Plan for Pitt 2025
Workshop Notes
Date: March 5, 2020
Participants: IMPACT

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
- Interprofessional education important
- Pipeline (from high school) – need to support students in making sure the process is understandable
  - Ensure fundamental skills are there
    - Requires investment
  - Education the educators – they are the conduit to students

Goal 2: Research of Impact
- "Count" non-traditional/engaged scholarship
  - Requires a change in the University's culture
- Systems need to be usable by faculty/staff end users
  - Should test systems with end users
- Novel "big data" → reduce carbon footprint → suitability
- Initiatives to support interprofessional teams
  - Make it easy
  - Incentivize it
  - Need faculty to understand opportunities
    - Could have training – how to apply for X
- Research of impact should strengthen communities
  - Community participatory research
    - Community part of whole process
  - Could be ripe for collaboratives research → impact problems in a multi-disciplinary way
    - Using Pitt's combined skills

Goal 3: Strengthen Communities
- Opportunities for Pitt and UPMC
  - Health outcome for people in Pittsburgh as compared to other cities
    - Requires a response
- Engage in communities – don't just swoop in and try to solve a problem.
  - Ex. could support a June-teenth celebration
- Genuine partnerships

- o Communities representatives on committees so that Pitt isn't guessing on how to "help"
- Equity issues at Pitt – offer opportunities for economic advancement
  - o What is Pitt doing internally? (ex. for facilities/maintenance staff)
- Should look at Hill Revitalization process – use expertise within Pitt to leverage/sustain communities (ex. through the Innovation Institute)
  - o Awareness and time for/ability to do this work
- Report (Pittsburgh Study) → perception that Pittsburgh as a location is unhealth
  - o People are starting to leave because they think Pittsburgh is a bad place to live
- Scholarship → ability to share information
  - o Incentives for tenure and promotion
- Need more people going out into Pittsburgh School (beyond Center for Urban Education)
  - o Make it a University-level mission
  - o Advisors could work with schools and students
- Each unit could have a mandate to do a project <u>with</u> the community
  - o Encourage cross-disciplinary work
  - o Helps with diversity and inclusion
  - o Could be part of unit-level strategic plans

Goal 4: Diversity and Inclusion
- Incentives (for everyone) for the labor necessary to promote diversity and inclusion
  - o Recognized in tenure and promotion
  - o Need some sort of metric
- Limit number of communities/services assignments (particularly for faculty of color)
- Demonstrated through/by leadership
- Incentives don't necessarily need to be money
  - o Could be release time, or "credit" of some sort
- Retention – related to time to do different (i.e. not traditionally recognized) work
  - o Ex. like Fellows for Faculty program
  - o Off-set should be in service (not in teaching – students need to see people whol look like them in the classroom)
- Incentives particularly relevant to regionals
  - o Practical considerations (ex. deans/presidents have limited funds)
    - However, the top (Provost/Chancellor) can influence priorities
  - o Goes back to service release
- Retention depends on the reality of living here, Pitt can help make Pittsburgh a livable city for <u>all</u>

- Sense of belonging for students
  - They feel like it's a good community during recruiting visits, and are disappointed once they get here.
- UMPC related – people need to trust their doctors
  - School of Ed → help pipeline → look at CUE for example
- Inclusion is related to ALL aspects of peoples' lives
- Speak to our communities to understand them (ex. facilities folks)
  - Think about retention, too
- Match PIs w/RO1s with diverse students → diversity supplements
  - But, need to know eligible PIs/projects

Goal 5: Embrace the World

- Actional partnerships with institutions in other countries
  - Expands research
  - Promotes diversity and inclusion

Goal 6: Foundational Strength

- Invest in mental health services to support students

Other

- Across conversation: focus on accountability and incentives
- Consider regionals, too
  - Need resources for basic things (ex. sufficient faculty)