SEAALAS NEWSLETTER

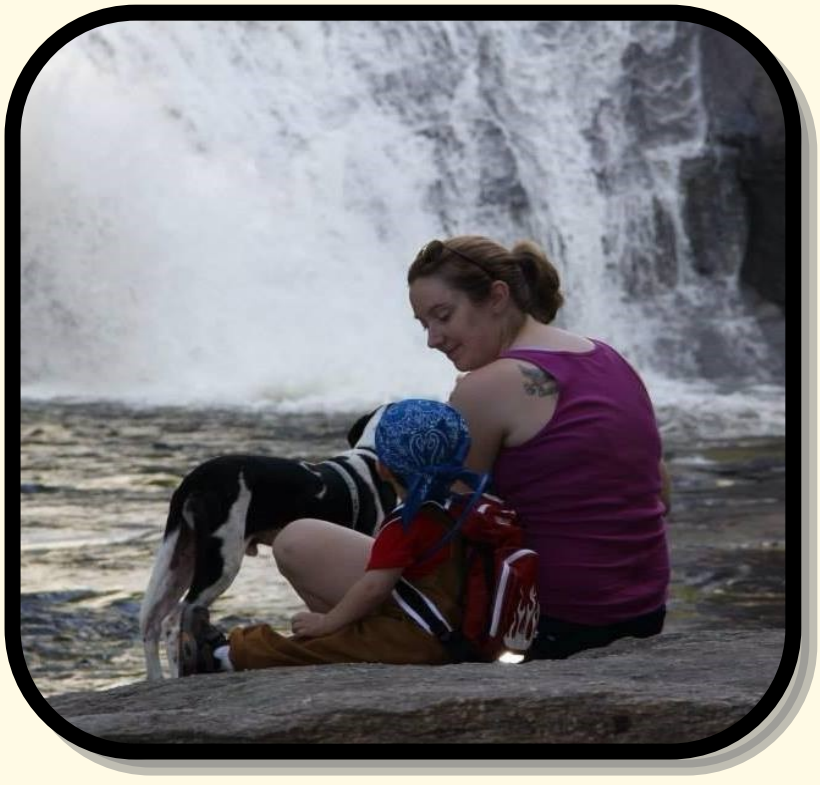
SUMMER 2016

INSIDE THIS ISSUE:

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

Letter From the Editor

Recently, I was creating a presentation on the veterinary services offered by our department. The audience were PhD students who would soon be working in research labs. I wanted to seize the opportunity to let them know that it is essential that we work together to bring about the best outcome for both the animals and the research. I decided to look in the *Guide for the Care and Use of Laboratory Animals* for inspiration. I came across a couple lines that I really liked: "There should be a timely and accurate method for communication of any abnormalities in or concerns about animal health, behavior, and wellbeing to the veterinarian or the veterinarian's designee. The responsibility for communicating these concerns rests with all those involved with animal care and use." In many cases, researchers set eyes on their animals more frequently than DLAR staff. We rely on their observations and knowledge of their subjects' individual 'normal' behaviors. I encouraged them to contact veterinary staff whenever they had a concern about an animal, no matter how small. It takes all of us, working as a team, to ensure that sick or injured animals are identified and receive care as quickly as possible. I feel it is a duty that should not be taken lightly.



Lindsay Olin, LVT, LATG

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SOUTH EASTERN

In Memory of John Duktig

As many of you have already heard, John Duktig, a well-known member of the Lab Animal Science community, passed away suddenly on June 13th at the young age of 59. John worked in research for over 30 years. While working, he achieved an Associate's degree in Laboratory Animal Technology and a Bachelor's in Zoology. He started his career as an animal technician at the Wistar Institute in Pennsylvania. He also worked at Glaxo Smith Kline and Wyeth before making the move to Atlanta in 1993. There, he worked at Yerkes, Georgia State University, and lastly as Director of Research Animal Science at Specialty Operations since 2001. He regularly returned to Philadelphia for work, so he kept in close contact with the friends he made when he started his career. He was still a member of the Delaware Valley Branch AALAS and is remembered by both the New Jersey and Metro NY Branches, where his career began many years ago. He was the current Past-President for SEAALAS. He was also a member of the Canadian Association for Lab Animal Science, the Laboratory Animal Management Association, and the Society for Quality Assurance. He was active in National AALAS and the AALAS Foundation as well.

Amy Ingraham, who worked with John at GSK and was close with not only him but his family, remembers a time when, at the Anaheim National AALAS Meeting, John took it upon himself the ensure the safety of his friends against antagonistic animal rights activists who were, in her words, "openly hostile, aggressive, and scary. The activists stormed the convention hall, and when they saw the AALAS people crossing the road to the hotel, they would rush down and try to incite physical violence. After one of our dear friends was pushed down, John appointed himself our 'Life Guard.' He would gather us together morning, noon, and at the end of the conference day, and escort us across the street: one man and 4-5 ladies. NO ONE bothered us. John had the most frightening look on his face; sort of a Grizzly Adams look, which melted into a smile once we were safely on the other side of the road."

Kim Benjamin had this to say about John's passing: "I was completely shocked and saddened when I heard of John's passing. For many years John has been a huge supporter of mine and was always there for whatever I needed. If I was planning a meeting, he would be the first to volunteer his time. If I had a facility question, John was the right there to email me back with help or guide me in the right direction. When the managers in Atlanta got together every few months I could count on John to respond and assist with the planning. He was just a great guy and I will miss him greatly. I am thankful I got to have lunch with him at the end of May and would have spent less time complaining and more time enjoying his presence if I would have known he would be leaving us. I guess it does put a reality check on your time on this earth. Love more, complain less. I definitely will change a few things thanks to John."

John's dog, Dimitri

John's family has asked that, in lieu of flowers, donations be made to one of the following organizations, which were dear to John's heart:

AALAS Foundation, www.aalasfoundation.org

Atlanta Wild Animal Rescue Effort, www.awarewildlife.org

Georgia Society for the Prevention of Cruelty to Animals, www.georgiaspca.org

A Memorial for John will be held in Lawrenceville, Georgia on August 14th. Details can be viewed at www.wagesfuneralhome.com.

AAALAC International appoints Dr. Kathryn Bayne Executive Director

June 13, 2016: **AAALAC International has appointed Kathryn Bayne, MS, PhD, DVM, DACLAM, DACAW, CAAB, as its new Executive Director.** In this position, Dr. Bayne will serve as the chief executive of AAALAC International, headquartered in Frederick, Maryland. This includes overseeing the administration of AAALAC's offices in North America, Europe and Asia; supervising fiscal and personnel management for the association; providing oversight of AAALAC's Accreditation, Program Status Evaluation and Education & Outreach programs; and serving as AAALAC International's spokesperson.

Dr. Bayne will assume her duties on July 1. She succeeds Dr. Chris Newcomer who is retiring after serving eight years as AAALAC's Executive Director.

"Dr. Bayne brings a tremendous wealth of expertise, service and success as AAALAC International's Global Director to her new position, and has been instrumental in the organization's growth over the past two decades," said Gregory A. Timberlake, M.D., FACS, Professor Emeritus of Surgery, the University of Mississippi Medical Center, and Chair of the AAALAC International Board of Trustees. "Dr. Bayne's extensive knowledge of AAALAC's accreditation program and processes, understanding of the needs of the scientific community, dedication to animal welfare, and fluency in working with international markets make her uniquely qualified to take the helm."

Dr. Bayne is currently Global Director for AAALAC International, a position she has held for the past eight years. In this role she directed the accreditation program and traveled extensively worldwide to advance AAALAC's accreditation program and laboratory animal welfare. She has served on the AAALAC International staff since 1994. Her many achievements over the years include the development of the Council on Accreditation into regional Sections serving Europe and the Pacific Rim, the hiring of regional Directors to the AAALAC International staff, her extensive work introducing numerous countries to the AAALAC International accreditation program, and her extensive work in Asia to advance research animal welfare.

Dr. Bayne's history with AAALAC International began with being one of four total employees staffing a Council on Accreditation comprised of 18 members and a Board of Trustees (BOT) representing 41 scientific and professional organizations. During her tenure AAALAC grew to a staff of 16, supporting a 63-member international Council and 71-member BOT. She served on both the 1996 and 2014 Strategic Planning Committees and has attended 66 meetings of the Council on Accreditation and 25 meetings of the Board of Trustees (never having missed one during her employment).

