

#ShutDownAcademia

#ShutDownSTEM

10 June 2020

How can core facilities
help change our society?

Website:

<https://www.shutdownstem.com/>

Suggested resources for education, broken down by topic:

<https://www.shutdownstem.com/resources>

Suggested actions to take, broken down by level of training

<https://www.shutdownstem.com/action>

Suggested support and healing for Black academics:

<https://www.shutdownstem.com/healing>

#ShutdownSTEM

https://twitter.com/hashtag/strike4blacklives?src=hashtag_click

#ShutDownAcademia

White Rage: The Unspoken Truth of our Nation's Divide

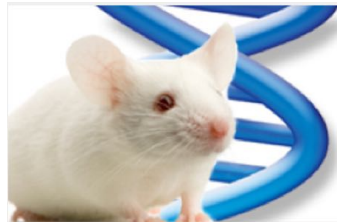
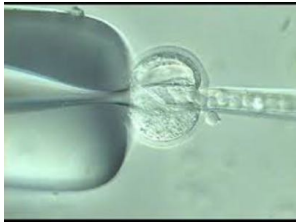
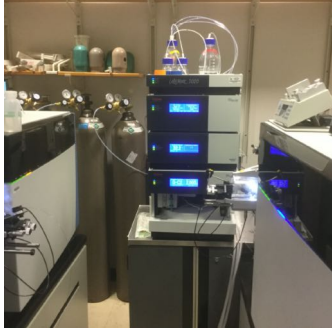
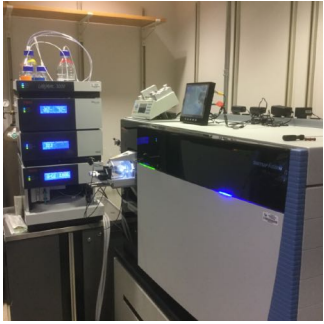
<https://www.youtube.com/watch?v=YBYUET24K1c>

Carol Anderson

Charles Howard Candler Professor and Chair
African American Studies
Emory University

#ListenAndLearn

The Emory Integrated Core Facilities: Research Impact of COVID-19



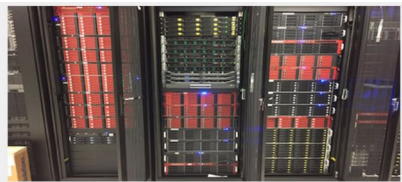
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Emory Integrated
Core Facilities

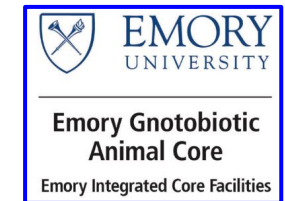
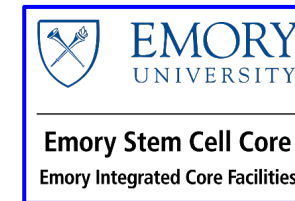
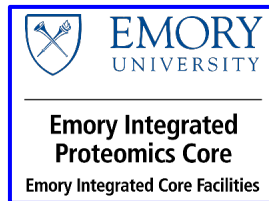
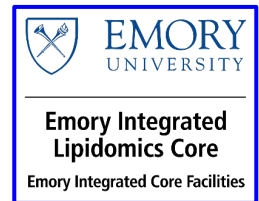
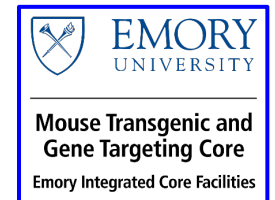
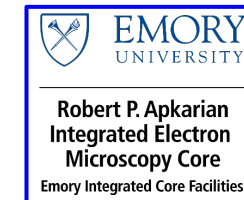
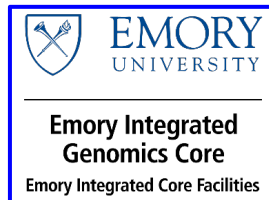
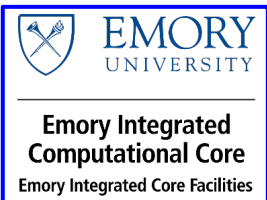
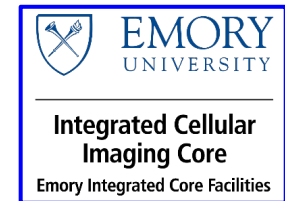
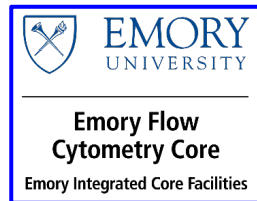
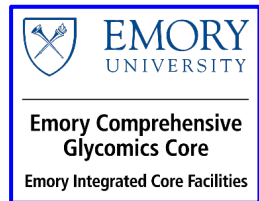
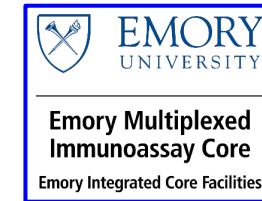
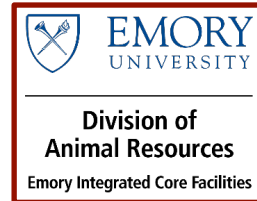
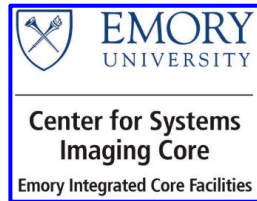
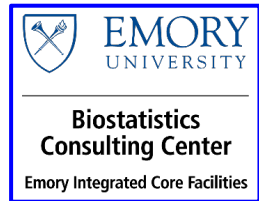


