

December 2012

# SEAALAS Winter 2012-

## BASIC TRAINING



# SEAALAS BRANCH CALENDAR 2013

## JANUARY

27-2/2 2013 International Laboratory Animal Technician Week "Technicians- The Building Blocks of Research"

## FEBRUARY

15- Submission deadline- March Newsletter

## MARCH

1- Newsletter Published

25-29 SEAALAS ANNUAL AWARDS BANQUET AND DISTRICT 4 MEETING

## APRIL

1-- Deadline for Branch Membership renewals at discount rates and inclusion in Directory  
24-26 LAMA Annual Meeting, Clearwater, FL  
[www.lama-online.org](http://www.lama-online.org)

30 --Branch Membership Directory published

## MAY

1 --Deadline to submit 2013 Membership Roster to AALAS

1-- Deadline for National AALAS awards nominations

12—Mother's Day

15-- Submission deadline, June Newsletter

28—Memorial Day

## JUNE

1--June Newsletter published

1--Call for Officer and BOD Nominations

16 Father's Day

30- Letter to solicit Award Nominations goes out

## JULY

4 - Independence Day

– Executive Committee Conference Call Meeting

## AUGUST

1--Deadline for Officer and BOD Nominations

15-- Submission deadline, September Newsletter

15--Branch Election Ballots mailed

## SEPTEMBER

1--September Newsletter published

3—Labor Day

30--Election Ballot Deadline

## OCTOBER

1--Deadline for 2013 Branch Award Nominations

and Scholarship Applications

15--Election Results tabulated

27-31 AALAS National Meeting, Baltimore, MD

## NOVEMBER

1 New Officers announced

11 – Veterans Day

15 -- Submission deadline, December Newsletter

28 – Thanksgiving Day

## DECEMBER

1--December Newsletter published

15--Membership renewal letters sent

25 -- Christmas



# 2012 Board Members

## OFFICERS

President: Lisa Wilson  
President Elect: Michael O'Connor  
Past-President: Paula Canella  
Secretary: Rebecca Gregory  
Treasurer: Melody Willey  
Director: Allison Liljedahl  
Director: Sandy Meyer  
Director: Doug Taylor  
Director: Chris Carter

## COMMITTEE CHAIRS

Awards: Robbie Champion  
Commercial Liaison: Scott Bell  
Legislation: Vicki Ellis  
Nominations/Elections: Deidre Wright  
Communications: Stephanie Weaver  
TBR: Stephanie Gumbis  
Program 2013: Kim Benjamin  
Web Site: Chris Carter  
& Stephanie Gavrielides  
Executive Director: Robin Kavanaugh



**Southeastern Branch  
American Association For Laboratory Animal Sciences  
Minutes: July 25, 2012 Third Executive Committee Meeting  
Via Conference Call**

Present: Lisa Wilson (President), Paula Cannella (Past President), Rebecca Gregory (Secretary), Allison Liljedahl (Director), Chris Carter (Website, Director), Deidre Wright (Nominations/Elections Committee Chair), Robin Kavanaugh (Executive Director), Robbie Champion (Awards Committee Chair)

Meeting called to order by Lisa Wilson at 9:13AM.

**Approval of Previous Meeting Minutes:**

First order of business, email approval was received from all board members. No vote was needed during meeting.

**NEW BUSINESS**

**District IV/SEAALAS Meeting in 2013**

Kim Benjamin could not be present; Robin Kavanaugh provided the update. The meeting has been confirmed for March 24-29, 2013 at the Courtyard Marriott Decatur. Wet labs will be conducted in conjunction with Emory. A free shuttle will be offered for transportation from the hotel to the wet lab locations. Monday and Tuesday will be dedicated to part of the CMAR training program; AREA will be working with local schools on Tuesday. The board meeting will take place Wednesday morning. Technician talks will start Wednesday at 1PM. There will be a welcome social that evening with vendor time. Thursday will be a full schedule of talks with the awards banquet that evening. Friday will be a half day of talks. There will still be a meeting of the 2012 Executive Board in January. Award presentations will be at the joint meeting in March, but we will need to decide whether to announce award winners prior to that. Meeting will have three training tracks: technicians, managers, and veterinary technicians. Sandy will be working on a news flash providing this information and calling for speakers. Registration forms will be available soon; and cost will be around \$200-225.

**Website**

Chris Carter switched the website over to the new design. The vendor section is his next project. Chris will be looking into how many hits we get from people other than the board. Robin suggested sending out a newsflash each month informing people of the updates to the website. Currently our Jobs section leads to the AALAS careers page; Allison suggested making a more regional page available. We have tried this in the past, but received very little response. Robin suggested directors be approached about soliciting quarterly information updates for the website.

**Treasury Report**

Checking account balance is back up to about \$26,850, which is almost back up to where we were before the expenditures at the last SEAALAS meeting. Paula Cannella made a motion to accept the treasury report; Chris Carter seconded. Motion passed.

**Southeastern Branch  
American Association For Laboratory Animal Sciences  
Minutes: July 25, 2012 Third Executive Committee Meeting  
Via Conference Call**

**Foundation Donation**

Robin suggested decreasing the amount of our donation to \$500 from our previous \$1000 due to the upcoming District 4 meeting and its unknown costs. Lisa and Paula agreed with this assessment.

**Additional SEAALAS Awards**

Robin introduced the idea, brought about by Chris King, of creating a new award dedicated to the late Keith Hamm, a long-time employee in the UGA animal facilities. This award would possibly be sponsored by Steris. Robin suggested instead that we make the foundation donation in Keith's honor rather than creating a new award.

Paula, Becky, and Lisa agreed with this stance as it would allow the recognition to be seen nationally and avoid singling out one employee over others that have been equally involved in our field and this organization. It was suggested that instead of funding a yearly award, Steris be asked to match our donation to the AALAS Foundation. Motion to accept this plan was made by Allison and seconded by Rebecca. Motion passed.

**Travel Award**

Information was resent to board prior to meeting. Robin suggested changing the question about supervisor approval to a requirement of proof along with the letter of recommendation. Allison suggested adding a signature line to the form for supervisor approval, which was agreed upon by the board. Motion to accept travel award application with the one change was made by Paula and seconded by Rebecca. Motion passed.

**Committee Updates**

Legislation- No new updates.

TBR- No new updates.

Awards- Robbie has not received any applications yet. An announcement will be made through the website, email blasts, and in the newsletter. Robin asked if we should carry forward nominations from previous years. Paula suggested letting institutions know that they can resubmit nominations from previous years with updated letters of recommendation. Chris will begin electronically archiving the nomination letters so that the awards committee can access last year's nominators to ask whether they would like to resubmit.

Elections/Nominations- Email blast has been sent. Deidre has only received 5 nominations: 1 for president-elect, 1 for treasurer, and 3 for the board. Deidre will contact institutional representatives to solicit nominations. Additional emails will be sent as well as a piece in the newsletter.

Communication-Chris and Robin will contact Stephanie Weaver about the status of the current newsletter.

**Southeastern Branch  
American Association For Laboratory Animal Sciences  
Minutes: July 25, 2012 Third Executive Committee Meeting  
Via Conference Call**

**Executive Director Update**

Directory will be sent out soon. The rough draft will be sent to institutional representatives for verification of contact information. Robin will be working with Deidre to get ballots sent to one person at each institution that will distribute the ballots to individual employees to mail back separately. Lisa and Robin are asking that if board members cannot attend they assign a proxy so that a quorum is ensured for each meeting. Proxies should be informed of the general process of the meetings and that they should feel free to participate in the discussions.

**Next Meeting:** October 17, 2012.

No other business was discussed and the meeting adjourned at 10:00AM by Lisa Wilson.

Respectfully submitted by Rebecca Gregory, 2012 Secretary.

**CONGRATULATIONS TO THE NEWLY ELECTED 2013 BOARD MEMBERS:**

**President Elect: John Duktig, Specialty Operations**

**Secretary: Michelle Hull, Medical University of South Carolina**

**Treasurer: Melody Wiley, Clemson University**

**Board of Directors:**

**Rebecca Gregory, Medical University of South Carolina**

**Stephanie Gumbis, Centers for Disease Control**

**Thank you to those members rotating off the board:**

**Paula Cannella– Past President**

**Sandy Meyer– Director**

**Allison Liljedahl– Director**

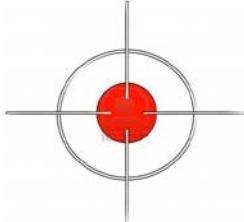
# BASIC TRAINING

## SEAALAS Annual Awards Banquet and AALAS District IV Meeting

COURTYARD MARRIOTT

DECATUR GEORGIA

MARCH 25th- 29th 2013



**Rooms: \$139/night until March 3rd at 12AM**

**Hotel Registration**

<http://cwp.marriott.com/atldc/seaalas/>

### MEETING REGISTRATION FORM OR REGISTER ONLINE USING PAYPAL AT

<http://www.seaalas.org/register.php>

**PLEASE TYPE ALL INFO!!!**

Full Name \_\_\_\_\_

Name on Badge \_\_\_\_\_

Position Title \_\_\_\_\_

Affiliation \_\_\_\_\_

Phone \_\_\_\_\_

Fax \_\_\_\_\_

Email \_\_\_\_\_

Registration Fees	Before Mar 8	On Site
Entire Conference (includes banquet)	<input type="checkbox"/> \$225	<input type="checkbox"/> \$250
Wednesday Only	<input type="checkbox"/> \$100	<input type="checkbox"/> \$120
Thursday Only (includes banquet)	<input type="checkbox"/> \$160	<input type="checkbox"/> \$180
Friday Only	<input type="checkbox"/> \$100	<input type="checkbox"/> \$120
Awards Banquet Only	<input type="checkbox"/> \$50	
Please check box to request a vegetarian meal <input type="checkbox"/>	<b>TOTAL:</b>	\$

