

# GIAN-GABRIEL GARCIA

## *Curriculum Vitae*

Department of Industrial & Systems Engineering  
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## EDUCATIONAL HISTORY

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University of Michigan, Ann Arbor, MI  
PhD, Industrial and Operations Engineering  
July 2020

Dissertation: “Predictive and Prescriptive Analytics for Concussion Management Decisions”

University of Michigan, Ann Arbor, MI  
MS, Industrial and Operations Engineering  
December 2016

University of Pittsburgh, Pittsburgh, PA  
BS, Industrial Engineering, *Summa Cum Laude*  
December 2014

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## EMPLOYMENT HISTORY

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University of Washington  
Seattle, WA, USA  
*Assistant Professor*, Industrial & Systems Engineering, 8/2025–Present

Georgia Institute of Technology  
Atlanta, GA, USA  
*Harold E. Smalley Early Career Professor*, Industrial and Systems Engineering, 8/2024-8/2025  
*Pillar 1 Co-lead*, Pediatric Technology Center, 5/2024-8/2025  
*Assistant Professor*, H. Milton Stewart School of Industrial and Systems Engineering, 8/2021-8/2025

Harvard Medical School  
Boston, MA, USA  
*Postdoctoral Research Fellow*, MGH Institute for Technology Assessment, 7/2020-7/2021

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## AWARDS AND HONORS

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First Prize, INFORMS Minority Issues Forum Paper Competition, 2024  
Outstanding Faculty Achievement in Research - Early Career, Georgia Tech ISyE, 2024  
Annual CIOS Teaching Award, Georgia Tech, 2023  
Diversity, Equity, and Inclusion Fellow, Georgia Tech ISyE, 2022  
CIOS Honor Roll: Student Recognition of Excellence in Teaching, Georgia Tech, 2022-2024  
Best Paper, IISE Transactions Focus Issue on *Operations Engineering & Analytics*, 2021

Towner Prize for Distinguished Academic Achievement, University of Michigan, 2020  
First Prize, SMDM Lee B. Lusted Prize in *Quantitative Methods & Theoretical Developments*, 2020  
First Prize, INFORMS Minority Issues Forum Paper Competition, 2020  
First Prize, SMDM Lee B. Lusted Prize in *Quantitative Methods & Theoretical Developments*, 2018  
INFORMS Bonder Scholarship for Applied OR in Health Services, 2018  
First Prize, INFORMS Minority Issues Forum Poster Competition, 2017  
NSF Graduate Research Fellowship, 2017-2020  
Rackham Merit Fellowship, University of Michigan, 2015-2020

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## PUBLICATIONS

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### Refereed archival journal publications

- J1. L. L. Czerniak, **G.-G. P. Garcia**, M. W. Genthe, Y. Xia, M. S. Lavieri, M. A. McCrea, T. W. McAllister, P. F. Pasquina, S. W. Liebel, and S. P. Broglio (2025). *Prediction of symptom burden, cognitive status, and risk of psychological distress in NCAA athletes with sport-related concussion(s): findings from the NCAA-DoD CARE Consortium*. *Annals of Biomedical Engineering* (Accepted)
- J2. R. Parab, J. Feeley, M. Valero, L. Chadalawada, **G.-G. P. Garcia**, S. Sil Kar, A. Madabhushi, M. Breton, H. Shao, and F. J. Pasquel (2025). *How Artificial Intelligence and Machine Learning are Transforming Diabetes Care*. *Endocrine Practice* (Accepted)
- J3. Y. Yang<sup>1</sup>, C.-Y. Liao<sup>1</sup>, E. Keyvanshokoo, H. Shao, M. B. Weber, F. Pasquel, and **G.-G. P. Garcia** (2025). *A Responsible Framework for Assessing, Selecting, and Explaining Machine Learning Models in Cardiovascular Disease Outcomes Among People With Type 2 Diabetes: Methodology and Validation Study*. *JMIR Medical Informatics* **13**, e66200.
- J4. H. S. Pandey<sup>1</sup>, B. Lahijanian<sup>2</sup>, J. D. Schmidt, R. C. Lynall, S. P. Broglio, T. W. McAllister, M. A. McCrea, P. F. Pasquina, and **G.-G. P. Garcia** (2025). *Quantifying the Diagnostic Utility of Baseline Testing: An Analysis of the NCAA-DoD CARE Consortium Dataset*. *American Journal of Sports Medicine* **53**(1), 181–191
- J5. S. J. Lee<sup>1</sup>, X. Gong<sup>3</sup>, and **G.-G. P. Garcia** (2024). *Modified Monotone Policy Iteration for Interpretable Policies in Markov Decision Processes and the Impact of State Ordering Rules*. *Annals of Operations Research* **347**, 783–841
- J6. S. Ma, A. Dehghanian, **G.-G. P. Garcia**, and N. Serban (2024). *Learning Hidden Markov Models with Structured Dynamics*. *INFORMS Journal on Computing* **37**(3), 531–556
- J7. **G.-G. P. Garcia**, L. N. Steimle, W. J. Marrero, and J. B. Sussman (2024). *Interpretable Policies and the Price of Interpretability in Hypertension Treatment Planning*. *Manufacturing & Service Operations Management* **26**(1), 80–94. <sup>4</sup>
- J8. L. B. Lempke, A. J. Boltz, **G.-G. P. Garcia**, R. A. Strydiuk, H. S. Pandey<sup>1</sup>, M. A. McCrea, T. W. McAllister, and S. P. Broglio (2023). *Optimizing Baseline and Post-Concussion Assessments Through Factor Structure Analysis: Findings from the NCAA-DoD CARE Consortium*. *The Clinical Neuropsychologist* **38**(5), 1156–1174
- J9. **G.-G. P. Garcia**, L. L. Czerniak, M. S. Lavieri, S. W. Liebel, K. Van Pelt, P. F. Pasquina, T. W. McAllister, M. A. McCrea, S. P. Broglio, and CARE Consortium Investigators (2023). *Estimating the Relationship Between the Symptom-Free Waiting Period and Injury Rates after Return-to-Play from Concussion: A Simulation Analysis Using CARE Consortium Data*. *Sports Medicine* **53**(10), 2513–2528.

