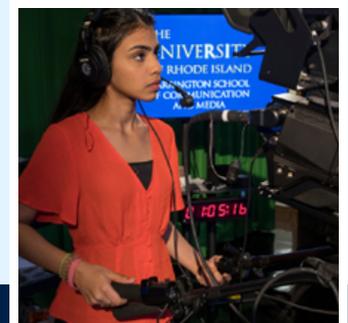
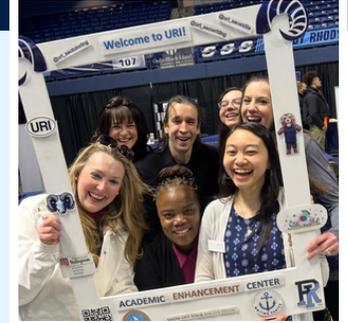


THE  
UNIVERSITY  
OF RHODE ISLAND

**ACADEMIC &  
CAREER  
SUCCESS  
ANNUAL DATA  
& HIGHLIGHTS  
2024-2025**



THE  
UNIVERSITY  
OF RHODE ISLAND  
FANNON INSTITUTE  
FOR STUDENT SUCCESS

*Introducing*

# THE FANNON INSTITUTE FOR STUDENT SUCCESS



2024-2025 was our time to design and launch a new division with a focus on academic achievement, retention, and major to career success outcomes. As we move from University College for Academic Success toward the Fannon Institute for Student Success, our goal is for the Institute to be known as the hub of academic to career success leading to increased retention of students through proactive coaching and enhanced technologies. Our vision, mission, and goals align well with the 4 priorities in the URI FOCUS strategic plan, with an emphasis on enhancing student achievement. We strive to be a major contributor in achieving the URI FOCUS strategic plan KPI's including, reaching 90% first to second year retention rate, achieving 80% six-year graduation rate, and reducing the Pell-Non-Pell graduation rate equity gap by 50%. The annual report illustrates the ways in which we approach major to career success in concert with the degree colleges.

*Kim Stack*  
Dr. Kim Stack



Executive Director, Fannon Institute for Student Success



**CENTER FOR CAREER & EXPERIENTIAL EDUCATION**



**ACADEMIC ENHANCEMENT CENTER**



**RETENTION & ACADEMIC SUCCESS CENTER**



**EXPLORATORY STUDIES CENTER**



**STUDENT-ATHLETE ACADEMIC SUPPORT SERVICES**



**ACADEMIC PERSISTENCE | STUDENT BELONGING | CAREER PATHWAYS**

# 2024–2025 IMPACT AT A GLANCE

## ACADEMIC

**24,275**

UCAS / Fannon Institute Academic Advising Appointments

**81,160**

Advising notes from UCAS / Fannon Institute advisors delivered to student inboxes

**2,224**

Students changed their major

**15,451**

Academic Enhancement Center Visits

**2,629**

Unique students utilized the Academic Enhancement Center

**33.6%**

of student-athletes see their advisor at least once every 2 weeks

**145**

Sections of First Year Seminar

**121**

First Year Seminar Student Mentors recruited and trained

**408**

Transcripts processed by Transfer Support Services

**260**

Academic Referrals Addressed by Early Alert

## CAREER

**9,724**

Student & alumni attendees at career fairs & networking events

**18,501**

Student enrollments in credit-bearing Experiential Learning courses

**3,168**

Total CCEE Career Advising Appointments

**9,228**

Unique students enrolled in Experiential Learning courses

**3,195**

Unique students enrolled in credit-bearing Internships, Clinicals, Pharmacy Practice, or School Based Residency

**1,780**

Student enrollments in 63 Career Planning courses

**250**

Total Pre-Health Appointments, Jan-June 2025

**1203**

Unique Students earned Credit for Prior Learning

**96%**

of 2024 Alumni who completed the First Destination Survey are engaged in a career outcome



URI NAMED  
CAREER DEVELOPMENT  
COLLEGE OF DISTINCTION  
FOR 5TH YEAR IN A ROW!

# ACADEMIC ADVISING

The Fannon Institute for Student Success academic advisors help students understand degree requirements and connect their academic interests to career goals.

## ACADEMIC ADVISING APPOINTMENTS



**24,275**

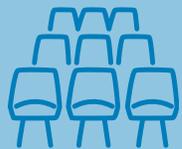
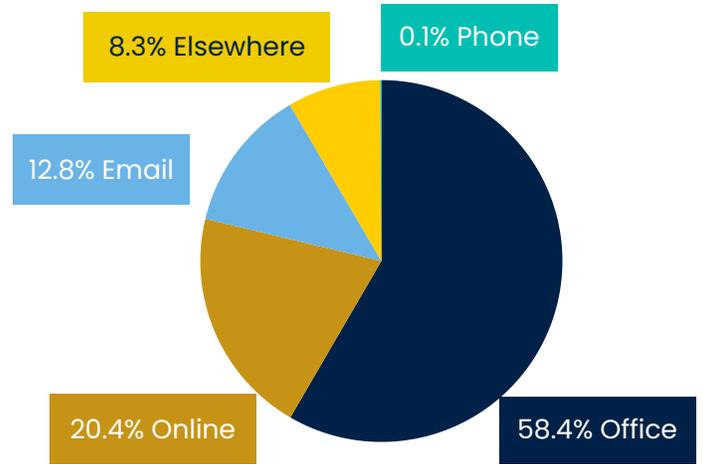
UCAS / Fannon Institute  
Academic Advising  
Appointments



**81,160**

Advising notes from UCAS /  
Fannon Institute advisors  
delivered to student inboxes

## APPOINTMENT LOCATION BREAKDOWN



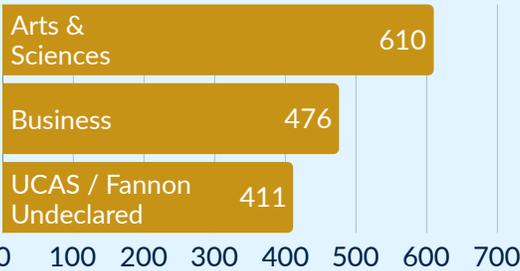
**82**  
UCS 270  
Enrollment

UCS 270 supports exploring  
students in identifying academic  
and career paths that match their  
goals and interests.