**CHECK BELOW TO SIGN UP FOR A FRIDAY WET LAB)**

WET LABS	FRIDAY 9AM- 12PM (select only one)		
Suturing	<input type="checkbox"/>		
Gross Anatomy	<input type="checkbox"/>		
Injections	<input type="checkbox"/>		

**Exhibit tables are only available to vendors who have been in good standing for the year 2012**  
**DEADLINE FOR EXHIBIT TABLE REGISTRATION IS MARCH 8, 2013!!!!**

Check here if you are a Commercial Member who **has paid** 2012 membership fees and would like an exhibit table. Please note that you still need to pay the above registration fees to attend the meeting. If you are not sure about your Commercial Membership, please contact Robin Kavanaugh at (706) 542-6083

Non-members: Include \$10.00 for 2013 membership dues **AND** submit a **completed Membership Application found at [www.seaalas.org](http://www.seaalas.org).**

Mail form and checks to: SEAALAS PO Box 80336 Athens, GA. 30608

Make checks payable to: SEAALAS

For any additional inquiries: Please contact Robin Kavanaugh [robink@uga.edu](mailto:robink@uga.edu) 706-542-6083

**Monday, March 25, 2013**

08:00 AM-04:00 PM      **CMAR Study Session**      TBA

**Tuesday, March 26, 2013**

08:00 AM-02:00 PM      **SEAALAS AREA/SHARE Program**      TBA  
                          Lisa Kelly  
                          Training Coordinator  
                          University of Georgia

**Wednesday, March 27, 2013**

08:00 AM-11:00 AM      **CMAR Exam**      TBA  
10:00 AM-12:00 PM      **SEAALAS Board Meeting**      TBA  
12:00 PM-05:00 PM      **Registration**      TBA  
01:00 PM-01:15 PM      **Welcome**      TBA  
01:15 PM-01:45 PM      **Opening Talk**  
                          Brian Anderson  
                          Allentown  
01:45 PM-02:45 PM      **Tech Tips Session 1**  
                          Multiple Speakers      TBA  
02:45 PM-03:15 PM      **Break**      TBA  
03:15 PM-05:00 PM      **Tech Tips Session 2**      TBA  
05:00 PM-05:30 PM      **Poster Session**      TBA  
05:30 PM-07:00 PM      **Vendor Exhibition Session**      TBA  
06:00 PM-10:00 PM      **Welcome Reception**      TBA

**Thursday, March 28, 2013**

07:15 AM-08:00 AM      **Registration**      TBA  
07:15 AM-08:00 AM      **Breakfast**  
                          Buffett style breakfast      TBA  
08:15 AM-09:15 AM      **Welcome**      TBA  
08:15 AM-09:15 AM      **Training for Excellence, Compassion and Empowerment**  
                          Cindy Buckmaster  
                          AALAS Vice-President Elect  
                          Director - Center for Comparative Medicine  
                          Baylor University      TBA  
09:30 AM-12:00 PM      **Training Tracks #1, #2, #3**      TBA  
12:00 PM-01:00 PM      **Lunch**  
                          **District IV Trustee Update**  
                          Christopher King      TBA  
01:00 PM-02:00 PM      **Vendor and Poster Session**      TBA  
02:00 PM-05:00 PM      **Training Tracks #1, #2, #3**      TBA  
05:00 PM-05:15 PM      **Closing Remarks - all Training Tracks**      TBA  
05:15 PM-06:30 PM      **Vendor and Poster Session**      TBA

06:00 PM-07:00 PM	<b>Reception</b>	TBA
07:00 PM-10:00 PM	<b>Awards Banquet</b> <u><a href="#">Keynote: Stop Hiding, Change the World</a></u> <u><a href="#">Cindy Buckmaster</a></u> AALAS Vice-President Elect Director - Center for Comparative Medicine Baylor University	TBA
<b>Thursday, March 28, 2013</b>	Husbandry Track	
09:30 AM-10:00 AM	<b>History of Lab Animal Science</b> <u><a href="#">Michael J. Huerkamp</a></u> Professor, Pathology and Laboratory Medicine Emory University School of Medicine	TBA
10:00 AM-10:30 AM	<b>Why is there an IACUC?</b> <u><a href="#">Stephanie Gumbis</a></u> Centers for Disease Control	TBA
10:30 AM-11:00 AM	<b>TBA - Mouse Nomenclature</b> <u><a href="#">Kris Helke</a></u> Medical University of South Carolina	TBA
11:00 AM-11:30 AM	<b>One Kong, Two Kong, Red Kong, Blue Kong: Laboratory Animal Enrichment</b> <u><a href="#">Casey Coke Murphy</a></u> Vanderbilt University	TBA
11:30 AM-12:00 PM	<b>Cage Wash Dimistified</b> <u><a href="#">Kevin Cormier</a></u> Pharmacal	TBA
02:00 PM-03:00 PM	<b>Round Table Discussion - Common Rodent Diseases</b> <u><a href="#">Multiple Speakers</a></u>	TBA
03:00 PM-03:30 PM	<b>Communication Skils</b>	TBA
03:30 PM-04:00 PM	<b>Zoonosis</b> <u><a href="#">Linda Capewell</a></u> Centers for Disease Control	TBA
04:00 PM-05:00 PM	<b>Occupational Health and Allergies</b> <u><a href="#">Maureen Thompson</a></u> Emory University	TBA
<b>Thursday, March 28, 2013</b>	Manager	
09:30 AM-10:30 AM	<b>Management 101</b> <u><a href="#">Lisa Secrest</a></u> Priority One Services	TBA
10:30 AM-11:00 AM	<b>Quality Assurance Program</b>	TBA
11:00 AM-11:30 AM	<b>Fundamentals of Good Leadership</b> <u><a href="#">Lisa Secrest</a></u> Priority One Services	TBA
11:30 AM-12:00 PM	<b>Public Affairs and Outreach</b> <u><a href="#">Lisa Newbern</a></u> Emory University	TBA

02:00 PM-03:00 PM	<b><u>Round Table Discussion - Job Interviewing 101</u></b> <u>Multiple Speakers</u>	TBA
03:00 PM-03:30 PM	<b><u>Writing SOPs that Work for an Animal Research Facility</u></b> <u>Rebecca Gregory</u> Medical University of South Carolina	TBA
03:30 PM-04:00 PM	<b><u>Euthanasia: Training Considerations</u></b> <u>William L. Wade</u> Compliance Liaison for Education and Training Duke University	TBA
04:00 PM-05:00 PM	<b><u>Using data on natural history and behavior to help develop a new, performance-driven approach for managing laboratory zebrafish</u></b> <u>Christian Lawrence</u> Manager of Aquatic Resources Boston Children's Hospital	TBA

**Thursday, March 28, 2013**

09:30 AM-10:00 AM	Vet Tech  <b><u>Physiologic and Behavioral Needs of the Laboratory Rabbit and how Environmental Enhancements Can Minimize Stressful Dosing and Handling Procedures</u></b> <u>Karen Froberg-Fejko</u> President Bio-Serv	TBA
10:00 AM-10:30 AM	<b><u>Ulcerative Dermatitis</u></b> <u>Sam Bartee</u>	TBA
10:30 AM-11:00 AM	<b><u>Post Approval Monitoring</u></b> <u>Multiple Speakers</u>	TBA
11:00 AM-11:30 AM	<b><u>Biosafety Basics</u></b> <u>Jeff Owens</u> Centers for Disease Control	TBA
11:30 AM-12:00 PM	<b><u>Establishing a proficiency assessment for research surgery</u></b> <u>Vanessa Lee</u> Veterinarian Emory University	TBA
02:00 PM-03:00 PM	<b><u>Round Table Discussion - Career Development</u></b> <u>Multiple Speakers</u>	TBA
03:00 PM-03:30 PM	<b><u>Rodent Disease Transmission</u></b> <u>Michael Hart</u> Director, Animal Resources Georgia State University	TBA
03:30 PM-04:00 PM	<b><u>Why do we have IACUC's?</u></b> <u>Mary Beran</u> Associate Director of the Office of Research Integrity Assurance Georgia Institute of Technology	TBA
04:00 PM-05:00 PM	<b><u>The art and science of recognizing and managing pain</u></b> <u>Douglas Taylor</u> Clinical Veterinarian Director of the Residency Training Program Emory University	TBA

