



Washington Branch AALAS Newsletter

October 2008

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A Word from the President

By Laurie Wilcox

It has been a fairly busy year so far for the WBAALAS board. Past President, **Tim Dawe**, started us out last year in preparation for the 2008 District 8 meeting held in Seattle in April. Over 300 people attended including 62 vendor companies as well as AALAS Executive Director Ann Turner and AALAS President Chris Newcomer. Tim also worked on our non-profit status with the State of Washington, which is greatly appreciated as well as being the Chairman of the D8 committee! Wow, way to go Tim!

On August 9th we had a good turnout for our annual picnic, this year held at Woodland Park in Seattle. Close to 50 people came out to enjoy the sunshine break, great BBQ (courtesy of **Gary Millen** and **Carlos Toledano**, thank you very much chefs for the delicious BBQ) and a fun, very generous, raffle provided by our vendors.

Congratulations to **Amber Carte** and **Kimberly Hamilton**, the winners of our annual branch awards (see below). If you missed all the fun this year hopefully you can join us next year. Our Treasurer, **Jennifer Sweet**, has been keeping all the finances in order including the D8 account and our branch accounts. She also purchased all of the picnic food and prepared much of it herself; great job Jennifer! We are in the process of revising and rewriting our Bylaws that govern the running of our local branch as this has not been done for a while. **Susan Bell**, our diligent Newsletter Editor and branch Secretary is hard at work analyzing, dissecting, scrutinizing and changing the document and coordinating with the board; many thank yous! **Amber Carte**, our Branch Program Committee Chair is very well organized and did a fantastic job in scheduling our sites for the D8, summer picnic and future Trade Fair. Her efficiency and "I'll get right on it" attitude is a ...see 'President', page 2.

Awards

By Gary Millen

Kimberly Hamilton of the VA is the recipient of the 2008 Betty J. Varnum Memorial Animal Technician of the Year Award. Kim is



dedicated to her work, has a zeal for learning, and enthusiasm for the lab animal field. She started in the washroom where she kept everything organized, amazingly clean, and flowing efficiently. Her talents were realized and she was trained and started helping in the animal rooms. She picks up individual personalities and habits of animals she cares for and is able to quickly report when one is not doing well. Kim is interested in all aspects of the animal facility and is always ready to ...see 'Kim', page 2.

Amber Carte of Fred Hutchinson Cancer Research Center is the recipient of the 2008 Ron Orta Memorial Washington Branch Member of the Year Award. The 2008 District 8 AALAS meeting was a great example of how a team of volunteers can come together to produce a terrific product. Amber Carte was the one particular standout volunteer. Amber was in charge of local arrangements for the meeting, and in that capacity integrated the work of the



other committees into the whole picture. She provided the coordination that was critical to melding other volunteer efforts into a unified product. She carried out her assignment beautifully, especially when one considers the myriad details associated with negotiating and signing a ...see 'Amber', page 2.

Member Appreciation Picnic

By Amber Carte

Members and their families enjoyed a sunny August afternoon at Seattle's Woodland Park with good food, fun, and friends. Attendees partook in friendly competitions of croquet, ladder ball, and other yard games. One picnicker, Merry Wick, proclaimed, "The food was great, the atmosphere congenial and the giveaways were enviable!" A big thanks goes out to Jennifer Sweet and family for reserving our picnic shelter and bringing all of the goodies. Gary Millen and Carlos Toledano did a delicious job of grilling up burgers and hot dogs. Much appreciation is due to all of our fabulous commercial vendors for their generous and ample raffle prizes. We hope to see everyone and more again next year! Thank you to all the vendors that donated to the raffle!

Harlan, Allentown, Animal Specialties, Vet Equip, Lithgow Services, Throen, SMC, TBJ, Jackson Labs, Lab Products and Charles River.



