

# National Meeting Workshops

October 11<sup>th</sup>–14<sup>th</sup>, 2010

## ■ W-01 Surgical Techniques in the Mouse: Thymectomy and Adrenalectomy

Monday, October 11, 7:15 a.m.–12:30 p.m.

Room: Offsite

Leader: Andree Lapiere

Faculty: Susan Swana, Joseph C Gile

Workshop Fee: \$250

Workshop Limit: 20

The Jackson Laboratory will conduct a workshop on thymectomy and adrenalectomy in the mouse. This hands-on workshop will focus on regional mouse anatomy, surgical technique, and postoperative care. Participants should have basic surgery knowledge and the ability to work under a dissecting microscope.

*This workshop sponsored in part by The Jackson Laboratory.*

## ■ W-02 Developing an Assessment Program for Animal Biomethodologies

Monday, October 11, 8:00 a.m.–12:00 p.m.

Room: A407

Leaders: Paula A Clifford, Natasha J Sluski

Faculty: Paula A Clifford, Natasha J Sluski, Szczepan Baran

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

In the laboratory animal field, there are limited guidelines for designing or managing a comprehensive training program. The current guidelines tell us that those working with animals for research need to be adequately trained, which includes biomethodology training. There are no formal guidelines on how to effectively and consistently assess competency or proficiency for biomethodology training. This workshop will facilitate an in-depth discussion on how to assess competency and proficiency and how to develop an effective assessment program for biomethodology training. The goal of this workshop is to provide each participant with a competency and proficiency assessment program, an integral part of building a high-quality training program. Participants will learn the difference between competency and proficiency, how to determine what the skill inventory is at their institution, how to use their skill inventory to develop core competencies, and how to use these core competencies to develop a competency and proficiency assessment program specific for their institution. Participants will begin developing their program during the workshop. They will also be provided with strategies on how to finalize and implement their biomethodology training assessment program at their institutions. This workshop is geared towards anyone holding a training functionality, which includes training managers/coordinators, senior technicians, quality assurance personnel, and IACUC members.

## ■ W-03A/B Growing from Technical Expert to Management Professional

W-03A Monday, October 11, 8:00 a.m.–12:00 p.m.

W-03B Tuesday, October 12, 8:00 a.m.–12:00 p.m.

Room: A304

Leader/Faculty: Martin Seidenfeld

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Technical people who are very good at what they do are frequently promoted into supervisory and management positions. This is often frustrating since they

now have less time to do the technical/scientific work they are very good at and must spend time managing others, a task for which they may have had little or no preparation. This workshop will help participants overcome the psychological barriers to becoming effective managers. They will learn how to best relate to and interact with their employees. They will also learn crucially important face-to-face management skills, such as giving orders, providing feedback to employees, and improving employee motivation. The typical stages through which supervisors must pass on their road to supervisory excellence will be described. The intended audience is faculty design, management, and operations staff, as well as those persons who were recently promoted into supervisory positions or who hope for or expect such promotions. It would also be useful for managers planning to promote employees into supervisory positions. More experienced managers may also find this workshop very useful.

## ■ W-04 IACUC Protocol Review Challenges

Monday, October 11, 8:00 a.m.–12:00 p.m.

Room: A408

Leader: Donna M Zyry

Faculty: USDA Representative, OLAW Representative, AAALAC Representative

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Workshop participants will be asked to submit a copy of their institution's protocol and at least one protocol review challenge that has either occurred at their institution or that they wish to discuss. Faculty will consist of representatives from OLAW, USDA, and AAALAC International, along with several other experts. The participants will be divided into small groups to discuss certain challenges; they will then be asked to share their recommendations with the whole group. The comments from each group will be put up for discussion. Faculty will interact with each group on an individual basis to assist them in developing methods to deal with difficult situations involving the IACUC. Situations likely to be discussed include pain categories, rationale for species and numbers of animals, literature review acceptability, difficult investigators, humane endpoints, and training issues. If time allows, protocol design will then be discussed using workshop attendees' protocols. Participants should leave with a more thorough knowledge of IACUC issues. The targeted audience is veterinarians, IACUC members, unaffiliated IACUC members, technicians, and investigators.

## ■ W-05 Hands-on Implantable ECG and BP Telemetry Surgical Techniques for Mice

Monday, October 11, 12:15 p.m.–5:30 p.m.

