Welcome Remarks from PRIM&R’s Executive Director, Elisa A. Hurley, PhD
Keynote Address by Liz Neeley, Founder and Principal, Liminal Creations

Panel: Racism and Other Systemic Inequities Within Animal Research Programs
What does it mean to promote diversity, equity, and inclusion within an animal care and use program, and why does it matter for the best functioning of your teams? How do the actions of each person within an animal care and use program impact each other when it comes to promoting these concepts and putting them into action? During this panel, speakers will discuss and share experiences on how the intersection of our unique identities touch each other and impact the work we each do within our programs, and how we can move towards reducing our negative impact on each other in animal care and use programs and oversight so we can have a more equitable present and future.

A2: A Time to Connect—Agency Highlights and Q&A With the Oversight Bodies (Communication and Networking Track)
Representatives from NIH OLAW, USDA APHIS, AAALAC International, VA, and the DoD will provide guidance and interpretation on the regulations, policies, and guidance documents. During this session, attendees will receive critical updates from each agency representative and have an opportunity to ask questions. In advance of the session, attendees may submit questions to be addressed publicly.

A3: Alternative Approaches to Program and Facility Review Following COVID 19 (Program Management Track)
Nothing has been normal since the start of the COVID-19 pandemic, which required institutions to delay or come up with new ways to conduct program and facility reviews. Assessing the impact of these new strategies can pose challenges since they may not be apparent or easily measurable during the early stages of deployment. Developing quality performance goals and quantitative, outcome-focused metrics to assess and monitor impact of the pandemic on the program can provide valuable feedback and opportunities for course correction as the oversight system evolves. This session will focus on options to objectively monitor and compare the quality and effectiveness of animal program oversight and compliance procedures.

Breakout Sessions Series A, 1:30-2:30 PM ET

A1: Career Pathways in the 3Rs and Animal Welfare (Animal Well-Being and the 3Rs Track)
During this session, speakers will provide a discussion of 3Rs strategies, opportunities, career paths, certifications/specialization, and more.

Learning Objectives:
- Learn about career path options in animal welfare and the 3Rs
- Discuss available 3Rs certifications and training programs

A2: A Time to Connect—Agency Highlights and Q&A With the Oversight Bodies
(Communication and Networking Track)
Representatives from NIH OLAW, USDA APHIS, AAALAC International, VA, and the DoD will provide guidance and interpretation on the regulations, policies, and guidance documents. During this session, attendees will receive critical updates from each agency representative and have an opportunity to ask questions. In advance of the session, attendees may submit questions to be addressed publicly.

Learning Objectives:
- Listen to agency specific updates
- Participate in an open discussion about issues relevant to stakeholders
- Ask questions of agency representatives

A3: Alternative Approaches to Program and Facility Review Following COVID 19 (Program Management Track)
Nothing has been normal since the start of the COVID-19 pandemic, which required institutions to delay or come up with new ways to conduct program and facility reviews. Assessing the impact of these new strategies can pose challenges since they may not be apparent or easily measurable during the early stages of deployment. Developing quality performance goals and quantitative, outcome-focused metrics to assess and monitor impact of the pandemic on the program can provide valuable feedback and opportunities for course correction as the oversight system evolves. This session will focus on options to objectively monitor and compare the quality and effectiveness of animal program oversight and compliance procedures.

Learning Objectives:
- Compare and contrast changes in program and facility review procedures as a result of COVID-19
- Discuss challenges in developing objective quality indicators that correspond to oversight program success
- Explore preemptive or restorative approaches to combat deterioration in oversight including principal
A4: How to Avoid Self-Imposed Administrative Burden from Inefficient or Over-Rigorous Protocol Forms and Review Practices (Protocol Review Track)

This session will highlight the regulatory obligations for protocol content and present ways institutions can use other tools in combination with the protocol to make processes more efficient and less duplicative. These strategies include a postapproval monitoring (PAM) program, routine veterinary care policies, semi-annual inspections, and overall program descriptions to strengthen animal use programs without disproportionate or duplicative emphasis on protocol content. Before attending this session, attendees should have an understanding of current regulations for protocol review, differences in requirements between relevant oversight bodies, and the NIH efforts to decrease regulatory burden for principal investigators.

**Learning Objectives:**
- Through the use of examples, address common concerns driving requests for detail that exceeds the regulatory directives
- Determine how other tools, such as PAM programs, routine veterinary care policies, semi-annual inspections, and overall program descriptions can be used or be even better suited to address some of these concerns
- Share examples related to relieving administrative burden through the creation of a protocol form and review process that leverages the strengths of the other aspects of the program, rather than inefficiently duplicating efforts

A5: The Attending Veterinarian (AV) and the IACUC—Reluctant Partners or Dynamic Duos? (Qualifications and Training Track)

This session will review the regulations pertaining to the responsibilities of the AV and IACUC—what might be the "good, better, best" practices for meeting those regulations for animal welfare, reduced regulatory burden, while also maintaining balance of the IACUC-AV-I0 three-legged stool paradigm. Speakers will share their experiences, examine mock case reports with the audience to determine what might have been done differently, and engage attendees in discussions of issues from their own facilities to identify and (begin to) solve individual challenges.

