Animal Research Task Force
Town Hall Meetings
IACUC Concerns (many positives as well)

**Service Concerns**
- Culture & philosophy issues
- Lack of communication - *all* groups
- Lack of coordinated administrative structure
- Lack of orientation/onboarding process

**Process Concerns**
- Process inefficiencies
- Delayed & inconsistent reviews
- Lengthy & repetitive forms
- Electronic system issues

**Structure/Policy**
- "Service" on IACUC
- Role/responsibility/authority of IACUC member groups
- IACUC Policies overly restrictive
- Low risk tolerance

**Admin./Misc.**
- Website – hard to navigate
- Training – too many, too much
- Inspections – not coordinated
- IT resources – not enough
- EH&S
- Occupational Medicine
ACS Concerns *(many positives as well)*

**Service Concerns**
- Lack of communication
- Policing mentality
- High staff turnover
- Not prepared for preeminence hires
- Issues with onboarding new PIs
- Lack of admin support (navigators)

**Facility /Infrastructure Concerns**
- Lack of future strategic planning
- Lack of support for infrastructure and equipment
- Current facility issues
- “Ownership” of space in ACS by PIs

**ACS Husbandry Concerns**
- High staff turnover
- Lack of time for assigned responsibilities
- Negative staff-supervisor relationship
- Different standards for PIs and ACS staff

**Mgmt. Organization Concerns**
- Leadership concerns
- Organizational & governance concerns
- Employee recruitment & retention concerns
- Negative work environment

**Admin/Misc. Concerns**
- IT - FTE, software, hardware
- Per Diems – what is/is not covered
- Website not user friendly
- Training – too many, too much
Recommendations & Outcomes

- Strategic planning
- Infrastructure and resources
- Administrative support (navigators)
- Incentivize membership on IACUC
- Advisory faculty committee
- VPR to address HR, mgmt./admin issues

- Align policies with requirements
- Define roles of IACUC members
- Efficient quick review process
- Streamline forms
- Improve electronic systems
- Training, inspections, Occ. Med, EH&S

UF Leadership

- Communicate/partner with ACS staff
- Engage/invoke ACS staff in research
- Follow PPE and training requirements
- Know regulatory requirements

- Assure animal welfare
- Maintain customer service philosophy
- Communicate/partner with PIs
- Establish stable work force
- Incentivize staff promotions
- Clarify costs in per diems

IACUC

Researchers

ACS

DRAFT
Questions?

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