Research Council
January 6, 2014

- **Please open all wrapped or sealed items in your lunch before the presentations begin.**
- **Please silence your cell phones & pagers. Thank you!**

Changes to the
IACUC Animal Training Program

Effective January 6, 2014

The 'Guide' indicates that an institution should minimally provide training in animal care and use legislation, IACUC function, ethics of animal use and the concepts of the Three Rs, methods for reporting concerns about animal use, occupational health and safety issues pertaining to animals use, animal handling, aseptic surgical techniques, anesthesia and analgesia and euthanasia.

Existing IACUC Animal Training Program

➢ IACUC and CCM training have been co-mingled

➢ Steps to get on protocol and gain facility access:

1. Occupational Health Clearance

2. CCM Orientation Lecture

3. CCM Facility Orientation Quiz

4. Add to IACUC protocol by Amendment

5. Request CCM Animal Facility Access

6. Attend CCM Facility Tour

Serious Animal Use Training Deficiencies Identified During 2011 AAALAC Site Visit

AAALAC Council found that our current training program was inadequate for training investigators and research personnel in the appropriate care and handling of animals including proper aseptic surgical techniques, relieving pain and distress, and adhering to approved procedures in protocols.

Mandatory correction for MGH to maintain AAALAC Accreditation

Item #1a, 1c: Council encourages prompt implementation of the (online) training programs (for researchers handling mice and rats, including survival surgery and postoperative care) and must be informed when they have been implemented.

IACUC Animal Training Program

➢ Separated IACUC training and CCM access

Steps to get on I...		...M Facility Access
1. Occupational H...		...ion Webinar
2. Take requisite		...Orientation Quiz
3. Completion of ... Experience for ...		...l Facility Access
4. Add to IACUC ...		...Facility Tour

1. Occupational Health Clearance
2. CCM Orientation Lecture
3. CCM Facility Orientation Quiz
4. Add to IACUC protocol by Amendment
5. Request CCM Animal Facility Access
6. Attend CCM Facility Tour

Implementation of
CITI Online Training Program

Beginning today CITI Animal Training is Required for:

➢ All new employees added by amendment
➢ All existing staff being added by amendment to an active protocol

➢ All staff listed on IACUC protocols submitted for initial or triennial review
  ➢ *Yes, this includes all Principal Investigators*
➢ Investigators using non-rodent species need to take appropriate species-specific coursework on CITI website (e.g., swine, sheep, NHP, etc.)

Implementation of
CITI Online Training Program

Example:

➢ Today a new staff member is hired

➢ Attends HR orientation Monday & Tuesday

➢ Takes CITI required training modules Wednesday/Thursday

➢ Occupational Health clearance

➢ Added to IACUC protocol by amendment

<5-10 days to get on Protocol

https://www.citiprogram.org/

Favorites   Suggested Sites ▾

CITI - Collaborative Institutional Training Initiative

USA - English

Log In | Register | Help

CITI PROGRAM
Collaborative Institutional Training Initiative
at the University of Miami

