

SEAAALAS NEWSLETTER

SPRING 2016



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And more...

We are an association of professionals that advances responsible laboratory animal care and use to benefit people and animals.

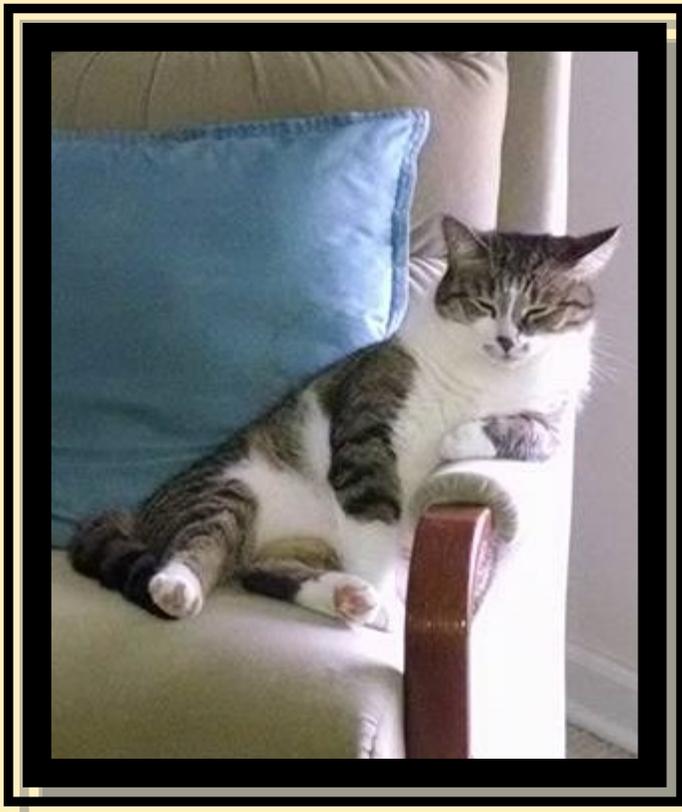
Letter From the Editor

I am excited to be the new Communications Committee Chair for 2016! I don't have much experience with newsletters, but I have always believed that you can 'fake it 'til you make it' and that if you put hard work into something, it shows. Plus, I am always game to learn something new and I know I have the support and expertise of the rest of the Board at my disposal. Thanks guys!!

In my day job, I am a Licensed Veterinary Technician at The Medical University of South Carolina. I graduated from Athens Technical College in 2006 and have been here since October of that year. For some reason, giving puppy and kitten vaccines all day didn't appeal to me. ;) Like many of you, I started out changing mouse cages and moved up to large animal Surgical Technician. For the last 5+ years, my job has been mainly caring for the health of the rodents on campus, which, as you know, make up approximately 95% of lab animals. I do not take lightly the responsibility of the welfare of these precious animals, whose contributions to research have saved the lives of innumerable people and animals.

At home, I have 2 shelter animals and one former lab kitty. I got married in 2014 and have a four year-old stepson who always keeps life interesting! In my free time, I like to explore nature with my family, especially the mountains of North Carolina and the barrier islands of South Carolina.

Lindsay Olin, LVT, LATG



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2017 Annual Meeting Program: Michelle Hull, Emory University

2017 Annual Meeting Program: Amy Dryman, Emory University

Technician Branch Representative: Amy Dryman, Emory University

Letter from the President

Hey You Guys...

I am a little late writing this letter to you fine folks this quarter. I cannot believe that it is April already! These past weeks have flown by for many of us in SEAALAS, and the next few months will fly by as they always do. I didn't have a lot of time to reflect on the past year before the New Year was upon us. Everyone always sets goals and resolutions to make the New Year better than the last. I can say that is true with SEAALAS too! As time goes on we will see many changes and hopefully new faces to add to our SEAALAS membership.

I want to take a moment to thank Michelle Hull, the 2015 Program Chair, for making the annual meeting in January a success! It was a ton of fun! There is a great deal of behind the scenes planning that goes into making these events happen. I think that she was a party planner in a past life. SEAALAS is very fortunate to have her talents in the past years as well as this year making the magic happen.

I want to take a second to thank all of our commercial members. At the meeting this year we had a large number of gift cards and other donations that were given throughout the conference to our members. We all thank you all for your continued support of SEAALAS and our members.

I am happy to report that the Board of Directors have been very busy bees since the meeting in Charleston. We have many new ideas and projects that we are working on to help SEAALAS grow and thrive as a branch of AALAS. We are excited to announce that we have a new website program that will allow us to manage our membership online, collect renewals, and keep everyone informed! If you have not already checked it out...login today!

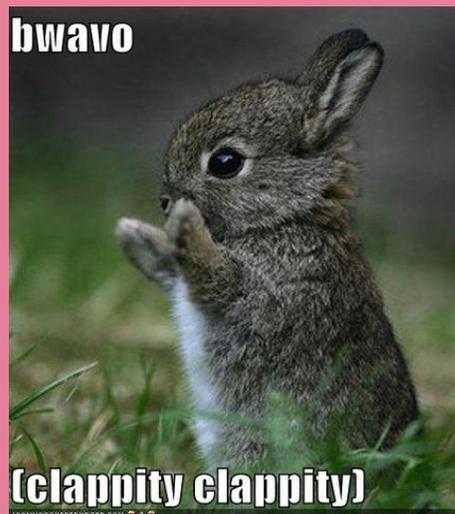
We are also working on bringing our voting online with the new website. We know you guys have asked for it, and we are working really hard to bring it this year! Stay tuned!

It is never too early to start thinking about recognizing how hard your employees work. It can be a coworker changing cages in the room next to you. It can be a cage wash technician three building over, a person in your main office, or how about recognizing how hard your mentor is working? Award nominations will be coming in the fall, but it is never too early to start thinking about the future as time is moving along.

SEAALAS will be hosting D4 in Decatur, GA in March 2017. We will hold our annual meeting at that time as well. Be on the lookout as time grows near for more details.

Until next time...

Deidre Wright, RLATG





Announcing the first “**Workshop on Macaque Pair Housing**”

Hosted by the Yerkes National Primate Research Center

Workshop Content: This workshop focuses on one of the most important components of the behavioral management of caged laboratory macaques: providing social opportunities through pair housing. The workshop will provide a unique opportunity to learn about options for how to introduce macaques to one another, approaches for management of pair-housed monkeys, and practices to help maintain the pairs over time. Workshop participants will learn to tailor their own pair housing programs to the research and animal populations with which they work. The workshop instructors have a deep knowledge of the challenges associated with pair housing of macaques, publications on this topic, and many years of real-world experience.

