

# Student Life



.....  
**YEAR IN  
REVIEW**  
.....  
**2018-2019**

# The Sage Colleges

RUSSELL SAGE COLLEGE | SAGE COLLEGE OF ALBANY



# 2018-2019

## Sage Student Life Executive Summary

This annual report is meant to share with you the 2018-2019 accomplishments of The Sage Colleges' Student Life Division. Using both direct and indirect assessment measures, we hope to demonstrate how students at Sage have benefited from a rich extracurricular experience flush with learning, leadership, and fun! This report allows us to reflect upon what we have done well and to welcome the challenges and opportunities to do better. As Student Life continues to evolve and our services become increasingly linked to learning both in and out of the classroom, we will continue to work to ensure the growth and satisfaction of students.

## Sage Student Life Vice President's Goals for 2019-2020

- » Develop and implement policies to support the transition to a unified Russell Sage College.
- » Guide the implementation of the Sage THRIVE initiative.
- » Design and implement programs, services and systems that increase student persistence and retention.



Trish Cellemme  
Vice President for Student Life

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# Sage is a community of scholars committed to empowering students.



**To Be:** To provide the individual student with the opportunity and means to develop and advance personally and professionally, and thus to be successful in achieving life goals.

**To Know:** To contribute to the larger society a group of diverse, thoughtful, and competent citizen-leaders who continue to be engaged in the pursuit of lifelong learning.

**To Do:** To translate learning into action and application, recognizing the obligation of educated persons to lead and to serve their communities.

# providing paths and support



## What Students Are Saying

### ABOUT ORIENTATION:

“Having the opportunity to meet some of the other students was very beneficial”

“I personally enjoyed meeting future teacher and getting to know more about my courses”

“Icebreakers! I enjoyed getting to know my fellow classmates, soon to be friends”

### ABOUT THE STUDENT EXPERIENCE:

“In the short two years at Sage, I have made memories and learned so much about myself that I would not have done elsewhere. I will leave a mark on this world because of my time spent at Sage and the individuals who I have met along the way!”

“My experience was great overall. I loved being at Sage. They made me feel very comfortable and welcomed as a transfer student.”

## Our Mission

The mission of the Dean of Students Office is to serve as the hub for all issues concerning students. Our role is to provide paths and support for their involvement, development, and success. With a number of services and functions, the Dean of Students serves as a first stop for students when managing issues or concerns, and for faculty and administrators eager to assist students in need.

## What We Do

- » Oversee student development/student activities
- » Act as the advisor to student government
- » Educate students in community standards, including the Code of Conduct
- » Serve as the liaison between students and the faculty, staff and administration

## 2018-2019 Highlights

- » Oriented and welcomed the largest first-year class in SCA history.
- » During the 2018-19 academic year, the Dean of Students Office triaged 91 CARE team interventions.
- » Worked with SCA Student Government to restructure their Executive Board in preparation for a shared governance model in 2020.
- » SCA Student Government donated funds to build a new “shuttle stop” a shelter for cross campus commuting.
- » SGA held its first “Gator Week” April 15-19 with each class hosting events and activities culminating with a Senior Celebration.
- » Over 100 new first-year students voted in their class elections with 17 candidates running for positions, both records for a Sage College of Albany election.



## 2018-2019 Goals and Outcomes

- 1 Evaluate the capacity of NEST to be absorbed into Sage Connections (our First Year Experience course at SCA).
- 2 Engage SCA Student Government (and RSC SGA) in discussing, designing, and proposing a path to a shared governance model.
- 3 Create, support, and evaluate an SCA student experience based on hallmarks of inclusion, engagement, and connection.

### SCA Student Government



89%

of RSC and SCA SGA E Board Leaders surveyed were able to identify similarities and differences in their current policies and practices and saw opportunity for collaboration.

## 2019-2020 Goals

- 1 Engage SCA Student Government (and RSC Student Government) in discussing, designing and proposing a path to a shared governance model.
- 2 Create a vision and plan for Student Life that supports a unified RSC and Sage THRIVE.
- 3 Create, support and evaluate an SCA student experience based on hallmarks of inclusion, engagement, and connection.

### Welcome Weekend

89%

of students said they had a positive experience during Welcome Week Orientation.



### SCA Satisfaction

82%

of SCA Students reported that they are happy to be at this college.



### Sage Engaged

93%

of students said that they learned the importance of Community Service during Sage Engaged.



81%

of SCA students felt that their experience in and out of the classroom helped them (extremely, very much, or somewhat) to develop a connection to campus and community.

# a growing, active Sage community



## What Students Are Saying

“Orientation Leader Training taught me to be more understanding, more compassionate, and that a bit more kindness can go a long way.”

– SCA Orientation Leader from 2019 Spring Training (anonymous survey)

“Leadership Symposium taught me that our opinions matter, not only on campus, but in everyday life!”

