UNIVERSITY OF PITTSBURGH

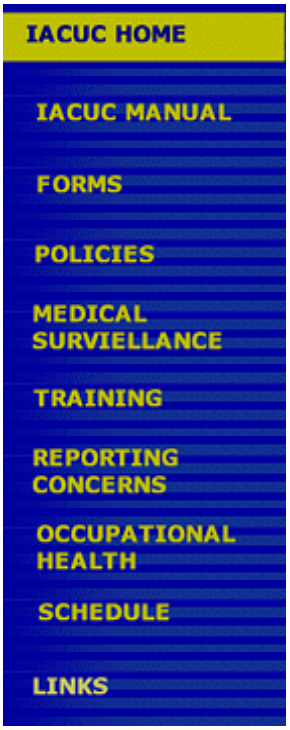
February, 2003

The IACUC Newsletter
Providing information to the research community since 1998

Volume 6, Issue 1

Institutional Animal Care and Use Program

The future is in our hands. It is everyone's responsibility to preserve the peace.



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Special points of interest:

- **You must complete the appropriate training prior to being added to or working on a protocol using animals.**
- **Species specific sessions have been video taped and are available for loan from the training office. In addition these videos are shown to small groups on a weekly basis, contact Marilee Rose at 412-578-3459 or mrose+@pitt.edu to reserve space.**

Join the IACUC mail list!

The IACUC Handbook is now on line. The following information is included in this handbook.

- Regulations
  - Required-Animal Welfare Act, Public Health Service Policy
  - Voluntary-AAALAC, University of Pittsburgh
- IACUC reporting structure
- Institutional Animal Care and Use Committee
  - Authority
  - Contact information
  - Responsibilities
  - Membership
  - Subcommittees
  - IACUC decisions/requests for consideration
  - Record retention
  - Reporting concerns for animal welfare
  - Receiving and handling allegations
  - Determination of corrective actions/sanctions
- Protocol approval process
- Annual renewal process
- Modifications to approve protocols
- Internal program review
  - Semi-annual facilities inspection
  - Semi-annual program review
- External program review
  - OLAW
  - USDA
  - AAALAC
  - Institutional
- Training programs
- Occupational health and safety
- Standard operating procedures

Also under the IACUC Manual is a list of Anesthetic, Analgesic and Tranquilizer Drugs Frequently Used With the Common Laboratory Species.

Protocol Form 2003 Must Be Used

All teaching and research protocols utilizing living vertebrate animals must be tendered as New Submissions for complete evaluation by the Institutional Animal Care and Use Committee (IACUC). Applications must also be submitted when utilizing dead vertebrate animals or animal parts if the animal was both sacrificed and procured solely and specifically for the research or teaching purpose. All approved protocols must be re-submitted as a new protocol for review every three years.

Who Needs Training

The University of Pittsburgh provides training to all who use or care for animals. *Who should attend?* **Any individuals listed on a protocol.**

*Principle Investigators,
*Research Fellows,
*Technicians/Assistants,
*Animal Care Technicians,
*Any individual involved in

Medical Surveillance Program

"When we turn to one another for counsel we reduce the number of our enemies."

International Laboratory Animal Technicians Week

Medical Surveillance

Submitted by the IACUC

Vaccinia Virus

Cases of laboratory-associated infections with pox viruses (i.e. smallpox, vaccinia, yaba, tanapox) have been reported. Human poxvirus infection ranges from severe systematic febrile disease to less severe rarely fatal vesicular diseases. This SOP was designed to establish a system of information and safeguards that should be followed at the University of Pittsburgh when using vaccinia virus.

Measles Virus

Measles or rubeola infects human and old and new world non-human primates including macaques, chimpanzees, and owl monkeys. Symptoms of measles include a fever, rash and upper respiratory symptoms. The virus can also cause immunosuppression that can lead to pneumonia, otitis media, conjunctivitis, hepatitis, meningitis and encephalitis. In non-human primates measles has also been associated with endometritis and spontaneous abortion. Macaque to human transmission of measles has been documented. This SOP was designed to establish a system of information and safeguards to be utilized to control the spread of measles infection at the University of Pittsburgh research environments.

