



CCAC Workshop on Organization and Veterinary Program Structure

Nov. 1, 2007

N.J. Lewis, Ph.D. DVM
Director, Animal Care and Use Program

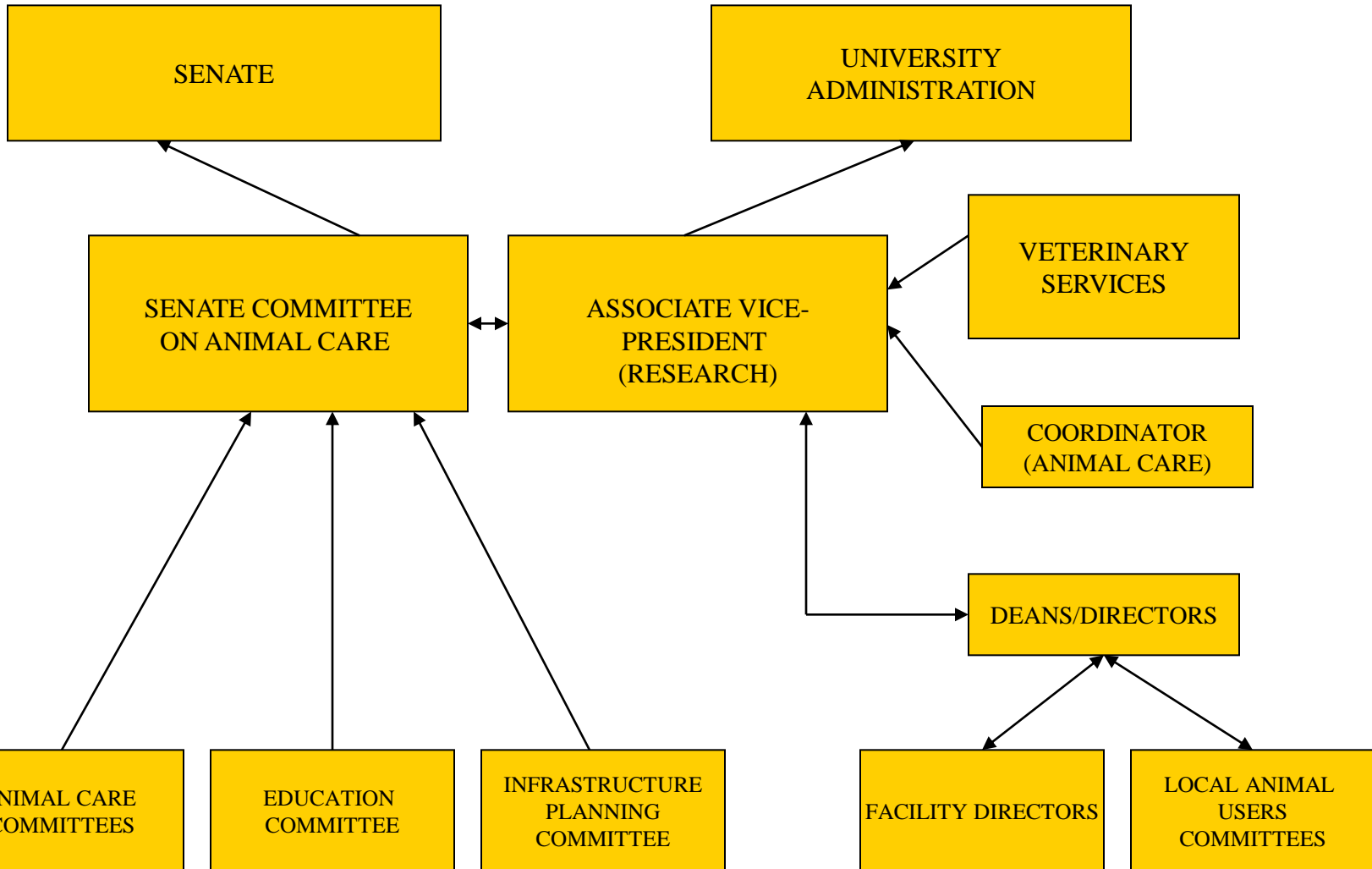
R.J. Hodges, DVM, Cert. LAM
Clinical Veterinarian



Animal Care Organization

- Current Structure (Where we are.)
 - Organization
 - Funding
 - Education
- History (How we got here.)
- Goals (Where we are going.)
 - Post Approval Monitoring