– Student Leader from 2019 Leadership Symposium (anonymous survey)

“The best part about events and activities at SCA is that they are student-driven. You can talk to ACE, Student Government, Student Life, Residence Life, or Kris and have your voice heard!”

– Gabrielle Vaisey, Class of 2019

## Our Mission

The mission of the Office of Student Activities is to create a well-rounded college experience by providing students with the opportunities to grow through community involvement, leadership, social, educational, and diverse programming from orientation to graduation.

## 2018-2019 Highlights

- » Student Government Association and SALANA collaborated to hold the 2nd Annual Fall Formal at The Sage College of Albany.
- » 2019 Leadership Symposium: In our continuing efforts to unite our campuses’ student leaders, 44 SCA & RSC Orientation Leaders, Resident Assistants, and Student Government representatives came together to build community and hone leadership tools.
- » Student Life held several voter registration and voting information sessions to encourage students to participate in the November mid-term election.
- » Student Government held open forums for the first time this year and invited several members of the Sage community to speak to the Senate and student body about changes and issues facing today’s students.
- » Freddie’s Lounge: Students combined to spend 34,000 hours in the lounge with a greater number of new users compared to previous years.





## 2018-2019 Goals and Outcomes

- 1 Enhance the Student Government Leadership Symposium experience to include additional groups of SCA student leaders and explore the addition of RSC student leaders.
- 2 Design programs that promote Freddie's Lounge as a destination among SCA's first-year students.
- 3 Build campus community programs and traditions that will bring faculty, staff, and students together outside the classroom.

### 2018 First Year Student Orientation



93%

of students felt more connected with Sage College of Albany as a result of Orientation.

## 2019-2020 Goals

- 1 In coordination with the Troy campus, design and implement a new orientation model that supports a unified RSC.
- 2 Develop a transition plan for student activities (including traditions) for fall 2020.
- 3 Create a student programming experience model in line with the institutional Sage THRIVE initiative

### Freddie's Lounge



95%

of students surveyed felt connected to Freddie's Lounge and its staff.

### SCA Events Recommendations

85%

of SCA students surveyed would recommend campus events and activities to a friend.

### 2019 Leadership Symposium

100%

of students surveyed felt the 2019 Leadership Symposium was interesting, engaging, and provided information they could use to be a better leader.



75%

increase in participation in Leadership Symposium, enhancing and diversifying the experience for all leaders.

# preparing students to be successful



## What Students Are Saying

“Keep doing what you guys are doing! It helps tremendously.”

“I love all of the staff and students that helped make commencement run smoothly. I will miss all of my Sage friends and family. Thank you for making my four years here years to truly treasure.”

“The faculty and staff who helped with lineup and fixing hoods were so great. Everyone was excited and it was really nice to see the employees who truly cared about the students.”

## Our Mission

The Dean of Students Office at Russell Sage provides programs, services, opportunities, and outreach to engage students in educationally purposeful experiences that increase student engagement and prepare students to be successful leaders and responsible citizens. Specifically, the Russell Sage College Dean of Students Office:

- » Oversees areas promoting successful student engagement including student activities, spirituality, orientations, traditions, and leadership
- » Executes The Sage Colleges' Commencement
- » Serves as a liaison between students and the faculty, staff and administration
- » Leads support and outreach to students in need

## 2018-2019 Highlights

- » Collaborated with faculty coordinators to co-sponsor WORLD Series and First Year Experience workshop series.
- » Hosted inspirational community activist Jamaica Miles during Black History Month for a campus-wide discussion in Bush Memorial.
- » Hosted a “mental health and wellness 101” workshop for all RSC first year students led by the Mental Health Association of New York State.
- » Expanded programming during New Student Orientation to include two discussions regarding first-year student fears.
- » Helped RSC E-Board leaders to evaluate their own policies and practices and how they will need to adjust the current RSC Student Government Constitution to develop a shared governance model.

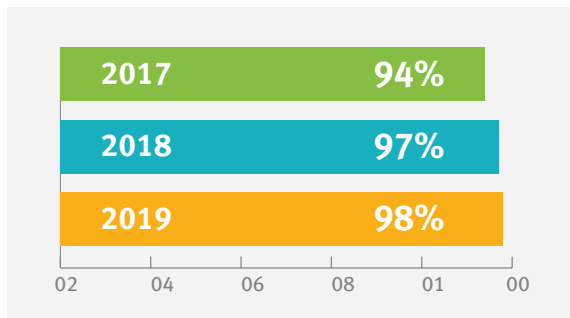


## 2018-2019 Goals and Outcomes

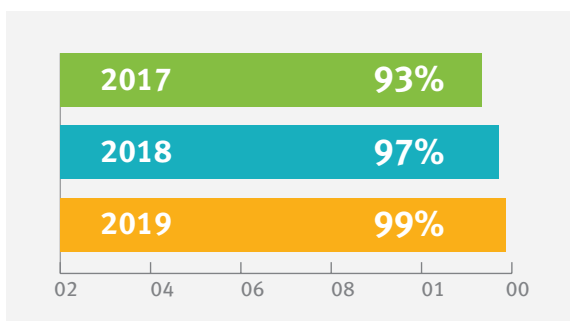
- 1 Engage RSC Student Government (and SCA Student Government) in discussing, designing and proposing a path to a shared governance model.
- 2 Promote mental health and wellness awareness among RSC's first-year students through the first-year seminar and companion programs.
- 3 Offer enrichment opportunities to allow student leaders to glean new skills and see greater value in their campus leadership positions.

