



# NEWSLETTER

## Events

[Laboratory Animal Welfare Exchange](#) Biennial Meeting June 10 -12, 2015  
[NWABR Speak Up for Research Gala](#) June 19<sup>th</sup>, 2015  
[WBAALAS Summer Picnic](#) August 15<sup>th</sup>, 2015  
[University of Hawaii IACUC 101& 301](#) September 3-4, 2015  
[AALAS 66th National Meeting](#) November 1-5, 2015  
[WBAALAS Member Appreciation Dinner](#) January, 2016  
[WBAALAS Trade Fair](#) March 23<sup>rd</sup>, 2016

## 2015 TRADE FAIR



This year's Trade Fair had great attendance and exemplary speakers! Thank you to all those who attended and helped to support the event. To see more pictures from the Trade Fair click [here](#).


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## Message Board

### Private Facebook Group

WBAALAS has a new private Facebook group. If you have not received your invite to the group please email our Branch Representative at [tbr@wbaalas.org](mailto:tbr@wbaalas.org)



I want to get more  
involved but I  
don't know how...

**Great Addition to your Resume!!**

**Join a committee at WBAALAS!!!**

**Time Commitment:** monthly or quarterly; 1-2 hours

**Where:** From the comfort of your own home

**Committees:** Newsletter, Awards, Programs and Events

**Email:** [President\\_Elect@wbaals.org](mailto:President_Elect@wbaals.org) with the subject,  
“WBAALAS committee” to find out more information

## 2015 WBAALAS NEWSLETTER SUBMISSION DEADLINES

Topics	Issue Month	Article Submission Deadline
<ul style="list-style-type: none"> <li>• Summary from Summer Picnic</li> <li>• Featured branch members who work with aquatics and rodents</li> <li>• Article summaries from the news</li> <li>• AALAS elections -who won!</li> </ul>	September	August 17
<ul style="list-style-type: none"> <li>• Summary from National Meeting</li> <li>• Article summaries from the news</li> <li>• Featured branch member who works with dogs</li> <li>• Prep for Tech Appreciation Week</li> </ul>	December	November 16

### WBAALAS Summer Picnic is almost here!

Add to your calendar today!

Saturday August 15<sup>th</sup>, 2015 at Gas Works Park, Seattle  
Event information will be sent out via email to all  
current members. Any questions email  
[secretary@wbaalas.org](mailto:secretary@wbaalas.org)

## WBAALAS 2015 AWARDS



*Congratulations to Michael D.*

**Awarded the Bette J. Varnam**

**Washington Branch Technician of the Year Award for 2015**

**&**

*Congratulations to Andrea S.*

**Awarded the Ron Orta**

**Washington Branch Member of the Year Award for 2015**



## Lab Products Inc. Award Nominations to attend National AALAS meeting in Phoenix, AZ 2015.

### Nominate a deserving animal technician today!

The 12th annual Lab Products Animal Technician Awards are now open for nominations. Click the link below for additional information.



Nominations must be received by June 12, 2015. For more information and to nominate one of your colleagues, please visit the [website](#).

## Homes for Animal Heroes

A new initiative to foster, train, and place post-research dogs into loving homes has been launched by the National Animal Interest Alliance and States United for Biomedical Research.

[Homes for Animal Heroes Facebook page](#)



## President's Message

Hello WBAALAS Members!

First of all I want to thank all of you who attended and participated in our 2015 Trade Fair. We had a great turn out and several great speakers. Thanks also to the vendors for all the great raffle prizes! Our next event will be the summer picnic at Gas Works Park in Seattle. We will have food and games – families welcome. More details in this [newsletter](#).

I also wanted to bring to your attention a new program initiated by the National AALAS Government Relations Committee (GRC) called AALAS RE-ACTS (Responding Effectively Against Congressional Threats to Science). This is a way for the GRC to keep all of our members informed of issues that affect our field and allow us all to have a voice in effecting change. Please read more details about this exciting new program later in in this newsletter. I will be acting as your Legislative Action Coordinator and will be the point of contact from the GRC and our branch membership. This means from time to time you may see emails from me describing important issues and including links to online petitions for you to sign. Please look for these emails and take a few moments to weigh in. That is how our 13,000 person strong membership can be transformed into a substantial voice for good.

And lastly I'd like to extend an invitation to energetic individuals looking for ways to become more involved in WBAALAS to consider volunteering for Branch Leadership. This fall we will be looking to fill several board positions including Treasurer and President-Elect. Please read the [bylaws](#) on the WBAALAS website to see what is involved and if it is something you may be interested in.

