

# Plan for Pitt 2025

## Focus Group Notes

Date: February 17, 2020

Theme: Collaboration and Partnerships

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### Thematic Focus Groups

Each group addressed this set of questions for their assigned topic:

- How do you see this theme play out at Pitt?
- What does Pitt do well in this area?
- What could Pitt do better?
- How do you see this topic relating to each of the six Plan for Pitt goals?
- Now that we have more information about this theme, is it important to Pitt's success? Why or why not?

### THEME: Collaboration and Partnerships

- How do you see this theme play out at Pitt?
  - We have to be good at this to stay competitive and world class
  - Plan for Pitt must diffuse into schools!
  - Every department operates differently; we need a more consistent and nimble design
  - Staff not tied to a single program to promote collaboration
  
  - Incentives must be aligned with this theme
  - Brand Pitt as a partner choice for talent and innovation
  - Create funding mechanism for internal and external inter-disciplinary partnerships
- What does Pitt do well in this area?
  - Institutional groups of an intentional focus
    - Pitt Global
    - IEE
    - PittServes
    - Alumnus Association
    - Community and Government relations
    - Office of Economic Partnership
    - Philanthropic and Alumna Engagement
  - Institutes, centers, and joint appointments
  - Honors college
  - Well resourced with staff PTE's
  - Innovations encouraged
  - Staff support for SSOE onboarding
  - SGB has partnerships with other ACC schools to share best practices

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- Attempt to push closer to community better than peer institutions
- Physically embedded in communities through engagement centers
- Engagement team dedicated to asset based frameworks
- Partnership between BOE and Health Services strong
- Culture of partnership across institutions
- Willingness to partner
- Planning and aligning
- Transmitting a vision of excellence at the highest levels
- Cultivate friends
  - Alumni, universities, industry, government
- Attorneys are reasonable
- Leverage Pitt brand, particularly Life Sciences
- People at other schools come to Pitt
- Moving towards operational excellence
- Inter-university research collaboration
- What could Pitt do better?
  - Need every team “Learning Walks” for faculty and staff
  - While culture encourages collaboration, structure does not
  - Decentralized nature of institution is frustrating
  - While positions are funded, money for partnership and programming can be challenging and require separate tasks
  - More communication about what Pitt is doing
  - Include more in employee orientation
  - Easy to get lost in the noise at a large institution
  - Faculty and staff need resources to find likeminded people or pursue non-professional pursuits
  - How can internal people find “their champion” for thought leadership and funding
  - Student participation in programming, extra curriculars, or some fellowships does not consider basic needs and competing priorities like needing to work
  - Succession planning and passing of institutional knowledge
  - Funding for research grant forced and single PL
  - Tensions around ownership, naming, and leads
  - School incentives must be aligned with Plan for Pitt
  - Intra-university collaborations
  - Identifying opportunities for engagement with internal and external partners
  - Communications for our successes
  - Need for cluster hires
  - Need a pre-eminent thinktank/institute (multi disciplined)

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- Tangible support for entrepreneurs outside of Health Sciences
- Better cooperation between upper and lower campuses
- More people to support collaboration and partnerships
- Engage alums in meaningful ways (not just fund raising)
- Collaboration on contracts and commercial partnerships
- Shared core research facilities
- Incentivizing at all levels
  - Faculty, staff, and students
  
- Communicating internally and externally
  - Breakdown silos
  - is it important to success! Yes!
  
- How do you see this topic relating to each of the six Plan for Pitt goals?
  - Explicit in research or impact
  - Explicit in strengthening communities
  - Build foundational strength
  - Embrace the world
  - Advance educational excellence
  
- Now that we have more information about this theme, is it important to Pitt's success? Why or why not?
  - Yes!
    - All Plan for Pitt goals require engagement between university and the world