

# STUDENT LIFE YEAR IN REVIEW

RS RUSSELL SAGE COLLEGE

2023-2024





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## STUDENT LIFE YEAR IN REVIEW

# EXECUTIVE SUMMARY

This annual report is meant to share with you the 2023-2024 accomplishments of the Russell Sage College Student Life Division. Using both direct and indirect assessment measures, we hope to demonstrate how students at Russell Sage have benefited from an experience that is engaging, inclusive, and lively.

Assessing our work allows us to reflect upon what we have done well and to welcome the challenges and opportunities to do better. The Student Life Goals for 2023-2024 have been informed by institutional priorities and have guided our work as we look to assess and celebrate our progress. In particular this year, we were thrilled to see the great success of our athletic teams and the continued growth in student participation.

As we approach the new academic year, it is our intention to work with President Shaftel as he sets a strategic vision for RSC. Our plan to support Russell Sage students with creative programming, inclusive planning, and demonstrated outcomes will have a direct impact on our community and the student experience.

We are excited to be a part of a growing RSC and look forward to making this year one filled with new beginnings and continued success.

**Trish Cellemme**

*Vice President for Student Life*

## LOOKING AHEAD TO 2024-2025 GOALS

### #1

**ENSURE** that Student Life contributes to the “Gator Gateway” creating experiences for students from entry to exit at RSC.

### #2

**MAKE** equity a priority in all components of the student experience including planning, resource allocation, execution, and support.

### #3

**DELIVER** and maintain an inclusive co-curricular experience that supports Thrive@Russell Sage and enhances our focus on, engagement, student success, and financial literacy.



# 2023-2024 STUDENT LIFE GOALS

**#1 SUPPORT** the institutional student success agenda by continuing to build programs, services, and systems that intentionally focus on student engagement and belonging.

**#2 CONSISTENTLY EVALUATE** and adapt our diversity, equity, and inclusion practices to ensure continuous improvement. Maintain a consistent focus on the value of our students' lived experiences and the social constructs that influence our community.

**#3 PRIORITIZE** student health and wellbeing by incorporating the Thrive@Russell Sage initiative into all facets of the student experience and the daily work of the Student Life team.





## STUDENT PROFILE



### MORGAN DEMPSEY '25

Expressive Arts in Mental Health major



- ➔ **I am a Navigator on campus!** I work closely with Student Success to help make the first-year and transfer student transitions a little bit easier during the summer at our Ready and Set days, and also as the semester begins as a peer mentor and in other roles as the semester progresses.
- ➔ I am a big fan of the **Commuter Appreciation Week**, and this year we did a Commuter Week of Wellness, which was a great set of events.
- ➔ I really think that Russell Sage has some of the **kindest, nicest, and most helpful people that I have met in faculty, staff, AND students attending the college**. Everyone that I have met cares so deeply for my success and happiness, and it is so motivational to be able to arrive at school every day to smiling faces and waves.

# GOAL #1

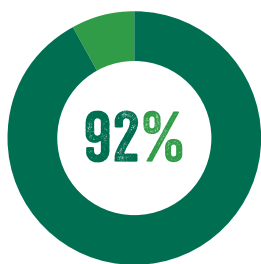
**SUPPORT** the institutional student success agenda by continuing to build programs, services, and systems that intentionally focus on student engagement and belonging.

## OUTCOMES FROM THE DEANS OF STUDENTS | STUDENT ACTIVITIES

Create multiple opportunities for students to engage with one another and the RSC community by cultivating spaces, creating environments, and delivering programs that offer connection, support, and a sense of belonging.

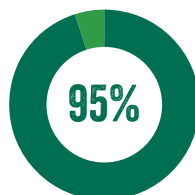
**Say Hey Fridays!** A fun event every month with homemade baked goods and the opportunity for students to chat with the Office of Student Life. In addition, the Deans of Students send out monthly newsletters to students.

Student Life also sent 850 students birthday bitmoji messages.



**92%** felt this outreach impacted their experience in a positive way.

**The CARE Team** is a cross-campus team that reaches out to those in need of support. Partnering with members of the community, the CARE Team strives to promote individual student, faculty, and staff well-being and success while prioritizing community safety.



