



CP&F NEWSLETTER

Dear CP&F Team,

As the semester kicks off, and a new class has been welcomed to the Quad, I am pleased to share with you the Fall 2025 edition of the CP&F Newsletter.

At CP&F, we are committed to fostering a strong and informed community. I hope you find this newsletter both informative and reflective of the dedication and collaboration that define our team. This edition highlights important departmental updates, progress on key projects, and opportunities to participate in upcoming community events.

Inside, you'll find updates on the **LHRRB Allard Aquatics Lab project**, exciting changes to the **White Coat Ceremony**, and valuable details about the ongoing **Dashboards project** connecting data across our department.

As always, please feel free to reach out to me or any member of our leadership team with your questions, ideas, or feedback. Your input is valued as we work together to grow and strengthen our department. Thank you for all that you do, and I look forward to seeing many of you at events this Fall & Winter.

Best regards,



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From Machine Shop to Marine Lab: Inside the Allard Facility Renovation

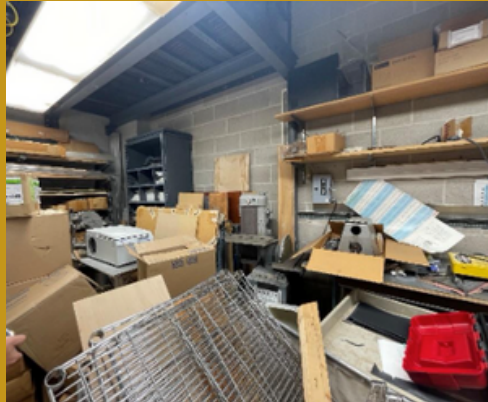
Transforming the LHRRB Lab for Allard Aquatics Lab



In construction and facilities management, it's usually best practice to keep water out of the basement. But for LHRRB and Cell Bio, nothing can be further from the truth. Working with **Payette Architects**, **BR+A Engineers**, and **Elaine Construction**, PD&C recently completed an aquatics facility for **Dr. Corey Allard**, the Principal Investigator for the Allard Lab, which "studies the molecular and cellular basis of novel organismic physiology and behavior." This space will house many unusual organisms, but the novel creature that has the largest impact on its design is none other than sea robins, a species of bottom-dwelling "walking" fish.

To support the research, our project renovated **560 SF** of the LHRRB basement from a machine shop into a purpose-designed research lab. Sea robins are oceanic creatures, so it was important for the room to be suitable for a saltwater environment, with corrosion-resistant materials: plastic ceiling tiles, limited to no exposed metal, covers over electrical outlets, epoxy painted walls, and sealed epoxy floors, and of course, floor drains.

The main space consists of 4 rows of custom-made tank racks, all designed and installed by Moving Waters, with 3 tanks donated by the Frog Facility in C-Building. The renovation also includes a lab prep area and a separate closet for lab gases. Extensive coordination was needed between the design and construction team and Moving Waters to ensure that the utilities were in the correct locations to support research. Construction concluded in August and the entire team is grateful for the opportunity to have worked on this exciting project.



Dashboard Vision:

Leading with Data at CP&F

Feature contributed by Monty Combs, Director of Systems and Services and Alexandra Connors, Strategic Initiatives Project Manager

The HMS Campus Planning & Facilities (CP&F) team has embarked on a multi-phase, multi-year initiative to improve transparency and communication across the department through the development of dynamic, data-driven dashboards. This strategic effort is focused on identifying, capturing, and visualizing key performance indicators (KPIs) that reflect the work and impact of each CP&F group. The project will also promote alignment across the department and enable data-informed decision-making at all levels, including executive leadership.

Phase one of the **Dashboards Project**, launched in **March 2023**, centered on gathering input from group leaders across CP&F to define meaningful metrics, both existing and aspirational. Working with a team from HMS IT, discovery sessions were held in October 2023, which helped shape the project scope, determined technical requirements, and identified initial dashboards for development. Since then, a data workgroup meets weekly, making progress on the project and ensuring strong cross-functional collaboration. Quarterly review meetings inform management of the team's progress and define priorities.

