



Moving Forward



2016 ANNUAL REPORT



“ The success and sustainability of this national consortium is manifested as a result of our alliance. Next year, we will be celebrating our 25th anniversary. The unwavering commitment of our members to the mission of this synergistic partnership assures that we are able to harness the innovation, top talent and resources to identify, train, mentor and inspire the next generation for success. ”

— Medeva Ghee, *Executive Director, The Leadership Alliance*

Moving on is a process; Moving forward is a choice¹...

Moving forward efforts that promote greater diversity in all career sectors is a choice the Leadership Alliance made nearly 25 years ago. During our second Presidential Forum at the National Academy of Sciences, Washington, DC that convened Alliance institutional presidents along with leaders and policy-makers in government and industry, we affirmed our mission and examined current challenges to diversifying America's research workforce.

We are moving forward with new synergistic initiatives to support undergraduate and graduate students, as well as post-doctoral fellows and Faculty. The First Year Research Experience (FYRE) program grew from a cohort of five in 2015 to this year's cohort of 19 undergraduates who obtained summer research internships after their freshmen year in college. Through partnerships with NIH-funded programs, we provided a new opportunity for graduate students and postdoctoral fellows to participate in a career development workshop. Faculty from undergraduate serving and research institutions convened at Hunter College to share best practices on mentoring diverse scholars.

We are moving diverse talent forward! The collective efforts of the Alliance community have contributed to the production of more than 400 PhD and MD-PhD degree recipients. These talented Doctoral Scholars, who personify the mission of the Alliance, are our leaders and role models thriving in career positions in academia, and the public and private sectors.

I am grateful to the Alliance community of institutional leaders, coordinators and alumni which, through these transformative events and initiatives imbued by a steadfast commitment to diversity and excellence, ensures the Alliance keeps moving forward.

Medeva Ghee, PhD
Executive Director

¹<http://quotesempire.com/move-on/moving-on-and-moving-forward/>



“...I think fundamentally industry-academic partnerships have the potential to transform the STEM workforce. This is why we are building this relationship with the Leadership Alliance. We know they’re vital to us building long-term capacity so that we can do great science for the long haul. ”

— Amri Johnson, *Global Head, Diversity & Inclusion, Novartis Institutes for BioMedical Research*



The Presidential Forum: Building on a Decade of Distinction



Christina Paxson, president of Brown University, convened a historic gathering of presidents and senior administrators representing Leadership Alliance institutions, along with leaders from federal agencies, professional societies, foundations and industry on November 4, 2016 at the National Academy of Sciences, Washington, DC.

“The Leadership Alliance has set in motion something special that makes all of our institutions stronger and more vibrant. Progress on diversity is not about conventional wisdom, and it’s not about box-checking or getting the numbers right; it is, rather, about a paradigm shift in how we think about the work we’re doing and how we put diversity at the center of leading discovery and advancing knowledge.”

— **Christina Paxson, President, Brown University**



Congresswoman **Eleanor Holmes Norton**, representing the District of Columbia, inspired participants with her steadfast commitment to social justice by supporting legislation for STEM education; highlighted the importance and success of Historically Black Colleges and Universities in producing STEM PhDs; and challenged participants to focus on what diversity means for the U.S., setting the stage for the panel discussions.



“ The Forum challenged us to reimagine the next steps of the work we do. It confirmed that we have made investments in the right set of initiatives that will allow us to make changes at our institutions. ”

— Liza Cariaga Lo, Vice President for Academic Development, Diversity and Inclusion, Brown University



Moving Forward Issues and Strategies to Diversifying America's Workforce

The inaugural Leadership Alliance Presidential Forum, which occurred in 2005, transformed the Alliance and was pivotal in the development of our strategic plan, "A Decade of Distinction." The Alliance reconvened its member presidents along with leaders in the public and private sectors 10 years later to examine today's challenges to diversifying America's research workforce.

