



# Journeys

*from Scholarship*

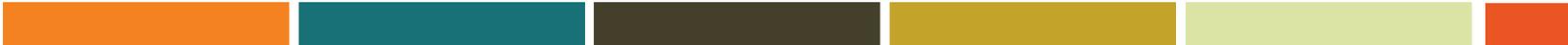


*to Leadership*



*“Every journey begins with a single step.”*

**— Lao Tsu**



A word from our partners – New York University

## Celebrating the 25-year journey of the Summer Research Early Identification Program

In 1992, 23 founding institutions intent on making an impact on diversity in the research workforce embarked on a mission together.



The Leadership Alliance and New York University are proud of their long and successful journey together. NYU is a founding Leadership Alliance member, and in 1993, NYU School of Medicine became an original research site for students participating in the Leadership Alliance's Summer Research - Early Identification Program. NYU has hosted SR-EIP participants every year since—over 200 to date.

Additionally, the third Leadership Alliance National Symposium (LANS) took place on the campus of NYU School of Medicine.

NYU's partnership with the Leadership Alliance has diversified academia and the professional workplace by serving as the launching pad for the research journeys of diverse students. More than half of NYU's SR-EIP alumni have gone on to earn advanced degrees in PhD, MD, MD-PhD, DDS, and PharmD programs at universities across the country. Currently, NYU has over 20 SR-EIP alumni enrolled in advanced degree programs. Many have assumed professional roles at major colleges and universities, as well as in government and industry (including Brown University; California Lutheran University; Cornell University; Columbia University; Dillard University; Harvard Medical School; John Jay College; MD Anderson Cancer Center; New York University; University of California, Los Angeles; Vanderbilt University; the Federal Drug Administration; National Institutes of Health; Regeneron Pharmaceuticals; and the World Health Organization).

NYU looks forward to watching with pride how those journeys unfold as well as continuing its journey with the Leadership Alliance family.

### **Joel Oppenheim, PhD**

*Professor Emeritus, New York University*

*Founding Coordinator, The Leadership Alliance*

## Founding Institutions

Brown University  
Brooklyn College  
Columbia University  
Cornell University  
Dartmouth College  
Harvard University  
Howard University  
Hunter College  
Johns Hopkins University  
Morehouse College  
Morgan State University  
New York University  
Princeton University  
Spelman College  
Tougaloo College  
University of  
Pennsylvania  
Xavier University  
of Louisiana  
Yale University

A word from our partners – Heritage University

## Introducing new scholars to research journeys

Our partnership allows us to reach new communities and expose more students to research pathways.



Heritage University's journey with the Leadership Alliance has been transformative for our institution, faculty, students, and community. As a Hispanic-Serving Institution and a Native American-Serving Institution located on the Yakama Indian Reservation in a rural valley, Heritage University maintains an unwavering

commitment to mentor students into opportunities that often challenge their realities and appear beyond their reach.

The Leadership Alliance, with its mission of advocacy, mentoring, and capacity-building at Minority-Serving Institutions, has helped make our students' research journeys a reality through internship opportunities, mentoring, and networking. Overall, the internships have been challenging, inspiring, and culturally responsive thanks in great part to coordinators at host institutions who negotiate with grace and generosity every element of our students' experiences. As a result, our Leadership Alliance participants help launch the journeys of others by becoming ambassadors of the summer internship experience for their peers, their home institution faculty mentors and advisors, and their communities.

The relationship between Heritage University and the Leadership Alliance has been far-reaching, impacting our institution in many positive ways. We look forward to the ongoing, positive impact that the next leg of our journey with The Leadership Alliance will bring.

### **Winona Wynn, PhD**

*Associate Professor, Heritage University*

*Institutional Coordinator, The Leadership Alliance*

## Current Members

Brown University  
Brooklyn College  
Chaminade University  
Claflin University  
Columbia University  
Cornell University  
Dartmouth College  
Dillard University  
Harvard University  
Heritage University  
Howard University  
Hunter College  
Johns Hopkins University  
Montana State University  
Morehouse College  
Morgan State University  
New York University  
North Carolina  
A&T 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  
Vanderbilt University  
Washington University  
in St. Louis  
Xavier University  
of Louisiana  
Yale University

Our outcomes demonstrate our impact.