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<sup>1</sup>Graduate student advisee

<sup>2</sup>Postdoc advisee

<sup>3</sup>Undergraduate student advisee

<sup>4</sup>First Prize, 2024 INFORMS Minority Issues Forum Paper Competition

- J10. S. J. Lee<sup>1</sup>, **G.-G. P. Garcia**, K. K. Stanhope, M. Platner, and S. L. Boulet (2023). *Interpretable machine learning to predict adverse perinatal outcomes: Examining marginal predictive value of risk factors throughout pregnancy*. American Journal of Obstetrics and Gynecology MFM **5**(10), 101096.
- J11. **G.-G. P. Garcia**, M. S. Lavieri, T. W. McAllister, M. A. McCrea, S. P. Broglio, and the CARE Consortium Investigators (2023). *Reducing the price of Naïveté in return-to-play from sports-related concussion*. en. Production and Operations Management **32**, 3081–3099. <sup>5</sup>
- J12. S. W. Liebel, C. G. Turner, A. C. Svirsko, **G.-G. P. Garcia**, P. F. Pasquina, T. W. McAllister, M. A. McCrea, S. P. Broglio, and the CARE Consortium Investigators (2023). *Temporal Network Analysis of Neurocognitive Functioning and Psychological Symptoms in Collegiate Athletes after Concussion*. en. Journal of Neurotrauma, neu.2022.0431.
- J13. L. L. Czerniak, S. W. Liebel, H. Zhou, **G.-G. P. Garcia**, M. S. Lavieri, M. A. McCrea, T. W. McAllister, S. P. Broglio, and the CARE Consortium Investigators (2023). *Sensitivity and Specificity of the IMPACT Neurocognitive Test in Collegiate Athletes and United States Military Cadets with ADHD and/or LD: Findings from the NCAA-DoD CARE Consortium*. Sports Medicine **53**, 747–759.
- J14. K. E. Nolan, J. B. Caccese, A. P. Kontos, T. A. Buckley, **G.-G. P. Garcia**, N. Port, S. P. Broglio, T. W. McAllister, M. McCrea, P. F. Pasquina, J. P. Hayes, and on behalf of the CARE Consortium Investigators (2023). *Primary and Secondary Risk Factors Associated With Concussion Symptom Clusters in Collegiate Athletes: Results From the NCAA-DoD Grand Alliance CARE Consortium*. en. Orthopaedic Journal of Sports Medicine **11**(4), 232596712311635.
- J15. J. B. Caccese, **G.-G. P. Garcia**, A. P. Kontos, N. Port, K. Valerio, S. P. Broglio, M. McCrea, T. W. McAllister, P. F. Pasquina, T. A. Buckley, and CARE Consortium Investigators (2023). *Test–Retest Reliability and Efficacy of Individual Symptoms in Concussion Management*. en. Clinical Journal of Sport Medicine **33**(1), 52–60.
- J16. **G.-G. P. Garcia**, R. Dehghanpoor, E. J. Stringfellow, M. Gupta, J. Rochelle, E. Mason, T. A. Pujol, and M. S. Jalali (2022). *Identifying and Characterizing Medical Advice-Seekers on a Social Media Forum for Buprenorphine Use*. International Journal of Environmental Research and Public Health **19**(10), 6281.
- J17. **G.-G. P. Garcia**, E. J. Stringfellow, C. DiGennaro, N. Poellinger, J. Wood, S. Wakeman, and M. S. Jalali (2022). *Opioid overdose decedent characteristics during COVID-19*. Annals of Medicine **54**(1), 1081–1088.
- J18. C.-Y. Liao<sup>1</sup>, **G.-G. P. Garcia**, C. DiGennaro, and M. S. Jalali (2022). *Racial Disparities in Opioid Overdose Deaths in Massachusetts*. JAMA Network Open **5**(4), e229081.
- J19. **G.-G. P. Garcia**, C. M. Schumb, M. S. Lavieri, H. Koffijberg, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2022). *Developing Insights for Possible and Probable Acute Concussions Using Cluster Analysis*. Journal of Neurotrauma **39**(1-2), 102–113.
- J20. C. DiGennaro, **G.-G. P. Garcia**, E. J. Stringfellow, S. Wakeman, and M. S. Jalali (2021). *Changes in characteristics of drug overdose death trends during the COVID-19 pandemic*. International Journal of Drug Policy **98**(Accepted), 103392.
- J21. L. L. Czerniak, S. W. Liebel, **G.-G. P. Garcia**, M. S. Lavieri, M. A. McCrea, T. W. McAllister, and S. P. Broglio (2021). *Sensitivity and Specificity of Computer-Based Neurocognitive Tests in Sport-Related Concussion: Findings from the NCAA-DoD CARE Consortium*. Sports Medicine **51**(2), 351–365.
- J22. S. W. Liebel, K. Van Pelt, **G.-G. P. Garcia**, L. L. Czerniak, M. A. McCrea, T. W. McAllister, and S. P. Broglio (2020). *The Relationship between Sport-Related Concussion and Sensation-Seeking*. International Journal of Molecular Sciences **21**(23), 9097.
- J23. **G.-G. P. Garcia**, J. Yang, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2020). *Optimizing Components of the Sport Concussion Assessment Tool for Acute Concussion Assessment*.

<sup>5</sup>Winner, 2020 SMDM Lee B. Lusted Prize in Quantitative Methods & Theoretical Developments

Neurosurgery **87**(5), 971–981.

