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SAVE THE DATES

Evening of Hope

The Seaport Hotel Boston
Wednesday, October 25, 2023

Skills Workshops for College and High School Students

Harvard Medical School
Saturday, November 18, 2023

Virtual Abstract Feedback Session

Zoom
Saturday, December 2, 2023

New England Science Symposium

Harvard Medical School
Saturday, March 23, 2024

Career Development Series: Resume/ CV Review and LinkedIn Branding

Zoom
Multiple Dates, Spring 2024

Virtual Career Fair

May 15, 2024

For more information, please contact [Hollie DeSilva](mailto:Hollie.DeSilva@bscp.org).

REMINDER

Please remember to update your contact information at www.bscp.org.

Click on "Update Contact Information" and then "Current BSCP Students/Fellows and Alumni."

CONVERSATIONS WITH AN EVENING OF HOPE HONOREE

Emmanuel Ligner, CEO and President, Cytiva

Emmanuel Ligner, CEO and President of Cytiva, is one of this year's honorees at the 2023 BSCP Evening of Hope. The following is an interview we conducted with Mr. Ligner by email.



Emmanuel Ligner

Where did you grow up?

I was raised in the beautiful town of Annecy, France, in the mountains and near the water. This is an area where you can enjoy the best of all four seasons: snow ski in the winter or water ski in the summer and hike all year round!

Did you have early mentors who helped set you on your career path?

Life is all about meeting people. When I was young, I was an extremely shy person, and I gained self-confidence by meeting people and having experiences. A succession of people have helped me get stronger and gain confidence.

I was born and raised in a family where human beings are at the center of everything; my dad is an osteopath and a medical doctor. Even after a full day of family activity, patients were waiting at his clinic to be treated. And we knew that was a priority. That has kept my whole family centered for our entire lives. As I grew into a young athlete, coaches taught me about teamwork. Once I moved to Japan, I learned a lot from Klaus Julger about leadership. He taught me that to be the happiest boss in the world, you have to let the people around you do their work. Empower them. Have their back. Finally, Kieran Murphy at GE was my boss for

thirteen years. I learned a great deal from his approach, his openness.

What led you to pursue a career in engineering and the life sciences?

I had studied biology alongside sales and marketing. Major influences were my father's work, but also my sister is a midwife, and my brother-in-law is a doctor. I never thought about any other industry to work in. I am excited about this industry, with its clear purpose of improving human health and having a positive impact on patients' lives, so I have stayed with it.

When did you first learn of BSCP? What about the program compelled you to get involved?

Cytiva started to work with BSCP following the horrible events of 2020 and the murder of George Floyd. Immediately after these events, we focused on how we could contribute to a better world, and we started by asking how we could create equitable opportunities in education. Through our wonderful colleague Dr. Djadé Soumana, who had been a Hope Scholarship recipient in 2013, we learned of BSCP and knew that its mission matched with Cytiva's goals to improve access to life-changing therapies while building a

future workplace that is diverse, equitable, and inclusive.

How do you envision BSCP changing the landscape of science and health care?

Through its work to open doors for students who might be marginalized or at a disadvantage, BSCP is leveling the playing field in science and health care. We cannot be an industry that improves human health until we represent humans accurately. Increasing access to STEM education is step one, and we're thrilled to participate by hosting interns as a starting point.

Why do you feel strongly that companies like Cytiva should strive to create equitable, diverse, and inclusive teams?

Diversity of any kind brings creativity, innovation, and continuous improvement. Where people feel safe at work to be their true, authentic selves, you'll get better results. The output is better. It's also our role as leaders to foster that environment for people to thrive so that the talent pool is diverse and able to come forward. Cytiva has existed in some form since 1733, and it will continue for centuries more, but only if it has diverse representation — people

willing to bring differences of opinion and experience to the business discussions. It's essential.

Your motto is “make it personal, make it better.” How do you apply this motto to your professional life, and how can BSCP participants do the same?

It's too easy to simply say, “Make something better.” When you add the personal touch, people get invested. Don't simply come and say, “This is wrong.” When you take it personally, you say, “I see something that can be better, and here's how.” The other aspect is that a purpose-driven organization is about the person. Coming back to my family and how we have never forgotten the human aspect — don't come, do, and leave without putting your personal touch to work. We are emotional beings. Make that connection to what you do. Know your purpose and take it to heart!

