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A ZA-accredited aquariums and zoos consistently look for ways to improve their business operations. The most successful aquariums and zoos, regardless of size, constantly apply innovative ideas to expand revenue sources, streamline operations, and maintain a disciplined approach to cost containment. These professionally-run business operations support the outstanding work being done by AZA-accredited institutions in conservation, education, research, animal management, government affairs, and visitor services.

Aquariums and zoos are seeking to drive down the costs of operations, find products that make facilities more efficient and sustainable, and together, leverage their combined purchasing power to lower costs. The Business Operations Committee has taken a leading role in exploring how institutions can best procure goods and services in ways that help the bottom line. I encourage you to visit the AZA Smart Source website and join over 100 member zoos and aquariums that are finding new sources for products and services that make their operations more efficient and sustainable. Significant saving have already accrued to AZA members using the 15 Smart Source purchasing programs in categories such as office supplies, paints and coatings, medical supplies, environmentally friendly cleaning supplies, and laboratory testing products and services.

Our community is stronger when members learn from one another and work together, particularly with respect to business operations.

The Business Operations Committee and AZA continue to look for pioneering ways that AZA-accredited institutions can grow and succeed. As always, thank you for your commitment to AZA and to our shared mission.
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CONSERVATION & RESEARCH

WILDLIFE VIEWING: IN THE WILD VERSUS UNDER HUMAN CARE

In this study researchers compared the motivations and learning of visitors to a marine theme park and an aquarium in Australia (animals under human care) to those participating in whale-watching and turtle-viewing excursions (animals in the wild). Visitors to both types of outings demonstrated similar levels of environmental knowledge, interests and behavior prior to their experiences. People viewing animals under human care placed greater emphasis on the social, enjoyment, and entertainment aspects of their experience while those viewing animals in the wild emphasized the learning experience. Viewing animals in the wild did provide a greater emotional connection but viewing them under human care reportedly afforded the opportunity to see the animals more easily and from new perspectives than in a wild setting. The authors’ conclusions emphasize that both animal viewing opportunities have some benefits in learning and attitude change. Additional opportunities for enhancing reflective experiences could enhance learning and the long-term adoption on environmentally responsible behaviors in both settings.


PREDISPOSITIONS AND THE EXHIBIT EXPERIENCE

This study expands on the growing body of research that addresses the relationship between adult visitors’ predispositions, learning process and reactions to animal exhibits. The design was intended to distinguish how much of visitor reaction - what they learned and how the exhibit made them feel - to an exhibit was due to previous knowledge and attitudes versus their immediate experience at the exhibit. Predispositions were significantly predictive of enjoyment, fun, learning, and attitudes but experiences at the exhibit were also a significant contributor to these predictions. Experiences at exhibits are capable of overcoming predispositions to the extent that all visitors have the potential to have fun at a zoo no matter their predispositions regarding animals and the environment. The study also identified a unique reaction to exhibit experience: “a blending of various affective, cognitive and behavioral elements that represents a more personal, introspective experience.” The results emphasize the relationship of visitor enjoyment resulting from emotional responses to seeing live animals and thus a need to focus on animal behavior and visibility as key elements of an engaging exhibit experience.

Luebke, JF, Matiasek, J. 2013. An exploratory study of zoo visitors’ exhibit experiences and reactions. Zoo Biology, 32: 407-416. Correspondence to: jerry.luebke@czs.org
ANTICIPATORY BEHAVIOR OF DOLPHINS BEFORE SHOWS

This study compared behavior, breathing rates, use of available space and activity levels of dolphins before and after dolphin shows. Anticipation of the show is evident as gradual changes in most variables from 30 min prior to show time; one notable exception was breathing rate, which remained unchanged prior to show time. All but one variable returned to preshow levels within 5-to-10 minutes after the show. Changes in all variables are comparable to those reported in other studies as anticipation of regular management activities (e.g., feeding). There was no indication of abnormal or stress induced behaviors prior to shows, nor any indication of residual stress following the shows. Lack of change in breathing rate suggests that dolphins in this study did not perceive the shows as either stressful or aversive.

JENSEN, AM, DELFOUR, F, CARTER, T. 2013. Anticipatory behavior in captive bottlenose dolphins (Tursiops truncates): a preliminary study. Zoo Biology, 32: 436-445. Correspondence to: amlouisemj@gmail.com

INDIVIDUAL RESPONSES TO ENRICHMENT

Regulatory focus theory, whether an individual is motivated by gains or safety, allows a characterization of individual personality that could predict how animals will interact with enrichment items. This study assesses regulatory focus personalities of each member of a group of cotton-top tamarins and then monitored their responses to a variety of gain and non-gain, familiar and unfamiliar enrichment items. The “safety” and “gain” motivated individuals behaved as expected and animals with ‘intermediate’ personalities fell between the most extreme individuals. The usefulness of the simple personality assessment used in this study could help identify the types and placement of enrichment items that would meet the needs of any individual animal.

FRANKS, B, REISS, D, COLE, P, FRIEDRICH, V, THOMPSON, N, HIGGINS, ET. 2013. Predicting how individuals approach enrichment: regulatory focus in cotton-top tamarins (Saguinus oedipus). Zoo Biology, 32: 427-435. Correspondence to: beccafranks@gmail.com
Incorporating Cooperative Buying into Your Purchasing Strategy

Tom Rogers is CEO of Vendor Centric, the company who has partnered with AZA to build and manage AZA Smart Source.

Tom has spent most of his 25 year career working with nonprofit organizations in the areas of procurement, financial management and process improvement. He’s had the privilege of working with over 100 nonprofits throughout his career, and is passionate about helping them maximize resources to support their unique missions.
Cooperative buying is not new. There are dozens of programs to choose from, most of which are focused on large industries like healthcare, education, nonprofits and state/local governments. Very few, though, are truly designed to meet the needs of the more specialized segments of those larger industries. That’s an important distinction of AZA Smart Source, and one that is relevant to all AZA members.

Since my company, Vendor Centric, specializes in building and managing group purchasing cooperatives, I get a lot of questions about the cooperative model. Everything from “Do cooperatives really work?” to “Can you build a pharmaceutical program specific to zoo and aquarium animals?” Yes and yes!

Given the theme of this issue of CONNECT, I thought it would be helpful to share perspective on cooperatives from someone who works with them each and every day, and to offer advice on how an AZA member can take advantage of the significant benefits cooperatives have to offer.

WHAT COOPERATIVE PURCHASING IS
Cooperative buying is all about leverage. While people tend to focus on price leverage – using collective buying power to drive down costs - lower prices are only one aspect of cooperative leverage. Here are three others.

1. Design Leverage
Cooperatives support the common purchasing needs of unique industries, and vendor programs offered should reflect those needs. Members, through their active participation and feedback, have the ability to influence each vendor’s program. This level of group influence is unique to the cooperative model.

For example, AZA Smart Source focuses on three areas of zoo and aquarium operations: animal health, facility management and business operations. We add new programs (and refine existing ones) in each area based on input and direction from dozens of AZA members. As participation and feedback grows, we adapt the cooperative to reflect the changing needs of members.

2. Executive Leverage
When your zoo or aquarium participates in a cooperative, you are viewed a bit differently by the vendor. You become part of a strategic, national account and have greater visibility with key executives. More “eyes” on your account generally results in additional value-added services and faster resolution of problems when they arise.

3. Data Leverage
Organizations using cooperatives to consolidate their vendors see a significant improvement in the transparency of their purchasing data. As purchases get consolidated, managers get a more complete and holistic view of spending, needs and buying patterns.

Cooperatives like Smart Source also provide an enhanced level of data that may or may not be available through local accounts. For example, the Staples Advantage program through AZA Smart Source affords members a unique Environmental Impact report that can detail everything from how much you spend on products made with recycled content to the level of emissions associated with their production. This report was in response to feedback from AZA members on the importance of meeting sustainability goals.

Bottom line - cooperative purchasing is about much more than price discounts. It’s about gaining leverage at a national level that will help you lower costs, strengthen visibility with vendors and gain transparency in your own purchasing data.

WHAT COOPERATIVE PURCHASING IS NOT
One misconception I hear frequently is this: cooperative vendors must provide the lowest prices on every product they sell. This simply isn't true.

Cooperative programs are designed to provide lower pricing to members across an entire category, not on every product they buy. In reality, you may pay more for some items; however, you’ll pay significantly less for most.

The key is to analyze a vendor’s program based on the total offering, not just a single item. And to consider the breadth of value-added services offered versus what you get now. You must dig in and analyze a program in its entirety to make a real apples-to-apples comparison.

THREE WAYS TO GET THE MOST OUT OF COOPERATIVE PURCHASING
Cooperative participation shouldn’t be an either-or decision; it’s really a matter of aligning the cooperative to be a component of your overall purchasing strategy. Here are three ways to do it.

1. Develop Strategic Partnerships
Identify operational areas where it would be advantageous to consolidate vendors, and evaluate cooperative programs in those areas to find ones that best fit your specific needs. This strategy not only saves you money through lower prices, it also saves you time by managing fewer vendors, reducing the number of ordering systems used, and eliminating the processing of dozens (hundreds) of invoices. Plus you get the other benefits of design, executive and data leverage.

2. Incorporate into Project Bids
Zoos and aquariums spend a lot of money on planned maintenance, new exhibit development and facility expansion. Cooperative programs provide a great opportunity to save money on capital projects by writing requirements into your contracts for specific supplies (like paint, plumbing or electrical) or by using a cooperative vendor to provide an end-to-end supply/service solution (like roofing).

3. Utilize for Reality Checks
Cooperatives are also a great way to assess the value you get from your current vendors. Some people are shocked at not only how much they can save, but the additional level of support and reporting they get through cooperative programs versus what they get from their existing vendors.

Cooperative buying really is for everyone. It’s simply a matter of finding one that truly supports the unique needs of your industry (like AZA Smart Source), and selecting vendor programs that best align with your purchasing needs. Sure, cooperatives can save you time and money, but they also afford you that special kind of leverage you only can get from being a member.
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Revenue is always an important segment of a zoo or aquarium’s budget. In the case of Blank Park Zoo, a 26-acre facility in Des Moines, Iowa, management had to use creativity and local resources to add to the Zoo’s revenue opportunities. In 2005, the Zoo became a non-profit, operated by a private Board of Directors. This was a change from the previous 40 year history in which the city of Des Moines owned and operated the Zoo. Upon this transition, the Zoo underwent many changes, including a change in philosophy in regards to revenue. As a nonprofit, the Zoo is responsible for balancing the budget without government support. Revenue generation became a primary focus of the business. While the Zoo is actively expanding exhibit spaces, there are few capital dollars and little physical space to invest in large attractions or rides. As exhibits grow, expenses grow, making it even more important for the Zoo to find other revenue sources. Finding an acceptable balance of revenue generation and the Zoo’s mission is an on-going challenge.
Several components make up the Zoo's revenue sources. Admission ticket fees, membership sales, retail and attractions and events produce about 80 percent of the Zoo’s total revenue. Over the past eight years, the Zoo has seen an increase in ticket and membership sales each year. While this is good news for the bottom line, the guest operations department has been challenged with how to increase the incremental revenue - food, retail and attractions. In other words, how can we get the visitor to spend more money while they are at the Zoo? Under city operation, there were five incremental revenue sources; a small outdoor food stand, a gift shop by the exit, train ride, camel ride and quarter machines to feed the goats and koi fish in the contact area. Using a little creativity (and maybe some luck), the Zoo has been able to maximize revenue generation in the existing areas while adding ten additional sources with little impact to the Zoo’s expenses. One of the goals was to try to add unique experiences a visitor would not be able to get anywhere else in the state of Iowa.