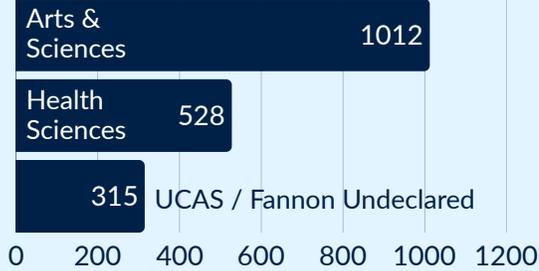
## MAJOR CHANGERS

Fannon Institute academic advisors regularly process major-change requests. Using our internal tracking, we identify the most common majors where students start and the most common majors that they change to.

### TOP-3 COLLEGES THAT STUDENTS CHANGE FROM



### TOP-3 COLLEGES THAT STUDENTS CHANGE TO

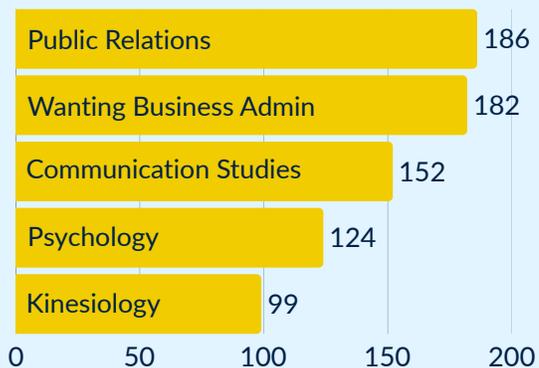


**2,719**  
Unique major  
changes

### TOP-5 MAJORS THAT STUDENTS CHANGE FROM



### TOP-5 MAJORS THAT STUDENTS CHANGE TO



**2,224**  
Students changed  
their major

# ACADEMIC ENHANCEMENT CENTER

The Academic Enhancement Center (AEC) offers tutoring, writing support, and academic coaching to help students strengthen skills and succeed academically. We use TutorTrac/TracCloud to track student attendance and reasons for using AEC services. The AEC also oversees two courses that build stronger learning skills and habits, and offers ad-hoc academic skills consulting.



**2,629**

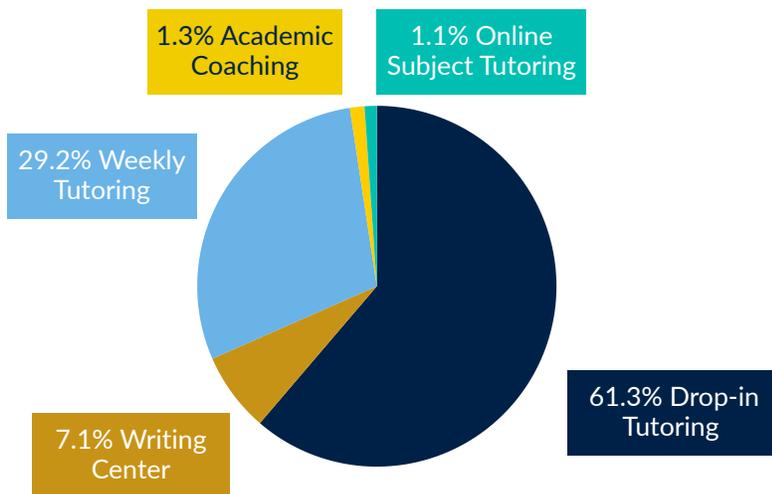
Unique Students Utilized AEC Services



**15,451**

Total AEC Visits

## BREAKDOWN OF VISITS BY SERVICE



**621**

UCS 160 Enrollment

UCS 160 helps students develop study, time management, and self-care skills.



**53**

UCS 161 Enrollment

UCS 161 builds on UCS 160, emphasizing self-directedness and self-advocacy.

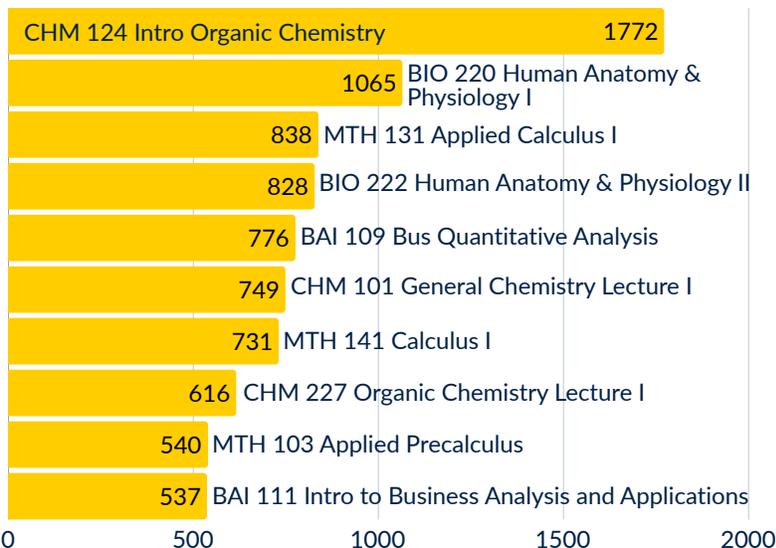


**271**

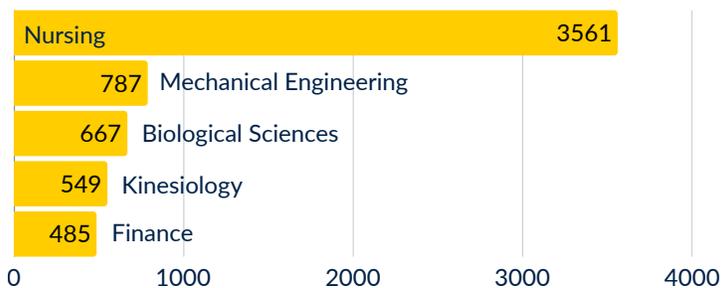
Academic Skills Consulting Sessions

When necessary, students can book 1-on-1 meetings with David Hayes to work on academic skills.

