te Tira Ahu Pae, or if you intend to mislead the student body of Massey's ability to manage these assets.

If Massey intends to fraudulently advise the student body that they are entitled to govern our assets, legal action will need to be considered and a referral to the police will be made.

The allegations made in your email to the student representatives appear to have not been thoroughly investigated or followed a process of natural justice. If these claims were to be passed on to the student body in their current state, I would have no doubt that the association would be considering legal action regarding defamation.

The SLA we hold with Massey requires both parties to act in good faith and to cooperate with each other to resolve any dispute, I would question whether sending out your intended

communications to the student body without sitting down with the Board would constitute a breach of this contract.

The Board has offered to meet to discuss these concerns, and to date you have not accepted this invitation. Resolving these issues will require an open and transparent conversation, and it is deeply disappointing that Massey appears to be frustrating the process of this occurring or refusing it entirely.

I am happy to meet with you personally to discuss this communication or to assist in a proper investigation of the claims you have raised. Either way I would urge Massey to seek legal advice before potentially communicating fraudulent or defamatory information to the student body.

[REDACTED]



**TE TIRA AHU PAE**  
**HEI HĀPAI WHAKAMANA**

From: [REDACTED]  
Sent: Monday, 2 September 2024 1:03 pm  
To: [REDACTED]  
Cc: [REDACTED]; [REDACTED]  
Subject: Re: Governance Concerns

Kia ora [REDACTED],

Thank you for sharing your views. I have been in email contact over the weekend with the [REDACTED] [REDACTED]/chairperson of Te Tira Ahu Pae and I am in the process of finalising a meeting time for tomorrow.

I am unsure if this is with the board or just him but your suggestion that the board has offered to meet to discuss these concerns, and that to date I have not accepted this invitation is inaccurate. None of the communications I have received since sending the email to student representatives on Thursday have been signed off as from the board and none have been open copied into all the board members.

I am more than happy to meet with you and/or the board and as I explained to [REDACTED] I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Monday, 2 September 2024 12:14 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Governance Concerns

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Kind regards,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Monday, 2 September 2024 1:01 pm  
To: [REDACTED]  
Subject: Re: Governance Concerns

Totally - I will deal with them, you get to deal with [REDACTED]

Noho ora mai rā,  
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From: [REDACTED] <[REDACTED]>

Sent: Monday, 2 September 2024 1:00 pm

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Subject: RE: Governance Concerns

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Is that ok?

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---

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To: [REDACTED] <[REDACTED]>

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Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>

Sent: Monday, 2 September 2024 12:36 pm

To: [REDACTED] <[REDACTED]>

Cc: [REDACTED] <[REDACTED]>

Subject: Re: Governance Concerns

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**Date:** Monday, 2 September 2024 at 12:25 PM

**To:** [REDACTED] <[REDACTED]>

**Cc:** [REDACTED] <[REDACTED]>

**Subject:** FW: Governance Concerns

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[REDACTED]  
[REDACTED]  
[REDACTED]

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Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Governance Concerns

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The allegations made in your email to the student representatives appear to have not been thoroughly investigated or followed a process of natural justice. If these claims were to be passed on to the student body in their current state, I would have no doubt that the association would be considering legal action regarding defamation.

The SLA we hold with Massey requires both parties to act in good faith and to cooperate with each other to resolve any dispute, I would question whether sending out your intended communications to the student body without sitting down with the Board would constitute a breach of this contract.

The Board has offered to meet to discuss these concerns, and to date you have not accepted this invitation.

Resolving these issues will require an open and transparent conversation, and it is deeply disappointing that Massey appears to be frustrating the process of this occurring or refusing it entirely.

I am happy to meet with you personally to discuss this communication or to assist in a proper investigation of the claims you have raised. Either way I would urge Massey to seek legal advice before potentially communicating fraudulent or defamatory information to the student body.

Kind regards,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



**TE TIRA AHU PAE**  
**HEI HĀPAI WHAKAMANA**



From: [REDACTED]  
Sent: Friday, 30 August 2024 4:39 pm  
To: [REDACTED]  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks [REDACTED] - that's a great suggestion.  
I hope you have survived the week ok and have a good weekend.

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 4:36 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Issues regarding Te Tira Ahu Pae

Just read through and made some suggestions...

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 10:57 AM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Issues regarding Te Tira Ahu Pae

Kia ora koutou,

I have sent the email to student representatives yesterday afternoon, thanks for all support in drafting it. I am keeping a log of the responses which can be found here. [REDACTED]

I have updated the wider student communication based on the edits made to the email sent yesterday. It is yet to include details of any response from TTAP to that email or next steps so I will keep working on it as things evolve but please feel free to take a look and suggest any edits to the current base text

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 29 August 2024 11:54 am  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: RE: Issues regarding Te Tira Ahu Pae

Thanks for this [REDACTED]. This read well from my perspective, so I have nothing more to add.

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, August 29, 2024 11:09 AM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
[REDACTED]  
[REDACTED]

Kia ora Team - I have updated the document below with you comments and tracked changes in mind.

Could you please rereview the first letter and add any further suggestions. Ideally by 2.30pm so I can get this out today. We can update the second all student communication once this one is nailed and we have the timing confirmed.  
Many thanks for all your input.

 [REDACTED]

Noho ora mai rā,  
[REDACTED]





From: [REDACTED]  
Sent: Wednesday, 28 August 2024 3:36 pm  
To: [REDACTED]  
Subject: Issues regarding Te Tira Ahu Pae

Kia ora koutou,

**In confidence - issues with Te Tira Ahu Pae**

Significant issues relating to the governance of Te Tira Ahu Pae have come to our attention. In brief:

On Tuesday last week we received a copy of a complaint to the board from [REDACTED] which was shared with us and Pacific students

On Friday we received two more complaint/grievance letters from Te Tira Ahu Pae board members ([REDACTED]) which have also been sent to all student representatives.

Today I received a complaint from [REDACTED] about the current Kaiwhakahaere o Manawatū.

We have also been informed that the board has suspended the [REDACTED] - details around this are patchy.

This means there are a total of three board members who have publicly made complaints about other board members. The complaints include issues with:

- board member behaviour,
- the motions that have been 'passed' by the board in recent weeks
- the records that have been kept of board meetings
- a vote of no confidence in a board member that is supposed to represent them.
- issues with the process of suspending the [REDACTED].

I also have a list of current board members provided to me by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).  
Long story short I have no confidence in the current board of Te Tira Ahu Pae.

@ [REDACTED] has agreed for the following actions to take place:

1. We write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (total 21 people) and includes board members and the pool of people that the board is drawn from.  
In this letter I think we:
  - state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.
  - confirm our desire and support for effective student representation at Massey University.
  - request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and
  - that an interim emergency governance committee to be formed
  - suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring
2. We communicate the situation to the wider student wider student body.
3. We communicate the situation to staff

The ideal timeframe would be:

1. Letter to student reps - Tomorrow Thursday 29 August
2. Letter to all students - Monday 2 September
3. Notice to staff - Staff News 3 September

[REDACTED]

I have attempted to kick off the letters but would really appreciate your input and thoughts.  
I would also be grateful for any concerns or questions you have with the approach so we can make sure we have covered all angles here.  
Sorry for the short timeframe regarding the rep letter  
Please keep this situation and our approach in confidence at this stage until we can ensure we have all the appropriate things covered.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Wednesday, 28 August 2024 3:36 pm  
To: [REDACTED]  
Subject: Issues regarding Te Tira Ahu Pae

Kia ora koutou,

**In confidence - issues with Te Tira Ahu Pae**

Significant issues relating to the governance of Te Tira Ahu Pae have come to our attention. In brief:

On Tuesday last week we received a copy of a complaint to the board from [REDACTED] which was shared with us and Pacific students

On Friday we received two more complaint/grievance letters from Te Tira Ahu Pae board members [REDACTED] which have also been sent to all student representatives.

Today I received a complaint from [REDACTED] about the current [REDACTED]

We have also been informed that the board has [REDACTED] details around this are patchy.

This means there are a total of three board members who have publicly made complaints about other board members. The complaints include issues with:

- board member behaviour,
- the motions that have been 'passed' by the board in recent weeks
- the records that have been kept of board meetings
- a vote of no confidence in a board member that is supposed to represent them.
- issues with the process of suspending the [REDACTED]

I also have a list of current board members provided to me by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).  
Long story short I have no confidence in the current board of Te Tira Ahu Pae.

@ [REDACTED] has agreed for the following actions to take place:

1. We write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (total 21 people) and includes board members and the pool of people that the board is drawn from.  
In this letter I think we:
  - state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.
  - confirm our desire and support for effective student representation at Massey University.
  - request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and
  - that an interim emergency governance committee to be formed
  - suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring
2. We communicate the situation to the wider student wider student body.
3. We communicate the situation to staff

The ideal timeframe would be:

1. Letter to student reps - Tomorrow Thursday 29 August
2. Letter to all students - Monday 2 September
3. Notice to staff - Staff News 3 September

[REDACTED]  
I have attempted to kick off the letters but would really appreciate your input and thoughts.  
I would also be grateful for any concerns or questions you have with the approach so we can make sure we have covered all angles here.  
Sorry for the short timeframe regarding the rep letter  
Please keep this situation and our approach in confidence at this stage until we can ensure we have all the appropriate things covered.



From: [redacted]  
Sent: Thursday, 29 August 2024 8:02 am  
To: [redacted]  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks Everyone, I will take a look through and accept changes/add things etc and recirculate.

I disagree in terms of timing. I think, in an attempted to work in good faith, we need to give the board time to respond to our request and potentially work with us on the wider message to students otherwise we are just communicating to the wider student body the fact we have made the request and not given clarity on next steps or any avenue for taking action (so will need a follow up communication next week).

I understand this creates the opportunity for the request to be shared but I think if that occurred and we were to then share the letter that went to the board it shows clearly our intention to work with them and to communicate with students in the near future.

[redacted] could you please consider the above and let me know your final call on timing which we will then move forward with.

Noho ora mai rā,  
[redacted]

---

From: [redacted] <[redacted]>  
Sent: Thursday, 29 August 2024 12:02 am  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: RE: Issues regarding Te Tira Ahu Pae

Kia ora All,

I've just worked my way through the comms and we are getting there... we just need to be careful that this comms piece is all about the university making recommendations and not actually taking any actions (yet)... but we do need to ensure we are very clear about why we're getting involved, which may mean adding in some more details... take a read and lets see how we get on.

In terms of timing, I agree [redacted]... the comms to the board should go first, but when it comes to sharing the details with the wider student body, this needs to go to staff and students around the same time. It may be the student comms is shared via email, whereas the staff one is loaded to the staffroom... (before being shared in a Massey News)... but just keen to ensure everyone hears from the university and not through the grapevine...

Many thanks for your work here.

[redacted]  
[redacted]  
[redacted]

---

From: [redacted] <[redacted]>  
Sent: Wednesday, August 28, 2024 6:00 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks, [redacted]. I've made some minor suggested edits throughout.

I wonder if we are best to communicate to staff and wider students on the same day? When we communicate to wider students it's likely to appear on social and possibly the media, so it might be better to make sure staff receive the info at a similar time to students, just so they're hearing from us and not seeing on other channels.

We could post staff comms to OneMassey on Monday when the student email is sent and then distribute that more widely on Tuesday via Staff Update. Just something to consider.

Thanks,  
[redacted]

---

From: [redacted] <[redacted]>  
Date: Wednesday, 28 August 2024 at 3:36 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Issues regarding Te Tira Ahu Pae

Kia ora koutou,

**In confidence - issues with Te Tira Ahu Pae**

Significant issues relating to the governance of Te Tira Ahu Pae have come to our attention. In brief:  
On Tuesday last week we received a copy of a complaint to the board from [redacted] which was shared with us and Pacific students  
On Friday we received two more complaint/grievance letters from Te Tira Ahu Pae board members [redacted] which have also been sent to all student representatives.  
Today I received a complaint from [redacted] about the current Kaiwhakahaere o Manawatū.  
We have also been informed that the board has [redacted] details around this are patchy.

This means there are a total of three board members who have publicly made complaints about other board members. The complaints include issues with:

- [redacted]
- [redacted]
- [redacted]
- [redacted]

I also have a list of current board members provided to me by [redacted] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).  
Long story short I have no confidence in the current board of Te Tira Ahu Pae.

[redacted] [redacted] has agreed for the following actions to take place:

1. We write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (total 21 people) and includes board members and the pool of people that the board is drawn from.  
In this letter I think we:
  - state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.
  - confirm our desire and support for effective student representation at Massey University.
  - request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and
  - that an interim emergency governance committee be formed
  - suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring
2. We communicate the situation to the wider student wider student body.

3. We communicate the situation to staff

The ideal timeframe would be:

1. Letter to student reps - Tomorrow Thursday 29 August
2. Letter to all students - Monday 2 September
3. Notice to staff - Staff News 3 September

[Redacted]

I have attempted to kick off the letters but would really appreciate your input and thoughts.

I would also be grateful for any concerns or questions you have with the approach so we can make sure we have covered all angles here.

Sorry for the short timeframe regarding the rep letter

Please keep this situation and our approach in confidence at this stage until we can ensure we have all the appropriate things covered.

[Redacted]







From: [redacted]  
Sent: Thursday, 29 August 2024 12:05 pm  
To: [redacted]  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks [redacted], yes I am very comfortable with:

- 29 August – email to student representatives (based on the current email that's been formulated)
- 2 September – add a notice to the Staff Room to inform them of what is happening. This can then be included in Massey News as an update. This won't include a response from the association (unless they have given us one), but it will help ensure they are aware.
- 2 September – we email the student body to let them know what is happening, why and what we've requested. This can be followed up again once we have more details, or in the next Students Newsletter (which ever is earlier).

Many thanks.

Noho ora mai rā,  
[redacted]

---

From: [redacted] <[redacted]>  
Sent: Thursday, 29 August 2024 11:54 am  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
<[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: RE: Issues regarding Te Tira Ahu Pae

Kia ora [redacted],

Thanks for the email and noted regarding your thoughts on timings. I do agree that we need to allow time for the current association to respond appropriately, but I wasn't clear how this related to the timings sorry – because we can still communicate to the student body an update on what we now understand and what we have requested etc.... is that what you meant? So, a little crudely, are we agreeing to:

- 29 August – email to student representatives (based on the current email that's been formulated)
- 2 September – add a notice to the Staff Room to inform them of what is happening. This can then be included in Massey News as an update. This won't include a response from the association (unless they have given us one), but it will help ensure they are aware.
- 2 September – we email the student body to let them know what is happening, why and what we've requested. This can be followed up again once we have more details, or in the next Students Newsletter (which ever is earlier).

Is that correct?

Thanks,  
[redacted]

---

From: [redacted] <[redacted]>  
Sent: Thursday, August 29, 2024 8:02 AM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks Everyone, I will take a look through and accept changes/add things etc and recirculate.

I disagree in terms of timing. I think, in an attempted to work in good faith, we need to give the board time to respond to our request and potentially work with us on the wider message to students otherwise we are just communicating to the wider student body the fact we have made the request and not given clarity on next steps or any avenue for taking action (so will need a follow up communication next week).

I understand this creates the opportunity for the request to be shared but I think if that occurred and we were to then share the letter that went to the board it shows clearly our intention to work with them and to communicate with students in the near future.

[redacted] could you please consider the above and let me know your final call on timing which we will then move forward with.

Noho ora mai rā,  
[redacted]

---

From: [redacted] <[redacted]>  
Sent: Thursday, 29 August 2024 12:02 am  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
<[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: RE: Issues regarding Te Tira Ahu Pae

Kia ora All,

I've just worked my way through the comms and we are getting there... we just need to be careful that this comms piece is all about the university making recommendations and not actually taking any actions (yet)... but we do need to ensure we are very clear about why we're getting involved, which may mean adding in some more details... take a read and lets see how we get on.

In terms of timing, I agree [redacted]... the comms to the board should go first, but when it comes to sharing the details with the wider student body, this needs to go to staff and students around the same time. It may be the student comms is shared via email, whereas the staff one is loaded to the staffroom... (before being shared in a Massey News)... but just keen to ensure everyone hears from the university and not through the grapevine...

Many thanks for your work here.

[redacted]

---

From: [redacted] <[redacted]>  
Sent: Wednesday, August 28, 2024 6:00 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
<[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks, [redacted]. I've made some minor suggested edits throughout.

I wonder if we are best to communicate to staff and wider students on the same day? When we communicate to wider students it's likely to appear on social and possibly the media, so it might be better to make sure staff receive the info at a similar time to students, just so they're hearing from us and not seeing on other channels.

We could post staff comms to OneMassey on Monday when the student email is sent and then distribute that more widely on Tuesday via Staff Update. Just something to consider.

Thanks,

[Redacted]

From: [Redacted] <[Redacted]>

Date: Wednesday, 28 August 2024 at 3:36 PM

To: [Redacted] <[Redacted]>, [Redacted] <[Redacted]>, [Redacted] <[Redacted]>, [Redacted] <[Redacted]>, [Redacted] <[Redacted]>

Subject: Issues regarding Te Tira Ahu Pae

Kia ora koutou,

**In confidence - issues with Te Tira Ahu Pae**

Significant issues relating to the governance of Te Tira Ahu Pae have come to our attention. In brief:

On Tuesday last week we received a copy of a complaint to the board from [Redacted] which was shared with us and Pacific students

On Friday we received two more complaint/grievance letters from Te Tira Ahu Pae board members [Redacted] which have also been sent to all student representatives.

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We have also been informed that the board has suspended the [Redacted] - details around this are patchy.

This means there are a total of three board members who have publicly made complaints about other board members. The complaints include issues with:

- [Redacted]
- [Redacted]
- [Redacted]
- [Redacted]

I also have a list of current board members provided to me by [Redacted] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).

Long story short I have no confidence in the current board of Te Tira Ahu Pae.

@ [Redacted] has agreed for the following actions to take place:

1. We write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (total 21 people) and includes board members and the pool of people that the board is drawn from.
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    - confirm our desire and support for effective student representation at Massey University.
    - request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and
    - that an interim emergency governance committee to be formed
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The ideal timeframe would be:

1. Letter to student reps - Tomorrow Thursday 29 August
2. Letter to all students - Monday 2 September
3. Notice to staff - Staff News 3 September

[Redacted]

I have attempted to kick off the letters but would really appreciate your input and thoughts.

I would also be grateful for any concerns or questions you have with the approach so we can make sure we have covered all angles here.

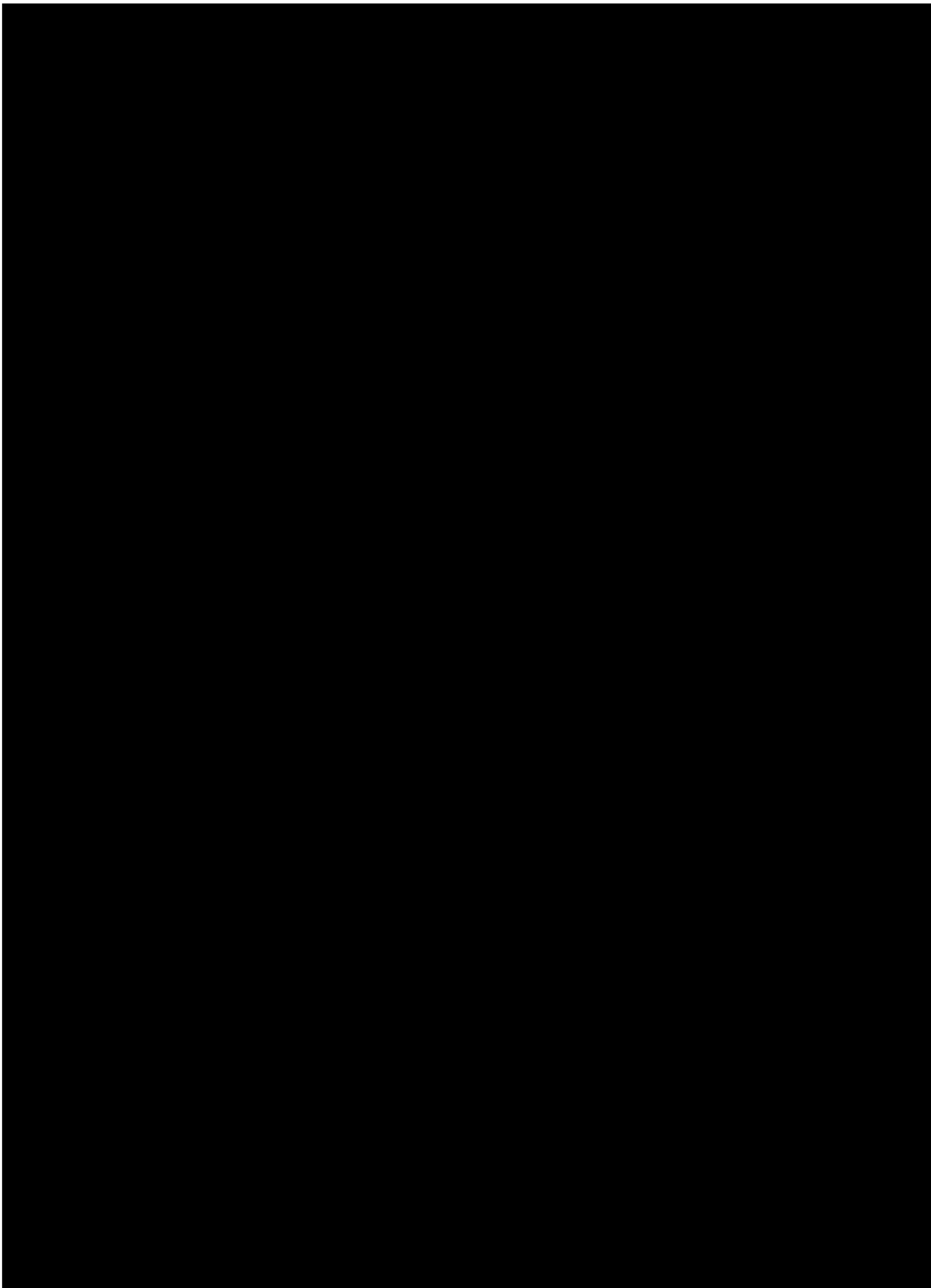
Sorry for the short timeframe regarding the rep letter

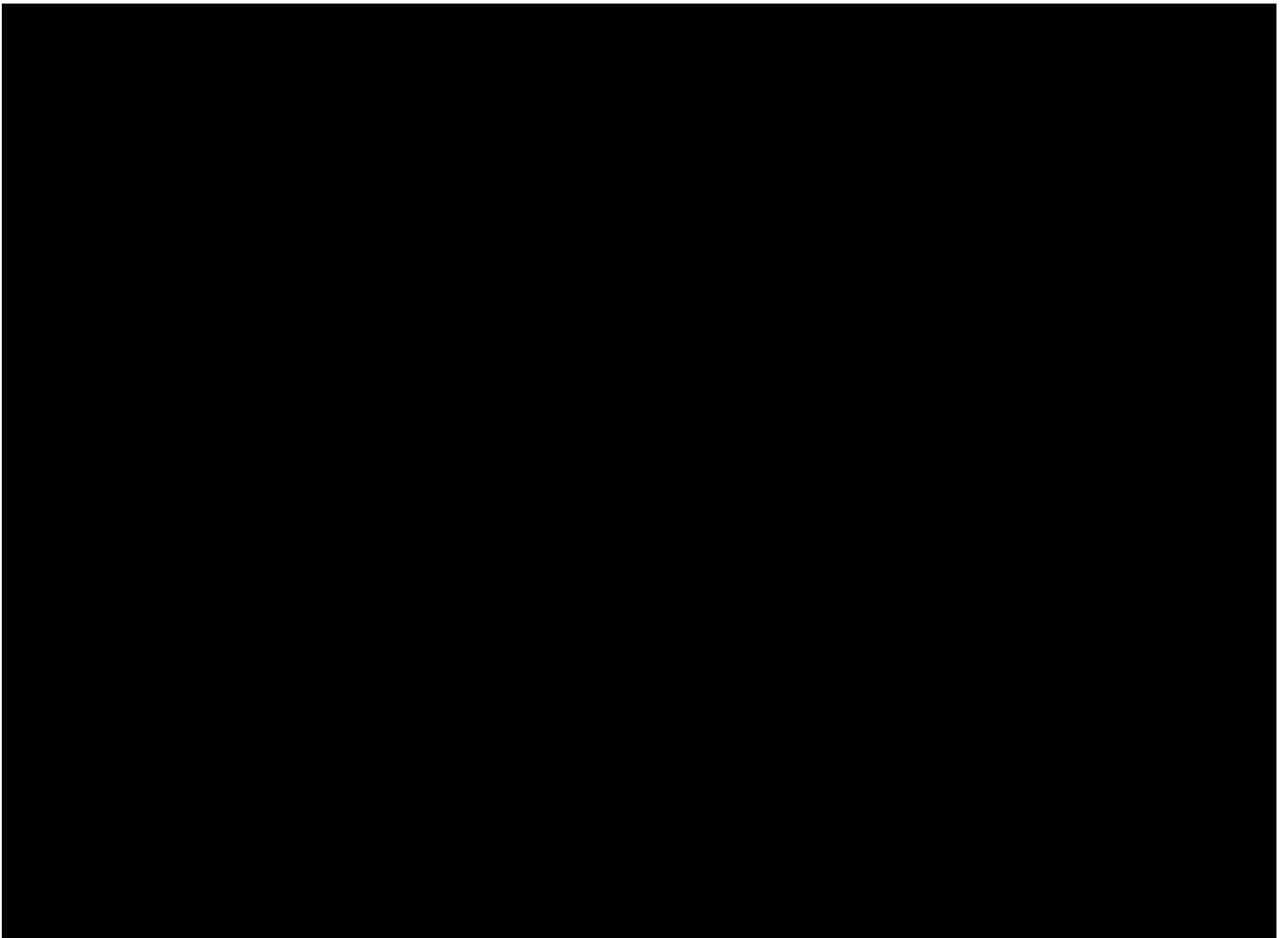
Please keep this situation and our approach in confidence at this stage until we can ensure we have all the appropriate things covered.

[Redacted]









From: [REDACTED]  
Sent: Friday, 18 October 2024 7:53 am  
To: [REDACTED]; [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Massey-All and student email re Te Tira Ahu Pae - for your approval please

Thanks [REDACTED] - I have made some further tweaks if you want to take a look. I will find out this morning how [REDACTED] went with the staff and see if we can move the timeline up at all. Things have been quiet overnight though which is good.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 17 October 2024 7:20 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Massey-All and student email re Te Tira Ahu Pae - for your approval please

Thanks [REDACTED] – I've made some edits in line with your comments on the document. I've echoed the ones I think might be good for staff to see in the staff email also.

I'm not sure about mentioning Massive – I think the latest article which was published on Monday might be problematic, as the language they have used around [REDACTED] exit makes me a bit nervous. Might be safer not to make a link there, and keep these things separate?

[REDACTED] – I can get this on to the appropriate templates first thing tomorrow for testing etc, so we can hit go whenever you're ready? Please review the live doc below, not the earlier versions we worked on, as this has [REDACTED]'s changes incorporated and I need to clarify a couple of things.

Thanks, [REDACTED]

---

**From:** [REDACTED] <[REDACTED]>  
**Date:** Thursday, 17 October 2024 at 5:59 PM  
**To:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Subject:** RE: Massey-All and student email re Te Tira Ahu Pae - for your approval please

Kia ora [REDACTED]

Thanks for the email. I've just worked my way through the email and have made a number of suggestions:

- We must ensure we acknowledge Te Tira Ahu Pae as a separate entity to the university – so it doesn't come across as big brother coming in to take over.
- I am concerned that some of the language may inadvertently trigger employment relation issues for TTAP – so just need to square that off.
- That this is more than just a few meetings to reach this point... it's been building up. So we may want to reference some of the other articles that have been prepared to date i.e. through Massive.

Thanks for getting this ready, and I agree with [REDACTED], the timing is terrible – but I can't think of any other route forward.

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 17 October 2024 4:26 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Massey-All and student email re Te Tira Ahu Pae - for your approval please

Thanks [REDACTED]. And yes, we have been trying to get that balance right which isn't easy!

[REDACTED] – given the Board meeting is no longer happening tomorrow morning, we could perhaps pull this forward – depending on when [REDACTED] is meeting with TTAP staff? My preference would be sooner rather than later, but those things need to have happened first, so will be lead by you there.

Thanks, [REDACTED]

---

**From:** [REDACTED] <[REDACTED]>  
**Date:** Thursday, 17 October 2024 at 4:24 PM  
**To:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Subject:** Re: Massey-All and student email re Te Tira Ahu Pae - for your approval please

Thanks [REDACTED]  
The messages are ok by me, my concern is timing. I anticipate this may be in the newspaper sooner than the release here.  
[REDACTED]

---

**From:** [REDACTED] <[REDACTED]>  
**Date:** Thursday, 17 October 2024 at 4:14 PM  
**To:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
**Subject:** Massey-All and student email re Te Tira Ahu Pae - for your approval please

Kia ora [REDACTED] and [REDACTED].

I've worked with [REDACTED] and [REDACTED] on comms to staff and students regarding the situation with Te Tira Ahu Pae – you can view them here: [REDACTED]

We are looking to send the staff comms out at 1pm tomorrow, followed by student comms at 2pm. We've drafted the student email from [REDACTED], and thought the staff email may be best placed as a generic 'university' message (on a blank banner), rather than coming from a single person. We will link to the student comms in the staff email. I will also publish this on Staffroom.

Can you please let me know by 10am tomorrow if these are OK or require any edits? I'll draft up a reactive media statement from these comms once approved, in case we are contacted.

Ngā mihi nui,  
[REDACTED]  
[REDACTED]



THAT  
MOMENT

YOU'RE WRAPPED  
IN SUPPORT

TE KUNENGA  
KI PUREHUROA  
MASSEY  
UNIVERSITY

From: [REDACTED]  
Sent: Wednesday, 28 August 2024 2:10 pm  
To: [REDACTED]  
Subject: Re: Meeting

Sounds good

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 28 August 2024 1:20 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Meeting

Can I tweak it a little to something like this:

Kia ora [REDACTED],

*Thanks for the email. I'm very conscious that I may not have all the details to reply in full, but given your concerns regarding timing and location of the meeting, and I understand my team have ongoing concerns regarding board membership, I believe [REDACTED] will write to the full board (as we know it) instead of a meeting. I understand this will be with you before the end of the week.*

*I hope that that works for you.*

Many thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 28, 2024 12:59 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Something like below maybe? (could you cc or bcc me in so I know what you say?)

Kia ora [REDACTED]

*Given your concerns regarding timing and location of the meeting and our concerns regarding board membership we have decided to send a letter to student representatives instead of meeting with the board.*

*This will be with you before the end of the week.*

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 28 August 2024 11:16 am  
To: [REDACTED] <[REDACTED]>  
Subject: FW: Meeting

How would you like me to reply?

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 28, 2024 10:10 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Fw: Meeting

Kia ora [REDACTED],

Just looking for an update around this topic. We are back to a full board, and [REDACTED] is our [REDACTED]

I have reached out to [REDACTED] as you can see below but have not yet received a reply.

Ra is the election manager.

Nominations for the election are open and things are back to running smoothly, let me know if Massey is still keen for a catchup.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED]  
Sent: Friday, August 23, 2024 1:58 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED]



Here is an up to date list of the current board members.

[REDACTED]

[REDACTED]

The board received allegations against [REDACTED] [REDACTED]. Usually when an issue like this arises, we go to the [REDACTED], in this case we sought independent legal advice. The lawyers advice was to appoint an independent investigator to see if there is any merit to these claims [REDACTED]

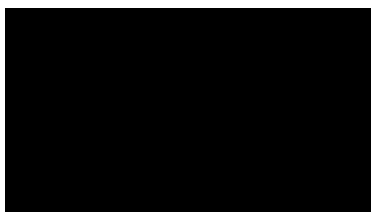
Both the decision to investigate and the decision to appoint [REDACTED] [REDACTED] were unanimous board decisions.

At every step of the way the boards actions have been legal and in accordance with our constitution. The board now have lawyers representing us and providing us with ongoing advice on this issue.

The board has requested due to the short notice and mid sem break, if we can meet in the second week of the break. Possibly the Tuesday or Thursday of that week.

We also have only two reps on the Manawatu campus and the board is made up of 5 members including the [REDACTED] who are based in Auckland or overseas. Due to this, our preference would be to conduct this meeting online.

If this meeting needs to be in person, we would need time to arrange travel and accommodation for everyone. If you want any more clarification on any of these issues please reach out, I'm free to talk.



From: [REDACTED]  
Sent: Monday, 2 September 2024 7:41 am  
To: [REDACTED]  
Subject: Re: Meeting

Hi [REDACTED] - my draft response to [REDACTED] latest email - maybe for us to discuss if the WIP finishes early?  
-----

Kia ora [REDACTED]

A meeting would clearly be good as I think you have misunderstood the depth of our concerns.

I used the two circumstances you raised as examples of the kinds of concerns we had, in part to illustrate that we are not attempting to interfere in operational matters rather that we are concerned with the governance of Te Tira Ahu Pae.

The situations I illustrated are not our only concerns and I don't think they should be the only concerns the board holds at this current point in time.

You have suggested that 'someone has seriously led the Massey team astray.' We have multiple sources for concern, including our own observations as outlined in our email.

We have had concerns about board behaviour brought to our attention by 2 of the current board members, these are in addition to the concerns raised by [REDACTED]

They include:

- Conflicts of Interest
- Biases/Lack of Impartiality
- Discrimination
- Abuse
- Weaponizing Confidentiality
- Unsafe board meetings
- Misuse of the Chair

We imagine it will be difficult to work through these issues and still fulfil your obligations to the University and the wider student body which is why we took the extraordinary step of suggesting a pathway forward.

Additionally we have:

been approach by a cohort of students concerned about whether their representative (who is a board member) is representing them appropriately.

received 3 support emails regarding the concerns raised/pathway forward from student representatives following the email I send on Thursday.

received one email from the interim [REDACTED] explaining that there is work underway to improve board relations, I then spoke with the [REDACTED] to learn more/make a meeting time and it was clear that this was not as advanced as suggested and there were still a number of concerns/complaints 'flying backwards and forwards.'

In my letter I explained that we had lost confidence that the current board is meeting its obligations under the Representation MOU or that the board is working in the best interest of the wider student body. We shared our opinion on what we felt would be a good step to help the association navigate through this challenging period. That is still our opinion and sharing that opinion with those you represent (and on whose behalf we fund the association) is not defamation it is accountability and transparency.

As per above a meeting would clearly be good - do you think the meeting with be just yourself and the legal counsel you referenced in earlier emails or would it be with all the representatives you have named below?

I will make myself available a time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) are before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Saturday, 31 August 2024 4:18 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED] and [REDACTED].

We are free to meet next week Tuesday-Thursday at a time that suits you.

However, as we have available to us all of the evidence you have requested, I'm not sure why you would insist on sending out inaccurate information to all students on Monday about our association before meeting with us.

This insistence on communicating with all students and relying on faulty information is concerning, and not conducive to a healthy partnership.

Any attempt to defame Te Tira Ahu Pae will be taken a lot more seriously given we have agreed to share all the evidence you have asked for.

Our governance practices have not at any point breached our constitution or board policy manual.

As per your request we can upload all minutes in line with our policies to our website.

This is the current board makeup. Out of 8 board members we currently have 7.

- [REDACTED] (Māori rep)
- [REDACTED] (Māori rep)
- [REDACTED] (Māori rep)
- [REDACTED] (Pasifika rep)
- [REDACTED] (Pasifika rep)
- [REDACTED] (General rep)
- [REDACTED] (General rep)

There is one open spot for a Māori rep which we hope is filled this week.



From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 3:55 PM  
To: [redacted]

Kia ora [redacted]

Thank you for the information below.  
I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [redacted]. If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[redacted]

From: [redacted]  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting

Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

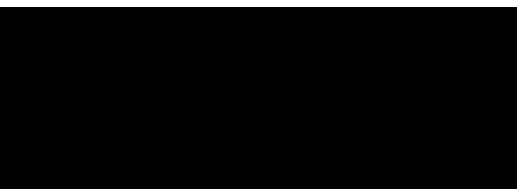
Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [redacted] and [redacted] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

As to the complaints received in recent days, we felt it best to redirect those who wish to make complaints to the proper channels, so your concerns about natural justice and process following could take place. While it is difficult reading accusations about yourself and not responding, it's more important that students or staff are made aware of the proper way to have their claims investigated. I met with [redacted] who agreed that the best course of action would be to let everyone know how to undertake this process.

Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps have been informed now of the broad overview of events and were really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.



From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 12:27 PM  
To: [redacted] <[redacted]>  
Subject: Re: Meeting

Kia ora [REDACTED]

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae.

While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [REDACTED] and [REDACTED] it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities: It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed. In the case of the board receiving a complaint regarding the [REDACTED] - did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?

We have heard from the respondent and more than one other board member that the above processes were not followed in the case of [REDACTED] If you have confirmed minutes from meetings that demonstrate due process occurred then that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below [REDACTED], while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association.

Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body. As you know the board provides governance to the association and its services which are managed on a day to day basis by the [REDACTED] I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [REDACTED]. In the case of performance concerns and complaints regarding the [REDACTED] - Did the [REDACTED] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the General Manager Performance Plan agreed by the Board, was this documented, was it reviewed? Was the [REDACTED] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed? Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [REDACTED] If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae. I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Thanks [REDACTED] that's good to hear. We are sure you have not been adequately informed about the following.  
[REDACTED] removal from Te Tira Ahu Pae board. [REDACTED] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.

[REDACTED]  
The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.

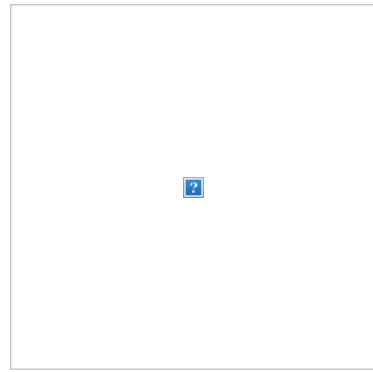
The Board sought legal advice that instructed us to suspend the [REDACTED] and investigate the claims of serious misconduct.

We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [REDACTED] [REDACTED] as interim [REDACTED] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED]

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

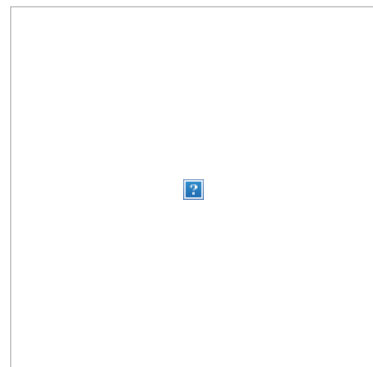
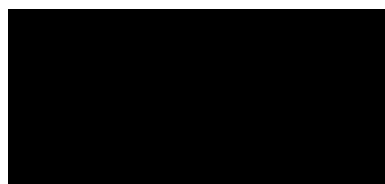
Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Friday, 30 August 2024 4:59 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED]

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Friday, 30 August 2024 3:06 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

[REDACTED]



**TE TIRA AHU PAE**  
HEI HĀPAI WHAKAMANA

From: [REDACTED]  
Sent: Monday, 2 September 2024 12:22 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED].

We are prepared to temporarily delay updating the wider student body to provide you with more time for an official response from Te Tira Ahu Pae governance.

We request that this is received by us by Friday, 6 September at midday, with clear details on the official capacity of that response i.e that this is the response from Te Tira Ahu Pae Board (including their names) or specifically named individuals/representatives. We would expect those named to be copied into the official response for transparency too.

As previously mentioned, I am still happy to meet with yourself and your legal counsel, as well as others, if you feel that would be helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Monday, 2 September 2024 9:59 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

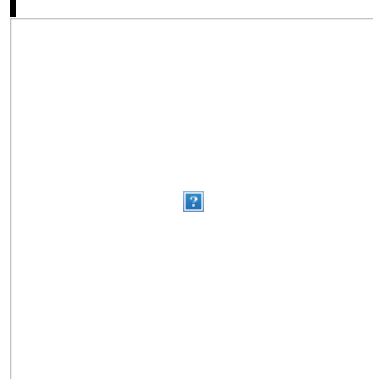
Our question today is whether you intend on sending communication to all students about Te Tira Ahu Pae before meeting with us.

We would like a clear answer to this before midday please.

[REDACTED]

[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, September 2, 2024 9:52 AM  
To: [REDACTED]  
Cc: [REDACTED] <[REDACTED]>  
Subject: Fw: Meeting

Kia ora [REDACTED].

A meeting would clearly be good as I think you have misunderstood the depth of our concerns.

I used the two circumstances you raised as examples of the kinds of concerns we had, in part to illustrate that we are not attempting to interfere in operational matters rather that we are concerned with the governance of Te Tira Ahu Pae.

The situations I illustrated are not our only concerns and I don't think they should be the only concerns the board holds at this current point in time.

You have suggested that 'someone has seriously led the Massey team astray.' We have multiple sources for concern, including our own observations as outlined in our email. We have had concerns about board behaviour brought to our attention by two of the current board members, these are in addition to the concerns raised by the currently suspended board member.

- They include:
- Conflicts of Interest
  - Biases/Lack of Impartiality
  - Discrimination
  - Abuse
  - Weaponizing Confidentiality
  - Unsafe board meetings
  - Misuse of the Chair

We imagine it will be difficult to work through these issues and still fulfil your obligations to the University and the wider student body which is why we took the extraordinary step of suggesting a pathway forward.

Additionally we have:

been approach by a cohort of students concerned about whether their representative (who is a board member) is representing them appropriately. received 3 support emails regarding the concerns raised/pathway forward from student representatives (one who is a board member and one who I assume should be a board member following [REDACTED]'s departure) following the email I send on Thursday. received one email from the interim [REDACTED] explaining that there is work underway to improve board relations, I then spoke with the [REDACTED] to learn more/make a meeting time and it was clear that this was not as advanced as suggested and there were still a number of concerns/complaints 'flying backwards and forwards.'

In my letter I explained that we had lost confidence that the current board is meeting its obligations under the Representation MOU or that the board is working in the best interest of the wider student body. We shared our opinion on what we felt would be a good step to help the association navigate through this challenging period. That is still our opinion and sharing that opinion with those you represent (and on whose behalf we fund the association) is not defamation it is accountability and transparency.

As per above, a meeting would clearly be good - do you think the meeting will be just yourself and the legal counsel you referenced in earlier emails or would it be with all the representatives you have named below? It is hard for me to know if you are responding to these emails as an individual or on behalf of those named below?

I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,  
[Redacted]  
[Redacted]

---

From: [Redacted]  
Sent: Saturday, 31 August 2024 4:18 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting

Kia ora [Redacted] and [Redacted].

We are free to meet next week Tuesday-Thursday at a time that suits you.

However, as we have available to us all of the evidence you have requested, I'm not sure why you would insist on sending out inaccurate information to all students on Monday about our association before meeting with us.

This insistence on communicating with all students and relying on faulty information is concerning, and not conducive to a healthy partnership.

Any attempt to defame Te Tira Ahu Pae will be taken a lot more seriously given we have agreed to share all the evidence you have asked for.

Our governance practices have not at any point breached our constitution or board policy manual.

As per your request we can upload all minutes in line with our policies to our website.

This is the current board makeup. Out of 8 board members we currently have 7.

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

There is one open spot for a Māori rep which we hope is filled this week.

Ngā mihi

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]



---

From: [Redacted] <[Redacted]>  
Sent: Saturday, August 31, 2024 3:55 PM  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting

Kia ora [Redacted].

Thank you for the information below. I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [Redacted]. If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[Redacted]  
[Redacted]

---

From: [Redacted] <[Redacted]>  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>



Subject: Re: Meeting

Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [REDACTED] and [REDACTED] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

As to the complaints received in recent days, we felt it best to redirect those who wish to make complaints to the proper channels, so your concerns about natural justice and process following could take place. While it is difficult reading accusations about yourself and not responding, it's more important that students or staff are made aware of the proper way to have their claims investigated. I met with [REDACTED] who agreed that the best course of action would be to let everyone know how to undertake this process.

Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps have been informed now of the broad overview of events and were really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.

