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COLGATE UNIVERSITY

Office of the Dean of the College

2023-24 ANNUAL REPORT

Our Mission

Student learning at Colgate includes rich and varied educational experiences that integrate the formal academic program with students' residential living and campus life pursuits. Colgate students develop habits of learning and ways of living that are characteristic of a residential liberal arts education and that are guided by intellectualism, civic engagement, accountability, diversity and inclusion, personal growth and wellness, and a lifelong connection to Colgate.

The Office of the Dean of the College (DoC) promotes the open and respectful exchange of ideas and perspectives, deepening our commitment to human understanding and to the common good. We strive to create the next generation of Colgate graduates able to shape our world as accomplished, empathetic leaders. The Office of the Dean of the College furthers Colgate's educational mission through a student-centered approach, exceptional services, and learning opportunities.





“Learning must serve life, and the opportunity to live together in a variety of settings encourages interpersonal exploration, expands mutual understanding, and supports a broadened perspective within a caring, humane community.”
– From Colgate’s Mission Statement

Dear Colgate Community:

There are some academic years when my colleagues and I in the DoC are focused on **creating new opportunities for learning**, including this year when we launched the new Living Learning Workshops (LLW’s) for first-year students as part of the new Core Curriculum and introduced new microcredential offerings as part of the junior year of Colgate’s four-year career development approach. Creating new programs is also important if we identify a deficiency in a critical service or support; an example this year included ensuring greater availability of Narcan on campus to be able to respond to cases of accidental fentanyl poisoning that has become prevalent across the nation.

There are other academic years when our focus shifts to **responding to a critical incident** or set of circumstances to address the more immediate needs of the community, such as this year’s response to norovirus on campus and when an unsettling safety breach on campus necessarily turned our focus to security cameras and other surveillance technologies to ensure students feel safe on campus.

And, finally, there are academic years when my colleagues and I shift our focus to **improving long-standing events or programs** in the University’s pursuit of continuous improvement

and enhancing the student experience. Some examples during the 2023–24 academic year include the introduction of bicycle patrols as part of the Campus Safety Department’s mission of connecting with students, and the fraternity and sorority excellence program, now in its first full year, as one way of increasing recognized chapters’ positive contributions to the campus community.

This annual report showcases my colleagues within the Dean of the College Division and their incredible dexterity and multifaceted talents during an academic year that called on them **to maintain focus on all of these priorities**. I am pleased to share highlights of their work with you in this year’s Annual Report.

Sincerely,
Paul J. McLoughlin II, PhD

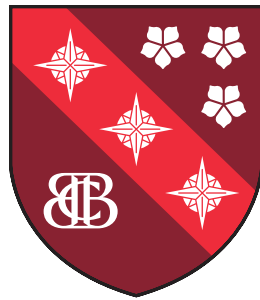
Vice President and Dean of the College

Residential Programs and Community

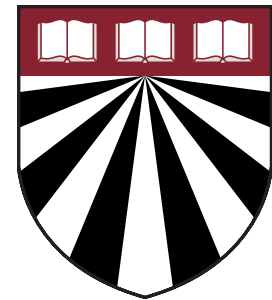
The **Residential Commons** program continues to combine intellectual engagement and community development within Colgate’s residential experience. The commons leadership teams hosted a variety of events for their respective commons, both the continuation of established traditions as well as new offerings launched this year. **Brown Commons** hosted biweekly dinners where community leaders (CLs) welcomed students, faculty, and staff to share a meal that held special meaning to their backgrounds. Brown Commons also collaborated with the Crafter’s Club to offer a “Crafternoons” series this spring. **Cicccone Commons** hosted Cicccone CONNX in the fall, an ongoing series of faculty speaking in pairs about their shared interests. Cicccone also offered an OWL-Star Extravaganza in the spring, in connection with their common’s mascot, as well as a student entrepreneurship showcase. **Dart Colegrove Commons** hosted ‘Gate Skate, a popular night of disco and roller-skating that has been held in past spring semesters, as well as their new Passion Project Series, which featured a faculty/staff guest speaker and catered dinner. **Hancock Commons** offered an advising night during the fall semester, where students connected with each other and with faculty and staff, to get their course registration process