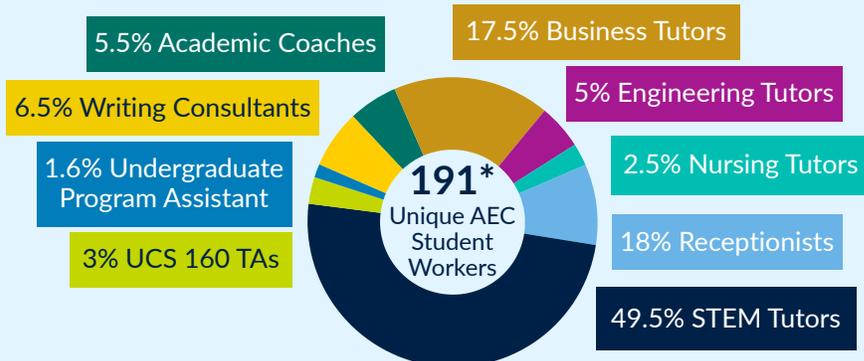
## TOP-10 COURSES WITH MOST VISITS



## TOP-5 MAJORS WITH MOST VISITS



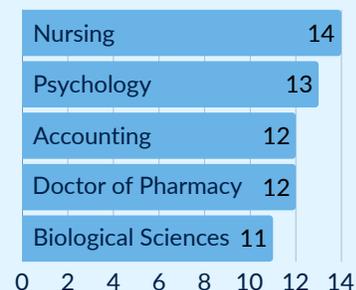
## AEC STUDENT WORKER STAFF BREAKDOWN BY ROLE



**3.76**

Median GPA of AEC Student Workers

## TOP-5 AEC STUDENT WORKER MAJORS



\* A single AEC student worker can serve multiple roles (e.g., both a receptionist and a tutor.)

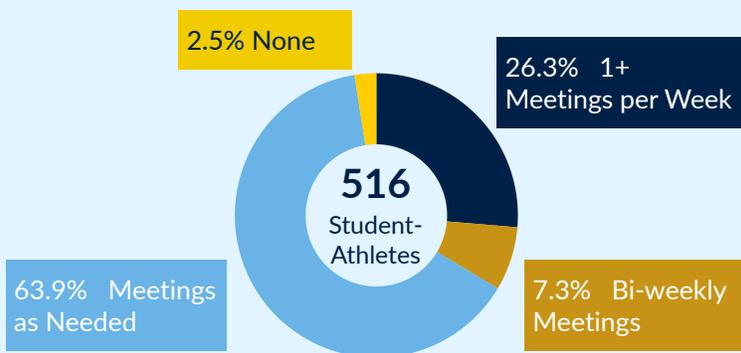
# STUDENT-ATHLETE SUPPORT SERVICES

Student-Athlete Support Services (SASS) provide guidance and resources to help all our NCAA Division I student-athletes excel in the classroom and stay on track to graduate. Student-athletes regularly meet with their advisors, 33.6% doing so at least once every two weeks.

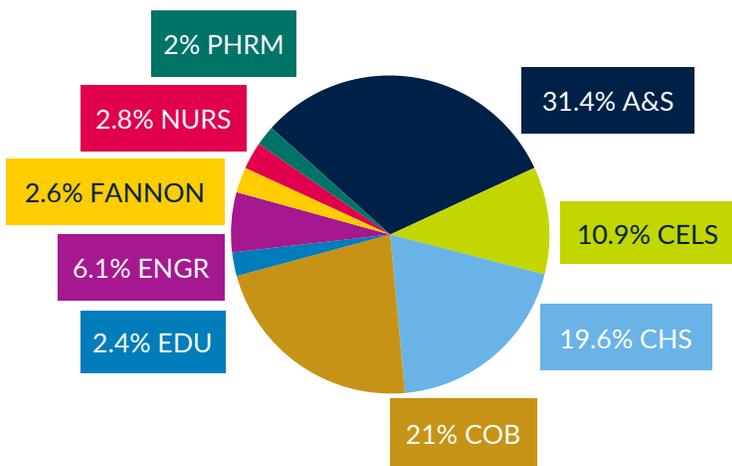
## STUDENT-ATHLETE ACADEMIC PERFORMANCE DURING 2024-2025 ACADEMIC TERMS

Term	Term GPA	Cumul. GPA	% on Probation	% on Dean's List
Fall 2024	3.26	3.26	2.7%	53.3%
Spring 2025	3.36	3.32	1.0%	57.7%

