



Arizona Branch AALAS Newsletter

Vol. 23 No. 2
August 2010

Arizona Branch of the American Association for Laboratory Animal Science

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

Join Us August 26 for Rodent Enrichment: Ways to keep your research animals happy & healthy

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President's Message

It is my pleasure to report on the many great things which have already occurred this year and those which we are working hard on. During the past few months we have been able to increase our branch membership by a substantial number. We welcome all of those who have joined AZAALAS this year and hope that you will take the time to get to know more of us and encourage others to join as well. This is your Branch and the more active members we have the more input and ideas there are to consider for future activities, teaching opportunities, service, leadership and participation.

We had the privilege of hosting this years District 8 meeting in Tempe. Tim Martin and countless others put forth tremendous amounts of time and effort and it was a great success. Those of you who attended and provided assistance are to be thanked, commended and congratulated. Several facilities had the opportunity of hosting hands-on workshops at our facilities. We not only enjoyed meeting those who participated, but became aware of some of the issues which technicians and investigators might encounter working with these animals. It was a great opportunity to lend our expertise and provide our insights.

In August we will be conducting our next video conference, along with our General Meeting. It will be held on August 26th from 11 am to 12:30 pm. Refreshments will be available at our regional host sites. Karena Thek,

Important Dates

August 26: General Meeting Video Conference with Karena Thek speaking on Rodent Enrichment: Keeping your Research Animals Happy & Healthy - see website for regional sites.

September 1st: Louise Brooks Memorial Raffle sale begin. Winners drawn at the Holiday Installation Event Dec 4th

September 15: Officer Nominations Due

September 30: Member & Technician of the Year forms Due

October 10-14: National AALAS meeting in Atlanta, GA

October TBA: Fall Fun Event

November 15: Officer Ballots are due

December 4: Holiday Installation Event in Mesa

National Sales Manager at Bio-Serv will discuss lab animal enrichment and will focus on ways to keep them happy and healthy. Please check the website for further details.

As we strive to make our Branch better, it is the responsibility of each one of us to recognize those whom we work with for their continued dedicated service. What better way to do so than to nominate one or more individuals from your

facility for the Member and Technician of the Year awards. Nominations are due by September 30. Don't forget that we also have a National Membership Scholarship Program open to all branch members. These programs and benefits have been put in place for your benefit, so please take advantage of them. The awards will be announced at the Installation Event on December 4th.

Speaking of Installation Event, we will be invading President Elect Tim Martin's house this year as he will be hosting. As in years past, the branch will provide a main dish and sodas and you will have the chance to potluck that special dish or dessert for all to enjoy. One of the highlights of this event is the annual Louise Brooks Memorial Raffle. Tickets should be mailed out soon, so take the time to support this great cause and sell/purchase your tickets. I am told that we have already received some great donations for this year. Check the website for more information.

We will also be looking for nominations for new officers very soon. Although our roster continues to grow, folks seem timid to serve in these positions. Unless members are willing to participate, we cannot grow to reach our full potential. We need your help, your input and your ideas so we can better serve the members of our branch. I encourage any and all to submit your names, or those you know, for branch leadership positions.

Finally, Past President Jane Criswell has been work hard to put together ideas for our annual Fall Fun Event. Our choices are one of two Arizona Diamondback baseball games in September, or one either October 16 or 23rd: Arizona Sonoran Desert Museum, International Wildlife Museum, Reid Park Zoo and picnic in Tucson or the World Wildlife Zoo & Aquarium and picnic in Litchfield Park. Of course we need the heat to cooperate too. A vote will go out to the branch to maximize attendance and whatever event is chosen should be fun and exciting for members and their families.

May we continue to have a great year, but remember this Branch is your Branch, its officers are elected

Why Should I Sell Raffle Tickets?

Each year the AZAALAS Louise Brooks Memorial Raffle raises money for Tucson's Steele Children's Research Center's Child Life Activity Center, Phoenix's Special Olympics Arizona and Flagstaff Medical Center.