questions answered. Hancock Commons worked with campus partners to offer a Social Justice and Wellness Fair and to host the Climate Action Simulation Game for Professor Anne Perring’s first-year seminar. Illustrative of the many collaborative programs of the DoC this year, the Residential Commons partnered with staff from the Office of Sustainability, as part of their 13 Days of Green, to invite speaker Alexis Pauline Gumbs to campus to give a lecture titled, “Community Lessons from our Marine Relatives.” Finally, newly expanded study sessions within each commons provided students with new opportunities to experience intellectual community within their

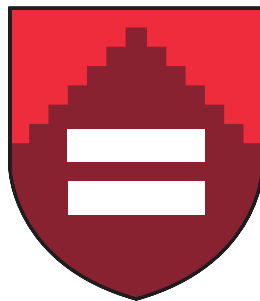
residential spaces. In addition to supporting the Residential Commons, the **Office of Residential Life** works to provide every student with a strong sense of community and connection regardless of class year, by leveraging students’ residential communities as a place of belonging and learning. The residential life staff made significant progress this year on creating a more inclusive residential experience for students. One example of this was by providing new opportunities for students to identify housing needs related to their gender-identity and religious practices. The department also adopted a new housing software system, which will improve students’ residential



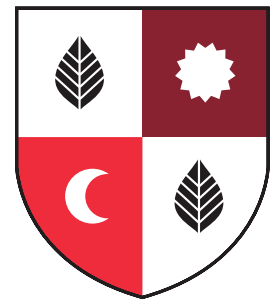
**BROWN
COMMONS**



**CICCONE
COMMONS**



**HANCOCK
COMMONS**



**DART COLEGROVE
COMMONS**



experience by allowing more specificity of information sharing and a better interface for students.

Peer mentorship is a core component of the residential experience, and more than 70 students had the opportunity to serve in CL capacity, sharing guidance with new students and helping returning students navigate their Colgate experience. The pool of applicants to the CL position continues to grow each year, suggesting that it is both the CLs and their residents who are benefiting from this peer leadership position. In fact, this year, in partnership with Career Services, the CLs utilized Clifton Strengths assessments throughout the year to create strengths-based and

developmental approaches to their leadership role. In addition, residential life and the **Office of Student Involvement** offered joint training and leadership development opportunities with Links (student orientation leaders) and the CLs.

Residential students were invited to offer feedback on their living experiences this year via the Skyfactor Benchworks' Resident Assessment administered this spring. Overall the report indicates that the residential experience at Colgate is strong and moving in positive directions. Areas of strength include the residential staff, safety and security, and sense of community within the residences. Areas to focus on for improvements

Family Weekend 2023

include the personal interactions between residences and the physical residential environment. Related to the physical infrastructure and as part of the *Third-Century Plan*, planning for the future of residential life at Colgate is also a critical function for the Dean of the College Division. The first renovation on the lower campus began in May 2024 with two residences: 66 and 70 Broad Street. These renovations mark the beginning of the physical transformations that will take place on the lower campus for junior and senior students.

Administrative Deans

The **administrative deans** provide students with critical support, both academically and personally, by connecting them with various University services, including academic advising, disability support services, student involvement, counseling, and tutoring to help their overall academic success. In addition to supporting students who face academic challenges, the deans contribute to important retention and persistence efforts by identifying high-performing students who may be considering transferring. Deans encourage these students to consider the many opportunities Colgate offers, including becoming a Benton Scholar, conducting summer research with a faculty member, or pursuing opportunities through the Office of National Fellowships and Scholarships, especially for students who may have previously been aware of these opportunities. Deans also are developing data-informed practices to identify students who may benefit from proactive outreach in order to connect them with additional resources and support.