**Learning Objectives:**
- Review the regulations regarding the IACUC and the AV
- Develop the ability to apply knowledge of the regulations to seek AV input and guidance for high animal welfare standards
- Discuss how to successfully involve/integrate the AV and IACUC at an institution, including how to negotiate who is responsible for what

A6: Embracing the New Norm: Adapting Postapproval Monitoring (PAM) to a Virtual World (Hot Topics and Emerging Trends Track)

This session will focus on how we need to look at and adapt PAM to embrace our "new normal." During this unprecedented time of COVID-19, we find ourselves in uncharted waters learning to work from home and adapt many of our tasks from a face to face to a virtual reality. This session will feature speakers designed to have a dialogue with experts presenting what they have done with their programs, giving the audience the opportunity to share their experiences during COVID-19, and create an environment to think outside the box.

**Learning Objectives:**
- Identify tools to help work through PAM challenges when conducting PAM virtually (e.g., checklists, virtual meetings, email, etc.)
- Discuss challenges that could arise during the PAM process (e.g., accessibility, communication, etc.)
- Share on how to embrace flexibility (i.e., is this our new normal, our future? Is this a new tool in our toolbox?)

A7: Occupational Health and Safety (OH&S) Concerns and Oversight (IACUC Administration/Management and Process Track)

OH&S compliance and oversight must incorporate institutional policies, personal safety and regulatory considerations. Collaboration and cooperation with principal investigators, scientists, laboratory care staff, IACUC members, and visiting scholars are critical to the success of the program. A successful program will work as a partnership between those working with animals, environmental health and safety (EH&S), and the IACUC. This session will describe how one institution uses an electronic OH&S program that enables personnel to be assessed on a case by case basis, and how the electronic system provides a seamless system for all departments to work together towards compliance with the program.

**Learning Objectives:**
- Identify who needs to participate in the occupational health and safety program and why
- Explain the roles and responsibilities of key players in the program, including IACUC administrators, EH&S, scientific community, and IACUC members
- Explore what potential hazards, risks, and training might be needed based on the different roles and types of research

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- **Livestreamed**
- **On-demand**
- **CPIA recertification credit**
- **New in 2021**
- **Call for Session Proposals**
- **Pre-registration required**
A8: Basics for the Use of Wildlife in Research and Education (Oversight of Non-Typical Animals and Situations Track)
Speakers will discuss basic information that IACUCs need to address during review of a wildlife study such as species, animal numbers, pharmaceuticals, occupational health and safety, and euthanasia. There will also be discussion of non-target species and potential problems encountered in the field.

Learning Objectives:
- Go over the expectations for IACUC review
- Review numbers and species of animals
- Address pharmaceuticals, occupational health, and euthanasia.
- Review the new USDA, APHIS Animal Care Policy on Research Involving Free-living Wild Species in Their Natural Habitat

2:30-2:45 PM ET
Break

Workshops, 2:45-5:30 PM ET

Workshop: IACUC Fundamentals Introductory Workshop

Afternoon Networking Sessions, 2:45-5:00 PM ET

3:00-4:00 PM ET
Everything You Wanted to Know About the CPIA Credential
During this session, members of the CPIA Council, a recently certified individual, a recently recertified individual, and attendees will discuss obtaining the CPIA credential and the recertification process. This session is geared toward individuals who are responsible for IACUC administrative functions and who will be eligible to take the certification exam in the next one to two years.

Learning Objectives:
- Describe the CPIA program and its value
- Discuss example preparation techniques and what to expect on exam day
- Share first-hand advice from a recently certified individual

3:00-4:00 PM ET
Infiltration: A Tabletop Exercise in Responding to a Public Relations Crisis
Together, we will choose our own adventures as we put ourselves in the shoes of an imaginary institution that has experienced an infiltration of their canine colony and studies. As in a real communication crisis, we will need to act quickly to make key decisions about how to communicate, with whom and when.

