

# WASHINGTON BRANCH AALAS



**Save the Dates!**



**DATE: SATURDAY, AUGUST 4, 2018**

**TIME: 11:00AM - 2:00PM**

**LOCATION: GOLDEN GARDENS PARK,  
PICNIC SHELTER #2**

**EXTRA TABLES: TABLES 10-15**

Sunshine, games, and food! The annual Summer Picnic is FREE for all 2018 WBAALAS members, families, friends, and pets.



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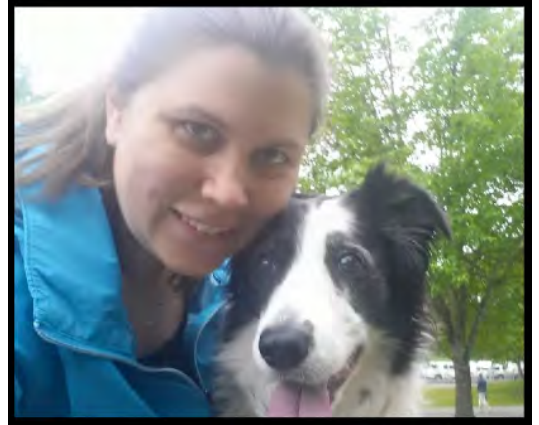
Featured Members

# CATCHING UP WITH WBAALAS

## WBAALAS PRESIDENT'S MESSAGE

### Greetings WBAALAS Members!

I hope your summer is off to a great start! Please come and enjoy the warm weather, some tasty BBQ, fun in the sun, and raffle prizes with the **Washington Branch at our Summer Picnic at Golden Gardens Park on August 4th**. This annual summer celebration is a free event for WBAALAS members and their two- and four-legged family members. If you haven't attended the summer picnic before, please consider coming with a friend or co-worker, or come solo and use this as an opportunity to meet new people who share your passion for lab animal science.



Did you know that **WBAALAS is on Facebook**? Our Facebook page is a great way to stay up-to-date with branch-related current events, as well as news from District 8. If you want to join the "secret" WBAALAS Facebook group, send me an email at [president@wbaalas.org](mailto:president@wbaalas.org). Please tell me where you work and the email where you would like your invite sent!

With fall right around the corner, please stay tuned for another exciting **Webinar and Networking event**. Our June event was both informative and fun, and it has been very rewarding to hear how members were able to implement some of the techniques they learned at their own facilities! I personally enjoyed meeting some new people and making new connections during the event. The branch is looking forward to hosting more of these educational and social events!

Are you interested in getting more involved? The Washington Branch is **looking for volunteers** for the Winter Member Event Planning Committee. Do you want to gain some leadership experience? Elections for Branch Leadership are coming up later this fall. Want to go bigger? The WBAALAS has some unique and exciting volunteer opportunities to help the District 8 Planning Committee prepare for the 2019 District 8 Meeting in Seattle next spring. More details to follow later in this newsletter!

I hope you enjoy the rest of your summer!

*Traci W.*

WBAALAS President 2018  
[president@wbaalas.org](mailto:president@wbaalas.org)

# CATCHING UP WITH WBAALAS

## HeroRAT CHEWA!

**WBAALAS has adopted a HeroRAT named Chewa, who is a Tuberculosis Detection Rat in Tanzania!**



Chewa continued his excellent work in May sniffing out danger at an exceptionally fast rate. Chewa used his world-class sense of smell to test just over 2,000 sputum samples scoring a HeroRAT leading 86.7% accuracy rate for the month. Chewa's research identified 29 additional TB cases helping to ensure that people receive help and effective treatment as soon as possible.

### HOW WAS CHEWA TRAINED?



APOPO's TB Detecting HeroRATs take around 9 months to be fully trained. Throughout they are extremely well cared for, receiving an excellent diet, regular exercise, much personal attention and scheduled playtime, as well as weekly care from a vet and onsite animal behaviorist.

At four-weeks old the rats become at ease in their surroundings and with people. They are regularly handled by trained staff and introduced to everyday sounds and smells. The rats are trained to associate the sound of a click with a reward. When they near a sputum sample they hear a click and receive some banana. They learn to distinguish between TB positive and TB negative samples. The rats only hear a click and receive a reward if they interact with the TB Positive sample. In a larger testing chamber, rows of 10 samples are placed beneath sniffing holes. The rat learns to evaluate large numbers of samples. It is trained to hold its nose over TB positive samples for 2-3 seconds. APOPO's TB rats are now evaluated through a strict testing process. To pass, the rat must find every TB positive patient in the tests. The HeroRAT is now operational and tests the daily samples that arrive from the clinics. The APOPO lab confirms the TB it using WHO endorsed methods before alerting the clinic. APOPO has raised detection rates of partner clinics by 40%.



