

Resources and tools for integrating toxicology concepts in to chemistry programs

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Higher Education: Opportunities

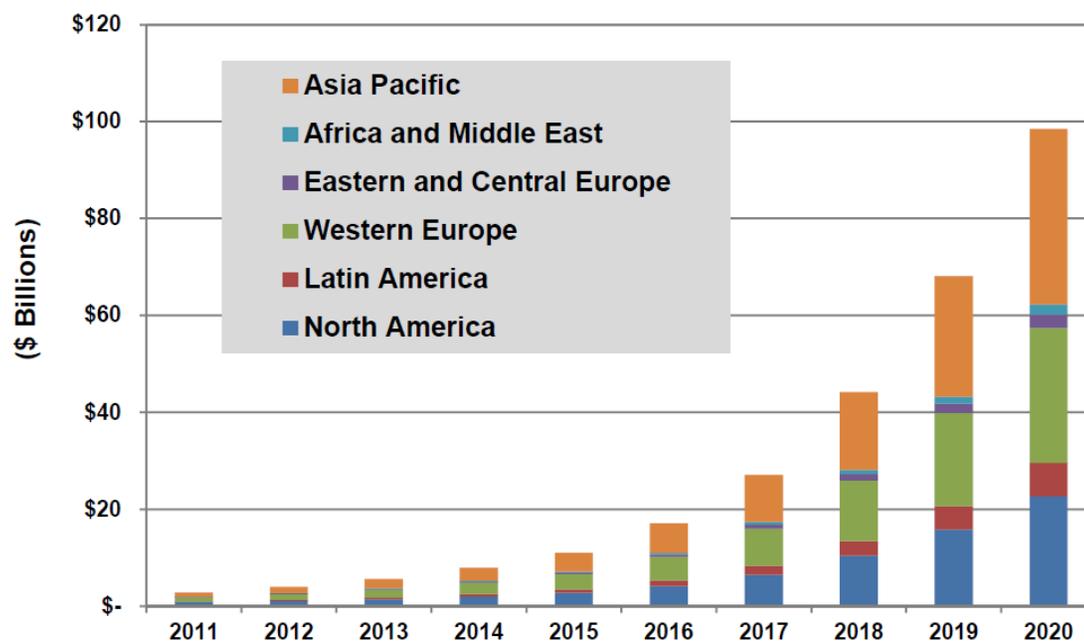
- Valued by industry
 - Environmental, economic and social benefits
- The transformative power of green chemistry principles and practice
- Valued by students
- Better prepares students post-graduation
- Removing hazards from laboratories
 - Making the laboratory **safer**
- Doing chemistry right the first time





Green Chemistry: Valued by Industry

Chart 1.1 Green Chemical Market by Region, World Markets: 2011-2020



(Source: Pike Research)

Navigant Research, Green Chemicals Will Save Industry \$65.5 Billion by 2020, <http://www.navigantresearch.com/newsroom/green-chemicals-will-save-industry-65-5-billion-by-2020> [Accessed September 2017].



Green Chemistry: Valued by Industry

GCC GREEN CHEMISTRY & COMMERCE COUNCIL
Business Mastering Green Chemistry

The GCC is a business-to-business forum that advances the application of green chemistry and design for environment across supply chains. It provides an open forum for cross-sectoral collaboration to share information and experiences about the challenges to and opportunities for safer chemicals and products.

Green Chemistry and Commerce Council Policy Statement on Green Chemistry in Higher Education

We are deeply concerned that students are graduating from our colleges and universities with insufficient understanding of environmental and sustainability issues. For our companies to compete successfully in a global economy, it is imperative that principles of sustainability be incorporated throughout the curriculum.

Within this sustainability framework, it's critical for our industries that green chemistry principles be deeply embedded in both the technical and non-technical education of our workforces.

We call on institutions of higher education to integrate green chemistry and sustainability principles into chemistry, engineering, science, and business curricula. This will serve two primary goals:

- Enabling scientists, engineers, and others to enter the workforce with the skills to solve the many challenges today's industries face
- Enabling students with the skills to design and apply safe, more sustainable chemicals, materials, products, and processes.

We also call on institutions of higher education to work with companies, governments, and other stakeholders to develop educational programs and internship opportunities that ensure a well-trained workforce provided with the most up-to-date knowledge on green chemistry and sustainability. These advances in curriculum will require a top-level commitment from university leadership that supports interdisciplinary education.

Science and Engineering Disciplines

Institutions of higher education should incorporate green chemistry and green engineering principles throughout science and engineering curricula. Green chemistry is the utilization of a set of principles that reduce or eliminate the use or generation of hazardous substances in the design, manufacture, and application of chemical products.¹ Green engineering is the design, commercialization, and use of feasible and economical processes and products while minimizing (1) generation of pollution at the source and (2) risks to human health and the environment.²

We believe that chemists, materials scientists, and engineers have unique abilities and therefore responsibilities to protect human health and the environment. Training these professions to incorporate knowledge of toxicity and environmental hazards from the start will yield significant results, including less pollution, increased energy efficiency, increased mass

1. Sustainability is defined as "meeting the needs of the present without compromising the ability of future generations to meet their own needs" by the United Nations Report of the World Commission on Environment and Development, Our Common Future (1987).
2. Sustainable Green Chemistry: Theory and Practice, Paul T. Anastas and John C. Warner, (New York: Oxford University Press, 1998).
3. An affidavit from more than 20 engineers and scientists at the Green Engineering: Defining the Principles Conference, Institute for Sustainable Health in May of 2003 and Houston, TX, and Greenomics, LLC, "Design through the Twelve Principles of Green Engineering," www.gcc.org, 11/1/2004, 2002.
4. GCI 200, Green Engineering, <http://www.gcc.org/greenengineering/index.html>, accessed December 2011.

<http://www.greenchemistryandcommerce.org/projects/education>

SIGMA-ALDRICH

PRODUCTS SERVICES INDUSTRIES ACCOUNT SUPPORT ORDER

Greener Alternatives

Greener Alternatives Doesn't Mean Making Compromises.