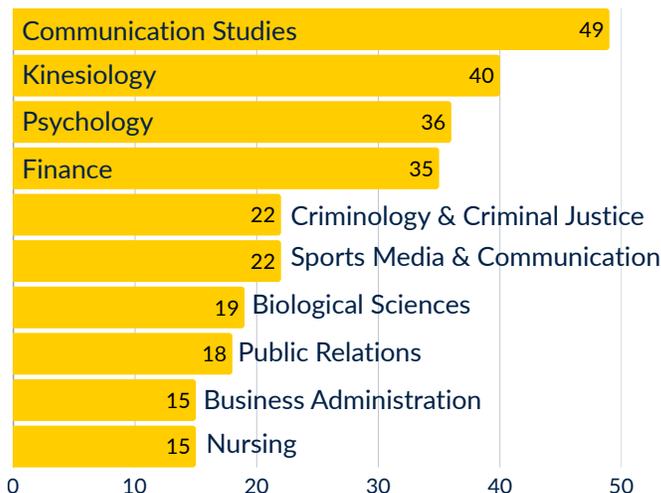
## BREAKDOWN OF STUDENT-ATHLETE SUPPORT SERVICE ADVISING



## STUDENT-ATHLETES BY DEGREE COLLEGE



## STUDENT-ATHLETES' TOP-10 MAJORS



## 2024-2025 ATHLETIC ACHIEVEMENTS

- Baseball**
  - 2025 A-10 Champions
  - NCAA qualifier
- Football**
  - CAA Champions
  - Advanced to second round of FCS Playoffs
- Men's Track**
  - 2025 A-10 Indoor Track and Field Champions
  - New England Indoor Track and Field Champions
  - IC4A Indoor Track and Field Champions
- Women's Rowing**
  - 2025 A-10 Champions
  - NCAA qualifier
- Women's Track**
  - 2025 New England Indoor Track and Field Champions



## MEN'S TEAMS

Sport	Number of Student-Athletes
Baseball	43
Basketball	16
Football	101
Golf	9
Soccer	29
Track	64

## WOMEN'S TEAMS

Sport	Number of Student-Athletes
Basketball	14
Lacrosse	32
Rowing	47
Soccer	28
Softball	23
Swimming	30
Tennis	8
Track	54
Volleyball	18

# RETENTION & ACADEMIC SUCCESS CENTER

## FIRST YEAR EXPERIENCE (FYE)

The First-Year Experience (FYE) program helps new students transition to university life by fostering academic engagement, connection, and a strong foundation for success. It organizes First Year Seminars (FYS), supports FYS instructors with training and materials, recruits student mentors, and oversees Rhody F1rst and the Phi Eta Sigma Honor Society.



231

First Gen Students



925

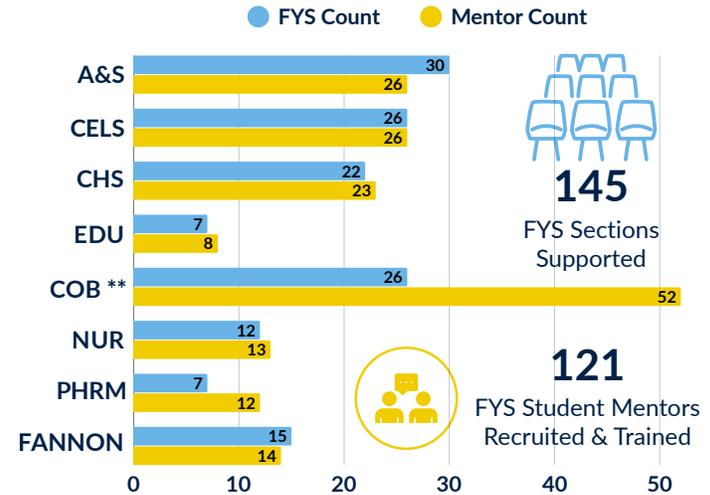
Phi Eta Sigma Eligible\* Students

\* To be eligible for the Phi Eta Sigma Honor Society, student must be a first-year, be enrolled full-time in a bachelor's program, and earn a 3.5 GPA in their first full semester.

## 2024-2025 ACADEMIC SUCCESS COACHING PILOT PROGRAM

The Fannon Institute piloted the Academic Success Coaching Program in Fall 2024 and Spring 2025. For the Fall cohort, faculty completed Progress Reports in Starfish that helped identify 255 students in immediate need of academic support. Of these students, 91 met with success coaches, and 78% of their final Fall semester grades were "productive" (As, Bs, or Cs).

In the spring semester, 49 of 128 students placed on academic probation were assigned to and met with a success coach. Their percentage of productive grades increased from 60.6% in Fall 2024 to 76% in Spring 2025. Their median term GPA also increased from 2.14 (Fall) to 2.68 (Spring).



\*\* COB FYS are taught by two undergraduate mentors per section. The Fannon Institute assists with FYS syllabus content, but COB manages mentor recruitment and training.

## TRANSFER STUDENT SUCCESS

The Transfer Student Success (TSS) program supports students through the credit transfer process and provides ongoing advising to ensure a smooth transition to URI. TSS also oversees the Transfer Student Association and the Tau Sigma National Honor Society.\*\*\*



262

Transcripts from Lvl 1 & 2 students in BUS, EGR, and CELS processed



146

Transcripts from Fannon Institute undeclared students processed

\*\*\* To be eligible for Tau Sigma, Students must transfer with a full year of prior credits, be enrolled full-time in a bachelor's program, and earn a 3.5 GPA in their first full semester.

## EARLY ALERT



272

Student of Concern Referrals

260

Academic referrals addressed by EA

12

Non-academic referrals forwarded to SSAS

Early Alert (EA) staff review student of concern referrals from campus stakeholders about students facing academic or personal challenges. EA primarily supports students with academic concerns and works with Student Support and Advocacy Services (SSAS) on non-academic referrals.

## PROGRAM FOR ACADEMIC SKILLS AND SUCCESS

Program for Academic Skills and Success (PASS) supports first-year and first-semester transfer students who earn below a 1.0 GPA in their first term. Eligible students return conditionally in the spring. They receive extra coaching and academic support. PASS students must earn at least a 2.0 term GPA to return in the fall.



129

Eligible PASS Students

84

Students Enrolled in PASS



78

Students completed the semester

58

Students achieved a 2.0 term GPA

38

Students achieved a 2.0 cumulative GPA



PASS 2025 boasts 74% success rate (58 out of 78 students successfully met the 2.0 term GPA threshold), the highest in the program's nearly 30-year history.

