This session will benefit those involved with animal facility design and operations by describing the process, decisions, and technologies involved in the design and construction of animal facilities. The workshop will begin with a discussion of the facility design process – who should be involved, the objectives and level of effort by stakeholders, milestone decisions to be reached, and the anticipated duration of the various process phases. Current trends in the industry will be explored through discussions about planning, interior construction, acoustics, and finishes. Throughout the session, we will be framing the discussion from the occupant’s perspective and their experiences in the real world. We will include critical mechanical, electrical, and piping design and operations. This section will focus on the mechanical, electrical, and plumbing risks associated with compromised animal welfare, loss of research, and facility resiliency, and how engineering decisions affect each of these parameters. The lessons learned will help enable participants to make more informed decisions as they develop and operate their own facilities. Conversations will focus on vivarium operations and facility sanitation and safety. We will also discuss strategies regarding energy and water conservation that are being effectively implemented in animal facilities and the derived long-term benefits.

**W-02A Microsurgery Skills Training Using Surgical Loupes**
*(offered twice, also Monday 1:00 PM)*

**Workshop Fee:** $250  
**Workshop Limit:** 20

Performing surgical procedures with the aid of magnification has gained widespread use in human medicine over the past 35 years. Using surgical loupes, surgeons can now routinely perform procedures on very small structures that were considered impossible a few decades ago. The use of microsurgery and its value to biomedical research has, unfortunately, only just begun to be realized. Because of their small structures, laboratory animals, such as rats and mice, have generally not been considered animal models for many types of surgical procedures routinely performed in biomedical research. Investigators have rather routinely elected to use larger species such as dogs, pigs, sheep, rabbits, and nonhuman primates for such modeling because both surgical equipment is more readily available, and the surgical techniques are more familiar to the support personnel. The recent shift to using genetically engineered rodents, especially mice, has now resulted in increased researcher desire to use these smaller animals in more sophisticated modeling procedures, especially surgery. Rather than being limited to only simple procedures such as IM, IP, or IV injections, researchers using microsurgery can now perform complex surgical procedures on many rodent organ systems, such as the heart, lungs, and gastrointestinal tract. This workshop will provide an introduction to the basic techniques, equipment, and general applications of microsurgery using surgical loupes. Hands-on training will be conducted in two phases: 1) teaching students to develop technical skills by performing exercises using surgical loupes and 2) applying these skills to perform simple surgical procedures using rodents and organ surrogates. To enhance student success, we have greatly increased the teacher:student ratio. The target audience is veterinarians, investigators, and technicians.

**This Workshop is sponsored in part by Q-Optics Surgical Loupes, Supramid Suture, RICA Surgical Products and SurgiReal Products, Inc.**

**W-04 Update on Anesthesia and Analgesia - Rodents**

**Workshop Fee:** $150  
**Workshop Limit:** 35

Rodent anesthesia/analgesia challenges result from multiple species-specific and research-related factors (e.g., animal size, high metabolic rate, experimental manipulations). Because rodent
Positive reinforcement training (PRT) improves the lives and welfare of non-human primates (NHPs) by giving them opportunities to cooperate with clinical, husbandry, and research procedures as well as providing a form of cognitive enrichment. However, PRT can be a daunting task to implement in a research environment, especially for staff who have not had any prior training experience. In this 8-hour workshop, participants will gain knowledge and experience to form a foundation on which to implement basic PRT for clinical, husbandry, and research-related procedures. Lectures will be supplemented with hands-on experience through interactive activities and demonstrations for implementing basic training concepts and techniques. This workshop will also provide an understanding of fundamental concepts associated with training - how to set yourself and your NHP up for success in training, how to utilize preference assessments and clickers to enhance your training sessions, how to shape behavior, how to use targets to train a new behavior, how to implement desensitization techniques to overcome fear in animals, and how to troubleshoot training issues. Participants will gain a strong foundation of training terminology and techniques to use with NHPs in the laboratory setting. This workshop is designed for anyone who has an interest in learning how to use positive reinforcement training to train NHPs for clinical, husbandry, and research-related procedures including animal care technicians, animal care managers, behavior specialists, veterinary technicians, veterinarians, and research technicians.

