

Arizona Branch AALAS Newsletter

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Arizona Branch of the American Association for Laboratory Animal Science

The Arizona Branch is Planning the 1998 Fall Symposium - Volunteers Needed

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A Word from Our New President

Greetings and best wishes to each of you for an enjoyable, successful and Happy New Year. Hopefully, you have not broken your resolutions already. I feel honored and privileged to have the opportunity to serve as your president for the next year; and, I am looking forward to a challenging and exciting year with the assistance of an extraordinary group of fellow board members. I want to convey credit and kudos to Dr Tim Martin, our past president and the departing board members, Jane Criswell and Dennis Dreher for their years of service to the Arizona Branch and for their efforts to enhance the quality of our organization. I also want to welcome our new members, April Kern, secretary-treasurer and Ashley Walton, Northern representative. I know that these individuals are enthusiastic and gratified about their opportunity to serve.

We are already planning our coming year's activities (please read the enclosed meeting minutes from our first board meeting). I would like to take this opportunity to encourage your involvement and attendance at these events. Planning will begin in the near

future for the fall symposium. Committee members will be needed in a wide variety of areas. The board of directors should hear your ideas early and often to help keep our organization moving in the right direction and to serve you effectively. - Dr. Michael S. Rand, DVM - President, AZ AALAS

Minutes of the Past Board Meetings

Minutes from the 11/7/97 board meeting - The meeting was held in the conference room of University of Arizona Animal Care in Tucson. President Tim Martin asked for an update on the awards banquet from Technician Branch Representative Leigh Kleinert. Leigh told the board that the meeting room for the dinner has been moved to Town Hall as it was felt that the High Chaparral set might be too removed and possibly too cold on the night of the event. The group which toured the facility agreed that the Town Hall was a good choice. We will need to give Old Tucson a final number for those attending by 11/26/97 (minimum of 50). Program would be that the members could get into the park and tour by themselves from 4-6 p.m. The branch is picking up

the \$5.00 entry charge. Then, from 6:15-7p.m. would be the social hour with hors d'oeuvres and a cash bar. Harlan has agreed to sponsor the \$25 bar setup fee. Hors d'oeuvres will run approximately \$290-365 and we hope to get sponsors for this. Pharmacal, Charles River, Cherry Hill and Ancare have provided a total of \$250 for this. We hope to get more sponsors and it was suggested that Secretary-Treasurer Grace Aranda contact someone in the UAC surgery area to obtain some more contact persons and companies that the U of A does business with. Dinner is going to run about \$20 per person not including \$2.50 for dessert. The board decided the branch could pick up the total cost of the dessert if we are unable to get enough sponsors.

Dinner would be at 7 p.m. with the raffle to begin at 7:30. Tim will be the master of ceremonies again and we will look to get Kathy Stollberg to assist him with the raffle. Kathy has already gotten started purchasing the carry-away items for the raffle. The new board will be announced at 7:45 along with the awards. Close will be about 9:00 p.m. Leigh will look into whether or not we should get a microphone and if there is one available through Old Tucson. We still need to get some more raffle items although President-elect Michael Rand and Leigh have already provided Grace with their lists. There are only a few items from Flagstaff though Penny Trovillion and Ashley Walton have turned in some names. Ashley offered to try and get a few more contacts for us.

For some time now the board has been discussing making a written policy for the Technician and Member of the Year awards. To this end we have verbally surveyed members as well as made notes from different problems that have arisen in regard to the awards policy. Therefore, the plan for the awards will be that the winners will

have their primary registration (at the national member rate) and transportation paid to the next AALAS meeting held within District 8 within the following calendar year. As a second or third option a winner could choose to have a gold national membership paid for by the branch or a \$75 cash award. A letter with a due date will be provided for each winner that will need to be returned to the board with their choice selected. The award will be non-transferable. Each member will also receive a plaque to commemorate their award along with their name added to the infinity plaque. A letter of commendation will also be given with a copy sent to their supervisor to inform them of their upcoming award.

There has been very poor attendance at our general meetings this year. As this has been a bit of an embarrassment to our guest speakers who take time out of their busy schedules to come speak to us, the board feels that the membership does not wish to continue these meetings every other month. Therefore, the board has agreed to change the general meeting schedule to a spring general meeting with a speaker, summer fun event, fall symposium with awards dinner and a December installation event.

Board and general meeting minutes will continue to be printed in the newsletters though names and items of a private nature will be excluded. The board has also agreed to do an outside financial review every 3-5 years.

In the near future: Plans will need to be made for the 1998 fall symposium which will be in Tucson and volunteers contacted to be on the necessary committees. The 1999 fall symposium will be hosted by the Phoenix members.

Meeting was adjourned at 12:45 p.m.

Minutes of the 1/31/98 Board Meeting
- The meeting was held in the conference room of the Central Animal Facility at the University of Arizona in Tucson.