# CENTER FOR CAREER & EXPERIENTIAL EDUCATION

CAREER.URI.EDU

The Center for Career & Experiential Education (CCEE) enables students to thrive through meaningful experiential engagement, and is where strong partnerships with faculty, employers, and community leaders create a robust talent pipeline that drives innovation and opportunity across Rhode Island and beyond.

## CCEE PROVIDES CAMPUS WIDE SUPPORT THROUGH:

### CAREER ADVISING

Career Education Specialists (CES) support students in one-on-one meetings both virtually and in-person, lead classroom presentations and workshops on career and professional development topics; and teach career and professional courses. Students are mapped by major on Starfish from year one to a CES.

### EMPLOYER ENGAGEMENT

The Employer Relations Team supports employers with finding the most efficient, appropriate, and meaningful ways to engage with URI students and alumni through career events, on-campus recruitment, and Handshake.

### EXPERIENTIAL LEARNING

CCEE supports students in finding and engaging in credit bearing and co-curricular experiential learning opportunities, while also supporting URI faculty and industry employers and community partners in creating experiences and supporting and supervising students.

### ADVISING RESOURCES

- Drop-In & 1:1 Meetings
- Career Workshops & Events
- Virtual Career Center - 24/7 Web Resources
- Professional Development Modules
- MoneyBasics by URI
- Classroom Presentations

### DATA & TECHNOLOGY SUPPORT

CCEE oversees the project management and administration of the First Destination Survey with the support and collaboration of Degree Granting Colleges. In addition, CCEE supports "Major to Career" alumni career outcome data and resources. CCEE also supports the administration and maintenance of our Handshake platform utilization for employer engagement, career fair & event management, and on-campus student employment.

### CIVIC ENGAGEMENT & COMMUNITY PARTNERSHIPS

Civic Engagement & Community Partnerships seeks to create an engaged campus community through powerful partnerships that support: sustainable service and enhanced civic engagement that fosters student leadership; faculty scholarship in community-engaged learning; and advocacy work that meets local, state, national and global community needs.

## 2024-2025 CCEE CAREER ADVISING APPOINTMENTS



**3168**

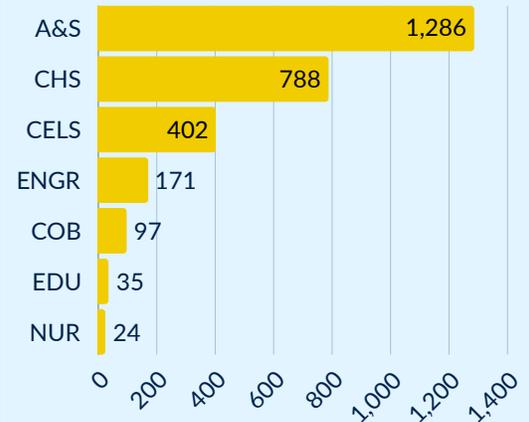
Total CCEE Career Advising Appointments



**1889**

Unique Students Advised from 115 Majors

## APPOINTMENTS BY COLLEGE



**5,775**

Students served through 175 CCEE Classroom Presentations



**436**

Enrollments in CCEE Internship & Career Planning Courses



**\$9,000**

in scholarships to support 13 students in unpaid internships through generous support from the Donald Strauss Endowment for Innovative Programs





# INTRODUCING PRE-HEALTH CAREER PATHWAYS

As of January 2025, Pre-Health advising is now a part of the Center for Career and Experiential Education (CCEE) with a goal of modernizing URI's Pre-Health approach and positioning our students for greater competitiveness and success in their professional journeys.

## PRE-HEALTH HIGHLIGHTS, JANUARY - JUNE, 2025:

- Restructured decades-old systems, build new digital infrastructure, centralize data across platforms, and expand access to advising for nearly 2,000 students.
- Strengthened partnerships with CELS, CHS, A&S, PHRM, and Admissions while establishing new employer and graduate-program relationships.
- Maintained equity-minded advising ensuring all Pre-Health students, especially BIPOC, first-generation, and financially constrained students, see themselves reflected and supported in the healthcare pipeline.
- Created new Science & Math GPA reporting in collaboration with eCampus to support student competitiveness.
- Built a completely new Pre-Health website, a Brightspace community, and multiple online tools that dramatically extended access for students and alumni.
- Launched a new ITR 300 course on Pre-Health career pathways.
- Overhauled and rebuilt the Pre-Health Peer Advisor group, recruiting 9 new student advisors.

## PRE-HEALTH APPOINTMENTS JAN-JUNE 2025



192

Unique Students had pre-health appointments



250

Total Pre-Health Appointments Jan-June 2025

# CREDIT FOR PRIOR LEARNING

Credit for Prior Learning (CPL) recognizes college-level knowledge gained through experiential and extra-institutional learning, awarding credit that validates students' expertise, ensures proper course placement, and promotes persistence and timely degree completion.

## CPL HIGHLIGHTS

- Streamlined credit pathways for military-affiliated students by accepting Joint Services Transcripts and military experience toward degree requirements.
- Launched acceptance of Project Lead the Way experiential learning for college credit.
- Expanded Prior Learning Assessment access to URI Online students through a new CPL-URIO partnership.
- Established URI's first Registered Apprenticeship (RA) articulation for the Horticultural & Landscape Technician RA, allowing students to earn up to 13 college credits within the Plant Sciences B.S.



