|  |  |
| --- | --- |
| Unit: | Smithsonian Astrophysical Observatory (SAO) in conjunction with Harvard College Observatory (HCO)/Harvard University |
| Prepared by: | Michael C. McCarthy (mccarthy@cfa.harvard.edu) |
| Date submitted: | July 1, 2020 |
| State/Region: | Massachusetts |
| EOC Rep: | Jim Shaw (jwshaw@cfa.harvard.edu) |
| Undersecretary: | Roger Brissenden |

**This plan should supplement your Phase 1 plan.  This first page is to be addressed by ALL Smithsonian Institution units, including those anticipating that they will continue with 100% telework. The second page is for those units who are bringing additional staff on site in support of increased Phase 2 operations and/or public reopening and is in addition to your Phase 1 plan. Plans to address public operations for each of the 19 Museums, Galleries and Zoo will be requested as a separate document with a focus on visitor safety requirements and supporting operations.**

As the Smithsonian Institution continues to plan for phased reopening, the Institution has recognized the importance of the geographic distribution of Smithsonian facilities both domestically and internationally and the diversity of research centers across the Smithsonian. The approach to reopening will be both Unit-specific and location-specific. All actions will be guided by public health data with safety of personnel as the highest priority.

* Phases 1 & 2 Policy Guidance will continue to be available on the [COVID 19 Website](https://sinet.sharepoint.com/sites/COVID-19/SitePages/Opening.aspx).
* All templates and/or examples will be available on the [Reopening Resources TEAMS](https://teams.microsoft.com/l/team/19%3a014971613a1247dab29bb7e8d340ad65%40thread.tacv2/conversations?groupId=92788d22-1677-4b2f-a116-d2d5c2e45621&tenantId=989b5e2a-14e4-4efe-93b7-8cdd5fc5d11c) site
* Title the file name of your plans as **YOUR UNIT NAME\_PHASE2** and submit to the [SI-CoronavirusInfo@si.edu](mailto:SI-CoronavirusInfo@si.edu) website
* We will notify your Undersecretary after your plans are reviewed and approved by the Reopening Task Force

|  |  |
| --- | --- |
|  | **Respond Yes, No, NA** |
| Attach a list with the numbers of people in each position that you are planning to bring back onsite in Phase 2. If teleworking, indicate 100% telework. | Yes |
| Are you able to fully implement the Smithsonian [Phase 2 Guidance](https://sinet.sharepoint.com/sites/COVID-19/SitePages/Opening.aspx) referenced above? | Yes |
| Confirm that OPS and OFMR are positioned to support you during this phase of reopening, especially if you have increased staffing. | NA |
| Requests for supplies and CPE including face coverings, will be coordinated through one unit representative to OFMR **via SF-SI-Supply-Team@si.edu** | Yes, as well as Harvard |
| 1. Will you be able to train/familiarize staff with new requirements prior to returning to work? 2. Do they have any questions that are not covered by the guidance that has been issued?? | 1. Yes 2. No |

**For non-museum/gallery units preparing to open for small public operations, please ensure:**

* Unit Security officer has coordinated with OPS leadership to ensure staffing requirements have been identified.  OPS will be managing resource allocation based upon the Secretary's Unit opening priorities.
* Unit Building Manager will coordinate with OFMR Leadership to ensure staffing requirements have been identified.  OFMR will be managing resource allocation based upon Secretary's Unit opening priorities.
* If vending/sales operations are going to be activated, Unit must coordinate with Smithsonian Enterprise leadership or other entities to ensure operations meet COVID-19 protocols

*For example, if SERC wanted to open some of its facilities for public activities, this information should be included as part of this plan. Again, public facing activities at museums will be handled separately. Do not include that information here.*

***Complete each of the following sections:***

* **Staffing Requirements**

SAO facilities have been operating since June 10, 2020 under Phase 1 guidance. Under this plan, approximately 60 individuals have been working across three buildings (60 Garden St, 160 Concord Ave. and 100 Acorn Park; all are located in Cambridge, MA) in laboratories where they perform various technical, scientific, and instrument development activities. The vast majority of the participants are employees, with a small number (of order 10%) being academic appointees. Our partner institution, Harvard University, also began Phase 1 in early June; their participants include professors, permanent staff, and academic appointees. Both institutions have very similar if not identical Phase 1 guidance and best practices which emphasize social distancing, disposable mask usage, cleaning, communication, and contingencies in the event of illness.