President Michael Rand introduced the new members to the board including Northern Representative Board Member Ashley Walton and Secretary/Treasurer April Kern and thanked them for becoming new members. The rest of the board consists of President - Michael Rand, Past President - Tim Martin, President-Elect - Grace Aranda, Southern Representative Board Member - Pam Morris, and Technician Branch Representative - Leigh Kleinert.

Future meeting dates were discussed. Board meetings will continue to be the last Friday of every other month. Dr. Rand summarized the decision made last board meeting on the general meeting schedule. Due to poor attendance, it was decided that only a spring meeting, summer fun event, fall symposium and a December installation event/Christmas Party would be held.

For the spring general meeting, Dr. Rand suggested combining it with the UAC Comparative Medicine seminar given by Dr. Donald Sawyer in April. Dr. Sawyer is the Head of Veterinary Anesthesia at Michigan State and has created a Jeopardy game format for animal technician and husbandry issues. Dr. Rand is currently trying to contact Dr. Donald DeYoung for feedback and information. If the meetings were combined, the seminar would need to be moved to Friday.

The fall symposium is being tentatively planned for September 24-26. A meeting place will be researched by President-Elect Grace Aranda, Secretary/Treasurer April Kern, and Member Jane Criswell. Suggestions were made

on speakers: Ashley volunteered to possibly do a presentation on oral prophylaxis for canines and to try to get volunteers from W.L. Gore; Leigh suggested contacting the Reid Park Zoo or the Desert Museum for speakers; and Past-President Tim Martin will talk to people at ASU to find volunteers. A notice for abstracts will be included in the next newsletter. Committees will need to be assigned.

The summer fun event will be held in Flagstaff. Places suggested: the deer farm, the train that runs from Williams to the Grand Canyon, or the Mormon Lake Lodge. Ashley volunteered to obtain more ideas.

The December installation event/Christmas Party location was discussed. Grace proposed having it at a member's house in order to limit costs. Everyone agreed on Dr. Rand's proposal of donating surplus tickets for any outside events to charity, similar to what was done at the Old Tucson Event for the Big Brothers-Big Sisters foundation in 1997.

A copy of the summary of the financial review performed by Harvey Jansen, CPA, was distributed. The letter suggested: developing a budget, keeping track of each deposit made and what each one was for, incorporating, keeping records on a spread sheet, and electing an audit committee which would review records annually. He also proposed that a financial review was not needed every year as our records to date have been so well kept and suggested an outside review every 3 years. All board members were in agreement to these proposals. April and Grace agreed to work on a budget and spreadsheets that will be ready for next meeting. An audit committee will be appointed at the end of this year.

Grace updated the board on the 1998 Buyers Guide. Feedback from investigators and vendors

have been good and they all seem pleased. She has received 4 advertisers this year already. Deadline is March 31 to assure a finished product in good time. If anyone has any ideas on any other vendors to send information to, please let Grace know.

Grace informed the board on the results of the general membership vote distributed in 1997. The membership voted to incorporate and to join SWAEBR. Dr. Martin will be our SWAEBR representative when the meetings are held in Phoenix.

A letter was received by April regarding requests for the attendance of the Executive Director at a branch meeting. All board members agreed it would not be necessary this year.

The meeting was adjourned at 1:18 p.m.

A Report of the Awards Banquet

On December 6, 1998 Arizona AALAS members and guests attended the annual awards banquet at Old Tucson Studios. We were amused and bemused by the attractions we encountered there. The medicine show and petting zoo were fun. One of the animals proved to be hungry and nibbled a finger, but thankfully the guest chalked the experience up to a special souvenir. The wild west gunfight show was exciting. In fact, one of our young guests fled to the top of the bleachers due to the closeness of the gunfire. Singing and dancing by the performers in the saloon was entertaining and the sing-a-longs were fun. Several guests volunteered for part of the performance and this was enthusiastically received by all. The rides were enjoyed by all of us kids at heart. The rain held off until we were warm and dry in the Town Hall

where we dug into an appetizing buffet dinner of chicken and ribs. Dr. Tim Martin and Kathy Stollberg again proved to be a winning combination for the Louise Brooks Memorial raffle. \$500.00 was raised for the Child-life Activity Center. Many terrific prizes were toted home and some of the kids from Big Brothers and Big Sisters who were our special guests were very excited with their prizes. The nominees for Technician of the Year were: Jessie Loganbill, Vangie Patula and Kathy Stollberg-Zagar. The winner was Vangie Patula. The nominees for Member of the Year were: Ashley Walton, Grace Aranda, Kathy Stollberg-Zagar, and Leigh Kleinert. The winner was Grace Aranda. The new officers of the branch are: President, Dr. Michael Rand, President-elect Grace Aranda, Secretary-Treasurer, April Kem, Northern Board Member Ashley Walton, Southern Board Member Pam Morris and Past-President Dr. Tim Martin. Congratulations to nominees and winners alike. Our many thanks to the vendors for sponsoring part of our banquet as well as donations for our raffle. The old west of Old Tucson proved to be an enjoyable evening. - Jane Criswell

A Letter of Thanks for Our Donation

We have received a letter of thanks from the University Medical Center Development and Community Services Office:

On behalf of University Medical Center, I want to thank you for donating the proceeds from your annual Louise Brooks Memorial Raffle to purchase toys for the Blake Shumway Child Life Activity Center. I want to also thank you for the Magnavox clock radio and the guest passes to Magic Carpet Golf, Golf n' Stuff and AMC Theaters

(which some of the raffle winners donated back for the kids). The generosity of your raffle prize winners is most appreciated.