1203

Unique Students earned Credit for Prior Learning



23

Military-affiliated Students earned JST credit



9

Average credits earned through CPL



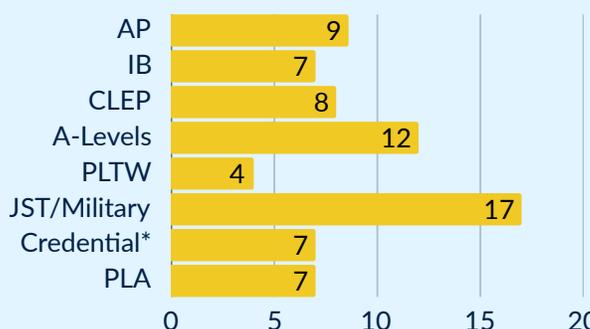
1139

Unique Students earned AP credit

## URI'S CPL PATHWAYS

- Advanced Placement (AP) Exams
- International Baccalaureate (IB) Exams
- College Level Examination Program (CLEP)
- Advanced-Level Qualifications (A-Levels)
- Project Lead the Way (PLTW)
- Joint Services Transcript (JST, MILITARY)
- Credentials and other Faculty Reviewed Extra-institutional Learning
- Prior Learning Assessment (PLA)

## #AVERAGE CREDITS EARNED PER STUDENT BY TYPE



\*includes ACE-reviewed learning



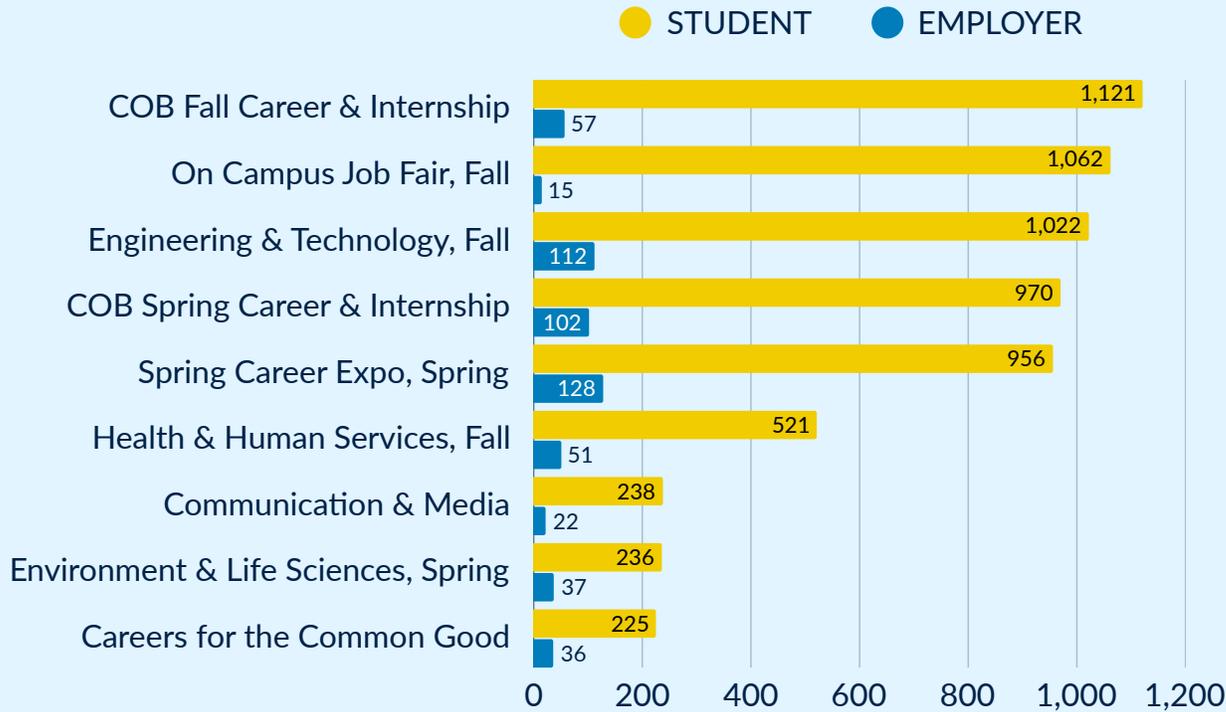
93% of Credit for Prior Learning was earned from AP Exam credit

# EMPLOYER ENGAGEMENT & RECRUITING AT URI

CAREER.URI.EDU

Handshake is URI's premier platform for students and alumni to search and apply for internships, jobs, on-campus employment and other experiential learning opportunities. Employers can engage with students and alumni through in-person and virtual career fairs and networking events including workshops, information sessions, and on-campus interviews.

## 2024-2025 TOP CAREER FAIR ATTENDANCE:



**9,724**

Total Student or Alumni attendees at 321 Career Fairs and Events\*



**878**

Total Employers in attendance at Career Fairs & Events\*

\*Includes in-person and virtual fairs, workshops, info sessions, and networking events.

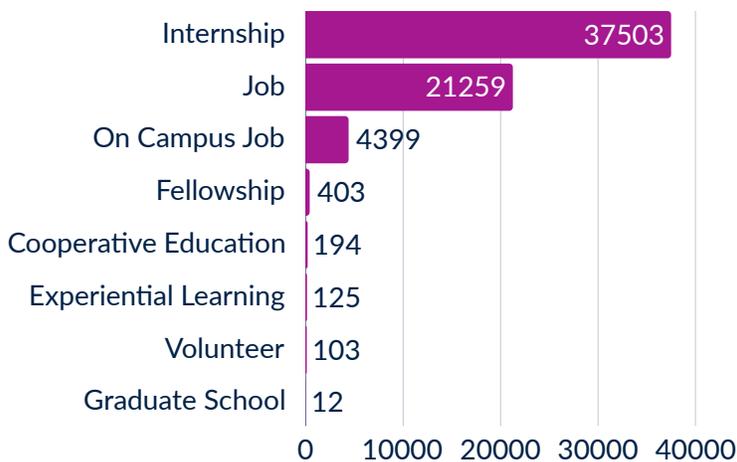
## APPLICATIONS IN HANDSHAKE:



