



COLGATE UNIVERSITY

Office of the Dean of the College

2022-23 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 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:

Following periods of monumental change — the kind that requires a fundamental shift in the ways we support students — it can be helpful to return to the “why” of our work. This reflection can remind us of our purpose and provide an opportunity to reconnect with what initially inspired us to become student affairs educators. At our division’s annual retreat in August 2022, we did just that. I invited my colleagues in the Office of the Dean of the College to share their “why” with one another. My colleagues’ answers were as varied as the staff members who compose the DoC. They spoke of their belief in every student’s potential, their desire to bring meaning and joy to others by creating shared experiences, and their drive to support equity and opportunity for everyone. Conversations reflected their different experiences, identities, and senses of purpose; however, their answers almost always came back to helping students learn about themselves and others, especially within the context of community.

To hear what inspires someone else can be inspirational; to learn about what motivates others almost always deepens one’s own sense of purpose. As with my colleagues in the DoC, learning occurs for Colgate students through community conversations just like these and in more subtle moments of disappointment and joy as they progress through their undergraduate years. Student learning occurs when the Men of Color Success Network hosts a dinner dialogue with Lt. Gov. Antonio Delgado ’99, like they did in the spring of 2023. It occurs when students expand their personal and professional networks as part of Colgate’s four-year career development approach. Student learning occurred when the Debate Society traveled to the World Universities Debating Championship in Madrid and when students traveled on a spring break trip to Natural Bridge State Park, Virginia, to examine stewardship strategies and the social impact of equitable access to green spaces. On campus and off; in quiet residential nooks rereading a

difficult text or discovering a new way of seeing something; in a therapy group designed to help students manage acute or chronic conditions; in candid conversations with their administrative dean about deadlines; or getting together with friends in the Rainbow Room to broaden understanding about what it means to provide gender-affirming support, these are the kinds of learning opportunities that my colleagues design, facilitate, and make happen each day of the academic year. Educating others — and oneself — is important and rewarding work.

In the upcoming 2023–24 academic year, our newest students, the Class of 2027, will engage in a new set of living-learning workshops as part of the new core curriculum. These four workshops, held in conjunction with students’ First-Year Seminar, will continue to strengthen connections between curricular and cocurricular learning and include modules on “self-awareness and decision-making” and “community building and development,” both of which will help support students’ growth and understanding of themselves and others. If we’re lucky, these students, too, will also deepen their own sense of “why” as they begin their Colgate journeys.

Sincerely,
Paul J. McLoughlin II, PhD

Vice President and Dean of the College

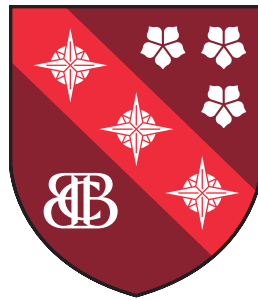
Residential Programs and Community

The **Residential Commons** program strives to provide students with intellectual, recreational, and social opportunities, a sense of belonging and connection, and a strong affinity with Colgate. In 2022–23, the commons faculty and staff sponsored a diverse array of activities to help students connect with one another and with faculty. Brown Commons hosted weekly community dinners where community leaders welcomed students, faculty, and staff to share foods that held special meaning to them. They shared family recipes and culturally significant dishes with one another; importantly, the food was just a vehicle to have the kind of deeper conversations the commons program seeks to have with first- and second-year students. The Wednesday afternoon Ciccone Commons snack breaks featured different guests focused on the topics of voting, off-campus study, summer funding opportunities, and considerations when declaring a major. Again this year, Mabel Dart Colgrove Commons hosted its 'Gate Skate event, a popular night of disco and roller skating. Hancock Commons offered an advising night in the fall semester, where students connected with each other, as well as faculty and staff, to get their course registration process questions answered. Hancock Commons also co-sponsored a

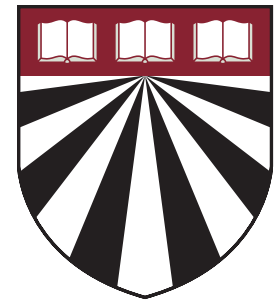
welcome-back barbecue with La Casa where first- and second-year students connected with upper-level students, faculty, and staff to enjoy delicious food and lively music to kick off the academic year.