The **Office of Student Conduct**, in partnership with colleagues across the DoC division, identified several policies that would benefit from revision as well as new ones to be added to address concerns about online behaviors. These policies, as is the ordinary process, were presented to the Student Affairs Board (SAB) in the spring and approved for inclusion in the 2024-25 Student Handbook. Among others, the



SAB approved changes to the Policy on Driving While Impaired by Alcohol or Other Drugs, the Policy on Solicitation and Concessions, the elimination of the Policy on Unrecognized Organizations, and clarified the definition of Conflict Resolution. Additionally, the SAB approved a new policy prohibiting doxxing:

Policy Prohibiting Doxxing

Colgate prohibits the electronic distribution of personally identifying information about a member of the Colgate community for the purpose of subjecting that person, or their family or friends, to harassment or placing them in reasonable fear for their safety by or from a third party, or under circumstances in which a reasonable person would reasonably expect such consequences to ensue. Similar actions that are intended or can

RaJhai Spencer (left), Assistant Dean for Administrative Advising and Giovanni '94 and Maree Cutaia Director, First@Colgate, along with Tabisha Raymond, assistant director, First@Colgate

reasonably be expected to incite or produce unlawful action through the dissemination of personal, private information about another person without their permission are also a violation of this policy and the Colgate Code of Student Conduct.

First@Colgate, which supports first-generation students and their families in taking advantage of everything Colgate has to offer, provided incoming students with opportunities to begin laying a strong academic foundation through a pre-orientation program held two days before the official Arrival Day in August. The First@Colgate pre-orientation helped connect

students with campus resources, begin forming new relationships with peers, and get acquainted with their new community. In October families of first-generation students were invited to the third annual First@Colgate Family Weekend Dinner to learn about the campus experiences of their students and to make connections with other First@Colgate families. First@Colgate sponsored a week-long campus celebration in honor of the National First Generation Day held in November, including opportunities for the campus community to network and celebrate their varied accomplishments. This year's celebration lineup included a

workshop on belonging and resilience, a community service activity with local high school students, a "Creative Cafe," and an author-led book discussion to conclude First@Colgate's first book club. Colgate's chapter of the QuestBridge Scholars Network held a Questgiving celebration in November. This event offered a time of reflection, gratitude, and celebration of National Quest Day. Finally, in March, with the help of alumni donors, First@Colgate led 19 students on a spring break graduate school tour of Drexel University's College of Computing and Informatics, Temple University's College of Public Health, Temple University's College of Liberal Arts,

and the University of Pennsylvania's School of Social Policy and Practice.

The **Office of International Student Services (OISS)** provides critical immigration support for students, especially new students, as well as community-building opportunities to promote students' academic and personal success across their four years at Colgate. This academic year, seven students and five staff members prepared meals for "Fried Rice Fridays," every Friday, providing a sustained opportunity for students to share their unique cultural backgrounds surrounded by popular comfort food and community.



Extending the international student community beyond Colgate, Colgate students joined other students from New York Six schools for the third annual International Student Summit, this year held at Hamilton College. Colgate's delegation of staff and students was integral to the success of this year's summit and Colgate will be the host campus for the summit in September 2024. Because immigration compliance is a critical role of the office, OISS hosted several workshops this year on topics such as how to obtain work authorization through the optional practical training and curricular practical training programs as well as training programs for faculty and staff colleagues to ensure compliance. OISS also sponsored 10 separate trips to the Social Security Administration office during the academic year to help support students in securing on-campus employment.