With a growing portfolio of greener alternatives, there are now more choices to reduce the environmental impact of your research while still delivering quality and efficacy so your results aren't compromised. Discover how you can minimize your footprint.

Greener Products Greener Services Additional Resources

- The 12 Principles of Green Chemistry
- DOZN
- CATEGORIES EXPLAINED
- Global Citizenship platform

<http://www.sigmaaldrich.com/chemistry/greener-alternatives.html>



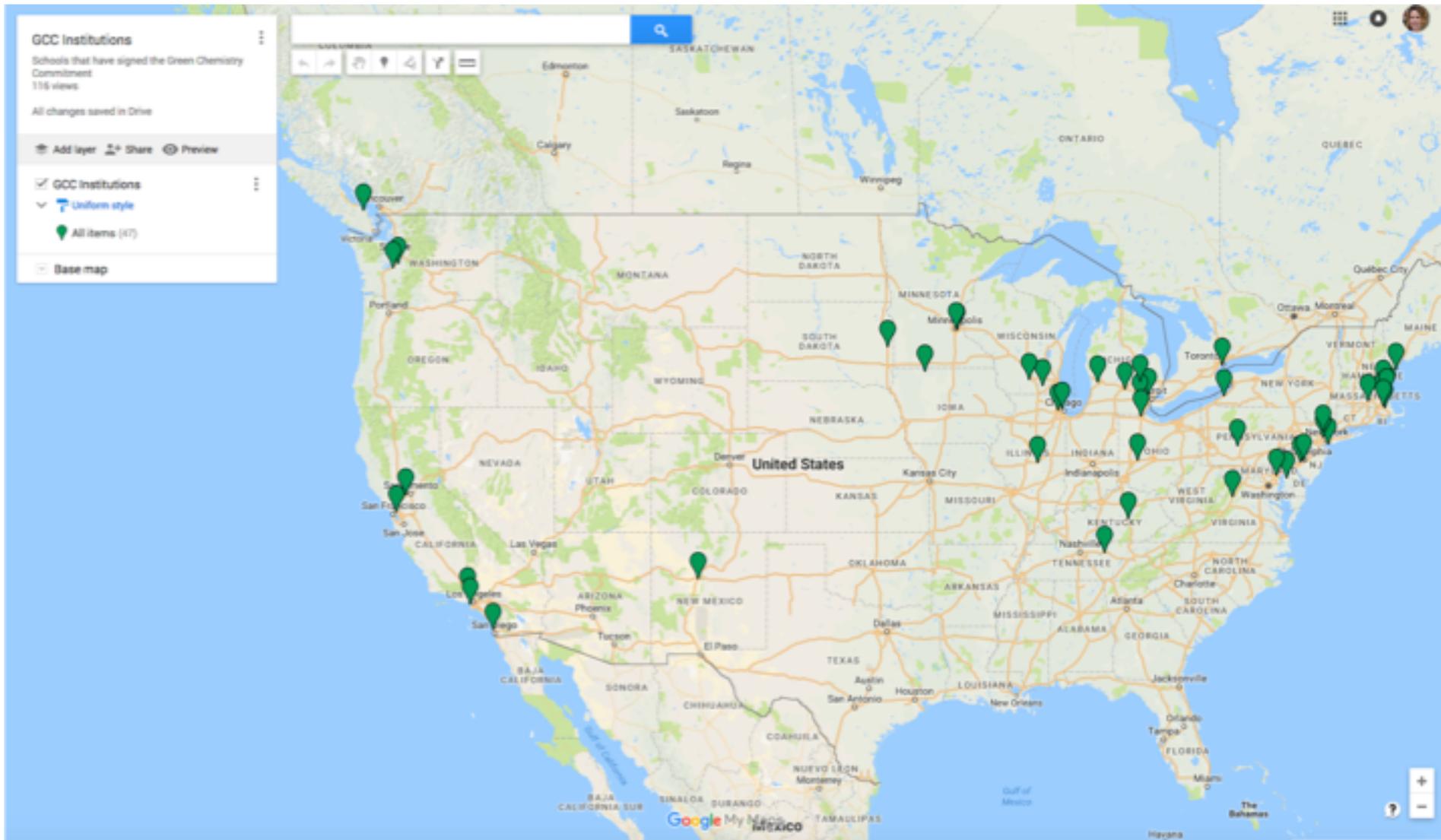
Green Chemistry Commitment

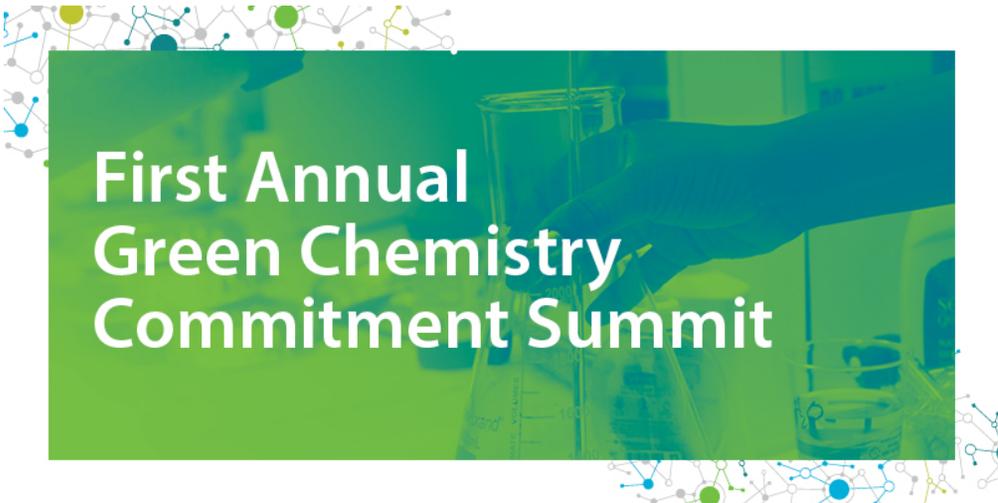
Green Chemistry Student Learning Objectives

