Plan for Pitt 2025
Workshop Notes
Date: February 7, 2020
Participants: Human Resources and Communications (Craig Hall)

Goals Exercise: In this exercise participants broke into groups and discussed the definition of each goal included in the current Plan for Pitt, the outcomes Pitt should try to achieve for each goal in the next 5 years, and what actions Pitt is or could take to achieve those outcomes. Participants then rotated and reacted to the ideas already presented and added additional thoughts. (+ indicates other workshop participants agree with the idea; - indicates disagreement)

Goal 1: Academic Excellence
- Define the goal – What does it mean to you?
    - Provide a variety of learning paths to customize learning experience (+)
    - Encourage discovery
    - Open doors/Provide opportunities to students from diverse backgrounds
    - World-class faculty and staff
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - ___ % increase in graduates from diverse backgrounds
    - ___ % decrease in student debt after graduation (+++)
    - Every student has access and awareness to experiences outside of the classroom (++)
    - Students understand higher education as an industry/business more than degree supplier (+)
        - Education to clear up misinformation about what the University does and why (?)
    - Graduates are active in society and civic affairs (+++)
    - Access for all Pitt staff kids
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Create exploratory rotation program that exposes students to other scopes outside of their learning path (++++)
    - More effectively utilizing OMETs/Evaluations
    - Require minor (++)
    - Encourage more cross-disciplinary teaching
    - Leverage student talent at the university for dual purpose of knowledge and real-world experience and create pipeline (co-ops) (+)
    - Expand opportunities for staff to participate in research and learning (++++)
    - Create curriculars to increase civic engagement/education (++++)
    - Less focus on SATs for admission

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
  - Any efforts/actions and how those impact the local, regional, and world communities (+)
  - Collective efforts of all RCs and how everybody's individual contributions have an impact on supporting research in bettering the lives of recipients (+++)
  - Improving the world (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Research Awareness and opportunities
  - Wider global reach (+)
  - Expanding types of research (++)
  - Supporting facilities (Workspaces) (+)
  - Greater/better support for researchers (faculty, staff, and students) (++)
  - Graduates coming out of school with more real-world experience (++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - International/National recruitment of researchers and support staff (+)
  - Relocating labs to Pitt (+)
    - Already doing some of this (?)
    - Creating new lab spaces
    - Knowing what the problems are and then launching associated research to help solve the problem(s) (+)
    - Increase collaborations between research departments to expand efforts rather than duplicate efforts (++++)
    - Promotion/Collection of undergraduates' research opportunities/work study at Pitt (+++)
    - Collaborate with various companies as part of their R+D -> Creates more money, opportunities, impact, talent oaths for students (+)
    - Continued support for biomedical research/impact awareness
    - Go for the moon shot goal – announce we'll be the university that… (insert goal here) and devote resources to it (+)

Goal 3: Strengthen Communities
- Define the goal – What does it mean to you?
  - Mutually supportive and engaged community, faculty, staff, and students acting as partners internally and externally (+)
  - Define partners outside the university and supporting/engaging with these partners
  - Pitt-sponsored community events

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - A community of faculty, staff, and students that feel engaged with and inspired by the overall mission of the university: lower turnover, more engaged employees; strengthened alumni pride (+++++)
    - Stronger regional partnerships
    - Keep more graduates in Pittsburgh (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - More opportunities for interdepartmental interaction (staff, faculty, students) (+++)
    - Opportunities to bring the larger community together (Pittsburgh and regionals): Community involvement across campuses, departmental day trip (++++)
        - To the regionals
    - Increase awareness and participation of existing partnerships (+)
    - Letting communities know of Pitt's interest in partnering and engagement
    - Understanding the culture demographics of Pittsburgh (+)
    - After graduation, find ways to stay connected
    - Require community service – X hours (TBD)
    - Hourly staff with children – More opportunities
        - Access to Ed. Benefits – Cultural outreach communication eye (for 1st generation college students

