

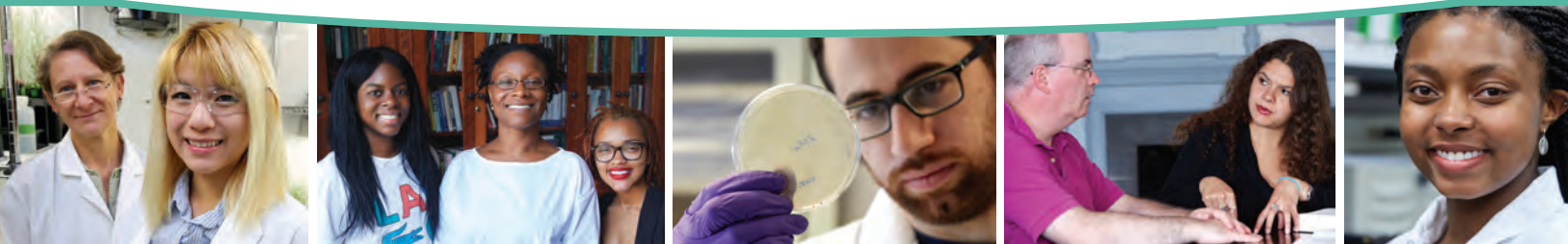
A CONTINUUM of Mentoring:

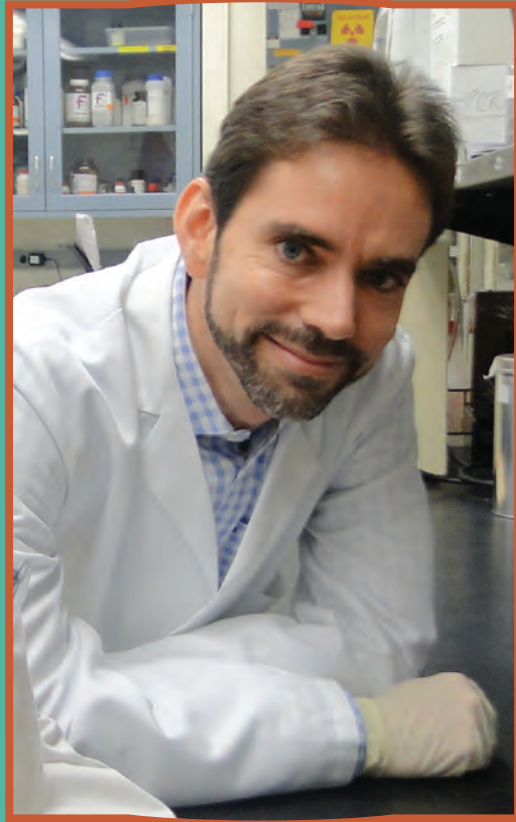
A LEGACY of Scholars



THE LEADERSHIP ALLIANCE

2015 ANNUAL REPORT





I am very proud of the fact that I can have a positive impact on students' skill set, their self-efficacy and self-identification as a scientist.

BENJAMIN ORTIZ, PhD
ASSOCIATE PROFESSOR OF BIOLOGY
HUNTER COLLEGE, CUNY



A CONTINUUM of Mentoring: A LEGACY of Scholars

Letter from Executive Leadership

A continuum of mentoring leads to a legacy of scholars. Leadership Alliance scholars are the legacy of dedicated partners who successfully mentor students throughout their academic and career pathways. These students become the mentors of tomorrow, who, in turn, will guide the next generation. This continuum crosses disciplinary and generational boundaries, and as a consequence, strengthens the legacy.

This was evident at the 20th Anniversary of The Leadership Alliance National Symposium (LANS) held in Stamford, Conn., in July. The symposium — where career paths are discussed, opportunities introduced and long-lasting professional and personal relationships begin — demonstrates that the continuum is thriving.

To add momentum to our mission, the Leadership Alliance established an Alumni Association! With a Founding Board in place, we will continue to develop leaders and role models to carry out the Alliance's shared vision of preparing a workforce that reflects the demographic composition of our diverse nation.