As more programs are added, they will be listed in this section of the IACUC website.

News From the DLAR

Submitted by Dr. Joseph Newsome

Carol Acrie DLAR administrator, retired after 34 years of service to the University of Pittsburgh's animal care program. She will certainly be missed and we wish her all the best in her retirement.

DLAR employees Sean Elston and summer intern Kathryn Altmas have been called up to active duty to assist in the war against terrorism. We wish them all our prayers.

We hope for a peaceful resolution to the conflicts.

Technician Week

From February 2-8, 2003. the nation celebrates animal technician week. This is a time set aside to express gratitude to the animal technicians who's hard work many times goes unnoticed. If you miss this opportunity to express your thanks to the technicians for their hard work as part of the research team and for their dedication to the animals, please feel free to do it any time of the year. It is never too late.

Common Thread-Terrorism

Submitted by Dr. Joseph Newsome, Source: AMP News Service

One common thread that brings the institutions of the National Association of State Universities and Land-Grant Colleges is our collective involvement in promoting the interests of our universities in the discovery of new knowledge. We are now faced with an unprecedented challenge to the traditional autonomy of the academy to educate, to discover, and to use traditional knowledge in service to our external communities. Eco-and animal rights activist groups seek to curtail research (at universities and elsewhere) that relies on the use of animals, biotechnology, and genetically modified organisms and thus to curtail the development of new knowledge that can be used to improve the human condition.

Some of these groups pose real threats. We in higher education are also faced with the prospect that international terrorists may seek to use our research activities in such a manner as to produce a disaster causing catastrophic loss of life. In responding to these threats, we are facing significant management and financial issues, as well as new difficulties associated with maintaining the openness and free exchange of information that is so central to our academic tradition and the scientific method.

The ultimate goal of the eco-and animal rights terrorists is to use the threat of violence, including threats to human life and safety, to limit scholarly inquiry. The use of violence to further their goal should be abhorrent to all who are against the use of violence and especially to the entire academic community. If we are to protect ourselves from such terrorism, we will need to forge partnerships among ourselves and with industry, our local communities, and federal and state governments.

Gene Trials Halted

Submitted by Dr. Kelly Hopper, Source: New York Times

The Food and Drug Administration recently suspended 27 gene therapy trials involving several hundred patients after learning that a second child treated in France had developed a condition resembling leukemia.

The agency said it was not aware that any of the patients treated in the 27 American trials had suffered illnesses similar to that of the infants in France but was nevertheless taking precautions.

"We see no evidence that the subjects in these 27 trials are actually at risk," said Dr. Philip Noguchi, acting director of the agency's office of cellular, tissue and gene therapies.

The temporary halt, the largest such action involving gene therapy trials, is yet another setback to the fledgling field, which usually involves introducing healthy genes into patients to treat diseases caused by defective ones. The field is still shaken from the death of a teenager undergoing gene therapy in 1999 at the University of Pennsylvania and from the first case of leukemia in an infant in France last year.

The treatments in France had been considered the only unequivocal success for gene therapy after a decade of failures. Nine of 11 young boys treated for a fatal immune deficiency widely known as bubble-boy disease were able to leave the hospital and take up nearly normal lives. But now two of them have developed the condition resembling leukemia.

"The exciting thing was that it was working," said Dr. Joseph C. Glorioso, president of the American Society of Gene Therapy and chairman of molecular genetics and biochemistry at the University of Pittsburgh. "The horrible thing is that a shadow has now been cast over that success."

In September, after the first of the children in France was found to have the leukemia-like disease, the FDA halted three clinical trials that involved a similar treatment for immune deficiencies. Yesterday it decided to halt all trials involving the technique used in the French trial, regardless of the disease being treated. That technique uses a type of virus known as a retrovirus to ferry genes into blood-producing stem cells.