Ngā mihi

[REDACTED] ([REDACTED])

[REDACTED]

Te Tira Ahu Pae

Massey University Students Association

PH. 02040703512



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From: [REDACTED] <[REDACTED]>

Sent: Saturday, August 31, 2024 12:27 PM

To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Re: Meeting

Kia ora [REDACTED],

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae.

While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [REDACTED] and [REDACTED] it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities:

It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed.

In the case of the board receiving a complaint regarding the [REDACTED] - did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?

We have heard from the respondent and more than one other board member that the above processes were not followed in the case of the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process occurred then that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below [REDACTED], while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association.

Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body.

As you know the board provides governance to the association and its services which are managed on a day to day basis by the [REDACTED]. I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [REDACTED].

In the case of performance concerns and complaints regarding the [REDACTED] - Did the [REDACTED] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the [REDACTED] agreed by the Board, was this documented, was it reviewed? Was the [REDACTED] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed?

Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae.

I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,

[REDACTED]

From: [REDACTED] <[REDACTED]>

Sent: Friday, 30 August 2024 6:49 pm

To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Re: Meeting

Thanks [REDACTED] that's good to hear. We are sure you have not been adequately informed about the following.

[REDACTED] [REDACTED] removal from Te Tira Ahu Pae board. [REDACTED] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.

[REDACTED] [REDACTED] suspension and investigation.

The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.

The Board sought legal advice that instructed us to suspend the [REDACTED] and investigate the claims of serious misconduct.

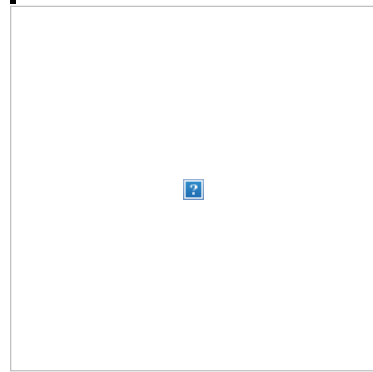
We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [REDACTED] [REDACTED] as interim [REDACTED] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>

Sent: Friday, August 30, 2024 5:13 PM

To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Re: Meeting

Kia ora [REDACTED],

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,

[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>

Sent: Friday, 30 August 2024 4:59 pm

To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>

Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Monday, 2 September 2024 3:02 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED],

Please lock in that time for tomorrow.

Can you let me know who will attend the meeting from a student representative perspective and what capacity they are attending in e.g. as chair on behalf of board or as rep/board member etc. I will be asking [REDACTED] to also join us if she can.

I will send through a teams link a bit later today.

I will also try and articulate a bit further what might help the University to gain confidence in the governance of Te Tira Ahu Pae, I think there are some fairly simple things that would go a long way.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 2 September 2024 12:39 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

That's great news thanks [REDACTED].

Our team is currently compiling minutes, voting records and motions from past meetings.

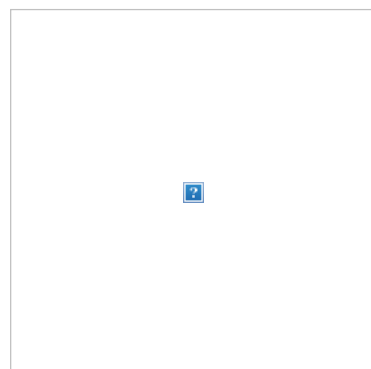
I understand the concerns are far reaching but we will be able to answer to any and all concerns Massey have.

I think a preliminary meeting on Tuesday at midday would be useful so we can ascertain exactly what info you need and who you would like to hear from.

I understand there are concerning allegations and if these complaints are found to have any merit whatsoever I will immediately step down as chair.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, September 2, 2024 12:21 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

We are prepared to temporarily delay updating the wider student body to provide you with more time for an official response from Te Tira Ahu Pae governance.

We request that this is received by us by Friday, 6 September at midday, with clear details on the official capacity of that response i.e that this is the response from Te Tira Ahu Pae Board (including their names) or specifically named individuals/representatives. We would expect those named to be copied into the official response for transparency too.

As previously mentioned, I am still happy to meet with yourself and your legal counsel, as well as others, if you feel that would be helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

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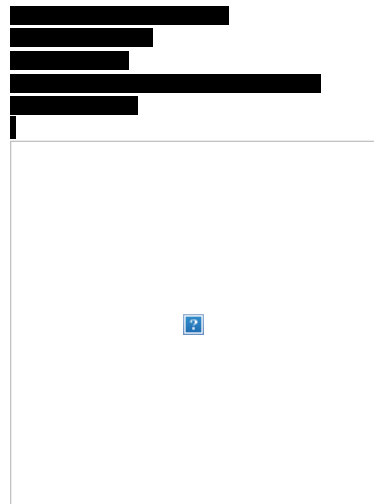
From: [REDACTED] <[REDACTED]>  
Sent: Monday, 2 September 2024 9:59 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED]

Our question today is whether you intend on sending communication to all students about Te Tira Ahu Pae before meeting with us.

We would like a clear answer to this before midday please.

Ngā mihi



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From: [REDACTED] <[REDACTED]>  
Sent: Monday, September 2, 2024 9:52 AM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Fw: Meeting

Kia ora [REDACTED],

A meeting would clearly be good as I think you have misunderstood the depth of our concerns.

I used the two circumstances you raised as examples of the kinds of concerns we had, in part to illustrate that we are not attempting to interfere in operational matters rather that we are concerned with the governance of Te Tira Ahu Pae.

The situations I illustrated are not our only concerns and I don't think they should be the only concerns the board holds at this current point in time.

You have suggested that 'someone has seriously led the Massey team astray.' We have multiple sources for concern, including our own observations as outlined in our email. We have had concerns about board behaviour brought to our attention by two of the current board members, these are in addition to the concerns raised by the currently suspended board member.

They include:

- Conflicts of Interest
- Biases/Lack of Impartiality
- Discrimination
- Abuse
- Weaponizing Confidentiality
- Unsafe board meetings
- Misuse of the Chair

We imagine it will be difficult to work through these issues and still fulfil your obligations to the University and the wider student body which is why we took the extraordinary step of suggesting a pathway forward.

Additionally we have:

- been approach by a cohort of students concerned about whether their representative (who is a board member) is representing them appropriately.
- received 3 support emails regarding the concerns raised/pathway forward from student representatives (one who is a board member and one who I assume should be a board member following [REDACTED]'s departure) following the email I send on Thursday.
- received one email from the interim [REDACTED] explaining that there is work underway to improve board relations, I then spoke with the [REDACTED] to learn more/make a meeting time and it was clear that this was not as advanced as suggested and there were still a number of concerns/complaints 'flying backwards and forwards.'

In my letter I explained that we had lost confidence that the current board is meeting its obligations under the Representation MOU or that the board is working in the best interest of the wider student body. We shared our opinion on what we felt would be a good step to help the association navigate through this challenging period. That is still our opinion and sharing that opinion with those you represent (and on whose behalf we fund the association) is not defamation it is accountability and transparency.

As per above, a meeting would clearly be good - do you think the meeting with be just yourself and the legal counsel you referenced in earlier emails or would it be with all the representatives you have named below? It is hard for me to know if you are responding to these emails as an individual or on behalf of those named below?

I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,

[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, 31 August 2024 4:18 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED] and [REDACTED],

We are free to meet next week Tuesday-Thursday at a time that suits you.

However, as we have available to us all of the evidence you have requested, I'm not sure why you would insist on sending out inaccurate information to all students on Monday about our association before meeting with us.

This insistence on communicating with all students and relying on faulty information is concerning, and not conducive to a healthy partnership.

Any attempt to defame Te Tira Ahu Pae will be taken a lot more seriously given we have agreed to share all the evidence you have asked for.

Our governance practices have not at any point breached our constitution or board policy manual.

As per your request we can upload all minutes in line with our policies to our website.

This is the current board makeup. Out of 8 board members we currently have 7.

[REDACTED]

There is one open spot for a Māori rep which we hope is filled this week.

Ngā mihi

[REDACTED]



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From: [REDACTED] <[REDACTED]>  
Sent: Saturday, August 31, 2024 3:55 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for the information below.  
I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [REDACTED]. If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [REDACTED] and [REDACTED] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

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Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps are now overview of events and are really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.

Ngā mihi

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]



---

From: [Redacted] <[Redacted]>  
Sent: Saturday, August 31, 2024 12:27 PM  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting

Kia ora [Redacted],

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae.

While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [Redacted] and [Redacted], it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities: It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed.

In the case of the board receiving a complaint regarding the [Redacted] - did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?

We have heard from the respondent and more than one other board member that the above processes were not followed in the case of [Redacted]. If you have confirmed minutes from meetings that demonstrate due process occurred then that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below ([Redacted]), while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association.

Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body. As you know the board provides governance to the association and its services which are managed on a day to day basis by the [Redacted]. I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [Redacted]. In the case of performance concerns and complaints regarding the [Redacted] - Did the [Redacted] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the [Redacted] agreed by the Board, was this documented, was it reviewed? Was the [Redacted] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed?

Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [Redacted]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae. I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[Redacted]  
[Redacted]

---

From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting

Thanks [Redacted] that's good to hear. We are sure you have not been adequately informed about the following.

[Redacted] removal from Te Tira Ahu Pae board. [Redacted]

[Redacted] suspension and investigation. [Redacted]

The Board sought legal advice that instructed us to suspend the [Redacted] and investigate the claims of serious misconduct.

We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [Redacted] [Redacted] as interim [Redacted] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi

S



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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED],

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED],

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.





From: [REDACTED]  
Sent: Thursday, 22 August 2024 12:30 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Meeting Request - Board and Management + Massey

Kia ora koutou,

Earlier this week we received information regarding actions being taken by the Board of Te Tira Ahu Pae that have raise significant concerns about the governance practices of the association.

Te Tira Ahu Pae is the provider of student governed student services for Massey University and given our concerns we are requesting an in person meeting with the Te Tira Ahu Pae Board and Senior Management.

Our preference would be for the meeting to be held either:

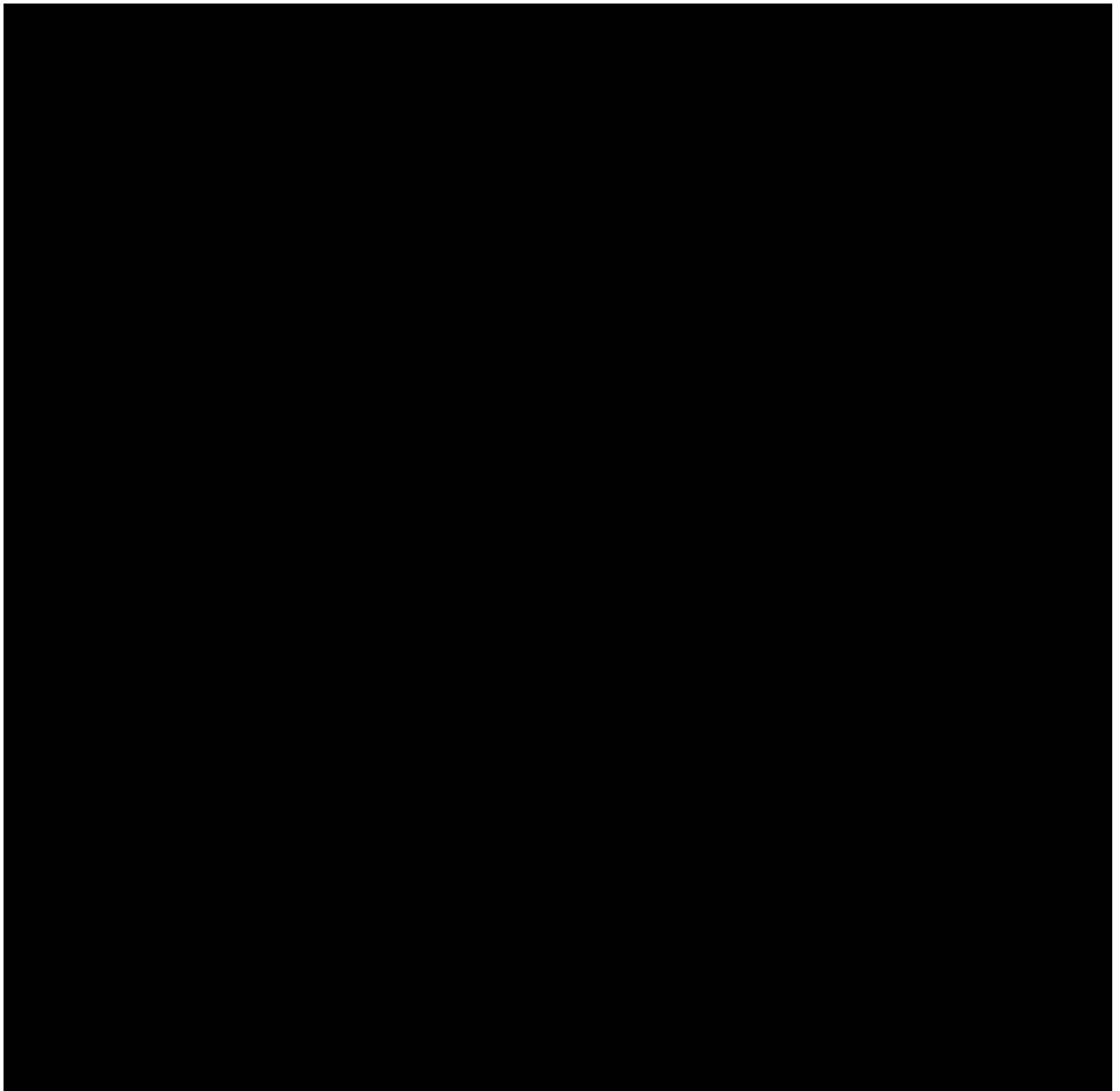
In Wellington on Tuesday 27 August at 3.30pm or

In Palmerston North on Wednesday 28 August at 1pm

Could you please indicate your preferred location and time. I understand you have one of the board members based overseas - we will arrange a facility for that individual to attend remotely but request that all other members of the board and leadership attend in person.

I am a little unclear of the current make up of the Board, [REDACTED] could you please forward this on to any current board members I have missed and send me a list of current board members prior to the meeting.





From: [REDACTED]  
Sent: Wednesday, 28 August 2024 12:59 pm  
To: [REDACTED]  
Subject: Re: Meeting

Something like below maybe? (could you cc or bcc me in so I know what you say?)

Kia ora [REDACTED],

Given your concerns regarding timing and location of the meeting and our concerns regarding board membership we have decided to send a letter to student representatives instead of meeting with the board.  
This will be with you before the end of the week.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 28 August 2024 11:16 am  
To: [REDACTED] <[REDACTED]>  
Subject: FW: Meeting

How would you like me to reply?

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 28, 2024 10:10 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Fw: Meeting

Kia ora [REDACTED],

Just looking for an update around this topic. We are back to a full board, and [REDACTED] is our interim [REDACTED] while [REDACTED]

I have reached out to [REDACTED] as you can see below but have not yet received a reply.

[REDACTED] is the election manager.

Nominations for the election are open and things are back to running smoothly, let me know if Massey is still keen for a catchup.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED]  
Sent: Friday, August 23, 2024 1:58 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED],

Here is an up to date list of the current board members.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

The board received allegations against [REDACTED] of serious misconduct. Usually when an issue like this arises, we go to the [REDACTED], in this case we sought independent legal advice. The lawyers advice was to appoint an independent investigator to see if there is any merit to these claims and suspend the [REDACTED] for the duration of the investigation.

Both the decision to investigate and the decision to appoint [REDACTED] were unanimous board decisions.

At every step of the way the boards actions have been legal and in accordance with our constitution. The board now have lawyers representing us and providing us with ongoing advice on this issue.

The board has requested due to the short notice and mid sem break, if we can meet in the second week of the break. Possibly the Tuesday or Thursday of that week.

We also have only two reps on the Manawatu campus and the board is made up of 5 members including the [REDACTED] who are based in Auckland or overseas. Due to this, our preference would be to conduct this meeting online.

If this meeting needs to be in person, we would need time to arrange travel and accommodation for everyone. If you want any more clarification on any of these issues please reach out, I'm free to talk.

[REDACTED]



**TE TIRA AHU PAE**  
**HEI HĀPAI WHAKAMANA**

From: [REDACTED]  
Sent: Monday, 2 September 2024 7:41 am  
To: [REDACTED]  
Subject: Re: Meeting

Hi [REDACTED] - my draft response to [REDACTED]'s latest email - maybe for us to discuss if the WIP finishes early?  
-----

Kia ora [REDACTED],

A meeting would clearly be good as I think you have misunderstood the depth of our concerns.

I used the two circumstances you raised as examples of the kinds of concerns we had, in part to illustrate that we are not attempting to interfere in operational matters rather that we are concerned with the governance of Te Tira Ahu Pae.

The situations I illustrated are not our only concerns and I don't think they should be the only concerns the board holds at this current point in time.

You have suggested that 'someone has seriously led the Massey team astray.' We have multiple sources for concern, including our own observations as outlined in our email. We have had concerns about board behaviour brought to our attention by 2 of the current board members, these are in addition to the concerns raised by the currently suspended board member.

They include:

- Conflicts of Interest
- Biases/Lack of Impartiality
- Discrimination
- Abuse
- Weaponizing Confidentiality
- Unsafe board meetings
- Misuse of the Chair

We imagine it will be difficult to work through these issues and still fulfil your obligations to the University and the wider student body which is why we took the extraordinary step of suggesting a pathway forward.

Additionally we have:

- been approach by a cohort of students concerned about whether their representative (who is a board member) is representing them appropriately.
- received 3 support emails regarding the concerns raised/pathway forward from student representatives following the email I send on Thursday.
- received one email from the interim [REDACTED] explaining that there is work underway to improve board relations, I then spoke with the [REDACTED] to learn more/make a meeting time and it was clear that this was not as advanced as suggested and there were still a number of concerns/complaints 'flying backwards and forwards.'

In my letter I explained that we had lost confidence that the current board is meeting its obligations under the Representation MOU or that the board is working in the best interest of the wider student body. We shared our opinion on what we felt would be a good step to help the association navigate through this challenging period. That is still our opinion and sharing that opinion with those you represent (and on whose behalf we fund the association) is not defamation it is accountability and transparency.

As per above a meeting would clearly be good - do you think the meeting with be just yourself and the legal counsel you referenced in earlier emails or would it be with all the representatives you have named below?

I will make myself available a time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) are before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, 31 August 2024 4:18 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting  
Kia ora [REDACTED] and [REDACTED],

We are free to meet next week Tuesday-Thursday at a time that suits you.

However, as we have available to us all of the evidence you have requested, I'm not sure why you would insist on sending out inaccurate information to all students on Monday about our association before meeting with us.

This insistence on communicating with all students and relying on faulty information is concerning, and not conducive to a healthy partnership.

Any attempt to defame Te Tira Ahu Pae will be taken a lot more seriously given we have agreed to share all the evidence you have asked for.

Our governance practices have not at any point breached our constitution or board policy manual.

As per your request we can upload all minutes in line with our policies to our website.

This is the current board makeup. Out of 8 board members we currently have 7.

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

There is one open spot for a Māori rep which we hope is filled this week.

Ngā mihi



From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 3:55 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting  
Kia ora [redacted].

Thank you for the information below.  
I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [website](#). If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[redacted]

From: [redacted] <[redacted]>  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting  
Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [redacted] and [redacted] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

As to the complaints received in recent days, we felt it best to redirect those who wish to make complaints to the proper channels, so your concerns about natural justice and process following could take place. While it is difficult reading accusations about yourself and not responding, it's more important that students or staff are made aware of the proper way to have their claims investigated. I met with [redacted] who agreed that the best course of action would be to let everyone know how to undertake this process.

Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps have been informed now of the broad overview of events and were really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.

Ngā mihi  
[redacted]  
[redacted]  
[redacted]  
[redacted]  
[redacted]



From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 12:27 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting  
Kia ora [redacted].

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae. While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with [redacted] it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I

believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities:  
It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed.  
In the case of the board receiving a complaint regarding [REDACTED] - did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?  
We have heard from the respondent and more than one other board member that the above processes were not followed in the case of the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below [REDACTED], while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association.  
Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body.  
As you know the board provides governance to the association and its services which are managed on a day to day basis [REDACTED]. I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [REDACTED].  
In the case of performance concerns and complaints regarding the [REDACTED] - Did the [REDACTED] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the General Manager Performance Plan agreed by the Board, was this documented, was it reviewed? Was the [REDACTED] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed?  
Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae.  
I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[REDACTED]

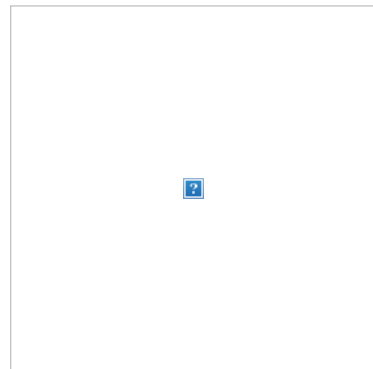
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From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting  
Thanks [REDACTED] that's good to hear. We are sure you have not been adequately informed about the following.

[REDACTED] removal from Te Tira Ahu Pae board. [REDACTED] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.  
[REDACTED]

The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.  
The Board sought legal advice that instructed us to suspend the [REDACTED] and investigate the claims of serious misconduct.  
We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.  
We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [REDACTED] [REDACTED] as interim [REDACTED] and I'm confident in her ability to run the association while the investigation takes place.  
We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi  
[REDACTED] ([REDACTED])  
[REDACTED]  
Te Tira Ahu Pae  
Massey University Students Association  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting  
Kia ora [REDACTED],

Thanks for checking, that is not what I am saying.



As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,  
[Redacted]

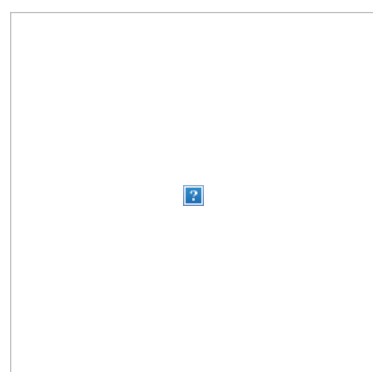
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From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting  
Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[Redacted]  
[Redacted]  
Te Tira Ahu Pae  
Massey University Students Association  
[Redacted]



---

From: [Redacted] <[Redacted]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [Redacted] <[Redacted]>  
Subject: Re: Meeting  
Kia ora [Redacted].

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members. I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk. If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[Redacted]

---

From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Meeting  
Kia ora [Redacted] and [Redacted].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [Redacted] and a follow-up from [Redacted] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [Redacted] to all of our reps and caused a great deal of confusion.

Ngā mihi

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]



From: [REDACTED]  
Sent: Wednesday, 28 August 2024 2:10 pm  
To: [REDACTED]  
Subject: Re: Meeting

Sounds good

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 28 August 2024 1:20 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Meeting

Can I tweak it a little to something like this:  
*Kia ora [REDACTED],*  
*Thanks for the email. I'm very conscious that I may not have all the details to reply in full, but given your concerns regarding timing and location of the meeting, and I understand my team have ongoing concerns regarding board membership, I believe [REDACTED] will write to the full board (as we know it) instead of a meeting. I understand this will be with you before the end of the week. I hope that that works for you.*  
*Many thanks,*

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 28, 2024 12:59 PM  
To: [REDACTED] <[REDACTED]>

Subject: Re: Meeting  
Something like below maybe? (could you cc or bcc me in so I know what you say?)  
*Kia ora [REDACTED],*  
*Given your concerns regarding timing and location of the meeting and our concerns regarding board membership we have decided to send a letter to student representatives instead of meeting with the board.*  
*This will be with you before the end of the week.*  
Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 28 August 2024 11:16 am  
To: [REDACTED] <[REDACTED]>  
Subject: FW: Meeting

How would you like me to reply?  
[REDACTED] gagement  
Te Kunenga ki Pūrehuroa | Massey University

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From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 28, 2024 10:10 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Fw: Meeting

*Kia ora [REDACTED],*  
Just looking for an update around this topic. We are back to a full board, and [REDACTED] is our [REDACTED] while [REDACTED] is under investigation for serious misconduct. I have reached out to [REDACTED] as you can see below but have not yet received a reply. [REDACTED] is the election manager.  
Nominations for the election are open and things are back to running smoothly, let me know if Massey is still keen for a catchup.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 23, 2024 1:58 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Meeting

*Kia ora [REDACTED],*  
Here is an up to date list of the current board members.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

The board received allegations against [REDACTED] of serious misconduct. Usually when an issue like this arises, we go to the [REDACTED], in this case we sought independent legal advice. The lawyers advice was to appoint an independent investigator to see if there is any merit to these claims [REDACTED] for the duration of the investigation. Both the decision to investigate and the decision to appoint [REDACTED] were unanimous board decisions. At every step of the way the boards actions have been legal and in accordance with our constitution. The board now have lawyers representing us and providing us with ongoing advice on this issue. The board has requested due to the short notice and mid sem break, if we can meet in the second week of the break. Possibly the Tuesday or Thursday of that week. We also have only two reps on the Manawatu campus and the board is made up of 5 members including the [REDACTED] who are based in Auckland or overseas. Due to this, our preference would be to conduct this meeting online. If this meeting needs to be in person, we would need time to arrange travel and accommodation for everyone. If you want any more clarification on any of these issues please reach out, I'm free to talk.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Friday, 30 August 2024 3:47 pm  
To: [REDACTED]  
Subject: Re: Meeting

Hey - yeah I was just drafting something - this might be a bit pointed so feel free to tweak (it does cover most of the below though I think).

*Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.*

*I am comfortable with the accuracy of the information I had received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.*

*If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.*

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:38 pm  
To: [REDACTED] <[REDACTED]>  
Subject: FW: Meeting

Did you want to reply to H here? The initial comments I thought were:

We are aware of the current state of play, but if you would like to provide more details, you'll be happy to talk with him?

The board members the email was directed too are those the are formally recognised by the university at this time. We appreciate you've shared a partial list of some proposed new members, but we have concerns about their validity and therefore we've directly the email to the only formal group we recognise at this time.

We do need to inform the student body, as Te Tira Ahu Pae is meant to be representing them and currently they are not – we need to rectify that asap. If we have incorrect information, we are happy to have that corrected, but we believe the information we have is accurate.

Something along these lines... thoughts?

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 3:07 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED],

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 30 August 2024 3:51 pm  
To: [REDACTED]  
Subject: Re: Meeting

Will do

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:49 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Meeting

No changes from me... looks good. Blunt emails are actually quite helpful at times like this I think... particularly when we are asking them to be transparent, we should do the same in reverse... feel free to bc me too, as I'm keen to ensure [REDACTED] doesn't conflate the issues. Just as an FYI, he mentioned in the email from early this week that they received legal advice too... it would perhaps be interesting to see what that is...

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 3:47 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Hey - yeah I was just drafting something - this might be a bit pointed so feel free to tweak (it does cover most of the below though I think).

*Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.*

*I am comfortable with the accuracy of the information I had received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.*

*If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.*

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:38 pm  
To: [REDACTED] <[REDACTED]>  
Subject: FW: Meeting

Did you want to reply to [REDACTED] here? The initial comments I thought were:

We are aware of the current state of play, but if you would like to provide more details, you'll be happy to talk with him?

The board members the email was directed too are those the are formally recognised by the university at this time. We appreciate you've shared a partial list of some proposed new members, but we have concerns about their validity and therefore we've directly the email to the only formal group we recognise at this time.

We do need to inform the student body, as Te Tira Ahu Pae is meant to be representing them and currently they are not – we need to rectify that asap. If we have incorrect information, we are happy to have that corrected, but we believe the information we have is accurate.

Something along these lines... thoughts?

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 3:07 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

[REDACTED]

From: [REDACTED]  
Sent: Friday, 30 August 2024 4:05 pm  
To: [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 30 August 2024 5:13 pm  
To: [REDACTED]; [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED].

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

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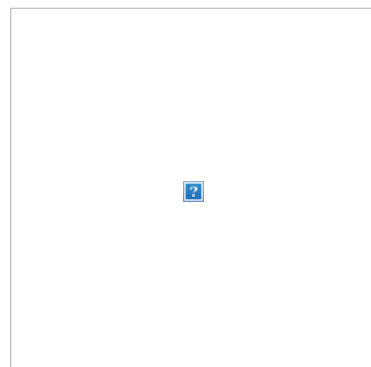
From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

From: [REDACTED]  
Sent: Saturday, 31 August 2024 12:27 pm  
To: [REDACTED]; [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae.

While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [REDACTED] and [REDACTED] it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities: It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed.

In the case of the board receiving a complaint regarding the [REDACTED] - did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?

We have heard from the respondent and more than one other board member that the above processes were not followed in the case of the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process occurred then that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below [REDACTED], while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association.

Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body. As you know the board provides governance to the association and its services which are managed on a day to day basis by the [REDACTED]. I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [REDACTED]. In the case of performance concerns and complaints regarding the [REDACTED] - Did the [REDACTED] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the General Manager Performance Plan agreed by the Board, was this documented, was it reviewed? Was the [REDACTED] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed?

Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae. I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [REDACTED]; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Thanks [REDACTED] that's good to hear. We are sure you have not been adequately informed about the following.

[REDACTED] removal from Te Tira Ahu Pae board. [REDACTED] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.

[REDACTED]  
The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.

The Board sought legal advice that instructed us to suspend the [REDACTED] and investigate the claims of serious misconduct.

We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [REDACTED] [REDACTED] as interim [REDACTED] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED],

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED],

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Saturday, 31 August 2024 3:55 pm  
To: [REDACTED]; [REDACTED]  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for the information below.

I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [REDACTED]. If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [REDACTED]; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [REDACTED] and [REDACTED] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

As to the complaints received in recent days, we felt it best to redirect those who wish to make complaints to the proper channels, so your concerns about natural justice and process following could take place. While it is difficult reading accusations about yourself and not responding, it's more important that students or staff are made aware of the proper way to have their claims investigated. I met with [REDACTED] who agreed that the best course of action would be to let everyone know how to undertake this process.

Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps have been informed now of the broad overview of events and were really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, August 31, 2024 12:27 PM  
To: [REDACTED]; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae.

While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [REDACTED] and [REDACTED], it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

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need for natural justice to be observed and for conflicts of interests to be managed.  
In the case of the board receiving a complaint regarding the [REDACTED] did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held).  
Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?

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Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body. As you know the board provides governance to the association and its services which are managed on a day to day basis by the [REDACTED] I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [REDACTED] In the case of performance concerns and complaints regarding the [REDACTED] - Did the [REDACTED] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the [REDACTED] agreed by the Board, was this documented, was it reviewed? Was the [REDACTED] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed?

Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae. I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Thanks [REDACTED] that's good to hear. We are sure you have not been adequately informed about the following.

[REDACTED] removal from Te Tira Ahu Pae board. [REDACTED] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.

[REDACTED]  
The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.

The Board sought legal advice that instructed us to suspend the [REDACTED] and investigate the claims of serious misconduct.

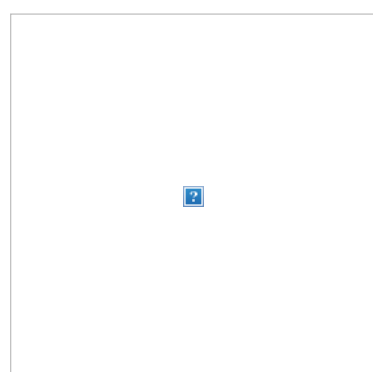
We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [REDACTED] [REDACTED] as interim [REDACTED] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi

[REDACTED] ([REDACTED])  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED].

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira

Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,

[Redacted]

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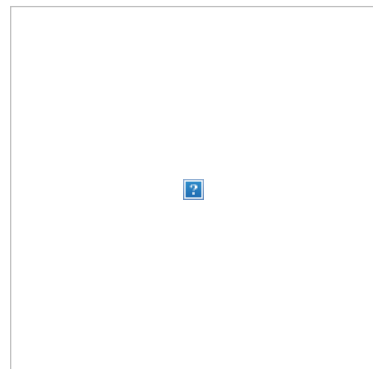
From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[Redacted] ([Redacted])  
[Redacted]  
[Redacted]  
[Redacted]



---

From: [Redacted] <[Redacted]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [Redacted] <[Redacted]>  
Subject: Re: Meeting

Kia ora [Redacted].

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,

[Redacted]

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From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Meeting

Kia ora [Redacted] and [Redacted].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [Redacted] and a follow-up from [Redacted] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [Redacted] to all of our reps and caused a great deal of confusion.

Ngā mihi

[Redacted] ([Redacted])  
[Redacted]  
[Redacted]  
[Redacted]



From: [REDACTED]  
Sent: Monday, 2 September 2024 9:53 am  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Fw: Meeting

Kia ora [REDACTED],

A meeting would clearly be good as I think you have misunderstood the depth of our concerns.

I used the two circumstances you raised as examples of the kinds of concerns we had, in part to illustrate that we are not attempting to interfere in operational matters rather that we are concerned with the governance of Te Tira Ahu Pae.

The situations I illustrated are not our only concerns and I don't think they should be the only concerns the board holds at this current point in time.

You have suggested that 'someone has seriously led the Massey team astray.' We have multiple sources for concern, including our own observations as outlined in our email. We have had concerns about board behaviour brought to our attention by two of the current board members, these are in addition to the concerns raised by the currently suspended board member.

- They include:
- Conflicts of Interest
  - Biases/Lack of Impartiality
  - Discrimination
  - Abuse
  - Weaponizing Confidentiality
  - Unsafe board meetings
  - Misuse of the Chair

We imagine it will be difficult to work through these issues and still fulfil your obligations to the University and the wider student body which is why we took the extraordinary step of suggesting a pathway forward.

Additionally we have:  
been approach by a cohort of students concerned about whether their representative (who is a board member) is representing them appropriately.  
received 3 support emails regarding the concerns raised/pathway forward from student representatives (one who is a board member and one who I assume should be a board member following [REDACTED]'s departure) following the email I send on Thursday.  
received one email from the interim [REDACTED] explaining that there is work underway to improve board relations, I then spoke with the [REDACTED] to learn more/make a meeting time and it was clear that this was not as advanced as suggested and there were still a number of concerns/complaints 'flying backwards and forwards.'

In my letter I explained that we had lost confidence that the current board is meeting its obligations under the Representation MOU or that the board is working in the best interest of the wider student body. We shared our opinion on what we felt would be a good step to help the association navigate through this challenging period. That is still our opinion and sharing that opinion with those you represent (and on whose behalf we fund the association) is not defamation it is accountability and transparency.

As per above, a meeting would clearly be good - do you think the meeting with be just yourself and the legal counsel you referenced in earlier emails or would it be with all the representatives you have named below? It is hard for me to know if you are responding to these emails as an individual or on behalf of those named below?

I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, 31 August 2024 4:18 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED] and [REDACTED],

We are free to meet next week Tuesday-Thursday at a time that suits you.

However, as we have available to us all of the evidence you have requested, I'm not sure why you would insist on sending out inaccurate information to all students on Monday about our association before meeting with us.

This insistence on communicating with all students and relying on faulty information is concerning, and not conducive to a healthy partnership.

Any attempt to defame Te Tira Ahu Pae will be taken a lot more seriously given we have agreed to share all the evidence you have asked for.

Our governance practices have not at any point breached our constitution or board policy manual.

As per your request we can upload all minutes in line with our policies to our website.

This is the current board makeup. Out of 8 board members we currently have 7.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

There is one open spot for a Māori rep which we hope is filled this week.

Ngā mihi  
[REDACTED] ([REDACTED])  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 3:55 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting

Kia ora [redacted].

Thank you for the information below.  
I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [redacted]. If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting

Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [redacted] and [redacted] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

As to the complaints received in recent days, we felt it best to redirect those who wish to make complaints to the proper channels, so your concerns about natural justice and process following could take place. While it is difficult reading accusations about yourself and not responding, it's more important that students or staff are made aware of the proper way to have their claims investigated. I met with [redacted] who agreed that the best course of action would be to let everyone know how to undertake this process.

Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps have been informed now of the broad overview of events and were really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.

Ngā mihi  
[redacted]  
[redacted]  
[redacted]  
[redacted]  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 12:27 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting

Kia ora [redacted].

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae.

While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [redacted] and [redacted] it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board

procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities: It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed. In the case of the board receiving a complaint regarding the [REDACTED] - did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed? We have heard from the respondent and more than one other board member that the above processes were not followed in the case of the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process occurred then that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below [REDACTED], while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association. Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body. As you know the board provides governance to the association and its services which are managed on a day to day basis by the [REDACTED]. I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [REDACTED]. In the case of performance concerns and complaints regarding the [REDACTED] - Did the [REDACTED] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the General Manager Performance Plan agreed by the Board, was this documented, was it reviewed? Was the [REDACTED] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed? Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [REDACTED]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae. I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Thanks [REDACTED] that's good to hear. We are sure you have not been adequately informed about the following.

[REDACTED] removal from Te Tira Ahu Pae board. [REDACTED] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.

[REDACTED]

The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.

The Board sought legal advice that instructed us to suspend the [REDACTED] and investigate the claims of serious misconduct.

We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done alot of work to get back on track and now have 7 out of 8 board members. We have appointed [REDACTED] [REDACTED] as interim [REDACTED] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi

[REDACTED] ([REDACTED])  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Kia ora [REDACTED],

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,  
[Redacted]  
[Redacted]

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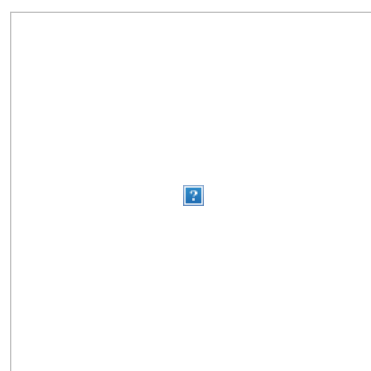
From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting

Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[Redacted] ([Redacted])  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]



---

From: [Redacted] <[Redacted]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [Redacted] <[Redacted]>  
Subject: Re: Meeting

Kia ora [Redacted],

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members.

I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk.

If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[Redacted]  
[Redacted]

---

From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Meeting

Kia ora [Redacted] and [Redacted],

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [Redacted] and a follow-up from [Redacted] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [Redacted] to all of our reps and caused a great deal of confusion.

Ngā mihi

[Redacted] ([Redacted])  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]





From: [REDACTED]  
Sent: Wednesday, 9 October 2024 2:36 pm  
To: [REDACTED]  
Subject: Minutes from meeting on 23 September - Te Tira Ahu Pae and Massey University  
Attachments: MU-TTAP Regular Meeting Minutes 23 Sept 2024 Final.docx

Kia ora koutou  
Please find attached the minutes from the meeting on the 23 September.

I will send the agenda out on Friday, please email me your agenda items.

Thank you  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

 Please consider the environment before printing this email

From: [REDACTED]  
Sent: Wednesday, 28 August 2024 9:55 am  
To: [REDACTED]  
Subject: Massey University and Te Tira Ahu Pae - Minutes for meeting on 15 August  
Attachments: MU-TTAP Regular Meeting Minutes 15 August 2024 Final.docx

Kia ora koutou  
Please find attached minutes for the meeting on the 15 August with Massey University and Te Tira Ahu Pae.  
Apologies for the delay

Thank you  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



 Please consider the environment before printing this email



- On our website we have launched the start of our course planner. [REDACTED] asked for feedback on how things are working. The course planner originally launched with the BA and the Bachelor of Science.
- We are now in the second round of the UAG feedback, [REDACTED] wants to encourage everyone to have a look and provide feedback. They are asking very specific questions. [REDACTED] encouraged everyone to make submissions to that, because it will obviously have a huge impact on Massey and the wider sector.
- [REDACTED] is creating a new area within his team called Academic Business Development. It will support our colleges when they develop new courses and programs.

## 7. Te Tira Ahu Pae Update

### Update from [REDACTED]

- [REDACTED] has resigned from her role. We will be looking to replace her position over the next couple of weeks. They are still working through whether they will employ someone for 15 months or for the rest of this year and with the option to carry on next year.
- Te Tira Ahu Pae staff, [REDACTED] (admin) has resigned. [REDACTED] the Kaiwhakahaere o Pāmamao (Distance), also resigned. They have filled this role with [REDACTED] who is, based in the Cook Islands as the new Distant Māori student rep.
- The Rainbow rep has requested a blessing or a whakanoa for the space in Ōteihā, with [REDACTED] Te Tira Ahu Pae have suggested the University ask [REDACTED] and [REDACTED], because they don't have the resourcing for that kind of mahi. This is a regular thing that comes up.  
**ACTION:** [REDACTED] to progress with [REDACTED].
- [REDACTED] asked if the report had been written regarding the Masters thesis examination. From the consultation regarding the paper, a lot of students seem to like it as being secondary to what the college would put through and if there were any complaints this would be the process. The students are happy with the leniency and the backup that was provided in the policy.
- [REDACTED] acknowledged the extension given for the Curriculum Transformation paper to the 31 August and hope they make the most out of that.

### Update from [REDACTED]

- The PSS, have a new academic person, Matt, who will be supporting Pasifika students. [REDACTED] has been meeting him regularly and discussing what is needed in Wellington. It is good to see they are coming to Wellington and Palmerston North.

### Update from [REDACTED]

- Semester 2 is generally when we're all busy because most of the language weeks are compacted into this semester. At the Manawatū campus all the students have been participating in the practices for the Tongan Language week, which they will be celebrating next week.
- They have been fundraising for the end of year combined camp which includes Auckland, Wellington, Manawatū and distance as well.
- One of the Pasifika Student Reps, [REDACTED] [REDACTED] from the Wellington campus is leading the merch design competition. [REDACTED] has been liaising with the merchandise suppliers and requesting quotes and designs from them.
- At the start of the year, they had a Consultation plan, but they won't be following through with some of the topics. But they will be consulting on indigenous issues, because Te Tira Ahu Pae has taken a stance on indigenous solidarity. Each Executive has allocated themselves a topic for each week and one form will be shared amongst the four campuses. [REDACTED] has asked the Reps to encourage the students to do these surveys and the importance of taking the information back to the University. [REDACTED] asked how does that data come back to the University? [REDACTED] said once the data is collected and the report is completed, it's sent to the Representation Manager and then we can see how we take it up with the University.
- [REDACTED] raised a concern he has about bookings for Pūtahi, because they have had no communication regarding the booking of the marae. They have sent emails and called and gone in person, but still nothing. He is trying to book the marae for an intercampus sports noho with Palmerston North and Wellington with both Māori and Pasifika, but no one got back to him. [REDACTED] wants to know who manages that?

**ACTION:** [REDACTED] to follow up

- █████ met with █████, the themes around her resignation were that she was unhappy with the way the operation is going at Te Tira Ahu Pae. █████ said its concerning hearing that. Is there any reflection and kōrero, around the reasons why she's resigned and any operational changes that might need to be considered? █████ has learnt that they need to be strict on their Reps. Some Reps were doing their own thing and that affected █████ a lot. █████ believed it was their role to put the Reps back in line. █████ hasn't spoken to █████ yet about this, he is still working through his own personal reflections. █████ believes that if Reps are leaving because they're unhappy or they are not feeling as though they are able to do their mahi then there's important considerations that need to be discussed.

**ACTION:** █████ to report back any actions resulting from member resignations.

## 8. General Business

### (i) Update re membership advice- █████

A hui was held last week about the Universities concerns regarding the approach to requesting membership, as a result of that meeting, the University requested Te Tira Ahu Pae pause the process. This hasn't happened and wasn't agreed to at the meeting. The University has and is in the process of getting some legal advice around the new Incorporated Societies Act, constitutions, membership, etc., because we feel it's important that all students are able to participate fully with decisions being made at the association. █████ and █████ met last night, with a legal firm that actually specializes in incorporated societies, and in particular, all of the dramas incorporated societies are having with the new act. The legal firm is going to provide some of their information and advice, in writing. Once this is reviewed, █████ and █████ will come back to Te Tira Ahu Pae with their thoughts about what we would like to put in place to manage some of the risks that are associated with the concept of Members versus all enrolled students.