**95%** of respondents felt the outreach they received from the CARE Team contributed to their overall sense of belonging.



**100%** of respondents identified one resource they seek help from or refer to their peers for support.

**Sexual Assault Prevention training resulted in:**



**85%** of students feel they are part of a caring community



**90%** feel there are good resources for students going through difficult times



**89%** of students report they feel safe

### WHAT STUDENTS ARE SAYING:

*"I really enjoy the student activities that are offered on both campuses. If I have a class during one, I can try to attend the same event on the other campus."*



# GOAL #1

## OUTCOMES FROM RESIDENCE LIFE

Provide educational and social opportunities for resident students and staff that continue to build and strengthen the sense of community and belonging in the residence halls.

**Resident Assistants (RAs) who responded to a fall 2023 RA training survey:**



**100%** indicated that training allowed them to interact intentionally with RAs from the other RSC campus.



**100%** felt prepared for the RA position after the training.



**93%** of RAs feel a sense of belonging to the Residence Life staff.



**74%** of resident students agreed that their RA created a sense of community in the residence halls during the fall 2023 semester.



**87%** of resident students agreed that they know they can go to their RA for anything!



**100%** of resident students who attended RA programs had a positive impact on their mental health and that they felt a sense of community and belonging.

### IN THEIR OWN WORDS:

*"I enjoyed my experience as an RA this semester. I am a leader and role model to younger students. It helped me grow as a person."*

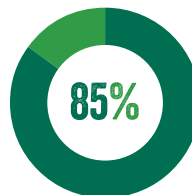


## GOAL #1 OUTCOMES FROM WELLNESS

Enhance our focus on proactive and preventative education and programming across the student wellness unit.



**100%** of first-year students felt wellness service events provided proactive and preventative tips and tools to enhance their own wellness.



**85%** of students who needed accommodations said their experience was collaborative, personal, welcoming, and increased their sense of belonging at Sage.



**40%**

From 2023, the number of students using accommodations increased by **40%**.



**27%**

**27% increase** in total Fitstop, our fitness center, check-ins from 2023.

## GOAL #1 OUTCOMES FROM ATHLETICS

Provide programming and opportunities that strengthen culture and belongingness within the athletic department and programs and the greater campus community.

**20**

**athletic programs** engaged in at least two community service activities throughout the academic year.

**A Lunch and Learn series for coaches** was established to offer new connections and learning opportunities.

### IN THEIR OWN WORDS:

*"We love to show our support at games and cheer together as a team, allowing us to connect not only together, but with other teams."*



## STUDENT PROFILE



### DOUGLAS SATO '25

History and Childhood Education major



- ➔ **I have held numerous leadership roles on campus** throughout my past three years at Sage. My current roles include treasurer of the Future Educators Club, coordinator of Signature Events, Social Justice Scholar, and Resident Assistant. These roles have equipped me with valuable experiences to explore my personal interests while developing professional skills. The activities I have organized in my roles have connected me with amazing individuals in the Sage community.
- ➔ My favorite events on the campuses include **SageFest, Rally, the Earth Day celebration, and Slippin' Out of the Semester**. All of my favorite events offer students a break from their busy days to make some exciting memories with their friends and peers.
- ➔ **Something that stands out as a Student Life highlight this year has been Say Hey Fridays**. Each month, I make sure I can stop by the Student Life office on Say Hey Friday to enjoy a wonderful treat and a nice conversation with the supportive Student Life staff.

## GOAL #2

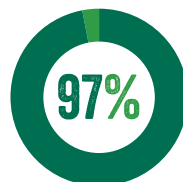
**CONSISTENTLY EVALUATE** and adapt our DEI practices to ensure continuous improvement. Maintain a consistent focus on the value of our students' lived experiences, and the social constructs that influence our community.

### OUTCOMES FROM THE DEANS OF STUDENTS | STUDENT ACTIVITIES

Consider the complex and diverse nature of our students when designing and delivering services, ensuring that programs and practices are equitable and inclusive.



