



THE LEADERSHIP ALLIANCE

2002-2003



DIRECTOR'S REPORT

What an exciting time to join the Leadership Alliance!

From a modest core of committed universities to an expanded network of thirty-one outstanding academic institutions, ours is a consortium united by a shared vision of greater diversity in the nation's institutions of higher learning.

The Leadership Alliance is based on a simple premise with a broad impact: If we provide opportunities



order to move ahead with confidence. The vision that built this consortium

is beginning to fulfill its promise; a renewed commitment to this shared value will guide us to future success in producing a diverse and vibrant academy.

Second, assessments of Alliance

program and networking opportunities. As newer interdisciplinary areas evolve, we will invest in the intellectual development of scholars in these vital areas. We need future researchers who will provide solutions in areas that best serve our society. At the other end of the spectrum, strategies to improve our ability to mentor and train students, such as faculty resources and exchanges, are also a high priority for Alliance partners. These themes will shape the direction and content of future efforts and will lead us to adapt existing programs, create new initiatives, and forge new partnerships.

The same spark of insight that created the Alliance many years ago is alive and well in the Leadership Alliance consortium today. Of all the wonderful messages that our students send us, the most gratifying is that the Leadership Alliance helps to make their dreams a reality. This is both a triumph and a challenge. We will respond to the challenge by persisting in opening opportunities to academic career paths and sharing skills and tools necessary for success at every step of the way. Our triumph will be that much more satisfying as these talented students become the scientists, academicians, decision-makers, and mentors of tomorrow.

Yes, we have much to do. But with such an outstanding history of accomplishment to date, and a recommitment to our core mission and values, we are poised to transform the vision of the past into the reality of tomorrow.

VALERIE PETIT WILSON
Executive Director

*As our society evolves and changes,
the core mission and values of the Leadership Alliance
continue to be a wise foundation for the future.*

to grow the intellectual capital of underrepresented minority students, we will create an expanded base of potential future educators and leaders for our academic, public, and government organizations. The growing community of Ph.D.s resulting from Alliance efforts is the proof of this premise. These students share the core values of the Alliance – excellent research experiences, mentoring as part of their educational approach, and confidence in their skills to contribute to the knowledge base in their field of study. These are successes for which everyone who has contributed over the years should be justifiably proud.

But there is more to do.

It is premature to rest on our laurels and unwise to proceed without taking stock of the road that led us to this point. In the near term, our collective activities must be focused on three courses of action: affirmation of purpose, assessment of results, and adaptation of strategies.

First and foremost, we must affirm our collective purpose in

programs will provide confirmation of our strengths and identification of promising opportunities. The scholars produced by the Alliance programs are primarily in the biosciences, physical sciences, and engineering fields, but we are increasingly developing scholars in the social sciences and the humanities. This diverse range of intellectual capital provides compelling proof that, given the opportunity, our students rise to the challenge of academic careers. These assessments also point to an indirect success: Alliance resources are used widely by others with similar missions and goals. Continued assessment of Alliance efforts will keep us focused not only on doing things right, but also on doing the right things.

Finally, our affirmations and assessments guide the way for carefully designed adaptations. Over the next few years we will further illuminate academic career pathways by introducing workshops, resources, and training opportunities for postdocs and new academic appointees through expanded pro-

A decade ago, the leaders of several research institutions partnered with leading minority-serving institutions to develop the Leadership Alliance, an initiative dedicated to promoting the entry of African Americans, Hispanics, and Native Americans into graduate training and ultimately into the professoriate.

Today, as we are beginning to see the dividends of this investment, the academy is in even greater need of strong and diverse new scholars.



Faculty in American institutions are aging and retiring; multidisciplinary efforts are rapidly generating new fields of inquiry; and researchers are conducting their work in a technology-driven, knowledge-based economy. Institutions of higher education can keep pace with these changes only by making use of all available intellectual capacity. It is in our best interest to broaden the pool of talent from which we draw our faculty.

Since 1993, nearly 1,300 undergraduates have conducted research through Leadership Alliance programs, nearly 1,100 have obtained B.S. degrees, 450 have gone on to graduate or professional schools, and more than 200 of these have entered Ph.D. programs. We are just now seeing new scholars emerge from their academic preparation

After a decade of investment by the member institutions of the Leadership Alliance, we see both the promise of this investment and the challenge ahead. . . .

ready to secure positions in colleges and universities across the country. Institutions that have supported the training of these academicians through the Alliance are now positioned to reap the rewards by recruiting them to their faculties.

Challenges remain. The demographic makeup of our faculties is still far from that of our nation. As our campuses continue to grow more diverse, and as the reputation of programs such as the Leadership Alliance grows, we can be optimistic about maintaining the vitality and relevance of our institutions through faculty initiatives that demonstrate that diversity and scholarly excellence go hand in hand.

