



Bridging Gaps,
Fostering Belonging,
and Shaping the
Future of Work

Contents

Letter from the Executive Director3

Letter from the Executive Committee Chair.....7

2024 Milestones.....8

Summer Research Early Identification Program (SR-EIP).....10

James H. Wyche First-Year Research Experience (FYRE) 14

The Leadership Alliance Mellon Initiative (LAMI)..... 18

New Summer Research Programs 23

The Leadership Alliance Presidential Forum..... 28

Virtual Recruitment and Professional Development Initiatives..... 33

Spotlight On Our Graduates 38

The Leadership Alliance National Symposium 40

Academic Year Workshops, Leadership Development, and
Grant Writing Initiatives..... 50

Looking Ahead: Strengthening Research, Leadership,
and Career Pathways 56

Financial Summary..... 59

Gratitude to Our Sponsors 60



Cover Art: “Glory” by Renée Elizabeth Neely-Tanner. Renée is a self-taught abstract painter and a 2024 Artist Research Resident at the Rhode Island School of Design Museum.

Bridging Gaps, Fostering Belonging, and Shaping the Future of Work

Taiese Bingham-Hickman, M.S., MBA, Ph.D.
Executive Director, The Leadership Alliance



Over the past year, The Leadership Alliance has reached significant milestones, positioning us for even greater success in advancing our mission to cultivate diverse leaders in academia, research, and beyond. As we continue to bridge gaps, foster belonging, and shape the future of work, our commitment to supporting underrepresented scholars remains stronger than ever.

Expanding Our Reach and Impact

In Spring 2024, we hosted the Leadership Alliance Presidential Forum at the Kennedy Center, bringing together over 200 leaders in higher education, students, and stakeholders. This pivotal event provided a platform for discussing the future of work and innovation, reinforcing our shared commitment to fostering an inclusive and dynamic academic community.

Additionally, we made significant strides in enhancing data capabilities. In collaboration with Brown’s Office of Information Technology, we developed a new database architecture that will allow us to better evaluate program outcomes, measure impact, and communicate our successes—ensuring our decisions are informed by robust data.

Strategic Growth and Partnerships

Expanding our reach remains a top priority. Since 2021, The Leadership Alliance has successfully onboarded eight new members, increasing our total membership to 43 institutions. Our strategy continues to focus on strengthening partnerships with minority-serving institutions (MSIs), Historically Black Colleges and Universities (HBCUs) and expanding collaborations with industry leaders like Regeneron to create new opportunities for underrepresented scholars.

Looking ahead, our growth strategy includes:

- Securing 3-5 new industry partners or national laboratories by 2026.
- Expanding into the Midwest and Western regions by adding two new member institutions.
- Enhancing geographic and institutional diversity to broaden career pathways for students and strengthen our national presence.

Professional Development and the Future of Work

In 2024, we expanded professional development opportunities to ensure seamless educational and career transitions:

- Launched the Virtual Professional Development Bootcamp, attended by 50+ graduate students.
- Supported over 600 undergraduates nationwide through our Virtual Professional Development Series, equipping them with leadership and research training.
- Introduced “Leadership U”, a coaching program in partnership with Korn Ferry, designed for faculty, administrators, and early-career professionals.

These initiatives reflect our unwavering commitment to preparing individuals for the evolving research workforce and fostering career readiness.

Looking to the Future: Endowment and Sustainability

A key priority for The Leadership Alliance is securing long-term sustainability through the establishment of an endowment. This capital campaign, currently in development, will ensure that our programs continue to support underrepresented scholars for generations to come.

With an alumni network of over 1,000 Doctoral Scholars and 6,000 former Leadership Alliance participants, we are leveraging these relationships to build the foundation for an enduring legacy. The success of this campaign will further solidify The Leadership Alliance as a leader in diversifying the research workforce.

Aligning with Our Strategic Priorities

As we move forward, our initiatives remain aligned with our 2021-2026 strategic plan, “Mobilizing for Research Workforce Diversity.” Key focus areas include:

- Expanding the Regional Alliance hub model to strengthen mentorship and collaboration.
- Deepening industry and government partnerships to create new career pathways.
- Enhancing recruitment efforts to ensure greater participation of underrepresented scholars.

I am excited about the future of The Leadership Alliance and the integral role we play in shaping a more inclusive academic and research community. With your continued support, we will build on our successes, drive

innovation, and make a lasting impact on higher education, research, and workforce development.

Mobilizing for Research Workforce Diversity

A key component of our strategic plan is the development of sustainable mentorship programs that provide continuous guidance for emerging leaders. These initiatives not only offer academic and professional support but also address the unique challenges faced by underrepresented individuals in leadership roles.

Through regional networking, strategic partnerships, expanded educational programs, and national discourse, The Leadership Alliance continues to make meaningful strides toward enhancing diversity in the research workforce.

Together, we will continue to bridge gaps, foster belonging, and shape the future of work—creating a legacy of excellence, innovation, and inclusion.

With gratitude and optimism,

Taiese Bingham-Hickman

Taiese Bingham-Hickman, M.S., M.B.A., Ph.D.
Executive Director, The Leadership Alliance



Dear Leadership Alliance Community,

It is clear now more than ever that our work as an Alliance continues to be important and impactful. At this moment in history, it is imperative that we stay focused on our mission. Mission driven organizations can successfully navigate and pivot, when necessary, in the face of changing winds. The mission is our compass, and it has propelled us for over 30 years. We know that we do important work!

Our theme “**Bridging Gaps, Fostering Belonging, and Shaping the Future of Work,**” captures the day to day work each member of the Alliance is engaged in as we focus on the vision and mission of the Leadership Alliance. This collaboration is responsible for training, mentoring and inspiring over 6,000 scholars who are and will transform industry and the academy as researchers, science practitioners and professors. We have much to be proud of and much to fuel our unwavering commitment to supporting a workforce that mirrors our global world.

The beauty of the Leadership Alliance is that we do operate as an alliance of institutions. Our collaboration, mutual respect and commitment to excellence across institutions form the connecting thread that so beautifully weaves the Alliance. We could not do this work without the amazing leadership team. We are grateful for the work they do to keep us all informed and focused. Together we will continue to do the important and impactful work of the Alliance.

Sincerely,

Cynthia Neal Spence

Cynthia Neal Spence, Ph.D.
Chair, Executive Committee

2024 Milestones

Advancing The Future Of Work In The Research Workforce

GOAL 1

Strengthen Regional Networks to Amplify the Impact of The Leadership Alliance

Milestones:

- Organized a Graduate Student Recruitment Fair at Howard University, expanding regional outreach and graduate school pipelines
- Collaborated with Morgan State University to host a Post-Baccalaureate Expo, enhancing opportunities for students pursuing advanced education
- Secured funding from the National Science Foundation to host a Regional Mentoring Conference, fostering mentorship and professional development within the Alliance

GOAL 2

Expand Strategic Partnerships to Drive National and Global Impact

Milestones:

- Welcomed six new members to The Leadership Alliance consortium: North Carolina Central University, Clark Atlanta University, Emory University, Regeneron, and MIT, strengthening our academic and industry connections
- Introduced a partnership affiliation model to broaden engagement and increase opportunities within The Leadership Alliance network
- Launched The Leadership Alliance Capital Campaign, ensuring long-term sustainability and continued growth of our mission
- Developed a strategic growth plan to guide future expansion and deepen collaboration with national and international partners