Search Knowledge Base

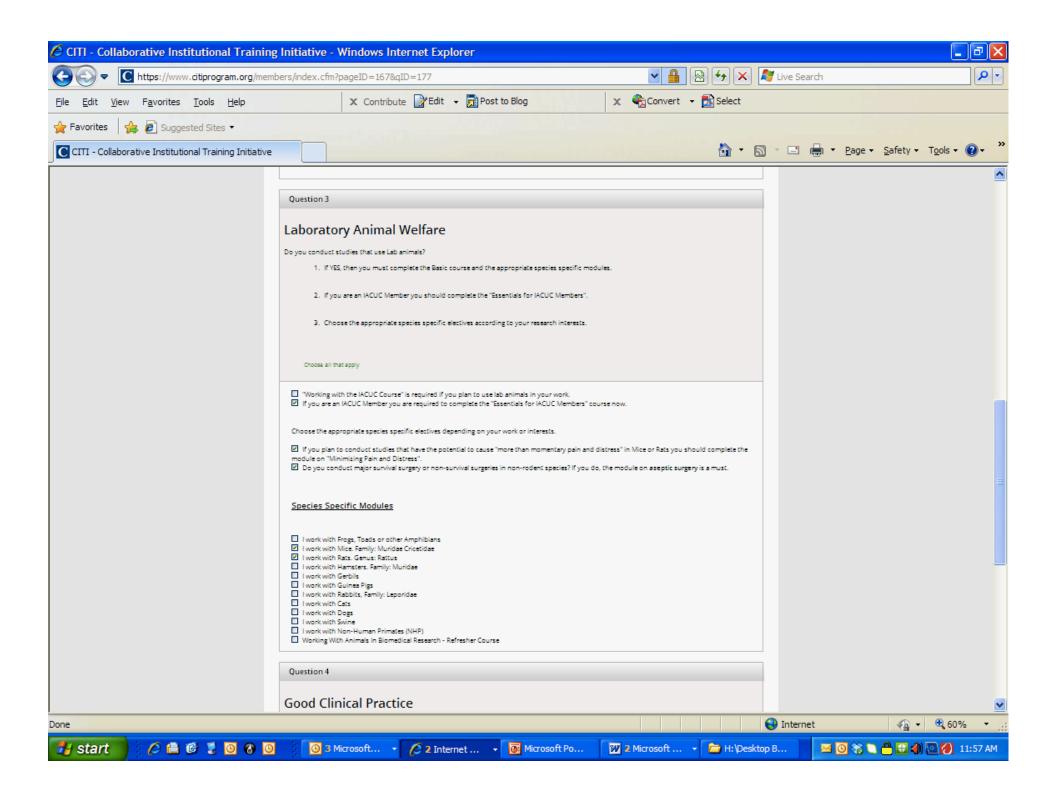Home | About Us | Courses | Become a Subscriber | CE Credits | News and Events | Resources | Contact Us

Username

Password

Log In

Forgot Username or Password?

Create an account

Register

Access requires registration as an affiliate of a subscribing CITI institution or as an unaffiliated learner.

Over 5.5 million CITI Program courses have been completed since 2000

🌐 CITI Program Announcements

Continuing Nursing Education (CNE) Credit / Contact Hour Availability (NEW)

CITI Program Quarterly Newsletter (November 2013)

New RCR Refresher Course (November 2013)

Working with Zebrafish in Research Settings Course (October 2013)

Public Access Courses Are No Longer Available (October 2013)

More...

❓ Help & Support

How do I register?

Merge duplicate accounts

I forgot my Username or Password

More...

Internet

90%

start   3 Microsoft...   2 Internet ...   Microsoft Po...   2 Microsoft ...   H:\Desktop B...   12:03 PM

Human Research

Biomedical Research Investigators and Key Personnel								
Stage	Completion Report #	Passing Score	Your Score	Start Date	Completion Date	Expiration Date	Completed Modules	Completion Report
1 - Basic Course	9111957	80%	98%	11/04/2012	11/04/2012	11/04/2015	View	View

Working with the IACUC

Investigators, Staff and Students								
Stage	Completion Report #	Passing Score	Your Score	Start Date	Completion Date	Expiration Date	Completed Modules	Completion Report
1 - Basic Course	9111958			Due Now			View	N/A

Reducing Pain and Distress in Laboratory Mice and Rats

Reducing Pain and Distress in Laboratory Mice and Rats								
Stage	Completion Report #	Passing Score	Your Score	Start Date	Completion Date	Expiration Date	Completed Modules	Completion Report
1 - Basic Course	9111959			Due Now			View	N/A

Working with Rats in Research Settings

Working with Rats in Research Settings								
Stage	Completion Report #	Passing Score	Your Score	Start Date	Completion Date	Expiration Date	Completed Modules	Completion Report
1 - Basic Course	9111960			Due Now			View	N/A

Question 3

Laboratory Animal Welfare

Do you conduct studies that use Lab animals?

1. If YES, then you must complete the Basic course and the appropriate species specific modules.

2. If you are an IACUC Member you should complete the "Essentials for IACUC Members".

3. Choose the appropriate species specific electives according to your research interests.

Choose all that apply

☐ "Working with the IACUC Course" is required if you plan to use lab animals in your work.
☑ If you are an IACUC Member you are required to complete the "Essentials for IACUC Members" course now.

