An orientation program for new faculty, staff, and students, who will be using vertebrate animals in research, teaching, and/or testing, will be held on the following dates during the fall semester. You only need to attend one session as the same information will be covered both days.

Monday, September 9, 2013, 1:30-3:00 p.m. in STEW 318.

Tuesday, September 10, 2013, 1:30-3:00 p.m. in BRNG 2291.

Attendance at this session is mandatory for personnel (i.e., faculty, staff, students) who wish to initiate work with vertebrate animals at Purdue University. Personnel will not be approved to work with animals until such time that they have attended the orientation program or completed an equivalent on-line module through the CITI program. We strongly encourage participating in an “in-person” program; however, it may be completed on-line if your schedule does not allow for in-person participation. Please contact the PACUC office (pacuc@purdue.edu) for information on how to complete it on-line.

This program presented by staff of the Purdue Animal Care and Use Committee (PACUC) and the Laboratory Animal Program (LAP) is designed to introduce you to the Purdue system for maintaining regulatory compliance with federal and University guidelines and insuring humane care and use of animals.

Registration is required to attend the orientation program and may be done via e-mail to the PACUC office at pacuc@purdue.edu. Your name, department, e-mail, and the date you want to attend are necessary for registration.
This article is a reminder that you should check the PACUC website frequently for information/updates that may be helpful to you. The website may be found at: www.purdue.edu/animals.

The Policies/Guidelines page is regularly updated with information that is quite helpful when completing a protocol application for using vertebrate animals at Purdue.

The Forms page contains the current PACUC Protocol Application Attachment that must be attached to your Coeus Lite submission to PACUC. Always use the application on the website when submitting a protocol to PACUC, do not use a version that you may have saved to your computer. PACUC strives to not revise this attachment unnecessarily; however, there are times when it must be revised to reflect new policies or guidance from those who regulate vertebrate animal use. It was most recently revised in April 2013 to reflect new guidance that was issued by the Guide for the Care and Use of Laboratory Animals, 8th Edition.

The Animal Use Qualifications and CITI Training Information page also contains the link to the Animal Use Qualifications Form database where new (or established) personnel can either submit or update their qualifications to work with animals. It is important that your Qualification Form be as up-to-date as possible so that it reflects what you have received training in to work with vertebrate animals.

The Occupational Health page was completely updated in March 2013 to better reflect the animal exposure occupational health program, now being administered through the PACUC office instead of REM. Please be sure and check this page for important information.
I will be offering the following training workshops with a maximum of 5 participants in each session. (If you have any questions or special requests, please do not hesitate to contact me: 494-2521)

These hands-on workshops are designed to introduce the participant to the basic techniques in the laboratory rat and mouse. The Handling/Restraint workshop is a prerequisite for participation in injection, oral gavage, and blood collection, workshops; unless participant has had previous training and/or experience in this area. A minimum of 3 days notice is requested for cancellation.

Workshop dates are filled on a first-come, first-serve basis.

Location for the following workshops – Meet in AHF 1155.

If you are interested in participating in a workshop, please complete the enrollment form indicating which date you would like to attend, or contact Carol Dowell at dowellc@purdue.edu or 494-2521. (If the following times do not fit your schedule or training needs, I would be happy to set up training for most any species on an individual basis.)

Registration form: Fall 13 workshop registration.doc

**Basics of Rodent Handling, Restraint, and Normal Behavior.**

8/21/13 – Wednesday 8:30 – 10:30am  
8/27/13 – Tuesday 8:30 – 10:30am  
9/5/13 – Thursday 1:30 – 3:30pm  
9/10/13 – Tuesday 8:30 – 10:30am  
9/24 – Tuesday 8:30 – 10:30am  
10/4/13 – Friday 8:30 – 10:30am

**Injections in the rat and mouse; ID, IM, SC, IP**

8/22/13 – Thursday 8:30 – 10:30am  
8/28/13 – Wednesday 1:30 – 3:30pm  
9/11/13 – Wednesday 8:30 – 10:30am  
9/24/13 – Tuesday 1:30 – 3:30pm

**Blood Collection in the Rat and Mouse**

8/23/13 – Friday 1:30 – 3:30pm  
9/4/13 – Wednesday 8:30 – 3:30pm  
9/12/13 – Thursday 8:30 – 3:30pm  
9/17/13 – Tuesday 8:30 – 10:30pm  
9/26/13 – Thursday 8:30 – 10:30am

