

Plan for Pitt 2025

Workshop Notes

Date: 1/30/2020

Participants: Staff

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?
 - Are we really looking at affordability? Excess-executive spending
 - What does personalized education mean?
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Freeze tuition?
 - Breakdown the silos – integrates students (grad and undergrad)
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Fundraising for scholarships
 - Matching Pell Grants
 - Panthers forward
 - Pitt Success Grants
 - Promote open educational resources

Goal 2: Research of Impact

- Define the goal – What does it mean to you?
 - Research to advance needs of society (ex. Medical, education, etc)
 - Research opportunities for prospective students
 - Holistic approach to individuals (prices, environmental concerns, employee)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Advance employee health (work/life balance) to allow employees to advance their field
 - Higher rankings in schools/departments
 - More research monies received
 - More staff support for grant writing
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Continue to grow social media presence to engage participation in research studies

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- Finding new partners worldwide to engage in research collaborative efforts

Goal 3: Strengthen Communities

- Define the goal – What does it mean to you?
 - The university has an obligation to value and support regional campuses, internal and external communities
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Regional campuses: more financial support and strengthen communication and commitment
 - Internal community: reduce barriers, encourage communication and collaboration
 - External communities: increase programming and exposure at community hubs
 - Pitt student and public-school student interactions
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Community hubs
 - Interdepartmental collaboration
 - Diversity and inclusion efforts – include financial diversity
 - More participation in visioning and strategic planning

Goal 4: Diversity and Inclusion

- Define the goal – What does it mean to you?
 - International and local community
 - Recognizing all states, international, under-represented
 - Experimental learning – race/ethnicity, gender/LGBTQ+
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Expanding our understanding and definitions
 - Increasing our #'s for staff and faculty
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Follow through on #1 training
 - Using pronouns in signatures
 - Preferred name
 - Gender neutral bathrooms
 - Depts focusing on problems
 - Consider socioeconomic diversity

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Goal 5: Embrace the World

- Define the goal – What does it mean to you?
 - Include people from around the world in the Pitt community
 - Better understanding of diversity in the community
 - Elevate communities around the world
 - Be a melting pot of international thought
 - Expand international recruit efforts
 - Local instead (Pittsburgh public schools)
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Diversity indicators – metrics
 - Better global outreach and partnerships with global issues (climate, space, etc.)
 - Recognition for impact in other places
 - Less rigid culture/attitudes and more flexibility
- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - Recruiting
 - Educating staff/faculty
 - Focusing on relationships with specific regions – support from university
 - Exchange programs for students and faculty (together)
 - Strategic group/thinktank for global issues/issues that impact the global community

Goal 6: Foundational Strength

- Define the goal – What does it mean to you?
 - Strengthening staff and faculty communities, all campuses and their infrastructures, and invest in employees through wages and benefits
- Outcomes – What should Pitt try to achieve in the next five years? What does success look like five years from now?
 - Breaking down silos: collaboration between departments
 - Train administrators to communicate out information from central to units
 - More interdepartmental communication as to functions and projects
 - Make sure every voice is heard
 - Build Pitt into an aspirational institution
 - Willingness to try new, bold ideas and risk failure
 - Reward employees financially for work
 - Provide more flexibility to promote work/life balance

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- Actions – What is Pitt already doing that could help achieve success? What new things could Pitt do?
 - CEC/ community hubs
 - Support regional campuses in finances and educational growth
 - Move from bigger is better growth to being responsive and agile to economic and enrollment changes in the future
 - Are administrators even going to pay attention to these ideas?

Parking Lot:

Comments concerning need to raise wages reflect the rising cost of living in Pittsburgh. Pitt choose not to recognize this reality, and in so doing risks losing employee trust and faith. Supporting the promoting professionals from within the university.