This 3.5-day workshop will provide behavioral, clinical, research and primate care staff members, as well as managers and veterinarians, with practical information about methodological options for forming pairs, the tools for evaluating behavior, and strategies for achieving positive short- and long- term outcomes. The information provided will be based on a scientific understanding of macaque behavior and on published studies evaluating pair housing. Lectures and demonstrations will be complemented by ample practice in decision making, problem solving, and the evaluation of social compatibility through videotaped and live observation of macaques.

Dates: May 3-6, 2016

Location: Yerkes National Primate Research Center Field Station; near Lawrenceville, Georgia

Instructors: Mollie Bloomsmith (Yerkes), Kate Baker (Tulane National Primate Research Center), Kris Coleman (Oregon National Primate Research Center), Melissa Truelove (Yerkes)

Registration Fee for Participants: \$ 900.00. This fee will include meeting registration, meals and transportation from the hotel to the meeting site each day.

Participants must make their own hotel reservation and pay for this separately (information to do so will be provided when you complete the registration form). The hotel cost will be approximately \$250 for a double room (2 participants share a room and pay \$250 each) for May 2-6 (4 nights), and approximately \$430 for a single room for May 2-6 (4 nights). Participants will also pay for their own transportation to the Atlanta area, and from the Atlanta airport to the hotel in Lawrenceville, GA.

To Reserve Your Place in the Workshop: contact Jason Cowan-Brown, WOMPH Coordinator, at jmccowan@emory.edu. Jason will provide you with registration and related materials.

Space is limited and the workshop will be filled on a “first-paid-first-served” basis, so please submit your registration information and fee as soon as possible to confirm your place in the workshop.

*We suggest you **not** purchase a plane ticket to the area until you receive confirmation to do so, expected to be by April 1.*

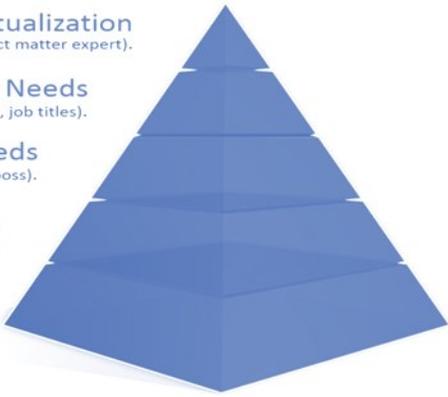
The Care and Feeding of Laboratory Animal Personnel

By Lisa K. Secrest, CMAR, RLATG

Metrics are an important part of any business – especially in the laboratory animal science field. It seems that we have a metric for everything ranging from our daily tasks to year end budgets. A business metric is simply a quantifiable measure that is used to track and access the status of a specific process. Metrics helps us make smarter decisions that are factual instead of being based on intuition. This column series will address another set of metrics that are just as important if not more important to getting the tasks completed in your laboratory facility: **emotional metrics**. These are things like employee happiness, employee satisfaction and the relationship quality with managers and staff. A big reason that companies don't track emotional metrics as much as financial or procedural metrics is because they're harder to evaluate. But the truth is they're very important to measure because they have a huge effect on employee engagement. It's a safe assumption to say that if you're happy at work, you probably won't be looking around at other jobs actively, and you also probably enjoy at least a few of your coworkers. Bottom line is that engaged employees are more productive. So, let's get started with the first SOP.

First SOP: Motivation

Through the years, many people have studied motivation, and have attempted to create a recipe for what inspires people to do the things they do, and influences them to want to do other things. The truth is, there is no recipe and motivation is not a cookie cutter with every shape (or person) being identical. People are all very different from one another. That's what makes each of us special and unique individuals. What impels us is very distinctive for each person. People have different values, personalities, likes and dislikes, and very different things that motivate them. What motivates us also changes through time as our life circumstances change as well. What motivated us yesterday may not motivate us today. But why should we care if our staff is motivated or not? Disengagement is a major eroding factor in employee productivity. In fact it has been said that 70% of the American workforce is not engaged and less productive. In turn, the highly engaged employees were 87% less likely to leave their companies than their disengaged counterparts.



Self-Actualization
Achievement Concerns (autonomy, subject matter expert).

Esteem Needs
Respect and Recognition concerns (perks, job titles).

"Belongingness" Needs
Social concerns (cooperative peers, good boss).

Security Needs
Stable work environment (benefits, work safety).

Physiological Needs
Survival Issues (salary, stable employment).

Level I: Physiological Needs

- Adequate vacation/holidays
- Proper scheduling/workload
- Availability of needed supplies/equipment
- Fair salary
- Comfortable/clean environment

Level II: Safety Needs

- Security
 - Health benefits
 - Feeling safe at work
 - OSHA issues

Level III: Social Needs

- Belonging
 - Feeling accepted by the team
 - Feeling valued

The Hay Group found in its research that among workers who were highly engaged, they were 43% more productive and a Fortune 100 manufacturing company in this survey reduced turnover from 14.5% to 4.1%, while absenteeism dropped from 8% to 4.8%. Looking at the numbers you would have to agree that staff motivation should be a high priority.

Abraham Maslow was a psychologist who studied positive human qualities and the lives of exemplary people. He created the Hierarchy of Human Needs and expressed his theories in his book Motivation and Personality. According to Maslow individuals must satisfy each need in a specified order so that one can reach their full potential. The hierarchy begins with the most basic need for survival itself. Only when the lower needs of physical and emotional wellbeing are satisfied can a person move on to more complex needs. If at any time a person experiences a major life event, such as a job loss or divorce, they most often regress back to the basic needs before moving back up through the hierarchy. His theory says that needs only drive performance until they are satisfied and therefore rewards are only adequate for the period of time they are on each level.

So how can we breakdown his hierarchy levels and translate this out of theory and into our facilities?

A person cannot recognize or pursue each successive higher level of need until the current level is completely satisfied. Maslow's theory suggests that businesses need to offer different incentives in order to help staff fulfill each need for their employees to help them to progress through the hierarchy. Since people are motivated differently, establishing a recognition program with only one type of reward will not work. Companies and managers should strive to help their employees obtain the skills and knowledge necessary for them to move up the hierarchy. Managers that help staff members meet the needs in the pyramid hierarchy model have more productive workers.