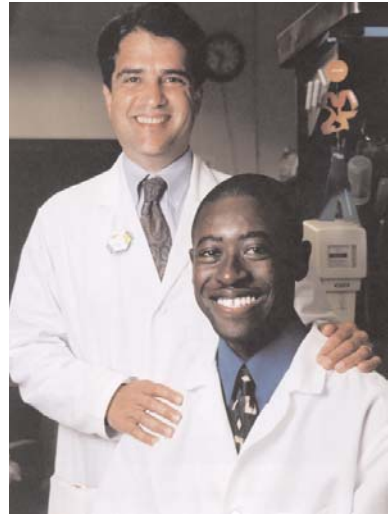
I congratulate the participating institutions for the wise investment they made ten years ago that established such an important program for research, skills building, and mentorship. I urge you to continue the advancement of this creative and significant initiative, and I hope that we all will look to the Leadership Alliance – and its increasing swell of alumni – as we seek to enhance our faculties and campuses in the 21st century.

RUTH J. SIMMONS
President, Brown University



OUR MISSION

The Leadership Alliance is a consortium of thirty-one of this nation's leading research and teaching academic institutions, including minority serving institutions, all dedicated to improving the participation of underrepresented students in graduate studies and Ph.D. programs and, ultimately, research professions in the academic, public, and private sectors.



Mentoring Leadership Alliance students is a remarkable opportunity to expand your horizons and meet people you may not ordinarily encounter. The rewards of working with these students equal the benefits they gain from our tutelage.

ALAN ROSMARIN, (above) Associate Professor of Medicine, Brown University

Professor Rosmarin has mentored a Leadership Alliance student every year since 1993.

Scholars Emerging from the Leadership Alliance as of December 2003

A total of 1,054 Leadership Alliance participants have gone on to earn bachelors degrees since 1993.

243 went on to graduate and/or professional programs

215 went on to Ph.D. or M.D.-Ph.D. programs

Today's summer students, tomorrow's research leaders

Under the Summer Research-Early Identification Program (SR-EIP), a mainstay of the Alliance's efforts to reach out to minority students, undergraduates work for eight to ten weeks with a faculty mentor at one of nineteen Alliance research sites. The students gain theoretical knowledge and practical training in research methods, scientific experimentation, and other areas of university-level scholarship.

Since the summer program's inception in 1993, the Alliance has supported nearly 1,300 students in a wide range of disciplines. Four of them are profiled here.



Stephen Garcia

As a Stanford undergraduate, Stephen Garcia participated in the SR-EIP at Harvard University during the summer of 1994. He earned his Ph.D. in social psychology at Princeton University and is now an assistant professor of public policy at the University of Michigan.

Thanks to the SR-EIP, Garcia says, "I was able to reaffirm to myself that academia was a profession I wanted to pursue." Years later, he adds, his Leadership Alliance experience continues to pay dividends. "I am still in contact with faculty and graduate students – now faculty themselves – that I met while in the program," Garcia says. "These connections have become a source of both research collaboration and informal professional advice."

Students considering a career in academe should consider the SR-EIP, Garcia says, calling it "an amazing opportunity." Those who attend will "learn about research from the nitty-gritty details to the larger goals of a research program" while interacting with similarly motivated undergraduates from around the country.



HeavenlyAnne Pilar

Now a senior at York College of the City University of New York, HeavenlyAnne Pilar participated in the SR-EIP at Hunter College in 2003. She presented the results of her summer research at the Leadership Alliance Symposium to a national audience of peers and faculty.

"Not only was it exciting having people actually see and hear about my research," Pilar says, "it was so satisfying to know that I contributed to the field of biopsychology."

"I was able to reaffirm my dreams of obtaining a doctorate in biology," she says. "My ultimate career goal is to be a professor of biology or biotechnology. I would love to give others the same opportunities that have been given to me. Providing programs like the SR-EIP to young students helps to shape their career dreams and goals (and) gives them a great chance to test-drive being a graduate student."





Latasha Wright

A summa cum laude graduate of Tougaloo College, Latasha Wright is a graduate student in cellular and molecular biology at New York University. The summer she spent in the SR-EIP doing research at Johns Hopkins University helped to convince her that she wanted to become a research scientist and maintain a successful laboratory in an academic setting.

“I believe that in order for the scientific community to address the concerns of all populations, a broader range of diversity must be achieved,” says Wright. “This objective, combined with my love of science, has fortified my desire to pursue a career in academia.”

Wright attended the annual Leadership Alliance Symposium several times, once as an undergraduate and twice as a graduate student. “Participating in the Leadership Alliance has been one of the most beneficial endeavors of my career,” she says.

Sam Wyche enhanced the productivity of the lab. He was able to run with tasks assigned to him, and made sensible decisions about how to proceed on his own initiative. Sam’s contributions easily merit co-authorship on the paper that my lab expects to publish from his project.

BENJAMIN T. BACKUS, Assistant Professor of Psychology, University of Pennsylvania

Professor Backus mentored Samuel P. Wyche III, a Morehouse College senior majoring in biology, summer 2003.



Frank DeSilva

Currently a postdoctoral fellow at the Laboratory of Viral Diseases, National Institute of Allergy and Infectious Diseases (National Institutes of Health), Frank DeSilva graduated from Morehouse College and earned a Ph.D. in molecular biology from Brown University. Before he applied to Brown, DeSilva spent a summer there participating in the SR-EIP and enjoyed meeting other minority students who shared his goal: to earn an advanced degree.

