

PVAMU Culture of Care Statement

1. **Animal Welfare** – PVAMU is committed to proper nutritional, behavioral and environmental enrichment; a sanitary living space; and proper health monitoring and care for all animal species utilized in IACUC-approved protocols.
2. **Individual Conduct** – At PVAMU all animals are treated with compassion and dignity. PVAMU expects and demands high-quality work from its properly trained faculty, staff and students, resulting in constantly improved animal well-being. Performance measures are used to track alignment with PVAMU expectations. Faculty, staff and students, are expected to have a strong work ethic, including the willingness to “over-perform,” and take initiative for continual self-improvement.
3. **Compliance** – PVAMU will comply with all applicable regulatory guidelines and remain current with changing/updated regulations through regular training. PVAMU faculty, staff and students commit to improving our processes individually, and as a group, through continuing education.
4. **Outcomes** – To adopt a culture of care that ensures the well-being of all animals utilized by PVAMU for research, teaching, testing, and extension activities, PVAMU’s measurements of effectiveness include: faculty, staff and student conduct; IACUC facility inspection and program review results; and reports from internal and external auditors.