...President

wonderful asset to the board; thank you Amber. Gary Millen, above mentioned chef and branch Awards Chair, is ever present to keep us on track and assist in any way; thank you Gary. Shawn Hooper co-chaired the D8 vendor registration and keeps us up to date on information from the D8 council meetings; thank you Shawn. If you are a coffee lover you will especially appreciate our board member, Dr. Cindy Pekow, she makes sure that we have good, strong coffee at all our events and planning. Cindy has probably served in every capacity of AALAS at the local, district and national levels over the years and does so with humbleness and lots of humor. I can't imagine a Washington Branch meeting or event without her and I know she is appreciated for her insights, compassion and helpfulness. Thank you Cindy!

If you figured it out already several lines up...YES... I am bragging and expressing a HUGE thank you to the board members who volunteer their time and bring to the branch such creativity, energy and fun! If you ever have the desire to join the board, assist with events or just attend a board meeting please email any of the board members listed on our website at www.wbaalas.org. Any comments, suggestions or questions are always appreciated.

To the Washington Branch AALAS board members, you are the best!

Thank you, Laurie

...Kim

learn more. She has gained the trust of the investigators. They value her watchful eye on their animals and her immediate communication with them when there is a problem. One of...see Kim next page.the best things about Kim is her smile. She often brightens the day for people around her just by seeing the humor in situations and sharing it. Kim is a real team player, always ready to help out co-workers and give them a pat on the back when they do well. One of the things that set her apart is the fact that she lets supervisors know when co-workers are doing a good job so they can be recognized for it.

....Amber

contract for BIG sums of money. She met the decision deadline for catering, coordinated requests from vendors, speakers, security, and audio-visual contractors. She worked with parking and outside transportation companies, and juggled details in an organized fashion. And through it all, she kept her composure and didn't lose sight of the big picture. Amber was singled out because she exemplified something admired in Ron Orta; Ron too was generous with his time, didn't fuss about being thanked, stepped in where needed, and was a team player. I'd like to think he'd approve of Amber being honored with the award in his name.

Upcoming Events

October 20, 2008	http://www.nwabr.org/takepart/irb.html
November 9-13, 2008	http://nationalmeeting.aalas.org/
November 3-9, 2008	http://www.nwabr.org
November 7-9, 2008	http://www.nwabr.org
March 4, 2009	http://www.nwabr.org
March 25, 2009	WA Branch Spring Trade Fair
April 30-May 1 2009	http://www.district8.org/
Various	http://www.azaalas.org/calendar.html

Hotel Murano, Tacoma, WA
Indianapolis, IN
Seattle WA
Pacific Science Center, Seattle, WA
Bell Harbor Conference Center, Seattle, WA
Center for Urban Horticulture (UW) Seattle, WA
South San Francisco Convention Center, SF, CA

Rapid Expansion IVF

Jessica Janiak-Kuszmarski, Charles River

Often animal researchers unexpectedly require large volumes of experimental animals for studies that cannot be produced through conventional breeding from their current colonies. In addition, factors such as health status may complicate studies if unexpected pathogens are detected. These scenarios can leave researchers with few alternatives, forcing project timelines to be delayed.

Revolutionizing conventional breeding, Rapid Expansion IVF (In Vitro Fertilization) can produce hundreds of heterozygotes in only three months with minimal animal requirements. A typical Rapid Expansion IVF project requires only 2-3 males to be used as sperm donors and females of common inbred and hybrid strains can be ordered as oocyte donors. The oocytes and sperm are mixed in a fertilization dish to form embryos which are then transferred into embryo-transfer (ET) recipients. ET recipients litter in a flexible-film, biosecure isolator and then are submitted for comprehensive health monitoring and helicobacter PCR once the litter is weaned. Through embryo transfer technology, all offspring born from IVF are of VAF (Virus Antibody Free) /Plus health status. Literally hundreds of offspring can be generated in a typical Rapid Expansion project.

During the rapid expansion IVF process, any remaining embryos collected (amount of embryos will vary) can be cryopreserved in liquid nitrogen to either be stored at our facility or sent to the client. Embryo cryopreservation can provide insurance against possible loss of the line due to contamination or breeding difficulties.

Charles River offers a quick and simple solution for major animal production through Rapid Expansion IVF. For further information about Rapid Expansion IVF, please visit http://info.criver.com/research_models_and_services/transgenic_services/rapid_expansion.html.

