

University of Washington
March 16, 2017 IACUC Meeting Minutes

Members Present:	AB	JM	KL
	AS	JPVH	MG
	CH	JS	ML
	JB	JFI	SL
			TB
Members Absent:	CG (Scientist)	NK	SH
	CG (Public)	PB	

Opening Business

The IACUC Chair called the meeting for order at 2:33pm.

Approval of the IACUC Meeting Minutes

The IACUC Chair called for the approval of the February 16, 2017 IACUC meeting minutes.

Motion: A motion to approve the minutes as written was made and seconded.

Discussion: None

Vote on the Motion: The meeting minutes were approved with 10 members voting in favor and 2 abstentions. JB was not present for the vote.

The Benefits of Research – JS

Instead of our usual Benefit Story this month, I would like to read a statement that was recently posted by an employee of the Primate Center who works on the administrative side of things, titled ‘This week, I went public’:

I changed my LinkedIn and Facebook profiles to reflect the fact that I work at the Washington National Primate Research Center. I even spelled it out – no obfuscating acronyms. When I first started at the Primate Center not too long ago, I actually got a private message on Facebook from one of our own team members saying it was a bad idea to advertise where I worked too broadly, because animal rights activists might target me or my family.

Yet, despite all of our recent challenges, including public bad press, this week I did it anyway.

Here’s why: I am proud of the work we do, and our mission. I refuse to be afraid of doing the right thing.

What we do is important. It’s important for saving lives, and helping people. You - my colleagues in administration, primate resources, and scientific research teams - have all demonstrated to me a level of profound commitment, compassion, and collaboration that I have rarely seen elsewhere. People I love have some of the same diseases and health problems we are working on. But it’s not just my family and friends - people I will never meet depend on me, and depend on all of us, to keep succeeding. Even though this can be thankless, or even maligned, the importance of our work drives me to overcome the nervousness I have over awkward conversations, or misguided threats.

At this point, we’re all aware of some widely publicized recent setbacks. However, one of the events which

University of Washington
March 16, 2017 IACUC Meeting Minutes

catalyzed me to open up my social media profiles happened because of one of these mistakes.

At a Senior Management Team meeting not long ago, a serious breach of animal care was presented. I was struck with the incredible solemnness everyone felt during this event. We recognized that we are here because of the precious living beings in our care; they are not commodities to be 'written off' like some depreciated business asset, but instead are fellow creatures with whom we feel compassion and deep respect. If something bad happens to one of them because we made a mistake, we all share a responsibility to improve.

In that moment, I was deeply troubled by the event itself, but profoundly touched by the solemnity of the discussion, and the recognition by the senior management team on why this was a problem: there was not a single word of fines, or business impact, etc; instead, we seriously reflected on the importance of caring for these animals, and our mission as a Primate Center.

When I saw the response of this group of Senior Managers – how deeply they were moved, and devoted they were to the Center's mission – I saw yet another example of the commitment, compassion, and focus that I love and respect about the Primate Center, which would have been easy to miss in the helter-skelter of business-as-usual.

I think that when a mistake is made, or a threat is recognized (financial or otherwise), what we do in that moment tells us a lot about ourselves. Can we solemnly take stock, and make serious plans, and change our approach? Can we come together, and work with a renewed purpose towards a critically illuminated goal? I think at the Primate Center, we can.

I updated my social media profiles, and I am telling the world that I work at the Washington National Primate Research Center exactly because I think we all see what's important, and we can work together to achieve it. We can make improvements, and succeed in ways we never thought possible.

I am proud of our mission, and I'm not afraid to say it.

Noncompliance Update

The Associate Director of the WaNPRC updated the IACUC on the status of the nonhuman primate death due to dehydration and the cage change noncompliance.

The Associate Director thanked the IACUC Chair for reading the powerful message that echoed his sentiments and that of the WaNPRC staff and commented that he sincerely regretted the situation entirely. Dr Smedley summarized for the IACUC the following corrective actions that have been put into place to address the two issues involving the nonhuman primate death due to dehydration and the cage change noncompliance.