GOAL 3

Enhance Programs and Resources for Seamless Educational and Career Transitions

Milestones:

- Introduced the Virtual Professional Development Boot Camp, providing graduate students and postdocs with career-building skills
- Successfully hosted Cohort 2 of the “Leadership U for Humanity” Executive Coaching Program, in collaboration with Korn Ferry, advancing leadership development
- Expanded Academic Year Workshops to institutions beyond The Leadership Alliance consortium, increasing access to professional development resources
- Doubled the size of the James H. Wyche First-Year Experience from 25 to 54 students, through strategic partnerships with foundations and philanthropic organizations, ensuring early engagement in research training

GOAL 4

Lead National Conversations on Research Workforce Diversification

Milestones:

- Hosted the 2024 Leadership Alliance Presidential Forum, celebrating the accomplishments of over 1,000 doctoral scholars and fostering critical discussions on broadening participation in the research workforce and the future of work
- Established key partnerships with philanthropic organizations, including the Dana Foundation and Every Page Foundation, creating research opportunities in Neuroscience and Society, Women’s Health, and Women & Gender Studies

Advancing Research Excellence

2024 Summer Research Early Identification Program (SR-EIP)

A Record-Breaking Summer for SR-EIP

The summer of 2024 was a landmark season for The Leadership Alliance as we welcomed a record number of SR-EIP students into research programs across our consortium. A total of 438 students from diverse institutions across the United States were hosted at 30 premier research sites, engaging in hands-on research across a broad spectrum of disciplines, including:

- Applied Mathematics, Mathematics & Statistics
- Computer Science
- Education
- Engineering
- Humanities
- Life Sciences
- Physical Sciences
- Psychology
- Social Sciences

Most research sites supported students across multiple disciplines, fostering an interdisciplinary research environment where scholars not only deepened their expertise but also explored how research transcends fields—integrating diverse ideas and perspectives to push the boundaries of knowledge.

SR-EIP

Summer Research
Early Identification
Program

“My primary mentor allowed me to learn a lot of procedures early on and then gave me the liberty to use those technical skills to design experiments that would answer my questions. She was very good at making me feel comfortable being independent in the lab.”

“Mentoring has allowed me to realize how many factors come into play when trying to solve a research question, and that STEM research can be very interdisciplinary.”

“The professional development training session on sharing our research with peers was invaluable. I used to be shy about public speaking, but this experience helped me gain confidence and refine my ability to explain my work clearly. It truly prepared me for LANS, where I presented with ease.”



Building Confidence and Professional Growth

SR-EIP students reported transformative experiences, particularly in:

- Developing strong mentor relationships
- Gaining critical research skills
- Enhancing professional development opportunities

Pre- and post-survey data revealed that 2024 SR-EIP students significantly increased their confidence in:

- Communicating research effectively
- Understanding and applying quantitative and qualitative research methods
- Navigating the overall research process

From early mentor conversations and literature reviews to conducting independent research and presenting at The Leadership Alliance National Symposium (LANS), students experienced a comprehensive research journey.

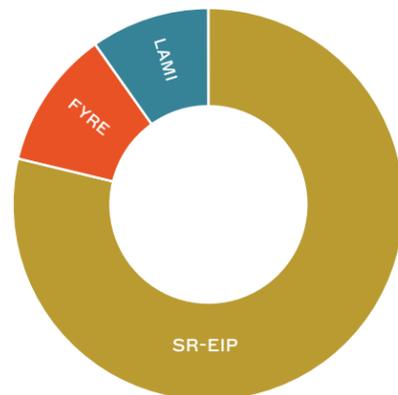
SR-EIP 2024 Host Institutions

This year’s research was made possible through the support of 30 esteemed institutions, each committed to fostering the next generation of research leaders.

AbbVie Pharmaceuticals	Johns Hopkins University	University of Miami
Brown University	Montana State University	University of Pennsylvania Graduate School of Arts and Sciences
Caltech	New York University	University of Pennsylvania School of Medicine
Columbia University	Princeton University	University of Virginia
Columbia University Business School	Stanford University	Vanderbilt University
Cornell University	Stanford University Doerr School of Sustainability	Weill Cornell
Dartmouth College	Stanford University School of Engineering	Wharton School of Business
Harvard University Division of Medical Sciences	Tufts University	Vanderbilt University
Harvard University Graduate School of Arts and Sciences	University of Chicago	Xavier University of Louisiana
Howard University	University of Colorado at Boulder	Yale University

438

Students participated in SR-EIP of which 50 were FYRE and 43 were LAMI



30

Premier research sites hosted students



450+

Mentors guided students during their summer research experience

Empowering Early Scholars

James H. Wyche First-Year Research Experience (FYRE)

The James H. Wyche First-Year Research Experience (FYRE) program serves as a foundational research initiative, introducing first-year students to cutting-edge research and mentorship within The Leadership Alliance. In 2024, 50 FYRE students conducted research at 11 Leadership Alliance institutions, receiving personalized faculty mentorship and hands-on training in laboratory and social science research environments.

At The Leadership Alliance National Symposium (LANS), FYRE students:

- Presented their research findings
- Participated in exclusive networking events
- Engaged in professional development workshops

The program is rooted in the belief that early exposure to research fosters academic and professional success, empowering students to pursue future opportunities in academia, industry, and beyond.

2024 FYRE Host Sites

Brown University

Columbia University

Johns Hopkins University

Massachusetts Institute of Technology

Montana State University

University of Miami

University of Colorado at Boulder

University of Pennsylvania

University of Virginia

Vanderbilt University

Xavier University of Louisiana

FYRE

First Year Research Experience

“FYRE opened my eyes to the world of research, how to conduct it, and what the journey to graduate school looks like.”

“Being a FYRE student gave me a community of fellow first-year researchers. It was reassuring to have others to relate to and grow connections with, and our cohort events strengthened those bonds.”

“Through LANS, I saw firsthand the breadth of opportunities available in research. This experience has set me on a path I never imagined before.”

“This summer allowed me to explore different fields of neuroscience. I was initially unfamiliar with computational neuroscience, but now I have a solid understanding and know this could be a path for me. Plus, I met incredible peers who I will stay connected with beyond this program.”



A Summer of Growth, Discovery, and Belonging

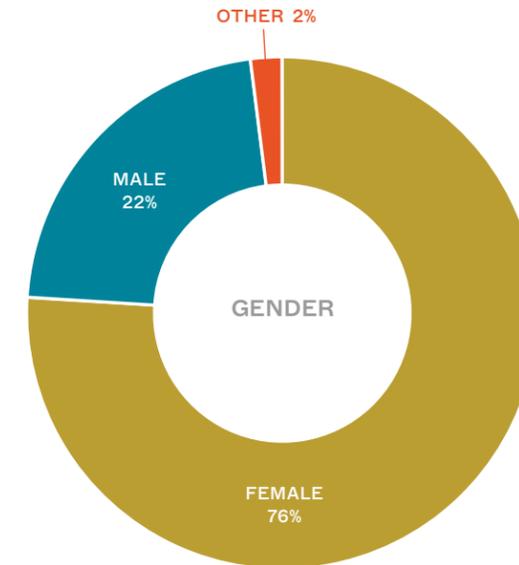
The 2024 SR-EIP and FYRE cohorts embody The Leadership Alliance’s mission of broadening participation in research and fostering the next generation of scholars. These programs continue to serve as a catalyst for academic excellence and career exploration, ensuring that diverse students are equipped to lead, innovate, and thrive in the evolving re-search landscape.

