“It was because of my summer research experience with the Leadership Alliance that I decided to attend graduate school. And since that first summer, I have continuously been surrounded by individuals who have propelled me to the next level in my career. Now, I look forward to attending the Leadership Alliance National Symposium every summer because it is truly a family reunion. These symposia allow me to give back by mentoring students through the undergraduate and graduate school experience. Now it’s my turn to tell them, “Yes, you CAN do it...and yes, you WILL do it!” Because of the Leadership Alliance, I completed my doctoral degree, and am now at Tougaloo College (my undergraduate institution), teaching, conducting research, and ultimately, paying it forward.”

Scharri Ezell Walker
Assistant Professor
Tougaloo College
2003 SR-EIP Participant
November 4, 2016

Dear Colleague,

The Leadership Alliance story is approaching a milestone anniversary that is 25 years in the making. Our story is one of partnership, commitment, opportunity, transformation and inspiration. For a quarter of a century, Alliance leaders, scholars and administrators from higher education and private industry have committed themselves to the development of underrepresented scholars poised to transform the research workforce. By mentoring at critical transitions along the academic pathway, this commitment has afforded underrepresented students the tools to become outstanding leaders and role models in America’s workforce.

Our story is about opportunity that transforms lives. Nearly half of the students who have come through our national Summer Research Early Identification Program, the gateway into the mentoring and networking resources of the Alliance, had not previously participated in an external undergraduate research program. Within the confines of an 8–10 week summer research experience that culminates in the Leadership Alliance National Symposium, we cultivate their talent, nurture their scholarship and ignite their potential.

It’s a story about inspiration. Every day, I am inspired by the reservoir of talented scholars who have been produced over the years... scholars who are now giving back by mentoring the next generation. I am inspired by my colleagues across the Alliance consortium who support and advance the work of the Alliance. We celebrated our first 100 PhD or MD-PhD degree recipients in 2012, and are nearing 400 in less than five years.

I am honored to share this story with you knowing that while much has been accomplished, much more is required to attain a more diverse and inclusive workforce. I invite you to learn about our story and join us in celebrating the voices and experiences of our diverse constituents.

Sincerely,

Medeva Ghee, PhD

Executive Director
Our Story Originates to Meet a National Need

The Leadership Alliance story originates in the early 1990s to address a shortage of underrepresented minorities earning doctoral degrees and pursuing research careers in academia, the public and private sectors.

In 1990, Brown University President Vartan Gregorian invited fellow academic leaders to join together in the creation of a new collaboration, the Leadership Alliance. Its purpose was to work as one force in tackling issues of diversity that persist in our nation’s educational and workforce arenas. By pooling its considerable expertise and resources, the Leadership Alliance would extend member institutions’ educational footprint far beyond what any one of its members could do individually. Furthermore, by focusing on issues that confront underrepresented minorities, the Leadership Alliance would examine, design and implement programs to effect powerful change in both the process and content of education in the United States.

"Consortium efforts such as the Leadership Alliance are not easy, but they are essential because the need is so urgent."
— Vartan Gregorian
President, Carnegie Corporation of New York

"The innovations that will shape the world of tomorrow will be discovered by the men and women who today form the ranks of the nation’s colleges and universities."
— James Wyche
Founding Executive Director

The Leadership Alliance mission to develop underrepresented students into outstanding leaders and role models in academia, business and the public sector is still relevant today — to meet the national demand for diverse leaders to compete in a global economy.

Leadership Alliance Timeline

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>1992</td>
<td>Founding of the Leadership Alliance</td>
</tr>
<tr>
<td>1993</td>
<td>The Summer Research Early Identification Program (SR-EIP) launched</td>
</tr>
<tr>
<td>1995</td>
<td>First National Symposium held at National Academy of Sciences</td>
</tr>
<tr>
<td>1997</td>
<td>Leadership Alliance website launched</td>
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</tbody>
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Our Story Is a Cycle of Excellence

We believe that developing students into outstanding leaders and role models requires mentoring throughout the entire academic and professional pathways. Our alumni become part of this mentorship cycle, paying it forward for the next generation.

David Stout traveled to the East Coast in 2009 to participate in the Leadership Alliance Summer Research Early Identification Program (SR-EIP) at Brown University. Discovering an academic home in the department of biomedical engineering during his summer internship, David obtained a PhD from Brown in biomedical engineering. He then accepted a tenure track faculty position at his alma mater, California State University, Long Beach, where he now serves as a mentor to students, one of whom recently participated in the SR-EIP.