## Creating new academic pathways for twenty-five years



In 1993, 93 undergraduates took their first steps on their journey from scholarship to leadership through the Leadership Alliance's flagship program, the Summer Research-Early Identification Program (SR-EIP). Twenty-five years later, SR-EIP is providing research opportunities in all academic disciplines at more than 20 research institutions across the country for more than 300 undergraduates annually. To date, more than 500 SR-EIP alumni have completed a PhD or MD-PhD.

Recognizing the impact of early exposure to research opportunities, the Leadership Alliance has developed two important programs for undergraduates. The *What Is Research?* workshop provides first-year college students with the fundamentals of scientific research and collaboration. This workshop has expanded beyond the original campuses of Brown University, Morehouse College, Spelman College, University of Chicago and Vanderbilt University to three additional institutions reaching 304 undergraduates in total. The First Year Research Experience (FYRE) has played a significant role in helping students discover a pathway towards advanced degree programs by increasing their understanding of research careers and various aspects of graduate education. Sixty percent of our first FYRE cohort matriculated into PhD programs in STEM fields. In addition, 58% of all FYRE students subsequently enrolled in summer research experiences. Building on these successes, we initiated an innovative opportunity that enabled first-year students in the humanities and social sciences to engage in scholarly work with librarians and faculty at Johns Hopkins University, the University of Virginia, and Brown University.

For scholars further along their academic journey, our Career Development Workshop has provided ongoing support and mentoring as they transition from graduate school into their professional lives. This year, we expanded the workshop to include a site visit to Regeneron Pharmaceuticals. Our Grant Writing Coaching Groups hosted two faculty members who were themselves SR-EIP undergraduates, thus bookending their journey from students just entering research to faculty members establishing their research agendas.

We acknowledge and thank our funders, faculty mentors, institutional leaders, and program administrators. They support the Alliance's mission of transforming the workforce by preparing scholars from diverse backgrounds to assume leadership roles in academia and the public and private sectors. Together, we work to further academic and career journeys from scholarship to leadership.

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

Our mission guides our efforts.

# Building our roadmap for success



As we all celebrate the impact of the Leadership Alliance, we must acknowledge the many strategic steps that have led this outstanding organization to create transformative experiences for the more than 500 Doctoral Scholars who began their journeys as undergraduates in the SR-EIP and now have now completed PhD or MD-PhD degrees. All journeys begin with a stated vision and mission statement. The mission of the Leadership Alliance is “to develop underrepresented students into outstanding leaders and role models in academia, business and the public sector.” A review of our accomplishments serves as a testimony to an organizational structure and initiatives that are guided by that mission.

The past year has provided even more proof of the varied ways the Leadership Alliance has reflected on the most successful strategies for ensuring that we stay true to our mission and values. In order to prepare undergraduates for the journey toward the PhD or MD-PhD, we must begin early in their academic careers. This was realized by the expansion of the FYRE program this year to include the humanities and social sciences. Beginning the journey as early as the end of a student’s first year is a proactive method to ensure that students attending Minority-Serving Institutions are able to develop their potential as future researchers as early as possible.

As we move through this journey, it is and has always been important to seek allies whose goals and mission are in alignment with the Leadership Alliance. The number of grants sought and received reflects a sincere commitment to finding others who wish to be fellow sojourners and contributors to the important work of the Leadership Alliance.

As we engage in the strategic planning process, we are aware of what has worked well and we look to expand and enhance our impact and footprint. Our vision for the future is to continue to serve as the destination for students seeking undergraduate research training and create greater opportunities for Leadership Alliance alumni to share their knowledge and skills with the larger community. The Leadership Alliance is well positioned to frame and support the direction of diversity initiatives within the academic, business, and public sectors.

The staff of the Leadership Alliance is to be congratulated for their tireless efforts to navigate member institutions through this very important journey. We look forward to working with and supporting the exemplary work of Dr. Medeva Ghee and her amazing team.

**Cynthia Neal Spence, PhD**  
*Associate Professor, Spelman College*  
*UNCF/Mellon Programs Director*  
*Institutional Coordinator and Executive Committee Chair, The Leadership Alliance*

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# Guiding journeys from scholarship to leadership

Our programs are entry points along the research journey and support participants as they navigate the critical transitions of academic and career paths.

