



University Committee on Animal Care and Supply (UCACS)

Terms of Reference

30 May 2014

University of Saskatchewan

Terms of Reference for the University Committee on Animal Care and Use

Introduction

The University of Saskatchewan regards the use of animals in research, teaching, production and testing as valuable for continued progress in human and veterinary medicine, agriculture, science and education. The University accepts the use of experimental animals as a privilege, one that comes with important ethical responsibilities: to ensure that good science is done; to ensure that every animal is treated humanely and not subjected to unnecessary pain or distress; and to work within the accepted standards for experimental animal care and use.

In Canada these standards are set by the Canadian Council on Animal Care (CCAC) through its guidelines and policies, and compliance is monitored through its assessment program. The CCAC program is based on scientific peer review, policy making, and responsibility at the institutional level. To remain in compliance all Canadian institutions using animals for research, teaching, production and testing must establish an animal care committee and have in place an experimental animal care and use program that meets, or exceeds, the CCAC standards.

Purpose

The University Committee on Animal Care and Supply (UCACS) was established with responsibility for implementing an effective University-wide program for experimental animal care and use that meets or exceeds Canadian standards. This program includes all the animals used in research, teaching, production and testing at the University of Saskatchewan.

The purpose of the UCACS and the University's Animal Care and Use Program are:

- a) to ensure humane and ethical treatment of all animals used and maintained by the University of Saskatchewan through a University-wide program for experimental animal care and use;
- b) to ensure that all animal care and use is done in compliance with the policies of the UCACS, and the national CCAC standards;
- c) to ensure that all animal users, including faculty, students, staff and visiting scientists at the University of Saskatchewan and related institutions are aware of their responsibility to remain in compliance with standards for experimental animal care and use;
- d) to establish policies that will ensure standards of animal care and use which meet or exceed the Canadian standards, as contained in the Canadian Council on Animal Care guidelines and policies;
- e) to provide advice to the Vice-President Research on all matters relating to the care and use of experimental animals at the University of Saskatchewan;
- f) to ensure that all proposed animal use receives ethical review and approval before the research starts;
- g) to ensure that all persons working with animals are properly trained and qualified;
- h) to ensure high standards of care for the animals;
- i) to ensure adequate veterinary care for the animals;
- j) to ensure adequate facilities for housing the animals.

UCACS Terms of Reference

1. Status, Reporting and Relationships with other Campus animal care and use committees

The University Committee on Animal Care and Supply (UCACS) is a University Committee that reports to the Vice-President Research.

The Western College of Veterinary Medicine (WCVM) has an Animal Care Committee. The Chair is a member of the UCACS.

Other departments or research institutes that are administratively responsible for animal facilities within the department or research institute may have animal user committees. These departments and research institutes have representatives on the UCACS.

2. Membership

UCACS members will be appointed by the Associate Vice-President Research.

UCACS members will be appointed for a term of three years. Terms may be renewed to a maximum of nine consecutive years of service. Exceptions will be considered on a case-by-case basis. Decisions on member re-appointment shall be made by mutual agreement of the UCACS member, Director, Research Ethics and the Vice President Research. Every effort will be made to ensure continuity and a core of knowledgeable and experienced members.

A member may resign before the conclusion of his/her term. The vacancy will be filled as quickly as possible. The Vice-President Research may remove a member for cause at any time.

- a) Chair. The Chair shall be a faculty member, appointed by the Associate Vice-President Research, not directly involved in the management of the institutional animal care facilities, not the laboratory animal veterinarian(s) for the University, and not be involved in preparing a significant number of animal use protocols. A Vice-Chair will be appointed from the researcher / faculty members of UCACS.

Appendix A outlines the terms of reference, search and selection procedures for the UCACS Chair.

- b) Animal Care Committee Chair, Western College of Veterinary Medicine (WCVM)
- c) Animal Research Ethics Board Chair
- d) Researchers experienced in animal care and use (a total of 16 representatives)
 - College of Agriculture (1)
 - College of Arts and Science (1)
 - Health Science Colleges in the Health Sciences Building (3)
 - Western College of Veterinary Medicine (4)
 - Faculty Members at Large (3)
 - Affiliated Research Institutes (3)

VIDO
Prairie Swine Centre
Canadian Light Source
Unaffiliated Research Institutes (1)
CFIA Saskatoon Laboratory

Nomination of Researcher representatives to be made by the college dean or designate or institute director.

Nomination of the three Faculty Members at Large to be done by a nominating committee consisting of the UCACS Executive.

