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Should I stay—or should I go?

High rates of employee turnover are the source of a considerable loss of time and resources, but laboratory animal facility managers are not always aware of the reasons that motivate employees to stay in their positions. Chick compares prominent theories of employee motivation and then puts them to the test by surveying cagewashers, animal caretakers, animal technicians, and supervisors working in a laboratory animal facility to determine the job characteristics that motivate them. [See page 25](#)

Keeping it interesting

Having interesting and varied work responsibilities may enhance job satisfaction among animal facility employees. Boisvert and Morgan describe the development of an animal care position that combines husbandry, veterinary care, breeding colony management, and *in vivo* research support. The integration of these tasks gives participating animal care staff more diverse responsibilities and leads to stronger communication and collaboration between researchers and husbandry personnel. [See page 34](#)

Recognizing a job well-done

Keeping employees motivated is a challenge faced by managers in the field of laboratory animal science and in the business world at large. Using Maslow's 'Hierarchy of Needs' theory as a guide, Symonowicz and coauthors describe how managers can create a recognition program to keep employees feeling happy and rewarded. They discuss creative programs they have used and share lessons learned from these various programs. [See page 39](#)

New columns for 2006

We are happy to announce the launch of two new regular columns for 2006. Beginning this month, 'Careers and Recruitment' will take a varied look at careers in laboratory animal science. On [page 43](#), we talk to Robert F. Hoyt, Jr., DVM about the growing field of lab animal microsurgery. Future columns will offer tips for effective interviewing, discuss innovative training options, and profile important and interesting people in the field. Next month we will begin publishing 'Clinical Techniques'. With detailed descriptions of physical techniques (such as the use of Elizabethan collars), this new column will appeal to technicians, veterinarians, and researchers alike.