

## CURRICULUM VITAE: Donna J. Clemons

### EDUCATION

MS Laboratory Animal Medicine, University of Missouri, Columbia, Missouri, 1992  
DVM University of Missouri, Columbia, Missouri, 1989  
BS Southwest Missouri State University, Springfield, Missouri, 1984  
Postdoctoral Fellowship, Laboratory Animal Medicine, University of Missouri, Columbia, Missouri, 1989-1992

### Certifications

American College of Laboratory Animal Medicine (ACLAM), Diplomate, 1993  
Veterinary License, State of Wisconsin, 1992 to present  
United States Department of Agricultural (USDA) Accreditation, State of Wisconsin, 1993

### Additional Training (selected items)

Abbott Director Foundation Program- 2012  
Six Sigma Greenbelt- 2003  
Association of Primate Veterinarians (APV) Annual Workshop, 1994, 1995, 1996, 1997, 1998, 2000, 2002, 2004, 2006, 2008, 2009, 2010, 2011, 2013, 2014, 2016, 2021  
American Association of Laboratory Animal Science (AALAS) Annual Meetings, 1989, 1990, 1991, 1992, 1994, 1995, 1997, 1998, 2000, 2002, 2004, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2014, 2015, 2016, 2017, 2018, 2019, 2020 (virtual), 2021, 2022  
ACLAM Forum, 1994, 1996, 1999, 2001, 2003, 2005, 2007, 2008, 2010, 2011, 2012, 2014, 2015, 2016, 2017, 2018, 2019, 2021 (virtual), 2022, 2023  
Covance Management Institute, 1998, 1999, 2000, 2001, 2002  
Covance Leadership Development, 2003, 2004, 2005, 2006, 2007, 2008, 2009  
Covance Science Institute, 2001, 2002  
Preceptorship in Laboratory Animal Medicine, University of Missouri, Columbia, Missouri, 1988  
Preceptorship in Small Animal Clinical Practice, County Line Animal Hospital, Lahabra, California, 1988

### PROFESSIONAL EXPERIENCE

2024 (July) to Present: Retired

2013 (September) to 2014 (April): Interim Site Head, Preclinical Safety- AbbVie Germany

In August of 2013, Dr. Clemons was appointed site head for the Preclinical Safety function residing in Ludwigshafen, Germany. As interim site head, she held responsibility for Toxicology, Pathology, and Comparative Medicine functions at that site including, but not limited to financial and staff management, scientific operations, and technical group operations.

2012 to 2024 (June): Global Director, Comparative Medicine- AbbVie

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In January of 2012, Abbott Laboratories separated into two independent companies. Dr. Clemons' work function was part of the pharmaceutical division of Abbott, which became an autonomous company now known as AbbVie. Donna Clemons served as global leader of the veterinary medicine and vivarium operations for the Preclinical Safety group of Global Pharmaceutical Research and Development. In this capacity, Dr. Clemons managed veterinarians, technicians, and animal care staff at the facilities located in Abbott Park, Illinois and Ludwigshafen, Germany. The operations groups were responsible for the housing and care of rodents, canines, swine, nonhuman primates, and other species of laboratory animals needed to support drug discovery and preclinical safety assessment of new pharmaceutical medications. Her team supported activities that included PK study conduct, study support, model and method development, surgery, and animal welfare.

2011-2012: Global Director, Comparative Medicine- Abbott Laboratories

Donna Clemons served as global leader of the veterinary medicine and vivarium operations for the Preclinical Safety group of Global Pharmaceutical Research and Development. In this capacity, Dr. Clemons managed veterinarians, technicians, and animal care staff at the facilities located in Abbott Park, Illinois and Ludwigshafen, Germany. The operations groups were responsible for the housing and care of rodents, canines, swine, nonhuman primates, and other species of laboratory animals needed to support drug discovery and preclinical safety assessment of new pharmaceutical medications. Her team supported activities that include PK study conduct, study support, model and method development, surgery, and animal welfare.