The food operations partnered with a local restaurant to provide all food service. Using their expertise, reputation and buying power, the Zoo increased the net profit without any expenses. In addition, we have gained a valuable partner that has assisted with capital support to improve the facilities, add an additional snack shop and roaming carts on high volume days and increase sales for catered events.

The retail area increased from one gift shop to five venues throughout the Zoo. In order to reduce labor costs, inventory was added to existing areas that already had a cashier, such as the train and camel rides. A separate stroller stand was established near the entrance to rent strollers, wheelchairs, and ECV’s as well as sell merchandise. Two additional retail areas were established that are more activity based and match the theme of the area. In the remodeled Australia exhibit, guests can paint a boomerang with aboriginal symbols. Parents get a piece of artwork their child made and hopefully the guest learns a little about the aboriginal culture. In Africa, guests have the opportunity to make their own necklace or bracelet using handmade beads from Uganda. The beads support an in-situ conservation project, which is aligned to the Zoo’s mission, and guests have a unique souvenir.

Outside vendors and revenue share activities are an important part of establishing the additional revenue areas. Because the Zoo does not have a lot of capital to invest in new things, revenue share arrangements have allowed the Zoo to include these activities with little to no upfront costs. An example is a carousel that was added with only $15,000 of capital investment. By working with a carousel vendor, the Zoo created a concrete pad and the vendor provides the ride on a revenue share basis. This was a win-win as the Zoo does not have the resources to purchase a carousel or build a facility to house it year round. The vendor sets it up in the spring and takes it down in the fall. They are also responsible for major maintenance issues and the Zoo provides the staff and daily maintenance.

A local artist and face painter is another revenue share vendor. She takes on the responsibility of all the supplies and insurance and the Zoo provides the customer base. It has proven to be a great partnership and an activity the guests enjoy.

Last, guest operations worked with the animal care staff to provide unique interactions with the animals. Guests have the ability to feed an aviary of parakeets, feed a giraffe and feed an ostrich. These interactions reinforce not only our revenue streams, but also our educational messages. Staff are trained to interact with guests and teach them about the animals they are feeding. The contact area feeding opportunities changed to include safer interaction spaces and a cashier was added in addition to the quarter machines to supervise the public and provide cups and buckets as other price point options. A mining sluice added another activity in the area at a low cost. The sluice was included with the purchase of the bags that are sold.

In addition to the new revenue streams, packages have been established to encourage guests to participate in all the activities rather than pick and choose one. Packages include a total experience, a ride package, and a feed package. By bundling the activities, the guest saves a little money and the Zoo gains by expanding the guest experiences and length of stay.

By using some creativity and local resources, Blank Park Zoo was able to grow the incremental revenue by 79 percent from 2005 to 2012 without large expenses or capital investment. Each additional dollar supports the growth of the Zoo and the overall budget. Even though this growth is considered a success, the work is not done, as there are always new revenue opportunities to investigate.

Anne Shimerdla
Director of Guest Operations & Education at Blank Park Zoo

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A Thru Z's new elephant project at Audubon Zoo Asian Elephant Complex

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CHANGING TO A FISCAL YEAR
Festival Lights the Way

By Raymond Ulrich
During the fall of 2012 the Cincinnati Zoo & Botanical Garden made the decision to change from a traditional calendar year to a fiscal year that would begin on April 1st and conclude on March 31st.

There were several factors involved in this decision. Our Festival of Lights event occurs during the November and December months and ends typically the first weekend in January. That particular event draws 225,000 people in attendance and much of that is paid attendance. In addition for that event we often bring in other performances, food and retail that we don’t offer during the other seasons. So forecasting cash flow and results had turned into almost a daily exercise due to the large impact this event has on our overall results. The timing was also tricky with revenue coming in on our last day of the year and related expenses going out.

Additionally we battle the effects of an older aging campus and the maintenance needs that requires. The desire was to utilize current profits to make needed repairs and still operate the Zoo in a positive manner for the year. The timing of our Festival of Lights event made that difficult. We would try to time the release of funds for repairs along with timing the revenue stream predicted to come in from Festival of Lights. We were successful at this for quite a few years, however, we knew some year would likely come along and cause an issue.

The idea of changing to a fiscal year had come up before but we were always hesitant to make a change, concerned that we would have comparability issues with other institutions on key financial indicators. After attending the CFO Conference one year and realizing how many other institutions were on a non-calendar year we decided the time was right to make the switch. We were advised to try to structure the change within the typical calendar quarters so we chose to end the year on 31 March. That has in fact made various reporting easier with investment statements, payroll and other calendar-sensitive items. Along with that flexibility also came some challenges as we shifted timing of budget preparation and review meetings. Previously those would occur late summer/early fall and now they have shifted into the winter months which conflict a bit with our winter event as well as holiday and vacation time that is typically taken at that time of year.

However the benefits far outweigh the negatives. With the fiscal year change came more flexibility to accomplish our goals and still ensure we ended the year in a positive position. We are now able to see the results of our Festival of Lights event and release funds after that point for repairs and maintenance or other purchases we may have held off on making. Additionally we are now able to do those needed repairs in January and February when the Zoo has fewer visitors and there is less disruption. We have now completed one full year under this new fiscal approach and it seems to have been a good decision for us. We are looking forward to many manageable and profitable years ahead.

Raymond Ulrich is the Director of Purchasing and Cash Control at the Cincinnati Zoo & Botanical Garden

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HARPY EAGLE PROJECT
Panama

By Ron Magill
In 1993, Zoo Miami initiated a relationship with the government of Panama in a collaborative effort to raise awareness about the harpy eagle through a national grass-roots campaign that would eventually result in the species becoming an iconic symbol of that country’s natural heritage.

As part of that effort, the Zoo was successful in soliciting the sponsorships of several major corporations including Sony Corporation, American Airlines, and Visa International. With their support, Zoo Miami worked with the mayor’s office of Panama City to design and construct a state-of-the-art Harpy Eagle Center at Panama’s Summit Gardens which opened in 1998.

A Panamanian NGO was formed called, “Friends of the Harpy Eagle” with a board that consisted of key Panamanian officials and civic leaders as well as a representative from Zoo Miami serving on the Executive Committee. This organization was charged with the oversight of the center as well as the development of educational programs and other activities designed to promote the harpy eagle and the tropical forest world in which it lives. An example of the organization’s efforts was a contest that was held for Panamanian school children to paint a harpy eagle and write an essay describing why it should be important to all Panamanians. Four winners were picked and with the endorsement of the Panamanian President, their paintings became national postage stamps. In addition, in 2002, the NGO was successful in lobbying the Panamanian government to pass a law officially declaring the harpy eagle the National Bird of Panama.

Through the years, Zoo Miami has continued to support a variety of harpy eagle programs in Panama and has funded and participated in field expeditions and educational outreach initiatives that have been extremely successful.

In 2008, Zoo Miami opened its own harpy eagle display as part of a much larger Amazon and Beyond exhibit. The pair of eagles in that display, on loan from the San Diego Zoo, successfully reproduced for the first time in October of 2009 and in honor of the international program that Zoo Miami has been proud to be a part of, we named that hatchling, Panama.

Since that hatching, the pair of harpy eagles that resided at the Harpy Eagle Center in Panama has passed away, both believed to have been over 50 years old at the time of their death.

With the Harpy Eagle Center void of any live eagles and no immediate prospects for replacements, it was decided that Zoo Miami’s captive hatched eaglet would be a perfect addition to the exhibit. The process was initiated to bring the sub-adult harpy to Panama as part of an international breeding loan.

After a lengthy and labor-intensive permitting process, everything was finally in place to make the trip to Panama and in late June, the young harpy eagle, accompanied by a small delegation from Zoo Miami, boarded a plane as special guests of American Airlines for the flight to Panama City.

Upon landing at the airport, we were met by a crush of media. The arrival of this bird had become big national news and it was overwhelming to see how excited everyone was. The headlines in the national newspapers exclaimed, “Panama Comes Home!”

Prior to the release of the young harpy into her new home at Summit Gardens, there was an official ceremony attended by the United States Ambassador to Panama, the Panamanian Director of Fish and Wildlife, the Mayor of Panama City and a host of other dignitaries as well as a huge media contingency. Zoo Miami was recognized with several honors and awards for their role as a founding member in the Harpy Eagle Project in Panama, including the Key to Panama City.

Then, in front of hundreds of invited VIPs, Panama was released into her huge enclosure where she promptly flew to a high perch, raised her majestic crest, and brought tears to several onlookers who were overwhelmed with pride and joy from the sight of her. Since her arrival at Summit Gardens, attendance to the park has nearly tripled generating even greater support for the protection of this majestic raptor.

This young eagle, hatched in a zoo exhibit in Miami, is now in a huge free flight aviary in Panama, surrounded by pristine tropical forests where she is often visited by wild sloths, monkeys, agoutis, parrots and toucans. She has become the face of her species for an entire country and hopefully will be paired up one day with a mate representing a new bloodline where she can successfully reproduce and make invaluable contributions to the Harpy Eagle Species Survival Plan® (SSP).

This project, recognized by the Presidents of both the United States and Panama, as well as being commended in the United States Congress, is a role model for international conservation efforts utilizing public/private partnerships between zoos, governments, and private corporations. It has resulted not only in the development of a world-class center for the harpy eagle, but also in the support of ongoing field studies and educational outreach programs designed to inform the public of the value of their native wildlife and the need to protect it for generations to come.

Ron Magill is the Zoo Communications Director at Zoo Miami
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JAVAN WARTY PIG
Conservation and Recovery

By Jeff Holland
The Javan warty pig, of which there are two recognized subspecies, is endemic to the islands of Java, Madura and Bawean in Indonesia. The species is classified as Endangered by the International Union for Conservation of Nature (IUCN) and is now restricted to a few small isolated areas on Java. The Bawean island subspecies, S. v. blouchi, only occurs on Bawean and is very rare, and most probably already extirpated from the island. The nominate race, S. v. verrucosus, is found only on Java after having been extirpated from Madura.

