

Empathy in Action: Building an Inclusive Community at Pace
(Inaugural Joint Institute on Teaching and Learning and Student Success Summit)
May 23 & 24, 2023
(remote)

This year, The Faculty Center, Student Success, and Student Affairs have joined forces to create the inaugural joint Institute on Teaching and Learning (ITL) and Student Success Summit (SSS). This 2-day, virtual conference for faculty and staff will focus on building an inclusive community at Pace by turning empathy into action. Our program will feature presentations from faculty, staff, and students that address topics such as culturally responsive teaching and advising, self-care, across-divisions and interdisciplinary collaboration, retention, neurodiversity, assessment, and mental health and well-being. These timely and important themes will guide our work as we move forward as a community.

[Please click HERE to register for the event.](#)

Program - Day 1
Tuesday, May 23, 2023

9:30am-9:50am

- Welcome remarks – Anna Beskin
- Quick introductions – Sue Maxam, Jennifer Talbot, Allyson King, and Traci Moyer, Ally Kimmel, Jennifer Pankowski, Eric Chang, Inbal Abergil, Darren Hayes, Hillary Knepper, and Marcus Braga-Alves
- Opening remarks – Joe Franco

10:00 am-11:00 am

- Keynote Presentation – The Compassionate Approach: Building Skills and Behaviors in a Disillusioned Era
Speaker: Jennifer Latino (EAB)
 - As the research on resilient and compassionate leadership demonstrates, many higher education community members are reporting higher rates of burnout. This can be attributed to compassion fatigue, crisis thinking patterns, and feelings of disconnection. This keynote presentation will provide tangible takeaways for empathic listening strategies, adopting a productive mindset, and strengthening team dynamics.

11:00 am-11:10 - break

11:10am-12:10pm

- Session 1 - Listening to Our Community: Understanding and Addressing Challenges in Culturally Responsive Ways

- Presenters: Sue Maxam, Anna Beskin, Maria Lemus, Jennifer Pankowski, Brandon McCluskey, Moira Egan, Traci Moyer, Melvin Williams, Nori Barnes, Julie Bazile
- This interactive panel presentation will feature faculty, staff, and students from various intersectional identities and backgrounds who will share their experiences navigating the systemic challenges of higher education and life in general. By listening to the stories, insights, and advice of the panelists, the Pace community can expand our understanding of the experiences of others and address contemporary challenges in a culturally responsible and empathetic way both as individuals and as an institution.

12:10-12:40 - break for lunch

12:40pm-1:40pm

- Session 2A (Student Support & Pedagogy) - Understanding and Addressing Implicit Bias (Laura Kaplan)
 - In this presentation, we intend to provoke a conversation about the racist ideologies that educators can unwittingly bring into the classroom which may cause harm to students of color. We will make a brief presentation outlining the way that unconscious white socialization can affect decisions in the classroom, adversely affecting students of color. As we discuss the challenges that students and educators face in confronting racism in the classroom, we will consider microaggressions in language and behavior, bias in textbooks, as well as false assumptions made about individuals due to skin color or names. We will leave space for participants to comment on their own experiences combating unconscious racism and microaggressions in school settings and to explore solutions.
- Session 2B Resilience + Kindness = Wellness
 - Presenter: Harriet Feldman
 - Two essential elements of wellness are resilience and kindness. Resilience is the ability to bounce back from adversity and kindness is a positive way to foster mental wellness. Resilience is not innate, but a skill that one can develop. One's individual circumstances and responses to stress may vary, but a resilient mindset is a proactive response that will help. Kindness sets a framework for looking at the world in a positive way and it supports a resilient mindset. Join this session to learn more about these two elements of wellness and how they interact.
- Session 2C - Embracing Empathy, Understanding Neurodiversity in Our Community
 - Presenter: Jennifer Pankowski
 - This inclusive session hosts a strong focus on collaboration among faculty and staff that will focus on strategies that can be used to support all students including those who are neurodiversity or who present with characteristics that

make navigating the coursework and college life challenging even if they do not receive formal supports or self-identify. This interactive session will provide participants with an overview of UDL (Universal Design for Learning) and other strategies to support students at Pace.