In Flagstaff, all the money raised goes to support the Flagstaff Medical Center's Pediatric Intensive Care Unit (PICU) in memory of my daughter Hazel. Hazel passed away in June of 2008 and the PICU team of doctors and nurses worked tirelessly to save her.

The PICU is the only PICU in all of Northern Arizona and provides care for critically ill and injured children throughout a 500 square mile area. While the PICU is committed to providing cutting edge, family centered care it is often a struggle due to a lack of support.

National programs, like the Children's Miracle Network do not provide funding to the Flagstaff PICU, making local fund-raising events like the AZAALAS raffle and "Keeping Kids Afloat" campaign even more important.

So please do your part and make a concerted effort to sell those tickets when you get them. Thanks and I look forward to meeting you all at the Installation Event in December when the winners are drawn! - *Chrystal Redding, MS, RLATG, Director of Regulatory Compliance, SenesTech, Inc.*

by you, and if we all continue to put forth the support and effort we can only get better. Don't be afraid to make suggestions for improvement. Your suggestions have already enabled us to put forth programs that benefit us all.

If you have any comments or suggestions, I would love to hear from you. - Tedd Brandon, (480) 216-8333 or tbrandon@azheart.com

Past Meeting Minutes

Minutes of the 01/21/10 Board Meeting

The meeting was held via conference call. President Tedd Brandon welcomed and thanked the board members for attending. He called the meeting to order at 12:02pm.

The minutes of the board meeting on 11/19/09 were distributed and reviewed. Tedd asked for corrections or changes to the minutes. The minutes were accepted as written.

Secretary Tom Greene reported that there were 24 members on the 2010 membership roster. Tim Martin then noted that 9 more members from St. Joseph's will be joining. There will also be 31 people from ASU, 18 from W.L. Gore and associates as well as some new members coming on from Senestech. Treasurer Grace Aranda mentioned that she has made contact at Covance and is hoping they will have some new members soon.

Grace distributed the financial report. A raffle summary is not yet available as some checks have yet to clear. To date savings has \$873.15, checking has 3,986.19 and money market has 4,053.34. There are no outstanding balances. SwAEBR Representative Tim Martin has a credit of \$287 for the purchase of branch tech week items and would like to use it to pay for 15 memberships and donate the remaining \$137 to the branch.

Grace announced the Buyers Guide due date is May 1st. So far \$490 has been received from 6 companies. There is anywhere from 16 to 25 companies included each year. Board members are encouraged to check the list and if

Member Profiles - Meet some of our new members from Covance

Wendy Sparkman, Manager, Animal Operation

Wendy was born in Cadillac Michigan and moved to Arizona in January 2008. While growing up Wendy was interested in veterinary medicine. She started working part-time in the laboratory animal field while she was pursuing her B.S. in Psychology.

She has worked for Covance Laboratories for 10 years and is currently the Manager in their Animal Operations at their facility in Chandler. She has previously been an Animal Technician, Study Technician, and Study Supervisor. She has worked with small and large animals in conventional and group housed pens.

Wendy is an AALAS certified Laboratory Animal Technologist and has been a national member for 8 years. She has been most influenced by issues of Animal Welfare and ensuring the proper treatment of all animals.

Wendy is married and has 2 dogs and 2 cats. She has a passion about respecting the animals we care for while advancing medicine.

Kristi Cork, Supervisor

Kristi was born in Madison, Wisconsin and moved to Arizona in January, 2009. She accepted an entry level position with Covance Laboratories just out of high school and began her 11 year laboratory animal career. She has been an Animal Technician, Study Technician, Research Technician and a Sample Collection Technician.

She is an AALAS certified Assistant Animal Technician and has had experience with rodents, primates, swine and canine and has worked with conventional caging, run and group housing. Kristi is a national AALAS member .