Learning Objectives:
- Decide on order of operations; who should we communicate with first and why?
- Decide when and if to hold a press conference; what should we say?
- Decide if the situation requires or it is advisable to self-report to the USDA, OLAW, or AAALAC
- Perform an after-action review
- Prepare strategies for knowing when someone is trying to infiltrate and how to prepare for an infiltration

3:00-4:00 PM ET
Virtual Roundtable: Challenges and Opportunities for Institutions With Small Research Programs
This session will explore the organizational, professional, and procedural challenges and opportunities experienced by small research programs and single staff IACUC offices. Attendees will discuss current and future needs to professional development and support, and will discuss how and with whom to develop these networks, both within their organizations and outside, through mentorship and other relevant professional groups.

Learning Objectives:
- Identify specific challenges and opportunities encountered by small research programs
- Provide possible solutions to overcome these challenges and how to harness opportunities
- Offer guidance on how best to use the resources available and comply with the regulations
- Develop strategies for connecting, networking, and mentorship with others in the animal care and use and greater research ethics and compliance community

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Livestreamed
CPIA recertification credit
Call for Session Proposals
On-demand
New in 2021
Pre-registration required
Welcome Remarks from PRIM&R’s Board of Directors

Panel: Real Time IACUC—This Session Is In!
Be sure not to miss this real-time discussion by our mock IACUC panel of a variety of issues that might arise in a real IACUC meeting. Representatives from AAALAC International, OLAW, and USDA will provide their perspective on the issues discussed by the mock IACUC.

Break

Panel: COVID-19's Impacts on Science Communication and Outreach
For several years, public polling has demonstrated a slow but steady decline in public support for animal research in the United States. At the same time, these same surveys have shown approval levels are much higher for persons with increased scientific understanding and experience. This is one of the reasons why biomedical research organizations are increasingly conducting public outreach and education. Some of this increased transparency is taking place online through the development of websites and web videos. However, many efforts rely on in-person, face-to-face communications. These experiences have been repeatedly shown to be highly effective forums for communicating about this topic. The need to socially distance due to the ongoing pandemic has naturally created significant challenges for organizations that seek to educate their local communities and Americans in general. This session will provide a snapshot of animal research outreach and communications efforts in the midst of the COVID-19 pandemic. It will provide case examples of what select institutions are currently doing to ensure continued communication and education while maintaining safety. The session will also identify how animal research opponents have remained vocal despite being confronted by countless news stories that demonstrate in detail, the role of animals in developing coronavirus treatments and vaccines. This session will also provide ideas for biomedical research organizations seeking to maintain or expand communications.

Mid-Day Break

B1: Developing Safe Spaces, Including Online Environments, that Allow for Continuous Improvements of Animal Care and Use Programs (Communications and Networking Track)
Open and regular communications between management, co-workers, and regulators remains crucial to ensuring the continuous improvement of animal care and use programs. These communications also help ensure new standards are regularly adopted. In addition, a diversity of voices in the program is important so all stakeholders a voice. Positive and productive communication is critical for fostering a cohesive animal care and use program and a culture of compliance. Learning Objectives:
- Identify the diversity that exists within their own animal care and use programs and why ensuring everyone has a voice that is listened to is important
- Share successful communications tools that have been used by organizations throughout the COVID-19 pandemic to keep the lines of communication open, ensure everyone has a voice, and maintain morale
- Discuss ways to ensure these channels remain safe spaces and somewhat confidential to foster open communications
- Explore the challenges of some forms of communications—specifically with the regulators—because they are not confidential and therefore may hamper open communications, and share possible solutions
- Review activities that can improve communication among stakeholders, including the IACUC, research teams, veterinary and husbandry staff, IACUC administration, and more
- Learn how to develop and maintain an environment that fosters positive and productive communication and seeks to maintain high morale levels.

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Pre-registration required
New in 2021
Livesteamed
CPIA recentrification credit
Call for Session Proposals
(Oversight of Non-Typical Animals and Situations Track)

During this session, speakers will review the broader issues regarding animal and human safety during field procedures.

Learning Objectives:
- Discuss the use of controlled substances
- Evaluate conditions and methods for field euthanasia

B3: Resiliency and Contingency Planning: Lessons Learned from Wildfires, Floods, and the Pandemic  
(Program Management Track)

Hurricane Katrina taught us many lessons that led to the evolution of current disaster and contingency plans today. Our plans are now tested by wildfires, floods, and the COVID-19 pandemic, hence this is an opportunity to re-examine them for improvement. This session will discuss regulatory requirements including recommendations made by the National Academies of Science (NAS) and move forward with real-life examples of resiliency and plan modifications to address the situation.

