
Colgate University is an academically rigorous community, where the pursuit of knowledge takes many forms.

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

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

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

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



13 GOALS OF A COLGATE EDUCATION

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

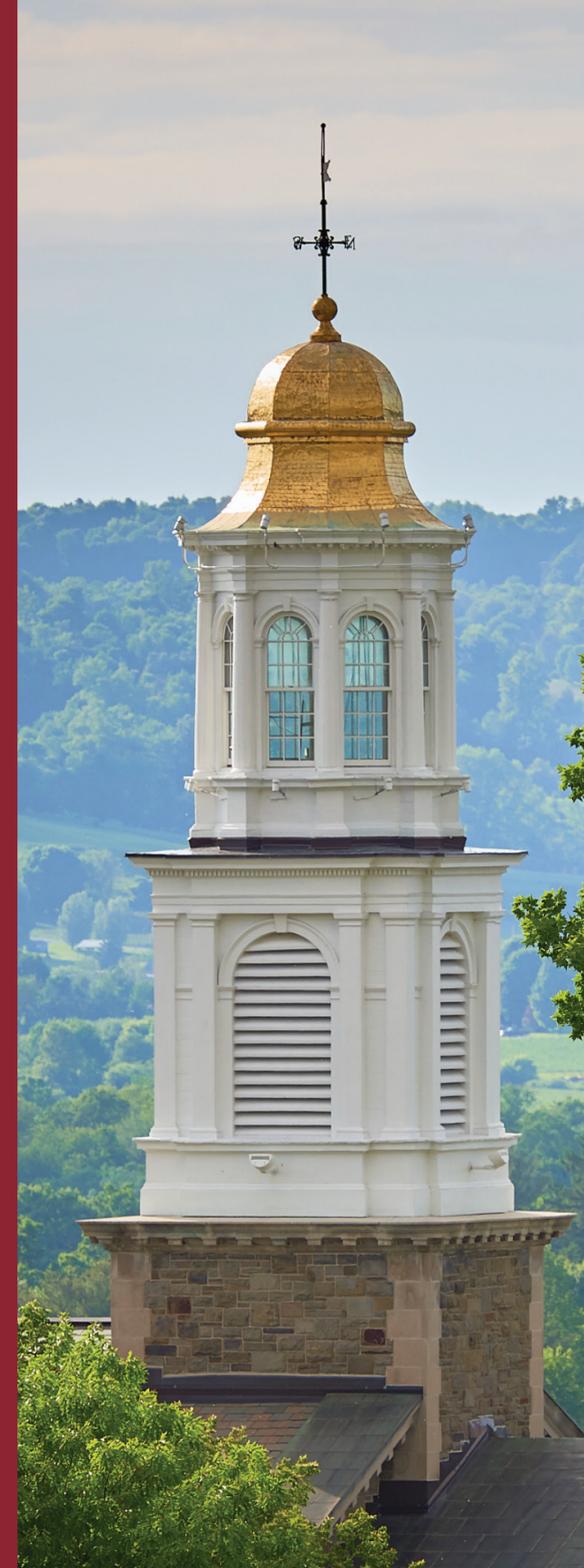
1. See themselves honestly and critically within a global and historical perspective.
2. Understand the methodology, modes of thought, content, and discourse of a particular scholarly discipline.
3. Conduct interdisciplinary inquiry.
4. Appreciate the myriad modes of human creative expression across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

Read more at colgate.edu/13goals.

FACULTY SUPPORT AND INCENTIVES

DISTINCTIVE BENEFITS
FOR COLGATE UNIVERSITY
PROFESSORS

COLGATE UNIVERSITY



COMPETITIVE START-UP PACKAGES

Awarded by the provost at the time of hire, start-up grants are available for the first one to two years in which a faculty member holds a tenure-stream position. These funds are intended to help new professors launch their research activity and ensure a successful start to a scholarly career at Colgate.

Start-up grants, covering items not already supported through other Colgate funding or resources, are tailored to the situation and are negotiated at the time of hire, in consultation with the department chair/program director, academic division director(s), associate dean, and vice provost for administration and planning.

Categories allowed under start-up grant funding include:

- travel and living expenses for research trips during the first year (including the summer following the first year of appointment) that are crucial for the success of a faculty member's initial scholarly project(s) at Colgate
- equipment
- computing hardware and software
- research supplies
- experiment participant fees
- books, database subscriptions, and periodicals related to research interests
- nonstudent support for translation, transcription, computer programming, and assistance for field research

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



Ongoing Support

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

Pre-tenure faculty also enjoy Research Council Discretionary Grants of up to \$3,500/year for qualifying expenses associated with individual and collaborative research and teaching. The University provides up to \$2,000 for annual professional conference travel expenses, with an additional \$1,000 available for international conferences.