Enjoy your summer!  
Jennifer

## REACT Program

### GRC Initiative "AALAS REACTS" Requires Local Branch Participation!

*By Darrell E. Hoskins, DVM, DACLAM*

In the June 2013 issue of *LAS Pro* we introduced you to the grassroots initiative **AALAS Responding Effectively Against Congressional Threats to Science, or AALAS REACTS**. This initiative, sanctioned by the National AALAS leadership, and championed by the Government Relations Committee (GRC), has been designed to leverage the enormous clout of our 13,000 person strong membership to influence federal legislative actions that could impact laboratory animal science. The stated goals of the initiative are to:

- Create a single voice from the 13,000 members in the lab animal science community
- Mobilize our membership quickly when needed
- Educate our members about current legislation, policies, the legislative process, and key points during the process where our voice can have the greatest positive impact

#### **AALAS REACTS is EASY!**

The foundational strength of "grassroots" influence is that legislators are typically very receptive to the individual concerns, interests, and informed input of their voting, tax-paying constituents (like all of us). History has clearly demonstrated that large numbers of individual emails and/or letters to our congresspersons can have a profound effect on legislative outcomes. That is how our 13,000 person strong membership can be transformed into a substantial voice for good, if effectively harnessed!

Thanks to the computer age, the technology and resources exist to make coordinated, individual communication with your representatives VERY fast and easy. Using the electronic tools that are made available to you through the AALAS REACTS initiative, you can send pre-written, or customized communications to your specific congresspersons in, literally, a matter of seconds, and with only a few mouse-clicks!

The mechanisms are in place! The rest requires your active participation.

#### **AALAS REACTS Requires Branch Support in 2015!**

During 2015 the GRC will be working diligently to ensure that the framework is in place at the local branch level to maximize awareness of, and participation in, the AALAS REACTS initiative. To that end, a new local branch leadership position has been created called the Legislative Action Coordinator (LAC). We are asking that all local branches designate one individual to serve as the LAC, who will be the branch's point of communication with the national AALAS office and the GRC regarding legislative issues of concern. The LAC will disseminate email requests from the national office to individual branch members encouraging them to communicate to legislators regarding pending laws, amendments, or other issues requiring rapid response. The local, personalized encouragement of LACs is critical if the successful, large-scale grassroots responses possible through AALAS REACTS are to be realized.

*So little effort required. So little time required. So enormous the potential benefit to science.*

# NWABR

**SPEAK UP**  
FOR RESEARCH

## Gala

*Join Us at Our 2015 Life Science Celebration*  
*“Speak Up For Research”*

**JUNE 19<sup>TH</sup> 2015**  
at the Museum of History and Industry

### ABOUT THE GALA

NWABR's mission is to promote the public's trust in biomedical research and its ethical conduct. The success of life science research depends on this trust, yet public sentiment often contrasts with the body of scientific knowledge and mistrust in science is on the rise. In addition to misconceptions about scientific research, organizations face an ever more difficult funding climate that creates challenges for long term planning and impedes promising research.

The Speak Up for Research Gala is based on the premise that in order to break down the barriers and divisions that impede the progress of scientific discovery we have to restore public trust and build bridges. We have to improve our own storytelling. We have to **SPEAK UP FOR RESEARCH!**

### WHO WILL ATTEND

At the gala a broad range of public and life science research professionals will be in attendance. Guests will connect with aspiring young scientists, science advocates and supporters, industry & community leaders as well as peers from the scientific community.

INDIVIDUAL TICKETS \$150.00

NWABR would love for your organization to sponsor a table or students at the gala. To sponsor the event, please contact Troy Chapman at [membership@nwabr.org](mailto:membership@nwabr.org).

For event information visit: [www.nwabr.org/annualgala](http://www.nwabr.org/annualgala) or contact Troy Chapman at [membership@nwabr.org](mailto:membership@nwabr.org)

Together, let's take this opportunity to **SPEAK UP FOR RESEARCH** while enjoying great food, wine and networking with peers.



## TBR NEWS & VIEWS

1<sup>st</sup> Quarter 2015

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It is hard to believe we are entering the second year of the Technician Branch Representative News and Views! The aim of this quarterly article is to help build our community by sharing events, ideas, questions, and news from all of the branches in District 8. If you have comments or suggestions for other communications that we could provide please let us know.

