



Annual Report

September 29, 2023



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Joan T. A. Gabel Chancellor

107 Cathedral of Learning Pittsburgh, PA 15260 412-624-4200

Dear Governor Josh Shapiro and the Pennsylvania General Assembly:

I am pleased to share the University of Pittsburgh's annual report for Fiscal Year 2023, which I presented to Pitt's Board of Trustees on Sept. 29, 2023. Since joining Pitt this summer, I have welcomed the opportunity to meet and engage with members of the General Assembly and the governor's administration, and I am looking forward to working closely and deliberately on issues identified by you and your constituents as priorities for Pitt and the commonwealth.

Having been chancellor for just over two months, my report primarily looks ahead — highlighting my priorities and vision for the next phase of Pitt's strategic plan — but also looks back on the University's world-class accomplishments from the past year. I recognize that this report comes during a challenging time for Pennsylvania as we grapple with some difficult budget decisions. In fact, as I write this, the commonwealth's general budget package has not been finalized, and the legislature has not yet approved funding for Fiscal Year 2024 for Pitt and the other state-related universities. However, the University and the communities we serve recognize that the commonwealth's investment is a winning proposition. It's an investment in the future of the state, from our workforce-ready graduates, to our society-changing and life-saving research and cures, to our \$5.2 billion annual economic impact.

While it is impossible to capture every success story from the past year, the attached report underscores the positive and powerful difference that the University is making in the lives of our students, in our city and across Pennsylvania and beyond. On behalf of the University of Pittsburgh, I am grateful for our long-standing partnership with the commonwealth, and I look forward to partnering with you and your colleagues to continue the state's support of Pennsylvania's students, families and future.

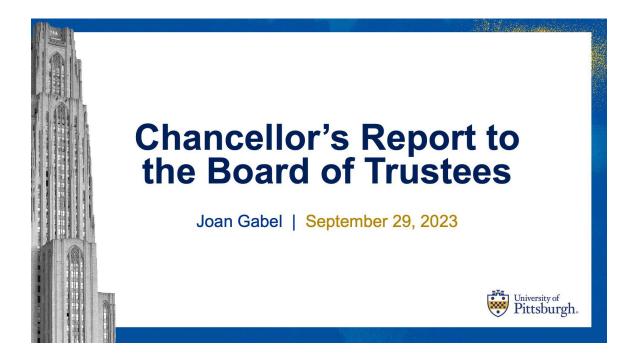
With warm regards,

Joan Gabe



University of Pittsburgh

Annual Report



Good morning. Thank you, Chair Cestello, members of the Board. I am honored to be here with all of you today ... and I'm honored and humbled to be the 19th person to hold the position of chancellor of the University of Pittsburgh in our nearly guarter millennium of history ...

... and to have the opportunity to serve our students, faculty and staff, and all those who call Pitt home.

I want to express my sincere appreciation for the warm Pitt welcome you've extended to me ... and over recent months, I have welcomed the opportunity to engage our Pitt community in so many insightful ways, including through robust engagement with shared governance; with alumni and supporters; with local, state, and federal government leaders, from Governor Shapiro to Mayor Gainey; and with industry and community leaders across Western Pennsylvania.

Since becoming Chancellor on July 17, we've hit the ground running to engage important issues for the Pitt community, like the Board's leadership change, with a special thanks to Chair Cestello for taking on this important responsibility after Doug Browning unexpectedly stepped down for unanticipated personal reasons.

Over these last 75 days, we've also addressed the budget, and while we are still working with our colleagues in Harrisburg to fund us this year, we sent our FY25 request to the state last week.

We extended invitations for Cal, Stanford and SMU to join our athletic conference, the ACC, through conference realignment, all the while prioritizing the interests of our student-athletes.

We've addressed the U.S. Supreme Court ruling regarding affirmative action, as we continue to evaluate our admission practices to ensure that they continue to be inclusive, and fully compliant with the law, while continuing our mission-driven commitment to equity and inclusion.