Student Engagement

Student engagement outside the classroom manifests in many forms, each pathway representative of the diversity of Colgate students. In the wide array of offerings, from opportunities to dance on center stage and honing leadership and financial skills, to quietly crafting with a few friends, there are a lot of opportunities to explore, grow, and connect at Colgate. Living on campus affords students the opportunity for serendipity in activities at the end of the academic day — joining in with a friend who is headed to a trivia game or rehearsing for an audition, preparing for a debate, or leading others through a review of a religious text. With the benefit of advisers across the DoC Division, student leaders have opportunities for developing a

more nuanced understanding of their peers, the challenges of organizing and planning ahead for programs, and from learning how to be accountable for their actions, ideas, and self-actualization. Our advisers help guide students in planning rather than doing it for them; this is where real development in the co-curriculum occurs.

The **Office of Student Involvement (OSI)**, in collaboration with the Student Activities Association, focused fall programming on supporting students' sense of belonging. They did this by helping students engage in community building activities such as the traditional Welcome Back Festival, where students were able to eat from food trucks, zipline, and mix and mingle with hundreds of their peers. OSI also expanded their late-night programming this year by hosting Fridays at Donnies, which provided students with an on-campus social space following the unexpected closure of a popular off-campus pub downtown. Colgate's five a cappella groups partnered with

faculty and staff for the third annual "A Cappella Fest." For a second year, the Senior Class Council partnered with the Presidential Ambassadors to plan a Senior Week, which featured a senior prom and a field day held at the athletics facilities in May. As is expected, students continue to enthusiastically engage in Dancefest, a long-standing Colgate tradition, that was held in the fall and spring. This spring's Dancefest performances kicked off Springfest Weekend with a full 31-act show.

Notably, the Colgate Speaking Union experienced significant growth in both membership and travel initiatives this year, organizing over 11 trips to various destinations, including Boston, Toronto, Vietnam, and Taiwan. OSI continued to offer organizational training and leadership education opportunities to help students with event planning, peer engagement, inclusive membership recruitment, fiscal responsibility, and resource management.

This year, the **Office of Fraternity and Sorority Advising (OFSA)** worked closely with leaders from each chapter and governing council to develop educational opportunities and resources to improve their membership experience. These programs sought to equip chapter officers and emerging leaders with the skills necessary to affect positive change within their Greek letter communities. This year also marked the second year of the Fraternity and Sorority Excellence Program (FSEP), which is designed to encourage chapters to think critically about their successes and challenges in direct alignment with the core values of their respective organization. FSEP also invites student leaders to set goals



within six focus areas. These mutually agreed-upon goals subsequently provide a framework for meaningful student-driven improvements both to chapter and community culture. Top-scoring chapters had access to grants from OFSA this year that were used to facilitate programming to increase belonging, diversity, equity, and inclusion. Colgate's eight recognized chapters reported combined philanthropic donations of over \$90,000 and more than 3,500 hours of community service in collaboration with the Max A. Shacknai Center for Outreach, Volunteerism, and Education and several other community agencies. In addition to leadership education, OFSA continued its commitment to supporting risk reduction practices in social hosting by collaborating with the Shaw Wellness Institute to offer Alcohol Skills Training Program, as well as other bystander education programming in partnership with Haven.

This year the **Max A. Shacknai Center for Outreach, Volunteerism, and Education (COVE)** worked with 738 students, or approximately one in every five Colgate students. These students contributed a total of 19,200 hours of service in various community settings with 84 partner organizations, both locally and globally. These combined efforts had the equivalent economic impact of nearly \$716,000. Ongoing programming this year included advising 39 volunteer teams comprising 648 students; 238 local high schoolers visiting campus from 11 school districts through the High School Seminar program; three service trips during the January and March breaks; two course development grant service learning awards; and one additional faculty service-learning initiative. In 2023–24,



ALANA Cultural Center fashion show 2023

COVE staff piloted a Civic Leadership Certificate program with a Physical Education (PE) credit option during the spring semester. Additionally, the COVE and Upstate Institute continued their literacy tutoring program, with eight Colgate student workers paired 1:1 with elementary school children in the Madison Central School district; received support from the President's Cabinet to apply for the Carnegie Classification for Community Engagement; and, along with 11 faculty members, piloted a new Community of Practice program on engaged teaching and scholarship. Finally, the Colgate Vote Project and Democracy Matters worked with the COVE to create a Civic Action Plan for the upcoming 2024 election cycle.

