



Arizona Branch AALAS Newsletter

Vol. 21 No. 3
September 2008

Arizona Branch of the American Association for Laboratory Animal Science

Have you sent in your membership renewal? If not, see form on last page.

Check out news on our Fall Video Conference, Louise Brooks Memorial Raffle, and Spring 2009 Symposium

WHAT'S INSIDE...

<i>Important Branch Dates</i>	1
<i>President's Message</i>	1
<i>Member Profiles</i>	2
<i>Minutes of Past Meetings</i>	2
<i>Managing Laboratory Allergens!</i>	5
<i>Ways to Create a Positive Environment</i>	5
<i>Making Teamwork Really Work for You</i>	5
<i>Book Review - The Animal Research Wa</i>	7
<i>Changes to Louise Brooks Memorial Raffle</i>	7
<i>Upcoming AZAALAS Spring Symposium</i>	8
<i>Sponsors Page</i>	9
<i>Membership Form</i>	10

President's Message

Hello! I would like to thank Grace Aranda and Dr Tim Martin for attending the District 8 council meeting in Las Vegas in August. We should also thank Jaime White-James for setting up our "Summer Fun Event at the Ballpark" a duel in the sun between the Florida Marlins and Arizona Diamondbacks.

Jane Criswell deserves many thanks as well for arranging our Fall Video Conference September 26: 12:30 - 2p.m. Speaker, Craig Ivanyi, Associate Executive Director for Living Collections & Exhibits at the Arizona-Sonora Desert Museum will be talking about the research & conservation projects at the ASDM. It will surely be an interesting subject and I hope to see you all there. As usual we will be providing refreshments at all our regional sites. Be sure to check out the website for more information and post the flier around your facilities too.

The Louise Brooks Memorial Raffle has changed the northern sponsored agency to The Pediatric Wing at Flagstaff Medical Center. For more information check out the article in this newsletter and then go to the website. We will be sending out requests for donated items and a copy of the letter is posted on the website so print some out and give a copy to all your favorite companies, restaurants, etc so we have some good stuff. Look for tickets to be mailed out soon.

We will be looking for folks to nominate or be nominated for the 2009 Branch Officers. Positions open for nomination are president elect, secretary, treasurer, central board member and technician board representative. Let us know if you wish to self-nominate or if you know of a colleague to nominate. Those of you with a desire to get involved with

Important Branch Dates

See our website for more info

Fall Video Conference - 9/26/08
with Craig Ivanyi from the AZ
Sonora Desert Museum

Holiday Installation Event -
12/6/08 in Tucson

IACUC 101/201 PLUS - 1/21-
22/09 at the Ventana Canyon
Resort in Tucson

3 I's Conference - 3/5-6/09 at
Tempe Mission Palms in Tempe

Spring Symposium - 4/10/09 at
the Sheraton in Tucson

Arizona Branch AALAS News Your Board of Directors

Jeff Williams, President
charles.j.williams@asu.edu

Jane Criswell, President-elect
criswell@u.arizona.edu

Wendy Keswater, Secretary
keswater@email.arizona.edu

Grace Aranda, Treasurer/Newsletter Editor
garanda@u.arizona.edu

Cindy Madura, TBR
madurac@u.arizona.edu

Chrystal Redding, N Board Member
Chrystal.Redding@NAU.EDU

Jaime White-James, C Board Member
jaime.white-james@asu.edu

Paula Johnson, S Board Member
pauladj@email.arizona.edu

Frank McFadden - Vendor Liaison
Frank.McFadden@Getingeusa.com

P.O. Box 210101
Tucson, AZ 85721-0101
(520)621-3931 fax: (520)621-3355
www.azaalas.org

National AALAS this is your chance to get acquainted with procedures at the Branch level. Nomination forms will be mailed out.

We have quite an impressive list of accomplishments to recognize in this newsletter: Lisa Campbell, Nina Karamanova, Wendy Keswater, Justin Towne, and Rachel Valente passed the ALAT exam; Chris Brownlee, Heather Davies, Christina Fox, and Mandy McCluskey passed the LAT; Dustin McAndrew, Caroline Mead, Susan Neill-Eastwood and Chrystal Redding passed the LATG. Congratulations everyone for a job well done. Thank you and have a great spring. - If you have any questions or comments feel free to contact me. Jeff Williams - (480)734-6523 or charles.j.williams@asu.edu

Member Profiles

Tedd Brandon, Director of the new Translational Research Center, Arizona Heart Institute

Tedd is the current Director of the new Translational Research Center, Arizona Heart Institute in Phoenix. Before that, he worked at Arizona State University as the Director of the Biomedical Engineering Laboratories for 25 years and the Director of the Animal Care Program for 8 years, and at Baylor College of Medicine he was the Director of the Cardiovascular Research Center for 2 years and in the Surgical Fellowship Program for 5 years. He got into this field when he was accepted into the summer student program at AHI (Arizona Heart Institute) and worked on implanting the first PTFE (polytetrafluoroethylene) vascular grafts in animals for W.L. Gore and Associates. He was most inspired by Dr. Edward B. Diethrich and Dr. Michael E. DeBakey, two highly renowned cardiovascular surgeons, and he is interested in developing new Minimally Invasive Surgical Procedures. Tedd has received a long list of honors and awards, has over 200 publications in scientific and other peer reviewed journals, and has been a National and Arizona Branch AALAS member for 20 years.