Thank you,

Amber Carte [acarte@fredhutch.org](mailto:acarte@fredhutch.org) & Morag Mackay [morag@liai.org](mailto:morag@liai.org)

### Northern Rocky Mountain

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The Northern Rocky Mountain Branch has been busy getting ready for our Yellow Bay meeting. The full agenda will be out soon, but mark your calendars for the meeting June 5-7<sup>th</sup>! It will be another great meeting starting off with an amazing keynote speaker from the Foundation of Biomedical Research. Washington State University has been busy offering classes for technicians to help prepare them for ALAT, LAT, and LATG certifications exams. University of Idaho has just hired a new attending veterinarian and had another technician pass their LAT exam.

### Oregon

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OAALAS held our annual awards banquet on January 23, 2015. During the event, our officers for 2015 were announced.

Our new officers are:

President: Stephen Durkee

President Elect: Dr. Lauren Drew Martin

Secretary: Haley Wolford

Treasurer: Dr. Tom Chatkupt

Treasure Elect: Daniel Allen

TBR Elect: Kati Marshall

Kim Saunders was presented with the Art Hall award

Kristin Clausing was selected as the 2014 Tech of the Year

We also launched a private Facebook page for members, as well as a public Facebook page (<https://www.facebook.com/pages/Oregon-AALAS/778175742236468>). We're hopeful that the private page will increase communication and foster a better sense of community for our members. If you're a member of OAALAS and wish to be added to the page, simply email Kati Marshall ([marshalk@ohsu.edu](mailto:marshalk@ohsu.edu)).

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## Arizona

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Greetings from Arizona!

There is a lot of exciting work being done involving alternative species in various facilities around our state; NAU is doing work with reptiles and we have a very prolific colony of Zebra finches here at the U of A as examples. Everyone celebrated Tech week in their own way, but all enjoyed food, games, prizes and camaraderie. Our veterinarians made breakfast for us one morning; bacon, eggs, and cooked – to – order pancakes...YUM! Wishing all a productive year.

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## Washington

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Washington Branch AALAS welcomed three new Board members once the 2015 election results were tallied. Congratulations to the winners! We know their dedication and enthusiasm will bring benefits to the Branch membership. Speaking of membership, the Branch recently celebrated its members during the annual appreciation event held at World Sports Grille, a brick-walled sports bar with multiple TVs, regional brews on draft, billiards and delicious grub at Seattle's South Lake Union. The WBAALAS Trade Fair is quickly approaching! It's our most popular event, bringing technicians from around the area together for food, vendor displays, informative talks, and the always popular raffle. We are looking forward to our annual membership picnic this summer being held near the shores of Lake Union at beautiful Gas Works Park. Members will celebrate with friends, family, kids, colleagues, games, pets, and most important... BBQ! The Branch would also like to announce the publication of the latest WBAALAS Newsletter and invite everyone to check it out on our website at <http://wbaalas.org/news/>. It's packed with local and national articles, announcements, and links.

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## Hawaii

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Aloha from the AALAS Hawaii Branch! Our branch has been resurrected after a few years absence and now we are off to a running start! We are in the middle of a cold spell, the temps have been in the 60's these past few weeks, brrrr!!! But that didn't stop us from having our 2nd official branch meeting! Our honored guest speaker was forced to cancel her Hawaii trip days before the meeting so in true Hawaiian fashion of "go with the flow" and were able to fill her spot with one of our local researchers. Dr. Richard Moore gave a presentation on his research "Neurofibromatosis in Cardiac Fibroblasts." Thanks to Richard and all who attended. What a success!

For those of you at other branches looking for an excuse to come to Hawaii, we will be hosting our first ever IACUC 101 and 301. September 3rd & 4th, 2015 at the University of Hawaii Manoa Campus Center on Oahu. For more information please visit <https://www.123signup.com/event?id=yynbr>. Who doesn't want an all-expense paid trip to Hawaii!? Hope to see you there and ALOHA!



2<sup>nd</sup> Quarter 2015

## Southern California

The Southern California and Palms to Pines branches of AALAS (SCBAALAS and PTP) hosted an all-day Spring Symposium on April 22 at the City of Hope in Duarte, CA. The theme of the symposium was "Continued Growth through Education". Over one hundred forty attendees enjoyed eight hours of approved CE and were able to visit with approximately 20 vendors. Dr. Joseph Garner was the keynote speaker and gave an excellent presentation entitled "Research Policy and the Use of Animals: (or) What's Wrong with My Mouse Test?" The SCBAALAS and PTP branches look forward to doing more successful events like this in the future. Please visit [www.scbaalas.org](http://www.scbaalas.org) to stay informed on upcoming 2015 events!