Signing institutions agree that upon graduation, all chemistry majors should have proficiency in the following essential **green chemistry competencies**:

- **Theory:** Have a working knowledge of the twelve principles of Green Chemistry
- **Toxicology:** Have an understanding of the principles of toxicology, the molecular mechanisms of how chemicals affect human health and the environment, and the resources to identify and assess molecular hazards
- **Laboratory Skills:** Possess the ability to assess chemical products and processes and design greener alternatives when appropriate
- **Application:** Be prepared to serve society in their professional capacity as scientists and professionals through the articulation, evaluation and employment of methods and chemicals that are benign for human health and the environment

<http://www.beyondbenign.org/he-green-chemistry-commitment/>





First Annual Green Chemistry Commitment Summit

Where: University of Notre Dame

When: July 29, 2018, 9am – 1pm (includes lunch)

Who: Current and prospective signing institutions; Green Chemistry community members

The agenda will feature interactive discussions in 5 key areas:

- 1) Integrating Toxicology into Chemistry Courses
- 2) Green Chemistry Courses and Programs
- 3) Green Chemistry Integration in Undergraduate Teaching Labs
- 4) Green Chemistry Undergraduate Research
- 5) Green Chemistry K-12 and Community Outreach

Including a discussion on the new ACS Green Chemistry CPT Supplement

<https://www.eventbrite.com/e/green-chemistry-commitment-summit-bcce-2018-tickets-44768604100>

Opinion poll: Which is the most difficult to achieve?



Green Chemistry Commitment

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Why is *Teaching Tox in Chem* programs the most difficult among the goals of GCC?



• **Toxicology:** Have an understanding of the principles of toxicology, the molecular mechanisms of how chemicals affect human health and the environment, and the resources to identify and assess molecular hazards

- Lack of expertise/knowledge
- Make the changes sustainable
- Keep up-to-date with the newest trends in the field

Despite the barriers, Toxicology is being considered and tested in chemistry programs across the country



GCC: General Trends

- Organic chemistry laboratory is the first place of focus
- Green chemistry degrees and programs
 - University of Toledo, School of Green Chemistry & Engineering
 - Grand Valley State University, GC undergraduate certificate program
 - University of Michigan, Flint – new undergraduate (BS) degree program (First of it's kind!!)
- Toxicology is being considered and tested in programs across the country
 - Wittenberg University, South Dakota State University, UC Berkeley, Simmons College, St. Catherine's University, Grand Valley State Univ., and more
- More resources needed for adoption across all disciplines of chemistry

Growing demand for more resources!

<http://www.beyondbenign.org/he-green-chemistry-commitment/>



Models for integrating toxicology*

- Simmons College, Mechanistic Toxicology (John Warner, Amy Cannon)
- South Dakota State University, Chemical Toxicology (Doug Raynie)
- Wittenberg University, Integrating Toxicology through Lab Safety (Dave Finster)

*Amy S. Cannon, David Finster, Douglas Raynie & John C. Warner (2017) **Models for integrating toxicology concepts into chemistry courses and programs**, Green Chemistry Letters and Reviews, 10:4, 436-443, <https://doi.org/10.1080/17518253.2017.1391880>



Models: Simmons College

CHEM 342, Mechanistic Toxicology
Offered Fall 2014, Spring 2016, Fall 2017

Combination of lectures and guest speakers:

- Mary Butow, Beyond the SDS, TURI University of Massachusetts Lowell
- Laura Vandenberg, Low-dose effects and endocrine disruption, University of Massachusetts Amherst
- Dick Clapp, Boston University, Molly Jacobs University of Massachusetts Lowell – Epidemiology
- Jessica Tischler, Monique Wilhelm, University of Michigan, Flint – Flint Water Crisis

Topics include:

- Green Chemistry
- Biochemistry Review (optional)
- History and Introduction of Toxicology
- Principles of Toxicology
- Understanding hazard endpoints
- Toxicokinetics and Toxicodynamics
- Endocrine Disruption and Low Dose Effects
- Epidemiology
- Ozone Depletion, Climate Change and Energy
- Design for Biodegradability: Persistence and Bioaccumulation
- Predictive Tools for Reduced Molecular Hazard
- Understanding Structure-Activity Relationships



Models: South Dakota State University

Upper division Chemical Toxicology course, combined with introduction to toxicology in organic courses:

- Toxicodynamics, toxicokinetics
- Environmental toxicology
- Mechanistic toxicology

Learning objectives:

Students would know (a) elementary toxicology principles, vocabulary, and methodologies and (b) resources to identify chemical hazards

3-pronged approach:

- During classroom lectures the principles of toxicology were introduced
- A 2-week laboratory exercise reinforced lectures, introduced bioassays and toxicity testing
- A survey measured potential changes in student attitudes toward topics of concern
 - Increase in concern over chemical safety
 - Increased awareness of chemical hazards
 - More knowledgeable on how to avoid or minimize chemical exposure potential



Models: Wittenberg University

From: Hill, R. H.; Finster, D. C. *Laboratory Safety for Chemistry Students*, 2nd ed.; John Wiley & Sons: Hoboken, NJ, 2016

Introductory	Intermediate	Advanced	Topic
3.1.1			Routes of Exposure to Hazards
3.1.3			Finding Hazard Information: Material Safety Data Sheets, Safety Data Sheets, and the GHS
4.1.1			Concepts in Toxicology
4.1.2			Measuring Toxicity
4.1.3			Acute Toxicity
	6.2.2		Understanding Occupational Exposure Limits (OEL)
6.1.2			Managing Risk – Making Decisions about Safety
	4.2.1		Chronic Toxicity
		4.3.1	Carcinogens
		4.3.2	Biological Hazards and Bloodborne Pathogens
		1.3.3	Laws and Regulations Pertaining to Safety
		4.3.3	Hazards of Nanomaterials

- Concepts are introduced in General and Organic Chemistry, advanced courses & seminar program

*Amy S. Cannon, David Finster, Douglas Raynie & John C. Warner (2017) **Models for integrating toxicology concepts into chemistry courses and programs**, *Green Chemistry Letters and Reviews*, 10:4, 436-443, <https://doi.org/10.1080/17518253.2017.1391880>



Models:



&



partnership

Challenges:

- Lack of expertise/knowledge
- Make the changes sustainable
- Keep up-to-date with the newest trends in the field

Opportunities:



bring experts to the classroom



refine, and continuously improve teaching materials; collect; reuse



back to the experts; never stop learning, networking, attending meetings, read literature, etc..