Learning Objectives:
- Review regulatory requirements and NAS recommendations
- Provide examples of plan modifications as a result of wildfires, floods, and the pandemic
- Challenge the attendees with questions to encourage a re-examining of plans

B4: The Role of the Veterinarian in Protocol Development, Review, and Modifications  
(Protocol Review Track)

Veterinarian consultations are a key component of new, amended and three-year complete protocol reviews as they can provide guidance for the best animal model, surgical techniques, periprocedural care, euthanasia, and specialized procedures. Guidance for significant changes, including Veterinary Verification and Consultation (VVC), has been established for a few years and was intended to allow institutions to more rapidly respond to the changing needs of investigators, while still ensuring there is appropriate review. The case-based session covers pre-veterinary consult before protocol submission and determining when VVC is the appropriate route for amended protocol reviews. Before attending this session, attendees should review the involvement of the veterinarian in the planning of procedures that involve more than momentary or slight pain and OLAW’s guidance on significant changes.

Learning Objectives:
- Review examples of how to implement the Guidance appropriately by developing institutional policies and guidance documents
- Provide real life institutional examples
- Share examples of strategies that can be used to change protocols, either through VVC or administrative review, while also meeting the documentation standards of the Guidance

B5: Effective Change Management Processes in an IACUC Office  
(Qualifications and Training Track)

IACUC personnel are typically perceived as the “regulatory police.” In order to clearly illustrate the support services available to researchers by IACUC personnel, organizational change management should be explored. An effective change management project requires professional support from change management consultants.

Learning Objectives:
- Understand the steps in developing a strong strategy that emphasizes engagement of individuals impacted by change
- Discover ways to develop clear and strong advocacy for changes within the IACUC, staff and business processes
- Understand ways to prepare the organization to fully realize the benefits of organizational change management

B6: Reduction and Statistics  
(Animal Well-Being and the 3Rs Track)

Several factors contribute to the acquisition of reliable experimental data, such as elimination of bias in study selection and design, data interpretation/evaluation, and proper reporting and statistics. Poor experimental design and inappropriate statistical analysis has significant welfare considerations when it results in the inefficient use of animals. There are new approaches that can reduce the number of animals while still achieving comparable validity of scientific results and obtaining the same or more information with lower number of animals.

Learning Objectives:
- Discuss methods that can reduce the number of animals used in a study such as power analysis, pilot studies, appropriate use of endpoints, use of quality animals and veterinary care, computer simulations, and appropriate experimental design
- Review experimental design tools such as the EDA, ARRIVE 2.0, PREPARE guidelines
- Share advice on finding a biostatistician and when to include them in the research process

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B7: How COVID-19 Illustrated the Need for Nonhuman Primate Studies and Highlighted Potential Transportation Issues (Hot Topics and Emerging Trends Track)

The value and necessity of animals in scientific research is ethical question that continues to be debated. While non-animal-based alternatives to the use of animals are available, completely replacing the use of animals in research is not likely or plausible due to the complexities that cannot be modeled in a non-animal systems. The current COVID-19 pandemic has brought to light the necessity of animal models, specifically non-human primates in modeling human disease.

Learning objectives:
- Share how to develop plans to address transport restrictions of research animals
- Explore how to build relationships with international CRO veterinarians to ensure animal welfare
- Identify when real animal shortages exist versus the fear of shortages and how this impacts research conduct
- Review the need for COVID-based studies
- Discuss how to support commenting periods

B8: IACUC Administration for New IACUC Administrators (IACUC Administration/Management and Process Track)

During the session, speakers will provide a review of responsibilities typically assigned to IACUC administrators/coordinators. The session will also explore ways to run a meeting and prepare minutes, and options for conducting postapproval monitoring (PAM). Attendees should be familiar with IACUC administrative duties, but this session is geared toward individuals who have less than two years’ experience in their role.

Learning Objectives:
- Discuss the various ways IACUC administrative staff can support the protocol review process
- Go over how to run an IACUC meeting and make decisions among a diverse group of people
- Discuss requirements and best practices for preparing meeting minutes
- Provide various options for conducting PAM
- Review IACUC member training requirements

2:30-2:45 PM ET
Break

Workshop: Effective Communication Strategies for Animal Care and Use Programs

It is clear that the public’s trust in biomedical research is key to the development of both scientific knowledge and medical advancements. This workshop will focus on clarifying those situations that can both build and erode the public’s trust. The workshop will also propose strategies that can be implemented at personal, team and organizational levels that build public trust. Through small group exercises and discussions attendees will:

- Identify barriers to building the public’s trust
- Consider strategies that can be applied at an individual, team level, and organizational level to engender improved public trust.
- Learn more about ongoing openness and transparency initiatives.
- Identify barriers to building improved trust and then consider strategies that enables improvements in the overall communication environment.

Workshop: Humane Endpoints: Overview, Challenges, and the Digital Horizon

The appropriate selection of experimental endpoints that are both humane and scientifically sound is at the core of responsible animal research. However, ensuring that humane endpoints are effectively implemented in various species and experimental models can be a complex and challenging task. Through a combination of presentation and scenario-based discussion, this program will provide a general overview of traditional humane endpoints, their selection and use, with a specific focus on practical issues such as standardization, cost, and the roles of the veterinarian and the IACUC in developing and refining humane endpoints in collaboration with the research team.