"It has been an honor to have dedicated the last two decades of my professional career to AAALAC International," said Dr. Bayne. "I believe in the mission and work of this organization and that it plays a vital role in ensuring high-quality animal care and high-quality scientific outcomes. I look forward to championing AAALAC's values around the world. I am excited to have the opportunity to take on the role of Executive Director and to further AAALAC's mission as we continue to roll out the latest Strategic Plan, shift to a new governance structure and collaborate with the research community to ensure the AAALAC International accreditation program is providing value to participants."

Prior to joining AAALAC International Dr. Bayne worked at the National Institutes of Health leading a research program on nonhuman primate psychological well-being and environmental enrichment programs for primates, dogs, cats and swine. She is a certified applied animal behaviorist, and is internationally renowned for her work in laboratory animal behavior and welfare. Dr. Bayne has held several leadership positions including service as President of the American College of Laboratory Animal Medicine, the Association of Primate Veterinarians, as well as the District of Columbia Veterinary Medical Association. She is past Chair of the American Veterinary Medical Association's Animal Welfare Committee, and was the inaugural Chair of the American Society of Laboratory Animal Practitioner's Animal Welfare Committee. Dr. Bayne was the 2009 recipient of the American Veterinary Medical Association's Animal Welfare Award, the 2012 recipient of the Charles River Prize, and the 2016 recipient of the KCLAM Award for Global Support to Laboratory Animal Medicine in Korea.

SOUTH EASTERN

CONGRATULATIONS!!

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Facility News

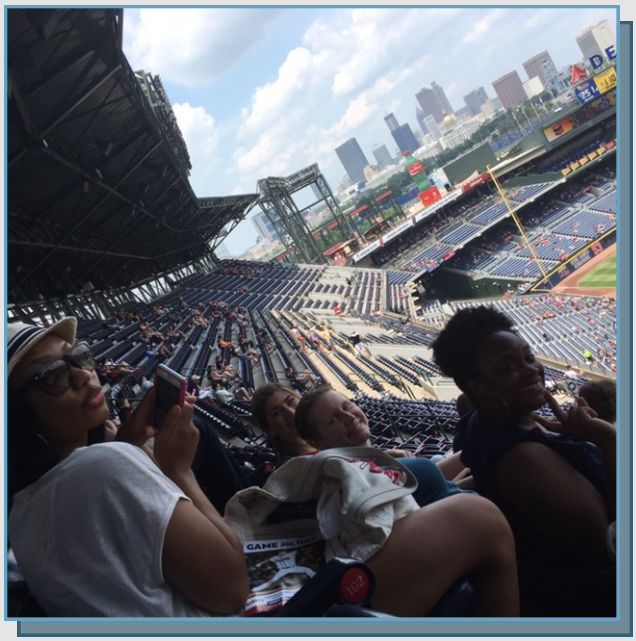
Robin Kavanaugh is coming back part time to UGA, YAY!

Todd McDaniel is retiring at the end of June.

Nichole Head is no longer with UGA. She now working at Acuity.

Hey Everybody!!!

Things are very busy at Georgia Tech as we add new PI's and start moving aquatic species into the new EBB building. With the new faculty hires our breeding colonies are increasing. We hope to post and hire a new technician to oversee some of these colonies over the following year. We also have two Laboratory Tech II positions that are currently posted to the Ga Tech website. Please share this with anyone you know that would make a great addition to our team. You can contact Kim Benjamin (Kimb@gatech.edu) directly if you have questions.



One thing we do here is do group activities or Human Enrichment. We all went to a Braves game earlier in the month to spend some good quality time together. This is the last season the Braves are in our back yard and we couldn't miss out. It was hot and they lost but we had a good time. Maybe we will go again next summer but we won't get to see that Atlanta Skyline.

Have a great summer everyone!

Kim

Hi SEAALAS,

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 our 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 SEAALAS conference and really enjoyed himself, so kudos to the SEAALAS crew.

Until next time…

Matt

Hello, SEAALAS!

There are big happenings going on at MUSC! First off, I'd like to welcome our new facility manager, Hillita White-Reese. Hillita comes to us from MD Anderson, where she was an Animal Resources Team Leader. We are also welcoming a new Administrative Manager, Wayne Singleton, who is joining us from the Surgery department here at MUSC. Our new Program Coordinator is LaTanya Fisher. Tanya has a Masters in Counseling, a BA in Biology/Health and has years of experience as a Program Manager and Case Manager. She also has a certificate in Human Resources. We have a new Animal Care Technician as well, Donald Wallace.

Unfortunately, new faces also mean goodbyes to other dedicated staff. Sarah Cantrell, our previous Program Coordinator, has left to offer her expertise to the College of Dental Medicine here at MUSC. She will continue her role as SEAALAS Secretary through the end of her term. Russell Cox, our Administrative Manager, is retiring after over 30 years of service to our department. DLAR would like to thank him for all his hard work over the years, and we hope that he enjoys all his free time for fishing now! We would also like to thank Deidre Wright for stepping up and taking on the responsibilities of Interim Facility Manager until Hillita could join us.

Congratulations to Katherine Bryant on winning the May Employee of the Month!

Sadly, our department suffered a huge loss in April when Tad Driggers passed away. Tad was one of the hardest working employees I have ever met, and he had such a big personality. There is a large piece missing from DLAR now, and it will be a long time before it won't be felt so keenly. In his honor, the cage wash where he spent so much of his time and we all got so used to seeing him is being named after him. We are currently discussing other ways to honor such a kind man.

We are looking forward to seeing other SEAALAS members at the National AALAS meeting in Charlotte, and we can't wait for the D4 meeting in Decatur next year!

Cheers,

Becky

The *Care* and *Feeding* of Laboratory Animal Personnel

Using a different lens to recognize positive employee behavior.

By Lisa K. Secrest, CMAR, RLATG

We know that engaged employees are productive. The vast majorities of our staff are hardworking, passionate, and compassionate about the attention they give the animals in our care. The first step as a supervisor is to pay attention to this fact and the next step is to recognize those positive behaviors in our employees. Recognition affirms employees' engagement and productivity.

Making a List

Okay, let's conduct a little experiment. Reflect on your work day and about how your staff handled all the issues that came up, from the mundane to the critical. How many images crashed into your brain of an employee not listening to you or not doing what you asked promptly or worse, not at all? Do you feel annoyed, upset, or aggravated about their performance? Before you pull your hair out from the stress of it all, think about all the things that they did right that made the operation go smoothly or averted disaster. Go ahead, pull out a blank piece of paper and begin listing your employee's actions and behaviors that fell in line with the facility mission and on the opposite side of your column write down the actions that did not move your organization forward.

Which of these two lists were easier for you to make? If you're like most people, the undesirable behaviors were quicker and easier for you to identify than the positive. Why? Nancy S. Buck is a developmental psychologist and author who is an expert in motivation and behavior. She states that our brain's biology is a negative feedback loop and that we are set up to notice what is wrong; to notice the exceptions, the mismatches, and the areas that are out of order. Although she specializes in children's behavior, we as adults are still wired in the same way. The difference between what you want and what you are getting creates the signal for you to take action. Your brain does not notice when what you want matches with what you are getting. You don't pay attention because there is no signal generated by the brain. You aren't even aware of it.

Let's take that list and think about interactions and relationships with your staff. Everyone in the facility is very aware of the "bad apples," those team members who are not meeting the mark. Are

"The Care and Feeding of Laboratory Animal Personnel: Using a different lens to recognize positive employee behavior." by Lisa K. Secrest, CMAR, RLATG appeared in the AALAS membership magazine, Laboratory Animal Science Professional, June 2016, and is reprinted by permission.

you aware of the staff members who are cooperating, being productive, and engaged? They probably go unnoticed; it is just how our brain functions. On the other side of the coin, you're employees, who have the same brain set-up as you, may not be aware of what they are doing well, where they are achieving, and whether they are successful. For this to happen, they have to go against their brain's biology. Looking for successful accomplishments, especially small and minor ones, is not part of our nature. It takes time and effort to develop the brain to act against biology, to see things through a different lens. This powerful information can make dramatic changes on how you see your team.

Second SOP: Recognition

What precisely is employee recognition? Some organizations think that they have accomplished recognizing their employees by giving them compensation, vacation days, and health insurance. In reality, compensation is payment for doing the job and the other things listed are benefits. An employee may be grateful they have all of this but it is not recognition. To be effective, employee recognition needs to be an incentive or reward for the achievement of specific performance goals. If used correctly, a planned out recognition program can be a critical tool in acknowledging performances that meet or land above expectations of the individual, team, or organization. It should incorporate a variety of practices and experiences with the end goal of expanding and enriching your employee's skills. Recognition is quite simple actually. The point is to make a connection and engage with your team through conversation, asking their opinions and elevating their work and personal lives by giving them the chance to grow and develop. The most important thing you as the leader need to do is give your staff a sincere "thank you" or a hearty "well done" when team members succeed.