Her mentor, Donna Sawyer, taught her about working with others and how to be a strong leader. Kristi says, "work hard and keep your head in the game." To her, animal housing/enrichment and helping people succeed are the two most important areas of animal science.

Christopher Fix, Supervisor, Animal Operations

Chris received his Bachelor of Science in Zoology from the University of Wisconsin in Madison. He started with Covance right out of college in 2006 and has gained experience with rodents and large animals in conventional caging. He moved to Arizona in March 2009.

Chris is an AALAS certified Laboratory Animal Technician and is currently studying for the Technologist exam. He has been a national AALAS member for 4 years.

While growing up he thought he wanted to be a lawyer, but his family always had pets and this developed his interest in working with animals. That love for animals continues today with his pets: a cat and dog.

The areas of animal science most important to him are animal behavior, care and research. He says to influence others "you must lead by example and show excitement for your job." Some of Chris's hobbies include; mountain biking, swimming, video games, and movies.

companies you deal with are not already included, please encourage them to do so. All forms are up on the website. Grace announced a calendar update is coming soon and a reminder will go out to our list of vendors.

Tedd announced that he is working on his Presidents' Hello for the next newsletter and reminded everyone to get all information (profiles etc.) to Grace as soon as possible. Technician Branch Representative Cindy Madura has submitted her TBR award letter and will be submitting her review of the national meeting next week.

Tim gave a report on the upcoming 2010 District 8

Meeting. The meeting has been set for May 2010 in Tempe to coincide with the MSMR SwAEBR CBRA Three I's Conference May 3-4. Charles River has agreed to hold a Course on Rodent Genetics on May 5th. The District 8 meeting will begin with a reception on the evening of the 5th with our Keynote Speaker and continuing through the 7th. There are 5 workshops in the works. Registration should be up and running by the end of the month. As of now costs are estimated at around \$160 registration for the whole meeting and around \$95 for one day. Volunteers will definitely be needed so be sure to sign up. E-mail Tim or Grace if you would like to volunteer.

Past President Jane Criswell discussed 2010 video conference ideas and suggested we put off the spring video conference due to the District 8 meeting. Tim seconds the idea as branch members will be involved in the D8 planning. Jane will work on getting a speaker for the summer. As for the fall fun event, there are no price breaks available for the Wildlife Zoo in Glendale so Southern Board Member Paula Johnson suggested we look at the Sonora Desert Museum as a possibility and check into any pricing breaks.

No new items from the floor. Tedd did suggest we rally and get the membership numbers up and

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push for people to get involved and hold offices.

The meeting adjourned at 12:21 pm.

Minutes of the 03/25/10 Board Meeting

The meeting was held via conference call. President Tedd Brandon welcomed and thanked the board members for attending. He called the meeting to order at 12:18pm.

The minutes of the board meeting on 1/21/10 were distributed and reviewed. Tedd asked for corrections or changes to the minutes. There were no corrections or changes and the minutes were approved.

Secretary Tom Greene reported that there were 119 members on the 2010 membership roster. Grace noted that we can expect a few more memberships this year. Tedd was concerned that Covance wasn't very well represented, with only two members so far. It was also noted that W.L. Gore and Associates has several active members again.

Treasurer Grace Aranda distributed the financial report. To date our savings account has \$873.43, checking has \$4,248.52 and money market has \$4,054.98. There are roughly \$1000 of outstanding balances including checks for District 8 registration for 2009 award winners Tom Greene and Chrystal Redding, and 2008 winner Cindy Madura; as well as conference call fees, tech week reimbursement and SwAEBR membership fees.

Grace gave an update on the 2009 Raffle Summary. She stated the summary needs a little more work, but expect the final summary update soon. Tedd stated his raffle check hasn't cleared and asked if the status of the check could be determined. Grace will check on it.