I also enjoyed participating in a truly fantastic Welcome Week. It was a great pleasure to take part in all the Pitt traditions with students, faculty, and staff — and to meet so many families as they brought their students to campus. The insights people shared with me gave tremendous shape and texture to themes that emerged during my interviews and onboarding process.

Members of the Board, over these last 10 weeks, we've also directed our attention to the launch of the provost search — a highly important search for a chief academic officer to continue the momentum created under Ann Cudd and sustained under the much appreciated interim leadership of Joe McCarthy.

My thanks to Anantha Shekhar, senior vice chancellor for the health sciences and Petersen Dean of the School of Medicine, who has agreed to chair this important committee.

Thanks also to those stakeholders who've agreed to be nominated to the committee, which will very soon be composed.

A search consultant has been retained, and we'll conduct a thorough and rigorous national search for this position.

We anticipate a great deal of interest from excellent candidates, and I'm very much looking forward to participating in that process.

Ideally, we are aiming to announce an appointment before the end of the spring semester.

In parallel, we have three open dean searches, Education, Engineering and Law.

The Dental Medicine search is winding down, and you can expect some very positive news about that soon.

Editor's Note: Marnie L. Oakley is dean of the School of Dental Medicine and president of University Dental Health Services, effective Oct. 1.

We have excellent interim leadership in all these positions as we speak.

Moving forward, we're trying to sequence the remaining searches such that our next provost can meet finalist candidates for deans of those schools. That's the goal, and we're optimistic that this approach will lead to the best outcomes.

On Aug. 15, I joined in the Campus Call for Free Expression with 14 other university leaders from a broad spectrum of higher ed institutions across the country.

This is an effort facilitated by the Institute for Citizens and Scholars and represents a public commitment to critical inquiry and civil discourse on university campuses.

I am proud that Pitt is among the 15 universities committing to be a part of it.

This effort ties nicely with the balanced All Angles work of our Institute of Politics and the Year of Discourse and Dialogue discussion that the provost's office announced in the spring.

And, earlier this week, in my role as an executive board member of the Association of Public and Landgrant Universities or APLU, we signed on to the College Cost and Transparency Initiative, which aims to provide prospective students and their families with easy-to-understand information in sorting through financial aid offers.

So, a busy 10 weeks

Members of the Board, on my first day in the Office of the Chancellor, you may recall, I asked the Pitt community to share their thoughts with me, prompted by a few open-ended survey questions.

I knew it was important that my first days as chancellor included a great deal of listening to the people who know the institution best.

I wanted to know what matters most to the members of our community. What their highest aspirations are for the University.

We received well over a thousand responses from a wide variety of stakeholders.

People pointed out some opportunities for improvement, as you can imagine.

There was a lot of feedback around ensuring that Pitt remains an employer of choice, for both faculty and staff.

There was a steady drumbeat of pride.

A great deal of pride was expressed around where the university stands among its peers, how it has grown and evolved, and its future potential.

There was thoughtful exploration of what it means to achieve excellence without losing sight of who we are — staying grounded in our origins and in our values.

There was a tremendous pride expressed around what Pitt means to the communities we engage with across the region.

It was enormously helpful to me. It was inspiring, like the stories of alums from 30 to 60 years ago, and what Pitt means to them, their families and their communities, including special places on campus, such as where they were proposed to, were married, or even made some transformational discovery.

I want to thank everyone who participated in that survey — and the countless people who've engaged in similar, informative conversations with me about what the University means to them, about what we value, and about what makes our university unique.



Anchored in that sentiment, and the Board's interest for a fresh take on our strategic plan — the Plan for Pitt, we have also been focused on strategic planning over the last 10 weeks.

Members of the Board, strategic planning for institutions is usually a well-timed exercise coming out of a leadership transition.

By definition, everyone thinks fresh about everything.

What is our value proposition?

How are we aligning our actions and our measures to fulfill that value proposition and serve our stakeholders?

What is possible here?

Taken together, I believe good strategic plans do three things.

