If there is one individual who has made the most progressive change at the University of Rhode Island, it is Dr. Robert L. Carothers. Dr. Carothers arrived here in 1991 and has been the vanguard of change at the university ever since. Our esteemed president had an arduous task ahead of him. The 1980s solidified URI as one of the “top party schools in the country” according to a popular magazine. Many campus buildings, both academic and residential, were in various states of disrepair and dilapidation. The local community frequently complained to local and campus police about public drunkenness and disorderly conduct. URI was in a state of disarray and looked for assertive and positive leadership and who they got was Bob Carothers.

Dr. Carothers was born and raised in Pennsylvania. He graduated from Edinboro University where he received a BA in English, he later received his PhD from Kent State University in 1969. Robert Carothers also earned a JD from The University of Akron Mc Dowell School of Law in 1980. Prior to his arrival at URI in 1991, some of President Carothers’ career highlights were: Chancellor of the Minnesota State University System 1986-1991, President of Southwest State University (Minnesota).

Robert Carothers could be described as a “Renaissance Man”: he is a scholar, poet, lawyer, and administrator. He is also a visionary, whose dream is being realized today. The most obvious and dramatic change is visual. The university’s main street, Upper College Road, is revamped and is now one of the most beautiful in the northeast. From his newly renovated office in Green Hall, Dr Carothers reflected, “The most important part of the transformation at URI has been in its culture, its sense of itself and its values. There is much more to do to realize “the new culture for learning” we talked about it in our centennial year (’92) but we’re on our way. The changes on Upper College road are a physical and visual manifestation of that, but again we have a few more “urban renewal” projects yet to go. We want that entrance to the Kingston campus to represent these values we’ve struggled to assert.”

Yes, Dr. Carothers has seen struggle at URI. He manages to turn those struggles into positive results. Let’s go back to 1992 and the takeover of Taft Hall by the Black Student Leadership Group BSLG (TD NEWS Fall 2002 Vol 2 No.1). Dr. Carothers, in the face of crisis, sat at the table with the BSLG and took the struggle head on.

“Our challenge back in ’92 was to take the moral energy that resided in Taft Hall and use it to transform the campus community. I believe the best learning often occurs around crisis, when the attention of the people is focused on something powerful going on around them. There were heroes in that building, and they did in fact change the community. I sometimes tell freshmen that they are filled with strength and beauty, and it is the job of the faculty and staff at URI to make those qualities manifest. That is what happened back in 1992 and on many occasions since.”

Another struggle encountered by the president was his well-documented and highly publicized contract renewal controversy during academic year ’99-’00. The heat was on and our RI community of color was ignited as well. Dr. Carothers met that challenge with an army of color behind him. When asked what he thought about the reasons why he has that level of support, he replied, see CAROTHERS, page 2

**President Carothers: The Vanguard of Change**
“TD has impacted on the learning experience of every URI student, regardless of race or ethnicity...TD has often been our conscience too and it has kept us in close touch with the communities we were chartered to serve.”

“I think there will be a need for TD for many years to come, primarily because of the demographic shifts in Rhode Island. Today there is a flood of Latino immigrants to Rhode Island, as well as Africans from a variety of nations and people from several Southeast Asian nations. Almost all population growth in Rhode Island has come from immigrants, and the future vitality of the state depends on moving them rapidly into the mainstream and eventually into the middle class, the sin quo non for a stable democracy.”

There are, of course, many other challenges that the president and TD will encounter in the future. The president, however, clearly recognizes the bottom line. “I think TD is challenged today by the sheer volume of students in it. When Rev. Hardge and Mr. Di Maio took over the program they were working with thirty or forty students.

“I think there will be a need for TD for many years to come... I will stay close to it as long as I have the opportunity to serve URI.”

Today, Gerald Williams and his colleagues are working with close to 800 students! TD must constantly reinvent itself, matching its mission with the tremendous acceleration of change around us. That is among the most important things we do as a university and I will stay close to it as long as I have the opportunity to serve URI.”

“TD has impacted on the learning experience of every URI student, regardless of race or ethnicity...TD has often been our conscience too and it has kept us in close touch with the communities we were chartered to serve.”

