



Imposter Syndrome



Do you sometimes think that you are not as clever as people think you are?

In March 2017, the New Zealand Law Society Magazine, Law Talk, ran an article with the title “Do you feel like a fraud? Dealing with Imposter Syndrome” The article, by Kate Geenty,

begins by asking “Do you ever get the feeling you’re not as talented or as smart as other people think you are?”

If you feel this way you may be suffering from impostor syndrome, which commonly affects high achievers. And, of course, many academics are high achieving perfectionists.

The syndrome was first identified in 1978 by two psychologists, Pauline Clance and Suzanne Imes. Symptoms may include anxiety, depression and

stress. Other symptoms may include feelings of unworthiness, a feeling that you will eventually be exposed as a fraud, and that you will be discovered to be stupid (even though your accomplishments and achievements clearly demonstrate that this is not the case.) The syndrome is apparently common in academic workplaces. It is not a mental illness, but rather an experience.

Imposter syndrome is also called Impostor Phenomenon and, according to Clance and Imes :

“Certain early family dynamics and later introjection of societal sex-role stereotyping appear to contribute significantly to the development of the impostor phenomenon.”

The Law Talk article offers the following useful tips for dealing with Impostor Syndrome:

- Be willing to ask for and accept help and advice,
- Realise that you can’t be perfect all of the time – neither can your staff. Being wrong occasionally or making the odd mistake does not mean you

are incompetent or a fraud, it means that you are human,

- Be prepared to let people know you’re on a learning curve,
- Recognise and affirm your own strengths and achievements,
- Learn to take a compliment, don’t deflect praise or downplay your achievements,
- Keep a record of positive feedback, so if you start doubting yourself you can read it back,
- Remember, you are not alone – lots of successful, competent people feel like fakes.

Of course, if you really ARE an imposter, you have an entirely different problem.....

Clance, P. R., & Imes, S. A. (1978). *The impostor phenomenon in high achieving women: Dynamics and therapeutic intervention. Psychotherapy: Theory, Research & Practice, 15*(3), 241-247.

<http://dx.doi.org/10.1037/h0086006>

AUT Bargaining 2019

Bargaining began on 31 July 2019. The claims are as follows:

For the Academic and Associated Staff Members’ Collective Agreement TEU is claiming:

- A two year term from 01 July 2019 to 30 June 2021
- A 3.5 % increase on all printed and paid rates and allowances, including Special Responsibility Allowances, for each year of the agreement, effective 01 January, for both years of the agreement. No abatement to any market allowances paid.
- Deletion of the progression step between step 6 and 7 on the Senior Lecturer scale
- No pass on of improvement in conditions or salary increases to non-

union members for a period of 12 weeks

- A new clause, acknowledging Maori expertise, which reads as follows: “Where employees are called upon by the employer to use Tikanga Māori and/or Te Reo Māori in circumstances outside their job requirements, the employer shall recognize that contribution financially, with a minimum payment of \$2,500 gross per annum.”
- Increase all allowances by 3.5% , 01 January 2020 and 01 January 2021
- Increase level of re-imbursement for prescription spectacles to \$400.00

For the TIASA/TEU Allied Collective agreement the claims are:

- A two year term from 01 July 2019 to 30 June 2021

- The salary claim is 3.5 % on all printed and paid rates and allowances including SRAs for each year of the agreement, effective 01 January 2020 and 01 January 2021. No abatement to any market allowances paid
- Increase minimum hourly rate to \$21.15
- A new clause which says “where, during the term of this agreement, the employee’s current rate of pay is the rate designated as the Living Wage rate, the rate paid to the Employee will be increased annually to the rate announced as the Living Wage by the Living Wage Movement Aotearoa NZ”
- Payment of overtime to be the default position and that time-off-in-lieu should only occur where agreed as a result of a specific request by an employee.

- No pass on of improvement in conditions or salary increases to non-union members for a period of 12 weeks
- An increase of 3.5% in travelling and meal allowances, and reimbursement for spectacles as above.
- The Maori expertise clause as above.

WHY WAIT?
GET YOUR PAY INCREASE WHEN UNION MEMBERS GET IT
JOIN NOW
join online at <http://www.teu.ac.nz/join>
TEU



CTU Women's Conference

Julie Douglas, a member of our Branch Executive, and Jen Natoli from Etū ran a workshop entitled "There are no jobs on a dead planet" at the CTU Women's Conference, which took place in Wellington on the 12th & 13th July 2019.