## Northern Rocky Mountain

The National Rocky Mountain Branch Yellow Bay meeting is 2 weeks away! It is June 5-7th and we are all looking forward to it. The complete agenda is out and is full of many interesting and great speakers. I would like to recognize and congratulate from University of Montana Kristofer Buhalog on receiving his LATg and Jessica Wexler for graduating from ILAM!

At Idaho State they did a lunch and learn focusing on Cindy Buckmaster's video "Stop hiding and change the world". Mostly PI's and a few students attend, but that was the goal. It opened their eyes a bit but it never fails that we have to have one "scientist" that seems to have issues with using certain terminology. Also, the ISU Animal Facility was asked if they would do a training on animal injections, suturing and necropsy for a handful of health profession club members. They chose the rat and had 20 participants with such great feedback for the success of the 2 hour workshop that they plan on doing one every semester with possibly using rats one semester and mice the next. It was a great experience for the students and wonderful refresher for those who don't get to suture all of the time.

## San Diego

This year so far we have given out three AALAS certification awards! We have opened up our SDAALAS wet labs to Southwestern College students. We also started offering online ALAT, LAT, LATG courses; the convenience of watching these webinars from your phone or on your computer at any time. As for outreach, we attended San Diego Science and Engineering fair which turned out great! At one point, we had 10 people talking to 10 different groups, which was impressive since we had to compete with the reptile people across from us. Everyone was very engaging and the games were well received by kids and adults! 2 games were placed on both ends with literature in the mid-



dle. Outreach at Steven Hawkins Charter School went great, had about 75 kids. The high tech fair is scheduled for the fall and there is also a fair at Palomar Community College we plan on attending.

Our next upcoming event mid-July also includes our summer event which will be hosted at Jolt N' Joes. Pool tables, ping pong, food and drinks – time for mingling in a fun environment. Furthermore, we are planning our mini SDAALAS Leadership Academy program for the same time as the fall symposium; great opportunity to learn leadership skills, styles, and volunteer benefits!

## Sacramento Valley

We started off the year with a very motivational and inspiring speech at our Annual Awards Banquet given by AALAS President Dr. Cindy Buckmaster entitled “Stop Hiding...And Change The World!”. On April 3<sup>rd</sup>, we held a very successful “Meet and Greet” held at Woodstocks Pizza in Davis where we reserved and filled up the entire second story with members from all around the Sacramento Valley. Our monthly lecture series has hosted a variety of speakers including Kazumasa Tanaka on “Manipulating memory with light” from UC Davis, Dr. Christie Ferrecchia with “Developing an Enrichment Plan for a Captive Spotted Hyena Colony” from UC Berkley, and Officer Alan Hatfield with “Police K9 Procedure and Training” from the Davis City Police Department. SVAALAS was represented at the Davis Picnic day on April 18<sup>th</sup> where volunteer’s handed out children’s educational coloring books that were printed and assembled by members. Our next wet lab will be held this summer where we will be instructing the proper use and utilization of osmotic mini-pumps. We have also created a new Facebook group under “SVAALAS”, please join

## Hawaii



Aloha from AALAS Hawaii! Over here the sun is still shining and the mice are still breeding. We recently started our rat colony again. Playing with the weanling rats is always a care staff favorite. Our member Robert G.S. will be going on paternity leave soon to welcome his first child. Congrats Rob!

University of Hawaii Animal and Veterinary Services with AALAS Hawaii recently attended our very first career fair held at a local community college. There was some general confusion among the public about what we were and what we do but overall it was a very positive experience. Just goes to prove that we need more public outreach in the animal research community!

In September, in conjunction with our IACUC 101 seminar, the University of Hawaii will be getting a pre site inspection from AAALAC in preparation for requesting AAALAC accreditation. Are there any AALAS branches or members out there that can offer us some tips or words of advice? Mahalo in advance and Aloha!

## Northern California

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The Northern California Branch of AALAS has been busy this spring and summer! We hosted a workshop where attendees could select Biomethodology in the Mouse or Rat Necropsy. The workshop was well received and very educational for our membership! We have also started a LATg class taught by Doug Miller at Mission Bay that will extend through the summer.

We are busy preparing for a tour of the Oakland Zoo on July 25<sup>th</sup> with an educational talk given on how to care for exotic animals, operant conditioning plus a tour of the elephant exhibit and veterinary hospital. NCB-AALAS is also hard at work planning our Fall Educational Symposium and Members Recognition Awards which is being held in South San Francisco on September 17<sup>th</sup>, 2015, so mark your calendars!

Something of interest to our branch is the benefits and pitfalls of adopting animals out. Do any branches currently do this, and if so how is it going for you? We would love to hear about your experiences, both good and bad!