This Workshop is sponsored in part by Inclusion, Diversity, Equity and Accessibility (IDEA) Committee.

**W-07 Inclusion Diversity Equity and Accessibility Outcome-Focused Workshop**

**Workshop Fee:** Free  **Workshop Limit:** 50

Previously, AALAS surveyed and collected ideas from members and panel participants on DE&I topics within the organization and the field of laboratory animal science. It is now time for action! This free workshop will be in round-table format and targeted to those ready to brainstorm, strategize and create action plans regarding DE&I initiatives for AALAS. Each group will develop DE&I initiatives, create measurable goals, and transform selected ideas into tangible action items to present to the AALAS Executive Board for implementation consideration. This workshop is open to members and professional development organizations affiliated with AALAS.

**This Workshop is sponsored in part by Inclusion, Diversity, Equity and Accessibility (IDEA) Committee.**

**W-02B Microsurgery Skills Training Using Surgical Loupes (offered twice, also Monday 8:00 AM)**

**Workshop Fee:** $250  **Workshop Limit:** 20

See Monday AM for a description.

**This Workshop is sponsored in part by Q-Optics Surgical Loupes, Supramid Suture, RICA Surgical Products, and SurgiReal Products, Inc.**

**Tuesday, October 24, 2023**

**W-05 cont. Beginning Training Methods and Techniques for NHP's**

(8-hour workshop continued from Monday 1:00 PM)

**Workshop Fee:** $250  **Workshop Limit:** 50

Laboratory animal science professionals play a central role in the responsible care and use of animals in research. We constantly communicate on a typical workday within and outside our stakeholder groups in the animal care and use program, as well as with institutional leadership. The wide variety of interpersonal relationships we have in the workplace encompasses people from various backgrounds, including personal and professional experiences, training and education, expertise, and language and culture. The very nature of what we do dictates that effective and open communication is key to the program's success, professional growth, and personal well-being. In this workshop, participants will be presented with effective communication tools and approaches to navigate challenging situations ranging from cultural differences and bias to difficult conversations in animal welfare or between a supervisor and an employee. Practical, experience-based advice and actionable steps on communication, including written, verbal, and nonverbal, strategies for overcoming difficult situations like imposter syndrome and perfectionism, and participant-driven, real-life case scenarios will be discussed. This workshop is targeted at all lab animal professionals, including veterinarians, supervisors, managers, technicians, and administrative staff.
Smith, Sabrina Bourgeois
Facilitator: TBN
See Monday 1:00 PM for pricing and description.

This Workshop is sponsored in part by Lomir, BioServ, and Lab-Diet.

W-08 Designing and Participating in a Discussion-Based Disaster Preparedness Exercise
8:00 AM - 11:00 AM
Leaders: Evan T Shukan, Hana Bao
Faculty: Hana M Petersen, Shannon V Wilson
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50
We will guide participants through a discussion-based disaster preparedness exercise, using an evolving scenario and timed small-group and larger-group discussions to help participants understand the strengths and weaknesses of their own programs. The target audience is anyone who has a leadership, response or oversight role in their animal program, including supervisors, veterinarians, business managers, and ACUC members. We will also focus on helping participants learn how to put together and build their own discussion-based disaster preparedness exercises.

This Workshop is sponsored in part by Foundation for Biomedical Research (FBR) and European Animal Research Association (EARA).

