



# WBAALAS

## Newsletter

Jun/Jul/Aug 2004

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### **FALL SYMPOSIUM A SUCCESS!**

The first ever WBAALAS Fall Vendor Symposium was held August 12, 2004 at the Lake Washington Rowing Club in Seattle. This event showcased many new and exciting products and services from different laboratory animal supply companies.

WBAALAS would like to extend thanks to the following speakers who took time from their schedules to come and speak with us: Ardis Roseberry /MB 10 Tablets-The New Science of Quip Laboratories, Diana Kelsey/The Use of Transponders for Animal Identification, Mark Czarneski/Planning Ahead:HVAC requirements for Ventilated Racks, Dorrance Haught/Irradiation vs. Autoclaving of Lab Diets, Alex Hopkins/A Comparison Study of Feces and Urine Collection in Metabolic Cages, Jeff McGlothlin/The New Hydropac Watering System, Ellen Taylor/New and Enhancing Materials and Equipment for Lab Animals and the Caregiver, Dr. Chuck Benton/Lab Animal Feed, Dr. Ken Henderson/Detecting Parvo Virus in Rodent Colonies, Mark Kaplan/Mouse Models, Products and Services to Support Rodent Research, Russel Braxtan/A New Innovative Room Decontamination Method using Chlorine Dioxide Gas and Teri Gevry/Regulatory International Shipping Requirements of Live Animals.

Thanks to Rob McCaw and Lab Equipment Corporation for donating door prizes for this event.

WBAALAS would like to recognize the generous companies who supported this event: Animal Specialties, Charles River Laboratories, Pharmacal, Purina Feeds, Bio Medic Data Systems, Ancare, Tecniplast, Simonsen Labs, Lynx Product Group, Nalgene, Lab Products, Harlan, Britz-Heidbrink, Jackson Labs, Shepherd Specialty Papers, World Courier and Taconic.

We hope to offer this event again next year. Thanks to everyone who attended and made this event a success.  
The WBAALAS Board

# 2004 WBAALAS Christmas Party!

When: Dec 17<sup>th</sup>, 2004  
7-9 pm

## where:

106 202nd ST SE  
Bothell, WA 98012  
Ph: 425-482-1097

### **DIRECTIONS:**

(Can use Yahoo Maps)

#### **From North:** I-5 south until I-405

Take I-405 south bound. Take first exit # 26 and go left on off ramp at light. Continue straight approximately 2 miles, past Fred Meyer (R) and turn left at WA-524 also marked as 208th street (Walgreens on left) and known as Thrasher's Corner. Go approximately 1 mile and turn left onto 202nd ST SE. Street sign is on your right but you can only turn left. Marked as Columbia Park neighborhood. House will be on your left about 3/4 way up on street with a dark green door.

#### **From South:** I-5 north until I-405

Follow direction as above.

You can also take I-405 north bound and still exit #26 and follow directions from above.

We appreciate Shawn Hooper for volunteering to host this event for us this year!

## 2004 WBAALAS Officers

### **President (03-05)**

Geri Orta

Phone: (206) 548-7065

Email: [gerio@brainatlas.org](mailto:gerio@brainatlas.org)

### **President-Elect (04-06)**

Carlos Toledano

Phone: (425) 485-1900

Email: [ctoledano@icos.com](mailto:ctoledano@icos.com)

### **Past-President (02-04)**

Tim Dawe

Phone: (425) 407-0121 ext.2290

Email: [tdawe@snblusa.com](mailto:tdawe@snblusa.com)

### **Secretary (03-04)**

Lorelyn Mayr

Phone: (206) 515-4943

Email: [mayrl@zgi.com](mailto:mayrl@zgi.com)

### **Treasurer (03-04)**

Jason Mayr

Phone:

Email: [jmayr@criver.com](mailto:jmayr@criver.com)

### **2 yr Board (03-04)**

Kris Moore

Phone: (425) 407-0121

Email: [kmoore@snblusa.com](mailto:kmoore@snblusa.com)

### **1 yr Board (04)**

Cheryl Zuvela

Phone: (206) 442-6600

Email: [zuvelac@zgi.com](mailto:zuvelac@zgi.com)

