Colgate University

Provost and Dean of Faculty

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December 2016
Assignment: 63223-003
COLGATE UNIVERSITY – BACKGROUND AND HISTORY

Colgate University is a highly selective, nationally regarded, residential liberal arts institution with a rich history and an ongoing commitment to providing a comprehensive, excellent liberal arts education to its diverse, intellectually sophisticated, creative, and ambitious students. As the university prepares to celebrate its bicentennial in 2019, it is in the process of assembling a new administration dedicated to ensuring Colgate’s place as one of the most outstanding institutions of its kind in the nation.

Colgate is an institution with an unwavering commitment to the liberal arts. For two centuries, the university has been an innovator in liberal arts education. The university created an interdisciplinary core curriculum nearly one hundred years ago, which is reviewed every decade. The university has sustained an intensive and multi-faceted off-campus study program over several generations. It is recognized as a national leader in undergraduate research. Further, it invests deeply in both disciplinary training and long-standing, innovative interdisciplinary programs.

Enrolling nearly 3,000 students, Colgate’s mission is to develop wise, thoughtful, critical thinkers and perceptive leaders in a community that values intellectual rigor and respects the complexity of human understanding. The hallmark of a Colgate education is the close connection that faculty have with the students—both in and out of the classroom—at a beautiful rural campus. With small class sizes and an enviable student-faculty ratio of 9:1, close and enduring bonds are forged between students and faculty.

Colgate faculty are leading national and international scholars and researchers and dedicated teachers. Their intellectual work ensures that students engage with the most lively current debates in the disciplines that they study. Faculty are supported through an extensive program of faculty development programs and research support. Colgate also has in place a Center for Learning, Teaching and Research designed to support faculty in all aspects of their academic pursuits.

The combination of outstanding faculty, high-achieving students and the interdisciplinary core curriculum form the basis of a vibrant intellectual community that students and faculty share. Opportunities for undergraduate research abound, and nearly all students complete a capstone experience. Colgate’s outstanding facilities, equipment and infrastructure provide the backbone for many programs that integrate teaching and research in innovative ways. The university also offers a large number of faculty-led study abroad programs that offer a distinctive and intense learning experience for students.
The university nurtures a living and learning environment that is responsive to an increasingly diverse student body. It believes in the value of a residential education and has recently embarked on a new plan that will place students in a Residential Commons for at least their first year. The university also offers selected students opportunities to be part of Sophomore Residential Seminars, living together and traveling abroad as a group.

Colgate’s commitment to educating the whole person is also reflected in many other aspects of the institution, including extensive service learning opportunities, a robust Outdoor Education program, and NCAA Division I athletics.

At this important time in Colgate’s history and in higher education, the next dean of the faculty/provost will have the unique opportunity to partner with President Brian W. Casey, the faculty and the senior leadership team to envision and then execute the next chapter of the plan for this excellent, national liberal arts university.
THE POSITION
Reporting to the president, the dean of faculty/provost (the dean) is the chief academic officer of Colgate University. The dean is responsible for ensuring Colgate’s commitment to academic excellence, including the continued recruitment, retention and promotion of exceptional faculty members. The dean provides leadership for the planning, development and improvement of all academic programs, policies and support infrastructure, and guides with vision the academic enterprise at the university. In addition, the dean is part of the president’s leadership team and is a key voice on a wide range of university-wide strategic and operational issues.

The dean oversees a division of approximately 480 faculty and staff members and manages a $69 million operating budget. Reporting to the dean is a team of associate deans and division directors who are drawn from the Colgate faculty and work, alongside the dean, with department chairs and faculty members.

As the leader of the faculty at an institution distinguished by its commitment to teaching and research, the dean is expected to have a strong record as a scholar and teacher and will be eligible for tenure, ideally at the full professor rank, in a department or program within the university.