In addition to supporting the Residential Commons, the **Office of Residential Life** provides all students with a strong sense of community and connection by leveraging students' residential communities as a source for learning. Members of the Class of 2026 completed a new and more robust pre-matriculation housing profile, which allowed the administrative deans and the residential life staff to carefully

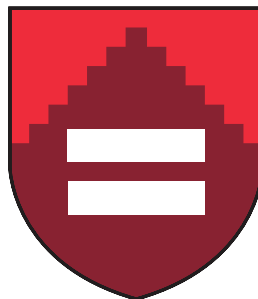
assign roommates. This new approach to an important relationship also helped forge stronger academic connections among first-year seminar (FSEM) members since first-year students were once again assigned to live in close proximity with their classmates. The attention given to each student and their preferences, focused on their interests and likely compatibility, led to a marked decrease in roommate change requests. Peer mentorship is a core component of the residential experience, and more than 70 students had the opportunity to serve in the community leader (CL) capacity, providing new students with guidance and helping returning students with a



BROWN
COMMONS



CICCONE
COMMONS



HANCOCK
COMMONS



DART COLEGROVE
COMMONS



variety of concerns. A small cohort of students stepped into new roles as lead community leaders as an opportunity for additional growth and role modeling. Residential life also saw the largest number of CL applications for the 2023–24 academic year, suggesting that both CLs and their residents are benefiting from this peer leadership position.

We introduced a number of enhancements to residential communities including hosting barbecues at the townhouses and apartments, the identification of possible sites for additional gender-

inclusive or single-occupancy bathrooms, new furniture and Residential Commons-themed painting in Drake Hall, the development of a process for religious and gender-identity-related housing requests, and a new housing selection process for current students. Now part of Hancock Commons, the Harlem Renaissance Center (HRC) celebrated its 40th anniversary and hosted an entire weekend of events with keynote speakers, invited authors, and panel presentations. The weekend educated students about HRC’s important historical role within Colgate and connected students with notable

Commons Cornhole Cup

alumni. Theme house communities along Broad Street flourished with the establishment of the *Pink Haus* LGBTIQA+ Community at Cushman House, regular community events at La Casa, new concerts at the Creative Arts House, and Beauty Bingo, a celebration of Black beauty and culture co-sponsored by the Afrikan Diaspora House and HRC.

Advising

Colgate's unique advising model assigns each student to an administrative dean, who works closely with students on personal and academic challenges through the **Office of Administrative Advising**. The administrative deans, affectionately termed “team dean,” proactively reach out to their advisees to offer additional advising, especially for students on academic warning, students who have multiple course withdrawals, or students with a course overload during their final semester. The deans also connect students with meaningful cocurricular and social opportunities, especially for students who are navigating these spaces for the first time as a result of a virtual high school environment. Since the pandemic, more students have reported difficulty in knowing how to meet and connect with their peers; expressed concerns about isolation; and demonstrated hesitancy about trying new things, including attending events on their own.

The **Office of Student Conduct** continues to engage in educational conversations with students regarding the rights and responsibilities of living in a residential academic community. In 2022–23, in collaboration with the Center for Learning, Teaching, and Research, we considered the impact



