Welcome from A.T. Miller, Associate Vice Provost

Dear OADI Family and Friends,

This has been a year of extraordinary growth and development of our programs and staff, as we spent academic year 2011-12 getting established and are now building on that foundation in 2012-13. We could not have done it without the fantastic support and participation of colleagues, friends, and partners—we are all more when we link together all the ways that we are different to achieve excellence.

In these pages you will meet our new staff members who all join us from solid pools of candidates drawn from national searches. It is an exciting team of those who have been with OADI from our recent beginning to those who have joined us since!

We have added this year our OADI Research Scholars Program led by Risë Nelson Burrow; Community Development and Social Justice program led by Tatiá Haywood; the Cornell Posse Program in partnership with the College of Arts and Sciences led by Jarrel Johnson; and a new federal TRiO program, the Ronald E. McNair Post-baccalaureate Achievement Program directed by Dr. Tremayne Waller. Many of the existing programs have adapted or gained new features, so OADI is a dynamic place.

Cornell grows and changes in positive ways as it becomes more inclusive, expanding the tradition of extraordinary achievement. I’m so pleased to be a part of this journey at Cornell, and am happy that you are interested in learning more about the Office of Academic Diversity Initiatives through this publication.

Sincerely,
ABOUT OADI

The Office of Academic Diversity Initiatives—OADI—is all about inclusion and achievement across the Cornell campus so that students of all backgrounds excel in reaching their academic goals. Our students, who are those who come from backgrounds that have been historically under-represented and those who support them, add tremendously to the educational environment that brings excellence to all fields of study. Without diverse points of view coming from varied life experience and ways of looking at and interpreting the world, all classrooms and research at Cornell would suffer. We seek to ensure a high-quality academic and intellectual experience for all at Cornell.

THE OADI VISION

Ezra Cornell’s revolutionary commitment to “any person... in any study” inspires OADI to cultivate the extraordinary presence of so many talented individuals in so many ground-breaking intellectual, artistic, and technical pursuits in order that every person in every study experiences the full diversity of dynamic and stimulating exchange with each other.

THE OADI MISSION

To ensure that the widest range of life experience, knowledge, creative expression and original thinking is shared across the breadth of Cornell’s students, faculty, staff, and disciplines, particularly by those with backgrounds historically less likely to have been represented on campus.

To support the increased presence, academic success, intellectual achievement, and inclusion across all fields of study of those from these under-represented backgrounds at Cornell.
Meet the OADI Staff

William “Woodg” Horning
Associate Director, OADI
Director, NYS Opportunities Program

Risë Nelson Burrow
Assistant Director, OADI
Director, Student Success Programs

Tremayne “Trey” Waller
Director, McNair Scholars
Baccalaureate Program

Shuo Zhang
Graduate Research Assistant

Maria Montisano
Counselor
NYS Opportunities Program

Ricardo Gonzalez
Program Advisor
Pre-Professional Programs

Dan Lupa
Counselor, McNair Scholars
Baccalaureate Program

Jasmine Davis
Graduate Assistant

Brandon Senior
Counselor
NYS Opportunities Program

Tatia Haywood
Program Coordinator
OADI

Jarrel Johnson
Program Manager
Posse Scholars Program

Prabhat Gautam
Graduate Assistant

Vikki Hammond
Receptionist

Benjamin Garcia
Graduate Assistant
It is hard to believe that another amazing year has almost come and gone in our Arthur O. Eve Opportunity Programs (EOP/HEOP). While we are saddened by the departure of our senior class, we know they are going on to do amazing things and look forward to staying in touch as they move to the next chapter of their lives.

This was a year filled with wonderful opportunities and programs for our students, starting with the traditional Welcome Back BBQ on the Ag Quad which allows new and returning students to meet, interact and enjoy a fun meal together. Vanessa Lillard, EOP/HEOP assistant director, hosted bingo ... and who knew that laundry detergent and a pair of rain boots would be the prizes to win! It was a great beginning to the academic year.

Twenty families of our first year students were welcomed to campus in November to participate in the university sponsored First Year Parents’ Weekend. The families met in New York City and traveled together to Ithaca. Throughout the weekend, students had the opportunity to show their families Cornell and Ithaca. We took a trip to Taughannock Falls on Saturday, joined other OADI staff for dinner at Kidder’s Landing in Interlaken, and had a wonderful time. This is an annual event that the OADI staff looks forward to every year as it provides a relaxed, informal atmosphere in which to get to know our students better, and reinforce to their families that they have a strong support system at Cornell.

