Plan for Pitt 2025
Workshop Notes
Date: 1/14/2020
Participants: Open to Pitt community

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?
    - Teaching people on a more individual level (+++)
    - Preparing people for graduate school – holistic path (+)
    - Should be geared to learning styles – especially online (++)
        - Online is not for everyone and should be considerate of everyone's learning styles
    - Not being behind – where will the jobs be in the future
    - Teach students to be adaptable – a lot is driven by technology – see where it is going and transforming our workplaces (+)
    - Making sure our faculty and staff are continuing to learn – especially putting a focus on <u>staff</u>. It's important for the to also have resources to grow. (+++; -)
    - Making sure excellence and diversity are tied together (++)
    - Means advancing education for the region and advancing Pitt for the region and students – is excellence at the institution being shared in the community as well – for all of the branch campuses (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Expanding diversity – faculty, students and staff – not just looking at the numbers – even mentally (+++)
    - Experiential learning – engaging in real situational experiences (+)
    - How do we change the classroom – cost without all of the real estate
    - Transferring of credits between branch campuses and main campus (++)
    - Teleconferencing – even if don't want to be at main campus (++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - New pathways for non-traditional students; like Pittsburgh Admission Collaborative
        - Financially more accessible (+)
        - Text out a class, get a taste of college
    - Expanding our online learning experience and opportunities

- More people are attending college online

Goal 2: Research of Impact
- Define the goal – What does it mean to you?
  - Explore up and coming opportunities (++)
  - Open to new partnerships in community and business (++++)
  - Telling the story better (internally and externally) (Graham Hatfull, et al) (+++)
  - Incorporate more into class (+)
  - More opportunities for undergraduate/class research
  - Transparency within local/Pittsburgh community (++)
  - Enhance regional campus story (++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - SCI partnerships (Google/Uber, Starships) (+++)
  - More international partnerships/programs (+++)
  - Additional "related" campus (Kazakhstan; Newcastle-on-Tyne)
  - Pitt IT tech relationships (+++)
  - Promote social science research
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Spotlight culture change AND lives (+++)
  - Other types of research (art)
  - Bring more entrepreneurs to campus to discuss the start-up process (+)
  - Make sure professors are adequately helping students with their ideas for research and are not profiting from students'' ideas and work for their own benefit (++)
  - Teaching students how to engage in research - making sure they know what is and is not appropriate to be asked of them (+)
    - Same for lesser staff, volunteers

Goal 3: Strengthen Communities
- Define the goal – What does it mean to you?
  - Giving back (+++)
  - Partnership with community; community defined as families, schools, businesses, religious organizations/agencies, non-profits (+++)
  - Knowledge: maximize Pitt's teaching into community (++)
  - Communicating Pitt's sensitivity to community and neighborhoods (+)
  - Learn from community we engage with (+)

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Blend the university to its neighbors (what does this mean?) (+)
  - Community members presence on Board of Trustees (main and regional) (+++)
  - Expansion of community engagement centers (++++)
  - Volunteer fair (+)
  - Develop retirement community for staff based on retiree's service to community (++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Curricular requirement for volunteer in the Pittsburgh community (+, +/-)
  - Incentivize faculty and staff to give back (++++)
    - Enable flex time etc. for volunteer opportunities (+++)
  - Larger and separate volunteer portal for faculty and staff (+)
  - Educational classes/training financial and life skills (++)
  - Open use of facilities to community and groups (+/-)
  - Keep retirees active and allow to participate in community and tie it to retirement benefit (+)

Goal 4: Diversity and Inclusion
- Define the goal – What does it mean to you?
  - Not just aspiring but living and being a "university community that embodies…."
  - What is being done to attract diverse faculty and staff? What is <u>really </u>being done? (+)
  - Do our future students see themselves in our university? In its administration, faculty, staff, students? Can they picture themselves here?
  - Diversity is about more than race – Need ot consider rural v urban, socioeconomics, disability, etc. (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Widespread and universal accessible design so that <u>all</u> persons can navigate, enjoy, and utilize campus. No excuses. (+)
  - Communicate resources for faculty/staff to support them/visibility/ i.e. are these student-facing or applicable to the entire community? (+)
  - Personalize study abroad /research opportunities to widen/broaden innovative and diverse approaches to global immersion
  - Travel across campus in a wheelchair with <u>no</u> obstructions. (+)

- o Connect international students with regional students (i.e. India-Bethel Park) to bridge borders, foster understanding, and create global friends. (+)
  - o Create interdependency among faculty, students and staff (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Convene working focus group with stakeholders of all background to continually refresh approaches
  - o Balance diversity and inclusion approach in hiring with merit-based approaches (+)
  - o Equity in pay for all! (++)
  - o Train staff and faculty to better engage with international student (norms, customs, etc.); etiquette; cultural differences go both ways (+++)
  - o Diversity and inclusion is also an experience. Learn from the world and regional around us – get students out of the classroom and into the community! (+)
  - o Develop better hiring practices that ensure diversity (+)

Goal 5: Embrace the World
- Define the goal – What does it mean to you?
  - o Travel
  - o Explore
  - o Opportunities to all students
  - o Be a leader
  - o Include staff to take skills abroad
  - o Affordability of study abroad
  - o Integrate international students more
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Facilitated, "required" connections between domestic students and international students. Are we creating relationships, building understanding, and fostering reflection?
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o More opportunities, for more majors, to study national and abroad
  - o Use tech to connect directly with students and teachers around the world
  - o Virtual reality to see other parts of the world

Goal 6: Foundational Strength
- Define the goal – What does it mean to you?
  - o Enhance institutional infrastructure

- o Maintain actual physical presence
- o Increate tech investment/execution
- o Focus toward future technology and standards
- o Build for 50 years out
- o Anticipate additional traffic/ attendance
- o Institutional Master Plan/ Campus Master Plan (+)
- o Build on strength of students
- o Enhance recruitment of faculty from research standpoint with focus on student research (+)
- o Cultivate culture of inclusion at all levels (staff, faculty, hiring, etc) (++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - o Sharping the workplace initiative (+)
    - o Grow research renown and funding and partners
    - o Constituent Pitt experience across all campuses (+++)
    - o Enhance transparency/storytelling of Pitt experience (+)
    - o Increase institutional agility (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - o More ad campaigns (+)
    - o More fiber/higher tech
    - o Use employee feedback to guide workplace advancement
    - o Encourage people to engage with internal communications and be aware of what's happening at Pitt. And then be Pitt's best cheerleader (+)
    - o Institutional support (encouragement) for employee education, professional development, and civic and volunteer engagement.
    - o Better people = foundational strength!
    - o Resources for staff – improve Pitt processes