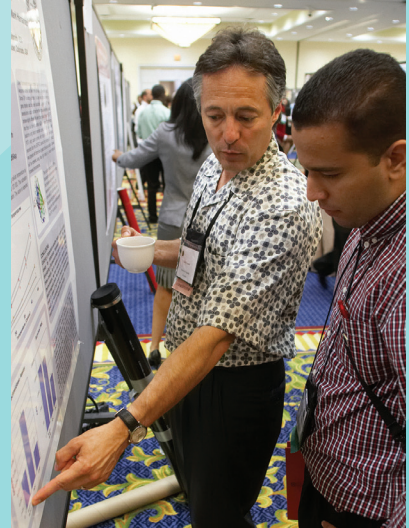


THE POWER OF THE PARTNERSHIP



The Leadership Alliance
2013 - 2014 Annual Report

COMING TOGETHER IS A BEGINNING;
KEEPING TOGETHER IS PROGRESS;
WORKING TOGETHER IS SUCCESS.

HENRY FORD

LETTER FROM THE LEADERSHIP

The Leadership Alliance has enhanced its portfolio of initiatives focused on strengthening our partnership through inter-institutional and organizational collaborative efforts this past year. We are excited to share our accomplishments and innovations as we demonstrate the **Power of the Partnership**.

The partnership transforms lives. Through this expansive network, the Alliance continually supports the academic and career trajectories of scholars who have participated in the national Summer Research Early Identification Program. In this report, we invite you to read about how the Leadership Alliance has supported two of our Doctoral Scholars to follow their passions, give back and invest in the next generation as faculty at Alliance member institutions that are also their alma maters. Each year, freshly minted PhD and MD-PhD degree recipients are being added to our ranks of Doctoral Scholars. With the recent addition of several new Doctoral Scholars, we celebrate more than 320 alumni who have obtained their PhD or MD-PhD degrees.

The partnership is enhanced through a proactive, targeted recruitment membership process. Our membership is dynamic and fully utilizes the strengths and resources residing among our members. Our growth is strategic and is enhanced with new members that contribute to our mission and add value to the partnership. We are delighted that the University of South Florida has joined the Alliance. Their commitment to student success, and creating a culture of inclusion to serve the needs of an increasingly multi-cultural society is well aligned with our vision of developing a diverse and competitive workforce.

The partnership creates new opportunities to support faculty scholarship and development. The inaugural Regional Research Conference, hosted by Howard University and co-sponsored by Morgan State University, Johns Hopkins University and the University of Maryland, Baltimore County created a space for robust discussion in support of collaborative ventures that provide a framework to develop novel models that support underrepresented student recruitment and mentoring; collaborative proposal development initiatives to fund and sustain Alliance programs; and opportunities for faculty to network and create partnerships that will enhance scholarship.

We are grateful for the long-lasting commitment our members have dedicated to these efforts, proud of all that we have accomplished and look forward to another exciting year where we continue *coming together, keeping together* and *working together*.



Medeva Ghee, PhD
Executive Director
The Leadership Alliance



John Rose, JD
Chair, Executive Committee
Dean for Diversity & Compliance
Hunter College

I AM SUCCESSFUL TODAY
BECAUSE OF WHAT THE
LEADERSHIP ALLIANCE HAS GIVEN
ME, AND I AM SO GRATEFUL.



Dr. Scharri Ezell Walker
Assistant Professor
Tougaloo College

GIVING BACK

One-on-one with Doctoral Scholar [Dr. Scharri Ezell Walker](#), a Tougaloo alumna who is now an Assistant Professor in the Department of Biology at Tougaloo College

How has the Leadership Alliance impacted or influenced your academic and career paths?

My Leadership Alliance undergraduate summer research experience at Brown is why I went to graduate school. I was surrounded by individuals who helped to propel me to the next career level. While I was in graduate school at the University of Alabama at Birmingham, the Leadership Alliance offered summer internships at Eli Lilly and Company in Indianapolis, so I applied for a summer internship and was accepted. It was a great experience working in industry. That internship allowed me to see what true mentorship looks like, what it's supposed to feel like. That was phenomenal for me.

Every summer, coming back to the Leadership Alliance National Symposium (LANS) is like a family reunion. You see the people who have helped you along the way and the individuals who were in the Alliance with you. You see that now they're teaching, they have their own labs, they're working in industry. The Leadership Alliance also allows me to give back. I never want anyone to struggle the way that I had to. Just being there to help guide students through the process that I went through, when I felt I had no one to talk to, and to let them know that "Yes you can do it and Yes you will do it!"

