Research Productivity

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NGC7027: SOFIA detects helium hydride
SMO currently employs 23 staff scientists, including Instrument Scientists and Senior Managers

DSI currently employs 4 scientists based in California

NASA employs a SOFIA project scientist and a deputy project scientist

SMO currently employs 4 postdocs supported on grants

SMO staff currently fall short of their allocated 20% research time

SMO would like to hire more scientists and postdocs
BG Andersson hosted three undergraduate interns last summer through NSF funding.

USRA is investigating hiring interns from University of Canterbury (New Zealand) to support southern deployment.
Publication Rate Enhancement Initiatives

- Build archival program (partnership with IRSA)
- Program selection:
  - Consider productivity when selecting programs
  - Consider risk when selecting programs
  - Consider average atmospheric conditions when allocating time (especially in New Zealand)
- Complete Legacy programs
- Engage Community to build new legacy teams
- Hire more postdocs (AAS Job Ad out now; 1\textsuperscript{st} Postdoc hired)
- Provide more research time for staff scientists