Death of the nonhuman primate due to dehydration:

1. The employee responsible for omitting the water valve checks resigned prior to completion of the disciplinary process.
2. A plan (SOP 0144) for annual recertification of husbandry processes has been put into place. This recertification process includes animal and veterinary technicians and other employees who perform

University of Washington
March 16, 2017 IACUC Meeting Minutes

duties with nonhuman primates. As part of the annual recertification, staff members are required to certify in writing that they understand their duties and that their work accurately reflects the content of the SOPs pertaining to their duties. Additionally, as part of recertification, the WaNPRC now requires that employees be directly observed performing their duties by a supervisor/manger or expert trainer to ensure that they are following the SOPs. The annual recertification will be documented in each employee's training record.

Cage change noncompliance:

3. The supervisor who authorized the delayed cage sanitation had been appropriately trained on, and knew of, the requirements as specified in the relevant SOP. She agreed that her actions were not appropriate or in compliance with the SOP, regulations or expectations, all of which she knew very well. As a result of this incident, the employee was retrained and a corrective action plan was put into place, requiring retraining and demonstration of consistent compliance. Additionally, in consultation with UW Human Resources, she was given a letter of final counseling, which means that the employee would be terminated upon reoccurrence of any noncompliance related to her duties.
4. A plan (SOP 0144) for annual recertification of husbandry processes has been put into place. This recertification process includes animal and veterinary technicians and other employees who perform duties with nonhuman primates. As part of the annual recertification, staff members are required to certify in writing that they understand their duties and that their work accurately reflects the content of the SOPs pertaining to their duties. Additionally, as part of recertification, the WaNPRC now requires that employees be directly observed performing their duties by a supervisor/manger or expert trainer to ensure that they are following the SOPs. The annual recertification will be documented in each employee's training record.
5. The WaNPRC changed its practices and forms to ensure that cage changes are more obvious at the room level. Previously the WaNPRC kept only the current log reflecting a week's worth of data by each animal room and the remainder online. They are now keeping at least 2 weeks of data at the room level making it easier during spot checks to detect any deviations in cage change interval. They have also added an additional form specifically documenting all cage sanitations, which are reviewed and signed off on by the facility manager to ensure that management directly reviews these processes and any deviations are immediately caught and addressed.

The Committee discussed with the Associate Director the following:

- 1) New ideas for performing water checks, including the possibility of training NHPs to check their own lixits; an idea that the Associate Director would look into.
- 2) The benefit of two people performing daily checks, something the WaNPRC was considering. The benefits of one animal technician are that they are knowledgeable of the animal and the animal is less stressed.
- 3) The content of the SOP and the process for performing the annual review/certification of duties. Personnel read the SOP and certify that they have read it. Personnel are observed performing duties by a supervisor or qualified trainer to verify compliance with SOPs. If they are not, they are retrained. In some cases it's found that the SOP needs to be revised. Verification of training and certification is maintained in a database.
- 4) Development of a policy to ensure that an animal has access to the greatest number of lixits available. This is not a specific policy, but the WaNPRC does try to house animals with the most amount of space

University of Washington
March 16, 2017 IACUC Meeting Minutes

available allowing for housing in dual cages. The Associate Director suggested implementing a policy such as, “whenever possible, allow access to more than one lixit”. It was emphasized that access to two different water lines would be idea.

- 5) The IACUC was surprised that the technician was allowed to continue with current duties during the disciplinary process. The WaNPRC was initially told that they could not suspend the individual from his/her duties, but has since been told that they could reassign an individual. The WaNPRC will implement a policy of reassigning individuals to other duties during review of performance affecting animal welfare.
- 6) The Committee discussed staffing and methods of getting technicians engaged in their work. The Associate Director commented that the WaNPRC was adequately staffed. It was noted that there is a difference between having the proper number of people available as opposed to the proper qualified people available. The Associate Director explained that each of the facilities have lead technicians on site daily and a supervisor or manager for each facility. If a technician does not feel comfortable with their workload on any given day, they can go to any of those individuals to discuss the situation. The supervisors have a good handle on staffing on any given day and can re-arrange for coverage. Additionally, there are veterinary and behavioral technicians, and other staff that are willing to pitch in.
- 7) Quality checks for cage changes. A member of the Committee questioned the cleanliness of the cages given that they were not changed and asked why other individuals accessing the room did not notice the dirty cages. It was explained that the cages are cleaned every day, so it’s less obvious that the cage bank had not been switched out. The Committee discussed the rational for postponing the cage changes and the retraining that the individual has gone through as part of the corrective action plan.
- 8) Recognition and moral boosting events for staff.
- 9) The possibility of prohibiting the individual from working with animals at the UW.
- 10) The level of personal responsibility that the Associate Director was taking for the incidents.