Tedd's grandfather was a professional baseball player and before finding his current path he thought about following that career. He is married with 3 wonderful children and has a yellow lab named Keely. He enjoys work, drag racing (he has his Competition Driver's License from the National Hot Rod Association), quad riding at the sand dunes, water and snow skiing, fishing and hunting. To encourage others he said, "Watch and learn. I believe in the old school of See one, Do one, Teach one."

Lisa Campbell, Animal Technologist, ASU

Lisa was born in Arizona, moved to Texas for eight years, and returned to Arizona in 2002. She worked with the Humane Society of Southern AZ for 3 yrs as an adoption counselor, senior shelter technician and senior veterinary technician. She was also a critical care and emergency veterinary technician at the First Regional Animal Hospital for 3 yrs. before becoming an Animal Technologist at ASU in May of 2007. Lisa (a CVT and RALAT) is highly motivated and is both a National and Arizona Branch AALAS member. She has worked with a wide variety of animals including livestock and insects and is familiar with their caging, restraint methods, cage washing, and sterilizing equipment. She grew up on a small farm in south Tucson and began pet grooming straight out of High School. When she started working at veterinary clinics her interest in veterinary medicine started to grow. She is especially interested in health and medicine for both humans and animals.

Lisa is a busy single mom with 3 active boys. She takes care of 2 dogs, 3 cats, 2 hairless rats, and a lovebird. She likes bowling ("I'm not very good at it but I still love it!") and going to operas and plays, her favorite being Phantom of the Opera. She also likes socializing with friends and her kids, watching football and boxing, and competing and being a spectator in pit bull weight pull competitions. At an early age she wanted to be a veterinarian or whale trainer for Sea World. She credits her dad for teaching her a lot about animals and her family for helping her along life's way. When asked 'How would you influence others,' she replied "I am the classic example of 'If Life gives you Lemons Make Lemonade.'" She didn't get the formal education she wanted and needed, but has continued to educate herself and work hard to succeed and become the best she can be in her chosen field. She also wants "young single mothers to realize that it is not the end of the road, its just an extra bumpy one so you have to put it into 4 wheel drive and keep moving along, pulling those you see stuck, out of their ditch, and helping them make it alongside of you. I also want my children to be proud of me and realize the importance of pursuing and fulfilling there dreams no matter what obstacles stand in there way."

Minutes of Past Meetings

Minutes of the 3-27-08 Board Meeting

The meeting was held at the University of Arizona, Northern Arizona University, and Arizona State University via conference call. President Jeff Williams called the meeting to order at 12:05 p.m.

Jeff asked for corrections or additions to the minutes of the last board meeting from 1/10/08

submitted by Secretary Stephanie Munger. The minutes were approved as submitted.

Treasurer Grace Aranda reviewed the financial report. She included final totals for the 2007 year. Totals in the 2007 accounts are \$861 in savings, \$2525 in checking and \$3949 in the money market account, for a net worth of \$7335 at close of 2007. January & February, 2008 were also presented. There were 2 major deposits of \$1260 and \$740 into checking. Pending

allocations for checking are \$669.30 (Mem D8 reg/airfare) and \$10 for AZ Corp Commission. Totals in the 2008 accounts are \$862 in savings, \$2285 in checking and \$3961 in the money market account, for a net worth of \$7109.

Stephanie provided a current list of AZ AALAS members totaling 92. Grace indicated that we have had 10 more memberships submitted since the roster was distributed. She has sent out email reminders to past members already

and deleted everyone who had not paid from the listserve. Deadline for membership list to National is May first to be included in the branch challenge.

Grace reported the 2008 Buyers' Guide has 16 paid sponsorships so far for total revenue of \$1080. Braintree and Edstrom have submitted their advertisements since the update was distributed. The deadline for submissions is May 1st. The forms necessary to be included in the Guide can be found on the AZAALAS website. Board members were encouraged to review this list and encourage any frequent vendors your facility uses to sign up.

Tech week was held 1/27/08-2/2/08. Central Regional Board Member Jaime White-James reported that ASU held a raffle with prizes for all technicians and a party with cake; certificates were distributed. Northern Regional Board Member Chrystal Redding indicated that NAU took their four members to breakfast one day, lunch another day, and gave out calculators, notepads and certificates. Grace summarized that UA had a party with cake and beverages; certificates, pins, and calendar strips were distributed. Grace requested that each area submit a summary of their events to her along with any pictures for inclusion in the next newsletter.