The **ALANA Cultural Center** partnered with students, faculty, and staff through various programs that fostered community building, celebrated cultural diversity, and promoted social justice. In celebration of its 35th anniversary, center staff organized 80 separate events, including MLK Week, the

Annual Multicultural Fashion Show held during Family Weekend, and a Multicultural Graduation celebration held during Commencement Weekend. These events, alongside others such as ALANAPalooza and six heritage month celebrations, were well attended and illustrated the center's commitment to empowering and celebrating diverse voices. Student staff, with advising help from the full-time professional staff in the center, offered several of their own workshops, including a day-long Social Justice Summit. This summit drew attendees from other colleges and universities, local high schools, and the surrounding community.

The **Office of the Chaplains** focused on interfaith connection this year, as well as inviting student and community engagement for religious worship, celebration, and connection within specific faith traditions. Global and local issues this academic year called

Student Engagement

(continued from page 9)

for expansive community opportunities for interfaith dialogue and exploration, of which there were many. Active groups, including the Colgate Jewish Union (CJU), University Church, Hindu Student Association and the Secular Association of Skeptical Students (SASS), provided new opportunities to build relationships across class years. Attendance at various celebrations such as Diwali, Easter, Passover, and Holi included students from outside their faith traditions who sought opportunities to explore and understand commonalities and differences between their religious observances. Another example of the chaplains focus on interfaith education and understanding this year included a two-week interfaith trip to London and York, England. This January trip presented a new and exciting opportunity for interfaith experience and dialogue. Morning Reflections, now in its third year and held each week on between 8:45-9:00 a.m., are presented by different campus leaders, faculty, staff, and student speakers, and provide the community with insights about how they view and interpret the world. The Class of 2024 Baccalaureate service, held on Saturday afternoon of Commencement Weekend, invited graduates to hear reflections from their classmates' various faith traditions as well as to reflect on their time at Colgate; Memorial Chapel was filled to capacity for the event with more than half of the graduating class in attendance.

The **Office of LGBTQ+ Initiatives** focused on two main themes for this academic year – “Strive to Shine, Fabulous” (fall semester) and “The

Power of Queer Peership” (spring semester), with the goals of enhancing students' authentic lived experiences, exploring the power of community, and power of peer support during challenging times. Alongside the Office of Equity and Diversity and the Office of the Dean of the College, LGBTQ+ Initiatives also collaborated on multiple projects related to improving the support structures, services, and resources for LGBTQ+ students, including adding gender-inclusive, single occupancy bathrooms, offering housing adjustments, and expanding system capabilities for storing and using preferred names. Another partnership this year between LGBTQ+ Initiatives and Student Health Services included ensuring care is available for trans and non-binary students. In March Dr. Jake Kleinmahon '07 shared insights during his keynote lecture titled, “You Matter: Addressing and Improving Queer Healthcare.” The Annual Trans Day of Awareness brought a new partnership with the Volunteer Lawyers Project of CNY, a community partner that organizes a monthly “Name Change Clinic.” A new student-launched initiative, with support from LGBTQ+ Initiatives, included a Lip Sync Battle to offer a platform for unity through artistic expression. Students also continued to strengthen the newly formed student organization, Trans Advocacy Group (T.A.G.), to provide a social, cultural, and civic outlet for students who identify as trans, intersex, and non-binary. The academic year concluded with a well-attended Pride Walk during Queerfest and a celebration event to acknowledge LGBTQ+ graduates' accomplishments.