As we look to the future, The Leadership Alliance remains committed to expanding research opportunities, strengthening mentorship networks, and shaping a more inclusive and diverse research workforce.



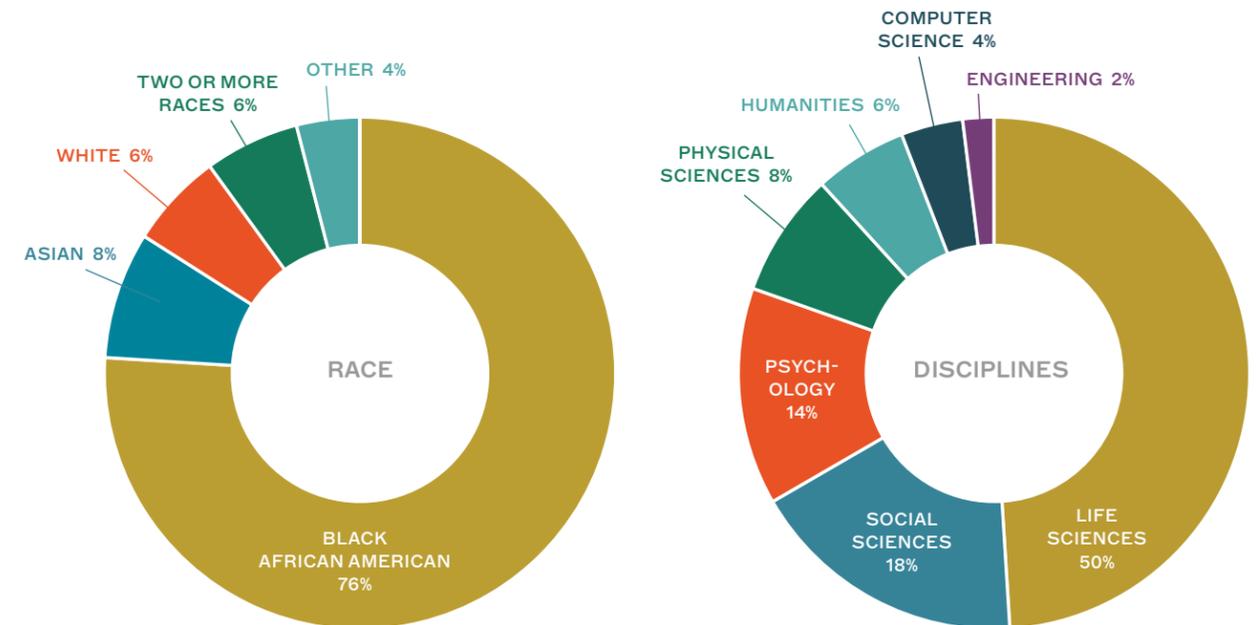
Together, we are shaping the future of work — one scholar at a time.

FYRE Participant Demographics



2024 FYRE Sending Institutions

Brooklyn College	Howard University	University of Puerto Rico (Mayaguez campus)
Chaminade University of Honolulu	Morgan State University	Xavier of University of Louisiana
Claflin University	North Carolina Agricultural and Technical State University	
Dillard University	Spelman College	
Georgia State University	University of Maryland Baltimore County	



Cultivating Scholars in the Humanities and Social Sciences

The Leadership Alliance Mellon Initiative (LAMI)

The Leadership Alliance Mellon Initiative (LAMI) is an eight-to-ten-week national summer research program that provides undergraduates with mentorship and hands-on training in conducting research in the humanities and social sciences. In 2024, LAMI students conducted research at institutional libraries and archives across eight SR-EIP research sites, exploring a wide range of interdisciplinary topics across education, literature, history, political science, gender studies, and racial and ethnic studies.

This year's cohort showcased exceptional academic inquiry, engaging in projects that transcended traditional disciplinary boundaries and addressed critical societal issues. The LAMI experience emphasized archival research, scholarly analysis, and intellectual exchange, equipping students with the skills necessary to pursue graduate studies and careers in academia, public policy, and beyond.

Assessing Impact: A Transformative Experience

To evaluate the impact of the LAMI program, surveys were administered before and after the summer research experience. Of the 48 LAMI participants in 2024:

- 63% (30 students) completed the pre-survey
- 57% (27 students) completed the post-survey

LAMI

The Leadership
Alliance Mellon
Initiative

“As a LAMI researcher, I had the opportunity to hear directly from current graduate students at UPenn, which gave me valuable insight into academic life beyond my undergraduate experience.”

“Being a LAMI researcher has helped me learn new ways to approach research and exposed me to new perspectives.”

“The LAMI experience has been truly transformative. I’ve built meaningful relationships with my fellow researchers and graduate mentors—relationships grounded in mutual admiration and respect. I felt deeply supported, valued, and encouraged in ways that I didn’t expect. LAMI Day opened my eyes to the vast possibilities of research and the future paths I could explore.”

Survey responses revealed that students overwhelmingly valued their summer research experience, reporting enhanced research skills, increased confidence in scholarly work, and stronger connections with mentors and peers.

LAMI Day at the University of Pennsylvania: Strengthening Scholar Networks

A highlight of the summer was LAMI Day, a dedicated professional development event at the University of Pennsylvania, designed to provide students with:

- Networking opportunities with faculty, graduate students, and fellow researchers
- Workshops on research methodologies and career pathways in the humanities and social sciences
- Skill-building sessions to support graduate school preparation

20 LAMI students participated in LAMI Day 2024, with 85% of attendees reporting that the event was a valuable experience that strengthened their sense of solidarity within the LAMI community.

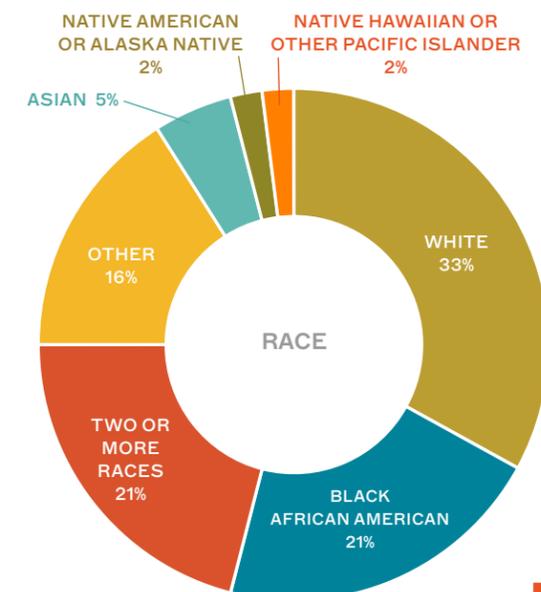
Diverse and Inclusive Research Participation

In alignment with The Leadership Alliance's commitment to broadening participation in humanities and social sciences research, the 2024 LAMI cohort included:

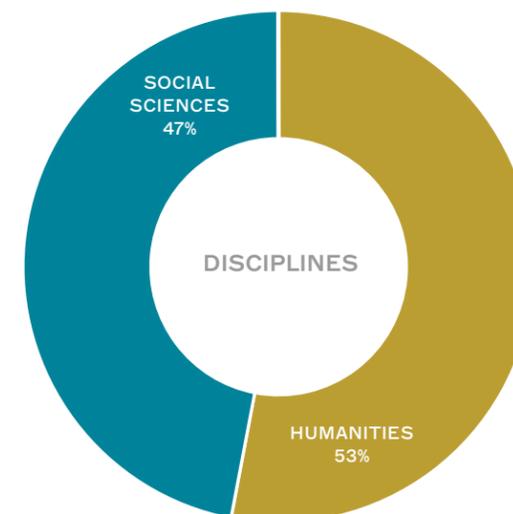
- 35 students conducting research in the humanities
- 13 students exploring topics in humanistic social sciences

The program continues to support a diverse cohort of scholars, ensuring that diverse talent has access to rigorous research training and mentorship.