“What I think people sense that I believe in them, that my prospective on leadership is to serve the community, the beloved community as Martin Luther King spoke of it. If you try to lead by asserting authority and the control that comes with it, you may be successful for the moment but you will also make people more dependent on you. The goal of servant leadership is to empower people, make them less dependent, more autonomous, more free.”

The Talent Development Program has enjoyed steady growth during the fourteen years Dr. Carothers has served as president. Director Williams and Dr. Carothers together have increased the Rev. Arthur L. Hardge Grant to $5,000 per student this year; Bob Carothers is a strong ally of TD. The president feels the university at large benefits from Talent Development, as well as, TD from the university.

“TD has impacted on the learning experience of every URI student, regardless of race or ethnicity. In a learning community, we teach each other and we learn from each other. We sometimes think that this is something formal, but it is more often the social interaction, laced with ideas and emotions, that matters more. TD has often been our conscience too, and it has kept us in close touch with the communities we were chartered to serve.”

When asked about the advice he might give to his eventual successor about TD Dr. Carothers shares: “I will tell my successor that TD embodies the spirit of land grant universities in the 21st century. URI (then the Rhode Island College for Agriculture and Mechanic Arts) was founded to serve “the industrial classes of Rhode Island” one way of describing the people TD serves. It is vital to the success of Rhode Island as a state and of the future of its people.”

Talent Development was originally founded because a lack of opportunity existed. That however, was 35 years ago. Now, in 2004, the questions remain: does lack of opportunity still exist? is there still a need for a program like TD?
Prep 2004 “Big Time” and Beyond...

W e are Big Time” was the cry from a packed house in the Paff Auditorium of URI-CCE in Providence, on April 3, for Talent Development PREP 2004. This day was the official beginning of a college career for over 320 students and their parents. The atmosphere was electric as the tone was set early by the first speaker Dr. Tom Dougan, Vice President for Student Affairs, who was introduced by the “MC” TD Assistant Director Frank Forleo. Dr. Dougan, normally reserved, calm, and collected, was clearly inspired. Capturing the energy of the moment, he welcomed the incoming students; culminating his speech with the verbal declaration that he was, “looking at the Class of 2008!!” Dr. Dougan received a tremendous ovation from the crowd and the event was on. The next person on the program was Ms. Tricia Abdullah, URI admissions officer and Talent Development graduate. Ms. Abdullah read an inspiring personal statement letter that was submitted by a student that was in the audience but remained nameless.

Associate Director Sharon Forleo, spoke after Ms. Abdullah to point out the guidelines and criteria for the Fall Pre-Mat Program, and the stage was set. It is hard to put into words the feeling that was in the air on this day. To see a roomful of high school students with their parents realizing they are about to embark on their future, a future where the possibilities are endless, is a tremendous spectacle to behold. “Prep” is a special event, one that almost every TD student can look back and reflect upon. In almost each and every face you could see anticipation, joy, pride, and most of all, the questions of what would lie ahead for these promising students and their families.

TD’s Director Gerald Williams was introduced and a resounding ovation from the crowd followed. This is “Big Time!” director Williams declared to those in attendance; you are “Big Time.” Mr. Williams then implored the crowd to get involved “you are big time, go ahead, say it with me, we are big time!!”

The audience was ignited by the “call and response” and the decibel level in the room reflected it. One could actually see the transformation with these young men and women taking place before their eyes.

Director Williams talked about the world of opportunity they are about to enter into, and about the responsibility that goes along with it. The students soon got to see that responsibility in effect because immediately following Mr. Williams speech the students broke into smaller groups and began the real business of the day. As we all know, Prep is where TD students pick out their first two courses for college credit, as well as, signing up for their summer orientation sessions. One of the most symbolic and significant tasks is the filling out and signing of the confirmation cards, this secures a reservation at the university for each and every student in the program. At the conclusion of Prep, the staff sat around and reflected, another year, another class, and the TD family continues to grow, as we turn another page in the history of TD.