2011: Vice-President /Global Scientific Lead, Veterinary Medicine and Animal Welfare- Covance Laboratories

In this capacity, Dr. Clemons had oversight of animal welfare, health, and scientific integrity of animal use for 13 Covance and joint-venture sites located in 7 countries. Her scope of responsibility included strategic development of animal facilities and programs to support Covance business ventures worldwide, protection of Covance reputation and animal welfare standards, and support of development of client-based research capabilities.

09/2009- 2011: Global Chief Science Officer, Veterinary Medicine and Animal Welfare- Covance Laboratories

As Chief Science Officer, Dr. Clemons was responsible for establishing animal care and use policy and veterinary care standards for all vivarium operations within Covance. She mentored site veterinary directors and scientific leaders in areas of medical standards, animal welfare, regulatory compliance, and scientific conduct of studies. In addition, she served as a primary point of contact with clients and the general public in regard to animal care and use issues.

09/2005 -9/2009: Director North America, Laboratory Animal Medicine- Covance Laboratories

Dr. Clemons was responsible for overseeing veterinary health care for laboratory animals used at various Covance Laboratories, Inc sites in North America. She was responsible for regulatory compliance and policy in matters of animal health, care, and welfare. As the North America leader of the Laboratory Animal Medicine group, she supervised the veterinary medicine program directors at Covance Laboratories in Madison, Wisconsin and Vienna, Virginia, the Institutional Animal Care and

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Use Committee coordinators at those locations, and the leader of animal medicine development for both sites.

2002 - 09/2005: Director, Laboratory Animal Medicine- Covance Laboratories

Dr. Clemons was responsible for providing veterinary health care for laboratory animals used at Covance Laboratories Inc. Animal species include rats; mice; guinea pigs; rabbits; dogs; cats; various nonhuman primate species; various avian species; and domestic livestock including swine and goats. Dr. Clemons was responsible for providing advice regarding the care and maintenance of laboratory animals and providing training for technicians. She is also responsible for veterinary review of animal use protocols, preparation of animal use reports, and active participation in studies. As the leader of the Laboratory Animal Medicine group, she supervised the duties of a second laboratory animal veterinarian, clinical veterinarians, and four research assistants/veterinary technicians. She maintained primary responsibility for selection of animal suppliers, animal ordering, water quality testing, maintenance and operation of the surgery program, USDA and DEA regulatory compliance, and AAALAC certification.

1999 - 2002: Associate Director, Laboratory Animal Medicine, Toxicology- Covance Laboratories

Dr. Clemons was responsible for providing veterinary health care for laboratory animals used at Covance Laboratories Inc. Animal species included rats; mice; guinea pigs; rabbits; dogs; cats; various nonhuman primate species; various avian species; and domestic livestock including cattle, swine, and goats. Dr. Clemons was responsible for providing advice regarding the care and maintenance of laboratory animals and providing training for technicians. She was also responsible for veterinary review of animal use protocols, preparation of animal use reports, and active participation in studies. As the leader of the Laboratory Animal Medicine group, she oversaw the duties of a second laboratory animal veterinarian and four research assistants/veterinary technicians. She maintained primary responsibility for selection of animal suppliers, animal ordering, water quality testing, maintenance and operation of the surgery program, USDA and DEA regulatory compliance, and AAALAC certification.

1997 - 1999: Supervisor, Laboratory Animal Medicine, Toxicology- Covance Laboratories

Dr. Clemons was responsible for providing veterinary health care for laboratory animals used at Covance Laboratories Inc. Animal species included rats; mice; guinea pigs; rabbits; dogs; cats; various nonhuman primate species; various avian species; and domestic livestock including cattle, swine, goats, and horses. Dr. Clemons was also responsible for providing advice regarding the care and maintenance of laboratory animals and providing training for technicians. She was also responsible for veterinary review of animal use protocols, preparation of animal use reports, and active participation in studies. As the supervisor of the Laboratory Animal Medicine group, she oversaw the duties of a second laboratory animal veterinarian and two research assistants/veterinary technicians. She maintained primary responsibility for selection of animal suppliers, animal ordering, water quality testing, maintenance and operation of the surgery program, USDA and DEA regulatory compliance, and AAALAC certification.