The 30 trials halted represent about 15 percent of the 200 gene therapy trials underway and about half of the 60 trials involving retroviruses. The other trials using retroviruses insert the genes into cells other than blood stem cells. The trials involving stem cells are considered more risky because those cells proliferate, and leukemia is a disease in which blood cells proliferate out of control.

Some of the trials being halted are intended to treat AIDS and cancer, Dr. Noguchi said. The agency will consider lifting the suspensions in individual cases for these life-threatening diseases if doctors fully inform the patients of the risk and then monitor them carefully, he said.

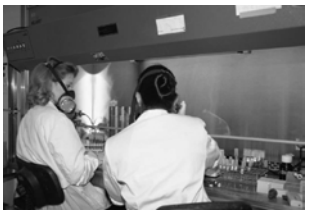
Retroviruses are only one of several types of viruses used to deliver genes into cells. But they are considered both particularly promising and risky because the genes they carry become a permanent part of the target cell's DNA. That means that when the cells divide, the inserted genes remain in the daughter cells. Without that permanent insertion, scientists said, gene therapy might have to be performed over and over.

But scientists also knew there was a theoretical risk that a retrovirus would lodge near a cancer-causing gene and turn it on. Scientists say that is what happened in the first leukemia case in France. The cause in the second case has not been announced but some scientists say they have heard the cause is similar.

But until the second case, scientists believe that the risk was low. There have been perhaps 40 or 50 trials involving more than 100 patients in the United States that involved using retroviruses to insert genes into stem cells. Most had limited or no success, but none had caused a cancer-like complication.

"The big question is why are we seeing this all of a sudden in two patients in this trial but not in all these previous patients?" said Dr. Kohn, who was conducting two trials affected by the FDA's suspension. He said one explanation could be that gene transfer has become more efficient. Another is that there could be something specific to the disease treated or to the gene used in the French experiment.

Dr. Glorioso described the setback as "bumps in the road that happen when you develop new therapies." "I don't think it will kill the field. I think it will cause us to work harder to resolve the problem.



Dr. Salomon and Dr. Glorioso said there could be techniques to make gene therapy safer.

A sense of curiosity is nature's original school of education.

We must engineer our way out of the problem.

A Look At Fish Welfare

Submitted by Marilee Rose Source: Fisheries Society of British Isles

It is very important that the animal care technician and the researcher observe the fish closely to notice signs of stress.

Treat the earth well: it was not given to you by your parents, it was loaned to you by your children. We do not inherit the earth from our ancestors, we borrow it from our children.

Stress can take many forms.

The scientific study of fish welfare is at an early stage compared to work on other vertebrates and a great deal of what we need to know is yet to be discovered. More information is needed about general issues, such as what it means to say that a fish is suffering, and about specific issues, such as the effects of particular activities in particular species. Some areas where more research is needed are:

- The behavioral responses of fish to harmful stimuli and the neural mechanisms that cause these responses.
- The mental capabilities of fish and how measurable events such as physical damage generate subjective states of well-being or suffering.
- Possible 'behavioral needs' that fish must be able to express.
- Diseases in fish and the relationship between health and welfare.
- The development of low-tech, easily applied indicators of fish welfare.
- The welfare of ornamental fish and those held in display aquaria.
- The effect of human activities on welfare in species other than salmon and trout.
- The exact mechanisms by which the adverse effects of human activity come about.

Fish are sophisticated animals, far removed from unfeeling creatures with a 15 second memory or popular misconception. They are also different from birds and mammals in important ways. A heightened appreciation of both of these points in those who exploit fish and in those who seek to protect them would go a long way toward redressing some current shortcomings in fish welfare.

In assessing fish welfare, the knowledge of the natural responses of fish to adverse conditions suggests ways of providing the physical, physiological or psychological state of individual fish to determine whether their welfare is compromised. The aspects of an animal's condition that are often used in this context are its health status, its physiology and its behavior. Relating each of these to welfare is not simple, and ideally all three should be taken into account when assessing welfare in any given case.

Sensitive and easily applied welfare indicators for fish.