## **Chairpersons**

### **Newsletter Editor:**

Marisa Dobiash

Phone: (253) 813-8941

Email: [mdobiash@harlan.com](mailto:mdobiash@harlan.com)

### **Program Chair:**

Laurie Wilcox

Phone: (206) 515-4946

Email: [lwilcox@snblusa.com](mailto:lwilcox@snblusa.com)

### **Awards Chair:**

Gary Millen

Phone: (425) 407-0121 ext.2257

Email: [gmiller@snblusa.com](mailto:gmillen@snblusa.com)

### **Education Chair:**

Jason Mayr

Phone:

Email: [jmayr@criver.com](mailto:jmayr@criver.com)

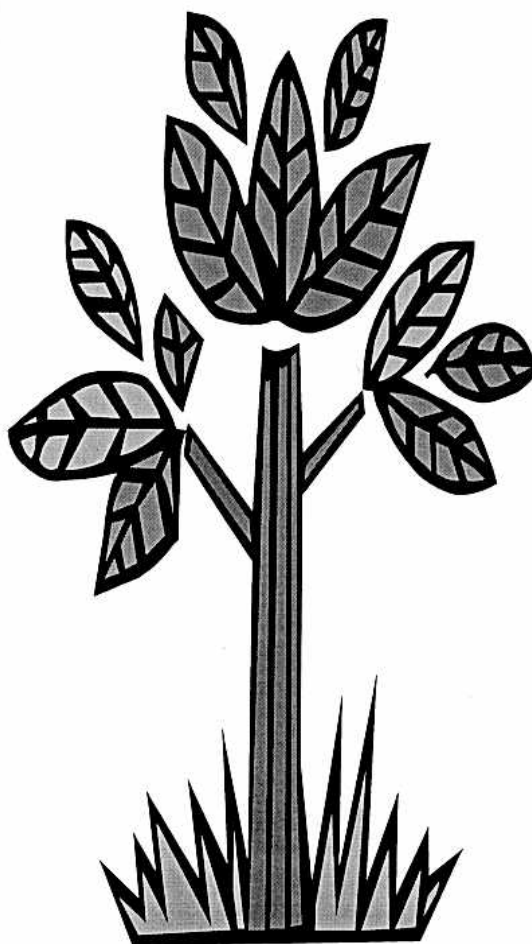
### **Honorary Lifetime Board Members:**

Ron Orta

Gina Desfachelles

## **YOU DESERVE A PAT ON THE BACK**

Each year the WBAALAS formally recognizes a Technician of the Year and a Member of the Year. However, each person in their own way makes contributions daily to the field of laboratory medicine that are worthy of recognition. We would like to publish those contributions in the WBAALAS Newsletter. If you, your co-worker, lead, supervisor, manager, PI, Chair, President or CEO have done anything that deserves special recognition in the field of lab animal medicine, please send a short email to Marisa Dobiash, WBAALAS Newsletter Editor at [mdobiash@harlan.com](mailto:mdobiash@harlan.com) with the details. It can be as simple as, "John Doe of Eastern State University always comes to work with a positive, cheerful attitude, and really cares for the animals. This makes the rest of the team feel positive too." Send as many and as often as you like. This is an opportunity to recognize and be recognized.





# Washington Branch

Of the  
American Association for Laboratory  
Animal Science  
2005 Membership/Sponsor Application

First Name	Last Name	Email
Company and Department		
Address		
City	State	Zip

**Welcome to the Washington Branch of AALAS! Thank you for being a member. Please include an Email address.**

### Membership Options:

- ☐ Individual- \$10 per person
- ☐ Institutional- \$50 (includes three individual memberships)

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### Sponsor (indicate type below)

- ☐ Business Card - Include business card with your order: \$10/ issue or \$35/year (four issues)
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- ☐ Full-Page Ad - Include exact copy with your order: \$40/issue or \$150/year (four issues)

### Please remit with payment to: WBAALAS SECRETARY:

Lorelyn Mayr  
1201 Eastlake Ave., East  
Seattle, WA 98102-3702

### The Benefits of being a member include:

- Receipt of four newsletters each year
- Spring Trade Fair
- Contacts with lab animal vendors
- Announcements of national AALAS activities
- Community involvement
- Leadership experience

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## Washington Branch AALAS 2005 Officer Nomination form

It's once again time to solicit nominations for our up coming WBAALAS Branch Officers. The positions open this year include President-elect, Secretary, Treasurer and Two-year Board Member. You may nominate as many people as you like for each position...including yourself! Please complete and return the form below by Nov 26, 2004 If you have any questions, please contact Lorelyn Mayr at (206) 515-4943.

