



Merger Information Forum

July 28, 2026

Presented by:

Matt Shaftel, President RSC and Interim President ACPHS

Theresa Hand, Executive Vice President and Provost for RSC and Interim
Campus Executive at ACPHS

Welcome & Agenda

- Leadership structure and meeting frequency
- Compensation work and org design process update
- Shared service agreements
- Data integration plan from MIS
- Opening Day preview
- Brand positioning and visual identity process and timeline
- Enrollment and finance outlook
- Exciting updates from Student Life

Leadership and Connection

Theresa Hand

**Russell Sage Executive Vice President and Provost/ACPHS Interim
Campus Executive**

Holding office hours at the ACPHS campus a few days a week, will expand hours in the fall.

Matt Shaftel

Russell Sage President/ACPHS Interim President

Spending time at ACPHS and the cabinets are now functioning as one with regular meetings.



Organizational Design and Compensation

- Hiring managers given target budget for division and given a salary band assignment for each role with the discretion to re-evaluate band classification as needed.
- Our projected budget can support all current employees within band.
- Incredible work was done to create a sustainable org that serves students the way we want to.
- Letters to go out in September, as planned.

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Full-time
employees below
salary band floor

A Rare Opportunity: Student Success Horizontal Connection

EVERY PERSONA STAFFED

- First-year – primarily straight out of high school
- Transfer
- Adult and returning (“some college, no degree”)
- Graduate
- Student-athlete

Nobody is unassigned. Someone owns each student’s success.

Organizational Design and Compensation

\$3.59M

Savings from attrition over last 18 months.

\$1.81M

In executive-level reductions (and salaries set according to same benchmarks as other employees.)

\$400K

In janitorial contract shift

Shared Services Agreements

Shared Services Agreements or other cooperative arrangement in place for:

- Enrollment Management and Marketing
- Advancement
- IT
- Facilities

Other areas coming soon.

Data Integration Plan

- Chart of accounts conversion - completed
- Phased migration across five data groups
- Data quality review & process alignment - starting and ongoing
- First Albany College of Pharmacy data migration test
 - 16,000 demographic records
- Data Migration
 - Winter 2027
 - Supplemental data migrations Spring 2028
- Russell Sage University unified registration 2028/29 year

Brand Work and Timeline

- Brand is clear because we are aligned in mission.
- Two positioning statements, preferred shorthand for name, and launch campaign concept to be tested in August/September.
- Presented to Russell Sage/ACPHS trustees in October.
- Visual identity plan will honor identity of ACPHS

Enrollment and Finance

ACPHS Enrollment:

New Undergraduate: 119

New Masters: 55

New P1: 72

Returning (headcount): 550

Enrollment as of July 27: 796

Data as of 7/27/2026. New students are deposits. Progressing towards meeting or exceeding the budget goals.

Russell Sage Enrollment:

New Undergraduate: 475

Returning Undergrad: 768

New Graduate: 347

Returning Graduate: 849

Enrollment as of July 22: 2,439

Expected enrollment: 3,000

Data as of 7/22/2026. New students are deposits. CITE is our program with Center for Integrated Training Education in NYC and included in the numbers. Progressing towards meeting or exceeding the budget goals.



Opening Day

What is Opening Day?

August 19, Armory, Russell Sage Albany Campus

2026 - Positive Psychology/Positive Education/Transition to 1 Institution

The Flourishing Center, Center for Positive Education

More details and RSVP via email next week

All employees invited to attend

Student Life Update

Students Coming Together!

- Welcome to Capital Eats
- Student Housing
- Student Leader Training
- Orientation
- Student Government

Thank You
Q&A