Michael E. Zwick, PhD
Associate Vice President for Research
Woodruff Health Sciences Center

Professor
Department of Human Genetics
Associate Dean of Research
Emory University School of Medicine



Integrated Core Facilities at Emory



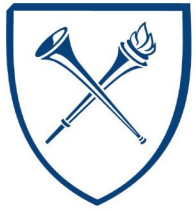
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Emory Integrated
Core Facilities

cores.emory.edu/integrated

@EmoryEICF

Core Funders: 40% Average Subsidy



Other Core Facilities at Emory

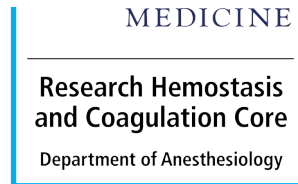
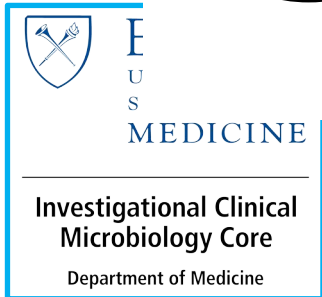
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SCHOOL OF
MEDICINE

And many more . . .

COVID-19



www.cores.emory.edu/other-cores/



Ramping Down Research

Attributes of Essential Research

- Essential personnel are individuals who perform critical procedures, processes or equipment management that require regular attention to maintain laboratory viability.
- Essential research is defined as direct research on COVID-19 and/or areas directly related to disease epidemiology and COVID-19 related healthcare.
- For all other research, essential projects would include those that are at a critical phase, meaning that abandoning them would cause a major or irreversible loss in project momentum or casualty.



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Division of Animal Resources

Emory Integrated Core Facilities

- DAR **will care** for the full census until COVID-19 exerts influences
 - As staffing drops, for example, cage changing intervals may increase for rodents.
- DAR **will not** unilaterally or indiscriminately euthanatize or downsize the census.
 - Any deliberate depopulation **requires** School of Medicine and Office of Research leadership consent and would be in response to an extreme, irreversible situation.
- Investigators **are not** under any DAR order to depopulate

Combat rumors!