Our evidence-based programs allow undergraduates from all academic disciplines to begin their Leadership Alliance journey. **Academic Year Workshops (AYW)** help students form collaborative learning groups and introduce them to research principles and opportunities. The **Summer Research-Early Identification Program (SR-EIP)** provides summer research opportunities and mentoring for undergraduates interested in pursuing doctoral study in all academic disciplines. The **First Year Research Experience (FYRE)**

**Academic Year Workshops (AYW)** introduce first-year undergraduates to summer research opportunities, expose them to research careers, and help them acquire skills for forming collaborative learning groups.

**Summer Research – Early Identification program (SR-EIP):** A rigorous, fully-funded summer internship that provides undergraduates with practical training in the principles of research and prepares them to pursue competitive applications to doctoral programs.

**First Year Research Experience (FYRE)** is a dedicated pathway for first-year students at our partner Minority-Serving Institutions to the SR-EIP and undergraduate research careers.

**Leadership Alliance Mellon Initiative (LAMI):** Undergraduates with an interest in pursuing doctoral-level training in the humanities and social sciences conduct summer research through the support of the Andrew W. Mellon Foundation.

offers summer research internships and skill-building opportunities for students who have just completed their first year at one of the Leadership Alliance Minority-Serving Institutions. The **Leadership Alliance Mellon Initiative (LAMI)** creates opportunities within the SR-EIP for undergraduates in the humanities and social sciences. All scholars in SR-EIP present their research at the **Leadership Alliance National Symposium (LANS) Research Conference**. LANS enables scholars at each stage of the academic

pathway to build a community that supports their research journeys. Graduate students and postdoctoral fellows accelerate their careers through the **Career Development Workshop (CDW)**, which connects them with professional career mentors and training they may not receive at their home institution. The Leadership Alliance's continuum of resources extends to faculty through our **Faculty Grant Writing Coaching Groups**, Speaker Series, Faculty Retreats, and Faculty Resource Network.

**Career Development Workshop at LANS:**

Graduate and postdoctoral scholars are presented with practical tools, professional advice, and a network of peers and mentors.

**Faculty Grant Writing Coaching Groups at LANS:**

Early-career faculty work with coaches to identify grant opportunities and hone best practices in writing and planning proposals.

**Research Conference at LANS:** More than 600 undergraduate scholars, graduate students, faculty, and administrators gather annually for research presentations, professional development, mentoring, and networking.

# Preparing young scholars for research

**Academic Year Workshops (AYW)** build skills that support the undergraduate journey and introduce research pathways.

In our experience, we've learned that early exposure is critical to encouraging undergraduates to pursue and remain interested in research. Our **Academic Year Workshops** broaden the programming of the Alliance beyond the summer months and beyond our member institutions. These flexible, exportable workshops are suitable for a variety of campuses, be they large or small, research intensive or teaching focused.

This year we began our expansion by adding workshops at three institutions, Dillard University, Princeton University, and Roger Williams University – our first non-Leadership Alliance institution to host a workshop. The impact of the workshops is clear. Seventy percent of participants who attended *What is Research?* report that the workshop helped to clarify the benefits of research opportunities and 98% of participants in *Collaborative Learning* left the workshop with the skills they needed to start study groups. Further, 57% of attendees took the next step in their journeys by participating in a research experience the following summer.

## Participating Member Institutions

Brown University  
Dillard University  
Morehouse College  
Spelman College  
University of Chicago  
Princeton University  
Vanderbilt University

### What is Research? Survey Results

70%

The workshop helped me understand the benefits of research opportunities. (n=50)

100%

A research career seems like a great way to contribute to society. (n=49)

100%

I will think more about what research careers fit my interests. (n=49)

### Collaborative Learning Survey Results

100%

Would participate in a collaborative learning group. (n=56)

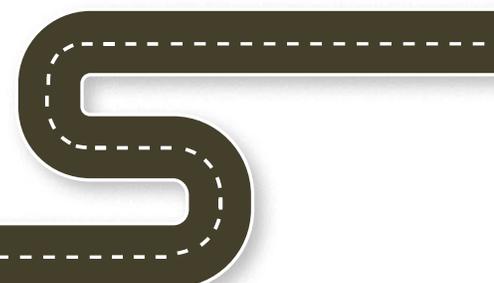
98%

Understand the skills needed to start a collaborative learning group. (n=56)

61%

Will follow up and schedule collaborative learning group. (n=56)

Academic Year Workshops



# Cultivating journeys through research and mentorship

The **Summer Research-Early Identification Program (SR-EIP)** trains undergraduates to be competitive on their academic journey.