On the horizon, emerging digital technologies may revolutionize the way we think about, select, and implement humane endpoints. This session will provide an overview of these new applications, ranging from digitizing paper processes, to real-time online data collection, to mixed reality technologies.

- Learn how these applications are being piloted
- Discuss through scenarios and case studies their tremendous potential, current and future challenges, and practical aspects regarding engagement and implementation
3:00-4:00 PM ET

Virtual Roundtable: Ask the IACUC Chairs!

The IACUC has responsibility for all aspects of an animal care and use program. An engaged IACUC chair should take an active role in collaborating with the attending veterinarian and IACUC administrator to thoroughly evaluate the animal care and use program and ensure it is fully within regulatory compliance and implementing best practices. This interactive session will provide an opportunity for IACUC chairs to discuss topics of importance to their role, ask questions, share strategies/approaches/best practices, and develop a network that can provide support beyond the meeting.

3:00-4:00 PM ET

Virtual Roundtable: Strategies for Successfully Training the IACUC

The Animal Welfare Act and Regulations holds institutions responsible for ensuring personnel involved in animal care, treatment, and use are qualified to perform their duties, including IACUC members. This responsibility, in part, can be fulfilled through the provision of training. The Guide charges institutions with the responsibility of providing a suitable orientation and appropriate resources to assist IACUC members in understanding their roles and responsibilities and evaluating issues brought before the committee. Determining the best way to present this information can be daunting. During this interactive session, attendees will hear about successful IACUC member training programs at various institutions and share their own examples and experiences on learning approaches and format, topics for training, potential obstacles to training and solutions, and more.

Thursday, April 15

3:00-4:00 PM ET

I Love My Job!? Perspectives Throughout a Career in Animal Care and Use Administration and Oversight

This session will share perspectives from animal care and use professionals at different points in their careers about the joy (and challenges) of working in this field. What can a career in animal care and use and research oversight look like?

Learning Objectives:
- Engage with others in the IACUC and animal care and use community
- Discuss career development goals and career paths

3:00-3:30 PM ET

PRIM&R Membership Presentation

This pre-recorded presentation will provide an overview of PRIM&R’s membership community and the benefits and opportunities membership provides.
10:00-10:15 AM ET
Conference Welcome

10:15-11:30 AM ET
Panel: One Health and the Intersection Between Laboratory Animal Research and Wildlife Research

The need for collaboration across research disciplines has never been more relevant than in the light of SARS-COV2 and the impacts of climate change, animal welfare, and racial justice on our survival. The reactionary approach, particularly highlighted during this COVID-19 pandemic, along with the reverse zoonosis implications, was inadequate to contain the spread of this disease and continues to raise new and challenging issues for human and animal health. This panel will bring together a panel of experts to present on their own areas of emerging disease research and how collaboration between laboratory animal studies, free-ranging wildlife/ecosystem health research, and public health research needs can improve the results from each discipline but, more importantly, works to bring each together to solve larger and more dire issues.

11:30-11:45 AM ET
Break

Breakout Sessions Series C, 11:45 AM-12:45 PM ET

C1: The Importance of Natural Play-Behavior and the Benefits to Science and Animal Well-Being

(Animal Well-Being and the 3Rs Track)

Play is a behavior that exists amongst most animals and can be used as an important indicator of positive well-being. Can encouraging research animals to engage in play reduce stress, improve sociality, allow animals to better cope with research procedures, and even facilitate the collection of better data? Speakers will explore how age, sex, and environment affect play, and how researchers can use play as more than enrichment to evaluate animal welfare, enhance adaptability to stressors, and even engage animals in research tasks using play activities.

Learning Objectives:
- Learn how to identify play and why animals play, and understand the connection between play and well-being
- Discuss how encouraging and engaging in play with animals can be a "refinement" to reduce stress associated with common research procedures
- Explore how an animal's natural drive to play and explore can be harnessed to enhance data collection and data quality

C2: Lessons from COVID-19: Leveraging Technology and Learnings from Our COVID Responses to Enhance IACUC Agility in the Future

(Hot Topics and Emerging Trends Track)

During the Coronavirus pandemic, many institutions found new ways to conduct regular IACUC business such as committee meetings, semiannual inspections/program reviews, postapproval and more, by thinking creatively about how to work within regulatory guidance and also by examining the role that enhanced technologies could play. While there was limited time to plan or engage with stakeholders, such innovations were key to supporting animal care and use programs during a time of crisis. Looking ahead, what should we carry out of the pandemic as key learnings for a more agile IACUC model? Presenters will share thoughts around IACUC business continuity planning, describe successes and challenges faced during the pandemic response, and discuss ways in which technology solutions were trialed and/or implemented. Attendees are encouraged to share their own experiences and engage throughout the room in a robust conversation about thinking far outside the traditional IACUC box, and then beta-test those ideas as applied to a problem-solving scenario. Before attending this session, attendees should be well versed in IACUC business practices and laws/regulations as applicable to their own institution, have a desire to think openly about how to evolve their IACUC's practices, including use of technology, and have at least two years of direct IACUC administration experience.