In anticipation of Phase 2 reopening, SAO and Harvard personnel recently completed a web-based survey to assess employee preference with regard to telework versus a combination of telework and on-site work. Approximately 510 individuals out of 840 responded, with 56% (285) of respondents indicating a continued preference for full-time telework. The remaining 45% indicated that some on-site presence would be desirable. In the majority of cases, the respondents indicated that there were tasks that could not be easily performed via telework because of a personnel situation, issues with connectivity/internet speed, or a some other identified need (e.g., use of specialized software on a local computer). Most individuals indicated a preference for 1-3 days of on-site work, with only a handful requesting full-time on-site work.

Under Phase 2, approximately 225 individuals from SAO (170) and Harvard (55) will perform some fraction of their duties on-site, and will do so in a voluntarily capacity. Compared to normal operations, this staffing is 25% of the pre-COVID-19 level (880), and corresponds to no more than 20% office capacity at each facility, with each building at the facility not exceeding 25%. Furthermore, floor occupancy at any one time does not exceed 25% in all but one or two instances (but always less than 30%). The list of individuals that we anticipate will return under Phase 2 is provided in Appendix D.

In light of staff feedback and Phase 2 guidance, SAO has begun carefully reviewing proposed office use during the work week at each facility, ensured that all offices are single person going forward, and adjusted proposed daily schedules to achieve uniformly low density by building and floor. No office work will be performed on weekends unless special circumstances arise. Furthermore, we are reviewing on a case-by-case basis whether requests for full-time on-site work are justified; we anticipate that most if not all of these requests will be revised downward to maximize telework. Once finalized, an individual will have a set schedule for on-site work; a shared Google spreadsheet will be used to allocate and track office use. During Phase 2, individuals on-site are expected to work in their office as much as possible, preferably with the door closed or slightly ajar; to minimize socializing in common areas, and to clean their office (trash should be placed outside of each office in a sealed bag). In-depth cleaning of an office will occur intermittently and only on Monday mornings, unless a specific request is made.

Because the 60 Garden St. facility has large numbers of commingled SAO and Harvard staff, our Phase 2 plan necessarily captures the expected on-site needs of both constituencies and will require simultaneous approval by Harvard University. Changes to work schedule, specifically requests for additional on-site work, will require approval of the Director’s office, and will be only be reviewed bi-weekly. Failure to abide by institutional Phase 2 guidelines for COVID-19 may result in a reduction or revocation of access privileges.

* **Do you have a plan for how you will track and manage the safety of visitors, contract support, deliveries and others who are not routinely in your workplace? (e.g., copier repair technician, official visitor)**

Yes. Access to our facilities will remain restricted, with no outside vendors allowed on site without pre-approval. As in Phase 1, non-essential visitors are prohibited with no public operations. At 60 Garden St., all staff in Phase 2 will enter through the main lobby at a pre-arranged time (they will sign-up in advance for timed entry using a Google spreadsheet specific to each location) and be given disposable masks for the work week along with any building specific guidance; similar arrangements will be made at other buildings.

* **Identify Central Unit Support**

COVID-19 related PPE and supplies will be sourced both locally (from SAO and Harvard, as appropriate) and through the central SI supply system. We presently have a three month supply of masks, cleaning supplies, etc., and plan to reorder more as needed; consumption and supply levels will be reviewed weekly.

* **Compliance with SI Policy on Workforce Health Screening. How will your unit embrace the culture of not coming to work sick?**

SAO and Harvard have very strong commitments to protecting the safety and wellbeing of our staff, academic appointees and associated personnel, and nearly identical procedures in place to ensure compliance. A daily attestation is required by both institutions before an individual is allowed entry into a SAO/Harvard building. The importance of wellness is reinforced with a variety of ways, including safety training, workplace signage, and email correspondence. Employees are also frequently reminded of COVID-19 specific resources and flexibilities, including leave options. Senior management and supervisors will reinforce and continually message that staff who are sick should stay home.

