IOWA STATE UNIVERSITY
Institutional Animal Care and Use Committee

IACUC Review of Personnel Training and Education

Introduction
The Animal Welfare Regulations (AWR) in Section 2.32(a) and (b) require the institution to ensure that faculty, staff, and students conducting research, teaching, or testing involving animals are qualified to perform their duties. Section IV.C.1.f. of the PHS Policy on Humane Care and Use of Laboratory Animals (PHS Policy) clarifies this requirement and places the responsibility for review of appropriate qualifications and training of personnel with the Institutional Animal Care and Use Committee (IACUC). The Guide for the Care and Use of Agricultural Animals in Research and Teaching (Ag Guide) specifies that appropriate qualifications and training must also be documented.

Personnel training is also considered an important aspect of the 3Rs (i.e., replacement, reduction, and refinement) because proper training in the conduct of animal procedures will help ensure that the procedures are performed without causing unnecessary pain or distress to animals.

Although the PHS Policy and AWR do not outline a specific program that must be implemented to demonstrate appropriate qualifications and training, the regulations require that training be made available and that the review of competency is evaluated with sufficient frequency to fulfill the institution’s responsibilities.

Policy Statement
In order to fulfill institutional requirements for training, the following will occur:

- The IACUC will conduct initial review of appropriate qualifications and training during review of applications for approval and modifications in personnel. Minimum training and qualification requirements include the following:
  1. The principal investigator must hold a faculty appointment or a P37 or higher P&S employment classification.
  2. All individuals who will be performing euthanasia must provide documentation of appropriate training for euthanasia of the species of animals used in the specific project.
  3. All individuals who are listed as key personnel on the application for approval must complete the online CITI training “Working with the IACUC.”
  4. Individuals working on a project who are not considered key personnel must complete the Supervised Staff Training document as outlined in the document (e.g., individuals working in the laboratory who do not work with animals do not need to complete the document).

- The principal investigator will ensure that all individuals associated with their research, teaching, or testing protocols involving animals receive the appropriate species-specific and procedural training. The principal investigator is also responsible for maintaining documentation of required training.

- The Attending Veterinarian will provide ongoing review of proficiency of personnel through observation of procedures and will offer individualized specific training such as rodent surgery techniques, anesthesia, and euthanasia.
The Research Assurances Monitor will also observe performance and verify documentation of adequate training during post approval monitoring.

Resources

Supervised Staff Training Document
Institutional Animal Care and Use Committee
Official IACUC Training Program
Office for Responsible Research
Vice President for Research and Economic Development “Principal Investigator Eligibility Guidelines”
U.S. Government Principles
PHS Policy on Humane Care and Use of Laboratory Animals
USDA AWR 9 CFR Part 2, Subpart C 2.3
Guide for the Care and Use of Agricultural Animals in Research and Teaching, 3rd Edition