Manuscript in preparation





Models: Academic-Industry partnership

GVSU DOW

- **Who:** GVSU Chemistry Department and Dow Toxicology and Environment Research and Consulting (TERC) team.
- **What:** prepare and deliver innovative teaching materials in a modern course format; provide fundamental principles of toxicology along with contemporary advances in the field; utilize experienced professionals in delivering information directly to students.
- **How:** actively engage students in learning and applying the principles of toxicology through the lens of green chemistry.



Models: Academic-Industry partnership GVSU DOW

- A **multidisciplinary** overview of the toxic effects of chemicals on human health and environment, public policies, and the development of less hazardous alternatives through chemical design.
- The course focuses on assessments, mechanisms, properties, health effects, and strategies to reduce risk and exposure in everyday life across diverse societal groups.

Models: Academic-Industry partnership

GVSU DOW



Dalila Kovacs
Rick Rediske



Manuscript in preparation



Pamela Spencer
Sue Marty





Models: Academic-Industry partnership

GVSU DOW

GVSU

Dow-TERC*

- pedagogy & methodology
- teaching experience
- familiarity with learning management system

- expertise in toxicology
- experience in toxicology training
- training materials



Manuscript in preparation





Models: Academic-Industry partnership GVSU DOW

- **Students**

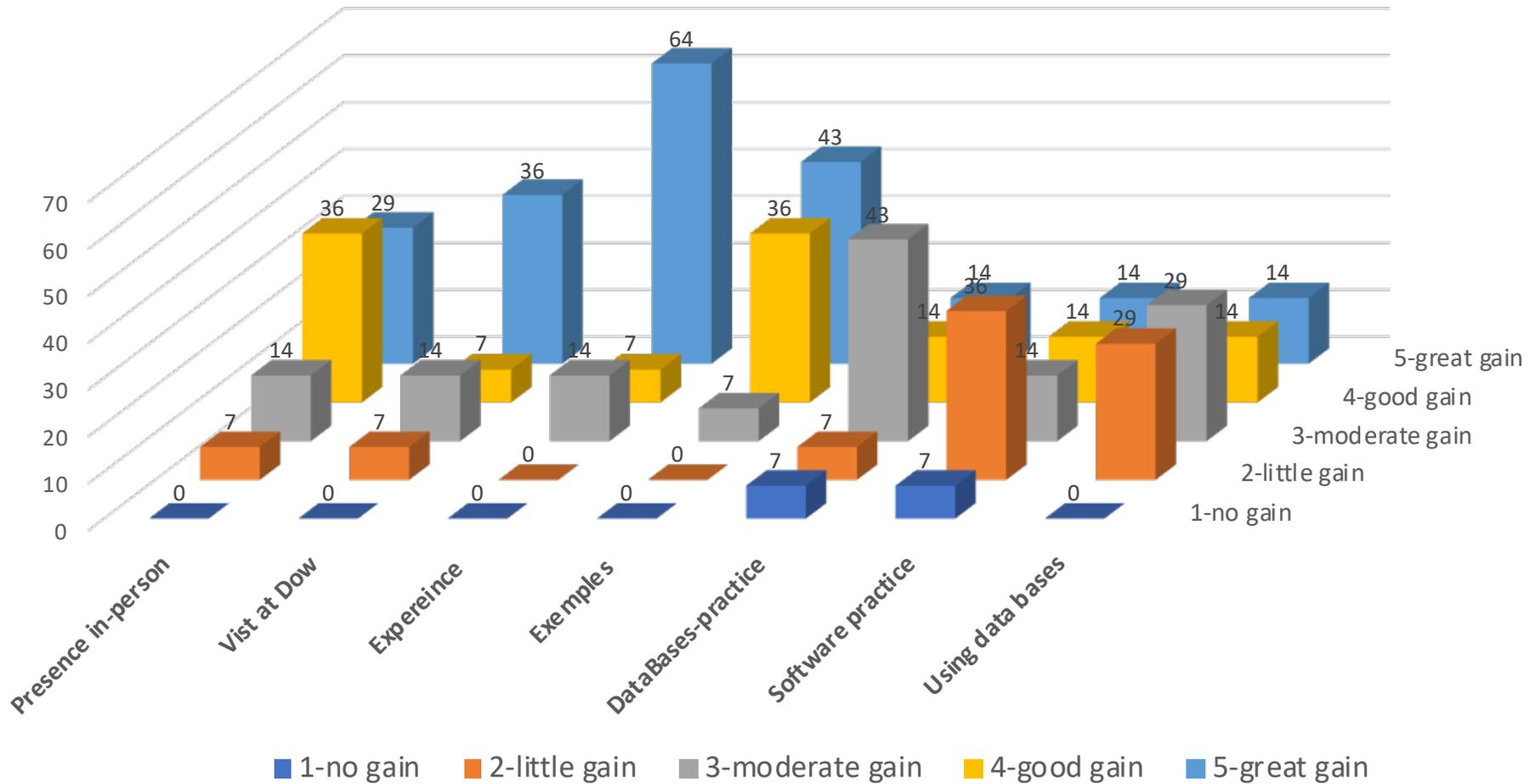
- biomedical science
- biology
- chemistry
- allied health sciences
- nursing
- industrial hygiene
- environmental studies
- others

- **Desired outcome:** familiarity with **tools** and **scientific evidence** necessary to identify :

- hazardous materials
- means to reduce health impacts
- possible design changes for sustainable chemicals and consumer products