Choose the appropriate species specific electives depending on your work or interests.

☑ If you plan to conduct studies that have the potential to cause "more than momentary pain and distress" in Mice or Rats you should complete the module on "Minimizing Pain and Distress".
☑ Do you conduct major survival surgery or non-survival surgeries in non-rodent species? If you do, the module on aseptic surgery is a must.

Species Specific Modules

☐ I work with Frogs, Toads or other Amphibians
☑ I work with Mice. Family: Muridae Cricetidae
☑ I work with Rats. Genus: Rattus
☐ I work with Hamsters. Family: Muridae
☐ I work with Gerbils
☐ I work with Guinea Pigs
☐ I work with Rabbits, Family: Leporidae
☐ I work with Cats
☐ I work with Dogs
☐ I work with Swine
☐ I work with Non-Human Primates (NHP)
☐ Working With Animals In Biomedical Research - Refresher Course

Question 4

Good Clinical Practice

Where can you get more information?

- New personnel amendment (new/amendment/Insight).

http://is.partners.org/aniweb/Training/Training.html

- Requirements to be added to IACUC protocol

http://is.partners.org/aniweb/Training/Protocol.html

- Quick reference sheets to create an account in CITI

http://is.partners.org/aniweb/Training/CITI.html

Mark Randolph
Interim Director, Animal Welfare Assurance
marandolph@mgh.harvard.edu

Robin Minkel
Assistant Director, Animal Welfare Assurance
rminkel@mgh.harvard.edu

What complaints can we expect?

PI: *"I have been doing animal work at MGH for 30 years. Why do I have to take this online training now?"*

Response: *By not doing so you jeopardize our AAALAC accreditation that has been in effect since 1993 and it is now MGH IACUC policy!*

PI: *"I have a just-in-time response due to NIH and I have not taken the CITI training. Will this prevent me from getting my protocol approved and jeopardize my funding?"*

Response: *IACUC can work out a reasonable time frame in which you can complete the training without hindering your funding.*

Office for
Research Career
Development
Center for Faculty Development

UPCOMING PROGRAMS

- **English as a Second Language for Researchers**
    15-week course, February – May 2014
    Applications due: January 8th

- **Grant Writing Lunch Series: Identifying Funding Opportunities**
    Thursday, January 9, 2014, noon – 1:00 pm
    Speaker: Amy Robb, MGH Development Office

- **Claflin Distinguished Scholar Awards Panel Discussion**
    Tuesday, January 14, 2014, noon – 1:00 pm
    Co-sponsored with the Office for Women's Careers

- **RCR Series: Responsibilities of Mentors and Mentees**
    Thursday, January 23, 2014, noon – 1:00 pm
    Speaker: Dennis Brown, PhD

To register for any program, email orcd@partners.org

Center for Faculty Development (CFD)

January 6, 2014

Office for Clinical Careers (OCC)
Office for Research Career Development (ORCD)
Graduate Student Division (GSD)
Office for Women's Careers (OWC)

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Office for Clinical Careers
Office for Research Career Development
- Graduate Student Division
Office for Women's Careers

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CFD Leadership

Anne Klibanski, MD CFD Director
Donna Lawton, MS Executive Director

Ted Stern, MD OCC Director
Dennis Brown, PhD ORCD Director
Thilo Deckersbach, PhD GSD Director
Nancy Rigotti, MD OWC Director

Program Manager
Ann Skoczenski, PhD Program Manager
Anna Narinsky, MPA

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Office for Research Career Development
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CFD Mission

To facilitate *the career advancement* and job satisfaction of MGH faculty. Our strategies include:
- *Develop and implement programs* for faculty at all stages in their careers - from early careers to senior leadership - that promote academic and career development
- Provide *information, education and resources* to enhance faculty effectiveness
- Provide *support and education* regarding the promotion process
- Provide *counseling, advice and support*

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MGH Faculty Council

- Marie Demay, *Medicine*
- Maurizio Fava, *Psychiatry*
- Scott Gazelle, *Imaging*
- Steven Greenberg, *Neurology*
- Nancy Harris, *Orthopedics*
- Richard Hodin, *Surgery*
- Lewis Holmes, *Pediatrics*
- Lisa Leffert, *Anesthesia*
- Elena Olson, *Multicultural Affairs Office*