Talent Development continues to thrive and grow with each passing year. TD now has over 800 students attending the university! The program not only grows in numbers but continues to grow and develop in other ways as well; the dynamic of TD is ever changing. The biggest change is the expansion of space; the Talent Development Program now occupies nearly 3/4 of the existing office space in Taft Hall. This was done to accommodate the additional staff. Mr. Domingo Morel, is now on board as the newest permanent member of the TD staff! Through the efforts of our director Gerald Williams, and our president Dr. Carothers the Rev. Arthur L. Hardge Grant has been increased to $5,000 for the upcoming academic year. The Fall Pre-Mat program, which is the alternative to the summer Pre-Mat program for custodial parents and students with extreme personal circumstances, is now in its second year and going strong. The state of the art TD Computer Lab has been expanded to 20 stations, with laptops, desktops, scanners, color and laser printers, to aid our students on the road to success.

Talent Development has formed a partnership with The Guaranteed Admissions Program (GAP), GAP tracks students through their middle and high school careers with the guarantee of admission into URI through TD. The program is running in three high schools and is slated to add more schools. These students also participate in enrichment programs that bring them to the Kingston and Bay campuses as well as other trips throughout the summer, to experience learning “hands on.”

However, it has been said the “the more things change, the more they stay the same,” and one thing that has not, and will not change, is the love, caring, and support that our TD family shares. From the early days in that small Ballentine Hall office suite to the future, where we will need an entire building to house the program, we still maintain that it is “Always a Pleasure.”
On a beautiful summer evening in August of 2003, the Talent Development 35th Year Reunion took place and it was a tremendous success. The event was the culmination of over a year of preparation championed by our own Joanna Ravello, with help from the URI Alumni office. Over 200 Talent Development Alumni attended the reunion that was held at the Rhode Island Convention Center. The Gala event consisted of a cocktail hour followed by a delicious gourmet buffet and then the remarks from the staff and special invitees who were present. URI President Dr. Robert L. Carothers was in attendance as was Vice President Dr. Thomas R. Dougan along with URI-CCE Vice Provost Dr. John H. Mc Cray Jr., and TD’s first Director Dr. Harold V. Langlois, all of whom were on the speaking program.

The speaking program highlighted Talent Development’s 35-year history with many touching remarks and stories from years past. The culmination of the speaking program was when Dr. Langlois asked two of “the original 13” of the first class of Talent Development Ms. Deborah Nelson-Bush and Ms. Donna Jean Freeman-Wosencroft to join him. The two ladies along with Dr. Langlois gave a touching account of an early experience while at URI. The story recounted the very first class of TD and the early obstacles that had to be overcome in order to be recognized as equals on the URI campus.

“All photos are courtesy of Mike Salerno Photography, you can view and/or purchase these photos and others, at www.michealsalerno.photoreflect.com (all events, Talent Development)
35th YEAR REUNION CELEBRATION!!

The story centered on a nametag that the first class had to wear that identified them as “Disadvantaged Students.” They felt it extremely demeaning and demoralizing, as did Dr. Langlois who shortly thereafter put the wheels in motion to change the name from “The Program for Disadvantaged Youth” to “Special Programs for Talent Development.” Of course, as we all know now, the program’s name is “Talent Development” and the rest is history.

“THE EVENT WAS BANGIN’!
IT WAS A WONDERFUL TIME
TO SEE WONDERFUL PEOPLE”

CHARLES WATSON
CLASS OF ’93

The overall consensus was: all those who made the event were a part of something very special. The pride of being TD alumni, as well as the rich history of the program, created an atmosphere that was wonderful to behold. There were many smiling faces and warm embraces; the “TD” family was represented from the original class in ’69 all the way to the graduates of 2003, and all others in between. The family and friends of TD who came along with the alumni were enamored as well “TD Love” was in the air. Immediately following the speaking program, DJ Finesse really got the party started and the dance party “Jubilee” was on. TD alumni and friends danced the night away to a diverse mix of Hip Hop, old school, R&B and Latin sounds. The Reunion was a truly spectacular event!
# The Talent Development Student Achievement Page