<b>Friday, March 29, 2013</b>	General	
07:15 AM-08:00 AM	<b>Breakfast</b>	TBA
07:15 AM-08:00 AM	<b>Registration</b>	TBA
08:00 AM-08:15 AM	<b>Opening Comments</b>	TBA
08:15 AM-09:00 AM	<u><a href="#">Rise UP:2013</a></u> <u><a href="#">Paul McKellips</a></u>	TBA
09:15 AM-12:00 PM	<b>Wet Labs and Sessions</b>	TBA
12:00 PM-12:30 PM	<b>Closing Remarks - Raffle</b>	TBA
01:00 PM-02:00 PM	<b>District IV Council Meeting</b>	TBA
 <b>Friday, March 29, 2013</b>		
	<b>Wet Labs</b>	
09:15 AM-12:00 PM	<b>Rodent Injection Techniques</b> <u><a href="#">Karen Strait</a></u> Emory University Meet Outside for Transportation Must Be Registered for this workshop!	Emory University
09:15 AM-12:00 PM	<b>Necropsy</b> <u><a href="#">Multiple</a></u> Meet Outside for Transportation Must Be Registered for this workshop!	Emory University
09:15 AM-12:00 PM	<b>Suturing</b> <u><a href="#">Laura O'Farrell</a></u> Director of Animal Program and Attending Veterinarian Georgia Institute of Technology Must Be Registered for this workshop!	Courtyard Marriott
 <b>Friday March 29, 2013</b>	Sessions	
09:15 AM-10:15 AM	<b>Training</b> <u><a href="#">Lisa Kelly</a></u> ACTS University of Georgia	TBA
10:15 AM-10:30 AM	<b>Break</b>	TBA
10:30 AM-11:00 AM	<b>IACUC</b> <u><a href="#">Christopher King</a></u> University of Georgia	TBA
11:00 AM-11:30 AM	<b>Disaster Preparedness; Are You Ready?</b> <u><a href="#">Gregg Langham</a></u> Centers for Disease Control	TBA
11:30 AM-12:00 PM	<u><a href="#">A Successful Crisis - Public Outreach</a></u> <u><a href="#">Thomas Rowell</a></u> Primate Products	TBA

## **ABSTRACTS**

### **A Successful Crisis - Public Outreach - Sessions**

Thomas Rowell- Primate Products

Friday, March 29 11:30 AM-12:00 PM

TBA

It is not enough for organizations in this day and age to think "if" a system will fail, but rather "when" will that system fail which will result in a crisis. And when that failure does occur animal extremist groups, along with others, are forever present to capitalize on those failures for their own causes. Three possible outcomes which may result from a system failure that ends in a crisis includes: organization is disabled and ceases to exist, organization continues to exist, but has lost its image with respect to the public eye and its colleagues, or organization has won a war of public opinion and is seen as favorable, or perhaps even more favorable than before the crisis. An active public outreach effort is essential to getting ahead of the crisis and managing your own message allowing an organization the opportunity to control events in hopes for a favorable outcome.

### **Awards Banquet**

Thursday, March 28 07:00 PM-10:00 PM

### **Keynote: Stop Hiding, Change the World - General**

Cindy Buckmaster- Baylor University

TBA

You have improved the lives of millions of people and animals. Nearly every biomedical advance in the world was, and still is, supported by your hard work and tender hearts. You are heroes! So, why are you hiding? The activist agenda relies on your invisibility to deceive the world into believing that you devalue life, when the truth is that your love for life defines you professionally and personally. Society is longing to know this truth and I believe that your visibility can dismantle the activists' attack on love and progress. I believe that your visibility can convert war to peace. I believe that your visibility can unite enemies and breed compassion for all living things. I believe that your visibility can change the world...and I want you to start believing it too.

### **Euthanasia: Training Considerations - Manager**

William L. Wade- Duke University

Thursday, March 28 03:30 PM-04:00 PM

TBA

We will discuss some of the challenges associated with training animal care and research staff on euthanasia methods. Changes in the upcoming AVMA guidelines may impact what you currently teach. Participants are encouraged to bring their experiences for discussion.

**Physiologic and Behavioral Needs of the Laboratory  
Rabbit  
and how Environmental Enhancements Can Minimize  
Stressful Dosing  
and Handling Procedures - Vet Tech**  
Karen Froberg-Fejko- Bio-Serv

Thursday, March 28 09:30 AM-10:00 AM  
TBA

Laboratory rabbits are used commonly for a variety of research models. Understanding their behavioral and unique physiological differences from other species is an important consideration when employing appropriate husbandry and handling practices. This presentation will review rabbit physiology, natural behaviors, and review enrichment options including social housing. Reducing stress and striving for a well-adjusted rabbit will attain better research outcomes.

**Rise UP:2013 - General**  
Paul McKellips-

Friday, March 29 08:15 AM-09:00 AM  
TBA

"Rise Up" is an inspiring and powerful multimedia presentation that traces the evolution of the extreme animal rights movement and reveals the impact it's having today on the biomedical research community worldwide. McKellips uses a litany of animal rights videos to uncover and identify the real agenda; it's not about the animals - it's about anarchy.

When animal rights extremists conduct direct action violence or hold public protests with non-traditional stunts, they receive "earned media" coverage from news outlets, bloggers, radio and newspapers. Often times the animal rights claims are so outrageous that the research community doesn't respond. Many voices fall silent because no one wants to put a target on their back.

This presentation identifies how the Foundation for Biomedical Research has used the mass market, international media reach of the Bench to Bedside television series, national TV ads, a magazine, and mass market commercial novels, to increase public support for the humane and responsible use of animals in research.

"Rise Up" ends with a motivational component that's guaranteed to leave every audience - at all levels of research and support staff - feeling empowered, energized and proud of their work.

[Paul McKellips: RISE UP:2013](#)

**Round Table Discussion - Job Interviewing 101 - Manager**  
Multiple Speakers-

Thursday, March 28 02:00 PM-03:00 PM  
TBA

Anthony Capinegro and Marsha Howard will lead a discussion related to interviewing potential candidates for employment.

**SEAALAS AREA/Sshare Program - AREA**  
Lisa Kelly- University of Georgia

Tuesday, March 26 08:00 AM-02:00 PM  
TBA

The AREA Share Program brings Laboratory Animal Science to High School students

**Training for Excellence, Compassion and Empowerment - General**  
Cindy Buckmaster- Baylor University

Thursday, March 28 08:15 AM-09:15 AM  
TBA

"It is an established fact that the training of the intellect alone is not sufficient. Nothing in this world can be truer than that the training of the head, without the training of the heart, simply increases one's power for evil, while the education of the heart, along with the head, increases one's power for good, and this, indeed, is the true education."  
Ralph Waldo Trine (1899)

**Using data on natural history and behavior to help develop a new, performance-driven approach for managing laboratory zebrafish - Manager**  
Christian Lawrence- Boston Children's Hospital

Thursday, March 28 04:00 PM-05:00 PM  
TBA

Over the past several decades the zebrafish has become an important laboratory animal. Despite its prevalence as a model organism, the science underlying zebrafish husbandry, aquaculture, and management has been poorly defined and stagnant, such that traditional practices have remained largely unchanged from those developed decades ago, and are only loosely based on biological and behavioral data. This information gap makes management practices inefficient, compromises welfare, and promotes potentially troublesome variation in experiments. To counter this, the Aquatic Resources Program at Boston Children's Hospital is spearheading a movement in the field to develop a new, performance driven paradigm for managing zebrafish that is grounded in the biology, natural history, and behavior of the animal. A number of examples of this approach will be highlighted in this presentation.

**Writing SOPs that Work for an Animal Research Facility**

Thursday, March 28 03:00 PM-03:30 PM

- Manager

TBA

Rebecca Gregory- Medical University of South Carolina

For many animal facilities, Standard Operating Procedures (SOPs) are big binders that sit on shelves and gather dust, only to be pulled down and reviewed before inspections. Or perhaps you may be facing the daunting task of writing one from scratch? Here are some tips for writing SOPs that are dynamic documents that evolve with your research, offer concise guidelines for daily work, aid in training new employees, and continue to satisfy all criteria for inspections.

**BIOS****Diana Baumann - Stowers Institute for Medical Research**

Diana received her undergraduate science degree from Durham University in the UK. After completing her post-graduate studies in education she worked for a number of years as a teacher in the UK, in addition to offering private tutoring services.

After relocating to the States, Diana joined the Stowers Institute for Medical Research in 2003 to draw on her herpetological background and start up a new reptile facility. The facility rapidly expanded and in 2005 she became Head of Reptile & Aquatics when the first aquatic animals were added. To date, the facility has cared for 58 different species including lizards, snakes, fish, frogs and marine invertebrates.

Diana is a member of AALAS and has spoken at local and National meetings. She was awarded the Ron Orta Memorial Award in 2011 for her presentation at the Laboratory Animal Management Association annual conference. She has been a member of the IACUC at Stowers for ten years. She teaches all three levels of the AALAS animal technician certification courses as well as courses in laboratory animal management. Diana has achieved foundation and advanced certifications in herpetology. She was an ILAM graduate in 2008, serving as class president, and she obtained CMAR certification in 2010. She has served on the ILAM committee for the past 5 years, chairing it in 2011. In 2012 she was an invited international guest speaker at the Australia and New Zealand Laboratory Animal Association annual conference.

Diana is currently researching parthenogenesis in Whiptail lizards. In her spare time, Diana and her husband care for a large collection of reptiles and breed Uromastyx, spiny-tailed lizards.