.....

President-elect: \_\_\_\_\_

Secretary: \_\_\_\_\_

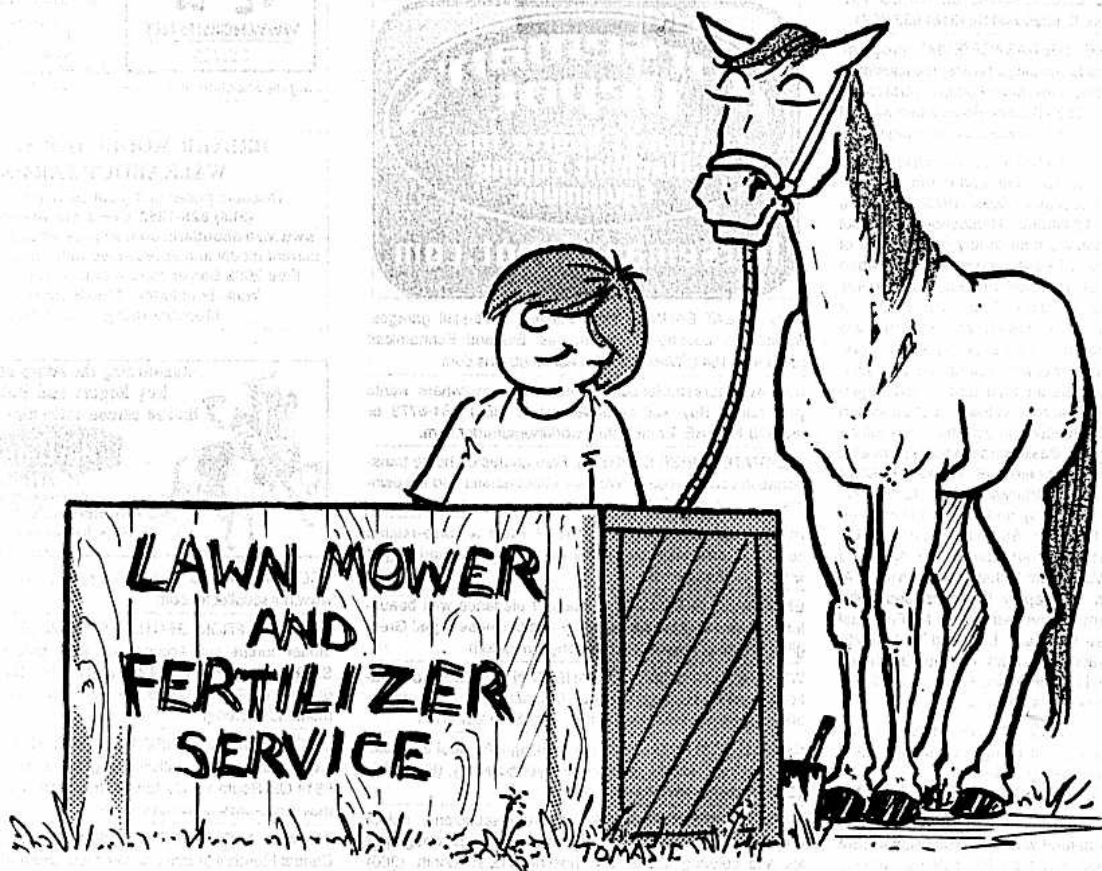
Treasurer: \_\_\_\_\_

Two-year Board: \_\_\_\_\_

Please return nominations by Nov 26 , 2004 to:

Lorelyn Mayr  
WBAALAS Secretary  
c/o Zymogenetics, Inc.  
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Fax: (206) 442-6537  
Email: [mayrl@zgi.co](mailto:mayrl@zgi.co)



# Editorial

## Promises to Keep (Part 1)

Comparative Medicine  
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Vol 53, No 6  
December 2003  
Page 578

Robert O. Jacoby, DVM, PhD

This editorial speaks about a widespread and persistent issue with profound effects on animal resource programs. Although it consists of diverse and interactive elements, they fit in one way or another under the term "job satisfaction." I attempt here to paint job satisfaction in broad strokes—making the effort admittedly simplistic—to highlight its relevance particularly to animal care workers. The February 2004 editorial will air some ideas for confronting it, based on 25 years of experience at the helm of a large animal resource program. In that context, let me set what may be a familiar table.