All children need play and sick children need it even more. They need it to heal, to restore themselves and to reduce the trauma of hospitalization. Your gifts will help to give all the children hospitalized at University Medical Center the therapy of play thereby honoring the memory of Louise Brooks.

We greatly appreciate your support and hope that the work of UMC continues to merit your interest and confidence.

Sincerely, Adaline Klemmedson - Assistant to the President and Chief Executive Officer, Development Officer

A Letter from the Certified Public Accountant

Dear Dr. Rand:

It was good to meet with you last week regarding the financial information that I prepared. This letter will summarize the items that we reviewed at our meeting and should be communicated to the Board of Directors.

The records supplied to me by Grace Aranda were complete and included the detail needed in order to prepare the cash basis financial statements. The summaries that Grace prepares on a periodic basis were complete and in order and represented the financial condition of the organization correctly.

While preparing the financial information it did come to my attention that no detail had been kept regarding the classification of deposits made. No detail was available for us to adequately categorize the deposits made. This can be corrected in the future by keeping a detailed account of each deposit and what the money was

for. This should be done in order for the organization to determine the amount of dues collected and whether adequate money is collected from conferences to cover the costs involved.

All invoices for expenses were readily available and could be classified adequately. Very good records have been kept of all expenses made.

As we discussed, I highly recommend that the organization be incorporated and then apply for non-profit status with the Internal Revenue Service. I will be available to help you with the application for the non-profit status that you desire.

All non-profit organizations should operate on a budget. Evidently no annual budget has been prepared or approved by the Board of Directors or membership in the past years. I recommend that a budget be established so it can be compared to actual results for any given year. It also came to my attention in the by-laws that a financial report which has been "audited" by an appointed audit committee needs to be presented at a board meeting at least annually. Your organization should be careful to present this information as stated in the by-laws.

After some discussion with you and Grace it also was determined that your organization could keep your records on a spread sheet and produce adequate reports internally. I would also be available to help set up these spread sheets on the computer so that your personnel could prepare periodic reports for the organization whenever they are needed, at the minimum on an annual basis. If this was done, an audit committee could review the information adequately at the end of each year.

Thank you for allowing me to serve you. Enclosed is my billing for the work performed.

Sincerely, Harvey Jansen, CPA

A Word from the District 8 Leadership

Happy New Year District 8! Goodbye to outgoing leadership and welcome to the new leadership. Please let us know who your new branch presidents, secretaries and newsletter editors are and if you have a minute give us a call or e-mail to introduce yourselves. Anaheim was exciting! Thanks to John Duenes and Betty Cartwright of local and national arrangements, respectively, for a great opening ceremony and kick off celebration. Also a special thanks to the Anaheim police for making us all feel very safe during the loud, but short demonstrations. Way to go to District 8! Goodbye and thank you Ron Orta, our outgoing trustee. Remember our new incoming trustee is Tim Lawson, and our current alternate is Skeeter Georgeson. Another reminder that Peg Murphy-Hackley, continuing trustee, and Skeeter will be going off after this year's National Meeting in Ohio and nominations for these positions are due by May, 1998. Please let's get a good representation from our district by nominating several energetic individuals!

A review of topics voted on in Anaheim:

- 1) minor changes to personnel policies for employees at the national office - approved,
- 2) 2004 national meeting site - Tampa, FL,
- 3) 1998 budget (includes 4 additional staff positions) - approved,
- 4) changes to restructure BOT - not approved, but ad hoc committee formed to explore. *Thanks for your input on this issue!*
- 5) new branch - "Northern Mountain" (upstate NY, VT & CT) - approved,
- 6) change composition and scope of the Publications Committee (more than CT & LAS) - approved,
- 7) create "Tech Talk Editorial Advisory Committee"