W-11 Don’t Pet, Palpate! Improve Your Physical Exam Skills and Discuss Treatment Plans for Rodent Cases
1:00 PM - 3:00 PM
Leader: Katherine E Brannick
Faculty: Katherine E Brannick, Michelle L Smith
Facilitator: Isaac Jimenez
Workshop Fee: $150  Workshop Limit: 40
This hands-on lab will use simulated learning techniques to develop the skills necessary to assess common health conditions in laboratory rodents with an emphasis on identifying abnormalities on palpation. Special consideration is given to the development of differentials based on physical examination findings and critical thinking with regard to physiologic systems. This wet lab is ideal for veterinary technicians, veterinary students, and veterinarians who want to improve their rodent physical exam and technical skills with an emphasis on palpation techniques and creating differential lists. After completing this course participants should be able to describe key biological features of common laboratory species and demonstrate proficiency in palpating different densities such as fluid, soft tissue, and bone. Participants will also discuss physical examination strategies and list differentials for common health concerns based on history and key exam findings. Experience multiple hands-on stations for practicing palpation skills and apply this knowledge in a series of case-based discussions using a clinical rounds format. All stations will use simulations to achieve learning objectives, no live animals will be used.

W-12 How to Proactively Prepare for Anti-Research Campaigns to Help Ensure Continued Operations and Minimize Reputational Damage
1:00 PM - 5:00 PM
Leader: Paula A Clifford
Faculty: Jim Newman, Wendy J Jarrett, Sally Thompson-Iritani
Facilitator: Tom Leach
Workshop Fee: $150  Workshop Limit: 50
What should you do if you or your institution becomes a target of individuals or organizations opposed to animal research? While there are no foolproof methods for preventing animal rights campaigns, there are steps that can be taken to minimize the impacts and help ensure research projects and medical advancements can continue. Throughout this interactive workshop, we’ll share a wide range of strategies for responding when you, a colleague or your institution is targeted. Presenters will walk participants through a series of fictional, but realistic, scenarios for dealing with an aggressive anti-research campaign. Attendees will take part in a tabletop exercise where they’ll serve as members of the institution’s crisis response team. The workshop will help participants identify crisis preparedness strengths within their organizations and highlight areas for improvement. The goal of this highly interactive workshop is to provide a safe and supportive environment in which to explore the tools, resources, and advice for research...
institutions to be able to significantly diminish or even eliminate negative impacts to individuals or the entire institution in the event of an animal research-related crisis. The fictional scenarios will mirror both traditional and emerging tactics currently being employed by those opposed to animal research. Throughout the exercise, participant experiences might include the development of an overall response strategy, brainstorming ideas to ensure a rapid, effective, and thorough response, the creation of public messaging, identifying spokespeople, and preparing for interviews. The scenarios will be designed to generate additional group discussions about several aspects of crisis response including media access, internal and external communications, social media strategies, staff security considerations, and other ways to help educate and build support for critical and necessary animal studies. This workshop will be of interest to veterinarians, scientists, administrators, animal care leadership, institutional officials, and technicians.

This Workshop is sponsored in part by Americans for Medical Progress (AMP).

Wednesday, October 25, 2023

W-13 Occupational Health and Safety Considerations in Animal Research: Learning Through Interactive Case Studies (8-hour workshop continued Thursday 8:00 AM)
8:00 AM - 12:00 PM
Leader/Faculty: Lesley A Colby, Susan B Harper
Facilitator: TBN
Workshop Fee: $200 Workshop Limit: 50

The animal research environment poses a multitude of potential risks to personnel health and safety. In partnership with environmental health and safety professionals, animal care and support personnel are instrumental in identifying and controlling these risks to ensure a safe environment for themselves, their staff, and others who enter or work within animal facilities. This full-day workshop will focus on the identification, assessment, and control of biological, chemical, radiological, and physical hazards commonly encountered in animal research programs. Topics that will be discussed include how to conduct a risk assessment; management of animals administered infectious agents and chemicals; humanized animals; ergonomics; equipment-related hazards; and safe housing and handling of agricultural, aquatic, nonhuman primate, and wildlife species. Facility design and disaster planning, as they pertain to occupational health and safety considerations, will be briefly discussed, while high containment (ABSL3 and ABSL4) will not be addressed. The workshop will be highly interactive, providing opportunities for participants to work in small groups and participate in discussions using web-based polling and survey tools. Through a mixture of case studies, group discussions, and interactive exercises, participants will evaluate “real world” examples and be guided through strategies for identifying potential hazards, assessing the magnitude and extent of induced risks, and developing effective and cost-efficient control measures that protect the safety of workers, animals, and the environment. The targeted audience includes vivarium managers, supervisors, lead technicians, trainers, animal care and veterinary technicians, as well as biosafety professionals.