It's been proven over and over again that engaged employees are more productive. If you're not sure what motivates your staff than ask them. Employees that are healthier, employees that are social, employees that have the knowledge and resources to get the job done are more engaged. You don't need to track their every move, but if you start following these types of metrics, you'll be more informed about who your most engaged employees are and more importantly, which employees might need an extra push to get started.

Level IV: Esteem Needs

- Being Recognized
 - A job well-done
 - Achievements
 - Milestones

Level V: Self Actualization

- Continue to seek new knowledge
 - Certifications
 - Cross-training
 - Back to school
- Develop others
 - Mentor
 - Train

Facility News:



EMORY
UNIVERSITY

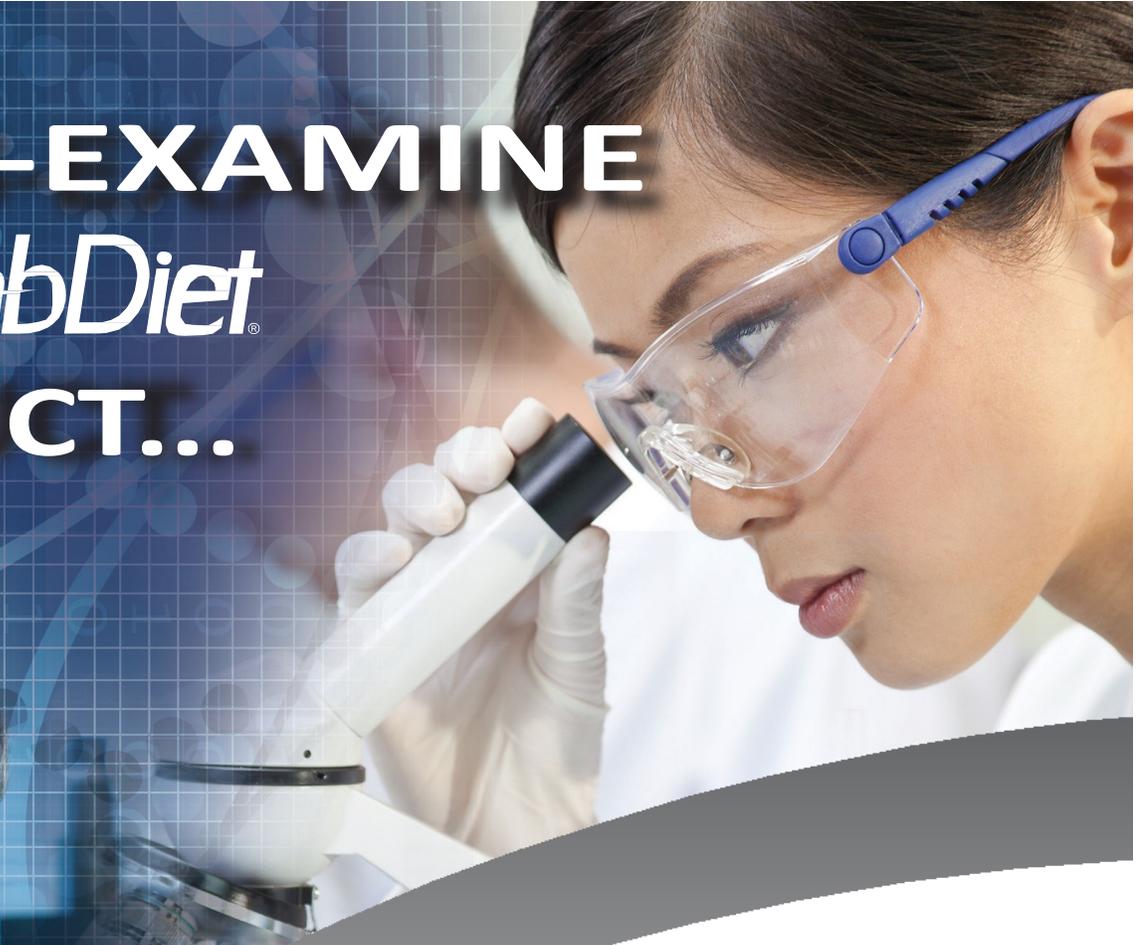
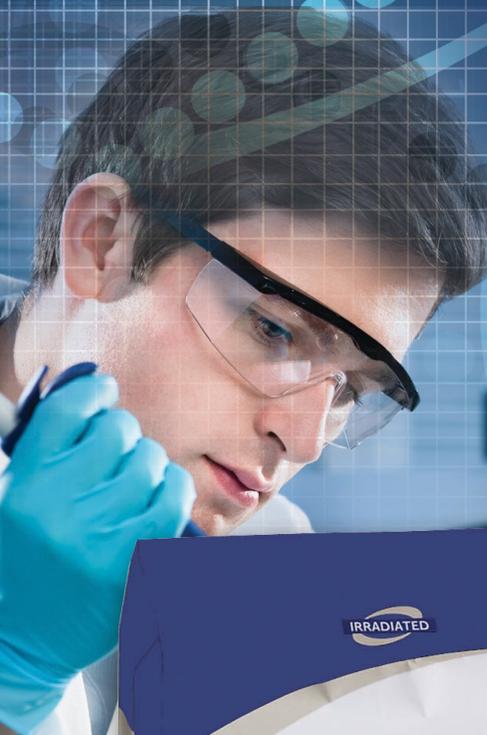
Emory University will be celebrating the first ever **DAR Appreciation Month** in April. Special event planned for 1st 4 weeks in April. This is in lieu of tech week and is DAR wide.

Emory University welcomes the newest supervisor to our team. Gerald Searcy is a new supervisor for the Whitehead Team and started on March 21st.

Rebecca Hunter, training coordinator at Emory, recently sat for the RLATg and passed!!!!

Submitted by Kristy Weed

CROSS-EXAMINE ANY *LabDiet*[®] PRODUCT...



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For over 50 years, LabDiet[®] formulas have set the industry standard for nutrition in biomedical research.

Take our **5053** product, for example.

Managed Formulation provides researchers what they require, a diet with Constant Nutrition.

