Workshop Descriptions
75th AALAS National Meeting • November 3-7, 2024 • Nashville, TN

Monday, November 3, 2024

W-01 Alternative Replacement Training (ART) Methods
8:00 AM - 12:00 PM
Leader: April J George
Faculty: Michael L Fallon, Mandy N Sexton
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50

Alternative Replacement Training (ART) Methods are one impactful way to implement the 3R’s principles within our training curriculums. ART methods can reduce the number of animals needed to achieve competency, improve a facility’s culture of care, and refine training approaches by improving efficiencies and skill development. During this workshop, we will allow attendees to experience training models and emerging technologies firsthand. Facilitators will provide data regarding the benefits of these training modalities while stimulating conversations between attendees regarding impressions and experience. Participants will get the opportunity to experience and discuss the creation process and discuss the benefits of training models, the Anatomage Virtual Dissection Table, 3D scanning, 3D printing, and virtual reality for learning. Attendees will rotate between stations to permit hands-on experience with all the above-mentioned ART methods and learn more about incorporating these tools into training programs. The target audience is anyone who performs training as part of their job role or wants to expand their animal welfare and 3R’s initiatives into training curriculums and improve training efficiencies.

W-02A Microsurgery Skills Training Using Surgical Loupes (offered twice, also Monday 1:00 PM)
8:00 AM - 12:00 PM
Leader: Robert F Hoyt Jr
Faculty: Tannia S Clark, Tanya L Herzog, Kenneth R Jeffries, Karen J Keeran, Audrey Noguchi, Marvin L Thomas, Gayle Z Nugent, Randall R Clevenger, Shawn M Kozlov, Joni L Taylor
Facilitator: Bertrand Lussier
Workshop Fee: $250  Workshop Limit: 20

Performing surgical procedures with magnification has gained widespread use in human medicine over the past 30+ years. Using surgical loupes, surgeons can now routinely perform procedures on tiny structures considered impossible a few decades ago. Within the past 20 years, using magnification to perform microsurgical techniques to increase precision has spread to other health disciplines, including dental specialties and dermatology, such that using magnification for performing routine procedures is now considered the standard of care. Unfortunately, the use of microsurgery and its value to biomedical research has only 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 surgical procedures routinely performed in biomedical research. Investigators have routinely elected to use larger species such as dogs, pigs, sheep, rabbits, and nonhuman primates for such modeling because 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 increased researchers’ desire to use these smaller animals in more sophisticated modeling procedures.

W-03 Tips for Perioperative Anesthetic Monitoring
8:00 AM - 12:00 PM
Leader: Cholawat Pacharinsak
Faculty: Patrick E Sharp
Facilitator: Kenzie Schwartz
Workshop Fee: $150  Workshop Limit: 30

General anesthesia alters multiple physiologic responses of the body. Therefore, anesthetists should monitor patients from premedication to recovery to gain optimal anesthesia outcomes. Monitoring requires anesthetists to thoroughly understand the information generated. Anesthetic monitoring alerts anesthetists to arising complications so anesthetists can take the necessary actions to correct the complications before they become irreversible. This workshop will focus on basic monitoring methods, including ECG, direct and indirect blood pressure, ETCO₂, %SpO₂, and body temperature. Troubleshooting anesthetic complications will also be discussed. This dry workshop is suited for veterinarians, veterinary technicians, IACUC members, and scientists.

W-04 Positive Reinforcement Training Methods & Techniques for NHPs - Part 1
(8-hour workshop continued Tuesday 8:00 AM)
1:00 PM - 5:00 PM
Leader: Lisa A Houser
Faculty: Jaine E Perlman, Stacey Smith, Bess Carlson
Facilitator: TBN
Workshop Fee: $250  Workshop Limit: 50

Positive reinforcement training (PRT) improves the lives and welfare of non-human primates (NHPs) by allowing them to cooperate with clinical, husbandry, and research procedures and providing a form of cognitive enrichment. However, PRT can be daunting in a research environment, especially for staff who need prior training experience. In this 8-hour workshop, participants will gain knowledge and expertise to form a foundation to implement basic PRT for clinical, husbandry, and research-related procedures. Lectures will be supplemented with hands-on experience through interactive activities and demonstrations to implement basic training concepts and techniques. This workshop will provide an understanding of fundamental concepts associated with training: how to set yourself and your NHP up for success in training, how to utilize 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. This workshop is designed for beginners with little to no primate training experience and 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 Bio-Serv, LabDiet, Lomir, and Allentown.*

