Plan for Pitt 2025
Workshop Notes
Date: 1/28/20
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)

Goal 1: Academic Excellence
- Define the goal – What does it mean to you?
  - Holistic education
    - In and out of classroom
    - Multiple disciplines and perspectives
    - Preparing for life after Pitt
  - Aligns with career/lifeline goals
  - Adaptable with student evolution through time
  - Initial understanding of student is sophisticated and allows tailoring of academics
  - Meeting student where they are, move them to potential, provide resources for move [sic]
  - Hire and retain top talent (faculty)
  - Learn from other institutions' successes and failures
  - Use right metrics to measure academic success/excellence
  - Strong advising and mentoring (advisor knows student's name)
  - Continued training for professors/TAs, etc.
  - Cross disciplinary work facilitated (barriers to innovation minimized)
    - Create time to allow hybridization of ideas
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Measure return on investment against costs and ensure value
  - Use 3-year/7-year post graduation type data along with OMETs for evaluation
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Team leading structure that provides accurate accounting of cross-discipline effort (to facilitate)
  - Identify and promote excellence (create target to attract students)
  - Better accounting and non-lecture effort to enable richer lab/out of classroom experience

- o Provide incentives/resources to enable student/professor experiences outside classroom (expanding on new mentoring platform)
- o Time to degree/OMET/etc. when used, should be used with *nuance*

Goal 2: Research of Impact

- Not addressed

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
  - o Should include an involvement of alumni
  - o Create a "pay it forward" attitude (not in terms of $, but involvement)
  - o Add the *city* in the data (?) provided
  - o Need coordination within the institution and units to get out to the city, community; this includes funds to do this
  - o Connect to alumni beyond sports – go to academic units also
  - o Establish easy infrastructure to work with companies (yeah to OEP)
  - o Establish trust with companies and economic development
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Create identity – *once Pitt, always Pitt*- of students and alumni
  - o Give out car decals at graduations
  - o Create campus boundaries
  - o Alumni *regularly* return to campus
    - ▪ Recruit
    - ▪ Help in unit
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Resources – data and resources to use data for attracting alumni (decentralize communication)
  - o Contracting with corporate partnerships to be on campus
  - o Investing in students and alumni via events
  - o Community outreach directly beyond CEC
    - ▪ Plan for Pitt grants – good neighborhoods
    - ▪ Not just funding Pitt – community, but allow community to also submit to program

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
  - o Remove barriers that inhibit inclusion/diversity

- o The faculty, *staff*, and student body, should look more like the demographics of the community and the country
  - o Leverage opportunities of prof. staff for increasing their education (don't have BS or BA for the job, but hard working and get BS/BA through Pitt benefits)
  - o Don't let economic hinderances keep individuals from attaining their goals
  - o Minimize/eliminate food insecurity
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Support for MS level; need based help at the grad MS and PhD
  - o Support for childcare at conferences (NSF/NIH -yes, Pitt – no)
  - o continue to improve grad student family (g-clock for parental level)
  - o Create 3rd spaces for students, particularly for URM grad students
  - o More economic resources for grad students – need to go to a conference, but don't have the $, or hardship loans (0% interest)
  - o Open use of dining $ over holidays when internationals can't go home
  - o Be more engaged in Pittsburgh community
  - o Redshirt program with PPS – post HS grad with Pitt and Pitt teaching them in HS to get them ready for Pitt
  - o Decentralize resources at Pitt to do more outreach and have it count towards evaluation

Goal 5: Embrace the World
- Define the goal – What does it mean to you?
  - o Embrace should realistically address risk
  - o Students that are global citizens
  - o Should be more than one-way relationship
    - Engagement, not just embrace
    - Need to *learn* from relationship

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Development of additional infrastructure to facilitate international work/interaction
  - o Strategic foci on global challenges that join Pitt strengths to improve response
  - o *Sustained* relationships

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Additional acknowledgment of our impact on the world in education
    - Increase exposures of students to more global perspectives and experiences
    - Improve communication to allow matchmaking for global responses
    - Raise of our global actions/role/reach
    - Translate and emulate Law School's incubator space in other parts of university
    - Identification of global alumni's work and promotion

Goal 6: Foundational Strength
- Define the goal – What does it mean to you?
    - Transparency + efficiency = key to strength
    - Accountability – within infrastructure and resources
    - Technology that meshes with goals – PeopleSoft, etc are all broken and limping along
    - Communications: too granular- readgreen/pittwire/ university times, can they be coordinated?
    - Intellectual property rules disincentivize creativity and commercialization
    - Streamline process for working with external partners

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Alumni should be better integrated into out structure and be considered resources
    - More equity in compassion (particularly staff)
    - More transparency with skill/compensation levels
    - More consistent cross-school policy
    - Establish regular assessments of structure and process
    - Strategic budgeting and re-budgeting (e.g. 5% A&S uniform budget cut is *not* strategic)

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Establish trust so that external partnerships enabled
    - Lecturing needs to be recognized to be an important part of institution
    - Diminish hierarchy among TS/ NTS/ Staff
    - Benchmarking – compensation, IT, adjuncts

- Identify and recognize successful partnerships at university level – university level partnerships can be at multiple levels
- Good SW / tools
- Grant account management for PI's, not just for RC
- Building the professional staff to help facilitate faculty research
- Computing needs for faculty and prof. staff
    - Good for office needs, poor for research
    - Need to acknowledge all aspects (research, not just office)
    - Coordinate with UPMC on those faculty that co work with Pitt and UPMC
- Use a bottom up approach to help develop what business connections should be made for units/university – e.g. taking classrooms offline and changing them only to be use less to the department they renovated for
- Back up power?! Not for all buildings w/ research-oriented equipment
- Capital replacements don't exist for the units (e.g. electron microscope)
- No $ for technical support → need professional staff for this
- No $ to support impactful research to keep us competitive