Building on our mentoring activities, we created FYRE, the First Year Research Experience. This program ignited a new way of engaging faculty and coordinators from partner institutions to identify and expose our budding scholars to research early in their academic careers, while contributing to the development of faculty collaborations.

Alliance faculty and administrators who serve as mentors, role models and advisors are a critical component of our mentoring continuum. This spring, the participation of faculty in a one-day workshop helped to shape program activities of the Leadership Alliance Mellon Initiative that provide summer research opportunities in the humanities and social sciences.

Aligned with our commitment to discovering potential and cultivating talent, Heritage University was welcomed into the Alliance community as its newest member. A small liberal arts college in Toppenish, Washington, Heritage University shares the Alliance vision of deep mentoring on the part of its faculty.

Throughout this report are quotes from the Alliance community that highlight their mentoring experiences. These voices strongly articulate how the *Continuum of Mentoring* is leading us to *A Legacy of Scholars*.



Medeva Ghee, PhD
Executive Director



John Rose, JD
Executive Committee Chair

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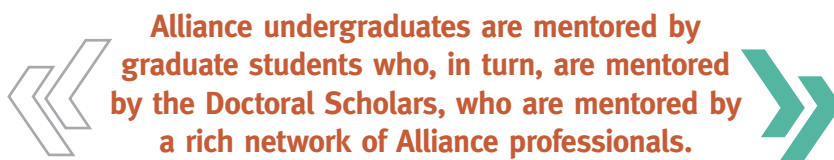
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Mark Hernandez, PhD, Professor of Environmental & Architectural Engineering,
University of Colorado Boulder

Ana Carneiro, PhD, Assistant Professor of Pharmacology,
Vanderbilt University





Creating A LEGACY of Scholars

Leadership Alliance Launches Alumni Association & Founding Board

Since 1993, the continual mentorship of students who participated in the SR-EIP has contributed to the production of 990 scholars who have obtained advanced degrees.

We maintain the involvement of our alumni by bringing them back to LANS, where they serve as role models for undergraduates and peer mentors to each other. In turn, our vast network of faculty, administrators and partners offer a professional network to mentor our advanced degree alumni. Together, this community of scholars and professionals sustain the continuum of mentoring that distinguishes the Leadership Alliance from all other academic enrichment programs.

In an effort to maintain this community in a more structured way, a culmination of meetings and conference calls with Alliance alumni resulted in the creation of the Leadership Alliance Alumni Association and Founding Board. The Association is designed to cultivate a lifelong relationship between the Leadership Alliance and its alumni, impact mentoring on a national and global scale, and create a community of scholars with invaluable resources for current and future Alliance participants.

Alumni Association Founding Board

President: **Marcus Jones, PhD**, Senior Research Scientist, Human Longevity, Inc.

Vice-President: **Chinonye Nnakwe, PhD**, AAAS Science & Technology Policy Fellow

Secretary: **Eric N. Villegas, PhD**, Research Microbiologist, United States Environmental Protection Agency

Treasurer: **David A. Stout, PhD**, Assistant Professor of Mechanical & Aerospace Engineering, California State University, Long Beach

Communications Officer: **Shanta Whitaker, PhD, MPH**, Health Policy Consultant, LMI

"I recently hired a former SREIP student as a scientist. I'm trying to help others leverage the network that the Leadership Alliance has built. We are often trying to climb the ladder by ourselves, but it is important to pull everyone else up. Being prepared and sharing that preparation with others can build a better system."

Marcus Jones, PhD, Senior Research Scientist, Human Longevity, Inc.,
President, Leadership Alliance Alumni Association Founding Board

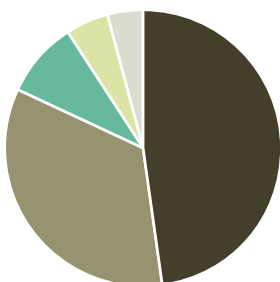


A Continuum of MENTORING produces a Diverse Workforce

Of the 990 alumni with advanced degrees, 719 have completed PhD, MD-PhD and other professional degrees and 271 have completed Master's degrees. Another 665 students are pursuing graduate and professional training, assuring an ever-increasing pool of talent for tomorrow's workforce. Many alumni have returned to academia to serve as mentors and role models for the next generation.