Room: Offsite

Leaders: Steve W Hachtman, Klaas Kramer

Faculty: Heather Bogie, Dan Huetteman, Keith P Murphy

Workshop Fee: \$250

Workshop Limit: 11

This implantable telemetry workshop emphasizes the hands-on learning of microsurgical implantation techniques with mice. The implantation and use of new recently developed smaller telemetry implants will be demonstrated. Attendees will implant training modules of the latest BP and ECG telemetry transmitters in small mouse models. Telemetry system setup, automated collection, and computerized analysis of data will be demonstrated. Live surgical demonstrations and discussions will review mouse telemetry microsurgical implantation techniques and the most recent research approaches. Emphasis

KEY

■ Animal Welfare, Regulatory Compliance, & Public Education

■ Biomedical Research, Medicine, & Methodology

■ Facility Design, Management, & Operation

■ Biomedical Research in Space

All events in GWCC unless otherwise noted.

will be on learning practical skills and methods from experienced instructors. Prior laboratory animal surgical experience is strongly suggested. Each attendee will have a surgical station, a microsurgical instrument set, and an individual microscope for their personal surgical training use.

*This workshop sponsored in part by Data Sciences International, Charles River Laboratories, and WPI.*

### ■ W-06 Cage Changing and Animal Manipulation Using Aseptic Technique and Equipment at the Micro and Macro Level

Monday, October 11, 1:00 p.m.–5:00 p.m.

Room: A303

Leader: Michael G Sidelsky

Faculty: Michael G Sidelsky, Jennifer Stabenow

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

The workshop will offer hands-on techniques from the cage and rack to bio-safety cabinet (BSC) or animal transfer station (ATS), including preparation of the work surface of either, and the use of sterile and/or irradiated cages, water, feed, and bedding. Verification methods via animal colony monitoring as proof of the successful use of these techniques and equipment will be discussed. A PowerPoint showing the process being performed in an animal facility is included. Decontamination techniques using vaporized hydrogen peroxide (VHP), chlorine dioxide (ClO<sub>2</sub>) gas, and steam sterilization will be covered. This workshop will be useful for administrators, veterinarians, veterinary technicians, research technicians, animal facility supervisors, managers, and animal technicians and caretakers, as well as biosafety officers. The participants will learn how to control contamination at the room (macro) level and the cage (micro) level.

*This workshop sponsored in part by Allentown, Inc.*

### ■ W-07A/B Discipline Without Tears

W-07A Monday, October 11, 1:00 p.m.–5:00 p.m.

W-07B Tuesday, October 12, 1:00 p.m.–5:00 p.m.

Room: A304

Leader/Faculty: Martin Seidenfeld

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Most supervisors dread having to discipline employees who are not functioning well. Yet allowing employees to perform at substandard levels puts strain on other workers, frustrates supervisors, and reduces overall organization effectiveness. Attendees of this fast-paced workshop will learn when discipline is called for or if additional training is needed, as well as specific, practical, step-by-step tools for handling uncooperative employees. Participants will improve their personal comfort levels by using a Positive Discipline system while fully adhering to company rules. This workshop is a must for supervisors who need to develop their skills and self-assurance while disciplining unmotivated/uncooperative, difficult workers. The Six Step Solution for handling minor infractions will be described within a context of fairness and legal compliance. Essential record-keeping will also be covered. The targeted audience are those directly supervising others, especially those who are uncomfortable when facing uncooperative employees. This program will also be helpful to individuals hoping to become supervisors.

### ■ W-08 Primate Enrichment and Training

Monday, October 11, 1:00 p.m.–5:00 p.m.

*(continues Tuesday 8:00 a.m.–12:00 p.m.)*

Room: A408

Leader: Steven J Schapiro

Faculty: Steven J Schapiro, Mollie A Bloomsmith, Gail Laule, Margaret Whittaker  
Facilitator: TBN

Workshop Fee: \$250

Workshop Limit: 50

The Primate Training and Enrichment (PET) workshop is an 8-hour workshop, spread over two days, that is designed to present those who are fairly experienced in the care of nonhuman primates with an intermediate/advanced discussion of the topics of environmental enrichment and positive reinforcement training. The three goals of the workshop include a presentation of the most recent advances in the application of environmental enrichment and positive reinforcement training to the behavioral management of captive primates, provision of an essentially complete guide to resources concerning environmental enrichment and training for nonhuman primates, and presentation of advanced techniques for solving difficult behavioral management problems using environmental enrichment and training techniques as tools. The same faculty that teaches the Primate Training and Enrichment Workshop (PTEW) offered at the Michale E. Keeling Center for Comparative Medicine and Research of the University of Texas M. D. Anderson Cancer Center in Bastrop, TX will teach the PET workshop. This workshop is designed for those with an intermediate amount of nonhuman primate experience, including caregivers, technicians, managers, veterinarians, and investigators. This workshop may be inappropriate for those just beginning their association with nonhuman primates.