1992 -1997: Laboratory Animal Veterinarian, Laboratory Animal Medicine, Toxicology Operations/Toxicology- Hazleton Laboratories

Dr. Clemons was responsible for providing veterinary health care for laboratory animals used at Covance Laboratories Inc. Animal species included rats; mice; guinea pigs; rabbits; dogs; cats; various

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nonhuman primate species; various avian species; and domestic livestock including cattle, swine, goats, and horses. Dr. Clemons was also responsible for providing advice regarding the care and maintenance of laboratory animals and providing training for technicians. She was also responsible for veterinary review of animal use protocols, preparation of animal use reports, and active participation in studies. She assisted the attending veterinarian in selection of animal suppliers, maintenance and operation of the surgery program, USDA and DEA regulatory compliance, and AAALAC certification.

1991 - 1992: Postdoctoral Fellow, NIH Institutional Training Fellowship for Laboratory Animal Medicine, Office of Laboratory Animal Medicine, University of Missouri, Columbia, Missouri

Dr. Clemons provided veterinary care for animals in university research facilities, veterinary review of animal use protocols, facility inspections, and veterinary support for researchers using animals. She also gave instruction to veterinary students in special species medicine at the College of Veterinary Medicine.

1989 - 1991: Residency in Laboratory Animal Medicine, Department of Veterinary Pathology, University of Missouri, Columbia, Missouri

Dr. Clemons completed course work in laboratory animal biology, pathology, advanced histopathology, statistics, facility management, and research methodology. She completed service rotations in pathology, clinical laboratory animal medicine, and research methodology. She also provided veterinary medical students with instruction in laboratory animal medicine and acted as a case consultant to the veterinary college clinic on medical cases other than cats or dogs.

## PUBLICATIONS

VCRACW (J. Hasenau, D. Clemons, S. Leland, M. Talcott, J. Cohen, K. Storves, L. Makaron, H. Price, B.T. Bennett, J. Wallace), "Definitions of research animal, laboratory animal, laboratory animal veterinarian, research veterinarian, and research animal veterinarian", Commentary. *JAVMA*, 258 (3): 254-255, (2021).

Adams, K., Clemons, D., Collura Impelluso, L., Lee, D., Maguire, S., Myers, A., Petursson, C., Schulingkamp, R., Trouba, K., and Wright, M. "An IQ Consortium Perspective on the Scientific Committee on Health, Environmental and Emerging Risks Final Opinion on the Need for Nonhuman Primates in Biomedical Research, Production and Testing of Products and Devices," *Toxicologic Pathology*, 47 (5): 649-655, (2019).

Clemons, D.J., Meador, V., Weinbauer, G.F., and Wakefield, G. A., Nonhuman Primates in Safety and Efficacy Evaluation, in *Nonhuman Primates in Biomedical Research, 2nd ed.*, Academic Press, 2012.

Bratcher, N., Clemons, D., and Medina, L., "History of Enrichment in the ILAR *Guide for the Care and Use of Laboratory Animals*," The Enrichment Record, July, (2012).

Clemons, D. J. and Seeman, J.L., The Laboratory Guinea Pig, second edition, The Laboratory Animal Picket Reference Series, CRC Press, Boca Raton, (2011).

Clemons, D.J., and Terril-Robb, L.A., The Laboratory Guinea Pig, The Laboratory Animal Pocket Reference Series, CRC Press, Boca Raton, (1998).

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Terril-Robb, L.A., Clemons, D.J., Besch-Williford, C., O'Brien, D.P., and O'Dell, B., "Morphophysiological Characterization of Peripheral Neuropathy in Zinc-Deficient Guinea Pigs," Proceedings for the Society for Experimental Biology and Medicine, 213: 50-58, (1996).

Clemons, D.J., Besch-Williford, C., Riley, L., Steffen, E., and Moore, D., "Evaluation of a Subcutaneously Implanted Chamber for Antibody Production in Rabbits," Laboratory Animal Science, 42(3):307-311 (1992).

Terril, L. A., Clemons, D.J., and Wagner, J. E., "Autotutorial on Non Infectious Diseases of Guinea Pigs," Laboratory Animal Medicine and Science Series, University of Washington, Seattle, Health Science Learning Resources Center, ACLAM (1991).

