

Why isn't my Professor Māori or Pacific? data update

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Context:

COVID-19 has resulted in an unstable Aotearoa New Zealand university environment where there are looming restructures and a substantial amount of uncertainty¹. As such, our research collective has made the decision to publish, outside of peer-review processes, updated data with brief commentary on Māori and Pacific academic staff numbers, to enable our communities to get this information as soon as possible. We will then work on a follow-up paper that will build upon this data and add to the growing evidence base showing structural racism in Aotearoa New Zealand universities^{2,3,4,5}. This present paper follows on from two previous papers that examined New Zealand academic staff data from 2012 to 2017^{2,3}. In this paper, we have added data from 2018 and 2019 and have plotted this information to look at potential changes.

A note on the data and regressions

Data from each university is reported to the Ministry of Education annually and we accessed this data through the [Education Counts website](#). Here we present headcount data, rather than Full-Time Equivalents. We have renamed the original ethnicity of “European” to Pākehā to better reflect settler histories. All data was rounded up to the nearest five before we were able to access it. Please refer to the methodology sections of *Why isn't my Professor Māori?* and *Why isn't my Professor Pasifika?* for further details on the nature of this data^{2,3}. Our Poisson regressions test the change the proportion of staff or professors over time within each ethnic group. It regresses the numbers in each group but includes the denominator populations, so tests trends for the rates/proportions. The denominator for staff is the all ethnicity population, for professors it is the total number of staff (the numerator in the previous regression). Unadjusted regressions have indicators for the year and pre/post 2015. The adjusted version adds university. Our z-statistics are from those regressions.

Māori Academics in Aotearoa Universities

Over a period of eight years (2012–2019) there has been a statistically significant increase in the percentage of Māori academics employed across the eight universities in Aotearoa with Māori making up 5.6% of academics by 2019 (Table 1). However, Māori currently comprise 16.5% of the total population of Aotearoa New Zealand and therefore the pattern of under-representation of Māori academics we reported in [Why isn't my Professor Māori?](#) has continued into 2018 and 2019. The majority of Māori are still in more junior roles across universities, with 37.9% being employed as “Other academics” (Table 2).

Table 1. Headcount of Māori and Pacific academic staff employed by universities as a percentage of the total staff from 2012 to 2017.

Year	Māori (%)		Pacific (%)		Total
	N	%	N	%	N
2012	370	4.2%	120	1.4%	8855
2013	475	5.1%	170	1.8%	9245
2014	440	4.7%	150	1.6%	9325
2015	490	4.7%	205	2.0%	10340
2016	505	4.8%	165	1.6%	10560
2017	505	4.8%	145	1.4%	10540
2018	505	4.9%	140	1.4%	10290
2019	575	5.6%	160	1.5%	10340
		$z=2.61$ ($p<.009$)			$z=0.83$ ($p=.407$)

Note: all numbers have been rounded up to the nearest 5. Data collection methods were altered between 2015 and 2016. Prior to 2016 staffing were a snapshot collected in the first week of August counts and counts were for the full calendar year from 2016.

Pacific Academics in Aotearoa Universities

Between 2012 and 2019 there was an increase of 40 Pacific academics across Aotearoa. This small increase was not statistically significant (Table 1). Pacific Peoples continue to make up 1.6% of the academic workforces recorded in our earlier research ([Why isn't my Professor Pasifika?](#); Table 1). This is despite making up 7.4% of Aotearoa New Zealand's population.

There has been little observable change in the positions of these Pacific academics with a majority still in more junior roles (41.2% in 2019; Table 2). There has been a small but not statistically significant increase in the numbers of Pacific associate professors/heads of departments and in other academic staff/tutorial assistants. However, with such low numbers of Pacific academics in the associate professor/Heads of Departments, the jump between 10 and 15 could represent growth of one person, given that figures are rounded up in increments of five for anonymity reasons. That is, 11 people become 15 vs. 10 people who are counted as 10.

Table 2. Headcount of academic staff of each recorded ethnicity employed at each academic level by universities in 2019.

