

Plan for Pitt 2025

Focus Group Notes

Date: February 21, 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?
 - Awareness of services – life solutions
 - Awareness of scope of services
 - Food selection improvement needed – healthier options, sustainable options
 - Big need for staff fitness facilities – awareness of existing programs
 - Healthier employees perform better
 - More fitness workshops – more class variety
 - More lunch and learns
 - Do we need new programs or better awareness
 - Rethink how we use our current environment
 - Encourage small changes like walking more
 - Can also encourage collaboration
 - Every single minute counts
 - A 2-minute break can do great things
 - Need to allow staff to take small breaks
 - Conversations beyond the usual – talking groups and communities, comfort sharing/stepping out, ODI communities
 - Building a supportive culture comes from the top
 - How do we ensure supervisors are supportive?
 - Flexibility with staff health and wellness choices
2. What does Pitt do well in this area?
 - Be Fit Pitt
 - Picnics
 - Class offerings
 - Benefit package
 - PTO
 - Bring your child to work – but not all can participate

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- Mental health for students
 - Walk in clinic
 - Incentive program
 - Tuition benefit
3. What could Pitt do better?
- Improvement with:
 - child care options/situations
 - Flexible hours
 - Accessibility with lactation rooms / post-partum
 - Privacy improvement
 - Family oriented wellness classes and initiatives
 - Create an office health “captain”/work group
 - Grants for dept/office changes – allows the office to customize (must be top-up driven)
 - Well certification awareness/ office health and wellness audits
 - Awareness of ergonomic audit / health and safety
 - Be inclusive to everyone’s health and wellness needs
 - Campus smoking
4. How do you see this topic relating to each of the six Plan for Pitt goals?
- Strengthen communities, promote diversity and inclusion, embrace the world all relate
 - Diversity and inclusion: how do we serve non-native Pittsburghers?
 - Health and wellness annual requirement: attend lunch and learn, take a class
5. Now that we have more information about this theme, is it important to Pitt’s success? Why or why not?
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