



THURSDAY, APRIL 26, 2018

BOSTON PARK PLAZA HOTEL

50 PARK PLAZA AT ARLINGTON STREET, BOSTON, MA 02116-3912

1:00 pm – 5:00 pm

12:30 PM

REGISTRATION

CABOT ROOM

1:00 PM ERGONOMICS

TAKING CARE OF THE ANIMAL CARE TECHNICIAN: THE ELEMENTS OF A SUCCESSFUL ERGONOMICS PROGRAM FOR YOUR VIVARIUM.

SPEAKER/INSTRUCTOR: TERRY SNYDER

Animal care technicians experience a high incidence of work-related musculoskeletal injury, pain and discomfort. This can lead to loss of experienced employees, costly workers compensation claims, and negative impact on morale, quality and productivity. However, identifying the risk factors and potential solutions is only a start in creating an effective and sustainable ergonomics program. It is often difficult to engage an experienced vivarium team to implementing improvements in tools, equipment, behaviors, and processes when jobs have been done the same way for a long time.

This interactive workshop will use examples and case studies from Ms. Snyder's consulting practice to introduce participants to three key concepts:

- **Animal care injury risk factors:** What are common musculoskeletal injuries and the major risk factors for these injuries in vivariums?
- **Participatory ergonomics:** From evaluation to implementation, steps to building a successful ergonomics program that reduce injury, pain, and discomfort.
- **Change management:** How to engage teams in testing and implementing improvements that they will be motivated to sustain.
- **Optional (but recommended) workshop preparation:** For the breakout sessions during this workshop, participants are asked to:
 - List five job tasks that animal care technicians at their animal lab feel are the most physically difficult to do or cause them discomfort
 - Bring two examples of changes that have been made in their facility to improve ergonomics, and how these have worked or not worked.
 - Photos of the most difficult job tasks and ergonomic improvements listed above would be helpful. If possible, please bring a printed photos or email them to the ergonomics workshop instructor at tsnyder@psaergonomics.com. Please make sure that the photos do not show faces, animals, or violates any photographic restrictions for your vivarium. Photos will only be used for this workshop.

3:15

SNACK BREAK

BEACON HILL ROOM

1:00 PM COMPASSION FATIGUE / GRIEF MANAGEMENT

ADDRESSING GRIEF AND LOSS FOR THE LABORATORY ANIMAL COMMUNITY

SPEAKERS/INSTRUCTORS:

JULIE SQUIRES

CERTIFIED COMPASSION FATIGUE SPECIALIST

CERTIFIED LIFE COACH

REKINDLE, LLC

GENEVIEVE ANDREWS

ANIMAL CARE AND USE COORDINATOR

ENVIGO

Many of us in the lab animal profession, regardless of our job description, became involved in the field because of the desire to work with animals. Forming bonds with research animals is common, and this bond is the motivation for the high quality of care that we provide for our animals. Ultimately, the human/animal bond is at the heart good animal welfare. However, given the nature of our work, these bonds we create can be broken. As this is a normal response to loss, it is common for laboratory animal professionals to experience grief when animals in our care have been euthanized. Unaddressed, grief can manifest in many ways and decrease the level of satisfaction that we derive from our work. Once acknowledged and addressed, the emotional response to research animal loss can be manageable. An introduction to methods for prevention, reduction and management of grief will be presented in this forum. The goal of this session is to develop skills for coping with grief and contribute to compassion satisfaction.

3:15

SNACK BREAK

CAMBRIDGE ROOM

1:00 pm

LABORATORY and ZOO PROFESSIONALS WORKING TOWARD COMMON ENRICHMENT/BEHAVIOR GOALS

ENRICHMENT: GOOD, BETTER, BEST

INSTRUCTORS, SPEAKERS & PROGRAM DEVELOPERS:

PJ JONES

ANIMAL CARE MANAGER

ROGER WILLIAMS PARK ZOO

KIM KEZER

ANIMAL TRAINING ADVISOR

ZOO NEW ENGLAND

FRANKLIN PARK ZOO & STONE ZOO

MARIE ORTEGA, CPIA, CMAR

DIRECTOR, ANIMAL CARE

MASSACHUSETTS EYE AND EAR/SCHEPENS

GINA SAVASTANO CMAR, MA, PHD

MERCK RESEARCH LABORATORIES

The goal of this workshop is for participants from both laboratory and zoo backgrounds to gain an understanding of enrichment (if they are new to the field) or expand on what they already know by learning about methodology that can be applied to both settings while sharing ideas and common practices.

Whether we work with animals in a laboratory or zoo environment, there is much we have in common and a great deal we can learn from each other when it comes to enrichment. We will discuss topics such as how “we” define enrichment, best practices and good, better and best models. The breakout group session following the lecture will focus on the design of a species-specific enrichment device or program based on subject matter that the participants gained insight to during the lecture. The spotlight will be on species natural history and behavioral based models of enrichment.

3:15

SNACK BREAK

5:00 PM

CLOSING REMARKS & QUESTIONS ... WRAP-UP, EVALUATIONS & CERTIFICATES!



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