*This workshop sponsored in part by Purina LabDiet, Lomir, Bio-Serv, and Priority One Services.*

### ■ W-09 Training and Development: Designing a Training Program That Meets Organizational Needs

Monday, October 11, 1:00 p.m.–5:00 p.m.

Room: A316

Leaders/Faculty: John J Bogdanske, Carolyn M Malinowski, Daphne L Molnar, Melissa C Dyson, William L Singleton

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Development of an effective training program is often limited by such factors as financial resources, manpower, time, and institutional support. This 4-hour workshop will focus on determining an organization's training needs and available resources in the design of an effective and efficient training program that will promote the education of animal care staff and/or researchers and their staff. Emphasis will be placed on training needs analysis and techniques, how to design a training program, implementation and evaluation of a training program, and the return on the investment in training. The workshop will be led by several training professionals from large academic institutions and from the private sector. Together, they will share their experiences as they relate to training and development, engage the audience in group discussion, and provide guided instruction using the four points emphasized above.

### ■ W-10 Advanced Microsurgery Training

Tuesday, October 12, 7:15 a.m.–12:30 p.m.

Room: Offsite

Leader: Robert F Hoyt Jr

Faculty: Randy R Clevenger, Tim J Hunt, Arthur D Zetts, Karen J Keeran, Gayle J Zywicke, Shawn M Kozlov, Kenneth R Jeffries, Michele Allen, Hong San, Tanya H Burkholder, Audrey Noguchi, Robin Schwartzbeck, James Hawkins, Kristen Rodriguez

Workshop Fee: \$250

Workshop Limit: 20

Microsurgery has gained increased popularity in recent years because it enables researchers to perform often complex procedures on small laboratory animals,

including rodents. This workshop will focus on expanding and refining the microsurgical skills taught during the Introduction to Microsurgery workshop. The techniques taught during this workshop will include needle-holding position (forehand or backhand), the use of hydraulic dissection (for separating arteries, veins, and nerves), the use of microvascular clips for placement and removal of catheters from arteries, vessel repair following catheter removal, and others as time permits. Each of these skills will be taught using both training aids and live animals. Participants are encouraged to review the skills previously learned so as to optimize time for mastering all of the new techniques from this workshop.

*This workshop sponsored in part by Lone Star Medical, OR Specialties, and Instech Solomon.*

### ■ W-11 Brave New World: Understanding the Challenges Facing Workers from Different Cultures

Tuesday, October 12, 8:00 a.m.–12:00 p.m.

Room: A315

Leader/Faculty: Linda L Stegmeyer

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Biomedical research, much like the United States, has long been a magnet for the people of the world, attracting to its ranks immigrants representing every continent and language. These international newcomers are your employees and coworkers; they bring learning opportunities, as well as learning challenges, to the workplace. While there has been growing emphasis on how to train employees with different linguistic and cultural backgrounds, very little attention has been given to the emotional and psychological realities facing these employees, or to the persons working with them. This workshop is an outgrowth from a 2009 AALAS panel discussion at which the leader introduced the audience to these concepts. Participants will engage in games of translation, perspective, and personal as well as national identity. Through this hands-on, highly interactive workshop, participants will experience, if only temporarily, what it means to be foreign. In addition, participants will learn to recognize language and behavioral coping strategies, determine when a communication problem is cultural rather than behavioral, and communicate more effectively with international coworkers and employees. It will offer immediately applicable tips on how to improve communication with non-native English speakers. Finally, through demonstrating a new perspective, this workshop will engender participants with a fresh empathy and compassion towards their international colleagues. This workshop is a must for staff members interested in gaining a better understanding of and more effective interactions with their international coworkers and employees.

### ■ W-12 Preparatory Session for the AR Portion of the CMAR Exams

Wednesday, October 13, 8:00 a.m.–12:00 p.m.

*(continues Wednesday 1:00 p.m. – 5:00 p.m.)*

Room: A315

Leaders/Faculty: Cindy A Buckmaster, Camellia M Symonowicz

Facilitator: Sally A Westlake

Workshop Fee: \$100

Workshop Limit: 30

We are heroes to millions of people and animals, and our work makes a profound difference in this world. As leaders, we have a responsibility to support and drive our employees and operations effectively, efficiently, and compassionately. CMAR certification provides us with a unique set of knowledge and tools to do what we do better than ever, but so many of us are still procrastinating. We're unsure about the time commitment. We're concerned about taking four exams. We'd get it done if we could get some guidance and real help preparing for the exams, something to get us rolling successfully. The Laboratory Animal Management Association (LAMA) has developed workshops for all four exams,

designed for your success. Please join us for our preparatory workshop for the Animal Resources (AR) exam. Topics will include effective management styles and motivating the workforce, training and education for laboratory animal professionals, managing physical resources, policy development, managing budgets, and managing compliance with federal, state, and local regulations.

