



UF Research Working Group Results & Response Plans

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Working Groups: Mandate

- Faculty and senior administrators raised concerns regarding the efficiency and culture of conducting animal and human research
- February 2022 two Working Groups convened by VPR to:
 - Assess issues
 - Identify actionable items to improve
 - Processes
 - Efficiency
 - Culture

Working Groups: Composition

- Respected faculty with research experience from colleges across campus
- Faculty chair
- Regulatory and system expertise:
 - Compliance committee (IACUC, IRB) Chair
 - UF Research
 - EH&S and ACS (for Animal Group)

Working Groups: Process

- Faculty led. Each group decided a different process:
 - Animal Research Group: primarily utilized numerous faculty led focus groups of researchers, research staff, IACUC committee, and staff from ACS, EH&S, and IACUC.
 - Human Research Group: obtained external assistance to design extensive survey targeted to researchers and research staff; also conducted some focus groups of researchers, research staff, IRB committee, and staff from IRB and OCR.

Working Group: Findings

- Important to note:
 - No concerns with regulatory compliance
 - No concerns regarding animal welfare
 - No concerns regarding protection of human subjects

Animal Research Group: Findings

- 6 major findings
 1. IACUC Committee
 2. OnBoarding
 3. goIACUC
 4. Process (burden, consistency, speed)
 5. Staffing
 6. Communication and Culture
- External consultant

Animal Research Group: Response

- **External Consultant**
 1. **IACUC Committee**
 - a. Nomination process
 - b. Incentivize and recognize service
 - c. Transparency / communication
 2. **OnBoarding**
 - a. In person introductions
 - b. New comprehensive website
 - c. 24-7 on-demand tools and training
 - d. Include training for HR administrators
 - e. Ongoing assessment/benchmarking
 3. **goIACUC**
 - a. Regulatory Liaisons to assist
 - b. Training videos
 - c. Informational sessions

Animal Research Group: Response

4. Process

- a. Regulatory Liaisons to assist
- b. Mentorship of IACUC reviewers
- c. Reviewer evaluations
- d. Adding staff to protocols
- e. Metrics
- f. Expand goIACUC SOP library
- g. Sharing protocols/SOPs
- h. Single point of entry software
- i. Occ Med / health assessments

Animal Research Group: Response

5. Staffing

- a. ACS:
 - i. Additional support, advancement opportunities, promotions
 - ii. National shortage of veterinarians;
 - iii. Innovative approaches to attract and retain staff.
 - iv. Residency program: proposal developed, needs funding
- b. Occ med: Care Spot, recommendation for Occ Med MD

6. Communication and Culture

- a. Comprehensive website
- b. Mission Statement & Code of Conduct
- c. Collaboration sessions
- d. Promote feedback
- e. Campaign to promote culture

Human Research Group: Findings

- 8 Enterprise Level findings
 1. Central Office to oversee human research
 2. Single point of entry software
 3. Define goals, accountability
 4. UF Health / Shands research infrastructure
 5. Education/Training curriculum
 6. College level support
 7. Prioritize research
 8. Clinical data

Human Research Group: Findings

- 2 Unit Level findings
 1. IRB
 - a. Prioritize review
 - b. Streamline chart review, exempt, nonhuman research
 - c. Evaluate IRB membership
 - d. Pre-review process
 2. OCR
 - a. Overextended / staffing
 - b. Process/requirements

Human Research Group: Findings

- Unit Level findings - cont
 3. IT Security
 - a. Research dedicated team
 - b. Benchmark
 4. Research Billing Office
 - a. Reevaluate decision process
 - b. Improve collaboration with OCR

Human Research Group: Response

- 1. Central Office to oversee human research**
 - a. Human Research Program Office (HRPO)
 - b. Website, coordinate with all units, ongoing feedback/assessment
 - c. External Consultant
- 2. Single point of entry software**
 - a. Convene group to assess needs, identify how existing systems can be leveraged, benchmark peers
 - b. New tools to provide some immediate functionality
 - c. Dashboards / metrics
- 3. Define goals, accountability**
 - a. Will work with units to define and publish

Human Research Group: Response

4. UF Health / Shands research infrastructure

- a. Will work with UF Health / Shands to facilitate

5. Education/Training curriculum

- a. Convene group to develop curriculum
- b. HRPO will
 - i. develop and publish instructional materials / opportunities
 - ii. Gather/assess feedback and effectiveness
 - iii. Communicate updates

6. College level support

- a. Communicate to colleges, offer support

Human Research Group: Response

7. Prioritize research

- a. Engage ADRs to establish priority criteria
- b. Work with units to implement priority
- c. Communicate outcomes

8. Clinical data

- a. Convene group to
 - i. Promote existing tools
 - ii. Assess existing and future needs
 - iii. Prioritize existing resources
 - iv. Justify needs for additional resources.

Human Research Group: Response

- Unit Level findings
 1. IRB
 - a. Prioritize review
 - b. Streamline chart review, exempt, nonhuman research
 - a. New tools, OMOP database
 - c. Evaluate IRB membership
 - a. Educate community
 - b. Establish requirements
 - c. Retaining experience
 - d. Evaluate IACUC nomination process
 - d. Document and recognize service
 - e. Pre-review process

Human Research Group: Response

- Unit Level findings - cont
 2. OCR
 3. IT Security
 - a. Convene working group to benchmark / assess
 4. Research Billing Office
 - a. Convey issues