

Plan for Pitt 2025

Workshop Notes

Date: March 4, 2020

Participants: WIN-AL Cohort Members

Goals Exercise: In this conversation, participants were asked to consider the themes of sustainability, health and wellness, data and analytics, and collaboration and partnership, and how they align with the six goals of the Plan for Pitt.

Goal 1: Academic Excellence

- Belonging
 - Relates to personalized education and a sense of ownership over educational experience
 - Relates to collaboration and partnerships and health and wellness
 - Needs to involve academics and student affairs
 - Consider the academic hierarchy → intro bio feeds into medicine
- Connect professional schools and undergrads
 - Provide information to those in the professional schools about expectations for interacting with undergrads
 - Other connections between the schools, too – ex. faculty
 - Connect across the campuses – tap into the whole system’s strengths/resources
 - Relates to both data and communities
- Require “teach the teacher” programs for new faculty, also post-docs and grad students
 - As part of orientation?

Goal 2: Research of Impact

- Recognition for/of collaboration
 - Incentivize – with funds
 - Also need credit for contributions to Pitt-wide efforts
- Framing research – how it applies broadly/what do we need to know.
- Take advantage for regionals’ rural setting for additional research opportunities.
- Having an on-campus day care could provide research opportunities
- Having a common purpose in research (i.e. common goals across university) could reduce burn-out and inspire new ideas.

Goal 3: Strengthen Communities

- Engage the University with the city to tackle problems (ex. Mayor’s emphasis on sustainability)
- Connect faculty with faculty (as well as faculty with students)
 - Ex. via a database – searchable for faculty and students
- Explicit statement: we are part of our communities

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- Need to strengthen internal university communities
- Learning from CECs → relates to data, sustainability
- Family health/wellness focus at Pitt could inspire a city-wide focus

Goal 4: Diversity and Inclusion

- **Child care** – would help with recruitment and retention and with mental health
 - Would promote diversity and inclusion
 - People make decisions based on childcare options
 - Could be a signature strength for Pitt.
- Strong management is related to recruitment and retention
- Senses of belonging
- Tackling University-wide challenge (ex. food insecurity) → sense of belonging, research opportunities, empowering students to feel that this is their institution → belonging
- Per Pittsburgh Study – there are significant disparities in Pittsburgh, compared to 89 other cities.
 - Need more brains thinking about this
 - Pitt and UPMC could help
 - Related to strengthening communities, too
- Could have Year of...[solving a specific problem]

Goal 5: Embrace the World

- Address a big, global problem
 - → Enlarge local understanding to help solve global issues
- Make sure student can travel/experience other cultures
 - Could tie to “Year of” theme to give a research focus
- Connect school-level global programs to increase participation, share resources
- Could try to tackle a thematic research question while abroad.

Goal 6: Foundational Strength

- Collaboration (with regionals) could increase recruitment/retention by offer additional opportunities
- Enable collaboration from remote sites – create a seamless work environment
 - Could help with collaboration/communication with regionals
 - Would promote health and wellness by allowing people to work from home if they are sick (or have a sick child)
- Child care for faculty, postdocs, grad students, staff
 - Improves mental health if you remove the stressor of child care
 - Increases flexibility

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- Would make people better able to do this work
- Enable/promote work health (ex. standing desks, walking meetings)
- Connect resources
- Reduce fragmentation
 - Stop supporting/rewarding fiefdoms (ex. by creating centers, though centers are a good way to bring in external funding)
- Leadership and management training for faculty who assume administrative/leadership roles.
 - They are learned skills, and can/should be taught.

Other

- All requires more time
 - Figure out small ways for people to participate – lots of small contributions can add up.
 - Administrative framework to help launch ideas
 - Could have a “liaison” in each unit to help connect ideas and people
 - Could buy out some faculty time to allow them to serve as liaisons
- In the context of health and wellness, need to consider mental health, too – mind, body, and spirit are all important