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COLGATE UNIVERSITY

Dean of the College Division

2025-26 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 Dean of the College (DoC) Division 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 Dean of the College Division 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:

A useful way to judge a year in student affairs is to ask what students can do now that they could not do before. By that measure, 2025–2026 was a strong year. A record 921 students — three in 10 — worked alongside community partners through the Max A. Shacknai Center for Outreach, Volunteerism, and Education (COVE). Students practiced disagreement in good faith at Dean of the College (DOC) Connects and in ALANA’s EmpowerED Series. They earned industry credentials, won national honors in debate and Model UN, and organized a marrow donor drive that found a match for a classmate’s family member.

Work with this impact requires intentional effort (and some good fortune too). Colgate’s *Third-Century Plan* asks the University to attract, retain, and support outstanding students, and to enrich the student experience across residential life and campus programs. The pages that follow describe how Colgate’s Dean of the College Division — more than 100 professionals across nearly 25 departments

— advanced those commitments this year: through earlier and more personal outreach to first-year students, the division’s first wellness audit, a conduct philosophy that favors educational dialogue over formal process, and residential programs that treat where students live as a place where they learn, develop, and make a positive impact on each other.

No annual report can capture a full year of activities.. This one is organized, as last year’s was, around the division’s guiding principles, because those principles describe not only what we did but why we did it. I am grateful to my colleagues for the care they bring to this work, and I invite you to read about the impact they make because of their individual and collective efforts.

Sincerely,

Paul J. McLoughlin II, PhD

Vice President and Dean of the College

Aligned in Purpose and Collaboration

Colgate students learn outside the classroom in ways that align departmental goals, divisional values, and the University's *Third-Century Plan*. Section I of that plan commits Colgate to attracting, retaining, and supporting outstanding students; Section III commits the University to enriching the student experience across residential life and campus programs. This year, that alignment showed in student-directed funding, employer partnerships in Career Services, community-wide service, and advising built on early, personal connection.

Colgate's model for campus engagement rests on student-led funding. The budget allocation committee, as part of the Student Government Association (SGA), distributed \$1.2M in student activity fees to concerts, celebrations, community service, and other student-centered initiatives. Almost 200 student organizations — dance and cultural groups, investment clubs, theater troupes, political discussion groups, and evening programming boards — gave students the chance to analyze, perform, and organize in ways that enriched both their learning and the community.

Community engagement reached its highest level in more than a decade. As mentioned in the introduction to this report, a record 921 students worked with community partners through the

COVE, contributing 21,180 hours of service worth an estimated \$837,000 to surrounding communities. Student teams completed five break service trips, and undergraduates participated in two service-learning courses. On one trip, students spent a week with farm worker families, learning about the immigrant experience, food systems in central New York, and the policy questions that connect them. In October more than 130 student-athletes and volunteers joined a rebooted Day of Service in support of the village of Hamilton's Pie Walk.

The Office of Administrative Advising leaned into the University's focus on first-year success, a priority named in the *Third-Century Plan*'s commitment to retaining and supporting outstanding students. Deans met regularly with students who could benefit from extra support and tested new ways of building early relationships — including small gestures such as birthday check-ins — to learn what genuinely helps students feel connected. A new “zine” on the plasma screens around campus put a face and a personality behind each of the eight administrative deans.



Colgate students playing games with local children during COVE's fall 2025 Day of Service



In partnership with the Alumni of Color Network, the 2026 Convergence Leadership Summit gathered 50 students and approximately 50 alumni in Philadelphia for a two-day retreat on the theme “Breaking New Ground: Innovation as Leadership in Practice.” Students attended workshops and an alumni career panel, took part in structured networking, and heard a keynote from Vaughn Crowe ’02. Ninety-four percent of participants rated the networking sessions as highly effective in building career confidence and leadership identity.