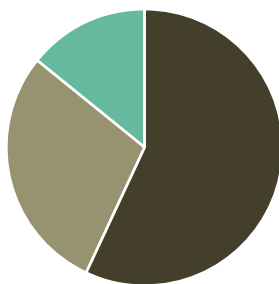
Alumni with Advanced Degrees

PhD	48%
MD	34%
JD	9%
MD-PhD	5%
Other	4%



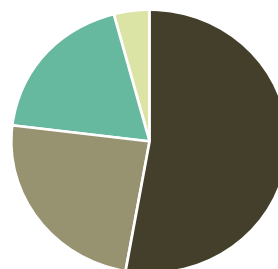
Alumni in Academia

Academic Tenure Track	57%
Academic Research Teaching/Technology	29%
Academic Other	14%



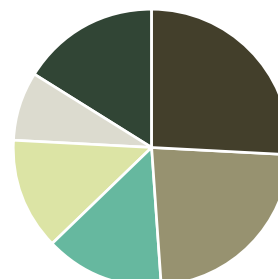
Advanced Degree Enrollment

PhD	53%
Masters	24%
MD	19%
MD-PhD	4%



Alumni in the Workforce

Higher Education	26%	Gov/Public/Law	13%
Industry	23%	Postdoc/Residency	8%
Medical Practice	14%	Other	16%





MENTORING *that Builds Research Identity and Community*

Profile of 2015 Summer Research Early Identification Program Participants

Each year, the Leadership Alliance Summer Research Early Identification Program (SR-EIP) engages nearly 300 undergraduates in research experiences spanning all academic disciplines.

274

Participants

60%

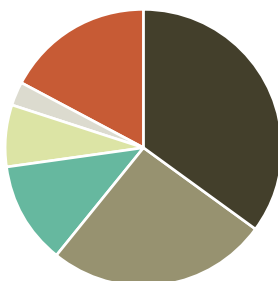
Female

45%

Hispanic

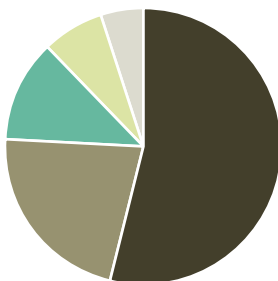
SR-EIP Demographics

Black	35%
White	26%
Multi-race	12%
Asian	7%
Native Am/Pacific Is	3%
Other	17%



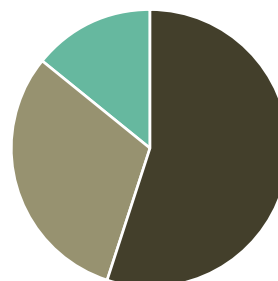
SR-EIP Student Disciplines

Biological Sciences	54%
Humanities & Social Sciences	22%
Math, Comp Sci & Engineering	12%
Psychology	7%
Physical Sciences	5%



Undergraduate Class

Rising Seniors	55%
Rising Juniors	31%
Rising Sophomores	14%





OPPORTUNITY that Ignites Students' Passion for Research

FYRE: First Year Research Experience

While the majority of our SR-EIP students have been juniors and seniors, the Leadership Alliance believes that the future of the workforce depends upon young, diverse talent who are intellectually enriched with research experiences starting in their freshman year of college.

Committed to this belief, 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.

"It is of utmost importance to cultivate the thirst for knowledge in young minds. It takes time to properly mentor students and one has to understand that a 'one-size fits all' cannot be applied; each student is different and requires a personalized approach."

Maria Hadjifrangiskou, PhD, Assistant Professor of Pathology, Microbiology & Immunology
Vanderbilt University School of Medicine

"As a freshman, it was a phenomenal experience, not only at the conference but also at Vanderbilt University doing research. I am thankful for the opportunity for rising sophomores to do research."

Logan Northcutt, Undergraduate at Morehouse College



MENTORING *that Builds Community*

Leadership Alliance Mellon Initiative

We are transforming the academy through our Leadership Alliance Mellon Initiative (LAMI). This program mentors and trains students to prepare them for competitive doctoral-level training programs and careers in the humanities and social sciences. The successful submission of a competitive renewal application to the Andrew W. Mellon Foundation allowed us to expand recruitment efforts to fellows from the Mellon Mays Undergraduate Fellowship program within the United Negro College Fund (UNCF) consortium.