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Division of Animal Resources

Emory Integrated Core Facilities

- **In an abundance of caution**, DAR asks each investigator to identify the 25% of their census most important to "save at all costs"
 - DAR will dispense "SAVE" cage card stickers to identify these cages
 - The average census from February will be used as the basis
- PIs should reduce census and maintain the absolute minimum number necessary. **Billing will still occur**. NIH grants still charged.
 - Plan for an 8-week pause in access

March 20, 2020

Cryopreservation of Essential Mouse Lines



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Mouse Transgenic and
Gene Targeting Core

Emory Integrated Core Facilities



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Division of
Animal Resources

Emory Integrated Core Facilities

MouseCore@emory.edu



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Division of Animal Resources

Emory Integrated Core Facilities

- Managing breeding colonies is an essential activity: timely weaning and preventing cage overcrowding still apply
 - If events unfold such that a lab can no longer meet their obligation, DAR will be the failsafe
- Activities will comply with the procedures and sites approved by the IACUC

Phase 2 by 5pm, Monday March 23, 2020

DAR facilities will be locked down to all but essential research personnel by 5pm, Tuesday March 24, 2020



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Emory Integrated
Core Facilities

CORES: Phase 2

- Emory Integrated Core Facilities move to remote operations
- Priorities: Support only essential research
- No new routine projects for wet-bench cores
- All cores teams will be able to communicate by remote means
- Contact Core Director for unanticipated needs

Any specific questions: Mike Zwick, mzwick@emory.edu

Phase 2 at 5pm, Monday March 23, 2020

Planning for Expanding Research

March 25, 2020 – How do we expand research?

My estimation: Expanding research was going to be far more challenging!

What will be our guiding principles?