Contemporary animal-based research is demanding new levels of performance, efficiency, and security in vivarium design and operation. The exhibit halls at the national AALAS meetings should convince even the most skeptical viewers that the modern tools and technologies that have been developed in response to the research environment are also transforming the form and practice of laboratory animal science. Emerging facilities are, as a result, more complex structurally and functionally, befitting the needs of their dazzling occupants: animals of seemingly endless genetic variety, often constitutionally finicky, and holding the potential for significant breakthroughs against human suffering and disease. Nevertheless, a venerable human activity—husbandry—remains at the heart of this technological transformation. No new equipment or technology can (or should) replace this essential interaction between laboratory animals and their human stewards. The demands of animal-based research dictate that this act be accomplished with virtually no tolerance for lapse or error, with intensified attention to related priorities such as health assessment, breeding, sanitation, disinfection, identification, and record keeping, and with comparably low financial compensation.

As a prime example, there is little doubt that caring for brimming populations of genetically engineered mice—gram for gram the scientific world's most valuable (and plentiful) mammals—is a great and expanding responsibility, that always has been encumbered by physical risks such as repetitive motion injury or allergy, which can obviously influence job satisfaction and performance. It seems to me, however, that the physical hazards are at least matched by psychological hurdles. Among the most daunting are task repetition and its stepchild, tedium. Performing mouse husbandry with skill and without error, cage

after cage, day after day, can eventually—and not surprisingly—dampen even the most enthusiastic attitude and raise job-related stress. Animal care workers are also subject to challenges to self-esteem. Among the leading causes, in my experience, is dismissive or condescending behavior from investigators, their laboratory personnel, and even their students and trainees. Similar buffeting can occur from derogatory attitudes and comments about an animal care worker's profession made in the workplace or in social settings by people ill-informed about the demands and benefits of animal-based research. Psychological stress also can arise *de novo* among staff members who do not understand the research for which animals under their care are being used, or who encounter experimental procedures on animals about which they have not been alerted.

As a final example, gaps between expectations and outcomes in job duties and career paths can be disheartening. All the recruiting acumen and on-the-job training in the world will count for little if job duties and responsibilities remain or become unrewarding intellectually, technically, or financially. This is an especially important consideration for AALAS training and certification, which implies that a staff member will have opportunities to apply new concepts and technologies.

While job satisfaction is a major factor in any work environment, it is set in bold relief for animal care workers by demands for consistently high performance to sustain highly valued living things. This observation holds as well for other staff members such as those responsible for washing centers and animal health care. The resource director rightfully expects that staff meet such standards, while staff rightfully expects a satisfying work environment imbued with opportunities for empowerment, diversity, and growth. The obvious payoffs for successful engagement of these complementary goals are stability, skill, reliability, and enthusiasm—attributes any animal resource staff should be happy to achieve. Therefore, the administration and staff of a progressive animal resource make a covenant committing both parties to deliver their respective "goods." However, the major responsibility for fostering conditions that promote job satisfaction rests primarily with the leadership. It is not any easy task to accomplish, but should be energized by substantive promises which must be kept.