Career Services helped students navigate a shifting job market by deepening relationships with targeted corporate and nonprofit employers, expanding access to alumni mentoring networks, and teaching the practical and ethical use of generative AI tools in a job search. Alongside the Summer Internship Funding program, new Career Exploration Grants gave first-year and sophomore students a path to an exploratory job shadow or volunteer experience; together the two programs funded more than 170 students, roughly half of all applicants.

Esther Rosbrook, director of ALANA Cultural Center, talks with Fredrika Newton, keynote speaker at the 2026 MLK Celebration

A new partnership with Harvard Business School Online opened 20 business courses to Colgate students, and nearly 75 enrolled in offerings such as AI Essentials for Business, Design Thinking and Innovation, and Entrepreneurship Essentials.

Creators of Inclusion and Belonging

Belonging, academic and personal achievement, and learning to live respectfully in community are central to a residential liberal arts education. This year that commitment showed up across the division: in the Office of International Student Services' cultural dinner series connecting international students with the

broader campus; in First@Colgate's expanding mentorship pipelines; and in the first LGBTQ+ Awareness Game hosted with men's ice hockey. Inclusion is not the responsibility of any single office; it is an embedded value across the Dean of the College Division, and these examples illustrate that shared commitment. Through the Office of International Student Services (OISS), students gathered for biweekly community meals in the Fried Rice Friday series, where international student chefs prepared dishes from Egypt, South Korea, Guyana, India, Puerto Rico,

China, and the United States and shared the stories behind each of them. International students also joined Colgate faculty, staff, and local hosts for traditional Thanksgiving dinners. First@Colgate expanded the professional networks available to first-generation students. Sophomores built structured mentoring relationships through partnerships with the Alumni Council and Table '28, and a campus pop-up shop stocked by alumni donations provided free professional attire for summer internships and job interviews. A partnership between LGBTQ+



Students serving rainbow cake at ALANAPalooza, September 2025

Initiatives and the men's ice hockey team produced Colgate's first LGBTQ+ Awareness Game, "Hockey Is for Everyone," along with an open skate in October. Antonio Hernandez '26 received the Ally of the Year Award at the Student Engagement and Achievement Awards. Anthony Walsh, assistant men's ice hockey coach, was also honored with the Ally of the Year Award at this year's Lavender Ceremony.

Colgate Day Celebration, February 2026



Students brave the rain and enjoy the carnival at Springfest, April 2026

One Team, Countless Perspectives

Colgate students thrive in the company of different perspectives, and some of the most joy-filled experiences on campus are built that way. Through the shared choreography of Dancefest, the structured discourse of DOC Connects, ALANA's EmpowerED Series, the student storytelling group Voices in Thread, and the Office of the Chaplains'

interfaith work, students found ways to connect across differences and to practice finding connection as a habit.

Student dance ensembles again collaborated to produce Dancefest during both semesters. Performers presented 23 numbers to roughly 600 attendees in fall 2025 and 28 numbers to roughly 800 attendees in spring 2026, spanning ballet, hip hop, K-pop, Latin American, and ballroom styles. As in previous years, Dancefest gathered students to celebrate community as they also built it through the shared experience of

being together in the Colgate Memorial Chapel for this event each semester.

DOC Connects, now in its second year, brought more than 60 students, faculty, staff, and senior administrators to the Hall of Presidents for structured dialogue on identity, free expression, AI, and other global issues. Every student participant reported feeling heard and respected, and all said they would return. A second gathering at the Edge Café drew 35 first-year students to talk about belonging, campus climate, and how to navigate disagreement early in the college transition.



Spring 2026 Dancefest



Students enjoy lunch at the ALANA Cultural Center with Bobby Carter, producer and host of NPR's Tiny Desk Concerts

Through the ALANA EmpowerED Series, students explored domestic and global issues while building confidence in public speaking, active listening, and data-informed conversation — turning dialogue into a practiced skill rather than a one-time event. The newly launched Voices in Thread, a student organization advised by the ALANA Cultural Center, creates space for students to share personal stories and perspectives. Both programs were

part of a broader year for ALANA, which supported more than 70 events organized by multicultural student organizations, including a Fifth Annual Social Justice Summit that for the first time drew participants from St. Lawrence University, Ithaca College, Hobart and William Smith Colleges, Hamilton College, local congregations, and area high schools.

