

Plan for Pitt 2025

Workshop Notes

Date: Tuesday, January 14, 2020

Participants: University Council on Graduate Studies

Exercise: University Council on Graduate Studies engaged in a group discussion about where we (Pitt) wants to be in five years, and what it will take to get there. Some consideration was also given to how the ideas related to the six goals of the Plan for Pitt.

- Outreach to practitioners and the public (i.e. PR)
 - Let people know what we've done
- Make Pitt a first destination for graduate education
 - Improve the story
 - Grow professional programs
 - National and international recognition for programs
- Address graduate education in the Plan for Pitt 2025
- Coordination among graduate studies
 - Strategic competencies for all students
 - Data/analytics
 - Are we missing effectiveness/visibility due to lack of central structure (i.e. a graduate school)?
 - Ease process of introducing new courses
 - Especially for interdisciplinary courses – need release time to prepare
- Strategic partnerships with external stakeholders in graduate education (i.e. make sure students have the skills that employers seek)
- National leadership in education policy (like Michigan)
- Clarify Pitt's position as public or private
- Prominent faculty
 - Increase efforts to recruit top talent
- Develop and retain (*) top faculty
 - Nurture the talent we have
 - Increase retention rate of graduate faculty
- Personnel (faculty) lead to greater academic experience, stronger reputation, more visibility
- Hire women and minorities
 - Increase representation of women and minorities in Pitt's top echelons
 - More women/minorities in senior positions will make it easier to recruit more women and minorities
 - Requires expenditures
 - The same holds for attracting diverse students, it requires resources
- Resources to recruit top students
 - Need to understand the barriers (i.e. why top students find other institutions more attractive)
- Advance internal talent development
 - For example a trainee to junior faculty program
 - Examples of such programs at Harvard and Berkeley.

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- NIH may had funding for such programs
 - Need to recreate the infrastructure for such a program
 - Also need to shift the culture (i.e. don't have to "leave the nest" in order to be legitimate – there is utility in continuity)
- What is the role of graduate students as related to other aspects of the University (ex. faculty, undergrads, the community)?
- What makes (or should make) Pitt unique:
 - PhD completion rate
 - Values-based education
 - De-siloed collaboration
 - Post graduate outcomes
- Expand opportunities for PhDs – locally, in D.C., etc.
- Need to better articulate the value of the PhD across sectors
- Global
 - Foreign language training at all levels/disciplines
 - Helps break down silos
 - Enhance global engagement/intercultural competencies – these are marketable skills
- Form/utilize alumni network beyond just development purposes
 - Helps current students
 - Alumni outcomes could enhance visibility
- Additional conferences at Pitt so that there are more opportunities for interactions/networking for graduate students (and undergrads)
 - Enhance conference infrastructure
- Value of interdisciplinary (i.e. the "discipline-based" component of the Academic Excellence goal seems a bit off)
 - Also, avoid the use of technology simply for the sake of using technology
- Competency-based graduate education, in addition to traditional training
- Increase student exchanges – both students going abroad and students coming to Pitt
 - Reduce bureaucratic hurdles (ex. need to be able to pay students over summer if they're coming to Pitt)
- Classrooms – should have blackboards/whiteboards as well as presentation capabilities
 - Would like classrooms to have standard infrastructure
 - Would also like a better sense of what instructors want in classrooms
- Fewer lecture room – more space to apply knowledge