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<tr>
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<td>9:00- 10:30am</td>
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<td>9/9/13</td>
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<td>9:00 – 11:00am</td>
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<td>9/17/13</td>
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<td>9/19/13</td>
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<td>9/26/13</td>
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<td>Orbital Sinus injection as an alternative to tail vein injection in rats and mice.</td>
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<td>Combined Techniques * (Prior experience/training in ALL courses is required)</td>
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Important Message from the PACUC Office

As we begin a new academic year, with new students, staff and programs, I wanted to highlight a few important issues regarding utilization of vertebrate animals in research, teaching, and testing activities. Purdue policy and federal regulations require that, prior to any use of vertebrate animals in research, teaching, or testing, a protocol describing that use must be reviewed and approved by the Purdue Animal Care and Use Committee (PACUC). A critical component of PACUC’s responsibility is the documentation that all individuals who will participate in the activity involving vertebrate animals have received appropriate training to ensure that they are qualified for their role in the project and that all individuals have received an occupational health risk assessment of their work with animals.

There are several important actions necessary for those investigators with active, approved protocols for use of animals, and new postdoctoral, student, or technical staff joining their research, teaching, or testing projects. First, before new personnel work with vertebrate animals at Purdue University, they must attend an orientation session provided by the PACUC and Purdue Laboratory Animal Program (LAP), or complete an equivalent module on-line utilizing the CITI training program. Second, before new personnel begin independent work on a project they must receive training appropriate to their role. During this period of training, the individual may work with animals only under direct supervision by a qualified person (e.g., the PI, another trained student in the lab). Finally, when training is complete and the individual is ready to begin independent work under the approved protocol, the individual’s qualifications must be documented to PACUC through submission of an animal use qualification form, and the new personnel must be formally added to the project through an amendment to the protocol.

Please note that requirements for PACUC/LAP orientation or CITI training, providing and documenting project-specific training, and adding personnel to protocols apply to any and all individuals who will work directly with or care for vertebrate animals at Purdue, regardless of whether this activity is short term or long term. Thus, the requirements apply equally to temporary postdoctoral associates, students, and technical staff working on projects, or graduate students experiencing laboratory rotations before selecting an advisor, as they do to full time, permanent staff.

Information necessary to submit or amend a protocol, or to document qualifications, is available on the PACUC/LAP website [www.purdue.edu/animals]. If you have any questions regarding these requirements or wish assistance with training, protocols, or documenting qualifications, do not hesitate to contact the PACUC/LAP office at 494-9163.

Best wishes for a rewarding and productive academic year!

Lisa Snider, CPIA
PACUC Administrator
ldsnider@purdue.edu
Grieving is a natural process and the human-animal bond exists for us all. Kindness and concern for animals is a desirable characteristic in animal care and research workers, therefore recognizing and acknowledging these emotions is an important part of our work! Please read the “Cost of Caring”; learn to recognize the grieving process and learn how you can help!

If you are Benefits eligible here at Purdue University, then you are eligible for FREE grief counseling (up to 3 sessions) at the new Center for Healthy Living.
http://www.purdue.edu/hr/CHL/facility.html
Simply call 494-0111 to make an appointment.

Cost of Caring
Human emotions in the care of laboratory animals

The human–animal bond in the field of animal research exists in many forms. Kindness and concern for animals are desirable characteristics in animal care and research workers. Therefore, to find that workers experience grief or bereavement at the death of animals used for research or teaching is not surprising. Acknowledging that these feelings exist and providing support in the workplace is very important. The bond between people and animals in the laboratory, if understood and used consistently, can minimize certain variables related to stress in the animals.

If bereavement is addressed appropriately, individuals will feel validated, their coping mechanisms will be strengthened, and their ability to sustain or form new bonds will be reinforced. In the end, the research community can reap the benefits of these essential relationships. This brochure is designed to assist all members of the research team in understanding this common concern and to provide suggestions and resources for managing human emotions in the care of laboratory animals.
An Emotional Experience

Animal research has brought about a multitude of medical advancements for the good of human-kind. In the process, animal health has also benefited.

The regulations for animal care and use do not just specify efficient care, but also call for the humane care of animals. Federal mandates require researchers to use procedures that avoid or minimize discomfort, distress, and pain. The research team must ensure that the animals live in conditions that provide for their health and well-being. NIH guidelines and federal regulations require enriching the environment of some species and planning protocols with attention to issues of pain and its relief.

In addition to providing proper husbandry and management, the humane treatment of animals remains a primary goal in laboratory animal science. Kindness and concern for animals are desirable characteristics of anyone involved in animal research. Animals receiving care from individuals exhibiting compassion, patience, sensitivity, and kindness can thrive in the laboratory environment.

