**Prasad Bhoite**

**Proposed Goals for FY 2024-2025:**

1. ED Paper

2. FDOH COVID paper.

3. FIU Thrive dashboards- Internal (using NHELP data) and External (With Limited data for FDOH)

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**1. Finalize and submit ED Utilization manuscript**

Prasad's Response:

**ED Annual Report:**

I successfully completed the analysis and finalized the annual ED report for submission to BHSF by the deadline of 12/31/23.

**ED Manuscript:**

While the manuscript was not submitted by the original deadline of 03/01/2024, significant progress has been made to enhance the scientific rigor of our work. Upon the recommendation of Dr. Bursac, additional statistical analyses were conducted, which I completed promptly. These findings were subsequently presented to the team, receiving positive feedback.

Despite the delay, I successfully submitted an abstract to the American Public Health Association’s 2024 annual conference, which has been accepted for an oral presentation. I am scheduled to present our findings in October 2024.

Recently, I finalized the ED utilization manuscript and shared it with the BHSF team for feedback. I am confident that we will be able to submit the manuscript to an appropriate journal within the next two months.

Citation of Accepted Abstract for Oral Presentation:

Bhoite P, Clarke R, Clark C, Gonzalez I, Cespedes T, Wilson C, Bursac Z, Brown D. Examining the impact of NeighborhoodHELP on emergency department utilization. 2024 American Public Health Association, Annual Meeting & Expo, 2024 Oct 27–30; Minneapolis, MN. Session: Applications of Complex Health Data and Analysis. Program: Applied Public Health Statistics. Oral Presentation. [To be presented in Oct 2024]

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**2. Train and mentor Data analyst 2 and student assistant**

Continue onboarding your team and handing off responsibilities to them.

Prasad's Response:

For my FY 2023-2024 goal to "Train and mentor Data Analyst II and the student assistant," I am pleased to report that this goal has been successfully accomplished.

Throughout the last fiscal year, I continued the onboarding process and provided extensive training to both team members, who were relatively new resources when hired. I cross-trained them to ensure that each can effectively handle key responsibilities in the absence of the other.

The training covered a range of essential skills, including MS-Power BI dashboard creation, SQL query writing, R programming, Azure Synapse Analytics, R package development, and GIS mapping.

I have also successfully handed off the responsibilities for monthly and quarterly Baptist reporting, as well as quarterly state reporting, to the team.

Prasad’s response:

**3. Identify and execute a practical use case for data warehouse.**

Present low hanging fruit ideas to me and Frank.

Answer:

Prasad's Response:  
  
​​​​​​​I identified a practical business use case for implementation in the data warehouse and presented it to the departmental leadership. While Dr. Frank Anderson did not provide specific guidance, Dr. Brown suggested proceeding with the most suitable idea until Dr. Anderson finalizes his priorities.

My plan was to implement the Student Household Visits scheduling and assignment use case within the Azure Synapse Data Warehouse. However, due to departmental restructuring, all data warehouse development has been put on hold by the NHELP program leadership. As a result, this goal is currently on pause.

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Scholarship- Publications

* Moving Toward a Standardized National Family Medicine Subinternship Curriculum:  Results From a CERA Clerkship Directors Survey.

Accepted Publication: Family Medicine

Authors: Sairenji T, Stumbar S, Garba N, **Bhoite P**, Cruz M, Stubbs C, Emerson J, Babalola D, Kelley D, Everard K.

* Pilot Study of a Free Long-Acting Reversible Contraception Program on a Mobile Health Center in Miami Dade County, Florida.

Accepted Publication: Journal of Immigrant and Minority Health. Springer (October 2019)

Authors: Stumbar S, Garba N, **Bhoite P**, Ravelo N, Shringarpure N.

* Guests, Hosts, and teaching the ethics of service learning in medicine.

Accepted Publication: International Journal of Ethics Education (September 2019)

Authors: Schneider G, Gillis M, Kirchmer K, **Bhoite P**, Castellanos N.

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* Guests, Hosts, and teaching the ethics of service learning in medicine.

Accepted Publication: International Journal of Ethics Education (September 2019)

Authors: Schneider G, Gillis M, Kirchmer K, **Bhoite P**, Castellanos N.