**63,998**

Total Applications submitted through Handshake

## URI APPLICATIONS BY JOB TYPE



## TOP INDUSTRIES\*\* BY APPLICATION COUNT

- Healthcare
- Internet & Software
- Manufacturing
- Non-Profit - Other
- Financial Services
- Accounting
- Insurance
- Government - Local, State & Federal
- Advertising, PR & Marketing
- CPG - Consumer Packaged Goods
- Retail Stores
- Electronic & Computer Hardware
- Investment / Portfolio Management
- Utilities and Renewable Energy
- Biotech & Life Sciences

## TOP EMPLOYERS\*\* BY APPLICATION COUNT

- CareYaya Health Technologies Inc.
- Hasbro
- Collette
- Citizens
- CVS Health
- Brown University Health
- Amica
- Fidelity Investments
- IGT
- General Dynamics, Electric Boat
- Citrin Cooperman
- Sensata Technologies
- Vatn Systems, Inc
- Amazon
- Aflac
- KPMG LLP
- RI Department of Health
- Schneider Electric

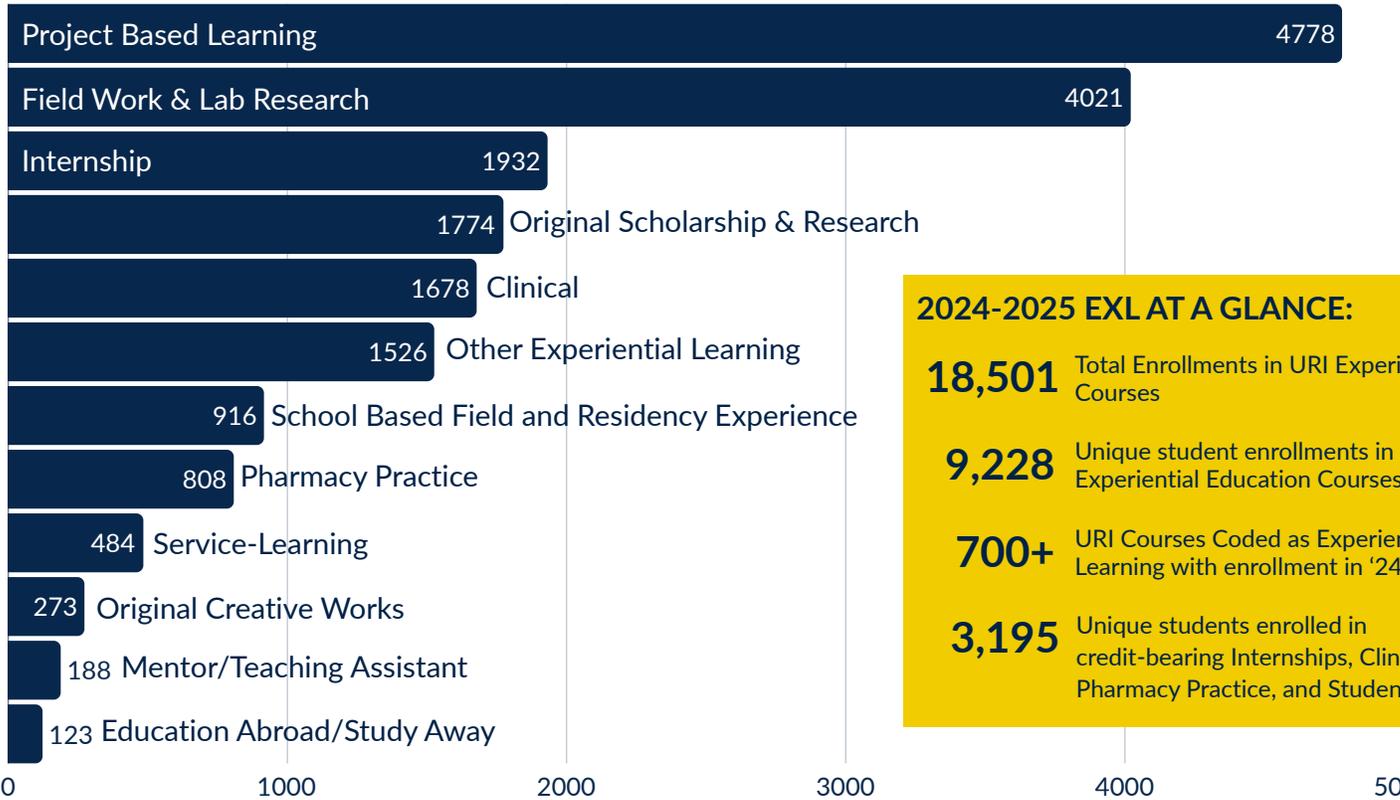
\*\*EXCLUDING URI

# CREDIT-BEARING EXPERIENTIAL LEARNING (EXL)

CAREER.URI.EDU

CCEE collects and shares data on key metrics related to experiential learning enrollment through the coding and tracking of courses in e-campus. CCEE annually partners with each DGC to review and update courses. To support our work as a R1 University, in addition to the traditional experiential learning and career planning courses, we also track Original Scholarship & Research, and the newly coded Field Work & Lab Research.

## TOTAL EXPERIENTIAL LEARNING ENROLLMENT BY TYPE FALL 2024-SUMMER 2025:



### 2024-2025 EXL AT A GLANCE:

- 18,501** Total Enrollments in URI Experiential Courses
- 9,228** Unique student enrollments in Experiential Education Courses
- 700+** URI Courses Coded as Experiential Learning with enrollment in '24-'25
- 3,195** Unique students enrolled in credit-bearing Internships, Clinicals, Pharmacy Practice, and Student Teaching

## CREDIT-BEARING INTERNSHIPS

In addition to coding and tracking graduate and undergraduate Internship course enrollment, CCEE also collects internship site information for NC-SARA reporting (<https://nc-sara.org>).