The Power of Recognition

Recognition is a powerful way to develop and retain your employees, enhance their performance, and build a vibrant, values-based culture. Appreciation may include tangible rewards, but a continuing focus remains on expressing gratitude, positive feedback, and acknowledgment. A culture of recognition will contribute to employees taking more pride in their work, bringing more attention and resourcefulness to their tasks, feeling more connected to the organization's objective, and collaborating more effectively.

The Maritz Recognition Model: "Behavior, Effect, and Thank You" (BET) provides a powerful blueprint for creating a high-impact recognition experience. According to the model, effective recognition consists of three ingredients.

B: State the Behavior
– the specific behavior or performance

- Recognition too often stands alone, never connected to specific actions. Explicitly stating the behavior trans forms a general appreciation of "who they are and what they do" into a reinforcement of specific behaviors, attitudes, or results.

E: State the Effect
– the impact and importance of the behavior

- Behaviors are reinforced through recognition, and that positive reinforcement is further extended by also connecting the behaviors to the result of the positive action.

T: Thank You

- Recognition without the expression of gratitude is not recognition; it is just a recap of the activity.

In 2007, a Maritz poll concluded that employees who received recognition felt more valued, were significantly more satisfied with their job, more likely to remain with their company, and more likely to recommend their workplace to others.

So back to the challenge we started with, pay attention to all the ways your staff works well together. Now that your brain is switched on to look for the positive you will find that earlier list will now include a lot more of these expressions: cooperative, helpful, and being pleasant. Maybe even the word "friendly" will appear.

It is about creating a culture shift. When you enter your facility, celebrate victories and recognize a job well-done. To reference the previous article, we are returning to Maslow's Hierarchy of Needs, and examining their Level 4 – Esteem Needs. When we notice successes, happiness, and achievements, and attribute those results to effective behaviors, we help lead employees down a path to satisfy their need for recognition. We can help employees understand that what they do daily enables their climb on the path to self-actualization. In the end, it is all about doing our part to feed and care for our team.

Lisa K. Secrest, CMAR, RLATG is a Training Program Coordinator for Priority One Services.

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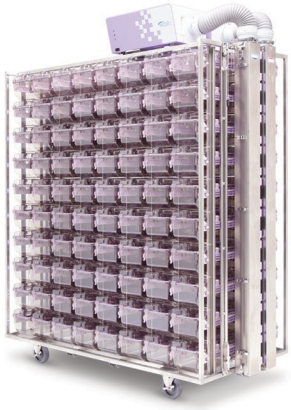

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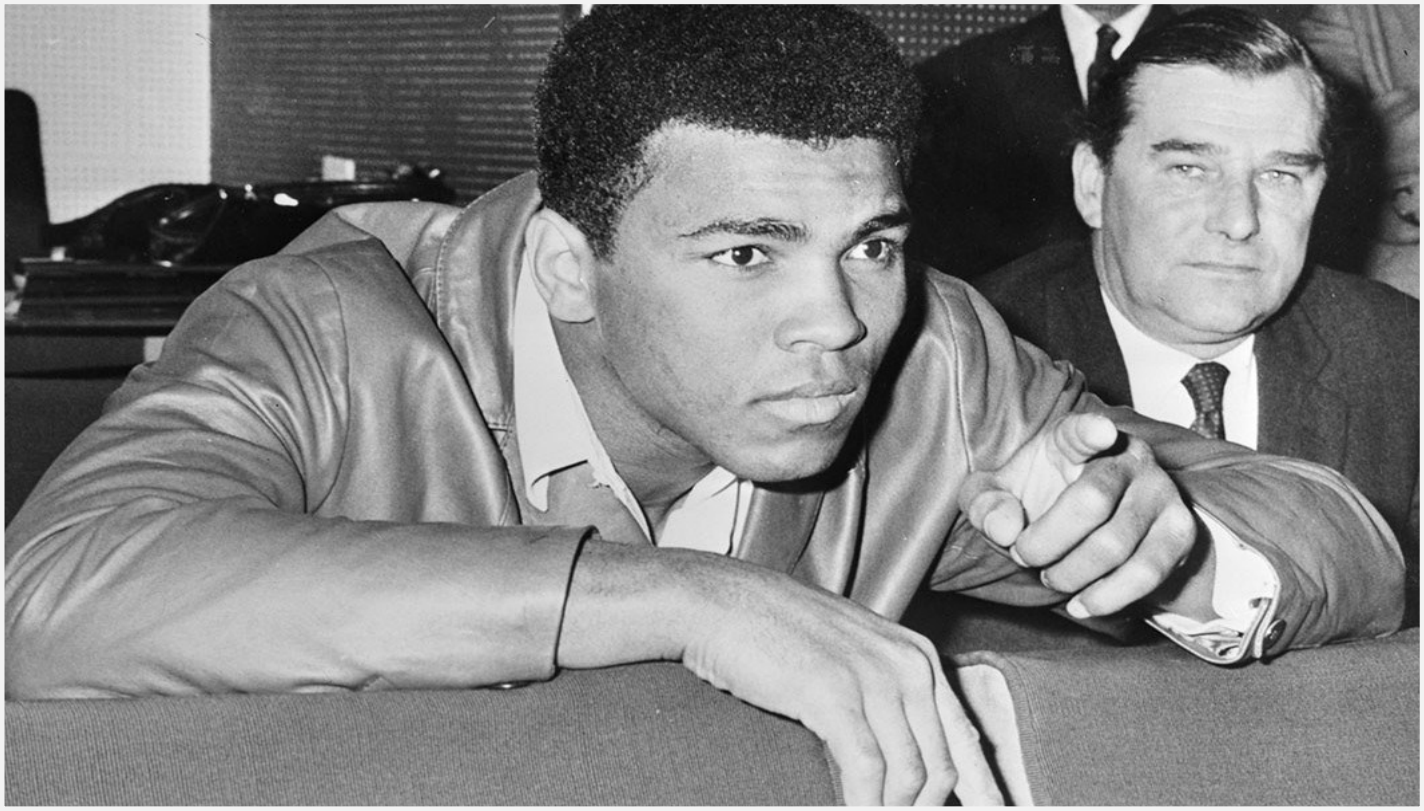
*Sentinel animal use estimated at 750,000—1,000,000 animals worldwide per year.

Knocking Out Parkinson's Disease

by Susan Szuch | Jun 7, 2016 | From the Foundation for Biomedical Research (FBR), fbresearch.org



As everyone knows by now, boxing legend Muhammad Ali died this past weekend at the age of 74. He was an incredible fighter in the ring admired by millions. But for the past 32 years, Ali had also been locked in a match with Parkinson's disease, a neurodegenerative disorder that affects about 1 million people in the United States. Ali worked as a tireless advocate to raise awareness of the disease and to establish a center that provides comprehensive care for those affected.

Parkinson's is a result of the loss of cells in various parts of the brain, including one portion that produces the neurotransmitter dopamine. Dopamine is essential for being able to move in a coordinated way, so the loss of dopamine causes the tremors often associated with the condition.

While the exact cause of Parkinson's is unknown, genetics and environment are contributing factors. Most cases occur in patients with no family history of Parkinson's disease, but there are 13 gene mutations that have been linked to either causing the disease or increasing one's risk of developing it. Certainly not everyone who carries these gene mutations develops Parkinson's, but identifying these genetic indicators is the beginning of developing more precise treatments.

There are many risk factors linked to Parkinson's. It's unknown why, but men seem to be more often affected than women. Age is another factor. According to the Michael J. Fox Foundation, the biggest risk factor for Parkinson's disease is advancing age. Despite that, some people can develop it as young as 30, but that's less common – 2 percent of the million people with Parkinson's disease are thought to be younger than 40 years old (Ali was diagnosed at age 42). There can be external risk factors as well, such as exposure to pesticides or traumatic brain injury caused by repeated blows to the head. Because of the early onset of Ali's Parkinson's, there is no agreement as to whether or not blows to the head from boxing were a factor.

There is no cure for Parkinson's disease, but it's also not a fatal ailment in itself. As the symptoms worsen, though, they can cause complications that lead to death. Pneumonia is the leading cause of death for those with Parkinson's, because as motor skills deteriorate, it can affect a person's ability to cough and swallow.

However, what the field of medicine currently knows about Parkinson's and the available treatments are due in large part to the use of animal models.