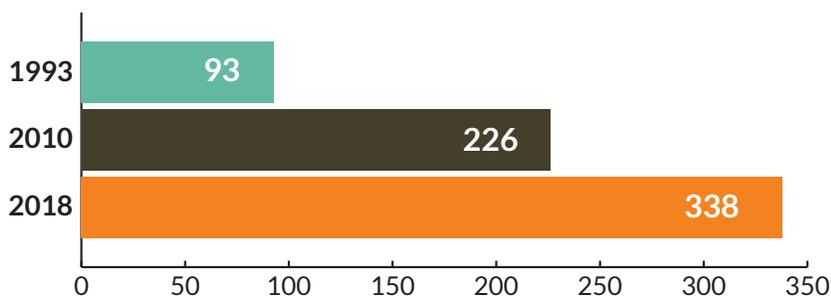
For 25 years, **Summer Research-Early Identification Program** has provided undergraduates with the mentorship, research skills, and confidence to thrive in graduate school and succeed in the research workforce. This year the number of participants grew to our largest ever (more than 330 students) as new initiatives to support first-year students were implemented and research opportunities in new academic areas were introduced to the program. Our commitment to diversity is reflected in our participants' demographics as 71% of SR-EIP participants are from a historically underrepresented racial group and 60% are women. As a result, we are also diversifying graduate programs across the nation; currently 55% of SR-EIP alumni are matriculating through a PhD or MD-PhD program. Our more than 500 Doctoral Scholars are diversifying the research workforce in all sectors, including academia, private industry, and the public sector.

## 2018 SR-EIP Research Sites

Brown University  
Columbia University  
Cornell University  
Dartmouth College  
Harvard University  
Howard University  
Johns Hopkins University  
New York University  
North Carolina A&T State University  
Princeton University  
Stanford University  
Tufts University  
University of Chicago  
University of Colorado Boulder  
University of Maryland, Baltimore County  
University of Miami  
University of Pennsylvania  
University of South Florida  
University of Virginia  
Vanderbilt University  
Yale University

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SR-EIP cohorts have more than tripled in size.



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Summer Research – Early Identification Program

# Igniting interest in research

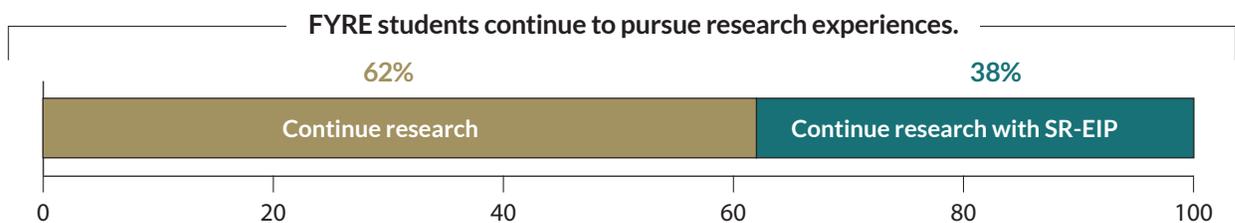
**First Year Research Experience (FYRE)** enables talented students to start building research experience early.

Early exposure to research is critical for students to be competitive for graduate school. **First Year Research Experience** creates an avenue for underrepresented students to conduct research through SR-EIP, with a dedicated mentor and a tailored project in the summer following their first year of undergraduate study. FYRE enables students to have long-term research projects over multiple summers or explore a variety of research institutions in preparation for their graduate study.

This year, we expanded FYRE to include research in the humanities and social sciences. To date, we've supported over 50 students through FYRE, more than half of whom have returned to research in subsequent summers, and 38% of whom have returned to SR-EIP. The value of FYRE is evident; 60% of the original 2015 cohort are continuing their journey in PhD programs.