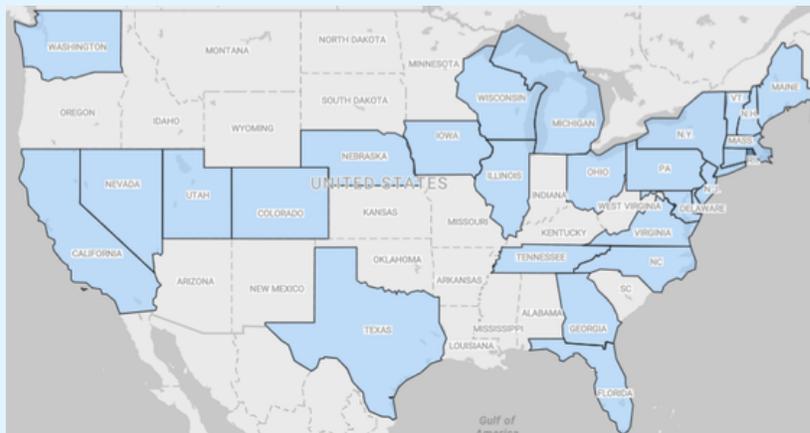


**1464**  
Unique Intern Responses



**1028**  
Internship sites reported by students completing credit-bearing internships

### 2024-2025 INTERNSHIP US LOCATIONS:



### TOP REPORTED INTERNSHIP SITES\*

- Perspectives
- Ortho Rhode Island
- Peace Dale Elementary School
- Buttonwood Park Zoo
- ME Psychotherapy
- Thrive Behavioral Health
- Mischief Managed RI
- Butler Hospital
- Save the Bay
- The Goddard School
- Ernst & Young
- J. Arthur Trudeau Memorial Center
- RI State Government
- RI Department of Environmental Management
- Roger Williams Park Zoo
- South Kingstown Police Department
- Narragansett High School
- Pappas OPT
- WPRI/NEXSTAR Media Group



\*EXCLUDING URI

# URI FIRST DESTINATION SURVEY



# 2024

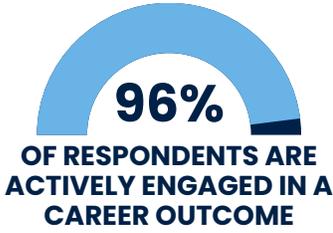
DECEMBER 2023, MAY 2024, & AUGUST 2024

## UNDERGRADUATE STUDENT OUTCOMES

The First Destination Survey collects post-graduation activities within 6 months after graduation for undergraduate degree recipients.

**Career Outcomes include employment, continuing education, military, and volunteer service programs.**

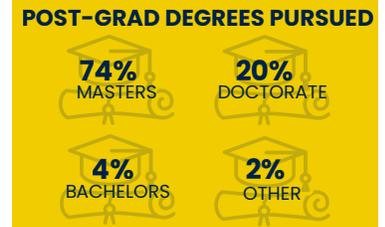
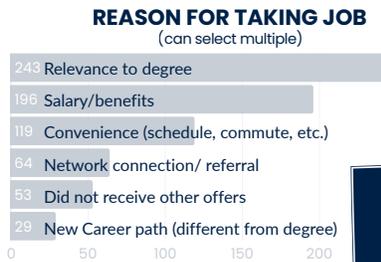
2024 Knowledge Rate\*: 30% (991 Responses)



- ### TOP EMPLOYERS\*\*
- BASED ON # FDS REPORTED HIRES
- General Dynamics, Electric Boat
  - Lifespan
  - Brown University Health
  - Fidelity
  - Amgen
  - Boston Children's Hospital
  - Atlantic Health System
  - Naval Undersea Warfare Center, Division Newport
  - Rhode Island Hospital
  - Yale New Haven Health

- ### TOP INDUSTRIES
- BASED ON # FDS REPORTED HIRES
- Healthcare
  - Defense
  - K-12 Education
  - Accounting
  - Biotech & Life Sciences
  - Higher Education
  - Financial Services
  - Manufacturing
  - Non-Profit - Other
  - Government - Local, State, Federal
  - Civil Engineering

- ### TOP INSTITUTIONS
- BASED ON # FDS REPORTED SITES
- University of Rhode Island
  - Northeastern University
  - MGH Institute of Health Professions
  - Sacred Heart University
  - Brown University
  - Johnson & Wales University
  - Massachusetts Institute of Technology
  - Montclair State University
  - Rhode Island College
  - University of Connecticut



### IN-STATE GRADS STAYING IN RI:



### OUT-OF-STATE GRADS STAYING IN RI:



### WHERE 2024 ALUMNI ARE WORKING AND LEARNING: \*\*\*



Rhode Island	279	Hawaii	3
Massachusetts	147	Maryland	3
Connecticut	71	Montana	3
New York	66	South Carolina	3
New Jersey	43	Washington	3
New Hampshire	17	Minnesota	2
Florida	12	Oregon	2
Pennsylvania	11	Utah	2
Virginia	8	Vermont	2
Maine	6	Delaware	1
North Carolina	6	Georgia	1
Texas	6	Idaho	1
Michigan	5	Iowa	1
California	4	Kansas	1
Colorado	4	Kentucky	1
Ohio	4	Louisiana	1
Tennessee	4	Mississippi	1

\*\*\*Based on 735 locations shared. List only includes contiguous US.

\*Knowledge rate includes direct survey responses as well as additional information gathered from LinkedIn and other sources.

\*\*Employer names are listed exactly as entered by the graduate and do not reflect any potential mergers or name changes since collection.

The Center for Career & Experiential Education (CCEE) supports each Degree Granting College with administering URI's First Destination Survey (FDS) for undergraduate degree recipients. Utilizing Handshake and the National Association of Colleges and Employers (NACE), FDS captures data from recent undergraduate degree recipients regarding next steps within 6 months of graduation, like employment or continuing education. Survey results inform future advising and career preparation resources for current and future Rhody Rams!