█████ advised he put in a motion to the Board to pause on the membership drive and postpone the Special General Meeting, its was unconstitutional because there was no agenda out, two weeks prior to the █████.

█████ appreciates that there has been a pause put on the process, because it's important to maintain that role that all students play and being able to contribute to the direction of the association.

### (ii) NZUSA – █████

█████ saw VJUSA had put out publicly their position in terms of NZUSA and potentially what they're doing moving forward and what they're doing in the interim.

█████ asked whether Te Tira Ahu Pae had reached a conclusion on what they were planning to do in that space and whether they had plans to share that with the wider student body? █████ has been away a week and hasn't received any post conference report. Massey would like to encourage Te Tira Ahu Pae to be transparent with the student body about something as important as the wider student's associations and its future. Obviously, there's a spend usually involved in membership for that organisation. It's important for the position to be discussed and understood by the wider student body as well as the board.

**ACTION:** Keep on agenda for next week

### (iii) Forums – Curriculum transformation paper- █████

At the previous meeting, we spoke about the importance of the curriculum transformation paper, and the potential it has to alter the students experience at Massey. Massey was keen to work with Te Tira Ahu Pae and extend the consultation period, to allow Te Tira Ahu Pae to have time to consult with their students. The plan was to have student forums, in the second to last week of the consultation period. We agreed the University would bring in an expert, which is █████ █████ and Te Tira Ahu Pae would run the forums aligning with student led student participation. █████ has followed that through, kept everyone in contact, emails were all sent, rooms have been booked, notifications have been done, socials all organised and then █████ was advised yesterday that Te Tira Ahu Pae would not participate. █████ would like to know what happened and is keen to get this resolved because not running the forums for students is not an option.

	<p>█████ said they didn't have any dates before he went on break. He is aware the forum was something the Student Reps wanted to run, and they had pencilled in the forum for week 3 of the semester. █████ was surprised that they have said they won't attend, as he believed they have been preparing for the forum since the end of June. █████ said some Reps have gone to Management saying they want to do this and he thinks there has been a miscommunication. █████ doesn't know why there's no interest for these forums. █████ asked for a commitment from Te Tira Ahu Pae that these forums will go ahead.</p> <p><b>ACTION:</b> █████ to take back to █████ and the presidents, and █████ and █████ to think about.</p> <p><b>(iv) Elections- █████</b></p> <p>█████ asked for an update on the elections, she thought they were starting this week. █████ said at the past few board mtgs a lot of motions haven't being passed or abstained, regarding elections, election manager, membership drive, and the SGM. █████ confirmed the timeline for nominations is next week., if there are no decisions made and its still in limbo, he is just going to move forward as if he's the election manager.</p> <p>█████ said one of the things that is very important with the elections is a robust, independent and appropriately managed process. Due consideration was needed about who the election officers are and who is managing the elections so that we can ensure that it's a proper democratic process, that's well monitored. If there are any questions, in Massey's minds about the validity of the process, that could be problematic. █████ agreed, this is why they haven't been able to move forward because they are waiting for the Boards approval.</p> <p>█████ emphasised that Masseys involvement is around the validity of student votes. She reminded █████ if it's the same process the privacy will be right but if its is a different process then it might not be. █████ asked if they could lean on Massey for the technical support around validation and upgrading their forms to Qualtrix. For verifications, they are looking at validating the student IDs in week 10.</p> <p>█████ stated that she had a concern about █████'s individual wellbeing and also about the functioning of Te Tira Ahu Pae's board and governance at the moment.</p> <p><b>(v) Mid year Report – █████</b> Table for next time</p>
9. Closing	<p>The meeting closed at 11.00 am with a Karakia.</p> <p>Next meeting is 19 September 2024 at 10.00am.</p>

Action Items		Due Date
█████ and █████ to give an update on Student Job Search.	CT/HW	ongoing
█████ will coordinate with █████ █████ to attend a couple of these meetings this year.	TMD	ongoing
Realty Services and Engagement on planning for campuses	AH	ongoing
█████ and █████ to have a conversation, to ask if the moves around Student Central are contingent on any other moves.	JD/AH	19/9/24
█████ to get some information on the process they need to follow to book this space.	JD	19/9/24
█████ to follow up on booking of Pūtahi	JD	19/9/24
Keep NZUSA on agenda for next week	AH	19/9/24
█████ to discuss the Curriculum Transformation forums with █████ and the presidents, and █████ and █████.	RT	19/9/24
█████ and █████ to discuss a plan regarding elections and then come to Te Tira Ahu Pae with their thoughts about their concerns and the things they would like to support.	AH/JD	19/9/24

## Monthly Student Experience/Student Presidential meetings

Monday, 23 September 2024 at 10.00am

### Minutes

1. Karakia	Karakia by [REDACTED]
Attended	[REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED] and [REDACTED].
2. Welcome	[REDACTED] chaired the meeting, welcomed everyone and introductions were made.
3. Apologies	[REDACTED] Tawera and [REDACTED]
4. Minutes from previous meeting	The minutes of the 15 August meeting were approved.
5. Matters arising from previous meeting	<ul style="list-style-type: none"> <li>• <b>Albany Space Update-</b> [REDACTED] Still very much a work in progress, there are ongoing conversations about how the space at Ōteahā be reorganised. A key date is Wednesday 2 Oct, they are planning to do an Ōteahā re-imagining workshop. It is a full day drop-in workshop, open to everyone to drop in.  [REDACTED] said they had an event at Albany where they had a survey and the students have been saying the food is too expensive. How can prices be brought down? Shelley Turner, DVC University Services and [REDACTED] spoke about this. They are exploring how to increase the options which then creates competition which will help to bring the prices down. If there are better food options that we'd be more comparable.  [REDACTED] asked what's happening in Quad A and B? Where does that leave the kebab and sushi shop? <b>ACTION:</b> [REDACTED] to follow up on what's happening with shops on Quad A and B.</li> <li>• <b>Student Central/Rainbow and Enterprise Rooms space booking-</b> [REDACTED] These rooms aren't on the booking system. <b>ACTION:</b> [REDACTED] to forward the booking details to [REDACTED].</li> <li>• <b>Booking of Pūtahi-</b> [REDACTED] [REDACTED] has sent [REDACTED] the contact details for bookings of Pūtahi a Toi in Manawatū.</li> <li>• <b>Election Update-</b> [REDACTED] [REDACTED] shared that after the nominations for Student Reps only a few positions have no nominations and quite a few with one nomination. There are 10 students for the Auckland General Rep, there are 11 students for the International role and 11 for the Postgrad role. [REDACTED] asked who the Election manager is, as we had expected to get some details to start helping with checking. [REDACTED] confirmed its [REDACTED]. [REDACTED] advised [REDACTED] there is a shared secure teams site where we save and check the nominations and then voting validity. [REDACTED] advised the voting takes place in the entirety of the 10<sup>th</sup> week. Everything's pushed out by one week including the debate events on each campus. <b>ACTION:</b> [REDACTED] and [REDACTED] to discuss how Massey can support elections. [REDACTED] advised there was a Massey staff on panel last year for appointed positions. [REDACTED] agreed we can do that again.</li> </ul>

<p>6. University update</p>	<p><u>Update from</u> [REDACTED]</p> <ul style="list-style-type: none"> <li>• Lots on the go, only a few weeks left of teaching time for semester.</li> <li>• Mental health awareness week, lots to see on campuses.</li> <li>• Service planning and budget planning.</li> <li>• Enrolments open next Tuesday for next year, we have already been accepting accommodation applications for next year.</li> </ul> <p><u>Update from</u> [REDACTED]</p> <ul style="list-style-type: none"> <li>• Service and budgets, and lots of time with various Te Tira Ahu Pae members.</li> </ul> <p><u>Update from</u> [REDACTED]</p> <ul style="list-style-type: none"> <li>• University has been participating in Mahuru Māori, Māori language month and last week Te Wiki ao te Māori. Big thing that the university has been engaging with.</li> <li>• Last hui Open days, over 5000 registrations across 3 campuses and circa 14% increase in those that participated. Good to see a resurgence in students who want to study physically on campus as well as by distance.</li> <li>• Enrolments opens on 1 Oct. Parallel enrolment programme working with Summer school too. For the first time in a long time we are opening Summer School up to students from other institutions as well.</li> <li>• Opening a new Maori language course for beginners over the Summer period.</li> <li>• Another course being launched which focuses on Matauranga Maori, around the use of stars.</li> <li>• University Council had a strategy day last week, there will be a series of consultations that come out shortly. They aren't changing the university strategy, it's just ensuring that it is still fit for purpose. Reminder that you are all welcome to University Council Part 1. It is an open session, and anyone can join or participate. It was [REDACTED] first council meeting. A welcome pōwhiri was held for him.</li> <li>• The Student Rep on council will be going through nominations again soon. This process is run by the governance team. Process is governed by our statutes in the University. It's open from now to approximately 21 November. The first council meeting they will be invited to as a nominee, will be 5 December.</li> </ul>
<p>7. Te Tira Ahu Pae Update</p>	<p><u>Update from</u> [REDACTED]</p> <ul style="list-style-type: none"> <li>• They have been fund raising for the end of year combined camp.</li> <li>• They are having a meeting with [REDACTED] about Pasifika graduation and celebration ceremony.</li> <li>• Pushing for nominations, when they heard there weren't any for Pasifika.</li> </ul> <p><u>Update from</u> [REDACTED]</p> <ul style="list-style-type: none"> <li>• Last week was Te Wiki ao te Māori, that was the Māori cohorts biggest focus.</li> <li>• [REDACTED] is aware there haven't been many nominations for the Māori reps, she is catching up with her cohort tomorrow to discuss this.</li> </ul> <p><u>Update from</u> [REDACTED]</p> <ul style="list-style-type: none"> <li>• Free speech union article about Massey, that annoyed a lot of reps. A good opinion piece written by a Massey Professor that got a good response.</li> <li>• Te Tira Ahu Pae does not have an adequate reporting system and what was in place has totally collapsed. At the beginning of the year Reps did weekly reports which were then compiled into the quarterly reports. After the initial start not a single Rep is doing the weekly reports and Te Tira Ahu Pae is struggling on how to back fill these reports from the Student Update meetings? They are trying to piece together the year that has been. Next year they will need to figure out how do we get all this information collated?</li> </ul> <p>The reports are due at the end of the month, [REDACTED] has asked for 2 extra weeks to capture the September figures. [REDACTED] has asked for a summary commentary on both services and representation by the end of September before main reports now due 11 Oct.</p>



## 8. General Business

(i) **NZUSA –** ██████████  
NZUSA has collapsed and ██████████ has met with other presidents to see if anyone wants to support NZUSA but other universities did not want to come back onboard. Otago, Massey and Lincoln, are helping to wind it down NZUSA and hoping to set up something new.  
██████████ would like to set something up that doesn't have money attached. He doesn't know where future execs will take it. They are writing up Terms of Reference. Trying to keep it non-political as possible and non-money oriented as possible.

(ii) **Mid year report-** ██████████  
██████████ signalled at the beginning of the year the representation report was poor and by mid year was inadequate and did not demonstrate effective representation. There is a difference between events and representation. ██████████ wants to see a more robust report next year as Massey students are paying for a service that Massey doesn't have assurance has been undertaken.

### **Ex-officio Position on the Board**

██████████ asked ██████████ about the ex-officio position on the Board, when is that taking effect from? ██████████ answered the Board had heard that the Māori cohort had agreed not to switch the Board positions this year. With 10 hour a week reps finishing on the 16 November, the ex-officio position could begin then. Need four positions on the board in order to have any board meetings. This still needs to be figured out.  
██████████ to update at next meeting.

### **Update on ██████████ and ██████████**

██████████ confirmed ██████████ is on leave now.

The Board unanimously decided mediation resolution for ██████████. ██████████ sent the board an offer for resolution and they accepted the offer on Friday, that came at the same time that ██████████'s resignation was tabled by ██████████. Both resigned effective now.

██████████ believes the amalgamation system doesn't work, there's a lot of issues that need to be addressed over the summer. Up to them if they want to make big structural changes. All the cohorts aren't happy with the system itself.

██████████ wants to thank ██████████ ██████████ who came along at this time and took on a lot of work at a difficult time. There's a lot of roles being advertised and they hope to have them start and trained up before the end of the year.

██████████ said we are worried about the loss of 2 out of the 3 senior staff who support the service side of things. Worry about the capacity that Te Tira Ahu Pae have to deliver these services. We have shared that concern with the Student Reps and the Board and now this group.

██████████ ██████████ and ██████████ have spoken a lot about our role is as funder, how we make sure that our students get the services they deserve and also that representation is functional and that our reps are safe and well and able to do their work. This does not appear to be the case.

The last staff meeting and Board meeting it was agreed the focus is on getting through the last 3 weeks and getting successful elections.

██████████ asked what does it mean for the future of TTAP?

██████████ said the next 5 months are our busiest so how do we make that work? Normally we would have had a lot of conversations with the General Manager about the SLA and MOU for next year and we'd almost be close to signing it. This is not the case as no negotiations have started as Massey continues to have significant concerns. We understand the need for providing certainty to everyone for next year in the near future and are working on a response. It was reiterated that we want student representation and student voice at Massey, but the current student governed student services is not working.

██████████ agreed with ██████████ there are lots of ideas. What are the options that are going to be the best for our students? At the end of the day representation has a strong purpose behind it. We have to work on what we do moving forward?

It is difficult to wānanga between both parties when there's no collective or shared view to engage with. One of Massey's key concerns is the diminished capacity within Te Tira Ahu Pae to provide services and that staff are feeling comfortable and secure in their roles. The election is critical to get new reps but how do we get students to want to join and do the mahi when there's so much going on.

█████ commented on █████'s comment about the new people coming in will resolve it. She feels you are putting new staff into roles and a situation they might not be able to resolve. The election process puts students into a situation where there may not be adequate support and structures in place for them to be able to do their jobs.

█████ agrees it needs to be collaborative. We need to hear solutions from Pasifika, Māori and General Reps and the University. We need to hear what is it that students want? Do people want a de-amalgamation? Does the University even think that's possible? Or does it need to be one association?

█████ agrees that we're putting staff that are being hired in a difficult position, but the alternative is not hiring staff.

We're putting the students in an incredibly difficult position, especially the ones that haven't been here this year. But the alternative is not having an election. Is that a viable alternative?

█████ has been struggling with who and how does that conversation happen? Massey is happy to take the leadership role here but we are also acutely aware Te Tira Ahu Pae are an independent organisation, that we only have one lever around which is funding. The University is ready to play any role that Te Tira Ahu Pae want us to play and otherwise we play the role we have which is funder.

█████ personally believes the elections are dangerous because of the way Te Tira Ahu Pae contract people through employment agreements. Can you afford all the representatives that you're recruiting positions for? Has someone checked that you can afford every one of those positions? █████ is worried that Te Tira Ahu Pae will end up with a lot of employment agreements with people and you haven't got an MOU with the University yet to give you the money.

█████ took on board █████ concerns. Massey doesn't fund the extra hours for the Disability Reps and Rainbow Reps. The living wage has increased and the Board need to also be paid for extra hours because of the extra work and the constitution.

█████ clarified that Massey doesn't decide who you fund or don't fund. The University just asks for an outcome. The structure and the number of Reps, the role they play continues to be determined by Te Tira Ahu Pae.

█████ isn't aware of any other university that's dedicating this much money to student representation.

Te Tira Ahu Pae has 420 hours compared to 200 hours at other universities.

█████ agrees with █████ she doesn't understand why we're running an election, if we don't know where Te Tira Ahu Pae stands, or what does the future of Te Tira Ahu Pae look like, she doesn't understand why we're running an election because we can't really promise people employment.

█████ suggested talking to █████ about the election, if Massey and the Reps don't want to have elections. The suggestion for non representation for one year could be looked into further.

█████ stated it's not fair on the students to not have representation as the students still have to pay the same amount of fees. That's not something that █████ is going to get behind. Her main focus is representation, otherwise she will resign too. Staff don't have jobs without representing the students.

█████ said this is what your board needs to discuss. The fundamental and principle deliverable of Te Tira Ahu Pae is student representation.

Board isn't making these decisions. The Board is populated by 10 hour a week students. These are very serious decisions. █████ thinks, Massey needs to put through an indication they want Te Tira Ahu Pae to have these elections or not. If they don't go ahead are they breaking the MOU? █████ is looking for some sort of direction.

	<p>████████ suggested have the elections at an appropriate time for Te Tira Ahu Pae. After thinking through the appointed roles versus the elected roles. There were concerns raised about whether Te Tira Ahu Pae has the capacity to work this through.</p> <p>████████ noted if your constitution allows for ██████████ to be appointed to the Board, ██████████ suggests that would be a good idea.</p> <p>The meeting concluded with an agreement that Te Tira Ahu Pae need to carefully consider the elections going forward.</p>
<b>9. Closing</b>	<p>The meeting closed at 11.34 am with a Karakia.</p> <p>Next meeting is 17 October 2024 at 11.00am.</p>

Action Items		Due Date
████████ will coordinate with ██████████ ██████████ to attend a couple of these meetings this year.	TMD	ongoing
Realty Services and Engagement on planning for campuses	AH	Ongoing
Keep NZUSA on agenda for next week	AH	17/10/24
Ex-officio positions on Te Tira Ahu Pae Board update	HW	17/10/24
████████ to follow up on what's happening with shops on Quad A and B	AH	17/10/24
████████ to forward the Student Central/Rainbow and Enterprise Rooms booking details to ██████████.	JD	17/10/24
████████ and ██████████ to discuss how Massey can support elections.	AD/AH	17/10/24

From: [REDACTED]  
Sent: Wednesday, 28 August 2024 12:17 pm  
To: [REDACTED]  
Subject: Re: Next steps Te Tira Ahu Pae

Kia ora [REDACTED],

I was wondering if you are open to a slightly different approach.

I would really like to engage with the Te Tira Ahu Pae board/student reps first and (ideally) secure their agreement to step down. After this we would then communicate to all students as described below and include rationale/next steps etc.  
I think this would help prevent us blind siding the board/exec and would enable us to give students a clearer message about what is happening moving forward and what it might mean for them. I am trying to clear some of my afternoon to work on this so if you get free between 12-1pm or 2.30-3.30pm feel free to ring so we can discuss.

Re the SLA - [REDACTED] has started looking at the SLA and MOU with an eye for additional protections and requirements to be put in (and maybe even considering some kind of ongoing MU involvement in the board.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Monday, 26 August 2024 7:54 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Next steps Te Tira Ahu Pae

Kia ora [REDACTED],

Thanks for the email and the details below – I've also read your other emails that have culminated here, so I will reply to all here:

- Thanks for the details and the broad range of information outlined below – this is good to have, but it does show a very messy picture.
- I do think we need to let students know what is happening – it would be unfair for us to not share the details, but also good to front foot this. To do this, I think we need to be clear about:
  - The current situation we find ourselves in i.e. what is happening with the current Board and the public complaints that have been made. We need to be clear about why we are getting involved now too, as they are a separate entity i.e. we are getting involved before the Student Levy is administered through the university and we're holding the board to account on behalf of the student body and because they are currently not meeting their obligations. We should also add that we continue to value student voice and partnership, and that we will be working to ensure this is returned asap.
  - We should outline the issues i.e. internal issues (that are public) and the constitutional issues. We may want to position this as something the student body should have an interest in, so that it can be corrected. We may want this to be written legally.
  - We should outline interim steps i.e. asking the current Board to step down, and for the university to support the election process for 2025.
  - What support we have for students who might find themselves stuck in the middle of this situation.
- The comms piece should be shared via an All Student, Massive and through the comms team. Timing will be important – but any formal communication should go to Council, SLT and Staff first. I'm very conscious the CSSF consultation for 2025 has been completed too, and this information might influence that – even indirectly, so we need to get it sorted asap.
- I think we should also review the current SLA and determine what services the future iteration of Te Tira Ahu Pae should run – at least in the short-term. We will need to build confidence in their service delivery (or more importantly, students need to have confidence that what they are paying them to do is actually happening).

I think we need to get information out, so do we think this is possible this week or next?

Thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Saturday, August 24, 2024 3:54 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Next steps Te Tira Ahu Pae

Kia ora [REDACTED],

Sorry for the weekend email - I have been mulling over our approach to Te Tira Ahu Pae and wanted to write it up while I had some space and time - feel free to ignore until Monday.

On Friday we received two complaint/grievance letters from Te Tira Ahu Pae board members [REDACTED] These are in addition to the one sent earlier in the week from [REDACTED] I also have a meeting schedule on Monday with students from Manawatahi who met and agreed that they did not have confidence in the current Kaiwhakahaere o Manawatū.

This means we have a total of three board members who have publicly made complaints about other board members, including about board member behaviour, the motions that have been 'passed' by the board in recent weeks and the records that have been kept of board meetings and a group of students who have voted no confidence in a board member that is supposed to represent them.

In addition to the above the list of board members I was provided by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).

Long story short I don't think the board is actually functional at this time and therefore I don't think meeting with them (as previously planned) is actually possible or likely to provide an resolution.

With this in mind I think we need to get pretty direct and specific in hopes that they will also see there is limited options available to them at this time.

#### My Recommendation:

I recommend we write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (see list of roles below - total 21 people) and includes board members and the pool of people that the board is drawn from.

In this letter I think we should:

- state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.
- confirm our desire and support for effective student representation at Massey University.
- request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and that an interim governance committee to be formed which would consist of:

- 1x Massey University Staff Member (as chair)
- 1x General Manager (or interim GM) of Te Tira Ahu Pae

- 1x Current Student Representative who has not sat on the board over the last three months

suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring

We could also consider releasing a/the letter to the wider student body - we would need to work out how to frame this e.g. is it as a call to action or an FYI - not sure.....this bit I still need to think through but open to any thoughts you have.

## Background to consider:

In recent conversations some on the Te Tira Ahu Pae Board have tried to suggest/imply that the requests we made of them regarding the membership drive was 'the University asking Te Tira Ahu Pae to act illegally' (e.g. against their constitution or the incorporated societies act).

I suspect that could happen again with the above so I have tried to do a dive into how the above request from the University could be undertaken while Te Tira Ahu Pae still adheres to its constitution/the law.

I am not an expert, and it is probably bending things to fit, but equally I think it is an extraordinary situation and it is this or they will in all likelihood fall apart.

All in all I think there may well be some risk to the University in taking this approach but I think it is worth it to help attempt to salvage the association.

Some background on this for you to consider is below

## Relevant information from the Te Tira Ahu Pae Constitution (not the act isn't so much of a problem its the constitution):

### *Te Tira Ahu Pae Complaints Management Process*

The Te Tira Ahu Pae constitution has a section on Disputes, Complaints and Discipline. This does not clearly provide a pathway forward for complaints about the board as a whole. It is even less helpful when the process that was used to suspend the Manager (and appointing an interim manager) is in dispute as they would normally play a role in the complaints process. It does have a rule that enables the board, in discussion with the complainant, to resolve the complaint through informal discussions, mediation or arbitration. Given the complainants are part of the board and they are making a complaint about others on the board (and the actions taken in the name of the board), I would our proposal around an interim governance committee could be considered the 'informal resolution' of the complaint.

### *The ability to co-opt board members*

Rule 11.5 in the constitution enables any person (who isn't disqualified from serving by law) to be co-opted to the board for "a specific purpose" (I would think helping to govern it through a crisis would count).

The same clause also says they would have full speaking rights but not voting rights unless otherwise specified (therefore they could have it specified).

### *If there are vacancies from the board e.g. they all resign*

The constitution outlines the process that should occur when a board member resigns from the board. It isn't clear what happens with the ex-officio roles but for the others 5 board positions new members are sourced from the executive by the board. This is obviously tricky if the whole board goes at once. Our proposal would not be to replace board members from the executive but instead to form an interim governance committee therefore the proposal does not follow the process in the constitution.

I guess you could just keep the board in place and have them appoint something like an 'an independent advisor to the board' or an 'independent chair.' This could be a less risky option but my worry is that wouldn't really move things along fast enough and how would that person be sourced and by whom.

## Big Picture

All that said, it is clear in the Board Policy Manual what the key priority for the board is (below in italics).

I think it could be argued that the current situation is not in the best interest of students or of Te Tira Ahu Pae hence the above proposal is what I am recommending.

From the Board Policy Manual:

*"The Board's first duty is to the legal entity. In meeting this duty the Board must ensure that all legal requirements under the relevant Acts are met and that the entity is protected from harmful situations and circumstances in the interests of current and future stakeholders. The Board also has a responsibility to its various stakeholders to ensure that the available resources are used to deliver the 'right outcomes' to the 'right people' in the 'right way'.*

*In particular Board Members have the following obligations:*

- a) *To act in good faith in the interests of all members of Te Tira Ahu Pae*
  - b) *To encourage and support the Te Tiriti aspirations of Te Tira Ahu Pae*
  - c) *To exercise their powers for a proper purpose*
  - d) *To avoid conflicts of interests*
  - e) *To act honestly*
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## Student Representatives (Executive)

- (i) General/Distance President (ex-officio board member),
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- (xviii) Pasifika Wellington Student Representative,
- (xix) Pasifika Distance Student Representative,
- (xx) International Student Representative, and
- (xxi) Post-Graduate Student Representative.

Noho ora mai rā,

[Redacted signature]

[Redacted signature]



From: [REDACTED]  
Sent: Saturday, 24 August 2024 3:54 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Next steps Te Tira Ahu Pae

Kia ora [REDACTED],

Sorry for the weekend email - I have been mulling over our approach to Te Tira Ahu Pae and wanted to write it up while I had some space and time - feel free to ignore until Monday.

On Friday we received two complaint/grievance letters from Te Tira Ahu Pae board members ([REDACTED]). These are in addition to the one sent earlier in the week from [REDACTED]. I also have a meeting schedule on Monday with students from Manawatahi who met and agreed that they did not have confidence in the current Kaiwhakahaere o Manawatu.

This means we have a total of three board members who have publicly made complaints about other board members, including about board member behaviour, the motions that have been 'passed' by the board in recent weeks and the records that have been kept of board meetings **and** a group of students who have voted no confidence in a board member that is supposed to represent them.

In addition to the above list of board members I was provided by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).

Long story short I don't think the board is actually functional at this time and therefore I don't think meeting with them (as previously planned) is actually possible or likely to provide an resolution.

With this in mind I think we need to get pretty direct and specific in hopes that they will also see there is limited options available to them at this time.

### My Recommendation:

I recommend we write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (see list of roles below - total 21 people) and includes board members and the pool of people that the board is drawn from.

In this letter I think we should:

state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed. confirm our desire and support for effective student representation at Massey University.

request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and

that an interim governance committee to be formed which would consist of:

1x Massey University Staff Member (as chair)

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1x Current Student Representative who has not sat on the board over the last three months

suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring

We could also consider releasing a/the letter to the wider student body - we would need to work out how to frame this e.g. is it as a call to action or an FYI - not sure.....this bit I still need to think through but open to any thoughts you have.

### Background to consider:

In recent conversations some on the Te Tira Ahu Pae Board have tried to suggest/imply that the requests we made of them regarding the membership drive was 'the University asking Te Tira Ahu Pae to act illegally' (e.g. against their constitution or the incorporated societies act).

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All in all I think there may well be some risk to the University in taking this approach but I think it is worth it to help attempt to salvage the association.

Some background on this for you to consider is below

### Relevant information from the Te Tira Ahu Pae Constitution (not the act isn't so much of a problem its the constitution):

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The Te Tira Ahu Pae constitution has a section on Disputes, Complaints and Discipline. This does not clearly provide a pathway forward for complaints about the board as a whole. It is even less helpful when the process that was used to suspend the Manager (and appointing an interim manager) is in dispute as they would normally play a role in the complaints process. It does have a rule that enables the board, in discussion with the complainant, to resolve the complaint through informal discussions, mediation or arbitration. Given the complainants are part of the board **and** they are making a complaint about others on the board (and the actions taken in the name of the board), I would our proposal around an interim governance committee could be considered the 'informal resolution' of the complaint.

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#### *If there are vacancies from the board e.g. they all resign*

The constitution outlines the process that should occur when a board member resigns from the board. It isn't clear what happens with the ex-officio roles but for the others 5 board positions new members are sourced from the executive by the board. This is obviously tricky if the whole board goes at once. Our proposal would not be to replace board members from the executive but instead to form an interim governance committee therefore the proposal does not follow the process in the constitution.

I guess you could just keep the board in place and have them appoint something like an 'an independent advisor to the board' or an 'independent chair.' This could be a less risky option but my worry is that wouldn't really move things along fast enough and how would that person be sourced and by whom.

### Big Picture

All that said, it is clear in the Board Policy Manual what the key priority for the board is (below in italics).

I think it could be argued that the current situation is not in the best interest of students or of Te Tira Ahu Pae hence the above proposal is what I am recommending.

From the Board Policy Manual:

*"The Board's first duty is to the legal entity. In meeting this duty the Board must ensure that all legal requirements under the relevant Acts are met and that the entity is protected from harmful situations and circumstances in the interests of current and future stakeholders. The Board also has a responsibility to its various stakeholders to ensure that the available resources are used to deliver the 'right outcomes' to the 'right people' in the 'right way'.*

*In particular Board Members have the following obligations:*

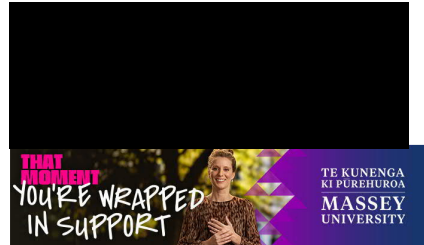
- To act in good faith in the interests of all members of Te Tira Ahu Pae*
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- (xix) Pasifika Distance Student Representative,
- (xx) International Student Representative, and
- (xxi) Post-Graduate Student Representative.

Noho ora mai rā,



From: [REDACTED]  
Sent: Wednesday, 28 August 2024 12:17 pm  
To: [REDACTED]  
Subject: Re: Next steps Te Tira Ahu Pae

Kia ora [REDACTED],

I was wondering if you are open to a slightly different approach.

I would really like to engage with the Te Tira Ahu Pae board/student reps first and (ideally) secure their agreement to step down. After this we would then communicate to all students as described below and include rationale/next steps etc. I think this would help prevent us blind siding the board/exec and would enable us to give students a clearer message about what is happening moving forward and what it might mean for them. I am trying to clear some of my afternoon to work on this so if you get free between 12-1pm or 2.30-3.30pm feel free to ring so we can discuss.

Re the SLA - [REDACTED] has started looking at the SLA and MOU with an eye for additional protections and requirements to be put in (and maybe even considering some kind of ongoing MU involvement in the board.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Monday, 26 August 2024 7:54 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Next steps Te Tira Ahu Pae  
Kia ora [REDACTED],

Thanks for the email and the details below – I've also read your other emails that have culminated here, so I will reply to all here:

- Thanks for the details and the broad range of information outlined below – this is good to have, but it does show a very messy picture.
- I do think we need to let students know what is happening – it would be unfair for us to not share the details, but also good to front foot this. To do this, I think we need to be clear about:
  - The current situation we find ourselves in i.e. what is happening with the current Board and the public complaints that have been made. We need to be clear about why we are getting involved now too, as they are a separate entity i.e. we are getting involved before the Student Levy is administered through the university and we're holding the board to account on behalf of the student body and because they are currently not meeting their obligations. We should also add that we continue to value student voice and partnership, and that we will be working to ensure this is returned asap.
  - We should outline the issues i.e. internal issues (that are public) and the constitutional issues. We may want to position this as something the student body should have an interest in, so that it can be corrected. We may want this to be written legally.
  - We should outline interim steps i.e. asking the current Board to step down, and for the university to support the election process for 2025.
  - What support we have for students who might find themselves stuck in the middle of this situation.
- The comms piece should be shared via an All Student, Massive and through the comms team. Timing will be important – but any formal communication should go to Council, SLT and Staff first. I'm very conscious the CSSF consultation for 2025 has been completed too, and this information might influence that – even indirectly, so we need to get it sorted asap.
- I think we should also review the current SLA and determine what services the future iteration of Te Tira Ahu Pae should run – at least in the short-term. We will need to build confidence in their service delivery (or more importantly, students need to have confidence that what they are paying them to do is actually happening).

I think we need to get information out, so do we think this is possible this week or next?

Thanks,  
[REDACTED] ([REDACTED])  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, August 24, 2024 3:54 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Next steps Te Tira Ahu Pae  
Kia ora [REDACTED],

Sorry for the weekend email - I have been mulling over our approach to Te Tira Ahu Pae and wanted to write it up while I had some space and time - feel free to ignore until Monday.

On Friday we received two complaint/grievance letters from Te Tira Ahu Pae board members [REDACTED]. These are in addition to the one sent earlier in the week from [REDACTED]. I also have a meeting schedule on Monday with students from Manawatahi who met and agreed that they did not have confidence in the current Kaiwhakahaere o Manawatū.

This means we have a total of three board members who have publicly made complaints about other board members, including about board member behaviour, the motions that have been 'passed' by the board in recent weeks and the records that have been kept of board meetings and a group of students who have voted no confidence in a board member that is supposed to represent them.

In addition to the above the list of board members I was provided by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).

Long story short I don't think the board is actually functional at this time and therefore I don't think meeting with them (as previously planned) is actually possible or likely to provide an resolution. With this in mind I think we need to get pretty direct and specific in hopes that they will also see there is limited options available to them at this time.

#### **My Recommendation:**

I recommend we write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (see list of roles below - total 21 people) and includes board members and the pool of people that the board is drawn from.

In this letter I think we should:

state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.

confirm our desire and support for effective student representation at Massey University.

request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and

that an interim governance committee to be formed which would consist of:

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#### **Background to consider:**

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Noho ora mai rā,

[Redacted signature block]



From: [REDACTED]  
Sent: Saturday, 24 August 2024 3:54 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Next steps Te Tira Ahu Pae

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Noho ora mai rā,  
[Redacted]  
[Redacted] Experience  
[Redacted]  
[Redacted]



From: [REDACTED]  
Sent: Tuesday, 27 August 2024 10:36 am  
To: [REDACTED]  
Subject: Re: Next steps Te Tira Ahu Pae

Thanks [REDACTED] - I am in Welly with the Fitness and Rec team all day today - I will come back to you on this tomorrow

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 26 August 2024 7:54 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Next steps Te Tira Ahu Pae

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I think we need to get information out, so do we think this is possible this week or next?

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Saturday, August 24, 2024 3:54 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Next steps Te Tira Ahu Pae

Kia ora [REDACTED],

Sorry for the weekend email - I have been mulling over our approach to Te Tira Ahu Pae and wanted to write it up while I had some space and time - feel free to ignore until Monday.

On Friday we received two complaint/grievance letters from Te Tira Ahu Pae board members [REDACTED] These are in addition to the one sent earlier in the week from [REDACTED] I also have a meeting schedule on Monday with students from Manawatahi who met and agreed that they did not have confidence in the current Kaiwhakahaere o Manawatū.

This means we have a total of three board members who have publicly made complaints about other board members, including about board member behaviour, the motions that have been 'passed' by the board in recent weeks and the records that have been kept of board meetings and a group of students who have voted no confidence in a board member that is supposed to represent them.

In addition to the above list of board members I was provided by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when they should be 8).

Long story short I don't think the board is actually functional at this time and therefore I don't think meeting with them (as previously planned) is actually possible or likely to provide an resolution.

With this in mind I think we need to get pretty direct and specific in hopes that they will also see there is limited options available to them at this time.

#### My Recommendation:

I recommend we write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (see list of roles below - total 21 people) and includes board members and the pool of people that the board is drawn from.

In this letter I think we should:

state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.

confirm our desire and support for effective student representation at Massey University.

request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and that an interim governance committee to be formed which would consist of:

1x Massey University Staff Member (as chair)

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1x Current Student Representative who has not sat on the board over the last three months

suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring

We could also consider releasing a/the letter to the wider student body - we would need to work out how to frame this e.g. is it as a call to action or an FYI - not sure.....this bit I still need to think through but open to any thoughts you have.

#### Background to consider:

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All in all I think there may well be some risk to the University in taking this approach but I think it is worth it to help attempt to salvage the association.

Some background on this for you to consider is below

## Relevant information from the Te Tira Ahu Pae Constitution (not the act isn't so much of a problem its the constitution):

### *Te Tira Ahu Pae Complaints Management Process*

The Te Tira Ahu Pae constitution has a section on Disputes, Complaints and Discipline. This does not clearly provide a pathway forward for complaints about the board as a whole. It is even less helpful when the process that was used to suspend the Manager (and appointing an interim manager) is in dispute as they would normally play a role in the complaints process. It does have a rule that enables the board, in discussion with the complainant, to resolve the complaint through informal discussions, mediation or arbitration. Given the complainants are part of the board **and** they are making a complaint about others on the board (and the actions taken in the name of the board), I would our proposal around an interim governance committee could be considered the 'informal resolution' of the complaint.

### *The ability to co-opt board members*

Rule 11.5 in the constitution enables any person (who isn't disqualified from serving by law) to be co-opted to the board for "a specific purpose" (I would think helping to govern it through a crisis would count).

The same clause also says they would have full speaking rights but not voting rights unless otherwise specified (therefore they could have it specified).

### *If there are vacancies from the board e.g. they all resign*

The constitution outlines the process that should occur when a board member resigns from the board. It isn't clear what happens with the ex-officio roles but for the others 5 board positions new members are sourced from the executive by the board. This is obviously tricky if the whole board goes at once. Our proposal would not be to replace board members from the executive but instead to form an interim governance committee therefore the proposal does not follow the process in the constitution.

I guess you could just keep the board in place and have them appoint something like an 'an independent advisor to the board' or an 'independent chair.' This could be a less risky option but my worry is that wouldn't really move things along fast enough and how would that person be sourced and by whom.

## Big Picture

All that said, it is clear in the Board Policy Manual what the key priority for the board is (below in italics).

I think it could be argued that the current situation is not in the best interest of students or of Te Tira Ahu Pae hence the above proposal is what I am recommending.

From the Board Policy Manual:

*"The Board's first duty is to the legal entity. In meeting this duty the Board must ensure that all legal requirements under the relevant Acts are met and that the entity is protected from harmful situations and circumstances in the interests of current and future stakeholders. The Board also has a responsibility to its various stakeholders to ensure that the available resources are used to deliver the 'right outcomes' to the 'right people' in the 'right way'.*

*In particular Board Members have the following obligations:*

- a) *To act in good faith in the interests of all members of Te Tira Ahu Pae*
  - b) *To encourage and support the Te Tiriti aspirations of Te Tira Ahu Pae*
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## Student Representatives (Executive)

- (i) General/Distance President (ex-officio board member),
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- (xviii) Pasifika Wellington Student Representative,
- (xix) Pasifika Distance Student Representative,
- (xx) International Student Representative, and
- (xxi) Post-Graduate Student Representative.

Noho ora mai rā,

[REDACTED]



From: [REDACTED]  
Sent: Tuesday, 27 August 2024 10:36 am  
To: [REDACTED]  
Subject: Re: Next steps Te Tira Ahu Pae

Thanks [REDACTED] - I am in Welly with the Fitness and Rec team all day today - I will come back to you on this tomorrow

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 26 August 2024 7:54 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Next steps Te Tira Ahu Pae  
Kia ora [REDACTED],

Thanks for the email and the details below – I've also read your other emails that have culminated here, so I will reply to all here:

- Thanks for the details and the broad range of information outlined below – this is good to have, but it does show a very messy picture.
- I do think we need to let students know what is happening – it would be unfair for us to not share the details, but also good to front foot this. To do this, I think we need to be clear about:
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- (xx) International Student Representative, and
- (xxi) Post-Graduate Student Representative.

Noho ora mai rā,

[Redacted signature block]





## SENIOR LEADERSHIP TEAM

14 October 2024

### 1 Purpose

1.1 The purpose of this paper is to provide a high-level overview of issues and next steps regarding the challenges being experienced with and at Te Tira Ahu Pae (the student association) and to make the following recommendations:

That the Senior Leadership Team:

- Note this update and the background provided.
- Note the planned approach outlined in this paper which includes:
  - o Not signing MOU for representation with Te Tira Ahu Pae for 2025 and instead engaging with the wider student body on the development of an alternative representation model.
  - o Not signing an SLA for student governed student services with Te Tira Ahu Pae for 2025 and instead delivering the equivalent alternative methods for offering these services.

### 2.0 Background on Te Tira Ahu Pae

2.1 In June 2022 the former federation of student associations decided to reduce the number of student associations from ten to one and to reduce the number of elected representatives. The change was implemented early 2023 and the new association was agreed, Te Tira Ahu Pae.

2.2 Representation is provided via:

- A tripartite leadership team made up of a General President, a Manawhakahaere and a Pasifika President. These roles are full time, paid roles and are appointed positions.
- Also appointed are four Vice President positions which are paid 20-30hrs per week.
- There are three elected positions per campus as well as a postgraduate student representative and an international student representative. Elections for these roles are held in late September for the coming year.
- There are also four disabled student representatives and four rainbow representatives allied to Te Tira Ahu Pae.

Te Tira Ahu Pae			
Manawhakahaere		General/Distance President	Pasifika President
Vice President Distance	Vice President Auckland	Vice President Manawatū	Vice President Wellington
Student representative Distance	Student representative Auckland	Student representative Manawatū	Student representative Wellington
Kaiwhakahaere Distance	Kaiwhakahaere Auckland	Kaiwhakahaere Manawatū	Kaiwhakahaere Wellington
Student representative Distance Pasifika	Student representative Auckland Pasifika	Student representative Manawatū Pasifika	Student representative Wellington Pasifika
Postgraduate student representative		International student representative	
4x Rainbow representatives		4x Disabled Student Representatives	

2.3 Currently Massey University has contracts Te Tira Ahu Pae (on a year by year basis) to represent students and to provide a number of student governed student services (Advocacy, Clubs and Societies, Events, Media). As part of the representation responsibilities Te Tira Ahu Pae assists in sourcing student representatives for board and committee positions across the University.



2.4 The funding for these services come from the Compulsory Student Services Fee collected from students. \$1.9mil is paid to Te Tira Ahu Pae for student governed student services and \$630k is paid for student representation.

2.5 Te Tira Ahu Pae is independent from the University and is governed by a board made up of student representatives.

### 3.0 Concerns with and within Te Tira Ahu Pae

3.1 Concerns regarding the performance of Te Tira Ahu Pae, specifically their representation of the student body, were raised with the board and student presidents mid-way through 2024. This was largely related to the quality of the reporting received by the University which has made it difficult to know how engaged student representatives are with the wider student body. The staff who work closely with the student association were also hearing of concerns regarding the culture and working environment although none of these concerns were lodged officially with the University.

3.2 In early August concerns were raised within Te Tira Ahu regarding its constitution and it was noted that the constitution was not being adhered to and was not fit for purpose. The University met with the association in hopes of working with them on the issues.

3.2 In mid-August the University became aware that a board member, the [REDACTED] [REDACTED] and shortly after this we were copied into several letters of complaint between board members which included allegations regarding board processes, practices, and behaviour. We were also made aware that [REDACTED] [REDACTED] but were provided little official detail about this.

3.3 In response to the allegations made in these complaints, regarding the governance practices of the association, on the 29<sup>th</sup> of August, a letter was sent to student representatives, including the board, by the [REDACTED].

3.4 The letter outlined the concerns held by the University regarding the governance of the association and recommended that the current board step down from their board positions and an interim emergency governance committee be established to help the association navigate through the issues it was facing. Appendix 1 is a full copy of this letter.

3.5 Several individual student representatives, including several board members, responded to the letter and agreed with the recommendation. A meeting was held with the board and with some individual student representatives to discuss the situation and recommendation further.

3.6 On the 23<sup>rd</sup> of September, at the regular meeting held with the three student presidents, we were informed that the [REDACTED] had resigned and that the [REDACTED] had also resigned. Both were effective immediately.

3.7 Also on the 23<sup>rd</sup> of September Massive Magazine published [REDACTED] regarding the issues within Te Tira Ahu Pae.

3.7 On the 24<sup>th</sup> of September an official response was sent by the [REDACTED] [REDACTED]. This included an apology for the length of time the response had taken and explained that four of the eight board members had voted in favour of sending the letter and four had not officially responded. It also explained that agreement on the content of the letter was not reached and therefore the letter included some notes that expressed some alternative views to what was included in the letter. Appendix 2 is a full copy of this letter.

