

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?
 - Higher quality learning with an ever-changing curriculum
 - Increasing the variety of majors
 - Promote educational partnerships with the community
 - Engage younger students on campus through summer programs
 - Being familiar with campus may lead them to choose us in the future when they are deciding where to go to school

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Increase enrollment +
 - More focus- online education ++
 - Offer Masters Programs ++
 - Maintain high enrollment requirements
 - Increase retention +++
 - Increase out of state enrollment

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Brand “Pitt” as a whole
 - Focus on all majors
 - Get rid of Tenure/ revisit policy
 - Restructure teaching strategies
 - Update tech in classrooms and offices
 - Update facilities / student housing
 - Regional tuition for neighboring states
 - Provide more college in high school opportunities
 - Foster a better relationship with community colleges
 - After students finish their 2 year degrees they filter to us

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Goal 2: Research of Impact

- Define the goal – What does it mean to you?
 - Research that advances the university community

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Undergraduate research initiatives ++
 - Create partnerships on a local, national, and international level ++
 - New educational tech/delivery++
 - New Marketable initiatives

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - More online offerings (keep up with competition)++++
 - Increase Associate and Masters degree programs ++
 - Partner with industry +++
 - More funding ++
 - Research and advertise Alumni success
 - Create better relationships with Alumni

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
 - Serve community needs (degree programs etc.)
 - Instill civic attitude in students, faculty, and staff
 - Partner with local organizations/institutions to provide scale and shared knowledge/resources
 - Serve as anchor institution for the community
 - Increase cultural diversity to region

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Partnerships that go beyond financial transactions
 - Like local job placement
 - Community colleges
 - Align graduate degrees to local/regional needs – more online offerings
 - Events and external participation in public spaces (PPAC, Murtha Center)
 - Health and wellness activities

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- Alumni engagement at multiple stages of post grad life (young alum/mid career/retired)
- Timely, Consistent, and reliable communication to internal and external stakeholders
- Purposeful partnerships with volunteering and civic service
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Clarify who/how we contact local and regional partners and share activities information
 - Set specific targets for outreach
 - Set calendars further in advance to improve communication
 - Plan ahead timely
 - Identify stakeholders at all levels of engagement
 - Become a resource for continuing education to professional community
 - Look at on campus engagement (students, faculty, and staff)
 - All levels of society
 - Find staffing and budget resources to invest in outreach and coordinate efforts across departments
 - Empower to act
 - Brand “Pitt” as a whole
 - Decrease separation

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - Increase diversity in race and culture
 - Understand and have knowledge of various cultures
 - location to create a more diverse culture
 - Educate
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Higher number of students, faculty, and staff with diverse backgrounds
 - Improved reports of feeling included
 - Improved retention
 - Awareness of affordability to backyard prospective students
 - Require a diverse applicant pool be generated for every hire

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- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - More activities customized to cultures +++
 - Observe all holidays
 - Increase education
 - Send more innovative communications to historically black colleges
 - Plus high school outreach
 - Reboot the international admissions program ++
 - Increase resources toward recruitment of students in more diverse areas that we don't typically recruit from+++
 - Retention of those students
 - Increased effort to recruit option students and non-traditional students+
 - Create more incentive for out of state students+++
 - Childcare on campus
 - Makes campus more appealing
 - Solution for students on or off campus
 - Makes it more appealing for a more diverse staff to work here

Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Brand Recognition locally and internationally
 - We need to better understand and appreciate the global environment
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Sharing our strengths with the world and learning and integrating other cultures
 - Establishing a network to share knowledge+
 - See more global and cultural events on campus
 - Bring the “world” to UPJ
 - Share events from Oakland?
 - Building a network to share medical and technical knowledge and working together to find a cure/solution to major problems+
 - Build programs into our courses that are at the Oakland campus
 - Broadening UPJ's outlook
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?

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- Global initiatives++++
- Study abroad++++
 - Develop more UPJ/regional based programs
- International student recruits+++
- Teleconference using tech
 - Time/finances to travel
 - Tons of learning potential
- Offer quality online courses +++
- Teach courses internationally during summer to showcase what we have to offer+
- Include co-curricular international options (Habitat trips, etc.)+

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Every university works together as a whole by improving communication and collaboration+

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Incorporate cross-training institutionally and internally
 - Evaluate compensation based on responsibilities++
 - Provide professional development across all campuses+
 - Provide more internship and learning opportunities for students.
 - Provide quality equipment +
 - More IT support to regionals

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Continue to provide financial support to our students+
 - Increase opportunity for online classes at regionals
 - Sharing knowledge across departments between campuses
 - More ethical open-minded faculty and staff who will provide a strong foundation
 - Mentorship in new faculty and staff+