Administrative advising team members

of emerging artificial intelligence programs such as ChatGPT and the potential educational opportunities as well as challenges to our expectations as articulated in the academic honor code. We saw an increase in the number of academic misconduct cases again this year, which led to many generative conversations at the Student Conduct Board, Academic Affairs Board, and Student Affairs Board. As a result, we are increasing time spent during new student orientation and with FSEM faculty in the fall to ensure clearer communication about expectations of students, the importance of academic integrity, and how to seek guidance and clarification

about citation and collaboration. The **Office of International Student Services (OISS)** provides critical immigration support for students as well as community-building opportunities to promote students' academic and personal success. In 2022–23, 12 students prepared weekly meals for “Fried Rice Fridays,” providing a sustained opportunity to share their unique cultural backgrounds surrounded by popular comfort food and community. Extending community beyond

Colgate, students joined with students from schools in the New York Six Liberal Arts Consortium for the third annual International Student Summit at St. Lawrence University. Colgate's delegation of staff and students was integral to the success of this year's summit and Colgate's dean of students lead an activity for all attendees. With immigration compliance being a critical role of the office, OISS hosted several workshops on topics such as how to obtain work authorization through the optional practical training and curricular practical training programs, how to schedule a private consultation session

with an immigration attorney, and work authorization and visa options following graduation, all hosted by immigration attorney and alumna Mary Walsh '01 of the law firm Iandoli Desai and Cronin.

A pre-orientation program developed by **First@Colgate**, the office that 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 by learning about campus resources, forging relationships with peers, and getting

acquainted with the surrounding area. In October, families of first-generation students were invited to the second annual Family Weekend dinner to learn more about the experiences of their students and to make connections with other families. First@Colgate also offered a week-long observance of National First-Generation College Celebration in November with opportunities for the campus community to network and celebrate their varied accomplishments. The celebration's event lineup included late-night bowling, a community service outing, a virtual art showcase, and a "Marketing Me" workshop. Colgate's QuestBridge Scholars Network chapter held an on-campus celebration of National Quest Day on Nov. 12 that allowed students to come together and celebrate their unique identities and the strength of the growing QuestBridge student community. Finally, in March, the staff of First@Colgate, along with the help of alumni donors, led 17 students on a spring break graduate school tour with stops at the MIT Sloan School of Management, Boston University School of Law, Boston College Lynch School of Education, and Tufts School of Medicine.



First@Colgate Boston trip

Student Engagement

Student engagement beyond the classroom is one of the benefits of a residential liberal arts education, providing students with ample opportunities to learn by leading or following others, forging connections with peers who have similar interests, and gaining practical skills. From large concerts with Sean Kingston and Echosmith, a performance by hypnotist Brad Henderson, comedy shows, friendly-game bingo, and casino nights to spirited competitions and trips that lead to eye-opening explorations, our vibrant campus buzzes with exciting learning experiences. Cultural celebrations, leadership development, and enriching workshops all fuel personal growth, while religious services and cultural performances nurture one's soul. These diverse

opportunities hone life skills, nurture personal responsibility, and develop individual identity.

During welcome weeks at the start of the fall semester, the **Office of Student Involvement (OSI)** partnered with the Student Activities Association to bring back the welcome back festival where students were able to eat from food trucks, zipline, and mix and mingle with hundreds of their peers. Student organization leaders benefited from a streamlined training program, also facilitated by OSI. Leadership education provided student group and organization leaders the opportunity to develop their skills with event planning, peer engagement, inclusive membership recruitment, and a greater focus on fiscal responsibility and resource management. Colgate's five a cappella groups partnered with faculty and staff for the second annual A Cappella Fest. The Senior Class Council partnered with the presidential ambassadors to develop Senior Week, which featured a

senior prom and a field day held at the athletic facilities. Students reestablished Colgate University TV (CUTV) and collaborated with WRCU, Colgate's student-run radio station, to host a screening of the movie *Paint* as well as an educational workshop with Brit McAdams '90, the film's writer and director. Dancefest, a long-standing Colgate tradition, is held each semester. Twenty-one dance groups were back on stage with large audiences during the fall and spring semesters, including the 25th anniversary of Dancefest as part of Springfest in April. The anniversary event, held in Sanford Fieldhouse to accommodate a larger crowd, encouraged more than 1,300 audience members to attend for the full 35-performance show.