### Commencement Survey

Percent of respondents who thought Student Life's communication about Commencement was helpful.



Overall satisfaction with Commencement experience.



## 2019-2020 Goals

- 1 Engage RSC Student Government (and SCA Student Government) in discussing, designing and proposing a path to a shared governance model.
- 2 Offer co-curricular programs that support the core academic experience.

### First Year Programming

92%

of students indicated that First Year programming (orientation, First Year Seminar) helped them to identify when they should seek additional support.

75%

of students felt they are now better able to respond to stress and anxiety during the semester.

96%

of students have a better understanding of the importance of respect and communication from the "First Year Fears and Community Building" session during First Year Orientation.

### RSC Student Leaders

100%

of RSC Student Leaders showed complete understanding of SGA policies and procedures.

100%

of RSC Student Leaders indicated that the chartering and budget process for 2018-20 helped them develop or improve their own skills in budget and planning.

### Awareness of Resources

100%

of RSC First Year students were able to identify the Wellness and Center and 86% indicated they have, would use, or refer a friend to the center.

89%

of RSC First Year students could identify three or more campus resources that could assist them with mental health concerns and stress.

### Student Participation

82

Students attended the November SGA Senate meeting discussing the Sage Strategic Plan. This showed a 122% increase over the previous November.

# entertaining, educational, and diverse



### What Students Are Saying

“The most helpful and influential experience was the First Year Experience Guest Speaker on Sunday morning. This changed my perspective on socialization in college and allowed me the opportunity to get to know my peers.”

“I love them all! I think that the big/little program is such an awesome thing to have, I don’t know what I’d do without my big and littles. Rally is a given, it’s amazing and I love how it brings all of the classes together for a common cause, the classes truly become one big family!”

“People at RSC actually care about me!”

“I love the Big/Little Program, and rally. I love how it is a way for our Sage community to come together and give back to the Troy community by raising money for two charities. I think it builds great character and creates an atmosphere of unity throughout the classes, as well as brings the classes together.”

### Our Mission

The mission of the Student Activities Office is to provide students with the opportunity to attend programs that are entertaining, educational, and diverse, and to provide a student center space that is welcoming and engaging for our students.

Specifically, the Office of Student Activities:

- » Plans and implements events for Russell Sage College students
- » Oversees all aspects of the McKinstry Student Center
- » Coordinates the Russell Sage College traditions with student leaders
- » Coordinates and implements New Student Orientation
- » Coordinates and implements Family Weekend
- » Oversees all aspects of SageFest (Russell Sage College Annual Street Fair)
- » Supports and guides student clubs and organizations
- » Partners with other departments to design a rich extracurricular experience

### 2018-2019 Highlights

- » RSC Rally activities had over 100 students at events spanning a little over two weeks.
- » RSC Rally raised \$2,400 to be split between the Montgomery County SPCA and NAMI the National Association for Mental Illness.
- » Worked with the Senior Class to re-invision Class Day, making it more inclusive and contemporary.
- » Collaborated with the Office of Design and Space Planning on designs and furnishings for a new commuter lounge. The new lounge will be ready for the arrival of our students Fall 2019.



## 2018-2019 Goals and Outcomes

- 1 Engage RSC students in a discussion about traditions; how they have evolved, and how they can further evolve to fit the needs of today's students.
- 2 Enhance the parent experience during orientations.

### Russell Sage College Traditions



**81%** of students surveyed find value in the traditions of Russell Sage College.

## 2019-2020 Goals

- 1 Develop a transition plan for orientation for fall 2020.
- 2 Develop a transition plan for student activities (including traditions) for fall 2020.

### Class Day 2019

**100%**

of those surveyed liked the new structure of Class Day, including:

- » a change in day and time of ceremony
- » moving some of the aspects of Class Day to Senior Class Dinner

### RSC Orientation

**100%**

of students found the orientation leaders helpful and they learned habits that will support their college career.

**96%**

of students felt that they were ready to start their college career at RSC after First Year Orientation.

**100%**

of Parents/Guests at the RSC First Year Orientation found the mock classes enjoyable and orientation a positive experience.