Learning objectives:
- Understand ways in which IACUC business continuity planning can support your program, beyond pandemic times
- Learn about innovative responses to challenges posed when a crisis hits
- Think creatively about ready resources that can be used now, and learn about other tools that can help to make your IACUC more agile at all times

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C3: Intersection Between the IACUC and the IBC (IACUC Administration/Management and Process Track)

Many IACUC administrators are charged with additional responsibilities, such as providing support for the IBC. Speakers will review the basic responsibilities of the IBC, share personal experiences with managing both IBCs and IACUCs, and address how to effectively manage interactions between the two committees to ensure compliance with regulatory and institutional requirements.

Learning Objectives:
- Review the basic responsibilities of the IBC
- Share strategies for providing administrative support for institutional adherence to the NIH Guidelines for Research Involving Recombinant or Synthetic Nucleic Acid Molecules
- Identify procedural similarities between IBC and IACUC processes and suggest opportunities for reducing burden
- Describe strategies for coordinating IACUC and IBC committees to ensure research is in compliance with all requirements prior to commencing

C4: Searching for Alternatives to Potentially Painful and Distressful Wildlife Research Procedures (Oversight of Non-Typical Animals and Situations Track)

This session will introduce the best approaches for both IACUC members and researchers to evaluate alternatives to wildlife procedures that may cause more than momentary or slight pain and distress. This will be a combination of presented information to provide background on alternative searches required by USDA and OLAW and active learning to engage the audience in mock literature searches specific to wildlife topics, and how to evaluate these as good efforts to address this requirement.

Learning Objectives:
- Understand what is required and constitutes a good search for alternatives to painful and distressful wildlife research procedures
- Identify the best approach to conducting an adequate search for alternatives
- Conduct and evaluate database and literature searches for potentially painful and distressful wildlife research procedures

C5: New Investigator at the Institution? How Do You Get Them on the Right Track from the Get-Go? (Qualifications and Training Track)

Each institution may have different processes and procedures for onboarding new investigators. Successful relationships with new researchers not only assists with better facilitating the research process, but creates a platform for open communication regarding training and compliance matters. Speakers will discuss onboarding processes to facilitate the establishment of animal research program evaluating overall needs and avoiding unnecessary delay as some of the research programs may need to be reviewed by other compliance committees.

Learning Objectives:
- Share strategies for designing onboarding process for new investigators
- Review methodologies used to assist investigators in better developing animal protocols
- Identify training needs and institutional resources through animal protocol application

C6: Alphabet Soup: Helping Researchers Find Available 3Rs Resources to Conduct a Meaningful Alternatives Search (Animal Well-Being and the 3Rs Track)

Adding modern 3Rs resources to your program’s alternative search repertoire will help researchers advance their science while improving animal welfare. Rather than relegating this requirement to the end of a proposal, integrate it into the study design and numbers calculation phases to take advantage of the insights gained during the search process. Find out which resources and strategies may be most efficient for researchers at your institution and consider how to maximize the impact of the alternatives search to improve science and welfare outcomes.

Learning Objectives:
- Review the modern 3Rs resources available
- Critically evaluate how alternatives searches are performed at your institution and how this impacts research, animal welfare
- Consider new strategies to increase the value of alternative searches for researchers and animal welfare

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New in 2021
C7: Supporting Personnel to Minimize Compassion Fatigue and Burn-out During Mass Depopulation (Program Management Track)

Situations may arise that require a facility to perform mass euthanasia to achieve depopulation. Mass depopulations may be deemed necessary as part of a contingency plan, disease management, or a study. The human factor namely, how staff feel about the situation is often overlooked and therefore may result in anger, burnout, or compassion fatigue. The purpose of this session is to increase awareness and provide methods to address and mitigate potential problems.

Learning Objectives:
- Review AVMA guidelines for euthanasia and depopulation
- Review definitions for Burn-out and Compassion Fatigue and discuss the signs
- Provide innovations and solutions to identify, prevent, or mitigate these responses

C8: At the CUSP: An Option to Address Administrative Burden at the Institutional Level (Protocol Review Track)

Under the auspices of the Federal Demonstration Project, the Compliance Unit Standard Procedure (CUSP) Project offers an option to address administrative burden at the institutional level. The goal of the project is to create a repository where institutions can share standard substances and procedures used in animal care protocols with the broader animal welfare compliance community.