**Mary Beran - Georgia Institute of Technology**

Mary Beran is the Associate Director of the Office of Research Integrity Assurance at Georgia Institute of Technology, Atlanta, GA. She serves on a number of Georgia Tech Committees including IACUC, IBC and Export Advisory Board. Mary earned her BA at the University of South Florida, Tampa, FL in 1995 and joined the Language Research Center (LRC) at Georgia State University (GSU) in 1995 where she worked with nonhuman primates for over a decade and earned her MA in physical anthropology. While at the LRC she conducted and published research on nonhuman primate behavior and cognition and managed the compliance oversight

responsibilities before accepting a position as the IACUC Compliance Officer for GSU in 2005. She is currently the chair of the Legislation Committee for the Southeastern Branch American Association for Laboratory Animal Science (SEAALAS) and serves on the IACUC at the Center for Disease Control and Prevention (CDC) and Morehouse School of Medicine in Atlanta, GA. In addition to peer-reviewed research publication and presentations, she has contributed to Lab Animal and presented at conferences such as PRIM&R, AALAS and SEAALAS.

### **Casey Brinsfield - Emory University**

All her life she has worked helping animals, which has ranged from basic husbandry tasks, rehab, and rescue, to ensuring regulations are followed. Prior to her current position, she spent most of her time working with stranded and injured animals at the Virginia Marine Science Museum, in Virginia Beach, Va. In 2000, after she graduated from college, she moved to Atlanta Ga to work at Emory for the Yerkes National Primate Research Center. She began work at Emory University in animal care and because of her previous animal experience was able to move to the veterinary department. After 7 years of veterinary technician work at Emory University, the Emory IACUC opened up a new position for compliance monitoring. She continues to work in the IACUC Office at Emory University as a Senior-Research Protocol Analyst/ Compliance Specialist/Post-Approval Monitor.

### **Cindy Buckmaster - Baylor University**

Dr. Cindy Buckmaster is a New York State Permanently Certified Teacher of Biology, Chemistry and General Science. She holds a Bachelor's degree in Biology, a Master's degree in Science Education and a PhD in Neurobiology and Behavior. She is currently the Director of the Center for Comparative Medicine at Baylor College of Medicine and serves our community on several Boards, including the Institute of Certified Professional Managers, the Texas Society for Biomedical Research, Americans for Medical Progress, and the Board of Trustees for AALAS. Cindy has found her life's work in Laboratory Animal Science and is committed to the development of dedicated and compassionate professionals who work hard for our animals and the lifesaving work they support. She believes that we are silent heroes to millions of people and animals and that our work makes a profound difference in this world. She also believes that our silence is fueling the activist agenda for promoting hatred toward those devoted to improving the quality of human and animal lives and that our visibility can dilute this agenda in unique ways. She is calling for a campaign of visibility from the Laboratory Animal Science community and would like you all to consider the possibilities for change that visibility will bring.

### **Linda Capewell - Centers for Disease Control**

Linda Capewell received her BA from Middlebury College (Middlebury, VT), received VMD (veterinary medical doctorate from University of Pennsylvania), Philadelphia, PA, received MPH from Yale University, School of Public Health (New Haven, CT). She has been with CDC for 3.5 years. Started in the Epidemic Intelligence Service (EIS) at CDC in Food and Waterborne Diseases, then did Preventive Medicine Fellowship at CDC and was assigned to the Georgia Department of Public Health in downtown Atlanta for a year. She is now with the Animal Care and Use Program Office at CDC as a Veterinary Research Officer

### **Anthony Capinegro - Synerfac Technical Staffing**

Anthony Capinegro has been in Staffing and Recruiting for 6 years and has interviewed and placed hundreds of candidates. He is currently the Senior Staffing Coordinator at Synerfac Technical Staffing.

Skill Set:

-Source, evaluate, profile, and/or present potential candidates

- Locate and identify via research, networking, cold calling, professional magazines, engineering networking groups, employee referrals, job fairs, internet and databases, candidates who will interview successfully and accept offers
- Verify and conduct reference checks and turn many of these into candidates
- Cold calling references and referrals
- Phone screening candidates prior to formal company interview

### **Robbie Champion - Morehouse School of Medicine**

I am currently Director of Operations for Morehouse School of Medicine's (MSM) Center for Laboratory Animal Resources (CLAR). I started my career as a veterinary assistant in 1993 and began working as a veterinary technician in 1995. I attended the University of North Florida in Jacksonville Florida, where I received my bachelor's of science, biology in 2000. I have been working in research since 2002, where I began working for Yerkes Primate Center as a veterinary technician. I worked as a vet tech for three years until I moved on to be a laboratory manager and anesthesiologist for non-human primates for the MRI facility. After three years, I was hired by SoBran to be the Program Manager for the Animal Resources Department at Eastern Virginia Medical School. I stayed there for approximately one year until I was hired into my current position at MSM.

### **Regina Correa-Murphy - Providence VA Medical Center**

Regina graduated summa cum laude with a BS degree in Healthcare Management from Bellevue University in 2011. In 1987, she began her career in Laboratory Animal Science as an Animal Care Technician at Rhode Island Hospital's Central Animal Facilities. Regina joined the VA in 1989 as the Veterinary Animal Unit Supervisor. In 2000, she was promoted to Administrative Officer for Research at the Providence VAMC, where she currently oversees the research program from "bench to bedside".

Regina has been a member of National AALAS and LAMA since 1989. She continues to be actively involved in both local and national animal science organizations, serving as Secretary, Newsletter Editor and President of the New England Branch of AALAS, on the Education Committee of Southern New England AALAS, and Activity Coordinator for the AALAS QUAD Symposium. She was recently voted as President of the Southern New England AALAS. Regina was a District 1 Trustee (2007-2010) for AALAS and was the 2006-2007 President of LAMA.

Regina is a RLATG, CMAR, and 1998 graduate of ILAM. In addition, she is currently a member of the Massachusetts Society for Medical Research Biomedical Research Advisory Committee. She serves on many of the Providence VA Medical Center's committees including the Institutional Animal Care and Use Committee (IACUC), Institutional Review Board (IRB), Research and Development (R&D) Committee, Subcommittee for Research Safety (SRS) and Integrated Ethics (IE).

Regina resides in Providence with her husband, James, and their beloved boxer, Major. In her spare time, she trains dogs in formal obedience and rally.

### **Karen Froberg-Fejko - Bio-Serv**

Began her career in the laboratory animal field in 1985 at Bristol Myers Squibb as a laboratory animal technician and over her nine years there, was promoted to facility manager. She left BMS to attend veterinary school at the University of Pennsylvania and graduated in 1996 Summa Cum Laude. Following graduation, she worked in a small animal practice and continues to work in that role part-time. From 2001-2004, she took a position as a State Veterinarian for the New Jersey Department of Agriculture and then had the opportunity to return to the research

community by serving as President of Bio-Serv.

### **Rebecca Gregory - Medical University of South Carolina**

Rebecca earned her MS from the College of Charleston in Marine Biology. She has been with the Medical University of South Carolina for five years. During that time, she has been an animal caretaker, a colony manager, and a laboratory technician. She recently organized the opening of the MUSC/VA Veterinary Diagnostic Laboratory.

### **Stephanie Gumbis - Centers for Disease Control**

Stephanie started her career in lab animal science as a husbandry technician at Michigan State University. She graduated from MSU with a BS in zoology followed by an MS in zoology. She then went on to work as a veterinary technician at University of North Carolina's Division of Lab Animal Science for two years before moving on to the CDC in Atlanta. She has been at CDC since 2007 and currently works in the Animal Care and Use Program Office as the IACUC Administrator. She also serves as the Technician Branch Representative for SEAALAS.

### **Michael Hart - Georgia State University**

Director, Animal Resources

University Veterinarian

Adjunct Assistant Professor, Psychology and Biology Direct all aspects of the animal resources program at the University

Provide preventative medical and veterinary care for animals used in research and teaching programs

Serve as the Attending Veterinarian for the University

Develop, provide and/or facilitate training and occupational health and safety programs

Provide consultation to researchers, instructors, and staff on matters relating to animal care and use, veterinary care, training, and occupational health and safety

Serve as a voting member on the IACUC, Animal Resources Advisory Committee, and the Institutional Health Oversight Committee (Vice Chair 2012 - present)

Teach in the biology curriculum

### **EDUCATION**

Diplomate, American College of Laboratory Animal Medicine, 2002

University of Alabama at Birmingham - Birmingham, Alabama

Masters of Science (Basic Medical Science), 1999

Texas A&M University College of Veterinary Medicine - College Station, Texas

Doctorate of Veterinary Medicine, 1994

University of Texas - Austin, Texas

Bachelor of Arts (Psychology), with Honors, 1989

### **Kris Helke - Medical University of South Carolina**

Dr. Helke received her DVM from the University of Wisconsin-Madison. Since she was tired of the cold, she chose Charleston SC to practice small animal and exotic animal medicine. Dr. Helke was then accepted into a combined pathology residency / PhD program where she studied neurodegeneration in the SIV macaque model of HIV induced encephalitis. She has continued to expand her areas of expertise as she is now at the Medical University of South Carolina where she has taken an interest in the pathology of minipigs and toxicology and provides

collaborative support for researchers working with animal models. In her free time, Dr. Helke collaborates with SC DNR and NOAA as needed to provide support for stranded sea turtles and marine mammals.