The Leadership Academy

The Leadership Academy is held annually at the national AALAS meeting, which will be in Indianapolis this year. Meeting dates are November 9-13. The

Leadership Academy is held on the Saturday and Sunday before the AALAS meeting, this year on November 8-9.

The Academy is a leadership skills training seminar, open to representatives from each branch, at no cost to the individual. (Attendees must still register for the national meeting and pay transportation and room and board).

Each branch may nominate one person and an alternate to attend. The Washington Branch has chosen Amber Carte, a supervisor at the Fred Hutchinson Cancer Research Center to represent our branch this year.

This year, the Academy begins at 1:00 p.m. on November 8 at the Indianapolis Marriott Hotel. There is a reception for attendees that afternoon from 4:00-5:00 pm. The Academy resumes Sunday morning with a continental breakfast at 7:00 a.m., and sessions starting at 8:00 a.m., ending early in the afternoon.

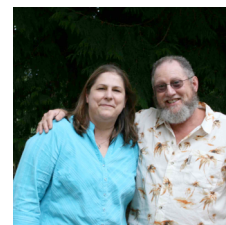
So what does the Academy cover? Attendees will learn about understanding and cultivating traits and skills required to be a volunteer leader. They will hear from past and current AALAS leaders (trustees, presidents, committee chairs) about their experiences, pitfalls to avoid, and the personal and professional rewards that come with being in a position of leadership. Opportunities for volunteering and leading in AALAS will be detailed. A session on communicating with the media (TV, radio, newspapers) is included. Attendees should leave with an appreciation for the how they can use their skills and ideas to take advantage of volunteer leadership opportunities. Questions? Contact cpekow@u.washington.edu for questions about the Academy.

The Spring Trade Fair Will be back in 2009!

After a break this year to focus on the District 8 Conference in Seattle, we will return to our traditional branch spring event. The Spring Trade Fair is an opportunity to meet with vendors and check out their wares. There will also be educational talks and of course lunch. This event is also a great time to just hang out and visit with others from our field that you have never met, or just don't get to see very often.

Election Results

Congratulations to Tom Olson of the NWPC. Tom was elected to the position of President Elect, which means he will be the President of Washington Branch in 2009. Tom is pictured here with current President Laurie Wilcox.



Congratulation also to Cindy Pekow on her election to the position of Board Member.

2008 WBAALAS Board

Officers

Past President- Tim Dawe
President- Laurie Wilcox
President Elect- Tom Olson
Treasurer- Jennifer Sweet
Secretary- Susan Bell

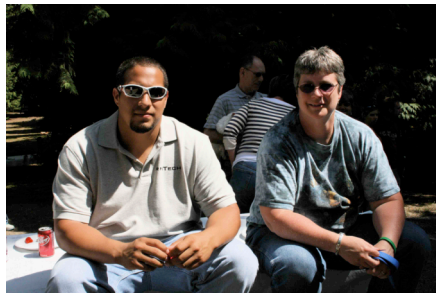
Board Members

Cindy Pekow 2008-2009
Amber Carte 2007-2008
Awards Chair- Gary Millen

2008 Picnic
Babies, bowsers and barbeque, children and grandchildren!



Raffle winners leaving with their loot.



Dos Ortas



Nap Time?



Raffle



Sally showing off her raffle prize
– a gas card!



Life Sciences Research Week

*Can't make it to the
National Meeting?*

*Participate in Life
Sciences Research
Week and Weekend!*

The second annual **Life Sciences Research Week** is being held Nov. 3-9th. Research institutions and companies throughout the state will be supporting the event through the participation of their scientists and staff. This is an opportunity for the public to interact with scientists and see their passion for the work they do. The week includes multiple public events:

Wednesday, Nov. 5

Diabetes forum recognizing the roles of researchers and clinical trial participants,
4:00-7:00 pm at Museum of History and Industry; presented by

NWABR, WBBA, and the American Diabetes Association Science on Tap: US health policy with a new administration;

7:30-9:00 pm at T.S. McHugh; presented by Science on Tap, Pacific Science Center and KCTS

Thursday, Nov. 6

Public seminar on global health, featuring Drs. Sam Miller (UW) and Guy Palmer (WSU);

7:30 pm at UW Kane Hall; presented by UW and WSU Alumni Associations, WBBA and NWABR

Friday-Sunday, Nov. 7-9

Life Sciences Research Weekend at Pacific Science

Center (PSC) featuring interactive life sciences displays for children and their parents. Your company, organization, or department is invited to have an exhibit with a hands-on activity during the event. The special exhibits will take place 10am-4pm on Friday and 10am-5pm on Sat. and Sun.

