

# Plan for Pitt 2025

## Workshop Notes

Date: February 11, 2020

Participants: Pitt-Bradford

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**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?
  - Makes sense (++)
  - Holistic Approach; in and out of classroom experiences (++++)
  - Enhance curriculum towards our targeted population (+)
  - Complete Buy In from all (+++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Increase retention, persistence, and graduation and fewer students on academic probation (++++)
  - Placement increased in their fields and Graduate School (++++)
  - Increased resources (+++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Academic Enhancement program; probation (academic) (++++)
  - Adding diverse faculty and staff (++)
  - More emphasis on academic advising; centralized (+)
  - Hire additional professional advisors (++++)
  - Make experiential learning (++)
  - Engage in personalized teaching (++)
  - Bring more role models to campus to provide experiences and workshops (+++)
  - Increased off-campus learning experiences (++++++)

### Goal 2: Research of Impact

- Define the goal – What does it mean to you?
  - Research that makes a difference in people's lives (++++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Each school puts their relevant research into action
  - Each student is offered research related opportunities, with support of such endeavors by university (++++++)

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- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - University may offer supporting grants to support program/collaborations (+++)
  - Support for community collaboration between campus and greater community (++)
  - Continued student involvement in research experiences (++++)

### Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
  - Pitt's presence in campus, city of Bradford, 6-county region (+)
  - Pitt's presence in mid-Atlantic region (+++++)
  - Education, economic, artistic, athletic, health and wellness, cultural (++)
  - Employment after graduation (++)
  - Awareness and political activities (+)
  - Cross collaboration between areas across campus (students, faculty, staff, community, alumni) (++)
  - Strengthen collaboration between regional campuses and Pitt campus (+++)
  - Faculty connection with community (partners; service learning, internships, research, consulting) (++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - To increase collaboration between regional campuses (++++)
  - To increase graduate admission to Oakland, strengthen collaboration with Oakland (+++)
  - Beyond economic impact, assessing other aspects of impact (quantitative to qualitative) (++)
  - Some type of center at regional campuses that Pitt could be known for (just like Penn State has extension offices) reputation (active centers with physical resources and human capital) (++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Regional faculty conferences (+++++)
  - Continue with year of events with different funding models (++)

### Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
  - Increase diversity of faculty and staff (ensuring we use the broadest definition for diversity and inclusion) (+++++)

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- Equity – in the broadest (access, opportunity, pay, service, leadership, recognition) (++++)
- Increase diversity of student body (+++)
- Increase diversity/inclusion in both the general education curriculum and the major/minor program curriculum to prepare students to engage in global community (++)
- Internationalize the curriculum (more faculty focused on comparative/international approaches) (+)
- Personalize and recognize individual in curriculum/campus (+++)
- Promote intersectionality in curriculum and programming and as a way for community to see how we are all interrelated (+)
- Improve accessibility on campus (including for physical issues as well as for cognitive differences) and also for gender non-conforming (+++)
- Restrooms should all have buttons for opening doors, buttons around campus need regular checks, need button access and more gender-neutral restrooms (+)
- Pitt should be known as a leader in access, whether ability-related, socio-economic status, generational diff., etc.; allocate resources to improve access; for all aspects of diversity (++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Pitt to be known in leader in accessibility (++)
  - Increase enrollment of all kinds of accessibility (SES, gender, etc.) (++)
  - See goals
  - Evaluate curriculum for DGI
  - Enhance based on findings
  - Assess students' understanding of diversity
  - Community view the University as welcoming resource (+++)
  - CHANGE (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Enhance funding for accessibility and services (++++)
  - Inventory current all-kinds of access
  - Resources allocated for programming for diversity, inclusion, global affairs equity (+)
  - Resources for faculty/staff development (group or individual) (++)
  - Increasing positions to increase faculty/staff abroad
  - Multi-cultural center on campus with a dedicated physical space and resources (++++)
  - Continue to provide and enhance community offerings

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- Stackable credential opportunities (+)

#### **Goal 5: Embrace the World**

- Define the goal – What does it mean to you?
  - Exposure to varied cultures, ideas, problems, and solutions (+++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Utilizing technology to interact with students and faculty within other regions and nations (+++++)
  - Increase study abroad opportunities (+)
  - Engaging with local community as well as that at greater distance (and resources and better on-boarding for 1<sup>st</sup> time participants) (++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Greater availability of study abroad scholarships (++)
  - More brainstorming with and training for application of technology (++)
  - Inviting greater community to engage in campus cultural events (++++)
  - Investigate and celebrate local cultures (+++)
  - Create town and gown events (+++++)

#### **Goal 6: Foundational Strength**

- Define the goal – What does it mean to you?
  - Community relationship – Town Gown (++++)
  - Increase communication – clear and transparent (++++)
  - Eliminate silos (+++)
  - Building a culture of collaboration and inclusion (+++)
  - Expanding interdisciplinary initiatives (+++++)
  - Competitive compensation and professional development nationally and peer institutions (Penn State) (+++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Reanalyzing compensation across the board (+++++)
  - Clear path for internal advancement and personal growth (+++++)
  - Better retention (+++++)
  - More unified culture through collaboration (++)
  - Improved reputation/strong enrollment (++)
  - Prevent burnout for faculty and staff (+++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?

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- Fundraise (+++)
- Increase enrollment and retention (++)
- External grants and research opportunities (more collaboration among constituents around grant opportunities)
- Strengthen our relationship with our colleagues in Oakland – visibility (+++)
- Increase branding and Pitt Pride on our campus