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STUDENT LIFE YEAR IN REVIEW EXECUTIVE SUMMARY

I'm proud to share with you the 2024-2025 accomplishments of the Russell Sage College Student Life Unit. Each year, our team relies on both direct and indirect assessment tools to evaluate how our efforts have shaped a student experience that is engaging, holistic, and vibrant. This annual report is a celebration of that work — and of the dynamic Gator experience we strive to provide.

Assessment continues to be the foundation of our practice, offering us opportunities to reflect, grow, and tackle challenges head-on. Our 2024-2025 Student Life Goals were intentionally crafted to support overall student wellbeing while aligning with the college's broader institutional priorities. This report highlights how those goals guided our programming, services, and strategic decisions throughout the year.

One of our proudest moments this year was launching the region's first Division III Women's Flag Football program — an exciting milestone for both Sage and women's athletics in the Capital Region.

As we look ahead to the coming academic year and the implementation of a new strategic plan, we're eager to partner with President Shaftel and the entire Sage community to help move "Sage Forward." The vision for Russell Sage College is filled with promise, and Student Life is energized to help lead the way.

We look forward to continuing to grow with Russell Sage and to delivering an exceptional Gator experience for all.

Trish Cellemme

Vice President for Student Life

LOOKING AHEAD TO 2025-2026 GOALS

#1

ENSURE Student Life initiatives align with Thrive@Russell Sage and contribute measurably to the holistic success of every student.

#2

EMBRACE the Russell Sage values of distinction when designing and implementing student life programs and services.

#3

EMBED continuous improvement into daily operations by empowering employees to identify opportunities and implement positive change.

STUDENT LIFE GOALS

- **ENSURE** that Student Life contributes to the "Gator Gateway," creating experiences for students from entry to exit at RSC.
- **MAKE** equity a priority in all components of the student experience including planning, resource allocation, execution, and support.
- **DELIVER** and maintain an inclusive co-curricular experience that supports Thrive@Russell Sage and enhances our focus on engagement, student success, and financial literacy.



STUDENT PROFILE



LAYLA ACOSTA '26

Criminal Justice, Law, and Behavioral Science





- (a) I'm currently a resident assistant, going on to my third year as I head into my senior year. I'm also on the women's basketball team at Russell Sage. Both of these roles have been very important and meaningful to me and have helped me grow as a leader and teammate.
- Some of my favorite events on campus are whenever my RA peers host an event for the Russell Sage community to attend, more for first-years but anyone is welcome to come. Sex trivia and bingo are my top two.
- (a) Sage is the place where you're more than just another number. ... You're seen as a student and a person by your professors and staff. Me, you, and everyone else are a part of a supportive, close-knit community that truly wants all of us to succeed. Whether that be in academics, athletics, leadership roles, personal growth, Sage offers so many resources to help out with any of your needs and desires to become the person you are destined to be.

ENSURE that Student Life contributes to the "Gator Gateway," creating experiences for students from entry to exit at RSC.

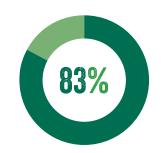
OUTCOMES FROM THE DEANS OF STUDENTS | STUDENT ACTIVITIES

Create experiences for new and continuing students that ensure engagement and belonging are present throughout their RSC experience.

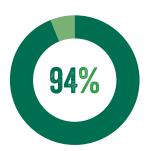
Wellness Wednesdays were a hit!

Students who participated said they developed a better understanding of:

- "Mental Conditioning" and how it can support their overall success.
- The importance of self-care and the support services available on campus.
- At least one campus resource, individual, or office they could access.



83% could identify at least one of the 8 Dimensions of Wellness.



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

Rally Day – activities fueled by tradition.



100% of responding students indicated that students feel a sense of belonging and inclusivity.



77% of respondents indicated they are likely to attend Rally and other events built on tradition.

WHAT STUDENTS ARE SAYING:

"By participating in Student Life office programs and activities, I have gained valuable skills (e.g., social/leadership skills, financial literacy, self-care, etc.) that I will carry with me."

GOAL #1 OUTCOMES FROM WELLNESS

Develop and offer comprehensive services that ensure a cohesive and supportive student experience, adapting to their needs from orientation to graduation (over their time at RSC).



"Healthy Habits" tabling

100% of respondents said the event helped them feel more motivated or informed about creating healthy habits, improved their overall well-being, and offered useful ideas for improving their quality of life.



"Healthy Relationships" tabling 100% responded that the event helped them feel more motivated or informed about healthy relationships.