The opportunities programs are funded in part through grants from New York State through the State University of New York (SUNY) and the State Education Department (SED). It is, therefore, crucial for students to participate in advocating the continuation of this funding. This year, students and staff made two trips to Albany to meet with legislators and other officials to talk about the process and advocate for continued support. The EOP/HEOP programs have been in existence since the late 1960s and have provided educational opportunities for more than 50,000 students. Our students learn of this history and fight for the future so that the opportunity is there for the next group of students. It is a great experience to see these young adults share their stories and to see legislators understand how effective and important these programs are to the future of New York, the United States, and the world.

The annual End of the Year Awards Reception on May 7th is one of our most anticipated events, as is celebrating with graduates at Commencement. This is, however, a cycle: as we wish our graduates well, we welcome a new class this summer and begin the process anew.
This has been the third time that I have been able to go advocate for higher education opportunity programs - like HEOP - so I had an idea of what the day would hold for our group. What I didn’t realize at that time (6:15am - to be exact) was that this would be the most memorable advocating experience that I have had.

We reached the capital a few hours later and groggily stepped out of the bus, checking each other for bed head and wrinkled clothes. As soon as we walked inside of the Capitol Building, the level of our excitement rose. We were there to give support to programs that mean the world to us - the reason most of us could afford and attend Cornell - and that was the place where the decision was made to keep those programs. We were determined to support our cause and oh so proud to be there.

Being able to join with other New York students was such a surreal experience. We were able to cheer for the programs that had helped us and heard many stories about how they affected their lives. Our group of Cornell students also marched up to the podium together to show how EOP and HEOP have merged into one big family.

After the rally, it was time to meet with the representatives we had appointments with. Some of the appointments we had were with important figures such as Assemblywoman Barbara Lifton, the representative of Tompkins and Cortland County, and John D’Agati, the State Education Deputy Commissioner. Meeting with these people was such a fantastic experience because we were now able to put a face to those who have fought to grant minority and underprivileged students the chance of going to college. They truly cared about what we had to say and seemed very grateful when we thanked them for continuing to fight for these programs.

So to all you EOP and HEOP students, as well as you other Cornell students who believe in the good that comes from these programs, I hope to see you at the next advocating opportunity that comes our way! I know we all have prelims to study for and classes to attend, but your going to advocate really does make a difference (plus, you can study in the 3 hour bus ride to and from Albany). Let them be able to put a face to the students they are trying to help and speak out about how meaningful these programs are to you.
OADI RESEARCH SCHOLARS

The OADI Research Scholars Program provides all students from diverse backgrounds an opportunity to research a humanities, arts, or social science topic of interest for an academic year, and present their research findings at the Diversity in Scholarship & Engagement Symposium in April. The program introduces students to the valuable experience of conducting, writing on, and formally presenting their own research in preparation for future academic and professional research endeavors.

OADI Research Scholars do not travel this journey of research alone or without guidance; each is paired with a graduate mentor and research assistant, and given access to a wide array of additional resources at Cornell University. Throughout the school year the program focuses on forming a sense of community through optional trips, weekly lunches, and monthly meetings that aim to enhance the scholars’ research experience and provide an opportunity to bond and receive guidance from fellow scholars. During the Fall semester, scholars focus on developing their research question by meeting with Cornell faculty and speaking with fellow OADI Research Scholars. During the Spring semester, scholars enroll in WRIT 2000, a class strategically designed to improve research skills so these skills can be applied to their research. Students also utilize regular meetings to develop research, meet with mentors, and learn about the many research centers and organizations on campus and beyond. Scholars complete and present their research as the class final and at OADI’s Diversity in Scholarship & Engagement Symposium in April. After successful completion of the program, scholars receive a summer stipend to continue to pursue their research interests.
Housed in the Office of Academic Diversity Initiatives, the Ronald E. McNair Baccalaureate Scholars Program launched in January, 2013, introducing 25 sophomore and junior undergraduate research Scholars. The McNair Scholars Program is geared toward preparing students from underrepresented backgrounds for successful completion of Ph.D. degrees. As part of the preparation, Scholars are connected with a faculty mentor to engage in scholarly research and gain insight into the graduate school application and transition process.

A key element of the program is learning the culture of the academy, which eleven Scholars were able to do while attending the University of Maryland’s National Conference for McNair Scholars and Undergraduate Research, March 14-17, 2013, in College Park, MD. Three scholars presented, including: Sandy Chan ‘15, Role of Leukocyte GPR120 in Atherosclerosis Development in n-3 vs. n-6 diet fed LDLrKO mice; Ivette Planell-Mendez ‘14, Preparing for Super-LHC: Fabrication of Tracking Devices; and Maya Mundell ‘14, Entrenchment and Transgression of Arabic Language Boundaries.