The dashboard development process includes five core steps:

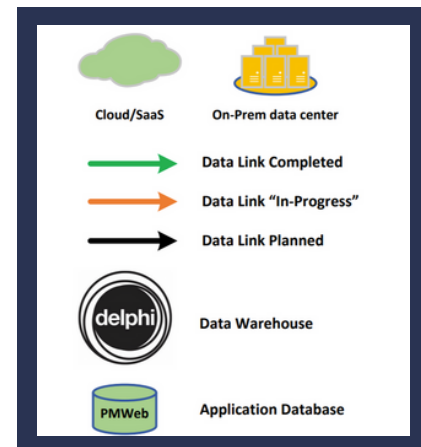
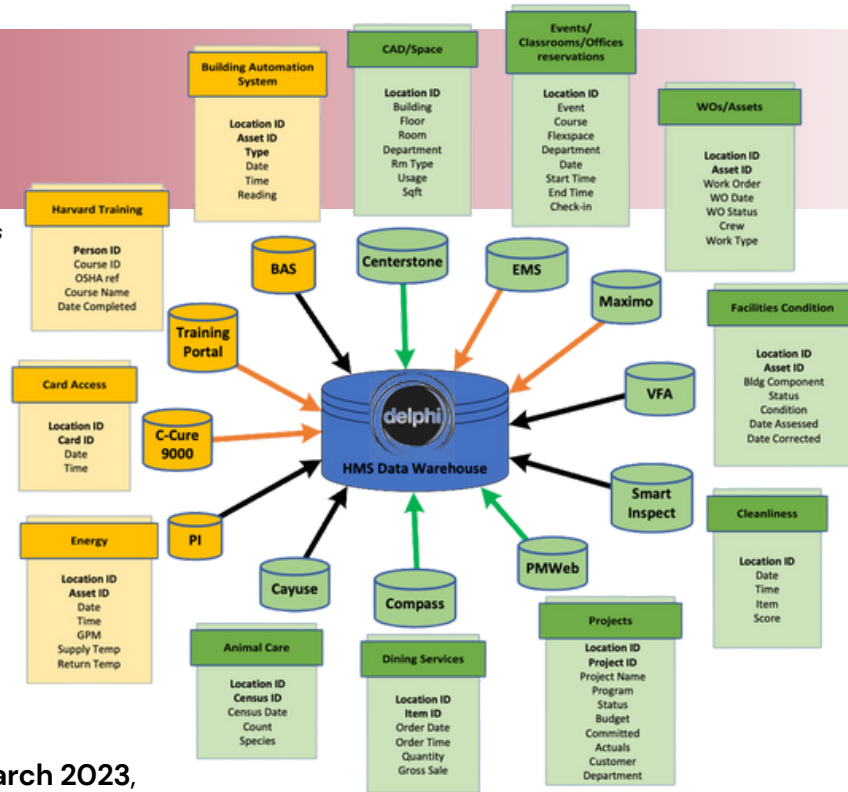


The proposed design follows a three-tiered structure:



Significant progress has been made across multiple systems, with dashboards for some areas in use, including **Compass** for Campus Services and **PMWeb** for PDC. A summary of the project status is depicted in the graphic above.

Note: Delphi is the HMS data warehouse in which data is stored and then used for the dashboards.



Looking Ahead: FY26 Priorities

The current fiscal year brings exciting developments:

- **Finance Dashboard:** A Financial Dashboards Steering Committee was established in May, with a demonstration by HMS IT in August, and a kickoff meeting in early September.
- **Space Dashboard:** Focus to date has been on reviewing and confirming building hierarchy and space nomenclature.
- **Maximo Dashboard:** Development aligned with the **MAS9** upgrade to modernize facilities management reporting.

This ongoing initiative is laying the groundwork for a more transparent, integrated, and data-informed CP&F. Stay tuned for further updates as we continue to build and refine dashboards that support our shared mission.

A large, classical stone building with many columns and windows, identified as Gordon Hall at Harvard Medical School. Banners are hanging from the columns.

Reimagining Tradition: White Coat Ceremony Shifts to Personalized Celebrations

Feature contributed by Molly Hudson, Associate Director of Auxiliary Services
and Amanda Moore, Administrative Coordinator

As is tradition, banners were proudly displayed among the columns of Gordon Hall overlooking the Quad, welcoming incoming students as they began their academic journey at the Medical School and School of Dental Medicine during the annual **White Coat Ceremony** on August 4.

Campus Services played an integral role in the day's event, which welcomed 200+ students along with their loved ones. This year, the incoming class experienced White Coat in a reimagined and more intimate way. The day began with a welcome from **Deans George Daley** and **William Giannobile** of the **Medical School & School of Dental Medicine**, respectively. Students then dispersed to ceremonies in four amphitheatres on the HMS campus, a shift from years past when the entire student body was under a tent on the Quad.