“"The Leadership Alliance Summer Research Early Identification Program (SR-EIP) opened my eyes to the world of cutting-edge research and changed my life trajectory forever. Through my experience, I have dedicated my life to conducting health-related research and giving opportunities to those who want to make a difference in the world—just like someone else did for me many years ago.”

— David Stout
Assistant Professor
Department of Mechanical and Aerospace Engineering
Our Story Is One of Opportunity

The Summer Research Early Identification Program (SR-EIP) provides access and research exposure to underrepresented students. Since 1993 the SR-EIP has engaged over 3,500 undergraduates in intense summer research experiences at some of the nation's most competitive research universities. We distinguish ourselves as one of the few organizations that offer research opportunities in all disciplines starting in the first year of college.

We Provide Access

- **50%** have not participated in a prior summer research experience
- **43%** are from minority serving undergraduate institutions
- **30%** are pursuing academic training in the humanities and social sciences

SR-EIP: Gender by Discipline

<table>
<thead>
<tr>
<th>Discipline</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Biological/Agricultural Sciences</td>
<td>36%</td>
<td>64%</td>
</tr>
<tr>
<td>Physical Sciences</td>
<td>48%</td>
<td>52%</td>
</tr>
<tr>
<td>Social Sciences/Humanities</td>
<td>30%</td>
<td>70%</td>
</tr>
<tr>
<td>Other: Education, Business, Journalism, etc.</td>
<td>25%</td>
<td>75%</td>
</tr>
</tbody>
</table>

We Provide Access for:
- Students who have not participated in a prior summer research experience
- Students from minority serving undergraduate institutions
- Students pursuing academic training in the humanities and social sciences

We Provide Access for:
- Students in biological/ agricultural sciences
- Students in physical sciences
- Students in social sciences/humanities
- Students in other disciplines (Education, Business, Journalism, etc.)

In 2009, we received the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring.

In 2010, we received the First Joint Meeting of Leadership Alliance and the Faculty Resource Network.

In 2011, we presented our First live webcast on developing competitive applications to graduate programs in diverse academic disciplines.

In 2012, we reached the Alliance Milestone of 200 PhDs and MD-PhDs.

In 2013, we celebrated the 20th Anniversary of our Regional Research Conference at Howard University.
Our Story Discovers Potential

As we assessed the various components of the SR-EIP, we realized that the majority of our students were beginning their third or fourth years of college. We believe that the future of the workforce depends upon young, diverse talent who are intellectually enriched with research experiences starting in their first year of college. And so, we ignited FYRE: First Year Research Experience program. This initiative is designed to recruit first year students from Alliance minority-serving institutions (MSIs) and place them in a supportive research environment through a process that involves faculty and Alliance institutional representatives at both the MSI and SR-EIP research site.

Dr. Eric Buckles, associate professor of biology at Dillard University, identified Hamilton Green, a first year biology major, for FYRE at Vanderbilt University. Through conversations with the faculty mentor, facilitated by Vanderbilt University Institutional Coordinator Dr. Don Brunson, Hamilton engaged in research on E. coli infections. This experience enabled Hamilton to return to the lab for a second summer, contribute to an upcoming publication and continue his research at Dillard with Dr. Buckles, which has set the stage for potential faculty collaborations. We are proud of all that Hamilton has accomplished and look forward to further nurturing this young researcher!

“What I found deeply rewarding from this repeat experience was the ability to see how Hamilton grew between his two research experiences in my research group. The first year, Ham came to us quite shy and uncertain of his abilities; quickly he realized that he was surrounded by peers, undergoing a similar apprenticeship, but at a different stage in their career if you will. Welcoming Ham back for a second year, we saw in him a much more confident young researcher, more enthusiastic about his work and clearly having benefited from his advancing classes and prior research experience.”

— Maria Hadjifrangiskou
Assistant Professor
Vanderbilt University
Our Story Is One of Community

The Leadership Alliance National Symposium (LANS) was established in 1995 to build community among undergraduates in the Alliance’s SR-EIP programs. As importantly, LANS became a professional, national venue wherein alumni, faculty and institutional administrators inspire, mentor and support young scholars along doctoral training pathways and into the research workforce.

LANS is more than a conference. It is a capstone experience that provides opportunities for all our undergraduates to present oral and poster presentations. Less than a quarter of our students have previously participated in a national conference.

LANS reunites alumni who are either pre-doctoral candidates or have completed doctoral training programs. Professional development and networking activities are designed to build skills, inform career path decisions and engage our emerging and early career scholars as mentors and role models for undergraduate participants.

LANS supports faculty collaboration. The LANS provides a networking and relationship-building opportunity for faculty from minority-serving and research institutions interested in developing research and/or programmatic collaborations.