LAMI Participant Demographics



**need 2024
numbers**



A Pathway to Graduate Studies and Beyond

The Leadership Alliance Mellon Initiative continues to play a critical role in preparing undergraduates for academic and professional success in the humanities and social sciences. By fostering intellectual curiosity, mentorship, and community-building, LAMI empowers students to pursue graduate education and contribute to the future of research and scholarship.



Through LAMI, The Leadership Alliance is shaping the next generation of scholars—one research experience at a time.

2024 LAMI Host Institutions

LAMI scholars were hosted by prestigious institutions, providing access to world-class research resources and faculty mentorship.

Brown University	Stanford University	University of Virginia
Columbia University	University of Chicago	Vanderbilt University
Harvard University Graduate School of Arts and Sciences	University of Pennsylvania Graduate School of Arts and Sciences	Xavier University of Louisiana
Johns Hopkins University		Yale University

New Summer Research Programs Launched

In the summer of 2024, The Leadership Alliance (TLA) launched two innovative research initiatives aimed at broadening participation in specialized research fields. **The Dana Foundation Neuroscience and Society Scholars** (TLA-DNSS) program, supported by the Dana Foundation's NextGen grant, offered a nine-week immersive research experience at the intersection of neuroscience and society.

Hosted at Brown University and Johns Hopkins University, the program provided eight undergraduate students from Minority-Serving Institutions (MSIs) and Historically Black Colleges and Universities (HBCUs) with hands-on research opportunities, high-touch faculty mentorship, and professional development. Participants explored topics such as neuroethics, artificial intelligence, mental health, and decision-making.

Additionally, the **Every Page Foundation Scholars initiative**, funded by the Every Page Foundation, was created to support research in women's health and gender studies. This program encouraged students to pursue research that advances social, medical, and environmental justice for women and girls.

Scholars from MSIs and HBCUs collaborated with faculty at Johns Hopkins University, the University of Virginia, Columbia University, and the University of Colorado Boulder, engaging in projects on racial battle fatigue, ADHD in Black children, and gender representation in literature and media. These initiatives reinforce TLA's dedication to fostering inclusive research communities and driving meaningful, socially impactful scholarship.

The Leadership Alliance Dana Foundation Neuroscience and Society Scholars Projects

The Dana Foundation Neuroscience and Society Scholars Program supports research at the intersection of neuroscience, ethics, and societal impact. Scholars explore cutting-edge topics that shape our understanding of the brain, behavior, and emerging technologies.

2024 Research Projects:

The Ethics of Neuroengineering a Mouse Model of Human Speech and Language

Examining the ethical considerations of genetic modifications to study human communication.

Paws and Perception: How Does the Perceived Intelligence of a Dog Relate to Their Behavior?

Investigating how human perception of canine intelligence influences treatment and training.

Visual Attention in Decision Making: Eye-Tracking Task Development

Utilizing eye-tracking technology to analyze cognitive decision-making processes.

Understanding Antipsychotics and Their Utilization Among Puerto Ricans with or at Risk for Dementia

Exploring disparities in mental health treatment and medication use.

Bridging the Knowledge Gap: AI-Powered Patient Education and Mitigating Bias in Clinical Tools

Assessing how artificial intelligence can improve patient health literacy while addressing algorithmic bias in medicine.



AI and Social Media Users: Ethical Implications and Effects on Mental Health

Analyzing how artificial intelligence in social media impacts psychological well-being.

Mentoring Neurodivergent Individuals: A Literature Review of Costs and Effects

Evaluating the challenges and benefits of mentorship for neurodiverse individuals.

Evaluating Commonsense Reasoning in Language Models

Investigating the limitations of AI language models in understanding and applying commonsense reasoning.

These research projects advance our understanding of neuroscience, ethics, and AI, shaping the future of neuroethics, clinical innovation, and human cognition.

Every Page Foundation Scholars Program

The Every Page Scholars Program is dedicated to supporting students from Historically Black Colleges and Universities (HBCUs) and Minority-Serving Institutions (MSIs) in conducting impactful research in social sciences, humanities, and gender studies.



2024 Participating HBCUs & MSIs

Chaminade University of Honolulu
 Georgia State University
 Spelman College
 CUNY City College
 Xavier University of Louisiana

2024 Participating Research Institutions

Johns Hopkins University
 University of Virginia
 Columbia University
 University of Colorado Boulder

Expanding Women's Power, Influence, and Gender Equality Projects

The Every Page Scholars Program supports interdisciplinary research on gender equality, power dynamics, and social justice.

2024 Research Projects:

Charlotte Forten Grimké: "Glimpses" of a Black Abolitionist's Inner Struggle with Slavery

Analyzing personal writings to explore the emotional and intellectual challenges of abolitionist activism.

The Effects of Educational, Medical, and Social Factors on Black Children with ADHD in Georgia's Public School System

Investigating how systemic barriers impact diagnosis, treatment, and educational outcomes.

From Knowledge to Care: A Systematic Review on Training Health Workers for Menstrual and Associated Pain Management

Evaluating the effectiveness of training programs for healthcare workers addressing menstrual pain and reproductive health disparities.

Neuroqueer Jackson: A Critical Analysis of Fan Reactions to "We Have Always Lived in the Castle"

Examining neurodivergence, gender identity, and reader responses through the lens of Shirley Jackson's gothic literature.

These research projects amplify diverse voices, foster critical discussions on gender and social equity, and contribute to policy and academic discourse.



The Leadership Alliance is proud to support these scholars as they push the boundaries of research and drive meaningful societal change!

The Leadership Alliance Presidential Forum

A Call to Action for the Future of Research and Higher Education

The Leadership Alliance Presidential Forum, held at the Salamander Hotel and the Kennedy Center for the Performing Arts in Washington, D.C., served as both a celebration and a clarion call for continued action. The Forum commemorated a significant milestone—the achievement of over 1,000 doctoral scholars—while igniting essential discussions on broadening participation in the research workforce.

Bringing together Presidents, Provosts, scholars, and philanthropic and industry leaders, the Forum featured a series of engaging panel discussions that underscored the critical importance of diversity in research and higher education. The event reaffirmed The Leadership Alliance’s role as a catalyst for change, bridging institutional leadership with the next generation of scholars and innovators.

Exploring the Future of Diversity and Inclusion

The Presidential Forum’s discussions provided a deep and thought-provoking examination of the evolving role of diversity in academia.

- **Former President Rochelle Ford of Dillard University** set the stage by challenging attendees to navigate the “new normal” of inclusivity in education, urging institutions to redefine pathways for access and equity.
- **A panel of scholars and academic leaders** confronted contemporary challenges in higher education, offering strategic solutions to address systemic barriers.

