Plan for Pitt 2025
Workshop Notes
Date: 1/30/20
Participants: Open 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?
    - Access for all – affordability
    - Preparation for next steps and define career paths
    - Collaborative programs with industry and community organizations and/or gov't
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Increase percentage of students taking classes at other universities
    - Access and address curriculum opportunities
    - Expansion of curriculum
    - Online
    - Evening courses
    - Part time PhD
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Don't be so humble - it's ok to brag if you're great!
    - Increase interdisciplinary educational opportunities
    - Increase transparency of cross-registration opportunities
    - Mentorship personalization
    - Promote international opportunities and increase accessibility/affordability
    - Increase # of educational programs with an applied or community-based component; increase Pitt community collaborations in the context of educational programs/classes
    - Increase resources for instructors to address students facing mental health issues

Goal 2: Research of Impact
- Define the goal – What does it mean to you?
    - Has utilitarian value
    - Has a social benefit (to our greater good)
    - Collaborative and multi-disciplinary
    - Stakeholders: faculty, grad, undergrad, and community

- - - More than medical and technology domains (ind. Business, social, medical, humanities, law)
    - Tell stories of impact: local society → global; community, region, world

- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Achievement: increase the amount of research we do
    - Increases the underserved domains (those not historically included or represented)
    - Promote research support throughout our campus (expand our portfolio)
    - Increase community-based research
    - Liberal arts
  - Success: development of a measurement tool that assesses societal impact
    - Create a university wide (one stop shop) of resources for researchers

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Utilize community engagement centers
  - Videoconferencing, innovation institute, CERC or CTSI
  - Expand research practice partnerships throughout SWPA
  - Portfolio of services available to researchers
  - Expand the use of compute and storage (expand high performance computing and data storage)
  - Program (FER) for undergrads who are mentored – exposed to research options
  - Generate funding and support from various fiscal sources
  - Bridge funding → stability

Goal 3: Strengthen Communities
- Define the goal – What does it mean to you?
  - What the world thinks of Pitt
  - Continuing education opportunities – engage alumni/current staff
  - Day of caring – donate time to community – OSHER
  - Developing engagement into long-term relationship, reciprocity of engagement
  - True feeling of membership of community
  - Working with community collaboratively to identify needs
  - Engage alumni/start early
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - Tracking of community, alumni, etc. Activities and accessing
  - Developing assessment tools – measuring impact

- More financial support for students to study abroad – will be able to measure (did more students study abroad?)
- Find more creative ways to reach international/ non-local members of the community
- Redefining what community engagement means
- Communication of goals – so community can help achieve goals
- Looking/measuring economic impact of our community activities
- Incentivize all schools/depts to participate in community engagement centers
- Improve alumni engagement office

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - Create policy (universal) to allow staff/faculty to participate in community engagement activities during more hours
  - Part of professional development goals – add community engagement
  - Creative ways to instill Pitt Pride while students/staff/faculty are here to make them want to participate for years to come
  - Undergrad – need to start at freshman year; find ways to keep them engaged in other ways than sports/athletics
  - Leadership in alumni office
  - More ways for students to be engaged i.e. food truck/Millie's ice cream
  - Better communication: more customer service/consistent across dept.
  - Better training of staff for consistent customer service
  - OSHER/Titusville Hub (good examples) – encourage/mandate use of community engagement map

Goal 4: Diversity and Inclusion
- Define the goal – What does it mean to you?
  - Taking into account various cultures and religions when event planning
  - Considering the unintended consequences of actions
  - More vibrant community and sense of belonging for all
  - Opportunity for varying voice to be heard and contribute and institutional support and resources to encourage that
  - Equal opportunities and transparency
  - Equity perspective
  - Addressing unconscious biases
  - Embrace intellectual and physical disabilities
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - No need for cultural/safe spaces because university is a safe space

- o Less siloed communication
- o More diverse body of students, staff, faculty along demographic lines
- o Diversity components in all activities, events – aspects of Pitt
- o Exceed minimums for ADA requirements
- o Establish diverse purchasing goals by department
- o Consider also experience/education. Don't limit certain positions to minimum degree
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
  - o Outreach diversity programs
  - o OAFA D&I – more training
  - o Chancellor/Provost seed funding for DEI initiatives open to all
  - o Transparency in a new job posting. New postings premiered all at the same to. Ensure job requirements aren't limiting applicant; new pool
  - o Flexible scheduling/work from home – transparency at hire bout hours/weekends
  - o More initiatives and open communication
  - o Great effort and more funding
  - o Expand reach of recruitment/outreach for faculty and staff positions – more diverse pool → may need funding

Goal 5: Embrace the World
- Define the goal – What does it mean to you?
  - o We are committed to convening bright minds
  - o Learning from and contributing to a global community of scholarship
  - o A long view strategy
  - o Clarify infrastructure and "streamlining" and "rewire"
  - o Globally competent rather than globally capable
  - o Re-work definition of goal
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
  - o Expectations of global knowledge and competence to be increased
  - o More opportunities – better utilizing our opportunities?
  - o Communicate global success stories
  - o Connect local and global initiatives
  - o Consistent approach across the university for global engagement
  - o Address silos in the international space – more cross disciplinary opportunities
  - o OIS improvements

- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Law school global initiative
    - Pitt business to the world
    - Strive for more international exchange – students?
    - Expand community engagement map
    - Eliminate barriers between local and global initiatives
    - Scholarship resources for students
    - More consistent presence abroad – members of a community there
    - Embed the UN sustainable development goals (SDGs) in Pitt programs/initiatives/metrics
    - Pitt study abroad /UCIS

Goal 6: Foundational Strength
- Define the goal – What does it mean to you?
    - Reputation/branding
    - Technology as it relates to business processes, overall efficiency, and departmental interaction
    - Communication across teams/departments
    - Training
    - Eliminate silos
    - Build relationships across units
    - Possible remote work
    - Uniform "core" business hours
    - Technology, communication, morale are keys
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
    - Listening and leading
    - More universal standard practices/goals/structure
    - Maintain size of institution but make it feel more like a family
    - Minimize faculty/staff divide
    - Strengthen partnership with Oakland, Pittsburgh, Allegheny County community and businesses and non-profits
    - Better method for communication among staff/faculty, more transparency
    - Improved internal culture, at individual departments, centers, schools, etc.
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
    - Benchmark and follow through on compensation, benefits, best practices, etc.
    - If working remotely, balance so as to maintain relationships

- o Consistency/collaboration between marketing/branding and communication to build identity
- o Eliminate competition between departments and replace with collaboration
- o Make sure faculty, staff, and students feel invested
- o Required professional development for managers