- e) UCACS Veterinarians (2)
University Veterinarian, Research Ethics Office (ex officio, voting)
Animal Welfare Veterinarian, Health Sciences Project Vivarium (ex officio, voting)
- f) Institutional Member not involved in animal use (1)
The institutional member representative can be a shared position, allowing for more than one representative to fill the role. Only 1 vote per total number of representatives will be permitted, even if multiple individuals share the member position.
- g) Community Representatives (2)
The community representative members can be shared positions, allowing for more than two representatives to fill the role. Only 2 votes per total number of community representatives will be permitted, even if multiple individuals share the member position.
- h) Technical Staff Representatives (2)
At least one technical representative to be an animal care technician employed in one of the main animal facilities on campus.
- i) Student Representatives (2)
University Undergraduate Representative (USSU)
University Postgraduate Representative (GSA)
The student representative members can be shared positions, allowing for more than one student to fill the role. Only 1 vote per undergraduate student representative and 1 vote per graduate student representative will be permitted, even if multiple students share the member position.
- k) Animal Facility Managers (9 – ex officio, voting)
College of Agriculture, Department of Animal and Poultry Science, Campus Farm (1 representative – representing the Poultry Centre, Dairy Research and Teaching Unit, Sheep Unit and Livestock Research Building, and the Beef Research and Teaching Unit)
College of Arts & Science, Biology Department, RJF Smith Centre for Aquatic Ecology (1)
College of Arts & Science, Natural Sciences Museum (1)
Health Sciences Building (1)
Prairie Swine Center Inc. (1)

- Toxicology Centre, Aquatic Toxicology Research Facility (1)
- Vaccine and Infectious Diseases Organization/ InterVac (1)
- Western College of Veterinary Medicine, Animal Care Unit (1)
- Western College of Veterinary Medicine, Goodale Farm (1)
- l) Administrative Support Staff / Representatives – non voting
 - Director, Research Ethics Office (REO)
 - Animal Research Ethics Facilitator
 - Clinical Veterinarians with defined responsibilities for veterinary care of University-owned animals or groups of animals
 - Health, Safety & Environment Manager, Canadian Light Source
 - Biosafety Manager
 - Campus Safety & Security Representative
 - Facilities Management Division Representative

3. Authority.

The UCACS has the authority, on behalf of the Vice-President Research of the University, to:

- a) Stop any procedure if it considers that unnecessary distress or pain is being experienced by an animal;
- b) Stop immediately any use of animals which deviates from the approved use, any non-approved procedure, or any procedure causing unforeseen pain or distress to animals;
- c) Have an animal killed humanely if pain or distress caused to the animal cannot be alleviated.

The University Veterinarian, Animal Welfare Veterinarian, or any veterinarian called upon to attend a University-owned animal, has been delegated the authority to: stop any procedure causing unnecessary pain or stress to the animal(s) or deviating from the approved protocol; and humanely kill any animal believed to be in pain or distress that cannot be alleviated.

4. Responsibility.

It is the responsibility of the UCACS to establish policies and procedures to:

- a) Ensure that no research, teaching, production or testing (including field studies), involving animals is started, and that no breeding or holding of animals occurs, without prior UCACS approval of a written animal use protocol.
- b) Require all animal users to complete the appropriate Animal Use Protocol Application Form, and ensure that the protocol form includes all the sections as identified in the CCAC policy on Terms of Reference for Animal Care Committees.
- c) Ensure that, for research and testing projects, a peer review of scientific merit has been carried out.

- d) Ensure that the Animal Research Ethics Board reviews and assesses all animal use protocols in accordance with UCACS policies, and with the CCAC guidelines on animal use protocol review.
- e) Define an appeal mechanism that can be used by the principal investigator of a protocol in the event that he/she is not satisfied with the decision of the Animal Research Ethics Board.
- f) Ensure that all animal users have the opportunity to become familiar with CCAC guidelines and policy statements, relevant University policies, and federal, provincial or municipal statutes that may apply.
- g) Ensure that animal users report any unanticipated problems or complications, as well as on the steps they have taken to address the problem(s), to the UCACS.
- h) Ensure appropriate care of animals in all stages of their life and in all experimental situations.
- i) Ensure that all facilities used to house animals are up to the standards as set down by the Canadian Council on Animal Care, and are maintained and managed appropriately.
- j) Ensure that veterinary care is available commensurate with current veterinary standards, and consistent with the Standards of Veterinary Care as defined by the Canadian Association for Laboratory Animal Medicine/l'association canadienne de la medecine des animaux de laboratoires (CALAM/ACMAL).