### **Marsha Howard - Emory University School of Medicine**

I am currently an Assistant Operations Manager in the Division of Animal Resources at Emory University, managing 4 facilities and supervising a staff of 5 animal care technicians and 2 cage wash technicians. I attended Georgia Southwestern College in Americus, GA, where I received a BS degree in Biology in June of 1987. My past employment history includes working as an emergency room technician on the "graveyard shift" in a veterinary hospital for several years, and as an animal care technician at the Fulton County Animal Control for over 12 years. I began my career at Emory University as an Animal Care Tech II in December of 2000. I was promoted to Supervisor of two on-campus sites in February of 2002; then Facility Manager of four sites (which included two satellite facilities) in February 2003. I was promoted to my current position in April 2006.

The facilities I manage include every imaginable species from fish to fowl and everything in between - including frogs, sparrows, finches, rabbits, guinea pigs, swine and larval lamprey, as well as rats and mice.

I was married to my partner of thirteen years in Maui, Hawaii in May of 2004. We currently share our home with one dog, three cats and dozens of wild birds that feast at the 12 bird feeders in our back yard. My extra-curricular activities include reading, gardening, going to the theatre and traveling.

### **Michael J. Huerkamp - Emory University School of Medicine**

Dr. Michael J. Huerkamp is a veterinarian and boarded in the specialty of laboratory animal medicine. He received the D.V.M. from The Ohio State University College of Veterinary Medicine in 1984 and completed his residency training at the University of Michigan in 1987. Since that time he has been employed at Emory University where he is currently the Director of the Division of Animal Resources. In this capacity, he oversees animal husbandry and veterinary services programs delivered by a staff of 71 for a census of over 60,000 research vertebrates studied by over 250 scientists at 9 different sites (excluding the Yerkes National Primate Research Center).

### **Lisa Kelly - University of Georgia**

Lisa Kelly is the Training Coordinator for the Office of Animal Care and Use at the University of Georgia

### **Gregg Langham - Centers for Disease Control**

Dr. Gregg Langham is an attending veterinarian for the Centers for Disease Control and Prevention. His lab animal experience has included federal service (both National Institutes of Health and the Centers for Diseases Control), academia (both undergraduate and as a veterinary student) and the pharmaceutical industry. He received a degree in Biology in 1994 from the University of Georgia, the D.V.M. degree from the Atlanta Veterinary College in 1999 and a combined Masters degree in Public Health from Uniformed Service University of the Health Sciences and a lab animal medicine residency at the National Institutes of Health in 2003. Since then, he has developed some extensive experiences with unusual and unique species.

### **Christian Lawrence - Boston Children's Hospital**

Christian Lawrence is a fish biologist specializing in the management and husbandry of zebrafish. He has worked with zebrafish in research settings for over twelve years, and currently is the Manager of the Aquatic Resources

Program at Boston Children's Hospital, which is home to one of the largest and most active zebrafish research programs in the world. He has previously held positions in zebrafish facility management at Brigham and Women's Hospital, Harvard University, and the Marine Biological Laboratory. Christian currently also serves as a faculty member for the Health and Colony Management of Laboratory Fish course at the Mount Desert Island Biological Laboratory. He is co-author of The Laboratory Zebrafish, and has written a number of scientific publications on zebrafish biology and culture. Christian has an MS in Biology from the University of Massachusetts, a BS in Wildlife Biology from Arizona State University, and a BA in Communications from Seton Hall University.

### **Vanessa Lee - Emory University**

I am currently a veterinarian in the Division of Animal Resources at Emory University. After graduating from the University of Georgia College of Veterinary Medicine in 2005, I worked in a small animal private practice for 2 years. I completed my residency in Laboratory Animal Medicine at Emory University in 2009 and became a diplomate of the American College of Laboratory Animal medicine in 2010.

**Paul McKellips** McKellips has written, directed and produced three motion pictures and numerous television shows. He covered the Pentagon and State Department as national TV news correspondent and the Middle East desk at Voice of America before serving in Iraq and Afghanistan as a media trainer. McKellips has been the EVP at the Foundation for Biomedical Research since 2007 where he has earned eight Emmy nominations and 28 Telly Awards for the Bench to Bedside series and he has written two biomedical thrillers, UNCAGED and JERICHO 3. His third novel will be released in 2013 through the Penguin Group.

### **Sandy Meyer - Atlanta VA Medical Center**

Sandy started her career in a veterinary hospital as a veterinary assistant and became a Registered Veterinary Technician in 1999. As a veterinary technician, Sandy helped to establish the Georgia Veterinary Technician and Assistant Association currently in operation. In 2000 Sandy began a career working with laboratory animals at the Atlanta VA Medical Center as an animal surgery technician earning her LATG certification in 2003 and was given the title Animal Health Assurance Manager. Sandy currently serves on the VA's IACUC and Research Safety committee. She manages the cage wash and husbandry staff within the animal facility and conducts orientation for new research staff that are planning to work with animals. Sandy has served SEAALAS as the communication committee chair, as a director on the Board and most recently on the program planning committee for this meeting.

### **Casey Coke Murphy - Vanderbilt University**

Casey Coke Murphy, MA, LATg received a BA from the University of Colorado, Boulder and continued her education receiving her MA from SUNY Buffalo. She has over 15 years experience working with nonhuman primates and laboratory animals as research assistant, animal care technician, field researcher and behaviorist. Before settling into the lab animal world full-time Casey worked in Madagascar as a field researcher studying Silky Sifakas. She currently serves as the Environmental Enrichment Coordinator for the Division of Animal Care at Vanderbilt University Medical Center in Nashville, TN. Her research interests include work with enrichment and its effects on neurobehavior in mice, applying LEAN management techniques to environmental enrichment and improving the microenvironment of lab species to increase well-being. In her free time, Casey plays ice hockey, runs and tries to keep up with her 2 year old son and 8 year Basset hound.

### **Laura O'Farrell - Georgia Institute of Technology**

Dr. Laura O'Farrell is a veterinarian boarded in the specialty of laboratory animal medicine and holds a PhD earned

independently from veterinary training. She received her DVM from the University of California, Davis and her PhD in Neuroscience from UCLA. She completed a residency and received a master's degree in laboratory animal medicine from Penn State University. Since that time she has lived in Atlanta serving as Director of the animal programs first at Georgia State University and currently at Georgia Tech. In this capacity she oversees animal husbandry and veterinary services at a small, but growing facility housing a diversity of species.

### **Jeff Owens - Centers for Disease Control**

Mr. Owens is a Certified Biological Safety Professional with over 16 years of safety and compliance experience with particular expertise in laboratory safety and security program assessment, development, and implementation. He has unique experience in facility design review and regulatory compliance assessment for the third largest university system in the United States comprising 35 institutions. Mr. Owens was instrumental in building a comprehensive laboratory safety and security program at a large, urban research university that included a diverse portfolio of research activities. He was responsible for the management and oversight of nearly 100 laboratories including A/BSL-2 and A/BSL-3. He was also directly involved with the safety, security, operations, and maintenance of one of the only BSL-4 facilities in the world located in an academic setting and served as the institution's Responsible Official for Select Agents. Mr. Owens has also been involved in A/BSL-3 facility planning and programming activities domestically and overseas, most notably in the Southeast Asia and Middle East regions working for various Ministries of Health and Agriculture as they develop in-country capabilities to address and respond to the needs for basic and applied research in avian influenza and other emerging infectious diseases. Mr. Owens was furthermore fundamental in the development, implementation and delivery of a Weapons of Mass Destruction curriculum focusing on chemical and biological threats for US Government Law Enforcement and Intelligence Agencies.

### **Thomas Rowell - Primate Products**

Dr. Thomas Rowell is currently the Vice President and Director of Veterinary Medicine at Primate Products Incorporated. He graduated from the School of Veterinary Medicine at Louisiana State University in 1986. Prior to veterinary school he worked his way through undergraduate college as an animal caretaker at the University of Louisiana's New Iberia Research Center. Shortly after graduating from LSU he started as a clinical veterinarian at the Primate Research Institute at New Mexico State University. He came back to Louisiana in 1990 to work at the New Iberia Research Center in Lafayette. He served as Director for 15 years before assuming the position as Vice President at Primate Products just last year.

### **Douglas Taylor - Emory University**

Dr Taylor received his D.V.M. degree from Michigan State University in 1995 and practiced small animal medicine for 5 years afterward. He received his specialty training in laboratory animal medicine at the University of Michigan, where he also earned his M.S. degree. He is a clinical veterinarian in the Emory University Division of Animal Resources and the director of the residency training program. His current research projects focus on rodent pain management and optimizing housing conditions for aquatic species. He currently serves on the SEAALAS Board of Directors, the AALAS National Meeting Program Committee and First Timer/New Member Committee, the ACLAM Training Program Oversight Committee, and as an AAALAC ad hoc consultant.

### **William L. Wade - Duke University**

Current position: Compliance Liaison for Education and Training Office of Animal Welfare Assurance Duke University - 2004 to present  
38 years' experience in Veterinary and Lab Animal Technology

Sergeant First Class, U.S. army - retired: 1974 - 1994

Instructor in Veterinary and Lab Animal Technology at Walter Reed Army Institute of Research, Purdue University, Joliet Junior College.