Ethnicity	Professors/ Deans		Associate Professor/ HOD		Senior Lecturers		Lecturers/Senior Tutors/Tutors		Other academics staff/Tutorial assistants	
	N	%	N	%	N	%	N	%	N	%
	Māori	40	6.9%	50	8.6%	135	23.3%	135	23.3%	220
Pacific	5	2.9%	15	8.8%	35	20.6%	45	26.5%	70	41.2%
Pākehā	955	14.9%	820	12.8%	1705	26.6%	865	13.5%	2070	32.3%
Asian	75	6.0%	115	9.3%	315	25.4%	220	17.7%	515	41.5%
Other	60	7.7%	65	8.4%	190	25.5%	175	22.6%	285	36.8%

Note: all numbers have been rounded up to the nearest 5

Māori Academics at each University

The total number of Māori academics (including Other academics, Tutors, Senior Tutors, Lecturers, Senior Lecturers, Associate Professors and Heads of Departments, Professors and Deans) has remained less than 50 for a period of 8 years at both Lincoln University and the University of Canterbury (Figure 1). Despite some variability, all universities with the exception of Lincoln University employ more Māori academic staff in 2019 than they did in 2012. However, the increase across universities ranged from 15 (University of Waikato, University of Canterbury and University of Otago) to 55 (Victoria University of Wellington) over a period of eight years (Figure 1). That said, Māori still remain severely under-represented based on overall population figures.