5. Meetings.

The UCACS will meet at least twice per year, and as often as necessary to fulfil its responsibilities. The quorum for UCACS meetings shall be 30% of voting members, including the following members: at least one scientist, one veterinarian, one community representative, one institutional member who does not use animals, and one technical staff representative. The quorum for the standing committee meetings shall be a majority of the voting members with a community representative, researcher member and the University Veterinarian or Animal Welfare Veterinarian present. Majority for the subcommittees is 50% of the voting members plus one member.

6. Executive Committee

- a) Chair:
UCACS Chair or designate
- b) Membership:
UCACS Chair or designate
Three Researcher members
University Veterinarian and/or Animal Welfare Veterinarian
One Community representative

One Student representative
One Technical representative
Director, Research Ethics Office (non voting)
Animal Research Ethics Facilitator (non voting)

Members to be chosen by full Committee at spring meeting.

The Executive Committee is responsible for committee business between formal meetings of the full UCACS; and Animal Use Protocol appeals.

7. Standing Committees, Policies and Procedures.

There are three standing committees of the UCACS.

7.1 Animal Research Ethics Board (AREB)

- a) Chair:
Animal Research Ethics Board Chair or designate, appointed by the Vice-President Research
- b) Membership:
Animal Research Ethics Board Chair or designate
University Veterinarian and/or Animal Welfare Veterinarian
Six Researcher members from UCACS
Other Researchers with Special Expertise, at the invitation of the Chair
Institutional Non-animal User Representative
Four of the following consisting of at least one from each group:
- Community Representatives
 - Student Representatives
 - Technical Representative
- Director, Research Ethics Office (non voting)
Animal Research Ethics Facilitator (non voting)

Members to be assigned by the Research Ethics Office on an annual basis.

Frequent unexplained absences by AREB members will be construed as a notice of resignation from the UCACS. An appointment on the UCACS may be ended if an AREB member is absent for three meetings during an annual AREB rotation without prior arrangement with the REO.

- c) Terms of Reference:
- i. The Animal Research Ethics Board shall meet at least monthly to conduct an ethical review of all Animal Use Protocol Applications (including new animal use protocols, annual renewals, and modifications), consistent with the policies of the UCACS and with the CCAC guidelines and policies. This includes internally-funded projects. The AREB will ensure that meeting and deadline dates will be posted on the Research Ethics Office website.

- ii. The Animal Research Ethics Board shall not approve an Animal Use Protocol until scientific merit has been established. Review for scientific merit is the responsibility of the Office of Vice-President Research Scientific Merit Review Committee for Animal Use Protocols (SMRC). The merit review process is facilitated by the Research Ethics Office.
 - iii. The Animal Research Ethics Board shall ensure that the Animal Use Protocol Application includes all the information defined in the CCAC Guidelines for Animal Utilization Protocol Review and the CCAC Policy on Animal Care Committee Terms of Reference, and ensure that the information presented is in a form that all members of the Animal Research Ethics Board can readily understand.
 - iv. The quorum for AREB meetings shall be a majority of the voting members with a community representative, researcher member and the University Veterinarian or Animal Welfare Veterinarian present. Majority is 50% of the voting AREB members plus one member.
 - v. The Animal Research Ethics Board shall ensure that all proposed procedures on animals comply with CCAC guidelines and policies, and if at variance with those guidelines, require justification for the variance on scientific grounds.
 - vi. The Animal Research Ethics Board shall ensure that animal users update their protocols with any modifications they intend to make.
 - vii. The Animal Research Ethics Board shall ensure that all forms used to provide information to the Animal Research Ethics Board are reviewed and updated regularly.
 - viii. The Animal Research Ethics Board shall document all UCACS Animal Research Ethics Board decisions in the committee minutes and on attachments to the protocol forms.
 - ix. The Animal Research Ethics Board reports to UCACS at least once a year.
- e) Process for Animal Use Protocol Review:
- i. All new protocols, new protocol forms filed after four years, and annual review of all ongoing protocols that are CCAC Category of Invasiveness "D" or "E" will be reviewed by the full Animal Research Ethics Board.
 - ii. Annual review of ongoing protocols that are CCAC Category of Invasiveness "B" or "C" and that have not had major changes to the protocol will be reviewed by a subcommittee of the Animal Research Ethics Board consisting of three persons; Chair of the Animal Research Ethics Board or designate (Researcher member of UCACS), the University Veterinarian or delegate, and one community representative of the UCACS.
 - iii. Requests for modifications to a protocol will follow the *UCACS Procedures on Submission of a Modification to an Existing Animal Use Protocol*.
 - iv. Provisional approval of new protocols judged to be of 'B' or 'C' Category of Invasiveness may be granted following review by the Animal Research Ethics Board Chair, the University Veterinarian or delegate, and a community representative. Such action will be reviewed by the full Animal Research Ethics Board at the next meeting.
 - v. Protocols that do not involve any live animal handling or manipulation and which are CCAC Category of Invasiveness "A" will be reviewed by the Animal Research Ethics Board Chair, and documented and filed in the UCACS protocol records.