## 2018 FYRE Institutions

Brown University  
Dartmouth College  
Howard University  
Hunter College  
Johns Hopkins University  
University of Chicago  
University of Virginia  
Vanderbilt University



*"I've done a research experience through the Leadership Alliance every summer since the FYRE program because I loved the research experience."*

— Brandon Burke, FYRE 2016 Participant, Heritage University

*"Through the FYRE program I felt more assured of my career goal and I learned new techniques that went beyond my introductory courses."*

— Karen Osei-Boamah, FYRE 2018 Participant, Xavier University of Louisiana

# Shaping journeys in the humanities & social sciences

Building scholarly communities through the **Leadership Alliance Mellon Initiative (LAMI)**.

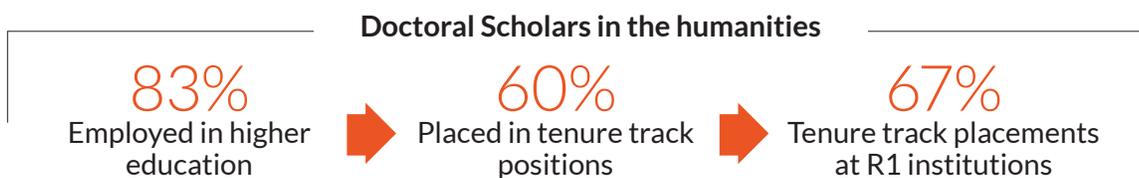
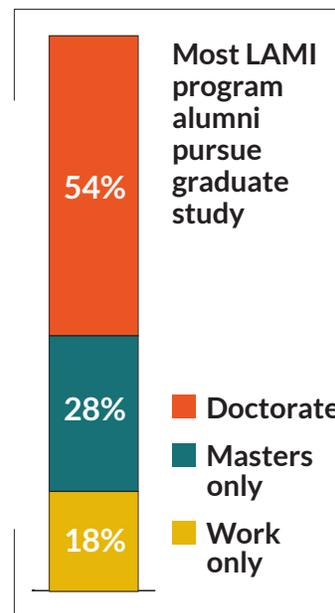
There are few summer research opportunities for students in the humanities and social sciences, with underrepresented (UR) students often being disproportionately impacted. The **Leadership Alliance Mellon Initiative**, launched nearly 10 years ago, meets this need. Through the support of the Andrew W. Mellon Foundation and a partnership with the UNCF/ Mellon Programs, LAMI participants join the SR-EIP cohort at one of nine Leadership Alliance member institutions. The program is designed to cultivate, mentor and train a specific cohort of UR students in the humanities and social sciences and prepare them for competitive doctoral level training programs. More than two-thirds (70%) of LAMI scholars matriculated into or completed an advanced degree program.

Unlike any other research program, we have created an opportunity for first-year students to be exposed to research in the humanities and social sciences. With support from the Titus Foundation, UR students from our partner MSIs participated in skill-building, networking, and career informing activities at Brown University, Johns Hopkins University, and the University of Virginia.

Our Doctoral Scholars in the humanities and social sciences continue their journeys through their PhDs and into the professoriate; 83% are employed in higher education and 60% of those in higher education are in tenure track positions.

## 2018 LAMI Institutions

- Brown University
- Columbia University
- Harvard University
- Johns Hopkins University
- New York University
- Stanford University
- University of Chicago
- University of Pennsylvania
- University of Virginia



Leadership Alliance Mellon Initiative

# Building communities that support journeys

The **Leadership Alliance National Symposium (LANS)** convenes our entire community to expand networks at all academic and career levels.

**M**ore than 600 members of the Leadership Alliance community convened in Hartford, CT in July to celebrate twenty-five years of the SR-EIP at the **Leadership Alliance National Symposium**. This annual event engages participants in all phases of their journeys, bringing together the



Alliance family of undergraduates, graduate students, Doctoral Scholars, faculty, and administrators for five days of professional development, mentoring, and networking through three annual events: the **Research Conference**, the **Career Development Workshop**, and the **Grant Writing Coaching Groups**.