*This workshop sponsored in part by Certified Manager Animal Resources Committee (CMAR).*

### ■ W-13 Introduction to Microsurgery

Tuesday, October 12, 12:15 p.m.–5:30 p.m.

Room: Offsite

Leader: Robert F Hoyt Jr

Faculty: Randy R Clevenger, Tim J Hunt, Arthur D Zetts, Karen J Keeran, Gayle J Zywicke, Shawn M Kozlov, Kenneth R Jeffries, Michele Allen, Hong San, Tanya H Burkholder, Robin Schwartzbeck, James Hawkins, Kristen Rodriguez, Joni L Taylor

Workshop Fee: \$250

Workshop Limit: 20

Microsurgery is one of the most rapidly advancing techniques in human surgery. Using the operating microscope, human surgeons can now routinely perform procedures on very small structures that were impossible only a few decades ago. The use and impact of microsurgery in biomedical research has been expanding in recent years, especially with the emerging genetically engineered rodent models. This workshop will provide an introduction to the basic techniques, equipment, and general applications of microsurgery in biomedical research. Following an overview presentation, the participants will be divided into groups of two, each with their own instructor and operating microscope, for hands-on training. The training will be conducted in two phases: 1) teaching students to develop technical skills by performing exercises using the operating microscope with microsurgical instruments; and 2) applying these skills to perform simple surgical procedures using mice. The course will provide both basic and applied microsurgery training for a maximum of 20 students per workshop session. One experienced faculty member will assist two students assigned to each of the 10 stations equipped with dual-headed operating microscopes. Workshop participants typically vary from investigators to veterinarians to technicians, with experiences ranging from no prior training or experience to extensive training or experience with either mice or surgical techniques. As such, we have greatly enhanced the teacher-to-student ratio for this workshop to increase its success.

*This workshop sponsored in part by OR Specialties.*

### ■ W-14 Animal Facility Design, Processes, Decisions, and Technology

Tuesday, October 12, 1:00 p.m.–5:00 p.m.

Room: A408

Leader: Mark A Corey

Faculty: Erik W Terry, Steven G Frei, Laura Halverson, James Corkery

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

This session will benefit those involved with animal facility design and operations by describing the processes, decisions, and technologies involved in the design, construction, and management of animal facilities. The workshop will begin with a discussion of the facility design process, who should be involved, the level of effort by stakeholders, milestone decisions to be reached, and anticipated durations of the various phases of the process. This will include a detailed discussion of the different planning and procurement options for vivarium equipment and the impacts they can have on the project. Next, current trends in the industry will be explored through a series of case studies. The studies will include discussions of planning schemes; interior construction and finishes; operational impacts;

and mechanical, electrical, and piping decisions and their outcomes. What is working, and why? These lessons learned will help enable participants to make more informed decisions as they develop their own facilities. Finally, planning energy- and resource-efficient facilities is no longer a trend or an option, but rather an integral driver in facility planning. We will discuss sustainability strategies regarding energy and water that are being effectively implemented in animal facilities and the long-term benefits derived from each.

### ■ W-15 Preparing for an AAALAC International Site Visit

Tuesday, October 12, 1:00 p.m.–5:00 p.m.

Room: A303

Leaders: Sandy L Dexter, Darlene B Brown, John F Bradfield

Faculty: Dorcas P O'Rourke, AAALAC International Council on Accreditation members

Facilitator: TBN

Workshop Fee: \$100

Workshop Limit: 50

When an institution makes the decision to follow the high standards that accreditation requires, much of the responsibility for ensuring that these standards are met day to day falls upon the veterinarians, facility managers, and technical staff. In this workshop, representatives from AAALAC International (current and former members of the Council on Accreditation and executive office staff) will share ideas on how to prepare for an AAALAC site visit. Sharpen your skills as a "site visitor" during the virtual facility tour. Workshop faculty representing accredited companies, universities, government agencies, and hospitals will engage in discussions of mock AAALAC site visit situations. This session will be interactive, so bring plenty of questions and issues for these AAALAC veterans.

*This workshop sponsored in part by Association for Assessment and Accreditation of LabAnimal Care International (AAALAC).*

### ■ W-16 Tactics to Reduce Animal Extremist Threats and Infiltration, and Develop a More Security-Aware Culture

Tuesday, October 12, 1:00 p.m.–5:00 p.m.

