



**December 2023**

## Welcome to our December Branch Newsletter

The Branch Committee wishes all members a happy Christmas and restful holidays.

Thank you to all members for your support during the year.

This newsletter is to keep you up to date with a number of things that your Branch Committee has been involved with this year.

## Congratulations

To UC TEU members who have 30-year service awards here at UC. Heather Couch, Associate Professor Owen Curnow, Professor Mike Reid, Laurie Anderson, Professor Andy Cockburn, Professor Mike Steel, Professor Euan Mason, Professor Adrian Sawyer, Professor Roger Reeves, Graeme Plank. It is interesting to consider in the 150th anniversary year of UC, that each of these staff have served twenty percent of the time UC has been operating.

Congratulations to the University of Canterbury too, for our 150th birthday!

## Co-President's report

As we start winding down for the summer, we also start to look ahead to 2024. It's going to be another big year. Bargaining is slated for June. With the relentless pressures of inflation, many of us are feeling financial stress. At the same time, 6 of Aotearoa's 8 universities are facing significant budget issues, staff cuts are happening now, and the new government has clearly indicated they don't plan to put more money into the tertiary sector.

On top of that, it's a government that's generally antagonistic to unions. Add in the myriad problems with Te Pukenga - and the costs and issues that will be raised by dissolving it back into regional entities. It looks like a tough year ahead.

When it seems unlikely we'll get what we need, despair, putting our heads down, getting on with what's in front of us might seem the easy - or only - option.

But we believe in our universities. We're guardians of treasure. We teach new generations, the teachers, engineers, scientists, artists, businesspeople - the thinkers - of tomorrow. Universities are social and cultural powerhouses. They're places to learn, explore, create, dream, and grow. As well as creating new knowledge, and preserving ancient wisdom, we have a vital role in combating mis- and dis-information.

In bargaining, our message can't simply be 'we need more money' (we do!). We need our fellow citizens to see the value we bring to everyone.

So, talk to people about what we do. Talk to your colleagues about our union, about what we'd like to achieve. We'll be calling on you. If you're a member who'd like to be a bit more active, let us know. We'll be getting together an email list of people who can help with small tasks - put up some posters, help host a department morning tea, chalk the sidewalk. We promise not to over-commit anyone, but as the song goes, 'from little things, big things grow.' And buckle up for 2024.

## Farewell to Gaby.

A full farewell was held for our TEU organiser Gaby Moore at the Staff Club in early November. Thanks to all those members who attended to wish Gaby a productive and satisfying retirement. It was quite an emotional time, as many of us had a chance to express how much she's done for us individually, and for our union. She'll be missed!

Gaby has been a TEU organiser here at UC for 17 years and during that time supported members in many of the challenges facing the members of the Union: Project Star, the Christchurch earthquakes, UC financial stringencies, collective bargaining, and many individual employment difficulties. With that list of achievements, it should be evident that we had an organiser of high calibre.

Thanks Gaby.

## Thanks

To academic promotion observers, Marwan Katurji, Erin Harrington, Adrian Sawyer, Yilei Zhang, Rikke Betts, and Nelly Todorova, who served as TEU observers on the recent academic promotions round. This is a key role played by Union members in ensuring that the promotions process is as clear and transparent as possible. This is a yearly process so any members who would like to be involved please contact Thad.



## TEU staff at UC



Our TEU Branch is delighted to have Thaddaeus Haddaway confirmed as our principal organiser at UC. Thaddaeus brings a unique perspective to the role. He has not only studied here as an undergraduate but also as a postgraduate with an MA in English. He's put in years as a contract tutor (English and History), and been employed as a general staff member (Disability Services) before seeing the light and becoming an organiser for TEU.

In January we hope to welcome a new organiser, who'll likely be looking after Lincoln, as well as helping with UC.