Its ancestry is traced to several fossil pig species of Java and this, together with phylogenetic data (Randi et. al., 1996), suggests isolation on Java for about two million years. S. verrucosus occurs in cultivated landscapes and teak (Tectona grandis) forest plantations, interspersed with lalang grasslands (Imperata cylindrica), brush and secondary forest patches. It is found living alongside a subspecies of the Eurasian wild boar (Sus scrofa). Believed to be extinct in the late 1970s (J. MacKinnon, pers. comm. to W. Oliver) a small population was found in 1981. In 1982 Blouch conducted a survey for the species on both Java and Bawean. Madura island was excluded as the species was already presumed extinct there. The survey located 32 populations across Java and that at that time the species was considered reasonably secure. A few years later Blouch and Groves (1990) pointed out that hybridization with S. scrofa posed an unknown yet potentially serious threat to the survival of S. verrucosus.

In 1993 the IUCN/Species Survival Commission (SSC) Pigs, Peccaries and Hippo Specialist Group published its Action Plan and accorded the Javan warty pig high conservation priority, and stressed the urgency of implementing relevant conservation measures, including another survey.

Ten years after being given high conservation priority by the IUCN/SSC Pigs, Peccaries and Hippo Specialist Group no significant conservation action had taken place on behalf of the Javan warty pig and the species remained unprotected under Indonesian law. At the urging of the Los Angeles Zoo and in coordination with Gono Semiadi of the Indonesian Institute of Sciences (LIPI) and Erik Meijaard of the Nature Conservancy-East Kalimantan Program a survey was planned and funded to determine the status of S. verrucosus in order to implement necessary conservation strategies for the species survival. Funding for the survey was secured from the Gibbon Foundation, Los Angeles Zoo and Oregon Zoo.

The 2003 survey was a first step towards assessing the status of the species and all populations that were recorded by Blouch in his 1982 survey were revisited. The survey indicated that between 1982 and 2003 17 of the 32 (53 percent) populations identified by Blouch had either been extirpated or dropped to such low levels that local hunters had failed to encounter the species in recent years (Semiadi et. al., 2006). The survey data suggested that there are about ten populations remaining on Java and Bawean where S. verrucosus survives and these populations are small and isolated from one another.

The majority of the evidence from the survey suggests that S. verrucosus is in decline throughout its range. This decline is most likely caused by a decline in suitable habitat and by high hunting pressures. The hybridization of S. v. verrucosus with S. scrofa is a third pressure that also has serious consequences for the survival of the Javan warty pig.

As a result of this survey a workshop conducted in early 2006 involving scientists, government officials and representatives of the zoo community, including staff from the Los Angeles Zoo, addressed the various options for effective in-situ and ex-situ conservation programs for S. verrucosus. It was decided at this workshop that the implementation of a captive breeding program for S. v. verrucosus on Java was needed immediately if the species was to be saved from extinction.

Indonesian ornithologist Didi Indrawan, Gono Semiadi, Roland Wirth and Walter Schulz both of the Zoological Society for the Conservation of Species and Populations (ZGAP), a German NGO, took the lead role in locating a suitable site for the establishment of a captive breeding facility. After a long year trying to find such a site, it was agreed after a meeting with Resit Sozer, director of Cikananga, that the captive breeding facility would be established at Cikananga Wild Animal Rescue Center in West Java. Cikananga is the largest of the nine Rescue Centers that were built with funding from the Gibbon Foundation in 2000. With the location secured it was now time to get the necessary funding to build the facilities for the warty pigs. In this instance, the Los Angeles Zoo and ZGAP partnered to provide the necessary funding for the facilities.

In early 2008, the funding was secured and advice from several zoo experts from around the globe (Singapore Zoo, Wroclaw Zoo, Sharja Wildlife Center, University of Edinburgh) provided input into the facility design and proper management and husbandry of the warty pig. Pavel Hospodarsky, former keeper at the Plzen Zoo in the Czech Republic, provided on-site assistance in setting up the infrastructure for the captive facility and now Stephan Bulk of ZGAP assists Resit Sozer with day to day operations.

In March 2008, the facilities were completed and the first Javan warty pigs for the breeding program were acquired from Ragunan Zoo in Jakarta. An old male of 25 years, a younger male known to have been wild caught and two piglets that were suspicious of being possible hybrids. Additional animals were known to be at the Sura Bay Zoo, Yogyakarta Zoo and other private owners around Java. The potential that many of these animals were hybrids with Sus scrofa was high and funding was provided to have samples taken and sent to the U.S. for DNA analysis.

At the end of 2010, eleven Javan warty pigs had been secured for the Captive Breeding Program. Although several were of hybrid origin they played a significant role in the program in that they provided potential mates for the pure warty pigs until such time mates of pure origin could be secured.

As the program has grown we have become increasingly aware of how closely this species is living to the edge of extinction. As staff goes out into the field in search of pure wild S. verrucosus they are finding more and more evidence of hybridized Javan warty pigs indicating that the hybridization problem is very serious for the survival of the species. In communication with local hunters it is being reported that fewer pure wild warty pigs are being found for the survival of the species. In communication with local hunters it is being reported that fewer pure wild warty pigs are being found for the survival of the species. In communication with local hunters it is being reported that fewer pure wild warty pigs are being found for the survival of the species.
for the dog fights or hunted to protect crops. At the same time as new villages are built into the newly open forests, domestic pigs from the villages escape and join up with the warty pigs to produce hybridized offspring. In the heavily disturbed and fragmented habitat the warty pigs are forced into closer contact with the other wild pig species in Java and domestic pigs to produce hybrids. It is a vicious cycle that all begins with an uncontrolled growing human population.

Despite what seems to be overwhelming odds to protect a little known species halfway across the globe, success finally came in April of 2012 with the news that three Javan warty piglets had been born to one of the captive females at Cikananga. The significance of this event is on par with the first hatching of the California condor in captivity that led to that species being saved from extinction. The only difference is that the Javan warty pig is not on the world’s radar or in the media to grab the spotlight. A few dedicated individuals, and the support from the institutions they work for, provided the needed resources to hopefully prevent the extinction of a very rare and remarkable animal that is unknown to the rest of the world.

As of this writing, there are 17 pure Javan warty pigs at Cikananga Wild Animal Rescue Center, which includes the three piglets born in April and an additional two piglets born in March 2013. In August of this year, the Disney Worldwide Conservation Fund awarded the project a $19,000 grant which will go towards developing community engagement and an education component. In addition the funds will be utilized for the re-introduction of the species into a secure and suitable habitat.

**Jeff Holland** is the Curator of Mammals at the Los Angeles Zoo, AZA Caprinae TAG Chair, AZA Wild Pig, Peccary and Hippo TAG Acting Chair, AZA Red River Hog SSP Coordinator, and AZA Yellow-footed Rock Wallaby SSP Coordinator.

Many thanks to the following individuals without whose support this project would not have been feasible.

- Erik Meijard – Nature Conservancy
- Gono Simadi – LIPI
- Roland Wirth – ZGAP
- Walter Schulz – ZGAP
- Stephan Bulk – ZGAP
- Pavel Hospodarsky – Plzen Zoo
- Didi Indrawan – Indonesia
- Resit Sozer – Cikananga Wild Animal Rescue Center
- Radoslaw Ratajszczak – Wroclaw Zoo

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NATIONAL AVIARY APPOINTS NEW LEADER

Cheryl Tracy has been named the new managing director/chief operating officer of the National Aviary in Pittsburgh, Pa., effective 1 July. The appointment was announced by the chairman of the Aviary’s board of directors, Michael R. Mascaro.

Tracy had been serving as interim director as well as the organization’s chief financial officer, a post she held for the past six years.

“The board voted unanimously to ask Cheryl to lead the Aviary and she has agreed. She stepped in immediately as acting chief executive last November, and she performed so admirably that we recognized we had our new leader already in our midst,” Mascaro said. “It’s always gratifying to promote from within.”

“I’m thrilled with this opportunity,” said Tracy. “The National Aviary is a unique place that needs constant care and appreciation for it to thrive. That will be my job, and I’m undertaking it energetically and enthusiastically.”

“We wanted an executive who had the expertise to be intimately involved in the National Aviary’s day-to-day functions, in addition to representing us in the business, zoo, and foundation communities,” said Mascaro. “Over the past six months, Cheryl has enhanced the National Aviary’s operations as it continued to be a leading resource for advancing global conservation of birds and their habitats through education, entertainment, ecological research, husbandry, and healthcare.”

Tracy is a graduate of the Pennsylvania State University and is a certified public accountant with more than 20 years of business experience. During the last six years as the Aviary’s CFO, she managed a $17.5 million capital campaign and had strategic and hands-on involvement in the two-year construction project that produced a dramatic physical transformation of the Aviary’s facility.

Also under her leadership, the Aviary reversed decades of six-figure operating deficits and balanced its budget for the past five years.

“The National Aviary is poised for unprecedented growth,” Tracy said. “We are seeing record numbers in admissions, educational programs and sales. We have received recognition in a variety of new ways for our conservation and field research, breeding, and avian medicine programs. I’m excited to be leading such an outstanding organization focused on a mission to educate and inspire respect for our natural world.”

NATIONAL AQUARIUM’S JOHN RACANELLI NAMED ONE OF MARYLAND’S MOST ADMIREd CEOs

The Daily Record has named John Racanelli, CEO of National Aquarium, to the 2013 Maryland’s Most Admired CEOs List.

A passionate advocate for the ocean, Racanelli is immersed in the pursuit of the Aquarium’s nonprofit mission to inspire conservation of the world’s aquatic treasures. As CEO, he strives to drive conservation action worldwide, ensure the success of one of the nation’s leading aquarium enterprises and fundamentally change the way the world views the ocean and aquatic systems. More than 1.5 million people annually visit the Aquarium’s venues in Baltimore, Md., and Washington, DC, while millions more are touched by the Aquarium’s education programs, outreach activities, social media campaigns and conservation initiatives.

Racanelli joined National Aquarium in July 2011 after ten years as president of Racanelli Partners, Inc. The San Francisco-based consulting firm served the needs of nonprofit leaders nationally and globally, focusing on cultural and conservation organizations including Mission Blue/Sylvia Earle Alliance, the International Union for the Conservation of Nature and the Surfrider Foundation. Prior to founding his firm, John spent 16 years in leadership positions at U.S. aquariums. He was the first CEO of the Florida Aquarium in Tampa, Fla. He also served for nine years on the leadership team of the world-renowned Monterey Bay Aquarium in Monterey, Calif., as its vice-president of marketing and development, joining the aquarium a year before its opening.

The winners of The Daily Record Most Admired CEOs List were selected based on several criteria: leadership and vision; competitiveness and innovation; community leadership and service; financial performance and growth; corporate leadership; and board service and nonprofit involvement. In addition, each nominee submitted a letter of recommendation from a current staff member and at least one letter from a nonprofit or other board on which the CEO serves.