At the **LANS Research Conference**—the culminating event of the SR-EIP— attendees were reminded that the Leadership Alliance is a professional home for mentoring and networking. In celebration of the SR-EIP's 25th anniversary, we invited Doctoral Scholars from as far back as the first cohort in 1993 to reconnect with our community and with each other. In addition to presenting their summer research (100% of SR-EIP participants present at LANS), undergraduates heard from two keynote speakers: Dr. Yajaira Sierra-Sastre, who works in nanotechnology and educational outreach in her native Puerto Rico, and



Dr. Neichelle Guidry, a theologian and Dean of Sisters Chapel at Spelman College. The LANS Research Conference opens new doors for the SR-EIP participants: 59% report that LANS is their first national research conference and in a follow-up survey, 59% of participants reported presenting their research at another national conference.

59% reported that LANS is their first national research conference.

59% reported presenting their research at another national conference after LANS.

97% of students reported that their oral presentation helped them gain confidence in communicating their research to a national audience.

97% reported that they got useful information about funding their graduate education.

# Connecting academic and career journeys

The **Career Development Workshop (CDW)** at LANS provides the practical skills necessary to succeed on the job market.

**T**he **LANS Career Development Workshop** provides doctoral students and postdoctoral fellows with the mentoring and guidance necessary to pursue professions in academia, industry, and the public and nonprofit sectors. By equipping participants with an Individual Development Plan, targeted curriculum vitae and resumes for different employment sectors, and a personal brand statement, the CDW prepares graduate students to take the next step into the research workforce. This year, CDW participants got first-hand insight into myriad career paths in industry through a site visit at Regeneron Pharmaceuticals. The visit, organized by Leadership Alliance alumnus Marcus Jones, connected participants with scientists, program managers, and research leaders across the company.

The impact of the CDW program is clear. Participants meet new mentors. Before the workshop, almost a quarter of the participants reported having no informal mentors. After the workshop, a majority of students indicated that they had met potential mentors and were extremely likely to reach out to these professionals following the workshop. In follow-up surveys, 73% indicated that they had, in fact, reached out to one person or more from the CDW. Similarly, participants feel better equipped to handle the job market. Ninety-one percent of participants report that the workshop built awareness of new opportunities and increased their confidence in being successful in pursuing their career goals.

## CDW prepares participants for the job market.

Before the workshop (% agreed)	After the workshop (% agreed)
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I have a clear understanding of academic careers.

34%	85%
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I have a clear understanding of the path to becoming successful in my desired career.

32%	89%
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I have the skills to successfully navigate the job market.

34%	89%
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Career Development Workshop

# Building skills to sustain academic careers

**Grant Writing Coaching Groups** at LANS clarify the proposal process to help early-career faculty secure research funding.

The Leadership Alliance journey extends into participants' professional lives with our **LANS Faculty Grant Writing Coaching Groups**. These ongoing peer mentoring circles begin during the Leadership Alliance National Symposium and meet regularly throughout the academic year to refine participants' proposals. With guidance from their coaches, 60% of the 2018 participants, all of whom are assistant professors at Minority-Serving Institutions, have submitted proposals to date. Two members of the coaching groups, professors Wallace Derricotte and Checo Rorie, began their research journeys as SR-EIP participants and are now teaching at Leadership Alliance institutions.

83% recognized areas to improve their writing.

83%

improved written arguments to convey the value of their projects.

83%

improved the organization of their proposals.

## Grant Writing Coaching Groups



**Caixa Chen**  
Assistant Professor of  
Mathematics at  
Tougaloo College



**Checo Rorie**  
Assistant Professor of  
Biology at North Carolina  
A&T State University



**Claire Wright**  
Assistant Professor of  
Biology at Chamblade  
University of Honolulu



**Wallace Derricotte**  
Assistant Professor  
of Chemistry at  
Morehouse College

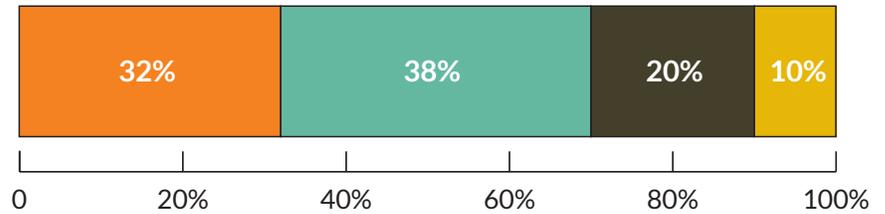
# Leadership Alliance by the numbers

## Impacting the research workforce

Over 500 Doctoral Scholars are in positions across all sectors (n= 520).