Creating and Sustaining a Diverse 21st Century Workforce

Moderator: Celeste M. Rohlfing, *Chief Operating Officer, American Association for the Advancement of Science (AAAS)*

Liza Cariaga-Lo, *Vice President for Academic Development, Diversity and Inclusion, Brown University*

Amri B. Johnson, *Global Head, Diversity & Inclusion, Novartis Institutes for BioMedical Research*

David Wilson, *President, Morgan State University*

Cecilia Elena Rouse, *Dean, Lawrence and Shirley Katzman and Lewis and Anna Ernst Professor in the Economics of Education, Professor of Economics and Public Affairs, Princeton University*

Preparing America's New Majority: The Next Generation of Leaders and Role Models in Academia, Public and Private Sectors

Moderator: Henry Tisdale, *President, Claflin University*

Celeste Freytes-González, *Interim President, University of Puerto Rico*

Hannah Valentine, *Chief Officer for Scientific Workforce Diversity, National Institutes of Health*

Karl Reid, *Executive Director of the National Society of Black Engineers*

Sunil Kumar, *Provost and Senior Vice President for Academic Affairs, Johns Hopkins University*

Highlights of the conversations include:

- Strengthening collaborations between academia and industry to develop a diverse workforce
- Building student confidence and success in STEM through increased self-efficacy and exposure to mastery experiences
- Increasing discussions around implicit bias, stereotype threat
- Leveraging national mentoring programs to expose students to role models and share mentoring experiences

Complete videos of the panel discussions are available on our website:
www.theleadershipalliance.org/presidential-forum



“ Everything was so new and exciting, whether it was working in the field or lab. It never got old to me. I also enjoyed meeting new people, wonderful people that I wouldn't have met otherwise. I liked being able to explore a new place ... ”

— 2016 FYRE Participant

Moving Forward New Initiatives within the Summer Research Early Identification Program (SR-EIP)

We believe that engaging students as early as rising sophomores in research will help to develop students' curiosity and creativity as well as inform their academic and career pursuits. And so in 2015 we created FYRE – First Year Research Experience – a unique collaboration between Alliance member minority-serving institutions and research institutions.

FYRE grew from five students in the first year of the program to 19 students in 2016! Tracking of our first five students reveals that students continued to participate in research experiences at their institutions, summer research experiences at Alliance institutions and other research programs and attend professional conferences.

The FYRE students are integrated into a national network of undergraduate scholars who conducted research projects in all academic disciplines through our Summer Research Early Identification Program (SR-EIP).

This year, 292 undergraduates from 151 institutions conducted research in all academic disciplines. Our Leadership Alliance Mellon Initiative supported more than 62 students in social sciences and humanities research, representing a quarter of the SR-EIP cohort.

We distinguish ourselves as a national partnership that provides access to research opportunities to a diverse group of students – 50% of our students have not participated in a summer research program; 43% are from minority-serving institutions and 15% of our students are fresh out of their first year of college.

“ Going into this program, I wasn't sure if I wanted to do a PhD. I'm now more confident about applying to PhD programs, especially at prestigious institutions. ”

– 2016 SREIP Participant



“ I loved the diversity of students that attended the conference and how we all could share our different experiences and knowledge about different fields. It was amazing to meet students doing research in fields so different than mine. ”

— LANS 2016 Undergraduate Participant

Moving Forward to Network and Nurture Communities of Scholars

The Leadership Alliance National Symposium (LANS) is unique in being a professional conference linked to the SR-EIP, an integrated and cohesive national summer research program. Each LANS reinforces and enhances the summer internship experiences at the various research sites. Through this shared experience, we network and nurture a community of research-oriented peers who together form a critical mass of underrepresented scholars who are undergraduates, graduate students, postdoctoral fellows and early career professionals. The scholarship and camaraderie that occurs through the SR-EIP and LANS creates a professional network and collegial community of scholars motivated to pursue graduate degrees and research careers.

At the 2016 Leadership Alliance National Symposium ...