Looking at the big picture, it was through me coming to LANS last summer and networking with faculty that led to my becoming an Assistant Professor at Tougaloo. So it was that connection with the Leadership Alliance that opened up the door for me to be where I am now, at Tougaloo, teaching, doing research and giving back to my undergraduate institution.

What have you most enjoyed in your career path so far?

The thing I have enjoyed the most has been the obstacles that have come along the way. Obstacles challenge me to grow and push me to think outside the box. I think that's exactly what research does. Research in itself is a challenge. You never know what's going to happen. It forces you to think analytically and use your skill set to resolve problems so you can go to the next level.

What are your current career goals?

I tell my students that regardless of what you want to be now, more than likely it will change along the way. My current research interests focus on natural compounds and their anti-cancer efficacy for pediatric brain cancer. I have a grant for the next five years and I am in the process of setting up my own lab. Long-term I want my research to be translational, meaning that I want to be able to interact with patients. I want to also be able to go in the surgery room, grab the tumor, take it back to the lab and work on it immediately to assess the efficacy of natural compounds for a brain cancer that has relapsed, for example. So it looks like I may be going back to pursue a more clinical degree.

What tools or strategies have you found useful for pursuing your goals?

Persistence and perseverance. I have had so many people tell me that I couldn't do it. That I would never be a PhD. You have to realize your worth and know what you're capable of regardless of what anybody else says about you. You have to have enough strength, tenacity and will to pursue your goals, even when you feel like you have nothing left to give. The second thing is learning balance. If you create that balance that gives your soul and the very essence of you time to regroup and recuperate, then that allows you to continue to go further along the way.

Tougaloo College,
one of the founding
members of the
Leadership Alliance, is
celebrating a milestone
50 year
anniversary of Mississippi
Freedom Summer

37%
Tougaloo alumni of the
Leadership Alliance
SR-EIP completed
advanced degrees

50%
Tougaloo Doctoral
Scholars completed
advanced degrees at
Leadership Alliance
institutions

57%
Tougaloo Doctoral
Scholars are in tenure
track faculty positions

INVESTING IN THE NEXT GENERATION

One-on-one with Doctoral Scholar [Dr. Kim Green](#), a Claflin alumna who is now an Assistant Professor in the Department of English at Claflin University

[How has the Leadership Alliance impacted or influenced your academic and career paths?](#)

The Leadership Alliance summer experience, which I completed at Cornell University, helped me think about my research interests and the kinds of questions I wanted to ask. So that was important to the direction my research ended up taking during graduate school. Another key element was the mentorship piece. I remember my mentor at Cornell really helped to build my confidence that I could even attain a graduate degree. That mentorship piece was important to my decision to pursue a graduate degree and my confidence that I could complete it.

[What are your current career goals?](#)

Currently, I am in a tenure track position as an Assistant Professor of English in the Department of English and Foreign Languages. Since I am in my third year at Claflin, I am looking toward tenure and fulfilling tenure requirements so that I have longevity as a professor and I am able to continue to fulfill my passion, which is to teach.

[What have you most enjoyed in your career path so far?](#)

Teaching has been most enjoyable. It is energizing to interact with all kinds of students and help them gain new knowledge. I really appreciate the reciprocity aspect of teaching, because I also gain new insight from them as well. I also really appreciate the opportunity to offer guidance and direction to English majors at Claflin. I have the opportunity to reciprocate and help students gain knowledge and the skills to pursue their career path.

[What tools or strategies have you found useful for pursuing your goals?](#)

One strategy that works for me is a lot of self-reflection. I think a lot about the things I do well as well as the areas

where I need improvement and that reflection helps me determine what works well for me and the modifications I need to make to achieve my career goals.

[How did your Leadership Alliance summer experience prepare you for graduate school?](#)

I think it played a vital role. The Leadership Alliance provided an essential opportunity for me to gain insight about the bigger expectations of graduate school. I appreciated the use of the seminar-like class discussions because when I went to graduate school I already knew the kind of conversations that might happen in seminars. The research projects helped guide the direction I might take in my research when I entered graduate school. By the end of the summer I felt better equipped to enter graduate school. When I got into graduate school I thought back and accessed some of those experiences that I had during my Leadership Alliance summer.