- J24. **G.-G. P. Garcia**, M. S. Lavieri, R. Jiang, M. A. McCrea, T. W. McAllister, and S. P. Broglio (2020). *Data-driven stochastic optimization approaches to determine decision thresholds for risk estimation models*. IISE Transactions **52**(10), 1098–1121. <sup>6</sup>
- J25. **G.-G. P. Garcia**, M. S. Lavieri, C. Andrews, X. Liu, M. P. Van Oyen, M. A. Kass, M. O. Gordon, and J. D. Stein (2019). *Accuracy of Kalman Filtering in Forecasting Visual Field and Intraocular Pressure Trajectory in Patients With Ocular Hypertension*. JAMA Ophthalmology **137**(12), 1416–1423.
- J26. **G.-G. P. Garcia**, M. S. Lavieri, R. Jiang, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2019). *A Data-Driven Approach to Unlikely, Possible, Probable, and Definite Acute Concussion Assessment*. Journal of Neurotrauma **36**(10), 1571–1583.
- J27. **G.-G. P. Garcia**, K. Nitta, M. S. Lavieri, C. Andrews, X. Liu, E. Lobaza, M. P. Van Oyen, K. Sugiyama, and J. D. Stein (2019). *Using Kalman Filtering to Forecast Disease Trajectory for Patients With Normal Tension Glaucoma*. American Journal of Ophthalmology **199**. Publisher: Elsevier Inc., 111–119.
- J28. G. J. Schell, **G.-G. P. Garcia**, M. S. Lavieri, J. B. Sussman, and R. A. Hayward (2019). *Optimal Coinsurance Rates for a Heterogeneous Population under Inequality and Resource Constraints*. IISE Transactions **51**(1), 74–91.
- J29. **G.-G. P. Garcia**, S. P. Broglio, M. S. Lavieri, M. McCrea, and T. McAllister (2018). *Quantifying the Value of Multidimensional Assessment Models for Acute Concussion: An Analysis of Data from the NCAA-DoD Care Consortium*. Sports Medicine **48**(7), 1739–1749. <sup>7</sup>
- J30. M. H. Mofrad, **G.-G. P. Garcia**, L. M. Maillart, B. A. Norman, and J. Rajgopal (2016). *Customizing Immunization Clinic Operations to Minimize Open Vial Waste*. Socio-Economic Planning Sciences **54**(March 2016), 1–17.

## Conference proceedings and other non-journal articles

### Refereed conference papers

- C1. V. Nori-Naga, S. Sundar, and **G.-G. P. Garcia** (2023). Analysis of Machine Learning and Ensemble Methods for Forecasting COVID-19 Cases in California. In: *Proceedings of the IISE Annual Conference & Expo 2023*, pp. New Orleans, LA
- C2. **G.-G. P. Garcia**, L. L. Czerniak, M. S. Lavieri, S. W. Liebel, M. A. McCrea, T. W. McAllister, P. F. Pasquina, and S. P. Broglio (2022). Simulation-Optimization to Distinguish Optimal Symptom Free Waiting Period for Return-to-Play Decisions in Sport-Related Concussion. In: *2022 Winter Simulation Conference (WSC)*. Singapore: IEEE, pp. 1021–1032. <https://ieeexplore.ieee.org/document/10015285/>

### Refereed conference abstracts

- C3. D. Chung, K. B. Adams, Y. Yang<sup>1</sup>, **G.-G. P. Garcia**, A. Roy, X.-L. Leong, and V. Ahuja (2025). *Predicting Pediatric Surgical Case Duration Using Machine Learning: Leveraging Team Dynamics and Case Flow Attributes*. 137th Annual Meeting of The Southern Surgical Association, Hot Springs, VA
- C4. Y. Yang<sup>1</sup>, T. Liu, C.-Y. Liao<sup>1</sup>, S. J. Lee<sup>1</sup>, E. Keyvanshokoo, H. Shao, M. B. Weber, F. J. Pasquel, and **G.-G. P. Garcia** (2024). *Development and Fairness Evaluation of CVD Risk Prediction Models for*

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<sup>6</sup>Best Paper, 2021 IISE Transactions Focus Issue on *Operations Engineering & Analytics*; Winner, 2020 INFORMS Minority Issues Forum Paper Competition; Winner, 2018 SMDM Lee B. Lusted Prize in *Quantitative Methods & Theoretical Developments*; First Place, 2017 INFORMS Minority Issues Forum Poster Competition

<sup>7</sup>Cited in American Medical Society for Sports Medicine position statement on concussion in sport (doi: 10.1136/bjsports-2018-100338)

- Patients with Type-2 Diabetes*. Society for Medical Decision Making 46th Annual Meeting, Boston, MA
- C5. C.-Y. Liao<sup>1</sup>, E. Keyvanshokooh, F. J. Pasquel, and **G.-G. P. Garcia** (2024). *Augmenting Individualized Treatment Planning via Data-Driven Clinical Role Model Selection*. Society for Medical Decision Making 46th Annual Meeting, Boston, MA
- C6. H. S. Pandey<sup>1</sup>, B. Lahijanian<sup>2</sup>, J. D. Schmidt, R. C. Lynall, S. P. Broglio, T. W. McAllister, M. A. McCrea, P. F. Pasquina, and **G.-G. P. Garcia** (2024). *Value of Baseline Testing in Concussion Diagnosis*. ACSM Annual Meeting & World Congress, Boston, MA
- C7. C.-Y. Liao<sup>1</sup>, E. Keyvanshokooh, and **G.-G. P. Garcia** (2023). *Data-driven Counterfactual Optimization for Personalized Clinical Decision-Making*. Society for Medical Decision Making 45th Annual Meeting, Philadelphia, PA
- C8. C.-Y. Liao<sup>1</sup>, **G.-G. P. Garcia**, K. Paynabar, and M. S. Jalali (2023). *Improving Prediction of Opioid-involved Overdose Deaths with Multivariate Spatio-Temporal Hawkes Process*. IISE Annual Conference, New Orleans, LA
- C9. V. Nori-Naga, S. Sundar, and **G.-G. P. Garcia** (2023). *Analysis of Machine Learning and Ensemble Methods for Forecasting COVID-19 Cases in California*. IISE Annual Conference, New Orleans, LA
- C10. S. J. Lee<sup>1</sup> and **G.-G. P. Garcia** (2022). *A Preference-sensitive Approach to Optimal Screening Problems with Multiple Objectives: Application to Breast Cancer Screening*. Society for Medical Decision Making 44th Annual Meeting, Seattle, WA
- C11. C.-Y. Liao<sup>1</sup>, **G.-G. P. Garcia**, K. Paynabar, and M. S. Jalali (2022). *A Novel Spatio-Temporal Modeling Framework for Improving Public Health Surveillance: An Application to Opioid-related Drug Overdose Deaths*. Society for Medical Decision Making 44th Annual Meeting, Seattle, WA
- C12. **G.-G. P. Garcia**, L. N. Steimle, W. J. Marrero, and J. B. Sussman (2022). *Design, Analysis, and Optimization of Interpretable Policies for Hypertension Treatment Planning*. Society for Medical Decision Making 44th Annual Meeting, Seattle, WA
- C13. **G.-G. P. Garcia**, N. Ghaffarzadegan, and M. S. Jalali (2022). *A Model-based Analysis of Screening Selection Rates for Post-traumatic Stress Disorder*. Society for Medical Decision Making 44th Annual Meeting, Seattle, WA
- C14. **G.-G. P. Garcia**, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2022). *Design and Assessment of a Novel Decision-Theoretic Approach to Personalize Return-to-play from Concussion*. 6th International Consensus Conference on Concussion in Sport, Amsterdam, Netherlands
- C15. D. W. Van Pelt, **G.-G. P. Garcia**, S. R. Hinds, D. R. Howell, J. McCollum, S. J. Svoboda, and K. L. Van Pelt (2022). *Daily Concussion Symptom Presence and Severity is Highly Variable in a Healthy Population Over a 14-day Monitoring Period*. 6th International Consensus Conference on Concussion in Sport, Amsterdam, Netherlands
- C16. K. L. Van Pelt, **G.-G. P. Garcia**, S. R. Hinds, D. R. Howell, J. McCollum, S. J. Svoboda, and D. W. Van Pelt (2022). *Time of Day and Day of Week Do Not Meaningfully Impact Concussion Symptom Scores In Healthy Young Adults*. 6th International Consensus Conference on Concussion in Sport, Amsterdam, Netherlands
- C17. J. B. Caccese, **G.-G. P. Garcia**, A. P. Kontos, N. L. Port, K. Valerio, S. P. Broglio, M. A. McCrea, T. W. McAllister, P. F. Pasquina, and T. A. Buckley (2022). *Test-retest Reliability And Efficacy Of Individual Symptoms In Concussion Management*. ACSM Annual Meeting & World Congress, San Diego, CA
- C18. **G.-G. P. Garcia**, L. N. Steimle, W. J. Marrero, and J. B. Sussman (2022). *An Analysis of Structured Optimal Policies for Hypertension Treatment Planning*. IISE Annual Conference, Seattle, WA
- C19. **G.-G. P. Garcia**, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2020). *The Value of Incorporating Symptom-Reporting Behavior in Optimal Treatment Decisions: An Application to Return-to-Play from Sports-Related Concussion*. Society for Medical Decision Making 42nd Annual