Recreation and Fitness

Through consistent one-on-one meetings between management and Recreation and Fitness student workers, students felt they gained managerial skills needed for a career in Recreation and Fitness!

Accessibility Services

Accessibility Services partnered with Residence Life to build more efficient processes for students in need of housing accommodations.



WHAT STUDENTS ARE SAYING:

"I had an amazing experience here at the Wellness Center and will certainly be utilizing this practice if needed in the future." Sustain a residential community that is both holistic and personal; recognizing that each individual student makes our community stronger.

What RAs are Saying

The RA Experience Survey was conducted to enhance the RA experience for currents students.



100% of RAs indicated the training session on CARE team goals and how to perform stop-in wellness checks achieved its desired outcome.



100% agreed that they enjoy being an RA.



89% indicated that they felt a sense of belonging to the Residence Life staff.



100% agree that Residence Life has provided them with meaningful opportunities to build upon.



94% of RAs agreed that the Resident Assistants In Service Event (RAISE) session for new hires for the 25-26 year: improved and tested their collaboration strategies, allowed them to gain familiarity and comfort level among staff members, and will improve teamwork in their RA role.



100% of residents who attended RA programs indicated that attendance had a positive impact on their mental health. They felt a sense of community and belonging at the events that strengthened the community among residents.



82% of residents felt that their RA makes them feel respected.



76% felt that their RA makes them feel treated fairly.

ResLife Portal indicates an **81% engagement index**, meaning that 81% of residents engaged with their RA in some way during the 24-25 academic year.

WHAT STUDENTS ARE SAYING:

"Living on campus is one of the best decisions I ever made.

It's definitely worth the cost, and I am so grateful for my experiences. The residence halls have also allowed me to develop some skills to live on my own."



Develop opportunities for student-athletes to build connections, capacity, and competencies as components of their RSC experience.



91% of staff members found the new Athletic Department Google Site valuable — a one-stop-shop for coaches to assist student-athletes and support department efforts.

Mentors in Violence Prevention — a program offering leadership skills, bystander intervention training, and respectful relations was offered to all 21 athletic programs.



98% of the studentathletes found the training worthwhile.



92% of student-athletes agree or strongly agree they have grown as a person because of their involvement in athletics.



86% of student-athletes agree or strongly agree that their coach creates an inclusive team environment where all student-athletes feel valued and are treated fairly.

Gator Night – an initiative to gather all student-athletes together:



100% of respondents have a better understanding of the members and roles of the Athletic and Student Life departments.



100% of respondents feel like they know who to go to if they have any issues or are facing obstacles.



97.4% of respondents left with a stronger sense of connection to the Russell Sage Athletic Department.

WHAT STUDENTS ARE SAYING:

"Our athletic trainers are truly the best in the conference — knowledgeable, friendly, and always willing to help. They bring a positive energy that makes the training room a welcoming place for everyone."



STUDENT PROFILE



MARA LITTLE '26

Life Science Childhood Education





- As both a peer tutor and NaviGator, I've had the opportunity to connect with a wide range of students many of whom I may not have otherwise met, especially commuters. These roles allow me to support my peers academically and socially, helping them feel confident, prepared, and welcome at Sage. I love knowing that I play a small part in helping others find their footing here, just as I did when I first arrived and was welcomed with such kindness.
- Sage does an excellent job of fostering connection, especially across our two campuses. One of my absolute favorite events is the River Cruise during Welcome Week. It's such a fun and unique way to kick off our college journey, and it's where I met some of my closest friends from both the Troy and Albany campuses.
- → From our two-campus flexibility to the endless support from every corner of Sage, I couldn't be more grateful for my college experience. I truly feel surrounded by people who care about me, and that makes all the difference.

GOAL #2 MAKE equity a priority in all components of the student experience including planning, resource allocation, execution, and support.

OUTCOMES FROM THE DEANS OF STUDENTS | STUDENT ACTIVITIES

Plan and execute our activities and programming with equity at the forefront, removing barriers and creating equal opportunities for students.



Results from our "your voice matters survey" included that 95% of respondents feel that the Student Life Office facilitates a sense of equity and inclusion through its events, activities, and services.

T 10%

Removing financial barriers for both students and families for Family Weekend resulted in an increased participation of 10%.

Registering 55 NEW voters and holding 10 SageVotes events helped students to utilize and understand their voting privileges.

Heritage Month programs and events celebrated the food, culture, and identities of our Russell Sage community.