- More than 90% of undergraduates gave an Oral (78%) and/or Poster (22%) presentation.
- Undergraduates were provided with tips and best practices when applying to Graduate School from graduate school directors.
- Graduate students attended a session to explain the importance of having an *Individual Development Plan*, why joining a *Professional Society: Making the Best of Professional Connections* helps to provide more opportunities for professional development.
- Experts from the Council on Undergraduate Research (CUR) conducted training sessions on *Developing Grantsmanship Skills*.
- Meet and Greet sessions to provide an opportunity for our advanced scholars to network and develop professional one on one connections to assist in their career development.



“Sharing our experiences with the graduate students and postdocs at this SYNERGI career development workshop exposed them to the broad array of opportunities available with an advanced degree.”

— Chloe Poston, *Science Policy and Communications Professional*



The Leadership Alliance is Moving Forward with New Initiatives

The Leadership Alliance is a SYnergistic Network to Enhance Research that Grows Innovation (SYNERGI)

SYNERGI builds upon the Alliance's time-tested partnership and best practices to increase the readiness and competitiveness of our program participants. The Alliance has developed a full cycle of skill building, mentorship, and outreach tools that transcends undergraduate to early career stages of both academic and research career pathways.

Academic Year Workshops

- We have developed and implemented workshops for first year undergraduates.

Career Development Workshop

- We enhanced our professional development mentoring with a one day workshop for graduate students and postdoctoral scholars.

Faculty Retreat

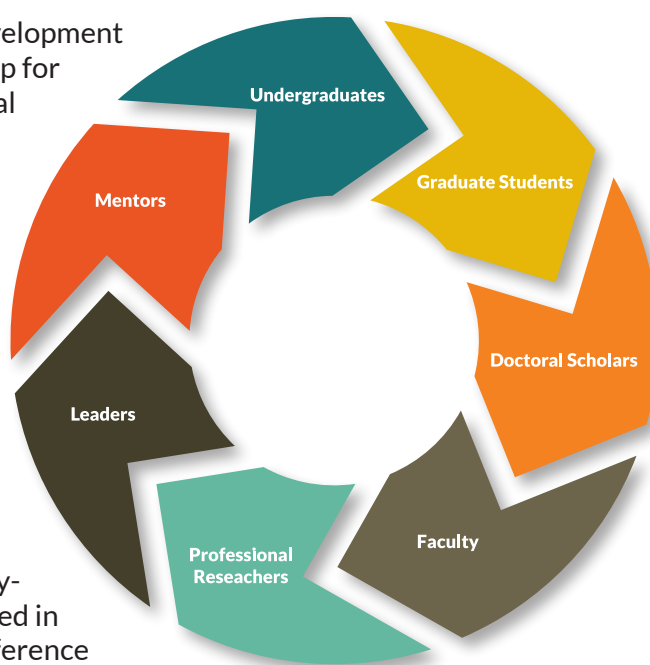
- We invited faculty across institutional types to share best practices, discuss mentoring approaches and develop relationships to nurture future collaborations.

Travel Awards

- We created new opportunities for sophomores from Alliance minority-serving institutions who participated in FYRE to attend a professional conference with a faculty mentor.

Speaker Series

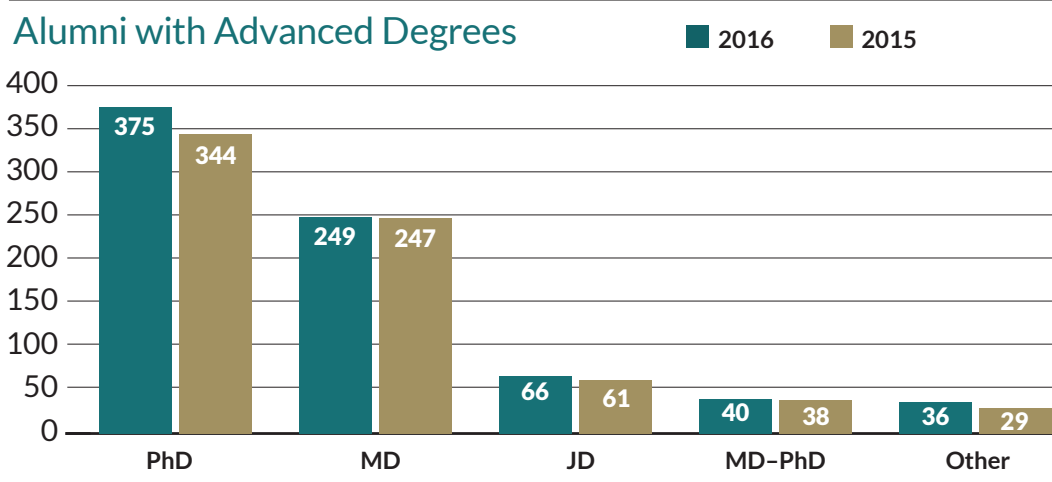
- We employed our alumni as speakers and role models who inspired students to pursue their dreams.