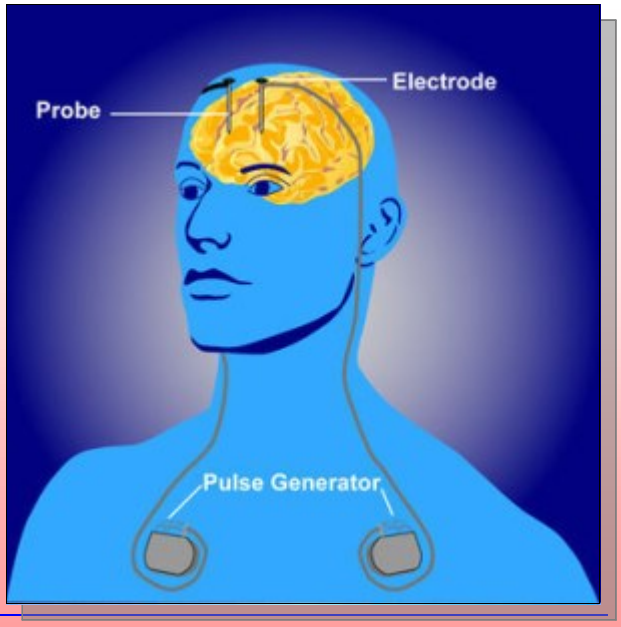
The disease was first described in the early 1800s by James Parkinson, but it wasn't until the 1950s that researchers were able to understand what may be happening in the brain.

Arvid Carlsson's research with mice and rabbits showed that dopamine was instrumental in controlling walking and other voluntary movements, and that a depletion of this neurotransmitter impaired movement. When he gave the amino acid levodopa (L-DOPA) to animals with depleted dopamine, he found that they were able to move normally again. This later resulted in the use of L-DOPA in patients with Parkinson's disease, and it remains one of the most widely-used treatments available for those affected by Parkinson's.

However, like many current treatments for Parkinson's disease, L-DOPA only treats the symptoms, and it can lose effectiveness as time goes on. But there is hope for those who do not benefit from L-DOPA, a treatment called deep brain stimulation (DBS).

In the 1980s, researchers studying monkeys were able to identify the area of the brain affected by this disease. While researchers identified the location, they did not know how it was affected.

Later, they discovered that lowered dopamine levels led to increased activity in the subthalamic nucleus (STN) which resulted in motor abnormalities in monkeys. By interfering with the STN, they could relieve the Parkinson's symptoms. Eventually, researchers were able to find a better way to induce the effect of damage without permanently harming the brain by stimulating the STN at a high frequency, which stopped the activity that was causing abnormalities with movement, relieving the symptoms.



Deep brain stimulation is one method of treating Parkinson's disease.

With DBS, a pacemaker is implanted that sends electrical impulses to the brain. In 2002, the Food and Drug Administration approved the use of DBS to help treat Parkinson's.

While L-DOPA and deep brain stimulation are two of the most common treatments for Parkinson's disease, they're by no means the only ones, especially with considering more recent research. The Buck Institute has identified a new target for drugs to treat sporadic Parkinson's disease. The same responses to stress that lead to neuronal cell death in mice bred to develop Parkinson's also lead to cell death in the more common sporadic form of Parkinson's disease. They found that oxidative stress affects the protein involved in degradation of damaged protein in the same way that genetic mutations do. By identifying this pathway, they hope that they will be able to figure out what compounds target the pathway and how to prevent the damage related to the disease. By targeting these compounds, researchers may be able to better treat Parkinson's disease.

Based on his tireless advocacy, Muhammad Ali undoubtedly would have been supportive of this research. In fact, he and Michael J. Fox testified before Congress in 2002, highlighting the need to fund more Parkinson's disease research. And while the world's attention is at least momentarily focused on this dreadful disease, it is worth remembering that the treatments we have now may not have come to fruition without the help of mice, rabbits and monkeys. As researchers continue to strive for an Ali-style "knockout," they will achieve it with the help of animal models and advocates alike.

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Upcoming Educational Opportunities

July27-30:

Veterinary Pain Short Course in San Diego, CA

July 28:

JAX Webinar: Caring for Immunodeficient Mice– From Nudes to NSG

https://www.jax.org/education-and-learning/education-calendar/webinars/2016/072016/caring-for-immunodeficient-mice

August 4:

JAX Webinar: Reproductive Biology of Mice

https://www.jax.org/education-and-learning/education-calendar/webinars/2016/082016/reproductive-biology-of-mice

August 5-8:

American Veterinary Medical Association (AVMA) Annual Meeting in San Antonio, TX

Septemer 29- October 1:

Academy of Surgical Research (ASR) Annual Meeting in New Orleans, LA

October 30– November 3:

67th AALAS National Meeting in Charlotte, NC

A Preliminary Program is available online at: https://www.aalas.org/national-meeting/general-information/preliminary-program#.V2apZdIrLcs

NIH Change in Policy for Research Involving Chimpanzees

Background

On February 9, 2016, the NIH published a *Federal Register* notice (see 81 FR 6873) that provided information on: 1) the agency's reassessment of the need to maintain a colony of 50 chimpanzees for future research, 2) decision to no longer maintain a chimpanzee colony for research, and 3) conforming updates and procedures related to this action. Consistent with the NIH's reassessment and decision to no longer maintain a chimpanzee colony for research, the NIH is limiting its future support for research using chimpanzees to that which would be permissible in the federal sanctuary system under the Chimpanzee Health Improvement, Maintenance and Protection (CHIMP) Act and the implementing regulations at 42 CFR part 9. The *Federal Register* notice announced that such research must either be noninvasive behavioral studies or medical studies based on information collected during the course of normal veterinary care that is provided for the benefit of the chimpanzee, provided that any such study involves minimal physical and mental harm, pain, distress, and disturbance to the chimpanzee and the social group in which the chimpanzee lives.

In addition, the *Federal Register* notice announced that NIH may issue future guidance about permissible non-invasive research involving chimpanzees. Specifically, the NIH's decision to limit its future support for research involving chimpanzee requires conforming changes pertinent to previously issued NIH GUIDE notices, such as NOT-OD-14-024 and NOT-OD-15-097.

Actions

Beginning on May 25, 2016, NIH will not fund any research involving chimpanzees proposed in new or other competing projects (renewal and revisions) unless the research is consistent with the definition of "noninvasive research," as described in the "Standards of Care for Chimpanzees Held in the Federally Supported Chimpanzee Sanctuary System" at 42 CFR part 9. Some examples of noninvasive studies are:

- Visual observation.
- Behavioral studies designed to improve the establishment and maintenance of social groups. These activities may cause stress as a result of novel interactions between chimpanzees and caregivers, but they are not considered invasive as long as they are intended to maximize the well-being of the chimpanzees.
- Medical examinations as deemed necessary to oversee the health of the chimpanzees, in the least invasive manner possible. Collection of samples routinely obtained during a physical examination for processing during this time is also considered noninvasive since a separate event is not required.
- Administration and evaluation of environmental enrichment used to promote the psychological well-being of the chimpanzees.
- Actions taken to provide essential medical treatment to an individual chimpanzee exhibiting symptoms of illness. This applies only to serious illness that cannot be treated while the chimpanzee remains within the colony.
- Observational studies and collection of biomaterial in the wild without interfering with the chimpanzee.
- Collections of biological materials (e.g., saliva, oral or other cavity specimens, urine, feces, or hair) obtained voluntarily from a chimpanzee that has been trained through positive reinforcement to cooperate in the collection. This excludes venipuncture or other more invasive methods.

The NIH also considers the services of the Chimpanzee Research Use Panel to be complete and is disbanding this working group of the Council of Councils. Grant applications, contract proposals, intramural research protocols, and 3rd party projects that propose to conduct research that is inconsistent with "noninvasive research" as described above will not receive support from the NIH for such research.

Implementation

Grant applicants who propose the use of chimpanzees or chimpanzee biomaterials in new or competing research will undergo the following process:

- Upon receipt of the grant application by NIH, an automated query in the electronic Research Administration (eRA) system (the system used by NIH to support the full grant life cycle) identifies applications that contain words or phrases that may indicate the use of chimpanzees in the project. These applications will receive a "chimpanzee flag" in the NIH system. Before the application receives funding, this flag must be addressed by satisfying the NIH criteria for use of chimpanzees in research, or by the applicant certifying that no chimpanzees or chimpanzee biomaterials are involved. Note that the flag is used by NIH program officers and other staff for administrative purposes and is not available to peer review panels or Council members.
- When the NIH Institute or Center (IC) Director is considering funding an application after the two-level peer review process has been completed, an email notification will be sent from the Chimpanzee Research Use (CRU) Reporting System to the principal investigator and the institutional signing official describing two possible paths for resolving the "chimpanzee flag".
- The first path is for a grant application that received the "chimpanzee flag" designation, but the project does not involve the use of chimpanzees or chimpanzee biomaterials (i.e., the flag is incorrect or a false positive). The information provided by the applicant may be reviewed by the NIH Office of Laboratory Animal Welfare (OLAW) to verify that the project does not involve the use of chimpanzees or chimpanzee biomaterials. No substantial delay in the award process is anticipated for this path.
- The second path is for research involving chimpanzees or chimpanzee biomaterials. In this case, the grant applicant enters the CRU Reporting System and indicates that the research is consistent with "noninvasive research," as described in the "Standards of Care for Chimpanzees Held in the Federally Supported Chimpanzee Sanctuary System" and provides a justification. The information provided by the applicant will be reviewed by the NIH Office of Laboratory Animal Welfare (OLAW) in consultation with the NIH Office of Research Infrastructure Programs – the entity that oversees the federal chimpanzee sanctuary system.