You are invited to volunteer as an individual if your organization is not having an exhibit. For more information, to volunteer as an individual, or sign up your organization, rweeks@nwabr.org as soon as possible.

Speakers Bureau

Feel like Talking?

With the beginning of school come requests from teachers for scientists to speak in their classroom. You can be one of those speakers by signing up for NWABR's Speakers' Bureau. There are opportunities in the

classroom and community to talk about your work, the process of science, and scientific careers. Speaker training sessions are held periodically to help you develop talks appropriate for different audiences.

Sign up online at www.nwabr.org/education/speakerbur.html contact jenniferw@nwabr.org at for more information.

IACUC Conference

IACUC

The 10th annual IACUC Regional Education Conference, presented by Northwest Association for Biomedical Research, will take place Wednesday, March 4, 2009, at the Bell Harbor Conference Center. Sessions on IACUC Basics will begin at 7am, with the general

conference running from 8am until 4:30 pm. National speakers will cover topics on ethics, euthanasia and animal models. Officials from USDA, OLAW and AAALAC International will be present to answer your questions.

It will be an opportunity to network with your colleagues from throughout the Northwest. Registration will be available online by Nov. 15th. For more information contact rweeks@nwabr.org or 206-957-3337x305.

Employment Opportunity

The University of California, Riverside (UCR), a campus of the preeminent University of California is a 1,112 acre, park-like campus and located in the heart of inland Southern California. The campus seeks an Animal Facility Manager within the Office of Research. The Animal Resources Manager (ARM) is responsible for the independent overall management and operation of an animal care facility, including management of all facility personnel. The incumbent performs the full complement of managerial functions; oversees and coordinates the acquisition and disposition of all animals, supplies and equipment for the facility; serves as the department liaison between faculty and research technicians and the animal care service department; develops and delivers mandated training; ensures compliance with all applicable federal and state regulatory agencies; has primary responsibility for developing Standard Operating Procedures (SOPs) for animal husbandry methods; provides input into the formation of departmental policies, operations and safety guidelines; oversees facility expenditures, costs and budget reporting; implements long- and short-range facility and personnel management strategies and problem-solving techniques; manages quality assurance programs and general maintenance of the animal facility; ensures United States Department of Agriculture (USDA) inspection-readiness and Association for Assessment and Accreditation of Laboratory Animal Care, International (AAALAC) accreditation inspection-readiness levels at all times. The Animal Resources Manager (ARM) reports to the Campus Veterinarian. The incumbent makes technical judgments and recommendations to the Veterinarian that may have programmatic impact. Suggested novel and innovative solutions comply with federal and state rules and regulations governing the care and use of laboratory animals in research, instruction, and testing.

In general the incumbent plans, coordinates, organizes and evaluates staff, finances, and other resources in the achievement of organizational goals. The incumbent develops, implements, monitors, and revises procedures and processes necessary to attain unit goals. For this level, in addition to meeting supervisory criteria, the incumbent must identify objectives, direct programs, manage human and financial (and often physical) resources, and function with a high degree of autonomy.

MINIMUM QUALIFICATIONS: College degree in an area of biological science, or high school graduation plus completion of the American Association for Laboratory Animal Science (AALAS) Laboratory Animal Technologist (LATg) certification (preferred level); minimum 5 years of related laboratory animal facility management with supervisory experience, or an equivalent combination of education and experience; and knowledge and abilities

essential to the successful performance of the duties assigned to the position. Computer competency required.

