

Transition Team Updates



Transition Team: HR Benefits & Handbook Updates

Heather Erwin, Brian Evers

Working through recommendations related to:

- Workweek, time off, holiday schedule
- Leave and tuition policies (ACPHS to transition to RSC benefit, Tuition Exchange)
- Employee handbook recommendations
- Finalizing recommendations to present to the executive sponsors by end of March

Decisions to be made before fall 2026:

- Open Enrollment for Plan Year 2027 for all Health and Wellness Benefits



Transition Team: Academic Affairs

Theresa Hand, Sibdas Ghosh

Government/Regulatory

- Middle States Complex Substantive Change Application accepted in February 2026
 - Next step:
 - Site visit sometime by December 2026
 - Update report due July 31, 2026
 - Commission meeting by April 2026
- New York State Education Department (NYSED)
 - Accepted report
 - Petition for Merger has been submitted for the May Regents meeting
- Notifications to multiple agencies as we near closing in June 2026 - Veterans, International students, DOE for Financial Aid



Transition Team: Academic Affairs

Theresa Hand, Sibdas Ghosh

Academic Program Alignment

- Required 90-day notice provided for all current/prospective ACPHS students
- General Education proposal due in March – working on alignment of credits and categories of content
- Standardized course time blocks for merged entity due in April
- Implementation of Canvas on target for fall 2026
- Faculty Workload policy: comparative review underway



Transition Team: Academic Affairs Subcommittees

Student Support Services: Theresa Hand, Luke Schmonsky

Two cross-institutional teams have been established to review student support functions

- Developed a shared inventory of services, processes, and policies: Advising, Career Services, Tutoring, Accessibility, and Testing
- Exchanged budgets, annual reports, and vendor/services contracts
- Addressing advising structure differences, unified philosophy to be defined
- Exploring alignment of Career Services

Transition Team: Student Life

Trish Cellemme and John Felio

Residency requirement adopted (3-year residency requirement at both colleges fall 2026)

In process:

- Location of all student service offices
- Use of ACPHS residence halls by Russell Sage students
- International student compliance
- Shared services in Title IX and Residence Life
- RFP for shared dining services beginning fall 2026.
- Student clubs coming together for fair

To be made by fall 2026:

- Merging student fees
- Student health insurance requirements
- Student Code of Accountability (combine effective July 2027)



Transition Team: Athletics

Trish Cellemme, John Felio

- Coaches cross-trained on recruiting strategy for fall 27 class
- 50+ student-athletes attended joint Student Athlete Advisory Committee meeting. Second meeting scheduled for spring 26
- Planning merged website ensuring ACPHS athletic history included to honor athletics alumni
- Examining merging two Athletic Hall of Fames

Surveyed ACPHS student-athletes:

- 55% interested in Varsity or JV
- 9% interested in intramurals
- 18% interested in club sports
- 18% indicated would not participate

Planning for larger rosters and JV teams in high-interest sports.



Transition Team: Finance, Budget and ProForma

Rick Barthelmas, Michele Vien

- Approx \$9 million in ACPHS bond debt paid down
- Planning for Step 1: 3 distinct audits will be completed
- Submitted projections for June 30, 2026, to Huron
- Both colleges working on draft projections 2026-27 budget
- Initial draft submitted to Huron 03/03/26



Transition Team: Vendors, Contracts and Services

Rick Barthelmas, Michele Vien, John Felio (Facilities)

- Contracts beyond June 30, 2027, without approval and/or legal as to how this will carry over into the merged entity
- Call to action: Continuing to review contracts across both institutions is critical. Consider opportunities to eliminate contracts, renegotiate, or consider shared services
- Movement with Canvas, SIS, Food Service discussions, janitorial, student payment plans, garbage removal, snow removal, field maintenance
- To be made by fall 2026: Facilities Master Plan

Transition Team: ITS - Network & Infrastructure

Erica Carlo, Darb Fitzgerald

- Agreed to move ACPHS accounts/institutional data into Sage's systems
- Extend Sage network services across both campuses
- Standardize VLANs, Wi-Fi, firewall policy, and monitoring
- Data center/server room: move the Sage Albany server room functions to ACPHS campus. Consolidate core infrastructure where power/cooling/space is best positioned
- Validate facility readiness (power, cooling, racks, physical security)
- Design migration plan (inventory, dependencies, cutover windows, rollback)
- Timing: parallel systems to be run for period of time TBD

Transition Team: Advancement

Teri Gartland

- Consultations Service Agreement signed and initiated February 2026 with Russell Sage Advancement
- Active searches for vacant/new positions to support ACPHS Advancement activities
- Introductory meetings started with ACPHS donors
- Draft of Field Use Agreement under review
- Russell Sage Alumni Reunion for 2026 will include ACPHS alumni invites to BBQ. ACPHS Reunion continues
- Joint Alumni event coming up in April



Transition Team: Enrollment Management

Katie Lesko, David Meredith

Connections:

- Admissions teams met to learn more about each institution
- Undergraduate team met with pharmacy faculty

Strategy and Structure:

- Developing plan for shared services to recruit Fall 2027 class
- Outline admissions practices and policies
- Outlined business contracts/vendors and strategy
- Build a staffing alignment to the needs of our strategic plan, current recruitment strategy and merged enrollment plan



Transition Team: Culture and Change Management

Geoff Miller

- Student and alumni survey distributed and closed March 5, results pending
- Outreach underway to employees who indicated openness to follow-up conversations on December-January survey
 - Sessions designed for group discussion
 - Transition team to close loop on survey results

Transition Team: Marketing and Communications

Jenn Gish, Diane O'Connor

- Continue to execute on communication plans for employees, students, alumni.
- Planning for first stage completion announcement for media (June 3 tentative date) and subsequent awareness campaign.
- Plan for transition to university and integrated brand identity, incorporating feedback from employee, student, and alumni surveys.
- Inventory of collateral that must be merged/updated, such as website, signage, etc.



Next steps & what's ahead

Next ACPHS/RSC Joint merger forums:

Date TBD in late April

Via Zoom

Invite and Zoom link to be provided

Q&A

*We invite the submission of anonymous questions
via merger website:*

<https://acphs.sage.edu>

Thank you!