

Arizona Branch AALAS Newsletter

Vol. 10 No. 1
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Arizona Branch of the American Association for Laboratory Animal Science

Advent of Buyer's Guide Brings New Newsletter Format

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**Arizona Branch AALAS
Newsletter**
Arizona Branch AALAS

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Arizona Buyer's Guide

The Arizona Branch is in the final stages of preparation for our first ever Arizona Buyer's Guide due out in July. The goal of the guide will be to reduce the cost of producing this newsletter by replacing our previous advertising with a sponsor's page that will in turn free up space for more articles. It is hoped that the guide will also provide more information on sponsors and their products to the research community in Arizona. The guide will come out in June and we have already received several new ads. For information on advertising or the Buyer's guide call Grace at (520)621-1330.

Presidents Farewell

This was a sad and happy year for me. Sad in losing my dear friend Louise Brooks, but happy in having the annual raffle named for her as the Children's Research Center was a pet project of hers and she was always ready to help the children. Her thoughts during the 1996 District 8 convention from her hospital bed were whether we

remembered to have the donation jar out for the children.

I thoroughly enjoyed my year as Arizona AALAS president. It was fun hosting the District 8 convention. My thanks again to each of you for all your support and hard work while preparing for the convention. Through the guest speakers at our branch meetings I feel we are continuing to try to provide education to our members and this includes our yearly rodent wet lab also. The Phoenix Zoo trip was enjoyable as well as educational. The highlight of my year as President was being presented with the Member of the Year award.

I will continue to support the Arizona branch and volunteer where I am most needed. My thanks to each of you for your continued branch support!

Jane Criswell

***If you have not
renewed your
membership dues for
1997 this is your last
newsletter!***

Minutes of the Past Meetings

Our February 13, 1997 general meeting was held in Room 3505 of the University Medical Center. The meeting began at 12:07 p.m. with President-Elect Michael Rand announcing our guest speaker, Elizabeth Willott, Assistant Professor in Arizona Research Laboratory and her topic "Mosquito & *Manduca* Hemocytes and Insect Immunity."

President Tim Martin thanked our guest speaker for her informative speech.

Tim introduced the new board: President - Tim Martin, Past President - Jane Criswell, President-Elect - Mike Rand, Secretary/Treasurer - Grace Aranda, Technician Branch Representative - Leigh Kleinert, Northern Board Member - Dennis Dreher and Southern Board Member - Pam Morris.

Tim announced that we have already scheduled the general meetings for the rest of the year. They will be the first Thursday of April, August and October (4/10/97, 8/14/97, 10/9/97) at noon in Room 3505 of University Medical Center. We are also in the planning stages for a summer event and a holiday social/awards event. There will be no symposium this year with the proximity of the national meeting.

Tim reminded everyone that the 1997 membership dues were due and brought up the question of whether or not should print more membership cards. The branch has never required

these cards in the past to attend any of our events which seems to have been the original purpose of these cards. Discussion suggested that if there was another means of proving receipt of dues by the branch then there would be no reason to print the cards. The board will discuss this at the next board meeting.

Tim mentioned the newsletter is in the process of being revised. We are looking into creating a buyer's guide and then putting a sponsor's page in the newsletter referring people to the buyer's guide for more information. This buyer's guide would be available to members and nonmembers and give our sponsors a greater audience.

The meeting was adjourned at 1:05 p.m.

Our 4/10/97 general meeting was held in Room 3505 of the University Medical Center. The meeting began at 12:10 p.m.. Past-President Jane Criswell introduced our guest speaker, Stephen Wilson, Senior Graduate Student in the Department of Immunology, with his speech, "Utilization of the NOD Mouse Model for Investigations into Type I Diabetes."

Jane thanked our guest speaker for his interesting and informative speech.

Jane thanked Shane Sullivan, representative from Getinge Castle who provided the sandwiches and sodas for our meeting.