Selected work achievement summary (FY 2020-2021):

**Reports to the funders:**

-Florida State-NHELP Annual evaluation report (FY2020-2021)

-Baptist Health South Florida-GFFNHELP partnership Annual report (CY-2020)

-Linda Fenner 3D Mobile Mammography Center Impact Annual Report

-Florida Association of Free and Charitable Clinics- Quarterly and annual progress report

-Florida State-DOH-Quarterly reports (FY2020-2021)- Q1, Q2, Q3, Q4.

-Baptist Health South Florida-GFFNHELP partnership Monthly reports

-FIU Foundation Endowment Reports

-GFF food pantry report

**Grants and assorted research projects:**

-Mammovan publication

-PCORI Grant application

-Data transfer for Michelle Abbott’s dissertation

-Dr. Camps-Romero’s monthly behavioral health dashboard

-COVID-19 NHELP reporting to the dean-Weekly/Monthly/Ad-hoc

-NHELP pipeline program data requests by Dr. Cheryl Holder

-Monthly Clinical Executive summary report

-Data Analysis for Tripp Umbach

-Dr. Lage’s data request for manuscript with AMA Accelerating change in Medical Education Consortium

-Dr. Chung’s Pre-COVID-Post-COVID manuscript data analysis

-Dr. Anderson’s Technology assistance initiative analysis during COVID

-Analysis for presentation to QIPSC chair update

-Annual Faculty performance evaluation-Dr. Brown’s Data request

-Multiple HRP data analysis requests

I was an integral part of following different committees and working groups:

* NHELP steering committee
* Data management and quality improvement working group
* Almost all working groups that are related to the data of different units.
* Data team
* Quality improvement taskforce
* Data Standardization Workgroup

**Job Knowledge:**

  “Never stop learning, because life never stops teaching” – I have always followed this principle in my personal and professional life.

I have always kept myself updated about the new information and knowledge in the data science field. I have always used my expertise and implemented the knowledge at work. In the past Fiscal year, I have honed my technical skills, domain knowledge, problem solving skills, creativity, and communication skills.

**Pursuing MS-Data Science- Computational Analytics track:** To keep my job knowledge up to date with the industry standards, I have started pursuing my MS-Data Science (Computational Analytics track) since Fall-2019.

I have completed following 2 courses during the last Fiscal year:

Fall 2020- Advanced Database Systems

Spring 2021- Data Visualization

**R programming language:** R is an open source, free and popular programming language among academic data science community. In the last Fiscal Year, I have fully developed a code base pertaining to Data Visualization. I have also trained a new Data Analyst.

**Python 3.0 programming:** During last Fiscal Year, I have fully adopted Python 3.0 as the Data Team’s analysis tool along with R. Python 3.0 and R are the industry standards and the leading programming languages in the data analytics and data science world.

**Microsoft PowerBI:** During last Fiscal Year, I have received a development access of a business intelligence tool, Microsoft PowerBI. I have quickly developed 4 business intelligence dashboards that the users have been waiting for years.

**Data Hygiene and Good Data Practices Training:** During the last year, I have conducted monthly Data Hygiene and Good Data practices training for the Outreach Team. The knowledge that I have gained from my experience at work, I’ve shared with the team for continuous data quality improvement and their knowledge.

**Service Excellence:**

I work with multiple stakeholders and have always provided my expertise and exceptional service to my colleagues and end users. I work effectively with multiple intramural and extramural teams such as HWCOM-IT, outreach team, clinical team, behavioral health faculty and staff, social work faculty, law faculty and staff, mammography van staff, dental services navigator, scheduling staff, medical faculty, students, interns and researchers from RAND Corporation and Borinquen Medical Center of Miami-Dade.

Of 188 total completed formal data analysis requests, my team has completed 178 data analysis requests. Of 178 data requests completed by my team, I had individually completed 75 complex data requests and 61 in collaboration with my team member. Moreover, I have also completed many informal, ad-hoc data requests. It is a challenging task to complete frequent time sensitive data reports with limited resources. However, I have always excelled in providing the best service to my stakeholders with flying colors in limited resources that I have.

**Compliance and Accountability:**

I work as a Data Scientist and I fully understands the sensitivity around my job. The regulatory aspect of this job is very important, and I always think through it during my day to day work.

During one of the research projects, I have anticipated the need of Data Use Agreement that was missing before sharing the data. This correctly identified need has prevented the department, college, and school from HIPAA violation.

