Dear Colgate Community:

The end of the 2017–2018 year marks my first year as the dean of the college at Colgate. As I reflect on the year, I am grateful to be part of the vibrancy and engagement on this campus. I am also excited to be part of the upcoming Bicentennial year. We are in a place that is deeply committed to the residential and co-curricular learning experience, and one focused on developing a sense of belonging among students. As we continue to create a culture that respects diversity, seeks inclusion, and ensures accessibility, we find answers from our students' ideas, literature, and deep conversations that explore our practice and commitment to these young scholars. This is the liberal arts education at work.

I have had the good fortune this year to work with a talented group of professional staff — educators who are driven and who give generously to this community. They are committed to excellence in all of their work. Their creativity and engagement with students provides a fertile ground for the co-creation of new experiences, new discoveries, and new ways of knowing.

When I asked this past year, “What’s your favorite part of your job?” my team quickly responded — “the students.” My response to this question would also include, “the staff with whom I get to work.” Whether as a caring listener, a steward of community expectations, or a collaborator in bringing animated speakers to campus, we are glad to be here working with you and for you. Thank you for supporting the work we are glad to be here working with you and for helping us deliver an educational mission through its student-centered approach, exceptional services, and learning opportunities.

With all best wishes,

Paul J. McLoughlin II, Ph.D.
Vice President and Dean of the College

Residential Programs

The residential experience at Colgate begins with all first-year students entering into one of four Residential Commons: Ciccone, Hancock, Brown, or Dart-Colgrove. Complete implementation of all Residential Commons will be realized when the two new residential halls open in the fall of 2019. This year, we focused on developing identities, community, and student affiliation with the Residential Commons, starting with engaging students throughout new student orientation. Each Residential Commons, or ‘Commons,’ as students refer to them, sponsored between 75-100 programs for students, from faculty-led dinner discussions to glow-light roller skating in Starr Rink. These programs provided opportunities for broader goals such as building connections, wellness, participating in the arts, and connections between the academic and social experience of students.

Engagement with this new model continues to grow, with a very strong response of sophomores continuing to choose their Commons for housing. With the Residential Commons program underway, we’ve begun a more thorough review of housing processes and facilities for juniors and seniors. We are pulling data from existing residential studies and various condition reports so we may be able to contemplate a long-term residential reinvestment in the junior- and senior-level housing in apartments and Broad Street houses. We are also planning to revisit the feasibility of enhancing our existing dining program to more fully realize the community potential that a residential dining plan offers. We’ve clarified and altered several of the housing assignment processes, with the goal of improving options, and improving the student experience related to residential life. These include more transparent off-campus lottery options and new block-housing choices. During the summer of 2018, new exterior painting, floor replacement, window treatments, and common area furniture for the Newell, University Court, and Parker apartments were installed to provide welcome updates for juniors and seniors. The Broad Street Association, comprising representatives from Colgate’s residential Broad Street and apartment communities, supported a vibrant social experience. Events included Hora de la Familia, an event hosted by La Casa focused on bringing together students and community members to eat Latinx food and converse in Spanish, and Apple Fest, an annual event hosted by the Loj that focused on building community through apple picking, baking, and sharing food together.

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 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 who will be able to shape our world as accomplished, empathetic leaders. The Dean of the College Division furthers Colgate’s educational mission through its student-centered approach, exceptional services, and learning opportunities.
Health, Safety, and Wellness

Safety. Under new leadership, the Campus Safety Department expanded its efforts to understand concerns of all community members and worked to address the needs of our vibrant and diverse community. We completed facility upgrades in the Campus Safety building, including a new reception area, a dedicated dispatcher station, and expanded short-term visitor parking. Additionally, an upgraded dispatching system has improved efficiencies by streamlining information sharing with campus partners. After a comprehensive evaluation of staffing needs, our team expanded this summer with a new combined dispatcher/office role, and staffing and scheduling that meets our current campus size and safety concerns.