- 1 They provide the vocabulary and architecture for our elevator speech.
- 2 They provide inspiration (for researchers, for partners, for staff, for why students want to come here to see where we are going).
- 3 And they also create a mechanism for accountability and transparency for our work.

Having these three things in place feels like the plan is part of the community.

It comes alive.

It's also important to highlight that good strategic plans focus on what we are good at.

They reflect that we only stay in our strengths with intentionality.

The fat part of the bell curve is to double down.

The tail of a good plan is agility and moonshots — like our work to lead the life sciences century (i.e., BioForge) or in areas like quantum and sustainability.

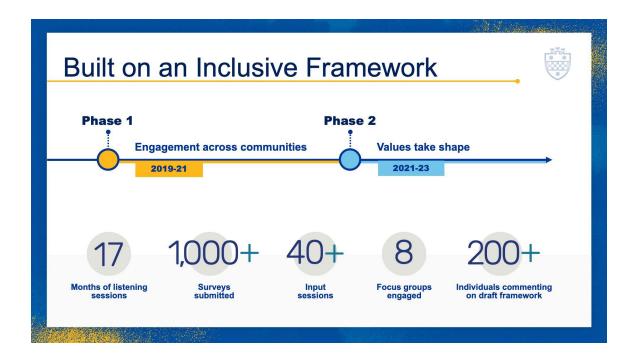
And the other tail are things that need either a fix or need to fundamentally change.

This part causes us to reflect on what we do and determine how we continue in the context of what direction we want the institution to go and in a fiscally responsible manner.

Members of the Board, the listening sessions I've had over recent weeks have been incredibly helpful and consultative.

They will help guide a refreshed plan that is measurable and action-oriented with objectives, goals and tactics, aligned to our university values that are clear and distinct and serve to advance Pitt, the commonwealth and beyond.

I'll explain the next steps and the proposed timeline in a few minutes, but first I would like to level-set and give you some background on where we are — and how we got here.



The first Plan for Pitt covered 2016-2020.

Phase 1 of the current Plan for Pitt strategic planning process began in the fall of 2019.

This meaningful process was noteworthy for the high degree of consultation with stakeholders across the University.

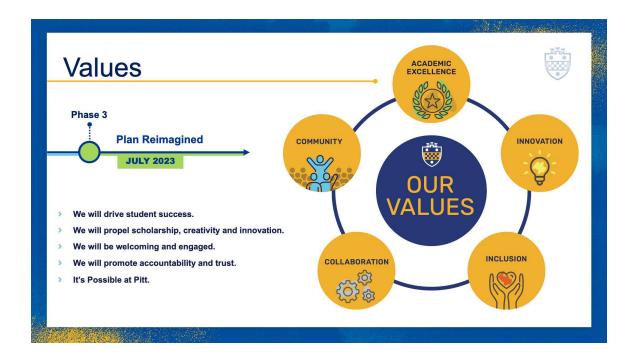
It included:

- 17 months of listening sessions.
- 1,000+ surveys submitted.
- 40+ input sessions.
- · Among others.

We are happy to rely on that robust shared governance and consultation.

Phase 2 occurred most recently from 2021 to 2023.

This implementation phase included establishing strategic objectives, launching a performance management office and integrating the Plan for Pitt into the budget process.



One of the key things about our process so far was the emergence of our values.

This sample of our values is a spine to which all else is connected across a very wide and complex institution.

Our values help us to articulate a shared vision as well as provide directional frameworks for our organizational identity.

With that framing, and with a consultative grounding in the many discussions we've shared and those I've shared across our university stakeholders, we are focused on a collaborative process that seeks elevate the following five values with action.

The first is value — we will drive student success ...

... with a focus on things like system enrollment, graduation rates, retention, career and wellness outcomes, and elevating programs.

Next, we will propel scholarship, creativity and innovation ...

... with a focus on areas like research expenditures, tech transfer, and faculty and staff recruitment and retention, and interdisciplinary efforts.