If NIH believes the research is inconsistent with the definition of "noninvasive research," as described in the "Standards of Care for Chimpanzees Held in the Federally Supported Chimpanzee Sanctuary System," the principal investigator, the institutional signing official, and the NIH Program Officer will be notified through the CRU Reporting System that the "chimpanzee flag" will remain; and the portion(s) of the application that are inconsistent with "noninvasive research" cannot receive NIH funding. Applicants may wish to contact their NIH Program Officer to discuss revising or resubmitting an application.

The process as it relates to contract proposals, intramural protocols, and 3rd party projects is similar to grant applications but does not, for example, involve electronic flagging upon receipt. Please contact the Division of Program Coordination, Planning, and Strategic Initiatives for specific details related to these mechanisms.

Invasive Chimpanzee Research will not be Funded

The NIH will not fund, and therefore discourages, grant applications, contract proposals, intramural protocols, and 3rd party projects that propose to conduct "invasive research" using chimpanzees. "Invasive research," as described by the "Standards of Care for Chimpanzees Held in the Federally Supported Chimpanzee Sanctuary System" at 42 CFR part 9, utilizes those procedures that cause more than momentary pain, distress, fear, discomfort, injury, or other negative modalities to a chimpanzee. Any procedure that enters or exposes a body cavity is considered to be invasive. Some examples of invasive research are:

- Experimental exposure to a substance that may be detrimental to a chimpanzee's health (e.g., infectious disease, radiation). This does not include accidental exposures to infectious diseases transmitted from cage mates or from radiation or other exposures at the time of regularly scheduled or necessary veterinary examinations and treatments.
- Any invasion of a body cavity. For the sake of clarity, the NIH considers research involving the collection of biopsies as "invasive research" unless the specimen is taken for the health of the chimpanzee. This includes liver, percutaneous, and other biopsies.
- Surgery and surgical implantation of devices that are not a part of a veterinary medical treatment or colony management purposes.
- Behavioral studies that cause distress or discomfort, such as induction of a fear response.
- Testing of any drug.
- Purposeful manipulation of social groups or the removal from their social group or addition of individuals in order to conduct behavioral research (for example, on aggression). Creation and refinement of social groups will be necessary when the animals arrive at the Sanctuary and this should take place only when necessary in regards to colony management and should not be driven by independently initiated research studies.
- Restraint unless it is in conjunction with the annual exam or clinical care.
- Darting or anesthesia induction other than at annual exam, for veterinary clinical indications, or in the case of an emergency in which the chimpanzee's well-being is at stake. For the sake of clarity, imaging studies such as radiography and external ultrasounds are considered to be "invasive research" unless they are for the benefit of the chimpanzees. However, digital or other resultant images obtained from procedures conducted for the benefit of the chimpanzees may be used for secondary purposes of research.
- Procedures such as lavage, catheterization, or venipuncture, unless for veterinary clinical indications.

The NIH's decision to allow the support of noninvasive research involving the use of chimpanzees, as described in this notice, does not affect requirements for investigators and/or their institutions to obtain permits from the U.S. Fish and Wildlife Service, if applicable, nor does it affect the responsibility to meet all applicable veterinary, colony, and husbandry obligations.

Inquiries

Please direct all inquiries to:

Division of Program Coordination, Planning, and Strategic Initiatives
Email: dpcpsi@od.nih.gov.

As seen at: http://grants.nih.gov/grants/guide/notice-files/NOT-OD-16-095.html\

In Memory of

Thomas A. (Tad) Driggers

December 1, 1972– April 11, 2016

Tad worked in cage wash at the Medical University of South Carolina for 23 years, more than half his life. He was the hardest worker many of us had ever known, and he did it all with a smile. He was always upbeat and positive and loved helping others. Our department is dedicating dirty side of cage wash in the Basic Sciences Building to him. We also plan to place a plaque on a bench outside of the building, a spot that Tad could be found at lunchtime every day, chatting to someone. Tad never met a stranger and so he was well-known across campus. He will be sorely missed by all who worked with and knew him.

New Research Findings

Morphine paradoxically prolongs neuropathic pain in rats by amplifying spinal NLRP3 inflammasome activation

Peter M. Grace, Keith A. Strand, Erika L. Galer, Daniel J. Urban, Xiaohui Wang, Michael V. Baratta, Timothy J. Fabisiak, Nathan D. Anderson, Kejun Cheng, Lisa I. Greene, Debra Berkelhammer, Yingning Zhang, Amanda L. Ellis, Hang Hubert Yin, Serge Campeau, Kenner C. Rice, Bryan L. Roth, Steven F. Maier, and Linda R. Watkins

Abstract

Opioid use for pain management has dramatically increased, with little assessment of potential pathophysiological consequences for the primary pain condition. Here, a short course of morphine, starting 10 d after injury in male rats, paradoxically and remarkably doubled the duration of chronic constriction injury (CCI)-allodynia, months after morphine ceased. No such effect of opioids on neuropathic pain has previously been reported. Using pharmacologic and genetic approaches, we discovered that the initiation and maintenance of this multimonth prolongation of neuropathic pain was mediated by a previously unidentified mechanism for spinal cord and pain—namely, morphine-induced spinal NOD-like receptor protein 3 (NLRP3) inflammasomes and associated release of interleukin-1β (IL-1β). As spinal dorsal horn microglia expressed this signaling platform, these cells were selectively inhibited in vivo after transfection with a novel Designer Receptor Exclusively Activated by Designer Drugs (DREADD). Multiday treatment with the DREADD-specific ligand clozapine-*N*-oxide prevented and enduringly reversed morphine-induced persistent sensitization for weeks to months after cessation of clozapine-*N*-oxide. These data demonstrate both the critical importance of microglia and that maintenance of chronic pain created by early exposure to opioids can be disrupted, resetting pain to normal. These data also provide strong support for the recent "two-hit hypothesis" of microglial priming, leading to exaggerated reactivity after the second challenge, documented here in the context of nerve injury followed by morphine. This study predicts that prolonged pain is an unrealized and clinically concerning consequence of the abundant use of opioids in chronic pain.

As seen in PNAS: http://www.pnas.org/content/early/2016/05/25/1602070113.abstract?sid=233cedd3-eda6-46e1-8546-27f0e4066bea

Dirty room-mates make lab mice more useful

Housing lab mice with pet-shop mice gives them more human-like immune systems.

Sara Reardon

Therapies tested in lab mice rarely translate into humans, and researchers have long thought that differences between human and rodent immune systems may be partly to blame. Lab mice, for instance, have very low levels of some types of the immune cells called memory $CD8^+$ T cells compared with adult humans. In people, these cells mature during childhood after exposure to viruses and other pathogens, and help to fight against infections and cancers.

Dr. David Masopust says that his work should not be taken as an argument against using mice to model human diseases. Rather, he says that exposing lab mice to dirty mice could be one step in developing therapeutics. "I'd sure as heck want to pilot when possible anything I find in mice through this model before going into humans," he says, especially because human trials are extremely expensive.

As seen in Nature, Vol. 532, Issue 7599 : http://www.nature.com/news/dirty-room-mates-make-lab-mice-more-useful-1.19768

Stem cells for Snoopy: pet medicines spark a biotech boom

Firms chase a new breed of advanced veterinary care, from antibodies to cell therapies.

Heidi Ledford

Many standard pet treatments are human drugs given at lower doses to account for animals' smaller size. But antibodies and cell therapies generally cannot be used across species without provoking an unwanted immune response. And some human treatments simply will not work in pets: many common pain medications are toxic to cats.