I played an instrumental role and took a lead to create the data infrastructure for BHSF-HHS-Biostats collaboration in accordance with compliance policies.

I have always completed not only the required certificates, but also many additional certificates and courses which are related to my job-related compliance requirements.

Please find the following:

-Research Administrators Certificate Course- Office of Research & Economic Development, FIU

-FIU cybersecurity awareness training

-CITI Health Information Privacy & Security

-CITI Human Subjects Research

-CITI- Responsible Conduct of Research

-FERPA

-Patient Privacy &Information Security Practices

**Communication and Interpersonal Skills:**

As a part of my job, I work with many intramural and extramural stakeholders. Being a data scientist, I always have to do the data elicitation sessions, workflow understanding, dissemination of data analysis findings. I have successfully completed these tasks. I have started conducting Data Hygiene and Good Data practices training for the Outreach Team. I conduct these sessions in person or via video conferencing via Zoom/ Microsoft Teams. I always make sure I convey the technical information in the simplest way to non-technical team members and my stakeholders understand and interpret the data correctly. As a key player in the data management team, different work groups, committees; I have always understood the complex concepts and issues by active listening. I am a point of contact and the subject matter expert from the department to the external consultants for the data on collaborative research initiatives and projects.

**Efficiency:**

Organizes work and sets priorities; provides prompt assistance; manages time effectively; schedules to provide availability, reliability, and convenience; ensures processes are correct and easily referenced

I carry a resilient mind-set, excellent technical skills, cutting edge domain knowledge and unique problem-solving ability that few people do and focus on to accomplishing the work and targets. I have always provided prompt and uninterrupted assistance to all my colleagues and completed the projects in time. I have created SSRS suite of reports to reduce department’s dependency on HWCOM-IT.

Of 188 total completed formal data analysis requests, my team has completed 178 data analysis requests. Of 178 data requests completed by my team, I had individually completed 75 complex data requests and 61 in collaboration with my team member. Moreover, I have also completed many informal, ad-hoc data requests. It is a challenging task to complete frequent time sensitive data reports with limited resources. However, I have always excelled in providing the best and efficient service to my stakeholders with flying colors in limited resources that I have.

**Management and Leadership**

I lead the Data team. During last Fiscal year, I was an immediate supervisor to the Data Analyst and preceptor to 4 interns. I have always made sure that my team will succeed in their work and contribute to the work that the department is doing. I have made sure that my team will deliver quality work in effective and timely manner. As a leader, I have always provided the safe and secured work environment to my team to avoid compliance issues and improve their productivity. I am a technical expert to the members of the data team and to the departmental interns.

Data Hygiene and Good Data Practices Training:During the last year, I have conducted Data Hygiene and Good Data practices training for the Outreach Team. The knowledge that I have gained from my experience at work, I have shared with the team for continuous data quality improvement and their knowledge.

Section 3 - Goals for Next Year

Managers should set at least one professional development goal that enhances the employee's data, technology or human literacies. (For explanations of the literacies and suggested professional development opportunities click here).

A minimum of two goals must be set for each employee.

Goal setting is the key to managing the work done in your department. When an employee has completed the self-review, the employee-suggested goals will be visible for reference to the manager. The manager is responsible for setting and entering final goals.

TIP: Add each goal as an individual action item, with criteria for its completion and a target date.

Business Intelligence:

Goals for FY 2021-2022:

1. Business Intelligence:

Find two new use cases on HHS data. Then, implement end-to-end Microsoft-PowerBI dashboards.

I have successfully designed and created 2 end-to-end complex business intelligence dashboards.

1. Outreach Performance- Resource Allocation Dashboard
2. Data Management Dashboard- Household Level

All these dashboards were connected to the database and refreshed every day at 5:00 AM. These dashboards have been used by the end users on a day-to-day manner to improve the efficiency.

2. Predictive Analytics (Machine Learning):

Find one new use case on HHS data. Then, implement end-to-end Machine Learning use case.

I have successfully found a use case and created a classification model to predict whether a scheduled household visit would be completed, no show, or cancelled. The current predictive accuracy is about 60%. However, the accuracy of machine learning algorithms are as good as underlying data. This machine learning work will be shared with HWCOM-IT team to see how this model can be deployed in the production.

3. Support all the operations for updating HRP:

The department is already working on updating the Health Risk Profile. I want Anuj to support all the operations while implementing HRP update from data perspective.