### Sectors

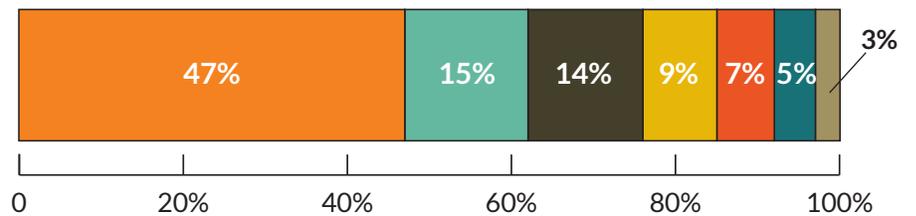
- Higher Ed
- Other
- Private Industry
- Public Sector



SR-EIP supported scholars from diverse backgrounds in 2018 (n= 338)

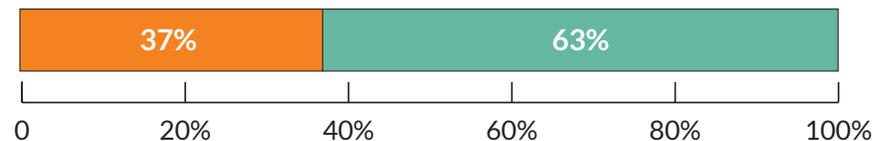
### Race

- Black/African American
- White
- Decline to Indicate
- Multiracial
- Other
- Asian
- Native American



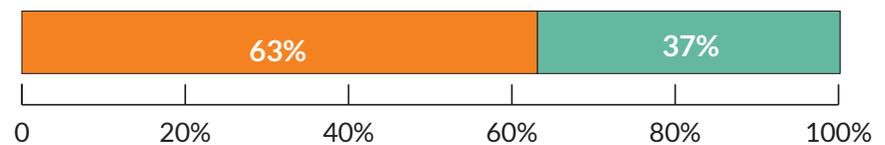
### Ethnicity

- Hispanic
- Non-Hispanic



### Gender

- Female
- Male

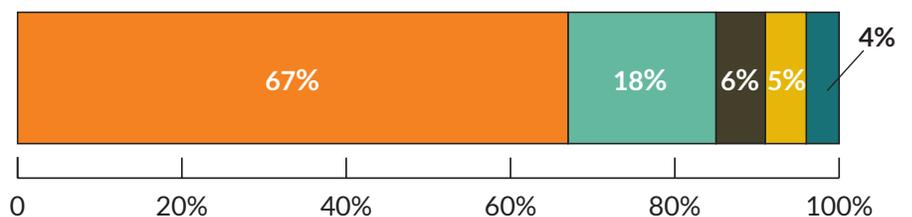


## 2018 Financial Summary

### Revenue

- Institutional Funds
- Federal Grants
- Private Grants
- Membership
- Conference Fees

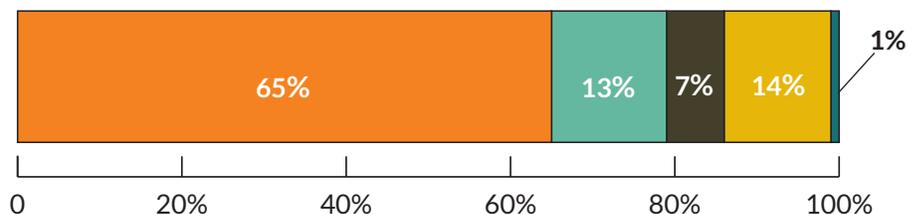
Total (\$4,239,789)



### Expenditures

- SR-EIP
- LANS and Networking
- Partnership Development
- Operational
- Evaluation

Total (\$3,652,823)





Box 1963, Providence, RI 02912 ■ 401 863-1474 ■ [www.theleadershipalliance.org](http://www.theleadershipalliance.org)