- Harry Orf, *Administration*
- Joan Sapir, *Administration*
- Isaac Schiff, *Obstetrics/Gynecology*
- Peter Slavin, *MGH*
- Thomas Spitzer, *Cancer Ctr*
- David Torchiana, *MGPO*
- Debra Weinstein, *GME*

Faculty Data

Overall Total of All MGH Faculty

% of total	Rank	Total N (Row %)	Female N (Row %)	Male N (Row %)
10%	Prof	296 (100%)	49 (17%)	247 (83%)
17%	AssocProf	478 (100%)	121 (25%)	357 (75%)
25%	AsstProf	693 (100%)	253 (37%)	440 (63%)
48%	Instr	1,356 (100%)	642 (47%)	714 (53%)
	Total	2,823 (100%)	1,065 (38%)	1,758 (62%)

As of July 2012

Overall Total of All HMS Faculty

% of total	Rank	Total N (Row %)	Female N (Row %)	Male N (Row %)
12%	Prof	1,039 (100%)	167 (16%)	872 (84%)
14%	AssocProf	1,285 (100%)	364 (28%)	921 (72%)
24%	AsstProf	2,112 (100%)	846 (40%)	1,266 (60%)
50%	Instr	4,405 (100%)	2,233 (51%)	2,172 (49%)
	Total	8,841 (100%)	3,610 (41%)	5,231 (59%)

As of Sept 2012

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Programs

- *83 programs with approximately 2,800 faculty and fellows in attendance:*
    - Academic Career Advancement, CV Narrative, Negotiation, Difficult Conversations, Presentation Skills, Grant Writing, Mentoring, Scholarly Writing, Careers in Industry, Women Faculty Leadership Workshop, "Meet and Greets", Balancing Parenthood and Your Career, etc.

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Consultations

- *177 individuals visited one of the offices this past year*
  - 73% were faculty, the other 27% were research/clinical fellows, graduate student, residents and other staff
  - Vast majority was for promotion and career advice.
  - 141 individuals were seen by CFD Directors/staff
  - 36 individuals were seen by others relating to difficult conversation scenarios or life coaching.

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Initiatives

- Annual Career Conference
- New Faculty Orientation
- CFD Travel Awards
- Potts' Faculty Mentoring Award
- Mentoring Program

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Initiatives

- Claflin Award Consultation Initiative
- New Investigator Advancement Initiative
- Responsible Conduct of Research Series
- Graduate Student Registration Process
- Clinician Teaching Skills Series

Office For Research Career Development (ORCD)

ORCD One-on-one meetings

- Advice on career advancement and promotion
- Critique of CVs and grant applications
- Dealing with loss of lab or individual funding
- Conflict resolution (peer and supervisor/PI issues)
- Mock interviews for job applications

ORCD Real Life
Case Study 1

Problem: "what do I need to do to advance to the next career stage"

Intervention: talk about filling boxes on CV, publications, service, funding etc.

Result: often not yet known, but "customers" happy with advice

ORCD Real Life
Case Study 2

Problem: promotion to Asst. Prof. delayed due to perceived lack of teaching

Intervention: discussed CV, re-examined "teaching" load

Result: promotion now on track

ORCD Real Life Case Study 3

Problem: submitted K-award but PI considered "inexperienced"

Intervention: convinced PI to recruit "co-mentor"

Result: K-award resubmitted with stronger mentorship team

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ORCD Real Life
Case Study 4

Problem: fellow refused promotion to instructor - "too long, too difficult"

Intervention: met with PI to explain process

Result: promotion to instructor submitted

ORCD Real Life
Case Study 5

Problem: individual faced retaliation from PI after announcing possible departure

Intervention: talked directly to Dept. Chief

Result: lateral internal transfer arranged for remaining several months at MGH

ORCD Real Life
Case Study 6

Problem: individual faced imminent and sudden job loss due to funding crisis

Intervention: talked directly to Unit Chief

Result: person still had to leave – we cannot work miracles – but received advice on job search