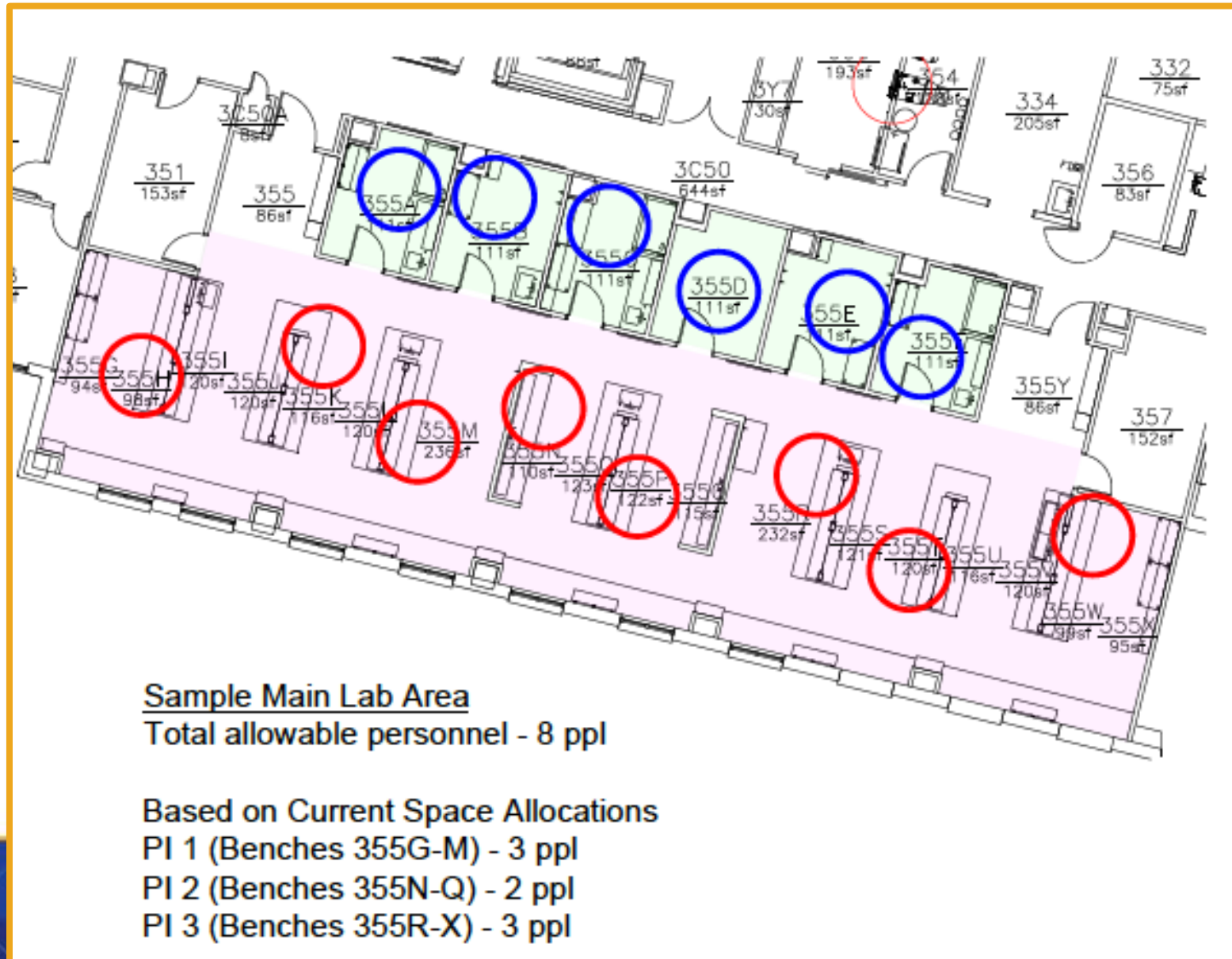
BUILDING A KIND COACHING CULTURE OF COMPLIANCE IN A WORLD OF SOCIAL DISTANCING

- Support research, but do so at a dramatically reduced density of personnel in our research facilities to **ensure as safe of an environment** as possible
- School of Medicine Key Guidance: **250 sq ft per individual**
- Must align with University policies regarding social distancing
- Must coordinate with services outside School of Medicine
- **Build a kind coaching culture of compliance** in a world of social distancing.

LABS: OPERATIONAL REQUIREMENTS

	ACTION	DETAILED GUIDELINES
COMPUTATIONAL RESEARCH	Remote work w/minimal onsite work	-
CLINICAL TRIALS	Remote work w/minimal onsite work	<ul style="list-style-type: none"> Clinical facilities determine when non-essential staff may re-engage with onsite work For research that needs to interact with human subjects, priority will be given to interventional clinical trials
CLINICAL RESEARCH	Remote work w/minimal onsite work	See Appendix A
EXPERIMENTAL RESEARCH	Return to labs meeting safety & social distancing requirements See Appendix B	See Appendix C

APPENDIX B: SOCIAL DISTANCING REQUIREMENTS



GUIDELINES: TRAINEES, VOLUNTEERS, VISITORS/COLLABORATORS

	GUIDELINES
POST DOCTORAL FELLOWS	CAN return to SOM labs per SOM guidelines
GRADUATE STUDENTS	Follow LGS Guidelines implemented with SOM
VISITING SCHOLARS	Follow SOM guidelines for approval
EXTERNAL VISITORS AND COLLABORATORS	NOT allowed in SOM laboratories <i>Exceptions (i.e., clinical trial monitors) may be requested through the Department Chair</i>
ECAS UNDERGRADUATES	NOT allowed in SOM labs until guidance is provided by ECAS
VOLUNTEERS, UNPAID INTERNS, OTHER NON-DEGREE LEVEL INDIVIDUALS	NOT allowed SOM laboratories

EU/SOM INFRASTRUCTURE DEPENDENCIES

HUMAN RESOURCES

Employee Safety

- Development of Training Videos and Guidance
- Contact Tracing
- Increase EPD presence

Employee Relations

- Social Distancing Policies
- Work Refusal Policies
- Manager Training and FAQ
- Mitigating Potential Biases
- Workers Compensation Considerations

SPACE AND FACILITIES

Building Safety

- Daily cleaning SOPs
- Common Areas
- Signage
- Diagram development for main lab area occupancies

Supply Chain

- PPE resources
- Sterilization Supplies
- Procurement and Distribution Methodologies
- Delivery Management

Parking and Shuttle Access

IT

Enhancing IT Support Requests

Development of Tools and Resources

- Scheduling System – DAR
- Web based Form – Individual Lab Plans

Devices and Hardware

- Inventory
- Updates and Patches

RESEARCH ADMINISTRATION

Cores

- Risk Analysis

DAR

- Safe Practices for Large Animal Surgeries
- Ordering and supply chain
- Increase in support requirements