Grace announced the Buyers Guide due date is May 1st. So far \$1160 has been received from 15 companies. There is anywhere from 16 to 25 companies included

each year. Board members are encouraged to check the list and if companies you deal with are not already included, please encourage them to do so. All forms are up on the website.

Grace asked NAU and St. Joe's for information regarding Tech Week events for submission to the newsletter. Tedd asked for a steady stream of reminders and he will finish his Presidents hello by Wednesday. Grace asked that all of this be given to her in time to get the newsletter out as close to the end of the month as possible.

Grace gave a report from Tim's notes on the upcoming 2010 District 8 Meeting. Volunteers will definitely be needed for rodent handling labs, poster judges, registration tables and lab transport coordinators. Anyone who can help is asked to volunteer, so be sure to sign up. E-mail Tim or Grace if you would like to volunteer. TBR Cindy Madura is already assisting with the rodent handling lab and Jane said she would be available as well. Chrystal and Tom volunteered for any duties where they might be needed most.

Jane discussed the mid July summer video conference ideas and requested that anyone with ideas or particular interests contact her. Tedd suggested the idea of someone from the new aquarium in Glendale be a speaker.

Jane gave an update on the fall fun event and stated she is waiting on replies from the Arizona Sonora Desert Museum and some other potential locations.

New items from the floor: Cindy Madura suggested the branch might provide scholarships for national AALAS membership for individuals who need financial assistance. To be considered a letter would be written to the board by the individual requesting the scholarship and stating their position, interests and reasons for applying. Applicants must be AZAALAS members to be eligible. Tedd suggested we could afford to give scholarships for 2 people from each region for a bronze (\$35)

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membership. The board agreed that our financials should allow for it.

The meeting adjourned at 12:42 pm.

Using Positive Reinforcement in Employee Reinforcement

Positive reinforcement is the practice of rewarding desirable employee behavior in order to strengthen that behavior. For example, when you praise an employee for doing a good job, you increase the likelihood of him/her doing that job very well again. Positive reinforcement both shapes behavior and enhances an employee's self-image.

Recognizing and rewarding desirable employee behavior is the essential key to motivating employees to work more productively. This method will reap many benefits:

1. It clearly defines and communicates expected behaviors and strengthens the connection between high performance and rewards.

2. It reinforces an employee's behavior immediately after learning a new technique and promotes quick, thorough learning.

3. It motivates effective workers to continue to do good work. Lack of reinforcement leads to job dissatisfaction.

4. It increases productivity by rewarding workers who conserve time and materials.

5. Employees who are rewarded after they successfully perform feel self-confident and become eager to learn new techniques, take advanced training, and accept more responsibility.

6. Rewarding employees who suggest improved work procedures will produce more innovation – if you create a relaxed work environment, reward new ideas and tolerate innovative failures.

7. Employees who receive recognition for their achievements are more enthusiastic about their work, more cooperative, and more open to change.

TBR Corner
by Cindy Madura

AZAALAS is awarding bronze National AALAS memberships to technicians who are financially unable to pay for membership themselves and interested in becoming AALAS certified. Two scholarships per region will be awarded.

To apply, you must be an Arizona branch member and preparing to take your AALAS certification exam. Interested applicants should email the scholarship committee at: azaalas@ahsc.arizona.edu stating why they wish to be granted the award.

Not sure what to write? A few things you can include in your letter are: when you plan to take the exam, why you would like the scholarship and your future goals.

If you are planning on taking the exam this year it would be best to get your letter in as soon as possible. The membership expires at the end of the year.

If you are taking it next year you should get your letter in by the first week of December so that you have the benefit of a full years membership.

As always, any comments, questions contact me at 520-626-6702 or email madurac@u.arizona.edu.

8. When you show appreciation and reward employees for good work, you increase their job commitment and organizational loyalty.

To reinforce successfully, you need to define exactly what it is that constitutes desirable behavior. You should then set specific, measurable work goals with each employee or with the entire team, and then decide together, which behaviors are most important for achieving the results.