Next, we will be welcoming and engaged ...

... with a focus on equity, inclusion and diversity, talent cultivation, culture and community and economic development.

Next, we will promote accountability, efficiency and trust ...

... with a focus on areas like student debt, administrative cost, rankings, enterprise risk, continuous improvement, and infrastructure.

And lastly, It's Possible at Pitt — this is where the agility and moonshots live — where we are uniquely excellent ...

... with a focus on the life sciences (BioForge), quantum and sustainability.



Members of the Board, before you is a Phase 3 timeline.

After consultation with you today, and building upon earlier and continued consultation with our community ...

- ... including Senate Council and outreach to community leaders and local, state and federal government stakeholders earlier this month, including Governor Shapiro and elected officials in Harrisburg and in Washington, D.C.
- ... as well as upcoming meetings next month from Deans Council and Faculty Assembly to meetings with student leaders, Staff Council, and with alumni at Homecoming ...
- ... we will be continuing our work to shape goals and tactics that are measurable and action-oriented to align with our established values.

To this end, in the coming days, I will be emailing the Pitt community a link for feedback around these five values and will be following up in person with our shared governance groups in the coming weeks as I just noted.

I look forward to keeping you updated on our progress and to consulting with our university community to reimagine the Plan for Pitt.



Members of the Board, lastly, the September meeting is, by tradition, when the chancellor presents an annual report, and I am pleased to carry on that tradition.

This is certainly an interesting time for me to give a report that covers the fiscal year that ended June 30, all of which happened before my arrival.

However, I look forward to sharing with you this snapshot, especially as a benchmark for where we intend to go as an institution as we develop a reimagined Plan for Pitt.



I'll begin with student enrollment.

I'm pleased to report that more than 58,000 students applied for admission to the Pittsburgh campus for fall 2023.

That's the largest number we've ever received, breaking the 2022 record of more than 53,000 applications. Demand has never been higher on the Pittsburgh campus.

Overall, this year's incoming class is the most diverse, talented and global in University history.

And this reflects excellent work by Pitt's Office of Admissions and Financial Aid.

Most — are Pennsylvania residents.

Overall, enrollment on the regional campuses declined about 3.7% in the fall of 2022 — and by a similar amount in fall of 2023, if the preliminary data holds.

This follows a national trend where regionals are experiencing similar enrolment struggles across the commonwealth and the nation.

We are taking steps to address this:

Like our new buildings that opened at Bradford and Greensburg in support of new or expanded programs in high-demand fields.

In Greensburg, it's the new Life Sciences Building, which houses a growing nursing and health sciences program.

At Pitt-Bradford, the George Duke Engineering and Information Technologies Building is home to a pair of new four-year engineering technology programs.

Bradford is also adding a new turf field to its athletic complex to attract and serve students.

It will be home to a new men's lacrosse team this year, with a women's team to follow next year. Both teams will play one year as a club sport, then begin intercollegiate varsity competition the following year.

We're also leveraging our strengths on the Pittsburgh campus to extend new opportunities to the regionals.

The Frederick Honors College is partnering with Pitt-Greensburg to support an Honors program there.

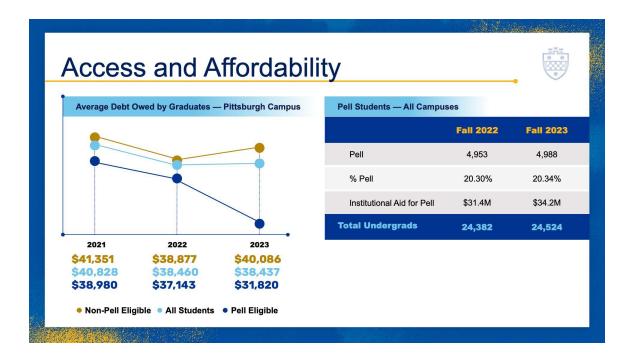
The Emergency Medicine program in our School of Health and Rehabilitation Sciences is partnering with Bradford to offer an EM course, after which a student can sit for national EMT certification. Ultimately, we'd like to offer an Emergency Medicine major at Pitt-Bradford.