Clemons, D.J., Terril, L. A., and Wagner, J. E., "Autotutorial on Infectious Diseases of Guinea Pigs," Laboratory Animal Medicine and Science Series, University of Washington, Seattle, Health Science Learning Resources Center, ACLAM (1991).

## ABSTRACTS

Kulick, LJ, Clemons, D.J, Hall, RL, Henwood, SM and Koch, MA. (2002). "Refinement of the urine concentration test in rats," Contemporary Topics in Laboratory Animal Science, 41 (4), P.34, AALAS Annual Meeting, San Antonio, Texas, (2003).

Clemons, D.J., McNulty, J. A., Hauser, D., and Fryk, B., "A Simple Technique for Bone Marrow Aspiration in Macaques," Contemporary Topics, 36(4):64, Abstract No., P. 25, AALAS 1997 Annual Meeting, Anaheim, California (1997).

Clemons, D.J., Terril, L., and Sullivan, T., "Osteomyelitis in a Snake," JAVMA, 200(9):1267, Poster Abstract No. LP24, AVMA 129th Annual Meeting, Boston, Massachusetts (1992).

Clemons, D.J., Cundiff, D., McLaughlin, R., and Misfeldt, M., "Anorexia and Weight Loss in a Boar (*Sus domestica*)," AALAS Bulletin, AALAS 43rd Annual Convention, Anaheim, California (1992).

Clemons, D.J., Besch-Williford, C., Shaffer, D., and Conrad, R., "Thyroid Follicular Hyperplasia in Hamsters," Poster Abstract No. L6, American Veterinary Medical Association Meeting, Seattle, Washington (1991).

Terril, L., Clemons, D.J., Besch-Williford, C., O'Dell, B., and O'Brien, D., "Characterization of the Peripheral Neuropathy in Zinc Deficient Guinea Pigs," AALAS Bulletin, 30(4):30, Poster Abstract No. P25, AALAS 42nd Annual Convention, Buffalo, New York (1991).

Besch-Williford, C., Riley, L., and **Clemons, D.J.**, "Polyclonal Sera Production in a Subcutaneous Chamber," Laboratory Animal Science, 39(5):491, Abstract No. P10, AALAS 40th Annual Convention, Little Rock, Arkansas (1989).

## PRESENTATIONS

VCRACW (Bennet, BT; Clemons, D.J.; Cohen, J.; Hasnau, J.; Leland, S., Price, H.) "Stakeholders Discuss Progress and Areas of Interest for the Guide Revision", 72<sup>nd</sup> Annual Meeting of the American Association for Laboratory Animal Science (AALAS), Kansas City, Missouri, October 18, 2021.

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Clemons, D. J., “Animal Welfare and Transportation- Views of a Laboratory Animal Veterinarian”, American Veterinary Medical Association Annual Meeting, Boston, Massachusetts, July 12, 2015.

Clemons, D. J, and IQ Leadership Group – CRO Outreach Working Group, “Collaboration between Sponsors and CROs: Understanding the Impact of Timeline Pressure on the 3RsIQ Consortium, Washington D.C., October 10, 2014.

Clemons, D. J., “Implementing Microsampling Techniques in Mice- An Exercise in Reduction and Refinement”, ACLAM Forum, Williamsburg, Virginia, April 17, 2013.

Clemons, D.J., “The How-To’s (and How-Not-To’s) of Harmonization”. Panel discussion, The 63<sup>rd</sup> Annual Meeting of AALAS, Minneapolis, Minnesota, November 7, 2012, Iliff, S.A. session leader. Norton, J.N. and Leland, S.E. co-panelists.

Clemons, D. J., “Animal Welfare Oversight at CROs: US Trends”, Seminar Presentation for “Current Trends in Preclinical Outsourcing and Animal Welfare Oversight”, 63<sup>rd</sup> Annual Meeting of AALAS, Minneapolis, Minnesota, November 6, 2012.

Clemons, D.J., “The Role of the CRO in the Drug Development Process,” Arizona Branch American Association for Laboratory Animal Science (AZAALAS), February 16, 2007.