Manager, Veterinary Lab Animal Care, School of Veterinary Medicine - Purdue University: 1994 - 1999

Training & QA Manager, Center for Comparative Medicine - Northwestern University: 1999 - 2004

President - North American Veterinary Technician Association: 1988 and 1996

President - RTB AALAS: 2011

# Safety First

## Nothing to Sneeze At: Lab Animal Allergies

by Kim Caserta, Consulting Safety Officer, Safety Partners, Inc.  
Kristin Garland, Consulting Safety Officer, Safety Partners, Inc.  
Sarah Mueller, Senior Consulting Safety Officer, Safety Partners, Inc.  
Denise Aronson, President, Safety Partners, Inc.

Do you or your employees work with lab animals? Did you know that approximately 33 percent of people exposed to lab animals as part of their job develop symptoms of allergies? And, about 10 percent of exposed individuals have symptoms of animal-induced asthma?

Animal allergies in the lab are nothing to sneeze at. In fact, their risks and prevention deserve serious attention.

### What Is an Allergic Reaction?

An allergic reaction is an immune system response experienced by the person who has become sensitized to an allergen. Animal allergens (proteins) that are present in animal dander, fur, saliva, and body waste can produce allergic reactions, such as itchy and watery eyes, sneezing, coughing, congestion, itching, or skin rashes and hives. More severe symptoms may include asthma (chest tightness, shortness of breath, and wheezing), or even anaphylaxis (life-threatening swelling of the upper airways and shock).

Allergy symptoms usually occur soon after an exposure to an animal allergen, but can occur as late as eight hours after exposure. If allergy symptoms subside when you leave the area where the animal allergen is present, then you may have an animal allergy and should seek medical advice.

Once exposed to lab animal allergens, your risk of developing allergies and the severity of these reactions increases each time you are exposed to the allergens.

Urine is the most significant source of allergens in mice and rats. Employees with existing allergies are at higher risk of developing lab animal allergies than employees without existing allergies.

Fortunately, there are practices you can follow to reduce the risk of you or your employees developing allergies or animal-induced asthma.

### Reduce Inhalation Exposure

Inhalation is the most common route of exposure for an animal allergen. Inhalation can occur if you don't wear the appropriate personal protective equipment (PPE), if that PPE is defective, or if you don't follow approved protocols. Cleaning cages and feeding are the jobs that generate the highest amounts of allergen exposure.



# Safety First

## Nothing to Sneeze At: Lab Animal Allergies

### Other Recommendations for Reducing Animal Allergen Exposure

Steps and procedures you can follow to reduce your risk of exposure to animal allergens, include:

- Wear appropriate personal protective equipment. Common PPE for lab animal work includes gloves, a particulate mask, safety glasses, hair bonnets and shoe covers, and a lab coat, scrubs, or disposable gown. Don't wear street clothes.
- Wash hands frequently and after you complete your work. Always use good hand-washing technique – wash with warm water and soap for 20-30 seconds or the amount of time it takes to sing Happy Birthday two times.
- Work with animals in ventilated hoods or biosafety cabinets.
- Don't touch your face or eyes while in animal rooms and laboratories.
- Keep cages and animal areas clean and use absorbent pads or corn cob bedding.
- Work with less allergic species of animals.
- Do not eat or drink in areas where animals or their bedding are handled.

### Developing a Lab Animal Allergy?

If you believe that you are developing an allergy to lab animals, report this as soon as possible to your supervisor, lab manager, or safety officer. This will help make it possible for them to recommend additional allergy prevention measures and put you in touch with a health care provider.

Understanding animal allergen exposure routes and the symptoms of exposure to allergens, as well as applying measures to minimize allergen exposures will help reduce the risk of you or your employees developing lab animal allergies. More information about lab animal allergies is available from the National Institute for Occupational Safety and Health at <http://www.cdc.gov/niosh/animalrt.html>.



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# From Your TBR

Happy Holidays SEAALAS!

It is that time of year again, and I am looking for folks to do Tech Talks at this year's District 4/SEAALAS meeting in March in Atlanta. The theme for this year's meeting is training, but talks can be about anything lab animal! All talks should be about 10-15 minutes in length allowing a few minutes for questions.

Tech talks are a lot of fun and are a great way to get involved and share your knowledge with your fellow techs! Feel free to grab a buddy and do a presentation together. For more information, please contact me. **There is a cash award for the winner!**

We are also looking for posters for the meeting! So if you just had a poster at AALAS or have a great idea for a poster and want to share at the meeting, please contact

Check out the [SEAALAS website](#) for more information on the meeting.

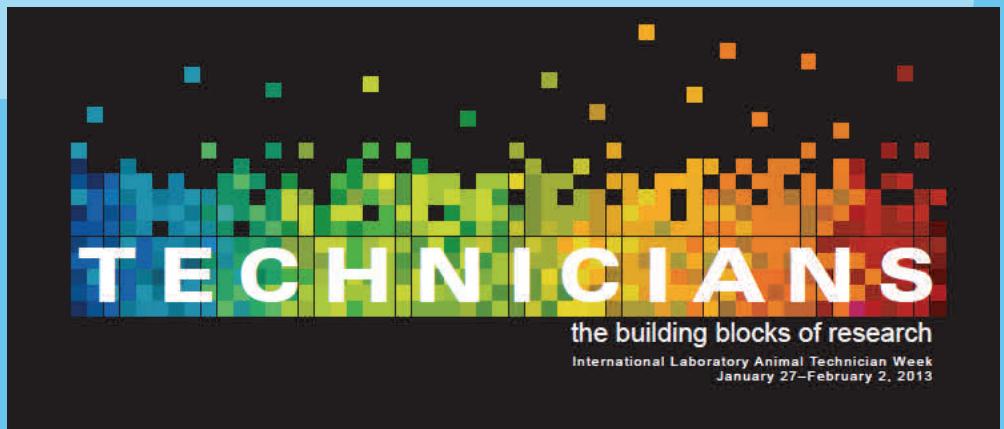
I am looking forward to seeing everyone in March!

## 2013 Technician Appreciation Week!

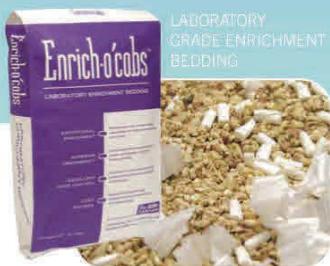
Don't forget to recognize your technicians in 2013 for their outstanding work! Check out [this link for ideas](#). If you have cool ideas to share, please send them to me at [tbr@seaalas.org](mailto:tbr@seaalas.org) and I will send out a newsflash to share with the SEAALAS membership. Don't forget to check out the [AALAS bookstore](#) for this year's tech appreciation goodies!

*Stephanie Gumbis*

TBR



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**Hello SEAALAS,**

I just can't believe how very fast this year has gone by. The holiday season is right around the corner so I hope you are all ready for that and the new SEAALAS board will be taking the reins very soon. I am very excited to see who SEAALAS has elected for their 2013 board and truly look forward to working with them.

The Program Committee is still hard at work on the SEAALAS/District IV meeting and it is coming along very well. I know we will all enjoy this meeting as it will be different from any meeting SEAALAS has held in the past.

I would also like to take a moment and tell every one of you, Thank you! Thank you to everyone who has every served on a committee, on the board, attended our meetings, and those that will serve in the future. SEAALAS is made up of a wonderful diverse group of people. I have learned so much over the past 10 years that I have been involved and made lifelong friends. I strongly urge anyone who is not involved, get involved, make the time, and meet new people, you will not regret it.

**Thank you all, see you at the meeting!**

**Lisa Wilson**

**President 2012**





**Hello SE/AALAS,**

Katie Kail and I were lucky enough to attend the 63<sup>rd</sup> Annual AALAS Convention in beautiful (COLD) Minneapolis. We had a great time, saw some of you there, talked to a lot of vendors and stocked up on swag for Tech Week. Katie even bought another piece of luggage for just swag! Meanwhile, back in Atlanta, we are busy finishing up our AAALAC application, the deadline is fast approaching so we're in a crunch. We would like to congratulate Dan Rice on being recognized as Technician of the Quarter. Go Dan! Also, I'll toot my own horn as I have been sideways promoted to Senior Administrative Coordinator (and back-up Animal Healthcare Tech). We are interviewing now for the new Animal Healthcare Technician position and hopefully we will have hired someone by the time this newsletter comes out. Until then I'll be pulling double duty. A fond farewell to our previous Admin, Helen Castillo, who returned to her old department and is now the Senior Administrative Coordinator for the Vice President of Research Integrity. Go Helen!

Dr. Hart is in China, adopting a new baby boy into the family, congratulations! We are also getting in some new researchers who use BSL2 ferrets, so that will be a new challenge for us.

Other than that, everything is copacetic.

Matt  
Georgia State University





Hello SEAALAS,

It has been a pleasure being the Communications Chair for 2011 and 2012. I greatly value the experience it created to allow me to meet others in our exciting field.

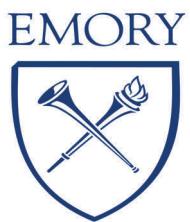
I graciously pass the pen over to Ryan Coutant who is the Communications Chair for 2013. I look forward to reading future newsletters published by him. His enthusiasm and creativity will definitely make reading future newsletters a joyful experience.