According to work done by sociologist Arnold Arluke, laboratory animal technicians in nine biomedical laboratories and animal facilities confirmed the existence of the human-animal bond. Based on extensive interviews, Arluke reported, "Every technician I interviewed for this study experienced some form of attachment to a laboratory animal at least once in his or her career."

Close contact with animals affords personnel intense feelings of satisfaction in knowing they are not only providing essential needs such as food, water, and clean bedding, but also affection. In return, many animals develop trust and a sense of security, which further enables environmental adaptation and stress reduction. When properly understood and used, the bond between people and laboratory animals minimizes stress-related variables.

Mutual bonding may claim an emotional price, however. Some people may experience adverse feelings such as guilt, uneasiness, or frustration during a study. Experiencing grief at the death of laboratory animals is not surprising. Euthanasia is a complex and highly emotional issue. Although animals are treated humanely, emotions may be triggered in individuals who are directly or indirectly involved. When dealing with the death of an animal, feelings of grief and mourning similar to those experienced when dealing with human loss may be evoked. Acknowledging that these feelings exist and providing support in the workplace are important.

The stages of grief in people, as described by Elisabeth Kübler-Ross, a pioneer in the concept of death and dying, include denial, anger, bargaining, depression, and acceptance. The occurrence and timing of these stages may vary. An individual in mourning may feel as if he/she is on an emotional roller coaster, riddled with extreme highs and lows. People may express a sense of having "no control" over events, leading to feelings of frustration and fear.

Ideally, an individual in mourning will eventually come full circle in the grief process by placing his/her emotions in proper perspective. A process known as "anticipatory grief" may affect members of the research team. Anticipatory grief is when an individual begins to subconsciously prepare for an imminent event such as the death of an animal. Personnel working in animal research may experience anticipatory grief, although it is rarely identified.

The mourning experience is initiated early on and signals the individual to disengage from the animal for emotional protection later. Despite the mental preparation, the time of death may still be painful and difficult to accept.

On initial contact with a laboratory animal, an individual may realize that at some future point the animal will be euthanized. At that moment he/she could decide not to bond with the animal in order to avoid experiencing grief at the animal's death. Walls that are built for emotional protection can eventually crumble, leaving one open and vulnerable. Contrary to the beliefs of some, lack of emotional expression does not necessarily provide a safeguard.

Hidden emotions may be revealed in the guise of other symptoms that may include:

- Expressions of psychosomatic illnesses, such as depression, lethargy, headaches, tightness in throat, and gastric disturbances
- Sleeplessness
- Poor appetite
- Impatience
- Inability to concentrate
- Severe mood swings
- Irritability
- Impaired personal and professional relationships

Neglected feelings can lead to:

- High staff turnover
- Loss of work days
- Decreased morale and poor attitude
- Delivery of diminished services
- Uncaring or callous attitude toward animals

The Grieving Process
How You Can Help

The management of the facility can:
- Learn to recognize stresses to personnel related to euthanasia.
- Institute an open-door policy with supervisors/administrators.
- Provide a pleasant work environment.
- Supply a comfortable break area for resting and reflecting.
- Offer education relative to humane animal care and use and ethics.
- Recruit investigators to conduct informational seminars for the research team highlighting the various aspects of their particular study (especially desired benefits and outcomes).
- Request investigators to detail the significance of specific endpoints of the experimentation.
- Encourage group support meetings among laboratory personnel, and enlist the aid of an outside professional to facilitate therapeutic sessions. By scheduling seminars and discussion sessions on this topic, some institutions have created an atmosphere that encourages employees to openly acknowledge their feelings on such issues and helps establish an open environment.
- Rotate personnel to distribute job responsibilities and share difficult tasks.
- Ensure that individuals are properly trained in the procedures of euthanasia. Individuals involved in euthanasia procedures must understand the mechanisms of action of each euthanasia agent or technique and how each contributes to ensuring a humane death.
- Initiate policies that do not require the technician caring for long-term animals to participate in the euthanasia of the animals. In some cases, however, the technician may feel a moral obligation to perform the euthanasia if there is an established relationship of trust.
- Honor the request of an individual to be excused from euthanizing an animal to which he/she is particularly attached.
- Allow homes to be found for research animals suitable for adoption (after soliciting institutional and IACUC approval). Consider designating technicians to serve as primary contacts.