THE 2024 LEADERSHIP ALLIANCE PRESIDENTIAL FORUM

April 19, 2024 John F. Kennedy Center for the Performing Arts



Panel Discussion: “The Future Landscape of Academic Diversity: Navigating the New Normal”



Panel Discussion: “The New Generation of Leaders and Role Models in Academia, Public, and Private Sectors”

- **Dartmouth College President Sian Beilock** led a roundtable focused on the role of university leadership in expanding pipelines for diverse talent, emphasizing the Leadership Alliance’s vital role in fostering a more inclusive and prepared research workforce.

The discussions were further elevated by a letter from **Vice President Kamala Harris**, reinforcing the national imperative to increase representation and access in academia and research.

The Forum culminated in an engaging and historic conversation between civil rights icon **Dr. Clarence B. Jones** and **Brown University President Christina H. Paxson**, reflecting on the intersections of education, social justice, and leadership in shaping the future of research and innovation.

Celebrating Cultural and Academic Excellence Through the Arts

In a powerful tribute to the intersection of cultural heritage and academic pursuit, the Forum featured breathtaking artistic performances that embodied the spirit of diversity, excellence, and social justice.

- **The Dillard University Female Ensemble**, led by Dr. S. Carver Davenport, delivered a majestic choral performance.
- **Dillard University Theater** presented a thought-provoking production of “Amen Corner,” directed by Mr. Cortheal Clark.
- **Gallaudet University Dance Company** captivated audiences with its expressive movement and storytelling.
- **Grammy Award-winning Black Lodge Singers** brought powerful Indigenous rhythms and traditions to the stage.
- **Morgan State University Choir**, under Dr. Eric Conway’s direction, delivered stirring harmonies that resonated throughout the venue.
- **Howard University Jazz Ensemble**, led by Professor Fred Irby, showcased soulful and dynamic jazz compositions.
- **Renée Elizabeth Neely Tanner’s** innovative artistry offered a visual and symbolic representation of cultural and scholarly legacy.

Each performance highlighted the vital role of the arts in the pursuit of social justice, reinforcing the need for academia to embrace creative expression as a powerful tool for change.



A Blueprint for the Future: Strengthening Mentorship, Innovation, and Leadership

The Leadership Alliance Presidential Forum positioned The Leadership Alliance as a beacon for guiding diverse scholars through the complexities of academia and research. The event underscored a clear call to action:

- University leaders, philanthropic organizations, private industries, and government institutions must work collaboratively to expand mentorship opportunities, foster innovation, and build sustainable pathways for diverse talent.
- The Forum provided a model and framework for success, embracing the complexities of today's academic landscape while offering tangible solutions for progress.
- College and university leaders must proactively support innovation and leadership to cultivate a more inclusive and dynamic research workforce.



The Leadership Alliance Presidential Forum was not just a celebration of past achievements—it was a roadmap for the future. By uniting institutions, scholars, and supporters, The Leadership Alliance continues to lead the charge in building a more equitable and innovative academic ecosystem.



The call is clear: The future of academia depends on our collective action today.

Expanding Access and Impact

Virtual Recruitment and Professional Development Initiatives

Virtual Summer Research Early Identification Program (SR-EIP) Recruitment Events

Between October 2024 and January 2025, The Leadership Alliance hosted virtual recruitment events to introduce students to research opportunities within the SR-EIP and FYRE programs. These events were led by Samantha Andersen, Undergraduate Program Coordinator, and Jane Indorf, Manager of Undergraduate and Graduate Programs, and welcomed students from Leadership Alliance member institutions, special programs, and non-TLA institutions.

During these sessions, students received:

- An overview of The Leadership Alliance and the research opportunities it provides
- A detailed walk-through of the SR-EIP and FYRE programs, including eligibility and expectations
- Guidance on the application process, with opportunities to begin applications in real-time (for post-November 1 sessions)
- Live Q&A discussions with facilitators, institutional coordinators, and fellow attendees

This initiative provided a critical recruitment platform, allowing over 10 institutions to engage with prospective applicants, with more than 100 students participating in Fall 2024.

Virtual Professional Development Series (VPD): Empowering Future Researchers

The Virtual Professional Development (VPD) Series, which ran from June 3 – July 19, 2024, marked its fifth consecutive year as an open-access initiative. Originally launched in 2020 in response to the COVID-19 pandemic, the VPD series remains a collaborative effort leveraging the expertise of Leadership Alliance institutional coordinators, administrators, and Doctoral Scholars.

VPD's Mission & Impact

The VPD series is designed to:

- Support students' professional, academic, and emotional well-being
- Prepare students for graduate school and research careers
- Offer targeted skill development and networking opportunities

The 2024 VPD series served 405 students, representing a broad range of institutions:

- 14% attended a Historically Black College or University (HBCU)
- 16% attended a Minority-Serving Institution (MSI) or Hispanic-Serving Institution (HSI)
- 10% attended an MSI
- 5% attended an HSI/emerging HSI
- 48% attended a Predominantly White Institution (PWI)
- 7% attended an international university, high school, or did not indicate their institution

Additionally, 88 students completed digital badge requirements, earning a certificate of completion that can be shared on social media and professional networking profiles.

2024 Virtual Professional Development Series Sessions for Undergraduates

The 2024 VPD series included a diverse range of expert-led sessions. Each session featured distinguished scholars, university administrators, and industry professionals, providing invaluable guidance and insights.

Monday Conversations with a Doctoral Scholar

June 3	Lindsey Silva, PhD
June 10	Malo Hutson, PhD, MCP
June 17	Ashon Bradford, PhD
June 24	Marcus Jones, PhD
July 15	Chinonye "Chi-Chi" Whitley, PhD

Wednesday Workshops

June 5	Showing Up as Your Best Authentic, Professional Self
June 12	Understanding Universities
June 26	Choosing a Path After Undergrad
July 1	Applying to Graduate School – Graduate Student Panel
July 10	Academia and Other Options – What Can You Do with a PhD?
July 17	Research in the World

Survey data from 2024 participants confirmed the strong impact of the VPD series, with students citing its value in:

- Understanding how researchers think
- Clarifying their career paths
- Gaining insights into the research process

Moving forward, The Leadership Alliance will continue to refine and expand VPD based on student feedback, ensuring more targeted and intentional programming.

Virtual Professional Development Bootcamp for Graduate Students (VPD-G)

Recognizing the unique professional development needs of graduate students, The Leadership Alliance restructured its Virtual Professional Development Graduate Series (VPD-G) based on student feedback from the 2022 pilot program. This led to the creation of the VPD-G Bootcamp, a three-day immersive experience designed to provide:

- Career and skill development workshops tailored to graduate students
- Networking opportunities with facilitators and peers
- Interactive sessions in a Zoom meeting format to encourage engagement

In January 2025, the VPD-G Bootcamp welcomed 54 graduate students, with 28 earning a Credly digital badge—a recognized credential that can be shared with potential employers and academic institutions.

Looking Ahead: Expanding Professional Development and Mentorship

The Leadership Alliance remains committed to offering innovative, engaging, and professionally relevant workshops for both undergraduate and graduate students. Through continued expansion and refinement of VPD and VPD-G, we aim to further support students in their academic and professional journeys, equipping them with the skills, confidence, and networks needed to thrive in research and beyond.



The future of research begins with opportunity—and The Leadership Alliance is dedicated to making those opportunities accessible to all.