(TTEAC) - approved, 8) require committee chairs to inform entire committee in writing of proposals before annual "Joint Meeting" of committee chairs - approved, 8a) participate in joint electronic media conference for OPRR - approved, 9) approve 5 grants at \$5,000 each from AALAS foundation - approved, 10) hire JRD to conduct fundraising for AALAS Foundation - approximately \$10,000 cost plus approximately \$70,000 already in foundation (total cost approximately \$80,000) estimated to yield approximately \$600,000 in pledges - approved after much discussion, 11) AALAS refund exam and application fees for PES (approximately \$3,000) - approved, 12) approve revised CEU's for Tech Registry - approved, 13) approve sharing agreement with the Department of Veterans Affairs to develop a series of training videos (cost covered by government grant and sale of videos) - approved, 14) Approve project to develop "Interactive AALAS Software Series" CD-ROM disks for ALAT, LAT and LATG at an estimated cost of \$60,000 per disk which would generate approximately equal amount revenue per year (includes Spanish) - not approved at this time, 15 & 16) proposed changes to policies and procedures to more strongly state responsibilities of trustees and committee chairs - approved, 17) approve purchase of land and construction of new national office in TN (approximate cost \$1,200,000 with money from sale of existing office/land and existing funds) - approved with cap of \$1.7 million, 18) develop program to track CEU's for ILAM graduates - approved, 19) continue Reference Directory Subcommittee for an additional year and fund a meeting at approximately \$5,000 - not voted on as this is a subcommittee of the Publications Committee so proposal should go to committee and not board, 20) increase cost of booths

by \$125 and then discount by same for ATA members - not approved, 21) put membership on disk and provide to commercial members at cost - not approved due to potential security compromises, 22) provide free subscriptions to 15 FELASA organizations at a cost of approximately \$5,000 per year - approved for one year and ad hoc committee formed for "internalization" of AALAS, 23) fund G. Van Hoosier to represent AALAS at ICLAS meeting at approximately \$500 - approved.

Let us know your thoughts on these or other issues. Also, AALAS is once again examining dues structure so let us know if you and your facility could bear fee increases of approximately 10% beginning in 1999? We will let you know committee memberships in next communication. - District 8 Trustees Peggy Murphy-Hackley (650)237-2826, Tim Lawson (310)825-7281, and Skeeter Georgenson (414)534-5181

ARIZONA BRANCH FALL SYMPOSIUM 1998

We are making plans for the 1998 Fall Symposium to be held in Tucson. The date will be at the end of September and many volunteers are needed to work on various committees.

Are you looking to present a project to folks in a relaxed atmosphere? This is your chance.

Call Grace at (520)621-1330 for more information.

We would like to say a very special thank you to all our sponsors who gave so generously to make our awards dinner and the Louise Brooks Memorial Raffle such a success:

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businesses and show
them our support!***

TBR Corner

I went to the National AALAS Meeting in Anaheim. I attended a number of very informative lectures and had fun at all the vendor booths. It was great to see so many lectures and workshops geared to the technician for a change. I attended the special TBR meeting but did not get any new exciting news to pass along. The tests have been improved and the process to become tested is as it has been for the last year. Most people find the new procedures for testing easier than before. New study books are being produced as we speak and the new certification program is receiving positive feedback. They recommend that the TBR position be a 3-year appointment on the board for consistency, but "lucky" you, your TBR is starting her 3rd year. Not much else is new at the National except learning how to duck animal rights activists. One positive thing that I saw at National is that we (lab animal people) really came off looking much smarter and more professional than the activists.

I was happy to see so many people enjoying themselves at the Awards banquet. I had a lot of fun at Old Tucson. It is just too bad that more people couldn't come. For those of you who couldn't come, you really missed out on some fun.

Please be sure to send information on any recent publications or abstracts. We would like to include these in each newsletter. It's interesting to learn what everyone is doing.

That's all for now. If you need to contact me for any more information or if you have any questions I am at (520)626-4707 or e-mail me at lbk@u.arizona.edu.

Leigh Kleinert, Your TBR

Animal Research Protested

As laboratory scientists ducked and hurried by Monday, scores of animal rights activists clogged the entrance to a national researchers conference here, blocked traffic on a busy thoroughfare and clashed with police in minor skirmishes.

More than 120 protesters, some wearing black ski masks and carrying graphic posters showing experiments on animals shouted insults at many of the 3,000 researchers and other medical professionals attending a week-long conference of the American Association for Laboratory Animal Science (AALAS) at the Anaheim Convention center.

Eight protesters were arrested — five of them on suspicion of assaulting police officers. An Atlanta woman taking part in the protest was hospitalized for minor injuries suffered when she was knocked to the pavement, police said.

The protesters also marched from Convention Center Way to Katella avenue and briefly blocked midmorning traffic in the street's eastbound lanes. But most of their energy was concentrated on the nervous scientists trying to enter the convention hall, and on the rows of Anaheim police officers posted at the hall's entrances.

Inside, distracted scientists tried to put on a conference. AALAS is an association for researchers, regulators and others who work with animal experimentation. The group's leaders say its mission is to promote the most ethical and humane treatment possible for rodents, monkeys and other creatures used for research.

"We sort of want to say, 'Hey, we're good guys, the advocates for the best treatment,'" said Lynn C. Anderson, the association's president and a New

Jersey laboratory director. "At the same time, we don't feel we have to defend animals from big, bad, abusive, scientists. There are none of those."

Anderson said lab workers use animals only when necessary, most often to test the safety of a new drug or treatment, or to seek new advances in curing major diseases. She credits the "vital, appropriate and judicious" practice for shepherding the development of antibiotics, insulin treatments and vaccines for smallpox, polio, and measles.