**Created Program Planning Guide** for clubs and organizations to develop inclusive and equitable programming.



**As a result of the CARE Team personal outreach**, 97% of students felt at least one of the following:

Respected

Treated fairly

Understood

Supported

#### IN THEIR OWN WORDS:

*"The outreach (from the CARE Team) made me feel really included in the Sage community and cared for."*

## GOAL #2

### OUTCOMES FROM ATHLETICS

**Athletic profiles and bios were updated** to include preferred name and pronouns across all teams.

**The end-of-the-year Athletic Banquet** was inclusive of all student athletes, rather than just award winners and seniors.

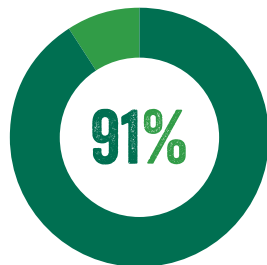
**Developed a fundraising program** with MVP Arena allowing smaller rosters to combine for equal opportunities.



## GOAL #2 OUTCOMES FROM RESIDENCE LIFE

Review systems and processes in Residence Life and Student Accountability to ensure they create an equitable and inclusive student experience that supports community living.

**Accessibility services** provided a new training to RA staff.

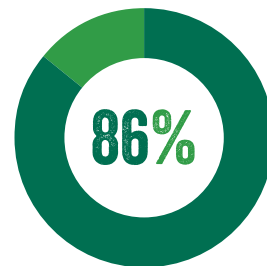


**91%** of RAs who attended say the training helped understand how to use inclusive language in relation to people with disabilities.



**100%** of RAs reported their supervisor prioritizes DEI and helps to foster an inclusive student experience.

**Spring training included “Breaking the Chain,”** a session designed to give a deeper understanding of bias and stereotypes and how they affect the campus community, and develop an awareness of different groups and identities on campus.



**86%** of RAs who responded agreed this session achieved its intended goal.



## GOAL #2 OUTCOMES FROM WELLNESS

Provide high-quality, equitable wellness services that meet the needs of the varying student populations we serve.

**Held Lunch and Learns** throughout the semester, including one for National Disability Employment Awareness Month.



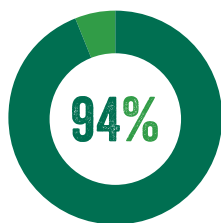
**100%** of attendees said that the discussion enhanced their living and learning experience.

**Eliminated charges** for all over-the-counter medicines and wellness services — significantly enhancing healthcare equity by ensuring that all members of the community have equal access to essential health resources.

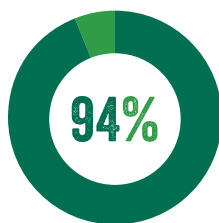
**Wellness Wednesdays** — a summer HEOP program to increase knowledge of wellness services and self-care.



**100%** of students said they learned about the importance of self-care and overall wellness services across campus.



**94%** of students stated their participation increased their awareness of the 8 Dimensions of Wellness and strategies they can use.



**94%** of students developed a greater understanding of how to be proactive and ask for help before an issue or wellness concern becomes a crisis.

### IN THEIR OWN WORDS:

*“I learned that seeking help is very important and to avoid judging people for who they are or their illnesses.”*





## STUDENT PROFILE



### SERINA GARMENDIZ '25

Criminal Justice, Law & Behavioral  
Science major



➞ **I take pride in my roles** and involvement here at Russell Sage College. I am a part of the Resident Life staff and am a three-year Resident Assistant. I am a part of the Student-Athlete Advisory Committee (SACC), and the Social Media Chair. I am a three-year student-athlete, as well as a captain on our softball team.

➞ Some of my favorite events here at school are **SageFest, Carnival, Late Night Bites, and the Celebrity Lip Sync contest**. I love seeing both of our campuses reunite for our big events and soaking up all the memories with one another.

➞ **Research Day** is one of the events that stands out to me the most during my last academic year. The amount of support I was given after presenting my poster to several students and staff was memorable. I felt that all my hard work throughout the semester was worth it.

# GOAL #3

**PRIORITIZE** student health and wellbeing by incorporating the THRIVE@Russell Sage initiative into all facets of the student experience and the daily work of the Student Life team.