[What makes the Leadership Alliance unique from other diversity programs or internship programs?](#)

The Leadership Alliance stands out because of the program's genuine investment in the program participants, not only as they prepare for graduate school, but also after. Many elements of the summer programs were geared toward ensuring overall excellence in graduate school. After entry into the professoriate, the Leadership Alliance continues to offer support and mentorship to sustain program participants and help them endure challenges. There is a clear investment in the program participants, not only in those early stages but also as they continue to develop in their careers.

Claflin University has a
14 year
history with the
Leadership Alliance

Founded in **1869**
Claflin University is the
oldest historically black
college or university in
South Carolina and the
1st institution of
higher education to
welcome all students
regardless of race or gender

Nearly **20%**
Claflin alumni of the
Leadership Alliance
SR-EIP completed
advanced degrees

67%
Claflin Doctoral Scholars
are in tenure track
faculty positions

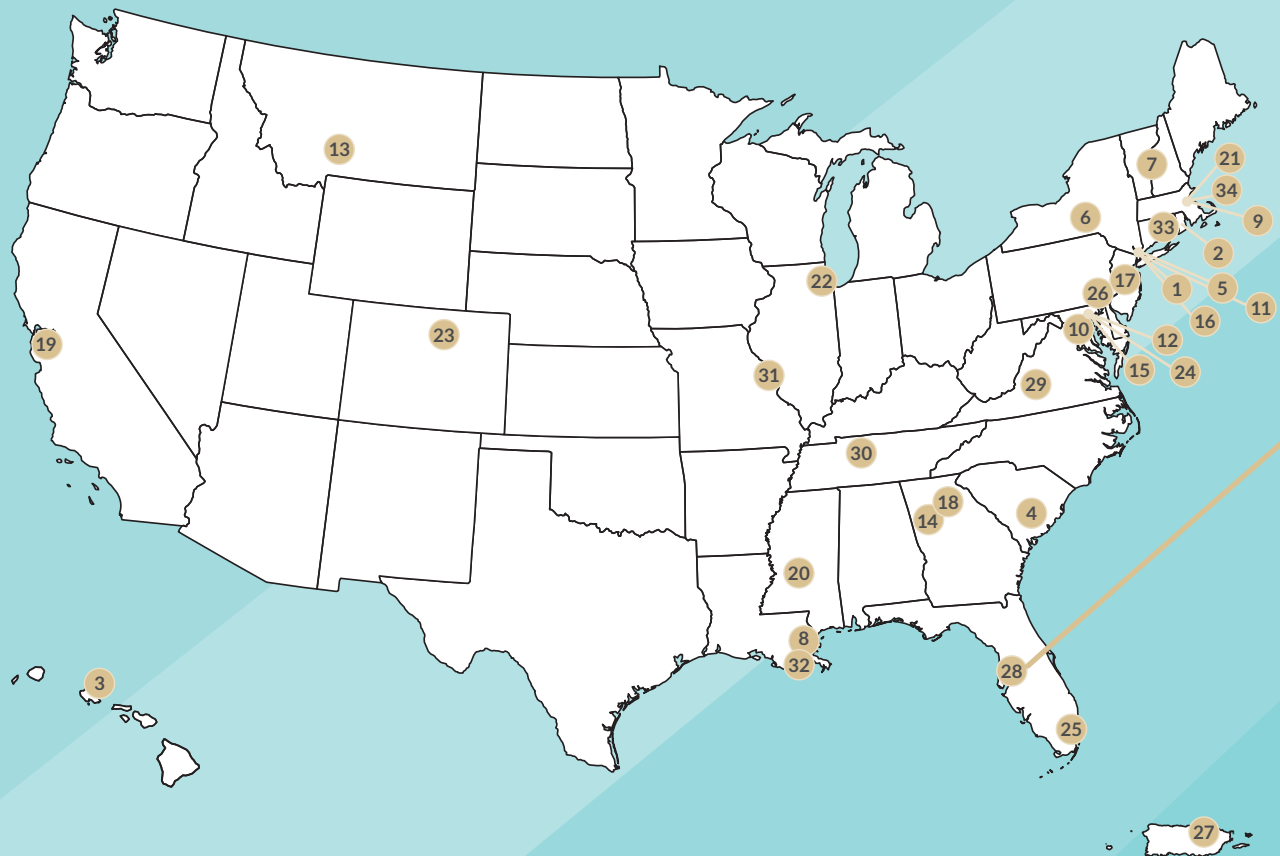
I HAVE A LOT OF GRATITUDE FOR THE
LEADERSHIP ALLIANCE ... IT HELPS
STUDENTS GAIN THE SKILLS, KNOWLEDGE
AND CONFIDENCE TO FEEL THAT THEY
ARE ABLE TO PURSUE GRADUATE DEGREES
AND PURSUE THEIR PASSIONS.