“I found this to be a great opportunity to meet with students from around the country and celebrate the work we had accomplished this summer and begin to practice what effective networking is and how it is done.”
— LANS Participant
Our Story Transforms Lives and the Research Workforce

It is inspiring to witness students transform from summer research undergraduates into PhD or MD-PhD recipients. As they begin their professional careers, nearly 400 Doctoral Scholars and counting will shape a more diverse and inclusive workforce — they also go on to mentor the next generation. Their success demonstrates the Alliance’s unique contribution to transforming the workforce across STEM, social science and humanities disciplines.

Doctoral Scholars Diversifying Academia

- **54%** Employed in Higher Education
- **58%** Placed in Tenure Track Positions
- **65%** Tenure Track Placements in R1 Institutions

Doctoral Scholars: Gender by Discipline

- Biological Sciences: Female 69, Male 132
- Physical Sciences: Female 16, Male 36
- Humanities: Female 27, Male 25
- Social Sciences: Female 17, Male 66

Doctoral Scholars by Career Sector

- Higher Education: 54%
- Govt/Public: 14%
- Industry: 7%
- Medical/Biosciences: 5%
- Private/Nonprofit: 4%
- Professional Practice (Law/Med): 4%
- Other: Education, Journalism/Writing, Consultant, etc.: 5%
Our Story Is a Partnership that Grows Innovation

Our newest project, SYNERGI, or SYnergistic Network to Enhance Research that Grows Innovation, builds upon our time-tested partnership and best practices to increase the readiness and competitiveness of our program participants. With a focus on first-year scholars and sustained community building, SYNERGI will extend our programming throughout the academic year and introduce innovative tools for supporting success at all stages of academic training and career development.

Through SYNERGI, We Extend the Promise of Our Work with Innovation and Outreach!

Regional conferences to discuss issues/best practices related to mentorship
Availability of in-person and online mentoring resources
Engage faculty, administrators, professionals in mentoring and career development
Expand professional development mentoring for advanced degree recipients
Academic year workshops to prepare for academic development and research experience
Develop undergraduate academic and research skills
Enhance professional development mentoring for graduate students
Career development workshop with advanced degree recipients

*The SYNERGI project is a three-year initiative funded by the National Institutes of General Medical Sciences.*
Our Story Is Moving Forward...

We’re not resting on our laurels! Listening to, observing and monitoring the experiences of our community has informed the development of a full cycle of skill building, mentorship and engagement that will transcend undergraduate to early career stages of the academic and career pathway.

Over twenty-plus years, we have developed a diverse talent pool of undergraduate researchers; expanded our doctoral scholar cohorts; sustained institutional commitment to diversity; managed our partnership; and advanced the visibility and reputation of the consortium.

We Are Guided by a Strategic Vision

Develop Talent Pool  
- SR-EIP  
- LANS  
- FYRE  
- SYNERGI

Expand Doctoral Scholars  
- LANS  
  - Doctoral Scholars Network  
  - LinkedIn  
  - Speaker Series  
  - Alumni Association

Sustain Institutional Commitment to Diversity  
- Presidential Forum  
- Faculty Retreats  
- Annual Reports & Strategic Plan

Manage Partnership  
- Biannual Business Meetings  
- Program Evaluations  
- Data Collection and Sharing

Advance TLA Visibility and Reputation  
- Presidential Forum  
- TLA Publications  
- Presentations at National Conferences
Special thanks to all of our members!

*If you want to go fast, go alone. If you want to go far, go together.*

— African Proverb

### Member Institutions

- Brooklyn College
- Brown University
- Chaminade University of Honolulu
- Claflin University
- Columbia University
- Cornell University
- Dartmouth College
- Dillard University
- Harvard University
- Heritage University
- Howard University
- Hunter College
- Johns Hopkins University
- Montana State University-Bozeman
- Morehouse College
- Morgan State University
- New York University
- North Carolina Agricultural and Technical State University
- Princeton University
- Spelman College
- Stanford University
- Tougaloo College
- Tufts University
- University of Chicago
- University of Colorado Boulder
- University of Maryland, Baltimore County
- University of Miami
- University of Pennsylvania
- University of Puerto Rico
- University of South Florida
- University of Virginia
- Washington University in St. Louis
- Xavier University of Louisiana
- Vanderbilt University
- Yale University

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  Novartis Institutes for BioMedical Research

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  Executive Consultant  
  University Alliance

- **Carlos Ramos**  
  Retired Director of Honors College  
  University of Puerto Rico — Rio Piedras

### Associate Member

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