The team, including members of Campus Safety, Emergency Management, and Environmental Health and Safety, engaged in a range of professional staff training efforts, including active shooter response, campus stalking recognition and response, suicide prevention, and other topics, including diversity and inclusivity, hazardous material spill response, and extended power outages. The experienced staff regularly works with students, staff, and faculty on a wide range of safety and security programs addressing safety and regulatory requirements. These include conversations about fire safety violations, ergonomics evaluations, lab safety classes, and near-miss and hazard assessments. Following the incident in 2017 involving a campus lockdown, we conducted an external emergency management program review to identify areas of focus. Our emergency management team, consisting of a broad range of individuals from across the university, along with university leadership, engaged in planned emergency management exercises, ongoing training, and crisis planning. This spring, the team effectively worked in close partnership with outside agencies to manage a potential public health emergency and prevent an outbreak of meningococcal meningitis, a highly transmissible and often fatal disease.

Health and Wellness. Our Counseling and Psychological Services team continued its three-pronged approach of individual counseling sessions, group therapy, and prevention and outreach programs. Our counselors worked individually with over 650 students to address a wide range of mental health concerns. Effective and well-attended group sessions on topics such as stress and anxiety, long-distance learning (for international students and students from distant geographic regions), eating issues, grief, and sexual violence survivors provide opportunities for support from professional counselors as well as peers. New outreach areas included a Virtual Alumni Mentoring program that matches students with alumni mentors, particularly focusing on supporting marginalized students, and a biofeedback initiative to train students on using biofeedback for anxiety and other mental health issues. Haven, in its second year, provided both individual counseling appointments for sexual violence survivors and programming focused on prevention. The national platform, “Set the Expectation,” along with multiple campus visits from Brenda Tracy, a nationally acclaimed speaker on the subject of sexual violence survivorship, provided an opportunity for students across multiple student groups to work toward the common goal of a safer campus. In partnership with Liberty Resources, Vera House, and Community Memorial Hospital, students now have 24/7 access to a SANE nurse (Sexual Assault Nurse Examiner) to receive critical services, including crisis intervention and emotional support, initial health care post-assault, and completing forensic medical evidence exams. A survivor receiving services expressed their appreciation that there were SANE nurses available locally in Hamilton, and how comfortable they were made to feel.

The Shaw Wellness Institute partners with over a dozen other departments bringing together knowledge and expertise to help students lead healthy, balanced, and purposeful lives. This year we worked to align with the National Collegiate Health Assessment’s Healthy Campus 2020 goals. Colgate offers training on sexual violence prevention and alcohol education through EverFi, but also offers Colgate-specific programs such as “The Body Project” for more in-depth engagement. A student internship program provides opportunities to build experience in health-related areas as peer educators while also contributing to the creation of a healthy campus culture. We launched a new risk-reduction strategy on medical amnesty and a new parent guide to help parents talk about alcohol with their students. In partnership with Outdoor Education, we offered new opportunities to encourage students to spend more time in the outdoors building social connections through various activities.

Student Health Services offers care for the chronic and acute needs of our students and provides prevention services. In addition to regular appointments, our team of health care professionals offers walk-in hours at the newly reopened satellite clinic located in Curtis Hall, annual vaccination clinics for the flu, STI testing, and a range of services for students traveling to and from international locations. Staff work to remain at the forefront of health care, with training this year focused on care of transgender students, Narcan use, and strategies to support disordered eating. With the potential of a public health emergency related to bacterial meningitis, our team responded with additional vaccination efforts, careful screening, and, most importantly, effective response.

Campus Life Programs

Colgate offers a broad range of opportunities for leadership development, community building, and participation in student-led groups and activities. The Center for Leadership and Student Involvement (CLSI) streamlined pathways for students interested in forming a new group, and offered a robust series of leadership trainings on areas such as conflict resolution, navigating and eliciting change, and budget management. To help build linkages among dispersed departments and highlight the importance of inclusion, we introduced a new footer for all our event posters that provides consistent division branding and an increased focus on the Dean of the College Division’s commitment to meeting students’ accessibility needs.

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 to our broader community.

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

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

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

Guiding Principles

The staff in the Dean of the College Division 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 to our broader community.