ANIMAL CARE ORGANIZATIONAL FLOW CHART





Director, Animal Care and Use Program

- Position Advantages

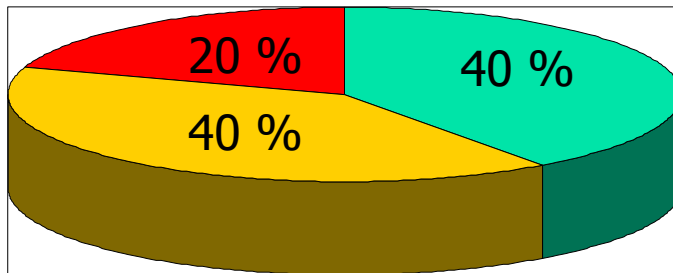
- Assistant to V.P. and Director, Animal Care and Use Program
- Resides in Office of Research Services
- Liaison with AVP (semimonthly meetings)
- Addresses policy on animal care
- Long term plans for facilities
 - Meetings with Deans, Directors
- Member of Infrastructure Planning Committee
 - Central funding for distribution
 - Other members; AVP and Deans
- Co-ordinates animal care so we are a strong and unified voice
 - Directors' Meetings
- Centralization



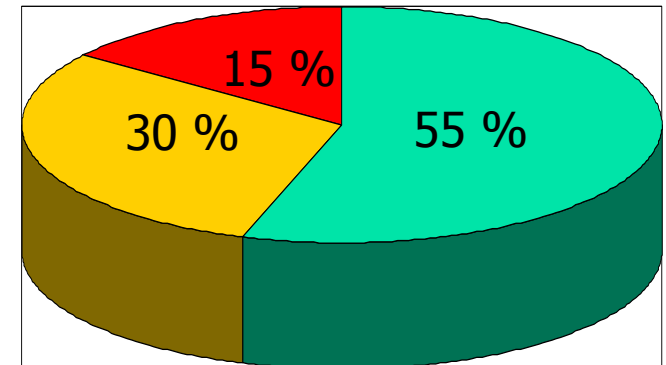
Animal Care Co-ordinator

- Administrative Assistant to AVP
- Entered the position with a strong administrative skill set
- Provides administrative support to ACC's
- Meets with DACUP and AVP semimonthly
- Works closely with DACUP in a team approach

Funding (Central Administration) Ear marked for animal care



■ Maintenance ■ Large Purchases ■ Emergency



■ Maintenance ■ Large Purchases ■ Emergency

50 % matching for
maintenance → 40% increase
in total expenditures, 100%
increase in maintenance



Education

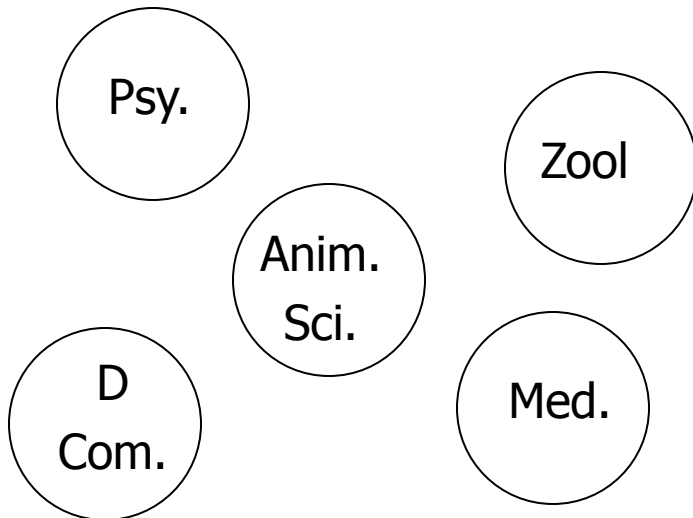
- Education Committee Oversees Program
- Education Program is growing
 - Lab animal training co-ordinator (Denise) hired 7 years ago (added 1/2 time position)
 - Online courses started 5 years ago
 - Wetlabs started 7 years ago & are expanding
 - Rat, mouse, rabbit, guinea pig, poultry, hamster, fish, swine, dairy, surgery, anesthesia, large animal surgery, special techniques
 - Refresher course
 - New Faculty Orientation



