

IACUC Member Training Program

I. Accessibility

1) Participation

To access learning materials, it is crucial that IACUC members engage and participate. IACUC members will be surveyed by 6/28/2024 to determine barriers to:

- a) Participation (meeting attendance, Semiannual Facility Inspection participation etc.), and
- b) Use of TAMU-C-008 Protocol Review Checklist [DMR] with AUP Help Text Addendum when reviewing submissions.

Results of survey and participation metrics provided to IACUC by 8/15/2024.

2) Training Platform Pilot

TrainTraq will be used as a platform for completing and tracking IACUC member training. Pilot to include:

- a) Use of AWO-P-020 IACUC Member CEed - Prolonged Restraint assigned to all IACUC members,
- b) Creation/implementation of a mastery quiz to assess Prolonged Restraint training,
- c) Results of TrainTraq pilot to be communicated to the IACUC by 5/15/2025,
- d) IACUC to consider expanding use of TrainTraq pending outcome of pilot.

II. IACUC Member Training Structure

The IACUC understands that although learning occurs informally through experiences, competence can't be achieved without formal training⁴. The IACUC Member training program includes the use of a modified Miller Pyramid: knows, knows how, shows/does³.

1) KNOWS (Acquiring Knowledge)

To ensure that members are effective within their first few months on the committee²:

a) New IACUC Member Training/IACUC Mentoring Program

- i) AWO-P-001 IACUC New Member Orientation - College Station-Galveston, or similar provided to new members by AWO staff (with participation including experienced members as available) [established/ongoing].
- ii) Pairing of new member with existing IACUC members for protocol review (for the first review and continued as requested) [established/ongoing].
- iii) Establish pairing of new with existing IACUC members for Semiannual Program Review (SAPR) assignment for the first six months of service by 4/18/2024 (completed). Example: shared review of TAMU-C-007 SAPR - IACUC Semiannual Program Review Checklist section.
- iv) Mentoring program expanded by 5/16/2024 to include pairing new with existing IACUC members for Semiannual Facility Inspection (SAFI) for the first six months of service.

b) Continuing Education

- i) Delivery of continuing education should be in hybrid formats (not exclusively virtual) to ensure and promote engagement. However, the use of virtual technology for the delivery of continuing education is recognized as vital to ensure participation of members from the remote campuses.
- ii) TAMU-C-008 Protocol Review Checklist [DMR] with AUP Help Text Addendum by 5/16/2024 with modifications to address ongoing AAALAC concerns to serve as an aid to memory⁴ during protocol review.
- iii) AWO-O-089 AAALAC Areas of Special Emphasis [PI Handout] updated by 6/28/2024 to incorporate additional topics from 2024 AAALAC site revisit, provided to the IACUC and distributed to program participants through the SAFI process.



- (1) AWO/IACUC to explore options to link and/or include relevant points from applicable IACUC Guidance documents for use by members during SAFI by 8/15/2024.
- iv) Refresher training on the core duties of the IACUC (AWO-P-001 IACUC New Member Orientation - College Station-Galveston, TAMU-S-006 Composition, Appointment, Responsibilities, and Training of the IACUC, or similar) to ensure that the IACUC understands and accepts their authority and responsibilities as significant factors in establishing and maintaining a quality animal care and use program² by 11/21/2024.
 - (1) Refresher training to include provision of IACUC Member Participation Metrics; including attendance at convened IACUC meetings, performance of semiannual facility inspections, review of submissions, and assigned subcommittee service.
 - (2) Members not in attendance will have one month from the date of the meeting to view and inform AWO of completion of refresher training.
 - (3) Refresher training to be repeated on a cycle to correspond with the renewal of TAMU-S-006.
- v) Provision of foundational knowledge across monthly meetings using: **AWO-P-045 IACUC Member CEEd - AAALAC Areas of Special Emphasis Video**. Video presented in installments. Complete video provided by 11/21/2024.
 - (1) Members not in attendance will have one month from the date of the meeting to view and inform AWO of completion of training (Note: may view presentation in its entirety once). For training performed prior to this training plan's adoption, members who were not at an individual monthly meeting will have one month from the date of notification to view and inform the AWO of completion of the assigned training.
- vi) As animal welfare is a dynamic field², additional undefined continuing education opportunities will continue to be identified and provided to the membership, as documented in the meeting minutes and through email notification from the AWO.