- 3.8 On the 27<sup>th</sup> of September a hui for Māori/Pacific students and representatives was held. There were mixed views on whether a single association is the right model for representation.
- 3.9 On the 3<sup>rd</sup> of October the Te Tira Ahu Pae board held a meeting. At this meeting it was a unanimous vote was passed to postpone elections for student representatives and to set up a committee to work with students to address the issues being faced. This decision was [REDACTED] to students via social media, we also included it in the next student newsletter. Reasons for the postponement included and admission that it had *"become clear that the current structure of our association is not fit for purpose, and as such, we cannot in good conscience proceed with appointing or electing new representatives under a system that no longer adequately serves our student body."* It is unclear at this time how the proposed committee might work or what the programme of work it will undertake entails.
- 3.10 On the 4<sup>th</sup> of October the Associate Director, Student Development and Partnership convened a special meeting of the Student Services Fee Advisory Committee. This group has been formed to share information, perspectives, and guide the use of the Student Services Fee to support students in their journey at Massey University. The meeting provided the opportunity for committee members to provide feedback on the potential next steps the University could take regarding the use of the SSF for future funding for Te Tira Ahu Pae. There was general agreement that the current situation was untenable but varied views about what the next steps should be.
- 3.11 On the 9<sup>th</sup> of October the University received the July-September report from Te Tira Ahu Pae which provided an overview of the services provided across that quarter. Commentary from the report included that *"this quarter has been a difficult one for operational staff at Te Tira Ahu Pae. Issues that had been simmering for some time came to a head resulting in multiple resignations."* The report also expressed confidence in Te Tira Ahu Pae's ability to provide services in 2025 (although no specifics were included).
- 3.12 In summary:
- The board of Te Tira Ahu Pae is not functioning effectively and has not been for some time.
  - There is significant work required to redevelop the current Te Tira Ahu Pae constitution so that it enables effective representation and involvement from the wider student body.
  - There are significant concerns from a large number of representatives, and the students they represent, regarding the representative model in place e.g. the effectiveness of a single association, the large number of appointed positions, the large number of representative positions, etc. These concerns have been affirmed by the board itself.
  - There are only one remaining senior staff member (from an original four positions) supporting the student governed student services. Other staff have also left the association in recent times, informally we have been told that this is due to an unsafe organisational culture.

#### **4.0 Independence of the association**

- 4.1 Any next steps has considered the independence of Te Tira Ahu Pae and the reality that the University cannot instruct or direct Te Tira Ahu Pae. The key to our relationship is as funder and this is based on the MoU for representation and the SLA for services we have with them. Both agreements are due to expire on 31 December 2024 and no work has yet commenced on a new agreement.

## 5.0 Principles considered when determining next steps

- 5.1 Massey believes in the importance of student voice. We believe that the independence of that voice is important but only if it is effectively representing the wider student body and if it has an expressed mandate from the student body.
- 5.2 Massey believes some services are best delivered with some independence from the University, specifically Advocacy and Student to Student Communication but again this needs to be operating effectively, the environment in which this is delivered from needs to be safe and it needs to be governed, at least in part, by an effective representation model.
- 5.3 Massey would like student feedback on our approach to addressing concerns and we would like to actively communicate any proposed changes to the wider student body.

## 6.0 Overview of the planned approach to addressing key concerns

- 6.1 Te Tira Ahu Pae have recently decided not to proceed with the election or appointment of student representatives for 2025 until there is a review of the model of student representation.
- 6.2 In light of this, and the principles outlined above, Massey University will write to student representatives and explain that we will not be providing funding directly to Te Tira Ahu Pae for representation services in 2025. We will ask them to work with us as we engage the wider student body on the establishment of a student representation model for the University. This is likely to take through and into 2025.
- 6.3 As a consequence of not holding elections and, by their own admission, not having an appropriate representation model in place, they are no longer able to govern the services currently provided through Te Tira Ahu Pae. Due to this we will not be providing funding directly to Te Tira Ahu Pae for student governed student services. Massey will instead develop equivalent alternative offerings of these services to students and endeavour to work with Te Tira Ahu Pae on ensuring continuity of service and that the wellbeing of staff are supported by both parties. A transition plan will be developed to support this change and will consider ways in which the services could return to an independent, student led provider in the future.

## 7.0 Implications of Decision:

Financial Implications	Yes	No
Treaty of Waitangi Implications	Yes	No
Equity and Operational Implications	Yes	No
People Implications (Staff/Student/Other)	Yes	No
Cultural & Ethnic Implications	Yes	No
Equity Implications	Yes	No
Gender Implications	Yes	No
Disability Implications	Yes	No
Information Technology Implications	Yes	No
Library Implications	Yes	No
International Implications	Yes	No
Teaching Implications	Yes	No
Research Implications	Yes	No
Other (state _____)	Yes	No

## 6.0 Implementation

- 6.1 The Executive Director, Student Experience will be writing to the board of Te Tira Ahu Pae and to the Presidents/Manawhakahaere to outline its position regarding funding to Te Tira Ahu Pae for 2025 and next steps. A meeting will also be offered to representatives and staff of Te Tira Ahu Pae to ask further questions. Appendix 3 is the draft text for this letter.
- 6.2 Current students will then be communicated with and provided an overview of the actions being taken and the rationale for taking them. A website will also be developed to house FAQs and updates. Appendix 4 is the draft text for this communication.



October 2024

## Appendix 1

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Tēnā koutou katoa,

Over recent weeks Te Kunenga ki Pūrehuroa Massey University has been made aware of several issues regarding the Te Tira Ahu Pae board. These concerns have been shared with us by multiple people, including current board members, and are regarding:

- the behaviour of board members towards each other,
- procedures not being followed,
- inaccurate record keeping,
- a lack of engagement and transparency with the wider student body.

In addition to the concerns shared by others, Massey University has also raised several issues with the board of Te Tira Ahu Pae over the past month. These included concerns regarding inadequate reporting of representation activities funded by the Compulsory Student Services Fee, issues with meeting attendance, in particular non-attendance at monthly Presidents-Massey University meetings and concerns regarding the transparency and advice taken on a potential membership drive and constitutional issues.

Based on our own observations, and those shared with us by others, we no longer have confidence that the current board is meeting its obligations under our Representation Memorandum of Understanding (MOU) or that the board is working in the best interest of the wider student body.

Given the above, we suggest that the current Te Tira Ahu Pae board members step down from their board positions and allow an interim emergency governance committee to be established to help the association navigate through this challenging period. Those who stand down from the board would still retain their roles as appointed/elected student representatives/executives.

To be clear, Te Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting student representation and student voice. We are not making this suggestion lightly but feel compelled to act given our own observations and the information we have received. Te Tira Ahu Pae receives a significant amount of funding from the Compulsory Student Services Fee and we have an obligation to ensure this funding delivers key outcomes for the wider student body.

We would like to work with student representatives to help resolve these concerns and support Te Tira Ahu Pae to represent the student body. We therefore suggest that the interim emergency governance committee include:

- 1x Massey University staff member (as Interim Chair)
- 1x General Manager (or interim GM) of Te Tira Ahu Pae
- 3x current student representative who have not sat on the board over the past three months (with at least one being ākonga Māori)

We suggest that the committee's purpose/aim is to support Te Tira Ahu Pae until a new board, made up of 2025 student representatives, can be established and adequately trained.

It is important to us that the wider student body is kept informed regarding the governance of Te Tira Ahu Pae – which is ultimately acting on their behalf. On Monday (2 September) afternoon we intend to update all students explaining the current situation. We would like to work with student representatives on this communication and include details of your response to our suggestion above.

If student representatives and/or the board would like to meet with me, I am happy to make myself available Friday afternoon or over the weekend. I am also available via email if you would prefer to communicate that way. I understand this is a challenging time for everyone involved, don't forget the university has [REDACTED] available to you and if you would like one of our wellbeing team to contact you directly please let me know.

Nāku noa, nā,

[REDACTED]  
[REDACTED]

## Appendix 2

---

Tēnā koe [REDACTED],

The Board of Te Tira Ahu Pae would like to thank you for your email. We acknowledge the concerns you have raised and recognise your expressed lack of confidence as a very serious matter.

As discussed in meetings with you since, our entire Board has agreed changes must be made moving forward. While we thank you for extending the suggestion, we reject the need to dissolve our Board and appoint a Massey chairperson.<sup>1</sup> Instead, we are open to embarking on a path that safeguards our independence while working together in partnership to achieve our common goals under the framework of Whiria Ngā Rau.

Our Board has returned to full capacity (two General, four Māori, two Pasifika) after a short period at five of eight members (two General, two Māori, one Pasifika), ensuring we are representative of our association and student body. There has been a misconception around some concerns such as inaccurate record keeping and a failure to follow proper procedures. While concerns such as these are inaccurate, we do not deny the Board has been navigating a tough period of time.

The reason why concerns such as these were incorrectly identified speaks to the core problem we've been experiencing as a Board: a recent decline in communication and transparency. This began when members of the Board started to have disagreements over how to approach the problem of our inadequate constitution, and the institution of a membership list as a first step to solving that problem.<sup>2</sup>

This immense level of stress all members of the Board were unfairly subjected to culminated in discussions surrounding the independent investigation [REDACTED]. While the Board unanimously agreed to the need for mediation in light of receiving [REDACTED] complaints, we acknowledge there was disagreement on the best way to approach this mediation. Ultimately, the Board deferred to independent external legal advice and undertook [REDACTED] for the duration of the investigation. [REDACTED]. Massey will be included in any developments on this crucial topic.

Regardless of the acknowledged disagreements between members on the Board, all approved decisions have been correctly voted on and recorded, and have the best interests of our taura at heart.<sup>3</sup> Confusions around policy and our constitution, delays in minute approval, and our continual stream of meetings contributed to this decline in communication.<sup>4</sup>

These points of confusion and a perceived lack of voice led to members of our Board feeling unsure of where to turn to regarding complaints, which resulted in the unfortunate leaking of confidential information. These complaints have since been directed to the proper channels and are undergoing investigation as we speak. In acknowledgement of the nature of board-on-board complaints, we are investigating mediation to reach a resolution for all parties as well. The Board has already taken strides to incorporate changes in good faith as a result of the content of some complaints.

All Board members are committed to this process and are satisfied with both the new direction of the Board and the steps being undertaken to ensure the stability of Te Tira Ahu Pae moving forward.<sup>5</sup> Our focus as an association has never, and will never, stray from independently representing our students to a high and equal standard no matter where they study. We recognise that there has been a severe breakdown in communication between Massey and Te Tira Ahu Pae over this period of time, and we agree that a form of communication must be delivered to students to keep them updated. The Board is open to working with you to ensure stakeholders receive all necessary and correct information.

In the best interests of our students, we are sincerely committed to engaging with Massey into the future and are appreciative of any support you are able to provide us during this time.

Ngā manaakitanga,

The Board of Te Tira Ahu Pae

This letter has been passed by the Board, with everyone involved in the editing process. Any individual notes from Board Members have been compiled below to ensure everyone was comfortable with supporting the letter.

Notes:

1: While the Board has now decided to move forward together without dissolving, [REDACTED] wanted it noted that some members of the Māori cohort initially believed that dissolving the Board might have been the best course of action. [REDACTED] also notes that she was in agreement with Massey putting in a new board.

2: [REDACTED] wanted to note that he believed the internal conflict may have started earlier than this point. [REDACTED] wants to note that for her personally, her concerns began when the Pasifika Co-President was removed from the Board.

3: [REDACTED] would like to note that she believes the interests of our taura haven't been at the forefront of our decision making recently, as the board hasn't been functioning properly.

4: [REDACTED] would like to add that another cause of the decline in communication was because of the frequent use of email voting, which meant some decisions weren't fully discussed in a call.

5: [REDACTED] has agreed that he is more than happy moving forward alongside the Board as long as we are willing to address complaints and issues. The entire Board has agreed that all complaints will be handled seriously and issues will not be left unaddressed.

## Appendix 3 – Letter to Te Tira Ahu Pae about funding for 2025

**Draft** letter to Te Tira Ahu Pae Board:

Kia ora koutou,

As we have previously shared, Te Kunenga ki Pūrehuroa Massey University has significant concerns regarding the governance of Te Tira Ahu Pae.

Last month we sent a letter, by email, to all current student representatives outlining our concerns and suggested that the Te Tira Ahu Pae board stand down. We also suggested that an interim emergency governance committee was established to help the association navigate through this challenging period.

Since sharing our concerns we have participated in several discussions, including a meeting of the board and received a formal written response to our concerns which was endorsed by half of the existing Te Tira Ahu Pae board. The written response, while agreeing that changes needed to be made, rejected the suggestion of an interim emergency board and failed to provide any details on how change would occur.

We also understand that Te Tira Ahu Pae have decided to postpone the election of student representatives for 2025 and intend to instead establish a committee, made up of members from the current Te Tira Ahu Pae executive, to conduct a thorough review of the representation structure. You have shared this information with the student body along with the admission that there are deeper structural issues which are impacting the ability for the diverse needs of all students to be represented effectively through the current representation model. Again, we do not have any clarity regarding how this will be approached in a way that ensures involvement from the wider student body and the University.

Unfortunately, our interactions with the board and other stakeholders over the last month have done little to reassure us that Te Tira Ahu Pae has the process, systems, structures, environment or capabilities in place to effectively provide representation to the wider student body of Massey University in 2025 and due to this ongoing concern we are not prepared to enter into a funding arrangement with Te Tira Ahu Pae for the provision of representation services at this time.

We would like to work with existing student representatives to design an engagement and consultation process that can be delivered early in 2025. This would help ensure the wider student body can shape how they wish to be represented in the future, whether that is through the refinement of Te Tira Ahu Pae or an entirely different approach.

It is our view that without effective representation and governance Te Tira Ahu Pae is not in a position to provide student governed student services therefore we are not prepared to enter into a funding arrangement with Te Tira Ahu Pae for the provision of student governed student services.

We view the services currently provided by Te Tira Ahu Pae as critical to our students' experience and wellbeing and we have heard through the consultation on the Student Services Fee spending that students also value these services, therefore we will be ensuring an equivalent alternative delivery method for these services is in place for 2025, we would like to work with a nominee from Te Tira Ahu Pae to ensure the continuity of services to students and the wellbeing of the current staff of Te Tira Ahu Pae.

To be clear, Te Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting independent and effective student representation and student voice. We have not made this decision lightly but felt compelled to act given the significant investment made by students for representation and support services.



## Appendix 4 – Draft Communication to the student body regarding Te Tira Ahu Pae 2025

Kia ora koutou [name]

This email is to inform you of a situation with Te Tira Ahu Pae, your students association. Over the last two months Te Kunenga ki Pūrehuroa Massey University has been engaging with Te Tira Ahu Pae representatives regarding significant concerns we hold about the governance of the association.

Following this engagement and based on Te Tira Ahu Pae's own admission that the representation model/structure is no longer adequately serving the student body, the University has informed Te Tira Ahu Pae that it is not prepared to enter a funding arrangement with the association for representation services or for student governed student services for 2025.

We view the services currently provided by Te Tira Ahu Pae as critical to our students' experience and wellbeing and we have heard through the consultation on the Student Services Fee spending that students also value these services, therefore we will be ensuring an equivalent alternative delivery method for these services is in place for 2025, and we hope to work with Te Tira Ahu Pae to ensure the continuity of services to students and the wellbeing of the current staff of Te Tira Ahu Pae.

We will also be working with student representatives to design an engagement and consultation process that will ensure the wider student body can shape how they wish to be represented in the future, whether that is through the refinement of Te Tira Ahu Pae or an entirely different approach. This process would likely commence early in Semester 1 2025. In the meantime we will continue to provide a range of opportunities for students to share their voices and will keep you updated both via our coms channels and on this website XXXX.

Te Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting independent and effective student representation and student voice. We have not made this decision lightly but felt compelled to act given the significant investment made by you for representation and support services.

If you have any questions please contact us at XXX

From: [REDACTED]  
Sent: Wednesday, 16 October 2024 1:05 pm  
To: [REDACTED]

Cc: [REDACTED]  
Subject: Re: Official Communication from Te Tira Ahu Pae  
Attachments: Response to Te Tira Ahu Pae re 2025.pdf

Kia ora koutou,

Please see attached an official letter from Massey University in response to your communication from 24 September and our ongoing engagement over the recent months.

I am requesting that you hold the information enclosed in this letter in confidence until we can meet and discuss an appropriate, ideally shared, communication plan, particularly for the employees of Te Tira Ahu Pae.  
There is a scheduled meeting tomorrow between the Presidents, GM and the University, where we would like to discuss this further and where we can answer any initial questions you may have.  
If you would like a meeting between the University and the board tomorrow afternoon/Friday morning then please let me know what time would suit and we will make ourselves available.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Tuesday, 24 September 2024 5:31 pm  
To: [REDACTED]  
Cc: [REDACTED]

Subject: Official Communication from Te Tira Ahu Pae  
Kia ora [REDACTED]

Please see attached an official letter from the Te Tira Ahu Pae Board in response to your correspondence to us on the 29<sup>th</sup> August.

We apologise for the length of time this has taken to reach you. It was crucial to ensure each and every board member had enough time to contribute their input to our letter, with discussions around the draft occurring for the past 2 weeks with opportunity for involvement from all board members. However, in order to expediate its delivery to you, I have decided not to continue waiting for all board members to respond to my final motion to pass this letter.

The following board members have voted in favour of the letter:

[REDACTED]

The following board members have not yet officially responded to the motion:

[REDACTED]

Throughout the feedback process, some Board members requested specific notes be made in sections that they had different personal views about. These notes are clearly outlined so you can see where disagreements still exist within the Board as requested.

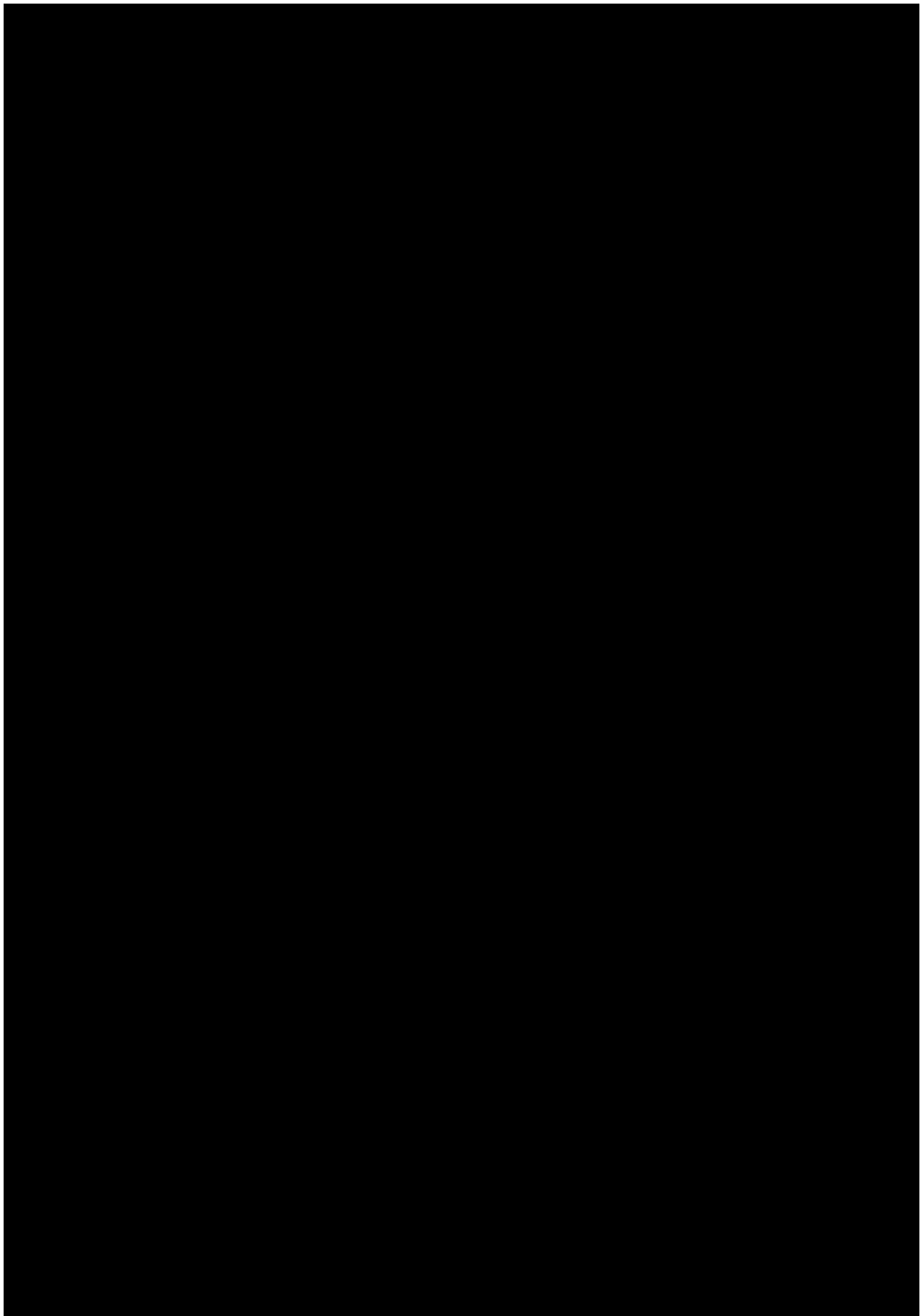
There will be a board meeting held next week where discussions will take place regarding mediation, a Massey representative on the Board, and other items on the to do list. This information will make its way to you as soon as possible.

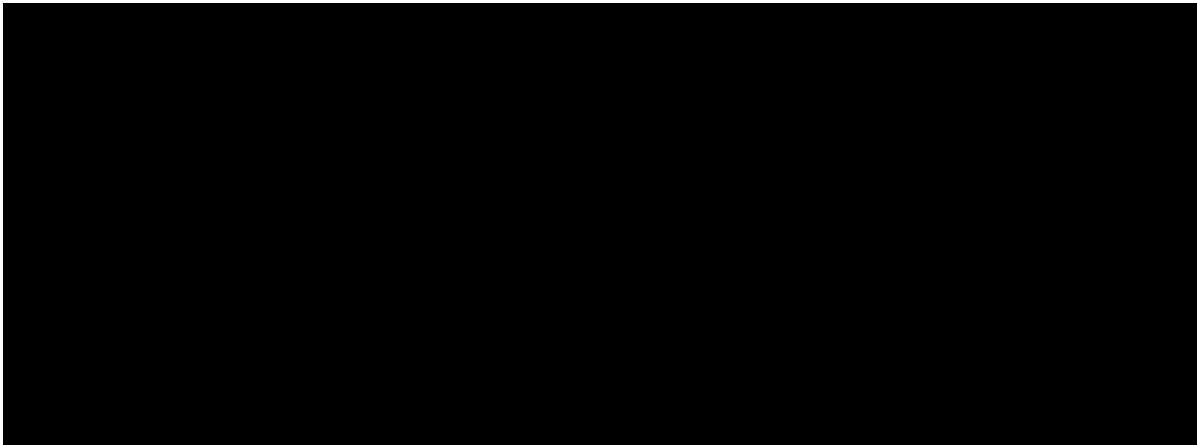
Please let me know if you have any questions or concerns at this stage.

Ngā mihi,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]







From: [REDACTED]  
Sent: Tuesday, 20 August 2024 1:47 pm  
To: [REDACTED]  
Subject: Re: Personal Grievance

Kia ora [REDACTED],

Thank you for sharing the letter you are sending to the Te Tira Ahu Pae board with us. The experiences you have outlined are very concerning to Massey and we are considering next steps. In the interim I want to ensure you have the support you need, please let me know if you would like one of our wellbeing team to reach out to you.

I would appreciate it if you can keep us updated on this situation and please do not hesitate to reach out if you are in need of support.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

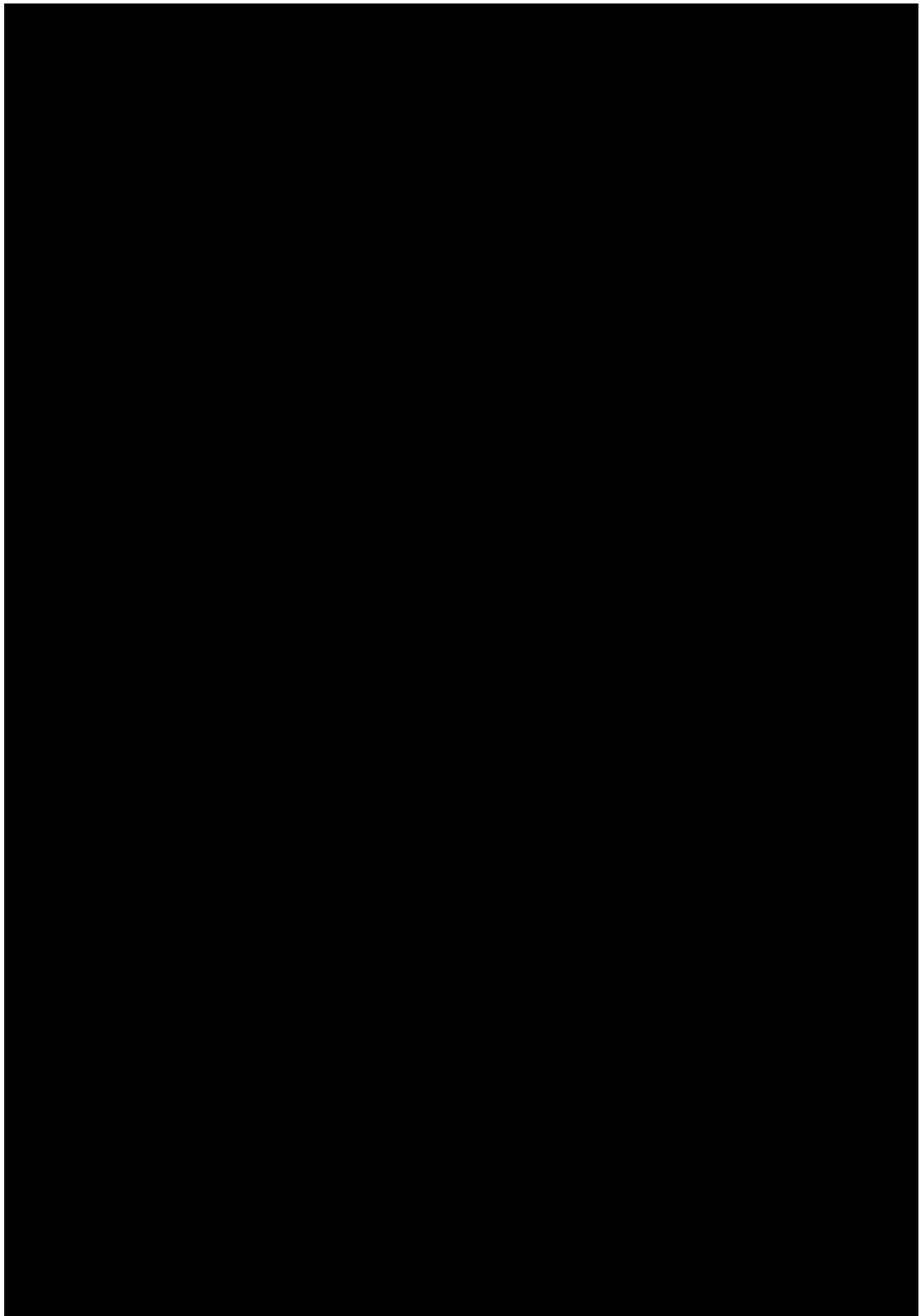
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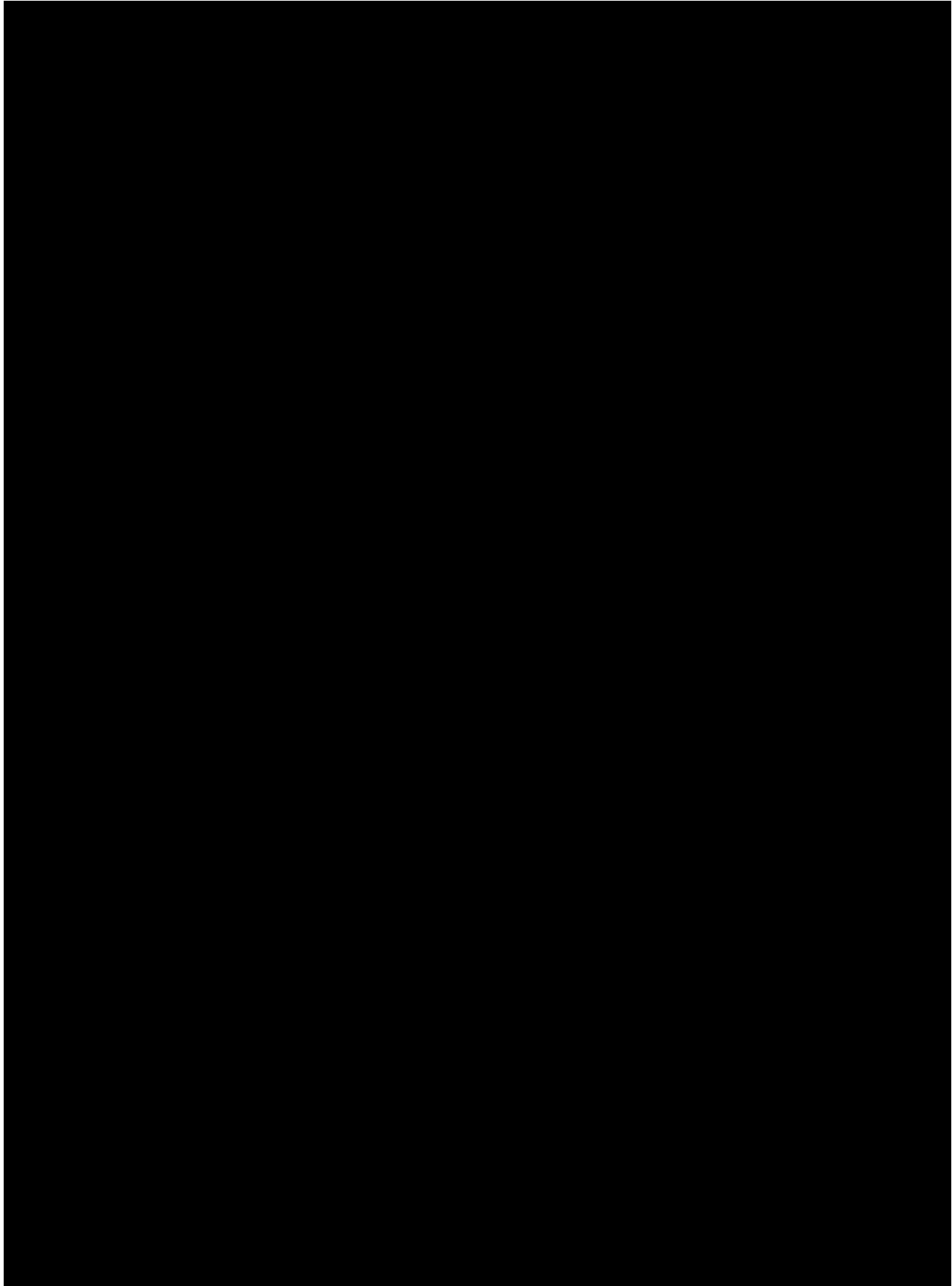
From: [REDACTED] (Pasifika Co-President) <[REDACTED]>  
Sent: Tuesday, 20 August 2024 11:32 am  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Personal Grievance  
Kia Ora,

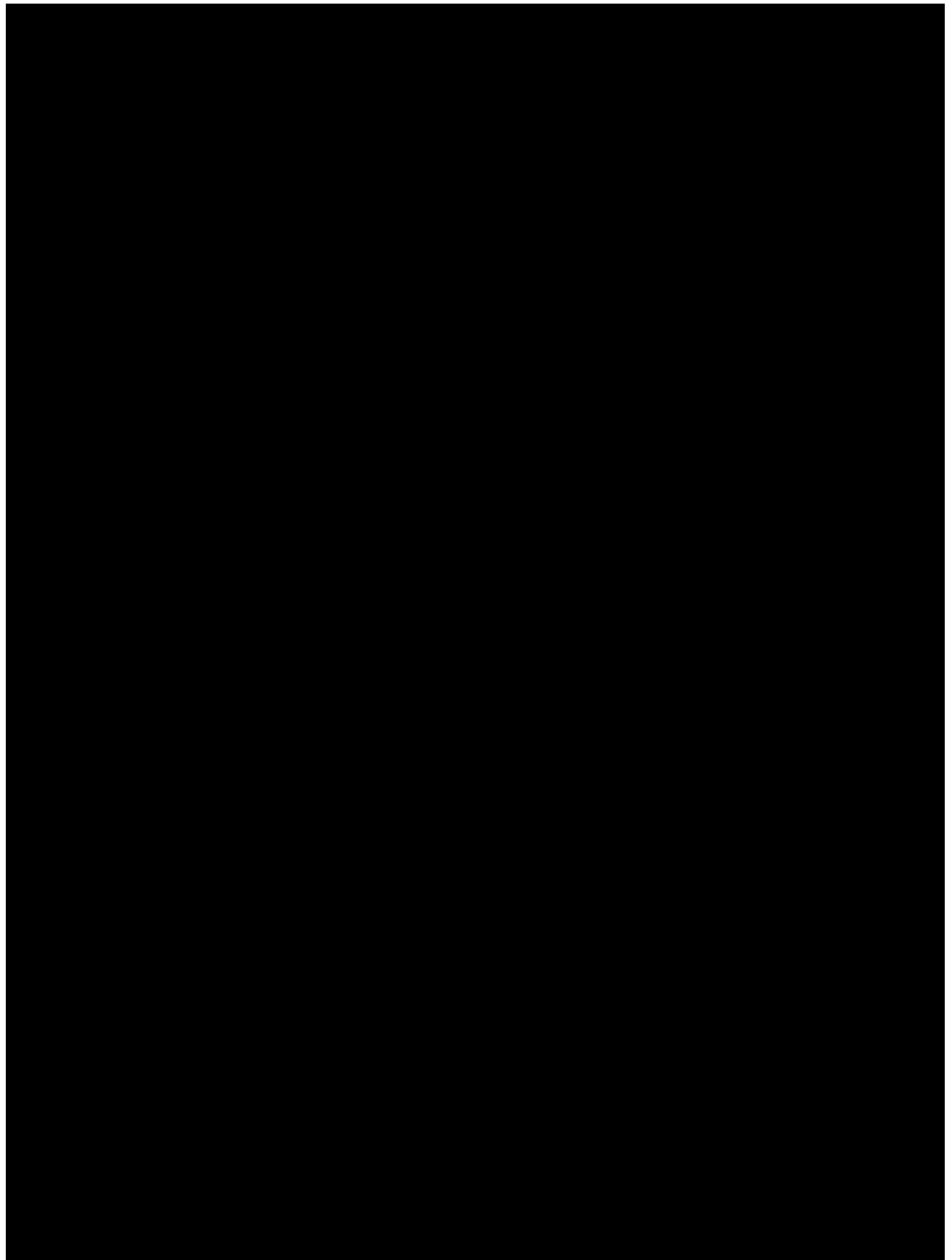
Please find attached my personal grievance.

Would like to also say that I appreciate all the support given in this matter .

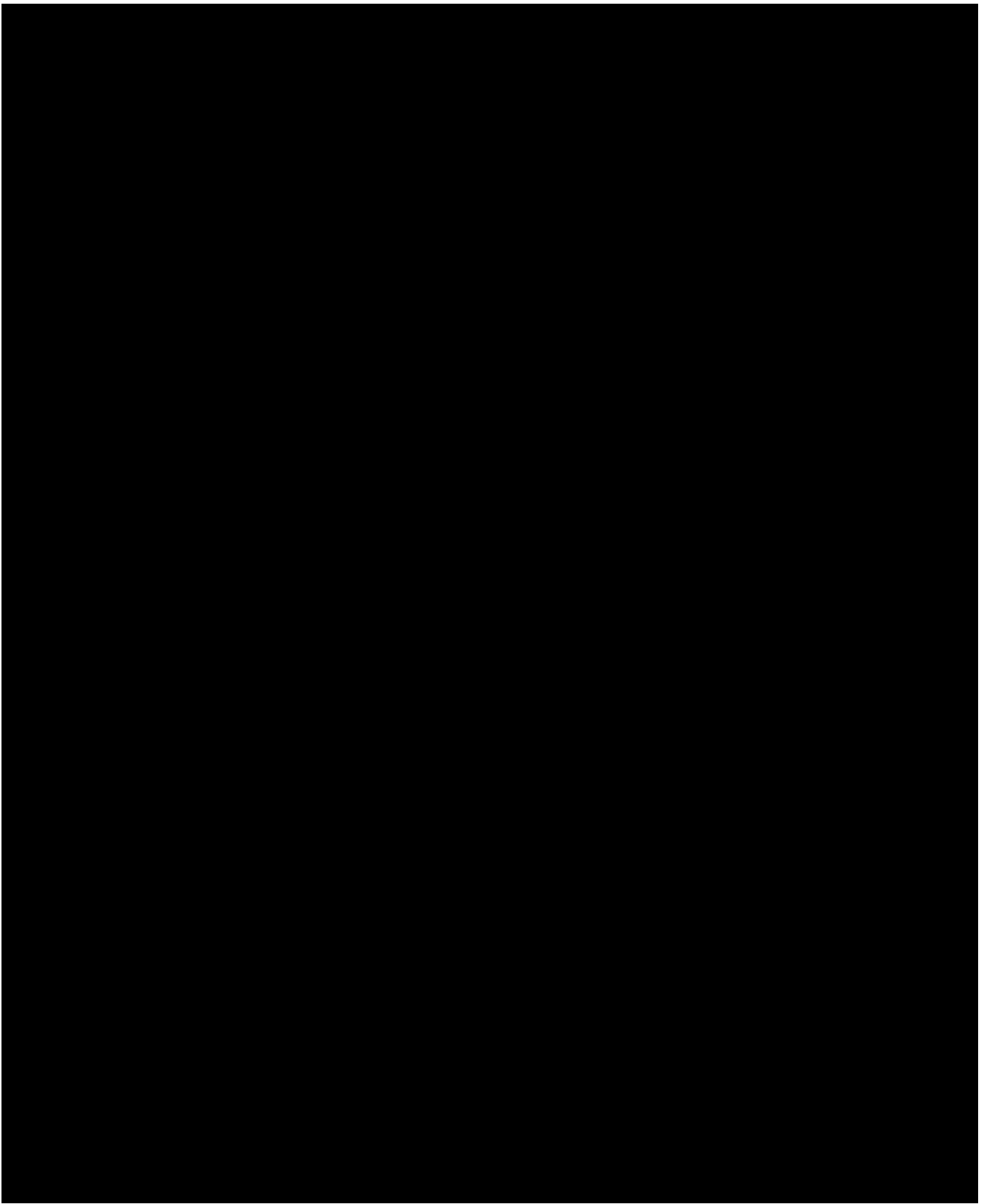
Thanks,  
[REDACTED]  
Get [REDACTED]