The Sally Ride Festival was held on 3/1/08 at ASU by Jamie and members Sandra Schenone and Lisa Campbell who covered the AALAS booth while Grace, President Elect Jane Criswell, & Southern Regional Board Member Paula Johnson covered the SwAEER booth. Newspapers advertised and anticipated 800-1000 students. Those who volunteered were kept busy at both booths the entire time. Bracelets and candy were given out at this year's event and will continue to be included in the fun.

Grace reported the MSMR SwAEER conference was held on February 14-15 at the Tempe Mission Palms Resort. There were 94 registered participants and 13 vendors. The event was such a success that plans have already been started for next year.

The District 8 (D8) Meeting will be held in Seattle, WA, April 23-24. Vendor Liaison Frank McFadden reported registration is available on the D8 website. Payments can be made by check or credit card. Due date for registration is April 18th. There will be no on-site registration.

The Spring Video Conference update was given by Jane. We are having a raptor wildlife rehabilitator, Betsy Lagos, on April 18 from 11:30-1:30 televised from the UA. The IT person at UA will coordinate the video conference to ASU and Gore.

Jaime updated plans for the Fun Event to be held in Phoenix this year. She indicated that tubing down the Salt River has had the most positive response so far. If anyone has any other ideas for this event feel free to contact her at jaime.white-james@asu.edu.

Technician Branch Representative Cindy Madura reported that Dr. Besselsen here at the UA would be willing to help coordinate a wet lab at University Animal Care during the next AALAS Symposium in the spring, 2009. Bethany Skovan and April Wagner are also willing to assist. Grace stated that hotels near UA are already being explored for costs and available dates. Once this information is complete, dates for the symposium will be set.

Frank indicated that there were no nominations for the District 8 TBR award sponsored by CTAD (Committee on Technician Awareness and Development) & Quip Laboratories. Nominees must be a TBR and CTAD member; we did not nominate anyone this year. Our branch did submit Grace Aranda for the new Ron Orta Humanitarian Award. Frank stated that there were 15 to 16 applicants for this award this year, and 3 additional ones that were disqualified for submission after the deadline.

Stephanie mentioned that the AALAS Foundation does funding for branches with outreach programs and suggested that this may be worth submitting to get more support for the SwAEER essay costs. It was also suggested that this could be

**FREE Web Conference:
Managing the Challenges of
Laboratory Allergens!**
September 12, 2008 - 1:00 p.m. ET
[Translate to your Time Zone](#)
Event Length: 60 minutes

Laboratory Animal Allergy (LAA) and the associated Occupational Asthma (OA) are the most common, serious, permanent diseases of laboratory workers exposed to laboratory animals. Reducing the incidence of new cases of LAA and managing existing cases involves a range of different approaches.

This webinar will review:

- Four essential components of an LAA management program
- Personal and task related risk assessment
- Role of engineering controls in the reducing allergen exposure
- Role of health surveillance

Speaker: Jim Wallace, Science Associates, London UK

Following tenure as Head of Biological Services for major UK research organizations, Jim Wallace founded Science Associates, London UK which provides training, management, and consulting to the global biomedical research community. Jim currently provides consulting and seminars on the management of laboratory animal allergy (LAA), with a special focus on engineering controls and developing LAA management programs. Jim is credited with over 20 publications in cancer research, laboratory animal science, and LAA.

For more information on this FREE Web Conference please go to: www.alnmag.com

Register now for a FREE Web Conference: Managing the Challenges of Laboratory Allergens!

Sponsored by [Tecniplast](#) and [ALN Magazine](#)

expanded to a higher age group so that more investigators are willing to have winning students work in their labs. It was indicated that previous submissions to AF did not generate any funding. No decision was made to pursue this further.

Grace announced 'congratulations' to James Badman at ASU for his "Bone Preservation" article on the front page of *Tech Talk* coming in April, 2008.

The meeting adjourned at 12:33 p.m.

Minutes of the 5-22-08 Board Meeting

The meeting was held at the University of Arizona and Arizona State University via conference call. President Jeff Williams called the meeting to order at 12:10pm.

Treasurer Grace Aranda distributed the financial report. There was a total of \$8,446.87 for all accounts. She added that there were a few items that have yet to be paid including the \$250 branch contribution to the 2009 District 8 meeting to be held in San Francisco. This is seed money for the meeting and is due in January each year. Other items still to be paid are AZ Corp Commission, Newsletter printing, Supplies/postage, Tech D8 reg/airfare reimbursement and Conference depot.

Secretary Wendy Keswater distributed the membership roster update. There are currently 120 branch members. This list was sent to National AALAS as our official roster though we have several other intending to send in their dues.