Prasad's Response:

I have been a key associate on FIU thrive project. I have attended all the monthly project meetings of FIU Thrive project. Until June of 2022, the Thrive project was in its initial phase. As I was alone in the data team since January of 2021, the project PI, Dr. Brown was considerate about my workload. Dr. Brown has included me in the project whenever necessary. I am going to work with the Machine Learning team and FIU Thrive data team in the next Fiscal Year.

Past Year’s Achievement Summary:

I have successfully achieved all the goals that were set for FY 2023-2024.

During FY 2023-2024, I have worked on various projects that include reporting to funders, program evaluation, research, grant applications etc. I was a recipient of RISE Service Excellence Award at Herbert Wertheim College of Medicine, Florida International University, Miami, FL. I have also completed multiple cloud certifications.

Please find some of my highlighted achievement summary for FY 2023-2024.

**ADDITIONAL TRAINING/CONTINUING EDUCATION:**

|  |  |
| --- | --- |
| 2024 | FIU-RCMI: Machine Learning Modeling with the R Tidymodels Ecosystem: Who Knows, Who Cares, Why Bother..." Conducted by Dr. Raymond Balise. In-person One-day workshop on February 02, 2024. |

*Peer Reviewed Journal Articles (Total: 3)*

1. Garza K, Latta S, Larancuent C, Fu K, Brown- Whalen A, Eskra J, Baker J, Helbig S, Maya J, Samarah H, Mondesir R, Desamour P, Busatto C, Brito S, **Bhoite P**, Anderson F: Medical Students’ Efforts to Address COVID-19 Vaccine Hesitancy Through Motivational Interviewing. Cureus (2024). <https://doi.org/>10.7759/cureus.65755
2. Roshan M, O'Connell R, Nazarally M, Rodriguez de la Vega P, **Bhoite P**, Bisschops J, Varella M: Bridging Gaps: Analyzing Breast Imaging-Reporting and Data System (BI-RADS) 0 Rates

and Associated Risk Factors in Disproportionally Affected Communities. Cureus (2024). <https://doi.org/10.7759/cureus.61495>

1. Nusynowitz J, Jamneshan L, **Bhoite P**, Garba N, Samuels M, Stumbar S: Medical Students’ Knowledge and Perceptions of Mpox in a High Incidence Region: Implications for Clinical Preparedness. PRiMER (2023). <https://doi.org/10.22454%2FPRiMER.2023.120676>

*Conference Abstracts (Total: 10)*

1. Desai A, Rodriguez P, Castro G, **Bhoite P**, Bisschops J, Varella M: Assessing Key Factors for Timely Follow-up after Inconclusive Screening Mammograms within Patients of the Linda Fenner Mobile Mammography Center. In: FIU Herbert Wertheim College of Medicine’s 10th Annual Research Symposium. 2024 April 19th; Miami, Florida (FL), USA. **[Won the best poster award]**
2. Tapia A, Pereslete A, Siretskiy R, Merlino E, Jim C, Clarke R, **Bhoite P**, Bisschops J: Empowering Medical Students to Deliver Breast Health Education: A Community-Based Initiative. In: 41st Annual Miami Breast Cancer Conference, 2024, March 08; Miami, Florida (FL), USA.
3. Roshan M, O'Connell R, Nazarally, Rodriguez P, **Bhoite P**, Bisschops J, Varella M: Inconclusive Mammograms in Mobile Mammography Center: Implications for Breast Cancer Detection in Uninsured Women. In: National Consortium of Breast Cancers (NCoBC) 2024 at the 33rd Annual Interdisciplinary Breast Center Conference, 2024 March 15th -19th; Las Vegas, Nevada (NV), USA.
4. Desai A, Rodriguez P, Castro G, **Bhoite P**, Bisschops J, Varella M: Assessing Key Factors for Timely Follow-up after Inconclusive Screening Mammograms within Patients of the Linda Fenner Mobile Mammography Center. In: National Consortium of Breast Cancers (NCoBC) 2024 at the 33rd Annual Interdisciplinary Breast Center Conference, 2024 March 15th -19th; Las Vegas, Nevada (NV), USA.
5. Alarcon L, **Bhoite P**, Clarke R: An Academic-Community Partnership to Promote Socially Accountable Medical Education through Household-Centered Care. In: 2024 STFM Annual Spring Conference, 2024 May 04- May 08; Los Angeles, California (CA).
6. Mukherjee S, **Bhoite P**, Chowdhury M: Learning and intellectual disabilities: An analysis of national survey of children's health data from 2016--2021. In: 2023 American Public Health Association, Annual Meeting & Expo, 2023 Nov 12- Nov 15; Atlanta, Georgia (GA).
7. Siretskiy R, Newsholme A, Moscoso N, Alarcon L, **Bhoite P**, Clarke R, Stumbar S: Medical students’ knowledge, attitudes, beliefs and perspectives on substance-use and harm reduction.