Meeting, Chicago, IL

- C20. **G.-G. P. Garcia**, M. S. Lavieri, C. Andrews, X. Liu, M. P. Van Oyen, M. A. Kass, M. O. Gordon, and J. D. Stein (2019). *Using a Machine Learning Technique Called Kalman Filtering to Forecast Conversion from Ocular Hypertension to Primary Open Angle Glaucoma*. The Association for Research in Vision and Ophthalmology, Vancouver, BC
- C21. **G.-G. P. Garcia**, M. S. Lavieri, R. Jiang, M. A. McCrea, T. W. McAllister, and S. P. Broglio (2018). *A Novel Data-Driven Framework for Improving Risk-Based Medical Diagnosis with Application to Acute Concussion Assessment*. Society for Medical Decision Making 40th Annual Meeting, Montreal, QC
- C22. M. S. Lavieri, X. Liu, **G.-G. P. Garcia**, Z. Zhou, E. Lobaza, J. Wang, K. Sugiyama, K. Nitta, C. Andrews, M. P. Van Oyen, and J. D. Stein (2017). *Using Kalman Filtering to Personalize the Monitoring of Persons with Normal Tension Glaucoma*. The Association for Research in Vision and Ophthalmology, Baltimore, MD
- C23. **G.-G. P. Garcia**, M. S. Lavieri, and S. P. Broglio (2017). *A Markov Decision Process to Model Symptom Self-Reporting Behavior in Concussion Management*. The 3rd Multidisciplinary Conference on Reinforcement Learning and Decision Making, Ann Arbor, MI
- C24. **G.-G. P. Garcia**, M. S. Lavieri, and S. P. Broglio (2016). *Quantifying Risk Thresholds for On-field Concussion Diagnosis*. Industrial and Systems Engineering Research Conference, Anaheim, CA

## Books, chapters, patents, etc.

### Book chapters

- B1. A. K. McNealey, W. J. Marrero, L. N. Steimle, and **G.-G. P. Garcia** (2023). “Optimization Methods for Interpretable Treatment and Screening”. In: *Encyclopedia of Optimization*. 3rd ed. Springer, Cham. [https://doi.org/10.1007/978-3-030-54621-2\\_866-1](https://doi.org/10.1007/978-3-030-54621-2_866-1)
- B2. S. J. Lee<sup>1</sup>, H. S. Pandey<sup>1</sup>, and **G.-G. P. Garcia** (2023). “Designing Interpretable Machine Learning Models using Mixed Integer Programming”. In: *Encyclopedia of Optimization*. 3rd ed. Springer, Cham

### Submitted papers

- S1. Y. Yang<sup>1</sup>, T. Liu, C.-Y. Liao<sup>1</sup>, S. J. Lee<sup>1</sup>, E. Keyvanshokooh, H. Shao, M. B. Weber, F. J. Pasquel, and **G.-G. P. Garcia** (2025). *Development and Evaluation of Cardiovascular Disease Risk Models for Patients with Type 2 Diabetes*. (Submitted)
- S2. H. S. Pandey<sup>1</sup>, **G.-G. P. Garcia**, S. P. Broglio, M. A. McCrea, T. W. McAllister, P. F. Pasquina, and L. B. Lempke (2025). *Comprehensive Assessment under Constrained Time (CompACT): An Operationally Constrained Machine Learning Approach*. (Under revision)<sup>8</sup>
- S3. **G.-G. P. Garcia** and J. C. Martinez Mori (2024). *Who’s the GOAT? Sports Rankings and Data-Driven Random Walks on the Symmetric Group*. (Under revision)
- S4. C.-Y. Liao<sup>1</sup>, E. Keyvanshokooh, F. J. Pasquel, and **G.-G. P. Garcia** (2024). *Augmenting Individualized Treatment Planning via Data-Driven Clinical Role Model Selection*. (In preparation)<sup>9</sup>
- S5. Y. Xie, **G.-G. P. Garcia**, E. Song, and N. Serban (2024). *Evaluating Access to Pediatric Psychosocial Services: A Discrete Event Simulation Approach under Uncertainty*. (Under review)
- S6. **G.-G. P. Garcia**, N. Ghaffarzadegan, and M. S. Jalali (2024). *Optimal Screening Selection Rates for Post-traumatic Stress Disorder and The Impact of Social Stigma*. (Under revision)