7.2 Facility Inspection Committee

- a) Chair:
UCACS Chair or designate

- b) Membership:
UCACS Chair or designate
University Veterinarian and/or Animal Welfare Veterinarian
Four Researcher members
One representative from each of:
 - Community Representatives
 - Student Representatives
 - Technical RepresentativeDirector, Research Ethics Office (non voting)
Animal Research Ethics Facilitator (non voting)
Workplace Safety and Environmental Protection (WSEP), e.g. Biosafety Manager (non voting)

Members to be assigned by the UCACS Office on an annual basis.

- c) Terms of Reference:
 - i. The Facility Inspection Committee shall undertake site visits of all animal care and use facilities and related experimental laboratories at least once a year, and document these visits through written reports.
 - ii. Written reports shall be forwarded to the Facility Manager or administrative officer responsible for the facility. These reports shall also be forwarded to the appropriate Department Head, Dean, or Unit Director overseeing the facility. Reports including Serious or Major Recommendations will be copied to the UCACS Chair, University Veterinarian, and Vice-President Research.
 - iii. Implementation responses to Facility Inspection Committee recommendations shall be requested from the Facility Manager after reception of the report. Implementation responses to Major Recommendations are required within 1 month, to Serious Recommendations are required within 2 months, and to Regular Recommendations are required within 6 months of receiving the Facility Inspection Committee Report. These responses should be forwarded to the Research Ethics Office for review by the Facility Inspection Committee.
 - iv. Failure to forward an implementation response within the specified time period will result in notification of the UCACS Chair, University Veterinarian, and Vice-President Research for follow-up actions, which may include the suspension of research privileges with animals until the recommendations are addressed.
 - v. The Facility Inspection Committee reports to UCACS at least once per year, generally at the UCACS Fall Meeting.

7.3 Education and Training Committee

- a) Chair:
UCACS Chair or designate

- b) Membership:
- UCACS Chair or designate
 - Animal Research Ethics Board Chair
 - Two Researcher members
 - One Graduate Student Representative
 - University Veterinarian and/or Animal Welfare Veterinarian
 - Director, Research Ethics Office (non voting)
 - Animal Research Ethics Facilitator (non voting)
 - Other Training Officer(s)
 - Surgical Training

Members to be chosen at the fall meeting of UCACS.

- c) Terms of Reference:
- i. The Education and Training Committee should determine the most efficient way to ensure UofS animal users receive proper education and training in the use of animals in research, teaching, production and testing.
 - ii. The Education and Training Committee should ensure that the training and practical skills competency of each animal user on campus can be properly documented.
 - iii. The Education and Training Committee will ensure the availability of core course materials to all animal users.
 - iv. The Education and Training Committee should recommend how the competency of UofS animal users in both theoretical and practical aspects of experimental animal science can best be measured.
 - v. The Education and Training Committee should recommend how the competency of visiting faculty in both theoretical and practical aspects of experimental animal science can best be measured.
 - vi. The Education and Training Committee reviews and revises Standard Operating Procedures (SOPs) included in the SOP Databank (refer to Section 8). The ETC will develop a schedule to ensure SOPs receive review at a minimum every three years. The UCACS must review any major revisions made to Institutional SOPs, while the AREB reviews any major revisions made to Guideline or Specialized SOPs. SOP review must include review by at least one veterinarian member of the ETC.

7.4 Participation in UCACS Standing Committees

Participation in each of the Standing Committees is typically restricted to those individuals identified in the Terms of Reference. However, the UCACS recognizes that it does not operate in isolation of others at the University and hence may seek the advice of outside individuals from time to time. This may include, but is not restricted to the Director, Research Ethics Office, Biosafety Manager, Facility Managers, and representatives from Research Services, Facilities Management Division, and Campus Safety and Security Department. Participation of outside individuals at each Standing Committee meeting is left to the discretion of the Chair of the respective committee. All outside individuals are considered guests and may not participate in procedure decisions.

