

**DR. ALEXIS VERA-PEREZ, MPH, DBA**

Caguas, PR | (787) 380-4680 | alexisvera@gmail.com

**EDUCATION**

Universidad del Turabo

**Doctor of Business Administration - Management**

**2011**

Dissertation: "A Predictive Model for Risk Classification of New Businesses in the Health Insurance Industry."

Honors: Dissertation Passed – With Distinction

Medical Sciences Campus – University of Puerto Rico

**Master of Public Health - Biostatistics**

**2006**

Thesis: "A Comparative Analysis of the Prevalence of Hearing Problems in Two Communities of Ceiba, PR."

Río Piedras Campus – University of Puerto Rico

**Bachelor of Science – Mathematics**

**2005**

**LANGUAGES**

Fully Bilingual – English & Spanish

Français – Niveau intermédiaire

**ACADEMIC & TEACHING EXPERIENCE**

San Juan Bautista School of Medicine

**Assistant Professor – Biostatistics, Inferential Statistics, and Research**

**2016 - 2024**

- Teach courses on Biostatistics to first-year students in the Master of Public Health Program.
- Restructured the Biostatistics course, incorporating modern tools.
- Mentor students on fieldwork research projects, integrating machine learning algorithms and NLP.
- Preside over the curriculum committee for the Master of Public Health (MPH) program showcasing leadership and collaborative skills.

University of Phoenix – School of Business

**Associate Professor**

**2007 - 2009**

- Taught Business Statistics and Management Science to Master's Degree students.
- Applied adult learning methodologies and integrated real business cases.
- Facilitated courses in both in-class and online settings for international students.

Institute of Statistics & Computer Information Systems – University of Puerto Rico

**Contract Faculty**

**2007 - 2009**

- Taught Statistics to undergraduate students, emphasizing statistical inference and software usage.

**PROFESSIONAL EXPERIENCE**

Popular, Inc.

**Senior People Analyst (Our People Division)**

**2024 – Present**

- Lead complex, data-driven initiatives to enhance employee experience across the organization, delivering actionable insights that shape HR strategies and decision-making.
- Provide analytics expertise to the Talent Acquisition Unit, including generating detailed reports, uncovering trends, and supporting data-informed talent acquisition strategies.
- Partner with cross-functional teams, including senior leaders and other analysts, to drive collaborative efforts on multiple high-impact projects that influence organizational growth and efficiency.

Liberty Communications of Puerto Rico

**People Analytics Manager**

**2023 – 2024**

- Spearheaded the development and automation of comprehensive People Metrics reports, utilizing advanced analytics tools such as Power BI and Python. Streamlined the data collection and analysis process, resulting in a reduction in report generation time and enhanced data accuracy.
- Led a series of advanced analytical projects to provide deeper insights into workforce dynamics, including turnover trends, employee engagement, and productivity metrics. Employed predictive modeling techniques to forecast hiring needs and retention risks, significantly aiding in strategic decision-making.
- Collaborated with People, IT, and senior management teams to integrate People Analytics into broader organizational strategies. Facilitated data-driven decision-making by providing actionable insights on workforce planning, talent acquisition, and performance management.

Humana, Inc.

**Senior Data Scientist – Enterprise Data Science, Engineering & AI**

**2018 – 2023**

- Transformed complex data into advanced analytic solutions using statistics, modeling, and technology. Utilized tools like Python, R, Databricks, and SAS Enterprise Guide to build queries.
- Built a PowerBI dashboard to monitor the performance of actuarial and ML models to predict reserve.
- Performed natural language processing (NLP) on customer-agent interactions (call transcripts) to identify customers' "pain-points" on certain products. This helped advise product owners in their design for the following year's product offer.
- Partnered with actuarial manager to evaluate changes in the Go365 (wellness) program offering for the Medicare population based on program utilization and Medicare gap closing.

Humana, Inc.

**Analytics Consultant**

**2017 – 2018**

- Collaborated across departments, researching human capital using advanced analytical methods.
- Conducted network analysis (using R and Gephi) to understand talent movement throughout the Organization, laying the foundation for the subsequent creation of the associate movement tool.
- Applied Natural Language Processing (NLP) techniques to derive insights from unstructured data collected from associate inputs.

Humana, Inc.

**Human Capital Analyst**

**2013 – 2017**

- Supported HR Business Leaders with human capital data insights and constructed compelling data visualizations using Tableau and PowerBI.
- Developed an employee voluntary turnover model to predict and understand attrition patterns.
- Applied statistical inference and predictive modeling techniques to various HR-related challenges.

Humana, Inc.

**HR Facilitator**

**2009 – 2013**

- Served as a business partner to Senior Leaders at Humana in Puerto Rico to develop strategies for talent assessment and planning toward development, deployment, and succession per Humana's business strategy.
- Used human capital data to identify the best predictors for employee engagement in the local market and partnered with Leaders to create and implement action plans to drive engagement in their business areas and improve business outcomes and performance.
- Hired 200 new clinical roles after the acquisition of a new government contract in the Market.

Humana, Inc.

**Commercial Risk Subscriber**

**2007 – 2009**

- Analyzed financial risk for current and prospective clients.
- Used predictive modeling to forecast risk and adjust renewal rates.

## PUBLICATIONS AND PAPERS

Cotto, M., Díaz, Y., González, M., Padilla, M., Rosario, A., Torres, I., **Vera, A.**, Vera, C., Williams, Y. (2019). Análisis de supervivencia en pacientes dignosticados con cáncer de pulmón y bronquios durante el periodo 2008-2012 en Puerto Rico. *Revista Puertorriqueña de Medicina y Salud Pública*. 2019

Solis-Torres, N., Braverman-Diaz, I., Rivera-Morales, L. A., Perez-Sanchez, J. J., Perez-Bravo, V. S., Neris-Sanchez, A. J., Vera, A., & Diaz-Algorri, Y. (2024, April 24). Medical students' knowledge about human papillomavirus (HPV), HPV vaccine and head and neck cancer. *Human Vaccines & Immunotherapeutics*, 20(1). <https://doi.org/10.1080/21645515.2024.2344248> 2024

Laureano-Morales L, Saldaña-Santiago N, Malave-Velez N, Quiles-Aponte J, Travieso-Perez S, Diaz-Algorri Y, et al. (2024) Work stress and burnout among active correctional officers in Puerto Rico: A cross-sectional study. *PLoS ONE* 19(10): e0304886. <https://doi.org/10.1371/journal.pone.0304886> 2024