WHAT STUDENTS ARE SAYING:

"I think that for my first-ever semester here, the people here are so kind and nice!! Everyone is so welcoming, friendly, and willing to help!"

GOAL #2 OUTCOMES FROM WELLNESS

Foster diversity, equity, and inclusion within Student Wellness programs to ensure all students have equitable access to recreation and fitness, wellness, and accessibility services.

After a staff development workshop on "Welcoming Diversity":



82% of participants reported learning something new about other groups.

Including:

- Learned likes and dislikes
- Doing something positive can inspire others to do the same
- Different ways of stereotyping
- Different groups



284%

84% of participants stated they will change their behavior to create a more welcoming and inclusive environment.

Including:

- Be a welcoming face
- Continue with providing back to the community
- Speak up for one another



½100%

100% of responders to "Stay and Play" weekend activities felt included in the programming, and that it had a positive impact on their overall student experience.



97% of respondents stated that setting up their accommodations was collaborative, personal, and increased their sense of belonging.



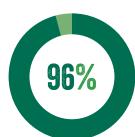
94% of respondents said Accessibility Services was helpful, supportive, and knowledgeable when addressing their needs.



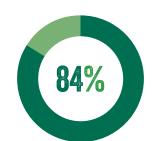
99% of respondents said Accessibility Services helped improve student time management, organization, planning skills, executive functioning, and improved overall student well-being.



Deliver a model for community standards that is rooted in consistency and allows all students to feel they are treated equally and fairly.



96% of RAs felt that they gained the skills needed to welcome diversity and build an environment in which everyone wants to belong as a result of the NCBI (National Coalition Building Institute) training session.



84% of residents said that their RA prioritizes diversity, equity, and inclusion, and helps foster an inclusive student experience.



100% of RAs felt they learned valuable skills that can help themselves or someone in their life through MVP RAISE training.



82% agreed that the process and the sanctions assigned in the student code of accountability were educational in nature and that their experience with this process has had a positive impact on their values and attitudes.



100% of RAs felt they learned valuable skills that can help themselves or someone in their life through MVP RAISE training.

WHAT STUDENTS ARE SAYING:

"I love being an RA and am forever grateful for the opportunity. It has brought much joy, friendship, responsibility, and many memories."



Develop and maintain practices that ensure all coaches and staff provide equitable experiences for student-athletes, creating an environment where all students feel they belong.



100% of student-athlete respondents said they have at least 2 individual meetings with their coach a year. And 68% say they have 3 or more meetings a year.



100%

100% of our rosters participated in a SAAC (Student-Athlete Advisory Committee) event this year, supporting community and causes.

Students said that their meetings with their head coach were valuable in supporting their growth as a student-athlete, both on and off the field, with a mean of **4.3/5** on Likert scale.

Consistency for Coaches and Staff:

90%

90% of staff found the improvements on how we track preparticipation paperwork significantly improved efficiency and clarity, offering consistency to this process.

100%

100% of respondents left the assessment and goal clinic with a better understanding of department/team/staff expectations.



WHAT STUDENTS ARE SAYING:

"I love my coach. The transition from high school to college was so awesome because of her. She gave me unlimited chances to better myself and lifted me up on my bad days."

Sexual assault prevention training for all student-athletes showed they believe:



Officials in my
Athletics Department
take reports of
sexual assault and
abuse seriously.



My Athletics Department is committed to preventing sexual assault and abuse.



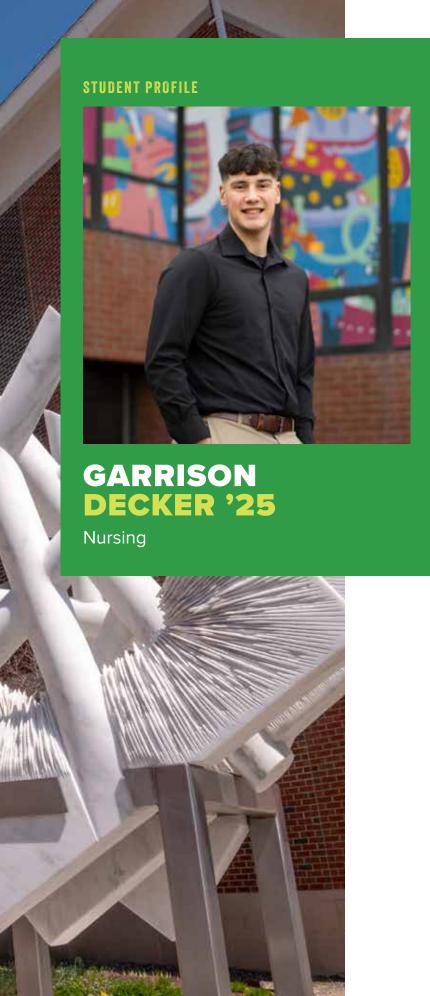
I feel part of a caring community that looks out for one another in my Athletic Department.