Pitt-Johnstown has started a guaranteed admissions program with the School of Pharmacy. Prospective first-year students are guaranteed admission to the PharmD program in their third year if they fulfill the requirements during their first two years of undergraduate study.

We're also implementing several pilot projects to enhance admissions and retention at the regionals, including:

- a discretionary financial aid budget for regional campuses to recruit student we might otherwise lose at the last minute to competitors, and
- scholarships set aside for "option students" Pittsburgh campus applicants whom we redirect
 to the regionals.

As we think about a reimagined Plan for Pitt, we anticipate a comprehensive system enrollment plan will be a top priority.



A key factor in student success is meeting their financial needs.

And financial aid is the University's largest area of investment.

Pitt has made historic investments in students by increasing the total dollar amount devoted to student aid.

And that has dramatically increased how many students are reached with financial aid.

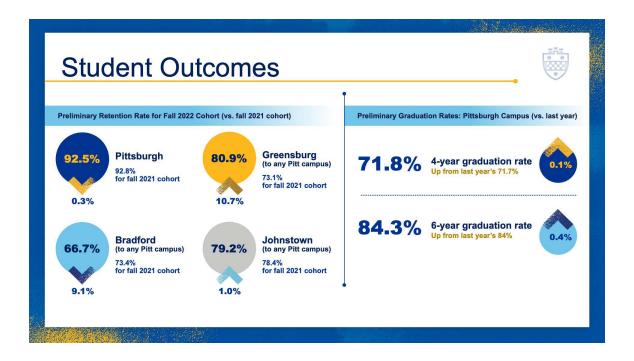
One of the ways we've increased aid is through the Pitt Success program, which includes our match of any students federal Pell grant. We started this program in 2019.

These are financial need-based grants, so the Pell match directs aid to the students most in need. They are also the ones who stand to benefit the most in terms of social mobility and increased earnings with a Pitt education.

The number and percentage of Pell students have increased slightly. At the same time, our overall institutional aid for those students grew by 9% from 2022 to 2023.

We're also continuing to direct aid to those students with the greatest need.

And thinking about how we create greater access and greater affordability will also be a significant part of our reimagined Plan for Pitt.



Two of the table steak measures for student outcomes are graduation rates and retention.

As you can see on the slide, our 4- and 6-year grad rates increased on the Pittsburgh campus to record highs, while retention was both up and down across our campuses, with Greensburg and Johnstown up, and Pittsburgh and Bradford down.

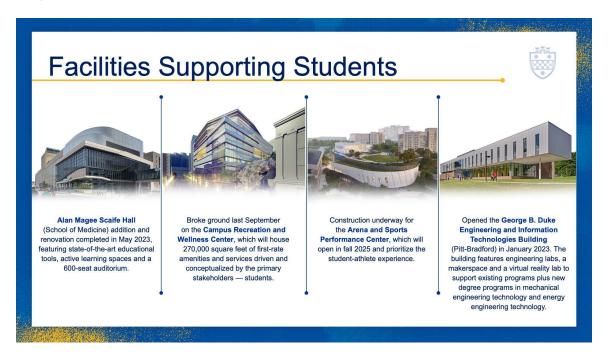


Our students continued to excel in competing for the most prestigious honors and scholarships available, and I'll highlight just a few of many student honors awarded to Pitt students over the past year.

- One graduate student on this slide: Anna Li, an MD/PhD student, is Pitt's first-ever recipient of the Paul and Daisy Soros Fellowship for New Americans.
 - In addition to her MD, Anna is pursuing a PhD in computational biology.

- Michael Baker is the second student in Pitt history to be named a Gates Cambridge scholar. (The first was in 2009.)
- Alison Mendoza, an industrial engineering student with a focus on aeronautics, earned the Franklin D. Harris Scholarship. She is one of only 22 engineering students worldwide to earn funding totaling \$100,000.
- In addition, 10 Pitt students and alumni were named 2023-24 Fulbright Scholars, continuing Pitt's streak
 of annually being named a Top Producer of Fulbrights.