Jane passed out a flyer for the branch's summer event to be

held June 21, 1997 at Justin's Water World here in Tucson. TBR, Leigh Kleinert has worked diligently to arrange this event. The branch will be providing sandwiches and sodas. Admission is \$6.50 for adults and kids five and younger are free. We need a head count for the food so be sure to R.S.V.P. to Grace (520)621-1330 by June 13th.

Secretary/Treasurer Grace Aranda reported on the progress of the Arizona Branch Buyer's Guide. The branch initially mailed a letter to all our present newsletter advertisers and to some of those vendors who attended the District 8 meeting here in Tucson. This letter was simply trying to ascertain whether our vendors would care for this format of advertising in place of the former newsletter ads. We immediately began getting money so we will be publishing our first Buyer's Guide in June. The removal of the ads in the newsletter will leave more space for articles and it is hoped that everyone will submit items of interest.

Jane mentioned that the board has decided not to reprint membership cards, but rather to begin printing expiration of membership dates on mailing labels. We have already instituted this procedure and you should have received one on the meeting notice for today. The decision was made as the branch has never required these cards to attend any of our events which seems to have been the original purpose of these cards.

Jane mentioned that our next general meeting after the

June event will be August 14. We are looking for a possible speaker. Member Andi Mitchell suggested Les Castro from endocrinology who is working with hamsters. The suggestion will be passed on to the program chair, president-elect Michael Rand.

Jane mentioned that the Educational Committee is looking into doing another hands-on wet lab. Currently a rodent or rabbit lab is being discussed but they would like ideas on other possible areas of interest. Call Educational Committee Chairperson Cindy Richner at (520)626-4511 if you have any ideas.

The meeting was adjourned at 1:05 p.m.

Member Profile

We would like to introduce a new member each issue.

TBR Corner

There is not a lot of news from me or National. I have included in this newsletter the latest steps to AALAS Certification. If you have any questions about what to do feel free to call me. You can also get information about the exams, etc. on the Web (<http://www.aalas.org>).

In addition, I have included below the most recent publications from Arizona AALAS members. (I know these are mine but unfortunately I don't have anyone else's.) Please e-mail me at lbk@u.arizona.edu with any information about recent

publications you may have. We will include them in the newsletter.

The last bit of news I have is that I have been put in charge of the Summer Event. After talking over a number of ideas with the board members we have settled on a "cool" idea. We will have our event at Justin's Water World. I'm sure your saying, "What! Go out in public in a bathing suit!" Or "That's for kids. I won't like it!" But trust me, it's a lot of fun for kids and adults alike. There are pools and slides for little kids, medium size kids and adults. There's a lot of shade and Eegee's is always good. See details in this newsletter and we will be sending out more information as the time gets closer.

Leigh Kleinert

Recent Member Publications

Williams SK, Berman SS, Kleinert LB. Differential healing and neovascularization of ePTFE implants in subcutaneous versus adipose tissue. J Biomed Mat Res (33) 000-000; 1997

Salzmann DL, Kleinert LB, Berman SS, Williams SK. The effects of porosity on endothelialization of ePTFE implanted in subcutaneous and adipose tissue. J Biomed Mat Res (34) 463-476; 1997.

Have you had something published recently? Send us your information and we will be sure it is included in the next newsletter.

Articles from: *Tech Talk: The Newsletter for Laboratory Animal Science Technicians*

Preventing Barbering

In our mouse colony, we encounter our share of barbering and fighting. To solve this, we came up with an economical solution. We came across a length of 1.25 inch diameter PVC tubing which we cut into four inch segments using a hacksaw out of our in-house tool box.