There are good support resources in my Athletic Department for students who are going through difficult times.



My Athletic Department does a good job protecting the safety of students.





- This fall, I am going to be a Resident Assistant on the Albany campus in the freshman dorms. I am super excited to help new residents get adjusted and find their new home at Sage, similar to how my Resident Assistant was. I also am going to be a student representative for the alumni board starting this fall. I am super excited to be a part of this team that helps with suggestions and advice coming from an active student so they can hear live feedback and firsthand experiences into Sage life!
- → My favorite memories have been from events that are put together by Residence Life. Some that come to mind are the boat cruise during the first week. I met my best friends there and have had amazing experiences from putting myself out of my comfort zone to make new connections throughout the semester.

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

OUTCOMES FROM THE DEANS OF STUDENTS | STUDENT ACTIVITIES

Engage our students in a co-curricular experience that promotes well-being and skill-building in and outside of the classroom.

> All student center staff had training on program planning, customer service, and center protocols, helping them to gain workforce-ready skills.

154 events connecting to all 8 Dimensions of Wellness:

- Intellectual 18 activities
- Physical 18 activities
- Spiritual 3 activities
- Environmental 7 activities
- Emotional 14 activities
- Financial 3 activities
- Occupational 4 activities
- Social 87 activities





Events included POP in to Student Life (bubble wrap popping destresser) and stress-free bags during finals.

GOAL #3 OUTCOMES FROM WELLNESS

Promote and sustain an inclusive wellness experience that supports Thrive@Russell Sage with a focus on engagement and accessibility.

Fresh Check Day aims to create an approachable and hopeful atmosphere, where students are encouraged to engage in dialogue about mental health, and helps to build a bridge between students and the mental health resources available on campus, in the community, and nationally. Survey results from Fresh Check Day included:

- 82% are more aware of the warning signs of suicide.
- 88% are more prepared to help a friend who is exhibiting warning signs of suicide.
- 91% are more aware of the mental health resources available to them.
- 82% are more likely to ask for help if they are experiencing emotional distress.
- 83% are more comfortable talking about mental health and suicide.

Recreation and Fitness

- Recreation and Fitness partnered with the Student Activities and Thrive team for a Six Flags Fright Fest trip, giving the students an opportunity to participate in traditional fall activities.
- Continued to co-sponsor (with Thrive@Russell Sage) CDPHP Workforce Team Challenge team.



With the sponsorship of Thrive@Russell Sage, Recreation and Fitness formed a coed staff softball team via Benson's Sports leagues.

WHAT STUDENTS ARE SAYING:

"I really enjoyed the Group Strength Training experience because I feel like it pushed me, but I also felt so included and not judged."

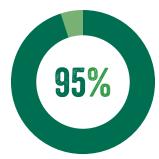


OUTCOMES FROM RESIDENCE LIFE

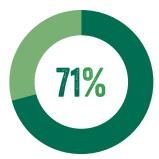
Create and maintain a vibrant residential experience that supports healthy lifestyles, self-sufficiency, and builds real-world competencies.



100% of RAs indicated that they felt adequately prepared for the RA position after attending RA training in fall 2024.



A mid-semester fall 2024 survey indicated that **95**% of RAs agreed that the Residence Life professional staff was helping them develop real-world competencies.



At the end of the fall 2024 semester, 71% of residents who completed the end of semester survey agreed that their RA provides opportunities for them to invest in and support their physical and mental health/overall wellbeing.

PREVENTION AND AWARENESS

Reports from Alcohol EDU online training showed the following strengths in our undergraduate students:

- 86% I can be more certain whether my partner is consenting to sexual activity if we are both sober.
- 82% I would intervene if I witnessed someone being harassed by another intoxicated individual or group.
- 80% I think it is important to have a strategy for refusing alcohol (in case I am offered a drink that I do not want).

Alcohol EDU:

- 81% Gave them the confidence to help someone who may be experiencing an overdose.
- 83% Prepared them to help someone who may have alcohol poisoning.