In 2015, LAMI students conducted research at the following institutions: Brown, Columbia, Harvard, New York, Princeton, Stanford, Yale University, University of Chicago, University of Pennsylvania, University of South Florida and University of Virginia.

Community-building opportunities were created for LAMI cohorts during a visit to the University of Pennsylvania. LAMI participants had an opportunity to meet peers from other LAMI research sites, graduate students and faculty.

We also organized a LAMI Faculty Retreat at Dartmouth College in April 2015, to provide an opportunity for humanities and social sciences faculty from a diverse spectrum of Alliance and UNCF/Mellon institutions to network, share best practices and contribute to program development. Discussions shed light on student preparation, research project articulation and mentoring, and creating a research identity and community. The retreat resulted in tangible deliverables for incorporation into the LAMI curriculum.

“It challenged me to push my research further than I had ever imagined. It’s not competition, but a healthy motivation to live up to the incredible work of my peers.”

LAMI 2015 **Participant**

“Being able to network with future colleagues in my chosen field and share research interests and techniques was helpful in shaping my future work.”

LAMI 2015 **Participant**



SPOTLIGHT *on* Heritage University

Newest Institutional Member of the Leadership Alliance

Heritage University enriches the Alliance membership with its commitment to mentoring a diverse student and faculty body of Native American and Latino populations. Located in the Yakima Valley of south central Washington State, Heritage has a student body of approximately 1,100. Read on for excerpts from Heritage's story about freshman Felipe Anguiano's participation in the Leadership Alliance's FYRE: First Year Research Experience program.

Leadership Alliance Affiliation Adds Rare Opportunity for Heritage Students

When Science major Felipe Anguiano registered for his freshman semester of college last fall, little did he know that his path at Heritage University might soon take a sharp left — 2,000 miles east — toward Chicago. His summer research experience provided a hands-on learning experience with leading biology researcher Dr. Jonathan Staley at the University of Chicago's Staley Lab.

For Felipe and other promising Heritage students yet to come, the Leadership Alliance represents one thing: an invaluable “real life” educational opportunity early in their academic careers. “It’s for students who ultimately want to do research, be part of think tanks, who want to teach,” said Winona Wynn, PhD, Humanities professor and The Leadership Alliance institutional coordinator for Heritage. “Suddenly, beyond our corner of the world, a world

of really meaningful, practical opportunity is opened up for the Heritage students who seriously want to go places — both figuratively and literally,” said Wynn. “My message to them was that whatever you’re naturally curious about — anything — there’s research being done on it somewhere out there.”

Wynn's message clicked with Felipe Anguiano. "I think every day about what makes the world tick," said Anguiano. "I came to Heritage because I want to do something with my life that helps people. I want to make a scientific discovery that will change people's lives for the better." Michael Parra, PhD and Felipe's biology professor and Paula Collucci, M.A., his English instructor, both identified Felipe as an excellent candidate for a Leadership Alliance internship. Wynn identified the University of Chicago Staley Lab internship as

the perfect opportunity for Felipe. Felipe wrote a 1000-word letter about his goals, how the internship would move him toward those goals and how he will be an asset to Dr. Staley's work. "If I get it, I'll be working with genetics and cellular machinery, studying DNA and protein and the fundamental steps of gene expression," said Felipe.

For future students who seize this opportunity, says Wynn, they will see the endless potential for their future. “And to the larger world, they will be recognized as someone who is engaged in meaningful activity outside the classroom.” For Heritage, says President Bassett: “It sets us apart in yet another way. It’s like being in the right athletic conference — it will help us attract other ambitious students who are excited to learn. “More and more, we are able to give many of the same opportunities to our students as other leading universities.

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This year, we launched a new fundraising campaign to solicit donations to help sustain Alliance programs and initiatives.

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
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
Vanderbilt University
Washington University in St. Louis
Xavier University of Louisiana
Yale University

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Novartis Institutes for BioMedical Research

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President of Leadership
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