

# Faculty Behaviors to Promote a Culture of Caring

The following behaviors, ranging from low to more intensive effort, were offered by Pitt students and alumni as ways they felt cared for by faculty.

Lower Effort

Higher Effort

## 01 Taking Time to Notice Students

Ask students' names when calling on them in class.

Refer to students by name, both in and outside of class.

Recognize successes — effort on an assignment, ideas shared in class, overall achievement in class.

Identify a student's particular strength and encourage them to pursue it.

Reach out if a student's progress or achievement has slipped.

## 02 Extending to Accommodate Students

Encourage students to approach via office hours.

Share best/preferred means of communication.

Stay late after class to discuss a problem or topic.

Respond to messages after hours.

Extend assignment parameters to allow focus on a topic of personal interest.

Schedule time outside of office hours to accommodate schedules.

Allow students to take exams later due to personal challenges.

Offer to tutor a student who has fallen behind in class.

## 03 Affirming and Encouraging Students

Encourage a student to pursue an area of their discipline of interest.

Refer a student to a colleague whose work relates to the student's interest.

Invite a student to serve as a UTA or assist with research.

Discuss various career trajectories related to a student's discipline.

Proactively send grant and research opportunities for students to consider.

Write a letter of recommendation for graduate school or a job.

Encourage students to apply for advanced education.

Help students get into a doctoral program.