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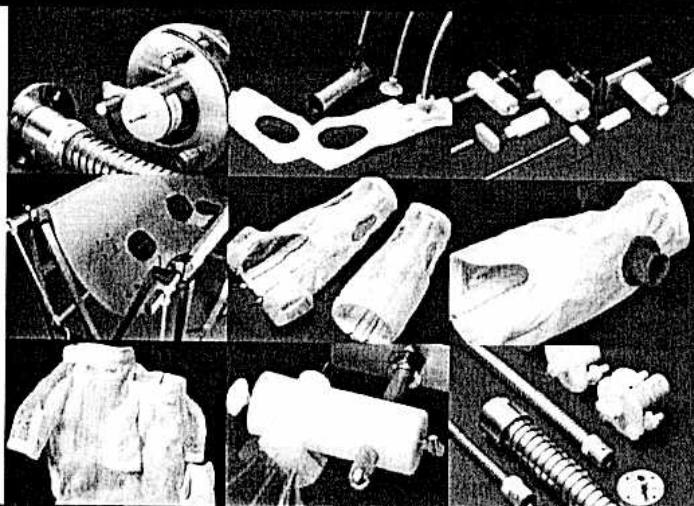
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## Harlan Shuttle to Provide Complimentary Service

All attendees flying into the Tampa International Airport to attend the 2004 National AALAS Meeting in Tampa, Florida, will once again be greeted by helpful Harlan personnel for transportation to their hotel near the Tampa Bay Convention Center. For the fifteenth year, Harlan will offer complimentary hotel transportation service.

Harlan personnel will be stationed at the terminals at the Tampa International Airport on Saturday, October 16, and Sunday, October 17, from 9 a.m. to 9 p.m. Harlan hosts and hostesses will guide you toward the Harlan Shuttle registration tables, assist you with your luggage, and escort you to the nearest Harlan Shuttle vehicle.

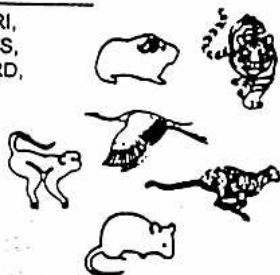
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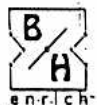
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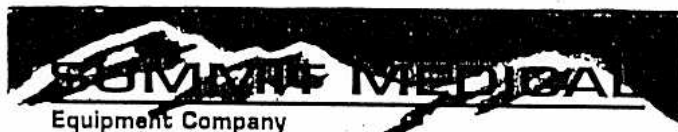