## URI Black Faculty Congratulates Spring 2004 Black Scholar Recipients

- **William Gould Award for All-Around Outstanding Achievement**  
  NAOMI S. GOBERN

- **Arthur L. Hardge Award for All-Around Outstanding Community Service**  
  ANDREA D. HEPBURN

- **Harvey Robert Turner Award for Outstanding Leadership and Contribution to the University Community**  
  CLAUDETTE M. BANNERMAN

- **Sojourner Truth Award for Scholarly Persistence and Dedication**  
  THERESA B. EVANS

- **Noreen Coachmen Award for Outstanding Achievement by an Older Student**  
  BARBARA J. ELLIS

## TD Congratulates... Fall 2003 Dean’s List students, as well as students with an equivalent or higher GPA

<table>
<thead>
<tr>
<th>Felashade Adewuyi</th>
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<td>Tanzeem Ajmiri</td>
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<td>Philomene Fortes</td>
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<td>Saikon Gbehan</td>
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<td>Raydeana Roderick</td>
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<td>Esmael Goncalves</td>
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<td>Dustin Hamlin</td>
<td>Vannaly Sivilai</td>
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<td>Andrea Hepburn</td>
<td>Socanthry Soeung</td>
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<td>Juan Holguin</td>
<td>Clifford Torres</td>
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<td>Diana Ibarra</td>
<td>Thong Vang</td>
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<td>Valerie Kitchin</td>
<td>Victoria Vasquez</td>
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<td>Maria Kunhardt</td>
<td>Kiet Vu</td>
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<td>Esther Lebron</td>
<td>Chris Washington</td>
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<td>Jessica Lopes</td>
<td>Samnang Yen</td>
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<td>Sheena Yin</td>
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| Michael Andreozzi | Sinat Long     |
| Winna Annan       | EtmI Lopes     |
| Isau Barrios      | Anna Lopez     |
| Bryan Barros      | Lucrecia Lopez |
| Tiffany Bascomb   | Naomi Love     |
| Freddy Batista    | Sophanna Luy   |
| Marchae Belcher   | Wendy Maria    |
| Tammy Blais       | Jessica Miranda|
| Yvonne Boadih     | Yasmil Montes  |
| Draper Bodden     | Marina         |
| Shawalewa Brown   | Mordukhovich   |
| Speedi Burrell    | Naldina Neves  |
| Jessica Campos    | Clara Omijie   |
| Tammy Cartwright  | Audrey Owden   |
| Rosa Cepeda       | Carlos Pena    |
| Damian Cole       | Arranya Phok   |
| Harold Contreras  | Gean Pineda    |
| Charles Cooper    | Khouansay      |
| Cristina Costa    | Pongvongkeo    |
| Alberto Da Cruz   | Ricardo Quezada|
| Timothy Davis     | Marjorie Remy  |
| Eamon Dempsey     | Melissa Rivera |
| Fabio Diaz        | Danny Rowe     |
| Katarzyna Dmoch   | Sohn Sam       |
| Hong Chau Duong   | Michael Sequeira|
| Manuel Galvao     | Ratkanhnha Siv |
| Jose Garcia       | Davin Tith     |
| Sonny Gloria      | Yaira Torres   |
| Ann- Marie        | Vladimir Torrico|
| Goncalves         | Vanda Trek     |
| Shaquila Hazard   | Chun-Tat Tsang|
| Miguel Hernandez  | Lao Yang       |
| Rattana Im        | Jardiel Vargas-|
| Vathsana          | Jaquez         |
| Insisiengmay      | Kolu Vezele    |
| Chanda Inthirath  | Hircanys Vicioso|
| Nirmal Intwala    | Bengie Vilmond |
| Marques Jenkins   | Felecia White  |
| Sopheap Khong     | Benjamin Willis|
| Chamnan Khoy      | Jessica Wilson |
| Stefani Kubbe     | John Yang      |
| Hlee Kue          | Lee Yang       |
| Jennifer Lin      | Rafael Yepez   |