EU/SOM RESEARCH RE-ENGAGEMENT



EU RESEARCH RE-ENGAGEMENT

May 15th: EU released
RETURN TO RESEARCH PLAN

May 28th: EU released the
RESEARCH RETURN TO CAMPUS PORTAL



SOM PI PLANNING TOOL

May 15th: SOM launched the
PI PLANNING DATA COLLECTION TOOL



IMPLEMENTATION: AS OF JUNE 1, 2020

COMPLETED

- ✓ EU design for social distancing signage
- ✓ Employee PPE and Disinfection Matrix collateral materials
- ✓ "Return to Laboratory" Research Training
- ✓ "Return to Work" Training and Checklist for all staff/admin.
- ✓ Developed SOM Workforce Solutions Team
- ✓ Acquired commitment of start-up PPE
- ✓ HR guidance for relevant return to campus policies, practices and procedures
- ✓ COVID-19 Community Health Screenings, Monitoring, and Contact Tracing tools
- ✓ SOM Communications to notify status of EU/SOM return to research requirements and social distancing culture and compliance

IN-PROGRESS

SOM Space and Facilities: Coordination with Campus Services

- **Cleaning** Schedules (**Currently deploying**)
- Deployment of social distancing **signage** (**Phase 1 to be completed this week; Phase 2 anticipated completion by June 12th**)
- **Transportation Survey:** Shuttle, Bus Systems and Parking Lot Access (**released through TPS website on May 26th**)
- Healthy Emory random temperature checks (**Began June 1, 2020**)
- Monitoring of PPE inventory and Ongoing need
 - **Pick up** at SOM for departmental baseline **PPE collection** (**Began June 1, 2020**)
 - **EHSO** ongoing **validation** of N95 and gown needs

EU/SOM RESEARCH RE-ENGAGEMENT: UPCOMING CHALLENGES

- **Ongoing PPE needs**
- **Monitoring social distancing**
- **Transition clinical trials back to campus in alignment with healthcare partners**
- **PI Planning Tool Updates and Revisions**



Guidelines for Return of Research to Campus

- **Communicate with core directors and staff**

- Schedule projects and access to equipment

- **Capacity of core facilities may be limited by lower research density.**

- Staffing, backlog of projects, shift work

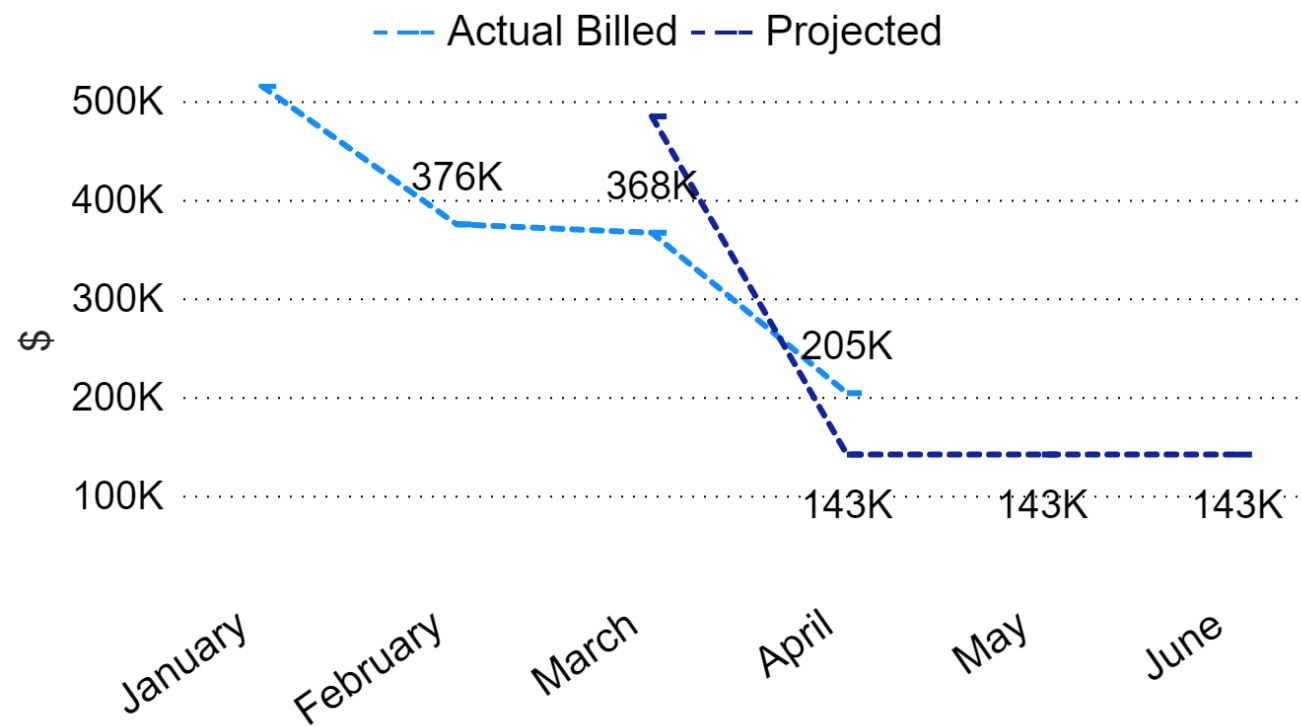
- **Disinfecting work surfaces and equipment prior and after use.**