For information about NCB-AALAS or any of our upcoming events, please visit [www.ncbaalas.org](http://www.ncbaalas.org) or email [robin.schweiger@crl.com](mailto:robin.schweiger@crl.com)

## Washington

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The WBAALAS Trade Fair recently wrapped up with excellent attendance and feedback. Our post-event survey found that educational sessions and networking opportunities were valued highest by those in who participated in the annual event. Attendees also provided very helpful suggestions for topics and activities for next year's Trade Fair. We are looking forward to our annual membership picnic this summer being held near the shores of Lake Union at beautiful Gas Works Park. Members will celebrate with friends, family, kids, colleagues, games, pets, and most important... BBQ!

## WBAALAS Member Highlights

Congratulations to our WBAALAS member Chris B. who recently earned his ALAT certification!



 **Congratulations Chris B!**   
**ALAT certified WBAALAS member**

### Q&A: ALAT certification

This quarter's WBAALAS member highlight is from Chris B. who recently earned his ALAT certification.

**Q: Why did you want to earn your certification from AALAS?**

*A: It was important for me to earn my certification not only to advance my career in animal sciences, but also as a personal goal that I had set for myself.*

**Q: Would you recommend earning a certification from AALAS to other members of WBAALAS?**

*A: I would highly recommend earning your certifications from AALAS to broaden your knowledge base as well as creating more career opportunities for yourself.*

**Q: Anything else you would like to share with our membership about your experience?**

*A: While studying for my ALAT certification, I realized just how many great resources AALAS provides to help anyone receive their certifications. It was a wonderful feeling knowing how invested AALAS is in ensuring technicians are as educated as possible.*

## Mini Pigs with Big Personality!



Göttingen mini pigs

WBAALAS member Kari K. has lots of previous experience working with mini pigs. Kari recently answered a few questions about working with this type of lab animal. Thank you Kari!

**Q: What is unique or special about working with mini pigs?**

**A:** Pigs are very clean animals. They are smart so you can train them like a dog. They do not like to be picked up. They are usually very quiet, except when you try to pick them up or restrain them. Then they scream really loudly.

**Q: What type of enrichment do mini pigs receive?**

**A:** They like anything with food. They like to chew on soft things like ropes and rubber hoses. They love to root, so if you can provide shavings for them to root around, they will be very content. They quickly lose interest in soiled objects so suspended objects work well, since they stay clean.

**Q: How many years have you worked with pigs?**

**A:** I did a research project with pigs about 17 years ago. We have had them off and on in our facility for the past 15 years.

**Ever been curious what it would be like to work with a different lab species? WBAALAS members' experiences will be featured in our quarterly newsletters. Do you have a story to share about your lab animal species? Email [newsletter@wbaalas.org](mailto:newsletter@wbaalas.org)**

## Do You Name Your Lab Animals?

Some research facilities will name their lab animals while others are against this practice. What is your opinion regarding naming research animals? Please fill out this [anonymous survey](#) and the results will be published in the next newsletter.

Survey:  
<https://www.surveymonkey.com/s/7YSDCYJ>

## National AALAS Elections

AALAS National Election Candidates

### Vice President-Elect

Dr. V. Hugh Price, Jr.

Dr. Jennifer C. Smith

### Secretary/Treasurer

Mr. Brian E. Gillman

### At-Large Trustee position 1

Ms. Andrea Gay

Ms. Laura Mistretta

### At-Large Trustee position 2

Ms. Katherine Marshall

Ms. Lisa Secrest

### District 1 Alternate Trustee

Dr. Kehinde Adekola

Ms. Kathleen Reinhard

### District 3 Trustee

Mr. Robert Blackford

Dr. Larry Shelton

### District 4 Trustee

Dr. Tonya R. Hargett

Dr. Timothy D. Mandrell

### District 5 Alternate Trustee

Ms. Stacy R. Cantrell

Ms. Linda A. Unrue

Voting starts June 1<sup>st</sup> for information regarding voting check out the [AALAS website](#).

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Jennifer C. Smith, DVM, DACLAM, one of the candidates for Vice President-Elect is a former District 8 AALAS member.



## Jennifer C. Smith, DVM, DACLAM

Candidate for 2015 AALAS Vice-President Elect

I am writing to ask for your support in the upcoming 2015 AALAS election. I was honored to be selected as a VPE candidate and if elected will work hard to continue to champion and support the fine AALAS organization!

I was an active member of District 8 (Southern California Branch) for many years and have recently relocated for a new position at Henry Ford Hospital (District 5). Even though I have moved from District 8 I will always be connected as it is where I got my start at the local AALAS level, and I would be honored to have your support!