## TD Congratulates 2003 Graduates

- Michael Andreozzi
- Sinat Long
- Winna Annan
- EtmI Lopes
- Isau Barrios
- Anna Lopez
- Bryan Barros
- Lucrecia Lopez
- Tiffany Bascomb
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- Rafael Yepez

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**Note:** The above text is a natural representation of the document's content as formatted in a readable and organized manner.
You can learn a lot if you listen. Good listening is an important skill to develop in order to do better in school. Most students must learn to become active listeners if they are going to get the most out of their lectures. Here are 8 suggestions to help you become an active listener:

1. Set a purpose for listening. Ask yourself, “What do I want to achieve?” Do I want to select the main ideas, improve my notes, have a better ability to participate in class discussion, or stay awake during class lecture? Sometimes having a reason for paying attention goes a long way in helping you stay focused during the lecture.

2. Concentrate on the message by eliminating internal and external distractions. Your eyes, ears, and brain are all used in the listening process. External distractions include classmates arriving late, coughing, or talking. If someone’s cell phone starts ringing or if someone keeps coughing, ignore it. Internal distractions include personal worries, hunger, or daydreaming. When your mind begins to wander, refocus on the speaker and what he/she is saying. Generally speaking, if you sit closer to the lecturer there will be less external distractions and it is more difficult to “day dream” when the instructor is yards away.

3. Take notes while you listen. Instructors are generally consistent in their order of presentation as well as in what they present. Listen for the lecturer’s important points. These are often specific clues to various parts of a lecture and can be used as potential test questions. There are generally 5 parts of a lecture: introduction/review, thesis statement, body, conclusion/summary, and irrelevancies.

4. Be alert for verbal and nonverbal cues. Verbal and nonverbal cues can be a signal from the lecturer that important information will follow.

   **Verbal Cues involve:**
   - Changes in volume
   - Changes in tempo
   - Obvious pauses

   **Nonverbal Cues involve:**
   - Gestures
   - Change in movement
   - Facial expressions
   - Writing on the board or on overhead transparency

5. Use the time to capitalize on your faster thought speed. Our thought speed is much faster than a lecturer’s speech. While the lecturer is presenting, you should try to predict what will be discussed next, evaluate evidence presented, find links among topics, and think of additional questions or comments you might make.

6. Jot down questions to ask the instructor during or after class, and listen to the questions asked in class because they may clarify material that you missed. Informational type of question could be, “I don’t understand…” and a clarifying question can be “Is it true that…”?

7. Hear the lecturer out. You should try to hear what is said, not what you want to hear. Do not jump to conclusions, and don’t argue mentally. Do not stop listening because of an emotional response to a word or topic. Good listeners recognize their own prejudices, and they stick with the subject regardless of the level of difficulty.

8. Be prepared and be flexible. You should read all assigned material before class, think about what the class is going to be about, go over the main points covered in the last class, relate the material to other lectures, and review assignments before class and see how they relate to this class.

   If you would like more information on active listening and other study skills topics, please visit the following websites:

   (http://www.dartmouth.edu/~acs/\~acs\skills/success/index.html)

   (http://sas.calpoly.edu/asc\ssl.html)

   (http://www.studygs.net/)
Mr. Di Maio Honored

THIS APRIL Talent Development Alumni honored Mr. Leo F. Di Maio. TD alumni, their friends, and some special guests gathered at Evelyn’s Villa in West Warwick to take another opportunity to fellowship together as “TD Family.” Photos of this event can be viewed at www.michealsalerno.photoreflect.com. (All Events, TD Banquet)

TD Alumni News

IF YOU are an Alumni of TD with a special story that you may like to share with the TD Family, or if you know of an individual with a special interest story, please contact us by e-mail at tdinfo@etal.uri.edu

TD News Online

MISSED PAST issues of TD News or want to share it with friends and family? TD News is now available online. To view past or current issues, visit the TD website at www.uri.edu/talent_development/ and click on the alumni link. Issues are available for reading and printing.

TD News - In the next issue

• Vice President Thomas R. Dougan
• GAP/SPTD Partnership
• Highlights from Pre-Mat 2004

These stories and more in the Spring 2005 issue of TD News