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STUDENT LIFE 2020/21

YEAR IN REVIEW



RUSSELL SAGE COLLEGE



TRISH CELLEMME

Vice President for
Student Life

STUDENT LIFE EXECUTIVE SUMMARY

This annual report is meant to share with you the 2020-2021 accomplishments of the Russell Sage College 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.

The COVID-19 pandemic continued to make 2020-2021 unlike any academic year in recent memory. The Student Life Unit adapted many of its programs and services to allow for continuity of service and to offer ongoing support and services to our students. You will see this noted throughout this report.

As Student Life continues to adapt, grow and learn from the COVID-19 experience, we remain more committed than ever to delivering a quality student experience. We have learned that our ability to be versatile, responsive and flexible can only help serve our students better. We are looking forward to the 2021-2022 year with renewed energy and enthusiasm.

VICE PRESIDENT'S GOALS 2020/21

Implement policies to support a unified Russell Sage College.

Guide the implementation of thrive@Russell Sage initiative.

Design and implement programs, services and systems that increase student persistence and retention.

Ensure that diversity, equity and inclusion are hallmarks of student life planning, programming and service delivery.

2021/22

Ensure and guide Student Life initiatives that support Russell Sage College's commitment to:

- One Sage
- thrive@Russell Sage
- Diversity, Equity and Inclusion
- NAVIGATE

Ensure Student Life programming, services and systems positively impact persistence and retention.

Examine and evaluate Student Life policies and practices, determining action and change needed to support a diverse, equitable and inclusive student experience.

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**TO BE.
TO KNOW.
TO DO.**

CAREER PLANNING

Enhancing Skills. Community Involvement. Career Readiness.

HIGHLIGHTS

- Delivered 28 virtual “in-class” career-related workshops, and three open information sessions for Athletics.
- Hosted 10 virtual workshops on topics such as tailoring resumes, job searching and internships, networking, and employer expectations.
- Collaborated with the Office of Diversity, Equity and Inclusion to host “Candid Career Conversations: Same Workplace, Different Experiences,” highlighting the experiences of diverse alumni.
- Organized Sage Engaged day of community service “virtually,” with 149 participants.
- Hosted the STEM/Healthcare Internship, Job and Graduate School Expo, with 65 employers and graduate schools.
- Hosted two panels delivered by the Tech Valley Young Professionals network.



WHAT STUDENTS ARE SAYING

I was extremely impressed with the career panel, the event, and the discussion. I felt part of a community and felt that Sage really does care about diversity.

I learned important things I should add to my resume that I didn't consider in the past, and learned important interviewing tips. I plan on using what I learned from the presentation when applying to jobs in the upcoming months. The virtual format was effective in delivering the information.

I have not had an interview in a while so this was very beneficial to practice those much-needed life skills. The feedback I got was also very helpful so I now know how to better answer questions and what an employer is looking to hear.

20/21 GOALS

Career Planning will broadly incorporate career readiness skills into curricular and cocurricular experiences in order for students to develop professional skills and readiness for life after college.

Career Planning will continue to improve its internal and external partnerships to increase its impact on the Sage community.

20/21 OUTCOMES



STUDENTS WHO PARTICIPATED IN THE "CANDID CAREER CONVERSATIONS" PANEL SAID THAT THEY ARE 80% MORE KNOWLEDGEABLE OF THE THE FOLLOWING CAREER READY SKILLS; NETWORKING SELF-AWARENESS

CAREER PLANNING HAD 411 STUDENT APPOINTMENTS COMPARED TO 335 LAST YEAR, **AN 18.5% INCREASE** DESPITE THE ONGOING COVID-19 PANDEMIC

100% OF FACULTY AND STAFF SAID THAT THE PARTNERSHIP WITH CAREER PLANNING BENEFITS THE STUDENTS AND THE SAGE COMMUNITY

100% OF STUDENTS WHO HAD AN APPOINTMENT WITH CAREER PLANNING SAID THEY GAINED SELF KNOWLEDGE TO MOVE FORWARD WITH THEIR OWN CAREER PLANNING