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

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

We strive to create a culture of recognition, appreciation, and generosity that promotes personal and professional purpose and satisfaction.
Chapters of Excellence assessment to creating and implementing a management strategies. In addition to with Haven for speakers, additional among their peers has been significant, strengthening the Greek community Inter-Fraternity, and President's their headquarters, and Panhellenic, Colgate's eight fraternities and thus allow for further fellowship. In addition to volunteer teams, the Max A. Shacknai Center for Outreach, Volunteerism, and Education (COVE) offers more immersive opportunities. This year, nearly 90 students participated in international and domestic alternative break trips and service-learning trips. Students had the opportunity to engage in service-work, including medical clinic support, hunger and homelessness, rebuilding after hurricanes, and leadership skills for students with disabilities. In conjunction with the Lampert Institute, Professor Danny Barretto, assistant professor of LGBTQ studies at Colgate, led a service-based trip to Otavalo, Ecuador, focusing on the spiritual ecology of the indigenous communities in Ecuador. Students Colgate’s eight fraternities and sororities focused on strengthening risk management, event planning, and their relationships within the broader community at Colgate through affiliations with national organizations, their headquarters, Panhellenic, Inter-Fraternity, and President’s councils. The student commitment to strengthening the Greek community and improving their relationships among their peers has been significant, particularly in the area of sexual assault prevention, where they partnered with Haven for speakers, additional education opportunities, and event management strategies. In addition to continuing progress on these goals in the coming year, there is a commitment to creating and implementing a Chapters of Excellence assessment structure as a long-term goal.

The ALANA Cultural Center had a successful week of Martin Luther King Jr. celebrations, and later in the year brought to campus Shaun King, a writer and civil rights activist of national acclaim. Our staff also hosted the first mental health symposium focused on communities of color in April, featuring Dr. Allee Brelend-Nobel from the Steve Fund and a professor at Georgetown University. The Office of International Student Services instituted a weekly brown bag lunch series to provide an informal opportunity for the 285 international students to engage with staff and faculty on cultural experiences such as “Learning about American Football” and “Preparing Tax Returns.” The office sponsored celebrations such as Chinese New Year and Eastern European Easter to create and maintain a sense of belonging and familial connection. Additionally, international students benefited from access to a newly renovated kitchen space in the 113 Broad Street residence hall.

In addition to volunteer teams, the Max A. Shacknai Center for Outreach, Volunteerism, and Education (COVE) offers more immersive opportunities. This year, nearly 90 students participated in international and domestic alternative break trips and service-learning trips. Students had the opportunity to engage in service-work, including medical clinic support, hunger and homelessness, rebuilding after hurricanes, and leadership skills for students with disabilities. In conjunction with the Lampert Institute, Professor Danny Barretto, assistant professor of LGBTQ studies at Colgate, led a service-based trip to Otavalo, Ecuador, focusing on the spiritual ecology of the indigenous communities in Ecuador. Students lived in homestays in a small rural community and worked with community members to preserve natural springs of cultural significance to the community.

Student Advising/ Administrative Dean’s Office
We strive to earn the trust of students and faculty and to encourage a positive relationship with administrators. We continue to offer and develop new opportunities to expand and integrate learning for students, including our Sophomore Residential Seminars, and transfer student-focused events. Connections with students and faculty include social justice and advocacy efforts that encourage Colgate to be a welcoming and affirming environment for all students. We work side-by-side on issues of equity and inclusion as part of the Diversity and Inclusion Task Force and student-led initiatives such as Inclusive Colgate, formed in response to a racist incident this past year. Long-standing partnerships include work with the Office of Undergraduate Studies (OUS), which hosted ajoyous 50-year anniversary gala for students on Colgate Day in April. This semicentennial opportunity provided a space to acknowledge the scholarship and community that have contributed to the experience of all Colgate students. The First Generation initiative welcomed alumna Starr Kelly ’10, ’13, who spoke on “Decolonizing Museum Work” and the active role museums have historically played in the colonization of indigenous peoples.

Through community standards, we uphold our expectations for ethical behavior and accountability for one’s impact on others. This work includes important opportunities for justice and continued personal growth on alcohol and other drug violations, plagiarism, academic honor code violations, bias incidents, and sexual violence in all of its forms. Our administrative deans continue to provide support to our students as they work through decision-making — including the process of housing selection and course registration that seem to be more intense for students, with an increased number of students requesting assistance and reassurance with these processes. When petitions to request exceptions to academic standards seem to have decreased, there is a noticeable increase in students pursuing registration with the Academic Support and Disability Services Office, located in the Office of the Provost. This year, in cooperation with faculty and the Office of the Dean of the Faculty, we launched AdviseStream, an online platform designed to better connect students with their administrative dean and academic adviser as well as to help them keep track of their curricular and extracurricular accomplishments. The administrative deans also took part in a two-day behavioral intervention team certification course in January to more effectively support and respond to students with specialized needs.
COLGATE UNIVERSITY

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