### **Passionate Educator:**

I care deeply about AALAS, the members it serves, the values it upholds, and most importantly the welfare of the laboratory animals that are the foundation for AALAS' work. Throughout my career, I have relied on AALAS to help me and others within this industry take the next steps in professional development,



educational enrichment, and animal research advocacy.

### Dedicated Volunteer:

My volunteer involvement with AALAS has spanned numerous roles over the past 16 years, ranging from local Branch service to the National Program Committee Chair. These opportunities have afforded me the opportunity to broaden my understanding of the AALAS organization and the work that is done at the grass roots level to advance our purposes. I aim to see the accessibility of AALAS membership enhanced, so that all working with laboratory animals can participate and benefit. Though times have been challenging for the research community, we must advance, not retreat, and look for opportunities to expand the scope of our influence as an organization. Even within the context of challenging economic times, the benefits of AALAS membership for all within the research community are evident.

### Experienced Leader:

I have held leadership positions within the Biotech/Pharma, Animal Vendor, and Private Academic settings. Through these experiences I have proven myself to be an effective communicator, collaborator, and a community builder. If elected, I would engage with AALAS members, leaders, and the outstanding staff that serve AALAS, to look toward the future, building on the accomplishments of those that have served in the past.



Each year current AALAS national members are asked to vote for candidates for Trustees & Alternates (by District, if applicable), Secretary/Treasurer, and Vice President- Elect. This year the membership also has the

first-ever opportunity to vote for two At-Large Trustees. Most would find it surprising to hear that of the 13,000+ AALAS members, only 11-15% actually participate in voting! Please continue to support AALAS by exercising your right to vote on the candidates that will guide AALAS into the future. Information on each candidate and the electronic voting instructions can be found [here](#)

## News In LASPro Magazine

LASPro magazine interview with AALAS President  
Dr. Cindy Buckmaster, March 2015

Q: What is the most important thing you have learned in your career?

*"Our work is very human work. It's critical. It's stressful. It's demanding. And it's hard on our hearts. We must honor our emotions as much as everything else or we will lose our purpose. And our leaders must lead with compassion or they will divert us from our purpose."*

AALAS President –Cindy Buckmaster

LASPro will feature you and your pet! Email photo of you and your pet at [laspro@aalas.org](mailto:laspro@aalas.org)

## World News



The first ever Pig Biobank for biomedical research purposes has been created in Munich Germany. This facility can help reduce the number of lab animals required for some studies and plans to continue to expand its contributions. To read more about the biobank,

read the article in [Nature online](#).



Association for  
Assessment and  
Accreditation of

Laboratory Animal Care (AAALAC) International  
Celebrates 50 years! Watch their [video celebration](#).



A new video from the University of Cambridge highlights their culture of care and research projects. The video is titled, "[Fighting cancer: Animal research at Cambridge](#)".



**What type of culture of care do you promote at your facility? WBAALAS member, Cheryl Z. has worked with a large variety of lab animal species throughout her career and answered a few questions about her experiences.**

**Q: What is your education/research background in?**

A: I have been in the industry for 23 years working with lab animals. I've been through the AALAS certification and secured LAT, LATG and CMAR. I also went to Everett Community College where I was working on my AA for Early Childhood Education but then changed career.

**Q: If your career was made into a documentary what would be the title?**

Culture of Care- Caring for my staff and animals

**Q: What species of lab animal do you mainly work with?**

Now I work with rabbits, hamsters, rats and mice. I have worked with goats, sheep, swine and chickens.

**Q: Do you have any advice for WBAALAS members interested in earning their CMAR certification?**

My advice to anyone that can is to go for the CMAR! It helped me in my career and to be promoted to Sr. Manager of Vet Sciences.

**Q: What are you currently working on?**

I'm the Sr. Manager for a team of 6. I have a very innovative team in who is always open to learning new techniques, best practices and care for our animals.

We received full accreditation from AAALAC with no suggestions.



[Apopo](#) organization trains rats to detect landmines and tuberculosis! The African Pouched Rats are intelligent creatures that have a

highly developed sense of smell. To learn more about how these bright and large rodents are trained and to see more images checkout their website using the link above.

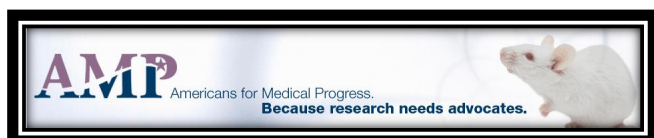
## Culture of Care



We also just had our USDA inspection and had no non-compliance. We strive to make the homes of our animals the best it can be.

