

March 26, 2021

To: The WSU Administrative Professional Advisory Council

I enthusiastically nominate Gary Turner for a 2021 Administrative Professional (AP) Contribution Award. Gary serves a critical role in the College of Veterinary Medicine as our Teaching and Research Herds Unit & VTH Animal Care Manager. He oversees all aspects of the housing and feeding for all of the client-owned animals in our Veterinary Teaching Hospital, as well as all of the animals used for teaching in our professional DVM program, and most of the livestock used in research in the college. He oversees the procurement, transport, housing, and care of animals, manages a large group of personnel, and maintains animal welfare compliance for the college with multiple regulatory bodies including AAALAC, USDA, IACUC, OCV, and federal and state veterinary agencies. I have known and worked with Gary for many years, starting when he worked for the Office of the Campus Veterinarian. As a faculty member and PI with multiple ASAFs, I was always impressed with Gary's knowledge, competence, communications skills, and common-sense approach to assisting PIs with IACUC and OCV compliance. I was extremely excited when he joined the CVM in 2007. I have continued to work closely with him in several capacities, first as Associate Dean for Research, then as Chair of the Department of Veterinary Microbiology and Pathology, then as Interim Dean of the CVM, and now as Chair of the Department of Veterinary Clinical Sciences.

Gary has a complex and incredibly important job. Compliance mistakes in our animal teaching and research programs could lead to loss of accreditation and the cessation of operations. He is exemplary in his job. He is pro-active, identifies problems quickly, and either solves them immediately or recommends feasible solutions. I can count on him to keep our facilities in the best possible shape, and to support all of our animal needs from acquiring large numbers of shelter animals for our spay/neuter return program, to dairy cows and horses for our large animal reproduction teaching laboratories.

In closing, Gary Turner is one of the key people who make our college work. He is the kind of person everyone wants on their team. He goes above and beyond every day, and not a week goes by that I don't need and rely on him for something critical. He is always ready and willing to help anyone, he always responds quickly, and he always gets the job done. He is positive, cool-headed, and can-do. Gary is highly deserving of the AP Contribution Award and I am proud to provide him my strongest recommendation and nomination.

Very Sincerely,



Robert H. Mealey, DVM, PhD, Diplomate ACVIM
Professor and Chair, Department of Veterinary Clinical Sciences
College of Veterinary Medicine

25 March 2021

Selection Committee
2021 Administrative Professional Contribution Awards
Washington State University

To whom it may concern:

I am writing this letter in strong support of **Mr. Gary Turner's** nomination for the **WSU Administrative Professional (AP) Contribution Award in 2021**. The description of this award states that it is intended to recognize productivity, innovative problem solving, positive working relationships, and university or community service that goes beyond expected job responsibilities. I worked closely with Gary for the past 10 years in a variety of contexts and I cannot imagine anyone who could be more worthy of this recognition.

Gary essentially does the work of two full-time employees. He is manager of the large teaching herds that support education of students in the professional veterinary curriculum and he manages animal care activities within the Veterinary Teaching Hospital (VTH). I initially began my work with Gary when I was the faculty Principal Investigator in charge of the Animal Care and Use protocol for the equine teaching herd in the college from 2011 to 2015. This group of 20 to 30 horses is maintained to support the teaching activities of multiple faculty in support of more than a dozen individual professional courses. There are constant competing demands for use of the horses with growing college and external oversight and associated demands for documentation of humane use and care. Gary navigated these seemingly incompatible needs with ease. He was always aware of the legal and ethical requirements for herd management and was amazingly proficient in navigating friction points between faculty to ensure that the university was compliant. He was present for every internal (Office of the Campus Veterinarian) and external (USDA and ALAC) accreditation site visit. He helped to revamp our very complicated and archaic records system into a computerized, point-based system to ensure appropriate animal use. In short, he made my job easy. Without Gary, I am convinced that this university would have been out of legal compliance for animal use, fined thousands of dollars by various government entities, on the front page of multiple newspapers and video news sites, and in the crosshairs of People for the Ethical Treatment of Animals (PETA).

I served as Director of the Veterinary Teaching Hospital from 2013 until 2020 and I relinquished my role as PI for the teaching herd in 2015. Gary Turner became the manager of the VTH Animal Care unit during this time. As hospital director I worked with Gary on an almost daily basis to maintain, refine, and improve VTH operations. This 30,000 square foot facility is a full time 24/7/365 veterinary hospital with challenges and operational crises that occur at any time of the day or night. During the time that I was hospital director, I worked directly with Gary to implement monumental changes in biosecurity (infection control) within the VTH. Gary was responsible for implementing most of these biosecurity measures with his team of animal care employees. This included management of footmats, hand sanitizing stations, responding to monthly environmental surveillance results, and numerous other tasks. As an example, we occasionally obtain evidence of Salmonella contamination in our large animal hospital. When this happens, Gary and his team are immediately responsible for decontamination efforts. The decontamination is extremely disruptive to faculty and staff who are caring for patients in the hospital but Gary navigates their concerns with ease. No matter what the challenge, he makes it happen.

