



## **University of Michigan Policy For Education and Training of Animal Care and Use Personnel**

It is the goal of the Institutional Animal Care & Use Committee (IACUC) to support the highest standards of humane care and use of animals at the University of Michigan. According to Principle VIII of the *U.S. Government Principles for the Utilization and Care of Vertebrate Animals Used in Testing, Research, and Training*, “investigators and other personnel shall be appropriately qualified and experienced for conducting procedures on living animals.”<sup>1</sup> Additionally, according to the *Guide for the Care and Use of Laboratory Animals*, “personnel using or caring for animals should also participate regularly in continuing education activities relevant to their responsibilities.”<sup>2</sup> Finally, according to the regulations of the Animal Welfare Act, “it shall be the responsibility of the research facility to ensure that all scientists, research technicians, animal technicians, and other personnel involved in animal care, treatment, and use are qualified to perform their duties. This responsibility shall be fulfilled in part through the provision of training and instruction to those personnel.”<sup>3</sup>

It is the goal of the IACUC to comply with these requirements and ensure the humane care and use of animals at the University of Michigan, while fostering a cooperative relationship with the research community. This will be accomplished by providing proper training to personnel involved in the care and use of laboratory animals. Training will be required for personnel that are on a new or renewal application, are being added to an existing application, or are on a protocol that is being amended to add new species or procedures.

- Mandatory training for animal care and use personnel will consist of an orientation and species and technique-specific sessions (including surgery and hazards), which are provided in lecture or web-based formats. Required courses are assigned to individual personnel according to the species and procedures assigned to the individual in a protocol.
  - Individuals must complete mandatory web-based training assignments prior to their approval on a new protocol or protocol amendment.
  - Individuals must complete mandatory workshop training assignments within 60 days of assignment notification (via email). If workshop training is not completed within this time frame the individual's permission to work with the specific species or techniques covered by the incomplete training assignments will be revoked and removed from the protocol.
- Training lectures and workshops will be offered with such frequency as to accommodate the schedules of those requiring training
- Training material content is be continually evaluated and updated as needed to ensure that all information is current and accurate.
- Provision of continuing education will be achieved via newsletter articles, web postings, and direct email messaging to targeted personnel.



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### **Resources**

1. *U.S. Government Principles for the Utilization and Care of Vertebrate Animals Used in Testing, Research, and Training*: <http://oacu.od.nih.gov/regs/USGovtPrncpl.htm>
2. NRC (2010) *The Guide to the Care and Use of Laboratory Animals*. Washington D.C. National Academies Press.
3. Federal Animal Welfare Act and Regulations:  
<http://awic.nal.usda.gov/government-andprofessional-resources/federal-laws/animal-welfare-act>