Room: A407

Leader/Faculty: Norman Mortell

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

This workshop explores the animal rights environment and looks at practical ways that organizations can raise security awareness. Often it is true that the biggest threat to your security is your own staff; this workshop has been designed to help research facilities to develop a security culture to counter complacency by using real-life examples of tactics used by animal rights extremists. The workshop is entertaining and interactive in format, with many useful and practical hints and tips. The target audience is anybody working within a research institution, but in particular facility managers, security personnel, and those concerned about the animal rights threat. The learning objectives enable attendees to put the threats into perspective whilst developing key practical actions that each person can take to develop security awareness.

*This workshop sponsored in part by Agenda Security Services.*

### ■ W-17 Implantation Techniques for Osmotic Minipumps

Wednesday, October 13, 7:15 a.m.–12:30 p.m.

Room: Offsite

Leaders: Stacey Matsuoka, Peg A Murphy Hackley

Faculty: Paul A Johnson, James G McCabe, Stacy Y Kanno, Mark R Pettus, Andree LaPierre, Andrew L Adler, Jimmy Pham

Workshop Fee: \$250

Workshop Limit: 20

Osmotic minipumps are used to continuously deliver a wide variety of agents over time. This workshop will give participants hands-on experience implanting osmotic minipumps into laboratory animals. Pump demonstrations will include subcutaneous and intraperitoneal implantations, IV cannulations, and, tentatively, intrathecal/ICV cannulations. Participants will learn the functionality of the pumps, benefits of infusion over injection, and pump implantation and cannulation techniques in rats and mice.

### ■ W-18 Beyond Technical Expertise: Developing a Culture of Professionalism

Wednesday, October 13, 8:00 a.m.–12:00 p.m.

Room: A407

Leader: William L Singleton

Faculty: Annie Delaney-Magee

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

The complexities and responsibilities of laboratory animal science rightly focus us on the many variables we seek to control through strong programs and technical expertise. Too often, though, we leave a critical variable to chance: the development of professionalism. At what cost? We can produce teams of committed staff who understand how to wield a syringe and clean a room but don't understand how to interpret and respond to the incredible complexities of their workplace, especially how their decisions can affect others and the overall outcome of a project. The good news is that by using a simple tool (feel, think, act), staff at all levels can gain valuable professionalism. Many great thought leaders assert that our ability to demonstrate empathy for others is the key to successful interaction and better overall experiences. This workshop will explore in detail how our ability to feel (demonstrate empathy) will drive how we think and how we think will influence our actions. Our premise is that if we start with empathy towards a situation, whether a person, process, or a procedure, and are given a set of guidelines or training to govern thinking, corresponding actions and interactions will be appropriate. Effective communication, problem solving, and customer service will be used to best articulate this premise. Participants will learn what makes communication effective, will see that the ability to solve problems is a hallmark of professional people, and will be able to identify who their customer is and how to better help meet their needs. The target audience is managers, supervisors, directors, and technicians who are looking for strategies to enhance their professionalism.

### ■ W-19 Case-Based Workshop: Design and Implementation of Multimodal Analgesic Regimens

Wednesday, October 13, 8:00 a.m.–12:00 p.m.

Room: A304

Leaders: Larry G Carbone, Alicia Z Karas

Faculty: Larry G Carbone, Alicia Z Karas, Mark Epstein, Elizabeth Carney, Sara T Savage

Facilitator: Mary Ellen Goldberg

Workshop Fee: \$130

Workshop Limit: 50

The instructors will introduce a new "toolbox" of techniques to move beyond opioid or NSAID monotherapy, including size and situational limitations. Using scenarios derived from real laboratory animal protocols, attendees will break out into groups and design multimodal analgesic regimens for a variety of species, including rodent, rabbit, dog, swine, sheep, and primate. They will then present these regimens and the instructors, along with the group, will evaluate and propose additional information that might be needed for implementation. Just knowing that a technique or combination exists does not allow the veterinarian to institute a new practice; education on a case-

by-case basis will greatly enhance safety and ease of use. In this case-based workshop, you will work on actual case design and leave the session comfortable with why you should add new methods, and how you can really do this in a variety of laboratory animal situations. The target audience is laboratory animal veterinarians.

### ■ W-20 Grantsmanship and the Grants in Laboratory Animal Science (GLAS) Program

Wednesday, October 13, 8:00 a.m.–12:00 p.m.