### McKinstry Student Center Visits

visits per academic year



# optimal level of health & wellness



## What Students Are Saying

“Having any nice dog is helpful because dogs make everything better.”

“I feel that my voice is heard and I am able to maneuver my way through various subjects. This space provides comfort and safety to be open and honest with what is going on. It was great!!”

“The Nurse Practitioner helped me to get the medication I needed, and even sent me emails to check in on me throughout my recovery time! She’s always amazing!”

“The counselor always helped me find a solution to my problems and made me feel better about my current situation.”

“The counselor was very validating while also giving me tools to better myself”

“We talked about what was bothering me and then after it was addressed and went over we chatted getting my mind off of the stress I was experiencing from school work.”

## Our Mission

The goal of the Wellness Center is to assist all Sage students in reaching their optimal level of health and wellness through direct treatment and prevention including medical care, counseling services, nutrition advice and guidance, peer education, and other health promotion outreach programming. Most services are free for all Sage students.

## Services include

- » Mental health counseling
- » Routine physicals, throat cultures
- » Alcohol and drug education (mandated for some students with alcohol violations)
- » Gynecological exams
- » Health promotion and outreach
- » Medical care
- » Nutrition advice and guidance
- » Peer education
- » Referrals to outside agencies
- » Sexual assault care and counseling (partner with local agencies)

## Counseling Mission

We provide short-term supportive services in order to maximize students’ academic performance and personal experience. Our therapists provide assessment, brief counseling, and referral to community providers when indicated.

## 2018-2019 Highlights

- » Partnered with Hospice of Rensselaer County to offer a six week grief support group to students who are coping with the death of a loved one.
- » Contracted with Albany Medical Center Outpatient Psychiatry Department to provide psychiatric consultation and medication management for students at the Wellness Center.
- » Added Bam Bam the “Amateur Therapy” dog to the Troy Wellness “staff”.
- » Worked to create proactive approaches to wellness by referring students to Recreation and Fitness to create activity plans.
- » Launched “Pop up Positivity” campaign with activities that included:
  - » Movie with Popcorn – Comedy to beat the blues
  - » Mindful message ducks distributed at “pop up” times
  - » Relaxation Tips

## 2018-2019 Goals and Outcomes

- 1 Nurture happiness and cultivate positivity within our department and extending to larger Sage community.
- 2 Strengthen social skills among the student population to help them become more socially competent.
- 3 Encourage students to adopt a healthy lifestyle through education and resources.



### Patient Satisfaction Survey



**100%**

of students who took the annual patient satisfaction survey reported that **they were given an appointment in a timely manner.**



**93%**

of students who took the annual patient satisfaction survey and **spent time with Bam Bam rated their experience as excellent.**

### Counseling Services



**30%**

increase in intakes for counseling appointments during the 2018-2019 school year (149 to 195).

**37%**

increase in the number of counseling appointments during the 2018-2019 school year (880 to 1,203).



### Medical Services

**5%**

increase in the number of medical appointments during the 2018-2019 school year.

**18%**

increase in use of medical services in Albany Wellness Center during the 2018-2019 school year.

## 2019-2020 Goals

- 1 Actively contribute to the formative year of the institutional Sage THRIVE initiative.
- 2 Embrace and implement the new administrative structure of the Student Wellness Unit.

# safe, healthy, & comfortable living environment



## What Students Are Saying

“My professional staff member is a genuine leader and positive role model to his community. He excels in administrative work by planning meetings and accomplishing tasks on a day to day basis.”

“My RA surpasses my expectations because she made the effort to know me and the other residents on the floor and she always checked in on people if something did not seem right. She is someone anyone could go to and she will welcome you in like she knew you her whole life.”

“My RA is truly gifted at conflict resolution. He won’t force an answer and say one side is right. He will simply hear all parties, and try to make everyone empathetic to the others point of view. Once this happens the conflict is usually resolved.”



## Our Mission

The Sage College’s Office of Residence Life strives to enhance the educational mission of the College by providing a safe, healthy, and comfortable living environment for all residential students. This experience includes fostering and appreciating diverse cultures and lifestyles, and teaching students the importance and role of community living and standards and personal responsibility. Other functions include: campus mailbox distribution, meal plan assignments and changes, room assignments, and overseeing Resident Assistants.

## 2018-2019 Highlights

- » Residence Life offered mixed gendered housing at UHA for 19/20 room lottery/selection.
- » Residents participated in Project Linus where they made blankets to provide a sense of security, warmth and comfort to children who are seriously ill, traumatized, or otherwise in need.
- » Residence program highlights included:
  - » Haunted Hall (halloween event)
  - » Sex in the Dark (a sex positive program)
  - » Paint and Sip
- » CARE Team Highlights:
  - » Members of the CARE team presented a training session to Sage faculty and staff at May College on their work and how members of the Sage community can support at-risk students.
  - » Members of the CARE team participated in several training sessions over the course of the academic year, including: tabletop exercises, case studies, and in person training from The Autism Society of the Greater Capital Region and the New York State Trooper.