High quality animal protein added to create a superior balance of essential amino acids for optimum animal health and performance

Irradiation of all PicoLab[®] diet products provides reduced microbial presence without autoclaving

Recommended for rat breeding colonies and mice not requiring a high energy diet – for mouse breeding see PicoLab[®] 5058 Mouse Diet 20

Our Ph.D. Nutrition Staff are always within reach to help you select the right LabDiet[®] product to meet your research needs: info@LabDiet.com

Available worldwide through our reliable network of Certified LabDiet[®] Dealers, for a CLD near you

see LabDiet.com



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Atlanta VA Medical Center



Hello SEAALAS!

It was a great meeting last month in Charleston. it was really nice to see everyone again and meet some new folks, too! There were some really great topics and speakers and I always enjoy anything Lisa Secrest decides to talk about. :) Colleen Oliver won the SEAALAS Travel Award this year and I was humbled to be awarded the 2015 Linda Hazel Memorial Award. Karaoke was a blast singing with Johnny, I never realized SEAALAS has so much singing talent among its members! Here at the VA I'm getting an early jump on updating our Program Description for our AAALAC visit in early 2017, it's never too early to prepare for AAALAC! Have a safe and happy Spring SEAALAS!

Sandy Meyer RVT, LATG

Animal Health Assurance Manager

Ralph H. Johnson VA Medical Center



The Ralph H. Johnson VA Medical Center is proud to congratulate our Animal Health Technician, Aurelio Vidal-Ortiz, on receiving the 2015 Bio-Serv Award at the SE-AALAS Meeting. Special thanks to Bio-Serv for sponsoring the award in recognition of contributions and commitment to animal welfare.

Submitted by Krista Harris



Hello SEAALAS!

The Medical University of South Carolina welcomes spring to Charleston!

Well, actually we had a pretty mild winter. So, the only difference is the change in time and the cloud of yellow pollen that fills the air. The sun is shining, flowers are blooming, and leaves are changing that nice vibrant shade of green. I love springtime and the changes that come with the change of the season!



MUSC has made a few changes around campus as well. I am pleased to announce that Dr. Suzanne L. Craig, DVM, MBA, Diplomate, The American College of Medicine is the new chairwoman of the Department of Comparative Medicine (DCM) and the Director of the Division of Laboratory Animal Resources (DLAR) here on campus she started her new position in February of this year.

Dr. Craig comes to us from M.D. Anderson Cancer Center in Houston, Texas where she served as Professor, Deputy Director, and Residency Program Director for the Department of Medicine and Surgery. She was also the past President of the American Society of Laboratory Animal Practitioners.

We all look forward to see the department grow and learn from Dr. Craig's leadership.

DLAR celebrated Tech Week this year with daily events for our staff. We provided treats, trivia for Winnie Wednesday hotdog social; we had a fun chili cook-off; Congrats to Becky Gregory for winning the 1st Place Prize! Marissa Wolfe took second place! They both are proudly displaying their ribbons. We ended the week with another social off campus at Wild Wings. We have already started to plan for next year's events.

January Tech of the Month: Chao Sun, Children's Research Institute

February Tech of the Month: Mary O'Brien, Drug Discovery Building

March Tech of the Month: Jerome Frazier, Hollings Cancer Center

Congrats to you all for being recognized for all of your hard work and dedication to DLAR. We appreciate it!

Submitted by Deidre Wright, RLATg



Hi SEALAS,

We've been busy getting ready for our AAALAC Site Visit, which we just finished and everything looks good (crossing fingers!). Our newest vivarium is slated to open in July 2016, which will help us with finding space for the new researchers coming to GSU (seemingly every day). We're in the midst of expanding our ABSL-3 facility to make room for Dr. JoAnn Tufariello's TB work in mice and we're expanding out BSL-4 facility to accommodate Dr. Chris Basler's Ebola work in mice! Both are joining GSU from Mt. Sinai, NY.

With all the big happenings here, I'm sad to say that the Tech Week has been pushed back a bit, but we have some upcoming plans including a party at our Director's house and lunch-and-learn with some vendors. Since it has been a while since GSU's last update, a shout-out is needed to the following folks who were peer-voted awards at our Holiday gathering in December:

Rising Star Award – Roosevelt Irby, Cage Wash Technician

Outstanding Performance Award – Christopher Barrow, Cage Wash Technician

Customer Service Award – Jessica Hamm, Lab Animal Technician 1

Innovation Award – Evan Hutto, Lab Animal Technician 3



Our Director, Dr. Hart, attended the SEALAS conference and really enjoyed himself, so kudos to the SEALAS crew.

Until next time...

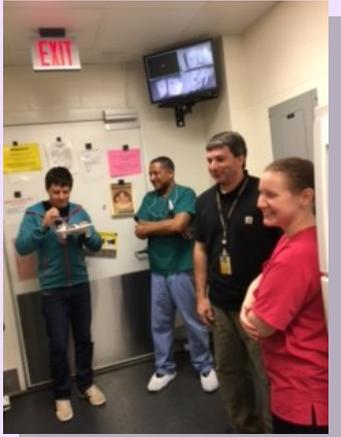
Matt

Georgia Institute of Technology

Hey Everybody!!!



Since our last update Georgia Tech has added a few employees to the PRL staff. Kim Tice (Woodard) started in July and came to us from the NIH where she worked with the aquatics. She has been a huge asset and has greatly improved our aquatics care and getting our new building set up. Some may know Kim from her singing debut with Andrea at the SEAALAS meeting in Charleston. They did a wonderful version of Tootsie Roll J Nick Parnell started working part time in the fall and now he is the new Lab Manager overseeing the EBB building. Like Kim Tice he has a wealth of aquatics knowledge and can pretty much fix anything. Just recently we added Kristen Schuppe and she is still learning all the animals and SOP's. I know she will fit in great with the staff.



Here are some of the things we have done over the last 6 months:

During the fall semester, all of the technicians completed the online Zebrafish course through Gadsden State Community College. They did a great job watching all the videos and taking the tests.

In early December a researcher accidentally started a “real” fire in a procedure room. Kim Benjamin just happened to be close by and was able to put it out before it spread to the imaging equipment nearby. The university greatly appreciated her quick thinking and action and she was awarded a Safety Ambassador Award from the EH&S Department.

For “International Laboratory Animal Technician Appreciation Week” we celebrate for the whole month of February so we have more time to show our appreciation. This year we did a few things:

Hung a poster up for the researchers to say a Thank You. We have done this for several years and the previous ones are hung up on walls in the facility.

We split into two teams and played a game of Trivia using questions from the ALAT and LAT books. We all loved this and will continue doing it as a way of training and also being a refresher of things you may have forgotten.

