

Plan for Pitt 2025

Workshop Notes

Date: February 10, 2020

Participants: Pitt-Johnstown

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?
 - Identify students who need additional help to become college ready
 - Increase support services ++
 - Improved teaching classroom technology +++
 - Improve outreach to regional students—nurture ongoing relationships
 - Improve support for students of color and other diverse identities +
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Improved retention +++++
 - Comprehensive retention plan
 - Improved student performance/academic readiness
 - Be up to date w/ tech in classroom ++++
 - Improve collaboration of student support areas
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Develop adequate student support services +
 - Improve student data
 - Support and continually fund classroom and instructional technology

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
 - Collaborate w/ community partners for research ++++
 - Rural education/rural health
 - Lack of data for student data +++++
 - No grant writer
 - No institutional researcher
 - Lack of campus data
 - Lack of communication for grants/research projects
 - Lack of engagement for staff research

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- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Community engagement +
 - Establish networks/partnerships +
 - Establish campus grants for writing/research
 - Central database for current grants and research projects
 - Better overall communication +++
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Continue expanding SPACE (student research expo) Expo
 - Improve campus access to student data ++
 - Improve professional development for data and research +
 - Archive campus research and promote it more ++++

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
 - Greater cohesion/support among all Pitt campuses ++++++
 - More outreach opportunities to bring community to campus (local/regional students) ++++++
 - More positive PR opportunities via volunteerism, outreach, charity, and goodwill +++++
 - Efforts to remove silos among employees to help improve overall moral +++++
 - Improve campus communication +++
 - Provide professional development opportunities to help staff understand student issues +++++
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Unified brand and buy-in from all campuses—we are all Pitt +++++
 - Infrastructure in place to ensure a thriving community outreach program on each campus (dedicated staff time) ++++
 - Build and maintain relationships with local/national media outlets, businesses, and school districts ++++
 - Implement a type of “showcase of services” to better inform, integrate, and connect various departments. Create a sense of unity +++++
 - Incentives for faculty/staff to participate in extracurriculars +++
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
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Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - Create diversity by expanding recruiting of students, faculty, and staff from outside the local area
 - Create opportunities to learn about diversity and inclusion. Foster a “come as you are” environment ++
 - Improve support for students of color and other identities
 - Move campus culture towards more inclusion
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Create diversity target for each regional campus and provide adequate support
 - Expand graduate degree programs at regional campuses to attract more diverse students and faculty ++++
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Provide regional campuses with more diversity resources ++
 - Dedicate a staff person to diversity programming and student support

Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Increase student participation in study abroad programs +
 - Help students understand what it means to be a global citizen ++++
 - Provide in and out of classroom opportunities
 - Improve staff and student representation from international community
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Have a dedicated staff person for study abroad, international student services, and diversity programming ++++++
 - Develop a revised general education program to include global perspective
 - Offer a cert. program for students ++
 - Increase international student population by _% +
 - Increase international staff
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Coordinate/connect students w/ Pitt’s Oakland study abroad infrastructure +++
 - Create global certificate for academic credit—improve online accessibility to Oakland coursework +

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- Connect w/ Oakland's resources in Admissions/Recruitment of International students ++

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Professional development for staff and training ++++++
 - Open communication +
 - W/ regional businesses and schools +
 - Outreach to the community +++
 - Improve departmental staff consistency ++++
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Improve staff's depth of knowledge base +++++
 - Create partnerships with local agencies/schools/businesses ++++
 - Improved understanding of job responsibilities +++
 - Increase productivity and customer satisfaction ++
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Offer workshops and training for staff ++++++
 - Cross training
 - Diversity
 - Software
 - Departmental
 - Social networking/engagement
 - Satisfied staff—higher moral/higher retention
 - Develop outreach office for regional schools/agencies/businesses
 - Departmental staff consistency
 - Match skills with position ++++++
 - In-house posting and opportunity to bid on openings ++