**Social Distancing**

* Remote work and virtual meetings will be continued whenever possible.
* Facility access is pre-approved by management; limited to badge-controlled personnel; and planned to allow for social distancing.
* Non-essential visitors are prohibited.
* Work shifts, schedules, and break times are staggered and offices limited to one person at a time to ensure 6-feet of physical distance between individuals during movement throughout the facility, which should be in a single-file with a 6-foot distance between each worker, where possible, and to avoid congregations of workers in parking areas.
* Minimize the use of elevators with more than one individual at a time.
* Do not linger or socialize in common areas; social distancing must be maintained in these areas
* **Face Coverings**

All staff are required to wear face coverings inside the facility. Cloth face coverings are worn to and from the facility. Once inside the facility, SAO/Harvard provided disposable surgical masks will to be worn and then taken home to be discarded at the end of the duty day. Do not discard at the facility at the request of the building management.

* **Cleaning / Hygiene Protocols and Cleaning Supplies/Community Protective Equipment list**
* Disinfection of facility surfaces, such as, common door handles, switches, railings, elevator touch surfaces, etc. is done by the landlord.
* Disinfection of equipment and doorknobs in individual offices, shared lab equipment and surfaces, shared office equipment (e.g. copy machine, scanner), conference room tables and chairs, handles of shared refrigerators and vending machine touch surfaces is done by SAO staff as used. A constant supply of disinfectant wipes is readily accessible and available for staff to use.
* Do not use other personnel’s phones, desk, tools, or equipment.
* The use of conference rooms is discouraged; virtual meetings are encouraged. If a conference room must be used, limit time to a quick meeting of ten people or less with a 6-foot separation distance between individuals. Disinfect chairs and tables before and after use.
* Limit copy machine/scanner use; scan from home if possible. If required, save all copying and scanning for once/day.
* Minimize use of break rooms. Ensure 6-foot separation distance between individuals. Disinfect chairs and tables before and after use.
* Do not use break room appliances, or utensils. Use extreme caution when using water coolers.
* Use refrigerators only for storage of sealed food items for individual consumption that day. Do not return items to the refrigerator after use.
* Do not share food items in break rooms.
* Use paper towels to turn faucets on and off.
* Multi-stall restrooms are used one person at a time.
* Personal cooling fans can increase the spread of aerosolized viruses and are therefore not allowed.
* Cover your cough or sneeze with a tissue, then throw the tissue in the trash and wash your hands
* **Training and Communications**

All SAO staff and academic appointees will complete SI mandatory COVID-19 on-line safety training. Returning SAO staff and academic appointees will also complete site-specific instructor led training deliveved via Zoom. In addition, they have access to both SAO and SI COVID websites for up to date information on the COVID-19 emergency and SI response.

<https://www.cfa.harvard.edu/covid-19/information-and-response>

<https://sinet.sharepoint.com/sites/COVID-19/SitePages/Opening.aspx>

**Appendix A: Massachusetts COVID-19 Control Plan (Required separately by the State of Massachusetts)**

All businesses in the state of MA must develop a written control plan outlining how its workplace will comply with the mandatory safety standards for operation in the COVID-19 reopening period. This template may be filled out to meet that requirement. Control plans do not need to be submitted for approval but must be kept on premise and made available in the case of an inspection or outbreak.

All individually listed businesses must complete a control plan, even if the business is part of a larger corporation or entity.

BUSINESS INFORMATION

Business name: Smithsonian Astrophysical Observatory (SAO)

Check if part of a larger corporation √ Smithsonian Institution (SI)

Address: 60 Garden St.; 160 Concord Ave.; 100 Acorn Park; all are located in Cambridge, MA

Contact information (Owner/Manager): multiple

Contact information (HR representative), if applicable: Laura Conway, SAO HR

Number of workers on-site: 840, across three facilities. This number includes Harvard personnel.

SOCIAL DISTANCING

√ Ensure all persons, including employees, customers, and vendors remain at least six feet apart to the greatest extent possible, both inside and outside of workspaces.

√ Establish protocols to ensure that employees can practice adequate social distancing.

√ Post signage for safe social distancing.

√ Require face coverings or masks for all employees (Cloth face coverings are worn to and from the facility; a surgical mask to be worn inside the facility is provided each day to staff.)