This Workshop is sponsored in part by American College of Laboratory Animal Medicine (ACLM) / American Society of Laboratory Animal Practitioners (ASLAP) Joint Program Committee.

W-15 Tools to Achieve Sustainable Diversity, Equity, Inclusion and Belonging in the Workplace: A Multiorganization Collaboration
8:00 AM - 12:00 PM
Leader: Crystal H Johnson
Faculty: Sally Thompson-Iritani, Janet L Steele, Temeri Wilder-Kofie, Donna M Jarrell, Lee-Ronn Paluch, Gregory W Salyards, Erin NZ Yu, Tanise L Jackson, Sharron M Kirchain
Facilitator: TBN
Workshop Fee: Free Workshop Limit: 50

Diversity, Equity, Inclusion, and Belonging (DEIB) continues to be a societal issue that impacts our workforce and requires actionable steps to ensure meaningful change. Many laboratory animal research affiliations have published DEIB statements and formed committees within their respective organizations. While each of the organizations (AALAS, APV, ACLAM, ASLAP, VOEN) have developed individual plans to move their respective agendas forward, a collaborative approach leads to sustainability and increased impact to achieve like-minded initiatives. This workshop is a joint effort between AALAS, ACLAM, APV, ASLAP, and VOEN to provide an intimate setting for a collegial discussion about diversity, equity, inclusion, and belonging. Building off of the inaugural 2022 workshop, attendees will participate in breakout sessions that foster small group discussions inclusive of real-life case-based scenarios on the DEIB responsibilities of management and leadership in the workplace; unconscious bias and the barriers associated; and parameters for allyship. Participants are expected to gain practical knowledge and understanding of diversity, equity, and inclusion. This interactive workshop will showcase tools that can be applied daily to encourage a more inclusive culture and belonging within the workplace. The target audience includes veterinarians, technicians, animal care staff, researchers, IACUC staff, and vendors.
training terminology and techniques and who have animal

This Workshop is sponsored in part by the American Association for Laboratory Animal Science (AALAS), Association of Primate Veterinarians (APV), American College of Laboratory Animal Medicine (ACLAM), American Society of Laboratory Animal Practitioners (ASLAP), and Vivarium Operational Excellence Network (VOEN).

W-16 Not Just a Document: The Art of Crafting SOPs That Work
1:00 PM - 5:00 PM
Leader/Faculty: Amy L Dryman
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50
This workshop will cover how to build SOPs so that they are functional and functional for your team and program. We will explore SOP anatomy and function, solve the riddle of when is an SOP not an SOP, and dive into how to develop and then write an SOP that’s a useful tool and reference. While we won’t get from the first draft to a finalized tool, we will examine key points to keep in mind when developing, writing, editing, and finalizing SOPs. Participants will get the chance to put those points to the test during the workshop. The audience for this session is anyone tasked with writing SOPs for their program or interested in learning to create an SOP from scratch. This workshop is not intended for an audience looking to learn how to cover GLP specifics.