- 83% Helped them establish a plan ahead of time to make responsible decisions about drinking.
- 70% Changed their perceptions of others' drinking behavior.

Online Title IX training showed the following:

- 84% Helped me identify characteristics of healthy and unhealthy relationships.
- 82% Gave me information about sexual consent that I plan to use if I choose to be sexually active.
- 82% Provided me with skills to better support someone who has experienced sexual assault.
- 82% It made me more confident in my ability to intervene when I see concerning behavior.

- 84% Helped me identify characteristics of healthy and unhealthy relationships.
- 82% Taught me where to find resources for sexual assault and abusive relationships at my school.
- 82% Provided me with skills to better support someone who has experienced sexual assault.
- 83% The course increased my understanding of school policies related to the issues of consent, sexual assault, relationship violence, sexual harassment, and stalking.
- 82% Gave me information about sexual consent that I plan to use if I choose to be sexually active.

Enhance and grow the student-athlete "off-the-field" experience by engaging them in activities that support personal and professional growth.



93% of respondents stated that DIII
Week events helped them feel more
connected to their athletic community
here at RSC.



100% of respondents see the impact that the media day has made on the promotion of RSC athletics.



100% of respondents stated that our athletic trainers provide a high quality of care to our student-athletes.



STORIES OF CARE AND THRIVING AT RSC!



In spring 2025, Russell Sage College deepened its commitment to equity, wellness, and experiential learning through a continued partnership with the SHRED Foundation—a BIPOC-led nonprofit organization dedicated to empowering marginalized youth through snowboarding and skateboarding. SHRED fosters personal growth, confidence, and a sense of belonging by introducing young people to action sports in a supportive, skills-based environment.

As part of this collaboration, 13 Russell Sage students signed up to participate in the program. Over the course of the initiative, SHRED enrolled 90 youth participants, including 30 new and 60 returning students. Of those, 70 young people completed the required four-days of the winter Sunday offerings, with notable outcomes in skill development:

67 participants concluded the program at the beginner level and 23 participants advanced to the intermediate level.

Sage student volunteers played a pivotal role at Stratton Mountain, working directly with SHRED youth on the slopes — supporting them on beginner hills and guiding them as they progressed. In addition, two Sage students were able to take

beginner ski and snowboard lessons themselves, gaining access to Stratton Mountain facilities and expanding their own wellness practices.

This immersive service opportunity served a dual purpose: it supported youth development through mentorship and allowed Sage students to fulfill the service learning requirement for RSC 301. The experience enabled students to apply classroom learning in a meaningful, real-world context, deepening their understanding of inclusion, leadership, and health promotion.

This initiative aligns with Russell Sage College's commitment to the Okanagan Charter and the development of a health-promoting campus, fostering meaningful partnerships that benefit both students and the broader community.



For National Disability Employment Awareness Month, Russell Sage College proudly welcomed John Robinson, president and CEO of Our Ability, to campus. A nationally recognized disability advocate and White House Champion of Change, Robinson has dedicated his career to expanding employment opportunities for individuals with disabilities through innovative, technology-driven platforms.



As part of this initiative, Robinson visited RSC 201 classes, a cornerstone of Russell Sage's general education program that emphasizes civic engagement, equity, and applied learning. His interactive sessions focused on disability inclusion, self-advocacy, and accessible employment. Through powerful storytelling and lived experience, Robinson challenged students to think critically about bias, accessibility, and inclusive hiring practices. 100% of respondents said the session enhanced their living and learning experience at Russell Sage.

SAGE PUTTING PREVENTION, SUPPORT, AND RETENT AT THE FOREFRONT

SUPPORT, AND RETENTION



Over the 24-25 year, the CARE team received 423 reports for 275 students. This is an increase over last year (365 reports for 225 students).

- The top concern (52%) was academic concerns and stress.
- Other concerns included:
 - Attendance issues
 - · Family or personal issues
 - · Medical concerns
 - · Anxiety and depression
- What's behind the stats?
 - 97% of students were reached out to within 24 hours.
 - 66% of the students responded back to a team member within 72 hours.

And the survey says:

97%	Outreach from a member from one of the CARE areas impacted their Russell Sage
	experience in a positive way this year.

07%	Support from the CARE team contributed to their overall sense of belonging.
J//0	to their overall sense of belonging.

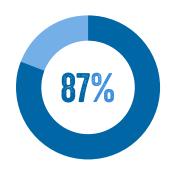
9	7%	Outreach supported overall mental health.
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7		0	/	Of cases were resolved within two weeks
	7		A	Of cases were resolved within two weeks

700/	Of fall 2024 CARE students graduated or enrolled in spring 2025.
<i>IU</i> /0	or enrolled in spring 2025.

