Colgate University is an academically rigorous community, where the pursuit of knowledge takes many forms. The University encourages groundbreaking, collaborative research, conducted within and across its divisions and departments. Simultaneously, it fosters transformative teaching. Just as Colgate professors advance their disciplines, they dedicate themselves to educating new generations of students, aiding them in achieving the 13 goals of a Colgate education.

To aid in the accomplishment of this dual mission, Colgate supports its faculty members with an extensive array of programs and benefits. Indeed, the institution’s commitment to attracting and supporting outstanding professors is a primary objective of The Third-Century Plan, a long-term framework for Colgate’s success.

The University’s proud history and its ambitious future depend on welcoming the world’s brightest professors to our hill. We look forward to the contributions you will make to intellectual life on campus, to the education of Colgate undergraduates, preparing them for lives of leadership in a complex world, and to the Hamilton community.

Sincerely,

Tracey E. Hucks
Provost and Dean of the Faculty

It is the policy of Colgate University not to discriminate against any employee or applicant for employment on the basis of their race, color, religion, age, sex, national origin, marital status, disability, protected veteran status, sexual orientation and gender identity, genetic information, victims of domestic violence and stalking, familial status, and all other categories covered by law.

13 GOALS OF A COLGATE EDUCATION

A Colgate education enables students to accomplish each of the following 13 goals:

1. See themselves honestly and critically within a global and historical perspective.
2. Understand the methodologies, modes of thought, contents, and discourse of a particular scholarly discipline.
3. Conduct interdisciplinary inquiry.
4. Appreciate the myriad modes of human creative expression across time and place.
5. Investigate human behavior, social relations, and institutions in order to understand the complex relationship between self and society.
6. Examine natural phenomena using the methods of science, and understand the role of science in contemporary society.
7. Acquire valuable habits of mind.
8. Communicate well.
9. Set an example of ethical behavior in public and in private.
10. Be engaged citizens and strive for a just society.
11. Respect nature and the diversity of life on earth.
12. Grow in both confidence and humility.
13. Continue learning beyond college.

Read more at colgate.edu/13goals.
COMPETITIVE START-UP PACKAGES
Awarded by the provost at the time of hire, start-up grants are available for the first one to two years in which a faculty member holds a tenure-track position. These funds are intended to help new professors launch their research activity and ensure a successful start at Colgate. Start-up grants, covering items not already supported through other Colgate funding or resources, are tailored to the situation and are negotiated at the time of hire, in consultation with the department chair/professor, academic division director(s), associate dean, and associate provost.

Category of aided under start-up grant funding includes:
travel and living expenses for research trips during the first year (including the summer following the first year of appointment) are crucial for the success of a faculty member’s initial scholarly project(s) as a tenured professor. Therefore, Colgate’s start-up package also includes at least two semesters of leave at full pay in the year following successful passage of third-year review.

Colgate provides additional resources through the Faculty Research Council and other institutional structures. Visit colgate.edu/funding for more details.

Time is a necessity, not a luxury, when it comes to launching a career as a tenured professor. Thus, Colgate’s start-up package also includes at least two semesters of leave at full pay in the year following successful passage of third-year review.

HIGH-PERFORMANCE COMPUTING
Colgate’s access to research computing resources is crucial for many of our faculty. Colgate’s University computing hardware infrastructure includes a diverse mix of resources, such as workstation computers, parallel computing clusters, virtual machines, computer clusters dedicated to scientific instruments, and cloud resources. New faculty members completing a successful start-up grant proposal with compelling resources will consult with a high-performance computing (HPC) specialist at strategic times during the interview and post-hire hiring process to ensure that they make the best possible use of existing resources in their request for start-up funds.

Colgate’s Office of Information Technology is committed to providing support for faculty, helping to locate potential sources of funding, discussing proposal ideas, assisting with budgets and proposal preparations, and tracking and reporting on the status of proposals in progress.

Through the diligence of the grants office and the academic rigor of Colgate faculty, the university enjoy a high degree of success in its application for external funding. Between fiscal years 2015 and 2018, Colgate averaged a 51% success rate on its National Science Foundation grants applications alone, compared to the agency average of roughly 24%. These applications harness expertise in the natural sciences and social sciences, from biology to geography. Sponsored research proposals submitted to all granting agencies between fiscal years 2015 and 2018 were awarded at a rate of nearly 50%.

LIBERAL ARTS CORE INCENTIVES PROGRAM FOR FACULTY
Colgate’s Liberal Arts Core Curriculum is a point of distinction for the institution and a source of distinction among generations of students and alumni. In the first two years, the core capitalizes on the interdisciplinary knowledge to create shared intellectual engagements, asking new old questions in new contexts.

The Liberal Arts Core Incentive Program encourages faculty members to join the core in its early development and to help shape the program.

Tenured, experienced core professors mentor junior faculty members, who attend the junior faculty meeting in the first semester and complete all course meetings. Tenured and junior faculty meet regularly to discuss class content and pedagogy. In addition, junior faculty participate in post-meeting staff meetings sponsored by the relevant core component, including core-component teaching fellows for all new teachers in the core. Tenured faculty ensure that all junior faculty members are in the preparation of course syllabi and proposals and visit junior faculty member’s core classes on a regular basis.

Junior tenure-stream faculty receive one-course-load credit in the semester preceding their first teaching of a non-core-time-timed course in the common core curriculum.

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COMPETITIVE BOOK DEVELOPMENT WORKSHOPS
A new initiative of the Third-Century Plan’s faculty retention strategy, Colgate’s Book Development Workshops offer senior faculty members the opportunity to receive focused, intensive writing assistance from experts in the field. The workshops feature expert faculty and writers and include writing retreats and manuscript feedback sessions.

Faculty can participate in any workshop, receive writing tips, and receive feedback on projects. Workshops are funded through the generous support of the Third-Century Plan’s Faculty Retention initiative.

Faculty Housing Loan Program
Colgate provides new tenure-stream faculty members with housing loans of up to $20,000 to assist in the initial purchase of a primary residence within a 50-mile radius of the University. These unsecured loans are made at the long-term, nonmarket rate of the Federal Housing Administration for the month in which the loan is made. Repayment is made monthly over a 10-year period with no dollar deduction.

Faculty Mortgage Interest Reimbursement Program
Colgate will provide eligible faculty members who purchase their primary single-family residence within a three-mile aerial radius of the Colgate Memorial Chapel or within the Hamilton Central School District within an annual taxable reimbursement to assist with mortgage interest payments for a period of up to 10 years. The program is designed to encourage newly hired faculty members to live in close proximity to campus, thereby contributing to the residential nature of the University while simultaneously accommodating the Hamilton community.

Additional rules apply, visit colgate.edu/benefits for details.

EXTERNAL GRANT SUPPORT
Colgate’s Office of Corporate, Foundation, and Government Relations secures financial support from foundations, corporations, and government agencies to support teaching, learning, and research at Colgate University. Grants office staff work closely one-on-one with faculty, helping to locate potential sources of funding, discussing proposal ideas, assisting with budgets and proposal preparations, and tracking and reporting on the status of proposals in progress.

BENEFITS BEYOND THE CLASSROOM
Colgate University currently grants an amount up to one-half of Colgate’s tuition for any eligible child of an eligible employee. The child must be a natural or adopted child, or the dependent stepchild, of an eligible Colgate employee. This grant is available for a total of eight semesters or the equivalent if the child will not exceed one-half of Colgate’s tuition. To be eligible, a child must be a natural or adopted child, or the dependent stepchild, of an eligible Colgate employee. This grant is available for a total of eight semesters or the equivalent if the child attends a school with a different academic schedule.

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