Colgate’s dean must have a deep commitment to building a climate that supports diversity and inclusion, and to ensuring the recruitment, retention and promotion of faculty of the highest quality. S/he will derive joy from advancing the work of others and fostering excellent teaching and faculty creativity and scholarship. S/he will guide the faculty as a whole, its organizational structure and governance, and the relationship between departmental and interdisciplinary programs and offerings. The dean is also expected to provide leadership in shaping the curriculum and the academic direction, and to manage the allocation of resources—financial, personnel and physical—for the academic program. S/he will collaborate with the president and his cabinet in defining the goals of the institution, and will develop an effective relationship with the board of trustees.
CRITICAL LEADERSHIP CAPABILITIES

A Proponent of an Exceptional Liberal Arts Education

In an institution with a genuine appreciation for studying the liberal arts in a close, cohesive residential environment, the dean is expected to support the evolution and strengthening of the university’s faculty as well as its academic and living/learning programs. S/he must be ambitious for the institution, and should pursue opportunities to set the academic direction and support the continued excellence and diversity of Colgate’s accomplished faculty. The next dean at Colgate is expected to be an intellectually curious, creative leader with a demonstrated commitment to the scholar-teacher model. First and foremost, the dean will be responsible for overseeing the recruitment and support of a talented, diverse faculty, critical to the university’s continued excellence. The dean will focus on strengthening all academic programs, both within and across disciplines, and promoting a culture of innovation and partnership. S/he will engage the faculty in discussions and reviews of the overall academic program of the university, encouraging debate and critical thinking about the future of the institution. Ever mindful of the evolving state of higher education and the need to prepare students to succeed in a diverse, global society, the next dean must be committed to ensuring that Colgate continues to envision—and meet at the highest levels—the needs of current and future students and faculty members.

Collaborator and Community Builder

Colgate University, more than many institutions, is defined by its geography and the closeness of its community. The institution places a premium on strong connections in the classroom and in research endeavors between faculty and students. At Colgate, collaboration is essential, and the next dean must be a leader in building connections across the institution. The institution functions best when there is a trusting relationship between the faculty and administration. The role of both dean and provost demands someone who can serve and advocate for the faculty while also playing the role of a primary institutional leader. The dean must balance the needs of the faculty and the institution. Importantly, the dean must serve as a trusted advisor and partner to the president. An active listener who can synthesize input and speak in a thoughtful, compelling way, the dean must be committed to strengthening connections across campus while advancing dialogue on key issues. As the campus prepares for a fund-raising campaign, the dean should be energized by the opportunity to expand into the larger Colgate world, speaking with alumni and parents.
Administrative and Operational Acumen

At Colgate, as at most liberal arts colleges, shared governance defines the operating environment, and the next dean must have the ability to lead in this type of academic institution, embracing its complexities and opportunities. Ambitions of the talented Colgate faculty – for programs, positions, support, space – naturally exceed resources, and the dean will be a key voice in setting priorities. In making these decisions, the dean will follow or create appropriate processes, gather data, and communicate in a clear, timely manner. The next dean will not be expected to do this work alone but will rely on a team of divisional leaders, associate deans, and department chairs. S/he will be expected to attract talented colleagues to these roles and develop a spirit of teamwork.

In a wide variety of university matters, the president will turn to the dean to provide a critical voice in considering the long-term aspirations of the university, helping to set the strategic vision for the university and determining the allocation of resources in service of that vision. The dean is expected to be an engaged member of the president’s cabinet, encouraging an esprit de corps and engaging productively with other senior leaders and with members of the board of trustees.

THE SEARCH PROCESS

Colgate University is an equal opportunity employer and strongly encourages individuals of all backgrounds and cultures to consider this leadership position. It is the policy of Colgate not to discriminate against any applicant for employment on the basis of their race, color, creed, religion, age, sex, pregnancy, national origin, marital status, disability, protected Veteran Status, sexual orientation and gender identity and expression, genetic information, victims of domestic violence and stalking, familial status, and all other categories covered by law. The Dean of Faculty/Provost Search Committee is being assisted in this process by Spencer Stuart, and welcomes comments, questions, and nominations, or expressions of interest. To contact the Committee with comments, nominations, or expressions of interest, please send an e-mail with any supporting materials to the confidential address: ColgateDOF@spencerstuart.com.