

Plan for Pitt 2025

Workshop Notes

Date: February 11, 2020

Participants: Philanthropic and Alumni Engagement

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: Advanced Educational Excellence

- Define the goal – What does it mean to you?
 - Providing personalized education, individualized to meet the long-term goals of each student (++)
 - Flexible degrees that incorporate passions and interests (+)
 - Educational excellence may (or should) expand to include lifelong learning (++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Expand options for education, degrees, certificates, experiences (research) online (++)
 - Increase resources to support experiential learning, research and study abroad at all levels
 - Increase placement rates
 - Ensure every student has access to a professional network (and in place prior to graduation) (++)
 - Increase out of state and international students (+)
 - Increased retention of 2nd/3rd year students
 - Decreased time to graduation (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Collaboration between university departments, divisions and within the schools (++)
 - PAF, career services, Student Affairs, OAPA, financial wellness
 - Equity and access to career services, mentoring pre and post-graduation support and engagement (+)
 - Expand 3:2 programs and certificates (+)
 - Expand resources for at risk student populations (+)
 - Infuse diversity and inclusion (+)

Goal 2: Research of Impact

- Define the goal – What does it mean to you?

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- Moving research from the University into society – having “real world” impact (+++)
- Being more innovative/creative with research (+)
- Using data to compare what has been done, and where the gaps are – adapting to a changing society (++)
- Focused research for higher impact
- Enabling students to be successful in their careers, which have positive societal impact (++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - # of spinoff companies that reflect strategic priorities of Pitt for society (++)
 - Attracting a more diverse pool of students/researchers/faculty to address changing strategic priorities (++)
 - Increasing breadth and diversity of funding sources (++)
 - Increase awareness in Alumni (Pitt/UPMC community) population of achievements (+)
 - Increase graduate preparedness for all research employment sectors (i.e. industry, government, NGO/nonprofit)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Community engagement center, innovation institute, engage Pitt, tech transfer initiatives overall, international outreach, clinical & translational sciences institute, cooperation with local institutions (C.M.U., UPMC, etc.), Panthers forward, expanding financial aid (+)
 - Expand financial aid / scholarships / money access for students and research projects, especially underserved populations – provide financial opportunities to attract faculty / retain faculty (+++)
 - Use the research to drive decision making at Pitt and with policy leaders
 - Infuse diversity and inclusion (+)

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
 - Good that the strategy is broad
 - Further our mission through collaboration
 - Larger community supports our mission (+)
 - Reciprocal relationships (+)
 - Create a sense of belonging (++)
 - Ethnic responsibility
 - Sustained relationships with all partners external to the University

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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?
 - Hubs of international activity (+)
 - Research, consulting impact, acculturation, donations to Pitt and investment by Pitt
 - Build alumni networks (+)
 - Alumni Relations strategic plan (+)
 - Support plan for alumni volunteers (+)
 - Create a lifelong learning plan / strategy
 - International / regional mentoring and placement networks (+)
 - Access to Pitt Network (+)
 - Increase number of alumni communities (+)
 - 90% of students have job in their field
 - Create cohesive affinity for the University
 - From acceptance to Pitt until death
 - Increased student engagement
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Community engagement center (+)
 - Refine plan / strategy (+)
 - Define services for locations
 - Pitt services
 - United Way
 - Expand support of other regional community organizations
 - Take advantage of close relationships with UPMC to coordinate with community outreach initiatives
 - Infuse diversity and inclusion
 - Equity for support of community strengthening across divisions
 - Create more opportunities for alumni + students to be in the same room
 - Encouragement / platform to share your Pitt story

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - Increase Pitt Outreach to Diversity groups (++)
 - Fostering conversations in a diverse culture (++)
 - End goal – it's everyone's job and not a particular office (+++)
 - Providing a voice to this population (++)
 - Use of word "regional" too limiting (+)
 - Require diversity activities for students, faculty and staff (+)

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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?
 - Diversity inclusion is part of all goals (++)
 - Have a measurable outcome (++)
 - Pitt becomes a destination for those seeking diverse education / teaching
 - Increased opportunities for students to experience diverse cultures, lifestyles, beliefs and privilege (++)
 - Culture change University-wide, not just meeting requirements (+)
 - Increase diversity of applicant pools and hiring across all units
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Examine ways to reflect on and address biases (++)
 - Find a benchmark college or university that is doing it well (+++)
 - Have resources to support and incentivize this action (++)
 - Go from one office to incorporation in all areas (++)
 - Use student athletes as first focus groups (--)
 - Find other campus groups to identify as stakeholders (+)
 - Training offered to supervisors

Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Inclusivity and collaboration (*)
 - Going outside comfort zone (*)
 - Regard (respect) for cultural aspects that are not own (*)
 - Embracing a more subversive culture
 - Interaction between cultural groups
 - International research initiatives (*)
 - Bringing the University to the world (+*)
 - Physical bricks mortar institutes around the world
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Expand international services to attract and support high-level international talent
 - Expanded development and alumni relations
 - Staff to put more focus on international constituents (+)
 - Expand and promote travel opportunities for the student body (++)
 - Exchange programs for fellowships and research
 - Providing the resources to make participation easier (*)

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- More funding opportunities for Pitt community to study abroad and research (bring cultures through education and experience)
 - Increased Pitt's brand/awareness in key markets worldwide
 - Increase opportunities for international students to study at Pitt
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Recruitment of international and diverse staff and faculty to Pitt (ex. Dr. Sahel and vision and Rehabilitation hospital) (+)
 - Established physical Pitt institutes in prominent research areas
 - Collaborate with international experts to solve international problems
 - Targeted alumni relations, admissions, etc.
 - Reciprocal financial arrangements
 - Infuse diversity and inclusion

Goal 6: Build Foundational Strength

- Define the goal – What does it mean to you?
 - Capacity to partner internally – collaboration (+)
 - Inclusive of both faculty and staff (same team, same mission) (++)
 - Consistent culture among divisions and departments (+)
 - Capacity to partner externally – government, local and national community (+)
 - Streamline the hiring process
 - Compensation = recruitment and retention, NOT cost – containment (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Cultural consistency (respect) throughout divisions
 - Awareness of events and initiatives in all divisions / University-wide (++)
 - Knowing who at the University is responsible for what (+)
 - Increased clarity in HR job classifications (+)
 - Utilize faculty and staff experts to provide professional development – cross-collaboration (when applicable) (+)
 - Expand grand rounds past medicine
 - Minimalize duplicate efforts (++)
 - Unity of focus
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Define 1-3 cultural foci to distribute across all leadership, faculty and staff (++)
 - Improving intra-divisional communications
 - 1 location for all communications to be shared

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- 1 shared University-wide calendar that everyone actually uses (divisional calendars feed-in?)
- 1 staff and faculty directory
- Regular meetings / collaboration in functional areas across divisions (i.e., social media managers meet)
- Professional development trainings provided to faculty and staff by University experts in respective functional areas (+)
- Infuse diversity and inclusion (+)
- Streamline all HR functions to reduce barriers to hiring and attract and retain the best talent
- Understand HR system/functions (+)