Dr. Kim Green
Assistant Professor
Claflin University

THE POWER OF A DIVERSE PARTNERSHIP

The power of the partnership is exemplified in the geographic diversity of Leadership Alliance members. Our membership spans the United States with clusters in the northeast, mid-atlantic and southern states. This expansive network ensures that the constituents, policies and procedures of the Leadership Alliance are representative of our communities and support the people we serve. Fueled by the unwavering commitment of our distinct institutional and organizational members, we are able to harness the innovation, top talent, and resources to identify, train and mentor the next generation for success!



LEADERSHIP ALLIANCE MEMBERS

- | | | |
|--------------------------------------|--|--|
| 1. Brooklyn College | 14. Morehouse College | 27. University of Puerto Rico |
| 2. Brown University | 15. Morgan State University | 28. University of South Florida |
| 3. Chaminade University of Honolulu | 16. New York University | 29. University of Virginia |
| 4. Claflin University | 17. Princeton University | 30. Vanderbilt University |
| 5. Columbia University | 18. Spelman College | 31. Washington University in St. Louis |
| 6. Cornell University | 19. Stanford University | 32. Xavier University of Louisiana |
| 7. Dartmouth College | 20. Tougaloo College | 33. Yale University |
| 8. Dillard University | 21. Tufts University | |
| 9. Harvard University | 22. University of Chicago | |
| 10. Howard University | 23. University of Colorado at Boulder | |
| 11. Hunter College | 24. University of Maryland, Baltimore County | |
| 12. Johns Hopkins University | 25. University of Miami | |
| 13. Montana State University-Bozeman | 26. University of Pennsylvania | |

ASSOCIATE MEMBER

34. Novartis Institutes for BioMedical Research

UNIVERSITY OF SOUTH FLORIDA OUR NEWEST MEMBER

WE SHARE WITH THE LEADERSHIP ALLIANCE A VISION
OF A 21ST CENTURY WHERE STUDENTS FROM ALL
BACKGROUNDS ARE ENCOURAGED, EMPOWERED,
AND SUPPORTED TO REACH THEIR GOALS IN LEARNING,
EMPLOYMENT, AND COMMUNITY SERVICE.

DR. JUDY GENSHAFT, USF SYSTEM PRESIDENT



Students working with a USF research librarian in the Special and Digital Collections office