2) **KNOWS HOW** (Practice/Learning in Multiple Contexts)

Since one of the goals of learning is the ability to transfer acquired knowledge to new and unfamiliar problems and situations⁴, IACUC members will be presented with protocol examples to review. At a minimum, these example protocol reviews will occur at each SAPR, or more frequently as time allows based on individual meeting agenda [initiated **12/14/2023**]. As the learner is required to have a certain level of attentional state⁶, the IACUC will incorporate active learning components, which may include:

- a) Brainstorming: Split into smaller groups, each group takes a “bone,” or factor that affects the overall outcome (“fish”) and take 5–10 min to discuss in small groups. The full committee has a larger discussion and take turns sharing their perspectives on how their bone affects the overall fish
- b) Problem-Based Learning: discussion of case studies led by instructor guidance. Example: Protocol Review Column
- c) Think-Pair-Share: Instructor provides an idea, and the members are given time to reflect with a partner. Pairs are joined in larger groups to discuss.
- d) Pause for Reflection/Muddiest Point: Discuss which part was the most difficult or unclear (muddiest)
- e) Harvesting: Following topic discussion, instructor asks two (2) questions: “So what?” (i.e., why is this important?) “Now what?” (what will you do with this information?)
- f) Active Review: Use of gaming to review concept
- g) Experiential Learning: Use of SAFI process to allow members to experience what they have been learning
- h) Hands-on Technology: Use of clickers or virtual meeting polls to ‘vote’ the answer

3) **SHOWS/DOES**

Since the transfer of learning requires possessing understanding of a topic, not just memorization of details⁴, IACUC members will be provided with the opportunities to demonstrate mastery of topics through the following mechanisms:

- a) IACUC Meeting Presentation on topic of special emphasis by volunteering IACUC member(s), beginning by 5/15/2025 at monthly IACUC meetings, as time allows based on individual meeting agenda and member interest.



- i. Members may collaborate with non-IACUC members who possess expertise in specific areas to assist with training.
- b) FCR review of amendments/protocols, including presentation of the submission by primary and/or veterinary reviewer(s) [established/ongoing].
- c) Direct communication of regulations, guidance, expectations to the research community during SAFI and/or Outreach to the research community during pre-AAALAC prep visits.
 - i. Example: Use of expired drugs/compounds in/on live vertebrate animals

Evaluation of Training Program

As noted above, access to learning materials requires participation. Member participation will be assessed by:

- Meeting attendance
- SAFI participation
- Subcommittee participation
- Completion of member training, includes refresher training and continuing education training
- Protocol/amendment review assignments

Members that fail to meet expectations as outlined in TAMU-S-006 Composition, Appointment, Responsibilities, and Training of the IACUC, may be asked to discontinue service by the Institutional Official.

As it is essential to document efficacy of training⁵, the AWO/IACUC will: develop a sampling plan for the presentation of training efficacy data for IACUC consideration by 11/21/2024, in which the topics of greatest concern are assessed at regular intervals¹. The sampling plan should incorporate the following:

- A selection of protocols approved by designated member review will be assessed against learning objective(s)
- Protocols approved by full committee review will be assessed against learning objective(s)
- Acquisition of skill assessed through the SAFI findings related to the AAALAC areas of special emphasis
- Assessment may be performed by IACUC leadership, experienced IACUC members, AWO staff and/or third-party consultants
- Where possible, assessment is to be performed by a team rather than a single individual, and is to be based on a formative review model

III. References

1. **Foshay WR, Tinkey PT.** 2007. Evaluating the Effectiveness of Training Strategies: Performance Goals and Testing. *ILAR Journal* **48**:156–162. <https://doi.org/10.1093/ilar.48.2.156>
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4. **Patel VL, Yoskowitz NA, Arocha JF, Shortliffe EH.** 2009. Cognitive and learning sciences in biomedical and health instructional design: A review with lessons for biomedical informatics education. *Journal of Biomedical Informatics* **42**:176–197. <https://doi.org/10.1016/j.jbi.2008.12.002>
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6. **Torralba KD, Doo L.** 2020. Active Learning Strategies to Improve Progression from Knowledge to Action. *Rheumatic Disease Clinics of North America* **46**:1–19. <https://doi.org/10.1016/j.rdc.2019.09.001>