## 2018-2019 Goals and Outcomes

- 1 Develop a support system that utilizes best practices across student conduct, behavior and threat assessment, and student development.
- 2 Implement research-based trainings for student staff members, professional staff members, CARE team members, and student conduct administrators.
- 3 Develop a framework for assessing resident student growth across multiple vectors during their time in Sage residence facilities.



### CARE Reports

155%

increase in CARE reports filed and addressed for 2018-2019 (173). There were 68 reports the previous year.

## 2019-2020 Goals

- 1 Develop a framework for assessing resident student growth across multiple vectors during their time in Sage residence facilities for implementation during the 20-21 academic year.
- 2 Infuse Sage THRIVE objectives as part of the outcomes for student housing, student conduct, and the CARE team.
- 3 Develop a unified vision of the Residence Life program for the implementation of the Strategic Plan for the 2020-2021 academic year.

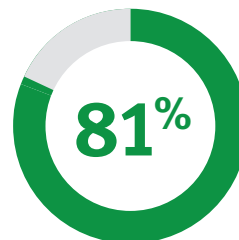
## Resident Assistants

RAs showed growth in **10 out of 12 skills sets** from Fall 2018 to Spring 2019 with the most growth seen in the areas of relationship skills, student skills, and crisis management skills.



Resident students surveyed across both campuses consistently rated the Resident Assistant Staff as having **intermediate to advanced expertise** (average of 4.1 out of 5) in all skills assessed.

## Conduct Violations



of students did not have a repeat conduct violation during the 2018-2019 school year.

## Conduct Hearings

We saw a **67% decrease** in full conduct hearings and a **305% increase** in mediations cementing our shift to a more restorative rather than punitive conduct system resulting in 81% of students in 2018-2019 not incurring a repeat conduct violation.

2018-2019	27% HEARINGS vs. 73% MEDIATIONS
2017-2018	81% HEARINGS vs. 19% MEDIATIONS

# sportsmanship, leadership, pride, & development



## What Students Are Saying

“I think that Caitlin (Strength and Conditioning Coach) was an amazing addition to the training staff. She was always willing to help me with my injury and was always organized and efficient with time. She showed so much enthusiasm for both cross country and track. After meets Caitlin would congratulate me on my times and before meets would help me prepare for my race strategies.”

“I am truly grateful I got to spend my four years here at Sage playing soccer. I have learned so much and have created so many memories to take with me. I am also thankful to have a coach like Garret, he is a great guy and coach and I am very appreciative of this opportunity.”

“Sage Athletics is top notch and full of people who really care about every individual who participates in a sport.”

## Our Mission

The mission of the Athletics Department is to strive for premier levels of competition for student-athletes, including the highest elements of sportsmanship, ethics, recognition, leadership, growth, development, success, pride, and dignity. Athletics strives to:

- » Provide an outstanding Division III experience for student-athletes
- » Establish the Athletics Department, its programs, and participants as an integral part of the Sage fabric and identity
- » Lead Sage to be recognized locally, regionally, and nationally as a top-ranked academic and athletic institution

## 2018-2019 Highlights

- » Sage’s Women’s Soccer Team qualified for the Empire 8 Conference Championship Tournament for the first time in school history.
- » 47 student-athletes were cited with a selection to the Fall 2018 Empire 8 Presidents’ List for having a 3.75 GPA or higher.
- » Women’s Soccer, Men’s Soccer, Field Hockey and Women’s Volleyball all garnered recognition from their respective coaching associations for overall academic prowess.
- » 45 student-athletes were cited with a selection to the Spring 2019 Empire 8 Presidents’ List for having a 3.75 GPA or higher.
- » 35 student-athletes were added to the Sage Athletic Honor Society for participating in a Varsity sport for at least two seasons and maintaining a 3.3 GPA; 12 of these student-athletes were repeat honorees.
- » Two student-athletes, Ryan Fairweather and Tyler Schnaible, were selected to participate in the NCAA Careers in Athletics Forum in Indianapolis, Indiana in June.



## 2018-2019 Goals and Outcomes

- 1 Guide coaching staff in their recruiting efforts. Strive for each team to be near or at the NCAA Division III average roster size for their sport.
- 2 Ensure that all student-athletes have the support they need to succeed.
- 3 Guide the athletic support functions (athletic training, athletic communications) to meet the needs of all student-athletes with the resources provided.

### Athletics at Sage



of student athletes reported feeling that the Athletic Department and Student Athletes are supported by Faculty and Staff at Sage.



of Student Athletes feel that the Athletic Department plays a role in campus pride at Sage.

