

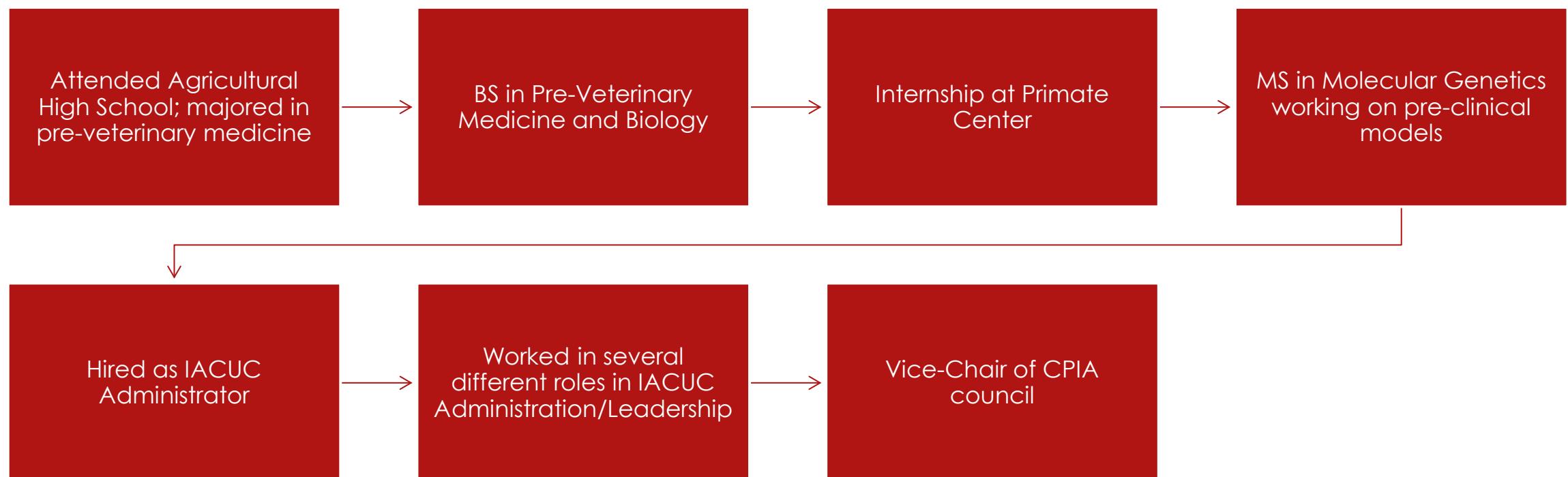
Forging a path to careers in Animal Research Compliance: Student internship programs with the IACUC

CHRISTINA NASCIMENTO, MS, CPIA
IACUC MANAGER
BRIGHAM & WOMEN'S HOSPITAL

Learning Objective

- ▶ To share how an undergraduate internship program strengthens IACUC programs and cultivates future compliance professionals.

Road map to IACUC Administration





- Large Academic Hospital
- Large variety of types of research and species used
- Dynamic program with frequent new projects, species, procedures, etc
- PAM functions spread out to all IACUC staff
- Other Hospitals in MGB have their own IACUCs and programs

Beginnings of an Undergraduate IACUC Internship program

- ▶ As a newly independent program, the BWH IACUC had numerous process improvement projects in mind
- ▶ BWH had a program/funding available for undergraduate interns across numerous departments at the hospital
- ▶ Program offered a paid Full-time summer position
- ▶ Required managers to submit a plan for overseeing undergraduate interns



College Summer Internship Program at BWH

- ▶ Objectives:
 - ▶ To help students develop a potential pipeline of future skilled health care workers from the communities we serve
 - ▶ Offer employees the opportunity to participate in the hospital's teaching mission.
 - ▶ Goal is to place students in departments that coincide with their specific majors in college.
- ▶ Available to students interested in exposure to careers in healthcare, and an introduction to the world of work through employment experiences.

Program Requirements

- ▶ MUST be a resident of Boston, MA
- ▶ High school graduate
- ▶ Enrolled in an undergraduate program
- ▶ Completed at least one year of college
- ▶ Excellent oral communication skills
- ▶ Ability to handle confidential materials with direction
- ▶ Ability to work independently and with a team
- ▶ The program runs for a total of 10 weeks; interns are required to work 40 hours per week.

Steps to Hiring an Intern

Job description posted as per standard

Applicants submitted resume and recommendation letters as per a normal job opportunity

Interview conducted

- Interviews focused on what students were hoping to get out of the internship program

Steps to Onboarding an Intern

- ▶ IACUC leadership established an oversight plan for the intern
- ▶ Project ideas thought through for intern
- ▶ Consider strengths and interests of candidate
- ▶ Examples of projects assigned to Intern include:
 - ▶ Website design
 - ▶ Database creation
 - ▶ Creation of electronic training management program
 - ▶ Projects based on IACUC process improvements

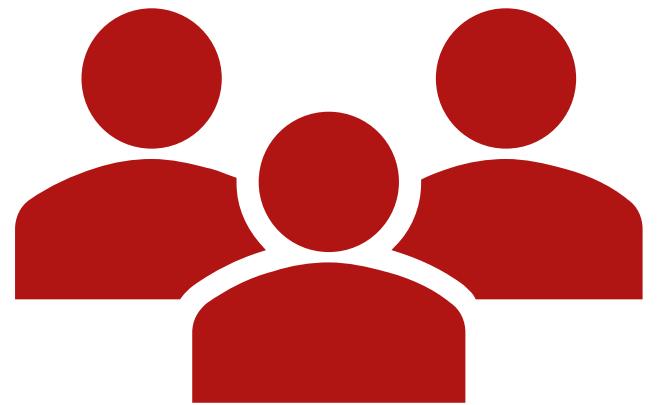
IACUC Intern Job Duties

- Under the Guidance of the IACUC Manager, design and implement a process improvement project
- Assist researchers with minor administrative protocol concerns (ie staff additions, training questions, etc)
- Support the Semi-Annual Program Review and Inspection process (help schedule, attend inspections and program review sessions, etc)
- Assist in the development and maintenance of training materials and communication resources.
- Write and distribute newsletter to researchers on IACUC news and updates

Success!

BWH IACUC Interns have:

- ▶ Completed Successful process improvement projects
- ▶ Presented posters at National IACUC meetings
- ▶ Been hired to work full-time in IACUC roles
- ▶ Been hired into other Research Compliance/Research Roles



Lessons Learned



A successful internship relies on ensuring the appropriate amount of time is spent training and mentoring the intern in their role



Design the internship experience around the strengths and interest of the intern hired

Other Animal Research Compliance Internship Opportunities

- ▶ Agricultural High school internship/work-study programs for animal science majors