How We Arrived Here: ACC's

- Then

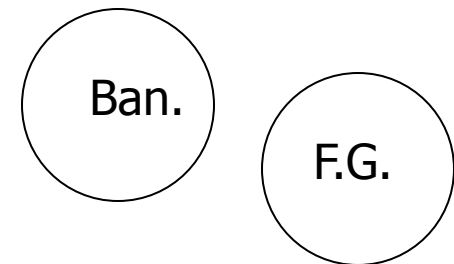
- 5 ACC's specific for research areas



- Now

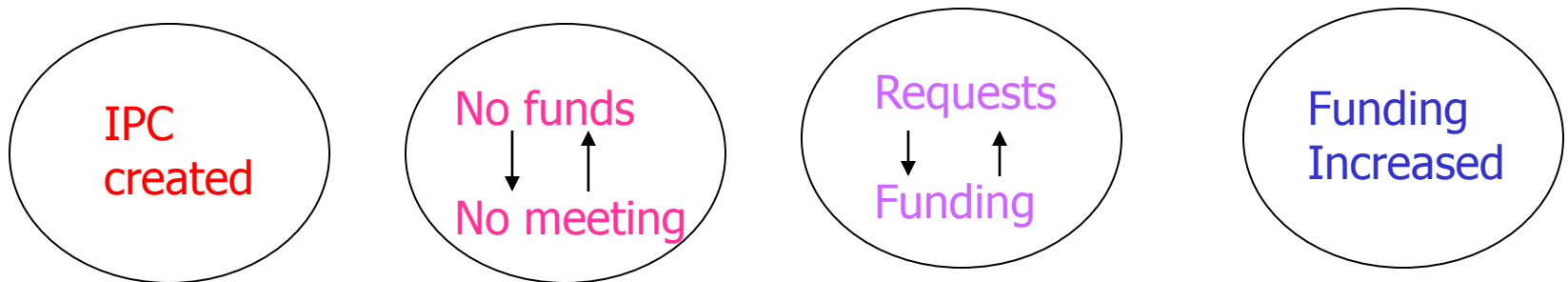
- 2 ACC's one for each campus

Centralization
→



How We Arrived Here: Funding

- Then
 - No specific funding was assigned to animal care
- Now
 - Maintenance, Large Equipment, Emergency



Increasing information flow from animal care to Deans and AVP

How We Arrived Here: Veterinary Staff

■ Then

- Univ. Veterinarian
 - 50% Director CACS
 - 50% clinical/protocol
- Assoc. Veterinarian
 - 60% faculty
 - 40% clinical/protocol

■ Now

- 2 clinical veterinarians
- 2 animal health technician practitioners
- DACUP (40%)

0.9

CENTRALIZATION

2.4
+ 2



Goals

- Centralization of animal care
- Continue funding initiatives
- Post approval monitoring in place
- Personnel to meet requirements
- Improve liaison
 - DACUP to
 - Animal Care
 - Deans and AVP
 - Between Facilities
 - To other institutions



Post Approval Monitoring Goals

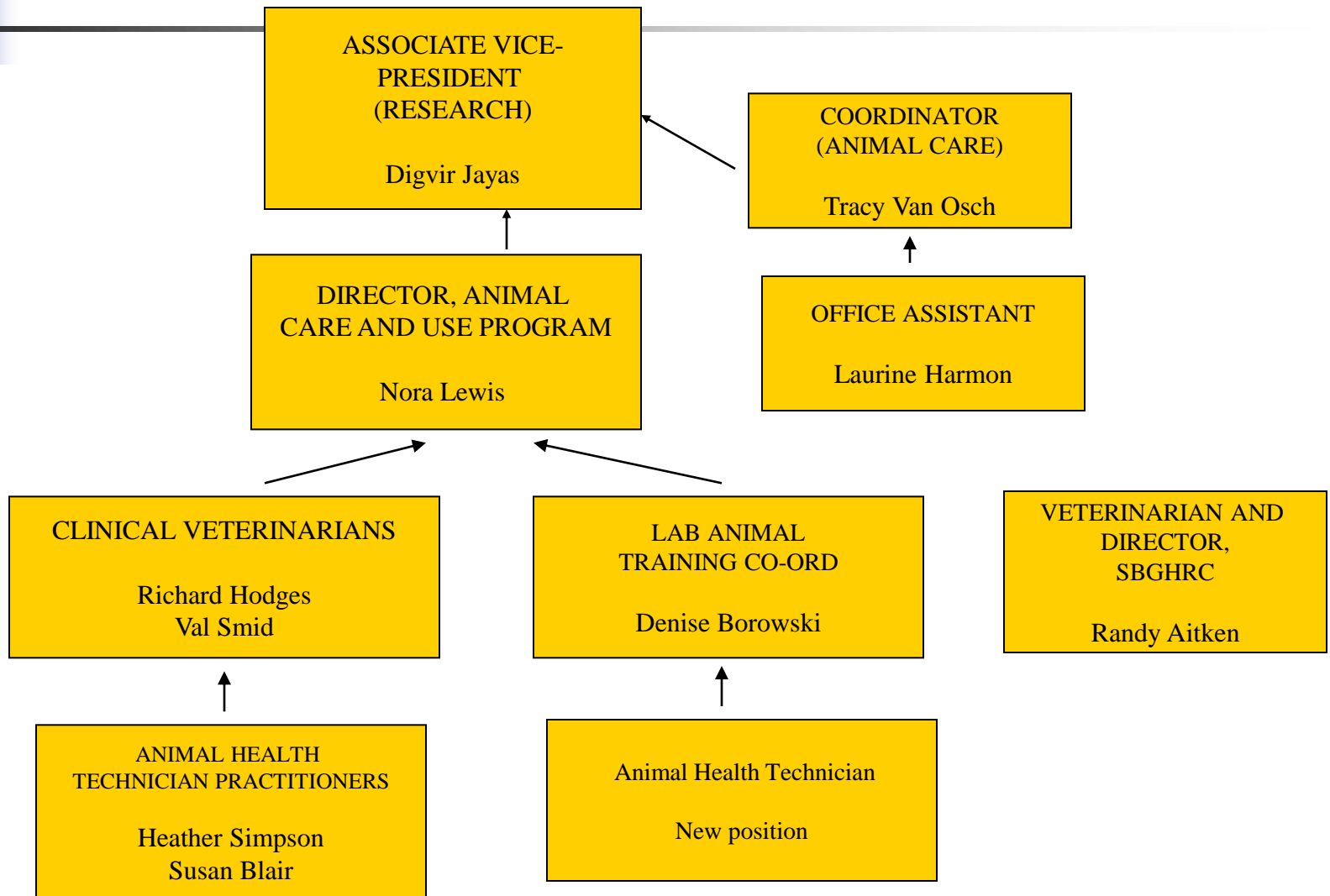
- Most (90 %?) PI's will work with us providing:
 - The rules are fair and clear
 - Application is universal (other PIs at U of M, other PIs at other Universities).