We put the tubing sections into an accessory basket and put it through the cagewasher. Then we put them in autoclave pouches and steam sterilized them on the liquid cycle: 12 minutes steam, no dry time. After allowing to cool, we put the tubes into the cages of the offending mice. Severity and incidents of barbering and fighting have decreased. We put the tubes into the cages of "chronic cage flooders" (we use water bottles) and since then these mice have not had flooded cages. - Lana Thompson, LAT, and Vicky Boppert, LATG; The Albany Medical College

Blood Collection in the Rat

Use of the tail vein is a common method for blood collection in the rat. Use of a 23 gauge butterfly with the tubing removed has proven to be a successful method to perform this procedure.

After whole body warming

with an infrared heat source, the rat is placed in a plastic plexiglass restrainer. The tail is then cleaned with a disinfectant solution prior to insertion of the needle. The necessary volume is then collected in the appropriate vessel followed by the assurance of hemostasis.

This procedure can be successfully performed by one person and multiple samples can be collected from the same rat. The use of the 23 gauge needle has increased blood flow (compared to a 25 gauge), and therefore decreased both collection time and time in restraint. - Susan M. Hart, AAS, LVT, LATG, Procter & Gambel Pharmaceuticals

Rabbit Bleeding

In our facility we perform pre-bleeds, test bleeds, and production bleeds on a large number of rabbits on a daily basis. To aid circulation and keep the rabbit warm during the collection process, the room temperature is raised the day before the collection to the high side of the allowed temperature (16-22 C) 21 C.

On the day of collection the rabbit is placed into a stainless steel restrainer. The ear is shaved with clippers to remove the hair. The ear is then treated with wintergreen oil which acts as an irritant to cause the auricular artery to dilate. The tip of a 22 gauge 1" Insyte (R) catheter is inserted approximately 1/2" into the auricular artery. The stylet is gently pulled back into the catheter then the remaining

portion of the catheter is inserted into the artery.

The stylet is then removed from the catheter and the blood is allowed to flow into a 10 ml separator tube. After the bleed is finished, the ear is washed with a lanolin soap and rinsed. The penetration point is pinched until hemostasis is assured and then the rabbit is returned to its cage.

You can complete most bleeds in approximately five minutes from start to finish. This same procedure can also be used for exsanguination of rabbits while under anesthesia. - Roger L. Karl, LAT and Terri L. Caviston, LATG; Beckton Dickinson Research Center, RTP, NC

Rabbit Environmental Enrichment

We recently noticed a number of rabbits exhibiting signs of boredom by playing with their water source until it flooded their waste pans. Rabbits are active animals and easily bored in standard rabbit caging.

To distract these rabbits, we gave them plastic dog bones (wolf size nylabones and large size Gumaknots). Rabbit reactions ranged from staring at the bone, to chewing on it, to picking it up and banging it against the cage floor and sides.

Most rabbits played with the bone and decreased playing with their water source. Usually, flooding of the waste pans ceased after the rabbits received a bone.

These bones can be easily cleaned in a cage washer

for reuse. Plastic dog bones appear to be a good and inexpensive method to provide environmental enrichment for rabbits. - Kathleen Sullivan, LAT, Carolinas Med. Ctr.

Shoe-in

If I don't have a towel available for restraining rats and other large rodents, I simply get a surgical shoe cover. The animal will naturally burrow into the opening. Then the material can be tightened to restrain the animal. A leg or tail can be exposed through the hole to perform injections or other procedures. The animals can still breathe through the material and are more relaxed. - Suzanne Ford, LAT, Univ. of Minnesota

Pigs in a Blanket

We commonly wrap guinea pigs in a towel for restraint. Recently, while tattooing a large number of guinea pigs, we tried wrapping two together to restrain them for an IM injection. The animals were much more relaxed when restrained as a pair. - Brenda Koniar and Alisia Gunderson, University of Minnesota

Ways to Enhance Your Image, Power

Here's a strategy for enhancing your image and power in an organization.

Invest in relationships. The more you can learn from others, the more you can give back by helping others. Who

have you been overlooking? Remember to look outside your department and cultivate people at different levels of your organization.