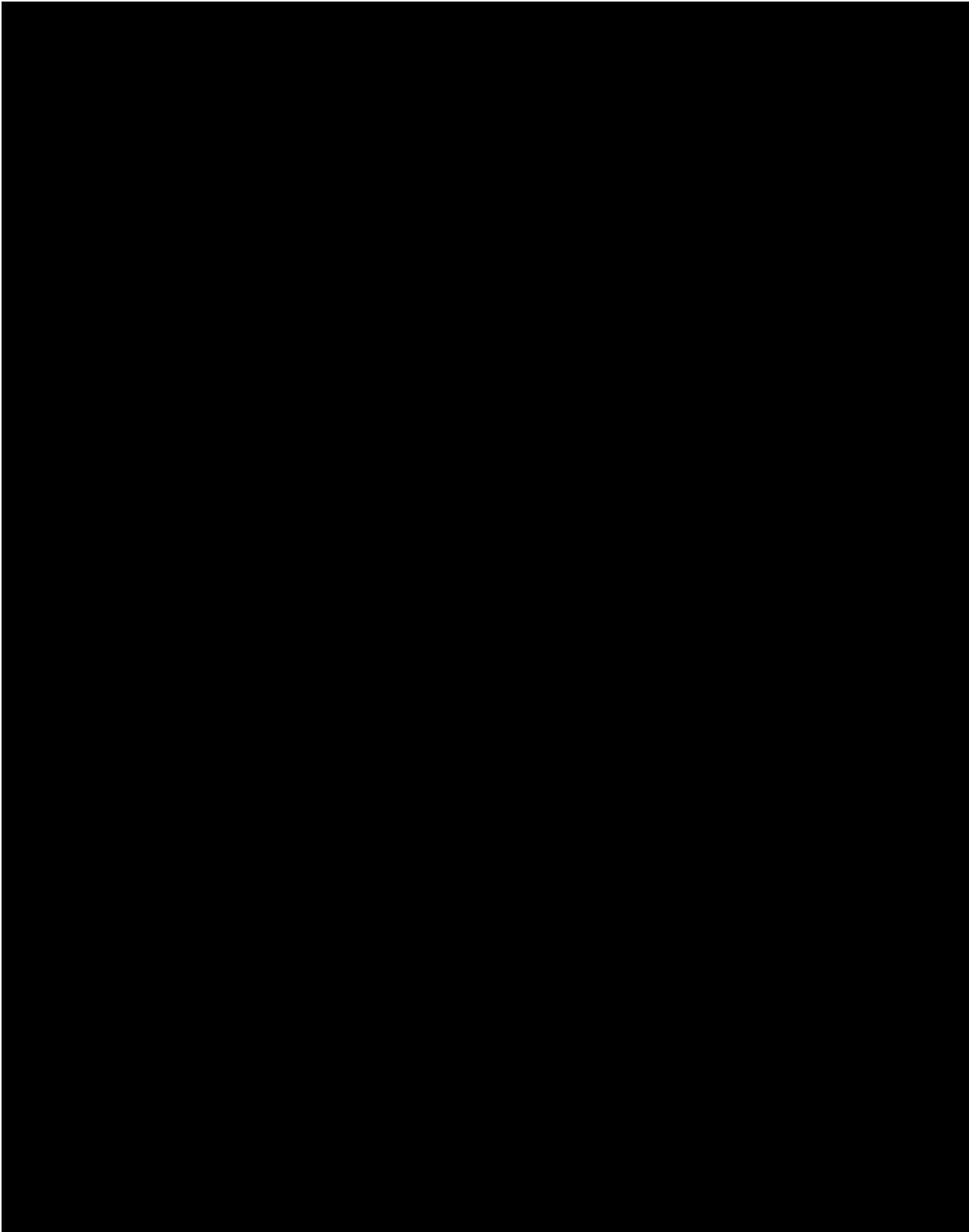


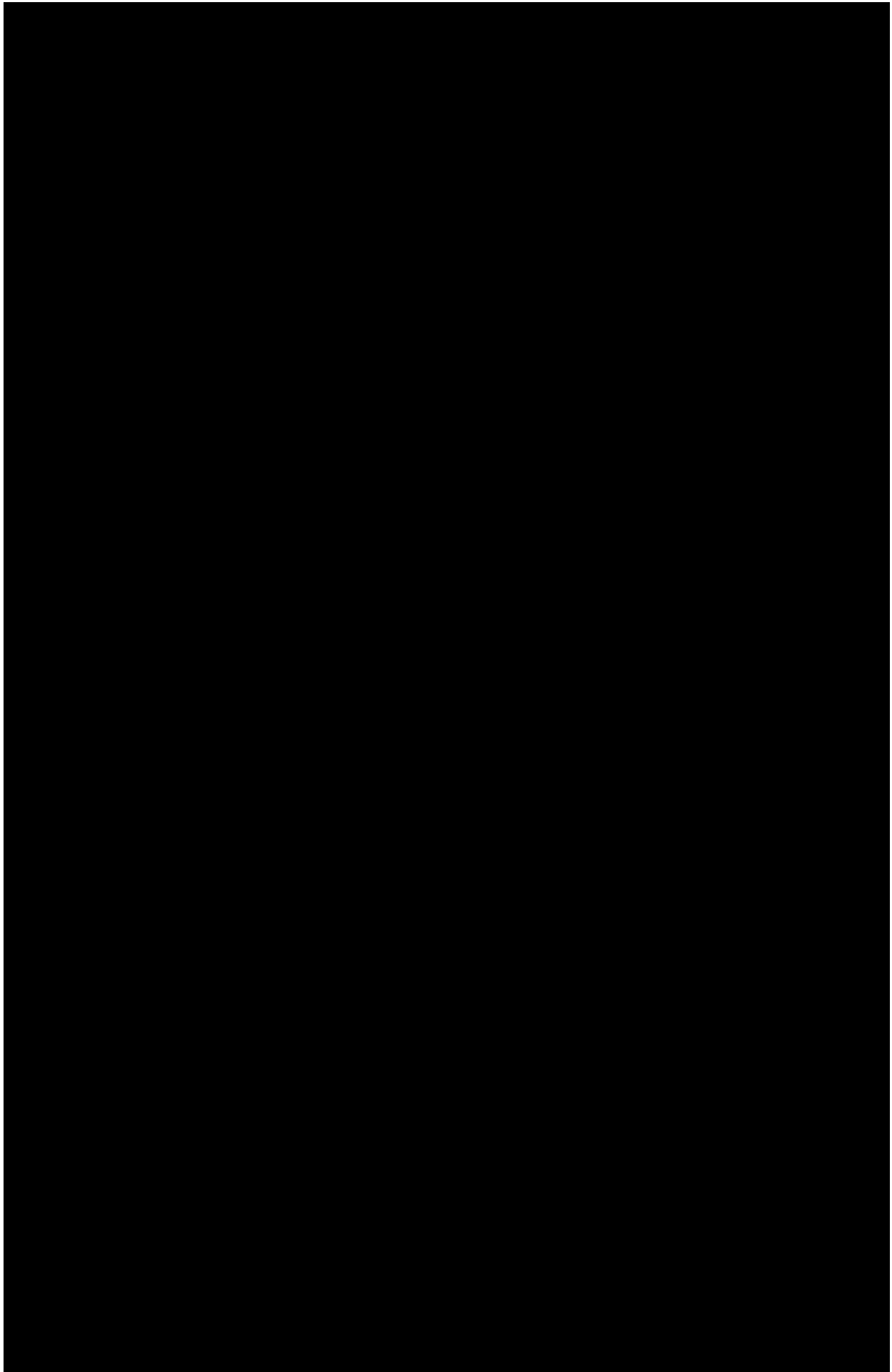


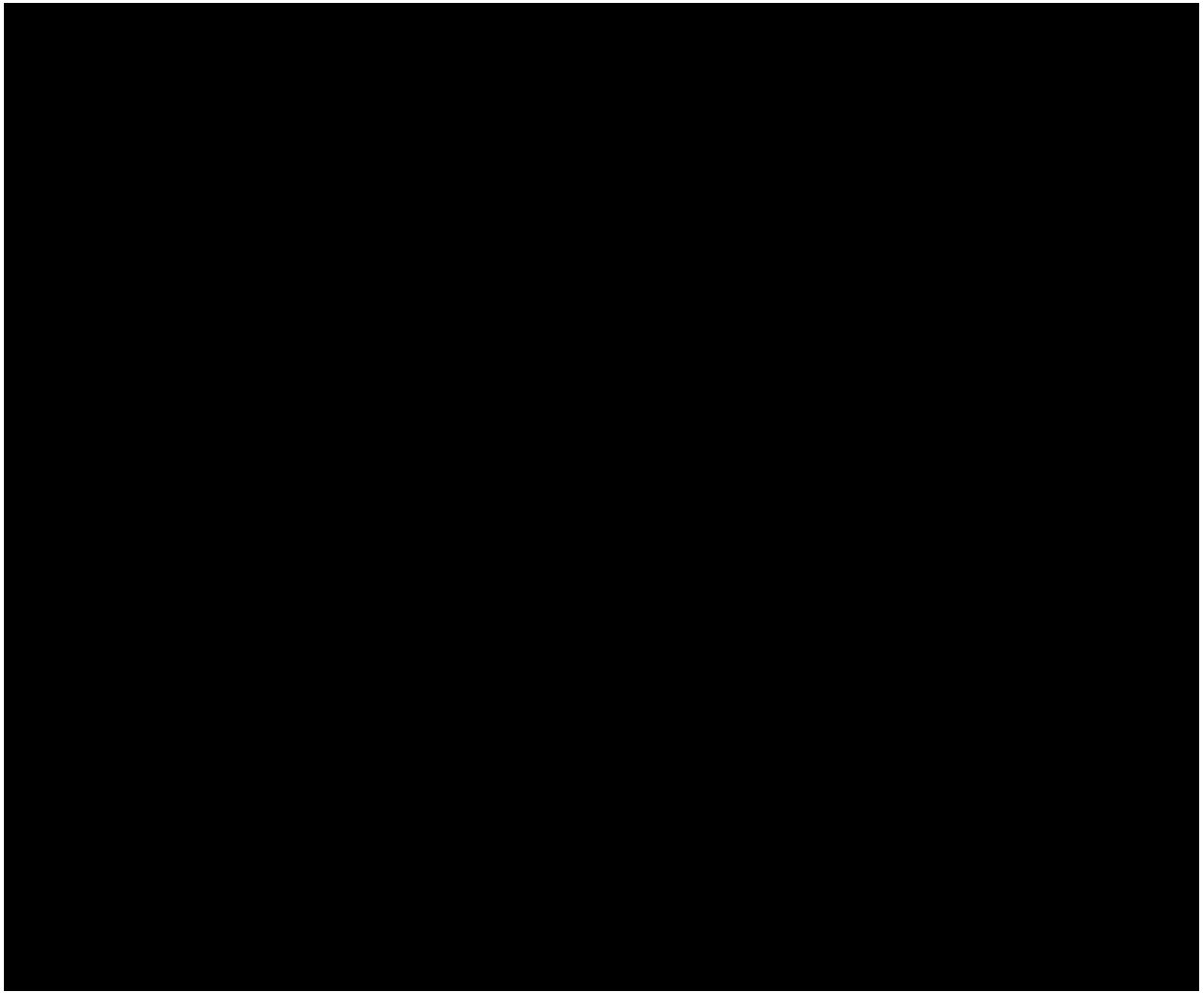


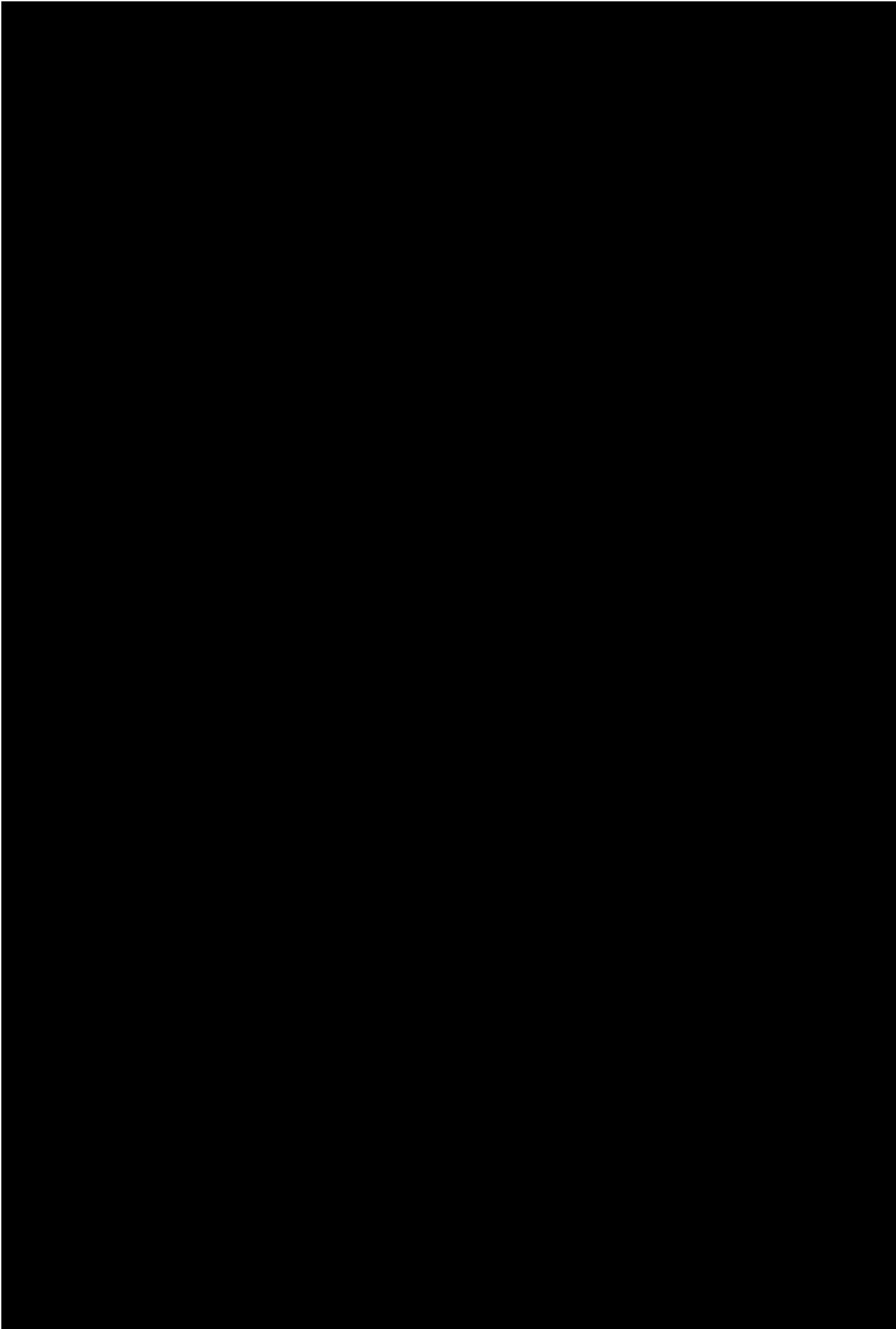


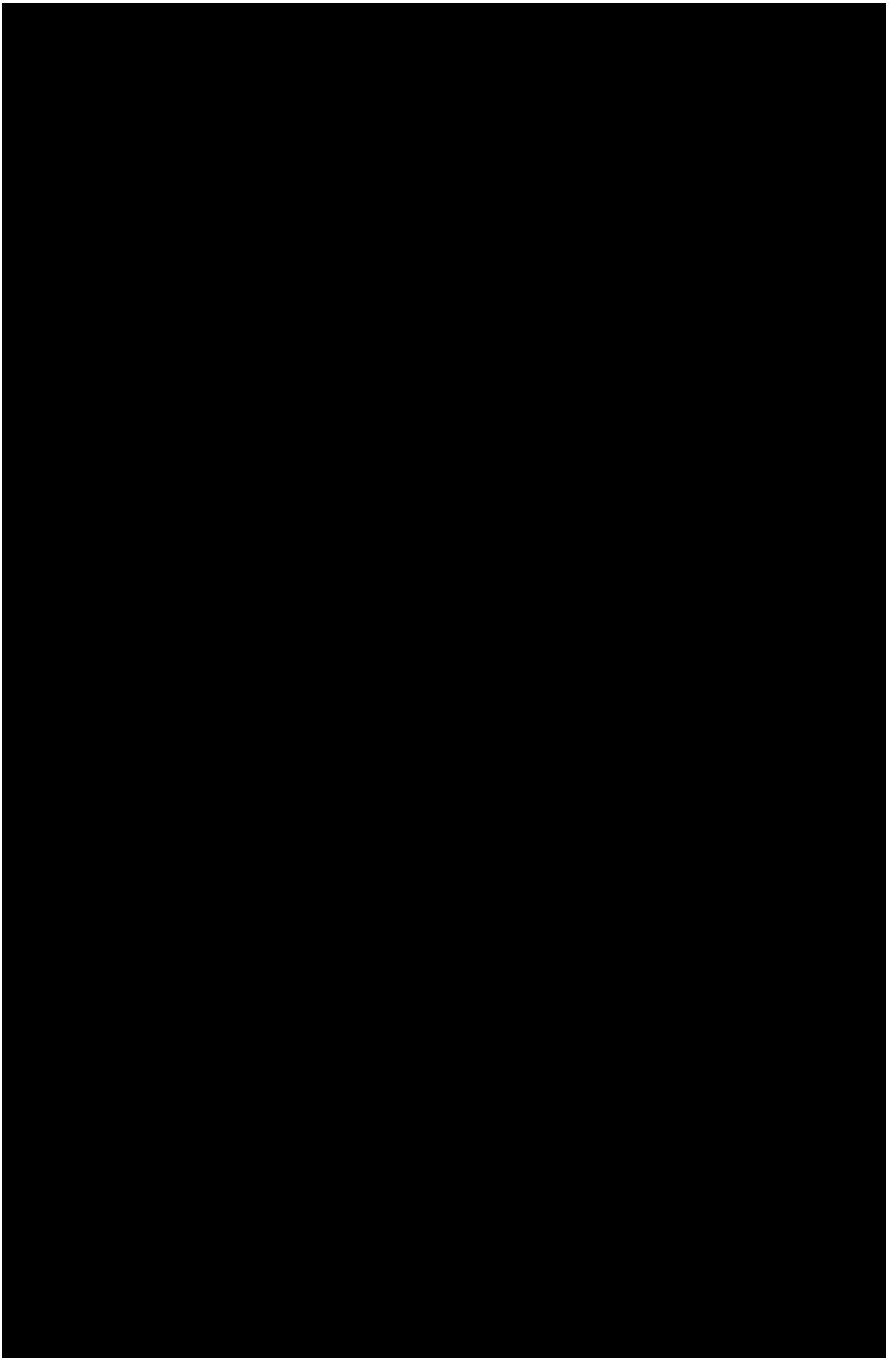
Tēnā koutou,

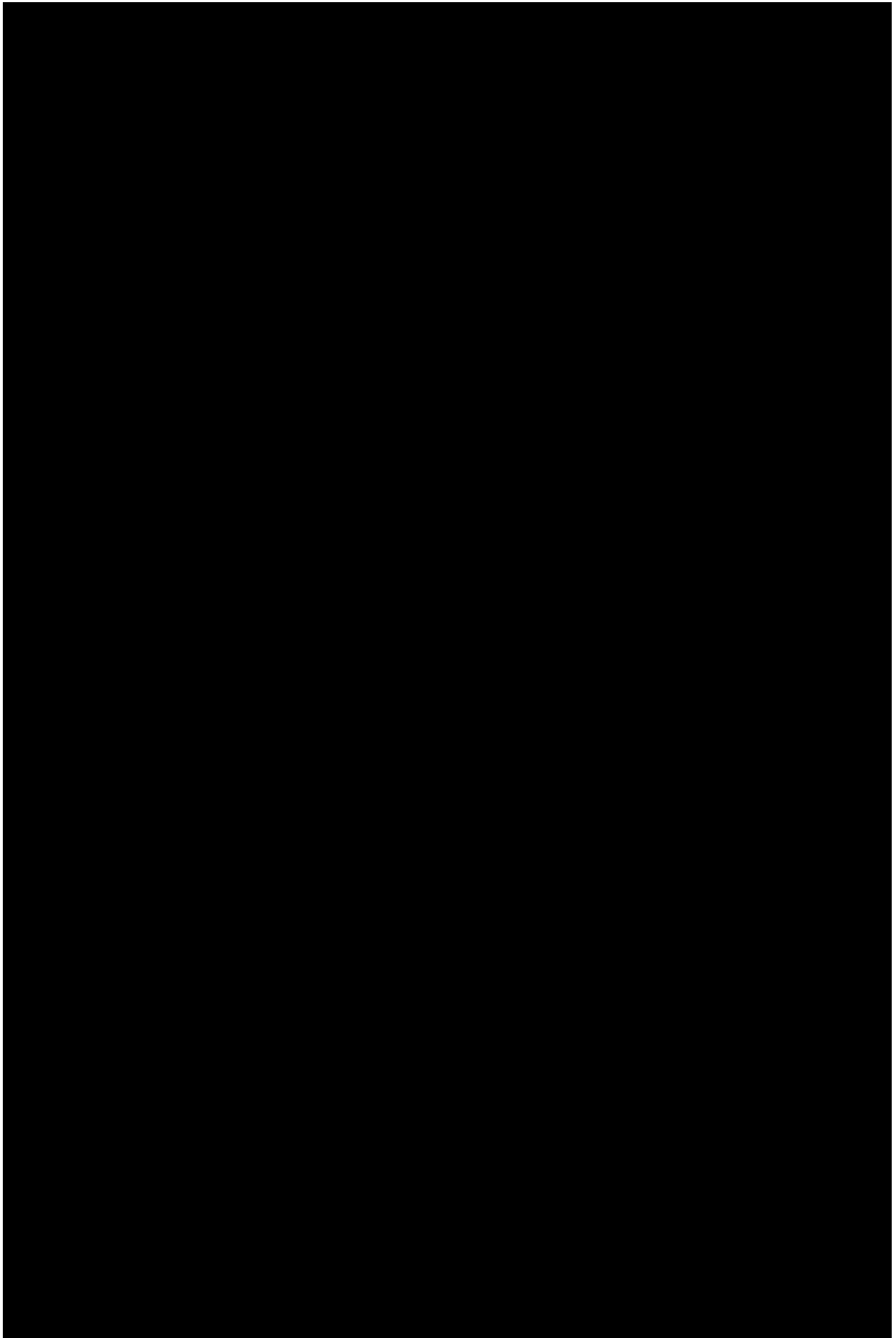


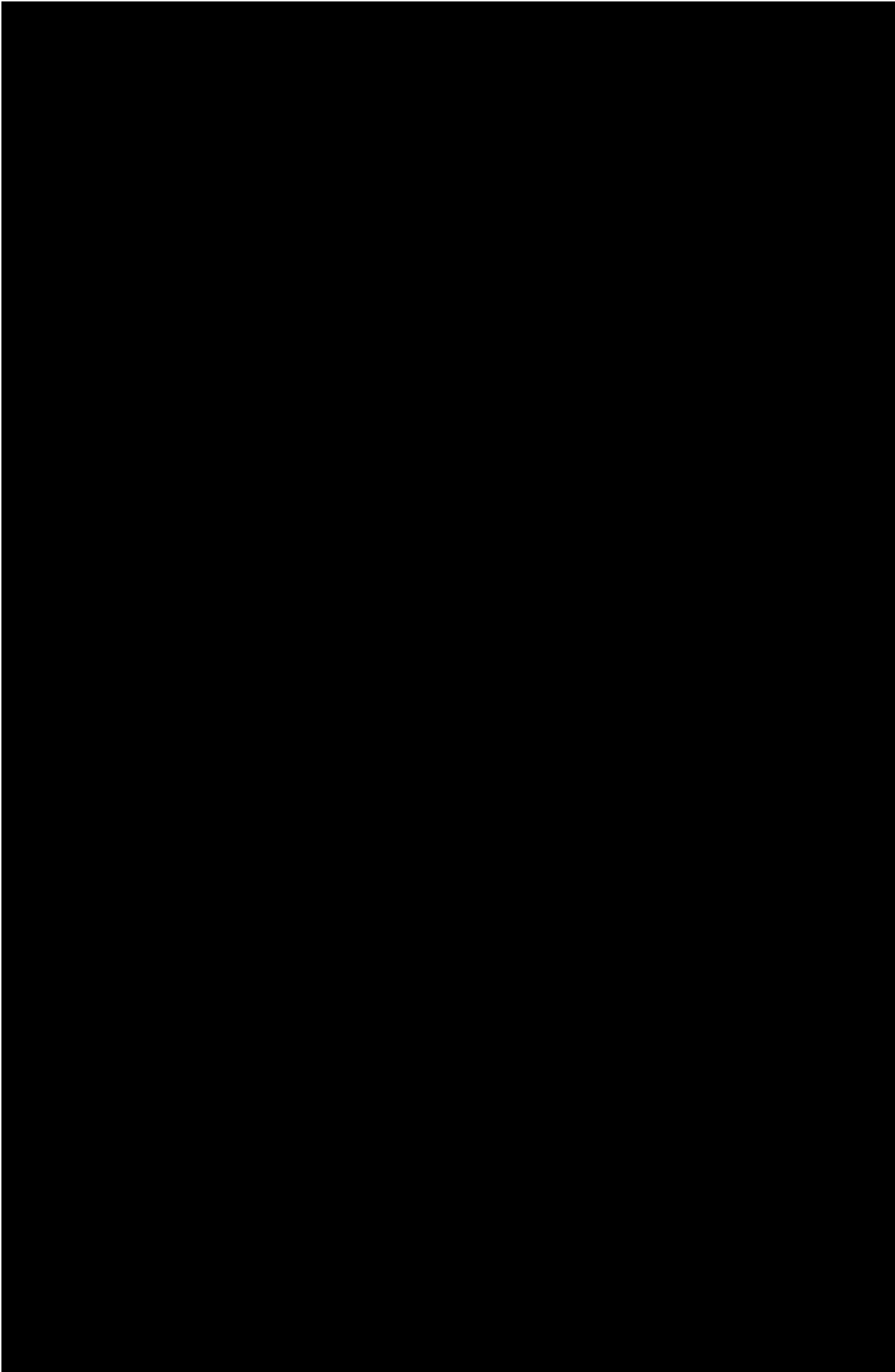




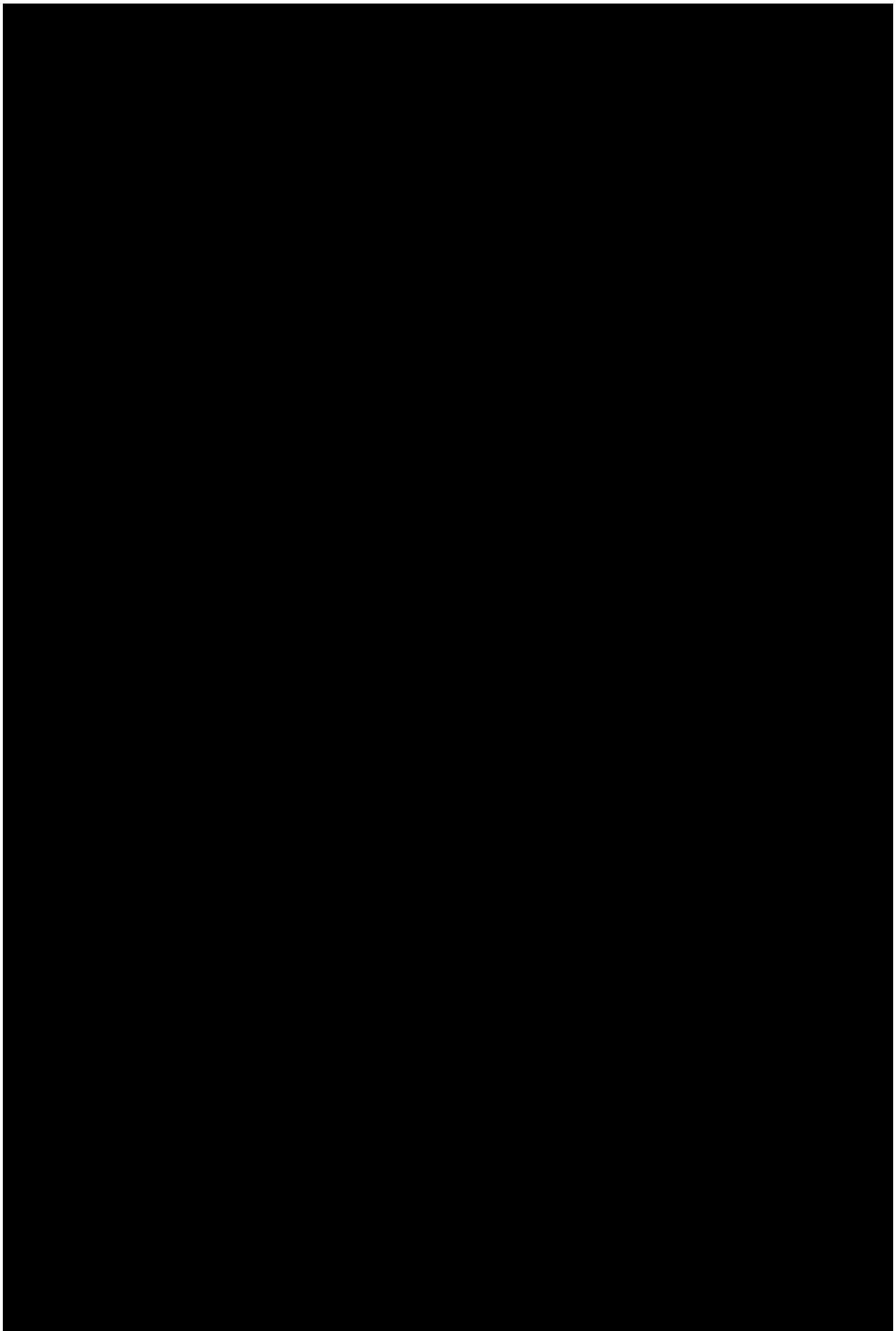


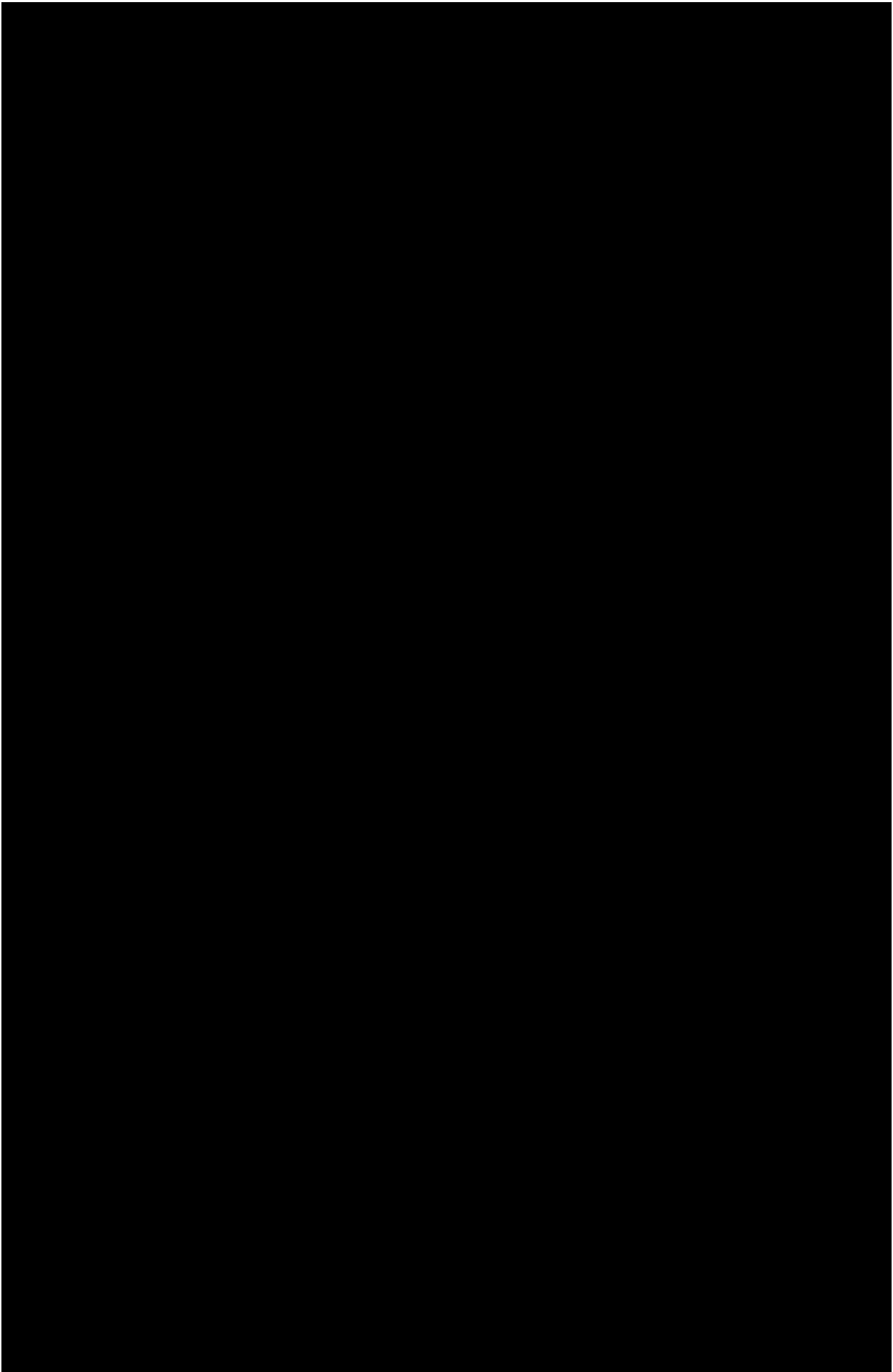


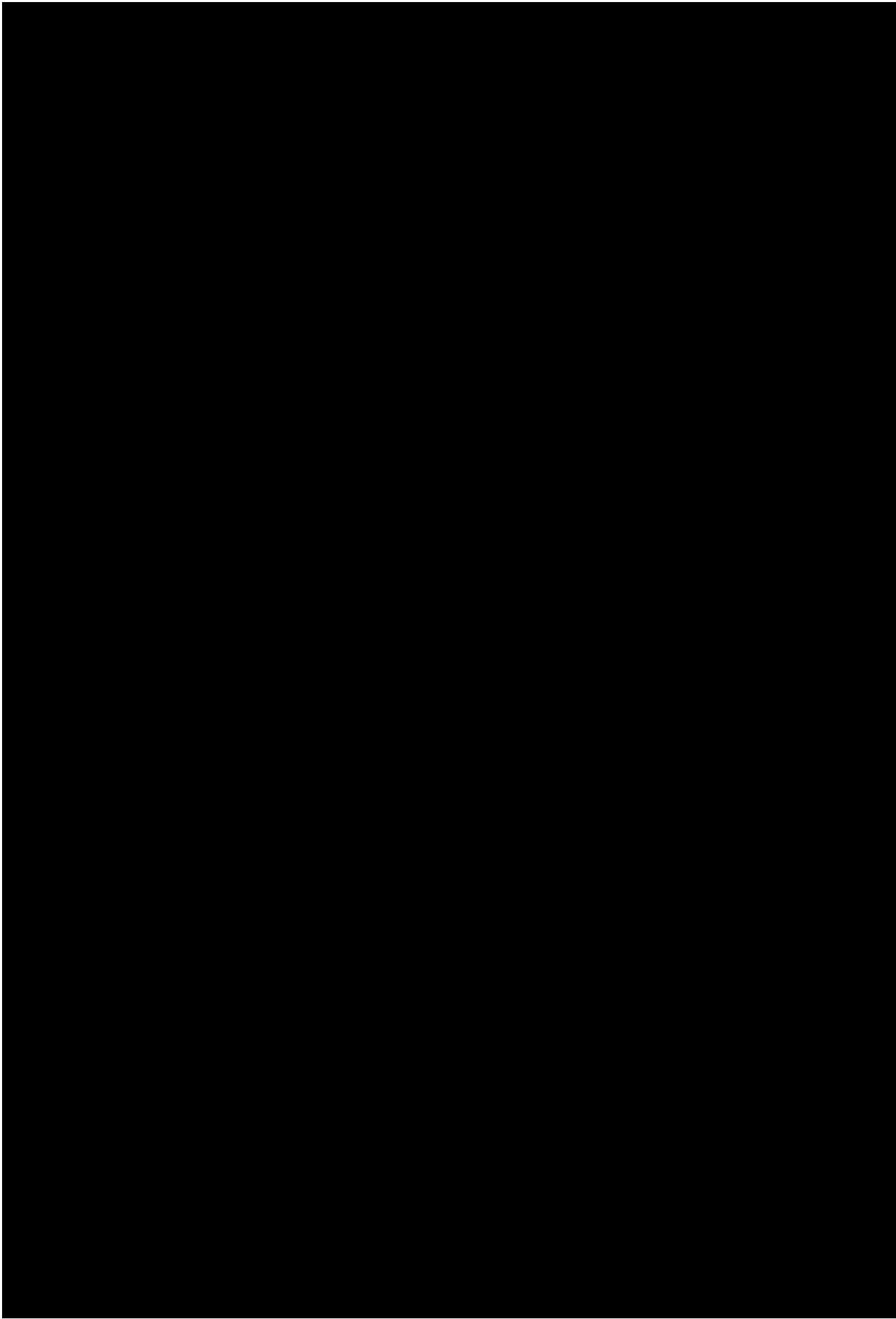
















Based on our own observations, and those shared with us by others, we no longer have confidence that the current board is meeting its obligations under our Representation Memorandum of Understanding (MOU) or that the board is working in the best interest of the wider student body.

Given the above, we suggest that the current Te Tira Ahu Pae board members step down from their board positions and allow an interim emergency governance committee to be established to help the association navigate through this challenging period. Those who stand down from the board would still retain their roles as appointed/elected student representatives/executives.

To be clear, Te Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting student representation and student voice. We are not making this suggestion lightly but feel compelled to act given our own observations and the information we have received. Te Tira Ahu Pae receives a significant amount of funding from the Compulsory Student Services Fee and we have an obligation to ensure this funding delivers key outcomes for the wider student body.

We would like to work with student representatives to help resolve these concerns and support Te Tira Ahu Pae to represent the student body. We therefore suggest that the interim emergency governance committee include:

- o 1x Massey University staff member (as Interim Chair)
- o 1x General Manager (or interim GM) of Te Tira Ahu Pae
- o 3x current student representative who have not sat on the board over the past three months (with at least one being ākonga Māori)

We suggest that the committee's purpose/aim is to support Te Tira Ahu Pae until a new board, made up of 2025 student representatives, can be established and adequately trained.

It is important to us that the wider student body is kept informed regarding the governance of Te Tira Ahu Pae – which is ultimately acting on their behalf. On Monday (2 September) afternoon we intend to update all students explaining the current situation. We would like to work with student representatives on this communication and include details of your response to our suggestion above.

If student representatives and/or the board would like to meet with me, I am happy to make myself available Friday afternoon or over the weekend. I am also available via email if you would prefer to communicate that way. I understand this is a challenging time for everyone involved, don't forget the university has [REDACTED] available to you and if you would like one of our wellbeing team to contact you directly please let me know.

Nāku noa, nā,

[REDACTED]



IN CONFIDENCE

From: [REDACTED]

Sent: Thursday, 29 August 2024 4:47 pm

To: [REDACTED]

Cc: [REDACTED]

Subject: RE: Concerns regarding Te Tira Ahu Pae governance

Kia ora [REDACTED]

The board appointed me as interim [REDACTED] I have no aspiration to be more than an acting [REDACTED] whilst a confidential employment matter is resolved.

The Te Tira Ahu Pae board were unable to meet earlier this week as requested by MU due to the short notice of the request but did offer to meet instead either next Wed 4 or Thurs 5 Sep. It would still be Te Tira Ahu Pae's preference that we could meet on one of those dates, and request that any communication to the wider student body be delayed until after that meeting.

It is difficult for us to commit to a meeting tomorrow again due to the short timeframe, and I have not had the opportunity to contact all board members yet, but I would be happy to meet tomorrow afternoon with as many board members as possible to give you an update on events this week. After 2:30pm would work best.

Good progress has been made on board relations this week and there are plans for our representation manager, [REDACTED], to hold hui next week with the student reps for Māori and Pasifika students (2 separate hu) for them to decide who they want on the Te Tira Ahu Pae to represent them from the eligible candidates. This will, I believe, put the board back to full strength and with the proper representation of all groups. It has been a bit of a group work exercise, but I have confidence that an operational board can be reformed without the requirement of MU to step in. There have been a number of complaints flying backwards and forward, but we are in the process of addressing these and I have found there is a willingness from all parties to resolve these.

[REDACTED] as Representation Manager is running the election and nominations are now open and being received. Disability Reps have been appointed from 1 Sep-31 Dec and we are advertising for Clubs staff for both the Wellington and Manawatu campuses.

I do believe that we are on a good path and would like an opportunity to meet with you before any communications are sent to students. I look forward to hearing from you.

Ngā mihi nui,

[REDACTED]

IN CONFIDENCE

From: [REDACTED] <[REDACTED]>

Sent: Thursday, August 29, 2024 3:44 PM

To: [REDACTED]

Cc: [REDACTED] <[REDACTED]> [REDACTED] <[REDACTED]>

Subject: Concerns regarding Te Tira Ahu Pae governance

Tēnā koutou  
katoa,

Over recent weeks Te Kunenga ki Pūrehuroa Massey University has been made aware of several issues regarding the Te Tira Ahu Pae board. These concerns have been shared with us by multiple people, including current board members, and are regarding:

- the behaviour of board members towards each other,
- procedures not being followed,
- inaccurate record keeping,
- a lack of engagement and transparency with the wider student body.

In addition to the concerns shared by others, Massey University has also raised several issues with the board of Te Tira Ahu Pae over the past month. These included concerns regarding inadequate reporting of representation activities funded by the Compulsory Student Services Fee, issues with meeting attendance, in particular non-attendance at monthly Presidents-Massey University meetings and concerns regarding the transparency and advice taken on a potential membership drive and constitutional issues.

Based on our own observations, and those shared with us by others, we no longer have confidence that the current board is meeting its obligations under our Representation Memorandum of Understanding (MOU) or that the board is working in the best interest of the wider student body.

Given the above,  
we suggest that the current Te Tira Ahu Pae board members step down from their board positions and allow an interim emergency governance committee to be established to help the association navigate through this challenging period. Those who stand down from the board would still retain their roles as appointed/elected student representatives/executives.

To be clear, Te  
Kunenga ki Pūrehuroa Massey University remains committed to fostering and supporting student representation and student voice. We are not making this suggestion lightly but feel compelled to act given our own observations and the information we have received. Te Tira Ahu Pae receives a significant amount of funding from the Compulsory Student Services Fee and we have an obligation to ensure this funding delivers key outcomes for the wider student body.

We would like to  
work with student representatives to help resolve these concerns and support Te Tira Ahu Pae to represent the student body. We therefore suggest that the interim emergency governance committee include:

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We suggest that  
the committee's purpose/aim is to support Te Tira Ahu Pae until a new board, made up of 2025 student representatives, can be established and adequately trained.

It is important  
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If student  
representatives and/or the board would like to meet with me, I am happy to make myself available Friday afternoon or over the weekend. I am also available via email if you would prefer to communicate that way. I understand this is a challenging time for everyone involved, don't forget the university has [REDACTED] available to you and if you would like one of our wellbeing team to contact you directly please let me know.

Nāku noa, nā,  
[REDACTED]  
[REDACTED]  
|  
|  
[REDACTED]  
[REDACTED]  
[REDACTED]





From: [REDACTED]  
Sent: Wednesday, 7 August 2024 9:46 am  
To: [REDACTED]  
Subject: Re: Constitution?

Thanks!

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 7 August 2024 9:32 am  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Constitution?

Ngā mihi nui,  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Date: Wednesday, 7 August 2024 at 8:59 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Constitution?

Ekk - nope!  
Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 7 August 2024 8:58 am  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Constitution?

Has this worked, that was weird

Ngā mihi nui,  
[REDACTED]

[REDACTED] (she/her) -  
[REDACTED]



---

From: [REDACTED] <[REDACTED]>  
Date: Wednesday, 7 August 2024 at 8:58 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Constitution?

Sorry [REDACTED] - there is was nothing attached!

Noho ora mai rā,  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 7 August 2024 8:56 am  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Constitution?

Mōrena [REDACTED]

Please find attached.

Thank you for your support one this.

Ngā mihi nui,  
[REDACTED]

[REDACTED] (she/her)  
[REDACTED]



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From: [REDACTED] <[REDACTED]>  
Date: Wednesday, 7 August 2024 at 8:08 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Constitution?

Kia ora [REDACTED]

I am meeting with someone from [REDACTED] today to see if they can provide us some advice about the options available to Te Tira Ahu Pae around the societies act etc. I can no longer find the constitution on your website, are you able to email me through a copy?

Thanks.

Noho ora mai rā,  
[REDACTED]

From: [redacted]  
Sent: Thursday, 29 August 2024 12:05 pm  
To: [redacted]  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks [redacted], yes I am very comfortable with:

- 29 August – email to student representatives (based on the current email that's been formulated)
- 2 September – add a notice to the Staff Room to inform them of what is happening. This can then be included in Massey News as an update. This won't include a response from the association (unless they have given us one), but it will help ensure they are aware.
- 2 September – we email the student body to let them know what is happening, why and what we've requested. This can be followed up again once we have more details, or in the next Students Newsletter (which ever is earlier).

Many thanks.

Noho ora mai rā,  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Thursday, 29 August 2024 11:54 am  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: RE: Issues regarding Te Tira Ahu Pae  
Kia ora [redacted],

Thanks for the email and noted regarding your thoughts on timings. I do agree that we need to allow time for the current association to respond appropriately, but I wasn't clear how this related to the timings sorry – because we can still communicate to the student body an update on what we now understand and what we have requested etc.... is that what you meant? So, a little crudely, are we agreeing to:

- 29 August – email to student representatives (based on the current email that's been formulated)
- 2 September – add a notice to the Staff Room to inform them of what is happening. This can then be included in Massey News as an update. This won't include a response from the association (unless they have given us one), but it will help ensure they are aware.
- 2 September – we email the student body to let them know what is happening, why and what we've requested. This can be followed up again once we have more details, or in the next Students Newsletter (which ever is earlier).

Is that correct?

Thanks,  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Thursday, August 29, 2024 8:02 AM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks Everyone, I will take a look through and accept changes/add things etc and recirculate. I disagree in terms of timing. I think, in an attempted to work in good faith, we need to give the board time to respond to our request and potentially work with us on the wider message to students otherwise we are just communicating to the wider student body the fact we have made the request and not given clarity on next steps or any avenue for taking action (so will need a follow up communication next week). I understand this creates the opportunity for the request to be shared but I think if that occurred and we were to then share the letter that went to the board it shows clearly our intention to work with them and to communicate with students in the near future. [redacted] could you please consider the above and let me know your final call on timing which we will then move forward with.

Noho ora mai rā,  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Thursday, 29 August 2024 12:02 am  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: RE: Issues regarding Te Tira Ahu Pae  
Kia ora All,

I've just worked my way through the comms and we are getting there... we just need to be careful that this comms piece is all about the university making recommendations and not actually taking any actions (yet)... but we do need to ensure we are very clear about why we're getting involved, which may mean adding in some more details... take a read and lets see how we get on. In terms of timing, I agree [redacted]... the comms to the board should go first, but when it comes to sharing the details with the wider student body, this needs to go to staff and students around the same time. It may be the student comms is shared via email, whereas the staff one is loaded to the staffroom... (before being shared in a Massey News)... but just keen to ensure everyone hears from the university and not through the grapevine... Many thanks for your work here.

[redacted]

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From: [redacted] <[redacted]>  
Sent: Wednesday, August 28, 2024 6:00 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Issues regarding Te Tira Ahu Pae

Thanks, [redacted]. I've made some minor suggested edits throughout. I wonder if we are best to communicate to staff and wider students on the same day? When we communicate to wider students it's likely to appear on social and possibly the media, so it might be better to make sure staff receive the info at a similar time to students, just so they're hearing from us and not seeing on other channels. We could post staff comms to OneMassey on Monday when the student email is sent and then distribute that more widely on Tuesday via Staff Update. Just something to consider. Thanks, [redacted]

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**From:** [redacted] <[redacted]>  
**Date:** Wednesday, 28 August 2024 at 3:36 PM  
**To:** [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>; [redacted] <[redacted]>  
**Subject:** Issues regarding Te Tira Ahu Pae  
Kia ora koutou,

**In confidence - issues with Te Tira Ahu Pae**

Significant issues relating to the governance of Te Tira Ahu Pae have come to our attention. In brief:  
On Tuesday last week we received a copy of a complaint to the board from [redacted] which was shared with us and Pacific students  
On Friday we received two more complaint/grievance letters from Te Tira Ahu Pae board members [redacted] which have also been sent to all student representatives.  
Today I received a complaint from [redacted]  
We have also been informed that the board has [redacted] - details around this are patchy.  
This means there are a total of three board members who have publicly made complaints about other board members. The complaints include issues with:  
board member behaviour,  
the motions that have been 'passed' by the board in recent weeks  
the records that have been kept of board meetings

a vote of no confidence in a board member that is supposed to represent them.

issues with the process of [REDACTED]

I also have a list of current board members provided to me by [REDACTED] on Friday does not match what you would expect (it is missing two of the ex-officio roles and is only 7 people when their should be 8).