Nexvet, which has raised more than US$80 million from investors since it was founded in 2011, takes antibodies that have been approved as human medicines and alters their structures to make them effective in cats or dogs. Moving from a drug lead to safety testing takes about 18 months, says chief executive Mark Heffernan, who estimates that Nexvet's antibody therapies for pain will cost around $1,500 a year. The company is now looking into developing antibodies that block a protein called PD-1, thereby unleashing the immune system to fight cancer. This approach has shown tremendous promise for treating cancer in people.

Aratana is also developing antibody therapies for pets, and has applied for regulatory approval of a cancer vaccine that uses a bacterium to target malignant cells. The company hopes to move into cell therapies, and to develop a way to manufacture stem cells from fat for use against joint pain. St. Peter wants his company to be the first to win approval from the US Food and Drug Administration for a stem-cell therapy — ahead of firms developing such treatments for people.

As seen in Nature, Vol. 534, Issue 7607: http://www.nature.com/news/stem-cells-for-snoopy-pet-medicines-spark-a-biotech-boom-1.20087

Zika researchers release real-time data on viral infection study in monkeys

Raw data from macaque experiment published daily online.

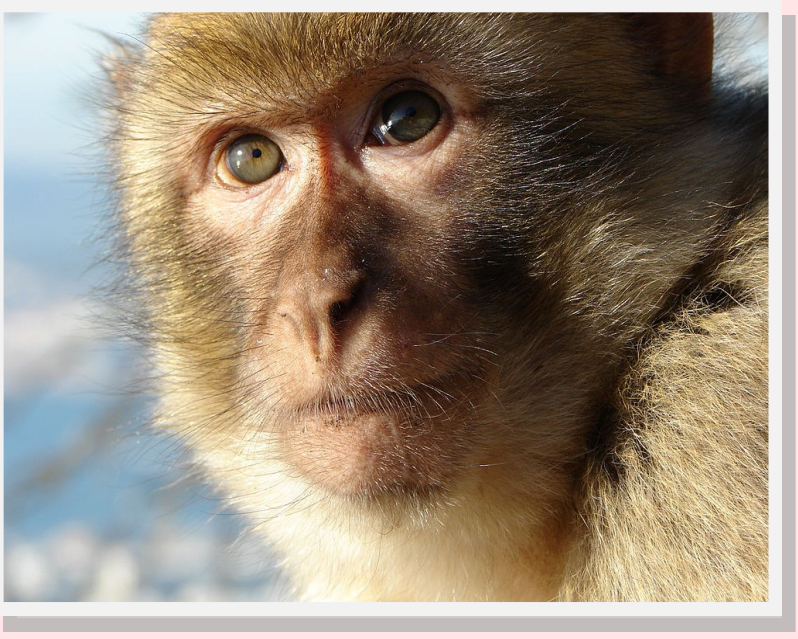
Declan Butler

Researchers in the United States who have infected monkeys with Zika virus made their first data public last week. But instead of publishing them in a journal, they have released them online for anyone to view — and are updating their results day by day.

The team is posting raw data on the amount of virus detected in the blood, saliva and urine of three Indian rhesus macaques, which they injected with Zika on 15 February. "This is the first time that our group has made data available in real time," says David O'Connor, a virologist at the University of Wisconsin–Madison and a leader of the project, whose scientists have dubbed themselves ZEST (the Zika experimental-science team). He hopes that releasing the data will help to speed up research into the nature of the virus that has spread across the Americas.

Like other researchers, the ZEST team wants to understand when a developing fetus might be at risk of birth defects from Zika. Typically, the virus gives rise to no or mild symptoms — but scientists are urgently working to estimate the strength of any association between Zika infection and an apparent rise in the number of babies born with microcephaly (abnormally small heads and brains) in northeastern Brazil.

As seen in Nature, doi:10.1038/nature.2016.19438 http://www.nature.com/news/zika-researchers-release-real-time-data-on-viral-infection-study-in-monkeys-1.19438



Immunotherapy: Cancer vaccine triggers antiviral-type defenses

Jolanda De Vries
& Carl Figdor

Why is it so difficult to effectively vaccinate against cancer? One reason is that cancer cells are similar in many ways to normal cells and the immune system avoids attacking the self. Only relatively modest immune responses occur with vaccines containing antigens that are also expressed on healthy tissue. Strong immune responses can be expected only when cancer cells express antigens that are not usually expressed in normal adult cells.

Another reason is that the growth of a cancer is not accompanied by strong inflammatory signals such as those that occur during microbial infection and which initiate a strong immune response. This leads to tumour microenvironments in which immune cells tolerate, or even promote, cancer growth[2]. Antitumour vaccines must therefore work when the disease has already taken hold, and often when it has spread throughout the body. Last, and in a key contrast to preventive vaccinations against viruses, most cancers coexist and coevolve with our immune systems over years, resulting in an immunosuppressive tumour microenvironment that adds an extra obstacle for immunotherapy.

Kranz *et al.* have developed a different type of nanoparticle vaccine that does not require antibodies or ligands to target the dendritic cells. Instead, they made nanoparticles consisting of RNA–lipid complexes[11]. They first demonstrated that, by making the nanoparticles slightly negatively charged by manipulating the RNA-to-lipid ratio, the particles can be directed to dendritic-cell-containing compartments in the spleen and other lymphoid tissues when intravenously injected into mice. By using nanoparticles that carried RNA encoding a fluorescent protein, the authors observed that the distribution within the body was more dependent on the overall charge of the nanoparticle than on the type of lipid used. Fluorescence was observed in antigen-presenting dendritic cells and in macrophages, another type of antigen-presenting cell (both of which express the molecular marker CD11c) in the marginal zone of the spleen and in other lymphoid organs. Fluorescence was not observed in mice depleted of CD11c-expressing cells. Plasmacytoid dendritic cells did not fluoresce but showed other signalling responses that suggest that they have taken up nanoparticles.

As seen in Nature News and Views: http://www.nature.com/nature/journal/v534/n7607/full/nature18443.html

Inovio Pharmaceuticals and GeneOne Life Science Receive Approval for First-in-Man Zika Vaccine Clinical Trial

PLYMOUTH MEETING, Pa. and SEOUL, South Korea, June 20, 2016 (GLOBE NEWSWIRE) -- Inovio Pharmaceuticals, Inc. (NASDAQ:INO) and GeneOne Life Science, Inc. (KSE:011000) today announced that they have received approval to initiate a phase I human trial to evaluate Inovio's Zika DNA vaccine (GLS-5700) to prevent infection from this concerning virus. In preclinical testing this synthetic vaccine induced robust antibody and T cell responses in small and large animal models, demonstrating the product's potential to prevent infection from this harmful pathogen in humans.

This phase I, open-label, dose-ranging study with 40 healthy subjects will evaluate the safety, tolerability and immunogenicity of GLS-5700 administered intradermally with CELLECTRA®, Inovio's proprietary DNA delivery device.

Dr. J. Joseph Kim, Inovio's President & CEO, said, "We are proud to have attained the approval to initiate the first Zika vaccine study in human volunteers. As of May 2016, 58 countries and territories reported continuing mosquito-borne transmission of the Zika virus; the incidences of viral infection and medical conditions caused by the virus are expanding, not contracting. We plan to dose our first subjects in the next weeks and expect to report phase I interim results later this year."

Mr. Young K. Park, GeneOne Life Science's President & CEO, said, "It is an honor for our company to help usher this Zika vaccine through the clinical and regulatory process. We look forward to conducting this trial with the goal of achieving products to combat this dreaded virus."

Inovio and GeneOne are developing the Zika vaccine, GLS-5700, with academic collaborators from the US andCanada with whom they have previously collaborated to advance Inovio's Ebola and MERS vaccines into clinical development.

As seen on www.inovio.com.

2016 Purina Mills Laboratory Animal Technician Award

Call for Nominations

The Purina Mills Laboratory Animal Technician Award is one of the most time honored, respected and prestigious awards in the AALAS community. Purina Mills LabDiet® invites you, your colleagues or associates to submit nominations for this award. The unique feature of this annual award is that the winner is chosen by his or her peers. The winner of the award will receive $500 and the distinguished 2016 Purina Mills Laboratory Animal Technician Award Plaque presented at our Technician Award Dinner during National AALAS.

Nominees will be considered on the basis of experience, animal care activities and contributions to the advancement of all aspects of the animal technician field. The selection committee will comprise of the five most recent award winners.

If you feel the work and achievement of a Laboratory Animal Technician from your organization merits the national recognition of the Purina Mills Laboratory Animal Technician Award, your submission must be completed and returned by ***July 8, 2016***. Your submission must detail the nominee's professional experience; contributions to the advancement of technicians; a list of his or her published works; presentations and awards; national, state and local animal care activities; and a summary of "why you believe the nominee should receive the award". Please also include nominee's telephone number and e-mail address, for ease of contact should your nominee become the 2016 award winner.