Do you feel that the adoption of generative AI will affect incoming students and early-career professionals in the sciences?

Yes, and it's positive! The power of AI makes us more efficient, more informed, and more able to tackle big questions. I hope that students will embrace AI to do

repetitive tasks or clear certain foundational hurdles, then apply thoughtful analysis and a creative touch to their work. I'm excited about AI helping humans make better, more informed, and faster decisions.

When stuck on a challenging and comprehensive problem, how do you move forward?

I ask a friend! I think about what the real question is and from which direction I need help. Sometimes, for example, you look at a supply chain challenge and think the problem is in the factory. But in fact, the problem might be in the process with an account executive! So first you have to lay out the problem and figure out which part you can solve. Then, I have a number of people I call for help on a business challenge, an industry challenge, or a leadership challenge.

Is there particular advice you would give to individuals who are pursuing careers in the biomedical/life sciences? How can they set themselves up for success?

Stay curious! Ask for help and be adventurous. Dare to try something outside of your comfort zone. ■

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WHERE ARE THEY NOW?

Carolina Solis Sanabria, MD, MPH

For Dr. Carolina Solis Sanabria, returning to BSCP as a mentor in 2012 was the natural destination after being a mentee herself in 2004 while aspiring to become a surgeon as a pre-med at Yale. Dr. Solis Sanabria has since attended Harvard Medical School (HMS), returned to Harvard T.H. Chan School of Public Health for an MPH, and earned a Fulbright scholarship in the process. Today, Dr. Solis Sanabria is a general surgeon at Holy Cross Health Center in Montgomery County, Maryland, and a program official in the Division of Clinical and Health Services Research at the National Institute on Minority Health and Health Disparities (NIMHD), National Institutes of Health. Despite her busy schedule, she also continues to volunteer as a BSCP student advisor/mentor.



Carolina Solis Sanabria, MD, MPH

“Going into surgery, you don't see a lot of role models who look like you,” says Dr. Solis Sanabria. “Especially because surgery is such a challenging career path, I think

it's important to develop these kinds of supportive environments for people in these types of careers. We still need a lot more representation, and now doing the kind of health disparities work that I do, I see how we still need a lot more diversity in the workforce."

After earning her MD from HMS, Dr. Solis Sanabria was a resident at Duke and Inova Fairfax Hospital. "When I was a resident at Duke, it was a very academic program as we had an opportunity to do two years of research," she explains. In her first year, she returned to Harvard to the T.H. Chan School of Public Health to earn her MPH. In her second year, Solis Sanabria won a Fulbright scholarship and returned to her country of origin, Nicaragua. There, she studied surgical capacity in different Ministry of Health hospitals in conjunction with the Harvard Humanitarian Initiative and ran another study comparing surgical outcomes for patients undergoing emergency abdominal surgery in rural vs. urban hospital settings.

"It made me realize how Nicaragua, my country of origin, how much they're able to do with the limited resources they have," she says. "I was quite impressed by what they were able to do down there. But then it also highlighted the fact that we have so many disparities here," she adds. Although her research in Nicaragua centered around disparities between rural and urban surgical care in Nicaragua, it shed light on the nature of health disparities at home in the United States.

Upon the outset of the COVID-19 pandemic, Dr. Solis Sanabria would be a firsthand witness to the health disparities facing rural and indigenous communities in the

United States. "For example, sometimes — the smaller hospitals — they don't have an ICU, they may not have a ventilator," she notes. "And then oftentimes these patients need to get transferred to bigger hospitals that do have those resources." Stories making national news out of the larger U.S. cities left little space for accounts from rural and underserved regions. Shortages of beds in major hospitals meant that the smaller facilities had to make do with what they had. As a program official at NIMHD, she feels her time as a traveling surgeon aligned perfectly with her work as she focuses on "promoting the reduction of health disparities on a national level."

Service is the common thread among all that Dr. Solis Sanabria does. As a general surgeon, Solis Sanabria primarily sees patients who don't have insurance. She says it's "been a really rewarding experience, just being able to really make an impact by providing surgical services to patients who sometimes have been waiting for a while because they haven't had access." After a recent surgery, a patient who had undergone a hernia repair brought flowers to her office. The sentiment still stands as an example to Dr. Solis Sanabria of how her work not only serves her patients but also has a profound effect on herself.