DOW guest speaker	Topic presented
Dan Wilson	Introduce Dow: Toxicology in TERC; The future of Toxicology
Robert Ellis-Hutchings	Hazard vs. Risk
Bryce Landenberger	Overview of REACH: Session on using ECCHA REACH
Sue Marty	Toxicokinetics: Absorption, Distribution, Metabolism and Elimination
Joe Chai	Environmental Fate and Transport of Chemicals; QSAR
Matt Le Baron	Genetic Toxicology and Carcinogenesis
Kathy Coady	Environmental Toxicology & Ecotoxicity; Future toward Environmental Safety Assessments
Bethany Hannas	Developmental and Reproductive Toxicology (DART)
Bryce Landenberger	Risk assessment: A primer Modeling Tools for Exposure/Risk Assessment
Elke Jansen; Landenberger	ConsExpo- A sample tool for exposure assessment
E. Jansen; Linda McFadden	Introduction to ECETOC TRA
Dan Wilson	Overview of Computational Toxicology
Raja Settivari	Biological Profiling: Designing safer personal care products using alternative models
Shawn Hunter	Product Safety Across the Life Cycle
Scott Arnold*	Metals toxicants
Joanna Klapacz	Pharmaceutical and Food Applications; the case of Propylene Glycol

Experts in the classroom: students' perceived effect on thier own learning



Manuscript in preparation

Students' own perception on what SKILLS they gained by taking this class

“I feel like the biggest skill I gained is my ability to talk about issues in toxicology. I'm now more equip to discuss and understand chemicals and how they affect health and environments.”

“I found the case studies and journal critiques to be very helpful in applying what was learned in lecture to form my own opinions on the toxicity of various compounds.”

“I have gained skills in analyzing chemical properties to understand toxicity. I also learned how to look for articles on chemicals of concern.”

“Using chemical/physical properties to gain insight to the toxicity of a chemical.”

Students' own perception on what SKILLS they gained by taking this class

“Understanding different things that need to be considered in order to evaluate the toxicity of a chemical (hazard and risk).”

“Became more aware of the resources available through databases.”

“I have gained skills in analyzing chemical properties to understand toxicity. I also learned how to look for articles on chemicals of concern.”

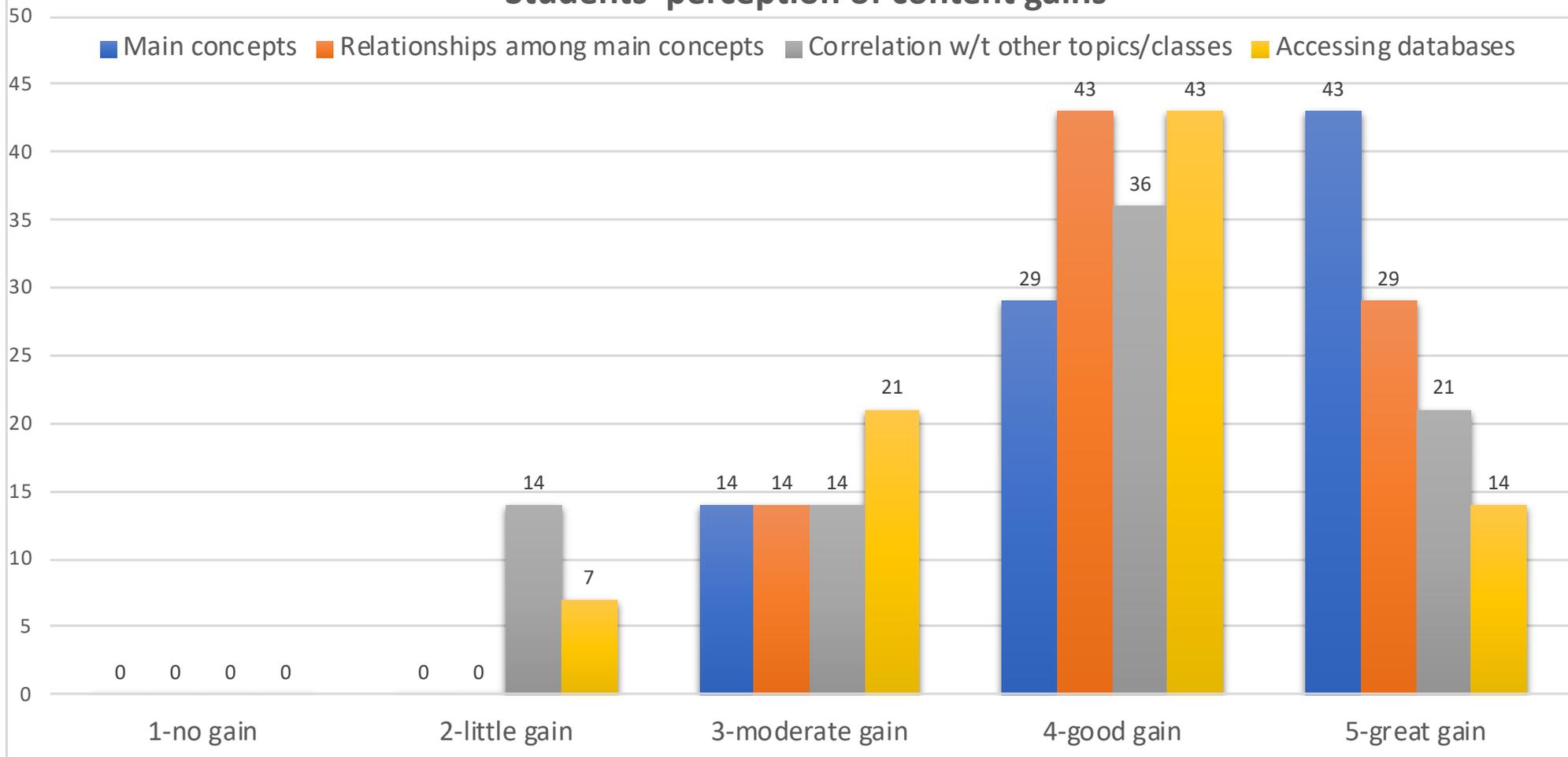
“How to use Microsoft Excel”

“I know how to use several modeling tools”

“Using chemical/physical properties to gain insight to the toxicity of a chemical.”