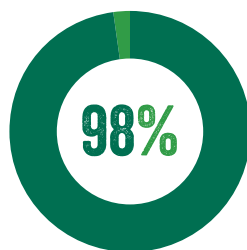
## OUTCOMES FROM THE DEANS OF STUDENTS | STUDENT ACTIVITIES

Continue to align services and programs with the 8 Dimensions of Wellness, while adopting and delivering outreach practices that prioritize student health and success.

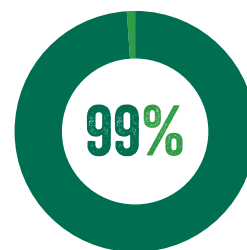
**Mental Health and Wellness 101** was brought to students, faculty, and staff.



**100%** of respondents understand mental health as an important component of health and success.



**98%** of respondents agreed that their awareness of the 8 Dimensions of Wellness increased.



**99%** of students feel that Public Safety is visible on campus.

### Student Life Activities and Programming by the 8 Dimensions of Wellness:

- Intellectual - 11 activities
- Physical - 17 activities
- Spiritual - 5 activities
- Environmental - 3 activities
- Emotional - 31 activities
- Financial - 3 activities
- Occupational - 3 activities
- Social - 76 activities





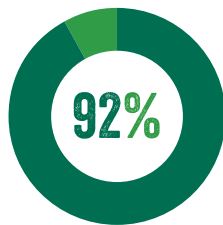
## GOAL #3 OUTCOMES FROM RESIDENCE LIFE

Develop services and programs that directly correlate to the Thrive@Russell Sage initiative, offering residential students multiple opportunities to invest in and support their physical and mental health.

**The Wellness team** provided training to RA staff throughout the semester.



**100%** of new RA staff indicated that they understood the Thrive@Russell Sage initiative in relation to the programming model.



**92%** of RA staff who attended agreed that this helped them better understand wellness services on campus.

IN THEIR OWN WORDS:

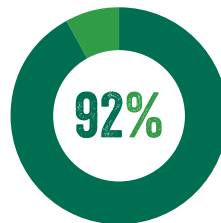
*"My RA does a great job creating a sense of belonging in my residence hall."*

## GOAL #3 OUTCOMES FROM ATHLETICS

Through THRIVE's core values, the department will prioritize the physical, academic, and emotional wellbeing of student-athletes.

Fall 2023 academic standings for athletes:

- **3.32 average GPA across all teams**
- **14 teams above a 3.2 GPA**
- **76 students above a 3.75 GPA**



**92%** of student-athletes were satisfied with transportation, lodging, and food while traveling for their sport.



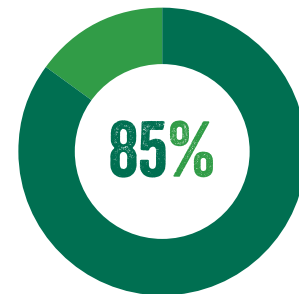
**100%** of athletes found their Athletic Academic Meetings beneficial to their academic success and growth as a student.

## GOAL #3 OUTCOMES FROM WELLNESS

Educate the RSC community about the importance of self-care and overall wellness through Student Wellness activities, services, and support.

**Fresh Check Day** is an event created to bridge the gap between students and the mental health resources available on campus, in the community, and nationally. After Fresh Check Day students reported:

- **81%** are more aware of the warning signs of suicide.
- **86%** are more prepared to help a friend who is exhibiting warning signs of suicide.
- **79%** are more aware of the mental health resources available to them.
- **88%** are more likely to ask for help if they are experiencing emotional distress.
- **81%** are more comfortable talking about mental health and suicide.



**85%** of students said regular meetings with Accessibility Services improved their organizational and planning skills and overall well being.





# SAGE CARES

PUTTING PREVENTION,  
SUPPORT, AND RETENTION  
AT THE FOREFRONT



**In 2023-24, we received a total of 365 CARE reports for 225 RSC students.** Based on this information we have identified the following:

- ➞ In October and February we received the highest volume of reports for students resulting in a proactive intervention plan for the 24-25 academic year.
- ➞ Top concerns included academic, attendance, depression, anxiety, and family/personal stress.
- ➞ CARE Team members response time: 99.9% of outreach to students was within 24 hours, and 72% of these students reached back out to the CARE Team within 72 hours, receiving timely support.
- ➞ The average time to full resolution was 12 days.