We went to Zoo Atlanta for our yearly tour. This year we did a behind the scenes tour of the new Reptile and breeding facilities along with touching and feeding an elephant. This is always a highlight for the PRL staff. We learn so many things about the animals they house and we also get information on ways to better house the reptiles at Georgia Tech



The last thing we do each year is have a Meet and Greet with the PI's and researchers. We bring in food and invite everyone who is working on a protocol to come eat and chat with the PRL staff. We all know researchers love free food and we get to know more about them than just their animal work.



KIM BENJAMIN, B.A., LATG, CMAR
Lab Manager



Upcoming Educational Opportunities

April 7:

JAX Webinar: Efficient Mouse Colony Management

<https://www.jax.org/education-and-learning/education-calendar/webinars/2016/042016/efficient-mouse-colony-management>

April 13:

AALAS Webinar: The Laboratory Animal-Human Bond: Numbers, Names, and Games

<https://www.aalas.org/store/meeting?productId=6782480#.VvAoCdIrlCs>

April 19:

Laboratory Animal Management Association (LAMA) 3rd Annual Leadership Bootcamp in Cape Coral, FL

May 1-May 5:

The Institute for Laboratory Animal Management (ILAM) meeting in Memphis, TN

June 27-30:

30th Annual Charles River Short Course on Laboratory Animal Science in Providence, RI

October 30– November 3:

67th AALAS National Meeting in Charlotte, NC



20+ Questions with Deidre: Meet Allison Levy

Where in the Southeast do you live?

Charleston, SC Native

Where do you work?

Medical University of South Carolina

What is your current job?

Animal Technician II and Cross Foster Tech

What is your biggest pet peeve at work?

People Not filling food hoppers

What was your first job?

Worked at a library

If you could change careers, what would you do?

Open a Bakery

What did you want to be when you were little?

A motorcycle racer!

How many pets do you have?

2 Cats: Sugar Mama & Lucifer, 1 Dog: Chaucer and 3 Geckos: Lillith, Kaiju and Choco

What is the one thing that you MUST have in the fridge?

RedBull

What are two words that someone would describe you?

Indifferent and hardworking

Name someone you admire:

Don't really admire anyone

What is your favorite TV show?

An anime called DanMachi



What is your favorite book?

Fire Bringer by David Clement-Davies

Do you have any hobbies?

Reading, cooking and playing video games

What is the CD playing in your car?

New Politics-Vikings

What is your worst habit?

Picking my fingers

First thing you notice about someone?

Their posture

Where is your favorite place in the world?

Downtown Charleston on the weekends

What is your favorite way to unwind?

Clean or play with Lucifer (my cat)

Something you tried once but will never try again?

Crafts, I was trying to follow a DIY and I got mad, took it outside, and then I set it on fire! There was a black patch in the back yard for a while.

What is your idea of a perfect vacation?

Traveling around Germany for the summer

Words of advice?

Don't lose your fight. It only takes a little push to pull on through.



Introducing NexGen Rat 1800

A World of Value Inside.



A Room with a View

The forward portion of the 1800 cage, and also its corresponding wire bar lid, allow for a clear and unobstructed view both into and out of the cage! This provides researchers with an improved ability to perform quick and effective health checks, while - in equally important fashion - provides rats with a vantage point into what is occurring outside of the cage and within the room beyond; a key health and enrichment factor in the overall well-being of the animals.



A Step in the Right Direction

Variety within their environment, as well as the animals' ability to have a degree of control over it, is also a key factor in the well-being of research animals. The 1800 can accommodate optional platform in the front of the cage that allows rats to engage in important enrichment activities such as climbing and exploration.



Time to Make a Stand

The Guide for the Care and Use of Laboratory Animals, as well as other generally-accepted global standards, mandates that research animals should be able to engage in normal postures and activities. For rats, the ability to comfortably obtain a bi-pedal stance is something that has been shown to be beneficial to their overall well-being. The 1800 is a much larger and taller cage with a floor to ceiling height of 10" / 25,4cm, allowing rats to easily achieve this bi-pedal posture.



Register for a free webinar on the NexGen Rat 1800 at www.AllentownInc.com/rat1800



INTRODUCING: The Society of Laboratory Animal Veterinary Technicians



Have you heard of the Society of Laboratory Animal Veterinary Technicians (SLAVT)? If you haven't please visit our website at SLAVT.org. Our group is specifically aimed for credentialed veterinary technicians and assistants in the research field. **Our aim is to heighten the awareness of what we do and even more so promote veterinary excellence within the laboratory animal field.**

We are also the group that spear headed the Veterinary Technician Specialty (VTS) in Lab Animal Medicine. Being the Chair for the specialty committee as well, **we were charged with the formation of the *Academy of Laboratory Animal Veterinary Technicians and Nurses***. It is our main goal to get our application submitted and hopefully approved within this next year. We officially submit our petition on April 1st, 2016. Our committee members have been hard at work and are ready to get things done! It is an exciting time for Veterinary Technicians in research with support for our proposed Academy from AALAS, ACLAM and ASLAP. We are one the few groups with such broad support, clearly showing the need and faith other professional organizations have in our distinctive abilities.



By Stephen Cital, RVT, RLAT, SRA

13th Annual Lab Products Animal Technician Award



*A laboratory animal's best friend is a caring
Animal Technician*

Lab Products, Inc. is pleased to announce the **13th Annual Lab Products Animal Technician Award Program**. This program is designed to reward a deserving animal care technician from each of the 8 AALAS Districts and Canada with the opportunity to attend their first National AALAS Meeting.

One award recipient is selected yearly from each of the 8 AALAS Districts and Canada. The award is limited to animal care personnel, with at least one year of laboratory animal care experience, that have never attended a National AALAS Meeting. The recipients of the Lab Products Animal Technician Award will each receive an **award recognition plaque; airfare, hotel and registration for the National AALAS Meeting; one year membership to National AALAS and \$350 to cover incidentals** while attending the AALAS Meeting.



SEAALAS ANNUAL MEETING

January 27-29, 2016

Charleston, SC



Tech Talk Presenters

2016 SEAALAS Awards



SEAALAS Travel Award Winner: Colleen Oliver presented by Deidre Wright



Charles River Laboratories Linda Hazel Memorial Award : Sandy Myer presented by Margaret Seays



Purina Mills ProLab Technician Award: Allison Levy presented by David Blocker

Bio-Serv Animal Welfare Award: Aurelio Vidal-Ortiz presented by Karen Froberg-Fejko



Priority One Services Trainer Award: Roxanna Swagel presented by Lisa Secret





SEALAS Technician of the Year: Joe Hying presented by Travis Pruitt

Congratulations to this year's Winners!!