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Students' perception of content gains



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Students' thoughts at the end of the course

- The enthusiasm and how personal the Dow speakers were made learning about your work even that more interesting
- Being able to learn about individual areas of toxicological research from people who work in the field was very cool, and completely unlike any other classroom experience I've ever had.
- I felt very fortunate to have the opportunity to learn about toxicology from the professionals who work in the field every day.
- I feel like I have a much better knowledge of toxicology now and I am better prepared to make smart choices both as a consumer, and as a future scientist



A discussion: Part 1!



Use the post-it notes to identify 1 of each:

Successes: (Yellow post-it) Something you are doing now, or can do now within your courses/research/activity

Challenges: (Pink post-it) What are your biggest barriers/challenges? Or, what do you need help with?



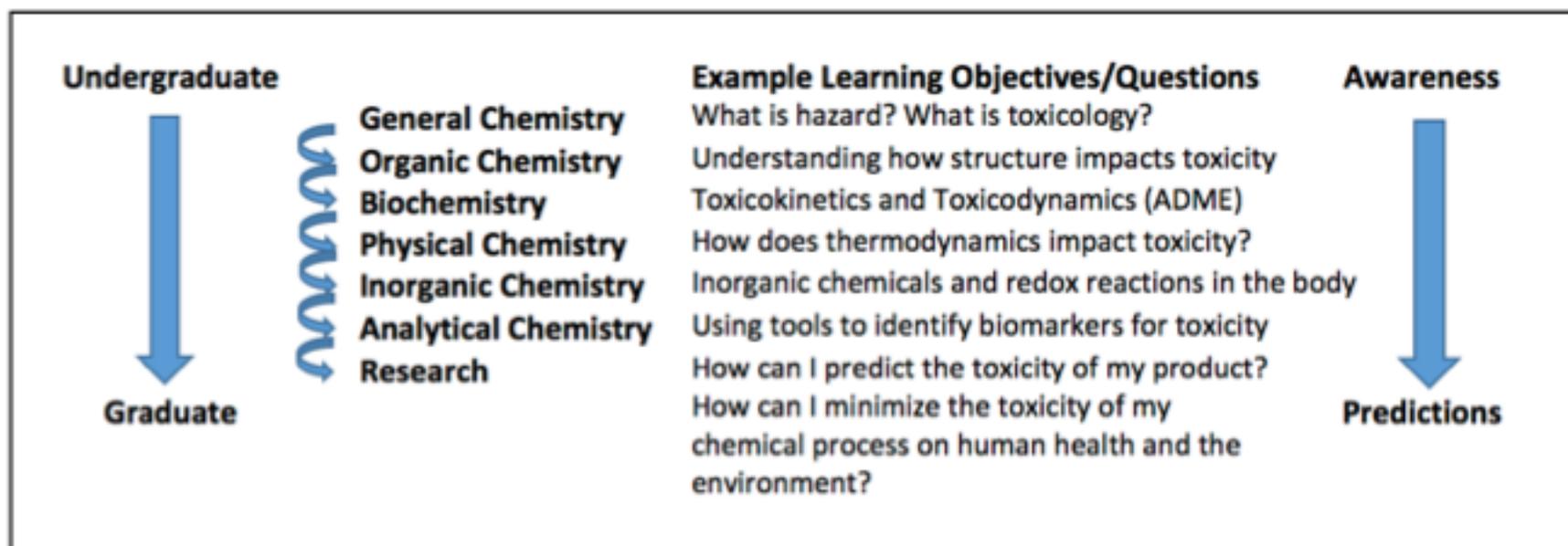
Toxicology Working Group

- Addressing the knowledge gap of toxicology and understanding molecular hazards in the chemistry curriculum
- Comprised of Green Chemistry Commitment signers & outside stakeholders
- Collaborate with industry experts
- Generate open-access curricula and case studies linked to chemistry concepts
- Organize Symposia and Workshops
 - Green Chemistry & Engineering Conference, June 18 – 20, 2017
 - BCCE, Toxicology Workshop July 30, 2018 AM

<http://www.beyondbenign.org/he-toxicology-for-chemists/>



Toxicology Working Group



<http://www.beyondbenign.org/he-toxicology-for-chemists/>



ACS Anchoring Concepts

- ACS: Anchoring Concept maps
 - General, Organic, Inorganic and Physical Chem.
- ACS GCI working with ACS Exams institute to link concept maps to green chemistry (and toxicology)

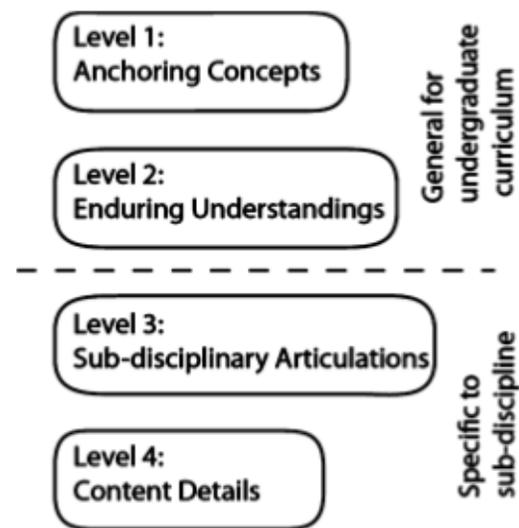


Figure 1. Levels of the ACCM depicting the consistency of the top two levels and the specialization of levels 3 and 4.

