

Plan for Pitt 2025

Workshop Notes

Date: 1/27/20

Participants: Staff

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?
 - More affordable (++++++)
 - More accessible – more guidance to staff on education options (+++++)
 - More supportive (++++)
 - More “individualized” – comprehensive advising experience (+++)
 - Enriching diversity of experiences across campus ecology (+++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - More funding for experiential education (++++++)
 - Internships
 - Research
 - Study abroad (+)
 - Community engagement (++)
 - Standard education
 - Promote experiential education across all majors (+)
 - Ensure and promote equitable access (+)
 - Pitt and local school connections (++++++)
 - Mentor its students
 - Outreach
 - School field trips to get kids interested and excited about Pitt (++)
 - Pre-college summer programs (+)
 - Reach out to schools that have fewer resources
 - More support for present Pitt students (mentor programs) (+++)
 - Better mental health supports (++)
 - Holistic student/staff/fac support
 - Increased representation of diverse students – economic, race, location (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Decide Pitt’s personality (+++)

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- Affordability vs. Prestige (++++)
- Improve supports, access, polity for mental health
 - Student counseling, CTR under-staffed (+++)
- Increased community outreach & engagement (++)
 - Guaranteed admission & funding to local students (++)
- Find students to do: (++++)
 - Internships, research, etc.
- Individual education (++)
 - Mentorship – by faculty, older/senior students to guide you through program (+)
 - Cohort support

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
 - Engage in research that will have a global and community impact (+++)
 - Multi-disciplinary and collaboration (+++)
 - Increasing student participation (++)
 - Unsustainability goals – how are societal needs identified? At what scale? (local, national global?)
 - Define best practices of research – management, student service, etc.
 - Investments in facilities – where?
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - The University should be a model for research and best practices (++++)
 - Increased national recognition
 - Campus-wide participation at all level (++)
 - Prioritizing students research (undergrad opportunities) (+++)
 - Global recognition (+)
 - Increased partnership with external entities (community partners) (+++)
 - Increased international students & scholars
 - Increased support in difficult political climate
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Create funding streams to encourage research that is not faculty driven only (i.e. staff) – community-engaged research (++++)
 - New construction / facilities that are sustainable and forward thinking (+++)
 - Improved communication regarding research opportunities and current research projects (++)

Goal 3: Strengthen Communities

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- Define the goal – What does it mean to you?
 - Using University as a community building device
 - Outreach/ education (free) to the public (++++)
 - Building stronger relationships with alumni (+++)
 - Alumni to students, alumni to alumni and alumni to Pitt
 - Strengthening collaborations between faculty and staff (+++++)
 - Developing connections within Pitt (++)
 - Utilizing Pitt resources to invest in local community (+++)
 - Listening to commentary to learn their needs (+++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Strong reciprocal community relationships (+++++)
 - Listening and understanding needs in order to best serve and be served
 - Greater alumni engagement (+++)
 - Not just fundraising (mentorships, etc.)
 - Stronger Pitt identity based upon experience / loyalty (“We are...”, H2P) (+)
 - Being a more inclusive community (++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Now
 - Pitt Commons – mini grants for seed community, engagement projects, research that’s community engaged
 - Community engagement centers (+)
 - Open invitations to academic activities / research
 - Professional development opportunities
 - Open invitations to center for creativity (+)
 - Free bus pass to encourage faculty/staff to go out in community (offer to temps & union staff as well) (++)
 - Future
 - Day off for community service (+)
 - More publicity/growth of Pitt Commons (++)
 - Expand Hail 2 Pitt connections/loyalty (not just for athletics)
 - Create neighborhood “alliance” teams (liaisons from Pitt to community) (++++) (alumni abroad)
 - Free shelters to campus for community members for specific programs/meetings/opportunities (+++++)