In: 2nd Annual Florida Harm Reduction Conference. 2023 Nov 6- Nov 8; Miami, Florida (FL).

1. Nusynowitz J, Jamneshan L, **Bhoite P**, Stumbar S, Garba NA, Samuels M.:

From Classroom to Clinic: Medical Students’ Perceived Knowledge and Attitudes on High-Incidence Mpox. In: 2023 American College of Physicians Southern California Regions Annual Scientific Meeting at UCLA, October 7, 2023; Los Angeles, CA. **[Won 1st place in the Innovation Award for Medical Students]**

1. Yatham P, George S, Chintamaneni S, Malik, **Bhoite P**, Clarke R, Brito S, Pedoussaut M: The Prevalence of Obesity: Analyzing an Uninsured Population. In: 2023 Obesity Society Annual Meeting, Obesity Week Conference, October 14-17, 2023; Dallas, Texas.
2. Roshan M, O'Connell R, Nazarally, Rodriguez P, **Bhoite P**, Bisschops J, Varella M: Predictors of Inconclusive Screening Mammogram Results in Uninsured Women of Miami-Dade County. In: 2023 Florida Medical Association Conference, July 28-July 30, 2023; Orlando, FL.

**MANUSCRIPTS UNDER REVIEW/ REVISION** *(Total: 3)*

1. Desai A, Rodriguez P, Castro G, **Bhoite P**, Bisschops J, Varella M: *Assessing Factors Associated with Timely Follow-up after Inconclusive Screening Mammograms within Patients of the Linda Fenner 3D Mobile Mammography Center.* Submitted to Cureus.
2. Schneider G, Fairclough J, **Bhoite P**, Mayhew M, Denton A, Kenney A, Ojha A, Hey M, Seetharamaiah R, Shaffiey S: *The Risk of Catastrophic Surgical Expenditure within a Community-Based Primary and Preventive Care Program at a Florida Medical School: A Modeling Study.* Submitted to Critical Public Health (Submission ID: QCPH-2024-0485)
3. Ovalles, A., Valle, M., Santoyo, K., **Bhoite P**, Clarke R., Alarcon L: *Empowering Future Physicians: Enhancing Naloxone Competency through Early Harm Reduction Training in Medical Education.:* Submitted to MedEdPORTAL (Submission ID: MEP-2024-0249)

**INVITED PRESENTATIONS** *(Total: 3)*

1. **Bhoite P**, Clark C, Patel K, Clarke R, Garba N: {hpsr}: Simplifying household pulse survey data access. In: 2024 American Public Health Association, Annual Meeting & Expo, 2024 Oct 27- Oct 30; Minneapolis, Minnesota (MN). Session- Applications Using Health Data. Program: Applied Public Health Statistics. Oral Presentation. [Will be presented in Oct 2024]
2. **Bhoite P**, Clarke R, Clark C, Gonzalez I, Cespedes T, Wilson C, Bursac Z, Brown D: Examining the impact of NeighborhoodHELP on emergency department utilization. In: 2024 American Public Health Association, Annual Meeting & Expo, 2024 Oct 27- Oct 30; Minneapolis, Minnesota (MN). Session- Applications of Complex Health Data and Analysis. Program: Applied Public Health Statistics. Oral Presentation. [Will be presented in Oct 2024]
3. Ovalles, A., Valle, M., Santoyo, K., **Bhoite P**, Clarke R., Alarcon L: Empowering Future Physicians: Enhancing Naloxone Competency through Early Harm Reduction Training in Medical Education. In: Dade County Medical Association’s 2024 Residents and Medical Students Research Competition. 2024 March 2nd; Miami, Florida (FL), USA.