The **Office of Fraternity and Sorority Advising** refocused its leadership programming offerings to better accommodate the needs of chapter and council leaders. These programs sought to equip chapter officers with the skills necessary to effect positive change within their Greek letter communities. The 2022–23 academic year also marked the first full year of the Fraternity and Sorority Excellence Program (FSEP). The FSEP is designed to encourage chapters to think critically about their successes and challenges in direct alignment with the core values of their organization. FSEP also asks student leaders to set goals within six focus areas. These mutually agreed-upon goals provide a framework for meaningful student-driven improvements both to chapter



Cupid's Fever bingo

and community culture. Colgate's eight recognized chapters reported a combined \$33,660 in philanthropic donations and 1,274 hours of community service in collaboration with the Center for Outreach, Volunteerism, and Education (COVE) and various community agencies. Collectively, chapters hosted 411 events to engage their members in holistic personal development, career exploration, and social opportunities. In addition to leadership programming, OFSA continued its commitment to supporting risk reduction practices in social hosting by collaborating with the Shaw Wellness Institute to offer ASTP (Alcohol Skills Training Program), among other educational programs in partnership with Haven, the sexual violence resource center.

The **Max A. Shacknai Center for Outreach, Volunteerism, and Education (COVE)** and the Upstate Institute piloted a literacy tutoring program, pairing 10 Colgate students with elementary school children in the Madison Central School District. The center partnered with the educational studies program on tutor training to boost literacy concepts such as fluency and comprehension, providing a stronger educational foundation for future learning. Voter engagement was another area of focus, as the Colgate Vote Project and Democracy Matters worked to engage students in the 2022 midterm elections. Diversity, equity, and inclusion remained an ongoing priority, with colleagues from the Office of Equity and Diversity, guest speakers



ALANA Cultural Center graduation ceremony

such as Erin Gruwell, and community partners discussing ways that students can manage bias and be more inclusive in their community work. Overall, the COVE worked with more than 800 students, or one in every four at Colgate, who contributed more than 22,000 hours of service in community settings with 83 partner organizations. These efforts had an equivalent economic impact of nearly \$800,000.

The **ALANA Cultural Center** hosted various successful events celebrating and promoting multiculturalism, dialogue, diversity, equity, and inclusion at Colgate. Events included Latinx and Native American heritage month celebrations, Martin Luther King Jr. Week, a Social Justice Summit, Black History Month, Women's Week, ALANAPalooza, ALANA Jamboree, and the annual ALANA Multicultural Graduation. Students participated in 20 student organizations, engaged in

mentorship programs in conjunction with alumni, and joined with fellow fraternity and sorority members for diversity, equity, and inclusion conversations. Opportunities for student bonding included moments playing *Taiko no Tatsujin*, a popular Japanese arcade game, while enjoying Japanese snacks and drinks. Others included opportunities to be inspired, such as one led by Debra Lee, former CEO of BET Network, and another event with creative expression salsa and merengue dancing led by New York City's Latin band SonMilanes.

Student engagement through religious worship, celebration, and connection offered by the **Office of the Chaplains** included opportunities within a student's faith tradition as

Student Engagement

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well as through expansive community opportunities for interfaith dialogue and exploration. Active groups, including the Colgate Jewish Union (CJU), University Church, Hindu Student Association, and the Secular Association of Skeptical Students (SASS), provided many opportunities to build relationships across class years. Diwali, Easter, Passover, and Holi celebrations invited people from all faith traditions to explore and understand commonalities and differences between religious observances. In the spring semester, CJU hosted members from the Newman Community and Muslim Student Association for Shabbat on different Friday evenings with reciprocal visits to Mass and jumah. Each week, the Morning Reflections program invited campus leaders, faculty, staff, and students to provide insights about how they view and interpret the world. The Class of 2023 Baccalaureate service, held during Commencement Weekend, drew more than half of the graduating class to hear reflections from their classmates' various faith traditions as well as to reflect on their time at Colgate.