I want to thank the 2011 and 2012 Board for granting me the opportunity to be part of something spectacular!

Respectfully,

*Stephanie Weaver*





## Division of Animal Resources



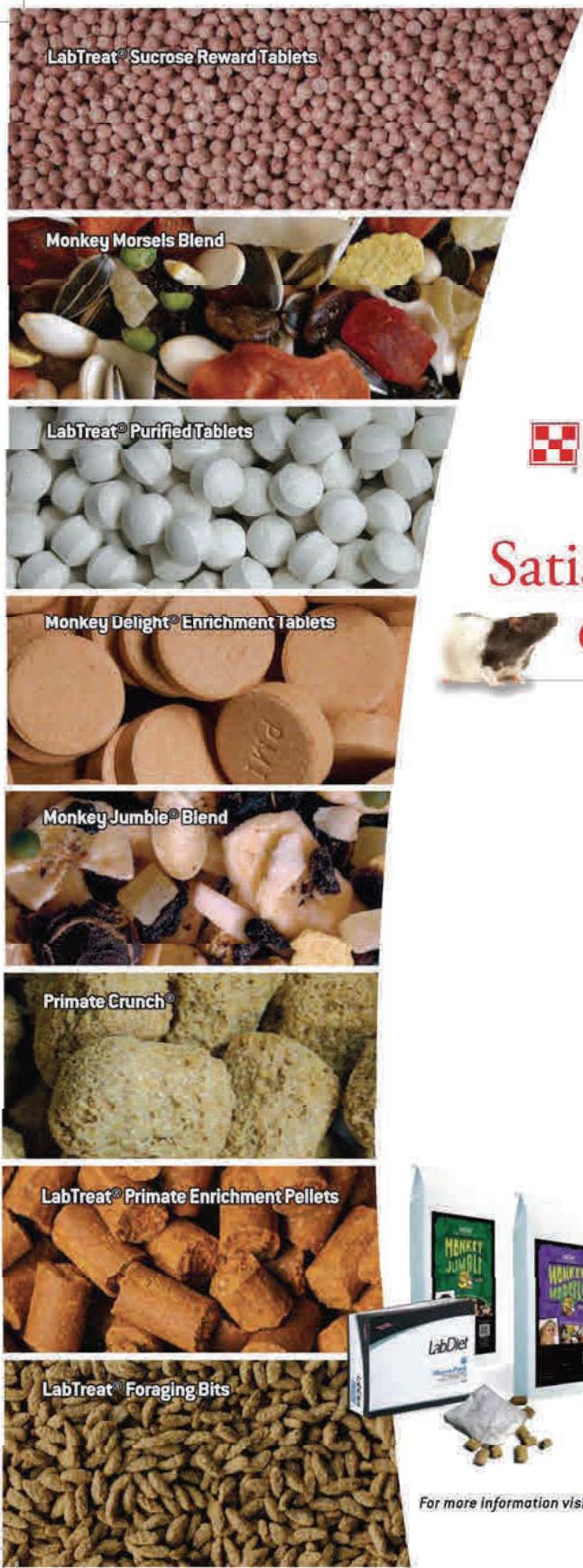
Here at Emory University we have welcomed two new Veterinary Residents, Amelia Jones and Jessica Scott. Dr. Jones (on the right in the photo) is a 2<sup>nd</sup> year Resident coming to us from the University of Tennessee. She says she has wanted to become a Veterinarian since she was five and decided to concentrate her career on working with Non-human primates and infectious diseases while in Vet school. Dr. Scott (on the left in the photo) is a 1<sup>st</sup> year Resident coming to us from the University of Florida. She also says she has wanted to become a Veterinarian since a young age. Her future goals are to work in a clinical setting either at a university or a pharmaceutical company. Both of the ladies say they love what they do because they are helping animals and improving the lives of humans.

In addition to our new Residents, Ms. Kelly Brown has joined our team as the Training Coordinator. She is a native of southeastern Ohio where her passion for AALAS first started. Over her career, Kelly has worked in research, become a Vet Tech, earned her LATG and is now working on her CMAR. In her previous position at Virginia Commonwealth in Richmond, she developed a training program for their animal research program. We look forward to Kelly's innovative ideas in both the department and SEAALAS.



Last but not least, we have named our newest Employee of the Quarter; Ms. Lou Ann Reid. Lou Ann was recognized for her excellent customer service skills and the great working relationships she maintains with those in and outside of DAR. So CONGRATS to Lou Ann for going above and beyond the call of duty and showing us your dedication to DAR.

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## **SKILLS/KNOWLEDGE:**

High School diploma or GED

Literate in written and spoken English

Three years' experience in technical duties as a Veterinary Technician

## **PHYSICAL DEMANDS:**

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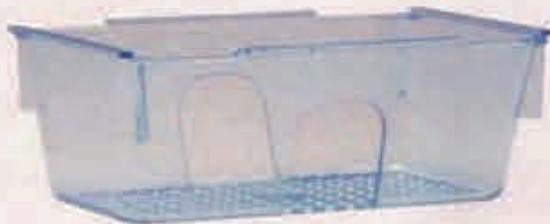
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## Department of Comparative Medicine

DLAR has a new face to welcome to the staff here at MUSC.

Brian Brown is the newest team member of the Hollings Cancer Center. Brian is currently working in the cage wash area.

Welcome aboard!

Technician of the Month Awards have been given to the following employees for their outstanding work:

June- Danielle Lynch

July- Gene Thompson

August- Danielle Lynch

September- Loni Carter

October- Clayton Craft

November- Danielle Lynch

Congratulations to you all and keep up the good work!

DLAR would like to congratulate all of our techs that have passed their AALAS Certification Levels.

Hope Williams- ALAT, LAT, LATG

Tyrique Brown- ALAT

Erica Hussey- ALAT, LAT

We wish best of luck to those who are scheduled to test in the near future.

Congratulations to Clayton Craft who is now a certified Surgical Research Anesthetist through the Academy of Surgical Research.

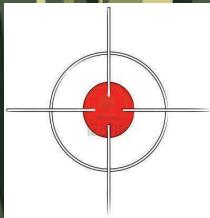
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Submitted by: Deidre Wright, RLATG



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## MANAGERS CORNER

# The Passive-Aggressive Employee

By Martin Seidenfeld, Ph.D. Article Posted: October 30, 2012

<http://www.alnmag.com/article/passive-aggressive-employee>

There's something about Marie. For one thing, she's almost always late arriving for work. Not terribly late, not enough to make a big deal of it, but still . . . and another thing: she is somehow never responsible for her lateness. She always has an excuse: it's something that happened at home, the traffic on the way in or the slow clerk at the convenience store. But it leaves others to do the preliminaries. Marie always says she's sorry, but her apologies never quite ring true.

Her excuse-making isn't just limited to her tardiness. When she fails to pitch in with the other employees who stay a bit late to do some cleanup, it's because she has some plausible excuse: an important task she has to do or she can't stay late because her daughter is in a special program at school.

Marie never seems to get angry. She always says she's perfectly happy with whatever you want. But in spite of her (apparent) good effort, there's always a flaw, something that requires some reworking—and the shortcoming is never her fault, of course. She has plenty of blame to go around.

Marie has a passive-aggressive personality.

Psychologists describe passive-aggressiveness (PA, for short) as a personality style characterized by "habitual passive resistance to demands for adequate performance in occupational or social situations." Typical traits include procrastination, stubbornness, sullenness, veiled hostility and inefficiency.

A person may develop into a PA as a result of a difficult childhood, such as having distant, emotionally unresponsive parents, and/or being raised in an environment in which it was not safe to openly express frustration or anger. In response, they tended to repress and deny their feelings and found more subtle ways to express their anger and frustration. In adulthood, beneath their pleasant veneers, they demonstrate their vindictive intent.

## MANAGERS CORNER

### The Passive-Aggressive Employee

PA lab workers can drive people around them crazy and seem sincerely dismayed when confronted with their behavior. Because they lack insight into their emotions, they often feel misunderstood. If confronted about their behavior they'll think they are being treated unfairly. Often the PA's feelings are so repressed that they don't even realize they are angry or resentful.

While PA's can be quite hostile, they usually do not show it in a straightforward, direct manner. Instead, it comes out in innuendo, not-too-subtle digs and "playful" teasing. Typically, people feel pinned down by PA's. Their message is, "Pretend that what I'm doing/saying is nice—or that you don't even hear me." It's tempting. They invite you to laugh at someone with them. They feel superior and act like they know more than others. They try to reaffirm the rightness of their own views, without directly challenging.

Obstructionism is the PA's real trademark. Do you want him/her to do something a bit out of the ordinary? If so, prepare to wait for a long time—or it may even never get done. It is (unconsciously) important for PA's to see to it that you don't get what you want. While acting as if cooperating is important to them, they often fail to follow through. It is very confusing to have someone appear to want to do well for you but rarely do as they should. You can begin to feel as if you are asking too much—which is exactly what the PA wants to you to feel.

PA's tend to be somewhat ambiguous in their speech. They may seem to have some secret, not-stated meaning, leaving the people around them feeling insecure and uncertain. The PA will say one thing, do another, and then deny ever saying the first thing. They don't communicate their needs and wishes clearly, expecting others to read their minds and meet their needs. After all, if the people around them were just reasonable, they would just naturally know what they needed or wanted or what they meant.