Establish credibility.
Become more aware of your words and actions. Remember that people are watching and making judgments about your leadership potential each and every day.

Control information.
Information is power. The more up-to-date you are on issues affecting your department and agency, the greater your ability to exercise expert power.

Control resources.
You'll enhance your professional credibility if you make every effort to be as careful with your budget at work as you are with your own money.

Tap hidden "pockets" of power. Don't rely exclusively on your organizational chart. Every division has an informal leader who may have more real power than the defined leader.

Look outside your own job and department to see how your actions and job affects others in the company.

Working hard toward the goals that have been identified by your organization is the best revenge.

(LAMA Review, Summer 1996)

Motivation in the Workplace

Providing an environment that fosters employee motivation is a critical objective for organizations, specifically

managers and supervisors, to address. When assessing motivation, it is important to look at the goals of the individual employees in relationship to the goals of the organization. What is it that would inspire the individual and also accomplish the goals of the organization? Matching the training process with the learning styles and goals of the employees provides an invaluable tool for motivating employees to learn. When employees lack the motivation to learn, all attempted training is ineffective. The employee must possess the desire to learn in addition to the opportunity to learn in order to actually succeed in the learning process.

It is important to look at the different motivators which can be used in the workplace. Some examples of motivators are: financial incentives such as bonuses and salary raises; policy-type motivators such as special luncheons and holding meetings at times most convenient for employees; and personal-type motivators such as giving an employee a birthday or an anniversary card, letting the employee know you have confidence in them, and giving more responsibility to the employee.

Motivation tips:

In developing a workplace that encourages employees to learn, it is helpful to remember that adults:

Learn best when there is a problem to be solved. Relate what the person needs to know to what he/she perceives as a relevant problem or

concern. Adults are more receptive to learning when they see a need for it.

Learn most easily when learning is connected to something familiar. Adults have a lifetime of experiences. Try to link the new information to something familiar or something from the past.

Want to control their own learning. Let them state their own goals. When possible, let them decide how to pace the teaching. Be aware of the learner's confidence in his/her ability to learn, as this is a strong predictor of the amount of effort that will be put forth.

Need to be involved in the learning process. Establish the feeling that "we're in this together." Accept all ideas and answers without being judgmental. Remember, people often take criticism personally, and the errors they make affect their self esteem. Doing is more effective than simply hearing or seeing.

Need reinforcement of new information. Reinforcement is necessary for optimal retention, but adults get bored or defensive if you simply present the same material over and over again. Education will be more effective if you take time to rephrase the information and present it in different ways.

Supervisors and managers can use these suggestions to greatly affect the opportunities which are provided for employees in the workplace. Motivating employees requires careful thought and planning in order to reach the goals of both

the employees and the organization. It is not only important for employees to have appropriate knowledge and skills, it is also necessary for those employees to have the motivation to use that ability to produce quality products and services.

Supervisors need to encourage employees to get goals and communicate with them in order to have an overall motivated and productive staff. Organizations can help make employees remain motivated by making their jobs as interesting and challenging as possible. An organization that promotes motivation will have satisfied employees who generate high quality work.

(Institute for Human Resources Alternatives Newsletter, 1992)

Steps to AALAS Certification

The Following are the steps to apply for an AALAS certification exam:

Receiving the Application Packet

Step 1: Request a Candidate Bulletin from the AALAS national office **{available by calling Grace at (520)621-1330}**. The Candidate Bulletin contains information on how to apply for an exam, details of the exams themselves, and other related information.

Step 2: Complete the Application Request Form found in the Candidate Bulletin, include the

appropriate exam fee (entire fee), and mail in the enclosed envelope to AALAS. Be sure you are prepared to take your exam before beginning the application process.