This successful transformation was made possible through the collaboration of several departments within CP&F and our trusted vendors. The logistics were coordinated by Molly Hudson, associate director of Auxiliary Services, with support from many campus partners, including the entire team at the Martin Conference Center and CP&F departments and vendor groups who provide support for this flagship programming annually. Each location — **NRB Amphitheater**, **NRB Rotunda**, **TMEC Amphitheater**, and **Armenise Amphitheater** — had its own set of operations schedules and staff assigned to support planning, preparation, and execution.

In the past, advance preparations for the tent and peripheral installations would take up to a week and a half prior to the event. This year's change allowed for a condensed prep schedule, reducing the live work from a week before to just one business day prior. This significantly reduced outside labor costs and constraints on our internal resources. Many planning sessions were held well in advance with security, AV, custodial, and catering teams. Thanks to everyone's flexibility, planning fit more smoothly around typical event and staff schedules, making for a more efficient process.

Not only was the shift to four indoor ceremonies time, resource, and cost-efficient, which is an important consideration at this time, **saving over \$260K**, initial feedback has been very positive from students, staff, and faculty. All enjoyed the smaller, more personalized settings of being within the academic societies they belong to.

Adding to the intimate atmosphere of the day's smaller ceremonies, first-year MD student Matthew Merritt (Pathways) shared how the deans' emphasis on the HMS medical community during their welcome remarks truly resonated with him. *"That made me feel like I could make a home here at Harvard and in Boston"* he said.



**Thank you to the Campus Services staff for
coordinating yet another successful
campus-wide event!**

From Prevention to Prediction:

Smart Maintenance with Traction Sensors at VSC

Feature contributed by Wendy Toussaint, Facilities Operations Analyst and John Gadson, Director of Facilities

This July, the **Engineering Team** kicked off the predictive maintenance pilot at the **Veritas Science Center** (VSC, formerly NRB) using **Traction** vibration sensors. The goal is to move away from fixed-schedule preventive maintenance and instead use real-time vibration data to spot potential issues early, keep equipment running reliably, and reduce unplanned downtime. The Traction system is monitoring **79** sensors across our chillers, chilled water pumps, condenser water pumps, and cooling tower fan motors/gearboxes, all connected through two gateways feeding into the Traction platform. Traction uses AI to analyze real-time vibration and temperature data from equipment, learning normal operating patterns and identifying changes that signal potential mechanical issues before they become serious problems.

All sensors are installed and working with asset details loaded into the system. The system produced its first health reports and flagged a few early concerns, such as possible bearing wear and imbalance in certain cooling tower motors, which the team is now investigating. We will also start tracking Traction alerts into Maximo so we can have a closed-loop system to report information on findings and repairs done to each asset back into Traction's AI platform.

Over the next month, we will finish the AI training phase, keep improving our response to alerts, and hold regular review meetings to track progress. If results remain positive, we will consider expanding the program to other HMS buildings.



*Exterior view of Veritas Science Center
77 Avenue Louis Pasteur*



Tech Bytes

Best Practices and Security Measures to Protect your Tech:



Public Wi-Fi is convenient, but it can leave your information exposed. It is essential to protect your connection, especially when you're off campus.

But how do you connect securely and ensure defense against a security breach?

Use a VPN on public wireless networks for your internet activity. This shields your logins, data, and browsing from anyone else who might be on the network. HMS relies on **Palo Alto GlobalProtect** for our VPN client. Set up the **GlobalProtect VPN client** by following the instructions provided by HMS IT. *Please note, the former VPN client, Ivanti, was sunset at the end of August.*



Two-Factor Authentication by Okta adds a quick, powerful layer of security by requiring approval from your mobile device for new sign-ins. This ensures only you can access your critical HMS & HU applications, such as email, and other data. It's an effective way to secure your digital identity.



Set up Okta Verify using **these instructions**. Okta works in conjunction with Duo Authenticator, however it does require installation. Eventually, the University will be transitioning away from Duo to Okta so be sure to install the feature right away.



Claim your computer to boost security and track inventory

HMS IT is asking all community members to take a moment to officially claim the primary computer you use for your University work. **This quick, one-time process helps us protect institutional data, verify devices on our network, track inventory, and ensure you're eligible for IT support. [Claim your computer here](#).**

It only takes a minute and is crucial in complying with Harvard's Information Security Policy.

***Note:** To claim your computer, you'll need your **NET ID**. Your NET ID is different than your Harvard Key and consists of a series of letters and numbers, usually five to 6 characters long. The best way is to visit **key.harvard.edu** and select **"Manage Your Account & Services"** then scroll to the bottom of the page where you'll find the NetID.



Need help? Have an issue with your tech?