Of spring 2025 CARE students graduated or enrolled in fall 2025.





This year, the CARE Team is excited to report that 81% of people who submitted reports attempted some kind of outreach or intervention on their own, showing this is a community effort and that training may have impacted students' confidence and ability to act.

We also saw an increase in duplicate reports, showing that multiple people are noticing the same concern and are speaking up to help!

STUDENT LIFE HIGHLIGHT REL

CHECK OUT OUR FAVORITE BRAGGING POINTS FROM THE 2024-25 ACADEMIC YEAR!

RESIDENCE LIFE

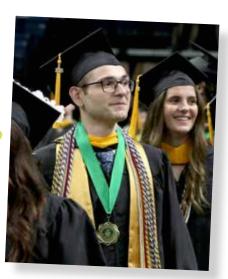
- French House was reopened as **Esteves House** all-women's housing — after a \$4 million renovation was completed.
- ② 2 RAs served as Denise Taber Finard '80 Women's Institute Ambassadors
- An RA was named valedictorian for the Class of 2025.
- An RA served as Student Government Association president.
- Average RA GPA: 3.46
- RA programming had a total of 491 students attend!

STUDENT ACTIVITIES AND DEANS OF STUDENTS

- Over 450 people attended SageFest.
- The annual stuff a plush event had over 500 participants.
- Say Hey Fridays continue to thrive at RSC, averaging over 50 students for each Say Hey day!
- The Holocaust Remembrance Day event had over 100 students.

WELLNESS, RECREATION AND FITNESS, ACCESSIBILITY SERVICES

- Bodi OnDemand saw a total of 791 workouts logged.
- Accessibility Services partnered with Sage Online to add ReadSpeaker a plugin that reads aloud and enlarges text for accessibility needs.
- Added volleyball, basketball, yoga, and dance to our intramural teams.
- Staff leagues for pickleball and softball continue to build community and camaraderie at RSC!



CONGRATS, Dougl







ATHLETIC GATOR VICTORIES

Overall Student
Athlete GPA:

- → 18 of 21 athletic teams made it to postseason.
- Kaiden Simpson was 2025 outdoor javelin champion (second-ever track champion in men's track and field)
- Empire 8 Rookie of the Year: Marian Aguirre, women's tennis
- Empire 8 Defensive Player of the Year: Avery Oduro-Dompreh, men's basketball



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 2024-2025 year.

RESIDENCE LIFE:

- RAs asked for more staff bonding, so team-building and celebration events were planned throughout the semester and during training/RAISE sessions.
- RAs asked for more hands-on sessions and less sitting/lectures during RA training in spring 2025 and a more interactive training was planned.
- Slocum residents asked for a new ping-pong table and Residence Life worked with SGA to purchase one.
- Residents in Esteves House, Kellas Hall, and Spanish House asked for new TVs and streaming devices. Residence Life purchased TVs and Rokus for both buildings.

STUDENT ACTIVITIES AND DEANS OF STUDENTS:

- Students asked to have a
 Thanksgiving-style meal provided
 in spring. We worked with Sodexo
 to deliver "Feaster"!
- Students asked for recipes from Say Hey Friday, and we created the "A slice of Sage Recipe Collection."
- Students asked for more family-based activities for family weekend we held pumpkin painting and bingo!

WELLNESS/ACCESSIBILITY/ RECREATIONS AND FITNESS:

- Students and staff requested rower machines for both FitStop and Fitness Center. Rowers were added in fall 2024.
- Based on 2024-2025 end-ofyear feedback, we added swiss bars to both the FitStop and Fitness Center.
- Based on 2024-2025 end-ofyear feedback, QR codes have been added to all pinselect machines to demonstrate how to properly use each piece of fitness equipment.
- Students asked for a better, more improved meditation room, and we provided an improved space.
- Students asked for more options to get medications for mental health. They were provided more options, including NPS, collaboration with Albany Medical Center psychiatry, Valera, Talkiatry, and NPP Associate.
- Accessibility Services students requested more specific support when coming to the testing area, AS provided additional private testing spaces and assistive technology options.

ATHLETICS:

- Team feedback about athletic communication and media helped to secure equipment/space to give each program a media day photoshoot.
- Teams shared they needed more outdoor-wear, and we were able to secure 100 parkas for the department that are now issued to all outdoor sports.

