

## **UM PROGRAM FOR EDUCATION AND TRAINING OF ANIMAL CARE AND USE PERSONNEL**

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." 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." 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."

It is the goal of the University Committee on the Use and Care of Animals (UCUCA) 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.

Mandatory training for animal care and use personnel will consist of an orientation session which will be given in a lecture or web-based format. Additional mandatory sessions for individuals listed on each application will be determined during protocol review. These sessions will include species- and technique-specific topics in workshop, web-based, and lecture modules that are relevant to the protocol. All new personnel listed in an application or addendum submitted to the UCUCA Office will be informed of their training requirements. The UCUCA considers personnel "new" if they are not listed in the protocol-management database maintained by ULAM and the UCUCA Office. Those personnel interested in exemption from required training will be given the opportunity to submit a request and will be evaluated on a case-by-case basis.

Training lectures and workshops will be offered with such frequency as to accommodate the schedules of those requiring training. Furthermore, every effort will be made to assure that training is completed in a timely and efficient manner. Training materials will be continually evaluated for the content to ensure that all information is current and accurate. Non-mandatory sessions will be offered in accordance with the needs of the University animal care and use community. Provision of continuing education will be achieved via newsletter articles, web postings, and direct e-mail messaging to targeted personnel. Administrative units responsible for animal care or use programs or facilities will absorb the cost of the time used by personnel to attend the educational sessions.