Her view was in sharp contrast to that of the protesters, who say animal experiments are cruel, unethical and of dubious scientific value.

Protest leaders said the biological differences between species are too great to consider the testing a true gauge for safety. Instead, they argue, the testing actually delays development of new drugs and treatment.

"What has animal research really done to help human health? Nothing," said Dr. C. Ray Greek, a Kansas anesthesiologist. "It's mythology."

Greek challenged the conference speakers to a "reasoned debate" on the topic, but Monday, the issues were argued mostly with shouts and shoving.

Some of the activists chose to stage a sit-in or join chants of "shame!" and "murders!" but others raced about to physically confront people leaving the conference.

At least one man attending the conference was spat on as he walked past a group of protestors, and other conference participants said they believed they were in physical danger as they walked a gauntlet of insults and elbows.

Two of those arrested were young men who police said assaulted a woman leaving the conference.

The jostling brought some of the protesters into conflicts with the more than 50 police officers on hand, most of them wearing riot gear.

One of the officers who tried to hustle the woman away used pepper spray on several protesters. The officer later said he acted because he was worried about the crush of people coming toward him, but Joan Delehanty, a Seattle activist among the people sprayed, said the officer "sprayed generously and randomly."

Another protester, Amanda Prentice of Atlanta, was hospitalized after complaining of a head injury. Protesters said Prentice was shoved to the ground by a police officer, but police spokesman Sgt. Joe Vargas said she probably fell because of the crowd pushing toward police lines.

(Los Angeles Times, 11/18/97)

1998 District 8 Meeting Program

The Program Committee for the 1998 District 8 Meeting is seeking presentations. We will be running two programs simultaneously that focus on issues that effect supervisors as well as technicians. We are hoping to develop a program that truly speaks to the needs of technicians and hope to have the majority of the technical program be presented by technical staff. The members of the Program Committee are committed to assisting in all aspects of presentation development for anyone who needs help. Please contact Penelope Collins, Program Chair, at (510)845-7878. Please leave a message.

Call for Posters District 8 1998

Although the District 8 meeting is still a ways away yet, the

time to be thinking about creating your poster is now. This meeting is a perfect opportunity to display the technique you have worked on for so long or the information gained from a recent study.

Do not be intimidated! A poster can be presented on a variety of concepts, from the very simple to the highly complex. Posters do, however, require a lot of work so the time to start is now. Write your ideas down and talk to your supervisor about your topic.

In many facilities, poster presentation is required in order to be able to attend a meeting - make sure you don't get left out of the fun. Your poster could be your ticket to the 1998 meeting. As always, District 8 meeting promises to be highly educational and entertaining. Don't let this chance pass you by!

For incentive we will be awarding the top 3 posters with a cash prize. The prizes will be \$250, \$150 and \$75 for first, second and third place respectively.

For help with creating a poster try the helpful hints found at this web site: "<http://www.siam.org/siamnews/general/poster.htm>" Contact: Eric Nelson at (415)225-8144 or enelson@gene.com

How to Handle Bullies, Snipers, Busybodies and Other Meanies

Growing up, most of us were taught that it isn't "nice" to disagree with others. As a result, many business people remain confused, even timid, about how to correct inappropriate behavior or handle abusive situations. Each time we consider standing up for ourselves, we hear a little voice inside us whispering...

"If you can't say anything nice, don't say anything at all."

"Ignore it and it will go away."

Much too often, we leave issues unchallenged. When we

refuse to throw down the gauntlet, patterns can develop and problems grow.

Consider, for instance, the abusive behavior of a senior manager. He was brilliant, but the staff and his peers were demoralized working with him. He had been warned to watch the shouting, but he remained in his job, making no changes in his behavior and avoiding consequences.

Or the usually articulate woman who said nothing when the other staff members ridiculed a manager whose new plans and policies she respected.

Or the accomplished attorney who chose to leave a lucrative job rather than confront unethical conduct and crass sexual remarks.

Heard of co-dependent behavior? This is it. When you allow people to do things you do not want, you become part of the problem. By not saying or doing anything, you allow these behaviors to continue.

Here are a few examples of barbarians you are likely to encounter in the workplace, followed by some tips on how to disarm them - without becoming a brute in the process.

Bullies - Bullies don't just appear in the schoolyard. Sometimes bullies are co-workers, sales people, even your boss. Left unchecked or unmanaged, bullying behavior usually increases, eventually leading to an unmotivated staff, loss of productivity, high turnover and potential lawsuits.

Realize that not all bullies are loud, harassing or openly mean. Some may cry, pout or shun you in order to get their way. Others, confronted after saying or doing hurtful things, simply profess, "You're so sensitive. . . I didn't mean any harm."

Bullying is a common behavior in many work settings. That doesn't mean you have to ignore or endure it - take these steps instead:

1) First, decide which behaviors you consider bullying or harassing. By identifying and labeling these inappropriate behaviors, you feel more confident confronting them.