**W-05 Communication & Media Training for Animal Research Institutions**

*1:00 PM - 5:00 PM*

**Leaders/Faculty:** Kirk Lecceh, Eva C Maciejewski

**Facilitator:** Leah K Yonkovich

**Workshop Fee:** $150  **Workshop Limit:** 50

This communication and media training workshop is designed for all communicators who work at animal research institutions. The topic leaders will share best practices and insights from experience to communicate effectively with the public and the media about animal research. The topic leaders will also discuss messaging and strategic media outreach in a crisis communication situation at a research institution. Following the presentation, the topic leaders will divide the audience into small groups to practice talking about the animal research program at their institution and using the messages they developed in conversation with the members of their group. A second exercise will follow, in which the topic leaders will present a real-life crisis communication scenario at a research institution. They will ask the participants to discuss the scenario and develop messaging and a communications strategy to address it. Topic leaders will invite individual participants to share messaging and their proposed crisis communication strategy with all the participants. Participants will receive the FBR communication manual and the EARAFBR Crisis Communication Pocket Guide® ahead of the workshop. Hence, they have the tools to refer to as they engage in the workshop’s group exercises. Communicators at animal research institutions will come out of this workshop with a better understanding of how to develop impactful messages to talk about their institution's animal research and testing program.

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

**W-02B Microsurgery Skills Training Using Surgical Loupes - B**

*(offered twice, also Monday 8:00 AM)*

*1:00 PM - 5:00 PM*

**Leader:** Robert F Hoyt Jr

**Faculty:** Tannia S Clark, Tanya L Herzog, Kenneth R Jeffries, Karen J Keeran, Audrey Noguchi, Marvin L Thomas, Gayle Z Nugent, Randall R Cleveenger, Shawn M Kozlov, Joni L Taylor

**Facilitator:** Bertrand Lussier

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

*See Monday AM for description.*

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

**W-06 Zebrafish Husbandry and Facility Management 101: The Basics**

*1:00 PM - 5:00 PM*

**Leaders:** Logan Fehrenbach, Raphael A Malbrue

**Faculty:** Logan Fehrenbach, Raphael A Malbrue, Lindsey T Ferguson, Toi A Collins, Alexander G Kramer, Jonathon R Byington

**Facilitator:** TBN

**Workshop Fee:** $150  **Workshop Limit:** 50

This Workshop is an introductory hands-on experience working with zebrafish in a research setting. The target audience is laboratory animal professionals (i.e., technicians, veterinarians, researchers) new to working with zebrafish or searching for a refresher course to review current introductory practices. Attendees will gain exposure to daily husbandry, clinical, and operational duties from laboratory animal veterinarians and aquatic 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, Introduction to Zebrafish Life Support Systems, Zebrafish Facility Management, Zebrafish Nutrition and Feeding Programs, Introduction to Biosecurity and Health Surveillance Programs and Regulations, Policies, and Guidelines About Zebrafish in Research. The workshop will incorporate a series of interactive lectures focused on the listed objectives (i.e., case studies and virtual video simulations). Attendees will also receive hands-on experience with basic husbandry techniques such as setting up rotifer polycultures and basic water quality testing. Participants are encouraged to register for the Zebrafish Husbandry and Facility Management 201: “Advanced Care Techniques” workshop which is on Tuesday afternoon. Attendees confident with zebrafish husbandry and facility management basics are encouraged to enroll directly in the 201 workshop.

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

**W-07 AALAS Foundation 101: Come Learn About the Foundation and How It Can Support Your Public Outreach Efforts - Find Out What's New!**

*2:30 PM - 5:00 PM*

**Leader:** Vicki C Campbell

**Faculty:** Vicki C Campbell, Debra L Hickman, Larry J Shelton

**Facilitator:** Joanne C Drew

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

Learn about the AALAS Foundation - what it does, and how you can get involved in its public outreach mission. Anyone interested in learning more about all of the free and low-cost public outreach materials the AALAS Foundation has available should plan to attend this workshop. Attendees of this workshop will also be able to preview our new public outreach program, “Careers in LAS,” which offers new videos and fully scripted PowerPoint templates that are aimed at helping inform students about the variety of career opportunities in LAS. Samples of the AALAS Foundation’s free outreach materials will be available for workshop attendees. Samples of low-cost “giveaway” items, such as “Careers in LAS” mouse stress balls, cell phone wallets, and more, will be available for review.