- **Core teams are excited to return to work.**

- Be patient as we adapt to the new normal.

COVID-19 Financial Impact

Tracking COVID-19 Impact on Monthly Revenue



6/8/2020

DAR Specific Guidelines for Return of Research to Campus

Investigators must follow policies promulgated by the University and their school or unit (e.g. School of Medicine (SOM), Emory College of Arts and Sciences (ECAS), Rollins School of Public Health (SPH)). DAR is implementing additional processes to support the expansion of research within DAR managed facilities.

1. Maintain social distancing by

- Minimizing visits to the animal facility.
- Scheduling your work in advance.
- Adhering to posted maximum room capacity limits.
- Adhering to recommendations regarding elevator and stair usage.

2. Follow guidance for Personal Protective Equipment (PPE).

- Cloth face coverings are required at all times.
- Gowns will be assigned.
- Wear additional protections as required by specific work.

3. Hygiene and sanitation

- Wash hands when entering and leaving the animal room.
- Sanitize surfaces before and after work.
- General sanitation of animal facilities will be conducted once daily by a combination of campus services and DAR.

Operational Status: DAR is implementing procedures to safely and effectively conduct research at lower density.

85%

Workforce:
On-site &
remote

0

COVID-19 /
PUI leave

2

Other Sick
Leave

10

Flexed Work
Schedule /
Planned Leave

0

Not reported

2

Vacancies

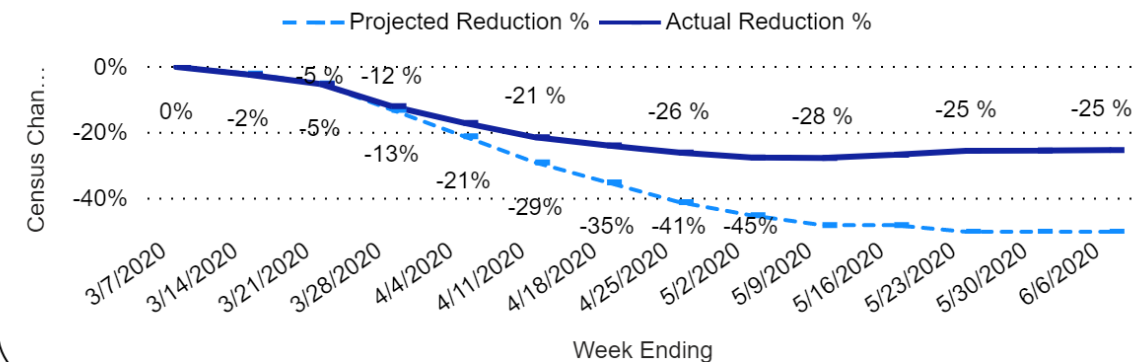
-24% decline

Av Mouse Census Count

3 weeks onsite; 8 weeks in reserve /
offsite
Food Supply

COVID-19 Financial Impact

Projected Reduction in Average Mouse Census Counts



Questions?