The Office of the Chaplains deepened several years of interfaith work. In

January students traveled to London to visit sacred sites and join dialogue at King's College, returning to lead a 10-day Interfaith Week. Christian and Muslim student groups co-hosted a joint Ash Wednesday and Ramadan fast-breaking dinner. Spring celebrations — Passover, Eid, Good Friday, and Easter Sunday — together drew nearly 1,000 community members, giving students a chance to observe their own traditions while witnessing and supporting one another.

Recognition Culture

Student achievement took center stage across campus this year. Two student leaders received the 1819 Award, Colgate's highest student honor: Harshitha Talasila '26, president of the Student Government Association, who advocated tirelessly for student needs and campus partnerships, and Robert Patch '26, president of Theta Chi, who strengthened his chapter's community service and engagement.

A new Battle of the Bands filled the Hall of Presidents, drawing more than 240 students to cheer on four student groups — a reminder that some of the most meaningful community building happens when students simply gather, support one another, and have fun. This event illustrated a growing return of student bands — a welcome sight reminiscent of earlier times in student involvement.

At the Student Engagement and Achievement Awards, the division recognized 36 undergraduate leaders across 25 categories, from club leadership and event programming to community service and collaborative partnerships. The evening gave the community a chance to acknowledge the hours students invest in building organizations, supporting peers, and shaping campus life. Colgate student organizations also earned recognition further afield: Model UN members took

“Best Delegate” honors in Philadelphia and verbal commendations in Miami, Florida. Debate Society members won Cornell Novice Nationals while representing Colgate at Oxford and at the World Championships in Bulgaria.

Staff achievements reflect the same commitment. Colgate's *Third-Century Plan* commits to attracting, retaining, and supporting outstanding staff. Recognition is integrated into the guiding principles of the division and expands Colgate's reach and reputation nationally. For a third year of the last five, Colgate was recognized by the American College Personnel Association (ACPA) and the Edu Ledger as one of the “Most Promising Places to Work in Student Affairs.” Dean McLoughlin also received the Pillar of

the Profession Award from the National Association of Student Personnel Administrators (NASPA), student affairs' highest honor. At Colgate's Staff Excellence Awards, Christy Reed (counseling and psychological services) was named Colgate's employee of the year for her work with athletics in supporting student-athlete mental health, and Jeremy Wattles '05 (COVE) and Doug Chiarello '98 (administrative advising) were recognized for community engagement and student-centered advising at the All-Staff Awards ceremony. Dr. Dawn LaFrance (health and wellbeing), Dr. Esther Rosbrook (ALANA Cultural Center), and Wattles all published original research, creative writing, or book chapters in their respective fields.



From left, Harshitha Talasila '26 and Robert Patch '26 make remarks after receiving the 1819 Award during the 2026 Awards Convocation

The COVE's work contributed significantly to Colgate's 2026 Carnegie Community Engagement Classification, an elective designation from the American Council on Education and the Carnegie Foundation — external confirmation of the *Third-Century Plan's* aim of strengthening Colgate's national reach and reputation. Career Services earned a NACE Excellence Award for Sophomore Connections, which this year brought nearly 500 students together with 130 alumni.



Students explore options at the fall 2025 Student Involvement Fair



Students attend industry networking receptions during Sophomore Connections 2026

A Commitment to Lifelong Learning

Colgate undergraduates sought opportunities to keep learning — building credentials, learning to network, and developing skills through student leadership and living in community — through Career Services’ initiatives.

Career Services significantly expanded access to students for industry credentials and technical skill development. Through the Microcredential Initiative, 367 students completed more than 550 courses, seminars, and professional credentialing programs. Postgraduate outcomes remained strong: with an 88.2% knowledge rate for the Class of 2025, 99% of responding graduates had secured employment, graduate school admission, a fellowship, military service, or long-term volunteer service within six to nine months of graduation. Full metrics are published on Colgate’s Career Services outcomes website.