Taking Sentinel Animals Out of the Testing Picture.



SENTINEL

The Next Generation of Colony Health Monitoring:

- Less sentinel animals used*
- More accurate results than traditional sentinel testing
- Reduced labor & costs
- Backed by two trusted names: Allentown & Charles River

Allentown  **charles river**

View a free web presentation at www.AllentownInc.com/Webinars/Sentinel

*Sentinel animal use estimated at 750,000—1,000,000 animals worldwide per year.
Patent Pending, Allentown Incorporated and Charles River Laboratories



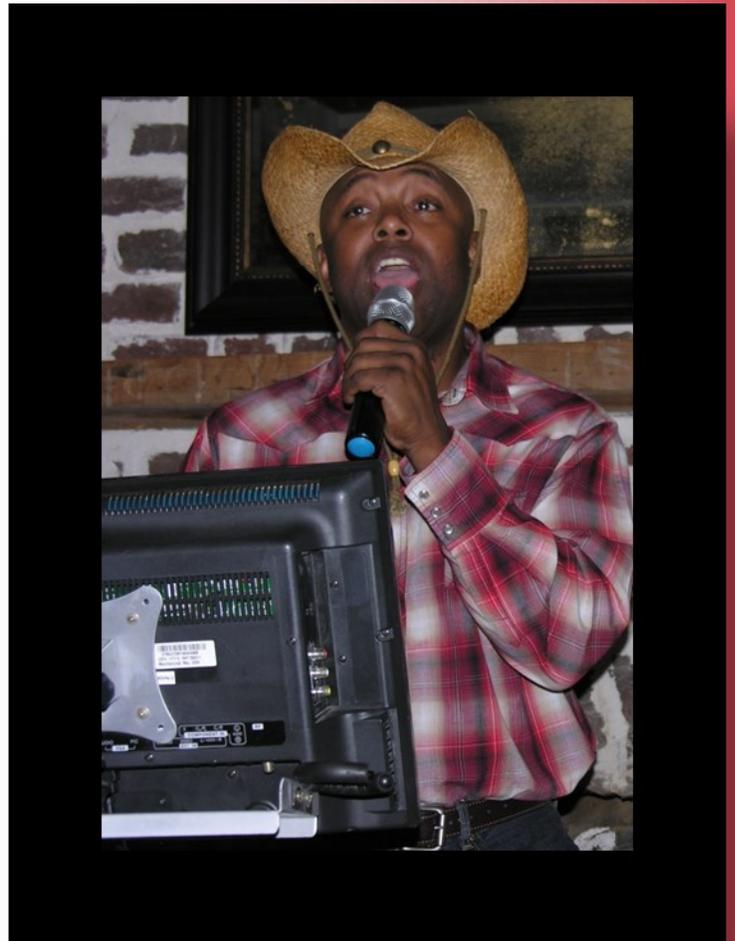
Ain't no Party Like a SEAALAS Party!



Best Dance Performance: Karen Froberg-Fejko



Best Male Performer: Johnny Wilson for "Whip It"



Best Performance by a Duo: Nancy McCormick & Johnny Wilson for "Summer Lovin"



**Best Female Performance:
Andrea Gibson for “Hello”**

**Best Song Choice: Kristy Weed
“House of the Rising Sun”**



*THERE WERE
KARAOKE ALL-STARS!*



AND DANCING QUEENS...



AND KINGS!



But Best of All Was
Spending Time With Friends...



Both Old and New



See You at Next Year's Meeting!



The Animal Research Behind The Top 25 Most Prescribed Drugs

Rank	Drug	Drug Usage	Species
1	Synthroid	Enlarged thyroid; hypothyroidism	Rats, Dogs, Mice
2	Crestor	High cholesterol	Rats, Beagle dogs, Mice, Cats, Cynomolgus monkeys, Rabbits
3	Nexium	Heartburn; Acid Reflux	Rats, Beagle dogs, Rabbits, Mice
4	Ventolin HFA	Bronchospasm	Rats, Beagle dogs, New Zealand white rabbits
5	Advair Diskus	Asthma; COPD Flare-ups	Rats, Dogs, Mice, Rabbits, Guinea pigs, Monkeys, Hamsters
6	Diovan	High Blood Pressure	Rats, Mice, Rabbits, Marmosets
7	Lantus Solostar	Diabetes mellitus	Rats, Beagle Dogs, Rabbits, Guinea Pigs
8	Cymbalta	Fibromyalgia; Major Depressive & General Anxiety Disorders	Mice, Rats, Rabbits, Dogs
9	Vyvanse	ADHD; Severe binge eating (adults)	Rats, Guinea Pigs, Beagle Dogs
10	Lyrica	Fibromyalgia; Epilepsy	Mice, Rats, Monkeys, Rabbits
11	Spiriva Handihaler	COPD (including Bronchitis & Emphysema)	Mice, Rats, Rabbits, Dogs
12	Lantus	Types 1 & 2 Diabetes	Mice, Dogs, Guinea Pigs, Rats
13	Celebrex	Arthritis; Ankylosing Spondylitis	Rats, Mice, Beagle Dogs, Monkeys
14	Abilify	Schizophrenia & Bipolar Disorder	Rats, Dogs, Monkeys, Rabbits
15	Januvia	Type 2 Diabetes	Rats, Rabbits, Dogs, Monkeys
16	Namenda	Moderate to Severe Dementia	Rats, Mice, Beagle Dogs
17	Viagra	Erectile Dysfunction	Rats, Dogs, Mice, Rabbits
18	Cialis	Erectile Dysfunction	Mice, Beagle Dogs, Wistar Rats
19	Zetia	High cholesterol	Rats, Dogs, Mice
20	Nasonex	Seasonal/Year Round Allergies	Rats, Rabbits, Dogs
21	Suboxone	Narcotic Addiction	Mice, Rats, Rabbits, Baboons, Dogs
22	Symbicort	Asthma	Mice, Rats, Dogs
23	Bystolic	Hypertension	Mice, Rats, Dogs
24	Flovent HFA	Prevent Asthma Attacks	Rats, Rabbits, Dogs
25	Oxycontin	Long lasting, Moderate to Severe Pain	Rats, Rabbits

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Community Outreach: Talking About the Animals

This article was originally published on www.speakingofresearch.com. Speaking of Research aim to provide accurate information about the importance of animal research in medical and veterinary science. They accept guest posts from researchers, veterinarians, technicians and those involved in public outreach.

