

Plan for Pitt 2025

Workshop Notes

Date: 1/13/2020

Audience: Undergraduate students

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?
 - Diverse thinking; open academic environment discussion and not to be judged; important different departments work together because is diverse (+)
 - Encourage interdisciplinary experiences (++)
 - Departmental visibility (++++)
 - Access to experiential learning; paid (+++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - More students in personalized and learning experiences versus traditional major and minor paths (e.g. see engineering)
 - % of students -> workforce, grad and how many get help from Pitt
 - Communication from employers and other opportunities (+)
 - Satisfaction with advising process (++)
 - Improvement in how many students are using disability resources (++++++)
 - Measuring success beyond grad schools/traditional means (++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - In advising – clarify final authority (with a document or person) (++)
 - Info regarding req., transition process for students and gen. advisors (+)
 - More pre-professional/ career advisors
 - Within departments as well (++)
 - Reevaluate requirements without removing faculty from small departments (+)
 - Improve access to non-traditional resources
 - Access to online classes ; outside classroom experiences
 - Financial resources specific within department courses (see: arts) (++++)
 - Improved visibility of disability resources and communicating possible outcomes to encourage usage; alleviate fears (++++)

Goal 2: Research of Impact

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

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- Introduce research opportunities that focus on both the world and on our own university (+)
- Present financial transparency on research and where our priorities go with financing! (++++)
- On campus research goals:
 - Focus on student resource utilization (+++++)
 - Basic needs resources, academic resource, mental/physical health
 - Benchmarking and research sustainable universities to prioritize sustainability in campus research and in future developments (+++++)
- Off campus research goals:
 - Focus on increasing # of and improving partnerships both within and outside of the Pitt community (regarding everything from inter-department partnership to broad community/outside partners (++)
 - Prioritize checking Pitt's actual impact on local/global matters (+++++)
- Redefine what we identify was "research of impact" and broaden the fields/departments/disciplines where research is prioritized (+++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Enhance visibility of research opportunities across disciplines (++)
 - Improved/increased partnerships with research opp. focus
 - Financial transparency in research and where \$\$ is allocated (+++++)
 - Improved inter-departmental community (++++)
 - Visibility in how we see research impact on campus (regarding students, staff, etc.) (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Reacting to research that we find appropriately and effectively reacting to results
 - Producing timely, sustainable, well-advised solutions (+)
 - Research grants (Honors College, etc.) (+)
 - Input sessions/workshops
 - Encouraging/facilitating impassioned community members to act
 - Pitt does a good job with this
 - Fund more professor's research topics (+)
 - Destigmatizing research across campus; don't have to be a STEM major to do research
 - Providing visible, collaborative research opportunities outside of a lab (++++)

Goal 3: Strengthen Communities

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

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- Add open communication to definition and accountability to surrounding community (++)
- Focus on strengthening the city of Pittsburgh (+)
- Have more faculty available (++)
- Tenuring faculty of color(+++++)
- Having equal opportunity for access to spaces (++++)
- Increase common space (++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Decorporatize -> move to a more public institution (++)
 - Green initiatives (+++++)
 - Open lecture idea (++++)
 - Have a lecture that anyone can go to and if they like it they can enroll in the class
 - More talks about current issues and topics surrounding students
 - ADA accessible for all spaces (++++)
 - More access to compost and recycling; Pitt start to recycle (+++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Increase opportunity for access to spaces means making more spaces available to equitably for all students (+++)
 - Give more focus to the arts (+++)
 - Frick fine arts annex addition scheduled to come later
 - Art spaces in basements
 - Better visibility on campus
 - Make art spaces more public
 - Decrease tuition (+++++)
 - Greater draw of students
 - More accessible education
 - Increase alumni mentorship (++)
 - Helping students gain employment in alumni corporations
 - Divest from fossil fuels (++)
 - Invest using SRI principle (++)
 - Currently invested fossil fuels ->shift money into Pittsburgh neighborhoods (++++)