Because their egos are fragile, PA's can't take the slightest criticism. Therefore, they tend to withhold information about how they feel.

PA's frequently feel that they are being treated unfairly. If you reprimand a PA because he/she is constantly late, the PA will take offense because, in their own minds, it was someone else's fault. They see themselves as innocent victims of your unreasonable expectations: they don't have a problem; it's just that you are an over-bearing boss.

## MANAGERS CORNER

# The Passive-Aggressive Employee

Procrastination is another prime trait of PA's. They believe that deadlines are for everyone but them. They do things on their own time schedule and damn anyone who expects differently from them.

PA's need to have relationships with people who can be the object of their hostility. They need folks whose expectations and demands they can resist. A PA is usually attracted to people with low self-esteem and those who find it easy to make excuses for others bad behaviors.

Dealing with PA's can be frustrating. They procrastinate, sulk or argue when asked to do something they don't want to, work inefficiently on unwanted tasks, complain without justification of your being unreasonable, "forget" obligations, believe they are doing a much better job than others think, resent useful suggestions, fail to do their share, and unreasonably criticizes authority figures.

### **Confronting the Passive Aggressive**

Covert abuse is hard to deal with. When someone hits you or yells at you, you know you're being abused. But covert abuse is subtle and veiled or disguised by actions that appear to be normal; at times, even kind and caring. The PA is a master of covert abuse.

If you sense that the PA's covert hostility is being directed at another person, smoke them out: "That sounded like a dig. Did you mean it that way?" or "I saw your thumbs down. Do you disagree/dislike what's being said?" Expect them to laugh it off and back down. If they criticize, don't respond to criticism; if possible, ask others, e.g. "anyone else see it that way?"

## MANAGERS CORNER

### The Passive-Aggressive Employee

When confronting the PA you may get the silent treatment. Here are some important rules to follow:

- Focus on your own feelings and not the PA's bad behaviors.
- Don't attack his/her character.
- Make sure you have privacy.
- Confront him/her about one behavior at a time, not everything at once.
- If the PA needs to retreat from the conversation allow them to do it with dignity.
- Set a time limit. Don't let the confrontation stretch on indefinitely.
- Be sure the PA understands that you care about them, value them and not trying to belittle them—you are only trying to get to make the relationship better.

Having an employee who is PA is frustrating and hard to live with. By understanding them better, and their unspoken needs, and by following the suggestions made here, you may reduce their passive-aggressiveness and help develop a happier, more efficient workplace.

*Besides his clinical work and university teaching, Martin Seidenfeld, Ph.D., provides consulting to organizations on management issues and on managing organizational stress.*

### Future AALAS Meetings

2013- Baltimore, Maryland, Oct 27-31

2014 - San Antonio, Texas, Oct 19-23

2015 – Phoenix, Arizona, Nov 1-5

2016 – CHARLOTTE, NC, Oct 30- Nov 3

2017- Austin, Texas , Oct 15- 19



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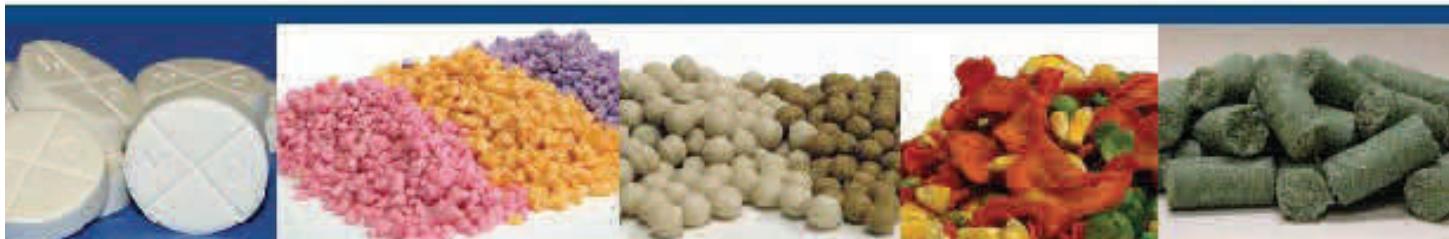
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# TECHniques

## TECHNIQUES IN ASEPTIC RODENT SURGERY

Shelley L. Hoogstraten-Miller<sup>1</sup> and Patricia A. Brown<sup>2</sup>

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2587003/>

### Abstract

Performing aseptic survival surgery in rodents can be challenging. This unit describes some basic principles to assist clinicians, researchers, and technicians in becoming proficient in performing aseptic rodent surgery.

### Unit Introduction

Unlike in larger species where there is a dedicated surgical suite and several personnel to assist the surgeon, rodent surgery is most commonly performed alone. This means the surgeon must induce, maintain, and recover the animal from anesthesia, as well as, surgically prepare the animal, and perform the surgery aseptically.

The following principles described in the Guide (NAS, 1996) apply to rodent surgery:

Appropriate pre-operative and post-operative care of animals in accordance with established veterinary medical and nursing practices is required.

All survival surgery will be performed by using aseptic procedures, including sterile gloves, masks, sterile instruments, and aseptic techniques.

A dedicated surgical facility is not required for rodents but surgery must be performed using aseptic techniques.

Research personnel will be appropriately qualified and trained in all procedures to ensure that good surgical technique is practiced.

Good surgical technique includes asepsis, gentle tissue handling, minimal dissection of tissue, appropriate use of instruments, effective hemostasis, and correct use of suture materials and patterns.

Aseptic surgery is performed using procedures that limit microbial contamination so that significant infection or suppuration does not occur. This includes preparation of the animal, preparation of the surgeon, sterilization of instruments, supplies, and implanted materials, and the use of operative techniques to reduce the likelihood of infection (NIH ARAC, 2005).

# TECHniques

## TECHNIQUES IN ASEPTIC RODENT SURGERY

Shelley L. Hoogstraten-Miller<sup>1</sup> and Patricia A. Brown<sup>2</sup>

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2587003/>

### Strategic Planning

Aseptic technique is achieved, in part, by the pre-surgical planning that begins during protocol development in consultation with your veterinarian. This includes identification of personnel, their roles and training needs, equipment and supplies required for the procedures planned, the location and nature of the facilities in which the procedures will be conducted, and pre- and post-operative care.

#### **1. CHOOSING THE SURGICAL AREA**

Characteristics of a good surgical area include an uncluttered area that is easily organized and disinfected, and free of debris and equipment not related to surgery. The area should be dedicated for the duration of the procedure, but can be used for other purposes when not being used for surgery. Avoid locations that are beneath supply ducts to minimize contamination from dust. Avoid high traffic areas such as those near doorways to prevent unnecessary interruptions and creation of air turbulence and contamination of the surgical field.

#### **2. CONSIDERATIONS FOR ANESTHESIA AND ANALGESIA, AN INTRODUCTION (SEE UNIT 1.4)**

Select the anesthetic based on the type of surgical procedure, the length of the surgical procedure, the equipment available and the expertise of those who will be responsible for administering the anesthetic (Flecknell, 1996; Kohn, 1997; Swindle, 2002). Consideration must also be given to the application of pre-, intra-, and post-operative analgesia. Analgesics can be injected, applied topically in a drop-wise fashion to the surgical area and/or supplied in the food or water.

# TECHniques

## TECHNIQUES IN ASEPTIC RODENT SURGERY

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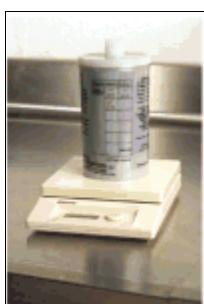
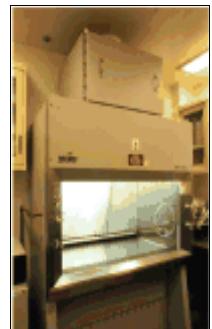
Inhalant gas anesthetics are administered using precision calibrated vaporizers ([Figure 1.12.2](#)).



When using gas anesthetics you must account for scavenging of waste gases. One acceptable method of scavenging is the use of a downdraft table ([Figure 1.12.3](#)).



It is important not to completely cover the surface of the downdraft table. This will cause a loss in its ability to effectively scavenge gases. Downdraft tables are usually only effective up to a height of 6–8 inches from the surface. Do not use induction chambers taller than this for induction of anesthesia. Placing the chamber in a chemical fume hood ([Figure 1.12.4](#)) or a type IIB biosafety cabinet ([Figure 1.12.5](#)) that is vented to the outside are other methods than can be used to scavenge waste anesthetic gases.



A charcoal canister ([Figure 1.12.6](#)) attached to the part of the breathing circuit for expired gases can also be used for scavenging. Charcoal canisters must be weighed before, and after, each use and must be replaced after an increase in the recommended weight. Depending on the size of the canister and the manufacturer's recommendations, the canister should also be weighed during especially long procedures to assure its continued effectiveness.

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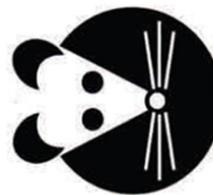
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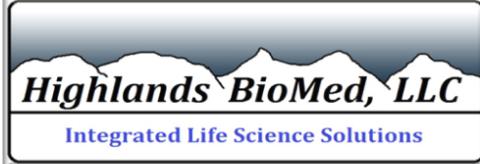
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