Holme, T., Raker, J., Murphy, K., J. Chem. Ed., 2013, 90, 1443-1445

Holme, T., Luxford, C., Murphy, K., J. Chem. Ed., 2015, 92(6), 115-116

Marek, K., Raker, J., Holme, T., Murphy, K., J. Chem. Ed., 2018, 95(2), 233-237

Holme, T., Reed, J., Raker, J., Murphy, K., J. Chem. Ed., 2018, 95(2), 238-241



ACS CPT Green Chemistry Supplement

- ACS CPT guidelines
 - Green Chemistry in the Curriculum – Approved March 2018!!
 - Conceptual topics (4), along with illustrative examples for general, analytical, biochem, inorganic, organic & physical

Conceptual Topics (2 of the 4 are listed):

- The best approach to developing new chemical products and syntheses:
 - Is guided by the principles of green chemistry and life cycle thinking in order to minimize harm.
 - Employs **molecular design for reduced hazards** to the environment, health, and safety. It is a fundamental responsibility of chemists to design and synthesize safer chemicals.
 - Analyzes impacts throughout the lifecycle, from feedstock to end of final life using appropriate metrics.
 - Uses available knowledge and **computational tools to design for function in concert with predicting hazards and environmental fate.**
- Relationships between **molecular structure and predicted properties** such as metabolism, rates of chemical or biodegradation, and fate in the environment can be used for rational design of chemicals with reduced negative impact.

<https://www.acs.org/content/dam/acsorg/about/governance/committees/training/acsapproved/degreeprogram/green-chemistry-in-the-curriculum-supplement.pdf>

T O X / O R G O	EXPOSURE; routes of transport across membranes; Risk assessment	REACTIVE TOXICITY; higher reactivity-> higher hazard; MoA; AOP	Bio- & chemical transformations; METABOLISM; metabolites, AOP and MoA	DEGRADATION Accumulation Persistence; DESIGN for (i)Degradation (ii) toxicity
BONDING: (i)intermolecular forces (ii)chemical bonding	physical properties: MW, Polarity, solubility, pKa-skin irritation (benzyl alcohol), pH, Kow, etc: 4A2a; 4A3a, b-observable properties; 4B1-hydrophilicity&size; 4D&4E-solvents	2A1-HOMO-LUMO gap; 3.2.a-acid strength; pH: EtOH. Fetal& embrionic pH vs motheral pH.	Biodegradation vs. persistence; 2A1-ex HFC; abiotic fate & transport	physical properties; volatility-ex HFC; solubility-2A1; quaternary carbons, Lipinski's rules; design for degradation DfD
Structure vs. Function/Activity CHEMICAL REACTIVITY Acid-base rxns Equilibrium	3A1-physical properties; 3B2-molecular shape-chirality; 3E2-Chemical rxns: regio & stereo selectivity /specificity	E, Nu, R; SAR; QSAR; ECOSAR ; 5A1-4; 5D1-4; 5G1-2; structural alerts (Matt Slide); 3F1-functional groups & allosters; 3G1a-periodic trends& steric effects-allosters; ex-EAS; rxn to carbonyls; 5Bc-SN2@allyl & benzyl-mustard gas	MoA/MIE and KE; metabolism, metabolites metanbolones effect =, +, -; carcinogenicity, teratogenicity, endocrine disruptors, neorotoxicity; byproduct of metabolism and their toxicity; 3B2a-thalidomide	ex: PFAS/PFOS; pesticides; laundry detergents
RXN MECHANISMS: kinetics & thermodynamics; intermediates; equilibrium	abiotic fate and transport	toxi/pharmaco-kinetics; 7A1-fast&slow rxn (Rates for liver metabolism of MeOH EtOH), pKa/pH-intemediats, MoA, KE; 7B-reactive species; 7E1-silicons (Sue); mechanistic studies via isotop lableing	AOP; cellular sites for reactions; MIE & KEs; 7B-Electrophilic rxns; 7E1-Michael additions; Endocrine disruptors-dioctylsulfosuccinate(deep WaterHorizon cleaning); SN1&SN2;	design for toxicity: insecticides, pesticides, drugs (ex antibiotics)



Anchoring Toxicology Concepts to Organic Chemistry

Case studies:

- **Relationship Between pKa and Skin Irritation**
- **Design for Biodegradability**
 - Design Rules
 - Electrophilic Aromatic Substitution
 - Alkanes: nomenclature and isomers
- **Bond strength and persistence**
- **Chirality**
- **Electrophilic-Nucleophilic Reactions**

<https://www.beyondbenign.org/cur-he-toxicology/>



Electrophilic-Nucleophilic Reactions

Organic Chemistry Concepts:

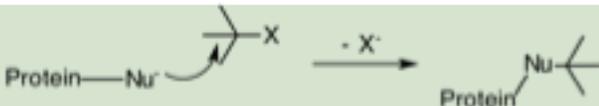
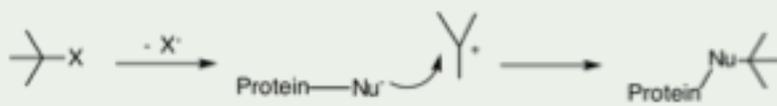
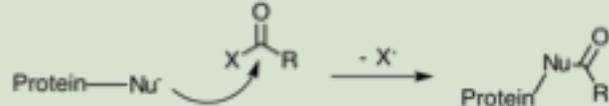
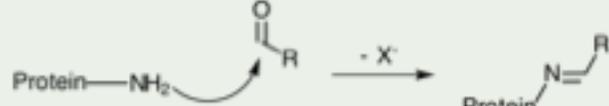
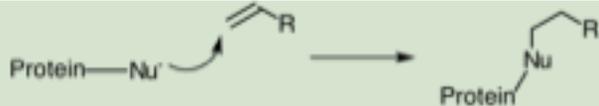
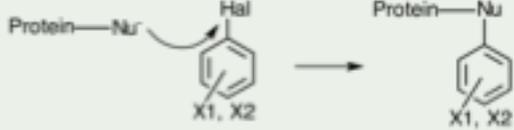
- Electrophiles and Nucleophiles
- Reactions (S_N1, S_N2, Acylation, Michael Addition, Schiff Base Formation, S_NAr)

Toxicology Concepts:

- DNA and protein binding
- Toxicological reaction mechanisms

Measurement and Estimation of Electrophilic Reactivity for Predictive Toxicity, Cronin, M.T.D., et. al., Chem. Reviews, 2011, 111, 2562-2596.