These guidelines will help make your reinforcements most effective:

- * Be specific.
- * Give the employee concrete, specific information about what he/she did right.
- * Reinforce immediately.
- * Reward the employee as soon as possible after his/her good behavior.
- * Be sincere.
- * Show genuine appreciation for the employee's achievement.
- * Reinforce often but unpredictably.
- * Regular reinforcement comes to be expected and fails to motivate. Frequent, but random, reinforcement is more effective.
- * Reward small increments of improvement.
- * Most performance improvement is gradual. Rewarding good effort and small improvements will lead to bigger improvements.
- * Give realistic reinforcement.
- * Rewards should be proportionate to the importance of the behavior.
- * Personalize the reinforcement.

Through skillful use of positive reinforcement, you will increase your employees' self-esteem and call forth from them greater contributions and increased dedication to the job.

Besides his clinical work and university teaching, Dr. Seidenfeld provides consulting to organizations on management issues and on managing organizational stress. www.docmartyseminars.com.

(ALN Magazine, 4/14/10)

Updated Guide Released

On June 2, 2010, the Institute for Laboratory Animal Research released the 8th edition of the *Guide for the Care and Use of Laboratory Animals* (the *Guide*), which is widely used by the majority of animal care and use programs in the U.S. and by many overseas. AALAS was one of the many sponsors of the new edition. On June 8, there was a public hearing in Washington D.C., where members of the laboratory animal science

community had a chance to ask questions of the committee that produced this new edition of the *Guide*. Currently, the new edition is available as a PDF on the National Academies Press website, and the printed book will be available in August.

The new *Guide* is a substantial update. The Committee for the Update of the *Guide* has taken great strides to include new information and scientific data into its recommendations and guidelines, and to include guidance on how to achieve outcomes desired for performance standards. The new *Guide* has several new sections and expanded discussions on ethics, the role of the attending veterinarian, institutional collaborations, animal enrichment, special considerations for IACUC review, medical management, and more. Because of the scope of the changes, AALAS will be incorporating the new information into technician training manuals, AALAS Learning Library courses, and other educational materials over the next year.

Progress of the update of AALAS materials will be posted on the AALAS website. In the meantime, all certification exams will contain questions referenced to the 1996 edition of the *Guide* until further notice.

(AALAS in Action, June 2010)

AALAS has created a free comparison table for the 1996 vs. 2010 Guide for the Care and Use of Laboratory Animals. Go to the "Free Downloads" section (<http://www.aalas.org/bookstore/downloads.aspx>) of the AALAS website where you can download the document from under the "Other Downloads" section.

Mouse Ear Tattoo: A Quick and Easy Alternative to Ear Punches and Tags

By Brian H Hess, Abbott Diagnostics

The various methods of mouse identification have advantages and disadvantages.

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Remote frequency identification (RFID) implants are reliable, but may be cost prohibitive for large groups of animals. Ear tags are cost effective and easy to apply, but may be pulled out or lost. Tail tattooing can be time consuming and requires the technician to have adequate skill to apply the tattoo for long-term readability. None of these methods allow for animal identification through in-cage observation.

To address these concerns, we developed a quick and easy method to identify mice using a common micro tattoo system. The Aramis Micro Tattoo system (Braintree Scientific Inc., Braintree, MA), designed for tattooing the toes of mice, consists of a forceps-like device with a 25-g hypodermic needle on one side; the needle passes through a hole on the opposing side into an ink well containing a nontoxic paste. With this device, we apply ear tattoos using a simple dot pattern for identification of individual animals.

We usually tattoo the mice following pre-blood sampling during which the animals are anesthetized; the anesthesia is helpful during the tattooing, but is not a requirement. The animals are gently restrained by scruffing the back of the neck for tattoo application. The needle is passed through the ear the required number of times, and is re-inked after passing into the ink well on the opposing side. To aid cleanup, we use a pipette tip that has been cut down as the ink well. Any excess ink is gently wiped off using a damp gauze pad.