2) Next, let the bully know how you feel in language he or she will understand. Bullies do not respond to kind suggestions in squeaky voices, nor will they take a joking hint. Be firm and direct, "I see what you are doing. I find it unprofessional. It doesn't work with me. I want it stopped."

3) If that doesn't stop the problem, involve others. Go in as a group and say, "We're all onto you. You can stop now." Take it up the ladder until you get some resolution. Write letters. File grievances. Call the media or the authorities. Out in the sunlight - revealed to a broader audience - inappropriate behavior has difficulty surviving.

Snipers - Like terrorists on the rooftop, snipers attack unexpectedly from protected vantage points. They talk about people who are absent. They seek to undermine a person's credibility. They roll their eyes and make snide comments. And they are skilled at sliding in veiled remarks or embarrassing people in front of others.

When this happens to you or someone else, recognize it and act immediately:

1) Ask for clarification: "What do you mean by that?" "Did I hear you say . . . ?" "What makes you say that?" More often than not, the sniper will begin to backpedal, "Oh no, no, no, that's not what I meant. What I meant to say was . . ."

2) Another way to derail mean-spirited conversations is to disagree: "You know, I don't

find them that way at all." The key to disarming snipers is to realize that you are dealing with cowards. The important thing is to put them on notice that you will listen to substantiated comments and specifics, but not to innuendo.

3) When a sniper attacks you out of earshot, the best strategy is to seek confirmation. "Mary, this was said. I am not comfortable with it. What do you think?" Ask others you trust for their reaction. Tell people in charge, "This is what was said in the meeting. I want to know your reaction."

Trust your own perceptions of inappropriate behavior. Remember, you must address snipers - otherwise you appear to condone their behavior.

Busybodies - Nosy people shock us not only by their boldness, but also by their lack of contrition for asking questions better left unasked: "How old is she?" "How much did you pay?" "How did you vote?" "Are those real?" "How much weight have you gained?" As outgoing as Americans are, even we have our limits as to what is too personal to ask.

Often we manage to avoid giving a direct answer to an intrusive question, busybodies try to harass or shame us into providing more information: "Boy, are you touchy!" or "What are you hiding?"

The next time someone asks you a nosy question:

1) Feign ignorance and say, "I beg your pardon?" Or brush off the questions with "That's quite personal," or "Surely you didn't mean to ask that," or "If you'll forgive me for not answering that, I'll forgive you for asking." Then calmly change the subject.

2) To be most effective, use words - withering stares or cold silences are too vague to communicate your message. Be specific, frank and verbal, not mean-spirited or rude, or others may turn against you.

Assume that the natural curiosity of people sometimes overrules their good manners. Develop tactful responses to uncomfortable or inappropriate questions. Then stand your ground - it's your right to choose not to reply.

To disarm barbarians, stick to your guns. Many accomplished, respectful professionals hesitate to act out of concern for hurting or embarrassing the very people who have been rude and disrespectful to them. Stop doubting or undermining yourself.

Remember being polite does not mean being weak. You can derail most types of rudeness by being firm, clear and definite, and maintaining your dignity and power.

The process can be scary. Some people simply will not want to hear what you have to say. They will argue rather than seek to understand. They deny allegations and rationalize behavior.

But the only way to resolve an issue is to work through it, however rough, unpleasant or risky. So stop punishing yourself with guilt. Instead believe in your and others ability to find a better way. - Ann Chadwell Humphries

(Orange County AALAS, 12/97)

Home-made Elizabethan Collars for Rabbits

We recently found ourselves with a number of rabbits that were chewing bandages on their hind limbs. Having a limited number of "store bought" rabbit-sized Elizabethan collars, we had to make some. To make "home-made" collars, we used 14"x 17" unexposed, processed x-ray film. Using the "store bought" collar as a

template, we traced the outline with a pencil onto the x-ray film and then cut out the pattern. Two layers of the 1" white adhesive tape were used to line the inside edge of the collar. We fit the collars to the rabbits and then stapled and taped the overlapping ends together. (Tape can be used instead of staples.)

We then used a stockinette for light bandaging needs. We tied a knot at one end of the stockinette and left the knot at the end of the foot. The top was attached with adhesive tape above the hock. The know was then folded to the dorsal surface of the foot and secured with adhesive tape. This provided a "toy" to chew on should the rabbit remove the E-collar or manage to reach the bandaged foot.

For typical multi-layered bandages, adhesive tape "tabs" were attached to the bandaged limb. Tabs were made from 3" strips of tape, pinched in the middle to make a 1" section of tape taped to itself (the tab), with the remaining ends adhered to the bandaged limb. This would make the tab stick out for the rabbit to fiddle with instead of the bandage itself. We use this only for very persistent chewers for which the E-collar just is not enough. Adding a nylabone to the cage helps too. - Millie Smith, Whitney Harts, Vicky Boppert - Albany Medical College, Albany, NY

Roll Out the Mouse Enrichment

In our facility we have come up with a really inexpensive and easy environmental enrichment technique for mice. We collect the paper cores from toilet paper rolls and place them into mouse cages. The mice burrow in them creating all kinds of configurations in the core.