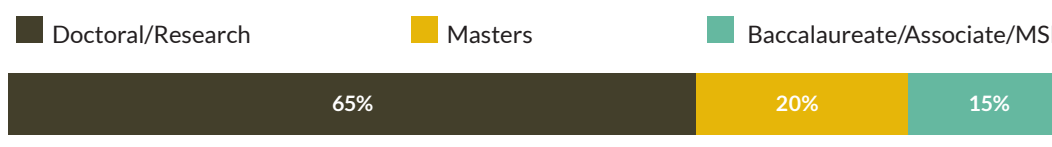
Moving Diverse Talent Forward ...

Each year, the sustained efforts of the Leadership Alliance community is contributing to an influx of new advanced degree recipients who are shaping a more diverse and competitive workforce that is critical to ensuring America's global competitiveness.

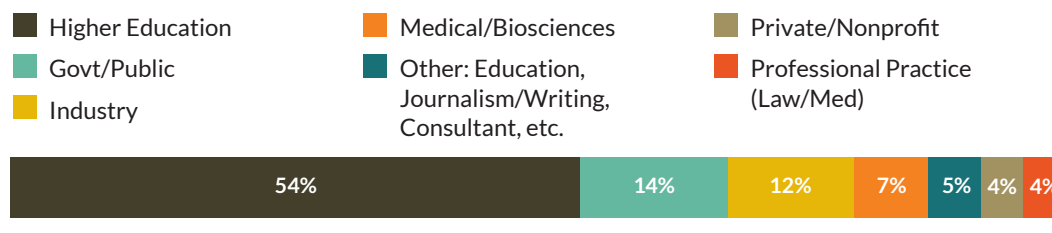
Leadership Alliance Alumni are diversifying academia at all institution type, with 26% employed at Alliance member institutions.



Employment of Alumni by Carnegie Classification Institution Types



Doctoral Scholars by Career Sector

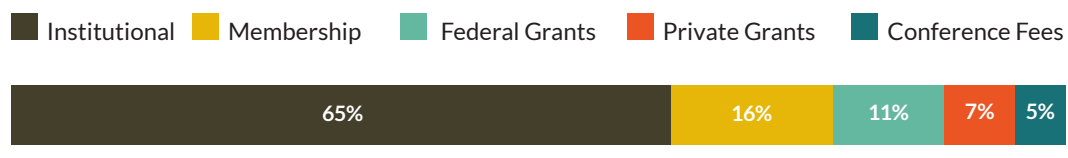


Financial Updates

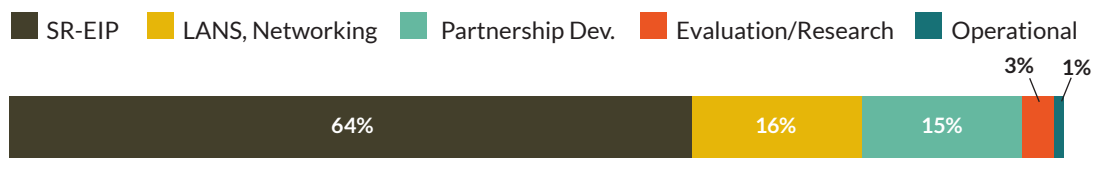
Fiscal Year 2016

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.

FY16 Alliance Revenue (\$3,037,994)



FY16 Alliance Expenditures (\$2,941,746)



Train

Mentor

Inspire



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
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Vanderbilt University

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