Goal 4: Diversity and Inclusion

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

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- Commitment to people first (people matter) (++++)
- Commitment to #YouBelongHere, #YouAreWelcomeHere (++)
- Understanding that D&I go hand in hand with affordability and access (++++)
- As a beginning, we need to acknowledge that we can do better and there's room for improvement (+)
- Pitt can be a model for the city and region – we are an asset to city and region (+)
- Means more than promote it: embody it (+++)
- To people outside of the University, is what we mean clear? (++)
- Physical and digital accessibility (++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - An increase in the admission of underrepresented or minority students. We can do more to attract and support these students (++++)
 - An increase in the number of faculty/staff who are currently underrepresented in our institution and/or practice field (+++)
 - Increase conversational, respect and equal partnership with our broader communities (++)
 - Are there experts/models we're not yet working with? Best practices? (+)
 - Pitt will have global recognition that we are a diverse and inclusive University (needs funding to increase diversity participation) (+)
 - Increase global presence (study abroad, partnerships) (+)
 - Pitt could be a contributor/catalyst for equity within the city and region (++++)
 - Create a cross-institutional group to get targets and create measurable outcomes and monitor progress (++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Create a Pitt campus elsewhere on the globe (not in PA, USA_?)
 - Create visibility of 1st gen fac/staff so students relate and find them (+)
 - Emulate within staff ranks the racial demographic of the city and region (++)
 - (Already) Pell match is a great starter, but there's more we can do to create an income-based program (++)
 - Better outreach to student populations we seek to increase (enrollment) (++++)
 - Better social support on-campus for underrepresented students (students of color, 1st gen) to boost retention and persistence. Formal, funded mentoring programs (+++++)
 - (Already) Community engagement centers, K-12 outreach programs, pre-collegiate, PACE, Office of diversity & inclusion – affinity groups – more investment (+++)

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Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Real world and applied/pure research balance
 - How are we doing here, internally? Global/local efforts already underway. Are we aware of the global diversity already at Pitt?
 - Can we make connections between 3 (community) and 5 goals? (+)
 - International students and geopolitical challenges (+++++)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Move from aspirational to “committed” (+++)
 - “convene” + recruit, support, include global minds – faculty, students, etc. (+)
 - Strengthen communities for these “bright minds”
 - Access and affordability for all international faculty/students – needs resources (++)
 - Partnership strengthens between Pitt and Pittsburgh (++)
 - Move from “convene” global community of researchers to support the global researchers
 - Affordability for exp. (study abroad, research, etc.) (+++++++)
 - Create funding to support research that addresses local issue collaboration (+)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - We are
 - Recruiting UGs internally (+)
 - Global hab. (+++)
 - Technologically advanced
 - Partnerships with CMU products/market
 - Connect local to global
 - We should
 - More international faculty and diverse in recruiting (+)
 - Increase support (\$/staff) (+)
 - Continually reassess what it means to “embrace” (++)
 - Continue to build partnerships with CMU
 - Create more connections from local to global

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Equal pay – competitive compensation (+++++)
 - Investing in staff/faculty (+++++)
 - Investing in physical updates to campus (+++++)

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- That aren't athletic facilities (+)
 - Adopting comprehensive and effective user systems per staff/faculty need (ex. Concur, Talent Center) (+++++)
 - Recognition of quality work (+++++)
 - Fostering Pitt Pride (+++++)
 - Support and develop external connections (globally and locally) (+++++)
 - Telework (++)
 - More classrooms and offices
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Revamp classification system (scary ranges) (+++++)
 - Increase retention (students, faculty and staff) (+++++)
 - To promote work/life balance (+++++)
 - Improve student recruitment (++)
 - Develop better feedback structures (performance reviews) (+++++)
 - Improve perceived status of University outside of Pitt community
 - Usage of physical spaces realigned to fit changing needs of University (+++++)
 - Better commuting solutions (+++++)
 - Parking (+++++)
 - Career paths (+++++)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Involve staff feedback before committing to new systems (+++++)
 - Provide ongoing and comprehensive training when adopting new systems (+++++)
 - Provide transparency in review processes (what were the outcomes of a given survey?) (+++++)
 - Targeting marketing based on University's strengths (+++)
 - Communicating more efficiently within and outside of University community (+++++)
 - Provide professional development opportunities (internal and external) (+++++)
 - Providing equal pay (+++++)

Parking Lot

- Better incorporate non-traditional students & non-traditional educational opportunities (Pitt gap year before starting)
- Engage everyone in hands-on and experience learning together
- Communicate better with staff on education/available degrees (i.e., can full time staff get a Ph.D. part time?)

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- Overall – Pitt needs to make a long term investment in their employees