Room: A303

Leaders: Shayne C Barlow, Sherril L Green

Faculty: Samuel C Cartner, Sylvia I Gografe, Stephanie J Murphy, Anne M Schuler, Jeremy G Turner

Facilitator: Stephanie E Cook

Workshop Fee: Free

Workshop Limit: 50

Do you have an idea for a Grants in Laboratory Animal Science (GLAS) proposal, but lack grant-writing experience? Then this workshop is for you. The GLAS mission is to enhance scientific knowledge in laboratory animal science through research. The Scientific Advisory Committee (SAC) evaluates GLAS applications based on the significance and impact of the topic, the originality of research, the validity of scientific methodology and analysis, the clarity and completeness of outcomes, interpretation of those outcomes, and the perceived value of the results in light of the proposed costs. The workshop will open with an overview of grantsmanship and the basic parts of a grant, specifically the GLAS grant. Participants will learn how to translate an idea into a testable hypothesis, develop specific aims, formulate a research plan, and create and justify a budget. Participants are encouraged to bring their ideas or works in progress to the workshop; successful grant writers and former members of the SAC will be available to answer questions and offer help and advice on your proposal. Paired with the panel discussion, "Grants for Laboratory Animal Science: Overview and Advice for a Successful Application," this session is designed to help attendees improve the quality of their GLAS submissions and ensure the GLAS funding mechanism is accessible to all AALAS members, regardless of their grant writing experience.

*This workshop sponsored in part by AALAS Scientific Advisory Committee (SAC).*

### ■ W-21 Techniques and Engineering Controls for Animal Procedures

Wednesday, October 13, 8:00 a.m.–12:00 p.m.

Room: A316

Leader: Mary Ann Sondrini

Faculty: Mary Ann Sondrini, Dan Ghidoni, Timothy D Mandrell

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Participants in this fast-paced workshop will learn how to differentiate between types of engineering controls, how HEPA filters protect operators, how to exhaust ventilation equipment, and how the operator can safely and effectively use biological safety cabinets (BSCs). Animal care procedures, such as dosing animals, collecting blood samples, anesthesia, changing cages, and necropsy will be discussed. A theatrical smoke machine and a particle counter illustrate airflow patterns and how they are interrupted when the BSC is used incorrectly. The interrelationship between ventilation equipment and the facility will be addressed, including different exhaust options, how to maintain equipment, and life cycle costs for chemical fume hoods and Class A2 and B2 biological safety cabinets. The latest research on achieving energy savings will be included. The information in this program is based on NSF/ANSI Standard 49 for Class II Biosafety Cabinetry and CDC/NIH's *Biosafety in Microbiological and Biomedical Laboratories (BMBL)*. This pro-

gram is for researchers, animal care workers, laboratory and facility managers, and health and safety professionals.

### ■ W-22 Virtual Rodent Necropsy

Wednesday, October 13, 8:00 a.m.–12:00 p.m.

Room: A408

Leader/Faculty: Barbara Munch

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

The intent of this workshop is to describe necropsy techniques for rodents in toxicology or research studies in the context of both a GLP environment as well as pure research. Proper techniques, including tissue removal and lesion description, are necessary for toxicologic pathologists to evaluate tissues for pharmaceutical toxicity. Topics to be discussed include safety, required instruments, use of various fixatives, anesthesia and euthanasia, tissue removal and sectioning, organ weight collection, lesion description, and special procedures. Special procedures to be reviewed include blood collection, bone marrow smears, collection of frozen tissues, and collection of tissues for electron microscopy. Rat and mouse necropsies will be shown on a video. Open discussion will be encouraged throughout the program. Course material is targeted for those with some experience, though those with no experience and those with a great deal of experience are welcome to attend.

### ■ W-23 Jugular Blood Collection from the Unanesthetized Rat

Wednesday, October 13, 12:15 p.m.–5:30 p.m.

Room: Offsite

Leader: Carolyn M Dugan

Faculty: Brian T Beer, Brian L Colbeck, Andrew J Attwood, Pam M Mielke, Jason M Anderson, Stacey L Bakkum, Randy D Bichel, Curtis A Black

Workshop Fee: \$250

Workshop Limit: 20

In this hands-on workshop, participants will receive step-by-step instruction for the jugular blood collection in unanesthetized rats. The target audience is technical staff. Previous handling experience is preferred.

*This workshop sponsored in part by Harlan.*

### ■ W-24 Are Your Knots Holding?

Wednesday, October 13, 1:00 p.m.–5:00 p.m.