LIBERAL ARTS CORE INCENTIVES PROGRAM FOR FACULTY

Colgate's Liberal Arts Core Curriculum is a point of distinction for the Institution and a source of connection across generations of students and alumni. A common intellectual project for the University, the three



components of the Core expose students to diverse fields of study and modes of intellectual and creative inquiry across the curriculum.

The Liberal Arts Core Incentives Program

provides a system for mentoring new pre-tenure faculty, whose participation in the Core requires them to develop materials and pedagogical strategies that may lie largely outside their field of graduate specialization.

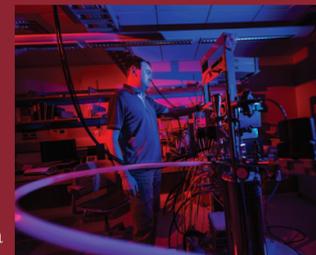
Tenured, experienced Core professors mentor pre-tenure faculty members, who attend their mentor's course in the first semester and complete all course readings. Mentors and pre-tenure faculty meet regularly to discuss class content and pedagogy. In addition, pre-tenure faculty attend staff meetings sponsored by the relevant core component, including cross-component teaching tables held for all new teachers of the core. Mentors then assist pre-tenure faculty members in the preparation of course syllabi and proposals and visit junior faculty members' core classes on a regular basis.

By participating in the program, pre-tenure faculty receive an additional one course-load credit for teaching their first course in the common core.

Visit colgate.edu/corementoring for more details.

HIGH-PERFORMANCE COMPUTING

Colgate's access to research computing resources is greater than many of our peer institutions. The University's research computing hardware infrastructure includes a diverse mix of resources, such as workstation computers, parallel computing clusters, virtual machines, computers dedicated to scientific instruments, and cloud resources. New faculty members conducting research that relies substantially on computing resources will consult with a high-performance computing (HPC) specialist at strategic times during the interview and hiring process to ensure that they make the best possible use of existing resources in their request for start-up funds.



COMPETITIVE BOOK DEVELOPMENT WORKSHOPS

Newly introduced as part of the *Third-Century Plan's* faculty retention strategies, Colgate's Book Development Workshops offer selected faculty members the opportunity to receive in-person constructive criticism on book manuscripts from experts in their field. In the workshop setting, the faculty member will receive transformative feedback about readying a manuscript in its final stages for submission to an appropriate press.



EXTERNAL-GRANT SUPPORT

Colgate's Office of Corporate, Foundation, and Government Relations secures financial support from foundations, corporations, and government sources for projects that support teaching, learning, and research at Colgate University. Grants office staff work one-on-one with faculty, helping to locate potential sources of funding, discussing proposal ideas, assisting with budgets and project development as well as reading and commenting on drafts of proposals in progress.

Through the diligence of the grants office and the academic rigor of Colgate faculty, the University enjoys a high degree of success in its applications for external funding. Between fiscal years 2015 and 2020, Colgate averaged a 55% success rate on its National Science Foundation grant applications alone, compared to the agency average of roughly 25%. These applications have crossed the natural and social sciences, from biology to geography. Sponsored research proposals submitted to all grant sources between fiscal years 2015 and 2020 were awarded at a rate of about 50%.

BENEFITS BEYOND THE CLASSROOM

Faculty Housing Loan Program

Colgate provides tenure-stream faculty members with housing loans of up to \$20,000 to assist in the initial purchase of a primary residence within a 50-mile radius of the University. These unsecured loans are made at the long-term, semiannual Applicable Federal Rate prescribed by the Internal Revenue Service for the month in which the loan is made. Repayment is made monthly over a 10-year period via payroll deductions.

Faculty Mortgage Interest Reimbursement Program

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

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

COLGATE HIGHER EDUCATION GRANT

Colgate University currently grants an amount up to one-half of Colgate's tuition for any eligible child of an eligible employee who matriculates and attends an accredited college or university in pursuit of an initial undergraduate degree on at least a half-time basis. In the case of two eligible parents, the total grant the two employees can receive together for an eligible child will not exceed one-half of Colgate's tuition. To be eligible, a child must be a natural or adopted child, or the dependent stepchild, of an eligible Colgate employee. This grant is available for a total of eight semesters or the equivalent if the child attends a school with a different academic schedule.

HOUSING INITIATIVES