**Thank you Cheryl Z!**

## Do you follow AMP news?



Americans for Medical Progress (AMP)  
**PETA CLAIMS 73% RISE IN NUMBER OF LAB ANIMALS IN U.S. RESEARCH INSTITUTIONS OVER 15 YEARS, NIH SAYS ANALYSIS IS "INAPPROPRIATE"**

Dr. David Jentsch responded to the claims above in an excellent article published on [SpeakingofResearch.com](http://SpeakingofResearch.com)

To subscribe to Americans for Medical Progress News Digest emails, send an email to [outreach@amprogress.org](mailto:outreach@amprogress.org) or follow their Facebook page.

## HR -Development?

Not all employees are motivated by money, praise or donuts. How do you help develop and foster internal/external motivation with your employees and coworkers?

Post in our new Facebook Group Page or email [newsletter@wbaalas.org](mailto:newsletter@wbaalas.org) to be featured in our September Newsletter.

There is a lot of information available regarding how to improve your skills regarding leadership, productivity and supervising. Try using the table below to help you narrow down where to develop your skills first.

While thinking about your current position, place a checkmark in the corresponding boxes below. The boxes with checkmarks in all three areas across the top should be the areas you focus on improving first. Don't get overwhelmed by too much information at once.

### Determining Which Competency to Focus On "Making Yourself Indispensable" By, Zenger, Folkman and Edinger

	YOUR COMPETENCIES	YOUR PASSIONS	ORGANIZATIONAL NEEDS	TOTAL
1. DISPLAYS HONESTY AND INTEGRITY				
2. EXHIBITS TECHNICAL/PROFESSIONAL EXPERTISE				
3. SOLVES PROBLEMS AND ANALYZES ISSUES				
4. INNOVATES				
5. PRACTICES SELF-DEVELOPMENT				
6. FOCUSES ON RESULTS				
7. ESTABLISHES STRETCH GOALS				
8. TAKES INITIATIVE				
9. COMMUNICATES POWERFULLY AND BROADLY				
10. INSPIRES AND MOTIVATES OTHERS				
11. BUILDS RELATIONSHIPS				
12. DEVELOPS OTHERS				
13. COLLABORATES AND FOSTERS TEAMWORK				
14. DEVELOPES STRATEGIC PERSPECTIVE				
15. CHAMPIONS CHANGE				
16. CONNECTS THE GROUP TO THE OUTSIDE WORLD				



Example table filled in:

	YOUR COMPETENCIES	YOUR PASSIONS	ORGANIZATIONAL NEEDS	TOTAL
1. DISPLAYS HONESTY AND INTEGRITY				
2. EXHIBITS TECHNICAL/PROFESSIONAL EXPERTISE	X			1
3. SOLVES PROBLEMS AND ANALYZES ISSUES	X			1
4. INNOVATES		X	X	2
5. PRACTICES SELF-DEVELOPMENT				
6. FOCUSES ON RESULTS	X			1
7. ESTABLISHES STRETCH GOALS				
8. TAKES INITIATIVE		X		1
9. COMMUNICATES POWERFULLY AND BROADLY			X	1
10. INSPIRES AND MOTIVATES OTHERS	X	X	X	3
11. BUILDS RELATIONSHIPS			X	1
12. DEVELOPS OTHERS		X		1
13. COLLABORATES AND FOSTERS TEAMWORK		X		1
14. DEVELOPS STRATEGIC PERSPECTIVE	X		X	2
15. CHAMPIONS CHANGE				
16. CONNECTS THE GROUP TO THE OUTSIDE WORLD				

## Primate Enrichment

"In our colony, the animals spend the majority of their time inside the View box/C-tunnels. The benefit the View box and C-tunnels provide outweighs the limitations."

-Kelly Albanese, BS, RLATg

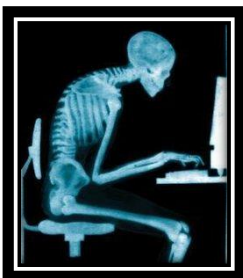


C-tunnels and View boxes can be added to primate cages and used in addition to other forms of enrichment for non-human primates (NHP). Read more about them in a review article about

this type of caging attachment by following the [link](#).