Learning Objectives:
- Provide an overview of the timeline for the development of CUSP
- Demonstration of the CUSP site

12:45-1:30 PM ET
Mid-Day Break

Breakout Sessions Series D, 1:30-2:30 PM ET

D1: Non-Animal Alternatives—Barriers to Implementation Basic (Animal Well-Being and the 3Rs Track)

Though animal experiments are still necessary in certain types of research, enhanced and novel non-animal alternatives have been developed. The use of human cells, 3D cell models, and artificial intelligence have the potential to provide human relevant data that can add important information to scientific questions. Moreover, such data can contribute to the design of essential animal experiments.

Learning Objectives:
- Discuss non-animal alternatives as a complement or, if possible, as a replacement to animal use (i.e., can we make use of non-animal data to improve our animal experiments?)
- Consider where non-animal alternatives are sufficient to replace an animal experiment, and share examples of successful replacement
- Identify the role the IACUC might play in promoting alternative approaches when available

D2: Implementing Proactive Communications About the Use of Animals in Research in the Midst of a Pandemic Advanced (Communication and Networking Track)

COVID-19 has created unique, new challenges when it comes to developing and implementing effective communication strategies to help the public understand the role of animals in biomedical research. Activities such as in-person tours and public talks are often impossible. At the same time, adopting proactive strategies to communicate with the public can benefit organizations by minimizing reactive responses when things go wrong and helping to foster more positive public understanding of animal research.

Learning Objectives:
- Explain why a proactive communications strategy is beneficial to the organization and animal research in general
- Review how a proactive strategy can help guard against future crisis or limit their scope
- Discuss the unique approaches some organizations have employed to conduct public outreach and communications, despite the COVID-19 pandemic
- Offer concrete and specific advice on how to proactively communicate about the role of animals in research during the coronavirus pandemic
- Share the resources available that can help institutions and organizations develop a proactive communications program that features the need to socially distance
- Identify goals and key messages for an effective communications plan
D3: Ethical Challenges of Modeling/Testing Method Relevance (Hot Topics and Emerging Trends Track)
How and when is it appropriate for researchers and IACUCs to challenge research models and models driven by regulatory expectations? Scientific and ethical considerations for relevance of models used in certain testing paradigms are becoming more publicly debated. During this session, speakers will provide tools for IACUCs to use in the evaluation of these models, as well as discuss criteria for ensuring animal welfare and model relevance and appropriateness.

Learning Objectives:
- Discuss the problem and identify current concerns from the public and animal protectionist perspectives
- Consider the importance of scientific involvement in determining model relevance
- Review the importance of experimental design
- Develop a toolkit for IACUCs for ethical considerations and model relevance

D4: Meaningful Metrics to Assess Animal Program Quality and Effectiveness (IACUC Administration/Management and Process Track)
This session will explore objective performance metrics that can be collected and compared to measure and assess the IACUC’s effectiveness over time and in comparison to other relevant benchmarks. The data can be used to identify specific areas where resources and effort should be strategically invested to make the greatest impact on animal welfare objectives and further improve the quality and integrity of the program. Before attending this session, attendees should have at least three years of membership on an IACUC, with experience (1) conducting routine program reviews and facility inspections, and (2) monitoring progress in resolving deficiencies that are identified during these reviews.

Learning Objectives:
- Review various options for collecting animal program performance data
- Understand how to analyze and objectively interpret performance data
- Learn how to leverage performance data results to align with your animal program’s strategic objectives

D5: Meeting the Challenges of IACUC Administration—Case Studies in Handling Complex Protocol Issues/Situations (IACUC Administration/Management and Process Track)
Many IACUC administrators, members, and staff struggle with protocol questions and what the IACUC should consider in reviewing protocols. In the first part of this two-part session, speakers and attendees will work through case studies on protocol review issues and discuss possible ways to handle these complex situations. Before attending this session, attendees should have a sound working knowledge of the IACUC and the regulations that provide guidance. Important to the session are well-versed IACUC administrators who can share their experiences with protocol challenges. Consider double session or offer 2 sessions to cover the # of scenarios.

Learning Objectives:
- Discuss and analyze simulated, problematic scenarios on IACUC protocol reviews
- Share potential solutions to problems with protocols while maintaining compliance

D6: Agricultural Animals in Research: Unique Considerations of Protocols Involving Animals in Agricultural Research (Oversight of Non-Typical Animals and Situations Track)
Agricultural research programs often present unique challenges to IACUCs during the protocol review process. Criteria used to assess biomedical research may not be easily transferred to animals raised in a simulated production environment. This session explores a variety of challenges and possible solutions.

