

Plan for Pitt 2025

Workshop Notes

Date: 1/23/2020

Participants: Staff session

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?
 - Increasing the power yes and taking down barriers to progress – hierarchy within university and schools (+)
 - Chancellor and provost seed grants and promote new ideas and momentum
 - University consortium (across US)
 - To manage education debt; debt forgiveness or reduction of payments (+)
 - To make higher education more affordable for those who want to attend
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Immersive technology?
 - Removing barriers to sharing information and promotion collaboration (++)
 - Between researchers, faculty, students, and staff
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Additional opportunities for cross-disciplinary courses/programs for students (+++)
 - Including diversity within core curriculum (not just as separate bullet point of Plan) (+++)
 - Real world challenges and how their discipline can impact that (+++)
 - This is key in university relevance in 21st century and in case for higher education affordability and accessibility (+)
 - More co-ops
 - Using technology to leverage relationships with leaders around the world

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
 - Real world application
 - Ideas that begin the community with potential for global impact
 - Community research

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- Global reputation of Pitt
- Interactive and responsive dialogue between researcher and participant
- Research relevant to industry – applied; impactful
- Synergistic relationships between researchers and innovators and industry
- Addressing current, critical world challenges (UN sustainable development goals)
- Address climate change/sustainability
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Making a difference in people’s lives
 - Equitable benefit to all parties
 - Global/personal reputation
 - Global partnerships and collaboration
 - Research results that respond to the individual and greater society’s needs
 - Education has real world value
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Community Engagement Centers
 - STEM/STEAM
 - Broadening revenue streams; not reliant on one source – which is not sustainability. This impacts progress, level we can serve our students, political will.
 - More gap funding for translational research to cross divide and be able to impact community.

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
 - Expand and strengthen network – is everyone Pitt’s community?
 - Local, regional, global – should we define local, regional, global strategic community members?
 - Build skilled workforce to foster industry partnerships. (+)
 - Engaging the local Pittsburgh and western PA community partners meaningfully
 - Defined community feedback
 - Address stagnation of communities around regional campuses (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Increased number of Pitt spin off (start-up) companies and collaborative efforts (non-financial); translating and tech transfer? NGOs? Nonprofits? Other universities or colleges?
 - More community engagement centers (+)

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- Partnerships with foundations and grant makers
- More partnerships with alumni
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Pitt Day of Caring (senior administration encourages employee participation)
 - Innovation Institute/IEE has multiple programs to promote innovation and entrepreneurship
 - Apply for greater # of government and foundational and alumni grants
 - Strengthening on-going dialogue with community members
 - Greater outreach of the K-12 community (students, administrators, teachers) for college prep, graduate research

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - Safe place where feel accepted, sense of openness
 - Different perspectives where we learn from one another (including cross disciplines)
 - Drives excellence in all other areas and strategies and helps us achieve all our goals.
 - Learning from one another and our differences.
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Every school and program including diversity and inclusion in their curriculum
 - Knowing what programs are doing and how things are being enacted (+)
 - More training or workshops on best way to visually welcome different people (mandatory at least at basic level for all) (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Seek other schools and institutions that do this well and learn from them
 - Getting to know people
 - Celebrating the diversity and inclusion we do have
 - Address gender and sexuality in a visual way (?)
 - Create hotline for rapid feedback regarding any diversity issues (non-reportable - informational only), i.e. how should I have handled a specific situation without offending anyone
 - Gender-neutral bathrooms (+)

Goal 5: Embrace the World

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

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- Learn more about others' cultures and their model of research (+)
- Become more aware of other disciplines and resources
- Make Pitt a safe place for diversity, inclusion, and global interaction (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - To convene global researchers we would need to develop computer systems that are General Data Protection Regulation (GDPR), HIPAA, and FISMA compliant for investigators/data collection.
 - Steady increase in international students, faculty, staff (+)
 - More global opportunities for Pitt community (+)
 - Meaningful measures of global partnerships (+)
 - Innovative use of technology to create/enable global activity in a world where face-to-face interaction is a challenge (+)
 - Programs for cultural awareness (+)
 - Research on underserved populations (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Implement interdisciplinary sessions/workshops to share/learn about each others' areas
 - Formal first-year programs for study abroad (+)
 - Sharing best practices university-wide
 - Pitt Law developing expertise in facilitating global interactions

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Developing a robust, streamlined communication system for faculty and staff that consolidates and aligns the various existing channels (for info on all topics – detours, planning meeting like this, etc.) (+)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - A university-wide system for career path development (with career trajectories)
 - Better define job classifications especially research staff
 - Financial incentives for professional certifications
 - More affordable/available parking = incentive for new hires and keeps people here if it works for them (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Training/development – retains talent at Pitt

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- More departmental/targeted training in age/gender diversity (to help shrink gaps) (+)
- Align salaries with industry so staff stop leaving Pitt and can hire entry level personnel (++)
- Educational benefits for grad school
- Make the website staff-friendly – often we are imbedded or missing and must search for information
- More affordable (it appears better than it is) (+)
- Continue to move forward with the integration of all Huron/computer systems; research and HR