Many of us that work in biomedical research often are confronted with the dreaded question: “What do you do for a living?” The anxiety of the inevitable conversation about animal research can be palpable. One may ask, “Do I tell them the truth and get into a debate about the ethics of animal research? Or do I tell them that I am an accountant, thus avoiding any further conversation about my career?” Although distorting the truth works, but it does a great disservice to all those involved. How will people really understand animal research unless accurate, balanced information is provided? Historically, the majority of the information available is from science journals or biased animal rights groups. As a result, the bulk of the information is skewed to paint animal research as a vile, unethical institution that cares little about the animals. On the other hand, science journals describe the science, written for scientists. How does the lay person get that accurate information? That accurate information comes from you, the one that works in the industry.



comes from you, the one that works in the industry.

It is important to note that I do not speak for all individuals in this field, but the sentiment behind my words is shared by the vast majority. Those of us that have chosen to work in this field have done so for very specific reasons: Some of us do it to be a part of human and/or animal medical advances; others do it because they feel passionate about animal welfare and, of course, there will always be a few people who do it solely because they like having a steady job with a steady paycheck. Fortunately, the vast majority of people in the industry do not subscribe to the latter reason.

The fact that many people disapprove of animal research, but nearly all benefit from it, indicates that most people do not truly understand how biomedical research works. From food and drug production to vaccines, surgical and disease treatments, humans have benefited from animal research for hundreds of years. The sheer shock that the public has in reaction to animal research stories indicates that more education is needed. For example, the A.L.S. [ice bucket challenge](#) was all the rage last year, yet [some people complained](#) they did not want their charitable dollars to go towards animal research. The fact that some people did not know that all medical testing and treatments have or will go through animal testing before use in humans demonstrates the lack of education regarding the system. It is now time to explain it. When it comes to public opinion it is important to understand that people's perception of complicated and controversial subjects is dramatically affected by the available information to which they are exposed. We can thank the biased animal rights groups for providing the bulk of the misinformation about research that exists today. They have had years to twist the truth and present their information in a way that immediately causes negative emotional responses in those that are subjected to this information. That is the same stance those of us in research must take. We must talk about what we do, but it should be made personal. This is the only way the lay person will be able to relate, at the

When I think of a personal story that describes the environment of research as well as the people and animals, I think of Duncan. Duncan was a chimpanzee I had the honor to know while working as a veterinary technician. Since he didn't have a family group, he had to be housed singly, along with three other lone males. We were tasked to give them a little extra attention. Although I spent time with all of the males, Duncan was, by far, my favorite. I spent many hours over the years sitting next to his enclosure and talking to him. Of course, he would nod and grunt at me, not allowing me to feel too crazy speaking to an animal. One day, Duncan became sick. He had sacculitis (inflammation of his air sacs) that was not responding to treatment. After weeks of diligent care, Duncan succumbed to his disease. I was holding him and petting him the day he passed. As he lay breathing his last breath, I looked around me. All I saw was a family crying over the loss of a member. From care techs to managers and veterinarians, we all cried together. The loss of this amazing creature shook everyone to the core. This pain can only be compared to the loss of a human loved one.



I felt great comfort in knowing that we all mourned Duncan and that we, as the caregivers that did more than just feed him, we loved him. It is with stories like this, that the true face of biomedical research can be seen, from great love and compassion. These are the stories we need to tell.

Once an individual is empowered to speak up about research and tell their story, as I was through Duncan, the next step is to determine the outlet and the audience. Anyone can get involved with outreach; locally or nationally. Some examples are: Institute of Animal Technology (IAT), American Association for Laboratory Animal Science (AALAS), technical schools, local career days, contributions to web sites publishing articles about science and, of course, casual conversation. Please see the end of this article for links to various avenues for outreach.

Regardless of the platform for outreach, the target audience should always be considered. Formulate your discussion, lecture, presentation or article around the individual that will be receiving the information. If the bulk of your audience is not science based, avoid scientific jargon- speak in plain terms. Most importantly, explain how your work has or may improve medicine as if you are speaking to someone with no knowledge of the inner-workings of research.

Now that you have a story to tell, you may ask yourself: Why should I speak out?

The answer is clear: *The people with the best knowledge of the inner workings of research are the best source of information.* It is time that the research community counteracts the years animal rights groups have had to speak against research. The best way to counteract those effects is to be open about what we do and how we do it. We should inform the public by providing balanced information. Let them make their own decisions but with correct information, instead of skewed rhetoric that serves only to fuel the extreme views that all animal research is bad and managed by heartless people that do not care about animals or society. Each one of us should be proud of our careers. It is time to show your pride and tell the world what we do and why we do it. We, the research community, are in favor of ethical treatment of animals for biomedical research and would prefer a world where disease did not need to be studied. We would also prefer a world where there were effective and appropriate alternatives for animal research, however, none are currently available or reliable to use for all research. Until that day comes, we will continue to provide the best care we can- not only because it is the law but because it is the right thing to do.

By JAMES CHAMPION



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WHEN: October 30, 2016 – November 3, 2016

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HOW: Go to SEAALAS website (www.seaalas.org) for link to AALAS Travel Award App for 2016.

Submission of completed application with: statement explaining why one wants to attend meeting, statement from employer/supervisor why they are NOT able to fund any travel expenses for the meeting, and statement from employer/supervisor that the candidate has permission to attend meeting

Candidate must be a SEAALAS member

Candidate must be a National AALAS Member (or must use a portion of travel award money to become member)

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Winner of award announced: June 1, 2016.



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Tim Hidell, CEO



Register Today to Meet the New Deputy Administrator for Animal Care at USDA-APHIS

If compliance with the federal Animal Welfare Act is important to you and your institution, you're not going to want to miss NABR's upcoming one-of-a-kind webinar. NABR has organized a special opportunity for the biomedical research community to meet the **new Deputy Administrator for Animal Care at USDA's Animal and Plant Health Inspection Service (APHIS)** on Tuesday, May 3 during [NABR's next webinar](#). [Please register ASAP](#) as space is going very quickly.