Long story short I have no confidence in the current board of Te Tira Ahu Pae.

[REDACTED] has agreed for the following actions to take place:

1. We write a formal letter from the University to the 'Executive' of Te Tira Ahu Pae. The executive of Te Tira Ahu Pae (according to its constitution) is all of the student representatives (total 21 people) and includes board members and the pool of people that the board is drawn from.

In this letter I think we:

- ✓ state, without much detail on specifics, that we have lost confidence in the Board of Te Tira Ahu Pae and are concerned about the validity of recent motions the board has passed.
- ✓ confirm our desire and support for effective student representation at Massey University.
- ✓ request/call for the current board of Te Tira Ahu Pae to stand down (so we are not suggesting that they stand down as student representatives just as a board) and
- ✓ that an interim emergency governance committee be formed
- ✓ suggest that this interim governance committee would support the upcoming election process and would be in place until at least the new student reps are elected/appointed following the current executives terms expiring

2. We communicate the situation to the wider student wider student body.
3. We communicate the situation to staff

The ideal timeframe would be:

1. Letter to student reps - Tomorrow Thursday 29 August
2. Letter to all students - Monday 2 September
3. Notice to staff - Staff News 3 September

[REDACTED]

I have attempted to kick off the letters but would really appreciate your input and thoughts.

I would also be grateful for any concerns or questions you have with the approach so we can make sure we have covered all angles here.

Sorry for the short timeframe regarding the rep letter

Please keep this situation and our approach in confidence at this stage until we can ensure we have all the appropriate things covered.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]





From: [redacted] <[redacted]>  
Sent: Saturday, 31 August 2024 4:19 pm  
To: [redacted]; [redacted]  
Subject: Re: Meeting

Kia ora [redacted] and [redacted].

We are free to meet next week Tuesday-Thursday at a time that suits you.

However, as we have available to us all of the evidence you have requested, I'm not sure why you would insist on sending out inaccurate information to all students on Monday about our association before meeting with us.

This insistence on communicating with all students and relying on faulty information is concerning, and not conducive to a healthy partnership.

Any attempt to defame Te Tira Ahu Pae will be taken a lot more seriously given we have agreed to share all the evidence you have asked for.

Our governance practices have not at any point breached our constitution or board policy manual.

As per your request we can upload all minutes in line with our policies to our website.

This is the current board makeup. Out of 8 board members we currently have 7.

- [redacted] (Māori rep)
- [redacted] (Māori rep)
- [redacted] (Māori rep)
- [redacted] (Pasifika rep)
- Caroline (Pasifika rep)
- [redacted] (General rep)
- [redacted] (General rep)

There is one open spot for a Māori rep which we hope is filled this week.

Ngā mihi

[redacted]  
[redacted]  
[redacted]  
[redacted]  
[redacted]



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From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 3:55 PM  
To: [redacted]; [redacted]; [redacted]; [redacted]  
Subject: Re: Meeting  
Kia ora [redacted].

Thank you for the information below.  
I think a good start would be the publishing, in an easy to follow format, the board meeting minutes from over the course of the year to your [redacted]. If you go hunting in the board packs you can find some of them (as part of the agenda for the meetings) but none from the July meeting (although one from late June which is in the August pack) and none from the August meeting. Also none from any out of cycle meetings or any motions passed via email that might have been held to make important decisions over this time. It would also be good if Te Tira Ahu Pae provided details of who are, and via what process, the current board members of the association. I cannot seem to find this on the website and given the changes (and deviation from those roles listed in the constitution) I think it is important that this is easy to access information for the wider student body that is kept up to date.

In terms of a meeting, no problem happy to do that - did you have a day/time in mind? It may be challenging for us to know what documents we need or what documents do and don't exist but I am certainly happy to talk it through.

I understand you may not be able to respond to specific complaints that have been sent to the board by reps or board members while there is a process underway but it would be good if Massey could have a response, either from you independently as chair or from the board as a whole, to the concerns we raised. If you would like your response to our concerns to be included in the communication we are planning to send to the student body it would be good to get something for us to reference by Monday 1pm. I understand from your emails that your response is a rebuttal of the concerns raised and that your hope is to work with the University to provide the reassurance needed to restore confidence in the governance of Te Tira Ahu Pae, but I do not want to misrepresent your views, so something in your own words and clarity on the capacity in which you are giving them (e.g. individual vs as a board) would be ideal.

As per above, let me know if you have a day/time in mind for a discussion.

Noho ora mai rā,  
[redacted]  
[redacted]

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From: [redacted] <[redacted]>  
Sent: Saturday, 31 August 2024 1:20 pm  
To: [redacted]; [redacted]; [redacted]  
Subject: Re: Meeting  
Ok now I think we are getting somewhere.

We can provide to you, although some of it will have to be kept confidential, minutes, voting records, declared conflicts of interest, and evidence that shows natural justice being observed.

I can see someone has seriously led the Massey team astray here.

Yes, I can definitely ease your concerns around governance. At every step of the way we have followed the constitution and proper procedure. We have the records and evidence, including minutes (even video recordings) and vote collection and storing, that shows that not just with the [redacted] and [redacted] case but all throughout the year proper governance has taken place.

I think the best remedy now would be to meet and discuss which documents you would like to be supplied with to restore faith in the governance of the association, we have everything you could ask for going back months.

As to the complaints received in recent days, we felt it best to redirect those who wish to make complaints to the proper channels, so your concerns about natural justice and process following could take place. While it is difficult reading accusations about yourself and not responding, it's more important that students or staff are made aware of the proper way to have their claims investigated. I met with [redacted] who agreed that the best course of action would be to let everyone know how to undertake this process.

Transparency is key, it is hard to strike the balance between those concerns you have raised around natural justice on the one hand and transparency on the other. Two reps, as you allude to have sent messages to all reps. These emails include confidential information that puts the privacy of staff and other board members at risk. I cannot in good conscience reply to these emails as chair of the board while there are two investigations ongoing.

The reps have been informed now of the broad overview of events and were really supportive of the board's decisions in both instances, to investigate to see if there is merit to the allegations. I will say lastly that Te Tira Ahu Pae has 31 student reps and while there may be a few who are at any given time upset, currently the vast majority are satisfied with our governance and are continuing their jobs as usual.

Ngā mihi



From: [redacted] <[redacted]>  
Sent: Saturday, August 31, 2024 12:27 PM  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting  
Kia ora [redacted].

Thank you for the information below. I am glad that proper HR processes and legal advice is being taken regarding Te Tira Ahu Pae employment matters and am happy to sit down with legal counsel to hear more if you feel that would provide some assurance of the governance practices of Te Tira Ahu Pae. While the below is helpful, in terms of the employment relationships Te Tira Ahu Pae has with the [redacted] it does not address the concerns we have regarding the governance of Te Tira Ahu Pae. Specifically board processes, procedures, record keeping and transparency. It also doesn't address the complaints that have been made in recent days, which I believe were also shared with all student representatives. From the information I have received it appears there are a number of complaints regarding multiple members of the board and board procedures in general. Is there a process being undertaken to consider/investigate those?

I have used the examples you have provided below (the management of a complaint about a member) to try and illustrate our concerns about board activities: It is my understanding (please feel free to correct me if I am wrong) that your constitution has a section relating to disputes, complaints and discipline. This outlines the steps that the board needs to take on receipt of a complaint. These steps include the board considering the approach to managing the complaint (mediation/investigation etc), the identification of a decision maker, the steps within an investigation and the grounds on which an upheld complaint (post investigation) can result in a reprimand, suspension or termination. The constitution also speaks to the need for natural justice to be observed and for conflicts of interests to be managed.

In the case of the board receiving a complaint regarding the [redacted] did a board meeting occur as per the constitution (e.g. was adequate notice given of the meeting being held). Are there records of these processes/meetings occurring and the resolutions passed? Was adequate time and opportunity given for a board meeting to be held? Where the conflicts of interest registered and managed?

We have heard from the respondent and more than one other board member that the above processes were not followed in the case of the [redacted]. If you have confirmed minutes from meetings that demonstrate due process occurred then that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Regarding the other example you provided below [redacted] while this is alarming our key concern, and the concern we outlined in our email, is about the governance practices of the association.

Te Tira Ahu Pae is complex as it has a range of services it offers alongside the role it plays in representing the wider student body. As you know the board provides governance to the association and its services which are managed on a day to day basis by the GM. I imagine this kind of arrangement is challenging for all involved which is why (as I understand it) your Board Policy Manual has a lot of detail on how this can be managed, including the existence of [redacted]. In the case of performance concerns and complaints regarding the [redacted] - Did the [redacted] meet and discuss these and make recommendations to the board? Is this recorded and were appropriate motions passed? Was the General Manager Performance Plan agreed by the Board, was this documented, was it reviewed? Was the [redacted] excluded from any key operations related discussions in meetings because of these concerns? Where any conflicts of interest registered and managed?

Again we have heard from multiple board members that the above processes were not followed in managing the relationship between the board and the [redacted]. If you have confirmed minutes from meetings that demonstrate due process that could certainly provide us with some greater assurance around the governance practices at Te Tira Ahu Pae. We don't need the details or minutes themselves but confirmation regarding this from the board members, ideally all those involved, would be reassuring.

Just to reiterate our concerns, outlined in my original email, are about governance processes, record keeping and transparency at Te Tira Ahu Pae. I also want to reiterate our commitment to supporting student representation and to supporting Te Tira Ahu Pae, we have suggested a way forward that we believe will help the association navigate through this challenging period, it is now for student representatives to work together and decide on what they believe will be best for Te Tira Ahu Pae and the wider student body.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group. As also mentioned in my previous email I think transparency is important here so suggest that the board consider including the wider executive of Te Tira Ahu Pae into any communication that responds to our concerns.

Noho ora mai rā,  
[redacted]

From: [redacted] <[redacted]>  
Sent: Friday, 30 August 2024 6:49 pm  
To: [redacted] <[redacted]>; [redacted] <[redacted]>  
Subject: Re: Meeting  
Thanks [redacted] that's good to hear. We are sure you have not been adequately informed about the following.

[redacted] removal from Te Tira Ahu Pae board. [redacted] has an ongoing HR case for violent threats to a fellow rep and had consistently broken board policy including confidentiality numerous times.

[redacted] The Board received allegations of serious misconduct including an illegal restructure and illegal firing, failure to disclose personal conflict, and bullying of staff and reps.

The Board sought legal advice that instructed us to suspend the [redacted] and investigate the claims of serious misconduct.

We have followed legal advice at every step. I'm concerned that you have not been given accurate information based on your emails.

We have done a lot of work to get back on track and now have 7 out of 8 board members. We have appointed [redacted] [redacted] as interim [redacted] and I'm confident in her ability to run the association while the investigation takes place.

We can sit down with our legal counsel with Massey if that helps to go through any concerns.

Ngā mihi

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]



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From: [Redacted] <[Redacted]>  
Sent: Friday, August 30, 2024 5:13 PM  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting  
Kia ora [Redacted].

Thanks for checking, that is not what I am saying.

As per below I am happy to make a time for us to talk through any details or information you wish to share with me. I am also happy to meet with any student reps, individually or in a group.

As I mentioned if there is a plan or suggestion from any of the representatives that can help provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae it would be great to hear it, in my view it would be best if this was conveyed to all of the executive hence my suggestion that it is sent through.

Noho ora mai rā,  
[Redacted]  
[Redacted]

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From: [Redacted] <[Redacted]>  
Sent: Friday, 30 August 2024 4:59 pm  
To: [Redacted] <[Redacted]>; [Redacted] <[Redacted]>  
Subject: Re: Meeting  
Just checking so we are on the same page.

We should take this as a refusal on your part to meet with either me or the board to discuss your concerns?

Ngā mihi

[Redacted] ( [Redacted] )  
[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]



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From: [Redacted] <[Redacted]>  
Sent: Friday, August 30, 2024 4:05 PM  
To: [Redacted] <[Redacted]>  
Subject: Re: Meeting  
Kia ora [Redacted].

Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members. I am comfortable with the accuracy of the information I have received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations we have had with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk. If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.

Noho ora mai rā,  
[Redacted]  
[Redacted]

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:06 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting  
Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]





From: [REDACTED]  
Sent: Friday, 30 August 2024 3:51 pm  
To: [REDACTED]  
Subject: Re: Meeting

Will do

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:49 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Meeting

No changes from me... looks good. Blunt emails are actually quite helpful at times like this I think... particularly when we are asking them to be transparent, we should do the same in reverse... feel free to bc me too, as I'm keen to ensure H doesn't conflate the issues. Just as an FYI, he mentioned in the email from early this week that they received legal advice too... it would perhaps be interesting to see what that is...

Thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 3:47 PM  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Meeting

Hey - yeah I was just drafting something - this might be a bit pointed so feel free to tweak (it does cover most of the below though I think).  
*Thank you for your email and sharing your perspective. As my email yesterday indicated we have lost confidence in the board hence the approach to all student representatives, I feel transparency is important at this time and felt that there would be limited value in meeting with the 'board' given it was only seven strong and missing some key ex-officio members. I am comfortable with the accuracy of the information I had received, it was detailed, unsolicited and has been corroborated in subsequent emails/conversations with student representatives and staff of Te Tira Ahu Pae over the last 24 hours. If you have details or information you wish to share with me I am happy to make a time for us to talk. If you have a plan or suggestion for how to provide assurance to the University about the quality of the current (or future) governance of Te Tira Ahu Pae then please do send it through. Again I think transparency is important here so that assurance would be greater felt by us if it was shared with the wider executive of Te Tira Ahu Pae as the same time.*

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 30 August 2024 3:38 pm  
To: [REDACTED] <[REDACTED]>  
Subject: FW: Meeting

Did you want to reply to H here? The initial comments I thought were:

We are aware of the current state of play, but if you would like to provide more details, you'll be happy to talk with him?

The board members the email was directed too are those the are formally recognised by the university at this time. We appreciate you've shared a partial list of some proposed new members, but we have concerns about their validity and therefore we've directly the email to the only formal group we recognise at this time.

We do need to inform the student body, as Te Tira Ahu Pae is meant to be representing them and currently they are not – we need to rectify that asap. If we have incorrect information, we are happy to have that corrected, but we believe the information we have is accurate.

Something along these lines... thoughts?

Dr [REDACTED] ([REDACTED])  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 30, 2024 3:07 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Meeting

Kia ora [REDACTED] and [REDACTED].

I still have not received a reply about meeting, however, I have read your email and intentions to send an email to all students on Monday.

However, based on your email I can see that you are working with inaccurate information and will be misinforming the students about Te Tira Ahu Pae. I'm happy to clear these issues up with you.

There was an email from [REDACTED] and a follow-up from [REDACTED] both confirming your correspondence would be with the board, the names which I provided. However, your email which is full of inaccuracies has been sent by [REDACTED] to all of our reps and caused a great deal of confusion.

Ngā mihi

Wilson ([REDACTED])



From: [REDACTED]  
Sent: Friday, 16 August 2024 8:31 pm  
To: [REDACTED]  
Subject: RE: TTAP

I think this is a great summary, maybe just keep our options open in the last paragraph by saying:

The team will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of breach. If this is determined significant **we could** trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. **If we go in this direction** would suggest this notice is sent by me as the signatory of the MOU and custodian of the relationship. Should this occur, we will seek an alternative arrangement to support student voice and partnership in the interim.

Sent from a mobile device so please excuse any typos or grammatical errors.

----- Original message -----

From: [REDACTED] <[REDACTED]>  
Date: 16/08/24 8:08 pm (GMT+12:00)  
To: [REDACTED] <[REDACTED]>  
Subject: TTAP

Are you ok if I share this with [REDACTED]?

#### Summary

A number of concerns have recently arisen with the governance of Te Tira Ahu Pae or TTAP (the Massey University Student Association). The association is a completely separate entity to the University, although the majority of their funding is sourced from the University through the consultation and distribution of the Compulsory Student Services Levy (CSSL). We believe TTAP are in breach of their agreement with the university, as well as in breach of their own constitution. We have offered support (as well as legal support) to help guide them, but this has been ignored or rejected.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board;
- the resignation of [REDACTED];
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University;
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making;
- delays in the planning and commencement of elections for 2025;
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings.

My team and I regularly meet with Student Presidents and have witnessed and heard their frustrations, but these are often behind closed doors and lack any transparency with the student body. The [REDACTED] of Te Tira Ahu Pae also reached out to us both at the Albany Open Day (16 August), sharing her own frustrations and asking us to act. The team will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of breach. If this is determined significant, this will trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. I would suggest this notice is sent by me as the signatory of the MOU and custodian of the relationship. Should this occur, we will seek an alternative arrangement to support student voice and partnership in the interim.

Is this correct?

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Wednesday, 21 August 2024 8:58 am  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

Just an update on the below.

We are aware that there is likely to be some additional information officially shared with us (and probably Massive) today/tomorrow by other board members so we are planning to hold any action until that is received. This will enable us to not have any issues with the informally supplied information we have received from people like [REDACTED] who we understand is now potentially involved in an employment process with the board.

Given this is the last week of classes we have a little time to work out the details of our next step ready for when the study body is back on board on the 9<sup>th</sup> of Sept.

It is our intention, following this further information coming out, to request a meeting with the board for next week. We would like that to be in person as the online meetings tend to feel like there is some back channel chatting going on etc.

In the meeting we would provide opportunity to for a response to the situation from the board and we would discuss our lack of confidence in the governance of the association. This would focus on the lack of transparency they have over their activities, their lack of engagement with students on key issues related to the association and our belief that they are not working in the best interests of the wider student body. We would also signal that we are not intending to engage with them on the MOU/SLA for 2025 until we have had a chance to engage further with students.

Following this meeting, and depending on any information they provide us, we would develop an approach to engaging with the wider student body to hear their views on how they would like to be represented/how they would like to see their SSF supporting student voice. We have some initial ideas but don't want to jump the gun. [REDACTED] is also going to flag this to the SSF Advisory Group in an upcoming meeting, just at a high level, to let them know we have concerns.

Let me know if you have any concerns with the above - happy to discuss further tomorrow when we meet or later today if want, I am mostly tied up but do have a couple of gaps.

Noho ora mai rā,  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, 16 August 2024 8:29 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks and noted. Just to note though that [REDACTED] (TTAP) was keen for us to trigger the notice period – as she viewed this as the only way to trigger the change required, but let's discuss.

Thanks!  
Dr [REDACTED] ([REDACTED])  
Deputy Vice-Chancellor, Students and Global Engagement  
Te Kunenga ki Pūrehuroa | Massey University

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 16, 2024 8:28 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks [REDACTED].  
Very happy to work up the table and other documents/details you have requested.  
I think it will be a good exercise as I am not certain we should go down the 60 days track.

I went back through the agreement and termination is following 60 working days which would take us through until nearly the end of the year. This limits the impact if the termination which then means it is important to consider the benefits vs risk/backlash.

There could be some value, instead of termination, of focusing effort on publicly sharing our concerns and calling for the student bodys view on what should be in place for 2025. We will work up that table ready for us to talk early next week.

Thanks,  
[REDACTED]  
Sent from a mobile device so please excuse any typos or grammatical errors.  
----- Original message -----

From: [REDACTED] <[REDACTED]>  
Date: 16/08/24 7:55 pm (GMT+12:00)  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks for the email [REDACTED] and the following details – I agree with the outline provided and will share this with the Vice-Chancellor for her information and to gather any of her thoughts. Before we progress, the final question remains if we should trigger the 60 day notice period for Te Tira Ahu Pae and when. If that is the case, I will require very clear linkages between the MOU and the reason for decision i.e. a table showing the MOU requirements, along with why we believe this has been breached. If we do issue notice, then I would also require a few additional details:

An announcement for the student body on why we will be removing funding. It is important we are as transparent as possible with the student body, as I am conscious a lot of the discussions haven't happened behind closed doors and we need to front foot what we are seeing. I would suggest this is shared with the student body, and Massive at the same time as the Presidents.

Any student announcement should also include interim thoughts on how we will continue to engage with students – student voice and partnership is still key, but this may be linked to your discussion as outline below.

A draft termination letter. I would suggest this is issued by me, unless the [REDACTED] would prefer it to come from her – but it should outline the details of breach and process to follow.

It would be useful to catch up with you and [REDACTED] early next week to discuss too – as I am conscious a number of staff in Te Tira Ahu Pae will be caught in the middle here – so it would be good to consider how we can support them too, or bring them into a new interim solution.

Thoughts?  
Thanks,

Dr [REDACTED] ([REDACTED])  
Deputy Vice-Chancellor, Students and Global Engagement  
Te Kunenga ki Pūrehuroa | Massey University

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 16, 2024 2:20 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],  
[REDACTED] and I have become increasingly concerned with the governance of Te Tira Ahu Pae.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board
- the resignation of the [REDACTED] student representative
- the proposal to significantly change the current student representation model (to include selected members with different representation rights to the general student body) without legal advice and without consultation with the wider student body or the University
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making
- delays in the planning and commencement of elections for 2025
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings

**Current MOU**  
Massey University currently has a Memorandum of Understanding (MOU) with Te Tira Ahu Pae. This MOU outlines a set of principles for working together with Te Tira Ahu Pae to enable a

diverse range of student feedback, influence and views to be provided on Massey's operations. The MOU also outlines an agreed approach to appointed/elected student representation at Massey including agreement that student representatives give voice to cohorts, groups at the University, and that the wider student body is provided the opportunity to select who they feel best represents them on various matters.

It has been agreed, via the MOU, that appointed/elected student representatives are to regularly engage with their fellow students and to seek out, query and question concerns which are then raised in appropriate forums. It is our view that this is particularly important for executive and board members of Te Tira Ahu Pae as they provide governance to not only the services provided to students by Te Tira Ahu Pae but also to the financial support provided by the student body (via the Student Services Fee) to appointed and elected student representatives. It is also our view that these requirements are currently not being honoured by the Te Tira Ahu Pae Board.

The current Memorandum of Understanding has two relating to the term of the agreement. The current agreement is effective for 1 calendar year unless it is terminated by either party by giving sixty working days' notice. 60 working days from today is the 9th of November.

#### **Recommendation**

Given the concerns above it is my recommendation that in the coming weeks Massey University consult with the wider student body about how best to ensure students are involved sharing ideas, experiences, questions and concerns into decisions at the University.

We would also consult on how representatives should be selected and how representatives can be accountable to the student body for their actions. Mechanisms used as part of this consultation will include the Student Services Fee Advisory Group, existing student representatives and opportunities for all students to input feedback via forums, survey's and focus groups.

Following this consultation a decision will be made, with advice from the Student Services Fee Advisory Group, regarding future funding and support for student representation. This may include a call for proposals from the student body and/or the establishment of an alternative approach to achieving key student voice objectives.

It is my recommendation that no MOU or SLA would be entered in to with Te Tira Ahu Pae until the consultation had been completed and that we would advise Te Tira Ahu Pae of our plan to consult and the likely delay in MOU/SLA negotiations.

I have some further background I can provide you if would like to discuss things further.

Noho ora mai rā,

[Redacted signature block]



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**Re: Governance Concerns**

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From [redacted] <[redacted]>

Date Mon 2/09/2024 1:03 PM

To [redacted]

Cc [redacted] <[redacted]>; [redacted] <[redacted]>

Kia ora [redacted],

Thank you for sharing your views. I have been in email contact over the weekend with the [redacted] [redacted]/chairperson of Te Tira Ahu Pae and I am in the process of finalising a meeting time for tomorrow.

I am unsure if this is with the board or just him but your suggestion that the board has offered to meet to discuss these concerns, and that to date I have not accepted this invitation is inaccurate. None of the communications I have received since sending the email to student representatives on Thursday have been signed off as from the board and none have been open copied into all the board members.

I am more than happy to meet with you and/or the board and as I explained to [redacted] I will make myself available any time that suits you best on Tuesday, Wednesday or Thursday. The only times I can't make (because I will be in a plane) is before 10am Tuesday or between 1-4pm Thursday. I am also willing to meet in the evening if that is helpful.

Noho ora mai rā,

[redacted]  
[redacted]

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**From:** [redacted]

**Sent:** Monday, 2 September 2024 12:14 pm

**To:** [redacted] <[redacted]>

**Cc:** [redacted] <[redacted]>; [redacted] <[redacted]>

**Subject:** Governance Concerns

Kia ora koutou,

I'm writing in my capacity as a student representative (not on behalf of the Board) to share my concerns about the proposal that a Massey staff member chair an emergency committee to govern Te Tira Ahu Pae.

To my knowledge there is no piece of legislation, clause of our constitution, or agreement in either our SLA or MOU that would grant Massey this power. The constitution does not allow it, meaning it would not be a valid Board motion and would need to be passed by a constitutionally held SGM. A meeting we are unable to hold due to our lack of a membership list, something Massey insisted we pause the creation of.

This committee would then be charged with the governance of our assets and finances. I question whether it is Massey's intention to seize the assets of Te Tira Ahu Pae, or if you intend to mislead the student body of Massey's ability to manage these assets.

If Massey intends to fraudulently advise the student body that they are entitled to govern our assets, legal action will need to be considered and a referral to the police will be made.

The allegations made in your email to the student representatives appear to have not been thoroughly investigated or followed a process of natural justice. If these claims were to be passed on to the student body in their current state, I would have no doubt that the association would be considering legal action regarding defamation.

The SLA we hold with Massey requires both parties to act in good faith and to cooperate with each other to resolve any dispute, I would question whether sending out your intended communications to the student body without sitting down with the Board would constitute a breach of this contract.

The Board has offered to meet to discuss these concerns, and to date you have not accepted this invitation.

Resolving these issues will require an open and transparent conversation, and it is deeply disappointing that Massey appears to be frustrating the process of this occurring or refusing it entirely.

I am happy to meet with you personally to discuss this communication or to assist in a proper investigation of the claims you have raised. Either way I would urge Massey to seek legal advice before potentially communicating fraudulent or defamatory information to the student body.

Kind regards,

[Redacted signature]

[Redacted signature]

[Redacted signature]

[Redacted signature]

[Redacted signature]



**TE TIRA AHU PAE**  
**HEI HĀPAI WHAKAMANA**

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**Re: Te Tira Ahu Pae - announcement later today**

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From [redacted] <[redacted]>  
Date Fri 19/07/2024 8:33 AM  
To [redacted] <[redacted]>

Kia ora [redacted],

Many thanks.

Our worry is that on the surface it can be seen as a good thing but we have some challenging individuals within the executive driving the change (rather than any breach being officially notified) so we are maybe a bit mistrusting of what could actually happen!

I will soften up the approach and we will work on some strategies should things go south + look into getting some further advice about the alternative options available to them.

I appreciate your whakaaro.

Noho ora mai rā,

[redacted]  
[redacted]

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**From:** [redacted] <[redacted]>  
**Sent:** Friday, 19 July 2024 8:23 am  
**To:** [redacted] <[redacted]>  
**Subject:** Re: Te Tira Ahu Pae - announcement later today

Ata mārie [redacted]

Thanks for this. They are in a bit of a pickle. I wonder how student societies were alerted to this supposed breach, and why now. I feel the letter is a bit too strong. I do agree that an urgent meeting is required and I think the university should get some legal advice on this. Ideally TTAP would share their legal advice with us as well. My preference would be to work in a supportive collaborative way if at all possible. I read this as them trying to serve all students in the same way and this is the best work around, but are there other work arounds, and is this so called breach really a breach.

Just some thoughts

[redacted]

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**From:** [redacted] <[redacted]>  
**Date:** Friday, 19 July 2024 at 8:00 AM  
**To:** [redacted] <[redacted]>  
**Subject:** Re: Te Tira Ahu Pae - announcement later today

Kia ora [redacted],

I have finally managed to get to the bottom of this and I have a proposed way forward which I would like to hear your thoughts on.

**Background:**

- The student association have found themselves with an challenging constitutional arrangement. The constitution references members and a membership list but neither exists. They believe this is required to comply with the Incorporated Societies Act 2022 and that the Education Act prohibits compulsory membership.





In this situation does their membership pay fees and then that funds their activities advocacy etc for members only. Do students generally then access things like advocacy from somewhere else, the uni?? I'm a bit confused how this would work... but may be late in the day for my brain!! So my concern is for all our students here. I guess when they tell us I will know!

Thanks for heads up

█

Get █

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**From:** █ █ <█>

**Sent:** Wednesday, July 10, 2024 1:10:27 PM

**To:** █ █ <█>

**Subject:** Te Tira Ahu Pae - announcement later today

Kia ora █,

I hope you are well. We have been advised (without being given any real detail) that Te Tira Ahu Pae are planning to announce something later today related to becoming a membership-based organisation. They have spoken, at a high level, with us about this in recent months and we have advised against it (as with this kind of model that they would no longer represent the wider student body) but it sounds like they have decided to still proceed.

We do not have any specifics so will wait on them to release more details and we will work on an action plan from there.

This is just a heads up - I will email any more information once I have it.

I am in a workshop today so if you have any questions or wish to discuss this further please call me on my cell and I will step out - █

Noho ora mai rā,

█ █ █ | █  
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|

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█



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Re: URGENT: Media response for Massive re Te Tira Ahu Pae

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From [REDACTED] <[REDACTED]>  
Date Fri 18/10/2024 1:17 PM  
To [REDACTED] <[REDACTED]>  
Cc [REDACTED] <[REDACTED]>

Great – thanks [REDACTED]. Appreciate the speedy reply! I'll get this back to [REDACTED] shortly.

Hope today's session went well!

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**From:** [REDACTED] <[REDACTED]>  
**Date:** Friday, 18 October 2024 at 1:15 PM  
**To:** [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** Re: URGENT: Media response for Massive re Te Tira Ahu Pae

Yes great thanks

Get [REDACTED]

---

**From:** [REDACTED] <[REDACTED]>  
**Sent:** Friday, October 18, 2024 1:09:27 PM  
**To:** [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** Re: URGENT: Media response for Massive re Te Tira Ahu Pae

Thanks [REDACTED].

I've moved that part a bit higher up, and added in some of your words below – see yellow highlight.

Email is going out to students now.

Thanks, [REDACTED]

**Statement to be attributed to a Massey University spokesperson:**

Recently, Te Kunenga ki Pūrehuroa Massey University has raised significant concerns with Te Tira Ahu Pae regarding the governance of the student association. These concerns have also been raised with the university by others, including current Board members.

Last month, a letter was sent to all current student representatives outlining these concerns and suggesting the Te Tira Ahu Pae Board stand down. We also suggested an interim emergency governance committee be established to help the association navigate through this challenging period.

There have been several discussions since then, including a meeting of the Board, and a formal written response to our concerns which was endorsed by half of the existing Te Tira Ahu Pae Board. While acknowledging that changes needed to be made, the written response rejected the suggestion of an interim emergency board and failed to provide any details on how change would occur.

We continue to have ongoing concerns that the representation model/structure is no longer adequately serving the student body. Massey acknowledges Te Tira Ahu Pae as a separate entity, but the university also has a responsibility to ensure the funds that we administer from the student services fee, are used effectively, and governed appropriately. Therefore, we have informed Te Tira

Ahu Pae that we are not prepared to enter into an arrangement with them for the funding of representation or services in 2025 at this time.

We have not made this decision lightly but felt compelled to act given the significant investment made by students for representation and support services. Massey strongly supports the concept of an independent student body, working for the students, and this is our desired outcome. The university remains committed to fostering and supporting student voice while also fulfilling our obligation to ensure the funding (provided by students for students) that goes towards student representation and student governed student services, delivers on key outcomes for the wider student body.

We know the services currently provided by Te Tira Ahu Pae are critical to our students' experience and wellbeing, therefore, the university will provide the services Te Tira Ahu Pae are currently contracted for via alternative delivery methods in 2025 as an interim measure. We hope to work with Te Tira Ahu Pae to ensure the continuity of services to students and the wellbeing of the current staff. Massey staff will be working with students to support them in creating the representation model of the future, which may be a refinement of Te Tira Ahu Pae, or an entirely different approach. This process will likely commence early in Semester 1 2025.

The university is offering support to Te Tira Ahu Pae staff. This decision is not a reflection on the services provided by these staff, but rather recognition that the current structure and governance of the association isn't fit for purpose.

**ENDS**

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**From:** [REDACTED] <[REDACTED]>  
**Date:** Friday, 18 October 2024 at 12:57 PM  
**To:** [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** Re: URGENT: Media response for Massive re Te Tira Ahu Pae

Thanks

I'd like to add something around "Massey strongly supports the concept of an independent student body, working for the students, and this is our desired outcome" or something similar. So the "takeover" is only temporary  
Otherwise ok

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**From:** [REDACTED] <[REDACTED]>  
**Date:** Friday, 18 October 2024 at 12:51 PM  
**To:** [REDACTED] <[REDACTED]>  
**Cc:** [REDACTED] <[REDACTED]>  
**Subject:** URGENT: Media response for Massive re Te Tira Ahu Pae

Kia ora [REDACTED],

We're standing by to send staff comms re TTAP at 1pm, and the student email at 1.05pm. Massive have come to us with some questions, and they have already published some posts on social media about this.

Please view the questions, and our proposed response/approach here: [REDACTED]  
[REDACTED] and [REDACTED] have approved.

Ideally, we want to get this back to Massive as soon as we can after the emails have gone out, so we can provide some answers to students' questions, and quash misinformation etc. Can you please let me know by 1.15pm if this is OK?

Thanks, [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]  
Sent: Tuesday, 13 August 2024 2:25 pm  
To: [REDACTED]  
Subject: Re: Te Tira Ahu Pae - resignation of [REDACTED] - we will need to get a new student rep

Sorry that's my bad - I heard while you were away!  
[REDACTED] is scheduled to have a coffee with her to learn more and I will report back after that

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Tuesday, 13 August 2024 1:57 pm  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: RE: Te Tira Ahu Pae - resignation of [REDACTED] - we will need to get a new student rep

Thanks for this [REDACTED] – I wasn't aware of this either, but good to know. Perhaps reach out to [REDACTED] in the meantime, as he was the previous student member on Pūrehuroatanga, just so he knows we are seeking an alternative/replacement.

Thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Tuesday, August 13, 2024 12:01 PM  
To: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Te Tira Ahu Pae - resignation of [REDACTED] - we will need to get a new student rep

**Hi all,**

I was unaware of this until I sent the email today. [REDACTED] has resigned from the role at Te Tira Ahu Pae.

Regards,  
[REDACTED]

---

From: [REDACTED]  
Sent: Tuesday, August 13, 2024 11:58 AM  
To: [REDACTED] <[REDACTED]>  
Subject: Automatic reply: Purehuroatanga Steering Group Meeting - ACTION - Decision made on \$75k for completion bursaries on 14/5 (and 13/8 return to central?)

Tēnā koe, I have resigned from my role at Te Tira Ahu Pae. Until this role is filled, please contact:

[REDACTED], [REDACTED], [REDACTED]

[REDACTED], [REDACTED], [REDACTED]

Ngā mihi nui,  
[REDACTED]



From: [REDACTED]  
Sent: Monday, 30 September 2024 2:00 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Te Tira Ahu Pae MOU / Elections

Would you prefer the presidents also attend? Sorry assumed it would be just you as Election Manager....

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 30 September 2024 1:34 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Te Tira Ahu Pae MOU / Elections  
Just me? I can make myself available.

Ngā mihi nui,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 30 September 2024 12:55 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Te Tira Ahu Pae MOU / Elections  
Kia ora [REDACTED], are you free at 9.30am tomorrow?

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 30 September 2024 12:13 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>; [REDACTED] <[REDACTED]>  
Subject: Te Tira Ahu Pae MOU / Elections  
Kia ora [REDACTED]

Applications have been received for both elected and appointed roles in the Te Tira Ahu Pae election for 2025. Voting for the elected roles is (was) scheduled to open tomorrow 1 October. As Acting [REDACTED], I am concerned re the ability to fund these roles if an MOU for student representation will not eventuate for 2025.

Complicating factors regarding decision making are:

- Only 1 of our 4 presidents sits on the board, but none have sought a further term

- 6 of the 8 board members have either applied for an appointed role or been nominated for an elected role, and so have a clear COI in the elections going ahead

- process that happens if an election does not go ahead, e.g. possible extension of some roles, delay election until sem 1/2025, possible restructure of student representation structure

Because I have not completed the necessary steps to hold an election, I have no option other than to write to nominees / applicants today to advise that there will be a delay in the election.

We would appreciate an urgent meeting with you to inform any action that we take in either holding the election, delaying it, or canceling it for this year. Can you tell me the earliest we could set this up? This afternoon, tomorrow?

If there is no MOU, does that mean no SLA? Can we hire a [REDACTED]? Lots of decision to make to stabilise and move to the future.

Ngā mihi nui,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



Subject: RE: Te Tira Ahu Pae MOU / Elections

Start: Tue 1/10/2024 9:30 am  
End: Tue 1/10/2024 10:00 am  
Show Time As: Tentative

Recurrence: (none)

Organizer: [redacted]

Required Attendees: [redacted]

Optional Attendees: [redacted]

Kia ora koutou,

For those who can make it tomorrow to discuss the below.

Thanks

[redacted]

---

From: [redacted]

Sent: Sunday, September 29, 2024 11:13:33 PM

To: [redacted]

Cc: [redacted]

Subject: Te Tira Ahu Pae MOU / Elections

Kia ora [redacted]

Applications have been received for both elected and appointed roles in the Te Tira Ahu Pae election for 2025. Voting for the elected roles is (was) scheduled to open tomorrow 1 October. As Acting [redacted], I am concerned re the ability to fund these roles if an MOU for student representation will not eventuate for 2025.

Complicating factors regarding decision making are:

Only 1 of our 4 presidents sits on the board, but none have sought a further term

6 of the 8 board members have either applied for an appointed role or been nominated for an elected role, and so have a clear COI in the elections going ahead

process that happens if an election does not go ahead, e.g. possible extension of some roles, delay election until sem 1/2025, possible restructure of student representation structure  
Because I have not completed the necessary steps to hold an election, I have no option other than to write to nominees / applicants today to advise that there will be a delay in the election.

We would appreciate an urgent meeting with you to inform any action that we take in either holding the election, delaying it, or canceling it for this year. Can you tell me the earliest we could set this up? This afternoon, tomorrow?

If there is no MOU, does that mean no SLA? Can we hire a [redacted]? Lots of decision to make to stabilise and move to the future.

Ngā mihi nui,

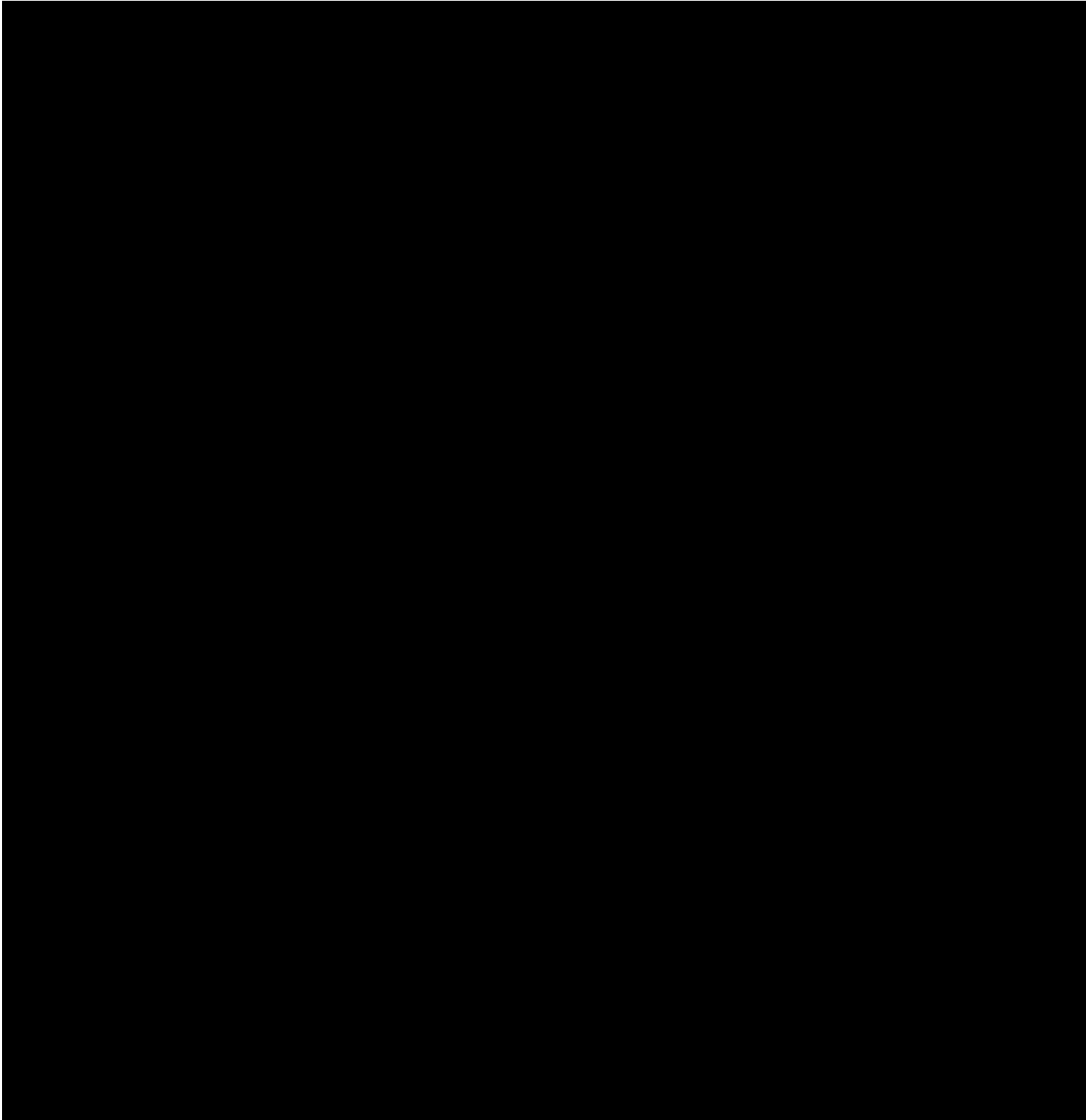
[redacted signature block]

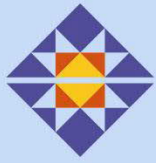




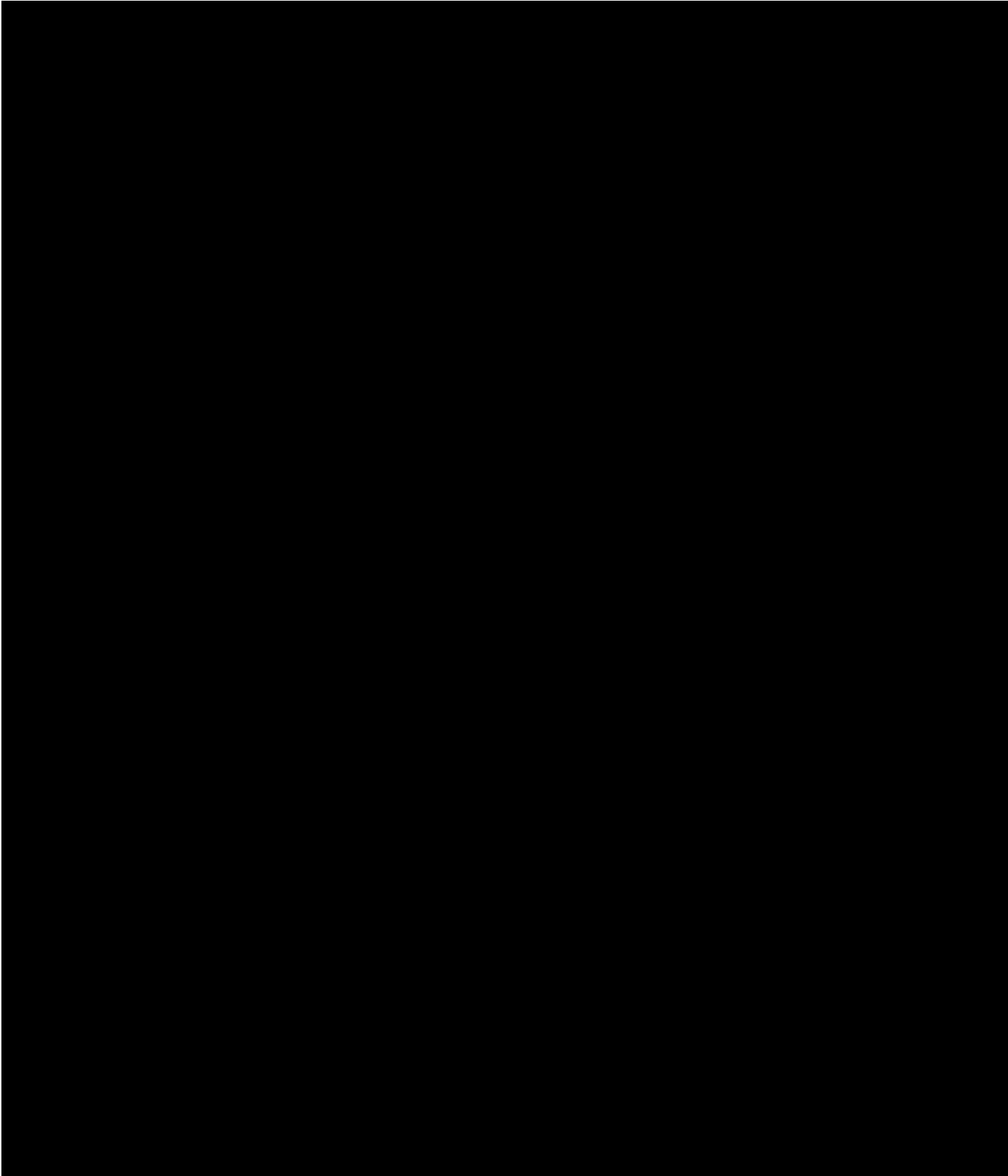


# Te Tira Ahu Pae Organisation Structure





# Te Tira Ahu Pae Student Rep Structure



From: [REDACTED]  
Sent: Friday, 11 October 2024 8:26 am  
To: [REDACTED]  
Subject: Te Tira Ahu Pae update document + draft coms  
Attachments: October 2024 SLT Student Association Issues Update - Final Draft.docx

Mōrena [REDACTED],

Attached is a paper I have drafted that provides an update on the issues with Te Tira Ahu Pae (done as an SLT paper). It also includes (appendix 3 and appendix 4) a draft of the letters we would like to send to the board and one for students. I thought they would be helpful for your conversation with [REDACTED] and following that they could be submitted for noting.