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<sup>8</sup>First Prize, 2024 INFORMS Minority Issues Forum Poster Competition awarded to Himadri Pandey

<sup>9</sup>Finalist, 2023 SMDM Lee B. Lusted Prize in *Quantitative Methods & Theoretical Developments* awarded to Che-Yi Liao

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## MISCELLANEOUS

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### Outside Professional Work for Compensation (1460s)

Name of Organization	Start Date	End Date	Number of Days	Description of Activity
Synaptex, LLC	9/2021	9/2023		Technical consultant

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## OTHER SCHOLARLY ACTIVITY

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### Invited lectures and seminars

1. University of Washington, Department of Industrial and Systems Engineering, *Leveraging Operations Research for Responsible AI in Medicine*, December 2024
2. University of California Berkeley, Department of Industrial Engineering and Operations Research, *Leveraging Operations Research for Responsible AI in Medicine*, December 2024
3. Georgia Tech, Alpha Pi Mu Lunch and Learn Seminar, *Healthcare, Optimization, Machine Learning, and Everything In Between*, April 2024
4. Georgia Tech, Institute for People and Technology, *Toward Fairer Type-2 Diabetes Diagnosis and Care: A Long-term and Pipeline-level View*, March 2024
5. INFORMS, Junior Faculty Interest Group Seminar, *Leveraging Operations Research for Responsible AI in Medicine: Generating Clinical Role Models for Personalized Treatment Target Selection*, February 2024
6. Emory University, Georgia Center for Diabetes Translation Research, *Designing Responsible Artificial Intelligence for Diabetes Care*, September 2023
7. Rochester Institute of Technology, Department of Industrial and Systems Engineering, *Interpretable Policies and the Price of Interpretability in Hypertension Treatment Planning*, October 2022
8. Synaptex, *Optimizing Acute Concussion Assessment: Insights from Predictive Analytics*, May 2022
9. Georgia Tech, Center for Machine Learning, *An Analysis of Structured Optimal Policies for Hypertension Treatment Planning: The Tradeoff Between Optimality and Interpretability*, March 2022
10. Virginia Tech, Department of Industrial and Systems Engineering, *An Analysis of Structured Optimal Policies for Hypertension Treatment Planning: The Tradeoff Between Optimality and Interpretability*, November 2021
11. Harvard Medical School, MGH Institute for Technology Assessment, *Predictive and Prescriptive Analytics for Concussion Management Decisions*, August 2020
12. University of Minnesota, Department of Industrial and Systems Engineering, *Predictive and Prescriptive Analytics for Concussion Management Decisions*, January 2020
13. Clemson University, Department of Industrial Engineering, *Predictive and Prescriptive Analytics for Concussion Management Decisions*, January 2020
14. Purdue University, School of Industrial Engineering and Regenstrief Center for Healthcare Engineering, *Predictive and Prescriptive Analytics for Concussion Management Decisions*, December 2019
15. Georgia Tech, H. Milton Stewart School of Industrial and Systems Engineering, *Predictive and Prescriptive Analytics for Concussion Management Decisions*, December 2019
16. University of Florida, Department of Industrial and Systems Engineering, *Predictive and Prescriptive Analytics for Concussion Management Decisions*, December 2019
17. North Carolina State University, Edward P. Fitts Department of Industrial & Systems Engineering Department, *Data-driven Decision Thresholds for Risk Estimation Models with Application to Acute Concussion Assessment*, April 2019

18. University of Michigan, Department of Industrial and Operations Engineering, *Data-driven Optimization for Concussion Management Decisions*, September 2018

## Presentations given at conferences<sup>10</sup>

### *Invited talks*

1. S. J. Lee<sup>1</sup> and **G.-G. P. Garcia** (2024). *A Data-driven Optimization Approach to Designing Parsimonious Treatment Guidelines*. INFORMS Annual Meeting (Bonder Scholars Session), Seattle, WA
2. S. J. Lee<sup>1</sup> and **G.-G. P. Garcia** (2024). *Composite Clustered Multi-Task Learning for Prediction of Adverse Pregnancy Outcomes*. INFORMS Annual Meeting, Seattle, WA
3. C.-Y. Liao<sup>1</sup>, E. Keyvanshokoo, F. J. Pasquel, and **G.-G. P. Garcia** (2024). *Augmenting Individualized Treatment Planning via Data-Driven Clinical Role Model Selection*. INFORMS Annual Meeting, Seattle, WA
4. A. K. McNealey, M. E. Meredith, **G.-G. P. Garcia**, and L. N. Steimle (2024). *Race-Neutral Calculator Still Disadvantages Black Patients*. INFORMS Annual Meeting, Seattle, WA
5. **G.-G. P. Garcia** (2023). *Leveraging Operations Research and Machine Learning for Robust, Interpretable, and Equitable Models in Healthcare*. Health Systems: The Next Generation 2023, Georgia Tech, Atlanta, GA
6. H. S. Pandey<sup>1</sup>, **G.-G. P. Garcia**, and L. B. Lempke (2023). *Optimizing Concussion Assessment: A Mixed-Integer Optimization Approach with Time Constraints*. INFORMS Annual Meeting, Phoenix, AZ
7. S. J. Lee<sup>1</sup> and **G.-G. P. Garcia** (2023). *Clustered Multi-Task Learning for Prediction of Adverse Pregnancy Outcomes*. INFORMS Annual Meeting, Phoenix, AZ
8. C. X. Bugg<sup>2</sup>, **G. P. Garcia**, Y. Yang<sup>1</sup>, and K. R. Siegel (2023). *Implementing Federal Food Service Guidelines in Federal and Private Worksite Cafeterias in the United States Improves Human and Planetary Health*. INFORMS Annual Meeting, Phoenix, AZ
9. C.-Y. Liao<sup>1</sup>, **G. P. Garcia**, and E. Keyvanshokoo (2023). *Data-Driven Counterfactual Optimization for Personalized Clinical Decision-Making*. INFORMS Annual Meeting, Phoenix, AZ
10. W. J. Marrero, **G.-G. P. Garcia**, L. N. Steimle, and J. B. Sussman (2023). *Interpretable Policies and the Price of Interpretability in Hypertension Treatment Planning*. INFORMS Annual Meeting, Phoenix, AZ
11. **G.-G. P. Garcia**, L. N. Steimle, W. J. Marrero, and J. B. Sussman (2023). *Interpretable Policy Design with Application to Hypertension Treatment Planning*. INFORMS Annual Meeting (Bonder Scholars Session), Phoenix, AZ
12. S. J. Lee<sup>1</sup> and **G.-G. P. Garcia** (2023). *Clustered Multi-Task Learning for Prediction of Adverse Pregnancy Outcomes*. INFORMS Healthcare, Toronto, ON
13. B. Lahijanian<sup>2</sup>, **G.-G. P. Garcia**, J. D. Schmidt, and R. C. Lynall (2023). *Concussion Prediction Using Interpretable Machine Learning Models: An Evaluation of Baseline Testing in the NCAA-DoD CARE Consortium*. INFORMS Healthcare, Toronto, ON
14. **G.-G. P. Garcia**, L. L. Czerniak, M. S. Lavieri, S. W. Liebel, K. L. Van Pelt, P. F. Pasquina, M. A. McCrea, T. W. McAllister, and S. P. Broglio (2023). *Simulation Analysis for Return-to-Play from Sports-Related Concussion*. INFORMS Healthcare, Toronto, ON
15. **G.-G. P. Garcia**, C.-Y. Liao<sup>1</sup>, K. Paynabar, D. Zheng, Y. Xie, and M. S. Jalali (2023). *A Locally Operating Spatio-Temporal Mutually Exciting Point Process with Dynamic Network for Improving Opioid Overdose Death Prediction*. INFORMS Healthcare, Toronto, ON
16. C.-Y. Liao<sup>1</sup>, **G.-G. P. Garcia**, K. Paynabar, and M. S. Jalali (2023). *A Novel Spatio-Temporal*