Step 3: Once payment is received by AALAS, an Application Packet will be mailed to you within 2 to 3 weeks. The Application Packet contains the necessary application form, instructions on how to complete it, and a checklist of information to be completed prior to returning the application to the AALAS office. (Note: The application form in this packet will be assigned to a single candidate; therefore, each individual wishing to take a certification exam must have his or her own application form)

Submitting Your Application

Step 4: Complete the application form to include the following:

Answer all questions on the application form (include N/A for "not applicable" if appropriate).

Signatures from each facility supervisor for all work experience claimed.

AALAS National membership number (if applicable).

Copies of education documentation (as appropriate).

Your signature.

Step 5: Mail the completed application form and any necessary documentation to AALAS in the envelope provided in your packet for processing.

The Processing of Your Application

Step 6: AALAS staff will process your application within 15 working days of receipt. The Application Packet contains a postcard (which must be self-addressed and stamped if you desire to use it), that can be returned to AALAS with the completed application. AALAS will verify receipt of your application by stamping the receipt date on the postcard and mailing it back to you.

A. If your application is missing required documentation or completed incorrectly:

Your application will be returned to you by AALAS with a letter stating what information is missing or needs correcting. A \$20.00 reprocessing fee must be returned with the completed/corrected application in order to have it reprocessed.

B. If you are not eligible to take the level of exam you are requesting:

You will receive a written notice from AALAS listing the areas of ineligibility. Your application fee (less a \$20 processing fee) will be refunded to the originator of the payment.

Scheduling Your Exam

Step 7: After processing is completed, you will receive an Authorization to Test letter from AALAS that includes a toll-free phone number of Sylvan Prometric Test Centers.

Once your application is approved by AALAS, you have twelve (12) weeks to schedule and take your exam. The expiration date of your Authorization to Test period will be prominently displayed on your Authorization to Test letter.

Taking Your Exam

Step 8: Once you are registered with Sylvan Prometric, you may take your exam at the scheduled date and time at the Sylvan Prometric Test Center you selected.

The length of the exams are:

ALAT = 2 hours

LAT = 2 & 1/2 hours

LATG = 3 hours

No scheduled breaks are included in your exam time. You will be provided with up to 15 minutes to take a computer tutorial prior to your exam, and then following your exam you will be asked to complete a brief exit evaluation.

Receiving Your Exam Score

Step 9: You will receive a hard-copy printout of your pass/fail status at the test center upon completion of your exam. Passing candidates will receive a pass message and failing candidates will receive a fail message.

Step 10: Within 3 to 4 weeks of taking an exam, passing candidates will receive from AALAS a pass notice and a wall certificate. Candidates not passing their exam will receive a score report containing their scale score and diagnostic information identifying areas of strength and weakness.

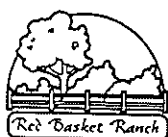
Unsuccessful candidates are encouraged to reapply for their certification exam using the AALAS Reapplication Form which will be included with all fail score reports. Candidates who fail an exam must wait ninety (90) days from the date of the failed exam before reapplying. The time frame prevents the

candidate from taking the same version of the exam. When retaking an exam, the entire exam fee must be submitted again along with the Reapplication Form.

News from Purina Mills, Inc.

On 11/5/96, the Purina Mills Inc. Lab Diet Plant and the Purina Mills Test Diet Facility were both officially Certified ISO 9002. The Richmond facilities took the lead in the industry to become the first ISO 9002 Certified lab animal diet plants in the USA. ISO 9002 is a set of standards designed to improve quality, efficiency, and productivity. The Purina plants were certified by Scott Quality Systems Registrars, Inc.