Grace gave a Buyer's Guide update. We have collected \$16,600 to date not including 3-4 vendors who have submitted this week. As usual the due date has been extended to June 15. The final should be at the printers by mid July.

President elect Jane Criswell reported that the Spring Video Conference went well. Everyone enjoyed the birds and talk. She proposed that we should make a donation to the rehabilitators as they used their own time for this.

The board agreed to donate \$30. Grace will see the donation is sent.

Vendor Liaison Frank McFadden reported that the best thing about the District 8 meeting was Grace winning the Ron Orta award over many other highly qualified nominees. The meeting was very successful, although there was a registration problem that caused one attendee to be removed from the meeting. Suggestion: make sure your registration is confirmed prior to the meeting. Presentations were great. There were good workshops. The meeting didn't lose money. There were 250 people in attendance. Next year the meeting will be in San Francisco, where attendance is expected to be 400+ due to high concentration of institutions in the area. If you can attend, please tell your supervisors early. The agenda for the meeting is expected to be out shortly. From a vendor standpoint, it's important to get people interested so that there is a lot of traffic. It is a nice venue with nice weather expected.

Central Board Representative Jamie White James stated that folks at ASU are working on the Summer Fun Event. One option is Salt River Tubing. There is a discount on the weekdays; it's \$10 for the bus and \$5 for the tube. For every 5 people there has to be one driver's license. There are no children fewer than 8 years' old and less than 4 feet tall. They only accept cash, and there are no reservations on the weekends. At 8:00am they guarantee there will be tubes, but on a Saturday by 9:00am they will likely be out. Another option is watching a D-backs baseball game. It's air conditioned, and there are 3 dates with half price making it \$7.50ea. There's bleacher seating for 8 on the 23rd. There's a discount for larger groups; it's \$5 off, making it \$15 and up. That would be about \$1 a seat, but we have to have a deposit and establish how many people there will be to make reservations. Parking is \$10-12 and a block away. There is also a light rail and some busses to take downtown and it's only a couple of blocks away. The season runs

through September. Jamie will get the schedule out. Everybody says that sounds fun, and it won't be difficult to manage. The committee is open to any more.

Jane discussed plans for the Fall Video conference. She said that the desert museum was interested in giving a talk. Southern Board Representative Paula Johnson said they have research projects at the museum. Jane will be in contact with the researchers and make plans if the board agrees. Board agreed this would be interesting so Jane will proceed with arrangements.

Jane gave an update on the 2009 Spring Symposium. She and Grace have visited a couple hotels and that there was one more to go. They are getting info on the costs but part of that will depend on the time of year for the meeting: high vs low season. Jeff said ASU doesn't care if it's in the spring or fall. Frank commented that spring was probably best for vendors as long as there aren't other branch meeting conflicts and suggests a Friday. The advantages of low season is better prices. Grace and Jane will review and report to the board.

Grace reported that we have been contacted to nominate someone for this years Leadership Academy at the National meeting in Indianapolis in November. She explained that each branch is to nominate one person and alternate. The academy is a 2 ½ days workshop prior to National AALAS meeting that teaches leadership skills. Jane attended in the past and enjoyed it. Attendees get to interact with various members of national leadership who motivate you to move up in National. People who are interested have to already be planning on going to the national meeting as the branch doesn't pay for members to attend. They need to be there ahead of the National meeting as it is held prior to the meeting itself. Grace emailed the listserv asking for members interested in attending and Gloria Aerni at ASU responded with two names: Barbara McNally and Lani Rathke. Jeff reports that Barbara already plans to attend and Lani

TBR Corner
By Cindy Madura

Arizona AALAS has made available extra study and practice materials for members to help them prepare for their AALAS Certification exams. The link to the materials may be found on the Certification page of the website. I have reviewed them and they are an excellent guide to supplement the handbooks from National AALAS. Remember, while these materials are good practice, they do not take the place of the handbooks.

AZAALAS is sponsoring a fall video conference about the research and conservation being done out at the Arizona Sonora Desert Museum. It is sure to be educational and interesting with Craig Ivangi, the Associate Executive Director of Living Collections and Exhibits. The conference will be on September 26th at 12:30-2pm. Make plans to attend at one of our regional sites at ASU, NAU and the UofA. See flier or website for more details.

There has been a change made to the Louise Brooks Memorial Raffle. The sponsored agency in the northern region is now the Pediatric Wing at Flagstaff Medical Center. More information on the raffle can be found at www.azaalas.org.

Please contact me if you need help with obtaining information on getting your certifications. Also, if you would like to share any comments or suggestions I can be reached at madurac@email.arizona.edu or 626-6270 or 626-6702.

likely will as well. Grace will submit the necessary form to national.

Jane asks we could change the July board meeting from the 17th to the 10th as she has a conflict. Jane will put this request out to the board listserv.