## 2019-2020 Goals

- 1 Provide staff development opportunities for professional and personal development to better assist coaches/graduate assistants/athletic trainers/athletic communication staff in providing a positive athletic experience for student-athletes.
- 2 Provide resources and opportunities to sustain a healthy student-athlete including mental health assessment and management, substance use and abuse, and physical health knowledge.

### Leadership Development Training

91%

of Student Athletes who participated in Leadership Development Training said it was a valuable experience for them.

### Student and Staff Surveys

98%

student-athletes found value in the seminars offered.

100%

of the staff enjoyed and found great value in the recruiting workshop that was offered in May.

4.5/5

student-athletes rated the level of care from the athletic training staff at a 4.5 out of 5.

### Division III



59%

of Sage teams are at or above Division III roster size.

# fun and healthy competition



## What Students Are Saying

“Group Fitness instructors are awesome.”

“McKinstry is very welcoming and not as intimidating as other gyms.”

“Love McKinstry Fitness Center and what it offers.”

“Thanks for extra squat rack.”

“I enjoyed the one on one attention I received in McKinstry Fitness center and the instruction on how to use the machines.”

## Our Mission

The Recreation and Fitness Department at The Sage Colleges promotes lifelong health and wellness through diverse and comprehensive programs, while fostering a sense of identity for those in the Sage community. Through the Fit Stop, McKinstry Fitness Center, group fitness classes, intramural and club sports, and partnerships within Sage and with outside agencies, the Recreation and Fitness Department:

- » Provides fitness opportunities for people of all abilities
- » Creates an environment that promotes fun and healthy competition
- » Promotes leadership and team building skills for all participants
- » Challenges community members to try new activities
- » Encourages positive lifelong health and wellness habits
- » Educates community members regarding health, wellness, and safety
- » Develops pride and sense of membership in the Sage community

## 2018-2019 Highlights

- » Recreation and Fitness doubled its followers on Social Media in the 2018-2019 year.
- » Three new group fitness classes were added for 2019.
- » Brand new check-in system across Recreation and Fitness platforms made for ease of use and improved tracking.
- » Invested in all new Cardio equipment for both RSC and SCA Fitness Centers.



## 2018-2019 Goals and Outcomes

- 1 Expand student participation by 10 percent across all fitness platforms.
- 2 Offer services and programs that improve student well-being and teach lifelong health skills.
- 3 Utilize technology to engage students in Recreation and Fitness programs and services.



### Recreation & Fitness Survey

97%

of students participating in recreation and fitness activities reported being satisfied with the new check in system.

100%

of those who reported participating in intramurals were satisfied with their experience.

## 2019-2020 Goals

- 1 Ensure that every student at Sage has access to recreation and fitness programming.
- 2 Provide recreation and fitness programs to support the institutional Sage THRIVE initiative.
- 3 Incorporate recreation and fitness into the new administrative structure of the Sage Wellness Unit.

### Student Participation



15%

increase in student participation during the 2018-2019 year.



57%

increase in FitStop usage during 2018-2019.



369

students participated in group fitness classes a 43% increase in average class size from Fall 2017.

# providing equal opportunity



## What Students Are Saying

“Comfort animals are helping in reducing my stress and anxiety. My animal makes me feel so much better.”

“Working with the Graduate Assistants is beneficial in getting organized, setting a schedule to assist with time management in getting my projects and papers done on time and studying skills are helping.”

“The Awareness Fair and having apps for my phone as a resource is a very useful resource, especially the app specific to my disability.”

“Revised testing form is more inclusive of all accommodation types and is helpful.”

“Revised housing form is helpful, especially detailing what my licensed provider needs to send in for separate letter for my accommodations.”

## Our Mission

The Sage Colleges is committed to providing equal educational opportunity and full participation for students with disabilities, as defined by the Americans With Disabilities Act and section 504 of the Rehabilitation Act of 1973. The Office of Disabilities Services is committed to providing support services and reasonable accommodations when requested by students who qualify for them, and to assist faculty and administrators in meeting the reasonable accommodation needs of students.

## What We Do

- » Provide pre-admission counseling to respond to applicants' inquiries about support services
- » Assist students in developing self-advocacy skills
- » Assist with suitable housing, alternative testing, and reasonable academic accommodations
- » Provide auxiliary aids and services
- » Assist with resolving issues and concerns and the development of an education plan
- » Facilitate academic and career advisement

## 2018-2019 Highlights

- » Developed a new guide for students with disabilities that serves as a comprehensive overview for students.
- » Bolstered federal work study students hours to meet the need for proctoring exams, readers and scribes in accessible testing locations.
- » Increased accessible equipment for disability students that participate in nursing programs (Pentaview LCD Digital Microscope & Illumination Magnifier for Biology Lab).
- » The Awareness Fair provided students with resources and tools to improve time management, note taking, study skills, as well as relaxation techniques.