Most important, DeSilva says, was gaining a mentor in his field. “The beauty of the experience,” he explains, “is realized by interaction with the assigned mentor and other professors. It is important to develop a working relationship that can evolve into a long-term friendship.”

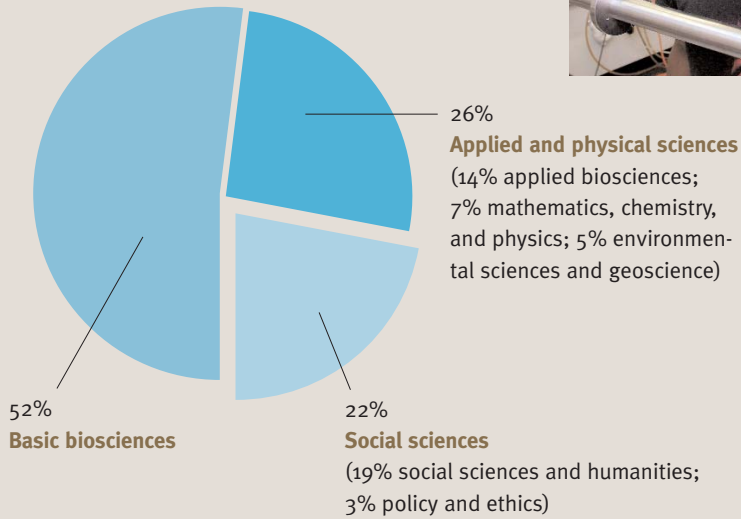
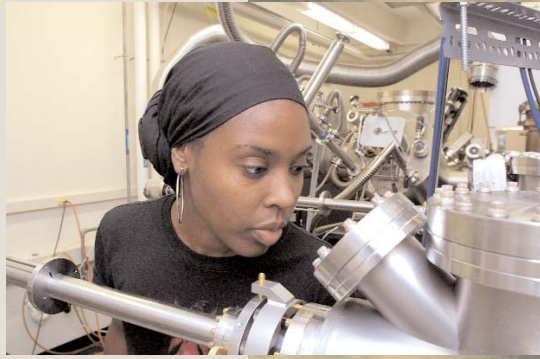
He advises students applying to the SR-EIP to carefully select a field

and then look at member institutions to determine which professors are doing research in that area. He advises students in the SR-EIP to take advantage of their mentor’s expertise: “Ask probing questions about science, your work, and the steps involved in getting to a particular career goal.”

DeSilva plans to become a professor so that he can teach and do research while being a mentor to other minority students.

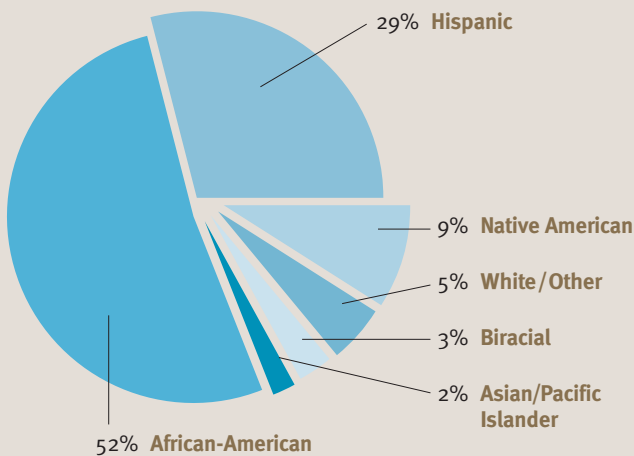
Research in diverse disciplines

Bioscience represented more than half of the topics presented at recent symposia, reflecting a strength characteristic of the Leadership Alliance since its inception.



Diversifying the academy

The Alliance addresses the relatively low participation of racial and ethnic minorities in academic careers. African Americans represented more than half of the participants in recent programs.



Leadership Alliance Programs

- **Annual National Symposium.** Avenue for networking, communication, and training.
- **Graduate Student Support.** Awards are made to students in the life sciences to participate in professional societies and attend scientific conferences.
- **Faculty Support.** Partnership with member institutions and the Faculty Resource Network to facilitate collaboration, communication, and professional development opportunities for faculty.
- **Specialized Seminars and Handbooks.** Advice for students moving along the academic pathway.

THE LEADERSHIP ALLIANCE

MEMBER INSTITUTIONS

Brooklyn College
Brown University
Claffin University
Clark Atlanta University
Columbia University
Cornell University
Dartmouth College
Delaware State University
Harvard University
Howard University
Hunter College
Johns Hopkins University
Montana State University-
Bozeman
Morehouse College
Morgan State University
New York University
Prairie View A&M University
Princeton University
Southern University-
Baton Rouge
Spelman College
Stanford University
Tougaloo College
Tufts University
University of Colorado
at Boulder
University of Maryland,
Baltimore County
University of Miami
University of Pennsylvania
University of Puerto Rico
University of Texas
at San Antonio
Xavier University of Louisiana
Yale University



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