Implement additional procedures:

* Remote work and virtual meetings will be continued whenever possible.
* Facility access is pre-approved by management; limited to badge-controlled personnel; and planned to allow for social distancing.
* Non-essential visitors are prohibited.
* Work shifts, schedules, and break times are staggered and offices limited to one person at a time to ensure 6-feet of physical distance between individuals during movement throughout the facility, which should be in a single-file with a 6-foot distance between each worker, where possible, and to avoid congregations of workers in parking areas.
* Cohorting should be considered when examining work shifts. This may reduce the spread of COVID-19 in the facility by minimizing the number of different individuals who come into close contact with each other.
* Minimize the use of elevators with more than one individual at a time.
* Do not linger or socialize in common areas; social distancing must be maintained in these areas.

HYGIENE PROTOCOLS

√ Provide hand washing capabilities throughout the workplace.

√ Ensure frequent hand washing by employees and provide adequate supplies to do so.

√ Provide regular sanitization of high touch areas, such as workstations, equipment, screens, doorknobs, restrooms throughout work site.

Implemented additional procedures:

* Do not use other personnel’s phones, desk, tools, or equipment.
* The use of conference rooms is discouraged; virtual meetings are encouraged. If a conference room must be used, limit time to a quick meeting of ten people or less with a 6-foot separation distance between individuals. Disinfect chairs and tables before and after use.
* Limit copy machine/scanner use; scan from home if possible. If required, save all copying and scanning for once/day.
* Minimize use of break rooms. Ensure 6-foot separation distance between individuals. Disinfect chairs and tables before and after use.
* Do not use break room appliances, or utensils. Use extreme caution when using water coolers.
* Use refrigerators only for storage of sealed food items for individual consumption that day. Do not return items to the refrigerator after use.
* Do not share food items in break rooms.
* Use paper towels to turn faucets on and off.
* Multi-stall restrooms are used one person at a time.
* Personal cooling fans can increase the spread of aerosolized viruses and are therefore not allowed.
* Cover your cough or sneeze with a tissue, then throw the tissue in the trash and wash your hands.

STAFFING & OPERATION

√ Provide training for employees regarding the social distancing and hygiene protocols.

√ Ensure employees who are displaying COVID-19-like symptoms do not report to work.

√ Establish a plan for employees getting ill from COVID-19 at work, and a return-to-work plan.

Implemented additional procedures:

* High risk staff (due to age or underlying conditions) should work from home.
* If you are a SAO staff member and have been tested for COVID-19 and have received a positive result, follow Smithsonian Institution (SI) policies for reporting COVID-19, which includes:
  + Stay home and get well. Follow your healthcare providers’ advice.
  + Notify the SI Coronavirus Response Team of the positive result at si-coronavirusinfo@si.edu with “POSITIVE TEST” in the subject line. Include a description of what you are reporting, a phone number you can be reached at, and a team member will respond to you within an hour.
  + In addition to e-mailing: please call the 24-hour Smithsonian Communications Center at 202-633-9300 so the SI Public Health Officer can be notified.
* If you are a member of Harvard University community and if you’re being tested for COVID-19, or if you’ve received a positive test result for COVID-19, please immediately notify HUHS at [healthservices@huhs.harvard.edu](mailto:healthservices@huhs.harvard.edu) — even if you don't receive your care at HUHS.
* If you are sick and have been told to stay home by a health care provider, but have NOT been tested for COVID-19:
  + Stay home and get well. Follow your healthcare provider’s advice.
  + Follow the coronavirus precautions during any illness even if you have not received a lab-confirmed diagnosis.

CLEANING & DISINFECTION

√ Establish and maintain cleaning protocols specific to the business

√ Ensure that when an active employee is diagnosed with COVID-19, cleaning and disinfecting is performed.

√ Prepare to disinfect all common surfaces at appropriate intervals.

Implemented additional procedures:

* Disinfection of facility surfaces, such as, common door handles, switches, railings, elevator touch surfaces, etc. is done by the landlord.
* Disinfection of equipment and doorknobs in individual offices, shared lab equipment and surfaces, shared office equipment (e.g. copy machine, scanner), conference room tables and chairs, handles of shared refrigerators and vending machine touch surfaces is done by SAO staff as used.