(Continued, Page 30)
Nominees were evaluated based on company size and broken down into six categories: private companies with 150 or more employees; private companies with 51 to 149 employees; private companies with 50 or fewer employees; public companies; nonprofits with more than $10 million in annual revenue; and nonprofits with less than $10 million in annual revenue.

The Daily Record created Maryland’s Most Admired CEOs List in 2012 to recognize business executives who have excelled professionally and serve their communities.

“This year’s class of The Daily Record’s Maryland’s Most Admired CEOs share numerous leadership traits. Those traits include integrity, values, vision and commitment to excellence as well as service within their communities,” said Suzanne Fischer-Huettner, publisher of The Daily Record. “The honorees know they cannot succeed by themselves and have learned the value of surrounding themselves with great team members.”

A group of nine judges, including eight who received the 2012 Maryland’s Most Admired CEO honor, selected 26 winners to the 2013 Maryland’s Most Admired CEOs List. The winners were honored 19 September at a cocktail reception at the Hilton Baltimore BWI Airport. They will be profiled in a special magazine to be included in the 20 September edition of The Daily Record.

MARY HEALY HONORED BY SACRAMENTO BUSINESS JOURNAL

The Sacramento Zoological Society Board of Directors announced that Mary Healy, director/CEO of the Sacramento Zoo Directors in Sacramento, Calif., was presented with a Women Who Mean Business award from the Sacramento Business Journal. In addition, she is continuing to give Sacramento name recognition through her appointment to the World Association of Zoos and Aquariums (WAZA) council.

Mary will begin serving her two-year term as one of nine members from around the world on the WAZA council in October. She is one of three council members from North America who will represent the geographic area. The council of nine is entrusted with the general direction and operation of WAZA. Through her membership on the council, Mary will represent Sacramento and boosts the city’s global profile.

Mary began her career in the zoo profession as a bird keeper at Riverbanks Park in South Carolina. Years later she made her debut in the Sacramento community when she became director of the Sacramento Zoo in 1999. Under Mary’s direction, a full-scale veterinary hospital was built at the Sacramento Zoo and renovations or new habitats have been completed for lemurs, thick-billed parrots, giant anteaters, ground hornbills, burrowing owls, yellow-billed magpies, tamanduas, giraffes and North American river otters. Currently in the works is the renovation of an older exhibit that will become Small Wonders of Africa and bring six new species to the Sacramento Zoo.

Throughout this work, Mary has still found time to serve as Chair of the Association of Zoos and Aquariums (AZA), and has served on the accreditation committee for AZA. Mary is also the current president of the California Association of Zoos and Aquariums.

THE GRANBY ZOO ANNOUNCES THE NOMINATION OF PAUL GOSSELIN AS EXECUTIVE DIRECTOR

The Chairman of the Board of the Granby Zoological Society, Mario Gariépy, announced the nomination of Paul Gosselin as executive director of the Granby Zoo in Quebec, Canada.

“For a rigorous recruitment process that was carried out with a specialized firm and that produced a range of experienced candidates from Quebec and elsewhere, the Zoo has chosen Paul Gosselin, a candidate that in all respects meets the qualities of a visionary, a leader and an outstanding manager that the Zoo was seeking to fill the position as executive director for the Granby Zoo” announced Mario Gariépy. “He is the ideal person to take on the future development of the Granby Zoo. And we are doubly proud of the fact that he is a homegrown talent.”

For his part, Paul Gosselin was happy to have been selected: “It is with much enthusiasm that I have accepted the position as executive director for the Granby Zoological Society. The Zoo is a unique organization in Quebec. Its impact and visibility reaches far beyond the region, making it an important economic and tourism driver for Granby. It is a dynamic enterprise that gets its inspiration from its team of passionate employees and the modernization projects of the past few years are a solid foundation for the next stages of its development. I am therefore extremely motivated by all the beautiful challenges to be met in the course of the next few years.”

In addition to his enthusiasm, Paul admits to feeling much pride in joining the Zoo. “I truly believe in its mission of conservation, education, research and protection of animal species. This mission is important and dear to my heart.”

Paul Gosselin has been a resident of Granby for over twenty years and is involved at several levels in his community, particularly as a member of the Board of the Granby Zoo and also as president of the Caisse-Desjardins Boivin. Until his nomination as executive director of the Granby Zoo, he was employed at IBM Bromont, at the upper management level; he occupied several increasingly senior positions there in the course of the past seventeen years.
KERRY GRAVES JOINS THE LIVING DESERT AS DIRECTOR OF PARK SERVICES AND GUEST RELATIONS

The Living Desert announced that KERRY GRAVES has been hired as director of park services and guest relations. Graves will lead a wide range of park operations including admissions, membership, park attractions, marketing and events.

“Kerry brings a tremendous amount of experience to our team, and we’re thrilled to have him on board at The Living Desert,” says STACEY JOHNSON, president & CEO of The Living Desert. “He’s highly motivated, and as director of park services and guest relations, he’ll be instrumental in our success as the park continues to grow.”

Graves brings over 30 years of experience to The Living Desert, including two successful years at The Maryland Zoo in Baltimore. Graves has also worked for several theme and entertainment attractions, including Medieval Times Entertainment, Hard Rock Park, and the Anheuser-Busch Theme Parks.

“The Living Desert is a wonderful, engaging zoo and I’m looking forward to utilizing my skills to further the park’s goals and mission,” says Graves.

As a results-driven executive level marketing professional, Graves excels in revenue improvements through strategic initiatives and effective brand management. His work experience is marked by strong sales growth, impactful consumer strategy, and developing and implementing innovative sales and marketing programs.

CARRIE MCONKEY JOINS KNOXVILLE ZOO DEVELOPMENT DEPARTMENT

Knoxville Zoo announced that CARRIE MCONKEY has joined the Zoo’s Development Department as assistant director of development. Working under the leadership of Knoxville Zoo’s Director of Development

McConkey will focus on enhancing donor relations and expanding planned giving and annual giving programs. “Carrie brings a wealth of experience and enthusiasm to our team, and we feel very fortunate that she has chosen to share her talents to expand our base of supporters,” says Sharon Moore, director of development at the Zoo.

McConkey graduated from Carson-Newman College in 1992 with a Bachelor of Science degree in family and consumer sciences, with an emphasis on interior design. In 2007, she graduated from The University of Tennessee with a Master of Science in human resources development, and soon thereafter joined the staff of Maryville College, initially taking on the position of director of placement in the Center for Calling and Career. In 2009, she became a regional advancement officer in the college’s Office of Advancement, managing donor relations with more than 450 donors throughout the region and cultivating relationships with corporate and nonprofit partners.

In addition to her responsibilities in the Office of Advancement, McConkey served two years as a member of the Maryville College Staff Council, acting as chair during the 2010-2011 academic year and served as co-chair of the Maryville College 2013-2019 Strategic Plan Steering Committee. In 2009, McConkey was chosen as a recipient of The Greater Knoxville Business Journal’s 40 Under 40 award, honoring professionals under 40 years of age who are impacting the Knoxville area through their professional and philanthropic contributions. McConkey is a member of Leadership Knoxville’s Class of 2013.
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At the 2010 Association of Zoos and Aquariums (AZA) Annual Conference, the Field Conservation Committee (FCC) set an aspirational goal that in three years, every member institution would be dedicating three percent of its operating budget annually to field conservation. Each month, this feature will highlight the work of one of the zoos or aquariums that have achieved this goal and how they have made field conservation an integral part of the work they do.

TRACY AVIARY’S MISSION
To inspire curiosity and caring for birds and nature through education and conservation.

CONSERVATION THROUGH STAFF ENGAGEMENT
In 2011 Tracy Aviary in Salt Lake City, Utah, began collecting $1 of every admission for field conservation. Visitors are also given the opportunity to choose between three conservation projects representing different areas of the Americas (Utah, North America and Central/South America). In an effort to enhance Tracy Aviary’s involvement with these projects, staff have been given the opportunity to participate in the projects through a Staff Field Conservation Grant program. As an example, one of the conservation projects visitors can choose to support is “Monitoring Migratory Snowy Plovers and Overwintering Shorebirds in Mexico,” with Weber State University (WSU), CISA—In Mexico— and Harvard University. In addition to providing financial support to the project, this past winter Jennifer Evans, curator of exhibit collections at Tracy Aviary, went to Mexico to help band snowy plovers. Her involvement in the project continues as a collaborator with the WSU team that monitors nests in the Great Salt Lake wetlands in Utah. Jennifer shared her recent experience, “There is nothing like spotting the little eggs in the snowy plover’s nest, in what seems like an expanse of nothingness. Watching the bird’s natural behaviors to discourage predators is also amazing; once you learn those behaviors, you can find the nest.”

Engaging visitors and staff in conservation is a key part of Tracy Aviary’s mission. “It’s important to provide staff with field experience because it gives them a better appreciation of the animals they work with on a daily basis,” says Tim Brown, Tracy Aviary executive director. “Being in the field provides context about the species that will translate into better exhibits, better husbandry and better interactions with guests.”

Tracy Aviary believes that with time, the diversity of their conservation efforts will strengthen their role as an education and breeding facility, and help the local community and their stakeholders realize that Tracy Aviary’s role and commitment to conservation extends well beyond its grounds.

CONSERVATION FACTS
• Since 2012, approximately 40 percent of Tracy Aviary staff have participated in field conservation projects led by Tracy Aviary and other local institutions. These projects include: mist-netting passerines (University of Utah), banding burrowing owls (Department of Natural Resources, DNR), wing-tagging American white pelicans (DNR), and monitoring snowy plover nests (Weber State University).
• Tracy Aviary also celebrates International Vulture Awareness Day by earmarking dollars donated to conservation and a percent of gift shop sales toward vulture conservation each year.

SUCCESS STORY
In 2011 Tracy Aviary partnered with the Utah Division of Wildlife Resources (UDWR) and Salt Lake Public Utilities to conduct breeding bird surveys in City Creek Canyon, a key riparian area in northern Salt Lake City that provides water to a portion of the city. A highlight of this effort is that it has engaged the community through a volunteer initiative. Tracy Aviary and UDWR teams have provided intensive field training for volunteers recruited as citizen scientists. Just three years in, Tracy Aviary is now leading the project and has a committed team of local volunteers with excellent bird surveying skills. Together, they collect valuable information that provides support tools and data for bird-friendly habitat management decisions in the canyon.
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Greetings AZA members and stakeholders,

I am honored to have the privilege of working to support all of you who do such incredible work for the AZA, saving species – both the animals under our care and in the wild – and engaging people.

For my first message as Chair, I thought I would share my focuses for the next year.

First, my job is to support the AZA staff and the board who are working to deliver on what is a very strong strategic plan.

I continually am impressed with the things that the AZA team is able to accomplish, and I pledge to work to ensure that you all are more aware of the team’s work. From some of the big things – like increasing our funding for field conservation, to establishing and communicating the economic impact of our zoos and aquariums, to ensuring we have a persistent, positive presence with public officials at the state and federal levels – to some of the smaller things that show how far we’ve come. I pledge that I will work to ensure you are aware of these things. I will do that in this column and in e-mails to your directors, with a request that the directors share the information with you.