The **Office of LGBTQ+ Initiatives** focused students on their pursuits of social justice and on building confidence in living authentically by developing programs centered upon two themes. "Inspire to Transpire," (fall semester) and "With Pride We Thrive" (spring semester). Strong partnerships between the Department of Athletics and the Office of Fraternity and Sorority Advising offered additional



Pride Walk Queer Fest

opportunities for dialogue, creating a safer environment for LGBTQ+ identified students, developing bystander skills for allies, and making the Office of LGBTQ+ Initiatives more visible and accessible. A new program, co-sponsored with athletics, was the launch of a speaker series focused on supporting LGBTQ+ student athletes. This year's guest was Aaron Hernandez, a former NCAA official and current director of the Sports Law and Business Program at Arizona State University. Hernandez, as an LGBTQ+ identified former athlete, offered insights to coaches and student-athlete allies. To provide support and to address concerns raised by some trans-identified students about challenges

they experience with parents, families, and caregiver relationships, the office partnered with Q-Center (ACR Health, Syracuse) to host a workshop on how to support transgender and gender-expansive youth. Students enjoy a newly renovated Rainbow Room as a result of a collaboration between the Student Government Association and LGBTQ+ Initiatives. Pink Haus, a new special-interest community and social space at Cushman House, formed. The office continues its journey in fostering inclusive environments on campus by working with campus partners to improve support services and infrastructure for transgender and nonbinary students and builds fruitful allyships through education, understanding, and visible engagement.

Campus Safety, Environmental Health and Safety, and Emergency Management

After focusing on the pandemic response and recovery since 2020, the **Emergency Management** and safety teams were able to return to more normal operations in 2022–23. This included the return of regular meetings of the Emergency Operations Center (EOC) to offer training, conduct exercises, and devote time to the preparedness aspects of emergency management based on national incidents and trends. In April, Colgate hosted a National Weather Service Skywarn training and was recognized as a “StormReady University.” This program supplements Colgate’s existing severe weather preparedness program, and briefings from the NWS are one of the key data sources that help when considering changes to campus operating status. In July 2023, in coordination with the New York State Department of Homeland Security and Emergency Services, the University hosted a Federal Emergency Management Agency course, Crisis Management Affecting Institutions of Higher Education: A Collaborative Community Approach.

The **Environmental Health and Safety (EHS)** team continued to provide exceptional technical expertise and services in collaboration with

members of the Colgate community while actively supporting regulatory compliance and continuous improvement of health and safety performance across the University. EHS staff support more than 30 principal investigators, working collaboratively to promote safety within laboratories and ensuring regulatory compliance at the local, state, and federal levels. This included inspecting 54 satellite accumulation areas for hazardous waste and regularly relocating full hazardous waste containers to the main accumulation area. As a result of the construction in Olin Hall, research and teaching labs were relocated to Ho Science Center and Wynn Hall, while EHS staff helped establish safe temporary operations.

The staff in **Fire Safety** take advantage of every opportunity to provide training to community members. In 2022–23, this education included Community Leaders, in-the-moment education during fire drills, fire extinguisher training, and a mock fire demonstration. The mock fire, which is held on the academic quad, is a well-attended event with the goal of raising awareness of how quickly fire spreads and demonstrating the hazards of candles and other prohibited items in residence hall rooms. In an effort to reduce the number of false alarms on campus, staff continued installing alarm verification technology; in 2022–23, the installations took place in 80, 94, and 100 Broad St. Fire alarm systems in residential buildings continue to be upgraded, allowing more programmable solutions to reduce false alarms.