"Part of the reason I do what I do is because I get to work on the public health aspect, which thinks more about systems and how to improve things on a broader scale. But I also love the one-on-one patient interactions because you can really see the impact of your work on an individual basis and how much of an impact that makes on a particular person," says Solis Sanabria. Returning to

BSCP as a mentor reminds her of those mentors and teachers who played important roles in her life. One specific mentor was, at the time, the head of the Science, Technology and Research Scholars Program at Yale, Dr. Iona Black. "I remember her saying, 'We're not just a research group, but a family that will rise together,'" says Dr. Solis Sanabria. Dr. Black was also a former BSCP advisor.

As a middle-schooler, Dr. Solis Sanabria remembers a Spanish teacher who went above and beyond to help when her family was experiencing immigrant struggles. "She's someone I'm still very close to." It should come as no surprise then that, as a mentor at the 2023 BSCP Conference, Solis Sanabria brought a student from her community in Maryland. "After coming to BSCP, he felt like he learned so much about the opportunities that he hadn't even considered." The student plans to attend the next conference and is considering applying to Harvard. She goes on to note that "It's really cool to see how this community is such an encouragement to different people along their career path."

Even with all that she does, Dr. Solis Sanabria has one takeaway for those pursuing a career path in medicine. "One thing that I try to prioritize now is well-being and trying to live more in the moment and trying to slow down a bit. You know, oftentimes I feel like we're always 'go, go, go,' but it's really just important to experience things in real time and smell the flowers; enjoy activities with your hands — like gardening. I think it's important to take care of our bodies — especially as a physician — we're not always the best at it." ■

EVENING OF HOPE 2023

On Wednesday, October 25, BSCP will hold the 26th annual Evening of Hope fundraiser at the Seaport Hotel, Boston. The event raises the majority of the funds needed to support BSCP programs, which are always offered at no cost to participants, and celebrates the organization's successes. The honorees are Reshma Kewalramani, MD, FASN, CEO and President at Vertex;

Emmanuel Ligner, CEO and President at Cytiva & Group Executive, Danaher Biotechnology Group (see related story); and our organizational partner Eastern Bank. The event is co-chaired by Jeff Leiden, MD, PhD, Executive Chairman at Vertex, along with BSCP Board members J. Keith Motley, PhD, Distinguished Professor and Chancellor Emeritus at the

University of Massachusetts Boston, and Zoltan Csimma, Executive Advisor/Coach and Former Biotech Executive. Dr. Ronald Arky, the Daniel D. Federman, MD, Distinguished Professor of Medicine and Medical Education at Brigham and Women's Hospital, and the inaugural advisory dean for the F.W. Peabody Society, and Co-Director for Medical Student Performance

Evaluation at Harvard Medical School, will be receiving a special recognition for his contributions and commitment to BSCP over the years. Dr. Arky has been a BSCP advisor since the very first BSCP Student Conference in 1992. Every year at the Evening of Hope, Hope Scholarships are awarded to underrepresented minority students enrolled in high school, college, medical, graduate or professional school for the

upcoming academic year who have demonstrated an interest in biomedical, biopharmaceutical or other science-related fields and have had direct involvement in BSCP. Recipients are highly motivated, have recognized potential and seek opportunities for educational advancement. We are proud of the fact that most of our Hope Scholars have followed in the footsteps of their mentors — achieving

their academic and professional goals — and return to mentor the next generation of BSCP students. The scholarships, in the amount of \$7,500, are given out over two years (\$5,000 year one and \$2,500 year two). BSCP retains the funds and distributes the money to the students upon receipt of proof of payment. Details on this year's scholarship recipients will be announced in a later issue. ■

SKILLS WORKSHOPS FOR COLLEGE AND HIGH SCHOOL STUDENTS

After a magnificent return to in-person programming in 2022, the Biomedical Science Careers Program (BSCP) Skills Workshops for College and High School Students will be the opening program for academic year 2023–2024. This event will take place on Saturday, November 18, and is co-sponsored by the Harvard Medical School Office for Diversity Inclusion and Community Partnership and BSCP. As the BSCP Student Conference takes place biennially, the Skills Workshops take extra precedence for those college and high school age students seeking advice, skills development and career guidance. Remarkably notable this year will be an expansive internship fair where attending students can make lasting impressions upon recruiters who will be reviewing their resumes for a number of competitive opportunities for summer 2024. In addition, after successfully piloting short 1:1 advising sessions at last year's event, BSCP will be bringing back these sessions in collaboration with MassEdCo and expanding them to be available to parents/caregivers.