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<sup>10</sup>Presenting author is listed first



- Model for Improving Public Health Surveillance: An Application to Opioid-Related Overdose Deaths.* POMS Annual Meeting, Orlando, FL
17. C.-Y. Liao<sup>1</sup>, **G.-G. P. Garcia**, K. Paynabar, and M. S. Jalali (2023). *Improving Opioid-involved Overdose Deaths Prediction with Multivariate Spatio-Temporal Hawkes Process.* IISE Annual Conference, New Orleans, LA
  18. S. J. Lee<sup>1</sup> and **G.-G. P. Garcia** (2022). *A Tolerance-based Approach to Lexicographic Multi-objective Partially Observed Markov Decision Processes.* INFORMS Annual Meeting, Indianapolis, IN
  19. C.-Y. Liao<sup>1</sup>, **G.-G. P. Garcia**, K. Paynabar, and M. S. Jalali (2022). *Improving Prediction of Opioid-involved Overdosed Deaths with Multivariate Spatio-temporal Hawkes Process.* INFORMS Annual Meeting, Indianapolis, IN
  20. **G.-G. P. Garcia**, L. N. Steimle, W. J. Marrero, and J. B. Sussman (2022). *Design and Analysis of Interpretable Policies for Hypertension Treatment Planning.* INFORMS Annual Meeting (Bonder Scholars Session), Indianapolis, IN
  21. **G.-G. P. Garcia** (2022). *Optimal Clinical Assessment and Return to Play After Concussion.* 5th Annual NCAA-US Department of Defense Grand Alliance Concussion Conference (Virtual meeting)
  22. **G.-G. P. Garcia**, L. N. Steimle, and W. J. Marrero (2021). *An Analysis of Structured Optimal Policies for Hypertension Treatment Planning: The Tradeoff Between Optimality and Interpretability.* INFORMS Annual Meeting, Anaheim, CA
  23. **G.-G. P. Garcia**, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2021). *Estimating the Value of Incorporating Patient Behavior in Return to Play from Concussion.* INFORMS Annual Meeting (Bonder Scholars Session), Anaheim, CA
  24. **G.-G. P. Garcia**, C. DiGennaro, E. J. Stringfellow, J. Wood, N. Poellinger, and M. S. Jalali (2021). *A Multi-state Analysis of Opioid Overdose Death Trends Since the Onset of COVID-19.* INFORMS Healthcare (Invited Session), Virtual Meeting
  25. **G.-G. P. Garcia**, L. N. Steimle, and W. J. Marrero (2021). *An Analysis of Structured Optimal Policies for Hypertension Treatment Planning.* INFORMS Healthcare (Bonder Scholars Session), Virtual Meeting
  26. **G.-G. P. Garcia**, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2020). *The Value of Incorporating Symptom-Reporting Behavior in Return-to-play from Concussion.* INFORMS Annual Meeting (Bonder Scholars Session), National Harbor, MD
  27. **G.-G. P. Garcia**, M. S. Lavieri, and S. P. Broglio (2019). *Optimizing Treatment Decisions Under Strategically Reported Symptoms.* INFORMS Annual Meeting (Bonder Scholars Session), Seattle, WA
  28. **G.-G. P. Garcia**, M. S. Lavieri, R. Jiang, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2019). *Data-driven Stochastic Optimization Approaches to Determine Decision Thresholds for Risk Estimation Models.* INFORMS Annual Meeting (Invited Session), Seattle, WA
  29. **G.-G. P. Garcia**, J. Yang, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2019). *Doing More with Less: Applying Modern Predictive Modeling Methods to Improve Acute Concussion Assessment.* INFORMS Healthcare (Bonder Scholars Session), Boston, MA
  30. **G.-G. P. Garcia**, M. S. Lavieri, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2019). *Optimizing Treatment Decisions Under Objective Clinical Measures and Strategically Reported Symptoms.* INFORMS Healthcare (Invited Session), Boston, MA
  31. **G.-G. P. Garcia**, M. S. Lavieri, and S. P. Broglio (2018). *Optimization Approaches for Concussion Management Decisions.* INFORMS Annual Meeting (Invited Session), Phoenix, AZ
  32. **G.-G. P. Garcia**, M. S. Lavieri, and S. P. Broglio (2018). *Data-driven Optimization Models for Concussion Management Decisions.* INFORMS Annual Meeting (Bonder Scholars Session), Phoenix, AZ
  33. **G.-G. P. Garcia**, M. S. Lavieri, R. Jiang, M. McCrea, T. W. McAllister, S. P. Broglio, and CARE