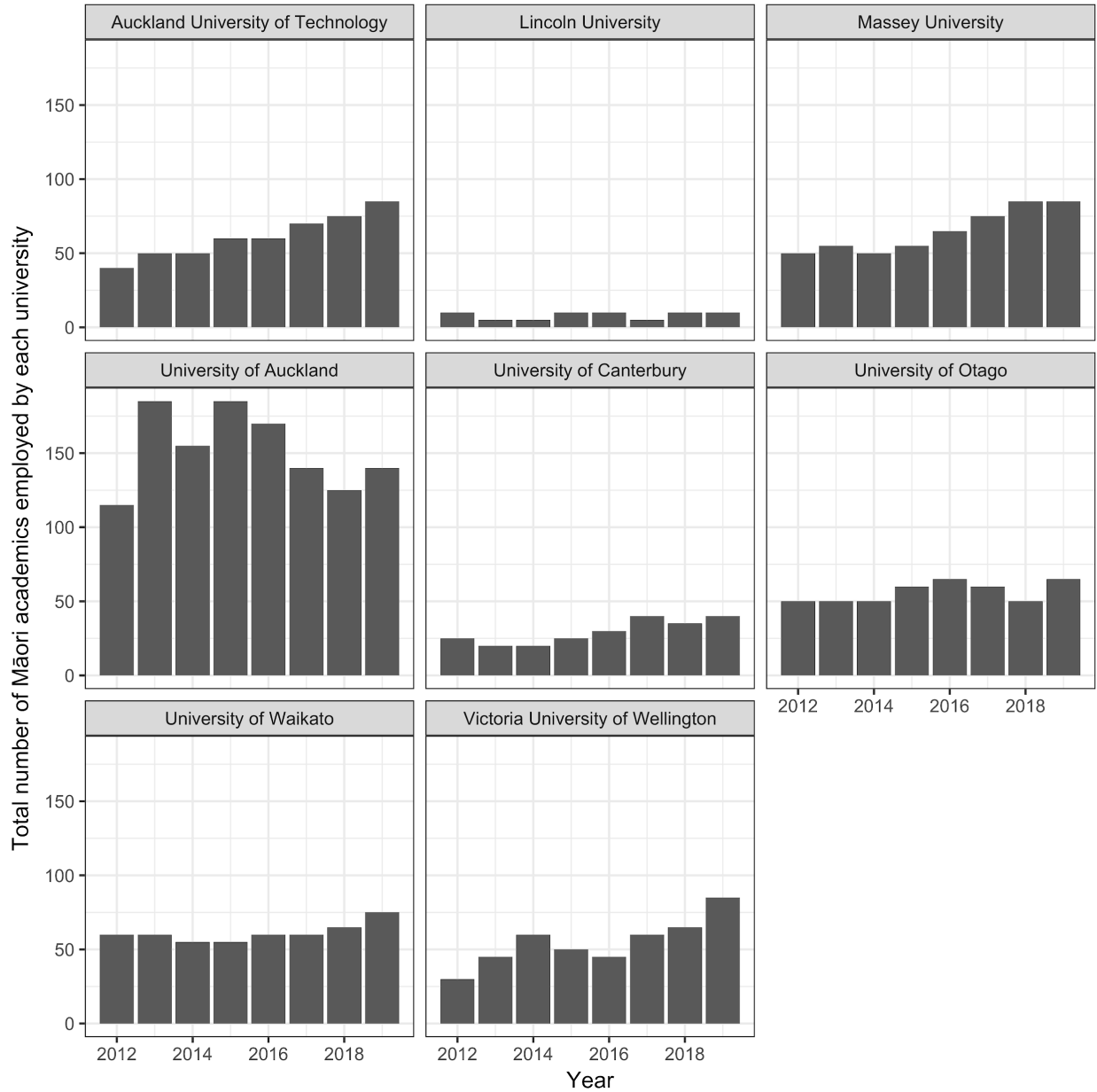


Figure 1. Headcount of the total number of Māori academic staff at each university from 2012 to 2019. Note: all numbers have been rounded up to the nearest 5. Data collection methods were altered between 2015 and 2016. From 2016 staffing counts are for the full calendar year and before this staffing counts were a snapshot collected in the first week of August.

Pacific Academics at each University

The number of Pacific academics (across all five academic levels) employed exceeds 30 only at Auckland University of Technology and the University of Auckland. At both Lincoln University and the University of Canterbury over a period of eight years, the total number of Pacific academic staff has never exceeded 5 (Figure 2). Pacific representation has been similarly low

and has not exceeded 5 for the last two years as reported at the University of Waikato and for the last four years at the University of Otago (Figure 2). Between 2018 and 2019 at most universities, with the exception of the University of Auckland, there has been no change in the total number of Pacific academics employed (Figure 2).