2024 VPD-G Speakers and Panelists



Myles Bartholomew,
Ph.D. Candidate,
Brown University



Stephanie Damas, Ph.D.
NSF Graduate
Research Fellow



Elizabeth Davis
Ph.D. Candidate,
Brown University



Ijeoma Kola, Ph.D.
University of Notre
Dame



Lavezz Middleton
Commonwealth
Financial Group



Gian Carlo Molina-
Castro, Ph.D.
Boston Consulting Group



JT Saunders
Korn Ferry



Asya Spears, Ph.D.
Rose Data Studio



Derrick Webb
Graduate Student,
Brown University



Erica Williams, Ph.D.
Spelman College



William Wittels
Brown University



459

Students participated in virtual programming opportunities



116

Students Earned a Digital Badge, showcasing their commitment to professional development

Spotlight On Our Graduates

Advancing Careers in Academia and Beyond

The Leadership Alliance alumni network continues to make a profound impact in academia and research. In 2024, a remarkable 105 former SR-EIP students earned advanced degrees, officially joining the ranks of our Doctoral Scholars.

95

graduates earned a Ph.D.

18

former students earned an M.D. degree

10

additional graduates earned an M.D./Ph.D.

54

students earned other professional degrees, including Juris Doctorates (J.D.) and terminal degrees in allied medical health fields

Currently, 1,333 former SR-EIP students are enrolled in graduate programs across the country. Since The Leadership Alliance's inception, we proudly celebrate the achievement of 1,150 Doctoral Scholars who have earned their Ph.D. or M.D./Ph.D. since 1992.



Scan the QR code to learn how you can make a difference and help secure a bright future for our students and the organization.



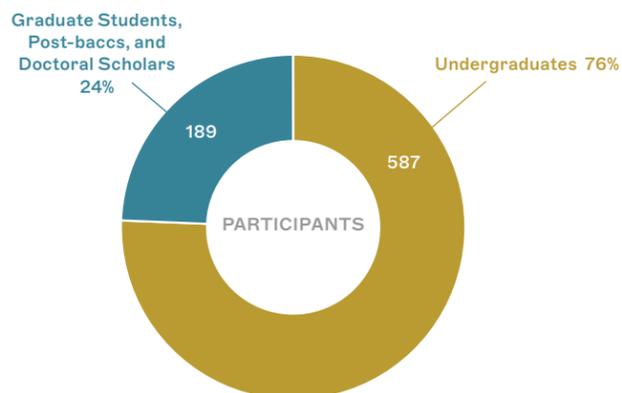
Over 1,000 Reasons to Celebrate

The Leadership Alliance National Symposium

The 2024 Leadership Alliance National Symposium (LANS) took place in person from July 26–28, 2024, in Hartford, Connecticut, bringing together a dynamic community of scholars.

- 600+ undergraduate students
- 58 graduate students, post-bacs, and postdocs
- 10 Doctoral Scholars (SR-EIP alumni who have completed a Ph.D.)

LANS provided a capstone experience for the 444 undergraduates who participated in the 2024 Summer Research Early Identification Program (SR-EIP).



351

Students delivered oral presentations

231

Students showcased their research through poster presentations

The symposium was highly rated by attendees:

- 87% of students rated their overall experience as Excellent (47%) or Good (40%)
- 84% of students rated networking opportunities as Excellent (53%) or Good (31%)
- 95% of poster presenters agreed that the experience was a valuable opportunity to share their research
- 97% of oral presenters reported increased confidence in communicating their research to a national audience

Attendees highlighted graduate school application guidance, funding strategies, and evaluating graduate programs as the most valuable take-aways from LANS.

LANS 2024: A Celebration of Scholars and Leaders

Day One: The Plenary Dinner featured inspiring Doctoral Scholar Storytellers, facilitated by Dr. Taiese Bingham-Hickman, Executive Director of The Leadership Alliance. Scholars shared their personal and professional journeys, reflecting on how The Leadership Alliance influenced their decision to pursue research. Featured speakers included:

- Dr. Gladys M. Varela Agront
- Dr. Arnaldo Diaz
- Dr. CaVar Reid
- Dr. Tammi Taylor



Day Two: The Plenary Dinner featured Dr. Laurie Santos, the Chandrika and Ranjan Tandon Professor of Psychology and Head of Silliman College at Yale University, as the keynote speaker.

Day Three: A Networking Breakfast with Special Interest Groups allowed scholars to engage in meaningful discussions, followed by the exhibitor fair and group photos.

LANS

Leadership Alliance
National Symposium

“I liked the graduate fair where I got to speak to people who work for the Graduate Schools and got to hear about what the culture of that school was like and connect with them after the conference via email or LinkedIn. It showed me that the networking at LANS goes beyond the conference.”

“The opportunity to network with my peers, grad students, program administrators, and recruiters was very beneficial to my professional development. It was amazing to connect with people from underrepresented groups (1st generation, POC, social-economically disadvantaged) and hear their experiences in all levels of academia because I felt so encouraged and a true sense of belonging in higher education.”

“LANS was incredible. It was so fantastic to see students from so many backgrounds all doing science. It was inspiring. I also really appreciated the graduate school fair and the opportunity to connect.”

“The keynote speaker on happiness was amazing! So inspirational, and helped me see how I can continue on my undergraduate journey without becoming burnt out.”

The Leadership Alliance National Symposium Sponsors

The Leadership Alliance extends its deepest gratitude to the sponsors whose generous support makes the Leadership Alliance National Symposium (LANS) possible. Their commitment to diversifying the research workforce ensures that students and scholars have access to transformative academic and professional development opportunities.

2024 LANS Sponsors

- Academic Institutions & Graduate Programs
- Dartmouth College
- Emory University
- Georgia State University
- Georgetown University Biomedical Graduate Education
- Johns Hopkins University
- New York University Grossman School of Medicine
- North Carolina Central University
- Perelman School of Medicine, University of Pennsylvania
- University of Illinois Chicago
- University of Kentucky
- University of Virginia
- UT Southwestern Medical Center
- Vanderbilt University Graduate School
- Yale University

Federal Agencies & Research Organizations

- National Institute of General Medical Sciences (NIGMS)
- National Institute of Neurological Disorders and Stroke (NINDS)
- National Science Foundation (NSF)
- St. Jude

Foundations & Philanthropic Organizations

- The Andrew W. Mellon Foundation
- The Every Page Foundation
- The Dana Foundation
- Terance Mann Complete Player Foundation

Professional & Industry Partners

- ASM - ABRCMS (Annual Biomedical Research Conference for Minoritized Scientists)
- Cohort Sistas
- EBSCO Information Services/DynaMedex

Your partnership and generosity fuel The Leadership Alliance's mission to empower underrepresented students and scholars, creating a more inclusive and innovative research community. Thank you for investing in the future of research and academic excellence!

Preparing Scientists for the Future

Career Development Workshop

The Career Development Workshop (CDW) at LANS is a transformative career retreat designed to equip doctoral students and postdocs in STEM with mentorship, professional development, and skills-based training. The workshop aims to:

- Increase readiness and competitiveness of scientists from diverse backgrounds
- Support career transitions into academia and the biomedical research workforce

CDW 2024 Details

- Held in person at the Marriott Hotel in Hartford, CT, on July 24–25, 2024
- Hosted in partnership with the University of Colorado–Boulder and Korn Ferry



Dr. Christina Alston (left), John T. Saunders (right)

Who Attended?