- Consortium Investigators (2017). *A Novel Framework to Determine Decision Thresholds for Medical Diagnosis*. INFORMS Annual Meeting (Invited Session), Houston, TX
34. **G.-G. P. Garcia**, M. S. Lavieri, and S. P. Broglio (2016). *An Optimization Approach to Concussion Management*. INFORMS Annual Meeting (Invited Session), Nashville, TN

### **Contributed talks**

1. J. C. Martinez Mori and **G.-G. P. Garcia** (2024). *Who is the GOAT? Sports Rankings and Random Walks on the Symmetric Group*. INFORMS Annual Meeting, Seattle, WA
2. H. S. Pandey<sup>1</sup>, B. Lahijanian<sup>2</sup>, J. D. Schmidt, R. C. Lynall, S. P. Broglio, T. W. McAllister, M. A. McCrea, P. F. Pasquina, and **G.-G. P. Garcia** (2024). *Examining Diagnostic Utility of Baseline Testing*. TREAT Sport-related Concussion Conference, Pittsburgh, PA
3. H. S. Pandey<sup>1</sup>, L. B. Lempke, S. P. Broglio, T. W. McAllister, M. A. McCrea, P. F. Pasquina, and **G.-G. P. Garcia** (2024). *Designing Accurate Concussion Assessments under Time Constraints*. TREAT Sport-related Concussion Conference, Pittsburgh, PA
4. A. Popoola, C. X. Bugg<sup>2</sup>, **G.-G. P. Garcia**, and K. Paynabar (2024). *Reducing Homelessness Among Foster Care Youth: A Predictive Approach Using Ensemble Methods*. Third Annual Workshop on AI and Analytics for Social Good, College Park, MD
5. A. K. McNealey, M. E. Meredith, **G.-G. P. Garcia**, L. N. Steimle, K. K. Stanhope, M. H. Platner, and S. L. Boulet (2024). *Race-Blind Calculator Still Disadvantages Black Patients*. Emerging Researchers National Conference in STEM, Washington D.C.
6. C. G. Turner, A. Svirsko, **G.-G. P. Garcia**, and S. W. Liebel (2022). *Trajectory Analysis of Concussion Symptoms*. INFORMS Annual Meeting, Indianapolis, IN
7. C. G. Turner, A. Svirsko, **G.-G. P. Garcia**, and S. W. Liebel (2021). *Temporal Network Architectures of Neurocognitive and Psychological Symptoms in Collegiate Athletes with Sports-related Concussion*. INFORMS Annual Meeting, Anaheim, CA
8. **G.-G. P. Garcia**, M. S. Lavieri, R. Jiang, T. W. McAllister, M. A. McCrea, and S. P. Broglio (2019). *Data-driven Stochastic Optimization Approaches to Determine Decision Thresholds for Risk Estimation Models*. ORIE Young Investigators Workshop, Cornell University, Ithaca, NY

### **Professional society memberships**

- Production and Operations Management Society, 2025-Present
- Institute for Operations Research and the Management Sciences (INFORMS), 2015-Present
- Society for Medical Decision Making, 2018-Present
- Institute for Industrial and Systems Engineering, 2016, 2021-Present

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## **GRADUATE STUDENTS**

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### **Chaired Doctoral Degrees**

#### **At Georgia Tech**

1. **Sun Ju Lee**, Chair  
Dissertation: *Optimization for Interpretable Predictive and Prescriptive Modeling in Healthcare*  
Degree Program: Operations Research  
Graduated: Summer 2025  
Awards:
  - ISyE George Family Fellowship, Fall 2024

- Finalist, SMDM Lee B. Lusted Prize in *Quantitative Methods and Theoretical Developments*, 2022
- President's Fellow, 2019-2023

Current position: Assistant Professor, Freeman College of Management, Bucknell University

## Current Doctoral Students

### *At the University of Washington*

1. **Jade Li**, Co-chair with Shan Liu  
Status: Started Fall 2025
2. **Panus Sawetpiyakul**, Chair  
Status: Started Fall 2025

### *At Georgia Tech*

3. **Himadri Pandey**, Chair  
Degree Program: Machine Learning  
Status: Passed qualifying exam, Fall 2024  
Awards:
  - First Prize, *INFORMS Minority Issues Forum Poster Competition*, 2024
  - *Georgia HIMSS David Cowan Scholarship*, 2024
  - *ISyE George Family Fellowship*, Fall 2024
  - *ISyE Phillip J. and Delores A. Scott Graduate Student Health and Wellness Award*, 2024
4. **Che-Yi Liao**, Co-chair with Kamran Paynabar  
Degree Program: Machine Learning  
Status: Passed qualifying exam, Spring 2023; Dissertation proposal examination, Spring 2024  
Awards:
  - First Prize, *INFORMS Bonder Scholarship*, 2024
  - *Thos and Clair Muller Research Fellowship in Health Analytics and Health Systems*, 2024
  - Finalist, *INFORMS Bonder Scholarship*, 2023
  - Finalist, SMDM Lee B. Lusted Prize in *Quantitative Methods and Theoretical Developments*, 2023
  - First Prize, SMDM Lee B. Lusted Prize in *Quantitative Methods and Theoretical Developments*, 2022
  - *ISyE George Family Fellowship*, Spring 2022, Fall 2023