Also participating in the trip, gaining exposure to scholarly presentations, hearing engaging keynote speakers, and having the opportunity to network with other Scholars, administrators, and graduate school admissions representatives from across the country were: Jeffrey Li ‘15, Sheretta Noel ‘14, Patricia Gonzalez ‘15, Juliana Garcia ‘14, Casey Paton ‘15, Jasmine Williams ‘15, Juliana Garcia ‘14, and Jessica Ramadhin ‘14. Pictured are Scholars with keynote speaker, Major General Charles Frank Bolden, Jr. (retired) NASA Administrator, who was a friend of Ronald McNair, after whom the McNair Program was established following his death in the Space Shuttle Challenger Explosion in 1986. Bolden, Jr. addressed the audience about the impact that Ronald McNair had on him as a young aspiring astronaut, and how each McNair Scholar can take McNair’s legacy to gain inspiration to persist toward achieving personal and academic goals.

The newly established McNair Program at Cornell University, funded by a grant from the U.S. Department of Education, joins the ranks of approximately 150 McNair programs at institutions of higher education across the nation.
PRE-PROFESSIONAL PROGRAMS

The Pre-Professional Programs (P3) has been involved in a number of activities that have positively influenced professional and career development of P3 members and other students on campus. The program is directed toward those wishing to pursue the licensed professions such as law and medicine, as well as STEM fields.

During the summer, P3 sponsored Summer Undergraduate Researchers to stay on campus to conduct work, as well as attend bi-weekly lunch meetings to discuss the research they conducted in various departments that included immunology, microbiology, sociology, and international and comparative labor. At these meetings, researchers had the opportunity to discuss their individual research projects and learn about on-campus research options from other upperclassmen. The summer discussion series spawned The Method, an open discussion series serving to connect undergraduates from all departments to share their research experiences. This great networking opportunity is also available and open to all students.

A returning program is Graduate Students Mentoring Undergraduates (GSMU), which pairs current on-campus graduate students with P3 members interested in graduate school. They meet regularly to discuss their interests in graduate school, research, academics as well as personal goals and ambitions. In December, over 30 students traveled to the annual Weill Cornell Medical College Pre-Medical Conference in New York City which offered various workshops on financial aid, medical student panels, and providing insight into the application process for medical school.

Additionally, students have written funding proposals for various conferences, trainings and speakers. Speakers were sponsored for the Diversity Symposium in Business, touching on subjects such as diversity in the field; entrepreneurship; and individual student success. Students presented their own research at conferences that included the Occupational Health National Conference in San Francisco and also at the National Latino/a Psychological Association Conference in New Brunswick, NJ. Students participated in internships that included JP Morgan Chase and Goldman Sachs and also trainings at the Harvard Business School.

Other highlights have included: TED Talk discussions about body language in a professional setting, grab-and-go-lunches, and resume critiques before Career Service’s annual on-campus career fairs. During winter break, P3 sponsored 10 undergraduate P3 members for the Shadow Program, a week-long shadowing experience with physicians at either Mount Sinai School of Medicine or Weill Cornell Medical College. This program and other P3 activities work to encourage students to explore their career interests and offer them tools to maximize their career potential.
OADI’s Community Development and Social Justice Programming (CDSJ) successfully launched in the fall of 2012. The bi-weekly Social Justice Roundtable and Dinner series were well attended by students of diverse backgrounds from across campus who were interested in discussing topics related to current events or social injustices in the community. Dinner topics included defining social justice; the 2012 Presidential election; identities: LGBT and race; and New York City’s Stop-and-Frisk policy. Students, staff and faculty attending each of these events were engaged in the exchange of different perspectives, comments, and opinions. CDSJ also collaborated and co-facilitated with other organizations for the Social Justice Roundtable and Dinner Series, and thanks Cornell Haven and Engaged Learning & Research at Cornell, for their assistance in bringing new ideas and students to the OADI office.

Additionally, the CDSJ team worked diligently to provide information about community engagement opportunities for students who expressed interest in becoming more involved both on and off campus. Students who are interested in becoming connected to service initiatives and a variety of programs at both Cornell and in the surrounding community should check out the Community Engagement Opportunities binders available in the OADI resource library. The CDSJ programming team looks forward to reaching more members of the Cornell campus community who are interested in participating in all activities and events in the coming year.
In addition to the Social Justice Roundtable and Dinner Series, Community Development and Social Justice Programming recently launched three new initiatives: First in Class, Trailblazers, and the MLK, Jr. Day of Commemoration.

First in Class is a monthly event series where first generation undergraduate college students can network, learn about resources and opportunities at Cornell and build the skills they need to be successful in college and beyond. The inaugural First in Class event brought together first generation college students, faculty, and staff from all over campus for an invigorating conversation about the challenges facing first generation college students and how to work through them. Events were also sponsored that introduced first generation college students to ways in which they can manage stress while adjusting to college life, and navigating the library to excel academically. A First in Class panel showcasing “Summer Opportunities” was well attended, and students shared their experiences about study abroad, research, and internship experiences and how they were funded.