- 16 Graduate & Postdoctoral Students from Leadership Alliance institutions
- 56% identified from diverse backgrounds, including Black/African American, Asian, and other ethnicities
- 11 female participants, 5 male participants
- 82% survey response rate, with overwhelmingly positive feedback on skill-building and self-confidence

Participants rated the workshop highly, noting that the sessions provided the tools they needed to make informed career decisions and increase self-confidence.

Workshop Highlights

Innovation Lab

Facilitator: Dr. Christina Alston, University of Colorado–Boulder

Students collaborated on real-world STEM challenges, fostering creativity and problem-solving skills.

Effective Communication for STEM Leaders

Facilitator: Dr. Christina Alston, University of Colorado–Boulder

Focused on enhancing presentation skills and advocacy for change.

Brand Activation: Building Value-Add Relationships

Facilitator: John T. Saunders, Chief Diversity Officer, Korn Ferry

A 90-minute seminar on personal branding, networking, and leadership development.

Developing Your Leadership Blueprint in STEM

Facilitator: Dr. Christina Alston, University of Colorado–Boulder

Participants assessed their leadership styles, applied feedback, and created personalized action plans.

TLA Talks & Career Panel: Shaping the Future of STEM

Facilitator: Dr. Jane Indorf, The Leadership Alliance

A panel of diverse leaders in STEM research explored emerging trends, multidisciplinary problem-solving, and career preparation.

Featured panelists:

- Dr. Ralph Hazelwood, Regeneron Program Manager Scientist
- Dr. Amanda Marie James, Associate Dean for Diversity, Inclusion, and Community Engagement, Emory University
- Dr. Asya Spears, Founder & CEO, Rose Data Studios

Workshop Wrap-Up & Reflections

Facilitator: Dr. Gina Astorini, The Leadership Alliance

Participants shared key takeaways and discussed how they plan to implement lessons learned.



Dr. Jane Indorf (left), panel discussion with Dr. Amanda Marie James, Dr. Asya Spears, and Dr. Ralph Hazelwood (center), Dr. Gina Astorini (right)

LANS
Leadership Alliance
National Symposium

Looking Ahead: Strengthening Pathways for the Next Generation

Through virtual programming, national symposia, and career development workshops, The Leadership Alliance continues to expand opportunities for diverse scholars, ensuring they are prepared, empowered, and equipped to lead in academia, research, and beyond.

The Leadership Alliance remains committed to fostering talent, breaking barriers, and creating pathways for the future of research.

Expanding Research Readiness

Academic Year Workshops, Leadership Development, and Grant Writing Initiatives

Academic Year Workshops (AYWs): Preparing Students for Research and Graduate School

The Academic Year Workshops (AYWs) program equips undergraduate students with the skills, knowledge, and confidence needed for successful research experiences and graduate school preparation. Designed to encourage collaboration inside and outside the classroom, AYW sessions are offered in virtual, hybrid, or in-person formats to ensure broad accessibility while maintaining engagement and direct participation.

Developed by faculty and administrators from Leadership Alliance consortium institutions as part of the NIH IPERT Synergistic Network to Enhance Research that Grows Innovation (SYNERGI) grant, these workshops provide critical support for students exploring research careers.

AYW 2024 Highlights

- Workshops hosted at 8 institutions, including 5 HBCUs, 2 HSI/MSIs, and 1 Predominantly White Institution (PWI)
- 250 students participated in at least one AYW session
- Post-workshop surveys showed that students overwhelmingly found the workshops valuable for understanding research, collaboration, and graduate school preparation



2024 Participating Institutions

- HBCUs: Claflin University, Morgan State University, Morehouse College, North Carolina Central University, Spelman College
- PWIs: Brown University
- HSI/MSI: University of Puerto Rico
- Non-Leadership Alliance HSI/MSI: CUNY John Jay College of Criminal Justice

AYW Curriculum Overview

- **What is Research?** An introduction to research principles, motivations, and methodologies, including hands-on research activities and summer research application guidance.
- **Collaborative Learning** A workshop on peer learning, forming study/research groups, and techniques to enhance academic success.
- **Research Reflections** A session designed to help students process their summer research experience, refine their research communication skills, and plan their next steps.
- **Applying to Graduate School** A two-part series covering graduate application timelines, program selection, personal statements, and interview preparation.

AYW Student Impact & Feedback

- 93% of students in “What is Research?” workshops felt the session was an excellent use of their time, and 96% felt it met their expectations.
- 72% have a strong interest in pursuing a career as a researcher, and 98% saw research as a great way to contribute to society.
- 95% of students in “Collaborative Learning” workshops felt confident in forming and participating in study groups.
- 100% of students in “Applying to Graduate School” workshops said the session increased their confidence in the graduate school application process.

Train the Trainer (TTT) Initiative: Expanding Institutional Research Capacity

To extend the reach of AYW, The Leadership Alliance hosted a Train the Trainer (TTT) workshop from April 2-3, 2024, at Johns Hopkins University. This initiative provided university faculty and administrators with training to effectively implement AYW sessions at their home institutions.

TTT 2024 Highlights

- Participants from Hampton University, Norfolk State University, and University of Maryland Eastern Shore
- Training covered all four AYW, equipping institutions with best practices for research skill development
- Facilitators from Brown University, Johns Hopkins University, Morehouse College, and Morgan State University provided expert guidance

The workshop fostered institutional collaboration, promoted cultural awareness in research education, and strengthened research training for underrepresented students.

Leadership U for Humanity: Developing the Next Generation of Leaders

In 2023, The Leadership Alliance partnered with Korn Ferry Charitable Foundation to launch Leadership U for Humanity, a six-month virtual leadership development program. Designed to help students and early-career professionals build management skills, personal branding, and professional networks, this program combines:

- Monthly live virtual sessions
- One-on-one professional coaching
- Self-paced online learning modules

2024 Cohort Impact

- 25 participants completed the program
- 80% earned a Credly Completion Badge
- 78% of participants found the content relevant to their career aspirations
- 85% would recommend the program to others

This initiative continues to empower emerging scholars and professionals, and The Leadership Alliance will expand this transformative program in future years.

Grant Writing Coaching Group (GWCG): Supporting Early Career Researchers

Recognizing the critical role of grant funding in academic and research careers, The Leadership Alliance has hosted a Grant Writing Coaching Group (GWCG) for early-career faculty from MSIs, HBCUs, and underrepresented postdoctoral fellows.

GWCG Program Structure

- Six-month program providing individualized feedback on multiple iterations of NIH grant proposals
- Four prerequisite sessions (June) covering biosketches and NIH proposal structures
- In-person grant writing workshop at LANS (July)
- Biweekly virtual sessions for ongoing mentorship and proposal development



2024 GWCG Outcomes

Three participants completed the program

Participants included:

- One faculty member from Brooklyn College
- One faculty member from SUNY Downstate Health Sciences University
- One postdoctoral scholar from the University of Chicago (and former SR-EIP participant)
- Two participants submitted NIH grant proposals, and the third will submit in Summer 2025

Participants overwhelmingly reported that the program increased their confidence in grant writing, improved their proposal development skills, and prepared them for successful funding applications.

Expert Coaching & Continued Support

The 2024 GWCG coach was Dr. Jeffery Engler (Research Development Specialist, UC Davis Medical School), who has led the program since 2019.

