Plan for Pitt 2025
Workshop Notes
Date: 1/27/2020
Participants: Faculty

**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)

Due to small number of participants the group was only able to discuss 3 of the 6 goals. The group selected the 3 goals they wanted to focus on for this session.

**Goal 1: Academic Excellence**
- Define the goal – What does it mean to you?
    - Better alignment with current demographics
    - Premier university – provides value-based education tool -> prepare graduates to excel in field in 2020 and beyond
    - More institutional flexibility to promote individual goals
    - More cross-school flexibility
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Recognize creativity of teaching in promotion and tenure
    - Improve retention/graduates
    - What is quality applicants
    - Better graduation outcomes and support to gather
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Different tools to learn
    - Refine definition of credit
    - Build out-of-box classrooms flexibility
    - More collaboration across schools for hybrid learning -> recognition in merit
    - Increase advisers
    - Local/regional/international/national study opportunities
    - University provide assistance with collection of outcome data

**Goal 2: Research of Impact**
- Define the goal – What does it mean to you?
    - Define research of "impact"
    - Recognize diversity of impact -> including but not limited to standard modes of funding (internal and external)

- o Recognize research of education
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o More cross-campus research collaboration
  - o More diversity in recognition other than publications/grants/patents
  - o More small impact research
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Increase diverse values in computational work that supports cross school work -> Recognize need for cross cultural and school needs
  - o Guarantee research reaches classroom
  - o How to measure impact – at unit level
  - o "Blog" ways to communicate with faculty of similar research interest across campus

**Goal 3: Strengthen Communities**
- o Not addressed

**Goal 4: Diversity and Inclusion**
- o Not addressed

**Goal 5: Embrace the World**
- o Not addressed

**Goal 6: Foundational Strength**
- Define the goal – What does it mean to you?
  - o Supportive environment to ALL (tenure and non-tenure faculty, staff, students)
  - o Collegiality and policies/environment supporting that
  - o Truly engaged faculty at all levels of the university
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Increased collaboration with business, external partnerships (community groups), other universities/colleges
  - o Better align faculty and institutional goals -> promote faculty engagement by school/department level credit for participation
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?

- o Improve mentorship for all faculty; especially non-tenure stream, mid-level (assoc. prof.)
- o Improve support for work-life balance; daycare, parking, alternative work space, (promote) paternity leave
    - ▪ Equal access for all: staff, faculty, grad students
- o Change culture to improve website/social media changes – transparency in chain of command regarding web access, advert., image
- o Reducing barrier to collegiality: allow more flexibility in <u>unit level</u> discretionary spending
- o Reduce partnership barriers: promote and recognize efforts toward collaboration with business/commercial (beyond publication)

**"Parking Lot" Ideas**

- Standardize faculty/staff promotion and tenure experiences across all campuses
- Incentivize activities such as this – low turnout indicates people don't see what's in it for them