# Environmental Protection Agency (EPA) *List N: Disinfectants for Use Against SARS-CoV-2*” (the virus that causes COVID-19), must be used. List N can be found at:

https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2

List N includes the time each disinfectant must remain on the surface. Be sure to leave the disinfectant in use on the equipment or surface for the specified time before wiping it.

* Use disposable nitrile or vinyl gloves while disinfecting and conducting operations involving high-touch surfaces in labs and immediately dispose of gloves. Do not wear gloves throughout the facility.

CONTACT INFORMATION

For any building-specific issues, please contact the appropriate individual listed below

**Building Coordinators:**

Charlie Hickey, 60 Garden St.

Muriel Hodges, 160 Concord Ave.

Karen McLaine/Billy Duggan, CDP

Chris Eagan, Wayside

**For any safety questions or concerns, please contact**

Janice Pacenka, SAO

Nancy Doherty, Harvard

**For any PPE requests, please contact**

James Shaw, SAO Logistics Coordinator

**For deliveries or pick-up, please contact**

Mike McIsaac, SAO Shipping and Receiving

**For any HR questions or concerns, please contact**

Laura Conway, SAO, HR Director

**Appendix B: Self-assessment to be performed each workday for SAO Staff**

**SI COVID-19 Response Team Health Screening Questions for Employees 6/10/20**

Employees who are **required to report to their workplace** during Phase 1 and 2 of Reopening shall thoughtfully and honestly answer the health screening questions before they leave for work. It is **not** necessary for the answers to be recorded. The screening questions will determine if the employee has symptoms of illness and should stay home to avoid exposing co-workers and others in the community.

**Health Screening Questions**

1. Since you last came to work, have you had any of the following **NEW** or **UNUSUAL-FOR-YOU** symptoms?

* Fever of 100.4 or above, or possible fever-like symptoms like alternating chills and sweating
* Frequent cough (not smoker’s cough or your normal seasonal allergies)
* Trouble breathing, shortness of breath, or severe wheezing
* Muscle or body aches that are not exercise related
* Sore throat
* New loss of smell or taste
* Headache

2. Have you or anyone in your household tested positive for COVID-19?

3. Does anyone in your household have symptoms of COVID 19?

4. Since you last came to work have you traveled internationally?

Employees who answer “no" to all the questions should come to work as scheduled.

**If the answer to any of the questions 1 – 3 is YES: stay home, notify your supervisor that you will be out sick, and then contact your healthcare provider and follow their advice.** FOR SAO**,** guidance on available leave options is available on the COVID-19 website.

**If you test positive or are diagnosed by your healthcare provider with COVID-19**, follow the instructions for reporting a positive test result.

**If the answer to question 4 is YES:** stay home for 14 days in accordance with CDC guidance. For SAO, guidance on telework and leave options is provided the Telework & Leave FAQs under Enhanced Telework Status during Reopening Phase 1 and 2 (updated 6/5/20). (See Exposure Situation #6 in the chart on page 2.)

**Appendix C: Certification for SAO Staff and academic appointees**

I have read the Phase 2 Reopening Plan for SAO Phase 2 and understand my roles and responsibilities consistent with Smithsonian Institution and Massachusetts COVID-19 safety protocols. I understand that my participation in this phase of reopening is voluntary. I also understand I play a key role in ensuring the health and safety for myself and others, and agree to follow these protocols.

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Print User's Name Division/Department

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User’s Signature Date

Please sign and return to SAO Safety at [safety@cfa.harvard.edu](mailto:safety@cfa.harvard.edu)

**Appendix D: Tentative list of SAO and Harvard staff to return in Phase 2**

Please note this list is subject to further review and revision by the DO in consolation with Harvard and the managers of each building.