Changes in color: Stress-induced changes in skin or eye color have been reported in a number of fish species, including ornamental species, and so could be a sign of exposure to adverse events.

Changes in ventilation rate: A high oxygen demand is reflected by rapid irrigation of the gills. The rate of opercular beats is therefore increased by stress and can be counted, automatically or by eye. This together with a visual assessment of gill status, is used as a sign of incipient problems in ornamental fish and to monitor exposure to pollutants in salmonid fish.

Changes in swimming and other behavior patterns: Fish may respond to unfavorable conditions by adopting different speeds of swimming and by using different regions of the tank or cage. Abnormal swimming has been used as a sign of poor welfare in farmed fish. Know behavioral responses to adverse events and conditions are potential signs of both general and specific trouble. These include excessive activity or immobility, body positions that protect injured fins, escape attempts in confined conditions and chafing movements to dislodge ectoparasites.

Reduced food intake: Notwithstanding that there are many reasons why a fish might not eat, the fact that feeding is suppressed by acute and chronic stress means that loss of appetite is potentially a sign of impaired welfare.

Slow growth: Notwithstanding that growth rates in fish are flexible and naturally variable, sustained reduced feeding and growth may be indicative of chronic stress. Thus where fish are regularly weighed or where size can be accessed by eye, slow growth can be used as a sign of trouble.

Loss of condition: Fish change shape and/or lose weight for many reasons, but because reduced feeding and mobilization of reserves are secondary stress responses, where fish are regularly weighed and measured, or where body shape can be accessed by eye, loss of condition can be used as a possible sign of trouble.

Some other measurements include Morphological abnormalities, injury, disease states and reduced reproductive performance.

In Memory of John Lesko

Submitted by Marilee Rose

John Lesko, DLAR employee pass away suddenly at the age of 42 and all who knew him are saddened by the loss. John worked in the DLAR from June of 1991 through July 1999 and then came back to the DLAR on September 3, 2002, working at the Plum Boro facility.

I had the pleasure of working with John for a few years at the Montefiore animal facility where he worked as one of my top technicians, primarily focusing on the care of large animals. John had a great interest in the care of primates, working with many of the baboons that we had housed in the MUH facility and then subsequently the primates in the other areas where he worked. In 1995, John, along with coworker Karen Rearick submitted an abstract to the national AALAS organization which was accepted. John presented this paper to a large audience at the national AALAS meeting in Baltimore Maryland. In 1997 he was nominated and won the Three Rivers Branch Technician of the Year Award for his outstanding work in the care of laboratory animals. John was interested in all animals, volunteering his time to a wild life rehabilitation facility, caring for brown bats and other animals when needed. He spent time before his return to the DLAR in 2002, working at the Animal Rescue League. John also gave of his time to the local AALAS branch serving as membership chair while he was working in the Montefiore facility and also as co-chair for the Three Rivers Branch boat cruise.

I know I speak for all the people (and animals) who knew him when I say, "John we will miss you!"

Access to Medline and Biological Abstracts

Submitted by Alice Kuller, IACUC Liason, HSLS

Investigators using USDA regulated species in their research and utilizing class D or E procedures are required to use two sources of information in the search for alternatives to painful/distressful procedures.

The most frequently searched database is MEDLINE, produced by the National Library of Medicine. HSLS offers two distinct ways to access MEDLINE. One is through the Ovid Web Gateway and the other is through PubMed, which directly connects to the National Library of Medicine's search system. Though there are distinctions between the two they are essentially the same database.

HSLS now offers easy access to Biological Abstracts (also known as BIOSIS) from our database page. A leading abstracting and indexing publication this database indexes current, peer-reviewed literature in the life sciences and is one of the databases recommended by the Animal Welfare Information Center (AWIC).

To access Biological Abstracts, Ovid MEDLINE, and PubMed go to: http:www.hsls.pitt.edu/resources/databases/titles

NOTE: Biological Abstracts can be accessed only from computers connected to the University of Pittsburgh network. The "remote access" feature does not work for this database.