### **Tanzania is one of the world's 30 TB high-burden countries.**

Like most economically challenged countries, Tanzania's government clinics largely rely on smear microscopy that has a low sensitivity of about 20-60%, so many TB-Positive patients are missed.

This is exacerbated by challenging factors such as inadequate funding for training and equipment, power and water cuts and lack of staff. As a result, only about half of the visiting patients with active TB are correctly diagnosed, leading to further fatalities and the disease being passed on to the families and colleagues of the missed patient.

To learn more about the Apopo organization or Chewa the scent detection rat, please visit <https://www.apopo.org/en/adopt/chewa>.



# CATCHING UP WITH WBAALAS

## NETWORKING EVENT "RAT TICKLING" - IT REALLY WORKS!

On Thursday June 14, 2018 the Washington AALAS branch hosted the webinar entitled, "Rat Tickling" at UW's SLU campus. The webinar was presented through AALAS as a part of their webinar educational series.

When I first heard the title of the webinar I thought, "what are we talking about?" Now don't get me wrong, I know that enrichment is very beneficial for all animals we have the privilege of using for research, but "tickling rats?" When the webinar was concluded everyone that attended could say it works.

The rat tickling technique although simple seems to make an extraordinary difference when compared to rats where this technique is not used. In this study, rats of various ages (not older rats) and mostly females were used. These rats were tickled a few minutes at different intervals during the day. Interestingly, the rats enjoyed this type of interaction so much that they even vocalized. It was amazing! The study also revealed that rats displayed approachable behavior and had a significant decrease in anxiety as compared to the rats that were not tickled. Rats that were tickled also received injections but during the injections they were much easier to handle as compared to their counterparts. This was the strongest point for encouraging the use of the rat tickling technique!



I truly enjoyed the "Rat Tickling" webinar and for those of you who read this brief article and who have the rat tickling technique down to a science, please forgive me for leaving out so many important details. However, for all interested in the technique, I suggest you check out the webinar first and do additional research as well. I am sure that someday "Rat Tickling" will be the standard. I look forward to the next WBAALAS educational webinar and hope to see you there!

*Tony G.*

WBAALAS Secretary 2018  
[secretary@wbaalas.org](mailto:secretary@wbaalas.org)

# CATCHING UP WITH AALAS

## 2018 AALAS NATIONAL ELECTION RESULTS

The AALAS National Election is conducted each summer to fill open positions (officers, trustees, alternates) on the AALAS Board of Trustees (BOT). Elected to serve as the policy-making and legislative body of AALAS, BOT candidates must meet eligibility requirements, apply by the specified deadline, and commit to at least a three-year term of office. All terms commence at the close of the AALAS National Meeting in the year of the election.



### 2018 Election Results

- Vice President-Elect: Douglas Taylor
- Secretary/Treasurer: Timothy Mandrell
- At-Large Trustee Seat 1: Jason Villano
- At-Large Trustee Seat 1: Alternate Richard Huneke
- At-Large Trustee Seat 2: Teresa Woodger
- At-Large Trustee Seat 2: Alternate Robert Kydd
- District 1 Alternate Trustee: Angie Heiser
- District 3 Trustee: Lisa Secrest
- District 5 Alternate Trustee: Linda Unrue-Bryan

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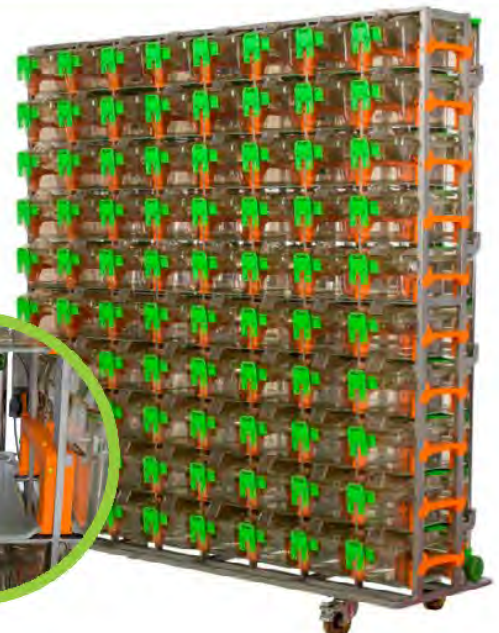


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# CATCHING UP WITH WBAALAS

## THE COMPASSION FATIGUE COMMITTEE PRESENTS THE “BREAK ROOM PROJECTS”

In October 2016, one of the goals of the **Compassion Fatigue Committee** here at the University Of Washington was to turn the AT's (Animal Technician) breakrooms into a place where the ATs (and others) could go and not just eat but could relax as well.