**100 Acorn Park (Cambridge Discovery Park)**

SAO Category Days/week

Judy Gallagher Admin. 1

David Plummer IT 1

Tom Gauron Engr. 1-2

Jennifer Lauer IT 2

Melissa Dillon Admin. 2

John Sloan Admin. 2

Paul Reid Scientist 2

Cem Onyuksel Engr. 2

Khajag Mgrdichian IT 2

Maura McCarthy Admin. 2

Willie Soon Scientist 2

Raymond Hemond IT 2

Joe Lendall Admin. 2

Stuart McMuldroch Scientist 2

Anil Asser Admin. 3

Phong Nguyen Admin. 3

Peter Cheimets Engr. 3

Vanessa Marquez Engr. 3

Joe Zajac Engr. TBD

Albert Pullo Tech TBD

Adam Foster Scientist 1

Billy Duggan Admin. 3

Amy Gall Postdoc 4

Jenna Samra Scientist 5

Kevin Bennett Tech 5

Juan R. Martinez Galarza Scientist 2

Angel Flewelling Admin. 2

Glenn Brahin IT ?

Chris McNeil Admin. 3

Ed Chaisson Admin. 2

Jacob Hohl Engr. 1-2

Jenine Humber Admin. 2

Stacy Morales Admin. 1

Karen McLaine Admin. 1

Ed Hertz Engr. 1

Laura Conway Admin. 2

Mark Mueller Engr. 1

Harvard Category Days/week

**None.**

**160 Concord Avenue**

SAO Category Days/week

Mark Mueller Engr. 1

Garrett Keating Scientist 1

Kari Haworth Engr. 1

Matt Ashby Scientist 1

Scott Paine Scientist 1

Phil Myers Scientist 1

Mark Gurwell Scientist 1

Steve Willner Scientist 1

Holly Thomas IT 1

Paul Grimes Scientist 2

Michael Johnson Scientist 2

Ray Blundell Engr. 2

Robert Kimberk Tech 2

Glen Petitpas Scientist 2

Jun-Hui Zhao Scientist 2

Tony Stark Scientist 2

Lincoln Greenhill Scientist 2

Volker Tolls Scientist 3

Peter Williams Scientist 3

John Test Engr. 3

Steve Leicker Engr. 3

Jonathan Weintraub Engr. 3

Howard Smith Scientist 4

Ed Tong Engr. TBD

Christine Arabadjis Admin. 5

Qizhou Zhang Scientist 1

John Chandler RA 2

David Wilner Scientist 1

Alyssa Goodman Scientist 1

Shelbi Scimpf Scientist 3-4

John Garrett Postdoc 2

Carl Gottlieb Scientist 2

Mark Mueller Engr. 1

Harvard Category Days/week

Keara Carter H-Grad Student 2

Benjamin Schmitt H-Postdoc 3

Marion Dierickx H-Postdoc 4

James Cornelison H-Grad Student 5

**60 Garden Street**

SAO Category Days/week

Sean Moran Scientist 1

Jessica Mink Scientist 2

Igor Chillingarayan Scientist 3

Jay Rhee Scientist 5

Owen Gingerich Scientist 2

Martin Paegert IT 1-2

Tom Reagan IT 1

Tom Fine IT 1

Sam Palmer Engr. 2

Jo-Ann Campbell-Cameron Admin. 2

Frank Nigro IT 3

Rafael Martin Domenech H-Postdoc 5

Nancy Doherty EHS 1

Gene Avrett RA 1

Miranda Cohn Postdoc 2

Annette Trenga Admin. 2

Arlem Finenko Postdoc 2

Gerhard Sonnert Scientist 5

Bob Kurucz Scientist 7

Thomas Burns Tech 2

Mary Dussault Educator 1

Nancy Brickhouse Scientist 1

Matt Payne Scientist 1

Iouli Gordon Scientist 1

Raid Suleiman Scientist 1-2

Sandro Tacchella Postdoc 2

Sylvain Korzennik Scientist 2

John Raymond Scientist 2

Kelly Chance Scientist 2

Daina Bouquin Librarian 2

Donna Thompson Tech 2

Joe Webber Admin 2

Sam Hadden Postdoc 2

Warren Brown Scientist 3

Eric Brownell Librarian 3

Charlotte Mason Postdoc 3

Andrea Dupree Scientist 3

Richard Anantua Postdoc 3

Mike McCarthy Scientist 3

Edo Berger Scientist 5

Nick Murphy Scientist 1-2

Suzanne Romaine Scientist Var.

Pat Brennan Admin Var.

Leon Golub Scientist Var.

