

Plan for Pitt 2025

Focus Group Notes

Date: February 20, 2020

Theme: Health and Wellness

Thematic Focus Groups

Each group addressed this set of questions for their assigned topic:

1. How do you see this theme play out at Pitt?
2. What does Pitt do well in this area?
3. What could Pitt do better?
4. How do you see this topic relating to each of the six Plan for Pitt goals?
5. Now that we have more information about this theme, is it important to Pitt's success? Why or why not?

THEME: Health and Wellness

1. How do you see this theme play out at Pitt?
 - Beyond health plan – leverage Pitt expertise, not just HR focused “owned”
 - Broader beyond health/ disease
 - Initiatives that serve units on and off campus – have accessibility to spaces/ places/ showers/ facilities → partnerships
2. What does Pitt do well in this area?
 - Health care benefits
 - Program opportunities strong (if close in location)
 - Mental health resources, fitness classes and facilities, assistance programs, stress free zones
3. What could Pitt do better?
 - Facilities: quality, proximity, access
 - Office wellness tools: stand desks, internal supplies/equipment
 - Beyond the gym
 - Productivity → wellness: culture shift around supporting wellness initiatives/workplace environment
 - Not just about a class – more mindful of wellness culture
 - Consider recruitment/retention – what are competitors doing to create positive environments that foster whole-person wellbeing?
 - Stress free pods/areas for staff and faculty
 - More flexibility for fitness and mental health
 - More time for wellness walks
 - Casual dress
4. How do you see this topic relating to each of the six Plan for Pitt goals?
 - Educational excellence: health/wellbeing associated with educational excellence – student productivity, staff, faculty

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- Research of impact: Pitt as a leader/example – future funding, model other institutions and businesses
 - Community: leverage Pitt resources into community – create translational impact
 - Diversity and inclusion:
 - More diverse offerings (not just popular)
 - More activity wellness for disabilities
 - Diversity of workforce/job (staff vs faculty vs student)
 - Not just for fit and motivated but everyone else
 - Embrace world: different world sports; nutrition support
 - Foundational strength: culture of wellness impacts relationships and interactions for all – invest in stakeholders not just work
 - Financial wellness – pay scales competitive
 - Cost savings, recruitment retention, work-life balance
5. Now that we have more information about this theme, is it important to Pitt's success? Why or why not?
- Yes
 - The better you feel, the better you perform
 - We're the face and role models of what the students see and to be as they transition from Pitt students to the working world, teaching the next generation
 - More positive employees = more positive outcomes