How did this breakroom project come about? First Anneke Keizer, (Founder, COPE+) met with many of the ATs and others here at the Primate Center. It was determined that having a nice and relaxing breakroom was a major concern of the AT's. Here at the Primate Center one of the breakrooms did need some immediate attention. After inviting Preston Van Hooser from the Office of Animal Welfare and a member of the Compassion Fatigue Committee, we came up with a list of things that needed attention in order for the breakroom to be transformed. For example, the ATs needed to use their toaster oven and microwave simultaneously so facility requests were submitted regarding the electrical system. Also, removal of shelves would be needed along with a new paint job because it was time to get away from the 1970's green. New clocks and some pictures would need to be added as well.

*“How can we expect more if we don't take care of what we already have.”*

It was also important that a new attitude toward the breakroom would need to be addressed and maintained. I remember the great quote by my mother Arnetta Gray, “How can we expect more if we don't take care of what we already have.” I stressed this to the ATs and they agreed, so a diligent effort was made to keep the breakroom clean and organized. Now this was not easy, but everyone eventually got on board and then the transformation took place. The electrical problem was addressed and fixed, shelves were removed and walls were painted, cabinets were well

organized and a drawing by a former AT was framed, and a clock showing a monkey was also added. However, the highlight was a beautiful window portrait of a spectacular view of the mountains was added and this made the breakroom transformation complete. The portrait also had a plaque that reads, “Presented to WaNPRC I-Wing Facility Animal Care Staff in Recognition of your essential contributions to the Research Team in providing outstanding Care and Compassion to the Research Animals, UW D2C Compassion Fatigue Committee 2017.”

Needless to say, this was very overwhelming in a great way to the ATs they were truly thankful and so was I. Preston Van Hooser, Dr. Sally Thompson-Iritani, and all the Compassion Fatigue Committee members were very inspirational for making this happen! When you start a project like this and then see it come to completion it's a great feeling! The breakroom projects and other objectives on our list are still in progress but as a committee we plan to keep moving forward! Once again the I-Wing facility ATs and I say thank you to the Compassion Fatigue Committee at the University Of Washington!

Compassion  
Fatigue



*Tony G.*

WBAALAS Secretary 2018  
[secretary@wbaalas.org](mailto:secretary@wbaalas.org)



## THE INNOVATOR'S DNA: MASTERING THE FIVE SKILLS OF DISRUPTIVE INNOVATORS

by Jeffrey Dyer, Hal Gregersen, Clayton Christensen

This book builds on what we know about disruptive innovation to show how individuals can develop the skills necessary to move progressively from idea to impact. By identifying behaviors of the world's best innovators, the authors outline five discovery skills that distinguish innovative entrepreneurs and executives from ordinary managers: **Associating, Questioning, Observing, Networking, and Experimenting**. Once you master these competencies, the authors explain how you can generate ideas, collaborate with colleagues to implement them, and build innovation skills throughout your organization to sharpen its competitive edge.

That innovation advantage can translate into an innovation premium by building the code for innovation right into your organization's people, processes, and guiding philosophies. Practical and provocative, The Innovator's DNA is an essential resource for individuals and teams who want to strengthen their innovative prowess.

## MANAGER ROUNDTABLE RECAP

On July 19th, laboratory animal facility leaders gathered at CIDR to discuss hot topics in facility and people management. Below is a summary of what was discussed.

### EXTENDED CAGE CHANGE FREQUENCY IN MICE

Benefits discussed included less animal stress and disruption (esp. for breeders) as well as opportunity for environmental impacts (e.g. recyclable caging, less waste overall). Facilities use ammonia level monitoring as justification for extended cage change frequencies. Participants cautioned that ammonia levels could affect experiments and consultation with investigators is wise. It was noted that the industry uses the human standard (50ppm) of ammonia tolerance as no reliable rodent data is available.

### ENGAGING "GO-GETTER" STAFF

Attendees discussed the following methods for engaging highly motivated employees:

- Rotation of job duties/responsibilities
- Educational opportunities, including having them present on relevant topics, write "tech-talk" articles, and running their own small experiments
- Professional development that creates a personal investment in LAS, such as relevant degrees and certifications
- Encourage and reward PIs and researchers who work to keep technicians engaged
- Offer lunch and learns presented by PIs who use layman's terms to make technician's work relevant in the "big picture"
- Mentorships, such as pairing technicians with relatable graduate students or PIs

It is important to ask technicians what they are interested in and what they need to make their job better.

### DEALING WITH SEATTLE CONSTRUCTION VIBRATION

Several suggestions were made for monitoring and mitigating vibration from nearby construction:

- Vibration App on phone to monitor vibrations
- Place Cage Racks on cut up Ergonomic mats
- Add enrichment in cage (e.g. sunflower seeds/wheels)

CONTACT [ROUNDTABLE@WBAALAS.ORG](mailto:ROUNDTABLE@WBAALAS.ORG) TO BE INCLUDED IN - OR TO HOST - A FUTURE ROUNDTABLE.