Andy Szentgyorgyi Scientist 5

Wyston Benbow Scientist 5

Janice Wilson Admin 5

Rosanne DiStefano RA-Scientist 5

Mahboubeh Asgari-Targhi Scientist 5

Mark Weber Scientist 5

Alicia Jansky Admin 1

Maria McEachern Librarian 2

Margaret Pan Scientist 1

Xingang Chen Scientist 2

Helen Wang Scientist 1

Steven Saar Scientist 1

Paul Pierson IT ?

Kelly Lockhart IT 1

Dan Patenaude Scientist 1

Jonathan McDowell Scientist 1

Joan Cusato Admin. 1

Joanna Kuraszkiewicz Scientist 1

Pater Makym Postdoc 1

Bill Forman Scientist 1

Gregg Germain Engr. 1

Paul Nulsen Scientist 1

Robert Hargreaves Scientist 1

Dan Schwartz Scientist 1

Yanjun Zhou Postdoc 1

Jessica Porterfield Postdoc 1

Dong-Woo Kim Scientist 1

Fred Seward Ret 1

Raffaele Dabrusco Scientist 2

Jeremy Drake Scientist 2

Christine Jones Forman Scientist 2

Peter Ratzlaff Scientist 2

Belinda Wilkes Scientist 2

Cecelia Garraffo Scientist 2

John Zuhome Scientist 3

Ping Zhao Scientist 3

Josh Grindlay Scientist 3

Nancy Evans Ret 3

Almin Sutton-Berkeley Admin. 3

Frederico Spopt Scientist 3

Nigel Atkins Engr. 3

Susan Nulsen Scientist 1

Paul Plucinsky Scientist 4

Rudy Montez Scientist 3

Steve Kaplan IT 5

John Little Admin. 5

David Hernandez Postdoc 5

Jordan Eagle Postdoc 5

Margarita Karovska RA-Scientist 5

Hossein Sadeghpour Scientist 5

David Guevel Scientist 5

Vinay Kashyap Scientist 1

Donna Wyatt Admin. 1

Pat Slane Scientist 3

Kathlyne Jean Admin. 2

Becky Leung Admin. 1-2

Alexy Vikhlinin Scientist 3

Akos Bogdan Scientist 1

Gerritt Schellenberger Postdoc 2

Martin Elvis Scientist 2

Harvard Category Days/week

Boryana Hadzhiyska H-Grad Student 2

Ioana Zelko H-Grad Student 2

Kristo Ment H-Grad Student 4

Angelieke van Son H-Grad Student 4

Tanveer Karim H-Grad Student 2

Xiaohan Wu H-Grad Student 3

Floor Broekgaarden H-Grad Student 3

Jun Yin H-Grad Student 3

Zachary Murray H-Grad Student 1

Alexia Simon H-Grad Student 4

Nina Maksimova H-Grad Student 1

Max Mulhern H-student 3

Cynthia Crickett H-student 2

Lindsay Smith HCO 3-5

Theron Carmichael H-grad student TBD

Anna Rosen H-Postdoc 2

Jane Huang H-grad student 2

Tarruneh Eftekhari H-grad student 2

Sebastian Gomez H-grad student 2

John Lewis H-grad student 2

Amber Medina H-grad student 2

Lars Hernquist Scientist 2

Hannah Diamond-Lowe H-grad student 2

Rahul Kannon H-Postdoc 2

Dave Charbonneau Scientist 2

Michelle Ntampaka H-grad student 2

Jennifer Winters H-Postdoc 3

Matthew Smith H-Postdoc 3

Sownak Bose H-Postdoc 3

Erica Nelson H-Postdoc 3

Mahesh Rajappan H-grad student 5

Ivan Cabrera H-Postdoc 5

Angelo Ricarte H-Postdoc 5

Shmuel Bialy H-Postdoc 5

Razieh Emani Meibody H-Postdoc 5

Lindsay Oldham H-Postdoc 5

Eric Mukherjee H-grad student 1

Ryan Cloutier H-Postdoc 2

Ana Bonaca H-Postdoc 3

Surangkhama Rukdee H-Postdoc 4

Selma de Mink Scientist 3

Zoe Todd H-grad student 1

Gabriella Alvarez H-Predoc 4

Ramesh Narayan Scientist 1

Dimitar Sasselov Scientist 3