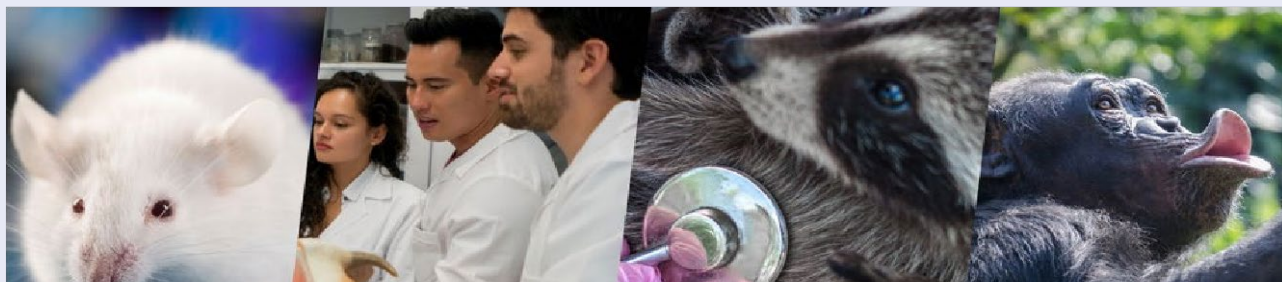


## Staffing that Sticks: How Workplace Culture Helps Retain Top Talent in Lab Animal Care— Second Webinar

### Roundtable on Science and Welfare of Animals Involved in Research



Monday, November 3<sup>rd</sup>, 2025, 12:00 – 1:00pm ET | 9:00 – 10:00am PT

**Purpose** Welcome to the second session of the webinar series, *Careers that Care: Strengthening the Future of Animal Research Professions*.

This series is hosted by the Roundtable on Science and Welfare of Animals Involved in Research, part of the Board on Animal Health Sciences, Conservation, and Research at the National Academies of Sciences, Engineering, and Medicine.

The *Careers that Care* series focuses on strengthening the workforce in the field of research that involves animals. From recruitment through retention, each session offers practical strategies to attract, support, and advance professionals in animal care, research compliance, and administration.

This webinar, *Staffing that Sticks: How Workplace Culture Helps Retain Top Talent in Lab Animal Care*, will focus on the importance of cultivating a *culture of care*—a holistic approach that emphasizes the well-being of both animals and the professionals who care for them. Three panelists will discuss how organizations can foster environments where staff feel valued, supported, and motivated to build long-term careers in animal care and related fields.

Drawing on real-world experiences and workforce data, the discussions will highlight strategies for retaining animal care professionals, from showing new hires that their organization is invested in both people and animals, to creating clear career pathways that allow staff to grow from entry-level positions to roles of greater responsibility. Panelists will also explore practical approaches to reinforcing organizational commitment to staff well-being, which can improve retention and engagement across the workforce.

**12:00pm–  
12:05pm**

**Welcome**

Mitch Hebner, Research Associate, Board on Animal Health Sciences, Conservation, and Research

**12:05pm–  
12:45pm**

**Introduction to Culture of Care and Panel Discussion**

**Moderator:**

Dr. Galen Cobb, Science Policy Analyst, Federation of American Societies for Experimental Biology

**Panelists:**

Elizabeth Houston, DVM, FFCP, DACLAM  
Consultant

Judy Murray, BA  
Director, Animal Welfare Training  
Charles River Laboratories

Preston Van Hooser, BS  
Review Scientist & Compliance Manager, Founder & Co-Chair, Dare 2 Care  
Compassion in Science, and IACUC Member  
Office of Animal Welfare, University of Washington

**12:45pm–  
1:00pm**

**Discussion: Participant Questions & Answers Session**

**Webinar Adjourn**

## Speaker Biographies

**Dr. Galen Cobb** is a Science Policy Analyst at the Federation of American Societies for Experimental Biology (FASEB), a coalition of 22 scientific societies representing more than 110,000 researchers in the biological and biomedical sciences. In this role, she focuses on policy issues that affect scientists who use animal models and the laboratory animal science workforce. Before transitioning to science policy, Dr. Cobb earned her PhD in Zoology from the University of Florida, where her research examined patterns of biodiversity and viral incidence in native bee communities. Earlier in her career, she worked at Evans Analytical Group (now Eurofins Scientific), conducting ecotoxicology testing and collaborating with the U.S. Environmental Protection Agency and industry partners to develop protocols for non-traditional animal models such as bees.

**Elizabeth Houston, DVM, FFCP, DACLAM**, is a lab animal veterinarian with a passion for organizational excellence. Her interest in culture of care began during her residency at Colorado State University, developing further as she went on to work at medical device and contract research companies. In academia and industry, she led initiatives to invest in the people - creating compassion satisfaction committees, technical training and continuing education programs across all research roles and implementing Fear Free and low stress handling. Recently, she pivoted to a veterinary consultant role, where she enjoys developing novel surgical models and helping teams succeed.

**Judy Murray, BA**, is the Director Animal Welfare Training at Charles River Laboratories. In this role she is responsible for overseeing development and support of animal welfare and associated training initiatives globally. Her work focuses on raising awareness of the 3Rs and identifying potential animal welfare risks via training. She leads engagement efforts to connect the science to animals' welfare and the company's purpose. Her latest endeavor is developing and implementing a Compassion Science Program across the organization to reduce compassion stress and build resiliency to help employees cope with challenges presented by the nature of our work, which in turn impacts their care and compassion for the animals. Judy has over 25 years of training experience in laboratory animal science in both academic and corporate settings. She has a degree in Psychobiology with a concentration in animal behavior and began her career as a veterinary technician in private practice and IACUC Coordinator at Dartmouth College's Animal Resource Center before joining Charles River in 2002. Since beginning her work in the field of laboratory animal science, Judy has presented at national and international meetings focusing on reducing stress for both the animals and those responsible for their care and welfare. Judy is a member of the Institutional Official Consortium's Biomedical Research Awareness Working Group and Charles River's representative to the International Culture of Care Network.

**Preston Van Hooser, BS**, serves as Review Scientist and Compliance Manager in the Office of Animal Welfare at the University of Washington (UW). With over three decades of experience, he has demonstrated unwavering commitment to advancing the integrity and excellence of vertebrate animal research and education. In recent years, Mr. Van Hooser has spearheaded the development and implementation of UW's inaugural Compassion Fatigue (CF) Program, which he currently co-chairs. His leadership in this area reflects a deep conviction that laboratory animal professionals deserve access to practical tools and evidence-based strategies to recognize, manage, and mitigate compassion fatigue in their work. Mr. Van Hooser began his research career in 1991 in the Department of Ophthalmology at UW, where his contributions led to multiple peer-reviewed publications and a landmark breakthrough in restoring vision in a mouse model of Leber's Congenital Amaurosis (LCA) – a rare, inherited retinal disorder presenting in early childhood. He continues to influence the field through active service on several boards, including the Northwest Association for Biomedical Research (NWABR) and the Washington Adoption Center for Retired Research Animals (WACRRA). He is also a member of leading professional organizations such as the American Association for Laboratory Animal Science (AALAS) and Public Responsibility in Medicine and Research (PRIM&R). In addition to his academic and regulatory roles, Mr. Van Hooser serves as President and CEO of InVision BioResources, a Seattle-based company that provides incidental ocular tissues to vision researchers around the globe.