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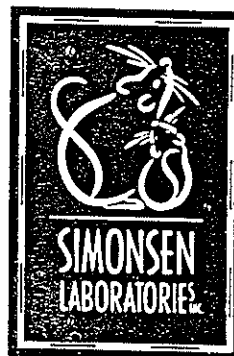


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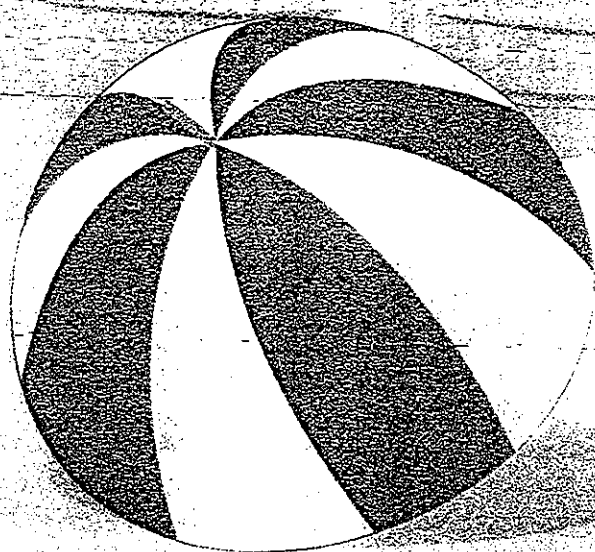



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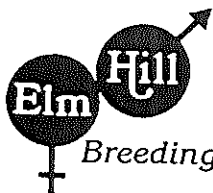
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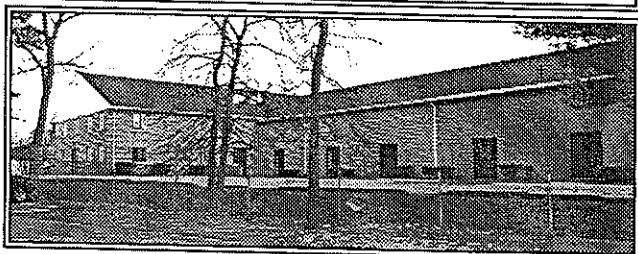
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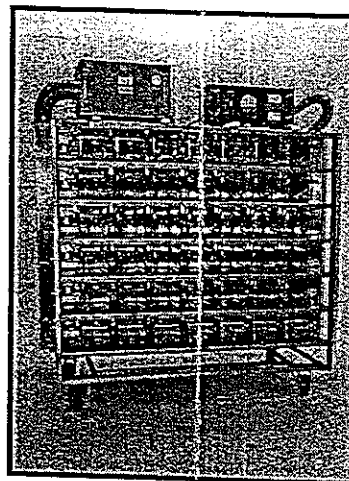
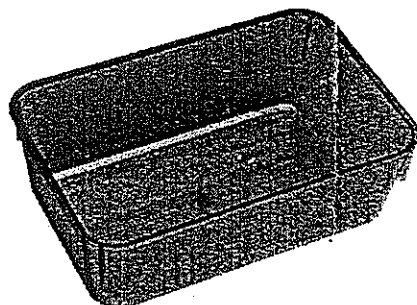
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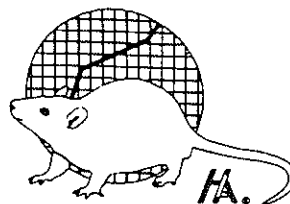
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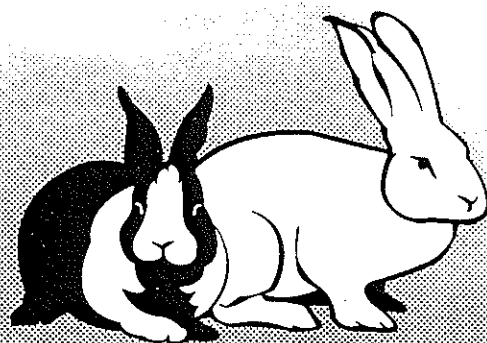
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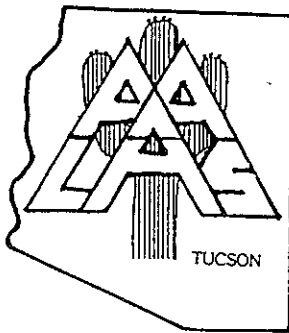


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