<https://www.beyondbenign.org/lessons/electrophilic-reactions/>

Mechanism	Protein Binding Reaction
S _N 2	
S _N 1	
Acylation	
Schiff Base Formation	
Michael Addition	
S _N Ar	 <p>X = electron withdrawing groups (NO₂, CN, etc.)</p>



Design for Biodegradability

Feature	Structure
Halogens: Especially chlorine and fluorine and if more than 3 in a molecule	$R-X$
Chain branching if extensive: Quaternary C's are problematic	
Tertiary amine, nitro, nitroso, azo, and arylamino groups	
Polycyclic aromatic residues	
Heterocyclic residues	
Aliphatic ether bonds (except in ethoxylates)	$R-O-R'$ $R-(O-CH_2-CH_2-O)_n-R'$

<https://www.beyondbenign.org/lessons/design-for-biodegradability/>

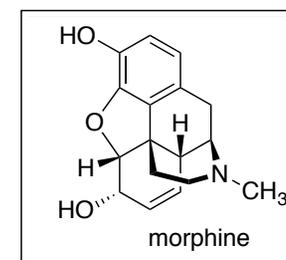
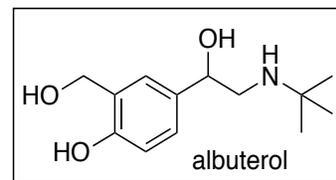
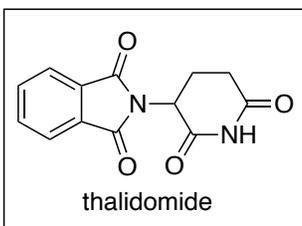


Chirality

Organic Chemistry Concepts:

- Chirality

- Identify chiral center
- How many stereoisomers?



Toxicology Concepts:

- Structure and function

Toxicity: a dash or a wedge?

Recommended readings: section 4.2.1.1, page 5851* about the toxicokinetics and toxicodynamics of Thalidomide's R and S enantiomers. List the differences between the two enantiomers in their toxicity and efficacy.

S. Biroš & D. Kovacs, Grand Valley State University

*Voutchkova, Adelina M.; Osimitz, Thomas G.; Anastas, Paul T. "Toward a Comprehensive Molecular Design Framework for Reduced Hazard" *Chem. Rev.* **2010**, *110*, 5845-5882.

<https://www.beyondbenign.org/lessons/chirality/>

Textbooks:

- Essentials of Toxicology: The Basic Science of Poisons- Casarett & Doull's
- Mechanistic Toxicology - Urs A. Boelsterli, CRC Press
- Toxicological Chemistry and Biochemistry - Stanley Manahan (CRC Press, 2003)
- and more!



Additional resources

- MoDRN resources: <https://modrn.yale.edu/>
 - Open access curriculum resources
 - Youtube videos by Yale (Dr. Paul Anastas) on green chemistry/toxicology
- NIH ToxTutor: <https://toxxtutor.nlm.nih.gov/>
 - Self-paced open access tutorial on toxicokinetics, toxicodynamics and introductory toxicology concepts
- Toxicity testing in the 21st century: A vision and strategy,
The National Academy of Sciences. Engineering , Medicine. <https://www.nap.edu/download/11970>
- Coursera course: **Toxicology for the Twenty-First Century/Coursera, Johns Hopkins**
<https://www.coursera.org/learn/toxicology-21/lecture/KOsql/toxicology-for-the-twenty-first-century>





Additional resources, cont.

- TOX21: A New Way to Evaluate Chemical Safety and assess risk

<https://youtu.be/vKh1HRXgn8>

- Predictive toxicology: Chemical Categories and Read-Across

Category formation, grouping and read across methods are broadly applicable in toxicological assessments and may be used to fill data gaps for chemical safety assessment and regulatory decisions: A strategy for structuring and reporting a read-across prediction of toxicity q T.W. Schultz, P. Amcoff, E. Berggren, F. Gautier, M. Klaric, D.J. Knight, C. Mahony, M. Schwarz, A. White, M.T.D. Cronin Regulatory Toxicology and Pharmacology 72 (2015) 586–601

[JRC report - EUR 22941 EN \(October 2007\)](#)

<https://eurl-ecvam.jrc.ec.europa.eu/laboratories-research/predictive-toxicology/background/chemical-categories-and-read-across>



A discussion: Part 2!



- 1) Any additional ideas? Add any ideas for successes (or soon to be successes) and challenges!
- 2) Make a match – can you match a challenge/barrier with a success?

Successes: (Yellow post-it) Something you are doing now, or can do now within your courses/research

Challenges: (Pink post-it) What are your biggest barriers/challenges? Or, what do you need help with?

Thank you!!

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Dalila's notes June 12

- 1 min/slide = 31min. Is it realistic? Probably—if more time left, better!
- 9 min for activity & conversation. Maybe 3min at the mid point and the rest 5-6 min, at the end. Could we 'bribe' somebody (Saskia, for example or Pam) to give a point about what she/her organization could do? Anybody else who might be willing to "stir" the conversation?
- I am debating the sticky notes...are we going to have white board?

If the room is not conducive to interaction, if people have to move along a row of chairs, it might be difficult.

Goal:

The four stages of competence

<http://www.gordontraining.com/free-workplace-articles/learning-a-new-skill-is-easier-said-than-done/>

	Level	You...
1	Unconscious incompetence	don't know what you don't know
2	Conscious incompetence	realize you don't have adequate knowledge
3	Conscious competence	are able to function safely and effectively
4	Unconscious competence	are very knowledgeable and experienced regarding the subject at hand

The goal of this course in teaching introductory toxicology is to **bring all students from level 1 to level 2** and aim for the majority of them to reach level 3, conscious competency.

Course design *sustainable* and *adaptive*

We are currently at:

- submission of course approval
- designing the course materials
- advertising to students

Experiment-→ Winter 2018