Presentation at the 2014 USF Undergraduate Research and Arts Colloquium

Among **Top 7**
universities in the world in
patents awarded

Over **240**
degree programs at
undergraduate,
graduate, doctoral levels

Among **Top 50**
universities for federal
research expenditures

IMPACT OF THE PARTNERSHIP

2013 Summer Research Early Identification Program

231

Participants

60%

Female

37%

Hispanic

1/3

from minority-serving
institutions

1/2

from non-doctoral
degree granting
institutions

42%

Pell Grant recipients

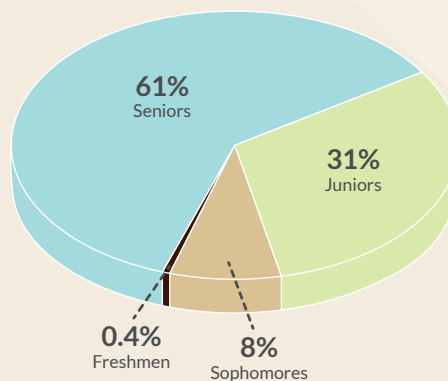
26%

Qualified for
federal loans

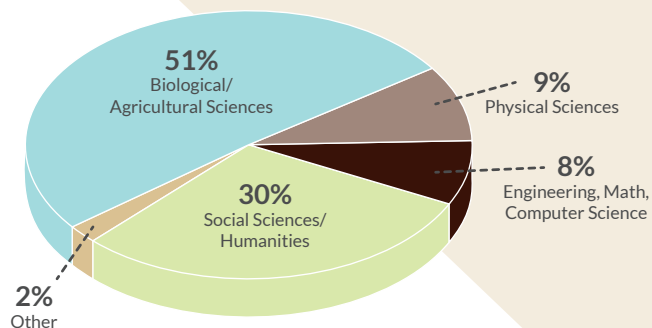
38%

First Generation
college students

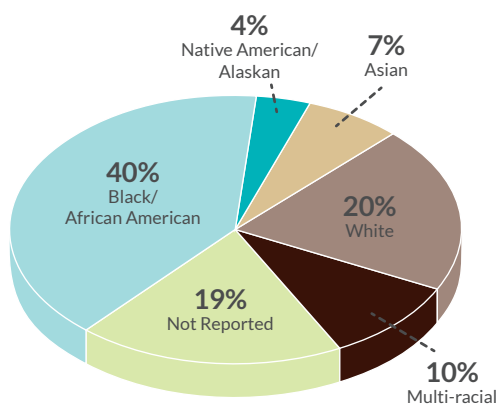
CLASS LEVELS



DISCIPLINES



RACE



PARTNERSHIP THROUGH A SUSTAINED CULTURE OF SUPPORT

Leadership Alliance National Symposium (LANS)

LANS WAS THE FIRST TIME I WAS TREATED AS IF I WAS SMART AND HAD POTENTIAL AND NOT JUST THAT I WORKED HARD. IT WAS THE FIRST TIME I FELT THAT SOMEONE BELIEVED IN MY SUCCESS AND PROVIDED RESOURCES TO HELP ME DEFINE AND PURSUE MY GOALS. THE SUPPORTIVE CULTURE OF LANS AND ITS PARTICIPANTS REINVIGORATES MY COMMITMENT TO HELPING OTHERS IN THEIR PATHS THE SAME WAY THAT OTHERS HELPED ME.