Campus Safety, Environmental Health and Safety, and Emergency Management

The Emergency Management, Fire, and Campus Safety teams maintained their steadfast commitment to continuous improvement for campus safety and emergency preparedness. These teams focused on team development, as each of these departments welcomed several new staff members. Training, collaborative exercises in emergency preparedness, and strategic planning with operational successes and challenges in mind all strengthened Colgate's demonstrated crisis management capabilities. Colgate supported the volunteer-run Southern Madison County Ambulance Corps (SOMAC) as they transitioned their EMS services to Madison County EMS, which resulted in new opportunities for student volunteers and enhanced ambulance coverage for the local and regional communities. Additionally, the **Campus Safety Department** worked to address the opioid crisis through the deployment of Narcan in partnership with the newly formed Council on Alcohol and Other Drugs and Madison County BRiDGES. In partnership with Student Health Services, the emergency management team managed a norovirus outbreak on campus this year, joined the Madison Threat Advisory Council, and focused on proactive programs and training to maintain a resilient and inclusive campus.

Environmental Health and Safety (EHS) staff continued to provide exceptional technical expertise and services to members of the Colgate community, while supporting and anticipating regulatory compliance and needs. Staff are providing critical support for a number of initiatives of Colgate's *Third-Century Plan*, including for renovation and construction projects, particularly those in the Village of Hamilton and along Broad Street. EHS began piloting a formal laboratory safety review program and is supporting faculty and staff as research returns to normal in Olin Hall. The team has also been updating critical programs such as hazardous waste management, hazard communication, peroxide-forming chemical management, and the driver safety policies.

Fire Safety takes advantage of every opportunity to provide training to community members, because proactive education can prevent many fires from occurring. This year, this education included Office of Residential Life community leaders (CLs) with in-the-moment education during fire drills and fire extinguisher training. The Fire Safety director also offered First-Aid/CPR/AED training for faculty and staff and provided fire safety education sessions for 53 students with fire safety violations. A fire alarm replacement plan, lan (begun in 2019) to install the latest fire safety technology, continued in earnest this year, with four more replacements to take place during the 2024 summer.

The Campus Safety Department led the University's efforts in maintaining a safe and secure campus environment through strong community partnerships with local law enforcement and safety agencies. Local, state, and federal first responder relationships included collaborative training in the areas of threat assessment, responding to and investigating bomb threats



Campus safety officer KC Stewart, greets students on electric patrol bicycles, introduced in 2023-24

and swatting, active intruders, campus demonstrations, and other crisis management affairs affecting institutions of higher education.

In the area of risk reduction, large-scale, high-profile events were enhanced through the introduction of two new courses for event staff to help them identify specific potential hazards and risks and to employ specific strategies to avoid and mitigate risk. To address physical safety, campus safety leadership led assessment efforts to allow the University to be able to better respond to campus vulnerabilities and risks. Security and safety technologies, including blue lights, security cameras, and card access technology, were among their foci this year. Campus safety also collaborated with multiple campus stakeholders with a similar commitment of cultivating a culture of safety. Specific new initiatives this year included train-the-trainer certifications for administering Narcan, American Red Cross First Aid/CPR, and AED first responder.

To support the DoC's many divisional efforts of creating a community of belonging, the Campus Safety Department remained dedicated to efforts to develop a well-trained and culturally competent team that contributes positively to Colgate's diverse community. Prominent partnership building and professional development included hosting an Implicit Bias in-service training, which was well attended by local and campus partners; the continuation of annual in-service training with campus partners in the offices of ALANA, LGBTQ+, and the Office of Diversity and Equity; and other small group initiatives with campus partners. Finally, when it comes to serving and supporting the campus community, campus safety responded to nearly 44,000 total calls for service, approximately the same number for the two previous years combined.

Integrated Health and Wellness

Student Health Services, Counseling and Psychological Services, the Shaw Wellness Institute, and Haven: Sexual Violence Resource Center, represent **Colgate Health and Wellness**.

Together, they coordinate services and programs with goals of building a campus community and a lifelong commitment that prioritizes integrative student well-being.