There are some tactical things that I’m very excited about for this year. These include:

• The new executive leadership training
• Connecting children and families with nature
• Animal welfare (including everything from elephants to cetaceans)
• Conservation – both field conservation and inspiring people to conserve wildlife and nature

One of our challenges, and one of our strengths, is that we are a group of people with very diverse opinions. But I believe what unites us is stronger than what divides us.

This year, I want to help us paint a picture of the future we want to have, and that we want to inspire our guests to create. So the most ambitious thing that I want to do this year is to encourage all of us to be less worried and fearful about the future. To instead be more involved with our Association, to see opportunities, to put aside doubt, and to believe that we have the power, and the ability, to help shape our future, and the future of our planet.

Jackie Ogden, PhD
Vice President, Animals, Science and Environment
Walt Disney Parks and Resorts

message from the chair of the board
DENVER ZOO WELCOMES SNOW LEOPARD CUB AND PRZEWALSKI’S HORSE FOAL

Denver Zoo in Denver, Colo., announced the birth of an endangered snow leopard cub. The female cub, named Misha, was born on 13 May. Guests aren’t able to see Misha yet as she is still bonding behind-the-scenes with her mother, Natasha. The two will remain in their den until the mother determines it is time for Misha to explore the outdoor world.

Misha was born to Natasha, and father, Himal. Natasha was born at Racine Zoo in Racine, Wis., in April 2001 and came to Denver Zoo in July 2002. Himal was born at Utah’s Hogle Zoo in Salt Lake City, Utah, in May 2009 and arrived at Denver Zoo from there in May 2010. The two were paired under recommendation of the Association of Zoos and Aquariums (AZA) Species Survival Plan® (SSP) which ensures healthy populations and genetic diversity among zoo animals. Fortunately, the couple has proved to be an excellent match. Although this is Himal’s first cub, Natasha is an experienced mother having given birth to cubs in 2005, 2007 and 2008.

This species is native to rocky, mountainous areas above the tree line in central Asia and in the Himalayan regions of Pakistan, India and Afghanistan. They are well adapted for their harsh lifestyle with well-developed chest muscles and powerful, short limbs that help them climb and leap in the rocky terrain, while their long tails help them balance on small, mountain ridges. To protect them from the cold, they have long, thick hair that covers a dense wooly under-fur and their bushy tails are also long enough to wrap around their bodies and heads. Even their large paws are fully furred to provide warmth and good traction on snow. Their smoky gray fur, with dark gray rosettes, also provides camouflage that enables them to blend into their rocky, snowy habitat.

Snow leopards are classified as Endangered by the International Union for Conservation of Nature (IUCN) and their numbers are decreasing quickly. Major threats to their survival include poaching for their rare fur, bones and other body parts, loss of habitat and decreasing availability of prey animals. Currently, their wild population is estimated at between 2,000 and 7,000 individuals.

The Zoo also celebrated the birth of an endangered Przewalski’s horse foal, born on 31 May. The unnamed foal is not only the first birth for mother, Yisun, and father, Bataar, but also the first birth of its species at Denver Zoo since 1991. The foal is quietly exploring its yard under the watchful eye of its mother, but guests can see them both from the Zoo’s main pathway.
The Przewalski’s horse is considered the only remaining, truly wild horse in the world and may be the closest living wild relative of the domesticated horse. There are a number of other wild equine species, including three species of zebra, and various subspecies of the African wild ass, onager and kiang.

Przewalski’s horses, also called Mongolian wild horses or Asiatic wild horses, once roamed throughout Europe and Asia. Today they are only found on reserves in Mongolia and China and in zoos around the world. The species was actually extinct in the wild for almost 30 years, before reintroduction projects began in the early 1990s. The horses faced a number of threats that may have led to their extinction, including hunting, military activities and competition with livestock for resources.

Captive breeding programs, supported by zoos, helped keep this species from disappearing completely from the globe. Recent estimates indicate that there are now more than 300 in the wild and the International Union for Conservation of Nature (IUCN) classifies them as endangered. Denver Zoo has a small herd, which helps support these efforts. This new foal is an exciting addition to the world population.

AFRICAN PENGUIN AND A DEMOISELLE CRANE HATCH AT TAMPA’S LOWRY PARK ZOO

AFRICAN PENGUIN

In wild colonies, penguins are thought to mate for life. Likewise, at Tampa’s Lowry Park Zoo in Tampa Bay, Fla., African penguins usually remain with a single partner for years. The newest chick, hatched on 8 May, is the third successful hatchling for parents Thumbelina and Flannigan who have been paired for several years. As with the previous chicks, the newest offspring has just transitioned to zookeeper care to facilitate independence and learning to swim, before ultimately joining the colony on exhibit in several months. Once on exhibit, the chick will be easy to spot with its dark gray juvenile plumage which will be replaced by the characteristic black and white feathers following its first molt.

There are 17 species of penguins in the world, each distinctive. Not all species live in frigid climates, with some well suited for warm climates. African penguins, endemic to mainly offshore islands on South Africa’s coast, were reclassified in 2010 from Vulnerable to Endangered on the International Union for the Conservation of Nature’s (IUCN) Red List. The Zoo’s penguins are members of the Association of Zoos and Aquariums (AZA) African Penguin Species Survival Plan® (SSP) program.

DEMOISELLE CRANE

Two female Florida cranes at Tampa’s Lowry Park Zoo have adopted the chick of a Eurasian crane. When a pair of Demoiselle cranes in the Zoo’s Sulawesi aviary seemed not to know what to do with their first egg, quick thinking zookeepers slipped the egg under a female sandhill crane nearby in the Lykes Florida Wildlife Center. The egg hatched on 25 May and the chick is now being raised by the female sandhill cranes.

This fostering technique is used in other bird species to help build up populations or when parent birds lack experience. Like sandhill cranes that migrate long distances – from Nebraska to Florida – Demoiselle cranes also travel great distances, from western Eurasia to winter in Africa and from Mongolia high across Himalayan mountains into India. Though the wild population is presently abundant, it is in decline. Demoiselle cranes were quite common in zoos at one time, however that is not the case now.

CINEREOUS VULTURE CHICK HATCHES AT TOLEDO ZOO

A male cinereous vulture chick, hatched on 11 May, is on exhibit at the Toledo Zoo in Toledo, Ohio. This hatchling is of particular interest because it is the first successful hatching for the chick’s parents, a bonded pair that has lived at the Zoo together since 1995. The breeding was recommended by the Association of Zoos and Aquarium’s Species Survival Plan® (SSP) for cinereous vultures.

The parents produced a viable egg earlier this year, which keepers removed to incubate safely at the Zoo’s off-exhibit Avian Breeding Center and replaced with a wooden replica egg so the birds’ natural incubation activities were not interrupted. After the chick hatched successfully, keepers returned him to his parents’ nest – inside an empty egg that was big enough to fit him – where he “hatched” again in his parents’ care.

Cinereous vultures are a near-threatened species originating in Europe and Asia, where their wild populations are decreasing. Cinereous is a word referring to something that is the color of ashes (cinereous vultures are a smoky black color). This is one of the world’s biggest birds of prey, weighing up to 30 pounds with a wingspan of eight-to-ten feet.

The vulture family is on exhibit near Primate Forest. This is one of several “Zoo-born newborns” that include ring-tailed lemurs, a gibbon (both near the vulture exhibit) and twin polar bear cubs, Suka and Sakari, at the Zoo’s Arctic Encounter exhibit.

SNOW LEOPARD BORN AT TULSA ZOO

The Tulsa Zoo in Tulsa, Okla., welcomed the birth of an endangered snow leopard cub, Niko. The seven-week-old cub was born on 10 May to mother Sherab and father, Rajan.

Niko’s birth was in conjunction with the Snow Leopard Species Survival Plan® (SSP) which manages species in Association of Zoos and Aquariums (AZA)-accredited zoos across the nation. Ranging in mountainous areas of Central Asia from Afghanistan to Kazakhstan and Russia to northern India and China, there are only 4,000-6,500 snow leopards left in the wild due to poaching and habitat loss.
Sherab, an experienced mom, provided excellent care for the cub in the first 24 hours as observed through closed circuit video cameras, allowing staff to monitor Sherab without disturbance. However, it soon became apparent that due to complications from the birth, Sherab would need to be moved to the Zoo’s veterinary hospital and allow the Tulsa Zoo’s expert staff to hand-raise the endangered cub.

“The decision to hand raise a wild animal is not taken lightly and having the offspring raised by their own kind is always preferred, but Sherab needed to focus her energy on healing and recovery,” said Dr. Kay Backues, Tulsa Zoo Senior Staff Veterinarian.

BIRTHS AT THE SACRAMENTO ZOO

The Sacramento Zoo in Sacramento, Calif., announced the birth of many animals over the past few months. Births during this past spring include a Wolf’s guenon, Sumatran tiger, mongoose lemur, four black and white ruffed lemurs and seven burrowing owl chicks.

Wolf’s Guenon

Early morning on 26 January the Sacramento Zoo’s female Wolf’s guenon gave birth to her first infant, a female named Zuri. Currently there are fewer than 35 of these African monkeys, housed at 11 zoos in the United States that are accredited by the Association of Zoos and Aquariums (AZA).

Wolf’s Guenons are native to central Africa where they inhabit forests.
and forage for fruits, seeds, and an occasional insect. Forming loose family groups in the wild, these monkeys are even known to spend time with other primate species including Bonobos, colobus monkeys and other guenons. A larger mixed-species group may mean that there are more eyes on the lookout for predators, and many guenons have learned to recognize other monkeys’ alarm calls so that they know how to respond correctly if a neighbor spots a leopard or eagle.

**Sumatran Tiger**

CJ, the male Sumatran tiger cub was born 3 March. At three months old, he made his public debut and began exploring his exhibit with mom’s guidance. Tigers are solitary creatures and the father does not assist in the raising of cubs. For this reason, CJ and mom will explore the outdoor habitat during the day while the male lounges outside in the evening and overnight.

Sumatran tigers are critically endangered and found only on the Indonesian island of Sumatra off the Malaysian Peninsula. Fewer than 500 Sumatran tigers are believed to exist in the wild and approximately 200 live in zoos around the world. The Sacramento Zoo participates in the Sumatran Tiger Species Survival Plan® (SSP), coordinated by the AZA. SSPs are cooperative breeding and conservation programs designed to maintain genetically viable populations of animals in captivity, and to organize zoo and aquarium-based efforts to preserve the species in nature.

**Black & White Ruffed Lemur Babies**

Four black and white ruffed lemurs were born on 17 May and have been growing fast in an off-exhibit area with mom. Ruffed lemurs are the only primate that keeps their young in nests instead of carrying them around. In the wild they would use tree cavities and crooks to nest in, but at the Zoo the keepers provide other nesting options like tubs and crates that are place in different locations. The mom moves her young from one nest to the other, as she sees fit. At a few weeks of age the infants start following the mother around and practicing their climbing skills.