Albanese, Kelly. BS, RLATG. "View Boxes and C-Tunnels: Visual Enrichment for Non-Human Primates." *Enrichment Record*. 26 Feb. 2015. Web. 26 Feb. 2015.  
<<http://enrichmentrecord.com/view-boxes-and-c-tunnels-visual-enrichment-for-non-human-primates/>>

## Laboratory Ergonomics



Not all lab animal work is performed while standing. For those who work while sitting down, review how to help prevent shoulder and neck pain by reading this short article in [Lab Manager](#) Magazine. An easy and inexpensive change to

implement is purchasing a document stand, your neck may thank you!

McLeod, Vince. "Laboratory Ergonomics Part 1." *Lab Manager* 1 Dec. 2014: 40. Print.

Also be sure to check out one of our commercial members' ErgoFit by clicking their logo below for additional information and consulting regarding ergonomics.



## Rodent Enrichment

WBAALAS member LW shared with us some of their facilities rodent enrichment program photos and answered a few questions about what types of enrichment they provide at their facility.

**Thank you LW!**







In our small rodent facility we work daily to provide a clean, safe and fun environment for our animals. We have on hand different types of enrichment:

Mice we provide black sunflower seeds, extra paper bedding (including chewable huts), plastic huts and what we call 'Crinkle' paper, as well as nutritious gels if necessary.

Rats we provide tunnels, Nylabones, chews, twist paper, mini-treats and sunflower seeds.

## TIPS



### Have you heard of MindMeister yet?

What you used to draw on paper can now be easily done using a mind map online. Share and collaborated with coworkers using the web.

Free to try and make up to 3 mind maps!

To make your own mind maps check them out here: <https://www.mindmeister.com/>

Do you use something similar to illustrate training and methods for your facility? Please contact [newsletter@wbaalas.org](mailto:newsletter@wbaalas.org) to feature a part of your flow chart map in the next newsletter.

## Vivarium Manager Roundtable

If you are a vivarium manager and would like to join these local quarterly meetings please contact [roundtable@wbaalas.org](mailto:roundtable@wbaalas.org)

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## 2015 Spring Trustee Report

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Hello District 8!

We hope this finds you all well and enjoying a nice spring day. The Board of Trustees (BOT) has kept us busy with the winter session and lots of other exciting AALAS happenings.

At the winter meeting the BOT approved the following:

- Revisions to the Policy and Procedures Manual to allow the National Meeting sites to be reviewed 6 years in advance and changed the rotation of the host region from the time zones to east or west of the Mississippi.
- Ben Cohen funding to support educational events at both the TriBranch and District IV meetings.
- Complimentary registrations (up to \$1,155) to the 2015 AALAS National meeting for each of the three ICLAS Americas Regional Committee Travel Award winners.

We also discussed working to collect feedback from the membership regarding AALAS membership benefits and how AALAS can ensure it is continuing to be of value to and representing the members. Some of you may have participated in a smaller advance survey and we thank you for your feedback. All Members will be asked to complete an electronic survey from McKinley Advisors, an independent consulting firm, please take the time to complete this valuable survey and allow and encourage your fellow members to do the same. This is how we shape the future of AALAS!

The new AALAS webinars have been a great success! Join in on the next one, [\*Compassion Fatigue and Compassion Satisfaction in the Workplace: Is the cost of Caring Affecting Me?\*](#) on Tuesday June 16<sup>th</sup> from 10 to 11:30 PST. Click on the link for more information.

AALAS Elections will be opening on June 1st. Watch your emails for information and links to vote online. For district 8 we will vote for Vice President Elect, Secretary/Treasurer, At-Large Trustee position 1 and 2. If you would like to learn more about the candidates or the voting process please click [here](#).

Remember the National AALAS meeting is in our District this year at Phoenix, November 1-5<sup>th</sup>.

Please watch inboxes and Facebook for volunteer opportunities. It takes a lot of work to host a meeting so let's do what we can to help out our colleagues in the Arizona Branch and other AALAS Leadership.

Join us in Phoenix at the District 8 caucus meeting where we will catch you up on AALAS business, District news and celebrate the Ron Orta Humanitarian Award!

We will be looking forward to how District 8 members express their inner super hero with the AALAS Foundations "Express Your Inner Hero" art contest. For more information please visit [here](#).

As your district trustees, please don't hesitate to call on us for any questions or concerns you may have. It is a great pleasure and honor to serve as your representatives.

Warm Regards,

Morag Mackay  
[morag@lji.org](mailto:morag@lji.org)

Amber Carte  
[acarte@fredhutch.org](mailto:acarte@fredhutch.org)

## COMMERCIAL MEMBERS



## INSTITUTIONAL MEMBERS

[Allen Institute for Brain Science](#)

[Benaroya Research Institute at Virginia Mason](#)

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