Service approach (90%?)

- Deliberate circumvention (10 %?)

Policing approach (10%)

ANIMAL CARE ORGANIZATIONAL FLOW CHART: Veterinary Services

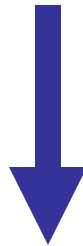




Veterinary Services – a Vision

- 2002 - 2003

- Changes in the University Veterinarian positions – overwhelming workload



- Hiring of two Animal Health Technician Practitioners (AHTPS)
- Hiring of Clinical Veterinarian → 2 vets



Veterinary Services

– Vision in Action

- 2 Clinical Veterinarians and 2 AHTPs
 - duties often intertwined
- AHTPs play a supporting role but also have primary responsibilities
- AHTPs report to Clinical Veterinarians
- Clinical Veterinarians Report to DACUP

Veterinary Services

– in the trenches

- Centralized approach - office at Fort Garry Campus
- 14 facilities - 3 geographic areas – about 20 km apart
 - Bannatyne campus, Fort Garry Campus, Glenlea Farm unit
- Designated into two functional campuses – Bannatyne and Fort Garry
- Minimum of two days a week at Bannatyne campus

Veterinary Services

– in the trenches

- Assignment of Veterinarian and AHTP to be responsible for the campus
 - Two weeks at a time
 - Vet and AHTP offset by a week
 - Responsible for all aspects – rounds, monitoring, protocol review, assisting researchers etc.
 - Allows for recent knowledge of facilities and protocols for after hours concerns and when one Vet is away
 - Provides a break from difficult situations
 - Prevents development of territories



Veterinary Services

– most importantly

Clinical Medicine

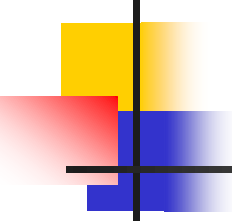
- Rounds – scheduled routine facility visit
 - Weekly to twice weekly rounds in all rodent facilities – AHTP often alone
 - Weekly in animal science and poultry units – AHTP and or Veterinarian
 - Bi-weekly for dairy and swine production facilities – Veterinarian and AHTP



Veterinary Services – most importantly

Ethical review of animal care / research

- protocol review
- assisting in certifying competency for research staff
- assessment of protocol procedures
- amendments, renewals
- Veterinarian is a primary reviewer on all protocols
- Review of anesthesia, surgery and humane endpoints schedule prior to protocol submission



Veterinary Services

– Uniquely?

- Controlled drugs strategy and administration
 - Licensed Distributor
 - Veterinarians act as QPIC and AQPIC
- Post Approval Monitoring
 - Selection of protocols, procedures, individuals to monitor
 - Documentation – Educational process
 - Follow Up with referral to DACUP if necessary