8. Standard Operating Procedures (SOPs).

The UCACS will maintain an active Standard Operating Procedure (SOP) and Humane Intervention Point (HIP) Databank that is available to all animal users on approved Animal Use Protocols at the University of Saskatchewan. SOPs identified in the databank will be categorized into three types (identified in top left hand corner of the SOP by specific colour code):

- A. Institutional SOPs (red)
 - i. These SOPs are UCACS approved. The investigator must follow the SOP as written.
- B. Guideline SOPs (blue)
 - i. These SOPs are AREB approved. The investigator can choose to follow the SOP as written or make minor modifications to the SOP. Such modifications must be itemized and justified in the submitted Animal Use Protocol for approval by the AREB.
- C. Specialized SOPs (green)
 - i. These SOPs are AREB approved, but represent procedures not widely used on the UofS campus. Investigators can choose to follow the SOP as written or make minor or major modifications to the SOP. Any modification to the SOP must be itemized and justified in the submitted Animal Use Protocol for approval by the AREB.

9. General

In addition to the responsibilities outlined above, the UCACS will in other respects carry out the responsibilities as outlined in the CCAC Policy on Terms of Reference for Animal Care Committees.

10. Administrative Support for the Animal Care and Use Program

The offices of the administrative staff that support the animal care and use program will be located in the Research Ethics Office (REO).

The offices of the University Veterinarian and Animal Research Ethics Facilitator will be located in the Research Ethics Office (REO).

Appendix A. UCACS Chair Terms of Reference

University Committee on Animal Care and Supply (UCACS) Chair Terms of Reference

1. FUNCTION

The main function of the Chair of the University Committee on Animal Care and Supply (UCACS) (hereafter called “the Chair”) is to work with and through the Committee and the University Veterinarian and Animal Welfare Veterinarian to fulfill the university’s responsibilities for an animal care and use program that meets or exceeds the national standards as set out in the Canadian Council on Animal Care guidelines and policies.

The UCACS Terms of Reference guide the structure and operations of the UCACS.

The Chair should provide leadership and management to the UCACS, and to the university staff working within the university’s animal care and use program.

2. ROLES AND RESPONSIBILITIES

2.1 Administrative support to the UCACS and the Chair is provided by the staff of the Research Ethics Office. The Chair shall be responsible for the following:

2.1.1 UCACS mentorship and guidance

- Participate in and ensure the provision of ongoing training and mentorship to UCACS members

2.1.2 The Chair shall serve as an active member and representative of the UCACS on the following committees. A designate may be appointed.

- Chair the semi-annual UCACS General meetings
- Chair the UCACS Executive meetings
- Liaise with the Animal Research Ethics Board Chair
- Select and appoint a member of UCACS to Chair the Facility Inspection Committee (FIC)
- Select and appoint a member of UCACS to Chair the Education and Training Committee (ETC)
- Chair, or appoint a member of UCACS to Chair any other committee meetings as needed

2.1.3 Consulting with UCACS Office staff in the development of policies, procedures and templates for the UCACS and the Research Ethics Office.

2.1.4 Maintain liaison with the national body – the Canadian Council on Animal Care

- Attendance at relevant regional and national animal care-related meetings and conferences, with the expectation that information gained through these forums will be shared with the UCACS, the Research Ethics Office and any other relevant parties.
- Membership on relevant listserves.

- Completion of the on-line core training course on the care and use of experimental animals.

2.2 The Chair should not take on any administrative position or committee membership over the course of his or her term that may compromise the independence of the animal care and use program.

2.3 The Chair, while respecting the integrity, confidentiality and independence of the animal care and use program, shall communicate, either directly to the Vice-President Research or through the Research Ethics Office staff, any matter that may be of concern to the responsible management of research by the University or its appropriate affiliated institutions.

2.4 In the event that the Chair is not able to fulfill his or her duties, the Vice-Chair of the UCACS shall assume responsibility – and be compensated – as necessary.

3. RECRUITMENT AND APPOINTMENT OF CHAIRS

3.1 Terms of Appointment

3.1.1 Chairs shall be appointed by, and shall report to, the Vice-President Research.

3.1.2 Chairs shall normally be appointed for a three (3)-year term, and can normally serve for two (2) concurrent terms, for a total of six (6) years. Exceptions will be considered on a case-by-case basis. Decisions on Chair re-appointment shall be made by the Vice-President Research, based on the results of the annual evaluation process outlined below in Item 3.1.6. Normally, any further appointments to either the Chair position or the UCACS would occur after a three (3) year absence.

