

ONGOING TALENT DEVELOPMENT INITIATIVES

Alumni of Color Network (ACN)

The URI Alumni of Color Network (ACN) was founded in 2007 to provide personal and professional development, networking, advocacy, and community-building opportunities for URI alumni of color.

As a member of the ACN, alumni have the opportunity to:

- Connect with other alumni, current students, and the URI community at events organized by the ACN throughout the year
- Build community through social and cultural experiences and partnerships with other community groups
- Impact the lives of people living in our communities through service and outreach
- Mentor students and alumni of color, providing guidance and insight into the challenges professionals of color may face each day
- Learn from ACN members, alumni, faculty, and staff and share their own experiences at panel discussions and other ACN events



Scan the QR code for more information



Onward We Learn (formerly College Crusade of Rhode Island)

Onward We Learn and TD have a strong partnership that began over ten years ago as part of a College Access Challenge Grant. Today, this partnership provides a direct pathway for Onward We Learn students attending URI to benefit from wraparound college success support with shared goals to increase persistence.

Kristina Moyet, Associate Director of Talent Development serves as the liaison for this partnership.

Police Assistant Learning Support (P.A.L.S.)

Initiated in 2007, the P.A.L.S. Program is a ride-along and internship program with the URI Campus Police. P.A.L.S. is a partnership between Talent Development and the Campus Police that was developed to promote better campus community relations between the police and students, while also providing professional development opportunities for TD Scholars planning on a career in criminal justice or government.

PricewaterhouseCoopers (PWC) and Ernst & Young Global Limited (EY)

Ernst & Young Global Limited, commonly known as Ernst & Young or simply EY, is a multinational professional services network with headquarters in London, England. EY is one of the largest professional services networks in the world.

PricewaterhouseCoopers is a multinational professional services network of firms, operating as partnerships under the PwC brand. PwC ranks as the second-largest professional services network in the world and is considered one of the Big Four accounting firms, along with Deloitte, EY and KPMG.

Started in 2009 to support Scholars in Business/Accounting to build relationships with PwC and EY for summer internships, mentorship, and build faculty relationships as early as the Summer Success Program.

Talent Development Student Board (TDSB)

TDSB is a Scholar-run, student senate recognized multicultural student organization. Their mission is to be prominent voices on campus by helping students achieve academic success, as well as encouraging Scholars to be active role models within the URI and TD communities. It is our obligation to empower Scholars to not only give back but to voice their opinions, as evidenced by their motto, *"where your voice is heard"* in effort to give them an outlet to share their opinions about their experiences, growth and advocating for change.
As of Spring 2022, TDSB is paused.



THE TALENT DEVELOPMENT SUMMER SUCCESS PROGRAM (TDSSP)

The Talent Development Summer Success Program (TDSSP) has evolved over time to better meet the needs of Scholars and address opportunity gaps during the transition from high school to college. While specific program structures have changed, the core purpose remains the same.

TDSSP is a unique five-week opportunity on URI's Kingston Campus. Scholars engage in credit and non-credit bearing courses, participate in transitional activities, and engage in co-curricular programming. Scholars learn firsthand about the college experience while living in a residence hall on campus. Concurrently, they gain independence and have the opportunity to build a strong sense of community. There are no out-of-pocket costs to Scholars for the TDSSP.

The TDSSP is designed to assist in Scholars' academic and social transitions by introducing them to the necessary tools to build a foundation for autonomy and success at URI, all while closing opportunity gaps in education.

Addressing the equity gap in education involves implementing new interventions aimed at providing equal opportunities and support to all Scholars. The TDSSP extends beyond the confines of the TD Program and bridges connections to the entire campus and surrounding community.



THERE IS A STRONG FOCUS ON THE FOLLOWING AREAS:

- ACADEMIC PREPAREDNESS
- HOLISTIC SUPPORT
- COLLEGE AND CAREER EXPLORATION
- COMMUNITY BUILDING
- TECHNOLOGY INTEGRATION
- ACCLIMATION TO CAMPUS LIFE



Scholars acclimate to campus life through adjusting and adapting to the social, cultural and academic environment on URI's Kingston campus by becoming familiar with the campus facilities, resources, and student support services. Acclimating to campus life helps Scholars navigate these transitions and feel more comfortable, build connections, make friends, and develop a sense of belonging.

Early on, the TD Summer program focused on access. Over time, addressing academic gaps in Scholars' knowledge and skills shifted towards a more comprehensive approach which combines academic support with broader college readiness initiatives. The TDSSP now aims to enhance Scholars' academic skills while also fostering their personal and social development through holistic support. In this way, services such as mentoring, counseling, and academic support, Scholars in navigating the challenges they may face during the transition to URI. These programs include workshops on research, study skills, library, financial education, campus & community safety, student support resources, and building a supportive network.

Today, the use of data and assessments to identify Scholars' strengths and areas for improvement helps align interventions and tailor support services to meet the specific needs of individuals, improving overall retention and graduation rates. Overall, the TDSSP has evolved from primarily access to a comprehensive program that provides academic, social, and individual support to Scholars as they transition to URI. These changes aim to enhance Scholars' preparedness, engagement, and success.