After taking AlcoholEdu Training students reported the following:

- **87%** felt it helped them establish a plan ahead of time to make responsible decisions.
- **87%** felt it prepared them to help someone who may have alcohol poisoning.
- **87%** felt it gave them the confidence to help someone who may be experiencing an overdose.

After taking Sexual Assault Prevention training students reported the following:

- **88%** felt it helped them identify characteristics of healthy and unhealthy relationships.
- **87%** felt it gave them information about sexual consent that they plan to use if they choose to be sexually active.
- **88%** felt it provided them with skills to better support someone who has experienced sexual assault.
- **85%** report that officials at my school take sexual assault seriously.
- **88%** said my school is committed to preventing sexual assault.

# STUDENT LIFE HIGHLIGHT REEL

CHECK OUT OUR FAVORITE BRAGGING POINTS  
FROM THE 2023-24 ACADEMIC YEAR!

## MEET OUR RESIDENT ASSISTANTS

- ➞ Average GPA **3.2** (7 RAs earning a 4.0).
- ➞ Four RAs named to the **Athletic Honor Society**.
- ➞ Four RAs named **Gator of the Year** in their sport.
- ➞ Launched **RSC's "code of accountability,"** an effort to emphasize our restorative and educational approach to student behavior.

## STUDENT LIFE AT SAGE

- **So.Much.Food.** Events included Mexican Candy Buffet for Hispanic Heritage Month, a let's "dip" party, Duck Donuts, and a Crumbl Cookie Event.
- 250 students attended the **Solar Eclipse Party** for this once-in-a-lifetime opportunity!
- **Say Hey Fridays** saw 155 students throughout the year. Students are saying: "We LOVE Say Hey Fridays!"
- 150 students came to the Spring 2024 welcome back **cocoa and mug event**.
- Public Safety Officer **Don Richards** was honored with the President's Community Service Award.







Amy Stevens



Dylan Fox

# ATHLETIC GATOR VICTORIES

- ➔ **Most teams to make the postseason** since we have joined the Empire 8.
- ➔ **Baseball season champions!** Our head coach, Nick Pontari, won Coach of the Year.
- ➔ 14 teams **above a 3.2 GPA.**
- ➔ 76 student athletes **above a 3.75.**
- ➔ **Amy Stevens** Women's Field Hockey names 2nd Team All-American.
- ➔ Men's Volleyball New England Volleyball Conference Rookie of the year: **Dylan Fox.**
- ➔ **Empire 8 Players of the Year** in Baseball and Field Hockey.
- ➔ **Athletic Director Jim Lyons** named to NCAA Division 3 Men's Lacrosse committee.
- ➔ Senior student, **Joe Johnson** from the Mens Lacrosse team received an honorable mention for the All American team.

WE HEAR OUR  
STUDENTS...

# AND RESPOND

Student Life prides itself on not only hearing students' concerns but truly listening and making adjustments whenever we can. Here are examples from the 2023-2024 year.

#### Students asked for:

- More Resident Assistant trainings and resources.
- Additional commuter events on both campuses.
- New equipment in the fitness centers.
- Return of a few favorite Student Life activities.
- More events focused on the 8 Dimensions of Wellness.
- More resources for student athletes.

The RA **resource hub website** was created to streamline various forms and resources RAs use on a regular basis.

RAs participated in a **newly re-designed training**, including more accessibility services review, and they participated in more staff-bonding activities!

**Creative Art and Financial Wellness** activities were introduced to this year's events schedule!

**Fitness Center revamp!** New sound equipment and yoga stations were added to both campus gyms.

**Commuter Week** was held on both campuses this year!

Favorite events like **Bingo and Stuff-a-Plush** were brought back and saw over 250 students.

**New mental health programs** for student-athletes — including sessions with Kindly Human.

**Increased student-athlete meal budget** and added in more overnights for long conference trips.



# STUDENT LIFE... IT'S AN EXPERIENCE