DOCTORAL SCHOLAR PARTICIPANT



LEGACY OF THE PARTNERSHIP

Alliance Doctoral Scholars Diversify the Workforce

65%

Female

52%

Black/African American

40%

Hispanic

320

Completed PhD or
MD-PhD

322

Completed professional/
medical degree

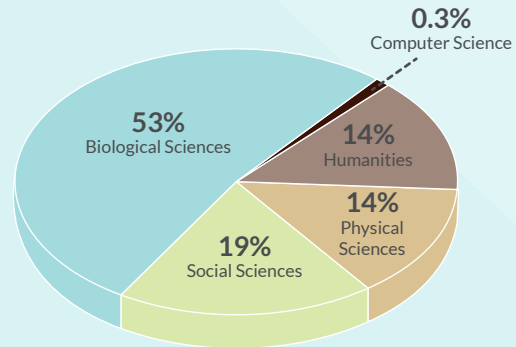
67%

Undergraduate degrees
from Alliance institutions

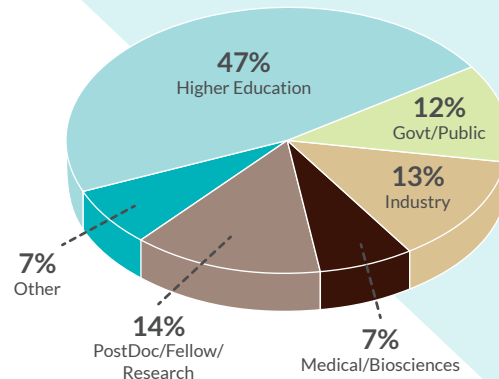
43%

Doctoral degrees from
Alliance institutions

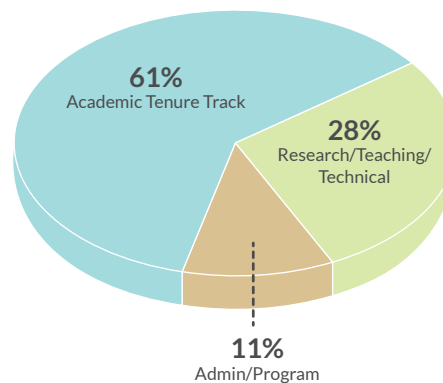
DISCIPLINES



WHERE THEY ARE WORKING



WHERE THEY ARE WORKING
IN ACADEMIA



INVESTING IN A CULTURE OF COLLABORATION

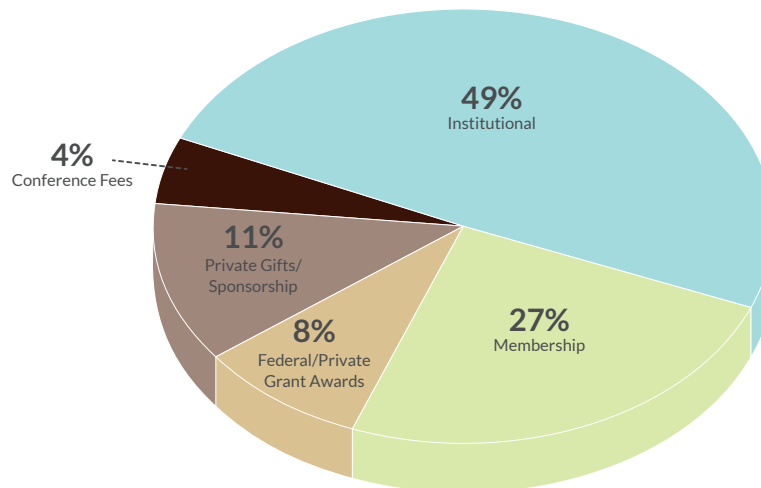
Inspired by faculty interest in building relationships and fostering new opportunities, the Leadership Alliance developed a new initiative, the Regional Research Conference. Hosted in fall 2013 by Howard University, the collective efforts and contributions of Johns Hopkins University, Morgan State University, and the University of Maryland, Baltimore County realized the vision of creating a space to foster conversation, networking and shared experiences among a dynamic assembly of faculty, students, administrators and notable policy makers. The importance of faculty collaborations was underscored by a panel of university leaders from sponsor institutions along with the keynote address from Education Undersecretary Martha J. Kanter. Planned as an annual event, this initiative will continue to engage faculty in efforts to promote the development and facilitation of collaborative relationships among faculty and partner institutions.



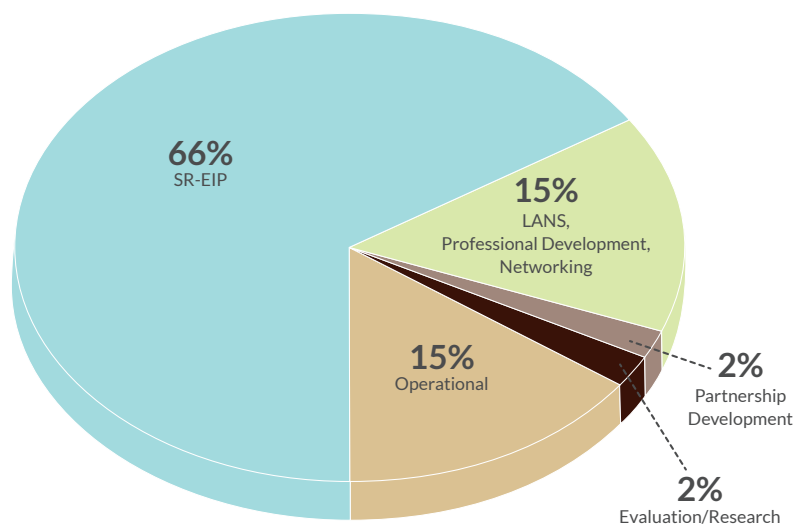
FINANCIAL HIGHLIGHTS

Funding for Alliance programs is provided through institutional resources and membership fees, grant awards from federal agencies and private foundations, private gifts and conference fees. Expenditures focus predominantly on programming for undergraduates and continued professional development and networking for graduate student and Doctoral Scholar alumni, partnership development, evaluation and operations.

FY13 ALLIANCE REVENUE (\$3,377,552)



FY13 ALLIANCE EXPENDITURES (\$2,311,483)



SHARED GOVERNANCE

The institutional and organizational members of the Leadership Alliance and the newly convened External Advisory Board work collaboratively to carry out the mission of the Alliance to establish programs and policies to support the mission, create and implement the strategic plan, and stimulate support and ongoing advancement of Alliance goals.

LEADERSHIP ALLIANCE COORDINATORS

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Professor of Psychology

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Associate Dean, Graduate School

Chaminade University of Honolulu
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Director, Diversity, Summer Programs & Community Outreach

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Gary Donaldson
Chair, American History

Yale University
Michelle Nearon
Assistant Dean & Director of the Office for Diversity & Equal Opportunity

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