A user's guide "*Searching Biological Abstracts*", prepared by HSLS librarians is available from the library's web site: To access this document online go to: http://www.hsls.pitt.edu.edu/resources/documentation/ba.pdf

For further assistance in searching the animal welfare literature, please contact Alice Kuller, IACUC liaison, HSLS at 412-648-1971 or abk1@pitt.edu.

In seeking wisdom, the first stage is silence, the second listening, the third remembrance, The fourth practicing, the fifth teaching.

DLAR Employees Present Poster

Submitted by Dr, Joseph Newsome

DLAR employees Molly Flynn and Dana Sinciline presented a poster at the UPCI Annual Scientific Meeting. We want to recognize these individuals for their hard work and encourage all other DLAR employees to consider presenting such projects to local and national groups and meeting in the future. AALAS is a great forum for such endeavors.

Poster Presented

University of Pittsburgh
Division of Laboratory Animal Resources
Requirements For Purchase of Primates
Effective date: 1/6/03

REQUIREMENTS FOR PRIMATE ORDERS

The Division of Laboratory Animal Resources (DLAR) has recently revised the primate ordering process in order to facilitate communications between Principle Investigators and their staff, the Animal Purchasing Specialist, Veterinary Service Personnel and the Facility Supervisors. Please use the Animal Order Form. A brief explanation of the process follows:

1. Select a supplier of primates and choose the number, gender, and species etc. of primate to be received. This includes purchased or transferred animals to be delivered to any University of Pittsburgh Facility.
2. Submit the Animal Ordering Form to the Animal Purchasing Specialist. Forms can be found at http://www.iacuc.pitt.edu under "Forms" then "Critical DLAR Forms." Completed forms should be emailed to anorder@pitt.edu. Faxed orders are no longer accepted.
3. The Animal Purchasing Specialist will approve the species and number of animals to be ordered via approved protocol review. The order will then be forwarded to the Facility Supervisor who will contact the PI or designee about the status of the order. Orders will be placed on a waiting list in order that they are received. Note that any questions or problems with the form may delay the process.
4. A DLAR Veterinary Technician will contact the supplier to obtain health records on the specific primates and arrange for a DLAR Veterinarian to review the records.
5. If the source is approved, the DLAR Veterinarian will pass, fail or give provisional approval to the primates. DLAR Veterinary Personnel will contact the PI or designee regarding any concerns preventing full approval. DLAR Veterinary personnel will return the health records and forms to the Facility Supervisor upon approval of source and health status.
6. The Facility Supervisor will provide final approval of the order and arrange delivery directly with the vendor based on the quarantine schedule and housing availability.
7. When all the requirements specified above have been filled, the Facility Supervisor will notify the PI or designee with a tentative delivery date.
8. If there is a problem with the order at any stage of the process, the DLAR will contact the PI or designee to discuss.

Orders should be submitted as far in advance as possible to avoid unnecessary delays, as quarantine space is limited.

Approval is contingent upon final protocol approval, available quarantine space and permanent housing space.

Release from quarantine is contingent upon successfully completing all medical requirements. Quarantine is at least 30 days for non-feral animals (domestic source) and at least 90 days for feral animals (non-domestic source).

Important Contacts: DLAR: 412-648-8950

Holly Truckermiller, Animal Purchasing Specialist	anorder@pitt.edu	412-383-8568
Judy Deninno, RIDC Supervisor	deninno@pitt.edu	412-967-6504
Edwin Klein, VMD, Assoc. Director, Primate Vet.	eklein@pitt.edu	412-648-8906
Debra Lersch, Plum Facility Supervisor	dlersch@pitt.edu	724-327-4997
Linda McCort, SBST Supervisor	lmccort@pitt.edu	412-648-8904
Lindsay Pulman, Veterinary Technician Supervisor	lindsayp@pitt.edu	724-325-4886
Jo Ann Sloan, McGowan Institute Supervisor	sloanj@pitt.edu	412-383-9122

Never mistake knowledge for wisdom. One helps you make a living, the other helps you make a life.