Submit a ticket through the **STAT form** or email **itservicedesk@hms.harvard.edu**. Your message will be routed to the appropriate person.



Staff Spotlight

Arianna DeVoe
Facilities Operations Manager

This month, we shine the spotlight on **Arianna DeVoe**, Facilities Operations Manager with our Facilities Team, whose daily work helps keep HMS running smoothly and supports groundbreaking research and education.

Arianna recently took over responsibility for C Building, Laboratory for Human Reproduction & Reproductive Biology (LHRRB), and Seeley G.Mudd. She is a dedicated, valued member of CP&F and has become an integral part of our community.

Arianna has been with HMS for just over a year and credits the strong sense of teamwork and shared mission as the reasons for her satisfaction with the role she holds. **"I get to work with such a great team while supporting the critical research and education happening here."** She shares, **"What excites me most is that every day brings new challenges—from coordinating contractors and addressing facilities needs, to improving processes. Knowing that our work helps science and learning move forward keeps me motivated."**



In her role as Facilities Operations Manager, Arianna is responsible for ensuring operations run seamlessly across campus, with a particular focus on meeting the needs of researchers. No two days are alike. **"A typical day can involve anything from planning lab shutdowns and troubleshooting facilities issues to working with vendors and staff. Every day is different, and that's what I love about the role."**

Collaboration is at the beating heart of the Facilities department. **"In our department, collaboration is constant. We rely on each other to share updates, solve problems, and step in where needed. Having such a supportive team makes it easier to handle the daily challenges and keeps our operations running smoothly."**

Among the projects Arianna is most proud of recently is the implementation of a digital contractor check-in and check-out process. Designed specifically for Facilities contractors, this new system improves campus safety and accountability while streamlining productivity. **"It's been rewarding to see how such a simple but important process has strengthened our daily operations."**

When she is away from work, Arianna enjoys a full and lively home life. "You can usually find me with my family. I love visiting my daughter at UConn, supporting my youngest at her cheer competitions, and spending time with our two dogs. And when I get a little time for myself, I try to sneak in a Pilates class whenever I can."

We thank Arianna for her dedication, problem-solving spirit, and the positive energy she brings every day to the HMS community.



Colleague Recognition Program

We'd like to take a moment to congratulate our recent [Colleague Recognition Program](#) recipients:

Eileen Barrette, Mike Lopes, and Jose Tolendo

Thank you for your outstanding contributions and teamwork!

We also want to thank the colleagues who took the time to nominate them. Your efforts to recognize and support one another help make CP&F such a strong community.

About the Program:

The Colleague Recognition Program highlights Harvard-employed CP&F team members across all roles who go above and beyond to make a positive impact.

How It Works:

Any Harvard CP&F employee can nominate a colleague. Just submit your nomination through the [Colleague Recognition Program](#) form.

Recognition:

Nominations are reviewed on a rolling basis. Selected colleagues will receive a token of appreciation—such as movie tickets, RA dining vouchers, or COOP merchandise.

We encourage you to take a moment to recognize the incredible people around you. If you have any questions, please email cpf@hms.harvard.edu.

*Thank you for everything you do to make CP&F a fantastic community.
Let's keep celebrating the great work happening all around us!*

Staff Milestones

We are grateful for the dedication and hard work of all of our staff members, and are pleased to recognize those who have reached significant milestones in their career with Harvard. The staff members listed below have milestone anniversaries between the dates of **August 2025** and **December 2025**.

10 Years

Meaghan Paquette, Director of Campus Planning

5 Years

Monty Combs, Director of Systems and Services

Stan Karachev, Operations Analyst Energy – ECMs, Faults

John Gadson, Director of Facilities

HCCM Milestones and Staff Recognitions can be found in the latest HCCM Newsletter.

Career Corner

Microcertificates

Harvard Extension School Microcertificates program

It's back to school time! If you're looking to expand your knowledge base and increase your skills quickly, the Harvard Extension School Microcertificates program may be just what you're looking for.

The program is:

 Accelerated – Earn a Harvard credential in 2 courses

 Stackable – Apply courses toward a graduate certificate or degree

 Actionable – Gain a new skill set for real-world impact

Learn more by visiting the [Harvard Extension School, Division of Continuing Education](#).

Events

Mark your calendars for the following **CP&F** events!

Holiday Pie Day

Wednesday, November 19
2:00 – 3:00 pm
Pechet Room, Veritas Science Center

Holiday Breakfast & Gift Raffle

Monday, December 15
8:00 – 9:30 am
Rotunda, Veritas Science Center

Keep your eye on your inbox for invitations. We hope to see you there!



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& Facilities