All nominees will receive the same careful and professional consideration. Please don't delay.

Email or send your nomination to:

PMI LabDiet

Attn: Tricia Lutman

P.O. Box 66812

St. Louis, MO. 63166-6812

Tricia.Lutman@LabDiet.com

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 accommodatean 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.

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

The Easy IVC System NEXGEN RAT1800

Institution Achievements

Augusta University (formerly Georgia Regents):

69 NIH awards in 2016 (almost $24M)

109 NIH awards in 2015 ($42M+)

Clemson University:

11 seniors/graduate students won NSF Graduate Research Fellowship in 2012

Externally funded research expenditures were greater than $100M in FY2011 and 12

Collaboration with Greenville Health System

18 NIH awards in 2015 ($6M)

Emory University:

$572.4M in total research funding in 2015

$375M in federal research awards

Joint biomedical engineering program is 2nd in nation

Emory and Georgia Tech spend $1.25B on research annually

Medical University of South Carolina:

$247M total research awards in 2015

69 new inventions

646 patent filings

HCC is the only NCI-designated cancer research center in SC

Partnered with Bristol-Myers Squibb to research fibrotic diseases

One of 62 CTSA hubs (Clinical and Translational Science Award)

Mercer University:

4 NIH awards ($480,000)

$11.5M in external grants awarded in 2013

Morehouse School of Medicine:

32 NIH awards ($29M)

Georgia State University:

$100M+ in research awards ($20M more than 2014), 70% federal

Ranked 6th by NIH for percent growth in funding (18%)

Research grants from industry increased 356%

Home to one of few BSL-4 labs in a university setting

Georgia Institute of Technology:

$726M in research expenditures in 2014

86 patents issued

330 inventions

626 industry research contracts

University of Georgia:

131 NIH awards in 2015 ($47M)

$179M in total awards 2015

$154M in research expenditures

University of South Carolina:

Awards = $230.2M in 2014 (federal $150M)

$43M from NIH, $48.4M from Dept. of Health and Human Services, $19.9M from NSF

Win a FIRST YEAR Scholarship to

AALAS ILAM Institute for Laboratory Animal Management

What is ILAM?

The Institute for Laboratory Animal Management (ILAM) is an AALAS educational program developed to provide instruction in management concepts that is applicable to the laboratory animal science industry and to enhance communication, team building, and networking among colleagues with mutual interests.

You can learn more at www.aalas.org/education/ilam

What's included with the scholarship?

Ancare is pleased to provide a first-year scholarship to a worthwhile individual, as selected by the ILAM committee. The scholarship consists of:

Full registration (first year)

Accommodations and Meals

Airfare

$250 for incidentals

A $3200 value!

How do I apply?

Please follow the instructions and application package here: https://www.aalas.org/media/9f20b56e-9dd4-4501-8f38-930d580b528e/-484030390/ILAM/ilam-ancare-scholarship-form.pdf

Send the completed packet to Carolyn Simonton at Carolyn.simonton@aalas.org no later than *September 1st, 2016*.

Judging will be provided by the ILAM Faculty, and Ancare has no influence whatsoever on the outcome of their decision.

The recipient will be notified by October 1, 2016.

LAMA
LABORATORY ANIMAL MANAGEMENT ASSOCIATION

AALAS
ILAM
Institute for Laboratory Animal Management

Scholarship Opportunity

- Two Phase Program (5 days each year)
- Unique senior level college course
- Held annually in the spring
- This award was established to help defray the cost of attending the ILAM program. The amount of the stipend will cover the cost of registration, course material and travel expenses for a maximum of $1,500.

Application Deadline – September 1 of the current year

Selection of the scholarship recipient is based on merit and financial need. Selection criteria include, but not limited to:

Job Performance
Academic Achievement Professional
Involvement and Contribution
Advancement Potential
Financial Need

Only complete & on-time applications will be considered.	Send complete application & supporting materials to: LAMA C/O Jim Manke, CAE 15490 101 Ave. North suite 100 Maple Grove, MN 55369 Phone: 763.235.6482 Fax: 763.235.6461 **Preferred Method: Email:** jrmanke@associationsolutionsinc.com

https://www.aalas.org/education/ilam/registration#.V172_dIrLcs

AALAS President Dr. Laura Conour's Initial Response to HB 2

As AALAS President, I wanted to update the general membership on the recent passage of HB 2 by the North Carolina legislature and discuss its impact on the AALAS National Meeting this fall in Charlotte, NC. This anti-LGBT law eliminates municipal non-discrimination protections for LGBT people and prevents such provisions from being passed by cities in the future. Charlotte recently passed such a city ordinance and the NC legislature and Governor enacted this law as a countermeasure. HB 2 additionally forces transgender individuals to use public facilities in accordance with the biological sex recorded on their birth certificates and also prevents cities from regulating wages, benefits, and work hours for city workers and contractors.

Many of you have asked if the AALAS National Meeting can be relocated to a nondiscriminatory state. The AALAS Executive Committee met with the AALAS office Directors yesterday to review these options. Unfortunately, at this late date, if AALAS exited contractual agreements for the meeting in Charlotte, our professional organization would incur a minimum of $3 million in financial penalties and refunds. Payment of these penalties would deplete our financial reserves severely. Locating an alternate city for the 2016 meeting during high convention time would be difficult. Additionally, there are currently more than 100 anti-LGBT bills that have been filed in 29 states as of the beginning of this month. These bills contain language relating to religious refusal, promotion of "conversion therapy," anti-transgender practices, and language that nullifies local civil rights protections. While there are a significant number of states that are defeating these bills, Arkansas, Indiana, North Carolina, and Mississippi have signed these bills into laws. In order to avoid a situation similar to our current predicament, we would need to avoid these 29 states further limiting our options.

What has AALAS done about this thus far?

- Last weekend at the National Meeting Program Committee (NMPC) meeting, Dr. Ann Turner, Executive Director of AALAS, and her staff met with senior staff of the Charlotte Convention and Visitors Bureau. Two senior staff members from Charlotte also attended part of the NMPC to discuss the situation.
- The AALAS office has been in contact with the Charlotte Housing Bureau to discuss the impact of HB 2 on our conference attendance.
- The AALAS office has reviewed our contracts for the 2020 National AALAS Meeting to be held in Charlotte, NC and has informed the Charlotte Convention and Visitors Bureau that we are considering other venues for this meeting.
- Dr. Turner is sending letters voicing the concern and outrage of our organization to key contacts within the state and in Charlotte.
- The AALAS Executive Committee and Board of Trustees have scheduled emergency meetings this week to discuss the current situation and to define a plan of action and communication for our general membership.

Some states and cities have instituted travel bans for state and city employees in protest of HB 2 and this potentially may prevent many of our members from attending our National Meeting. There are roughly six months before the meeting is held and my hope is that in this time, the North Carolina state legislature and Governor McCrory will repeal or significantly modify this law. The AALAS office was notified yesterday that the legislature reconvenes on April 26 and that the Governor has stated that he is open to revisiting this legislation. Additionally, the ACLU and Lambda Legal have filed a joint lawsuit challenging this law.

Big business and influential organizations are also voicing their opposition to this law and North Carolina is losing current and new revenue in protest to this legislation. I encourage each of you to send letters to the following addresses:

North Carolina Tourism Commerce

Wit Tuttell
Executive Director
VisitNC
15000 Weston Pkwy
Cary, NC 27513
wit.tuttell@visitnc.com

North Carolina Chamber

S. Lewis Ebert
President and CEO
North Carolina Chamber
701 Corporate Center Dr
Suite 400
Raleigh, NC 27607
lebert@ncchamber.net

Office of the Governor

Governor Pat McCory
116 West Jones St
Raleigh, NC 27603
http://governor.nc.gov/contact/email-governor

For those of you who are considering boycotting the AALAS meeting in protest, I encourage you to reconsider and think about coming to Charlotte to support the city that passed an LGBT non-discrimination ordinance to protect their community. Many of you had great suggestions on how we can voice our protest and demonstrate our support while in Charlotte. I've forwarded those suggestions to the AALAS office and we are looking into many of these options now.

I am committed to continue to communicate updates and actions to the general membership as this situation continues to unfold. For those of you who have reached out to me already, thank you for your suggestions. I personally plan to be front and center in Charlotte, along with my wife of almost 20 years.

Thank you again for your support.