Goal 4: Diversity and Inclusion
- Define the goal – What does it mean to you?
    - Everyone is included; differences are celebrated (++)
    - Equitable opportunities for education and career advancement (++)
    - Explore outside of our community (+)
    - Ensuring everything is equally accessible (+)
    - Evaluation of affinity groups
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Promote dept. of Africana Studies as interdisciplinary
    - Pitt population represent the general population (+)
    - A consistent/same Pitt experience for all students
    - A positive experience, rather than consistent
    - Students take courses outside major (comfort zone) (+)
    - Increased opportunities for staff to learn about other cultures (++)

- o Greater diversity in the university' populis equates to better outcomes/performance (++)
- o Greater representation in senior leadership rules (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Support for underrepresented staff (++)
  - o Curricular required to take cross-cultural course(s) (+++)
  - o Add cultural enrichment courses in FSDP (+)
  - o Networking opportunities with other departments; break down silos (+)
    - Goal #3 -> diverse roles and understand them (?)
  - o Target student recruiting to underrepresented groups (not just STEM) (+)
  - o Continue accessibility improvements-technical; facilities (++)
  - o Use engagement survey results to focus on differing student experiences (++)
  - o All supervisors at Pitt should attend implicit bias training (+++++)
  - o More comprehensive scholarship funding for underrepresented populations

Goal 5: Embrace the World
- Define the goal – What does it mean to you?
  - o Internally/Externally facing
    - Are we actually engaging the world? Proactively? (?)
  - o Prepare students to participate in global economy and a more global society
  - o Valuing the role of international cultures in student success
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Support systems for international students/faculty (+)
  - o Increase number of students in meaningful study abroad programs (+)
  - o Substain federal advocacy
    - Maintain efforts to influence federal policy that help (ex: DACA)
  - o Increase number of faculty in international partnerships
  - o Create stronger connections between local/American/International (++)
  - o Increase international student enrollment
  - o Increased cultural awareness, removal of misperceptions around unfamiliar international communities
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Increase scholarship funding for study abroad (++)
  - o Increase communications about study abroad
  - o Reward faculty for international partnerships (+)

- o Explore use of teleconferencing to create both learning/research partnerships (++++)
- o Global internships (+)
- o Already – New Global hub
- o Offer shorter study abroads (+++)
- o More cultural competency training (+)
- o Connect with alumni in foreign countries to increase international student recruitment (+)
- o Support international travel/opportunities for staff to develop
- o Communicate success of international partnerships

Goal 6: Foundational Strength
- Define the goal – What does it mean to you?
  - o Support individual wellness for overall productivity (ex: staff and faculty facilities)
  - o Environment: work place, culture, staffing. Campus resources, etc.; -> all the tools you need to be successful at Pitt (+)
  - o How to be the benchmark university for all divisions at Pitt (+)
  - o Expanded reach of institutional reputation
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Become a top employer of choice for both current and prospective employees (+)
  - o Streamline and accessible systems (Pittworx and Pitt IT plan)
  - o Transparent reporting on all initiatives (++)
  - o Clarity on career development for staff and faculty (++)
  - o Create high-impact, low-effort strategies for years 1, 2, 3, 4, 5 – so we ca see achievement success along the way
    - ▪ Building wins along the way to keep momentum; so people can see how they relate to it and contribute
  - o Robust internal/external communications (++)
  - o Fewer silos/increased integration (+++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Shaping the workplace initiative (++)
  - o PittsWorx
  - o Pitt IT plan (++)
  - o Recruiting, promoting diverse faculty, underrepresented faculty (latinx initiative) (++)

- o HR's career transition program – partners with individuals with disabilities, vets (+)
- o CECs in Homewood, Hill District
- o Campus Master Plan
- o Continually-regularly measuring and reporting employee engagement (+)
- o Building relationships with other Pittsburgh higher eds, opportunities to engage more (+)
- o Increase access to professional development opportunities (++)
- o Enhanced ties between budget and resources; strategic goals