The **Student Health Services (SHS)** team's focus is on providing high-quality care for acute and chronic diseases; however, they are also committed to prevention education through a number of partnerships with students and other campus

partners. There was student demand for screening for sexually transmitted infections (STI) this year and it was met through a programmatic and financial partnership with the Student Government Association (SGA) and the Shaw Wellness Institute, and included critical education on STI prevention and safe practices. SHS also expanded its collaborations with the Office of Student Disability Services and recreational sports to ensure consistent, high-quality concussion care management.

The SHS team is committed to adjusting its services to meet the changing needs of students. This included working with the athletics division to create collaborative care models for managing athletes with acute and chronic medical conditions, including eating disorders, and providing support for students seeking gender-affirming

care by building collaborations across the health and wellness teams, the DoC, faculty, and regional resources to provide support regarding gender transition. SHS continued its relationship with Mantra Health, a telepsychiatry provider, to support students with ADHD and other mental health conditions, which represented approximately eight percent of the more than 4,200 student appointments to SHS this academic year.

Counseling & Psychological Services (C&PS) provided clinical services to 671 students this year. For the Class of 2024, C&PS provided services to just over 49% at some point during their tenure. Once again this year, the counseling staff offered same-day appointments through walk-in services and provided ongoing routine care through individual and group therapy. Group therapy was popular with 28 weekly groups offered during the fall and spring semesters, including the addition of a new group focused on grieving. Counselors held hours in a number of satellite office spaces around campus, including in athletics, the Office of International Student Services, ALANA, and the Office of Undergraduate Studies. Collaborative health and wellness teams supported students struggling with ADHD, eating disorders, sexual violence, and drug and alcohol issues. Counselors were involved in crisis and consultation care, with the ability to offer psychiatric referrals and ADHD evaluations through Mantra (telepsychiatry). This



Wagging for Wellness 2024



year, C&PS hosted two graduate-level trainees from nearby institutions for their 600-hour internships, during which they provided individual and group clinical services and participated in outreach and consultation activities. The counselors completed a two-day training on internal family systems theory to extend their counseling offerings and attended regional and national conferences for ongoing professional development. They also facilitated a number of suicide prevention trainings this academic year, offered activities for students during

study breaks, and provided training on a variety of mental health and well-being topics.

This year, **Haven** set intentions to create a more trauma-informed campus and initiated open-campus Trauma-Informed Support trainings, providing opportunities for community members to learn principles and skills. Haven partnered with the Administrative Deans office to conduct a Trauma-Informed 3.0 training, which provided opportunities to reflect and practice skills associated with their campus

Niki Keating (left), senior associate director of Counseling and Psychological Services, and Dawn LaFrance, assistant vice president for wellness and director of Counseling and Psychological Services in Conant House

roles. Haven increased its visibility and engagement, with over 1,500 attendees to the 70 Haven outreaches. Haven achieved an increase of 152 followers on Instagram and an 75% open rate for its newsletter. Haven welcomed a new assistant director, two new student interns, and 12 new Haven Ambassadors. Ambassadors

Integrated Health and Wellness

(continued from page 13)

led a number of outreach events and collaborated with other departments, such as Healing Through the Arts with First@Colgate, the Breaking Session with Active Minds, and HEART: Art Therapy with Chapel House & the POM Squad. Another major outreach initiative was COOP tabling, which was staffed by student interns and ambassadors. Each tabling provided students with the opportunity to meet ambassadors, learn about Haven and health and wellness services, and engage in interactive activities like designing denim patches for Denim Day and Haven jeopardy. Haven welcomed a new Enough Is Enough advocate to campus and worked closely with the Title IX office. Through intentional practices and collaborations, Haven continues to cultivate a community that prioritizes healing, diversity, and inclusivity, striving for better outcomes and a safer campus environment for all.