*This Workshop is sponsored in part by AALAS Foundation.*
Tuesday, November 5, 2024

W-08 3D Printing for Animal Welfare: Creating Custom Equipment Without the Factory
8:00 AM - 12:00 PM
Leaders: Constance J Woodman, Kristina C Bartley
Faculty: Adam Bower, Olivia Tian
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50

Lab animal professionals play an indispensable role in acquiring welfare equipment for animals. However, there are challenges in acquiring enrichment toys, husbandry tools, and training aids. Animal caretakers and researchers can produce their on-demand custom equipment through new technology. In this workshop, beginner attendees will produce custom objects related to animal welfare, either a small equipment piece or a small enrichment device. Attendees’ training will be guided through two phases of learning. First, they will follow the object creation process using free online model libraries and free browser-based software to edit models, and then we will use 3D printers to produce items. While the items are printed, the second phase will be presentation and Q&A-based, addressing the technical aspects of safety, application, and hygiene needs. Participants will go home with a small custom object, an outline of the tools and steps used to create and produce the custom equipment, and copies of a research report about 3D printing and safety for animal welfare. The purpose of this workshop is to find solutions for challenges, including the high cost of specialty equipment, back ordered or discontinued products, and allows for affordable custom items. Learn to stop animal welfare burnout by making your items on demand! We suggest participants bring their laptop to work on. A PC, Mac, or Chromebook will all work.

This Workshop is sponsored in part by Raise 3D.

W-09 Occupational Health and Safety Considerations in Animal Research: Learning Through Interactive Case Studies - Part 1
8:00 AM - 12:00 PM
Leaders/Faculty: Lesley A Colby, Susan B Harper
Facilitator: TBN
Workshop Fee: $200  Workshop Limit: 50

The animal research environment poses many 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 in animal facilities. This 8-hour workshop will focus on identifying, assessing, and controlling biological, chemical, radiological, and physical hazards commonly encountered in animal research programs. Topics discussed include conducting a risk assessment, essential components of an occupational health program, managing animals administered infectious agents and chemicals, humanized animals, equipment-related hazards, and safe housing and handling of select animal 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, allowing participants to work in small groups and extensive class discussions. 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 control measures that protect the safety of workers, animals, and the environment. Before the course, participants will be encouraged to submit relevant scenarios and questions for discussion during the course. The target audience includes vivarium managers, supervisors, lead technicians, trainers, animal care and veterinary technicians, and biosafety professionals.

W-10 Positive Reinforcement Training and Temperament Testing: Preparing Monkeys for Restraint Procedures - Part 1
1:00 PM - 5:00 PM
Leader: Jaine E Perlman
Faculty: Mollie A Bloomsmit, Kristine Coleman, Lisa A Houser, Jennifer L McMillan
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 temperament testing to assist in selecting subjects and planning for their training. Participants will learn approaches to training laboratory primates to cooperate with restraint for sample collection (e.g., blood), administration (e.g., injections), and chair restraint. PRT is a significant 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. Workshop goals: 1) review animal training terminology and techniques; 2) teach PRT techniques as they apply to restraint procedures, such as the use of the cage squeeze back mechanism and chair restraint; 3) 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 incorporate alternative techniques, such as negative reinforcement, to meet research timelines. They will learn to identify monkeys engaged in the training process and how to increase the involvement of monkeys who seem uninterested in training. Participants will learn how to shape restraint behaviors, apply desensitization techniques, maintain trained behaviors, 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 designing more efficient animal training programs. This workshop is designed for those with basic animal training terminology and techniques and with animal training experience, including behavior specialists, animal caregivers, research technicians, animal managers, veterinarians, and investigators.