Campus Safety team members maintain the safety and security of the entire campus community in a caring, respectful, and professional manner. In 2022–23, the entire team launched initiatives to demonstrate its commitment to these principles. They focused on increasing opportunities for conversation and approachability, including the Campus Safety and Their Canines program, where students and officers connected over their shared love of dogs. This particular pilot program was prompted by students who expressed interest in this type of informal engagement. Other efforts included partnership-building and proactive positive student engagement. Campus safety officers and the leadership team continued to build culturally responsive skills and to improve their de-escalation skills through in-service training and dialogue with campus practitioners and external training partners.

Campus safety on the quad



Health and Wellness

Student Health Services, Counseling and Psychological Services, the Shaw Wellness Institute, and Haven, the sexual violence resource center, coordinate many services and programs, all with the goal of prioritizing well-being. The University's *Third-Century Plan* sets forth a vision of the integration of health and wellness departments at Colgate, thereby enhancing the education of students from all backgrounds by inspiring sustainable lifelong wellness of mind, body, and spirit. The teams work together to provide holistic care for nearly every student during their time at Colgate, including those who seek preventive treatment, those in need of

acute healthcare, and students who are working to manage eating or nutrition, ADHD, and other psychiatric needs. To increase students' use of these integrated wellness services and to inform practitioners about policies or practices that may keep students from seeking care, staff members sought out regular professional development in 2022–23 to improve multicultural competency and to acquire specialized healthcare training. Joint outreach programs, such as a new Wellness Fair and well-attended stress-relieving events provided students with coping strategies.

The **Shaw Wellness Institute** collaborated with others to develop and offer health promotion events throughout the academic year, including the first annual Wellness Fair and a de-stress event in the spring semester. Twenty-four wellness

ambassadors served as bystander facilitators, peer coaches, and liaisons with other campus offices. Wellness ambassadors worked with faculty to use class time to facilitate wellness modules on the introduction to services, sleep hygiene, and emotional regulation. Every incoming first-year student completed online classes on sexual violence prevention and alcohol risk reduction followed by new student orientation sessions on these topics. The dietitian provided medical nutrition therapy, outreach through dining services, and sports nutrition outreach with 14 varsity athletic teams. The counselor for alcohol and other drugs facilitated the Alcohol Skills Training Program for nearly 700 students and provided clinical interventions through 441 individual appointments. The Shaw Wellness Institute facilitated bystander training and collaborated with Haven on several initiatives seeking to prevent sexual violence.

The **Student Health Services (SHS)** team continued to provide high-quality acute and chronic disease management. In addition, they performed preventative health care education and delivery through allergy shots, immunizations, and support for an expanding number of students who receive chronic injectable treatments. SHS also worked in partnership with Shaw Wellness Institute and the Student Government Association to offer free year-round screening for sexually transmitted infections. An increasing number of students are working with



Bracelet making at a de-stress event at the Center for Women's Studies



SHS for management and support of ADHD and other complex mental health needs. Relatedly, SHS established a new collaborative relationship with Mantra Health (telepsychiatry and psychiatric consult services) to help support students during their time at Colgate. Increasingly, SHS staff are working in collaboration with the Office of Disability Services to support students and to ensure academic success through accommodations and adjustments. Through patient satisfaction surveys, SHS has identified that they are serving as the primary care

provider for about half of all students seeking care, indicating that they are the first and sometimes only source for health and medical support for many of our students. Other students are accessing SHS only when they are unable to reach their own providers. This is necessitating the development of bifurcated care models to meet different students' needs. SHS also continues to work in close collaboration with athletics to support the sports medicine program that provides injury management for student athletes.

Counseling staff members show support for survivors

Counseling and Psychological Services provided clinical services to 737 students and offered 24 group therapy programs in 2022–23. One of these groups, a new dialectical behavioral therapy (DBT) group, helped students develop emotional regulation and distress tolerance skills. Counselors spent a portion of their time each week in satellite locations in order to meet students in various

Health and Wellness

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departments on campus, including athletics, the Office of International Student Services, ALANA, and the Office of Undergraduate Studies. Once again this year, students were able to get same-day appointments with no waitlist through walk-in hours and after-hours crisis support services. Students' mental health was supported through a collaborative approach, with counselors working closely with administrative colleagues and other clinicians to develop comprehensive treatment plans for students addressing attention-deficit or eating disorders. Counselors also facilitated suicide prevention trainings, offered activities for students during study breaks, and provided training on a variety of mental health and well-being topics.