AFTER PARTICIPATING IN A CAREER PLANNING WORKSHOP, **80% OF RESPONDENTS** SAID THEY WERE MORE AWARE OF HOW TO IMPLEMENT THE CAREER READY SKILL OF COMMUNICATION

EMPLOYER AND ALUMNI FEEDBACK:

- 100% AGREED THEIR INTERACTIONS WITH RSC STUDENTS WAS POSITIVE
- 87% FEEL MORE CONNECTED TO RSC
- 100% WOULD RETURN TO RSC

21/22 GOALS



Career Planning will broadly incorporate Career Readiness skills into curricular and cocurricular experiences in order for students to develop professional skills and readiness for life during and after college.

CAREER PLANNING WILL CONTINUE TO IMPROVE ITS INTERNAL AND EXTERNAL PARTNERSHIPS TO INCREASE ITS IMPACT ON THE SAGE COMMUNITY.

HIGHLIGHTS

- Deans of Students sent bi-weekly letters to students offering resources and uplifting messages throughout the COVID-19 pandemic.
- Student Life and Student Success made phone calls and personal outreach to all undergraduate students during COVID to offer personal support and assistance.
- Deans of Students utilized Sage Strong funds to assist students with financial needs related to the COVID-19 pandemic.
- Restructured Student Activities and Student Life Office to create a “One Sage” model.
- The Student Life Unit participated in National Coalition Building Institute training to forward our thinking and planning around diversity, equity and inclusion.
- The Student Life Unit adopted Ibraham Kendi’s How to Be an Anit-racist as a common read and call for examination of our own practices.
- The Deans of Students served as primary responders to the majority of the 208 2020-2021 CARE referrals.



WHAT STUDENTS ARE SAYING



I thought that the events planned were very supportive of the community, especially given COVID-19. I definitely think that the activities that promote mental wellness were great and I hope to see more next semester.

I think that the situation of this semester made me more aware of how beneficial online options can be. Personally, I have found it extremely helpful and stress relieving to have an online option for classes, meetings, and even clubs or groups. I think that this is something that Sage should continue to provide as it helps to keep an inclusive community.

All of the emails can be too much sometimes, but I do think they make students feel included and supported.

20/21 GOALS

- Support the successful transition of students to Russell Sage College.
- Create and sustain student-centered programs and services that respect, embrace and empower all RSC students.

20/21 OUTCOMES

AFTER REVIEWING THE DEI VISION STATEMENT, 93% OF THE STUDENT LIFE UNIT AGREED TO REEVALUATE THEIR WORK IN ORDER TO MEET THE ASPIRATIONS OF OUR INSTITUTION

AS A RESULT OF THE STUDENT LIFE NATIONAL COALITION BUILDING INSTITUTE TRAINING, 93% OF RESPONDENTS IDENTIFIED ONE CONCRETE WAY THEY PLAN TO ENSURE THAT THEIR WORK IS MORE EQUITABLE AND INCLUSIVE

In an open-ended survey, 88% of students were able to identify three campus resources they have utilized or are aware of and 95% could identify two resources

98 % OF GRADUATES were satisfied with the outcome of the RSC commencement ceremony. 96% found the communication helpful and 94% found the website helpful

Student Life made 1155 phone calls and follow-up emails to undergraduate students to support and connect them with resources during the COVID-19 pandemic

STUDENT LIFE CREATED AND DELIVERED 60 EMOTIONAL SUPPORT BAGS TO STUDENTS IN QUARANTINE AND ISOLATION

PERCENT OF RSC STUDENTS WHO FELT THE FOLLOWING PROGRAMS AND SERVICES CONTRIBUTED TO AN INCLUSIVE AND SUPPORTIVE ENVIRONMENT:

Deans of Students Outreach **94%**
Hispanic Heritage Month Programming **88%**
Mental Health and Wellness 101 Program **90%**
Student Government Forum with Dean Lawrence **94%**
Sage Votes **92%**
Virtual Student Activities **93%**
In-Person Student Activities **95%**
COVID Information and Resources **91%**

21/22 GOALS

Create and sustain a robust, diverse, and inclusive student experience.