Grace reported that the AALAS foundation is looking for donated items from each branch for their silent auction at the national meeting. In the past we have donated an item less than \$100 and she suggest that we ask members Michael Rand and April Wagner to do this as usual. Board agreed to the purchase and Paula offers to assist as needed. Item needs to be sent by mid September.

The meeting adjourned at 12:35p.m.

Surefire Ways to Help Create a Positive Work Environment

Dawn Hull-Johns Hopkins School of Medicine, Baltimore, MD

I have spent many years trying to find ways to create a positive and better work environment. Most of the challenges addressed in those years involved the relationships between teammates. With some trials and errors, I hope to have found some key points, that when applied, will help any team achieve their goals together in a positive work environment.

Every interaction with team members is a coaching opportunity. An opportunity to create a positive environment by clarifying goals, prioritizing tasks, listening to each others ideas, conducting effective problem solving discussions and providing recognition.

We can shape the environment in which we can all be successful by starting with the following:

1. **Motivation** - Try to create a work place where people want to be motivated, therefore, they motivate themselves. Help shape an environment where individuals are energized to achieve. With few

exceptions, all people want to achieve, contribute and be part of something special.

2. **Keep your commitments** - If you say you are going to do something - whether it seems important or seemingly insignificant, remember to do it. People count on the fact that [others] can count on them. If you don't keep your commitments, you will lose the trust and confidence of your team.

3. **Recognition** -When we fail to give the recognition our co workers desire, we give them the feeling of being taken for granted. We need to understand that there are benefits to be gained by recognizing others - the positive attitude and behaviors that eventually make it easier for all of us.

4. **Leading by example** - We all have a strong influence on the thoughts and behaviors of the team members around you, regardless of what job description you or they have. It is critical that you set the proper example and desired atmosphere. Accept responsibility for being the very best at your job.

Hopefully, these helpful tips will help any institution shape a positive environment in which we can all be successful.

Making Teamwork Really Work for You - All of us [are] smarter than any [one] of us

By Martin Seidenfeld, Ph.D.

When you turn your department into a well functioning team, you fully utilize the talents, knowledge, and skills of all of your staff, thereby maximizing your group's potential.

Many of today's organizational tasks are just too complex for managers to totally control or implement by themselves. Recognizing this, if you are a wise manager, you will use all of your available resources to be successful — and your best resource for important information, creative solutions, and timely action is your employees.

Building a strong team isn't easy. But in the long run, the

benefits in terms of higher motivation and increased productivity will far outweigh the costs of developing such a team.

To develop a really effective team, there must be:

- A strong, capable, respected leader
- Mutual trust and respect among team members
- Shared goals, values, and practices

Here are some tips and suggestions to help managers improve their ability to develop and lead employee-empowered teams.

1. Always keep your commitments. Nothing will destroy your leadership or the team's willingness to go the extra mile, like failing to do what you said you would do. Don't over-promise and under-deliver. Do just the opposite; under-promise and over-deliver. Developing a reputation as a person who keeps commitments is like making deposits in what Steven Covey calls "the emotional bank account." It pays dividends all around.

2. Tackle conflict issues head-on. Openness and frank discussions are a must, even though they aren't easy. Keep people together and talking to each other until they feel comfortable, even if it takes what seems like an awfully long time. When people conflict and don't openly talk to each other, problems multiply, teams weaken, and morale suffers.

3. Know and understand individually each member of your team. Team leaders will fail or succeed most basically on this ability. Since you must accomplish your goals through other people, you must be sensitive to each employee's particular needs. That way you will be most successful in motivating each of them

4. Be a coach and mentor. When you coach others, your team becomes stronger, more resilient, and more adaptable to change. Well-functioning coaches tend to become magnets for talented people; others will want to work with you because

they know they will grow. Equally important, by coaching others, you build a network of support as your employees become your colleagues.

5. Communicate, communicate, communicate! Information is power—give it away and you win. Restricting employee access to information results in decreased involvement and participation. Providing open and plentiful communication is among the most important tools a team leader can use.

6. Listen — and make sure you're hearing. By actively listening to your employees, your colleagues, your customers, your suppliers, and your boss you will learn what's really important to each of them. And don't forget to listen to your own inner voice, in the wee hours of the night, and then act as you think you ought, to build the best team within your organization.

7. Set an organization-wide good example. As you build your team, your success will reflect into other parts of the organization. When other supervisors see the excellent results you are getting, they will want to copy what you are doing. Thus, you become a teacher/mentor to your colleagues and will impact your entire organization. It's a sure-fire way to help higher level managers recognize your value.

8. Empower your employees. By organizing your department as a team, your workers become empowered. But if you don't provide clear guidelines, you set them up for failure. Simply telling them "you are empowered" won't cut it. You must help employees feel strong, so that they will take responsibility for their own success and the success of the team.