**HONORS AND AWARDS**

**2023**

* Service Excellence Award, Herbert Wertheim College of Medicine, Florida International University, Miami, FL

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**SKILLS & CERTIFICATIONS**

* Microsoft certified: Data Engineer Associate: December 28, 2023.
* Microsoft certified: Power BI Data Analyst: Renewed July 7, 2023.

**EDITORIAL & SCIENTIFIC REVIEW**

*Reviewer- Journal*

|  |  |
| --- | --- |
| 2021 – Present | Reviewer, American Journal of Sexuality Education |
| 2023 – Present | Reviewer, Qeios |
| 2024 – Present | Reviewer, Global Advance in Integrative Medicine and Health |
| 2024 – Present | Reviewer, Journal of Health Economics and Outcomes Research |
| 2024 – Present | Reviewer, American Journal of Public Health |
| 2024 – Present | Reviewer, Global Health Promotion |
| 2024 – Present | Reviewer, American Journal of Preventive Medicine |
| 2024 – Present | Reviewer, Family Medicine |
| 2024 – Present | Reviewer, Southern Medical Journal |

**MENTORING**

**Junior Employee Mentoring**

|  |  |  |
| --- | --- | --- |
| 2023-Present  2023-Present | Christopher Clark Krupa Patel | Data Analyst II  Data Analytics Intern/Student Assistant |

**Reports to the funders:**

-Florida State-NHELP Annual evaluation report (FY2023-2024)

-Baptist Health South Florida-GFFNHELP partnership Annual report (CY-2023)

-Florida Association of Free and Charitable Clinics- Quarterly and annual progress report

-Florida State-DOH-Quarterly reports (FY2023-2024)- Q1, Q2, Q3, Q4.

-Baptist Health South Florida-GFFNHELP partnership Monthly reports

-FIU Foundation Endowment Reports

-FIU Thrive DOH Dummy Dashboards

and many more….

**Job Knowledge:**

Competencies

**Job Knowledge**

Continuous learner in field and new technologies applicable to position; successfully performs all duties in the position description; ability to see and make connections holistically; creatively integrates different ideas and perspectives.

“Never stop learning, because life never stops teaching.” I have always embraced this principle in both my personal and professional life. Over the past fiscal year, I have significantly enhanced my technical skills, domain knowledge, problem-solving abilities, creativity, and communication skills.

**Additional Trainings/ Continuing Education:**

|  |  |
| --- | --- |
| 2024 | FIU-RCMI: Machine Learning Modeling with the R Tidymodels Ecosystem: Who Knows, Who Cares, Why Bother..." Conducted by Dr. Raymond Balise. In-person One-day workshop on February 02, 2024. |

**Microsoft Azure Certification:** During the last Fiscal Year, I have completed following Microsoft Azure Certifications.

1. Microsoft Certified: Data Engineer Associate: December 28, 2023.

(https://learn.microsoft.com/en-us/users/prasadbhoite-6955/credentials/602678976b03e6ef?ref=https%3A%2F%2Fprasadbhoite.github.io%2F)

1. Microsoft Certified: Power BI Data Analyst Associate (PL-300)- July 7, 2023.

(https://learn.microsoft.com/en-us/users/prasadbhoite-6955/credentials/9ac7641c7a24b35?ref=https%3A%2F%2Fprasadbhoite.github.io%2F)

**Service Excellence:**

Competencies

**Service Excellence**

Provides exceptional service to students, faculty, staff, peers and the community; demonstrates courtesy and respect; shows empathy and demonstrates emotional intelligence; anticipates needs and prevents potential problems; works effectively within and across units; supports FIU strategic plan, goals, and initiatives.

Response:

During last FY, I have won the RISE Service Excellence Award, Herbert Wertheim College of Medicine, Florida International University, Miami, FL.

I work with multiple stakeholders and have always provided my expertise and exceptional service to my colleagues and end users. I work effectively and efficiently with multiple intramural and extramural teams such as HWCOM-IT, outreach team, clinical team, behavioral health faculty and staff, social work faculty, law faculty and staff, mammography van staff, medical faculty, students, interns and researchers etc.

During FY 2023-2024, the data team completed more than 125 data analysis requests. Moreover, I have also completed many informal, ad-hoc data requests. I have always excelled in providing the best service to my stakeholders with flying colors in limited resources that I have.