3.1.3 Newly appointed Chairs shall assume their responsibilities on January 1 of the year. When an existing Chair is unable to complete his or her term, the start date for the incoming Chair shall be negotiated accordingly.

3.1.4 Chairs shall be provided an expense account as per the *UCACS Chair Expense Account Terms of Usage*. If a designate is appointed to Chair the UCACS Animal Research Ethics Board, the designate shall be compensated as necessary.

3.1.5 The Chair must maintain regular communication and contact with the Research Ethics Office staff.

3.1.6 The Chair shall be subject to – and shall participate in – an ongoing evaluation process throughout his or her term. This process shall occur annually, within one month of the anniversary of the Chair's start date.

- The Chair shall be evaluated on an annual basis through a collaborative process led by the Associate Vice-President Research, involving UCACS members, Research Ethics Office staff and the research community.
- The Chair shall provide an annual report to the Associate Vice-President Research outlining his or her personal successes and challenges over the course of the year and any outstanding issues or concerns.

- In the event that the results of the evaluation of the Chair necessitate that he or she be immediately removed from the position, the Vice-Chair of the UCACS shall assume responsibility, and be compensated as necessary, until a new Chair is appointed.

3.1.7 The outgoing Chair shall agree to be available on an as-needed basis for consultation and advice to the incoming Chair and Research Ethics Office staff, for a period of one month prior to, and 6 months after, the end of his or her term.

3.2 General Guidelines for Recruitment and Appointment of Chairs

3.2.1 The process for Chair recruitment and appointment for a three-year term beginning on January 1 shall start September 1 of the previous year.

3.2.2 The recruitment process shall be led by the Vice-President Research or designate, with assistance from the Research Ethics Office.

3.2.3 To begin each recruitment process, the Vice-President Research or designate shall call for nominations from the UCACS, colleges, departments, research centres, and any relevant affiliates of the University of Saskatchewan. The Terms of Reference for the Chair (this document) shall be available for information.

3.2.4 Nominations or self-nomination shall be accepted up to a deadline, normally one month following the announcement. Nomination packages shall include a curriculum vitae and an accompanying document outlining the nominee's relevant experience and background, and shall clearly indicate the nominee's willingness to be nominated.

3.2.5 A search committee appointed by the Vice-President Research shall carry out the review process and make a recommendation to the Vice-President Research. This search committee shall be composed of:

- One representative from the Research, Scholarly and Artistic Work Committee of Council (RSA)
- One active researcher in the general area of research under the mandate of the UCACS
- One graduate student in the general area of research under the mandate of the UCACS
- One representative from the Associate Deans Research Committee
- One UCACS member
- The Director, Research Ethics Office
- The Associate Vice-President Research, who shall act as Chair of the search committee.

3.2.6 A Letter of Appointment shall be signed by the new Chair and the Vice-President Research, outlining the terms under which the successful candidate was appointed. Copies of this letter shall be held by the Vice-President Research, the Research Ethics Office, and the candidate's Department, College, research centre, and/or affiliated institution, as appropriate.

3.2.7 The Vice-President Research shall announce the new Chair to the UCACS, the University, and all relevant local, national and international bodies.

3.3. Eligibility and Qualifications

3.3.1. Current and retired members of the University of Saskatchewan General Academic Assembly (any faculty member, professional librarian or extension specialist), as well as Professional Research Associates and Research Scientists, and those holding associate faculty positions or Adjuncts from affiliated institutions, shall be eligible for appointment to the Chair.

In the recruitment of potential Chairs, the following shall be considered:

- Knowledge of, and demonstrated experience in, the current local research context, ethics and procedure development
- Expertise in the area of research under the mandate of the UCACS
- Experience with committee work, especially acting as a Chair
- Integrity (personal and academic)
- Willingness to learn and to continuously update knowledge and skills
- Ability and willingness to work as part of a team, both in relation to the UCACS and the Research Ethics Office
- Personal and professional interest and motivation in, and commitment to, the role of the UCACS Chair
- Ability to manage workloads in a timely manner
- Ability to positively represent the UCACS, the University of Saskatchewan, and its affiliates locally, regionally and nationally
- Ability and willingness to undertake Chair Roles and Responsibilities, as defined in Section 2.