CONTACTS

Researchers Are Asked to Share With DLAR Staff

Submitted by Dr. Denise Capozzi

The Division of Laboratory Animal Resources (DLAR) sponsors educational talks every other month beginning in January. If you would like to talk to the staff about your research, please contact Dr. Denise Capozzi at 412-648-8898 or email to dcapozzi+@pitt.edu. The talks usually last from 30—60 minutes and are usually given in the afternoon.

DLAR Employee of Month

Every month the Division of Laboratory Animal Resources designates an employee of the month.

Current winners include:

September—Pam Wintruba

October-Andre Childs

November-Gloria Duffy

December-Olga Vajda

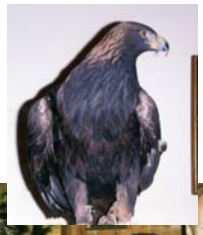
If you wish to nominate an employee, please contact either Frank McSteen at 412-648-9738 or Denise Capozzi 412-648-8898 in the DLAR.

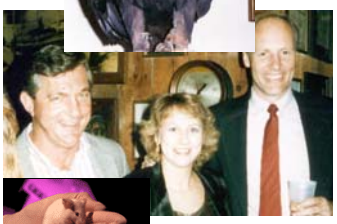
AALAS Meetings

AALAS Meeting: The next TRB AALAS meeting is February 27th in room 452 Mellon Hall Duquesne University. The social starts at 6 PM, meeting at 7 PM, followed by the guest speaker, Michael Rhodes, Ph. D., Research Fellow, Center for Neurosciences Research at Allegheny—Singer Research Institute. The topic will be 'Factors Influencing Stress in Laboratory Animals: Can Toys Help?'

The next meeting will be held in April at the McGowan Institute.

AALAS Educational Activities and networking.





What is AALAS

Submitted by Dr. Paul Bramson

The Three Rivers Branch of the American Association For Laboratory Animal Science (TRB AALAS).

I would like to introduce you to one of the best kept secrets in western Pennsylvania. The Three Rivers Branch of the American Association for Laboratory Animal Science. This groups charge is to focus on the needs of the laboratory animal science community, through education, practical training, and exposure to others with a common interest. Unlike traditional groups which represent one or another interest groups, AALAS transcends those lines. Members include research investigators, veterinarians, technologists, and technicians. Yes, even the sales community actively involved in selling products associate with laboratory animal research. All can be members and benefit from the association.

What can the TRB AALAS do for you? Because members have a common interest in the science associated with the husbandry, health and use of all species of laboratory animals, meetings are a good place to meet others to whom practical questions can be posed. An internationally recognized certification program benefits newcomers to laboratory animal research. Technical personnel and students can obtain background training and be recognized as meeting standards of knowledge helpful to their jobs and studies. The local branch can also introduce you to the national organization and the programs available to the broad based animal research community.

If you have an interest in learning more about the local branch, please join us at our next meeting, Thursday, February 27th at Duquesne University. For more information call 2003 TRB AALAS President, Paul Bramson at 412-383-2009.

We are in the planning stages of the next joint Technicians' Day, working with the Northern Ohio Branch of AALAS. We are looking at the date of September 27, 2003. More details will be coming out in future newsletters. The program committee is putting together an excellent program, and we will be working to get continuing education credits from the PA, Ohio vet tech board and National AALAS.

AALAS Meetings

Environmental Health and Safety Training Schedule

Bloodborne Pathogens:

G 23 Parran Hall 2:00-3:00PM

2/6/03, 3/6/03, 4/3/03, 5/1/03

Dangerous Goods:

Kresge Aud. 1175 Benedum

4/15/03 9:00-11:00AM

Formaldehyde:

G23 Parran Hall

2/6/03, 3/6/03, 4/3/03,

5/1/03--3:00-3:45PM

2/20/03, 3/20/03, 4/17/03, 5/15/03--3:15-4:400 PM

Chemical Hygiene:

G23 Parran Hall 2:00-3:10PM

2/20/03, 3/20/03, 4/17/03, 5/15/03

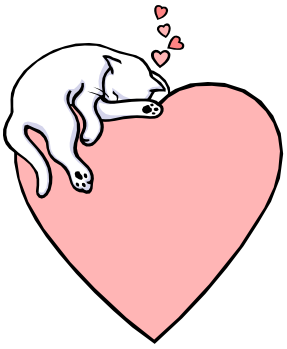
Chemical Hygiene is now required every three years.