By bridging the gap between research and funding, The Leadership Alliance ensures that diverse faculty and scholars have the tools to thrive in academia.

Looking Ahead

Strengthening Research, Leadership, and Career Pathways

Through Academic Year Workshops, Leadership U, and Grant Writing Coaching, The Leadership Alliance is committed to:

- Expanding access to research training for undergraduates
- Enhancing faculty and institutional capacity through TTT programs
- Equipping early-career researchers with critical grant-writing skills
- Providing leadership development opportunities through Korn Ferry partnerships

By investing in education, mentorship, and career preparation, The Leadership Alliance continues to shape the future of the research workforce.

The Leadership Alliance: Financial Summary & Call to Action

The Leadership Alliance remains steadfast in its mission to cultivate diverse talent in research, academia, and beyond. Our financial stewardship ensures that every dollar contributed is strategically allocated to maximize student impact, enhance mentorship opportunities, and expand access to transformative research experiences.

Strategic Investment in Programs

Our funding directly supports innovative programs that empower underrepresented scholars, including:

- **Summer Research Early Identification Program (SR-EIP)**
Providing hands-on research experiences across disciplines
- **Virtual Professional Development Series (VPD)**
Equipping students with career-building skills and mentorship
- **Academic Year Workshops (AYWs)**
Preparing students for research and graduate school
- **Grant Writing Coaching Group (GWCG)**
Supporting early-career researchers in securing funding
- **Train the Trainer (TTT) Initiative**
Strengthening institutional research capacity
- **Leadership U for Humanity**
Developing the next generation of research and industry leaders
- **James H. Wyche First-Year Research Experience (FYRE)**
Introducing first-year students to research opportunities
- **Leadership Alliance Mellon Initiative (LAMI)**
Expanding research opportunities in humanities and social sciences
- **Dana Foundation Neuroscience and Society Scholars (DNSS)**
Fostering innovation and diversity in neuroscience
- **Every Page Scholars Program**
Creating research opportunities for women and girls in STEM and the Humanities

Your Support Makes a Difference

With over 1,150 Doctoral Scholars, thousands of alumni in graduate programs, and thousands of students benefiting from our initiatives, The Leadership Alliance is a proven leader in fostering research excellence and career advancement.

Join us in expanding access to opportunity! Your contribution helps us:

- Increase research opportunities for diverse students
- Expand mentorship and professional development initiatives
- Support graduate and early-career researchers in securing funding
- Ensure the long-term sustainability of The Leadership Alliance’s mission

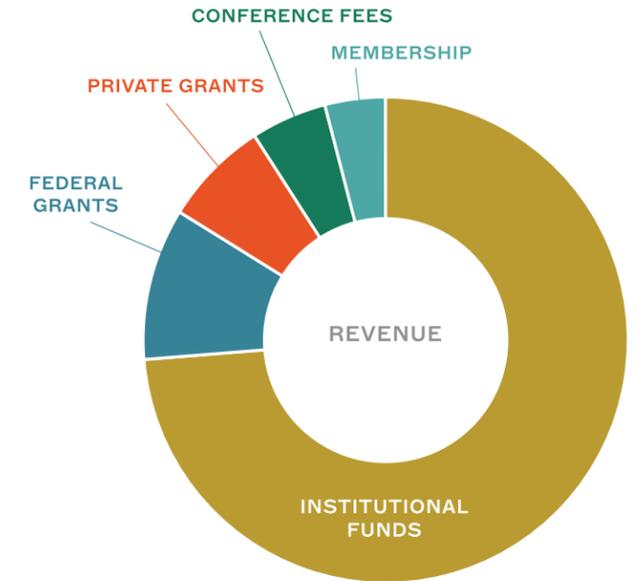


Make an Impact and Donate!

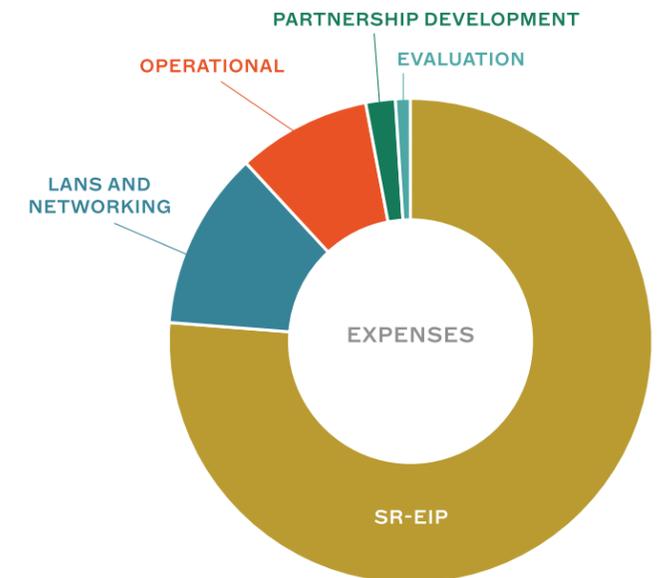
Scan the QR code to learn how, together, we can shape the future of the research workforce.

Financial Summary

Revenue		
Institutional Funds	4,485,050	73%
Federal Grants	617,674	10%
Private Grants	442,503	7%
Conference Fees	295,544	5%
Membership	269,000	4%
Total	6,109,771	100%



Expenses		
SR-EIP	3,902,860	77%
LANS and Networking	612,874	12%
Operational	470,442	9%
Partnership Development	77,929	2%
Evaluation	36,025	1%
Total	5,100,130	100%



Gratitude to Our Sponsors

The Leadership Alliance extends its sincere appreciation to the sponsors whose generous support makes our mission to cultivate diverse research talent possible. Your contributions provide transformative research experiences, professional development, mentorship, and leadership training to diverse scholars across disciplines.

Thank you for supporting:

- Summer Research Early Identification Program (SR-EIP)
- James H. Wyche First-Year Research Experience (FYRE) Program
- Leadership Alliance Mellon Initiative (LAMI)
- Dana Foundation Neuroscience and Society Scholars (DNSS) Program
- Every Page Scholars Program
- Virtual Professional Development Series (VPD)
- Academic Year Workshops (AYWs)
- Grant Writing Coaching Group (GWCG)
- Train the Trainer (TTT) Initiative
- Leadership U for Humanity

Your commitment ensures that students, faculty, and early-career researchers have the resources, training, and networks needed to excel in academia, industry, and beyond. Together, we are driving innovation, fostering inclusivity, and shaping the future of the research workforce!

Thank You to All Participating Institutions



About Us

The Leadership Alliance, founded at Brown University in 1992 as a partnership of 23 institutions, came together to develop under-represented students into outstanding leaders and role models in academia, business, and the public sector. Today, this consortium has grown to more than 35 partners and has provided research, mentoring, and networking experiences to over 5,500 scholars.

The Leadership Alliance uses a time-tested model to leverage its collective resources to address the shortage of individuals from historically underrepresented groups in doctoral training programs, academia, and the broader research workforce.



TLA Executive Office

Brown University
133 Waterman Street, Box 1963
Providence, RI 02912

(401) 863-1474

theleadershipalliance@brown.edu
theleadershipalliance.org

A Fresh Look for Our Brand

The Leadership Alliance brand will have a fresh look for 2025 and going forward. As our organization continues to grow and shape future scholars, researchers and leaders, our brand identity has evolved to reflect those goals.