Dedicated funding streams supported career exploration across class years. Of the students funded for summer experiences, 38 first-year and sophomore students received Career Exploration Grants for job shadowing and volunteer opportunities. Forty students participated in the Tuck Business Bridge Program, nearly half with full financial support through Gio

and Maree Cutaia family scholarship gifts, and 13 students joined the Graduate School Access Fund cohort for specialized preparation and advising toward earning advanced degrees. Targeted events — including the BIPOC and First-Gen Mixer, QuestBridge LinkedIn workshops, Sophomore Connections, Queer Job Search sessions, and Disability Accommodation Search workshops — helped students build strategies suited to their own paths.

Fraternity and sorority leaders met in biweekly small-group roundtables to discuss operational ethics, harm reduction, and campus culture with staff facilitators. Redesigned two years ago into a discussion format, the roundtables have become one of the Office of Fraternity and Sorority Advising’s most effective leadership development tools, giving chapter leaders a recurring space to work through challenges with peers facing similar situations. This year’s facilitators included colleagues from across the Dean of the College Division, including Haven, the Office of Equity and Diversity, Title IX, Office of Residential Life, the COVE, Shaw Wellness Institute, ALANA, and members of the student conduct team.



The Residential Commons worked with colleagues from the Office of Entrepreneurship and Innovation, University Museums, Office of Sustainability, Department of Geography, and the Women’s, Gender,



Students participate in the Tuck Business Bridge program capstone presentations and networking, January 2026

and Sexuality Studies Program to bring the Tempesty Project to campus, coordinating the students, faculty, staff, alumni, and community members who created 30 “temperature panels” visualizing climate change in Hamilton.

The project demonstrates craft making as a mode of intellectual inquiry and gives students an interdisciplinary way into the implications of a warming climate. The Residential Commons co-directors also hosted several faculty-led

dinner discussions, career exploration events with external speakers, and language-based events with three academic departments; 37 faculty and staff contributed, and roughly 500 students attended. This is the *Third-Century Plan*’s vision of residential education in practice — students living the liberal arts where they live.

Intentional Program Designers

Student feedback and evidence-based assessment shape the division's programs and policies — and ensure effectiveness. This year that work produced updated emergency protocols, a shift toward educational dialogue in student conduct, and a more integrated approach to wellness. A team of health and well-being professionals organized the division's first wellness audit, asking staff across the division to examine their own programs and services through a holistic wellness lens — an early step toward the integrated model of student wellness envisioned in the *Third-Century Plan*.

The Office of Emergency Management strengthened preparedness through EOC (Emergency Operations Center) drills, medical evacuation exercises, refined event safety plans, and extended real-time safety information with a guest emergency SMS system and accessible alert protocols for community members who are deaf or hard of hearing. Coordinated weather-decision protocols helped students navigate winter disruptions. The Office of Environmental Health and Safety kept student researchers in 30 research

groups working in safe, compliant laboratories, conducting regular inspections and processing more than 11,000 pounds of hazardous waste. Fire safety staff continued to analyze the sources of residential alarms, looking for patterns and technologies that improve safety while reducing the number of false alarms. Transportation expanded its offerings with a 50% discount on break shuttles, free move-in and move-out airport shuttles, and a new on-campus car rental option.

In the calendar year 2025, the Campus Safety Department responded to 49,815 calls for service and documented 2,028 incident reports. The most common criminal reports were petit larceny and criminal mischief; noncriminal responses included 150 cooking fire alarms, 163 medical illnesses, 101 responses for alcohol and other drugs, and 51 welfare checks. The department also resolved 3,323 lockouts, provided 8,258 safe campus transports, staffed 428 events, and ran 115 outreach initiatives, averaging one minute 40 seconds to respond to fire alarms and three minutes six seconds to general emergency calls.