Balancing Scientific Publications and National Security Concerns:

Submitted by Marilee Rose Source: CompMed

Balancing scientific research and global security.

Freedom is an indivisible word. If we want to enjoy it, and fight for it, we must be prepared to extend it to everyone, whether they are rich or poor, whether they agree with us or not, no matter what their race, their religion, or the color of their skin.



Happy Valentines Day

Recent publication of scientific research results that might be used by terrorist groups has led some policymakers to question whether the method used to control scientific research results, namely classification, should be revisited. The Administration, legislators, and scientific professional societies are reexamining policies relating to scientific information that might threaten national or homeland security. In March 2002, executive branch agencies were instructed by Assistant to the President and Chief of Staff Andrew Card to determine if government-owned information, especially that regarding weapons of mass destruction, was being inappropriately disclosed. Also in March 2002, the Department of Defense (DOD) promulgated a draft regulation expanding information controls to basic and applied science research and development. In October 2002, the House of Representatives' Committee on Scientific held a hearing regarding balancing openness and security in research. Scientific professional societies are engaged in developing self-regulatory mechanisms to address the concerns of the national security community. Policymakers may wish to determine what changes, if any, should be made to current policy regarding publication of federally funded research results, and whether the options currently under consideration adequately balance the concerns and needs of the security and scientific communities.

Summary:

The terrorist attacks of 2001 have increased scrutiny of non-conventional weapons, including weapons of mass destruction, and a series of research publications, including results showing that polio virus could be artificially created, have increased concerns over whether publication of federally funded extramural research results could threaten national security.

The current federal policy, as described in National Security Decision Directive 189, is that fundamental research should remain unrestricted and that, in the rare case where it is necessary to restrict such information, classification is the appropriate vehicle to do so. Other mechanisms restrict such information flow on the international level, where Export Administration Regulations (EAR) and International Traffic in Arms Regulations (ITAR) control the export of items and technical information on specific lists. Both the EAR and ITAR contain an exclusion for fundamental research, but this exclusion is lost if prepublication review of research results for sensitive information occurs.

Previously, the areas where export regulation and classification have occurred have been in mathematical, engineering and physical sciences. Contentious research areas, such as genetic engineering and manipulation, have been overseen through scientists' self-regulation and monitoring. The 1975 Asilomar conference produced a consensus statement on recombinant DNA research that formed the basis for the National Institutes of Health Recombinant DNA Advisory Committee. Recent research publications that have raised national security concerns have fallen outside of the areas that traditionally have been regulated through classification and export control and it is unclear whether traditional mechanisms will be equally effective.

There is a lack of consensus regarding what is the best method to balance scientific publishing and national security. Some believe that the current method of classification of research results is the most appropriate. They assert that imposing new restrictions will only hurt scientific progress, and that the usefulness of research results to terrorist groups is limited. Others believe that self-regulation by scientists, using an "Asilmar-like" process to develop a consensus statement, is a better approach. They believe that, through inclusion of scientists, policymakers, and security personnel in the development phase, a process acceptable to all will be found. Relying on publishers to scrutinize articles for information which might potentially have security ramifications is another option. Finally, mandatory review by federal funding agencies, either at the funding stage or before publication, is seen as a potential federally based alternative.

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Judith Deninno, ALAT-RIDC Supervisor
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Debra Lersch, BS, LAT-Plum Supervisor
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Send us an email.

Conversation is being able to disagree and still continue the discussion.

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Caring People Caring for Animals

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RCCO

Please share this newsletter with your staff.

Knowledge is of two kinds- that which is absorbed and that which is just heard.
The one that is heard does not give benefit unless it is absorbed.

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Columbia
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