Please submit a cover letter and Curriculum Vitae with three references to Dr. Akiko Sato, Campus Veterinarian, University Office Building 215, University of California, Riverside, CA 92521 or email same to akiko.sato@ucr.edu. To apply on-line, please visit our <http://humanresources.ucr.edu/jobs/> and reference position # 07-06-017. UCR offers an excellent benefits package considered among the finest in higher education, as well as other employers. UCR is an equal opportunity employer with a commitment to workforce diversity.

Surefire Ways to Help Create a Positive Work Environment

Dawn Hull-Johns Hopkins School of Medicine, Baltimore, MD
I have spent many years trying to find ways to create a positive and better work environment. Most of the challenges addressed in those years involved the relationships between teammates. With some trials and errors, I hope to have found some key points, that when applied, will help any team achieve their goals together in a positive work environment. Every interaction with team members is a coaching opportunity. An opportunity to create a positive environment by clarifying goals, prioritizing tasks, listening to each others ideas, conducting effective problem solving discussions and providing recognition. We can shape the environment in which we can all be successful by starting with the following:

1. **Motivation** - Try to create a work place where people want to be motivated, therefore, they motivate themselves. Help shape an environment where individuals are energized to achieve. With few exceptions, all people want to achieve, contribute and be part of something special.
2. **Keep your commitments** - If you say you are going to do something - whether it seems important or seemingly insignificant, remember to do it. People count on the fact that [others] can count on them. If you don't keep your commitments, you will lose the trust and confidence of your team.
3. **Recognition** -When we fail to give the recognition our co-workers desire, we give them the feeling of being taken for granted. We need to understand that there are benefits to be gained by recognizing others - the positive attitude and behaviors that eventually make it easier for all of us.
4. **Leading by example** - We all have a strong influence on the thoughts and behaviors of the team members around you, regardless of what job description you or they have. It is critical that you set the proper example and desired atmosphere. Accept responsibility for being the very best at your job. Hopefully, these helpful tips will help any institution shape a positive environment in which we can all be successful.

