

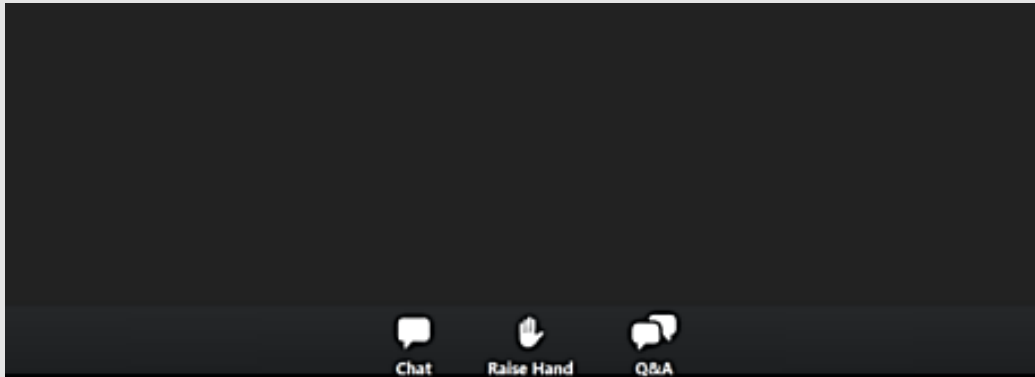


OLAW CONVERSATIONS
Institutional Training Programs

Thursday, May 26, 2022



Today's session



Troubleshooting tip when trying to speak after raising hand!
Zoom controls vary by device. If you are still muted after the host unmutes you, try looking for the speaker icon in the top right, turning off subtitles under the CC icon, or an audio settings menu on the bottom left of your screen.

- Session will not be recorded
- Slide PDFs and certificates will be sent to attendees
- 3 ways to interact:
 - Raise hand feature
 - Chat box
 - Q and A feature.
 - There is a checkbox in the Q and A feature that provides the option to submit questions anonymously



Our Team:

William Singleton, DVM, DACLAM

Shannon Stutler, DVM, MPH, DACVPM, DACLAM

-Training-

Beyond the trap of
regulatory compliance

Animal Care and Use Training-

- Context for our “Conversation”
- Why
- Who
- What
- How
- Takeaways
- Summary

Animal Care and Use Training-

Education vs. Training

Animal Care and Use Training- Why

**Beyond regulatory
compliance, WHY do
we train?**

Animal Care and Use Training- Why

- Safety
- Shape behavior
- Develop proficiency
- Ethical responsibility
- Decrease research variables
- Optimize animal health and welfare

Animal Care and Use Training- Why

- Regulations
 - Institutional responsibility
- Guidelines

Animal Care and Use Training- Why

Regulatory or guidance documents that address training requirements include...?

Animal Care and Use Training- Who

**Who needs to be
trained?**

Animal Care and Use Training- Who

- IACUC
- Visitors
- Research Team
- Animal Care Personnel
- Animal Program Support Staff
 - FM, Occ Health, Safety Offices, etc.
- Veterinary and Other Professional Staff

Animal Care and Use Training- Who

What other elements
of “Who” influence
training?

Animal Care and Use Training- Who

- Age
- Culture
- Ableness
- Language
- Education
- Learning Styles

Animal Care and Use Training- Who

**“Who” provides
training?**

Animal Care and Use Training- What

**What determines
training content and
training approach?**

Animal Care and Use Training- What

- Content required for all program participants
- Considering who will be trained – Do we tailor training to shape who?
- Considering the who – this informs the frequency of training

Animal Care and Use Training- What

- Core Content
- Species-Specific
- Technique-Specific
- Policy and Procedure
- Certification/Credentials

Animal Care and Use Training- What

- Researchers
- Support Personnel
- Non-Employees
- Animal Care Staff
- IACUC Members

Animal Care and Use Training- How

How do you design
and present the
training?

Animal Care and Use Training- How

Design and Development – how do you design your courses?

- Learner-centered (consider learning and teaching styles)
- Compliance Driven
- Virtual vs In-person vs Hybrid
- Multimodal
 1. PowerPoint
 2. Training Manuals
 3. Instructional videos
 4. Micro Learning

Animal Care and Use Training- How

Start with the end in mind –

- What behaviors do you want your learner to consistently perform?
- What knowledge does your learner need to keep front of mind while working with animal?

Animal Care and Use Training- How

**How do you assess the
success of training?**

Animal Care and Use Training- How (Validation of Learning)

- To Quiz or not to Quiz??
- Assessment is a critical component to training
- Frequency of retraining – reassessment
- Well-defined and -designed mandatory training