Gary's duties expanded beyond just animal care. He became my "go to" person for anything related to facilities. He became an expert on flooring solutions for the large animal hospital and he oversaw the repair and refinishing of floors prior to our accreditation site visit from the American Veterinary Medical Association's Council on Education. Our small animal case load numbers doubled during the past few years. As a result, we began having intermittent episodes with insufficient access to oxygen for patients in intensive care. When the oxygen quit flowing in the middle of the night he immediately came to the hospital to resolve the problem. Gary then reviewed the problem, identified solutions, and advised us on temporary and permanent measures to resolve this situation which posed a threat to the health and life of all patients in the VTH. We chose one of his proposed solutions, implemented it, and we have not had any further concerns.

I relied heavily on Gary for advice and assistance with almost everything related to facilities and equipment while I was hospital director – flooring, autoclave, management of installation of a new MRI unit, firearms policies for clients (don't ask). He never failed to answer my phone calls in the middle of the night when there was a fire alarm, smoke problems, electrical outages. He kept the hospital running. There is no way I can overstate my gratitude for his calm presence in a crisis. I couldn't have done my job without him.

I enthusiastically support Gary's nomination for this award in recognition of his accomplishments, dedication, and support for WSU, for the Veterinary Teaching Hospital, and for the humane care and use of animals in our educational programs.

Please

Sincerely,



Debra C. Sellon, DVM, PhD, DACVIM
Professor, Equine Medicine

AP awards committee,

This letter of recommendation is for Gary Turner, Animal Care Facility Manager in Veterinary Clinical Sciences (Robert Hamilton Mealey) & Veterinary Teaching Hospital (Raelynn K Farnsworth) at the College of Veterinary Medicine Washington State University Pullman, WA.

Gary is an outstanding employee in that he is knowledgeable in many areas. As a fellow AP employee, I know that I can always call on Gary for advice whether dealing with animal regulatory issues, safety, or collaboration on projects. Gary is integral to my department (IPN) in the College of Veterinary medicine, and our teaching mission. Without his aid, diligence and attention to detail we would have difficulty delivering the quality content that is expected of a world class of veterinary education. In mt opinion it is folks like Gary that make things “work” and it is dedication like his that make WSU a world class intuition.

Thank you for your consideration.

Darrel Nelson

Darrel Nelson, CMAR, RLATG

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To: WSU AP Contribution Award Nomination Committee

From: William S. Dernell DVM, MS, Director of External Clinical Training Programs, College of Veterinary Medicine, Washington State University

RE: Recommendation/Support Letter for Gary Turner

March 25, 2021

Dear AP Contribution Award Committee,

This letter is in recommendation and support for the nomination of Gary Turner for the AP Contribution Award. I have known and worked with Gary for the past 13 years, initially through my involvement with the IACUC committee and subsequently when we hired him into Veterinary Clinical Sciences when I was the department chair there. I have acted as Gary's direct supervisor for the majority of his time with our department. Therefore, I am very comfortable commenting on his skills and character; especially in the area of program management.

During my time serving on the IACUC as well as interacting with regulatory compliance through my research, I worked with Gary on several occasions through his position of post-approval support through Regulatory Compliance. I found Gary to be very helpful, personable and easy to work with, yet he was very diligent in carrying out his duties to strictly uphold regulatory compliance issues and maintain a top standard for animal welfare. I was impressed by his vast knowledge of regulatory compliance and animal welfare issues.

When our department created a needed position to oversee the management of our teaching animals and their use in teaching and training support as well as our maintenance of regulatory compliance and animal welfare, I encouraged Gary to apply. We felt his background, experience and training were well suited for such a position. Gary was the preferred candidate for that position and was hired. It was immediately noted that Gary had an amazing work ethic, as well as a calming, yet decisive way with dealing with situations and people. He soon gained the respect of administration, faculty and staff working with (or being supervised by) him. This respect has continued to strengthen and grow. He became the go-to person for all questions related to our teaching animals; not only animal welfare/regulatory compliance issues, but transportation, housing and care as well. When an animal care supervisor was lost from the Veterinary Teaching Hospital, Gary's position expanded to take on that role and that entire unit has been strengthened through that. His knowledge of animal care and procedural efficiency has allowed him to recognize areas of wasteful spending in several of our departmental/college processes and through his suggested changes, we have since saved many thousands of dollars.

I can always count on Gary to give me a level-headed perspective on issues that arise when others might have skewed perspectives. Even in heated situations, he remains very emotionally level and approaches problems logically and thoughtfully. Because of the importance of his position within our college programs (not simply confined to our department), I moved to suggest that Gary's position be moved from the department to the Deans level. Consideration for this is yet ongoing.

As you can see from my description above, I strongly support Gary for this award in recognition to his high-level contribution to our department, our college and WSU. Please feel free to contact me with any questions.

March 25, 2021

Sincerely,

A handwritten signature in black ink, appearing to read 'W. S. Dernell', written in a cursive style.

William S. Dernell DVM, MS

Director of External Clinical Training Programs, College of Veterinary Medicine,
Washington State University