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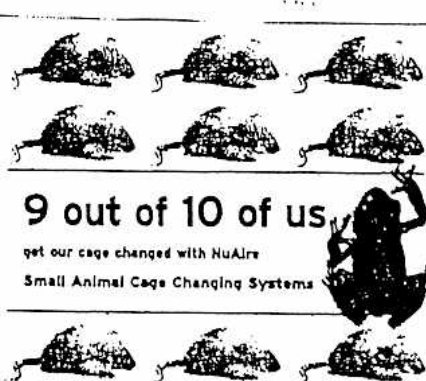
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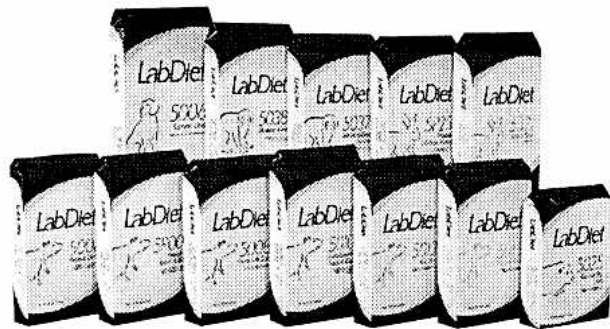
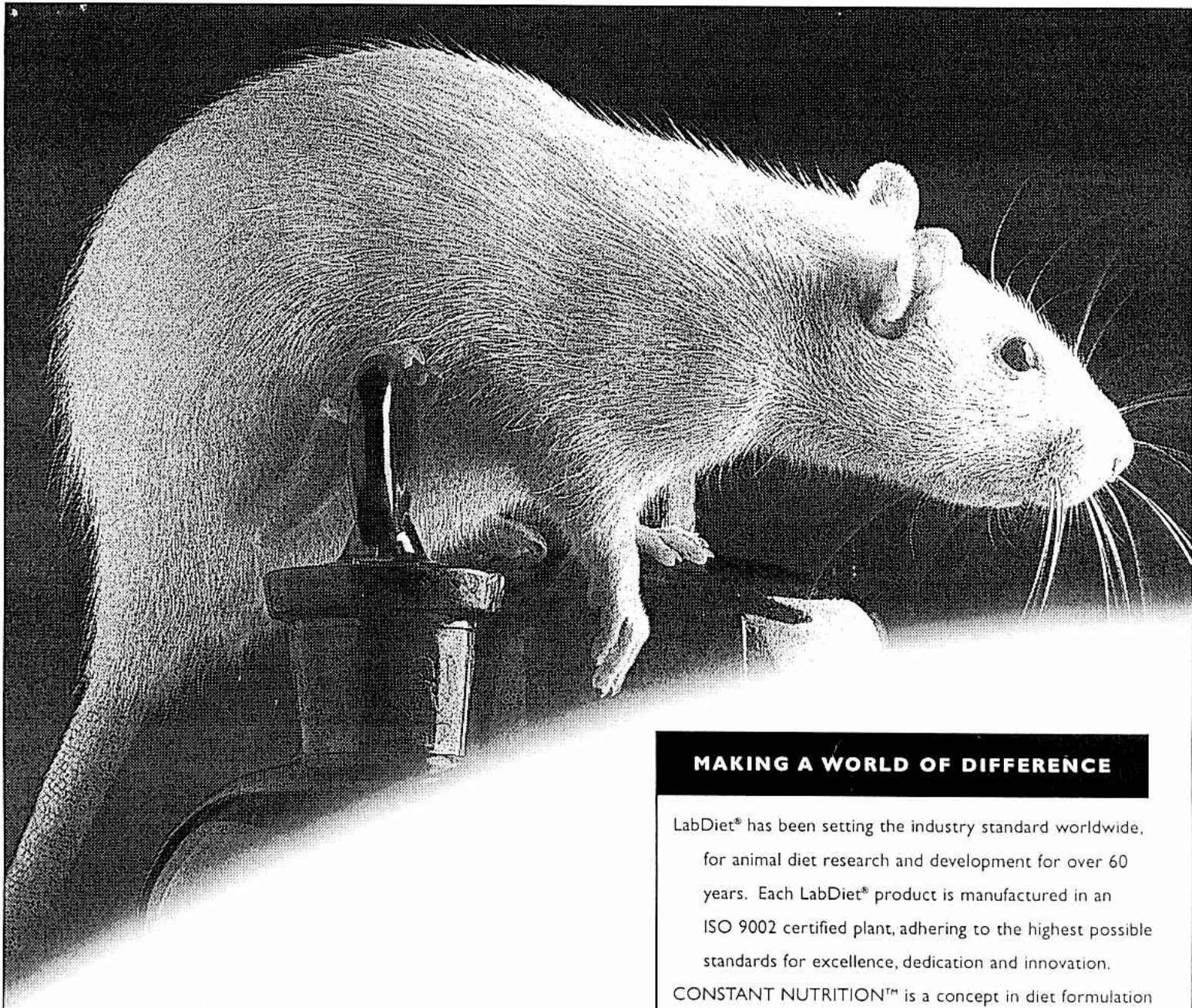