9. Set and communicate goals. Regularly write down work goals for yourself and your team — weekly, monthly, quarterly, or whatever best fits your situation. Make sure goals are clear and challenging to the group. Show how accomplishing the goals is important. Once a goal is set, follow up with those responsible to make sure the deadline is achieved.

10. Give employees the big picture. Let them know how their work fits into the organization's goals. That means defining just what is necessary for the long-term success of your unit. Involve your team in discussions about its role in the larger organization.

11. Conduct regular "State of the Unit" meetings. This will keep team members aware of their progress and will provide you an opportunity to recognize extra effort and discuss ways in which the team can improve. (Inviting your boss and other, higher level managers, to occasionally join such a meeting will help your team members get a better understanding of the really big picture — and will help higher management see how effective your department is.)

Building and maintaining a really effective team takes time and persistence. It's not unusual for teams to go through a stage of conflict and sides-taking while the team is forming. But stick with it. In the long run, having your department function as a smoothly functioning team will bring payoffs that will make it all worthwhile.

Martin Seidenfeld, Ph.D., is President of Human Resources Corp. Besides his clinical work and university teaching, Dr. Seidenfeld provides consulting to organizations on management issues and on managing organizational stress. Human Resources Corp., 349 N. 30th Street, Suite 102, Boise, ID 83702; 208-338-6515; www.docmartyseminars.com.

(ALN Magazine, 7/30/08)

Thanks from the Dist 8 2008 Program Committee

On behalf of the District 8 AALAS Meeting 2008 Program Committee, I send sincere thanks to all the volunteers who helped us put on a successful meeting. Speakers took the time to prepare exciting presentations, and travel to share their information. Workshop instructors provided many hour's-worth of educational hands-on

interaction, plus they put in set-up and clean-up time. Animal care staff at Harborview and the UW Primate Center graciously put up with the hassle of lots of people coming thru their facilities.

Committee members really put in great effort, often traveling long distances to attend meetings and brainstorm cool ideas. They made calls and sent emails, persuaded others to participate, and then attended to the other myriad details involved in putting a meeting together.

I send special heartfelt thanks to the group with whom I worked most closely, the Program Committee. This group gets a gold star (and extra chocolate) for keeping a sense of humor, and making the whole process fun.

To the D8 '09 Program Committee and volunteers: It's a lot of work but a whole lot of fun. Advice: keep chocolate handy.

Thanks to all involved - Cindy Pekow, D8 '08 Program Committee Chair

Book Review by Bruce J. Cameron - *The Animal Research War* by P. Michael Conn and James V. Parker

In my Amazon review of *Sacred Cows and Golden Geese; The Human Cost of Experiments on Animals*, by C. Ray Greek, MD and Jean Swingle Greek, DVM, I commented that "I will leave the scientific exposure of their statements and conclusions to those qualified in these fields. It is my understanding that just such a scholarly rebuttal is currently in the works."

The Animal Research War by P. Michael Conn and James V. Parker is that rebuttal. Hard charging and relentless, the authors tear apart every misquote, every false statement and provide the references to back them up. And, it is considerably more than just a rebuttal of the Greek's diatribe as it provides the history of the animal rights movement and details the excesses and violence of those who buy into the claims of those who say

that animal researchers are "vivisectionists" who enjoy torturing and killing animals in the name of science and that no good has ever come from animal research.

One of the major claims by the Greeks and others was that animal research played no part in the development of insulin. Conn and Parker destroy this claim with direct quotes from historian Michael Bliss, author of *The Discovery of Insulin*, responding to Brandon Reines who wrote a pamphlet for the American Anti-Vivisection Society wherein he cited Bliss's 1982 book as the source for his position. Bliss's reply "Reines' interpretation of my work is thoroughly distorted, wrong-headed and silly The discovery of insulin in the early 1920s stands as one of the outstanding examples in medical history of the successful use of animal experimentation to improve the human condition".

Additional examples regarding major discoveries include penicillin and polio vaccine, the thalidomide issues, and the potentials of animal research in the development of AIDS treatments.

The book starts out with a *Preface and Guide to Words* which is important to enlighten those who are used to the emotion laden terms used by the animal rights movement. Appendix A is a list of twenty of the most common questions regarding animal use in research and for those who have trouble finding time to sit down and read the entire book it will be a quick and easy summation of the major issues and their answers. Appendix B is a list of Internet links to both those in favor and those against ethical animal research.

This is an important book on a very important topic that will impact the future of health care for both humans and non-humans. And, it is essentially the only one that deals with the issues in a straightforward and honest manner. Bottom line, we cannot let the animal rights terrorists get away with misstatements, outright lies and acts of violence. The way to win is to through rational argument, real facts and the exercise of critical thinking skills. This book provides the intellectual ammunition

to counter the irrational assertions of terrorists.