Congratulations to all our student award recipients.



Members of the Board, Pitt is committed to world-class facilities, and the major projects on the slide before you exemplify this idea — and are highly student-centered.

On the Pittsburgh campus:

The addition to Alan Magee Scaife Hall, which is now fully open, is essentially an entire new medical education building dedicated to state-of-the-art learning and relaxation spaces for students at our renowned medical school.

Our Campus Recreation and Wellness Center is taking shape. Nine stories dedicated to student activity and wellness. An inspiring and welcoming campus crossroads, it will be one of the most popular and memorable spots on campus for students.

The Arena and Sports Performance Center under construction includes state-of-the-art training facilities for 16 of our 19 varsity teams. It is an exciting part of the Victory Heights vision, which is transforming the student-athlete experience at Pitt.

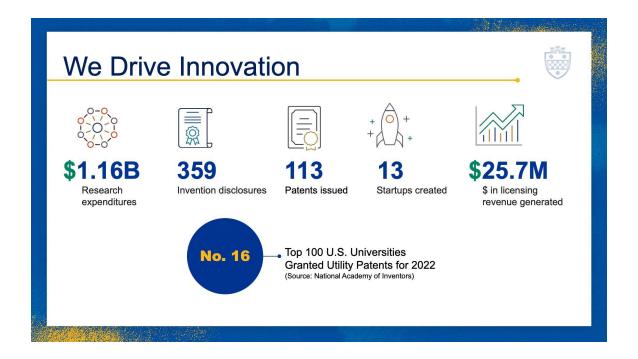
As I described earlier, Pitt-Bradford opened its new facility in January, supporting new programs in engineering technology.



Our world-class faculty is at the very forefront of discovery, innovation, education and service.

It's no surprise that they continue to earn some of the most prestigious honors in their fields, among the many examples like:

- Rory Cooper, a giant in the field of assistive technology and a veteran whose work has dramatically improved the lives of other veterans with disabilities. He was named to the National Inventors
 Hall of Fame
- Not shown, but related: We had two longtime School of Medicine researchers named Fellows of the National Academy of Inventors. They are the 11th and 12th members of the Pitt faculty named NAI Fellows in less than 10 years since the inaugural class in 2015.
- Other distinguished honors range from Humanism in Healthcare to the Guggenheim Fellowship, which highlights some of Pitt's important and exciting work in the arts and humanities.



A distinctive strength of the University of Pittsburgh is our research and innovation.

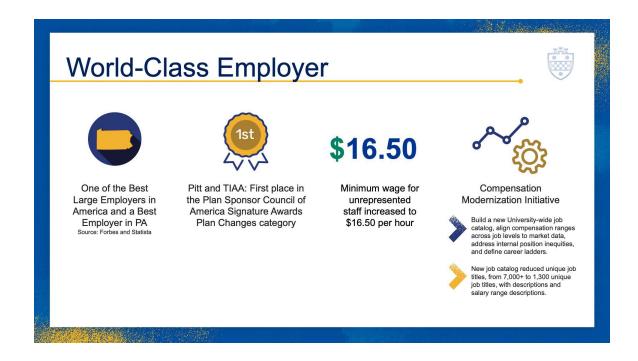
Pitt research expenditures rose to \$1.16B last year, an 8.5% increase over the prior year.

NIH funding was exceptional as well.

Pitt ranks No. 3 nationally, up from No. 11 the year before — a significant leap — behind only Johns Hopkins and the University of California, San Francisco, and ahead of peers like Duke, Penn, Stanford and Michigan.

Total NIH dollars awarded to Pitt grew 13%, or \$77 million from 2021 to 2022, which appears to be an all-time high for a one-year increase for Pitt.