**Burrowing Owl Chicks Hatch**

Seven burrowing owl chicks hatched over Mother’s Days weekend at the Sacramento Zoo. They are native to North America and can be seen in grassy fields in the Sacramento Valley. Burrowing Owls are a very important grassland predator that helps keep rodent populations in check.

**Baby Mongoose Lemur**

The pair of mongoose lemurs that live across from the Tall Wonders giraffe deck had a baby. The mother gave birth on 11 May to her second baby. Their first youngster is also in the enclosure and learning important parenting skills from watching her mother with this infant.

The mom carries her infant like a fanny pack so you will see the baby around her waist. The sex of the baby will be known in a few months. The throat will stay white if it’s a female but change to a rust-brown if it is male. The whole family is on exhibit now. This species of lemur is monogamous and the typical “group” is an adult pair and their offspring, usually one per year. Adults weigh just over three lbs.

Like other lemur species they are found on the island of Madagascar. Approximately 200 years ago they were also introduced to the Comoro Islands by man. Mongoose lemurs are endangered and under extreme pressure in their range habitats due to forests becoming fragmented and degraded and also from hunting.
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GREEN TALES
Regional Sourcing of Food for Animals and People at Northwest Trek Wildlife Park

As a conservation-based organization, Northwest Trek Wildlife Park in Tacoma, Wash., strives to not only inform our visitors of actions they can take at home, but works to model good behaviors around the park. The most recent conservation initiative at Trek is focused around eating locally. Food from local sources reduces the environmental impact of food production and transportation, and has the added benefit of providing a fresher, healthier diet. A new on-site program educates visitors on making smart choices about where their food comes from. We teach them how far away many of their favorite fruits and vegetables often travel before reaching their plates and challenge them to make a conscious effort to select locally or regionally grown produce. Because we are a wildlife park, we always try to connect our visitors with our animals in order to make our messages more impactful. For the eating locally campaign, we connect it to our resident black bears with an “eating locally – eating seasonally” message. We encourage visitors to be more like black bears, who change their diets as food sources change each season.

In addition to the public programs, our staff members take the eating locally message one step further by seeking out local food sources for the animal collection’s diet. While some of the required diet must be specially made and shipped to the Trek, nearly 30 percent of the whole-body diet is purchased from a regional supplier. A portion of the insects, meal worms and mice used in daily diets are also purchased from a regional vendor. The Washington Department of Fish and Wildlife (WDFW) also provides some meat to Trek from confiscated, illegally hunted wildlife. Trek also works with a local co-op to purchase a produce box each month, which contains some locally and regionally grown produce. We are currently pursuing more options with local farms to purchase additional produce for the animal collection.

In addition to local foods in regular diets, we also incorporate seasonal items into the animals’ enrichment. Not only do we selectively harvest seasonal browse from around the Trek, but we have recently planted a browse garden on site. This garden will allow us to harvest as needed with less impact on the forest habitats that surround the park. A selection of herbs and spices are also grown on site to add to the enrichment options. In the future, we would like to expand the gardens to include vegetables to supplement the produce offered to our animal collection.

The eating locally message is continued at our café, where a large majority of the food is purchased from local and regional vendors. Everything from bread, produce, meats, spices, eggs and coffee come from local sources. The café educates customers about the local buying program through signage located in the dining room.

As the concept of eating locally becomes more mainstream, Trek will continue to pursue additional local vendor options and find ways to promote this important message to our visitors and within our own green practices.
EXHIBITS

AFRICA EXHIBIT SET TO OPEN AT BLANK PARK ZOO
Blank Park Zoo in Des Moines, Iowa, opened phase one of the first major expansion of the Zoo since 2001 in early May. The exhibit name, Jaama Kwa Africa, means ‘your connection to Africa’ and Zoo officials hope visitors will connect to not only the animals and the cultures of Africa but also to the immediate conservation needs that many animals, especially the rhinoceros, face. According to the International Rhino Foundation (IRF), there are less than 5,000 black rhinos left in the wild.

“The highlight of the exhibit is the Prairie Meadows Rhino Savanna,” said Mark Vukovich, CEO. “Not only will you be able to see rhinos, you’ll learn why they are highly endangered and how you can help protect them. We want to raise awareness about this because it’s possible that within our lifetime these animals will be extinct in the wild.”

The three-acre, $4.5 million exhibit features an indoor area for rhino viewing during cooler seasons. In addition to the rhinos, the exhibit is home to eland, spurred tortoise, ostrich and kori bustards, one of the largest birds that can fly.

“Without the help of many generous donors we would not have been able to come this far with this exhibit, and we would like to thank Prairie Meadows, Principal Financial Group and DuPont Pioneer for their help in this part of our expansion efforts,” said Vukovich.

The past few years have brought about a number of changes to the Zoo. In 2011, the David Kruidenier Australia Adventure opened. Last year, the Hub Harbor seal and sea lion pool opened and features daily animal demonstrations, stroller accessible observation deck and underwater viewing.

In the Africa exhibit, construction continues on the Principal Pavilion, an educational and viewing area that will give a new view to the giraffe exhibit. In other areas of the Zoo, construction is continuing on a new holding and winter viewing building for the penguins and Aldabra tortoises, and construction will soon to begin on a Bactrian camel exhibit that will be located just north of the Zoo in Blank Park.

CONRAD PREBYS AUSTRALIAN OUTBACK EXHIBIT OPENS AT SAN DIEGO
The San Diego Zoo in San Diego, Calif., opened its Conrad Prebys Australian Outback exhibit following a smoke ceremony conducted by the Yugambeh-language people of the Gold Coast in Australia supporting the DreamWorld Wildlife Foundation in Australia and now the San Diego Zoo. Rick Gulley, chairman of the board for San Diego Zoo Global, was honored by the Aboriginal tribe with honorary face paint. The Australia Consulate General, Karen Lanyon, also spoke at the opening event for the exhibit.

The Australian Outback offers habitats for the Zoo’s Queensland koalas, parma wallabies, two wombat species and 23 species of Australian birds. The Zoo started plans to expand and diversify the koala area in 2009 and spent $7.4 million to create the new habitat for Australian animals.

The entrance of the exhibit, off of the Zoo’s Front Street, features Aboriginal-inspired totem poles depicting Australian animals including a koala, kangaroo and kookaburra. Just beyond the totems are three aviaries and exhibits for wombats and wallabies. On the other side of Front Street, at the center of the three-acre exhibit, is the Queenslander house, reminiscent of the architectural style of houses in Queensland, Australia. The building has large windows, allowing guest to watch keepers as they prepare food for the koalas, look into the large, walk-in cooler that keeps the eucalyptus fresh and peek into a classroom where students of all ages can learn about animals from “down under.”

From the deck that wraps around the Queensland house, guests will have great views of the koalas perched at eye level as they eat or sleep – koalas can sleep up to 22 hours a day. There are ten individual enclosures for the male koalas and two larger enclosures for female koalas with their joeys (babies). The San Diego Zoo is home to 21 Queensland koalas ranging in age from eight months to 17 years old.

The San Diego Zoo has the largest breeding colony of Queensland koalas outside of Australia. Researchers at the San Diego Zoo and the San Diego Zoo Institute for Conservation Research are
studying koala populations both at the Zoo and in the wild to better understand the species' complex ecology and mating behaviors.

Koalas are native to southeastern and eastern Australia and rely on eucalyptus forests for food and protection, as they live in the trees and eat only eucalyptus leaves. Koalas are sedentary animals that sleep a lot while digesting their food. Being on the ground puts koalas at a disadvantage because predators can catch them easily; instead, they live in trees, seated in the fork of branches where they can chew leaves and nap all they want without feeling threatened. Unfortunately, due to habitat fragmentation, many koalas lose their lives moving from one patch of forest to another.

There are more than 700 different kinds of eucalyptus trees, and koalas prefer the leaves of about 40 varieties. At the San Diego Zoo, koalas are offered fresh branches from several eucalyptus species each day. These picky eaters can then select what they want, as their taste often changes from day to day. The Zoo’s koalas eat 1 to 1.5 pounds of leaves each day.

The other marsupials on exhibit in Australian Outback are hairy-nosed and Australian naked-nosed wombats and Parma wallabies.

Wombats have wide, strong feet with large claws that make them masters at digging burrows with tunnels that can reach lengths of 650 feet. They use their rodent-like teeth and strong jaws to grip and tear food such as grasses, roots, shoots, tubers and even tree bark. They are often seen grazing at night, when their coloration helps them blend in.

Parma wallabies are members of the kangaroo family that are mainly nocturnal, usually sheltering in thick scrub during the day. They are largely solitary creatures, although groups of a few may come together for feeding or around a watering hole in the dry season.

The Conrad Prebys Australian Outback also features 4,000 square feet of aviaries for 23 species of Australian birds including the kookaburra, fawn-breasted bowerbird, palm cockatoo, Gouldian finch, and scarlet-chested parrot.

The fawn-breasted bowerbird is found in northern Australia and New Guinea. The males of this species are known for their skills in constructing intricate structures, called bowers, to attract females. Brightly colored Gouldian finches are found in the tropical and coastal areas of north and northwestern Australia, and males and females share the responsibility of incubating eggs in the nest. The palm cockatoo is one of the largest cockatoo species, with a powerful bill that it uses to eat hard nuts and seeds that other species have difficulty managing. One distinctive characteristic of this bird is the drumming sound it makes – males carefully selects a stick and uses their feet to beat the stick against a hollow log to make a reverberating sound. This sound is used to attract females during breeding season.

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ANNOUNCEMENTS

CALL FOR NOMINATIONS
R. MARLIN PERKINS AWARD FOR PROFESSIONAL EXCELLENCE

QUALIFICATIONS
To qualify for consideration, a candidate must unquestionably meet the following criteria. He or she must: be an Association of Zoos and Aquariums (AZA) member in “good standing at the time the nomination is filed; demonstrate impeccable character and a distinguished record of honorable service to AZA throughout his or her career; be actively involved in and strongly committed to education, conservation, science, recreation and the welfare of animals; and have made outstanding contributions to the zoo and aquarium profession and its science and technology, as represented by scholarly publications and presentations, institutional and association leadership; and/or other tangible and measurable achievements.

NOMINATION PROCESS
Nominations must be submitted to the AZA Chair of the Board by no later than 15 December.

Nominations must be supported by at least two AZA Professional Fellows, one of which must be an AZA Board member. After confidential solicitation and review comments, the nominations shall be discussed fully and confidentially during executive session of the Board at the spring meeting. Voting on the nominations will follow by written secret ballot. A minimum of two thirds of the votes of those in attendance is required for approval.

For further details regarding qualifying criteria and the nomination process, please visit www.aza.org. Nomination forms can be obtained from AZA (www.aza.org/honors-awards/), or from Barbara Pueschel at Bpueschel@aza.org or (301) 562-0777, ext. 226.