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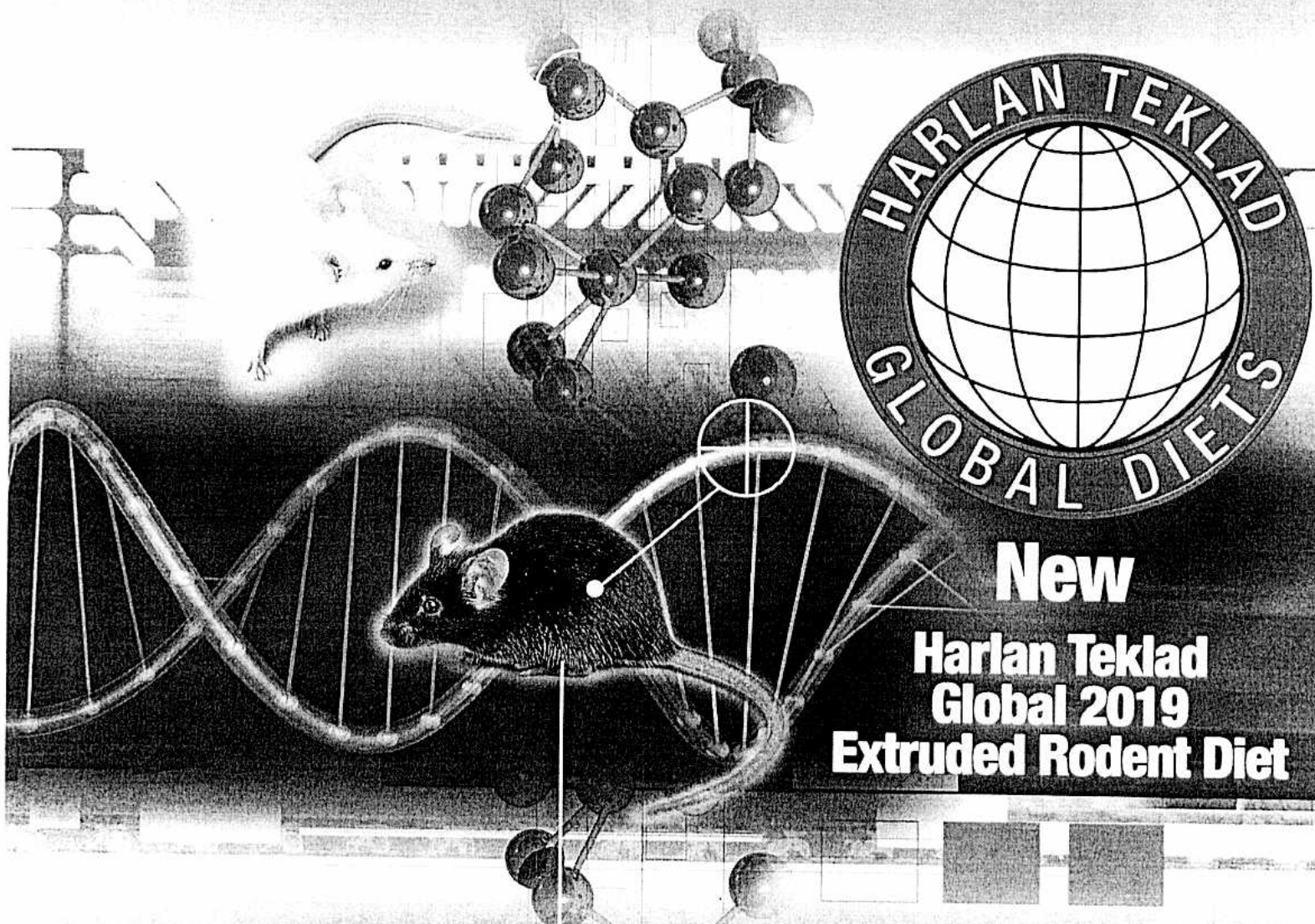
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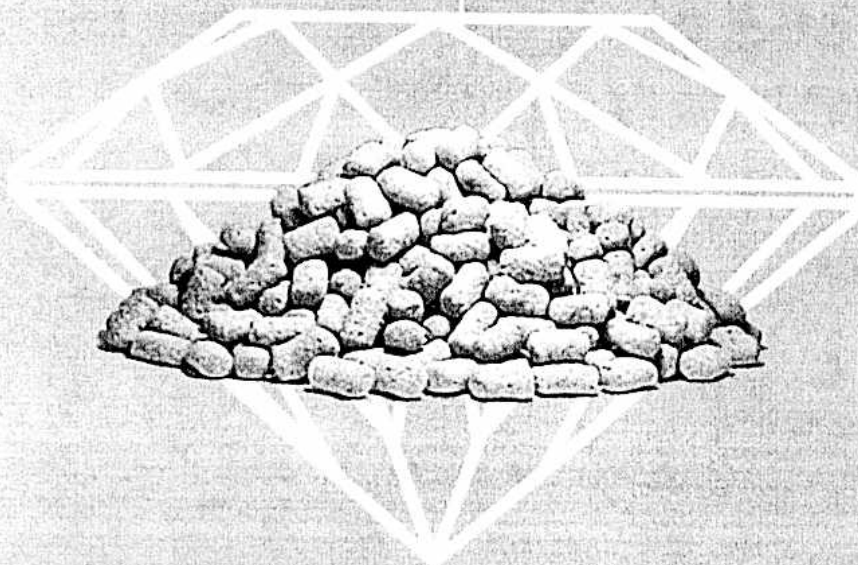
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