To those who wrote gushing praise in their reviews of the Greek's book, *Sacred Cows and Golden Geese; The Human Cost of Experiments on Animals*, I issue the challenge to read *The Animal Research War* and then write your own review. Demonstrate to the world the extent of your intellectual honesty.

Changes Coming to the Louise Brooks Memorial Raffle

We have been in discussion for some time on how to improve interaction with the raffle. It was suggested that if we were to change the sponsored agency in Flagstaff we might get more activity. We have therefore changed the charity for the northern region to **the Pediatric Wing at Flagstaff Medical Center.**

Pediatric Wing of Flagstaff Medical Center is geared specifically toward children. Fun decor, a hippopotamus examining table, stickers and treats as rewards, story & craft times and a dog therapy program are examples of the little things included to make patients' stay a pleasant experience. A playroom is available for patients, outfitted with child furniture and plush bean bag chairs with a nutrition center where families of patients can help themselves to beverages and snacks. They want families to feel as comfortable as possible while their child is in the hospital and has comfortable and quiet spaces for families to rest, read and relax.

The Raffle pages on the website have been updated and we will be sending out your tickets and information soon.

Hazel Rose Redding
died June 3, 2008

She was born Feb. 1, 2007, at the Flagstaff Medical Center. She was a healthy, happy baby who brought joy to those around her. She won the battle with a life-threatening

illness in October 2007. She was courageous and strong, living each day to its fullest. With her courage, she led us to believe that each day is a blessing and an opportunity to create lasting memories. She could spend hours practicing to get in and out of the Barbie Jeep. She loved playing and climbing on her big sister, Leah, and dogs Chelly and Cammy. She recently learned to walk and was exhilarated by walking between mom and dad. With her passing, we remind others that her life is one to be celebrated. She will forever remain in our hearts.

She is survived by parents Larry and Chrystal; sister Leah; grandparents Sandra Redding, Stormi and Barry Stuler, and Edward Price; and great-grandparents James Bechtel Sr. and Virginia Stuler. She also leaves behind five aunts, three uncles and more than 25 cousins.

She was preceded in death by her paternal grandfather, David Redding.

In lieu of flowers, donations may be made to the Pediatric Wing at Flagstaff Medical Center, 1200 N. Beaver St., Flagstaff, AZ 86001, or Phoenix Children's Hospital Foundation, 2929 E. Camelback Road, Suite 122, Phoenix, AZ 85016.

Services will be at Thursday at 3 p.m. at St. Pius X Catholic Church in Flagstaff. Interment will follow at Citizens Cemetery.

Condolences can be sent to www.norvelowensmortuary.com.

Norvel Owens Mortuary is handling arrangements.

Upcoming AZAALAS Spring Symposium

Our 2009 Spring Symposium will be Friday, April 10 at the Sheraton Tucson in Tucson. This is your chance to get involved! If you would like to present a poster or paper before a friendly receptive audience, the abstract form is available at www.azaalas.org. We

are also looking for volunteers for the following committees:

Speakers Committee - Responsible for getting speakers for meetings. They make sure that call for abstracts for papers and posters are sent to members of the branch and the district for the meeting. Works closely with the Program Committee.

Program Committee - Responsible for getting together the printed program for the meeting. Works closely with the Registration, Speakers, Sponsors and Vendors Committee.

Audiovisuals Committee - Responsible for obtaining the necessary audiovisual equipment. Operate the equipment and make sure it is in proper working order prior to the meeting. Contact the speakers to verify and coordinate their specific needs. Works closely with the Speakers and Program Committees.

Sponsor Committee - Responsible for contacting vendors and obtaining sponsorship of breaks and prizes for exhibitors raffle for the meeting. Works closely with the Vendor, Raffle and Program Committees. Ensure sponsors receive recognition in the program, newsletter, and website for their sponsorship.

Vendor Committee - Responsible for contacting vendors to check for attendance and space needs for product displays. Works closely with the Sponsor and Raffle Committees.

Raffle Committee - Responsible for contacting businesses and vendors to obtain items to be raffled. Moneys from the raffle go into the general account. Works closely with the Vendor and Sponsors Committees. Ensure sponsors receive recognition in the program and the newsletter for their sponsorship. Ensure sponsors receive recognition in the program, newsletter, and website for their sponsorship.

Registration Committee - Responsible for getting the

registration information out to the members of the branch and the district. Works closely with the Program Committee. Insures the registration materials including the finished program are ready for the meeting and that the registration table is properly manned.

Security Committee - Responsible for obtaining persons to insure the maintenance of security for the meeting. Stand outside of meeting rooms checking authorization. Works closely with the Registration Committee.

Poster Awards Committee - Made up of the treasurer and persons who are involved in poster judging. Posters are judged on presentation, focus, clarity and interest. Awards are presented at the designated forum: luncheon, dinner or cocktail social. Awards are made in cash or check.