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# WBAALAS JOB BOARD

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## **SENIOR MANAGER**

## **ALLEN INSTITUTE FOR BRAIN SCIENCE**

Seattle - Responsible for supervising, directing and at times executing a wide variety of tasks necessary for managing the vivarium and providing husbandry and animal procedure services to support the research needs of the Allen Institute. Responsible for managing the teams that maintain the vivarium equipment and facility, providing husbandry services, team schedule forecasting, weekly staff schedules, Standard Operating Procedures (SOP) and Work Instruction (WI) development, developing pricing for services, disaster planning, compliance, and ensuring team goals are met. For more information, visit:

<https://www.alleninstitute.org/what-we-do/brain-science/careers/job-search>

## **ANIMAL CARE TECHNICIAN I-II**

## **ALLEN INSTITUTE FOR BRAIN SCIENCE**

Seattle - Responsible for the daily care of research animals and vivarium operations duties. Duties include and are not limited to cage washing, maintaining a clean environment and monitoring the overall health of the animals per Standard Operating Procedures (SOPs) and Work Instructions (WIs) in compliance with regulatory requirements, and work efficiently in a team environment. Excellent manual dexterity, attention to detail and the willingness to work with moderate supervision completing daily operations and tasks. For more information, visit: <https://www.alleninstitute.org/what-we-do/brain-science/careers/job-search>

## **RESEARCH TECHNICIAN I-II**

## **BLOODWORKS NORTHWEST**

Seattle - A focus on animal husbandry (mice). A primary responsibility will be the analysis, management, and oversight of a large number of experimental mice. For more information, visit:

<https://usr53.dayforcehcm.com/CandidatePortal/en-US/bloodworks/>

## **ANIMAL TECHNICIAN I/III**

## **SEATTLE CHILDREN'S RESEARCH INST.**

Seattle - Conduct laboratory animal care and associated support duties according to standards set forth by the Guide to achieve and/or maintain full accreditation status with AAALAC. For more information, visit:

<https://careers-seattlechildrens.icims.com>

## **IMAGING SPECIALIST**

## **FRED HUTCH**

Seattle - Responsible for supporting the small animal imaging needs of researchers and Comparative Medicine at FHCRC. Assist researchers in the use of multiple imaging equipment (including Ultrasound, MRI, Optical imaging equipment), provide imaging services and extend support to small animal clinical services when needed. For more information, visit: <https://careers-fhcrc.icims.com/>

## **VETERINARY TECHNICIAN II**

## **FRED HUTCH**

Seattle - Responsible for performing routine husbandry, housekeeping, and skilled veterinary technical duties necessary for adequate care and support of research animals and facilities. For more information, visit: <https://careers-fhcrc.icims.com/>

## **ANIMAL TECHNICIAN I-III**

## **FRED HUTCH**

Seattle - Performs routine rodent husbandry, custodial care for the rodent areas, and processes equipment. This is considered an entry-level position for individuals with no prior experience in laboratory animal care procedures or skilled individuals who are transitioning from other animal care positions. The position of tech I-III will be determined depending on experience. For more information, visit:

<https://careers-fhcrc.icims.com/>

# EVENTS CALENDAR

## NETWORKING!!



**SAT/AUG 4**

### WBAALAS SUMMER PICNIC

Sunshine, games, and food! The annual Summer Picnic is FREE for all 2018 WBAALAS members, families, friends, and pets. Visit [wbaalas.org](http://wbaalas.org) for details.



**OCT 28-NOV 1**

### AALAS NATIONAL MEETING

AALAS 2018 will draw more than 4,000 members. Lectures, workshops, poster sessions and exhibits! For more information on AALAS 2018, visit [www.aalas.org](http://www.aalas.org).



**DEC/TBD**

### WINTER MEMBER APPRECIATION EVENT

**TIME: TBD**

**LOCATION: TBD**

Keep your eye out for an email from WBAALAS with details or contact [president@wbaalas.org](mailto:president@wbaalas.org).

**TUE-THU/APR 2-4**

### IACUC CONFERENCES

Bring together 600 professionals from state and federal government, industry, and academia. The 2019 conference features programming for those new to the field, as well as professionals with many years of experience. Visit [primr.org](http://primr.org) & [nwabr.org](http://nwabr.org) for more information.

**THU-FRI/APR 25-26**

### DISTRICT 8 MEETING

In 2019, the District 8 Meeting will be held at the Hyatt Regency in downtown Seattle on April 25th-26th. District meetings are a great way to experience the continuing education, networking, interaction with vendors, and camaraderie of a national AALAS meeting, but a bit scaled down and more relaxed. Stay tuned for information about the meeting theme, workshops, seminars, poster session, and awards!

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Visit the Washington Branch AALAS website at [wbaalas.org/join](http://wbaalas.org/join) for information on membership fees, benefits, and other perks!

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