Doing this also gets everyone involved in collecting the

paper cores, including the janitorial staff at our institution at the University of Hawaii; this makes everyone feel good about contributing to the environmental enrichment of the animals. (Paper rolls can be gas sterilized.) - Sylvia Kondo - University of Hawaii at Manoa, Honolulu

Editors note: - A MSDS-style evaluation of the glue holding these paper rolls together may be warranted. Consideration should be given to the possibility that while chewing on the rolls, mice might ingest some of this glue.

(Tech Talk, 12/19/97)

Online Scoring Reporting is Back

The response to the changes in the AALAS Certification Program has been amazing. As of November 1, AALAS has processed 1,368 applications for testing. At this rate, we will be testing over 1,500 candidates this calendar year alone. I think that the increase in numbers of applications are an indication that you are pleased with the level of service.

Online results are back! - It's here! Yes, immediate score reporting on site at the testing centers is back, and this time, AALAS and Chauncey are sure of report accuracy. Effective in early November candidates will receive "unofficial" scores at the test site immediately following their exams. "Unofficial" does not mean it is not accurate; it means that you will still receive a final "official" score report and letter from the AALAS National Office within 2-3 weeks of your exam. At that time, passing candidates will receive their certificate, and failing candidates will receive a score breakdown and replication form.

Confidence of online scores - The Animal Technician Certification Board (ATCB) is very confident of the "online" results being provided as Chauncey has taken steps to ensure its accuracy. They have implemented a new test platform that contains questions with proven test response data gathered from the pretest items that have been online since April. The response statistics gathered by the "pretest" items is what allows Chauncey to provide one of the benefits of computer based testing - immediate score reporting.

Pretest questions - Chauncey will continue to include these pretest questions on each new exam platform. The response data from these questions will be monitored and evaluated so Chauncey can confidently place these questions on the next exam down the line. The additional questions will not be identified so that you, the candidate, will not know one question from another. These additional questions will not count toward your score; they are for statistical purposes only. The upside for you, the examinee, is that you will be participating in the formulation of new tests by your responses to these additional questions.

Schedule your exam appointment early - Here is a reminder for anyone taking an exam. When you receive your Authorization to Test letter from AALAS, call the 1-800 number (Sylvan Prometric Testing Centers) immediately to schedule your exam. Although you have 90 days in which to take your exam, the earlier in that period you call, the greater the likelihood that you will be able to take the exam on the date you want.

Patience with Sylvan, please - We have received comments lately that some candidates are having difficulties

getting through to the Sylvan toll-free 800 number. Chauncey has assured AALAS that our concerns are being addressed by Chauncey with the executive management of Sylvan. Unfortunately, all of Chauncey's and ETS' testing programs are experiencing similar problems. Evidently computer-based testing is becoming so popular with other organizations that Sylvan is having to make procedural changes to keep up with the load demand, thus the response delays. If you are experiencing any unusual delays or difficulties in scheduling your exams, please advise the AALAS Certification Department.

Remember there are people in other professions at the Sylvan sites - Also, you must keep in mind that Sylvan provides testing services for many other groups besides AALAS! Therefore, you may not be able to call at the last minute and get the appointment you desire. It is recommended you schedule your exam appointment as soon as possible after receiving your Authorization to Test letter. Even if it is a month or two out from the current date, AALAS suggests scheduling a time anyway. Any delay in scheduling your exam may result in the expiration of your testing authorization. Expiration of testing authorization due to inability to schedule an exam will not be considered justification for an appeal to the ATCB. You will have to start the application process over again.

What to study - AALAS has had several calls lately concerning the sources of questions for the exam. While the ATCB cannot reveal the sources of specific questions, they can tell you that diligent study of the materials on the Reference List (previously known as the Educational Resource Materials List) for your level and for the level(s) preceding you (in particular

the primary reference list) is mandatory for a good performance on any exam. Therefore, for example, if you are testing at the LATG level, be sure to study the reference material on the ALAT and LAT lists as well as those on the LATG list.

Questions from the new Guide - Another question that has been received concerns sources of questions especially the new *Guide for the Care and Use of Laboratory Animals*. All questions currently appearing on any exam and those that will appear on the new exams have been re-referenced to the new *Guide*. Before the end of the year all questions in all three question data banks will be checked for applicability to the new *Guide*. At that point, the 1986 edition of the *Guide* will cease to appear as a reference.

Revision of the AALAS training manuals - As far as the new technician manuals go, at the time of the writing of this article, no new manuals are available. Therefore, no new questions are being taken from the new manuals. However, as soon as each new manual comes out, the question databank for that level will be reviewed to make the exam questions align with the new manuals.