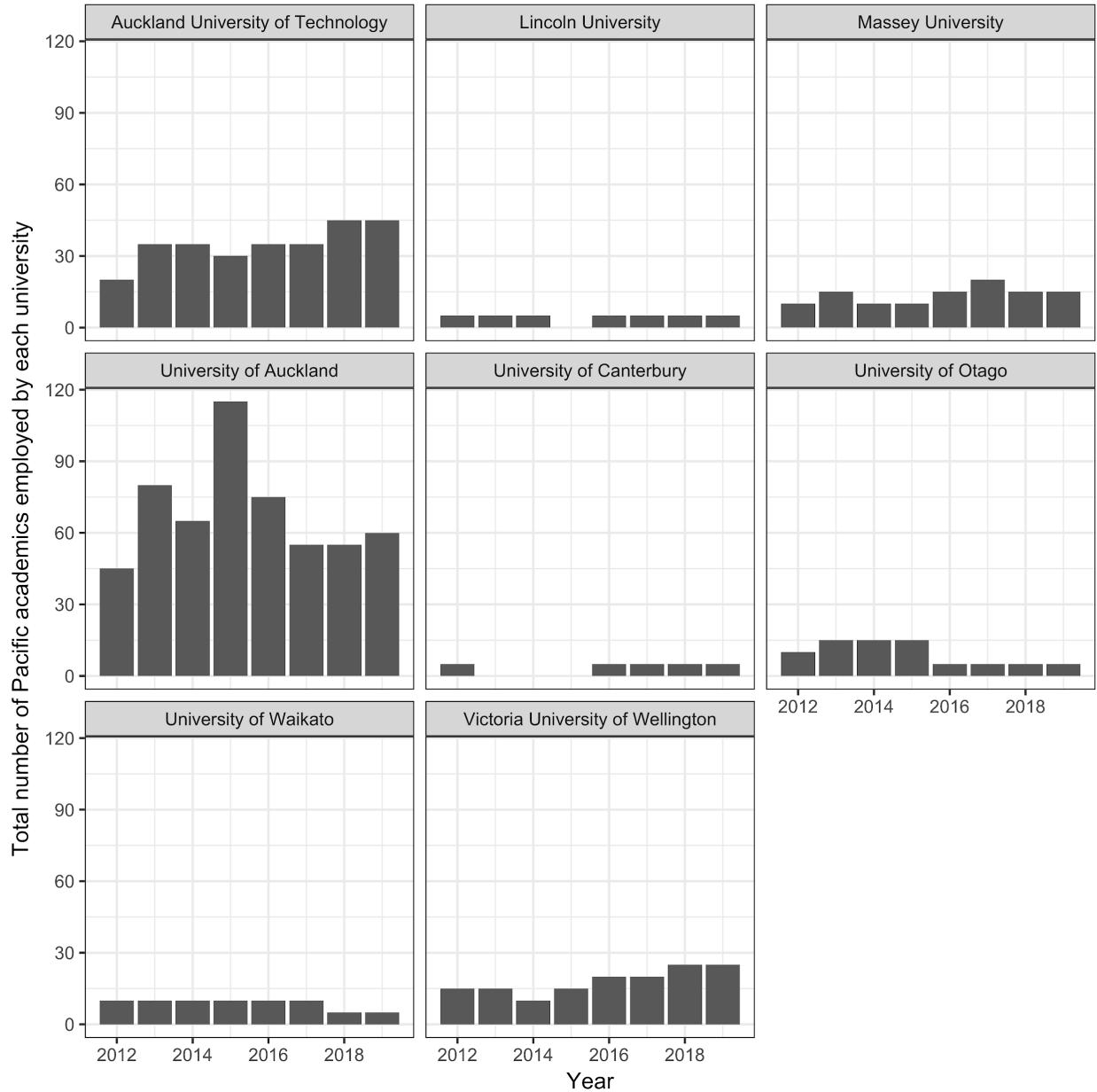


Figure 2. Headcount of the total number of Pacific academic staff at each university from 2012 to 2019. Note: all numbers have been rounded up to the nearest 5. Data collection methods were altered between 2015 and 2016. From 2016 staffing counts are for the full calendar year and before this staffing counts were a snapshot collected in the first week of August.

Professors

Over the past 8 years, Pākehā Professors have comprised on majority (range: 730–955) of Professors employed by New Zealand Universities (Table 3). Comparatively, there were 40 or less Māori Professors employed and 10 or less Pacific Professors. There has been very little no statistically significant change in the number of Pacific Professors and it only exceeded 5 in one of the eight years (Table 3). Numbers of Māori Professors have grown from 25 in 2012 to 40 in 2019, however this increase was not statistically significant (Table 3). The only significant increase in the percentage of Professors was for Pākehā where the number of Professors has risen by 225 ($p=0.007$) in 8 years (Table 3). The number of Asian Professors exceeded the combined number of Māori and Pacific Professors by 67% over the last eight years (Table 3). The number of Professors belonging to “Other” ethnicities has decreased over time (Table 3).

Table 3. The total number of Māori, Pacific and Pākehā Professors employed by all eight universities from 2012-2019.

Year	Māori	Pacific	European	Asian	Other
2012	25	5	730	50	105
2013	25	5	740	50	155
2014	30	5	840	50	100
2015	30	5	875	55	95
2016	35	10	895	75	65
2017	35	5	900	60	55
2018	40	5	945	70	60
2019	40	5	955	75	60
<i>Tests account for pre and post 2015 and differences across Universities</i>	$z=0.31$ $(p=0.759)$	$z=-0.63$ $(p=0.527)$	$z=2.72$ $(p=0.007)$	$z=0.17(p=0.864)$	$z=-0.86$ $(p=0.391)$

Note: all numbers have been rounded up to the nearest 5. Data collection methods were altered between 2015 and 2016. From 2016 staffing counts are for the full calendar year and before this staffing counts were a snapshot collected in the first week of August. Other includes Middle Eastern, Latin American, African and Other Ethnicities.

We have shared this data now as the current climate in our sector makes data sharing urgent. We will be producing a publication based on this data and look forward to sharing further analyses and extended commentaries with you. Our hope is that we can strategically use this data and take

collective action to protect the few Māori and Pacific positions we have while also ensuring our future academic workforce.

References:

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