2013 AMERICAN ASSOCIATION OF ZOO KEEPERS, INC. AWARDS

LIFETIME ACHIEVEMENT AWARD
Elaine Kirchner, Fort Wayne Children’s Zoo. This award is in recognition of her outstanding commitment to professionalism in her distinguished career as a zookeeper. Specifically noted is the successful management of a diverse collection of Australian species, serving as the Studbook Keeper for the Eastern and Western Grey kangaroo, the Monotreme and Marsupial Taxon Advisory Group (TAG) Steering Committee, and as the Chair of the Zoo’s Safety Committee. Also noted is her pursuit of knowledge, mentoring zoo keepers, youth reading program, presenting papers at AAZK National Conferences and the International Congress of Zoo Keeping and leading Australasia Rap sessions, and her dedication to improving communication among Monotreme and Marsupial TAG institutions. She is the consummate professional zoo keeper.

Andy Henderson, Utah’s Hogle Zoo. This award is in recognition of his outstanding commitment to professionalism in his distinguished career as a zookeeper. Specifically noted is his high level of mentoring zoo keepers, role in the design of the Regenstein Center for African Apes and Rocky Shores exhibits, New World Primate TAG Steering Committee, Studbook Keeper and Population Manager for the Bolivian Gray Tití Monkey, under the Ape TAG served on the Gorilla Species Survival Plan® (SSP), and the Gorilla Behavioral Advisory Group, Birth Management Committee, and service on the Safety, Animal Welfare, Science Review, and Behavioral Husbandry Committees, Emergency Weapons Team Deputy, Emergency Response Team, and Strategic and Master Planning process. Also noted is his activity on National AAZK and Chapter office and committees, the International Congress of Zoo Keeping, conservation, papers, organizing 12 BFR events, and was instrumental in planning the 2006 and 2008 National Conferences.

Barbara Manspeaker, AAZK National Office. This award is in recognition of her outstanding commitment to professionalism during her distinguished career as Secretary/Treasurer of the American Association of Zoo Keepers for the past 29 years. The Association especially recognizes her dedication to helping all members of the Association with personalized and professional service. In recognition of her service to the Association, especially in coordinating daily management of AAZK Chapters in North America, from this date forward, acknowledgment of excellence in AAZK Chapter performance shall be recognized and bestowed in her name as the Barbara Manspeaker AAZK Chapter of the Year Award.

Patty Pearthree, Bowling for Rhinos. This award is in recognition of her outstanding and continuing commitment as the Bowling for Rhinos Program Manager. The Association specifically recognizes over 20 years of service in coordinating communications and developing new resources with Chapters and Conservation Partners. Her dedication has helped preserve habitat for rhinos and other native species through Lewa Wildlife Conservancy, International Rhino Foundation and Action for Cheetahs in Kenya. She has enabled keepers to raise over $4 million by helping provide the information and resources to hold successful events. Her exceptional volunteer contributions to the Bowling for Rhinos Program is a testimony to her passion for rhinos and conservation.

Lutz Ruhe Meritorious Achievement-Professional of the Year Award
Kenton Kerns, Smithsonian’s National Zoo. This award is in recognition of his outstanding commitment to professionalism during his distinguished career as a zookeeper. Specifically noted is his work with the golden lion tamarin, research projects, publishing articles, mentoring interns, and serving on the Boards of Save the Golden Lion Tamarin and
Chopsticks for Salamanders and the Zoo’s Safety Committee. Also noted is his service on AAZK National and Chapter levels, developing the National Capital AAZK in DEPTH seminar series and the NCAAZK Professional Development Committee, and as Chapter President, dramatically increasing membership. He embodies the AAZK mission to advance animal care, promote public awareness, enhance professional development and contribute to local and global conservation.

**Jean M. Hromadka Excellence in Animal Care Award**

NeoMonks Team, Jessica Grote, Samantha Smith, Jeremiah Cummins, Jennifer Hickman, Michelle Jordan, Denver Zoo. This award is based on the NeoMonks Team of five keepers which have excelled in the areas of animal husbandry, behavior management, teen volunteer and internship programs, and public education. Also noted was their combined activities and participation in professional development, publishing papers, and the Bison Conservation Project.

**Lee Houts Excellence in Enrichment Award**

Carrie Felscher, St. Louis Zoo, for preparing the annual report of enrichment projects, gives enrichment presentations, publishes articles, and provides leadership for the zoo’s annual Enrichment Day. She facilitates multi-department communication and assists enrichment representatives with their area programs including action planning initiatives and Progressively Challenging Enrichment Projects for animals, and promotes professional opportunities for the Enrichment Committee.

**NPZ Enrichment & Training Steering Committee** - Stacy Tabellario, Rachel Metz, Heather Baskett, Judy Tasse, Smithsonian’s National Zoo, for creating a Giving Tree fund raiser for enrichment items, producing an Enrichment Wish List Brochure and an Enrichment Giving Tree. Encouraging participation from many zoo units, they organized the zoo’s first Enrichment Day with five hands-on stations and 39 special enrichment demonstrations. The committee initiated bimonthly “Enrichment and Training Did You Know” tips and developed a monthly enrichment action plan.

**Certificate of Merit for Zoo Keeper Education Award**

Greater Houston Chapter AAZK, Houston Zoo, for initiating a clinic program to supplement keeper education at the Houston Zoo. Clinic topics rotate each year and are facilitated by subject matter experts at the zoo.

National Capital Chapter, Smithsonian’s National Zoo, for the Professional Development Committee which provides three types of professional development programs to all zoo staff and volunteers. In DEPTH is a semimonthly brown bag lunch series with a variety of topics, short one day seminars and the long courses, Behavior Research Methods and Population Management, detailing a topic taught by a subject matter expert. Besides sending two individuals to AAZK National Conferences, the Chapter also established a Travel Reimbursement Grant for keepers to attend professional conferences or training.
Certificate of Merit in Conservation Award

Lauren Augustine, Smithsonian’s National Zoo, for developing Chopsticks for Salamanders and partnering with AAZK Chapters who use CFS as a Chapter fundraiser. The program offers an annual grant for salamander research. She also assists with conservation updates for the Animal Keeper’s Forum and serves as the Chapter Local Conservation Coordinator.

Mollie Coym, Houston Zoo, for developing interpretive materials and activities to message the conservation efforts of the Houston Zoo and other partners to save the Attwater Prairie Chicken from extinction. She showcases these conservation displays to zoo visitors, local schools and environmental fairs.

Courtney Elizabeth Dunn, University of Central Arkansas, Natural Tiger Sanctuary, for the design and implementation of research projects in the area of tiger vocal communication and has helped connect the sanctuary with field organizations that monitor wild tiger populations. She also prepares the conservation labs at the University.

Nikii Finch-Morales, CuriOdyssey, for designing and implementing the Pacific Tree Frog Garden Habitat Project to educate visitors on tree frog life cycles and how to create amphibian habitats in their own yards. She also created the Bay Area Frog Watch USA Chapter.

Dave Johnson, Denver Zoological Foundation, for creating Team Nepalorado to help protect the greater one-horned rhinoceros, as well as other species in Nepal. Fundraising has provided motorbikes for Chitwan National Park’s anti-poaching units, a solar powered electric fence and funds towards a future veterinary hospital. The proceeds of his children’s book The Elephants of Denver all go toward his work in Nepal.

Chawna Schuette, St. Louis Zoo, for her integral role in research and in-situ and ex-situ conservation efforts of the Ozark Hellbender. She is the primary hellbender keeper in the Saint Louis Zoo’s WildCare Institute Ron Goellner Center for Hellbender Conservation and aids in collaboration with USFWS and Missouri Department of Conservation. She also had the world’s first successful captive breeding of Ozark Hellbenders.

Jennifer Stoddard, Reid Park Zoo, for creating a Zoo Team Conservation Facebook page and supervising their in-situ conservation efforts and fundraising. She also has integrated positive climate change messages into every public presentation at the zoo.

Certificate of Recognition

Denise Wagner, Phoenix Zoo, for serving on the AAZK Board of Directors
NP Training Works, Cyperworks, for their development of AAZK Online
San Diego Zoo Global Academy, San Diego Zoo, for the Academy’s help and support in making their online learning content available to our Collaborative Learning Environment

Sean Walcott, SeaWorld San Diego, for his work on developing and maintaining AAZK social media
Bill Konstant, International Rhino Foundation, for his support for Bowling for Rhinos and his seven Chapters tour
Jacque Blessington, Kansas City Zoo, for her time spent as Membership Resources Chair
Gisela Wiggins, North Carolina Zoo, 2013 National AAZK Conference Co-Chair
Elizabeth McChesney, North Carolina Zoo, 2013 National AAZK Conference Co-Chair
Brigitte Thompson, North Carolina Zoo, 2013 National AAZK Conference Co-Chair
Certificate of Appreciation
North Carolina Zoological Park, 2013 AAZK National Conference Host Institution
Christine Dembiec, for serving as the Behavioral Husbandry Chair

Distinguished Service Award
North Carolina Chapter of AAZK, 2013 AAZK National Conference Host Chapter

Chapter of the Year
Rocky Mountain AAZK Chapter, Denver Zoo
Your support has helped the International Elephant Foundation contribute over $2 million to elephant conservation worldwide. Thank you to our AZA partners listed below.

For more information, please visit us at elephantconservation.org
The AZA Conservation Endowment Fund (CEF) supports the cooperative conservation and education initiatives of AZA and its members and partners. Between 1991 and 2012, the CEF provided more than $5.7 million to 320 projects worldwide. In 2013, the AZA Board approved the release of $125,000 from the CEF, while the Disney Worldwide Conservation Fund (DWCF) generously granted $250,000 in support of this year’s CEF awards. The CEF Scientific Advisory Committee (SAC) met in July to make final recommendations on the allocation of 2013 CEF funds.

Eighteen projects received funding this year, totaling $373,075 in awards. Fifty-six proposals, totaling more than one million dollars, were reviewed. The SAC was able to recommend more than one third of the total amount requested for funding. Next year’s application materials will be available on the AZA Web site (www.aza.org) in January 2014.

We appreciate the time and effort invested by everyone whose work makes the CEF a success. Special thanks to the CEF SAC, the more than 160 first-tier reviewers, and all of our donors, including our partners at Disney.

