Plan for Pitt 2025
Workshop Notes
Date: 1/23/2020
Participants: Faculty session (#2)

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?
    - Supportive environments
    - Inter-disciplinary approaches to teaches and learning (+)
    - Provide access:
        - Post-bac
        - Financial
        - Digital
    - Expand to online learning
    - Recruiting emphasizing diversity in students, faculty, and staff
    - Non-traditional students (++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Graduation rate
    - Time to graduation
    - Increase in nontraditional students (+)
    - Increase our academic reputation
    - Employment rate in field of study – graduate rates
    - Increase leadership capacity of students and graduates (+)
    - Increase number of students who go on for advanced degrees
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - OCC program
    - More interdisciplinary degree offerings and graduates
    - Career center
    - Internship guarantee program
    - Diversity recruitment – students, staff, faculty
    - Increase visibility of handshakes program
    - More efforts in place to build leadership capacity
    - More faculty professional development
    - Diversity and inclusion training

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
    - Strategy – how to implement?
    - Beyond single PIs – bring together range of expertise
    - Tie strategies 1 and 4
    - Cultural sensitivity
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Number of projects commercialized; impact on target
    - Number of impacts on target tech community
    - Make it easy to collaborate – research/programs
    - faculty evaluation - $ and publications – no attempt to evaluate other measures, e.g. impact
    - Balance tech and social network measures
    - School determine what is most important and change from $ or #
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Align incentives with goals (previous 5 years)
    - Define MPAs
    - Address agility
        - Go hire
        - We don't upskill – can we do this?
        - Partner with industry
    - Provost level = reps from each school to identify collaboration problems, challenges

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
    - Serving local community – Pitt faculty and staff in career development
    - Regional outreach for perspective students and staff (+)
    - Better marketing about programs/resources value added
    - Study abroad
    - Study locally
    - Study regionally
    - PAC
    - CEC – engage local communities
    - Pitt Communities encourage participants
    - Partnerships – Pittserves, Pittarts
    - Investing now – CTSI research studies

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Perceptions of Pitt change
    - Increasing opportunities and awareness of programs
    - Increase participation at CECs
        - Collect data of students and staff engagement
    - Better engage alumni – how?
    - Increased number of faculty and staff taking advantage of programs (academic and civic)
    - Increase local business partnerships to enhance academic experience
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Listening session to gather goals/desires and needs – community, students, staff, faculty
    - Develop software to help recruiters prioritize for community engagement opportunities
    - More transparent prioritizing
    - Match resources to priorities
    - Increase knowledge about programs, research opportunities
        - CEC
        - Pittserves
        - Handshake
    - Valuing faculty work in this area

Goal 4: Diversity and Inclusion
- Define the goal – What does it mean to you?
    - How do we define diversity of all kinds much broader
    - Don't let it be an "add on" – must be a part of everything
    - Strategies: Community members engage on grants
        - Transparent
        - Expand local and national exposure where you're out of your comfort
        - Evaluate where we are – glacial movement; move the needle
        - Portfolio
        - Working group -commit efforts to benchmarks from universities
        - LGBTQ Center – grad students
        - Provost involvement in approving strategies to include diverse pool
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Not addressed

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Not addressed

Small group did not have time to tackle all 6 goals.