1:40pm-1:50pm - break

1:50pm-2:50pm

- Session 3A Practicing Empathy Inside and Outside the Classroom for a Better Educational Experience Overall
 - Presenter: Erika Pichardo
 - Very often, it is easy to be overcome by our own daily setbacks, agendas, and traumas. It is easy to fall into a rhythm where we do not acknowledge or meet others where they are. Through understanding, practicing, and engaging empathetic behaviors, we can create an environment that fosters safety, inclusion, growth, and meaningfulness both inside and outside of the classroom. Employing empathy into our everyday lives allows us the ability and capability to ensure that we, as a community, are addressing and meeting our own needs and the needs of others through best practices.

- Session 3B: Building Best Practices: Beyond the Binaries
 - Presenter: Rachel Simon, DEI
 - In this workshop we will discuss how to support student learning while students are engaged in identity development as well as how to navigate shifting identities and new vocabulary while staying true to our areas of expertise. Our focus will be on ways to support students moving beyond the gender binary, shifting their gender identity or expression, or rejecting other notions from their past. This will be a collaborative session where we build best practices combining our shared expertise.

- Session 3C: Putting Empathy into Action: Supporting Students Beyond Writing the Report
 - Presenters: Jennifer Talbot & Alerie Tirsch
 - A growing number of students are coming to college with more challenges than in the past and in need of more support. We as a community need to partner across reporting lines to be able to show empathy and compassion to our students when they encounter obstacles. Session participants will learn some of the trends our students are struggling with and how we as a community can support them through our programs, services, resources and platforms, including OnTrack and Guardian.

2:50pm-3pm - break

3pm-3:30pm

- Session 4: Wrap Up: Moving from Empathy to Action
 - Facilitators: Kate Torres and Michele Zaccario
 - This session will provide an opportunity for day-1 conference attendees to synthesize and reflect on the workshops and presentations hosted throughout the day, with two facilitators, who themselves were participants. Since the overarching goal of the conference is to encourage a move from passive empathy to active engagement, this will be a time to connect as a Pace community and review takeaway actions that can be adopted in our individual and collective work.

**Program - Day 2
Wednesday, May 24, 2023**

9:30am-9:50am

- Welcome remarks:
 - Jennifer Pankowski, Inbal Abergil, Eric Chang, Darren Hayes, and Sue Maxam

10:00 am-11 am

- Keynote
 - Speaker: Tabitha Haly
 - In this keynote address, Tabitha (Tabi) Haly, a JP Morgan VP software engineer and a professional recording artist, describes her experience as a Pace downtown alumni who has muscular dystrophy and uses a power wheelchair. Ms. Haly shares her self-advocacy journey and provides insights on how to continue the path of growing a positive disability culture.

11am - 11:10am - break

11:10 am-12:10 pm

- Session 1A The Value of Interdisciplinary Pedagogy Collaboration
 - Presenters: Inbal Abergil, Anna Shostya, Sarah Cunningham, Emilie Zaslow, Kim de Beaumont and Francisco Maldonado
 - This panel discussion will focus on an interdisciplinary course collaboration and consider the various ways that experimental learning influences students' lives. During the presentation, faculty panelists will explain their pedagogical approaches and student participants will share their experience exhibiting their work as a living object on gallery walls.

- Session 1B - Building a University-wide Culture of Collaboration: Best Practices and Lessons Learned
 - Presenters: Sue Maxam (facilitator), Todd Smith-Bergollo, Natalie Panzera, Jesse Bodony, Alys Hantgan, Jerry McKinstry
 - Breaking down silos and building bridges in their place are keys to student success and creating a sense of community. This panel presentation will highlight 7 different, University-wide initiatives involving partnerships with faculty, staff and students, and will focus on best practices, lessons learned, accomplishments, and advice for future cross-divisional collaborations.
- Session 1C: Career Communities: Building Bridges Between Academic and Career Preparation
 - Presenters: Jane Schmidt and Kelley Kreitz
 - This panel presentation will familiarize faculty and staff about Career Communities and facilitate a discussion on how they can serve as valuable resources for students as they connect their academic experiences with career preparation. Career Communities categorize career options into manageable groups that cross schools and majors, empowering students to identify professional goals based on interests. By joining Career Communities, students can access customized guides that help them identify their academic and co-curricular experiences as incremental and interconnected steps toward finding desired jobs. In this way, students can feel free to explore academically with the assurance that their process of discovery fits into a broader framework of personal and professional growth.