The Trailblazers Program supports non-traditional students as they navigate college life while balancing many life responsibilities. Exciting and informative events were planned throughout the year, including workshops on parents’ resources, rights, and privileges at Cornell, and on financial planning and financial troubleshooting. Any “trailblazer” (a military/veteran student; an adult learner; a commuting/part-time student; a financially independent student; a student with depen-
In 2012, a partnership between Cornell and the Posse Foundation was finalized, and the first group of 10 Posse Scholars from Chicago will enter Cornell in the College of Arts and Sciences in the fall of 2013. Founded in 1989, the Posse Foundation is a college access and youth leadership program that matches promising high school students with top-tier colleges and universities across the United States. Posse seeks to help colleges and universities diversify their student body and create an inclusive, welcoming campus. Additionally, Posse empowers the scholars to excel in their academic pursuits while becoming active leaders on their respective campuses.

In January, 2013 Cornell officials traveled to Chicago to welcome and congratulate the first cohort of scholars in a inspired ceremony hosted by Posse Chicago. We look forward to the future contributions of the Cornell Posse Scholars and the program at large. The scholars had a great introductory visit to Cornell in late April, attending classes, meeting with President Skorton and the Dean of Arts and Sciences, and preparing for the coming academic year.

From Left to Right: Dr. Linda Nicholson, Posse 1 Faculty Mentor; Jarrel Johnson, Posse Program Manager; Cornell’s first Posse Scholar Cohort; Lee Melvin, Associate Vice Provost for Financial Aid and Admissions.
STUDENT SPOTLIGHTS

A’ngelique Edwards
Biological Sciences, Class of 2013
“I am interested in doing community based
participatory research and work with medically
underserved, economically disadvantaged, and
minority populations.”

Lana Miller
Hotel Administration, Class of 2013
“I am forever grateful for the opportunities
I have been afforded through being a part of
HEOP and know that this program is one of the
many things that has shaped the young woman
that stands before you today.”

Jasmine Cotrich
Applied Economics and Management,
Class of 2014
“I aspire and am determined to help those who
are born with less opportunity and those who
are denied freedom of speech in their respective
countries.”

Jillian Harmon
Development Sociology, Class of 2015
“I hope to impact the lives of others through
advocating for education reform that serves all
of our nation’s students.”
VANESA LAURADIN

Psychology, Class of 2013

“Last year, I went to Ecuador to volunteer with a medical brigade and this year I worked with Habitat for Humanity in North Carolina and taught English in China during the summer.”

JESSICA BARRAGAN

Government & Sociology, Class of 2015

“My passions lie in the fields of social policy, social justice, inequality, and community development.”

EDWIN ROSENDO

Biological Sciences, Class of 2015

“I am currently pre-med as well and I hope one day to become a surgeon. My interest in medicine was brought on by my deep interest in biology as a subject area and by my first-hand experience shadowing physicians.”

SHEVEENA ROWE

American Studies & Africana Studies, Class of 2013

“In the future I would like to pursue a career in the field of law. I am specifically interested in Sports law.”
Other OADI Special Events and Co-Sponsorships

Mama Charlotte O’Neal
Afrika Bambaataa
Aurora Guerrero
Biology Scholars Program
Festival of Black Gospel
Dreaming of Timbuctoo
Ericka Huggins
Guerilla Girls
Jelani Cobb
Women of Color Conference
Student Assembly - *Know the Power of Your Words*
Rice Magazine Publication
Rita Indiana Hernandez Performance
National Women in Physics Conference
Pre-Freshman Summer Program
Interfaith Youth Corps
Les Femmes de Substance Conference
Biology Research Fellows/Interns
Evolutionary Biology Trip to the Galapagos Islands
Lift Every Voice (Village at Ithaca)
Cornell Undergraduate Women in Physics
Lab of Ornithology
Hispanic Association of Colleges & Universities
The Cornell Intergroup Dialogue Project
Men of Color Conference
4th Annual ILR Roundtable
Africana United National Trip
Black History Month
United We Dream with Lorella Praeli
Mother of Exiles/Madre de Migrantes
(Cornell Department of Theatre, Film and Dance)
Engaged Learning & Research
National Conference on Race & Ethnicity
..... and more
CONGRATULATIONS
DECEMBER 2012 GRADUATES!

Kassandra Abrams
(EOP/HEOP)
College of Agriculture and Life Sciences

Nicholas Booker-Tandy
(P3)
College of Agriculture and Life Sciences

Hakeem Brown
(EOP/HEOP)
School of Hotel Administration

Vanesa Lauradin
(EOP/HEOP, P3)
College of Arts and Sciences

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