The Deans of Students will actively intervene and support student persistence.

DESIGN AND DELIVER PROGRAMS AND SERVICES THAT GROW STUDENT INVOLVMENT, DEEPEN STUDENT CONNECTIONS, AND SUPPORT STUDENT NEEDS. THE DEANS OF STUDENTS WILL ACTIVELY INTERVENE AND SUPPORT STUDENT PERSISTENCE.

HIGHLIGHTS

- A new Student Activities office structure allowed for parallel programming in Albany and Troy and created additional and equitable programming for students.
- Student Life added six fire pits with Adirondack chairs (three on each campus) for students.
- The office of Student Activities maintained in person and virtual programming throughout the pandemic.
- The office of Student Activities successfully transitioned to an online orientation program for summer 2020.
- Student Activities made creative and continued use of virtual programming to engage students during the COVID-19 pandemic.



WHAT STUDENTS ARE SAYING

Upon my arrival to Orientation, I was greeted by the most kind and helpful orientation leaders. My experience would not have been the same without their kindness, patience and flexibility!

Absolutely loved the cooking class!

I really enjoyed the Free Money Game Show event!

Bingo nights really bring people out and they have a good time

I enjoy going to campus events because they promote a sense of community and togetherness. My favorite events are the Earth Day celebration, tie dye events, Slipping Out of the Semester and 11th Hour Pancakes. I also like that there are fire pits available.

20/21 GOALS

Develop and implement programming that will support the transition to a unified Russell Sage College.

Develop and implement a unified system for advertising and promoting activities across campuses.

20/21 OUTCOMES



82%

of students are satisfied with events and activities offered on campus

ELEVEN SAGE-WIDE EVENTS WERE PLANNED IN COLLABORATION WITH THE DIVERSITY, EQUITY AND INCLUSION TASK FORCE; 57% IDENTIFIED THESE EVENTS AS CONTRIBUTING TO INCLUSIVITY ON CAMPUS.

91%

of students found "Stay and Play" weekend activities to be a fun contribution to the campus community

96%

of new students surveyed indicated that as a result of orientation, they are aware that Russell Sage College is one college with two campuses and they know that they can take advantage of programming on both campuses

97%

OF STUDENTS SURVEYED KNOW WHERE TO FIND INFORMATION ABOUT ACTIVITIES ON CAMPUS

21/22 GOALS



Create and sustain a robust, diverse, and inclusive student experience.

DESIGN AND DELIVER PROGRAMS AND SERVICES THAT GROW STUDENT INVOLVMENT, DEEPEN STUDENT CONNECTIONS, AND SUPPORT STUDENT NEEDS. THE DEANS OF STUDENTS WILL ACTIVELY INTERVENE AND SUPPORT STUDENT PERSISTENCE.

HIGHLIGHTS

- Established “Multicultural House,” a co-educational learning community established to support the experiences of students of diverse backgrounds and identities.
- Developed an appendix to the Student Code of Conduct regarding communicable disease policies which provided clear expectations for living and learning on campus during the COVID-19 pandemic.
- Student conduct administrators participated in a training session with the authors of Reframing Campus Conflict: Student Conduct Practice Through the Lens of Inclusive Excellence, which explored introducing restorative principles into student conduct hearings and mediations.
- The Russell Sage College CARE team’s work was highlighted in the Middle States report as providing exemplary service to students exhibiting behavioral concerns.
- Russell Sage College’s CARE team became a member of the National Behavioral Intervention Team Association, providing access to other professionals, training and standards of best practice.
- Sage was recognized as a Voter Friendly Campus by the Fair Elections Center’s Campus Vote Project and NASPA–Student Affairs Administrators in Higher Education. Sage Votes, led by Grace Giancola, assistant director of residence life, helped Sage stand out for the recognition.



WHAT STUDENTS ARE SAYING



My RA is very kind and makes a strong effort to develop personal connections with the other residents, which makes the abnormal semester a little more normal.