I am aware you are travelling next week which may make speaking with [REDACTED] tricky so please let me know if you would rather I contacted her on Monday to get sign off to proceed. There is a lot of anxiety circling Te Tira Ahu Pae about whether we are funding them for next year or not. We have been holding them off and explaining that we are still working through it but it would be really good if we can send this next week, ideally prior to our meeting with the presidents on Thursday.

Any questions/concerns please let me know.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Wednesday, 25 September 2024 3:17 pm  
To: [REDACTED]  
Subject: Re: Te Tira Ahu Pae, next steps

Kia ora [REDACTED],

[REDACTED] and I met this morning to map out some next steps further. Below is a summary around next steps etc that fleshes out the email I sent you on Monday further, maybe for us to discuss and confirm tomorrow sometime?

#### Principles:

Massey believes in the importance of student voice. We believe that the independence of that voice is important but only if it is effectively representing the wider student body and if it has an expressed mandate from the student body (see step 2).

Massey believes some services are best delivered with some independence from the University, specifically Advocacy and Student to Student Communication but again this needs to be operating effectively, the environment in which this is delivered from needs to be safe and it needs to be governed, at least in part, by an effective representation model.

Massey would like student feedback on our approach to addressing concerns (see step 1).

#### Key Issues/Concerns with Te Tira Ahu Pae:

Representation:

- Dysfunctional Board (complaints laid against each other)

Disagreements between 'cohort' representatives about model (as expressed by Presidents)

Cost of delivery for all currently elected/appointed Rep roles (\$500k out of \$630k budget just on salaries for these roles)

Unsure of the 'mandate' they have from the wider student body (to be better understood post election)

Services:

[REDACTED] and [REDACTED]  
Limited policies and procedures in place to help foster a safe work environment  
Dysfunctional Board resulting in limited governance and oversight

Overall:

We cannot instruct or direct Te Tira Ahu Pae as they are a separate entity

Even if we could/did with a dysfunctional board and lack of senior staff who would we instruct and who would undertake any request

Te Tira Ahu Pae are not delivering required outcomes as per funding agreements

#### Points to Note:

Final day of lectures for Sem 2 is 18 October

Elections are scheduled for next week or the week after

There are 14 elected positions in the current representative model (a rep for Māori, Pacific and General per campus + a international and post graduate rep) and 15 appointed positions (VPs for each campus, a general, Māori and Pacific President and 4x Rainbow and 4x disability reps).

#### Overview of Approach to Addressing Concerns:

Representation:

Te Tira Ahu Pae have made it clear they wish to proceed with the elections for representative roles (we have made the suggestion they should pause).

Massey outlines that an expected threshold for student engagement with the elections is required in order to ensure Te Tira Ahu Pae have a mandate to represent the student body.

This threshold should be set at 25%.

- If this is achieved we will work with Te Tira Ahu Pae on the representation model and funding for 2025.
- If this is not achieved we will work with the wider student body to develop a representation model for Massey University.

Services:

We 'lift and shift' the staff currently providing services within Te Tira Ahu Pae into the University to provide these outcomes for students with the support of the University.

Once a fully functional independent representation model is in operation we propose to shift back Advocacy and Student to Student Communication (having offered the staff currently in this area fixed term MU roles).

#### Proposed next steps to enact the above:

1. Write short presentation for Student Services Fee Advisory Group which outlines the University's 'Overview of Approach to Addressing Concerns' and ask their feedback.  
*Rationale:* This will help ensure we have some student voice involved in making a decision that relates to the SSF (which is required by legislation). Their feedback may necessitate a review of the approach.
2. Once we have SSFAG feedback we write to Te Tira Ahu Pae, specifically the board and presidents outlining our position regarding funding for next year and the subsequent approach to the provision of representation and services for 2025.
  - a. We would also attach a letter to staff of Te Tira Ahu Pae which would mention the development of a transition plan to help ensure there is minimum disruption to services. We would see PaC advice on this and could use the CLV transition approach as a template.
3. Shortly after Step 2 we send a communication to students that includes:
  - a. Background
  - b. Overview of approach - encourage people to vote if they wish to support Te Tira Ahu Pae and its mandate to represent them
  - c. Outline what it means for them moving forward
4. Meet with Student Reps/the board to answer any questions
5. Meet with Te Tira Ahu Pae staff to answer any questions
6. Develop a full transition plan and website to keep students updated on the changes

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED]  
Sent: Monday, 23 September 2024 5:28 pm  
To: [REDACTED] <[REDACTED]>  
Subject: Te Tira Ahu Pae, next steps

Kia ora [REDACTED],

As you know we continue to have concerns regarding Te Tira Ahu Pae and I think we are at a critical point now where we need to use the levers available to us (funding) to help move the situation forward.

#### We recently learnt that:

The General Manager has resigned - effective immediately

The Representation Manager has resigned - effectively immediately

The Board continues to be dysfunctional, they are making efforts to work collectively and are largely pinning their hopes on new representatives coming on board following the election which they believe will then help address the issues that exist.

Some of the issues being faced by the Board are now public knowledge via an [REDACTED]

**It is my recommendation that we take the following next steps** (noting that the approach to each step needs to be mapped out but I am keen to ensure you are comfortable with the trajectory I am suggesting):

Given the [redacted] is no longer in place and neither is the [redacted] and we are not convinced that the current model for representation is workable, the election process should be paused. The names of those nominated should be retained and considered expressions of interest for a future process.

Massey should notify the acting [redacted] and Board that we will not be renewing the current agreements for funding between Te Tira Ahu Pae and Massey University for 2025.

I believe we should deliver the services/responsibilities currently provided as 'Student Governed Student Services' from my area. This includes:

- Clubs, Campus Culture and Financial Support/Advice which would likely remain within the University long term
- Media, Advocacy which could be organised in a way that may allow these to be governed by students for students in the future.

I believe, on an interim basis, we should bring student representation responsibilities into my area with an expressed aim of co-constructing (with students) a representation model that includes independent representation at a future point in time.

**As background:**

We currently have two agreements with Te Tira Ahu Pae. The Services are via an SLA which is renewed on an annual basis, the current SLA runs through until the end of 2024. Representation is via an MOU and includes board and committee reps (50 regular standing positions) and elected/appointed representatives. This MOU runs through until the end of 2024. The 2024 SLA funding totalled is \$1.9mil (plus GST), the 2024 MOU funding totalled \$630k.

Te Tira Ahu Pae's organisational chart is attached, as you can see there are a number of vacancies within the 'permanent' staff of Te Tira Ahu Pae. We need to make a decision about whether we lift and shift or go through a process to recruit the staff we believe we need to produce the outcomes we are looking for from these services. I am still to reach a recommendation on this, there are pros and cons both ways.

Is there any further information you need in order to provide feedback on the recommendation above?

Any alternatives you would like me to explore?

Given elections are due next week and there is a lot of worry among staff it would be great if we could start on a path forward as soon as possible.

Noho ora mai rā,

[redacted]  
[redacted]  
[redacted]  
[redacted]  
[redacted]



From: [REDACTED]  
Sent: Wednesday, 25 September 2024 3:17 pm  
To: [REDACTED]  
Subject: Re: Te Tira Ahu Pae, next steps

Kia ora [REDACTED],  
[REDACTED] and I met this morning to map out some next steps further. Below is a summary around next steps etc that fleshes out the email I sent you on Monday further, maybe for us to discuss and confirm tomorrow sometime?

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[REDACTED] and [REDACTED]  
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This threshold should be set at 25%.

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**Proposed next steps to enact the above:**

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*Rationale:* This will help ensure we have some student voice involved in making a decision that relates to the SSF (which is required by legislation). Their feedback may necessitate a review of the approach.

2. Once we have SSFAG feedback we write to Te Tira Ahu Pae, specifically the board and presidents outlining our position regarding funding for next year and the subsequent approach to the provision of representation and services for 2025.

a. We would also attach a letter to staff of Te Tira Ahu Pae which would mention the development of a transition plan to help ensure there is minimum disruption to services. We would see PaC advice on this and could use the CLV transition approach as a template.

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4. Meet with Student Reps/the board to answer any questions

5. Meet with Te Tira Ahu Pae staff to answer any questions

6. Develop a full transition plan and website to keep students updated on the changes

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED]  
Sent: Monday, 23 September 2024 5:28 pm  
To: [REDACTED] <[REDACTED]>  
Subject: Te Tira Ahu Pae, next steps  
Kia ora [REDACTED],

As you know we continue to have concerns regarding Te Tira Ahu Pae and I think we are at a critical point now where we need to use the levers available to us (funding) to help move the situation forward.

**We recently learnt that:**

The General Manager has resigned - effective immediately

The Representation Manager has resigned - effectively immediately

The Board continues to be dysfunctional, they are making efforts to work collectively and are largely pinning their hopes on new representatives coming on board following the election which they believe will then help address the issues that exist.

Some of the issues being faced by the Board are now public knowledge via an [REDACTED]

**It is my recommendation that we take the following next steps** (noting that the approach to each step needs to be mapped out but I am keen to ensure you are comfortable with the trajectory I am suggesting):

Given the Election Manager (who was the Representation Manager) is no longer in place and neither is the [REDACTED] and we are not convinced that the current model for representation is workable, the election process should be paused. The names of those nominated should be retained and considered expressions of interest for a future process.

I believe we should deliver the services/responsibilities currently provided as 'Student Governed Student Services' from my area. This includes:

- Clubs, Campus Culture and Financial Support/Advice which would likely remain within the University long term
- Media, Advocacy which could be organised in a way that may allow these to be governed by students for students in the future.

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**As background:**

We currently have two agreements with Te Tira Ahu Pae. The Services are via an SLA which is renewed on an annual basis, the current SLA runs through until the end of 2024. Representation is via an MOU and includes board and committee reps (50 regular standing positions) and elected/appointed representatives. This MOU runs through until the end of 2024. The 2024 SLA funding totalled is \$1.9mil (plus GST), the 2024 MOU funding totalled \$630k.

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Is there any further information you need in order to provide feedback on the recommendation above?

Any alternatives you would like me to explore?

Given elections are due next week and there is a lot of worry among staff it would be great if we could start on a path forward as soon as possible.

Noho ora mai rā,

[Redacted signature block]



From: [REDACTED]  
Sent: Monday, 23 September 2024 5:29 pm  
To: [REDACTED]  
Subject: Te Tira Ahu Pae, next steps  
Attachments: Te Tira Ahu Pae organisation - markups 09 2024 JA.docx

Kia ora [REDACTED],

As you know we continue to have concerns regarding Te Tira Ahu Pae and I think we are at a critical point now where we need to use the levers available to us (funding) to help move the situation forward.

**We recently learnt that:**

The General Manager has resigned - effective immediately

The Representation Manager has resigned - effectively immediately

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Some of the issues being faced by the Board are now public knowledge via an [REDACTED]

**It is my recommendation that we take the following next steps** (noting that the approach to each step needs to be mapped out but I am keen to ensure you are comfortable with the trajectory I am suggesting):

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Massey should notify the acting GM and Board that we will not be renewing the current agreements for funding between Te Tira Ahu Pae and Massey University for 2025.

I believe we should deliver the services/responsibilities currently provided as 'Student Governed Student Services' from my area. This includes:

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Any alternatives you would like me to explore?

Given elections are due next week and there is a lot of worry among staff it would be great if we could start on a path forward as soon as possible.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]





From: [REDACTED]  
Sent: Monday, 14 October 2024 5:05 pm  
To: [REDACTED]  
Subject: Re: Te Tira Ahu Pae

Kia ora [REDACTED],  
Thanks very much for this and for [REDACTED] responding so promptly.

Totally understand re more detail and we will make sure we have that drafted up prior to your return.

I will meet with [REDACTED] tomorrow to get our ducks in a row around informing the board/staff etc and informing the wider student body, I will coordinate with [REDACTED] and any other messages coming out this week.

I assume you are keen for the various stakeholders to be informed in quick succession so that students are well aware of what is going on?

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 14 October 2024 4:49 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED]  
Subject: Te Tira Ahu Pae

Kia ora [REDACTED],  
[REDACTED] and [REDACTED] were both happy with what is outlined here, however they will in the near future want more details on how we will continue to support student voice/partnership, particularly in the interim periods. Can we pick up on this when I am back in NZ?

[REDACTED] – are you able to share the attached document via circulation on the SLT site please? This will be for Noting with an end date of 28 October 2024 please.

Thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Monday, 14 October 2024 5:05 pm  
To: [REDACTED]  
Subject: Re: Te Tira Ahu Pae

Kia ora [REDACTED],  
Thanks very much for this and for [REDACTED] responding so promptly.

Totally understand re more detail and we will make sure we have that drafted up prior to your return.

I will meet with [REDACTED] tomorrow to get our ducks in a row around informing the board/staff etc and informing the wider student body, I will coordinate with [REDACTED] and any other messages coming out this week.

I assume you are keen for the various stakeholders to be informed in quick succession so that students are well aware of what is going on?

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Monday, 14 October 2024 4:49 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED]  
Subject: Te Tira Ahu Pae

Kia ora [REDACTED].

[REDACTED] and [REDACTED] were both happy with what is outlined here, however they will in the near future want more details on how we will continue to support student voice/partnership, particularly in the interim periods. Can we pick up on this when I am back in NZ?

[REDACTED] – are you able to share the attached document via circulation on the SLT site please? This will be for Noting with an end date of 28 October 2024 please.

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Friday, 16 August 2024 8:31 pm  
To: [REDACTED]  
Subject: RE: TTAP

I think this is a great summary, maybe just keep our options open in the last paragraph by saying:

The team will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of breach. If this is determined significant **we could** trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. **If we go in this direction** would suggest this notice is sent by me as the signatory of the MOU and custodian of the relationship. Should this occur, we will seek an alternative arrangement to support student voice and partnership in the interim.

Sent from a mobile device so please excuse any typos or grammatical errors.

----- Original message -----

From: [REDACTED] <[REDACTED]>  
Date: 16/08/24 8:08 pm (GMT+12:00)  
To: [REDACTED] <[REDACTED]>  
Subject: TTAP

Are you ok if I share this with [REDACTED]?

#### Summary

A number of concerns have recently arisen with the governance of Te Tira Ahu Pae or TTAP (the Massey University Student Association). The association is a completely separate entity to the University, although the majority of their funding is sourced from the University through the consultation and distribution of the Compulsory Student Services Levy (CSSL). We believe TTAP are in breach of their agreement with the university, as well as in breach of their own constitution. We have offered support (as well as legal support) to help guide them, but this has been ignored or rejected.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board;
- the resignation of the [REDACTED];
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University;
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making;
- delays in the planning and commencement of elections for 2025;
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings.

My team and I regularly meet with [REDACTED] and have witnessed and heard their frustrations, but these are often behind closed doors and lack any transparency with the student body. The [REDACTED] also reached out to us both at the Albany Open Day (16 August), sharing her own frustrations and asking us to act.

The team will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of breach. If this is determined significant, this will trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. I would suggest this notice is sent by me as the signatory of the MOU and custodian of the relationship. Should this occur, we will seek an alternative arrangement to support student voice and partnership in the interim.

Is this correct?

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

From: [REDACTED]  
Sent: Friday, 18 October 2024 4:23 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Update from today

Kia ora [REDACTED],  
Just an update from today.

Coms for staff and students were finalised.

Advance notice of the coms was given to key stakeholders e.g. [REDACTED] etc. All were in support of the approach being taken.

I received an email from a lawyer representing Te Tira Ahu Pae. It was requesting that we do not communicate the situation further and instead we work with them over the coming weeks.

I spoke with [REDACTED] and [REDACTED] about our response. All agreed that we should continue with our timeline due to the known leaks that were discussed with Te Tira Ahu Pae yesterday and as there is not a contractual breach or issues.

Whilst considering our response to the lawyer we received a request from Massive for a statement as they had learnt about the University decision as staff had been notified.

This added further rationale to continuing with our specified coms timelines.

I wrote back to the lawyer, explained our perspective and that we would proceed as planned.

The coms were sent at 1pm today as we had told Te Tira Ahu Pae they would be.

We have had a further media request from the Manawatū Standard (due Monday).

There has been some social media reaction but not a significant amount. We have had one staff comment on notice to staff.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 18 October 2024 4:23 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Update from today

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Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



[Redacted]

[Redacted]

From: [Redacted]  
Sent: Monday, October 21, 2024 11:02:31 AM  
To: [Redacted] <[Redacted]>  
Subject: Update on 2025 student representation

Kia ora [Redacted]

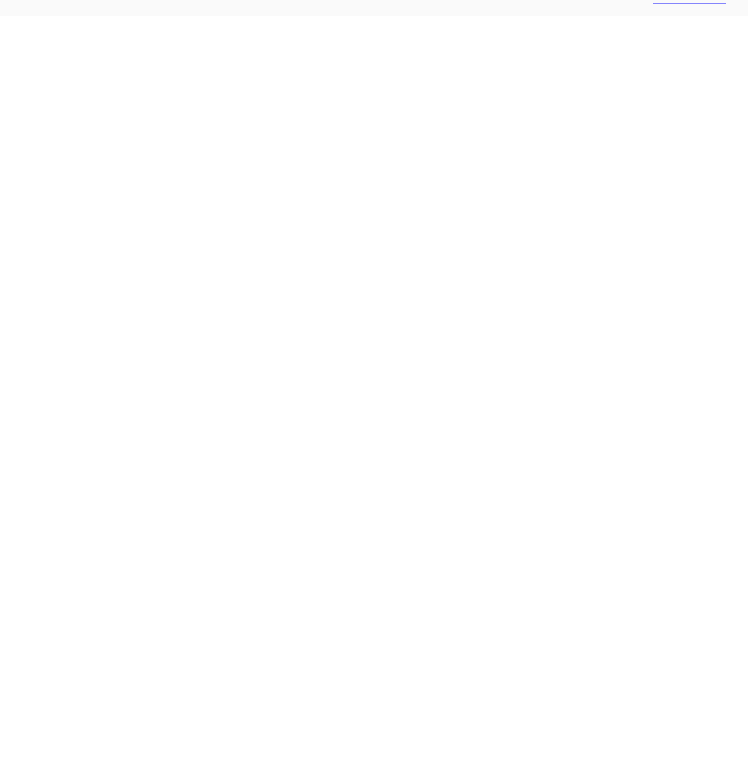
I hope you are well. I have been forwarded the following email which I understand would be from your office.

Can you please confirm what support the University is offering to Te Tira Ahu Pae staff as referred to in this email?

Ngā mihi nui,

[Redacted]

From: [Redacted]  
Sent: Friday, 18 October 2024 1:04 pm  
To: [Redacted]  
Subject: Update on 2025 student representation



## Update on 2025 student representation

Recently, Te Kunenga ki Pūrehuroa Massey University raised significant concerns with Te Tira Ahu Pae regarding the governance of the student association. These concerns have also been raised with the university by others, including current Board members as well as having been reported in student media.

Last month, a letter was sent to all current student representatives outlining the university's concerns and suggesting the Te Tira Ahu Pae Board stand down. We also suggested an interim emergency governance committee be established to help the association navigate through this challenging period.

There have been several discussions since then, including a meeting of the Board, and a formal written response to our concerns which was endorsed by half of the existing Te Tira Ahu Pae Board. While acknowledging that changes needed to be made, the written response rejected the suggestion of an interim emergency board and failed to provide any details on how change would occur.

Te Tira Ahu Pae has since postponed the election of student representatives for 2025 and intend to establish a committee, made up of current members of the Te Tira Ahu Pae executive, to conduct a thorough review of the representation structure. This

information has been shared with students, along with an admission from the Board that there are deeper structural issues which are impacting the ability for the diverse needs of all students to be represented effectively.

We continue to have ongoing concerns that the representation model/structure is no longer adequately serving the student body. Massey acknowledges Te Tira Ahu Pae as a separate entity, but the university also has a responsibility to ensure the funds that we administer from the student services fee, are used effectively, and governed appropriately. Therefore, we have informed Te Tira Ahu Pae that we are not prepared to enter into an arrangement with them for the funding of representation or services in 2025 at this time.

We know the services currently provided by Te Tira Ahu Pae are critical to our students' experience and wellbeing and we have heard through the consultation on the Student Services Fee spending that students also value these services. Therefore, the university will provide the services Te Tira Ahu Pae are currently contracted for via alternative delivery methods in 2025 as an interim measure, and we hope to work with Te Tira Ahu Pae to ensure the continuity of services to students and the wellbeing of the current staff.

Massey staff will be working with students to support them in creating the representation model of the future, which may be a refinement of Te Tira Ahu Pae, or an entirely different approach. This process will likely commence early in Semester 1 2025.

We have not made this decision lightly but felt compelled to act given the significant investment made by students for representation and support services. An email is being sent to all current students this afternoon to outline the university's position. You can read the email [\[redacted\]](#)

The university is offering support to Te Tira Ahu Pae staff. This decision is not a reflection on the services provided by these staff, but rather recognition that the current structure and governance of the association isn't fit for purpose. Massey remains committed to fostering and supporting student voice while also fulfilling our obligation to ensure the funding (provided by students for students) that goes towards student representation and student governed student services, delivers on key outcomes for the wider student body.

From: [REDACTED]  
Sent: Friday, 16 August 2024 8:28 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks [REDACTED].

Very happy to work up the table and other documents/details you have requested.

I think it will be a good exercise as I am not certain we should go down the 60 days track.

I went back through the agreement and termination is following 60 working days which would take us through until nearly the end of the year. This limits the impact if the termination which then means it is important to consider the benefits vs risk/backlash.

There could be some value, instead of termination, of focusing effort on publicly sharing our concerns and calling for the student bodys view on what should be in place for 2025.

We will work up that table ready for us to talk early next week.

Thanks,  
[REDACTED]

Sent from a mobile device so please excuse any typos or grammatical errors.

----- Original message -----

From: [REDACTED] <[REDACTED]>  
Date: 16/08/24 7:55 pm (GMT+12:00)  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks for the email [REDACTED] and the following details – I agree with the outline provided and will share this with the [REDACTED] for her information and to gather any of her thoughts. Before we progress, the final question remains if we should trigger the 60 day notice period for Te Tira Ahu Pae and when. If that is the case, I will require very clear linkages between the MOU and the reason for decision i.e. a table showing the MOU requirements, along with why we believe this has been breached. If we do issue notice, then I would also require a few additional details:

An announcement for the student body on why we will be removing funding. It is important we are as transparent as possible with the student body, as I am conscious a lot of the discussions haven't happened behind closed doors and we need to front foot what we are seeing. I would suggest this is shared with the student body, and Massive at the same time as the Presidents.

Any student announcement should also include interim thoughts on how we will continue to engage with students – student voice and partnership is still key, but this may be linked to your discussion as outline below.

A draft termination letter. I would suggest this is issued by me, unless the [REDACTED] would prefer it to come from her – but it should outline the details of breach and process to follow.

It would be useful to catch up with you and [REDACTED] early next week to discuss too – as I am conscious a number of staff in Te Tira Ahu Pae will be caught in the middle here – so it would be good to consider how we can support them too, or bring them into a new interim solution.

Thoughts?

Thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 16, 2024 2:20 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

[REDACTED] and I have become increasingly concerned with the governance of Te Tira Ahu Pae.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board
- the resignation of the [REDACTED] student representative
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making
- delays in the planning and commencement of elections for 2025
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings

#### Current MOU

Massey University currently has a Memorandum of Understanding (MOU) with Te Tira Ahu Pae. This MOU outlines a set of principles for working together with Te Tira Ahu Pae to enable a diverse range of student feedback, influence and views to be provided on Massey's operations. The MOU also outlines an agreed approach to appointed/elected student representation at Massey including agreement that student representatives give voice to cohorts, groups at the University, and that the wider student body is provided the opportunity to select who they feel best represents them on various matters.

It has been agreed, via the MOU, that appointed/elected student representatives are to regularly engage with their fellow students and to seek out, query and question concerns which are then raised in appropriate forums. It is our view that this is particularly important for executive and board members of Te Tira Ahu Pae as they provide governance to not only the services provided to students by Te Tira Ahu Pae but also to the financial support provided by the student body (via the Student Services Fee) to appointed and elected student representatives. It is also our view that these requirements are currently not being honoured by the Te Tira Ahu Pae Board.

The current Memorandum of Understanding has two relating to the term of the agreement. The current agreement is effective for 1 calendar year unless it is terminated by either party by giving sixty working days' notice. 60 working days from today is the 9th of November.

#### Recommendation

Given the concerns above it is my recommendation that in the coming weeks Massey University consult with the wider student body about how best to ensure students are involved sharing ideas, experiences, questions and concerns into decisions at the University.

We would also consult on how representatives should be selected and how representatives can be accountable to the student body for their actions. Mechanisms used as part of this consultation will include the Student Services Fee Advisory Group, existing student representatives and opportunities for all students to input feedback via forums, survey's and focus groups.

Following this consultation a decision will be made, with advice from the Student Services Fee Advisory Group, regarding future funding and support for student representation. This may include



a call for proposals from the student body and/or the establishment of an alternative approach to achieving key student voice objectives.

It is my recommendation that no MOU or SLA would be entered in to with Te Tira Ahu Pae until the consultation had been completed and that we would advise Te Tira Ahu Pae of our plan to consult and the likely delay in MOU/SLA negotiations.

I have some further background I can provide you if would like to discuss things further.

Noho ora mai rā,

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[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



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I have some further background I can provide you if would like to discuss things further.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 23 August 2024 3:51 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED] - just a brief update on information we have received today.

[REDACTED] has been suspended by the Board. We have been informed that this is due to an allegation of serious misconduct. An independent investigation is being commissioned by the board.

[REDACTED] [REDACTED] has been appointed interim General Manager. [REDACTED] has reached out to [REDACTED] to gain assurances regarding service provision to students.

We have received a 'press release' from the [REDACTED]. This expresses concerns about the board, its actions and misinformation. He has shared this with student reps and with staff of Te Tira Ahu Pae.

I have a meeting scheduled with students from Manawatahi on Monday as they wish to share their concerns with us.

[REDACTED] has responded to my request for a meeting suggesting it needs to be a week later, I will respond and insist it needs to take place next week.

I will also mull over some options over the weekend (e.g. do we need to require some kind of investigation into the board and its actions....) I haven't got fully clear in my head the pros and cons of taking more action that we had previously discussed but I will work that information up and discuss further with you next week.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 21 August 2024 4:18 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae  
Kia ora [REDACTED]

Thanks for the email. A few comments:

- The outline below makes sense – so I am supportive.
- I think we need to be ready to front load communications though and consider the details – because we've often acted in a way that tiptoes around the association, and then they step on the University – we must avoid that. In terms of front loading this, I think we need:
  - **Progress with the meeting next week.** Do we or should we be letting the student body know what we already know now, and that we plan to work with the association to resolve some of these issues/concerns? It's a little more confrontational that we normally are, but my worry is that students will find out about this – and it will look like we've sat on it. It does mean we need to be sensitive in the way we word any information, but it takes things away from being behind closed doors.
  - **During the meeting next week.** I agree we need to pause any MOU/SLA discussions for 2025 until we have confidence in what they are providing. This will inherently come across as a veiled threat – although I don't think we mean it that way. We need to know what are the options should an MOU/SLA not progress – because we can be seen to go into 2025 without a plan for enhancing and engaging with our student body – their voices must be heard, even if that is not through the current association set up.
  - **After the meeting next week.** Are we clear about what needs to happen next, and also what we need the association to do in order to regain our confidence. It's all well and good that we let the association know we've lost confidence in their governance, but what does it look like for us to gain it back? This should also include a timeline, that by X date, we may have to pursue our own plans that are separate from the current set up.
- Do you and [REDACTED] need any support during this time too – I'm conscious these are difficult conversations, although they are necessary, but if there is anything else that feel might support you both, just let me know.

Many thanks for both of your work here.  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 21, 2024 8:58 AM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Update on concerns regarding Te Tira Ahu Pae  
Kia ora [REDACTED]

Just an update on the below.

We are aware that there is likely to be some additional information officially shared with us (and probably Massive) today/tomorrow by other board members so we are planning to hold any action until that is received. This will enable us to not have any issues with the informally supplied information we have received from people like [REDACTED] who we understand is now potentially involved in an employment process with the board.

Given this is the last week of classes we have a little time to work out the details of our next step ready for when the study body is back on board on the 9<sup>th</sup> of Sept.

It is our intention, following this further information coming out, to request a meeting with the board for next week. We would like that to be in person as the online meetings tend to feel like there is some back channel chatting going on etc.

In the meeting we would provide opportunity to for a response to the situation from the board and we would discuss our lack of confidence in the governance of the association. This would focus on the lack of transparency they have over their activities, their lack of engagement with students on key issues related to the association and our belief that they are not working in the best interests of the wider student body. We would also signal that we are not intending to engage with them on the MOU/SLA for 2025 until we have had a chance to engage further with students.

Following this meeting, and depending on any information they provide us, we would develop an approach to engaging with the wider student body to hear their views on how they would like to be represented/how they would like to see their SSF supporting student voice. We have some initial ideas but don't want to jump the gun.

[REDACTED] is also going to flag this to the SSF Advisory Group in an upcoming meeting, just at a high level, to let them know we have concerns.

Let me know if you have any concerns with the above - happy to discuss further tomorrow when we meet or later today if want, I am mostly tied up but do have a couple of gaps.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 16 August 2024 8:29 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae  
Thanks and noted. Just to note though that [REDACTED] ([REDACTED] TTAP) was keen for us to trigger the notice period – as she viewed this as the only way to trigger the change required, but let's discuss.  
Thanks!  
[REDACTED]  
[REDACTED]  
[REDACTED]

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Sent: Friday, August 16, 2024 8:28 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae  
Thanks [REDACTED]

Very happy to work up the table and other documents/details you have requested.

I think it will be a good exercise as I am not certain we should go down the 60 days track.

I went back through the agreement and termination is following 60 working days which would take us through until nearly the end of the year. This limits the impact if the termination which then means it is important to consider the benefits vs risk/backlash.

There could be some value, instead of termination, of focusing effort on publicly sharing our concerns and calling for the student bodys view on what should be in place for 2025.

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Thanks,

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From: [redacted] <[redacted]>

Date: 16/08/24 7:55 pm (GMT+12:00)

To: [redacted] <[redacted]>

Cc: [redacted] <[redacted]>, [redacted] <[redacted]>

Subject: RE: Update on concerns regarding Te Tira Ahu Pae

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It would be useful to catch up with you and [redacted] early next week to discuss too – as I am conscious a number of staff in Te Tira Ahu Pae will be caught in the middle here – so it would be good to consider how we can support them too, or bring them into a new interim solution.

Thoughts?

Thanks,

Dr [redacted] ( [redacted] )  
Deputy Vice-Chancellor, Students and Global Engagement  
Te Kunenga ki Pūrehuroa | Massey University

From: [redacted] <[redacted]>

Sent: Friday, August 16, 2024 2:20 PM

To: [redacted] <[redacted]>

Cc: [redacted] <[redacted]>

Subject: Update on concerns regarding Te Tira Ahu Pae

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Cc: [REDACTED]  
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Te Kunenga ki Pūrehuroa | Massey University

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Subject: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

[REDACTED] and I have become increasingly concerned with the governance of Te Tira Ahu Pae.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board
- the resignation of the [REDACTED] student representative
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making
- delays in the planning and commencement of elections for 2025
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings

#### Current MOU

Massey University currently has a Memorandum of Understanding (MOU) with Te Tira Ahu Pae. This MOU outlines a set of principles for working together with Te Tira Ahu Pae to enable a diverse range of student feedback, influence and views to be provided on Massey's operations. The MOU also outlines an agreed approach to appointed/elected student representation at Massey including agreement that student representatives give voice to cohorts, groups at the University, and that the wider student body is provided the opportunity to select who they feel best represents them on various matters.

It has been agreed, via the MOU, that appointed/elected student representatives are to regularly engage with their fellow students and to seek out, query and question concerns which are then raised in appropriate forums. It is our view that this is particularly important for executive and board members of Te Tira Ahu Pae as they provide governance to not only the services provided to students by Te Tira Ahu Pae but also to the financial support provided by the student body (via the Student Services Fee) to appointed and elected student representatives. It is also our view that these requirements are currently not being honoured by the Te Tira Ahu Pae Board.

The current Memorandum of Understanding has two relating to the term of the agreement. The current agreement is effective for 1 calendar year unless it is terminated by either party by giving sixty working days' notice. 60 working days from today is the 9th of November.

#### Recommendation

Given the concerns above it is my recommendation that in the coming weeks Massey University consult with the wider student body about how best to ensure students are involved sharing ideas, experiences, questions and concerns into decisions at the University.

We would also consult on how representatives should be selected and how representatives can be accountable to the student body for their actions. Mechanisms used as part of this consultation will include the Student Services Fee Advisory Group, existing student representatives and opportunities for all students to input feedback via forums, survey's and focus groups.

Following this consultation a decision will be made, with advice from the Student Services Fee Advisory Group, regarding future funding and support for student representation. This may include a call for proposals from the student body and/or the establishment of an alternative approach to achieving key student voice objectives.

It is my recommendation that no MOU or SLA would be entered in to with Te Tira Ahu Pae until the consultation had been completed and that we would advise Te Tira Ahu Pae of our plan to consult and the likely delay in MOU/SLA negotiations.

I have some further background I can provide you if would like to discuss things further.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]  
Sent: Monday, 21 October 2024 5:12 pm  
To: [REDACTED]  
Subject: Update re TTAP

Kia ora [REDACTED],

Just an update from today's goings on in this space.

You know already about the final statement to Stuff.

We have had around 8 emails into the studentvoice email box, [REDACTED] has responded to these using existing statements, most are concerned about independence of some services etc.

Some more recent social media has been supportive of the Uni decision.

The Māori student cohort met today, the Manawhakahaere has emailed Ākonga Māori and reps expressing support for the approach being taken by Massey.

I have met with [REDACTED]. We have mapped out some next steps which include:

Request for information from TTAP re current JDs, financial position, details of those who nominated for rep roles for next year.

I am looking to second [REDACTED] (who was the manager of the wellington student association before coming to MU) to support the management of the services that come over for a fixed period of time. This will be a great extension for him (in terms of being a complex, multi departmental management position) and will be helpful for us to have someone who has overseen these kinds of services before (albeit at a smaller scale). [REDACTED] is supportive as it will enable him to trial some tweaks to his structure. Please let me know ASAP if you have any concerns about this approach.

We are organising to meet with TTAP staff this week to answer questions and provide an update.

I am also going to meet with [REDACTED] to discuss Events.

We have draft FAQs which we are going to put onto the web as soon as we can get the pages updated (we are working on this already).

We would like to signal the setting up a Steering Group to help play a role in maintaining the independence of some key services. I can explain more about this with you when you are back but we are keen to assure reps and staff that whilst the staff of these services will be MU employees they will be guided by students and there will be an increased level of transparency on the provision of this service. This is kinda like the emergency governance committee that we asked to be established in our first letter to TTAP.

We plan to write to current student reps this week, once the web FAQs are live, to give them an update and start hearing from them about how they would like the consultation process to work for the development of the rep model.

- We will also be exploring what options might be available for some external facilitation of some of the consultation.

We also plan to write to club leaders to provide an assurance that things will be in place to support them (grants etc) next year.

We will be inviting student presidents to a hui week after next to give them an update on progress.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]





From: [REDACTED]  
Sent: Friday, 6 September 2024 3:55 pm  
To: [REDACTED]  
Subject: Re: Update re TTAP

Yip totally plan to labour that point  
Have a great weekend, hope you get some down time!

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 6 September 2024 3:27 pm  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Update re TTAP

Thanks [REDACTED] – that sounds fine to me. The key is that he actually responds to our original request, which he really hasn't done by excluding them from all [REDACTED] with us – I think we probably should labour that point (as that is one of our fundamental concerns). Many thanks again for managing this so well.

Thanks,  
[REDACTED] ([REDACTED])  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 6 September 2024 1:23 pm  
To: [REDACTED] <[REDACTED]>  
Subject: Re: Update re TTAP

Kia ora [REDACTED],  
Just another update.  
We have heard again from [REDACTED] following the board meeting that was held yesterday. He has said progress is good and that the Board has made an appointment to bring it back to full strength ([REDACTED] replacing [REDACTED] which is as per the constitution so that is good).  
He has said the board is working on a coms plan and has agreed on the development of an action plan to see them through the rest of the year.  
I also had a long chat to [REDACTED] last night who I think is struggling, mostly with the [REDACTED] situation rather than the reps so much.  
He feels the reps are not that keen to do much more which makes things tricky for us if they don't want to back a call for change.  
In response to his email (and [REDACTED]'s conversation with me) [REDACTED] and I have contacted the board members who had raised concerns with us to see how they were feeling about the issues they raised. We want to know if they are pleased with progress or not as this is critical to informing our levels of assurance that things are progressing in the right direction. We have heard from one of the three we emailed who did feel things were going well but wanted to check in with me next week and we have not heard back from the other two yet.  
I plan to reply to [REDACTED]'s email with the following key points:

- We are concerned that all the coms are coming from him without ccing in the board.
- We aren't assured that the issues raised are being resolved (he is just focusing forward) so want some details on how this is being done.
- We would like a formal response from the board to our concerns (with the board cced in).
- We would like to work together on the coms rather than us send things separately so could we work through this with the whole board when they meet on Tuesday next week (but we will send separately if we have to).

I will let you know how things go, hopefully not another weekend of emails.  
Let me know if you have any questions.

Noho ora mai rā,  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 5 September 2024 9:14 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update re TTAP

Thanks and yes, makes sense.  
Many thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 5 September 2024 8:29 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Update re TTAP

Kia ora [REDACTED],  
Just an update re TTAP following the email from the chair.  
We still hold some concerns regarding how representative the views expressed in that email are so today [REDACTED] is going to touch base with Ra to get a sense of things and we will be requesting that any future emails from the chair (e.g. a board agreed coms etc) are copied into the entire board.  
If/when those are received I will reach out to the specific board members who raised concerns with us to discuss their sense of how resolved things are (probably via a meeting with them). We will also consider any proposed [REDACTED] TTAP is suggesting to the wider student rep group and any statement they are providing that could be shared with all students.  
This will help guide our recommended next steps (which I will send to you). I will keep you updated.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 6 September 2024 1:23 pm  
To: [REDACTED]  
Subject: Re: Update re TTAP

Kia ora [REDACTED],

Just another update.

We have heard again from [REDACTED] following the board meeting that was held yesterday. He has said progress is good and that the Board has made an appointment to bring it back to full strength ([REDACTED] replacing [REDACTED] which is as per the constitution so that is good). He has said the board is working on a coms plan and has agreed on the development of an action plan to see them through the rest of the year.

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In response to his email (and [REDACTED] conversation with me) [REDACTED] and I have contacted the board members who had raised concerns with us to see how they were feeling about the issues they raised. We want to know if they are pleased with progress or not as this is critical to informing our levels of assurance that things are progressing in the right direction. We have heard from one of the three we emailed who did feel things were going well but wanted to check in with me next week and we have not heard back from the other two yet.

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We aren't assured that the issues raised are being resolved (he is just focusing forward) so want some details on how this is being done.

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We would like to work together on the coms rather than us send things separately so could we work through this with the whole board when they meet on Tuesday next week (but we will send separately if we have to).

I will let you know how things go, hopefully not another weekend of emails.

Let me know if you have any questions.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 5 September 2024 9:14 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update re TTAP  
Thanks and yes, makes sense.  
Many thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Thursday, 5 September 2024 8:29 am  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Update re TTAP  
Kia ora [REDACTED],

Just an update re TTAP following the email from the chair.

We still hold some concerns regarding how representative the views expressed in that email are so today [REDACTED] is going to touch base with [REDACTED] to get a sense of things and we will be requesting that any future emails from the chair (e.g. a board agreed coms etc) are copied into the entire board.

If/when those are received I will reach out to the specific board members who raised concerns with us to discuss their sense of how resolved things are (probably via a meeting with them). We will also consider any proposed [REDACTED] TTAP is suggesting to the wider student rep group and any statement they are providing that could be shared with all students.

This will help guide our recommended next steps (which I will send to you). I will keep you updated.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Thursday, 5 September 2024 8:29 am  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Update re TTAP

Kia ora [REDACTED],

Just an update re TTAP following the email from the chair.  
We still hold some concerns regarding how representative the views expressed in that email are so today [REDACTED] is going to touch base with [REDACTED] to get a sense of things and we will be requesting that any future emails from the chair (e.g. a board agreed coms etc) are copied into the entire board.

If/when those are received I will reach out to the specific board members who raised concerns with us to discuss their sense of how resolved things are (probably via a meeting with them). We will also consider any proposed communications TTAP is suggesting to the wider student rep group and any statement they are providing that could be shared with all students.

This will help guide our recommended next steps (which I will send to you). I will keep you updated.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Thursday, 17 October 2024 12:03 pm  
To: [REDACTED]; [REDACTED]  
Subject: Update regarding Te Tira Ahu Pae and 2025

Kia ora [REDACTED], just a quick update on progress in this regard.

Yesterday I sent the letter to Te Tira Ahu Pae board members, student presidents and the acting general manager regarding our decision to not enter into a MOU/SLA for next year. I asked this to be held in confidence until we could meet the following day so we could work together on how staff in Te Tira Ahu Pae might be supported.

Last night, for a brief time, this news was posted on Massey Confessions, it was later taken down.

Today [REDACTED] and I (with [REDACTED] also joining for coms support) met with student presidents and the acting general manager to discuss how we can collaborate on next steps.

It is fair to say the meeting was challenging, [REDACTED] was very angry and pretty rude. [REDACTED] was actually somewhat supportive, [REDACTED] didn't say anything. [REDACTED] was stressed and concerned about next steps. The meeting included [REDACTED] informing us that anything sent to the board should not be expected to be held in confidence.