We also launched 13 startups, registered 113 patents and ranked No. 16 among the Top 100 U.S. Universities Granted Utility Patents for 2022 (source: National Academy of Inventors).



One of the most valuable and irreplaceable assets for an institution like Pitt is our people.

And we're honored to be described as a top employer.

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It's a very high priority that we maintain that standing as an employer of choice in the region.

We also realize that it's a moving target, and we need to continue to modernize, evolve and meet our employees' changing needs. And we're committed to doing so.



One of the primary reasons rankings matter is because potential students, faculty, researchers, and other stakeholders use them to help inform decisions about institutions of higher ed.

Also, Pitt is more than ever a global institution, and these rankings matter a great deal to some of our international students who have residency and scholarship requirements that intersect with the rankings.

With that said, there clearly are idiosyncrasies within all ranking systems' methodologies. We take it seriously, and we'll continue to have intentional conversations while assessing how the University engages with these rankings in the future.

As noted on the slide, Pitt ranked No. 67 nationally and No. 32 among publics, according to U.S. News & World Report.

We are also at No. 45 among the best global universities.

Among programs, we have the No. 1 physical therapy program and are top 10 in psychiatry, international policy, obstetrics and gynecology and nursing therapy.

And Pitt-Bradford was named a Top Regional College in the North.

But as we saw with the most recent U.S. News rankings over the couple weeks, our rankings slipped for this upcoming year due to changes in their algorithm.

We are working to unpack the new data and assess next steps, and I look forward to discussions with you about how we can integrate rankings into our strategic planning goals, measures and targets.



Members of the Board, Pitt is a national leader in community-engaged work.

Collectively, we're pursuing topics that matter to our community partners, and we're designing and executing research with their support and participation.

And on the slide you can see this impact:

From nearly 85K hours of service — to the dedication of staff and our volunteers. It's inspiring.

Also of note is our Pitt student-athlete community service hours, which ranked in the top two among all Power 5 universities.



A key part of Pitt's progress in these areas is through the Community Engagement Centers in Homewood and the Hill District.

Recently we had the groundbreaking for what will be the permanent home of our Hill District Community Engagement Center in the New Granada Theater Development.

That is a really exciting milestone for our second CEC. The target move-in date is January 2025.

And we should all stay tuned for future developments regarding the founding of a third CEC in Hazelwood, which is our goal.

Also of note: The University was recently awarded the prestigious W. K. Kellogg Foundation's Community Engagement Award by the APLU for The Pittsburgh Study.

This project, co-developed by Pitt scientists and local parents, teachers and students, will follow 8,000 young people from birth to adulthood to better understand what children need in order to thrive.

We are one of four who received this award, and this makes us eligible to compete for the National C. Peter McGrath Community Engagement Award, which will be announced at the national APLU meeting in November.



Members of the Board — there is no more important responsibility than the health and safety of every member of our university family.

Over the last year, the University has taken important and meaningful steps to elevate safety in every sense of that word.

Through multiple approaches we are reducing crime and improving public safety awareness.

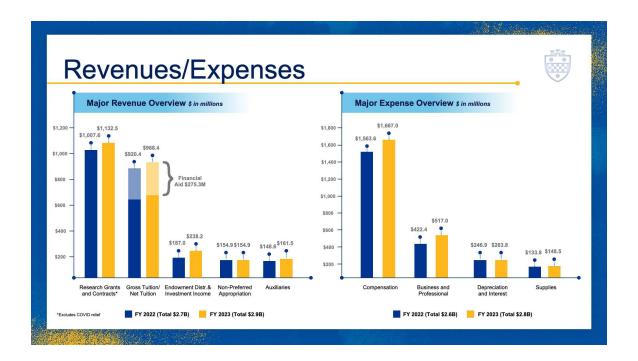
We've brought in leading national experts to train and support our officers in community-based policing and student engagement.

We're building a stronger and more engaged partnership between our police and community.