We are looking for vendor sponsors for our symposium breaks, poster contest and exhibitor raffle

All breaks will be held in the exhibitor room to encourage attendance.

Vendor sponsors will be acknowledged in the printed program, with a sign at the food table, and on our website.

Your generosity is greatly appreciated!

If you would like to volunteer or want more info, contact azaalas@ahsc.arizona.edu or call 520-621-3931

Sponsors Page

Your handy reference page to all our supporting vendors

AZAALAS would like to thank our vendors who have sponsored our Buyer's Guide. We ask that members patronize their business and show them our support too!

Allentown Inc

Matt Mascari
Mmascari@allentowninc.com
www.allentowninc.com
(800)762-2243

ALN Magazine

pgrogis@viconpublishing.com
www.alnmag.com
(603)672-9997

Ancare Corp

Ben Roseberry
ben@ancare.com
www.ancare.com
(800)645-6379

Andersons Bed O' Cobs

Jerry Reynolds
dr_cobs@andersonsinc.com
www.bedocobs.com
(908)304-0360

BioServ

Karena Thek
kthek@bio-serv.com
www.bio-serv.com
(800)996-9908

Braintree Scientific

Ruth Benvie
rbenvie@braintreesci.com
www.braintreesci.com
(781)348-0768

Charles River Labs

Anna Herrera
mary.peters@crl.com
www.criver.com
(978)658-6000

Colonial Medical Supply

Ken MacLeod
cms@colmedsupply.com
www.colmedsupply.com
(888)446-8427

Edstrom Industries

Mark Ford
mark.ford@edstrom.com
www.edstrom.com
(310)379-9300

Getinge

Frank McFadden
frank.mcfadden@getingeusa.com
www.getingeusa.com
(760)518-9198

Harlan

Kip Howell
harlan@harlan.com
www.harlan.com
(317)806-6080

Innovive

Bo Smith
bo@disposablecages.com
www.disposablecages.com
(619)778-2808

Lab Products

Jeff McGlothlin
jeffmcglothlin@earthlink.net
www.labproductsinc.com
(760)752-1494

Lithgow Lab Service

Robert Drye
dee@lithgowservices.com
www.lithgowservices.com
(702)413-0832

Lomir Inc

Teresa Woodger-Price
teresa@lomir.com
www.lomir.com
(877)425-3604

Marshall BioResources

Andy Smith
asmith@marshallbio.com
www.marshallbioresources.com
(315)587-2295

Nuaire, Inc

Scott Christensen
scottc@nuaire.com
www.nuaire.com
(763)553-1270

Pharmal Research Labs

Paul Chavez
moreinfo@pharmal.com
www.pharmal.com
(800)243-5350

Purina Mills-Lab Diet

Lynn Freese
labdiet@purinamills.com
www.labdiet.com
(919)598-9998

Shepherd Specialty Papers

David Kelly
dkelly@ssponline.com
www.ssponline.com
(800)253-3286

Steris Corporation

Stacey Betts
stacey_betts@steris.com
www.steris.com
(800)989-7575x23218

Tecniplast USA

Ardis Roseberry
aroseberry@tecniplastusa.com
www.tecniplastusa.com
(408)230-5510

Thoren Caging Systems

Sally Thomas
sathomas@thoren.com
www.thoren.com
(570)455-5041x202

Topaz Technologies Inc

Michael Guider
mtucker@topazti.com
www.topazti.com
(512)249-8080

Tuttnauer USA

Bill Soest
(707)249-2018
bschupbach@topazti.com
www.tuttmaierUSA.com

VWR International

Mike Dvorak
michael_dvorak@vwr.com
www.vwr.com
(928)814-5003

Are you a vendor not listed here? You must have missed the due date, email azaalas@ahsc.arizona.edu

ARIZONA BRANCH AALAS MEMBERSHIP APPLICATION

I hereby apply for membership in the Arizona Branch of the American Association for Laboratory Animal Science.
DUES (\$10.00) _____ Arizona Branch Newsletter subscription is included ___ Renewal? ___ Nat'l Member?

Name _____

Affiliation _____

Address _____

City _____ State _____ Zip _____

Phone _____ Fax _____

Email: _____

Send me a receipt for my records No ___ Yes ___ Mail me a paper copy of newsletter No ___ Yes ___

Add me to the AZAALAS Listserv Yes ___ ; and/or Add me to the AZAALAS Jobs list Yes ___

Add me to the District 8 Listserv for District Updates Yes ___

Please make check payable to Arizona AALAS and send to: AALAS, Univ of AZ, POB 210101, Tucson, AZ 85721

**Arizona Branch AALAS
University of Arizona
P.O. Box 210101
Tucson, AZ 85721-0101**

Address Service Requested

181040