Clemons, D.J. and Medina, L. Post Approval Monitoring in Industry Based Research Facilities,” IACUCs and IBCs: Rights, Roles, and Responsibilities, Massachusetts Society for Medical Research and the Southwest Association for Education in Biomedical Research, Phoenix, Arizona, February 14, 2007.

Clemons, D.J., “The Drug Development Process,” Breakfast meeting of the Arizona BioIndustry Association, January, 2007

Clemons, D. J., “Pseudomonas Contamination of Animal Drinking Water”, Seminar Presentation for “Drinking Water Contamination in the Vivarium: Lessons Learned,” 53<sup>rd</sup> Annual Meeting of AALAS, San Antonio, Texas, October 30, 2002.

Kulick, L. J., Clemons, D. J., Hall, R. L., Henwood, S. M., and Koch, M.A., “Refinement of the Urine Concentration Test in Rats,” Poster Session, 53<sup>rd</sup> Annual Meeting of AALAS, San Antonio, Texas, October 27-31, 2002.

Clemons, D. J., “Institutional Animal Care and Use Committees- Functions and Challenges,” Covance Clinical Research Unit In-Service Seminars, June 18, 2002.

Clemons, D.J., “Facility Sanitation- Issues and Standards,” Legislative Working Group for Wisconsin Department of Agriculture, Trade and Consumer Protection, Madison, Wisconsin, May 8, 2002.

Koch, M.A., Burtard, C. K., Fryk, B.A., Hall, K.L., Marsh, C.M., and Clemons, D. J., “Pair Housing of Cynomolgus and Rhesus Macaques for Regulatory Toxicology Studies: Validation and Impact on Studies,” Special Seminar Topic, Association of Primate Veterinarians Annual Meeting, Baltimore, Maryland, October 18-20, 2001.

Koch, M.A., Burtard, C. K., Fryk, B.A., Hall, K.L., Marsh, C.M., and Clemons, D. J., “Pair Housing of Cynomolgus and Rhesus Macaques for Regulatory Toxicology Studies: Validation and Impact on Studies,” Round Table Workshop, 52<sup>nd</sup> National Meeting of AALAS, Baltimore, Maryland, October 21-25, 2001.

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L. J. Kulick, D. J. Clemons, R. L. Hall, S. M. Henwood and M. A. Koch, "Refinement of the Urine Concentration Test in Rats," 28th Annual Interbranch Meeting of SWAALAS, Waukegan, Illinois, 2001.

Hall, K.L., Marsh, C., Clemons, D., Koch, M.A., "The Effects of Different Types of Bedding on Rat Pododermatitis," 28th Annual Interbranch Meeting of SWAALAS, Waukegan, Illinois, 2001.

Clemons, D. J., "Careers in Animal Research," Wisconsin Student Association for Laboratory Animal and Veterinary Technicians, Madison Area Technical College, Madison, Wisconsin, March 15, 2001.

Clemons, Donna J.; Hasselschert, Dana L.; Izzard, M. Kay; Gullet, Pat; Pouch, Walter J.; Handt, Laurence K. "Management and Treatment Regimens for Acute and Chronic Enteropathy in the Nonhuman Primate (OWM). What Works and What Doesn't," Round Table Workshop, 51st National Meeting of AALAS, San Diego, California, November 5-9, 2000.

Koch, M. A., Burtard, C. K., Fryk, B. A., Marsh, C. M., and Clemons, D.J., "Prevalence of Traumatic Injuries Associated with Pairing of Cynomolgus Macaques," 27th Annual Interbranch Meeting of SWAALAS, Madison, Wisconsin, 2000.

Koch, M. A., Burtard, C. K. Marsh, C. M., and Clemons, D.J., "Reduction of Animal Use through a Donation Program at a Contract Research Facility," 27th Annual Interbranch Meeting of SWAALAS, Madison, Wisconsin, 2000.

Clemons, D.J., "Training and Other Animal Care and Use Issues," Annual Continuing Education Seminar, Marshfield Medical Research Foundation, September 26, 1996.