The **Shaw Wellness Institute (Shaw)** continued several of its annual health promotion initiatives beginning with new student orientation. These online trainings focused on preventing sexual violence and reducing drug and alcohol misuse; they were completed by 96% of all incoming first-year students in the Class of 2027. Bystander Intervention education was also a focus of the Shaw team this year and just under 800, or 98%, of all first-year students completed this education during one of 32 separately held workshops. The team introduced Bystander 2.0 this year and reports that this advanced



Dr. Ellen Larson, director of SHS, sharing resources at the Coop

training gained traction. Colgate's Council on Alcohol and Other Drugs (CAD) was formed in December 2023, at the request of the dean of the college, and made progress on a number of prevention initiatives this academic year, especially in the area of Narcan training and education.

In addition to individual nutrition services, Shaw's dietician offered multiple outreach events to the general student body and a variety of athletics teams. A new Wellness Wednesday presentation was offered to coaches and trainers to help them screen athletes for potential nutrition complications

and guide them toward appropriate resources. Other new initiatives this year included Wagging for Wellness and the Wellness Supply Program. Wagging for Wellness frequently brought pet therapy to campus with 200 students participating in the fall semester alone. The Wellness Supply Program began in November and offered students the ability to order free health products for confidential pickup at the Shaw Wellness Institute. This new program aims to reduce barriers and access to important wellness-related resources.

Career Initiatives

Career Services continued focusing on delivering high-impact advising, programming, and resources to students. Career Services four-year approach to career development has driven both the quantity and scope of how students engage with their career development, resulting in more than 81% student participation. Moreover, 98% of all juniors — the first class of students to whom this plan was introduced — have already connected with Career Services for more than 11,800 specific touch points — a percentage of student engagement that exceeds that of the most recent graduating class during their entire four years. Career Services is excited to unveil specific senior elements of the four-year plan in fall 2024.

To support students' learning and career readiness, Career Services harnessed an impressive and generous group of alumni and employer partners with its programming and recruiting efforts. Almost 900 volunteers participated in Career Exploration Week, Alumni Career Conversations, Sopho**MORE** Connections, the Job Skills Accelerator, and other industry-specific programming to help illuminate the various paths possible with a liberal arts degree. Students were able to access more than 80,000 internship and job postings through Handshake

this year as they sought opportunities to gain professional experience. These positions reflected a vast diversity of geographies, industries, and job functions. Alumni and parents were well represented in the 182 formal employer recruiting partners working with career services this year. Sixty-four percent of the 1425 internship and job postings represented in the recruiting program were sourced from alumni or family connections.

With the goal of increasing access to internships, jobs, and graduate school opportunities, Career Services launched a new Microcredential Initiative this year. More than 350 students enrolled in externally hosted, skill-based courses throughout the year as part of this new offering. Through the

generous support of donors to Career Services, the cost of these credentialing courses was fully subsidized for all financially aided students. In addition to microcredentials, donor support also enabled more than 150 students to take advantage of grants to participate in internships and fund graduate school applications.

Once again this year, students reported solid post-graduate outcomes. With a 92% knowledge rate for the class of 2023, 98% of graduates secured employment, graduate or professional school admission, a fellowship, or enlisted in the military within six to nine months of graduation.

Career Exploration Week, 2023





GUIDING PRINCIPLES

Staff members in the Office of the Dean of the College are guided by the following principles as they work to develop, promote, and sustain a vibrant and inclusive residential learning community:

We value a collaborative culture that aligns departmental goals with the mission of the division and the 13 Goals of a Colgate Education, resulting in a comprehensive and valuable experience for all students.

We actively pursue a culture of excellence that respects diversity, seeks inclusion, and ensures accessibility as the foundation of our work.

We are committed to building meaningful and respectful relationships with and among students, colleagues, and our broader community.

We strive to create a culture of recognition, appreciation, and generosity that promotes personal and professional purpose and satisfaction.

We value a culture of professional engagement and continual learning that inspires creative and innovative strategies to approaching our work.

We subscribe to the consistent use of a curricular model for program and policy development and assessment.

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