The AALAS Certification Program is one of the great programs offered by our National organization. We at AALAS hope that everyone will take advantage of this opportunity. - *Dr Chip Price, 1997 Chair, Animal Technician Certification Board.*

SwAEBR Speakers Needed

The Southwest Association for Education in Biomedical Research (SwAEBR) receives many requests each year from teachers

who would like to have someone come and visit their classrooms to talk about topics such as careers in biomedical science and medicine, biomedical research advances, pet care, animal welfare and many others.

To meet the growing demand for speakers, SwAEBR is establishing a Speakers Bureau and will provide a list of topics to schools throughout the state. To make the program a success, we need volunteers who would be willing to join our SwAEBR representatives in meeting the requests for speakers. We need folks like you!

Reaching out young people - the future generation of scientist, health professions, teachers, public officials, and voting public - with positive messages about biomedical research is of vital importance. We need scientists to talk about their research, health professionals to promote their professions, veterinarians and animal care personnel to present information on careers with animals, pet care and animal welfare.

We can use people who give a few hours a year of their time to go out and talk with a class of students - and people who are willing to commit more time by traveling to other towns in Arizona or perhaps spending a day or half-day at a school to participate in career days, larger discussions of scientific advances or meetings with multiple classes of students.

SwAEBR will provide training for speakers, materials to take to class rooms, and in some cases may have prepared slide sets/tapes that can be used. If you would like to join us in promoting biomedical research and educating the young people of our state, please contact Joyce Baum (520)621-3931 at the SwAEBR office. Thank you for considering the needs of our young people!

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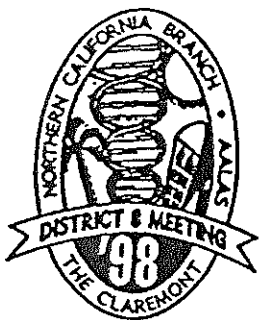
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NOTE: An "AALAS MEMBER" is a registered member of ANY DISTRICT 8 AALAS branch OR any National AALAS MEMBER in good standing.

PRE-REGISTRATION FEES (POSTMARKED ON OR BEFORE FEBRUARY 15, 1998)

PRE-Registration includes: Admission to all areas, Continental Breakfast Monday, Tuesday and Wednesday, Wine and Cheese Reception Monday night, lunch on Monday and Tuesday, and Tuesday evening **BANQUET TICKET** (limited number available).

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c/o San Jose State University
University Animal Care
San Jose, CA 95192-0100

There will be a \$10.00 service charge for returned checks. Cancellation requests (in writing) postmarked **ON OR BEFORE March 10, 1998**, will be refunded in full; cancellations **AFTER March 10, 1998**, will be refunded LESS A \$25.00 ADMINISTRATIVE FEE. Badge replacement fee will be \$ 25. QUESTIONS? CALL JESSE MARTINEZ @408-924-4923/E-MAIL: martinez@biomail.sjsu.edu.

AIDS Research



As of December 1994 over 400,000 Americans have been diagnosed with AIDS (Acquired Immunodeficiency Syndrome) caused by HIV (Human Immunodeficiency Virus). The virus appears to prevent a particular cell type called T-lymphocyte from performing its crucial role in the immune defense system. The large majority of those infected with AIDS go on to develop numerous debilitating infections, weight loss, and frequently cancer.

How have animals helped with AIDS research?

HIV, the virus that causes AIDS, is a member of the family of retroviruses. All knowledge of retroviruses is based on research with animals found to be infected with them, and the identification of HIV would not have been possible without the preceding animal research. Animal studies also led to the discovery of a virus in monkeys, Simian Immunodeficiency Virus (SIV), which is related to HIV. SIV promises to be important in developing vaccines and drugs to prevent and treat AIDS. Also, recent work in rabbits and mice may provide other animal models of HIV disease. Furthermore, drugs such as AZT, which help forestall or manage AIDS-related illness, were first tested on animals to insure humans against premature death or further immediate harm.

Is animal research still needed on AIDS disease?

Vaccines have historically been the most effective weapon against viral diseases, and animal research has played a key role in their development and testing. For example, research using monkeys was crucial for the polio vaccine, and each lot is still tested for safety and efficacy on monkeys. Animal research will also be necessary to develop an AIDS vaccine and to assure safety of any new drug treatments. Until recently, only humans were known to develop symptoms after infection with the AIDS virus. Researchers, using techniques of genetic engineering, have introduced a human immune system into a special strain of laboratory mouse, called the SCID mouse, which appears to react to HIV infection much like humans. The mouse holds great promise for new strategies to prevent or treat AIDS.

What's lies ahead?

Thousands of individuals in the United States and millions worldwide already infected with the AIDS virus have little hope unless new drugs can be developed to treat AIDS. Future generations are also at great risk unless a vaccine is developed. In either case, animal research will play an essential role in conquering this alarming and tragic outbreak of disease.

For more information write to:
CFAAR, Coalition For Animals & Animal Research,
University of Arizona, Bldg 101, Tucson, AZ 85721



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