This Workshop is sponsored in part by Carter 2 Systems, Britz and Company, NC3Rs, and Lomir.
Do you have a PI, colleague, or employee you dread working with? Is your day ruined when you see this person looming in your office door and stomping into your personal space? Have you tried deep breathing exercises but still find yourself grinding your teeth after a non-productive encounter? Are you starting to ask yourself, “Is it me?” This workshop should appeal to you if you answer “yes” to even one of these questions. Take charge of the situation and learn how to manage these interactions in a manner that keeps you from screaming and doesn’t ruin your work day. This workshop is structured for managers and directors of laboratory animal care and compliance departments. Using a combination of didactic learning, case studies, and role-playing scenarios, we will present you with the tools needed to recognize the personality type of individuals that are challenging to interact with and strategize how to manage these interactions such that they are constructive, productive and structured in a manner that preserves your sanity. Workshop attendees should come prepared with examples of challenging interactions and be ready to participate in this highly interactive workshop.

This Workshop is sponsored in part by Aquaneering, VRL Diagnostics, and Iwaki.

Wednesday, November 6, 2024

W-14 AALAS Foundation 201: Take the Next Step - Put Foundation Outreach Materials to Action!
8:00 AM - 10:30 AM
Leader: Vicki C Campbell
Faculty: Vicki C Campbell, Debra L Hickman, Larry J Shelton
Facilitator: Kelly S Patterson
Workshop Fee: Free Workshop Limit: 50

Ready to take that first step and Speak Up & Reach Out to the public? Or, you’re simply looking for some great tips on improving and taking your public outreach efforts to the next level. If so, then this is a suitable workshop for you! Join us and learn how to plan your public outreach activities and effectively use the AALAS Foundation’s free outreach materials. With customizable PowerPoint templates, you’ll learn how to edit and use our “What’s Happening in Research?” and “Careers in LAS” fully scripted slides. You’ll also be presented with great tips on overcoming your fear of public speaking. Attendees of this workshop will be armed with helpful guidance on responding to the “tough questions” often asked by the public about the work done in LAS. This workshop aims to ensure you feel inspired, motivated, and confident in speaking to the public and using the AALAS Foundation’s free resources.
This Workshop is sponsored in part by AALAS Foundation.

W-15 Animal Facility, Design, Processes, Decisions, and Technology
8:00 AM - 12:00 PM
Leader: Chad Zuberbuhler
Faculty: Lauri Tyrrell, Danielle Yeaton, Mark A Corey, Clifford R Roberts, Laura Halverson, Katie L McGimpsey, Mitch Hickmann
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50

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 frame the conversation 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, research loss, facility resiliency, and how engineering decisions affect each parameter. The lessons learned will help participants make more informed decisions as they develop and operate their facilities. Conversations will focus on vivarium operations and facility sanitation and safety. We will also discuss energy and water conservation strategies that are being effectively implemented in animal facilities and the derived long-term benefits.

W-16 Not Just a Document: The Art of Crafting SOPS That Work
8:00 AM - 12:00 PM
Leader/Faculty: Amy L Dryman
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 50

This workshop will cover how to build SOPs to fit and function for your team and program. We will explore SOP anatomy and function, solve the riddle of when an SOP is not an SOP, and dive into how to develop and then write an SOP that's a valuable tool and reference. While we won't get from the first draft to a finalized tool, we will examine key points to remember 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 conducting their discussion-based disaster preparedness exercises to help participants ensure compliance with the USDA Contingency Planning Guidance. This will be a new scenario for those who attended this workshop at AALAS NM 2023, so repeat attendance is encouraged.

W-17 A Practical Guide to Prevent and Combat Compassion Fatigue in Biomedical Facilities
1:00 PM - 5:00 PM
Leader: Danielle Adney
Faculty: Makenzie Peterson, Alexandria Hernandez, Danielle Adney, Linda Waterman
Facilitator: Michael Campagna
Workshop Fee: $150  Workshop Limit: 50

As a deeper understanding of compassion fatigue, vicarious trauma, moral injury, and burnout grows in workplaces, biomedical research facilities have often been left out of these conversations. These facilities navigate unique stressors uncommon in the general American workplace, which can contribute to the retention, safety, and overall well-being of facility staff. Despite robust evidence and data about trauma-informed practices broadly, there needs to be more data describing best practices to prevent and mitigate its impact in laboratory animal research settings. Join us in gaining better understanding of factors contributing to compassion fatigue in research, how to recognize it, and concrete steps to mitigate it in your facility. Speakers will include a cross-disciplinary pairing of organizational well-being specialists and veterinary representatives from The Jackson Laboratory to demonstrate real-life organizational application. Participants will walk away with a concrete understanding of the value of implementing a tailored employee well-being program for biomedical research facilities. The learning objectives include recognizing the signs of individual and organizational workplace stress and trauma, describing evidence-based practices to assess and improve overall well-being, and understanding the importance of strategic organizational change initiatives. This workshop would be appropriate for anyone in the LAS field.