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - For staff and students

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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?
 - Lower cost/ more affordable school because race is linked with class (++)
 - Create a campus where people feel safe; who is defining “safety” -> not an increase in policing; NO MORE POLICE (++++)
 - Diverse enrollment by course, not by school; ensure diverse representation in each course (+)
 - More active diversity promotion offices (++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Decrease tuition (++++)
 - Increase scholarships (need based) (++++)
 - Waive application fee (++)
 - Increase staff for Title IX office (+++++)
 - Prioritize tenuring instructors of color/non-males (++++)
 - Emphasize cultural and global perspectives in other classes than study abroad (++++++)
 - Create Asian American studies program (++)
 - Create a space for marginalized students without transphobic staff
 - Create LGBTQ+ student center
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Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Explore and interact with cultures beyond our own
 - Bring a bigger awareness to scholarships concerning study abroad
 - Deadlines are short
 - Complete and total scholarship (++)
 - Continue to strengthen studies in Eastern countries – study abroad opportunities in all places in the world (+++)
 - Teaching from a global perspective (+++++)
 - E.g. world theater class spent most time on England
 - Add incentives for attending events with global perspectives (++)
 - OCC (?)
 - Provide more of a “community to increase participation
 - Have guest lectures talk about global topics (+++)
 - Hire more professors with diverse backgrounds (+++++)
 - E.g. teacher in economics had experience with South American economics

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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?
 - More students studying abroad because of scholarships/ visibility/understanding of importance (++)
 - More students moving abroad after college (-)
 - More cultural diversity in terms of incoming students
 - More awareness of Global Hub; make it more open and available to all
 - More programs/events exploring cultures outside our own (++)
 - Supported exploration and risk taking in projects (+)
 - E.g. arts outreach to other countries but need support from University
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Having more (complete and total) scholarship and awareness of them (++)
 - Better promoting Pitt Global Hub and Pitt Arts (+++)
 - Growing OCC and promoting MyPitt Global (+)
 - More incentives to complete OCC and MyPitt Global
 - Promote events and better communicate between culturally based clubs (+++)
 - Encouraging departments to pursue more culturally diverse projects (+++)
 - Financially support cultural projects (+++++)
 - Create Asian American studies program (+++)

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Benchmarking that uses members of the Pitt community to mark/identify actual success (++)
 - Ensure faculty/staff/Pitt community members feel engaged in this process (++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Widespread metrics that determine satisfaction with campus (+)
 - Faculty have good infrastructure for classes, are being financially supported properly (i.e. adjunct, etc.) (+++)
 - Information systems and technology that supports effective communication
 - Restructure the idea of what student representation is across campus (++)
 - Abolish SGB presidency -> board will suffice (+)
 - Effectively use student opinion surveys and appropriately react to criticism (++)
 - Effective support from the university for unionization (+++)

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- Communicating with student and faculty groups on even-footing is crucial for strong internal culture
 - Grad student union, faculty union, etc. (+++++)
 - Transparency about partnership and financing to give the community the chance to speak on these topics (+)
 - Don't take money that threatens academic integrity (+++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Renovate current infrastructure (sustainability) in addition to building new buildings to improve conditions (+++)
 - Cut admin/sports coach salary to redistribute \$\$ to the faculty (++++)
 - Pay student workers \$15/hour (+++)
 - Stop paying Ballard-Spahr (over \$1 million now!) to do anti-union activities (++++)
 - Raise our standards for partnerships to improve current partnerships and build responsible, effective, better ones
 - Support events from different groups equally (+)
 - i.e. not prioritizing athletic events (+++++)
 - Victory lights not necessary (they kill birds) because we won? It's a game

PARKING LOT IDEAS:

These are ideas that don't fall neatly into one goal conversation and were captured separately.

- Locations/space concern! Please provide space and enough resources for the arts that are not in basements! It's hard to study natural light and shadows without windows and study architecture in spaces where there is none and just concrete
- All theater spaces leak (+)
- Comprehensive, international, campus-wide composting and zero-waste infrastructure (++)
 - Generally more sustainable focus on all campus initiatives