Learning Objectives:
- Discuss unique issues IACUCs must frequently consider when agricultural research protocols are reviewed
- Review options for monitoring accuracy and effectiveness of review and oversight strategies for agricultural research programs
- Learn about guidance and resources available to IACUCs that oversee agricultural programs

D7: Is Your Institution Ready to Handle Open Record and FOIA Requests? (Program Management Track)
An institution should be ready to respond to FOIA requests and there are many aspects to consider. This session will provide an overview of open records and FOIA laws and regulations and discuss methods to deal with requests for animal care and use records.

Learning Objectives:
- Review the use and abuse of open records and FOIA laws in obtaining information about animal care and use programs
- Demonstrate the importance of having plans in place before open records/FOIA requests are received, including consideration of the type of information included in IACUC meeting minutes, AAALAC Program Description, etc.
- Discuss internal (e.g., IACUC, IO, FOIA Office, legal counsel) and external (e.g., regulatory and accreditation agencies, media outreach) communication strategies when open records/FOIA requests are received

Icon Key
- Livestreamed
- On-demand
- CPIA recertification credit
- Call for Session Proposals
- Pre-registration required

Basic: Introduction of a topic for those with little or no knowledge; focus is on introducing, explaining, and illustrating basic concepts, principles, regulations, policies, or best practices.

Advanced: Assumes mastery of central ethical concepts and principles, the regulations, and the processes of applying them to the day-to-day work of protocol review or research oversight activities. Provides in-depth knowledge of an area and a robust set of skills for addressing difficult problems and navigating “grey areas,” improving IACUC, shaping institutional cultures, or advancing careers. Attendees are expected to have sufficient experience and understanding to contribute to the discussion of and solution to difficult problems.

Pre-registration required
D8: Best Practices on Conducting Three-Year Complete Review of Ongoing IACUC Protocols
(Protocol Review Track)

Although IACUC three-year complete review of ongoing animal related activities is a requirement of the PHS Policy. The USDA announced a proposed rule on September 17, 2020, seeking public comments on removing the requirement for continual, but not less than annual, review of research animal use activities and replace it with a requirement for a complete review at least every three years. There is lack of uniform understanding and application of these federal requirements. Before attending this session, attendees should understand regulatory requirements and the differences between the annual continuing and three-year reviews (depending on the outcome of the proposed rulemaking) required by USDA and PHS Policy.

Learning Objectives:
- The regulatory requirements for 3-year complete review,
- Proposed practical models and methods which institutions can adopt or modify to suit their individual needs while reducing administrative and regulatory burden
- Discuss pros and cons, expectations, and outcomes.

2:30:2:45 PM ET
Break

Workshops, 2:45:5:30 PM ET

Workshop: Inspired IACUC Leadership

Managing an effective and efficient IACUC program requires strong management and leadership skills. The stakeholders in any animal care and use program have different personalities, needs, and priorities, but all share a common goal of ethical and successful research. This workshop will address topics related to decision-making strategies, conflict styles and resolution, and leadership skills and principles. Participants will gain insights and tools for working effectively with other IACUC administrative staff, IACUC members, researchers, veterinarians, animal care staff, and ancillary committees, to ensure an efficient and smooth-running oversight program.

Afternoon Networking Sessions, 2:45:5:00 PM ET

3:00:4:00 PM ET

Will They Read Beyond the First Line of My Email? Improving IACUC Office Written Communications

How can an IACUC office improve written communications so stakeholders read the full text of documents? Important information is often overlooked or ignored by research teams only to result in noncompliance later. In addition, it can be necessary to email committee members or chairs multiple questions related to complex issues, and getting responses can be challenging. During this interactive session, attendees will share suggestions for improvement of the written communications IACUCs are required to create/send, so those communications better engage and encourage readers to pay more attention to read beyond the first line of text. In addition, this session will review how to use various modes of communication (e.g., Zoom, Slack, Teams, phone, email, etc.) to better communicate and collaborate with others (including those who may not have the same communication resources).

3:00:4:00 PM ET

Virtual Roundtable: Diversity, Equity, and Inclusion in your Research Compliance Program

Join this session for a discussion centered around ensuring diversity, equity, and inclusion in your research compliance program. Research compliance programs comprise individuals committed to the common goal of ensuring and promoting the ethical conduct of research. Diversity of perspectives, backgrounds, experiences, and social identities can strengthen a committee’s overall ability to carry out its mission. How can research compliance staff and members foster and promote diverse representation on their committees, and utilize that diversity to enhance the oversight of research? Moreover, how can diverse committees work together effectively?

3:00:4:00 PM ET

Virtual Roundtable: Topic Forthcoming!