W-18 Participation in a Discussion-Based Disaster Preparedness Exercise
1:00 PM - 5:00 PM
Leaders: Evan T Shukhan, Hana Bao
Faculty: Hana M Petersen, Shanon 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 programs. The target audience is anyone with a leadership, response, or oversight role in their animal program, including supervisors, veterinarians, business managers, and IACUC members. We will also focus on helping participants learn how to assemble and conduct their discussion-based disaster preparedness exercises to ensure compliance with the USDA Contingency Planning Guidance. This will be a new scenario for those who attended this workshop at AALAS NM 2023, so repeat attendance is encouraged.

W-19 The Art of Communication: Transform Your Leadership and Level Up Your Vivarium
You and your team are experts on animal welfare, veterinary science, regulatory compliance, and customer service to your stakeholders. And yet, the world of laboratory animal science also requires another vital skill: the art of communication. You will leave this dynamic workshop with straightforward tactics you can immediately implement at your vivarium to improve your team’s morale, ensure regulatory compliance, ace your following interview, and protect you and your team’s boundaries from the email energy drain. Communications SME Andrea Abrams, MA, MBCP, CCMP (25 years in the communications industry, including 25 years as a Comms expert for the Federal Reserve Bank and clients including Stanford University and University of California, Berkeley) is a communications coach to executives and front-line staff. In this workshop, Andrea will provide actionable tactics for mastering interviews, conflict resolution, unlocking your team’s potential, and leveling up your team’s culture for improved performance and morale. Attendees will learn the four elements of communication guaranteed to work every time, the physical and choreographic aspects of communication that will level up your confidence and charisma, the art of nailing every interview, whether you’re already an executive or new to the leadership ranks, the formula to end the cycle of email essays, and how to integrate communications training at your vivarium. Andrea will also comment on the University of California, Berkeley Office of Laboratory Animal Care case study in January 2024, in which communications training for all vivarium team members yielded immediate positive results. The target audience is leaders (Executive Director, Director, Managing Veterinarian, Research Directors, Animal Technician Supervisors, Managers, Assistant Managers).

W-20 Would You Like to Improve Your Suturing and Rodent Surgery Aseptic Technique?
1:00 PM - 5:00 PM
Leader: Marcel I Perret-Gentil
Faculty: Marcel I Perret-Gentil, Laurie A Long, Raphael A Malbrue, Kelvin Moore, Vittoria M Capria, Szczepan W Baran, Miguel A Torres, Haley Wrightnour, Lindsey T Ferguson
Facilitator: TBN
Workshop Fee: $150  Workshop Limit: 30

You may feel proficient, even confident, in performing rodent surgery; however, you may be surprised how minor improvements can significantly impact your animal’s recovery and data. During this workshop, participants will learn and refine commonly used suture, knot-tying, and rodent surgical draping techniques. The workshop will focus on appropriate hand-eye coordination to improve suturing skills and provide updates from recent scientific studies on the benefits of using Press’n Seal and Reynold Wrap aluminum foil in routine rodent surgical aseptic procedures. A state-of-the-art inanimate model will be introduced and utilized during the suturing practice. Easy-to-apply hands-on exercises will be put into practice, and they have been shown to improve aseptic technique significantly with Press’n Seal and Reynolds Wrap. This workshop is designed for individuals with minimal or no suturing skills. It is also an excellent opportunity for those with considerable experience wanting to upgrade their skills and teach others enhanced techniques. It is also for those who wish to improve and teach rodent surgery aseptic techniques with simple-to-implement methods and trainers who want to pass these skills to their students.

This Workshop is sponsored in part by Kent Scientific, Atramax, SurgiReal.