The branch welcomes Kate McKenzie who has started as our new administrator at TEU house. We asked Kate to introduce herself:

Tēnā koutou

Ko Tararua ōku maunga

Ko Rua Mahunga tōku awa

Ko Takitimu tōku waka

Ko Ngāti Kahungunu tōku iwi

Nō Whakaoriori ahau

Ko Kate McKenzie tōku ingoa

I'm the new Administrator for TEU

Canterbury and I'm very excited to be part of a team that supports quality public tertiary education. I've worked in ECE for 30 years, both as a teacher and manager so I know what it's like to be part of an under-recognised and underfunded sector of our education system!

I'd love to meet you, so please call in to Union House to say "G'day!"

Nga Mihi

Kate



## Delegate training

The role of a TEU delegate is to support members at work with basic advice and appropriate referrals. [Effective Delegates](#) training will be offered In June next year by Megan Morris, TEU Te Pou Mātauranga me Te Pou Ahumahi | Education & Industrial Campaigns Officer who will run two training sessions here at Canterbury. The level 1 course is intended to provide guidance on key concepts, structures, and roles within our union, supported by activities to apply the learning back in your workplaces. Topics covered include Te Tiriti, our whaingā [values], and union structures; tackling issues collectively, and mapping; whanaungatanga [building relationships], and structured conversations; building power; what the role of the delegate includes understanding your collective agreement; and getting started in the workplace.

If you are interested, please let our organiser, Thad, know.

## RIP

The Branch committee notes with sadness the death of University of Canterbury TEU member Tomo Shibata. Tomo died on 26th November after a yearlong battle with cancer in Japan where he had gone to seek treatment. The branch Committee extends condolences to Tomo's wife and son. At UC Tomo was a library staff member.

## On behalf of member Kate Van Heugten

### “Academics and Human Service Workers with Concealable Stigmatised Identities”

The aim of this project is to discover the implications for academics and human service workers (including those employed in tertiary institutions such as counsellors and human resources staff), of holding concealable stigmatised identities in common with research participants or with their research/teaching fields or service users (e.g. health, trauma, gender and sexuality related fields). Whether workers disclose or conceal stigmatised identities and to what extent and how they do so, has been written about in theoretical publications but is very much under researched, at least in part due to the sensitive nature of the topic. I will use a constructionist grounded theory methodology to explore how participants make decisions about disclosure, experiences of impacts of disclosure and non-disclosure, impacts of accidental outings, need for and availability of support, and other matters the participants consider important to address. My previous experience of sensitive research where confidentiality was of utmost importance includes workplace bullying and harassment; these problems sometimes

arise as discrimination in relation to diversity.

Participants are sought nationally. Criteria for inclusion are that participants are aware of holding a concealable stigmatised identity and have had experiences of disclosure related dilemmas.

Your involvement in this project will entail partaking in a recorded ZOOM interview of approximately one hour duration. You will have the right to withdraw from the project at any time, including withdrawal of any information provided. The outcomes of the research are intended to be published but neither participant nor organisational identities will be disclosed.

I can be contacted by email or telephone at the address below. Any discussion will not commit you to participation and will be kept in confidence. You will receive a further letter of information and consent form if you indicate you are interested in participating.

The project has been reviewed and approved by the University of Canterbury Human Ethics Committee.

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## TEU websites of interest

TEU National webpage: <https://teu.ac.nz/>

TEU Canterbury Branch Facebook page: <https://www.facebook.com/StandUpForUC>

Academic Freedom Aotearoa: <https://www.facebook.com/academicfreedomnz/>

Our Collective Employment Agreements are available online

<https://teu.ac.nz/branches/universities/canterbury/> or

<https://www.canterbury.ac.nz/about/hr/employment-agreements/>

## Your 2023-2024 Branch Committee

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Youth representative	<b>Thomas Li</b> , Jack Erskine 720, <a href="mailto:thomas.li@canterbury.ac.nz">thomas.li@canterbury.ac.nz</a> ext: 93052.
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## Life members of TEU Canterbury Branch

Maureen Montgomery, Janinka Greenwood, Neville Blampied, Bill Rosenberg, Warwick Anderson, Bob Gordon.