

Plan for Pitt 2025

Workshop Notes

Date: 02/02/2020

Participants: Pitt Greensburg Workshop

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?
 - Having concrete, measurable outcomes for the following:
 - Student Outcomes:
 - Career ready ++
 - “soft” skills (agile, adaptable, resiliency, etc.) +
 - Graduation rates
 - Engaged alumni +
 - Institution Outcomes:
 - Major/course offerings +
 - Resources/support
 - Faculty +
 - Interdisciplinary
 - Rigorous academic programs
 - Job placement + have skills needed to succeed and advance
 - Getting into grad school/being well prepared for it
 - Engaged faculty
 - Co-curric. engagement
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Larger applicant pool ++
 - UPG is students’ 1st choice
 - Retaining existing students ++
 - Improve reputation of UPG in community ++
 - Maintain low faculty student ratio +
 - Increase faculty output (research/community engagement)
 - Increase the number of regular, full-time faculty +
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Revise curriculum ++

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- Already have committees
 - Produce revised gen. ed. Curriculum ++
- Increase fundraising to improve facilities +++
- Update/modernize majors to align with the market needs and job prospects (experiential learning, etc.) +
- Improve career development
- Student support services are strengthened to align w/ student needs
- Attract + retain high performing faculty ++
- Gather community input to help inform academic programs
 - Teach students how to market 'soft skills'
 - Add engineering program

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
 - Engaging our local community research ++
 - Small scale; local to UPG
 - Impact local community
 - Acknowledge our research with undergrads as research ++
 - Faculty research about teaching +
 - Research collaborations to help solve regional problems and inform programs, policies, etc. +
 - Incorporate research into academic experience/learning – community internships
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Expand our research at UPG, CFAR, --double that research
 - Have more local community impact ++
 - Increase research partnerships with other colleges and universities (CFAR and Blackburn)
 - Increased faculty/student research collaborations +
 - Increased grant-funded research
 - Incorporate student interest into research
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Internal grant increase: what Pitt is already doing (grants, personalized education)
 - Increase available resources +
 - More direct collaboration and involvement
 - More recognition/support in the community

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- Recognize UPG undergrad students for research ++
- Exchanges of students from other Pitt campuses for special programs i.e SUMMER PROGRAMS
- Create and implement an intentional plan to increase research collaborations
- Identify community issues and set a research agenda accordingly ++
- Conduct gap analysis to assess current capacity to conduct said research (equipment, personnel, training, etc.)
- Create an honors program
- Create opportunities for students to research career readiness

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
 - Contribute \leftrightarrow engage in outreach
 - Our presence positively impacts the community
 - Economic developments and other benefits
 - Collaborations
 - Intentionality—it doesn't just happen
 - Mutual understanding b/w institution and community
 - Partnerships
 - Synergy
 - Identifying Pitt's role in the community (define, redefine) ++
 - Aligning programs w/ work force needs of the region
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Increased financial support from alumni, community businesses and organizations +++
 - Increased political support from local/state +
 - Greater visibility in the region +
 - Increased enrollment-success indicator
 - Programs are perceived to have value and relevancy by students, employers, and the community ++
 - Improve student outcomes (placement, retention, graduation rates, internships, etc.)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Evaluate the mix of academic programs and program content to align with regional and student needs ++
 - Create and execute and intentional plan for community engagement (vision for campus) ++

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- Identify performance indicators that measure success
- Create continuous improvement loops and use those results to drive change
- Have support or a program for internships

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - We aspire to be a university community that invests and sustains diversity and inclusion as core values that enrich learning, scholarship, and the community we serve.
 - Diversity must include intellectual, political, cultural, socioeconomic, not just traditional ideas of diversity
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Having a more diverse faculty and staff
 - Re-evaluate what constitutes diversity for faculty and staff ++++
 - A position in faculty and staff whose responsibility will be to promote academic, social, cultural, support +
 - Funding from Oakland to recruit and support faculty/staff activities ++
 - Diversify applicant pool ++
 - Increase financial support for students to allow them to have increased access to experiential opportunities rather than being limited because they must work full-time to pay for education
 - Respect for diverse views
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Diversity programming both on campus and within the community. To include other universities in the area
 - Work with community/city leaders to enhance knowledge/acceptance
 - Re-staff the position mentioned in goals
 - Better address inclusion and diversity with more diverse educational offerings (online/evening)
 - Redefine diversity to be more inclusive of under-considered populations (veterans, age, place in life, political views, etc.)
 - Broaden search area
 - Hire staff/faculty based on different views of diversity

Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Broader understanding of the world/US +

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- Better cultural understanding
- Increase number of programs and classes dealing with global issues +
- Increased direct exposure +
- Students can function in global workplace +
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Increase international students on regional campus
 - Every student has global experience
 - Increase global issues taught in classroom
 - Consistent funding for cultural programs
 - Increased number of students hired to work abroad or for international companies
 - Increased % of students who read global news daily
 - Study away (in US) program/effort ++
 - Increased connection among courses ++
 - Support and resources to bring the world to Greensburg
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Create more study abroad opportunities for regional students +++
 - More funding for study abroad
 - Increase student awareness
 - Exchange program (students/faculty) ++
 - Cert. program in Global Studies
 - Connect more classroom teaching to community action
 - ESL support for our international students
 - Added foreign language offerings
 - Create plan to increase connections among courses ++

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Endowment +++
 - Awards – regional campus recognition +
 - Increased resources +++
 - How well do we communicate – collaborate and with whom?
 - Same mission for all...vision?
 - Vision to an extent/distinctions
 - Identity?
 - Recognition for our ideas that Pitt adopts

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- Work environment and culture that fosters commitment and collaboration as well as intentional planning and implementation.
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - New faculty and staff...fully staffed ++
 - Clear and efficient structure...how everyone related to others (professional courtesy)
 - Equalization of job classifications +
 - At ground level, everything is uniform
 - Clear sense of progress and advancement +
 - Standard procedures...all play by same rules
 - Realistic budgets +
 - Ways to partner with outside organizations (including regional schools) ++
 - Increased partnerships
 - Equitable (all campuses), competitive state of the art facilities (sciences, athletics, residence halls), resources +++
 - Adequate funding, which includes a healthy and viable endowment.
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - HR initiative (Dave DeJong) +
 - Budget (++) that allows faculty/staff development (e.g. conference expenses) – fully funded programs
 - Budget transparency – everyone participating in decisions – held to same standards
 - New awards being given now
 - Climate Survey +
 - There is more collaboration with Pitt main (and still need more)
 - Bigger push for travel/professional development +
 - Do we use same rules/Guidelines throughout campus +
 - More opportunities for staff-faculty collaborations (e.g. faculty advising clubs, staff teaching courses) +
 - Via clear expectations/policy changes
 - Plan of action that identifies and removes barriers to successful fundraising.