## 2018-2019 Goals and Outcomes

- 1 Design services that support and empower students with disabilities to be academically successful, independent, and self-advocates.
- 2 Coordinate and provide consultation, training, and resources to faculty in order to promote equal access and ensure achievement of disability students' success.
- 3 Create and ensure students with disabilities have comparable access to the college by addressing physical, attitudinal, technological, and communication barriers.



## 2019-2020 Goals

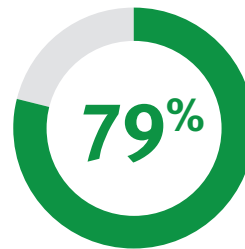
- 1 Ensure that students with disabilities have comparable access to the college by addressing physical, attitudinal, technological, and communication barriers.
- 2 Support and empower students with disabilities to attain their educational goals.
- 3 Incorporate disability services into the new administrative structure of the Sage Wellness Unit.

## Awareness Resource Fair

100%

of students said it was informative, provided resources, and provided a learning experience about disabilities.

## Student Retention



Overall retention rate of disabilities students at The Sage Colleges.



## Faculty Awareness

100%

of faculty surveyed:

- » are satisfied with the disability services offered
- » understand ADA and its place in the classroom
- » understand reasonable accommodation compliance

# assisting students in achieving goals



## What Students Are Saying

“Great experience overall! They are very knowledgeable in what they do, and I was extremely stressed out about the whole process before the appointment. After it, I am so confident in the resume I have now and learned so much during my appointment. Thank you!!!”

“It was great and super helpful! I haven’t had job offers yet, but I did receive a call back for an interview!”

“Presentation was really well done! Energetic, engaging, and informative!”

“I really enjoyed the financial presentation. (Career Crash for Athletes, Spring 2019)”

“It’s a wonderful service that deserves more attention; the role is shifting and more programming, advisors will provide a greater impact for the school community.”

## 2018-2019 Highlights

- » The “Shadow a Gator” program was implemented in Summer 2019, pairing up students with alumni at their place of work.
- » Four students completed the Sage Select Leadership Program in Fall 2018.
- » Programming Highlights:
  - » Young Professionals Network; Women in Leadership Panel and Roundtable
  - » Service Learning Showcase (World 401)
  - » Career “Crash Course” for Student-Athletes
  - » 35 unique workshops for faculty, staff, and student groups in the classroom

## Career Planning Staff in the Community

- » Career Planning successfully implemented “Sage Engaged” a full day of service in the Troy and Albany communities with over 200 students participating and 16 non-profit partners.
- » Career Planning Director, Carleen Pallante, served for 18 months as Chair of the Capital Region Career Consortium (CRCC), consisting of 23 Career Centers at colleges from the Capital District area.
- » Sage served as the host for the STEM/Career Expo (8 colleges represented) with 70 employers and graduate schools attending; an increase of 30% over last years Expo.





## 2018-2019 Goals and Outcomes

- 1 Career Planning will use Career Readiness skills as a guide to direct activities and programs to develop professional skills and readiness for life after college.
- 2 Career Planning will continue to improve its internal and external partnerships to increase its impact on the Sage community.

### Recruiters On Campus

130

Employers and Graduate Schools recruiting on campus during the 2018-19 academic year.

52%

This was a 52% increase over 2017-18, when there were 85 recruiters on campus.

### Employers On Campus

105

From Fall 2018 to February 2019, 105 employers were on campus recruiting for internships, jobs, and work study positions.

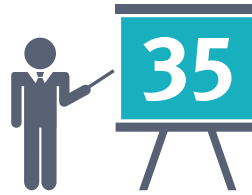
19%

This was a 19% increase of employers on campus in Fall 2018-February 2019, compared to Fall 2017-February 2018.

## 2019-2020 Goals

- 1 Career Planning will continue to use Career Readiness skills as a guide to direct activities and programs to develop professional skills and readiness for life after college.
- 2 Career Planning will continue to improve its internal and external partnerships to increase its impact on the Sage Community.

### Career Planning Workshops



The number of **workshops Career Planning delivered during fall 2018 and spring 2019** in classes, for student organizations, and for staff.

**100% of students** that attended Career Planning workshops reported a **greater overall knowledge** of the topics covered.

### STEM/Healthcare Expo 2019

100%

of the students that attended the STEM/Healthcare Job, Internship, and Graduate School Expo would attend again.

100%

of the students that attended the STEM/Healthcare Job, Internship, and Graduate School Expo were satisfied with the companies in attendance.

### Career Advisement

The number of **career advisement appointments completed** in 2018-19 in person, by phone/Google Hangouts, or email.

544

**100% of students** surveyed said they **were confident in their ability** to take ownership of their own career development after their meeting.