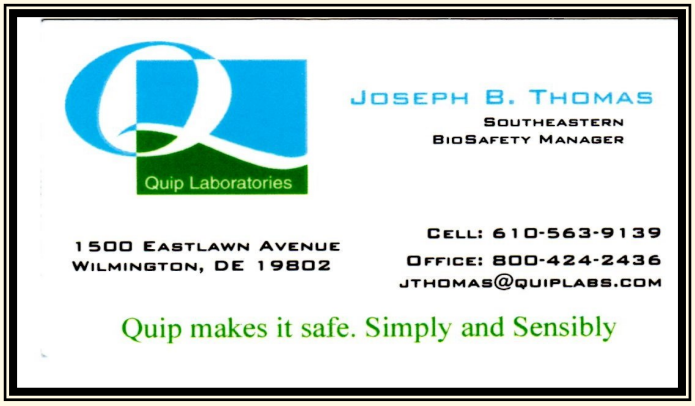
Laura Conour, DVM, DACLAM
AALAS President

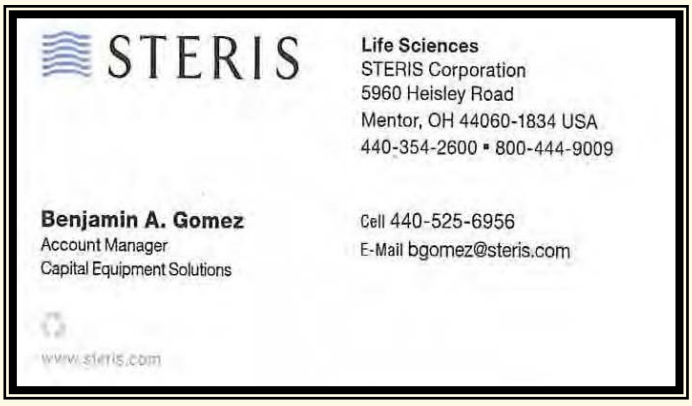
Business Cards

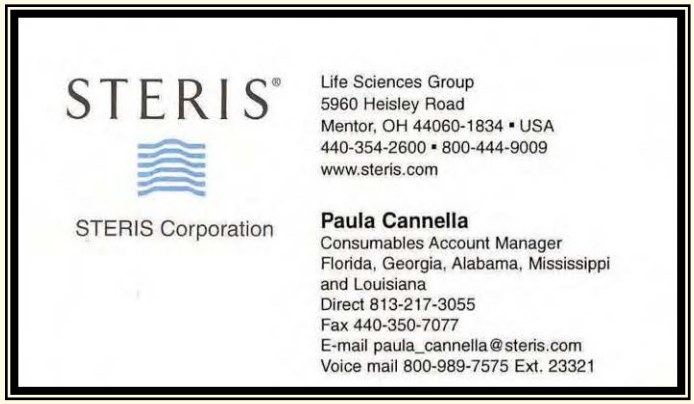
Animal Watering

Biocontainment

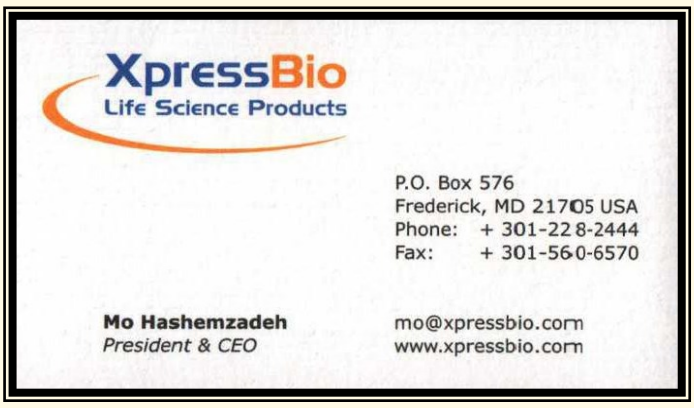
Decontamination/Sanitation



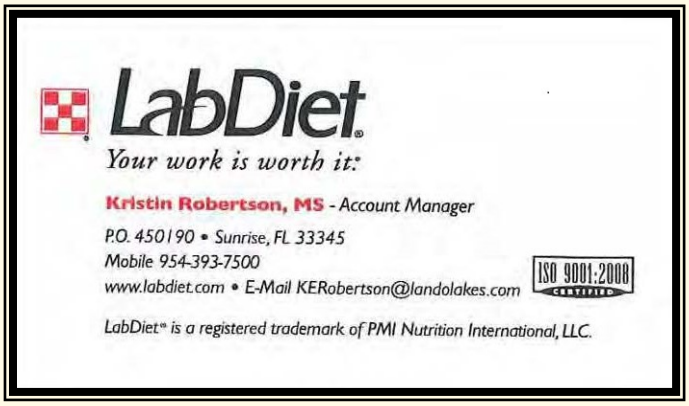


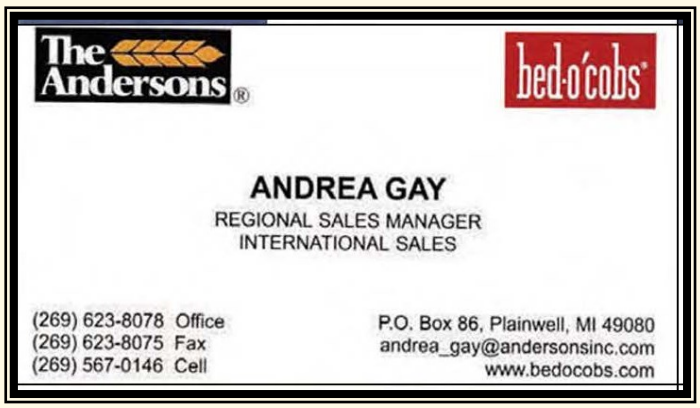


Diagnostics



Enrichment/Feed





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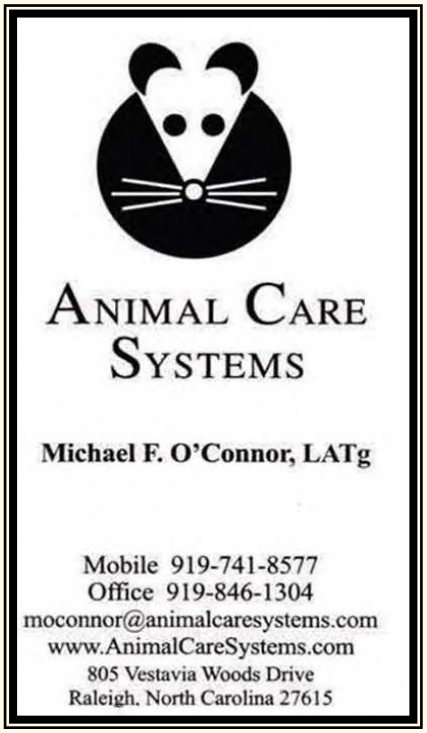

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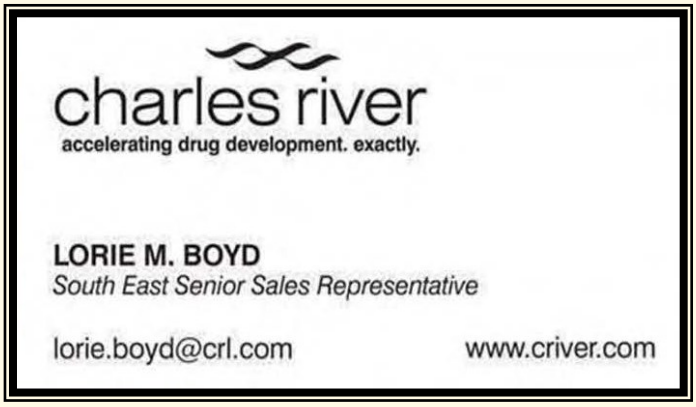
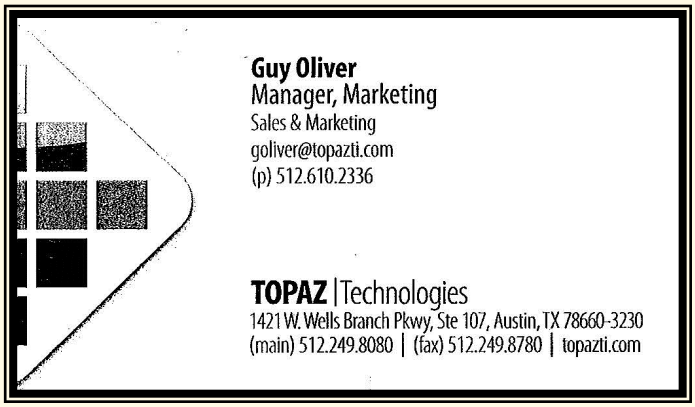


Software



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