## RESEARCH ACTIVITIES

### Funded Research

<b>Funding Agency</b>	<b>Title</b>	<b>Your role with other PI's and co-PI's</b>	<b>Total Amount, Your Amount, (Subcontracts if any, University Matching if any)</b>	<b>Dates (start - finish )</b>
DoD	<i>Optimizing Mild Traumatic Brain Injury Diagnostics and Healthcare Costs Using a Mathematical Framework and Clinical Decision Support Tool Across the Military</i>	co-I; L. Lempke (PI, Virginia Commonwealth University), K. Cameron (co-I, West Point), B. Dengler (co-I, Fort Worth), C. Dismuke-Greer (co-I, Veterans Affairs - Palo Alto)	\$664,500/\$2,500,000	9/2025 - 8/2029
Children's Health-care of Atlanta (CHOA)	<i>Algorithm for Counteracting the Clinical Onset of Rapid Deterioration in Pediatric Patients</i>	PI 7/2024-8/2025, Collaborator 8/2025-6/2029; K. Wang (PI, Georgia Tech 8/2025-6/2029), N. Muthu (PI, CHOA)	\$2,500,000	7/2024-6/2029
NIH AIM-AHEAD	<i>Design and Assessment of Fair Algorithms for Counterfactual Explanations to Generate Digital Role Models for Patients with Type 2 Diabetes and Hypertension</i> (Grant No. 1OT2OD032581)	PI; H. Shao (co-PI, Emory University), E. Keyvanshokoo (co-PI, Texas A&M University), M.B. Weber (co-I, Emory University), F. Pasquel (co-I, Emory University)	\$300,000/\$992,472	9/2023-9/2025
Georgia Tech	<i>Toward Fairer Diagnosis and Care of Type 2 Diabetes: A Long-Term and Pipeline-Level View</i>	Co-PI; J. Ziani (PI, Georgia Tech), J. Julien (co-I, Georgia Tech)	\$6,413/\$16,034	9/2023-4/2024
Seth Bonder Foundation	<i>Bonder Scholars Research Fund</i>	PI	\$5,000	7/2023
AHRQ	<i>R03: Design, Analysis, and Optimization of Equitable and Value-based Baseline Testing Policies for Sports-Related Concussion</i> (Grant No. R03HS29422)	PI; J. Schmidt (co-I, University of Georgia), R. Lynall (co-I, University of Georgia)	\$61,407/ \$93,011	4/2023-3/2025
Georgia Tech	COVID-19 Faculty Relief Program	PI	\$8,000	2/2023-6/2023
I3 Emory SOM/ Georgia Tech Innovation Award	<i>Designing a Data-driven and Risk-specific Approach to Maternal Health Care</i> (Grant No. UL1-TR002378)	PI; L. Steimle (PI, Georgia Tech), S. Boulet (site PI, Emory University School of Medicine), M. Platner (co-PI, Emory University)	\$34,950/\$100,000	1/2022-12/2023

## DOCUMENTATION OF TEACHING EFFECTIVENESS

### Courses Taught & Student Evaluations

#### *At the University of Washington*

Course	Title	Quarter	Credits	Enroll	Resp	Item 1	Item 3	Item 4	Overall
IND E 311	Stochastic Models and Decision Analysis	Winter 2026	4						

#### *At Georgia Tech*

I taught three courses at Georgia Tech. The overall score reflects the interpolated median for the question: *Concerning everything, the instructor was an effective teacher.*

Semester	Course Number	Title	Response Rate	Overall
Spring 2024	ISyE 3232	Stochastic Manufacturing & Service Systems	53/54	4.80
Spring 2024	ISyE 6320 /HS 6400	Public Impact Applications of Operations Research and Management Science	17/18	4.88
Fall 2023	ISyE 8803	Special Topics: Prediction Modeling in Medical Decision Making and Health Policy	5/5	5.00
Spring 2023	ISyE 3232	Stochastic Manufacturing & Service Systems (T14)	59/63	4.89
Spring 2023	ISyE 3232	Stochastic Manufacturing & Service Systems (T15)	69/74	4.94
Spring 2022	ISyE 3232	Stochastic Manufacturing & Service Systems	57/62	4.99
Spring 2022	ISyE 8803	Special Topics: Prediction Modeling in Medical Decision Making and Health Policy	12/15	4.89

#### *At the University of Michigan*

I taught one course at the University of Michigan as the instructor on record. The overall score reflects the median for the question: *Overall, the instructor was an effective teacher.*

Semester	Course Number	Title	Response Rate	Overall
Winter 2018	IOE 316	Introduction to Markov Processes	100/112	4.71

### Other Teaching Contributions

#### *Guest Lectures*

- Spring 2023, KAP 609: Concussion Pathology & Management at the University of Delaware
- Fall 2022, ISyE 6664: Stochastic Optimization at Georgia Tech

## SERVICE

### Departmental Service

- Co-chair, IISE Student Chapter Faculty Advisor, 2025
- Chair, Alpha Pi Mu Student Chapter Faculty Advisor, 2025
- Member, Curriculum Transformation Committee, 2025
- Member, Undergraduate Program Scholarship and Admissions Committee, 2025

### ***Grant Review***

- National Science Foundation, SCH, 2022

### ***Ad-hoc Journal Reviews***

- Technical Journals in IE/OR:
  - European Journal of Operational Research
  - Healthcare Management Science
  - IISE Transactions
  - IISE Transactions on Health Systems
  - INFORMS Journal on Applied Analytics
  - INFORMS Journal on Computing
  - International Journal of Production Research
  - Management Science
  - Manufacturing & Service Operations Management
  - Medical Decision Making
  - Naval Research Logistics
  - Omega - The International Journal of Management Science
  - Operations Research
  - Operations Research Letters
  - Production & Operations Management
- Medical and Health Policy Journals:
  - American Journal of Public Health
  - Applied Neuropsychology: Adult
  - BMJ Open Sport & Exercise Medicine
  - BMC Medical Research Methodology
  - International Journal of Sports Medicine
  - JAMA Network Open
  - Journal of Athletic Training
  - Neurosurgery
  - Scientific Reports
  - The Clinical Neuropsychologist

### ***Society Leadership***

- Councilor, INFORMS Health Applications Society 2024
- Vice President Co-chair of Communications, INFORMS Minority Issues Forum 2024

### ***Awards Committees***

- Judge, MSOM Student Paper Competition 2025
- Judge, POMS Best Healthcare Paper Award 2025
- Judge, INFORMS Poster Competition 2023
- Judge, INFORMS Health Applications Society Student Paper Competition 2023
- Judge, INFORMS Poster Competition 2021
- Judge, INFORMS Minority Issues Forum Best Paper Award committee 2021, 2025
- Member of INFORMS Seth Bonder Scholarship for Applied Operations Research in Health Services committee 2021-2023, 2025



***Conference Organizing Activities***

- IISE Annual Conference & Expo, 2022
- INFORMS Annual Meeting, 2017, 2020, 2023
- INFORMS Healthcare, 2019, 2021, 2023
- ISERC, 2016

***Mentoring***

- INFORMS Healthcare, Coffee Break Mentoring for PhD students, 2023
- INFORMS Annual Meeting, AMAZON SCOT Mentorship Program, 2021