### Walk-In-Wednesdays

111

The number of career advisement appointments and walk-ins that were complete during the 2018-19 academic year. **This was a 32% increase from the 2017-18 academic year.**

## Spotlight On Climate: Title IX Coordinator

- Nearly 85% of students agree that faculty are genuinely concerned about their welfare.
- At Sage, 83% of students thought the college would take a student's sexual assault report seriously.
- 82% of students thought the college would take steps to protect the safety of the person making a report (up from 76% in 2017).
- 82% believe that the college would support the person making the report (up from 75% in 2017).



**WE  
HEARD  
you!**

### Sage College of Albany Dean of Students

- Student evaluations from Orientation suggested that mock classes and student panels include all students as guests. This practice will be implemented in the 2019 Orientation Program
- In response to students asking for healthy lifestyle choices we have partnered with CDPHP Bike Share Program. This state of the art program will provide students with an alternative form of transportation that supports healthy, active lifestyles and a great way to explore our community and will be FREE for students.

### Sage College of Albany Student Activities

- In response to student feedback, Freddie's Lounge purchased new pool sticks, a Nintendo Switch, and additional gaming equipment to fit student needs.
- Based on student requests, we expanded our ACE Movie Night series to include an additional feature at the end of the academic year.

### Russell Sage College Dean of Students

- The RSC Student Life office surveyed the incoming Class of 2022 and asked about their favorite things. During orientation and the week of welcome we shared/played a playlist with all their favorite songs, served their favorite meals in the dining hall, and recommended movies and TV shows to binge-watch on Labor Day weekend based on their responses.
- In response to student requests for more Black History Month (BHM) events in Troy, RSC Dean of Students Office collaborated with several students and other campus offices to sponsor 3 additional BHM events
- In response to the One Love film and conversation on Relationship Violence (Oct. 17, 2018), students asked for an opportunity to continue the conversation and spread a positive message about self-acceptance and self-worth. More than 2 dozen students showed up to the Student Center on November 7, 2018 to design posters and share a message of positivity, which was then spread throughout campus with the posting of the beautifully decorated posters.

### Russell Sage Student Activities

- Students asked for more novelty events similar to the "Stuff A Plush" event fall semester. We added a Magic Reveal Pillow with the RSC College Seal in the four class colors to the spring line-up of events which was a huge success.
- Students requested that we purchase additional items for the McKinstry Student Center. In collaboration with the Executive Board of Student Government we were able to purchase an Amazon Firestick and bean bag chairs for the TV lounge as well as many new items for the kitchen including all new cookware and baking pans.

## Recreation & Fitness

- Students wanted a more open layout in Albany: We opened up the Fitstop to provide more free flowing space.
- Students wanted an Intramural format that required less commitment: Created a “Pick-up” Intramural league.
- Students workers wanted an easier and more reliable way to check people in: Created new check in system using Sage Passport.
- Students in Albany wanted more Squat Racks: Added one additional squat Rack to the Fitstop.
- Students wanted a stairmaster: Each fitness center had a new stairmaster for the start of the year.

## Residence Life



- After first year students requested to know their roommate pairing earlier in the summer, the Office of Residence Life will now match roommates prior to their July orientation session allowing all new residents to meet their roommates in person during their visit to campus.
- As a result of faculty feedback, the CARE team now provides case updates to reporters after each weekly meeting.
- As a result of community feedback, the CARE team will be offering training to the Sage community on behavioral topics of interest in the 2019-2020 academic year.

## Disability Services

- Students asked for a more comprehensive testing form: Revised testing forms to be more inclusive of all accommodation needs for exams.
- Students asked for an easier process to sign up for testing accommodations: The testing forms process is now all online for students to set up exams.



## Athletics

- “Adding a strength and conditioning specialist helped all the student-athletes because we had someone else beside our coach pushing us to work out. Working with Brandon helped us find a bond to help us push each other and ourselves through all the workouts. Even if we didn’t want to go, having team strength and conditioning time scheduled, helped motivate us to go and push each other through the workouts.”

## Career Planning

- As a result of students coming in and identifying themselves as first generation students, “First Thursday Walk Ins” started in Albany and Troy, providing a dedicated time for these students to come into the office.
- Students that attended Etiquette Dinner in 2017-2018, commented that there wasn’t enough time during Etiquette Dinner for networking with all the employers and alumni that attended. As a result, the format of the Etiquette Dinner was changed to a Mocktails program focusing on networking.
- Students asked to have more information about work study opportunities earlier.. As a result, in Fall 2018, Career Planning and Student Activities teamed together to host the Involvement and Student Employment Fair on both campuses the first week of class.

## Wellness Center

- You asked for more intensive mental health treatment options to be accessible on campus. In Spring of 2019 we contracted with Albany Medical Center Outpatient Psychiatry Department to provide psychiatric consultation and medication management for students. These services will also be available in the 2019-2020 school year.

Your words, our actions!

Thanks for your feedback!



# The Sage Colleges

STUDENT LIFE DIVISION

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