ORCD Services Offered

- Office hours: Tues. and Thurs., 10 am – noon
- RCR training
- ORCD career advancement / information sessions
- Joint sessions with other offices within CFD
- Oversight Mass General Postdoc Association
- READ THE CFD/ORCD NEWSLETTER

Graduate Student Division (GSD)

GSD Goals

- Serve the basic & academic needs of students

- Provide programs, services, and resources

- Create a sense of community

- Enhance the experience of students at MGH

- Attract more graduate students to MGH

- Establish relationships with area schools

GSD Accomplishments

- Identified graduate student constituency

- Established GSD Advisory Structure: GSD Council and GSD Committee

- Published GSD "Connect " and monthly email communications

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GSD Accomplishments

- Conducted series of GSD Town Hall meetings and utilizing the feedback, created the list of educational programs:
  - Career Advancement Series: Building Your CV, Job Search, etc.
  - Communication Series: How To Give A Talk

Graduate Student Demographics

as of 11/01/2013…

…by school

School/University	Number of Students
Boston University	18
Harvard-MIT HST	4
HMS	42
Harvard University	63
International Schools	44
MIT	21
Other US Schools	21
Tufts University	4
UMASS	6
Total Students	**225**

and by location

Lab Location	Number of Students
Broad Institute - 7 Cambridge Ctr	3
CNY Buildings	61
MGH Main campus	59
Not specified	5
One Bowdoin Sq	5
Other Location	3
Partners Research Building 65 Landsdowne St	6
Ragon Institute - 400 Technology Sq	15
Richard B. Simches Research Bldg	62
Staniford St	6
Total Students	**225**

GSD Graduate School listing…

Adelphi University
Aix Marseille University (France)
Boston University
Boston University School of Public Health
Case Western Reserve University
Chiang Mai University
Cleveland Clinic Lerner College of Medicine at Case Western Reserve University School of Medicine
Columbia University
Ecole Normale Superieure de Lyon
Ecole Superieure des Biotechnologies de Strasbourg (ESBS)
Emmanuel College
Erasmus University Rotterdam
ETH Zurich
Ghent University, Belgium
Harvard College
Harvard Medical School
Harvard School of Public Health
Harvard University – The Graduate School of Arts and Sciences
Harvard-MIT Health Sciences and Technology
Heidelberg University Medical School, Germany
Istanbul University

Karolinska Institute
Manipal University
Mannheim University of Applied Sciences
Massachusetts Institute of Technology
McGill University
Northeastern University
Politecnico di Milano
Rosalind Franklin University's Chicago Medical School
Sichuan University in China
Suffolk University
Technical University Berlin, Germany
Technical University Munich
The University of Tokyo
Tohoku University
Tsinghua University
Tufts University
University of Luebeck, Germany
Universite Pierre and Marie Curie (Paris, France)
University at Buffalo School of Medicine and Biomedical Sciences
University of Amsterdam
University of Coimbra, Portugal

University of Cologne
University of Connecticut
University of Copenhagen
University of Gothenburg, Sahlgrenska Academy (Sweden)
University of Heidelberg, Germany
University of Illinois at Chicago
University of Lisbon, Portugal
University of Luebeck, Germany
University of Massachusetts Boston
University of Modena and Reggio Emilia, Italy
University of Nebraska Medical Center
University of North Carolina at Chapel Hill
University of Osnabrueck (Germany)
University of Porto (Portugal)
University of Rochester
University of Sao Paulo - Brazil
University of Strasbourg France (joint program with the Ragon Institute of MGH, MIT and Harvard)
Université Pierre and Marie Curie, Paris, France
University Ulm (Germany)
Uppsala University Medical School, Sweden
Vanderbilt University Medical Center
VU University Amsterdam

Advice and Guidance

Please schedule a one-on-one session if interested:

Office for Research Career Development	**Dennis Brown, PhD**	orcd@partners.org
Graduate Student Division	**Thilo Deckersbach, PhD**	gsd@partners.org
Office for Clinical Careers	**Ted Stern, MD**	clinicalcareers@partners.org
Office for Women's Careers	**Nancy Rigotti, MD**	womens.careers@partners.org

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Any questions?