And we've taken other steps like:

- · Installing classroom locks and panic buttons.
- · Improving the Emergency Notification System alerts.
- And in the Cathedral of Learning alone: installing over 40 cameras, 16 emergency phones, Wi-Fi
 locksets on the Nationality Room Doors, and adding a new security booth.

The result has been a safer environment with a crime rate that is dramatically lower than our peers and the national average, year after year.



On revenue: Pitt's research, grants and contracts in excess of \$1 billion reflects our status as a world-class research university.

To this end, we also prioritize education affordability, and provided \$275 million in institutional financial aid last year, a commitment that will continue going forward.

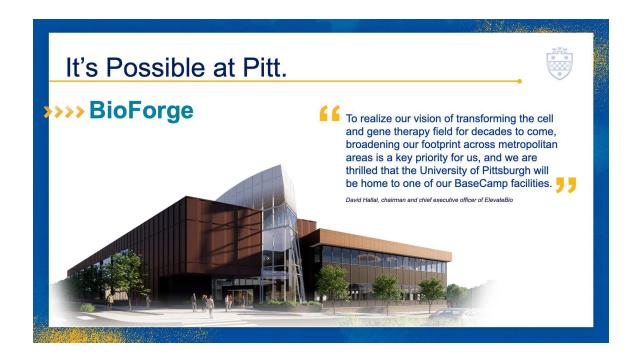
Approximately half of all of Pitt's students — in-state and out-of-state — receive financial aid, beyond the in-state student discount.

Members of the Board, this slide also reflects funding the University has received from the state, which you see was held flat during this period. In fact, it's been held at this level since 2020, despite significant increases in inflation during that period.

On the expense side, we remain focused on carefully managing expenses, especially given significant rates of inflation and pandemic costs over the last few years.

Our goal is always to maintain a world-class education in research standards, attract and retain the best faculty and staff, and continue to have a positive impact on our community and the commonwealth.

I look forward to working with you through the strategic plan process to take a deeper dive into this work.



Members of the Board, a spirit that I've heard echoed over the past few months has inspired for me the idea that: "It's possible at Pitt."

Pitt has such a rich tradition of pushing the edge of what's possible. And I believe our future will be defined by leaning into those possibilities, but also our strengths.

One of those areas is the life sciences.

We are poised to lead the life sciences century, and BioForge is a perfect example.

I'm pleased to say that last week, the Pittsburgh Planning Commission granted unanimous approval for the construction of this \$250 million biomanufacturing facility at Hazelwood Green.

Supported by a \$100 million 10-year grant to the University from the Richard King Mellon Foundation, BioForge is positioned to become a regional hot spot for scientists, researchers, students and industry leaders to collaborate on developing and manufacturing cell and gene therapies, among other technologies.

It has the potential to dramatically boost our status as a hub for life sciences and biotech.

Last year we partnered with biotech company ElevateBio to help make that a reality.

In addition to leading the manufacturing process at BioForge, ElevateBio will help train a world-class biomanufacturing workforce.

We expect 170 full-time positions will be created.

And we are working to ensure that workforce development is conducted with the collaboration of the local community.

Site prep will begin this fall, with construction in 2024.



Members of the Board, another area with game-changing potential is quantum science and technology.

This is a field with the potential to create unbreakable encryption, radically expedite the development of new drug therapies, and supercharge computing and information technology.

The Pittsburgh Quantum Institute, a collaborative effort between Pitt and Carnegie Mellon and Duquesne universities, over the summer appointed a new director in Michael Hatridge.

We are actively hiring across campus to boost the number of quantum investigators.

And similar commitments will equip them with the tools and hardware they need to advance research, education and training in quantum science and engineering.

And Members of the Board, lastly, I see the Pitt Sustainability Plan as a unique example of Pitt responding to a set of complex, global challenges and saying: "Yes, it's possible at Pitt" to do something significant about this.

We remain on track to meet the goals of the Pitt Sustainability Plan — including celebrating the University's 250th birthday by achieving net carbon neutrality.

With that, Mr. Chair, that concludes my report. Thank you and Hail to Pitt!



September 29, 2023