12:10 pm-12:40 pm - lunch break

12:40 pm-1:40 pm

- Session 2A – Mentoring Prospective Faculty through a Structured Shadowing Program
 - Presenters: Eric P. Chang (Presenter/Facilitator) Matt Marcello (Panelist), JaimeLee Rizzo (Panelist), Wei Fang (Panelist), Jeanmarie Molina (Panelist), Erik Lascaris, (Panelist) Aizhan Kozhakhmetova (Panelist), and Qianhua Dong (Panelist)
 - The training professionals and postdoctoral scholars receive before applying for academic positions often does not align with the skills and mindset needed to thrive as a new faculty member. To aid those looking to understand the complexities of faculty life better, we have developed and piloted the Pace Faculty Shadowing Program at the NYC campus in Spring 2023. This session will provide an overview of the program goals, structure, and outcomes, and a panel discussion with the faculty mentors and postdoctoral scholars who participated in the program.
- Session 2B Kognito Mental Health and Wellness Platform Training for Faculty and Staff

- Speaker: Mariesa Cruz-Tillery and Caitlin Gardner
 - This session features an interactive role-play simulation that builds awareness, knowledge, and skills about mental health and suicide prevention, and prepares users to lead real-life conversations with students that build resilience, strengthen relationships and connect them with support. In this online simulation training, the user assumes the role of a faculty or staff member and talks with three virtual students who are showing signs of distress. Users practice bringing up their concerns and what they've noticed, and if necessary, make a referral to support services. Each user will then receive customized feedback based on their in-simulation choices.
- Session 2C - Developing Self-Compassion and Preventing Burnout with Mindfulness Practice: Lessons Learned from a Hybrid Mindfulness-Based Intervention in the College of Health Professions
 - Presenter: Sophie Kaufman, Colleen Camenisch, John Damiao, Christine Amendola, and Rachel Maran
 - In this session, we will be presenting the preliminary results of a pilot study conducted in 2022 to assess the efficacy of a 5-week hybrid mindfulness-based intervention on the perceived stress, self-compassion, and well-being of students (Nursing, Occupational Therapy, and Physician Assistant Studies), faculty, and staff in the College of Health Professions. We will guide a few different mindfulness practices, have an opportunity to discuss what was noticed in the practice, and offer resources to help participants develop their own mindfulness practice.

1:40 pm-1:50pm - break

1:50pm-2:50pm

- Session 3A - Understanding the Policy of Accommodations and Supports for All Students
 - Presenters: Jennifer Pankowski, Hillary Knepper, Charlotte Beckett, Kate Torres, Joe Franco
 - This session will focus on developing a better understanding of the policy of accommodations to ensure academic success in a fair and equitable way that promotes a positive culture for all. Participants will receive information and support for navigating the accommodation process and why policy plays a critically important role in supporting all students. The panel will provide helpful tools and resources for understanding how to implement a formal accommodation, when to use accommodations in courses and why providing informal accommodations and modifications to select students can hinder the learning process and policy.
- Session 3B - Supporting Students through Empathic Engagement
 - Presenter: Richard Shadick

- How frequently have you engaged in a conversation with a student who is struggling with their classroom performance or social functioning and you have given them specific guidance about making changes but they are not implementing the feedback? Do you find that you spend more time talking about their emotions around their challenges than addressing the challenges themselves? Change is hard and takes time. This session will be an interactive presentation to help you as a faculty or staff member to understand the process of change, milestones in the process of change, and specific guidelines for helping a student make the changes they need.
- Session 3C – Counter-Human Trafficking: Uniting the Pace Community for a Common Cause
 - Presenter: Darren Hayes (panelist), Sue Maxam (panelist), and Michele Senft (unconfirmed)
 - A few years ago, Pace University hosted a week of activities around the theme of human trafficking. The event brought together investigators, victim support groups, Pace staff, faculty and students. That experience connected many people with different perspectives together and continues to permeate through the curricula of a number of schools. This panel discussion will cover current issues related to human trafficking, while demonstrating how collaborating with community leaders, on a social justice theme, can enhance the classroom experience to energize and transform our students.

2:50pm-3 pm - break

3pm-3:30pm

- Wrap Up: Moving Forward Together
 - Presenters: Marcus Braga-Alves and Hillary Knepper
 - In this concluding session of the 2-day conference, Associate Provosts Hillary Knepper and Marcus Braga-Alves will engage the participants in a discussion of the key takeaways from the two days as well as share plans informed by the conference and Pace's strategic priorities.