Clemons, D.J., Cary, C., and McNulty, J., "Interventions to Reduce or Eliminate Autoaggression in Captive Cynomolgus Monkeys," 21st Annual Interbranch Meeting of AALAS, Milwaukee, Wisconsin, 1994.

Clemons, D.J., "Science for Scouts," Girl Scouts of America, Wisconsin Association for Biomedical Research and Education, University of Wisconsin-Madison, Madison, Wisconsin, 1993.

Solyaneck, M., Rogness, A., Tessmann, S., Larson, R., Clemons, D.J., Osborne, J., "Animal Death and Human Emotion," Technical Seminar, 20th Annual Interbranch Meeting of the AALAS, Rolling Meadows, Illinois, 1993.

Clemons, D.J., Cundiff, D., McLaughlin, R., Misfeldt, M., "Anorexia and Weight Loss in a Boar (*Sus domestica*), What's Your Diagnosis?" AALAS 43rd Annual Meeting, Anaheim, California, 1992.

Clemons, D.J., Cundiff, D., McLaughlin, R., Misfeldt, M., "Anorexia and Weight Loss in a Boar," Interbranch of AALAS 19th Annual Meeting, Madison, Wisconsin, 1992.

Clemons, D.J., Besch-Williford, C., Shaffer, D., and Conrad, R., "Thyroid Follicular Hyperplasia in a Hamster Colony," Midwestern Branch of AALAS 25th Annual Meeting, St. Louis, Missouri, 1991.

Terril, L., Clemons, D.J., Besch-Williford, C., and O'Dell, B., "Biochemical Changes Observed in the Peripheral Nervous System of Zinc Deficient Guinea Pigs," Midwestern Branch of AALAS 26th Annual Meeting, Altoona, Iowa, 1991.

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Clemons, D.J., Terril, L., Besch-Williford, C., O'Dell, B., and O'Brien, D., "Electrodiagnostic Evaluation of the Peripheral Nervous System of Zinc Deficient Guinea Pigs," Midwestern Branch of AALAS 26th Annual Meeting, Altoona, Iowa, 1991.

Clemons, D.J., Besch-Williford, C., and Riley, L., "Production of Polyclonal Antibody in a Subcutaneous Chamber," Midwestern Branch of AALAS 24th Annual Meeting, Columbia, Missouri, 1989.

## PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

ACLAM  
AVMA  
American Society of Laboratory Animal Practitioners (ASLAP)  
AALAS  
CBAALAS  
Phi Zeta, Pi Chapter  
APV

## PROFESSIONAL SERVICE AND RECOGNITION

Outstanding Graduate Student Teaching Award -1992  
ACLAM vice-president 2018; president-elect 2019; president 2020  
ACLAM Board of Directors (2014- 2017)  
ACLAM Recertification Committee and Committee Chair  
ACLAM Forum Program Committee  
ACLAM Government and Regulatory Affairs Committee (2010-2015) and Committee Chair (2013-2014)  
ACLAM Transportation Task Force- founder and co-chair (2014-2019)  
IQ Consortium- 3 R's Leadership Group (chairman elect 2014, vice chair 2016); CRO Outreach Working Group (chair) 2012-2018  
Institutional Officials Consortium (IOC)- 2015- 2024  
ASLAP Legal and Regulatory Affairs Committee (LRAC) - 2013-present  
AVMA Legislative Advisory Committee- alternate 2018-2021; Primary- 2021-Present  
SWAALAS Board of Directors  
SWAALAS President  
SWAALAS Merit Service Award-Outreach  
Covance Shining Star Award-2006  
    Top contributors in Division  
Covance Way Award-2011  
    Awarded to top 1% of performers annually.  
Abbie Presidents Award- 2023  
National Association for Biomedical Research (NABR) Board of Directors- 2013-2015; 2019-2021;  
    BOD vice-chair 2019-2021, Chairman of the Board- 2021-2022.  
MSMR Board of Directors 2017-2018  
AALAS Government Relations Committee Vice Chair- 2017-2018; Chair- 2018-2019; ex officio-2019  
    -present  
VCRACW (Veterinary Consortium for Research Animal Care and Welfare)- founding member, 2019-  
    present

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