I was able to meet people, even if it was virtually, with a wide variety of backgrounds and finally meet people that share my beliefs and views on a lot of things for the first time.

My assistant director has been very kind to me and helped me with personal matters I needed guidance with. I appreciate her dedication to making living on campus a positive experience.

I was able to make new friends, especially ones that came from much different backgrounds than myself. I also became familiar and friendly with the staff.

I was definitely happy that I came out of my comfort zone and made some new friends!her dedication to making living on campus a positive experience.

20/21 GOALS

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.

Infuse THRIVE objectives as part of the outcomes for student housing, student conduct and the CARE Team.

Develop a unified vision of the Residence Life program for the implementation of the Strategic Plan for the 2020-2021 academic year.

20/21 OUTCOMES

RESIDENCE HALL EXPERIENCE:

83% OF STUDENTS REPORTED FEELING WELCOME

85% OF STUDENTS REPORTED FEELING SAFE

84% OF STUDENTS REPORTED FEELING COMFORTABLE

84%

of resident students feel they are treated equally through the common set of values (policies and procedures) in the residence halls

ALL 231 STUDENTS OF CONCERN RECEIVED OUTREACH FROM A MEMBER OF THE CARE TEAM WITHIN 72 HOURS OF A REPORT SUBMISSION

100%

OF STUDENTS WHO IDENTIFY AS TRANSGENDER, NON-BINARY OR GENDER-NONCONFORMING FELT WELCOME IN RSC RESIDENCE HALLS

100%

OF STUDENTS WHO IDENTIFY AS LGBTQ FELT WELCOME IN RESIDENCE HALLS. VIOLATIONS AND 17 WERE ALCOHOL VIOLATIONS

85%

of students identified as an ethnic/racial minority felt welcome living in RSC residence halls

100%

of students who identified as transgender, non-binary or gender-nonconforming felt they were treated equally through the common set of values (policies and procedures) in the residence halls

Students in residence made significant strides in making healthy choices regarding alcohol and drug use.

Out of 405 violations, six were drug violations and 17 were alcohol violations

21/22 GOALS

Develop residential experiences that allow students to learn and display the values of living and learning in a diverse community.

Actively build and sustain residential communities where all RSC students feel safe, and welcome.

Residence Life and CARE Team polices and trainings will be evaluated and monitored to ensure equity, inclusion and student success.

HIGHLIGHTS

- Created and successfully maintained a protocol and system for managing quarantine and isolation during COVID-19, allowing RSC to hold in-person classes throughout the entire 2020-2021 academic year.
- The office of Accessibility Services transitioned to an online accommodation and testing process. This practice will be adopted permanently.
- Events and activities for 2020-2021 included:
 - Earth Day pot you own plant activity
 - Flu shot clinics
 - Safe sex bags
- Administered over 300 vaccines to RSC students and employees during COVID vaccination PODS
- Successfully delivered medical and counseling services in-person and through telehealth during COVID-19.
- The FitStops met Department of Health guidelines to safely re-open during COVID-19 and offered online fitness subscriptions for students.



WHAT STUDENTS ARE SAYING

I had to quarantine for a week before I was safe, and the Wellness Center called every day and made sure I had everything and made me very comfortable.

The Wellness Center answered all questions that I had about my quarantine procedure. On the phone they stayed calm and continually reminded me that the Wellness Center was there for me every step of the way and they made a scary experience a good one.

Whenever I reached out to the Wellness Center, I felt that I always got great answers to my questions or concerns.

The Wellness Center provided me with excellent care and listened to my concerns. I felt very comfortable in their care.

I was able to express my concerns and my counselor was great.

20/21 GOALS

- Actively contribute to the inaugural year of thrive@Russell Sage.
- Maintain, create and implement educational and preventative programs and services that promote positive change in the health and wellness knowledge, skills and behaviors of the Sage community.

20/21 OUTCOMES

82% OF THOSE RECEIVING COUNSELING SERVICES REPORTED EXCELLENT OR ABOVE AVERAGE QUALITY OF CARE

76% of respondents reported the FitStop sign up process was easy to use and **95%** found the check in-process more than satisfactory.