We had had a meeting with the board scheduled for tomorrow morning, [REDACTED] said he would cancel this because it won't be held in confidence, I haven't seen the cancellation yet.

We ended the meeting after an 1.5hrs and agreed that [REDACTED] would engage with their HR services and then talk with staff, just with a holding message. We were to go back to them regarding our timeline for student coms (they wanted us to wait until next week).

You may have seen from my email we are sticking with our approach which is to email staff/students tomorrow midday. The draft of these emails will be finalised later today.

We will also contact key stakeholders on staff to give them advance notice tomorrow morning.

[REDACTED] was very keen to imply that we planned this all along and he believes that taking services that are functioning well away from Te Tira Ahu Pae is dishonest and unreasonable.

[REDACTED] and I have some tentative high level plans coming together, we will put some more details into this by early next week.

I have already engaged with HR, [REDACTED] and Coms.

Let me know if you have any further questions, [REDACTED] will get your sign off on the student coms and [REDACTED]s for the staff all.

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 23 August 2024 3:51 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: Re: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED] - just a brief update on information we have received today.

[REDACTED] has been suspended by the Board. We have been informed that this is due to an allegation of serious misconduct. An independent investigation is being commissioned by the board.

[REDACTED] [REDACTED] has been appointed interim General Manager. [REDACTED] has reached out to [REDACTED] to gain assurances regarding service provision to students.

We have received a 'press release' from the Kaiwhakahaere o Te Waka o Ngā Ākonga Māori. This expresses concerns about the board, its actions and misinformation. He has shared this with student reps and with staff of Te Tira Ahu Pae.

I have a meeting scheduled with students from Manawatahi on Monday as they wish to share their concerns with us.

[REDACTED] has responded to my request for a meeting suggesting it needs to be a week later, I will respond and insist it needs to take place next week.

I will also mull over some options over the weekend (e.g. do we need to require some kind of investigation into the board and its actions....) I haven't got fully clear in my head the pros and cons of taking more action that we had previously discussed but I will work that information up and discuss further with you next week.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, 21 August 2024 4:18 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

Thanks for the email. A few comments:

- The outline below makes sense – so I am supportive.
- I think we need to be ready to front load [REDACTED] though and consider the details – because we've often acted in a way that tiptoes around the association, and then they step on the University – we must avoid that. In terms of front loading this, I think we need:
  - **Progress with the meeting next week.** Do we or should we be letting the student body know what we already know now, and that we plan to work with the association to resolve some of these issues/concerns? It's a little more confrontational that we normally are, but my worry is that students will find out about this – and it will look like we've sat on it. It does mean we need to be sensitive in the way we word any information, but it takes things away from being behind closed doors.
  - **During the meeting next week.** I agree we need to pause any MOU/SLA discussions for 2025 until we have confidence in what they are providing. This will inherently come across as a veiled threat – although I don't think we mean it that way. We need to know what are the options should an MOU/SLA not progress – because we can be seen to go into 2025 without a plan for enhancing and engaging with our student body – their voices must be heard, even if that is not through the current association set up.
  - **After the meeting next week.** Are we clear about what needs to happen next, and also what we need the association to do in order to regain our confidence. It's all well and good that we let the association know we've lost confidence in their governance, but what does it look like for us to gain it back? This should also include a timeline, that by X date, we may have to pursue our own plans that are separate from the current set up.
- Do you and [REDACTED] need any support during this time too – I'm conscious these are difficult conversations, although they are necessary, but if there is anything else that feel might support you both, just let me know.

Many thanks for both of your work here.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Wednesday, August 21, 2024 8:58 AM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Re: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

Just an update on the below.

We are aware that there is likely to be some additional information officially shared with us (and probably Massive) today/tomorrow by other board members so we are planning to hold any action until that is received. This will enable us to not have any issues with the informally supplied information we have received from people like [REDACTED] who we understand is now potentially involved in an employment process with the board.

Given this is the last week of classes we have a little time to work out the details of our next step ready for when the study body is back on board on the 9<sup>th</sup> of Sept.

It is our intention, following this further information coming out, to request a meeting with the board for next week. We would like that to be in person as the online meetings tend to feel like there is some back channel chatting going on etc.

In the meeting we would provide opportunity to for a response to the situation from the board and we would discuss our lack of confidence in the governance of the association. This would focus on the lack of transparency they have over their activities, their lack of engagement with students on key issues related to the association and our belief that they are not working in the best interests of the wider student body. We would also signal that we are not intending to engage with them on the MOU/SLA for 2025 until we have had a chance to engage further with students.

Following this meeting, and depending on any information they provide us, we would develop an approach to engaging with the wider student body to hear their views on how they would like to be represented/how they would like to see their SSF supporting student voice. We have some initial ideas but don't want to jump the gun.

[REDACTED] is also going to flag this to the [REDACTED] in an upcoming meeting, just at a high level, to let them know we have concerns.

Let me know if you have any concerns with the above - happy to discuss further tomorrow when we meet or later today if want, I am mostly tied up but do have a couple of gaps.

Noho ora mai rā,  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 16 August 2024 8:29 pm  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>

Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks and noted. Just to note though that [REDACTED] ([REDACTED]TTAP) was keen for us to trigger the notice period – as she viewed this as the only way to trigger the change required, but let's discuss.

Thanks!

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 16, 2024 8:28 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks [REDACTED],

Very happy to work up the table and other documents/details you have requested.

I think it will be a good exercise as I am not certain we should go down the 60 days track.

I went back through the agreement and termination is following 60 working days which would take us through until nearly the end of the year. This limits the impact if the termination which then means it is important to consider the benefits vs risk/backlash.

There could be some value, instead of termination, of focusing effort on publicly sharing our concerns and calling for the student bodys view on what should be in place for 2025.

We will work up that table ready for us to talk early next week.

Thanks,

[REDACTED]

Sent from a mobile device so please excuse any typos or grammatical errors.

----- Original message -----

From: [REDACTED] <[REDACTED]>  
Date: 16/08/24 7:55 pm (GMT+12:00)  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks for the email [REDACTED] and the following details – I agree with the outline provided and will share this with the [REDACTED] for her information and to gather any of her thoughts. Before we progress, the final question remains if we should trigger the 60 day notice period for Te Tira Ahu Pae and when. If that is the case, I will require very clear linkages between the MOU and the reason for decision i.e. a table showing the MOU requirements, along with why we believe this has been breached. If we do issue notice, then I would also require a few additional details:

An announcement for the student body on why we will be removing funding. It is important we are as transparent as possible with the student body, as I am conscious a lot of the discussions haven't happened behind closed doors and we need to front foot what we are seeing. I would suggest this is shared with the student body, and Massive at the same time as the Presidents.

Any student announcement should also include interim thoughts on how we will continue to engage with students – student voice and partnership is still key, but this may be linked to your discussion as outline below.

A draft termination letter. I would suggest this is issued by me, unless the [REDACTED] would prefer it to come from her – but it should outline the details of breach and process to follow.

It would be useful to catch up with you and [REDACTED] early next week to discuss too – as I am conscious a number of staff in Te Tira Ahu Pae will be caught in the middle here – so it would be good to consider how we can support them too, or bring them into a new interim solution.

Thoughts?

Thanks,

[REDACTED]  
[REDACTED]  
[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 16, 2024 2:20 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Update on concerns regarding Te Tira Ahu Pae

Kia ora [REDACTED],

[REDACTED] and I have become increasingly concerned with the governance of Te Tira Ahu Pae.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board
- the resignation of the [REDACTED] student representative
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University
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- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings

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**Recommendation**

Given the concerns above it is my recommendation that in the coming weeks Massey University consult with the wider student body about how best to ensure students are involved sharing ideas, experiences, questions and concerns into decisions at the University.

We would also consult on how representatives should be selected and how representatives can be accountable to the student body for their actions. Mechanisms used as part of this consultation will include the Student Services Fee Advisory Group, existing student representatives and opportunities for all students to input feedback via forums, survey's and focus groups.

Following this consultation a decision will be made, with advice from the Student Services Fee Advisory Group, regarding future funding and support for student representation. This may include a call for proposals from the student body and/or the establishment of an alternative approach to achieving key student voice objectives.

It is my recommendation that no MOU or SLA would be entered in to with Te Tira Ahu Pae until the consultation had been completed and that we would advise Te Tira Ahu Pae of our plan to consult and the likely delay in MOU/SLA negotiations.

I have some further background I can provide you if would like to discuss things further.

Noho ora mai rā,

[Redacted text]



From: [REDACTED]  
Sent: Friday, 11 October 2024 12:13 pm  
To: [REDACTED]  
Subject: Re: Updated as requested (feel free to tweak if it still doesn't sound right to you or let me know if you want further changes)

Yeah it will be complex working out how we will pay people (grr HR) but we will take on the coordination of this through the portal we set up for them until such time as they can take this back on board (if we feel in future they can do this effectively)  
We will have the budget and budget for someone to play the coordination role ([REDACTED] position).

I didn't really get into in the paper but there will obviously be some financial implications, not additional spending but instead of just paying a monthly amount to them for the services we will have to run them through the cost centres fully. No bottom line impact but just something we will need to manage.

Noho ora mai rā,  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, 11 October 2024 11:50 am  
To: [REDACTED] <[REDACTED]>  
Subject: RE: Updated as requested (feel free to tweak if it still doesn't sound right to you or let me know if you want further changes)  
Sorry... one more question, but TTAP normally supports the university with student members on committees and Boards... have we considered how this will be managed next year without them?  
Sorry, it just occurred to me when I was reviewing a committee TOR...

[REDACTED]

---

From: [REDACTED] <[REDACTED]>  
Sent: Friday, 11 October 2024 10:00 am  
To: [REDACTED] <[REDACTED]>  
Subject: Updated as requested (feel free to tweak if it still doesn't sound right to you or let me know if you want further changes)  
Thanks,  
[REDACTED]

Noho ora mai rā,  
[REDACTED]





From: [REDACTED]  
Sent: Friday, 11 October 2024 9:14 am  
To: [REDACTED]  
Subject: Updated as requested (feel free to tweak if it still doesn't sound right to you or let me know if you want further changes)  
Attachments: October 2024 SLT Student Association Issues Update - Final .docx

Thanks,

[REDACTED]

Noho ora mai rā,

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]



From: [REDACTED]  
Sent: Friday, 16 August 2024 8:28 pm  
To: [REDACTED]  
Cc: [REDACTED]  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks [REDACTED].

Very happy to work up the table and other documents/details you have requested.

I think it will be a good exercise as I am not certain we should go down the 60 days track.

I went back through the agreement and termination is following 60 working days which would take us through until nearly the end of the year. This limits the impact if the termination which then means it is important to consider the benefits vs risk/backlash.

There could be some value, instead of termination, of focusing effort on publicly sharing our concerns and calling for the student bodys view on what should be in place for 2025.

We will work up that table ready for us to talk early next week.

Thanks,  
[REDACTED]

Sent from a mobile device so please excuse any typos or grammatical errors.

----- Original message -----

From: [REDACTED] <[REDACTED]>  
Date: 16/08/24 7:55 pm (GMT+12:00)  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>, [REDACTED] <[REDACTED]>  
Subject: RE: Update on concerns regarding Te Tira Ahu Pae

Thanks for the email [REDACTED] and the following details – I agree with the outline provided and will share this with the [REDACTED] for her information and to gather any of her thoughts. Before we progress, the final question remains if we should trigger the 60 day notice period for Te Tira Ahu Pae and when. If that is the case, I will require very clear linkages between the MOU and the reason for decision i.e. a table showing the MOU requirements, along with why we believe this has been breached. If we do issue notice, then I would also require a few additional details:

An announcement for the student body on why we will be removing funding. It is important we are as transparent as possible with the student body, as I am conscious a lot of the discussions haven't happened behind closed doors and we need to front foot what we are seeing. I would suggest this is shared with the student body, and Massive at the same time as the Presidents.

Any student announcement should also include interim thoughts on how we will continue to engage with students – student voice and partnership is still key, but this may be linked to your discussion as outline below.

A draft termination letter. I would suggest this is issued by me, unless the [REDACTED] would prefer it to come from her – but it should outline the details of breach and process to follow.

It would be useful to catch up with you and [REDACTED] early next week to discuss too – as I am conscious a number of staff in Te Tira Ahu Pae will be caught in the middle here – so it would be good to consider how we can support them too, or bring them into a new interim solution.

Thoughts?

Thanks,  
[REDACTED]  
[REDACTED]  
[REDACTED]

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From: [REDACTED] <[REDACTED]>  
Sent: Friday, August 16, 2024 2:20 PM  
To: [REDACTED] <[REDACTED]>  
Cc: [REDACTED] <[REDACTED]>  
Subject: Update on concerns regarding Te Tira Ahu Pae  
Kia ora [REDACTED],

[REDACTED] and I have become increasingly concerned with the governance of Te Tira Ahu Pae.

Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board
- the resignation of the [REDACTED] student representative
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making
- delays in the planning and commencement of elections for 2025
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings

#### Current MOU

Massey University currently has a Memorandum of Understanding (MOU) with Te Tira Ahu Pae. This MOU outlines a set of principles for working together with Te Tira Ahu Pae to enable a diverse range of student feedback, influence and views to be provided on Massey's operations. The MOU also outlines an agreed approach to appointed/elected student representation at Massey including agreement that student representatives give voice to cohorts, groups at the University, and that the wider student body is provided the opportunity to select who they feel best represents them on various matters.

It has been agreed, via the MOU, that appointed/elected student representatives are to regularly engage with their fellow students and to seek out, query and question concerns which are then raised in appropriate forums. It is our view that this is particularly important for executive and board members of Te Tira Ahu Pae as they provide governance to not only the services provided to students by Te Tira Ahu Pae but also to the financial support provided by the student body (via the Student Services Fee) to appointed and elected student representatives. It is also our view that these requirements are currently not being honoured by the Te Tira Ahu Pae Board.

The current Memorandum of Understanding has two relating to the term of the agreement. The current agreement is effective for 1 calendar year unless it is terminated by either party by giving sixty working days' notice. 60 working days from today is the 9th of November.

#### Recommendation

Given the concerns above it is my recommendation that in the coming weeks Massey University consult with the wider student body about how best to ensure students are involved sharing ideas, experiences, questions and concerns into decisions at the University.

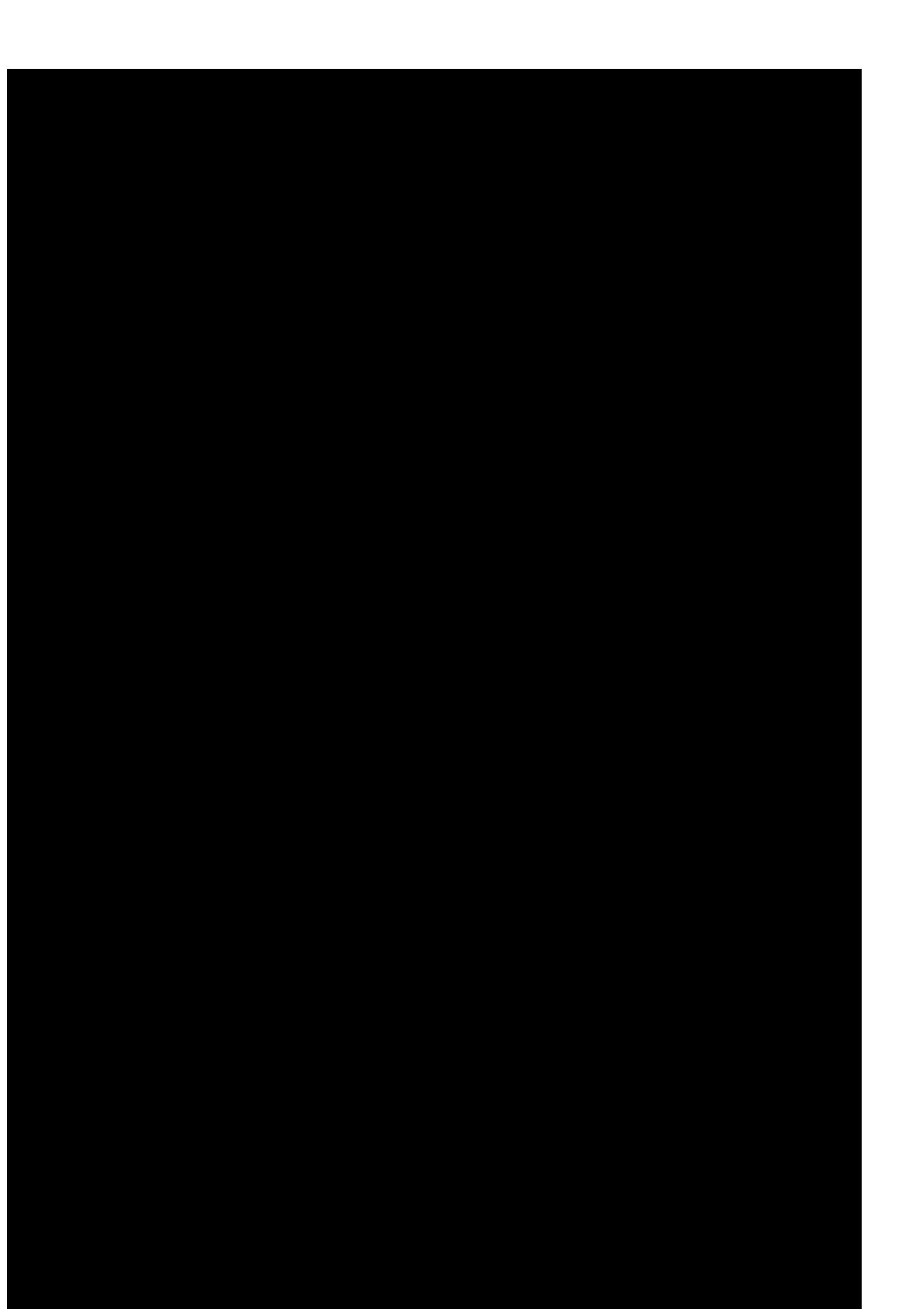
We would also consult on how representatives should be selected and how representatives can be accountable to the student body for their actions. Mechanisms used as part of this consultation will include the Student Services Fee Advisory Group, existing student representatives and opportunities for all students to input feedback via forums, survey's and focus groups. Following this consultation a decision will be made, with advice from the Student Services Fee Advisory Group, regarding future funding and support for student representation. This may include a call for proposals from the student body and/or the establishment of an alternative approach to achieving key student voice objectives.

It is my recommendation that no MOU or SLA would be entered in to with Te Tira Ahu Pae until the consultation had been completed and that we would advise Te Tira Ahu Pae of our plan to consult and the likely delay in MOU/SLA negotiations.

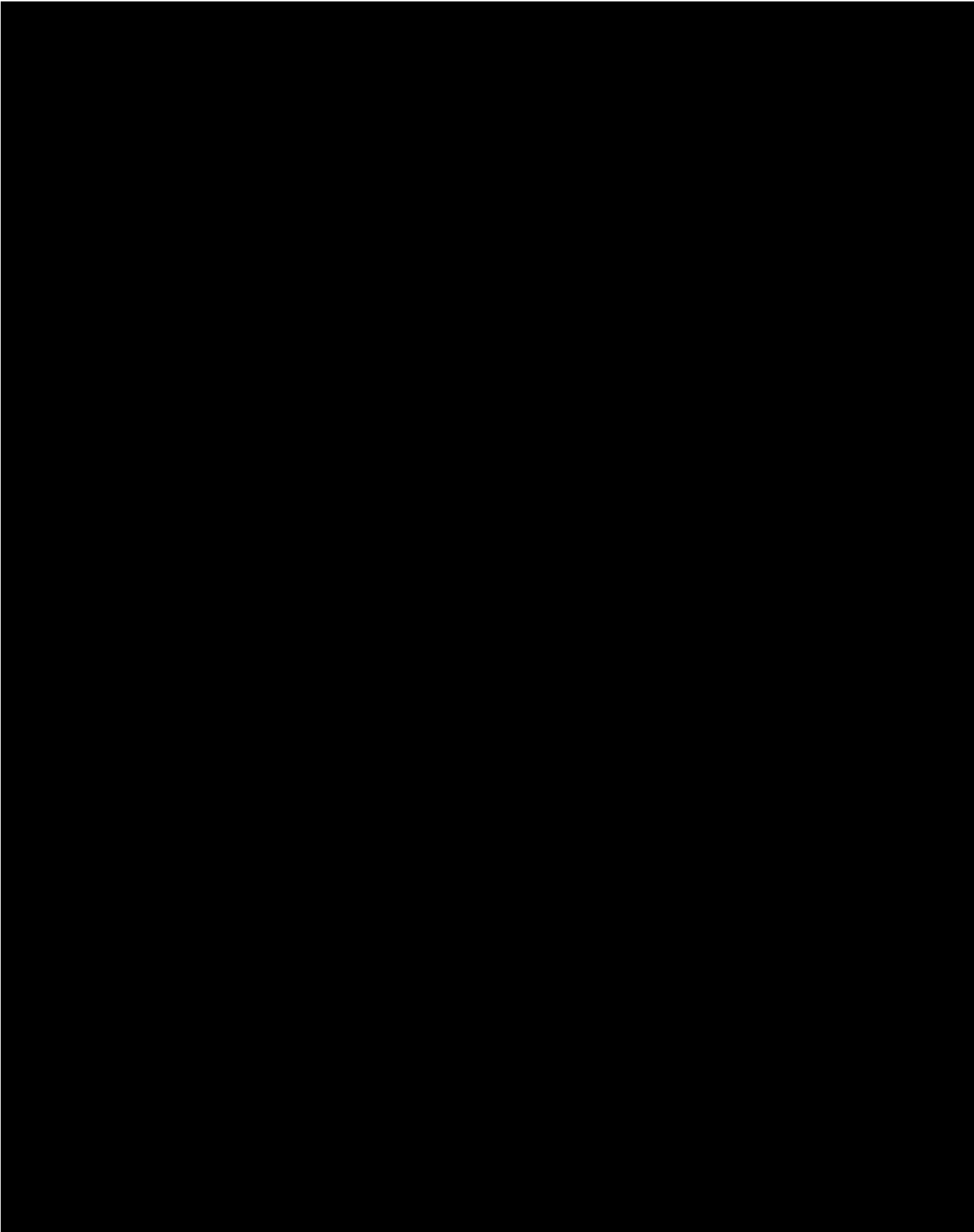
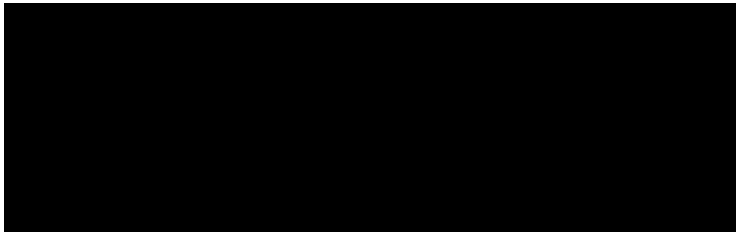
I have some further background I can provide you if would like to discuss things further.

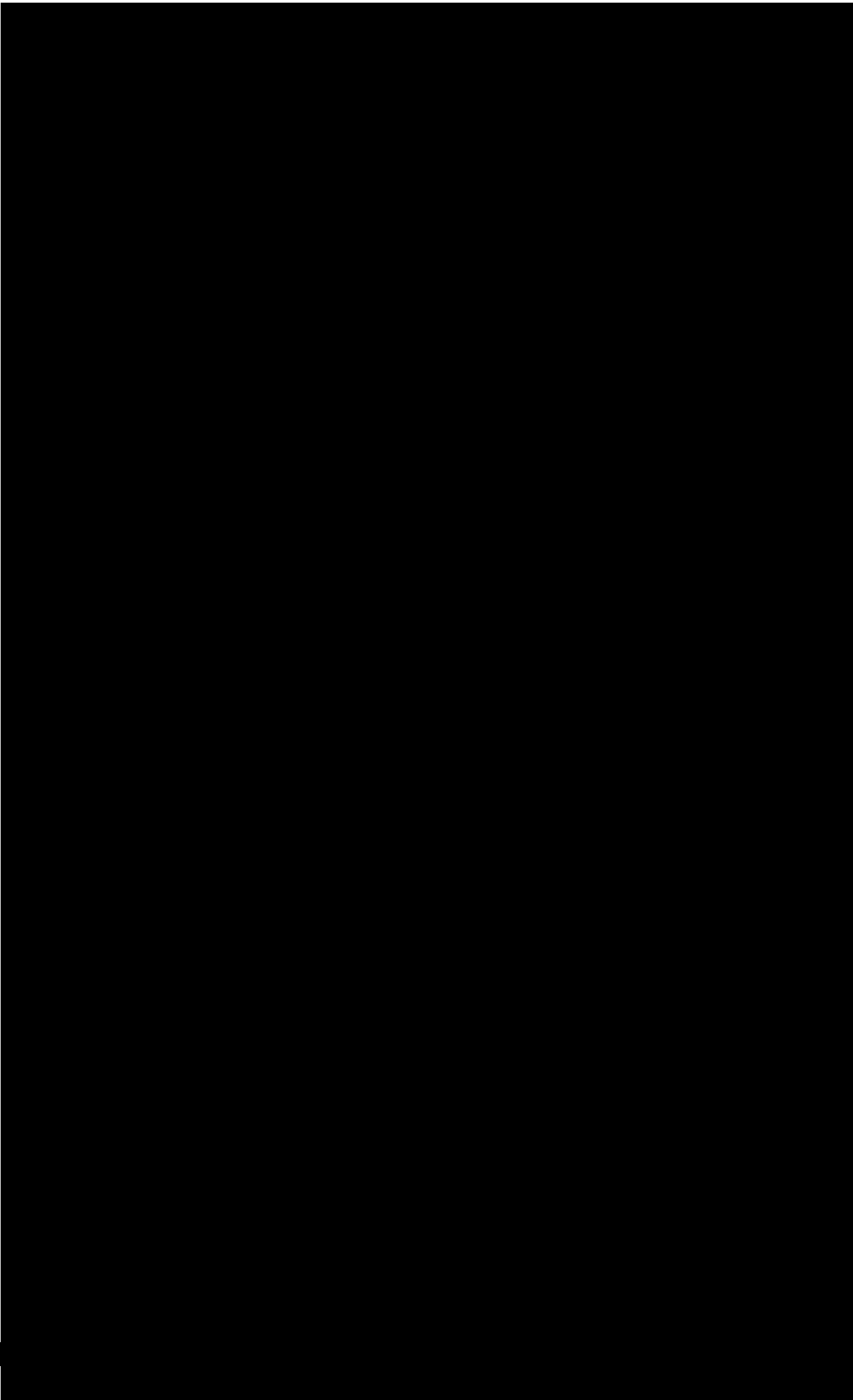
Noho ora mai rā,  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

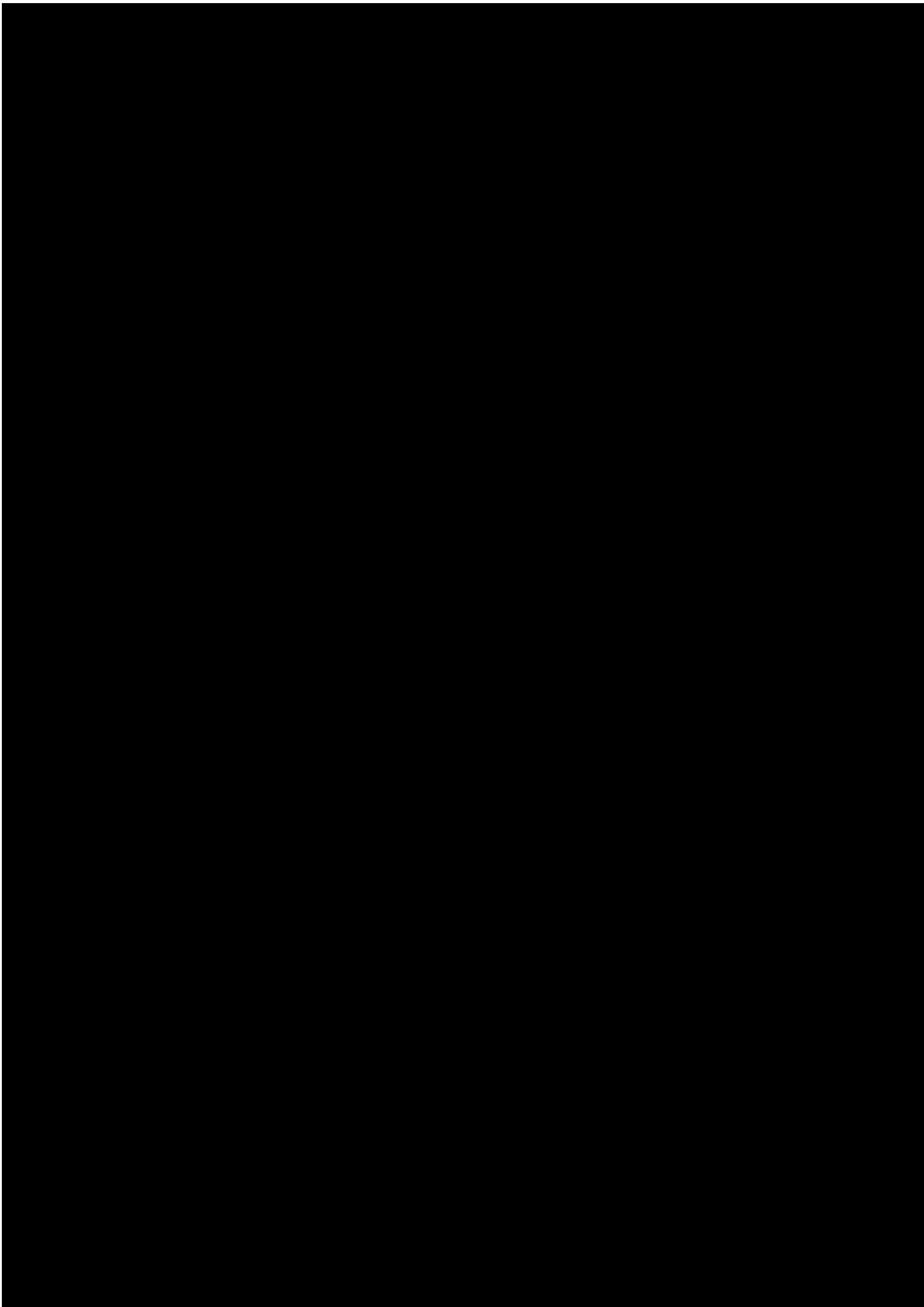
















### Te Tira Ahu Pae: Summary (16 August)

A number of concerns have recently arisen with the governance of Te Tira Ahu Pae or TTAP (the Massey University Student Association). The association is a completely separate entity to the University, although the majority of their funding is sourced from the University through the consultation and distribution of the Compulsory Student Services Levy (CSSL). It is believed TTAP are in breach of their agreement with the university, as well as in breach of their own constitution. We have offered support (as well as legal support) to help guide them, but this has been ignored or rejected.

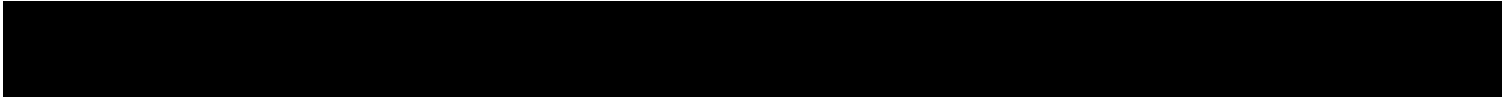
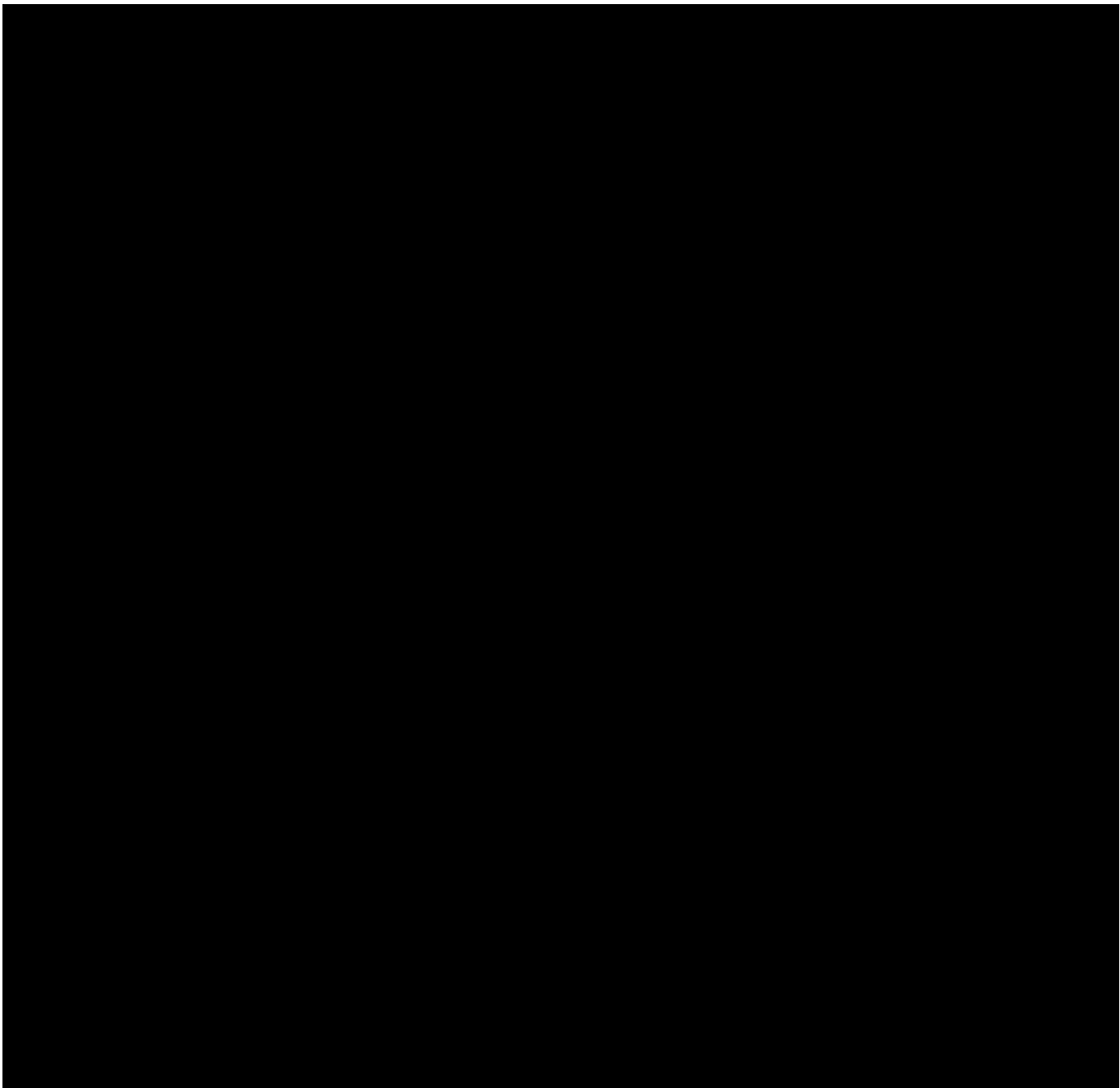
Concerns include:

- the removal, without due process, of the [REDACTED] from the Te Tira Ahu Pae board;
- the resignation of the [REDACTED];
- the proposal to significantly change the current student representation model (to include selected members with different rights to the general student body) without legal advice and without consultation with the wider student body or the University;
- a lack of transparency and opportunity for involvement by the wider student body in board meeting and decision making;
- delays in the planning and commencement of elections for 2025;
- discord amongst board members and between board members and staff of Te Tira Ahu Pae as evidenced through recent meetings.

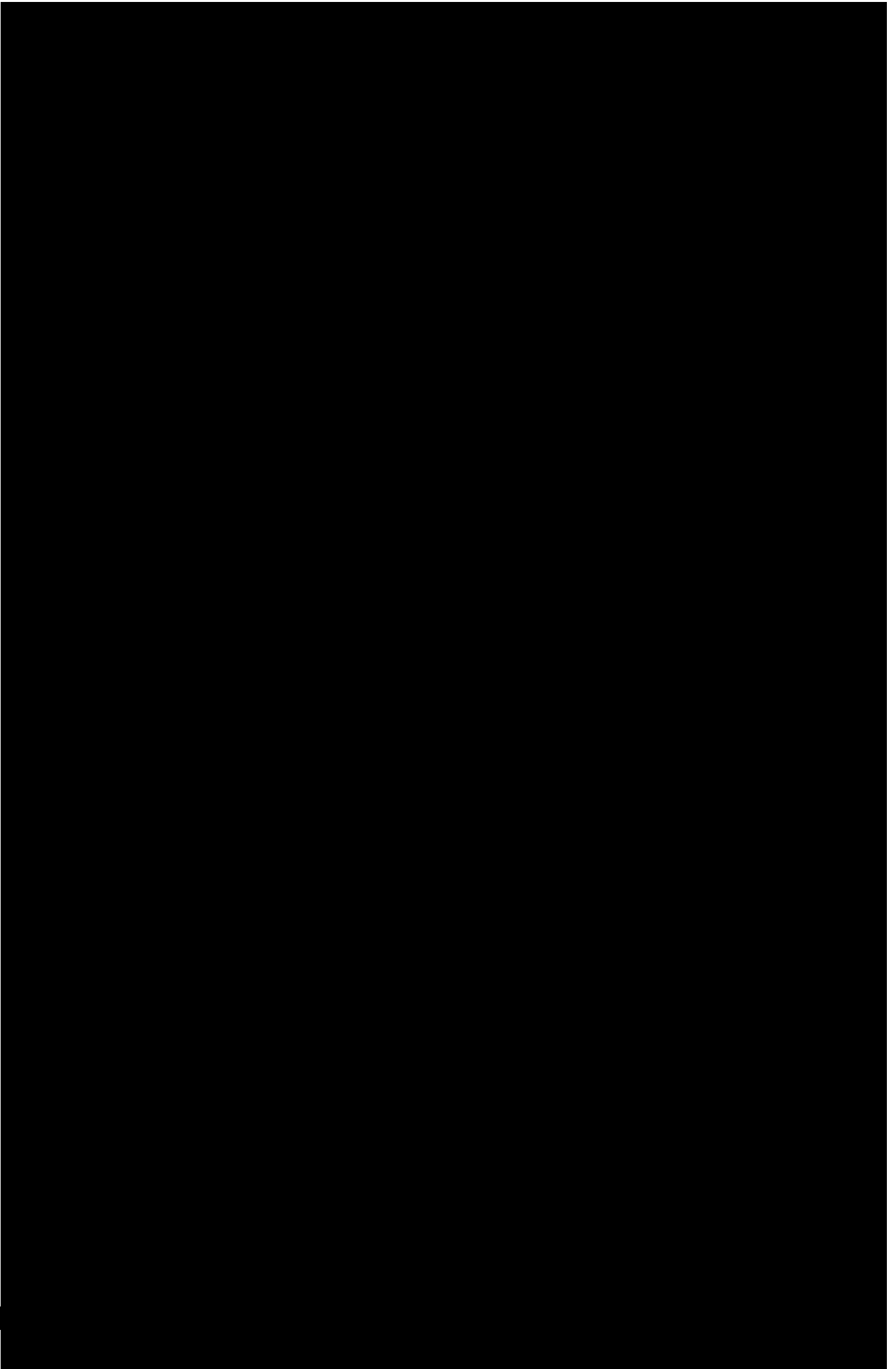
The [REDACTED] and his team regularly meet with Student Presidents and have witnessed and heard their frustrations, but these are often behind closed doors and lack any

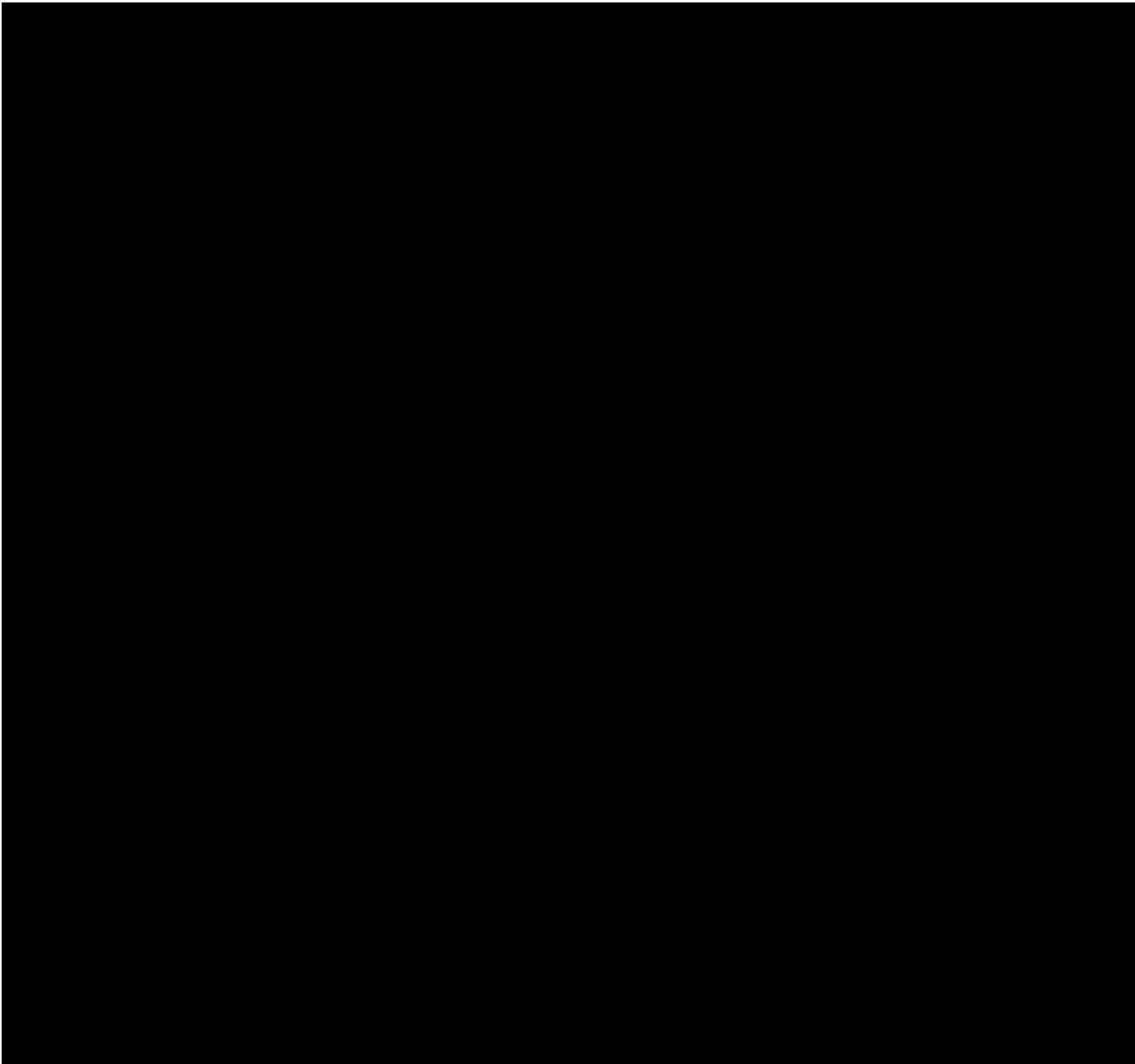
transparency with the student body. The [REDACTED] of Te Tira Ahu Pae also reached out to the [REDACTED] and [REDACTED] at the Albany Open Day, sharing her own frustrations, and asking us to act.

The Student Experience team will be collating a table based on the formal agreement between the association and the University, which in turn will highlight areas of any breach or non-compliance. If this is determined significant, the University could trigger a 60-day notice period for the withdrawal of funds, based on not meeting the requirement of their MOU, or the broader agreement to represent the Massey University study body. If we go in this direction, it is suggested this notice is sent by the [REDACTED] as the signatory of the MOU and custodian of the relationship. Should this occur, the DVC [REDACTED] will seek an alternative arrangement to support student voice and partnership in the interim and until a permanent solution is found.









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