W-17 Teaching Monkeys to Cooperate with Restraint: Using Positive Reinforcement Training and Temperament Test
(8-hour workshop continued Thursday 8:00 AM)
1:00 PM - 5:00 PM
Leader: Jaine E Perlman
Faculty: Jennifer L McMillan, Kris Colemen, Mollie A Bloomsmith
Facilitator: TBN
Workshop Fee: $250  Workshop Limit: 50
The workshop includes 8 hours of instruction on using positive reinforcement training (PRT) to teach monkeys to cooperate with restraint procedures and provide information about utilizing temperance testing to assist in the selection of subjects and planning for their training. Participants will learn approaches to training laboratory primates to cooperate with restraint for sample collection (e.g., blood) and administration (e.g., injections) and for chair restraint. PRT is an important refinement in the care of nonhuman primates and an effective means of improving their welfare. However, animals respond differently to restraint and measuring temperament provides insight into how individuals might respond to these procedures, allowing for individualized and more effective training plans. The goals are: to review animal training terminology and techniques; teach PRT techniques as they apply to restraint procedures, such as the use of the cage squeeze-back mechanism and chair restraint; teach methods to assess and quantify temperament in monkeys and to use this information to develop individualized training plans. Participants will learn how to establish a foundation for successful restraint training using PRT, and how to incorporate alternative techniques such as negative reinforcement to meet research timelines. They will learn to identify monkeys who are interested in the training process and how to increase the involvement of monkeys who are uninterested in training. Participants will learn how to shape restraint behaviors and apply desensitization techniques, maintain trained behaviors over time, and transfer trained behaviors among multiple staff members. Participants will learn how temperament can impact training approaches and the anticipated timelines for training to cooperate with restraint. Understanding the intersection of individual differences in temperament and animal training will aid in the design of more efficient animal training programs. This workshop is designed for those with basic knowledge of animal training terminology and techniques and who have animal training experience including behavior specialists, animal caregivers, research technicians, animal managers, veterinarians, and investigators.

This Workshop is sponsored in part by Britz and Company, Lomir, Carter2Systems, NA3RsC and NC3Rs.

1:00 PM - 5:00 PM
Leaders: Logan Fehrenbach, Raphael A Malbrue
Faculty: Mary E White, Mike B Paliillo, Logan R Bern, Alexander G Kramer, Toi A Collins
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50
The Zebrafish Husbandry and Facility Management 101: “The Basics” Workshop will provide attendees with introductory hands-on experience working with zebrafish in a research setting. The target audience is laboratory animal professionals (i.e., technicians, veterinarians, researchers) who are new to working with zebrafish or searching for a refresher course to review current practices. Attendees will gain exposure to daily husbandry, clinical, and operational duties from laboratory animal veterinarians and associated technical staff to accomplish the following learning objectives: History of Zebrafish Research and Role in Biomedical Research, Introduction to Zebrafish Biology, Introduction to Zebrafish Husbandry, Zebrafish Facility Management, Zebrafish Nutrition and Feeding Programs, Biosecurity and Health Surveillance Programs and Regulations, Policies, and Guidelines Pertaining to Zebrafish in a Research. The workshop will incorporate a series of interactive lectures focused on the listed objectives (i.e. case studies and virtual video simulations; no live animals will be used). Attendees will also receive hands-on experience with basic husbandry techniques such as setting up rotifer polycultures and basic water quality testing.

This Workshop is sponsored in part by VRL Animal Health Diagnostics.

Thursday, October 26, 2023

(8-hour workshop continued Thursday 8:00 AM)
8:00 AM - 12:00 PM
Leader/Faculty: Lesley A Colby, Susan B Harper
Facilitator: TBN
See Wednesday at 8:00 AM for pricing and description.

(8-hour workshop continued from Wednesday 1:00 PM)
8:00 AM - 12:00 PM
Leader: Jaine E Perlman
Faculty: Jennifer L McMillan, Kris Colemen, Mollie A Bloomsmith
Facilitator: TBN
See Wednesday at 1:00 PM for pricing and description.

This Workshop is sponsored in part by Britz and Company, Lomir, Carter2Systems, NA3RsC, and NC3Rs.