93% OF RESPONDENTS SAID THEY RECEIVED A MEDICAL APPOINTMENT IN A TIMELY MANNER

84% OF RESPONDENTS REPORTED THE QUALITY OF MEDICAL CARE AS BEING ABOVE AVERAGE

ACCESSIBILITY SERVICES SUPPORTED 176 STUDENTS IN THEIR COVID-19 REQUEST FOR ONLINE ACCOMMODATIONS

SUPPORTED AND PROVIDED OUTREACH TO 900 STUDENTS PLACED IN QUARANTINE/ ISOLATION DURING COVID-19 PANDEMIC

21/22 GOALS



RESPOND TO HEALTH AND WELLNESS NEEDS REALTED TO COVID-19

CONTINUE TO ACTIVELY CONTRIBUTE TO THRIVE @ RUSSELL SAGE

STUDENT WELLNESS SERVICES WILL CONTINUE TO PROMOTE SELF-CARE AND WELLNESS INITIATIVES TO ENABLE STUDENTS TO ACHIEVE THEIR ACADEMIC AND PERSONAL GOALS



HIGHLIGHTS

- Successfully completed spring 2021 season with all 19 teams playing or practicing at the same time.
- Women's soccer won the 2020-2021 Empire 8 conference championship.
- Successfully managed COVID-19 protocols and testing to allow for continuations of athletic play.
- The athletic training staff successfully modified their services and care to accommodate student athletes during the COVID-19 pandemic
- RSC placed 53 students on the Empire 8 Presidents' List and nine teams were named to the All-Academic Team List for spring 2021.
- RSC placed 49 students on the Empire 8 Fall Presidents' List and 10 teams appeared on the All-Academic Team List for the fall 2020.
- Sixty-two students were named to the scholar-athlete team for spring 2021 and 18 RSC student-athletes had a 4.0 grade point average for spring semester 2021.
- Hallie Klosterman, a junior on the women's soccer team, was one of two college students named to the Capital District Sports Women of the Year's Class of 2021.
- Sophomore Alyssa Fitzgerald was named to the Empire 8 Women's Outdoor Track and Field Sportswoman Team and senior Arnoldo Burnett was named to the Empire 8 Men's Outdoor Track and Field Sportsman Team.
- Men's basketball player, junior Stuart Phair was named to the 2020-2021 Academic All-District Men's Basketball Team, selected by CoSIDA.

WHAT STUDENTS ARE SAYING

Sage did a remarkable job with athletic participation in a safe way.

My coach has done an amazing job. He has a true love for the game and his knowledge is off the charts.

Student comments about team culture:

A family. Everyone looks out for each other. We only want what's best for everyone!

Competitive, dedicated, and responsible. We all go into each practice or workout with an edge and want to be better!

Hardworking and motivational. Being only a two-year [-old] program motivates every single kid on the team to work even harder each and everyday to build this program to be the best it can be and leave a legacy behind.

20/21 GOALS

Develop and implement a department-wide communication strategy to establish a department identity and unify Sage Athletics.

Create and sustain an overall environment that allows all members of the athletic community to reach their full potential (student-athletes, coaches administrators).

20/21 OUTCOMES



**OFFERED 7
PROFESSIONAL
DEVELOPMENT
OPPORTUNITIES FOR
COACHES AND 94%
REPORTED FINDING
THEM USEFUL**

**96%
OF STUDENTS-ATHLETES
AGREED THAT THEIR
COACHES
COMMUNICATED NCAA,
EMPIRE 8 CONFERENCE
AND RSC UPDATES**

**86%
OF STUDENT-ATHLETES
SAID THAT THEIR COACH
MAINTAINS A POSITIVE
COMPETITIVE TEAM
ENVIRONMENT**

Coaches Coleman and Li are participants in Return On Inclusion™. ROI is a sport-specific diversity and inclusion education platform dedicated to developing inclusive leaders and fostering a culture of belonging across social and cultural differences