Top 3 Take-Aways

Animal Care and Use Training- Summary

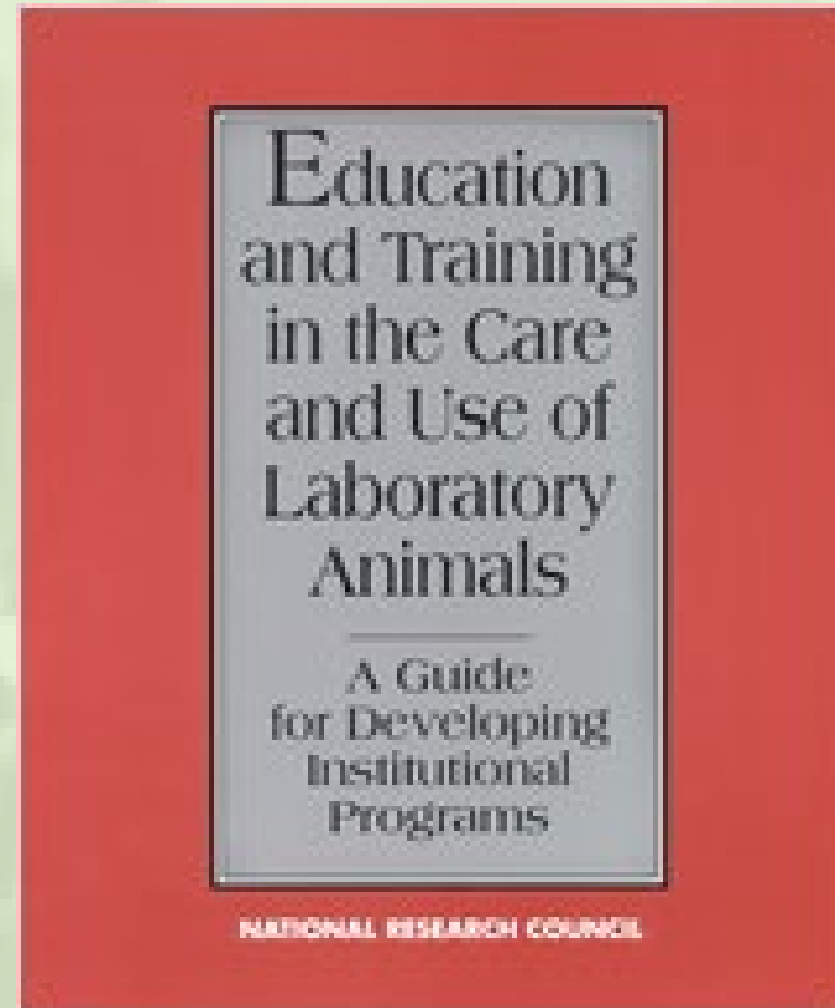
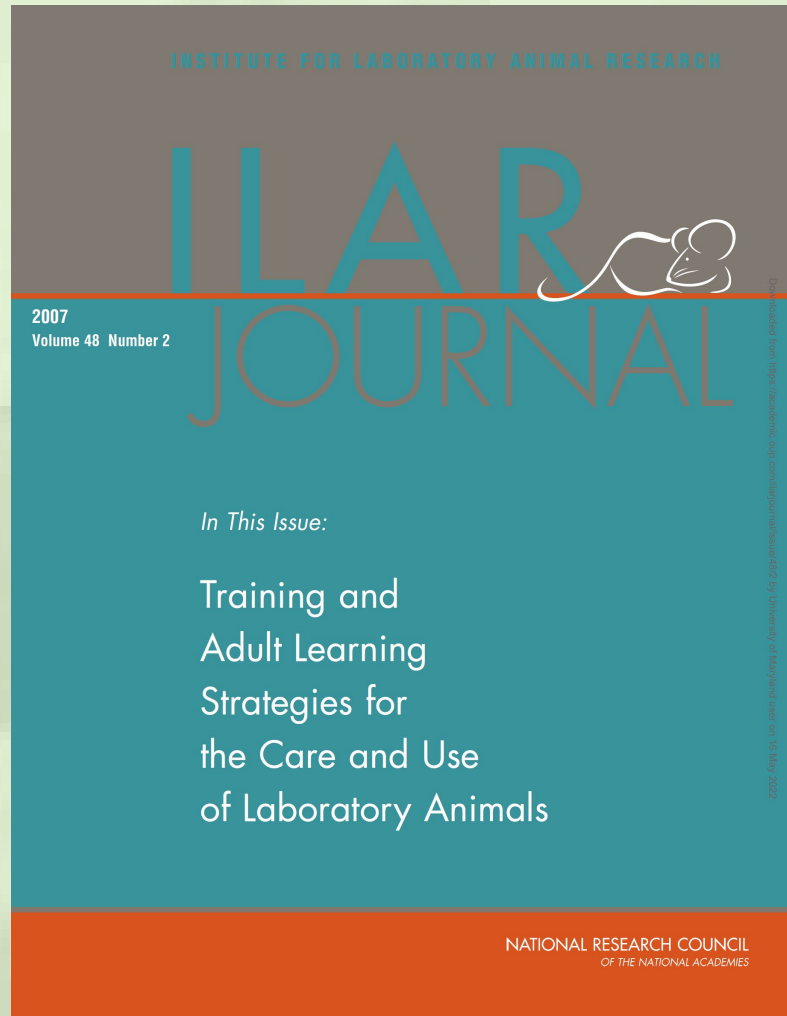
Always start your training with Context

- What needs to be learned?
- Why does it need to be learned?
- Who needs to learn it?
- How will you determine if learning happened?

Remember: You are not training on an island!

- Training resources (journals, internet, text books)
- Colleagues
- Continuing Education

Animal Care and Use Training- Resources



Animal Care and Use Training- What

(Based on regulations and guidelines)

Training topics include:

- Laws, Regulations, and Policies including the responsibilities of those involved
- Ethical and Scientific Issues
- IACUC functions and 3Rs/Alternatives to Animal Use
- Reporting welfare concerns/deficiencies
- Humane methods of care and use (including minimizing pain/distress, animal numbers, etc.)
- Pain, distress, and the use of anesthetics, analgesics, and tranquilizers
- Occupational health and Safety
- Aseptic surgery and pre- and post-procedural care
- Euthanasia
- Continuing Education, In-service and OJT opportunities, professional education and certification



Thank you!

Next Session: Dysfunctional IACUCs: How to Spot and Proactively Address Issues
June 1, 2022