AS OF 2020, THE TALENT DEVELOPMENT PROGRAM HAS BEEN IN THE PROCESS OF REDESIGNING THE TD SUMMER SUCCESS PROGRAM (TDSSP)

A COMPREHENSIVE UPDATE AND FULL HISTORY OF THE TDSSP WILL BE UNVEILED IN THE NEXT EDITION OF TD HISTORY.



TALENT DEVELOPMENT AWARD HIGHLIGHTS



2001 Rhode Island Black Heritage Society Award

On February 24, 2001 at the 22nd Annual Heritage Ball, the Rhode Island Black Heritage Society awarded the Talent Development Program with the *Creative Survival Award* in the area of *Education*

The *Creative Survival Award* is given as an *"acknowledgement of the strengths and creativeness of the Rhode Island Black community in the areas of Creativity and Spirituality, Labor and Enterprise, Health and Wellness, Black Families, Politics, and Education"*

The Talent Development Program earned this accolade in the Education category for *"an innovative and very successful educational program serving minority and disadvantaged students that has grown from thirteen students in 1968 to over six hundred today, providing the opportunity for those students to attend and graduate from the University of Rhode Island"*



2015 Progreso Latino Adult Education Champion Award

Awarded to the Talent Development Program for opening doors for young adults in diverse communities



2018 Innovation Award for Advising

The National Academic Advising Association acknowledged the Talent Development Program for creativity, dedication, and successful interfacing, delivering a positive and impactful student experience



2018 Rising Star Award Corey Fernandez

Academic Advisor/Success Coach Corey Fernandez was the recipient of the Rising Star Award at the National Academic Advising Association (NACADA) 2018 Drive-In Conference at Johnson & Wales University. This award is given to a professional who has shown excellence in the areas of leadership, innovation, excitement, and has had an early and significant impact on their campus community.



2020 National College Attainment Network Partner of the Year Award of Excellence

The Talent Development Program was nominated by Onward We Learn, formerly the College Crusade of Rhode Island, citing that "in our 30-year history, there has not been a more impactful or enduring relationship"

The TD program is something I reference in my work every day. The experiences and opportunities they gave me as a first-gen student allowed me to not only flourish on the URI campus but also overcome my own insecurities about the things that I didn't know about attending college. I would not have been able to outgrow the small bubble I grew up in on the east side of Providence. I wouldn't be a College Crusade advisor today if I didn't know the benefits of mentorship from those who look like and came from the same communities as me.

-Ashley Davega, College Crusade College Success Coach



SCAN THE QR CODE TO READ THE FULL NOMINATION LETTER & NCANETWORK PRESS RELEASE



2021 Rammy Award Recipient

The Student Success Team at the University of Rhode Island recognized the Talent Development Program in October 2021 with a Rammy Award. Rammy Awards are given to URI faculty, staff, or departments that a nominator believes should be recognized for extraordinary commitment to undergraduate student success. TD was recognized for pivoting summer programming to best support scholar success

URI CELEBRATES 25TH ANNIVERSARY OF THE BROTHERS UNITED FOR ACTION (BUA)



Members of the BUA pose after a commemorative dinner and speaking program. From left to right: Gary Crum, Brian Hardy, Eddie Moye, John Carl Cruz, Ariel Marmolejos, Maxford Foster, Vaughn Baker, TD Assistant Director for Campus Life Ed Givens, Kyle Alston, Kyle Brown and Azikiwe Husband

On Thursday, February 29, 2024, the Talent Development Program along with the Multicultural Student Services Center leaped at the moment to honor the 25th anniversary of the BUA, recognizing the organization's student activism to advance their mission to create a more inclusive campus and foster a greater sense of belonging for all students at URI.

The event began at the Multicultural Student Services Center and featured remarks by alumna Sarah Monteiro, a spoken work performance by alumnus Stephen Larbi, performances by the Alima International Dance Association, and music by Marlin On the Keys. The event continued for a dinner reflection at the Ram's Den in the Memorial Union with further remarks by URI President Marc Parlange, Vice President of Community, Equity & Diversity Markeisha Miner, Assistant Director of the MSSC Bobby Britto-Oiveira, BOND President Daryl Mensah, BUA Member and URI administrator John Carl Cruz, a presentation on the "Two Demands & Ten Points of Light" by BOND Members, and the screening of TD Scholar Cristóbal Bustos' documentary, recounting the experiences of BUA members.

Scan the QR Code to watch the full BUA documentary, *Strength in Unity*, by TD Scholar Cristóbal D. Bustos



Scan the QR Code to view a livestream of the dinner reflection (beginning at the 46 minute mark)



GET CONNECTED TO TD NATION



THE
UNIVERSITY
OF RHODE ISLAND

TALENT DEVELOPMENT

Values

RESPECT

ACADEMIC EXCELLENCE

MENTAL HEALTH & WELLNESS

SCHOLAR SUCCESS




TALENT
DEVELOPMENT



Scan the QR Code to meet the
Talent Development Team

TENTH EDITION