SAVE THE DATE



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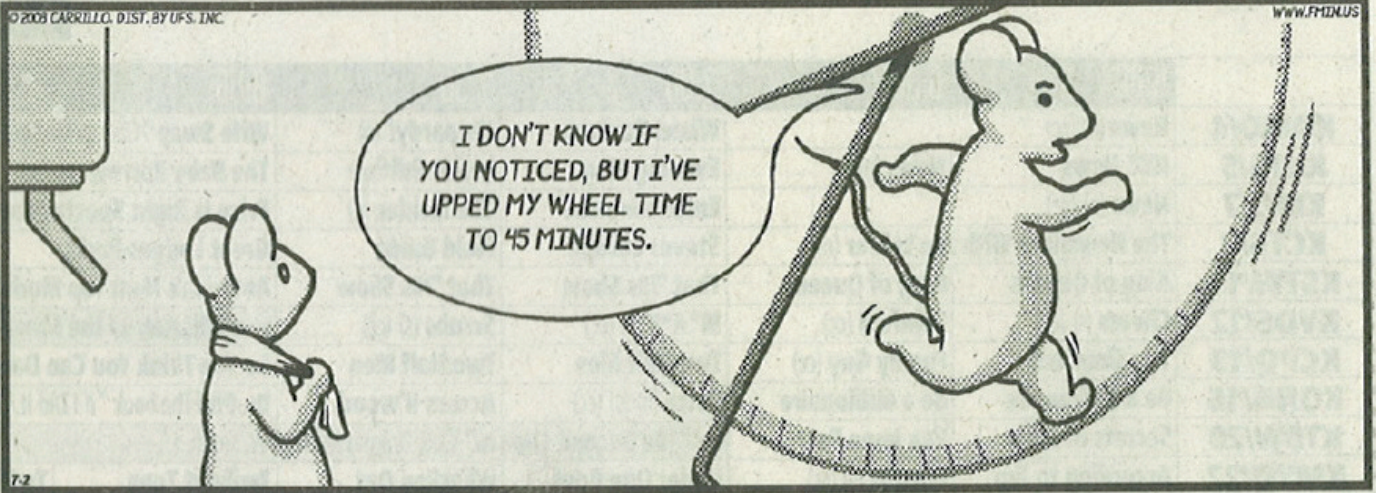
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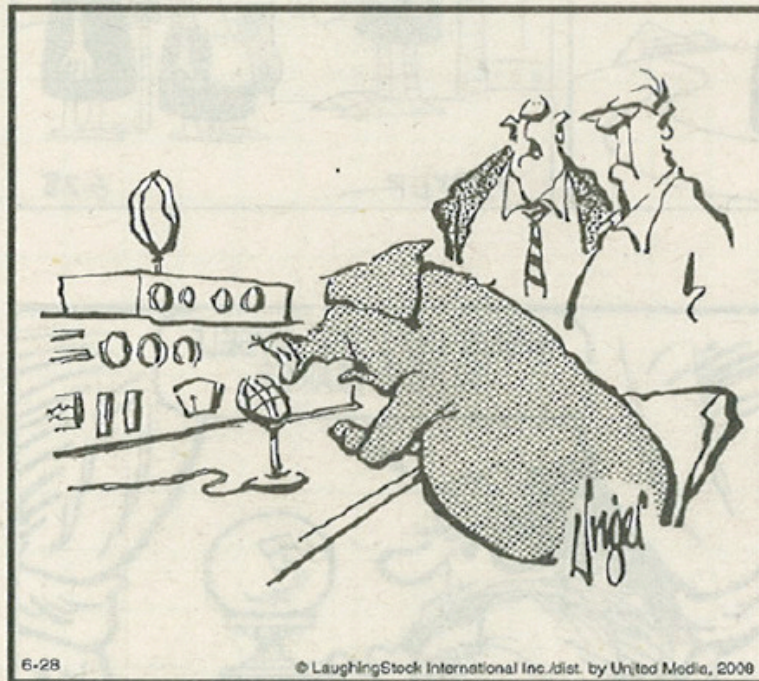
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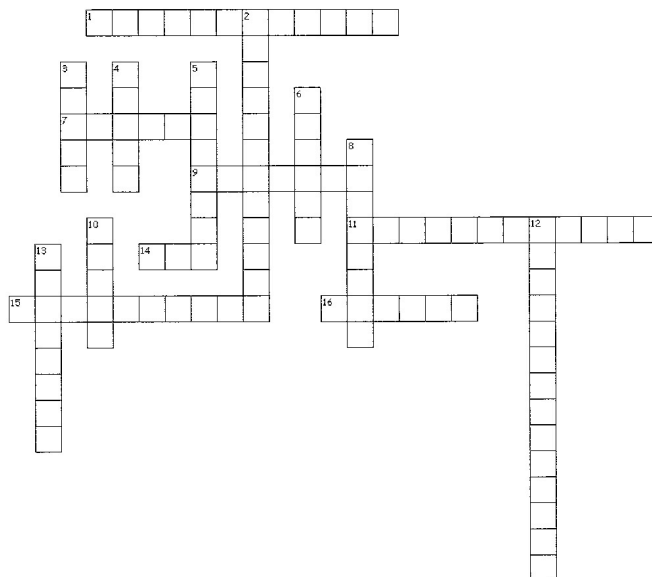


6-28

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"You never heard of a ham operator before?"

Just for fun



Across

1. Animal Technician of the Year is named is this person's memory.
7. Animal second from the right on branch logo
9. Branch member of the Year is named is this person's memory.
11. In what city is this year's national meeting?
14. What can Sally buy with the gift card she won?
15. The W in WBAALAS stands for?
16. WSU mascot

Down

2. Animal Doc
3. The Spring Trade Fair will be what month?
4. First name of the recipient of the 2008 Member of the Year award
5. The V in VA stands for?
6. The first name of the current WBAALAS president?
8. Last name of recipient of 2008 Animal Technician of the Year award
10. What RALAS district is WBAALAS part of?
12. Current title of next year's WBAALAS president
13. Disease to be discussed Wednesday of Life Sciences Week

See wbaalas.org for answer key

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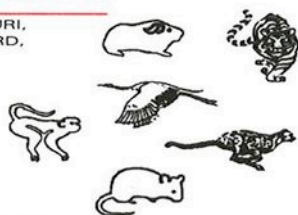
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