Multiple cages of mice can be tattooed with a repeating numbering system; cage cards can be labeled to identify specific groups. The numbering system could also be modified to include a larger variety of numbers or to suit individual preferences. We have expanded the technique to include all of our rat studies; it could also be used for other species, such as guinea pigs or hamsters.

We have applied ear tattoos to hundreds of animals, and it has proven to be an easy and inexpensive way to identify individual

animals. Unlike the identification methods mentioned above, this system of identification allows in-cage animal identification, and the tattoos remain easily readable for extended periods of time. The animals showed very little discomfort during tattoo application, and displayed no adverse effects after receiving the tattoos; the sterile, disposable needle provides extra protection against secondary infections.

(Tech Talk, June 2010)

AALAS National Election Results

Please congratulate the newly elected Vice-President Elect, Trustees, and Alternate Trustees. Terms begin at the close of the 2010 AALAS National Meeting.

Vice President-Elect: Kim E. Saunders, DVM, DACLAM

District 8 Trustee: Gene M. Rukavina, AAS, RVT, RLATG

District 8 Alternate Trustee: Vickie R. Riojas, RLATG

Vote Today: Fall Fun Event

Each year AZAALAS members from all over the state get together for a networking and fun event. This year the board has decided to put it to the membership what they would like to do this year.

- Diamondbacks Game - 9/4/10
- Diamondbacks Game - 9/25/10
- AZ Sonora Desert Museum - 10/16/10
- Arizona Sonora Desert Museum - 10/23/10
- International Wildlife Museum - 10/16/10
- International Wildlife Museum - 10/23/10
- Reid Park Zoo & picnic - 10/16/10
- Reid Park Zoo & picnic - 10/23/10
- World Wildlife Zoo & Aquarium & picnic - 10/16/10

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- World Wildlife Zoo & Aquarium & picnic - 10/23/10

Here are the events and prices:

Arizona Diamondbacks baseball game - Phoenix

Saturday, Sept 4 (Astros), or Saturday, Sept 25 (Dodgers)

Admission: \$8.00 and up depending on seating and group rate in ballpark

These following events would be for then end of October to allow for cooler weather

Arizona Sonora Desert Museum - Tucson - Hours 8:30-5

<http://www.desertmuseum.org/>
Reduced admission: \$9.00 adults, \$4.00 children (3-12yrs)

International Wildlife Museum - Tucson - Hours 9-6

<http://www.thewildlifemuseum.org/>
Cost: \$7.00 adults, \$2.50 children (4-12yrs)

We would also plan a picnic either before or after at the park with hamburgers/hot dogs/sodas provided (potluck salads and desserts) for the two zoo events

Reid Park Zoo - Tucson - Hours 9-4

<http://www.tucsonzoo.org/>
Behind-scenes-tour \$10.00 ages 5 and up only; or regular admission \$7.00 adults, \$3.00 children (2-5yrs)

World Wildlife Zoo and Aquarium - Litchfield Park - Hours: zoo 9-5, aquarium 9-9

<http://www.wildlifeworld.com/>
Admission for groups: \$20.00 adults, 10.00 children (3-12yrs)

Rate your 1st-2nd-3rd choices to azaalas@ahsc.arizona.edu by August 15th so that we can discover what most members would be willing to attend.

Sponsor's Page

Your handy reference page to all our supporting vendors. We ask that members patronize their business and show them our support too!

*Don't find your company listed here? You must have missed our due date.
Check out the forms page on our website (www.azaalas.org) to be ready for next year.*

Allentown Inc

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Andersons Bed O'Cobs

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Thoren Caging Systems

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Vet Anesthesia Systems

William Quist, Jr
vetgas@yahoo.com
www.vasinc.net
(800)498-5575

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

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P.O. Box 210101
Tucson, AZ 85721-0101

Address Service Requested

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