93% OF STUDENT-ATHLETES REPORT BEING SATISFIED WITH THE AVAILABILITY OF THE ATHLETIC TRAINING STAFF AND AND 92% ARE SATISFIED WITH THEIR LEVEL OF CARE

Coaches participated in the Division III LGBTQ OneTeam program. This training identifies strategies and best practices for institutions and conferences to ensure all individuals may participate in an athletics climate of respect and inclusion, regardless of sexual orientation, gender identity or gender expression

**85% OF
STUDENT-ATHLETES
FEEL THAT
ATHLETICS PLAYS
A ROLE IN SCHOOL
PRIDE AT RSC**

**92% OF
STUDENT-ATHLETES
REPORTED THAT
THEY ARE AWARE OF
SUPPORT AND
RESOURCES ON
CAMPUS**

21/22 GOALS



The Athletics Department will ensure that inclusion, equity and student success are key components of the student athlete experience

ATHLETICS WILL ENSURE THAT THE SCHOLAR ATHLETE MODEL IS EMBODIED AND EMPLOYED ACROSS THE STUDENT ATHLETE EXPERIENCE

The Athletics department will create and sustain an environment and athletic experience that positively impacts the RSC Community



WE HEARD YOU

WHAT STUDENTS HAVE ASKED FOR AND HOW WE'VE DELIVERED



CAREER PLANNING

- Students requested one place to search for on campus work-study positions. Career Planning now posts all work-study positions on Handshake.
- Students wanted to hear the experiences of diverse alumni with non-majority identities, and Career Planning hosted the “Candid Career Conversations: Same Workforce, Different Experiences” alumni panel.

DEANS OF STUDENTS & STUDENT ACTIVITIES

- Students wanted in-person guests at commencement and with changes to COVID protocol, Sage was able to accommodate this request.
- Students asked for additional virtual game shows and we offered 40% more in spring 2021.
- Students wanted more outdoor opportunities. Fire pits were added in Albany and Troy, and the outdoor basketball court was added in Albany

RESIDENCE LIFE

- Students were looking for a more diverse living experience and we established the Multicultural House.
- RAs requested that NARCAN training be incorporated into RA training. The training was done in September 2020

WELLNESS CENTER

- Students asked for more routine, rapid COVID-19 testing and in the spring of 2021 students were provided the opportunity for regular surveillance testing.
- Students asked for telehealth options and the Wellness Center offered regular telehealth visits.
- Students were looking for quicker/direct access to the mental health counselors. The counseling intake process has been streamlined to provide services quicker to students in need and is continuing to evolve.
- Students asked for easy access to hygiene and sexual health products and now menstruation products and safe sex products are available in every public bathroom.
- Students asked for skill-building groups. A meditation group will be offered in fall 2022.
- Students liked the online accommodation and testing process and asked that it continue and it will!!

ATHLETICS

- Student-athletes have long been asking for a dedicated space to workout. In fall 2021, there will be a dedicated fitness center for student-athletes
- Student-athletes have been asking for better locker room facilities. Improved locker rooms will be ready for use in the Armory in fall 2021



ALL ARE WELCOME HERE

Student Life Diversity, Equity and Inclusion Statement:

The Student Life Unit embraces diversity, equity and inclusion as essential components of a rich intellectual and cultural environment.

The Student Life Unit is committed to the promise that each student is given the opportunity to reach their full potential as active participants in our local and global society. This commitment moves us toward our aspiration to be a culturally inclusive community.

Institutional Diversity, Equity and Inclusion Statement:

Russell Sage College embraces diversity, equity, and inclusion as essential components of a rich intellectual and cultural environment in which all members are given the opportunity to reach their full potential as active participants in our local and global society.

We realize that the work of diversity, equity, and inclusion is an evolution that moves us towards our aspirations of a culturally inclusive community. The understanding we gain, as we continually assess our institution, will create informed and intentional transformation.

Russell Sage College is committed to developing policies and programs to create a campus that supports an optimal learning and working environment for all students, alumnae/i, faculty, administrators, and staff.