APHIS Administrator Kevin Shea announced in a February 22 stakeholder's announcement that with the retirement of Dr. Chester Gipson, **Bernadette Juarez** was named as the new head of Animal Care. During this NABR-exclusive webinar, Ms. Juarez will present her vision for Animal Care, answer your questions, and discuss the future of the USDA division responsible for the regular inspection of your facilities. **If you'd like to submit a question for Ms. Juarez to answer during the webinar, please send it to info@nabr.org.**

An attorney, Ms. Juarez has extensive experience in investigating violations and enforcing the Animal Welfare Act (AWA). As Director of APHIS' Investigative and Enforcement Services (IES) she led investigations into suspected violations. During her tenure in the USDA's Office of General Counsel, she represented APHIS in numerous enforcement proceedings. **Register today so you [don't miss this opportunity](#).**

All questions ***must be submitted in advance*** to info@nabr.org and will remain anonymous. Questions will be reviewed and formatted to prevent duplication.

Space is limited for this webinar and will fill quickly, so [please register ASAP!](#)

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FUNCTION OF JOB: Under direct supervision, learn to perform general care and maintenance of laboratory animals and facilities used for experimental and breeding purposes.

1. Learn and apply knowledge and skills to:
 - Provide feeding, watering and bedding of all animal species according to specific requirements.
 - Handle and restrain all animal species while maintaining proper identification and location.
 - Prepare and administer diets and medications.
 - Maintain sanitary animal housing equipment and facilities according to SOP's to achieve a state of functional readiness.
 - Assemble animal cage equipment and observe equipment for evidence of needed repair.
 - Distinguish between caging varieties and associated components relating to different species.
 - Observe animals and recognize signs of illness, discomfort, and/or distress.
 - Operating mechanical equipment safely.
2. Communicate pertinent information to clinical, supervisory, investigative, and managerial personnel.
3. Become familiar with standard operating procedures.
4. Perform other related duties incidental to the work described herein.

Experience and Skills:

MINIMUM ACCEPTABLE QUALIFICATIONS:

1. High School diploma or recognized equivalent.
2. Manual dexterity to include the ability to push/pull equipment, climb a ladder, stoop, bend, and lift 50 pounds.
3. Must have a Valid North Carolina driver's license.
4. Must be able to perform simple mathematical calculations.
5. Must have good oral and written communication skills in English.
6. Must have Color vision.
7. Must receive a Negative test for active tuberculosis as required by the company.
8. Must receive a Tetanus/MMR immunization as required by the company.
9. Must have No known allergies to laboratory animals, or immune compromising condition.

Additional Desired Qualifications:

Prior experience working with Non-Human Primates.

ALAT, LAT, or LATg certification preferred.



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Animal Care Technician II

Job ID: 53468BR

JOB DESCRIPTION: Performs routine and specialized duties associated with animal care, including feeding, medicating, cleaning, restraint and transportation. Maintains adequate inventory of necessary supplies and equipment. Observes animal behavior and conditions, collects specimens and provides technical assistance to research and veterinary personnel. Performs minor repairs and maintains animal housing facility. May train and supervise new technicians. May drive utility vehicles to transport animals and supplies, ensuring safe operation, daily inspection and vehicle cleanliness. Performs related responsibilities as required. Employees in this classification may be required to work with, take specific precautions against and/or be immunized against potentially hazardous agents.

MINIMUM QUALIFICATIONS: A high school diploma or equivalent and two years of animal husbandry/care experience OR certification as Assistant Laboratory Animal Technician (ALAT) and two years of animal husbandry/care experience OR four years of animal husbandry/care experience. The ability to lift up to 50 pounds. Positions within this classification may require a valid Georgia driver's license and an insurable driving record. Positions in this classification may require three years of transportation and routing experience in lieu of animal husbandry/care experience.

Animal Care Technician III

Job ID: 53469BR

JOB DESCRIPTION: Oversees the daily operations of an animal care facility including the routine care of animals and maintenance of equipment. Serves as a resource in the management of a particular technical specialty such as mice or primates. Provides technical assistance to research and clinical medical personnel in the performance of research and emergency procedures. Feeds animals and supervises the administration of special diets and medication. Assists veterinarians with grooming and pre- and post-operative animal care. Collects blood, urine and other required specimens from animals as requested for medical research. Observes and monitors animals for signs of illness, trauma or social instability. Monitors environmental conditions in animal housing facilities and inspects the condition of facilities and equipment for cleanliness and proper operation. Ensures that the facility complies with federal regulations for care and maintenance of research animals. Maintains daily records pertaining to animal care. Complies with OSHA standards and other applicable federal and state regulations when working with hazardous chemicals, materials, animals and power equipment. Follows protocol in the proper containment and disposal of biohazardous waste and contaminants. Assists in training other animal care providers. May act in a lead capacity in the supervisor's absence. Employees in this classification may be required to work with, take specific precautions against and/or be immunized against potentially hazardous agents. Performs related responsibilities as required.

MINIMUM QUALIFICATIONS: MINIMUM QUALIFICATIONS: A high school diploma or equivalent and three years of animal husbandry/care experience OR certification as Assistant Laboratory Animal Technician (ALAT) and three years of animal husbandry/care experience OR five years of animal husbandry/care experience. The ability to lift up to 50 pounds. Positions in this classification may require a valid Georgia driver's license and an insurable driving record.

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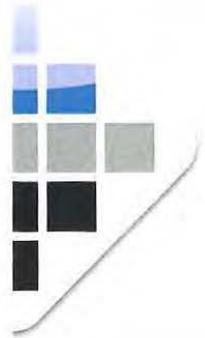
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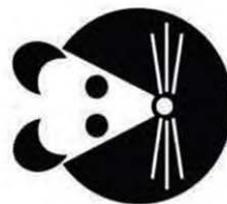
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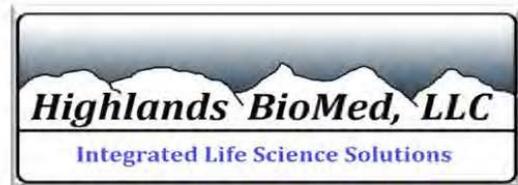
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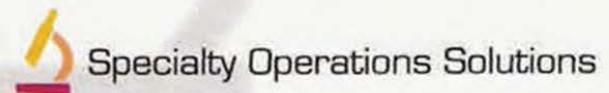
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