The division also changed how it responds to low-level alcohol and fire safety infractions, moving from formal process toward educational dialogue



and restorative resolution. Formal residential life conduct cases fell 73%, from 99 to 27, as Community Leaders handled more situations through peer-led informal conversations and students resolved minor infractions through restorative outcomes such as written apologies to campus staff members. Beginning in fall 2026, students who accept responsibility for Honor Code violations will have access to a streamlined administrative hearing.



Students from the Hindu Students Association celebrate Diwali, October 2025



Landing-zone training exercise with campus safety, sports medicine teams, and local emergency responders, July 2025

Holistic Education

The Dean of the College Division is committed to a transformative education that integrates academic learning with personal development, providing students the support, challenge, accountability, and encouragement appropriate to where they are in their liberal arts education.

Residential life staff members listened to students' needs and looked for ways to help students navigate the relationships and challenges that come with living together, working to establish safe, healthy, and inclusive communities that support academic success. Student Community Leaders shape those communities by engaging peers on roommate conflicts, social opportunities, and mentorship. Late-night conversations about politics over popcorn, learning to cook a new dish, and negotiating a shared refrigerator are all part of the living-learning experience — the *Third-Century Plan*'s conviction that where students live shapes what they learn.

The health and wellness team delivered clinical care, preventive education, and student support. Eight hundred twenty-four first-year students completed Bystander Intervention training across 42 sessions; more than 75% reported greater confidence to intervene, and 66% demonstrated a clear understanding of affirmative consent. The Office of Counseling and Psychological Services saw 585 unique students — 19% of the student body — across 2,870 individual sessions, 477 group therapy meetings,

and 518 walk-in visits. Students also made 4,176 clinical visits to Student Health Services, including 296 allergy appointments and 274 nutrition consultations, scheduled through a new electronic health portal. Haven outreach events reached 3,330 attendees, and 573 participants attended 11 sexual assault prevention sessions. Five Haven Ambassadors presented at the New York Mental Health Counselor Annual Convention on building peer support ecosystems and the toll of vicarious trauma on student responders.



Students attend the Health and Wellness Fair, October 2025

Mock Trial and Model Arab League teams competed in regional tournaments in Utica, Boston, and Washington, D.C., and Model UN members traveled to Boston, Montreal, and Lima, Peru. Hosted by the Office of the Chaplains and filling the chapel basement each week, the Heretics Club offered an open forum for complex questions: fall 2025 took up “Modern Life!” — technology, smartphone psychology, and social justice texts — while spring 2026 tackled “Religion, Community,

and Conflict at Colgate,” exploring religious skepticism, conservative student experiences, and institutional accommodation. These are the habits of mind a liberal arts education is meant to build: listening and reading well, thinking critically and creatively, asking hard questions, and constructing arguments worth defending.

Students from six fraternity and sorority chapters organized a two-day drive with the National Marrow Donor Program in October, mobilizing

63 volunteers to register 175 potential donors and surpassing the organization’s goal for the Colgate campus. The drive carried personal weight: Theta Chi member James Ogoti ’26 was searching for a match for a family member’s cancer treatment through the same registry, and a match was ultimately found. It is a direct example of what students can do when a community shows up for one of its own.



The Colgate Resolutions perform in the O’Connor Conference Center, January 2026

Highlights

921

students — three in 10 — served community partners through the COVE, the highest participation in more than a decade

\$837,000 49,815

in estimated economic value generated by student volunteer service to local and global partner communities

calls for service answered by the Campus Safety Department in calendar year 2025



Student workers greet the incoming class, Arrival Day 2025



Sledding on the hill outside James B. Colgate Hall, December 2025

19%

of the student body, 585 students, accessed the Office of Counseling & Psychological Services, across 2,870 individual sessions

99%

of responding Class of 2025 graduates secured employment, graduate school, a fellowship, or service within six to nine months of graduation

96%

retention rate of student residential staff, Community Leaders



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