Room: A407

Leader: Marcel I Perret-Gentil

Faculty: Marcel I Perret-Gentil, Szczepan W Baran, Michael W Hart, Emily Miedel, Karen S Richmond-Mato

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 25

During this course, participants will gain insight into the anatomy of the skin and aspects of healing related to the surgical incision. Participants learn basic principles and have the opportunity to advance their skills with needle and suture selection, knot tying, suture pattern techniques, skin stapling/wound clipping, and the application of adhesives. Proper instrument selection, usage, and handling will be addressed. An abundance of hands-on time is scheduled to practice the skills. Participants will be provided with an objective suturing competency assessment score sheet that will allow them to practice and assess their progress after the workshop. This workshop is designed for participants who have minimal or no suturing skills, but is also a great workshop to upgrade skills for those who need more experience.

■ **W-25 Management Coaching in Laboratory Animal Science: The Why, the When, and the How**

Wednesday, October 13, 1:00 p.m.–5:00 p.m.

Room: A408

Leader: Michael D Kastello

Faculty: Michael D Kastello, Joel A Goldberg

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Developing effective managers and leaders is as important to animal care and use organizations as it is to any other business organization or group. Management coaching has proven to be an effective tool for management and leadership development, but unfortunately this tool is seldom used to help and guide those responsible for animal care and use programs. These programs exist within diverse and dynamic environments that range from the mundane function of waste disposal to the burnishing of the institution's reputation for a sensitive activity such as animal research. Leadership and management are difficult in this complex environment and sometimes involve responsibility without authority. Training, knowledge, and experience of people are a given in a quality program, but the management of staff and the interactions with scientists, administrators, regulators, and the public involve interpersonal relationships and the art of communication. Management coaching can help to ensure that animal care and use program managers can effectively apply those and other critical skills. As a result of this workshop, participants will be able to identify the benefits of management coaching, describe the roles and responsibilities of a management coach, define the circumstances in which coaches can and should be used, explain the pros and cons of an internal versus an external coach, identify the characteristics of an effective coach, identify the characteristics of an effective coaching program, describe ways to follow up on coaching to ensure ongoing application, and assess the impact of coaching. Participants will be involved in interactive discussion regarding relevant successful coaching situations and their personal experiences with coaches and coaching programs. The target audience includes all that have significant responsibility for animal care and use programs.

■ **W-26 Pain and Distress Assessment Video Wetlab**

Wednesday, October 13, 1:00 p.m.–5:00 p.m.

Room: A304

Leaders: Larry G Carbone, Alicia Z Karas

Faculty: Larry G Carbone, Alicia Z Karas, Autumn Sorrells

Facilitator: Mary Ellen Goldberg

Workshop Fee: \$130

Workshop Limit: 50

Recognition of pain and distress in common laboratory animals requires an appreciation for the situation, species-normal behavior, and abnormalities in the animal. Following presentations on normal behavior and appearance in rodents and larger mammals, literature-based evidence for behavior changes and the value of pain-rating systems, the attendees will engage in an interactive wetlab using videos and descriptions of animals with varying levels of acute or chronic pain and distress. The participants will learn a new appreciation for the normal daily behaviors for all animals, including posture, attitude towards handlers or conspecifics, and movement in relation to the specific circumstance of laboratory use. The ability to monitor for and spot abnormalities will enhance participants ability to assess abnormal behaviors. Although this information is not available for every common species, the skills taught in this lab will enable participants to develop assessment skills in other species. The target audience is veterinarians, technicians, and investigators.

■ **W-27 Research Awareness Workshop (Advanced Class)**

Thursday, October 14, 7:15 a.m.–12:30 p.m.

Room: Offsite

Leader: Julie A Honeycutt

Faculty: Roger Mohan, Alexander Nash

Workshop Fee: \$250

Workshop Limit: 20

This workshop is a fun, interactive experience for adults. Scientists, researchers, and lab technicians will learn how to conduct the workshops in their communities. The advanced class is best for participants who have taken the beginning class already; however, first-timers are welcome. It is designed to teach middle school children the importance of animal research. Activities include acting out the properties of live cells by using the students in the classroom, the neural fire race game, feed the teacher with neurotransmitters, and live research animal education. The advanced workshop conducts games with more complex understanding of how a cell works; this replaces the hands-on brain section of the beginning class. The advanced class will also feature live mice and rats. Training live mice to do tricks is harder than training rats. In the advanced course for training middle schoolers, we will have an advanced face-painting section that builds on the simple cellular structure learned in the beginning class. We will also add a section on laboratory animal technician as a career. We will be making unique custom posters in the AALAS workshop. This workshop will also feature a short lecture period on how to obtain opportunities in your community. Participants will learn how to teach these activities in their communities by actually doing them in this workshop. Provided in the workshop will be props for games, hands-on training with conditioning of live mice, hands-on training of the neural communication games, and craft supplies for the construction of career marketing boards. Participants will be taught how to tie all aspects of the educational workshop to the importance of animal research for the lives of humans and animals alike. This workshop is designed to teach participants how to teach kids, without the kids being present. There is an accompanying web page on the FAU website that the participants will be given access to that provides resources to the participants when they go back to their communities to put the workshops on themselves. The resources on the website will be particularly helpful to those that have not taken the beginner course.