The Associate Director left the meeting.

JPVH said that as part of the compassion fatigue program he visited one of the WaNPRC break rooms noting that there was a faulty fuse in this room that would be added to the Facility Services budget for correction.

JS notified the IACUC that the WaNPRC Director would be speaking at the May, 2017 meeting. The WaNPRC Director personally takes responsibility for these incidents and is working on a response to the Committee summarizing the actions taken.

OAW Director’s Report

STI commented that she appreciate all of the members’ efforts. There were a lot of triennials due and more urgent items than we wish, as well as a lot of amendments due to funding.

Protocol Review Summary

3/1/2017 via email	3/2/2017 CTC	3/9/2017 CTC	3/15/2017 via email	Total
1	2	1	0	5
0	0	1	1	4
0	19	3	0	32
0	14	16	0	49

University of Washington
March 16, 2017 IACUC Meeting Minutes

0	1	0	0	1
0	0	0	0	0
0	0	0	0	0
1	36	21	1	91

Attending Veterinarian's Report

Facility issues:

- **Humidity:** Low humidity is still a problem in many facilities.
- **Temperature and lights:** On March 12th there was power fluctuation that caused a fan shutdown affecting the K-wing vivarium. This happened in the evening, and the temperatures rose as high 83 degrees. All the room doors were opened and the temperature was brought down. The next morning they got the fan fixed.

Protocol Monitoring:

There are 14 active protocols on the veterinary monitoring program. At this time they are all going well.

Adverse event:

Protocol 4249-01: On January 26, 2017 veterinary services discovered 12 cages of mice (55 mice) that were being tailed and were older than 28 days of age. Of these, 19 individual mice had bone exposed and were euthanized immediately. The remaining mice were treated with analgesics. One additional mouse was euthanized 8 days later for complications. The remaining mice made a full recovery. The IACUC Rodent Genotyping and Analgesic policies state that if mice older than 28 days are tailed, the use of anesthesia and analgesia is expected. This protocol was not approved for tailing of mice older than 28 days.

The Attending Veterinarian met with the lab to discuss the issue. Unfortunately, lab lore had developed such that they developed a new procedure to reduce stress in their mice by weaning at 21 days and then not tailing until the next week. We discussed the importance of tailing early, or, if they need to genotype later, they will use an ear punch and that was added to their protocol. In addition, we discussed better monitoring and documentation on the cage cards of accurate birth dates.

The veterinary technician who was providing care for other animals in the room should be commended for discovering the inappropriate tailing procedure very quickly and speaking up.

Motion: A motion was made and seconded to send the PI a letter of counsel to remind him that all animal work must be done in accordance with his approved IACUC protocol. The Committee requested that he reply to the letter indicating the steps he will take to prevent future occurrences of this nature. Also included in the motion was to send the veterinary technician a letter of commendation. AS volunteered to draft the letter.

Discussion: It was noted that the group intends to use ear punches in the future

Vote on the Motion: The motion was approved unanimously with 13 members voting in favor.

University of Washington
March 16, 2017 IACUC Meeting Minutes

HBA Subcommittee:

The HBA committee met this month. The topics of discussion were clinical and experimental issues of morbidity or mortality, how to respond to OLAW and AAALAC beginning the discussion about covering cephalopods, and finally how to categorize rodents in different aversive behavioral tests. I would like to thank everyone for his or her attendance.

HoverBoard (HB) update – GL reminded the committee that committee packets (formerly known as CTCs) were being automatically generated and sent by HoverBoard. He mentioned that the notification is a bit stiff as it is auto-generated, but the agenda that was attached is similar to what they saw earlier.

He also noted that the items you are assigned to review will show up in your inbox in a state of ‘Committee Review’ and then when you are officially assigned as the DMR, it will be in your inbox in a state of ‘Designated Review’.

CH mentioned that the format was strange and she preferred how the agenda was laid out previously with new projects at the beginning, followed by renewals, and then amendments. JS and GL told her that the agenda should be displaying that way, but the actual list of items in the meeting space in HoverBoard are listed in order of when they are added.

IACUC Training

The Committee viewed a 16:47 minute video on the Washington State Open Public Meetings Act (OPMA) –TB and SL left because they had already had the training.

Closing Business:

The Meeting was brought to a close at 4:27 pm. The floor was opened to public comment.