The clinical staff in **Haven, the sexual violence resource center**, worked with more than 30 student ambassadors (student liaison volunteers who provide support to their peers). This diverse group of ambassadors engaged with established communities on campus, including The Network, Black Student Union, Southern Madison County Volunteer Ambulance Corps (SOMAC), Community Leaders, Sisters of the Round Table (SORT), and others. Their connections helped to educate students about Haven and encourage students to access its services. Ambassadors also developed new collaborations with campus departments and student



organizations. During the spring semester, Haven teamed up with SORT to host Baddies with Boundaries, an open discussion to increase awareness about sexual assault and to promote healthy relationships. Following these conversations, attendees created safe-sex kits and handed out more than 30 kits to their peers on the quad. Overall, student engagement via social media increased. Haven reported a 95% increase in the Instagram accounts reached this year as well as an increase in the number of Instagram followers.

Haven ambassadors tabling at the Coop

Haven also provided trauma-informed training to staff and students in an effort to help the campus community become more prepared to offer compassionate care to survivors. Haven also increased its utilization of nontraditional healing options, such as sound baths, laughter, yoga, and aromatherapy.

Career Initiatives

After a successful launch of Colgate's four-year career development approach in 2021–22, Career Services continued to focus on delivering high-impact advising, programming, and resources to students across all four class years and at various stages of career development. The plan continues to drive strong overall engagement — 78% of students connected with the professional staff through more than 12,600 discrete touchpoints. More specifically, 76% of first-years and 88% of sophomores proactively took advantage of Career Services programs. The plan's structure has changed the sequence, depth, and array of content with which students are connecting to Career Services by aligning students' efforts with the most beneficial content as they traverse from exploration and discernment through action-planning. The team is excited to understand how juniors will resonate with this content, which is slated to unveil in fall 2023.

One of the team's core strategies to support students' career development is leveraging alumni and employer partners in its programming. Throughout the year, the Career Services staff produced a full slate of industry exploration programs featuring alumni volunteers. Between

the three largest initiatives — Career Exploration Week, Alumni Career Conversations, and SophoMORE Connections — more than 650 unique alumni and parents shared their insights with students. Whether it was being one of the 500 participants conducting winter break informational interviews or participating alongside their 500 peers at SophoMORE Connections, students reported feeling strong support for their career development by alumni. Another new program offered by Career Services was an inaugural Job Skills Accelerator. Twenty-five first-year and sophomore students remained on campus for four weeks in May 2023 to take part in an alumni-led micro-internship program, complete with a skills-based asynchronous micro-credential course (e.g., Excel, digital marketing, or business fundamentals), and participation in professional and career development preparation workshops led by alumni, professional staff, and guest speakers.

Students continued to benefit from Career Services' strong employer development efforts this year. In fact, this work yielded more than 65,600 internship and job postings, providing opportunities for students to connect with 155 formal recruiting partners. Nearly 150 students received awards from Career Services' summer funding and the Graduate School Access Fund, which were created to increase access to internships and graduate school. Strong engagement

with four-year career development programs, alumni-led support, employer relations connections, and initiatives dedicated to access have brought about solid post-graduate outcomes. With a 90% knowledge rate for the class of 2022, 98% of respondents secured employment, graduate or professional school admission, a fellowship, or military placement.

Colgate Career Services joined First@Colgate and the Men of Color Success Network to create a program whereby students could participate in career development workshops and receive a free custom-fitted suit with Colgate-branded lining.

Dress for Success





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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COLGATE UNIVERSITY