This was a very interactive workshop (why do all the work yourself? says Julie.) A basic PEST (political, economic, social and technological) analysis of change or transition events was used. By having a better understanding of the

complexity of change and upheaval, the actors involved, and key drivers to effect positive outcomes we are, in our workplaces, able to be proactive rather than reactive. Often bad outcomes are the result of bad/no planning and we in the union movement know workplaces are in constant flux through restructuring, impacts of climate etc.

Just Transition is a framework developed by the trade union movement to encompass a range of social interventions needed to secure workers' jobs and livelihoods when

economies are shifting to sustainable production, primarily avoiding climate change and protecting biodiversity.

This approach has evolved from a response to climate change and its impacts, but actually we want just transitions for all workers when change occurs. The concept of Just Transition in relation to climate change impacts has now been adopted by the Ministry of Business, Innovation and Employment and they have set up a Just Transition Unit to work in this

area. The issues of climate change are an issue for the union movement and an issue for all members – we can not expect any one agency e.g. the state, to solve the problems we face – we must all be involved in the adaptations and solutions.

Participants reported the workshop was useful in providing a systematic approach to making sense of what are often messy difficult situations.

Julie reports that it was an excellent conference and that the key speakers were truly inspiring.

AUT cancels Tiananmen Square event

AUT has denied that it was pressured in to cancelling an event in commemoration of the Tiananmen Square massacres. The university confirmed it cancelled the room booking after a request from China's Vice Consul General. It said that it had done so because the reservation did not follow the proper process. Vice Chancellor Derek Mc Cormack said "It needs to be done in the proper manner for all sorts of reasons including health and safety. There are also charges that are made for rooms because of cleaning and set-up and utilities. These things were bypassed by the person who made the booking. In fact they did not even make the booking in their own name so it was

something that was completely out of order."

Interviewed by John Gerritsen on Radio New Zealand's Checkpoint,



our National Secretary, Sharn Riggs, said that this did not sound credible. "That is the public position that the university is putting out but I guess from our point of view that seems like a fairly lame reason to have cancelled the event," she said.

She also said that universities are too reliant on fees from Chinese students. "When so many of our universities now are reliant on the fees that international students pay, and in AUT's case it's quite a significant chunk of their annual income, it's inevitable that foreign governments are going to have the ability to put pressure on institutions should they want to and I think in this case that's exactly what the

Chinese government has done."

Jacob Edmond, writing in the Spinoff points out that one of the relatively few and earliest permanent memorials to the victims of the massacre is in Auckland. Initially planned to stand in the grounds of the University of Auckland, it now stands on the grounds of St Andrew's First Presbyterian Church on Alten Rd. It was unveiled on 17 September 1989. When the University of Auckland refused permission to place the stone on its property, St Andrew's offered to place it on the church's grounds. It is still there today. The inscription on the memorial reads "This stone stands as witness for those who can no longer speak."

Mangere Refugee Centre

On Monday, 15 July, Branch President, David Sinfield and TEU organiser, Jill Jones, visited TEU members at the Mangere Refugee Centre, as part of a plan to meet as many members as possible in the coming months. They thoroughly enjoyed their visit and took a small gift for the children at the centre and morning tea for the staff. TEU were also able to donate some new t-shirts.

The Centre is part of Faculty of Culture and society. The staff teach an on-arrival six-week education programme. The programmes are designed to introduce refugees to a new physical and cultural learning

environment. They also give refugees the opportunity to develop various skills including English language and literacy.

Various levels of education are provided, including adult education, secondary and primary. Special needs support is available at all levels. The programmes are taught by AUT staff, dedicated and passionate educators, many of whom are fluent in more than one language. They are focussed upon the unique needs of refugees as students and acknowledging the refugee experience, while affirming individual and cultural identity.

Reproduced below is part of a poem written by Parbati, from

Bhutan, who spent 23 years as a refugee in Nepal. If you would like to read the whole poem you can do so here:

https://www.aut.ac.nz/_data/assets/pdf_file/0020/144650/Poem-by-Parbati.pdf

Those words of welcome

Welcoming us all, summoning us to the hall.

So many years we spent in the cold

So many years we were not told,

Not told where we belonged.

This powhiri has welcomed us all,

And welcomed us home!

Now I know where I belong,

Now I know New Zealand is our home!



Staff at AUT should be justly proud of the wonderful work that their colleagues do at the Mangere Refugee Centre.