In addition, an individual can:
- Learn about and perform competent, caring euthanasia for animals. Strive to improve euthanasia procedures to ensure a humane death for all laboratory creatures. This requires knowledge of the behavior patterns and methods for minimizing distress for each species. The person handling an animal just before or during euthanasia may wish to concentrate on soothing, calming images, thus communicating a gentle, peaceful attitude through body language.
- Determine the factors that influenced his/her decision to work in animal research.
- Recognize the benefits to the animals that a truly caring worker can provide.
- Directly see the benefits of his/her hard work (for example, visit burn centers, pediatric units, veterinary practices).
- Establish support systems such as talking with family, colleagues, supervisors, or outside consultants.
- Understand the grieving process and complications related to repeated loss.
- Know it is acceptable to express feelings and not be ashamed or embarrassed by emotional reactions.

- Form attachments with animals but keep things in perspective. Personnel can indeed be caring and sensitive while maintaining the integrity of research; one can demonstrate caring behaviors and still carry out necessary duties.
- Care for a pet at home. The presence of a pet lowers human stress levels.
- Speak to a supervisor about receiving help if a particularly strong bond has been forged with an animal, such that the relationship inhibits the performance of necessary tasks. Personnel must remember that if they cannot perform an assigned task, someone else will be required to do so. Understanding this, individuals may decide to reconsider, realizing that the trust that has developed will serve to calm the animal and cause a less stressful reaction.
- Actively seek out information/education on the needs of the various species with which he/she interacts.
- Concentrate on the benefits of research and how it has impacted, in a positive way, someone in their lives (through vaccines, surgery, etc).
- Take pride in whatever skills he/she possesses that accentuate humane behavior.
- Be aware of other employment options existing in the field. If the experience becomes too overwhelming, he/she can remain involved in some other aspect of laboratory medicine. An individual can still play a vital role without directly working with the animals.

A research team member may work through his/her own grief, as well as the grief of co-workers. Support is essential for the sake of the research team, the animals, and maintaining the dignity of animal research and teaching. By learning more about the grief process and by considering how we can console others, we can find ways to improve our support system in the laboratory animal workplace. Such support is important for anyone who has experienced a major loss, whether of a family member, an animal, a relationship, personal health, or a job. Additionally, such support will help to maintain a healthy and productive climate in the animal research environment for both humans and animals.

Support Is Key

Members of the research team are all key players in the pursuit of research progress. In addition to knowledge and skills, primary attributes of laboratory animal workers include feelings of compassion and sensitivity toward animals. Empathetic and caring personnel see that animals are treated humanely and with respect. Individuals who demonstrate caring behaviors while being allowed appropriate outlets for expression of emotions will remarkably enrich the overall research experience of humans and animals alike.
Discussion Forum

TechLink is a listserv created especially for animal care technicians in the field of laboratory animal science. Open to any AALAS national member. TechLink serves as a method for laboratory animal technicians to exchange information and conduct discussions of common interest via email messages with technicians around the world. For additional information about this resource, please visit the AALAS website at www.aalas.org.

References


Additional Reading


Websites

*Links and information accurate as of June 2013.*


Pet Loss Support Programs—http://cvm.msu.edu/alumni-friends/information-for-animal-owners/pet-loss-support/pet-loss-support-hotline: Includes various links to sites covering euthanasia concerns (hotlines, support groups, inspirational poems, and letters).

VetLearn.com—http://www.vetlearn.com: Includes a discussion board for veterinary technicians to ask questions, seek advice, and reassure each other on a variety of topics, including euthanasia.
AAALAC Site Visit at Purdue - Fall 2013

AAALAC (Association for Assessment and Accreditation of Laboratory Animal Care) will be at Purdue for their triennial inspection Fall (September-October-November) 2013. AAALAC International is a private, nonprofit organization that promotes the humane treatment of animals in science through voluntary accreditation and assessment programs. More than 870 companies, universities, hospitals, government agencies and other research institutions in 36 countries have earned AAALAC accreditation, including Purdue, demonstrating commitment to responsible animal care and use. Purdue, like all the other institutions, volunteers to participate in AAALAC's program, in addition to complying with the local, state and federal laws that regulate animal research. Efforts are underway to prepare for the inspection process which typically lasts 4-5 days and covers all aspects of the animal care and use program. Over the past 7 months, LAP and PACUC visited investigators and their lab staff, explaining expectations and what to expect during the inspection process. For additional information regarding AAALAC, and specifically information for investigators, see http://www.aaalac.org/resources/investigatorinfo.cfm

PACUC MEETINGS FOR 2013

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