■ **W-28 How to Excel at Scientific Writing: Dos and Don'ts for Your Manuscript and Revisions for the Journal**

Thursday, October 14, 8:00 a.m.–11:30 a.m.

Room: A315

Leader: Sarah L Poynton

Faculty: Sarah L Poynton, Julie Watson

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 15

Building on recent successful AALAS workshops on scientific writing (Indianapolis, 2008) and scientific editing (Denver, 2009), the 2010 scientific writing workshop focuses on key strategies for preparing successful manuscripts, critical errors to avoid, and constructive approaches to preparing revisions requested by journal reviewers. The workshop will comprise didactic elements plus individual and group exercises, and will rely heavily upon use of examples. The workshop is suitable for both novice and more experienced authors, and is applicable to writing technical reports, short articles, and scientific manuscripts. Participants are encouraged to bring short examples of scientific writing for review in a class setting. All participants will receive a workbook.

## ■ W-29 Introduction to Basic Principles of Large Animal and Rodent Laparoscopy through Inanimate Object Training

Thursday, October 14, 8:00 a.m.–12:00 p.m.

Room: A304

Leader: Szczepan W Baran

Faculty: Marcel I Perret-Gentil, James Kehler, Elizabeth J Johnson

Facilitator: TBN

Workshop Fee: \$130

Workshop Limit: 50

Laparoscopic procedures offer several advantages over laparotomies. Laparoscopy is less invasive, thus decreasing the need for research-inducing variables like analgesics or antibiotics, and results in an earlier return to oral intake and normal physiological status. Laparoscopy is a powerful diagnostic tool for examining the abdominal cavity, and for the collection of intrabdominal biopsies to detect inflammatory, neoplastic, and many other pathologies. Furthermore, laparoscopy is commonly utilized for the treatment of GI and reproductive diseases, as well as for assisted reproductive technology procedures. Laparoscopic procedures are quickly gaining popularity in a variety of animals, including rodent species. This surgical modality allows for the examination of the abdominal cavity and collection of serial biopsies from the same individual animal, while allowing the animal to serve as its own control. The workshop is designed for veterinarians, veterinary technicians, and research staff as a basic introduction to laboratory animal applications of laparoscopy in large animals and rodents. The participants will learn a review of basic laparoscopic principles, techniques, complications, anesthetic considerations, and the proper selection of laparoscopic instruments and equipment. Participants will have the opportunity to handle large animal and rodent-appropriate laparoscopic instruments and equipment while working with inanimate trainers. By the end of this workshop, participants should have basic understanding of laparoscopic equipment as well as applications of laparoscopy in biomedical research models. This workshop will consist of 2.5 didactic hours followed by 1.5 hours of lab with inanimate methods to introduce the trainee

to basic laparoscopic techniques. Further training beyond this course is recommended before performing laparoscopic procedures in live animal subjects.

*This workshop sponsored in part by BioVision Technologies, LLC.*

## ■ W-30 Writing Standard Operating Procedures That Work

Thursday, October 14, 8:00 a.m.–12:00 p.m.

Room: A303

Leader: Ann L Murray

Faculty: Norman P Moreau

Facilitator: Deborah A Wenger

Workshop Fee: \$100

Workshop Limit: 50

This interactive workshop is designed for those who are responsible for developing and maintaining standard operating procedures (SOPs) at animal care facilities. The workshop begins with an overview of SOPs and why writing effective SOPs is more important today than ever before. A basic SOP writing cycle will be presented for managing an SOP development or upgrade effort. Techniques for interviewing and the use of mind mapping and process mapping as means of drafting SOPs will be discussed. Examples of 10 principles for writing SOP action steps, including the use of action verbs, avoiding the passive voice, properly stating conditional steps, making SOPs more readable, and emphasizing important information, will be presented. The workshop concludes with an introduction to a framework for effectively managing SOPs. Participants in this workshop will have a greater appreciation for how properly developed and written SOPs can be used to effectively and efficiently manage and operate their facilities. Each participant will receive an updated workbook that will serve as a desktop reference for writing and getting SOPs to work. The target audience is anyone responsible for developing and maintaining SOPs at their facilities, such as facility managers, veterinarians, veterinarian technicians, team leads, and caretaker staff.