**2023**

* Service Excellence Award, Herbert Wertheim College of Medicine, Florida International University, Miami, FL

**A certificate of recognition with a black and white border

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**Compliance and Accountability:**

Competencies

**Compliance and Accountability**

Fully complies with federal, state, local, and University rules, regulations, and policies. Completes all required compliance training. Complies with goals determined by unit/department; adjusting with management as fiscal year demands dictate. Meets all additional role-related compliance requirements, e.g., NCAA and Conference USA rules and regulations, FERPA, HIPAA. Protects the reputation, integrity, and resources of the University; operates in a transparent manner.

Prasad’s Response:

As a Data Scientist, I fully understand the sensitivity and regulatory importance of my role. Compliance with federal, state, local, and University rules, regulations, and policies is integral to my day-to-day work. I am committed to upholding these standards to protect the reputation, integrity, and resources of the University.

In the last fiscal year, I took a leading role in developing the department’s data infrastructure, ensuring alignment with all compliance policies. I also created an Honest Broker policy/guideline manual to support research projects in accordance with regulatory requirements.

I have consistently completed all required compliance training and have pursued additional certifications and courses to meet and exceed job-related compliance requirements. These include:

* Research Administrators Certificate Course – Office of Research & Economic Development, FIU
* FIU Cybersecurity Awareness Training
* CITI Health Information Privacy & Security
* CITI Human Subjects Research
* CITI Responsible Conduct of Research
* FERPA Training
* Patient Privacy & Information Security Practices

**Communication and Interpersonal Skills:**

Competencies

**Communication and Interpersonal Skills**

Communicates proactively and effectively; accurately expresses ideas; asks for feedback from others; exhibits good listening skills; develops and fosters relationships; works effectively in teams; remedies mistakes and misunderstandings; avoids incivility; demonstrates ability to view issues through different cultural lenses.

Response:

In my role as a Data Scientist, I work closely with a wide range of intramural and extramural stakeholders. My responsibilities include leading data elicitation sessions, understanding workflows, and disseminating data analysis findings—all of which I have successfully completed.

I have initiated training sessions on Data Hygiene and Good Data Practices for the Outreach Team, delivering these sessions both in person and through video conferencing platforms such as Zoom and Microsoft Teams. I ensure that technical information is communicated in a clear and accessible manner, allowing non-technical team members to understand and accurately interpret the data.

As a key member of the data management team, various work groups, and committees, I actively listen to understand complex concepts and issues. I also serve as the primary point of contact and subject matter expert for our department when collaborating with external consultants on research initiatives and projects.

**Efficiency:**

Competencies

**Efficiency**

Seeks to optimize available resources, ensure cost containment and reduce duplicative efforts.  Uses systems-thinking to see bigger picture; makes connections holistically; leverages technology; organizes work and sets priorities; manages time and resources effectively; improves processes.

I approach my work with a resilient mindset, leveraging my strong technical skills, advanced domain knowledge, and unique problem-solving abilities to accomplish tasks and meet targets efficiently. I am dedicated to providing prompt and uninterrupted assistance to my colleagues and consistently completing projects on time.

In FY 2023-2024, the data team completed over 125 formal data analysis requests, in addition to numerous informal, ad-hoc data requests. Despite limited resources, I have consistently excelled in delivering high-quality service to our stakeholders.

**Management and Leadership**

Competencies

**Management and Leadership**

Provides regular, documented performance feedback (bi-monthly or quarterly or semester); recognizes and rewards outstanding performance; offers developmental assignments; creates a positive work environment; aligns unit goals with FIU strategic goals; inspires and motivates; models integrity; builds coalitions and collaborates; walks the talk.

Response:

I lead the Data team. During the last Fiscal year, I was an immediate supervisor to the Data Analyst and preceptor to 4 interns. I have always made sure that my team will succeed in their work and contribute to the work that the department is doing. I have made sure that my team will deliver quality work in an effective and timely manner. As a leader, I have always provided the safe and secured work environment to my team to avoid compliance issues and improve their productivity. I am a technical expert to the members of the data team and to the departmental interns.

Data Hygiene and Good Data Practices Training:During the last year, I have conducted Data Hygiene and Good Data practices training for the Outreach Team. The knowledge that I have gained from my experience at work, I have shared with the team for continuous data quality improvement and their knowledge.