This program aims to accomplish two things: first, to provide hundreds of high school and college students with information and guidance in areas such as the application process for college and medical, graduate and professional schools, interviewing skills, financial planning, resume writing and internship opportunities.



Attendees will be invited to attend a keynote address and panels on topics hosted by industry professionals and faculty members from around the Boston area. Panel topics will range from a walkthrough of the application processes for multiple levels of higher education to interviewing skills for internships and first jobs to personal finance. There will be a session for parents and caregivers informing them on how best to support students inclined toward the sciences and medicine.

The keynote speaker for this year's Skills Workshops will be Jonathan Abraham, MD, PhD. Dr. Abraham is an

Associate Professor of Microbiology at Harvard Medical School and Associate Physician in Infectious Diseases at Brigham and Women's Hospital. He is also a former BSCP student and Hope Scholarship recipient. Applications are available now! Please contact [Ahmed Azim](#) to request an application. Don't miss out on your chance to create connections, learn important elements of the application and financial aid processes, and build your skills base at this year's Workshops! ■

CALL FOR ABSTRACTS!

We encourage any and all students or trainees who are eligible and inspired future scientists and physicians to submit their research to the New England Science Symposium (NESS). The 2024 NESS — scheduled for Saturday, March 23, 2024 — is still over the horizon, but abstract submission is upon us! Submit your abstract now at newenglandsciencesymposium.org.

The NESS, established in 2002, promotes careers in the biomedical sciences. NESS provides a forum for postdocs — both research and clinical — as well as medical, dental and graduate students; post-baccalaureates; college and community college students (particularly Black/African American, Hispanic/LatinX and Native American/Alaskan native individuals) to present their biomedical and health-related research activities. Those accepted will be granted a space to present a poster and may also be invited to give an oral presentation of their research. Attendants at the NESS receive unparalleled feedback from industry professionals from the biopharma/biotech sectors, New England hospitals and academic institutions, as well as the National Institutes of Health. While at NESS, students and trainees engage in discussions related to career development in the sciences, exchanging novel ideas, and expanding their networks in a deeply meaningful way. Attendees will also be invited to the NESS keynote address. Last year's keynote was given by Takeda Pharmaceutical's President of Research & Development, Dr. Andrew S. Plump. There is no fee to attend the NESS.

- Abstract Submission Categories: Public Health, Epidemiology or Biostatistics; Microbiology, Immunology, Genetics or Molecular Biology; Cellular Biology, Neuroscience, Biochemistry or Physiology, Bioinformatics, Physics, Chemistry or Engineering; Clinical or Social Science (including Translational Research), and Interdisciplinary.



- Awards will be presented in multiple categories.
- Preregistration is required.

For those looking to sharpen their abstract and have the best chance of being invited to present at the NESS, the third annual Virtual Abstract Feedback Session will be hosted on Saturday, December 2, 2023, from 11 a.m. to 12:30 p.m. The session is designed for students to receive feedback from advisors and peers prior to submitting their abstract for consideration at the NESS. The meeting will be set up in groups limited to between five and seven participants, where students and trainees will give a two- to four-minute elevator pitch to their group. Participation in this session is not a requirement, nor will it guarantee invitation to present at the NESS. Registration is now open!

To be eligible for consideration, abstracts must include:

1. Name of author(s)
2. Suffixes (if a degree is obtained): BS, MS, PharmD, MD/DO, PhD, MD/PhD, DMD/DDS
3. Contact information
4. Institution, academic level, and expected year of graduation/program completion
5. Funding source(s)/research sponsor(s)
6. Research title
7. The abstract cannot exceed 400 words

NESS is co-sponsored by the Harvard Medical School Office for Diversity Inclusion and Community Partnership and the Biomedical Science Careers Program (BSCP) and supported by Vertex. ■