### 2013 AZA Conservation Endowment Fund Awards

**A Low-cost Unmanned Aerial Vehicle (UAV) Imaging System for Large Whale Health Assessment (DWCF)**
Rachel Cassoff
*Duke University Marine Lab*

**Assessing Migration of the Endangered Arapaima in the Waters of Guyana, South America Implications for Conservation (DWCF)**
Leslie DeSouza and Charles Knapp, PhD, John G. Shedd Aquarium

**Bone Density of the Bottlenose Dolphin: A Model for Detecting Effects of Anthropogenic Contaminant Exposure (DWCF)**
Deborah Duffield, PhD, Portland State University

**BOTSWANA WILD: Children for Conservation (DWCF)**
Molly Swanepoel, Denver Zoological Foundation

**Lauren McCain, PhD, SAVE Wildlife Conservation Fund**

**Building Public Support for the Conservation of the Bornean Sun Bear (CEF)**
James Danoff-Burg, PhD and Corrin LaCombe, San Diego Zoo Global

**Captive Management, Stress, and Reproduction in the Guam Micronesian Kingfisher (DWCF)**
Dylan Kesler, PhD, Trista Strauch, PhD, and Andrew Alba
*University of Missouri*

**Conserving a Vital Bornean Orangutan Population through Community Conservation and Environmental Education (CEF)**
Cheryl Knott, PhD, Gunung Palung Orangutan Conservation Program

**Evaluating the Importance of Native Prey Species to the Diet of Andean Condors in the High Andes of Northwestern Argentina (DWCF)**
Jonathan Pauli, PhD
*Board of Regents of the University of Wisconsin System, UW-Madison*

**Human Health Benefits Associated with Visiting Zoological Institutions (DWCF)**
Sharon Deem, DVM, PhD and Louise Bradshaw, Saint Louis Zoo

**Managing Human-Elephant Conflict in Burma (Myanmar) (DWCF)**
Peter Leimgruber, PhD and Melissa Songer, PhD
*Smithsonian Conservation Biology Institute, National Zoological Park*

**Rays of Hope: Identifying Factors Mediating the Survival of Panamanian Golden Frogs (DWCF)**
Corinne Richards-Zawacki, PhD
*Tulane University, Department of Ecology & Evolutionary Biology*

**Reintroduction and Monitoring of the Mountain Yellow-Legged Frog (Rana muscosa) in Southern California (DWCF/CEF)**
Frank Santana, Ron Swaisgood, PhD, and Jeffrey Lemm, San Diego Zoo Global

**Reintroduction of Siamese Crocodiles to the Wild, Phase 2 (CEF)**
Sarah Brook, Fauna & Flora International

**Smooth Green Snake Recovery and Conservation Assessment in Illinois (CEF)**
Allison Sacerdote-Valet, PhD, Diane Mulkerin, and Dan Boehm, Lincoln Park Zoo

**Sun Bears within a Fragmented Landscape: How Does this Tropical Ursid Survive in Such a Habitat? (DWCF)**
Benoit Goossens, PhD, Danau Girang Field Centre

**Peter Riger, Houston Zoo**

**Testing the Effectiveness of Headstarting as Part of a Conservation Toolbox to Restore the Sierra Nevada Yellow-Legged Frogs (Rana sierrae) to the Lake Tahoe Basin (DWCF)**
Jessie Bushell and Adrian Mutlow, VetMB, MRCVS, San Francisco Zoo

**The Role of Outdoor Enclosures in Advancing Captive Husbandry and Reproduction in Snakes Sensitive to Cyclic Environmental Conditions (DWCF)**
Fred Antonio, The Orianne Society

**Using Solar Power to Protect the Endangered North African Ostrich (CEF)**
Peter Black, DVM, Busch Gardens Warren Lynch, Smithsonian National Zoological Park
MEMBER UPDATES

WELCOME NEW MEMBERS

AZA is pleased to warmly welcome new Professional Affiliate, Professional Fellow, Conservation Partners, Accredited Institutions, Certified Related Facilities and Commercial members.

NEW PROFESSIONAL AFFILIATE MEMBERS

Jen Aldridge, Director of Development, Sacramento Zoo
Joni Baurichter, Guest Services Supervisor, Dickerson Park Zoo
Desiree Bell, Dive Program Coordinator, Audubon Aquarium of the Americas
Howard Bryan, Exhibit Interpreter, Lehigh Valley Zoo
Kelly Cowley, Zookeeper, Potter Park Zoological Gardens
Teresa Drummond, Education Specialist, Dickerson Park Zoo
Elizabeth Fitzsimmons, Outreach Coordinator, Sustainable Seafood Programs, New England Aquarium
Abel Gachupin, Zookeeper, El Paso Zoo
Rebecca Hendershot, Animal Keeper, Virginia Living Museum
Janet Johnson, Avian Curator, Fossil Rim Wildlife Center
Laura Ann Krueger, Zookeeper, Children’s Zoo at Celebration Square
Julie Ladd, Education Specialist, Sunset Zoological Park
Katie Levedahl, Asst Director, Youth Programs, Steinhart Aquarium
Nicole Meese MacCorkle, Animal Keeper – Giant Pandas, Smithsonian National Zoological Park
Gregg McIntyre, Supervisor Fish and Invertebrates, Adventure Aquarium
Katharine Mendivil, Community Programs Manager, California Science Center
Laurel Mochinski, Interpretive Naturalist/ Bird Trainer, Minnesota Zoological Garden
Andrea Murrell, Primate Keeper, Birmingham Zoo
Jessica Patterson, Woodland Park Zoo
Minna Paul, Early Childhood Coordinator, San Antonio Zoological Society
Chad Peeling, Clyde Peeling’s Reptiland
Alyssa Penacho, GE Communications Coordinator, Monterey Bay Aquarium
Jessica Ray, Associate Population Biologist, Lincoln Park Zoo

NEW PROFESSIONAL FELLOWS

Bryan Amaral, Zoological Manager, Disney’s Animal Kingdom
Wendy Bulger, General Counsel, San Diego Zoo
Jeremy Eddie, Chief Financial Officer, Omaha’s Henry Doorly Zoo & Aquarium
Kerry Graves, Director of Park Services & Guest Relations, The Living Desert
Roccie Hill, Executive Director, Safari West Wildlife Park Foundation
Sally A Jacobson, Business Manager, Red River Zoo
Larry Noto, Director of Marketing and Communications, National Aquarium in Baltimore
Stephen Rockwell, Chief Technology Officer, National Aquarium in Baltimore

NEW CONSERVATION PARTNER MEMBERS

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Cincinnati, OH 45212
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Email: kmyers@myactions.org
www.myactions.org
Contact: Kathy Myers
myActions, The Social Network for the Planet is an online community platform where sharing your green actions is rewarding and worthwhile. myActions is a community engagement tool where members share their actions for the planet, and receive feedback about their impact and in terms of CO2 saved, money saved, and donation raised for their chosen conservation cause.

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6-9: The 2013 Aquarium & Zoo Facilities Association Annual Conference. Hosted by the El Paso Zoo in El Paso, Texas. The AZFA annual conference will feature speakers on various aspects of aquarium and facilities maintenance as well as vendor presentations and “hands-on” workshops for conference participants. Specific training topics of interest include: Forklift & Boom Lift Certification; AZA Smart Source; Solar Energy; Welding seminars with “hands-on” instruction; Biodiesel “how to” workshops; Emergency Response Plan roundtables; Water Quality & Water Chemistry sessions and AZA Accreditation roundtables. Visit www.AZFA.org for more information.

6-10: 2013 International Tree Kangaroo Workshop. Hosted by the Melbourne Zoo, Zoos Victoria. Supported by the Zoo and Aquarium Association Australasia, American Association of Zoos and Aquariums Tree Kangaroo Species Survival Program and World Association of Zoos and Aquariums Global Species Management Plan. For more information, contact Megan Richardson at mrichardson@zoo.org.au.

7-14: Conservation Breeding Centers for Wildlife Sustainability is an exciting new course that is organized, facilitated and taught by specialists representing the Conservation Breeding Centers for Species Survival (CBSG), a consortium of major conservation breeding centers that focus on the survival of species with unique needs, especially large areas, natural group sizes, minimal public disturbance and scientific research. These organizations are “non-traditional” in that they have substantial space and specialized resources that allow animal production as well as scientific study and population recovery, including for reintroduction. This course will share the details of the specialized CBSG expertise and facilities that manage, study and reproduce wild animals on a sufficient scale to create demographically and genetically stable populations. This will be of particular interest to conservation, zoo and veterinary professionals who are involved in species assessment, management and recovery programs in captivity or in the wild, as well as those interested in developing a career in conservation breeding of endangered species.

This course is offered at the Smithsonian-Mason School of Conservation at the Smithsonian Conservation Biology Institute (SCBI) in Front Royal, Va. Participants will learn both at SCBI (Monday – Friday) and the Wilds (Saturday-Monday), both of which have new on-site training facilities, which vary in their expertise and habitats and area of focus. For more information, please visit: http://smconservation.gmu.edu/programs/graduate-and-professional/professional-training/courses/conservation-breeding-centers-for-wildlife-sustainability/


WAZA’s call for papers is open until May 31, 2013. The website for registration is now open and early bird registration will be open until May 31. For more information, please visit: www.waza.org/en/site/get-involved/waza-annual-conferences/68th-annual-conference-oct-2013.

10-15: Managing Animal Enrichment & Training Programs. Hosted by Chicago Zoological Society - Brookfield Zoo in Brookfield, IL. Managing Animal Enrichment and Training Programs provides students with the skills to develop/enhance their institution’s enrichment and training programs. The goals of the course are to provide the leadership skills and structural framework needed to create and maintain successful enrichment and training programs, to understand the importance of an animal’s natural and individual history in developing enrichment and training plans, and to examine the history of enrichment, training and animal welfare. Each student will be guided through the development of their own action plan aimed at moving their zoo or aquarium’s enrichment and training programs forward. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

10-15: NatureStart. Hosted by Chicago Zoological Society - Brookfield Zoo in Brookfield, IL. NatureStart provides zoo and aquarium professionals with a foundation in competency-based practices for developing and implementing learning experiences and environments for young children and their families which lead to increased ecological identity and conservation involvement. Course content is rooted in conservation psychology, early childhood education, and playwork practices, as well as current research and practices in the emerging field of early childhood conservation education. NatureStart emphasizes experiential learning with regular small-group practice of skill-building activities, as well as development of on-going action plans. This course takes full advantage of the resources available through the Hamill Family Play Zoo and other features of NatureStart: The CZS Early Childhood Initiative. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

14-16: 4th Annual International Society of Wildlife Endocrinology (ISWE) conference is being hosted by the Lincoln Park Zoo in Chicago, IL. ISWE focuses on facilitating and promoting stronger collaborations, providing a forum for information exchange, and optimizing animal health, reproduction, and welfare. Scientists from around the world will convene to discuss research directions and innovative techniques in the field of wildlife endocrinology. For further information on conference details, registration, and membership please visit www.iswe-endocrinology.org.

15-18: Conservation Psychology Institute. Hosted by San Diego Zoo Institute for Conservation Research and offered through Antioch University; specifically designed for the zoo/aquarium audience. The Conservation Psychology Institute offers an opportunity to learn about relevant psychological theories and strategies for changing behavior supportive of environmental and human well-being. Participants will become equipped with knowledge and skills in the fields of conservation psychology, environmental psychology and ecopsychology to effectively bring about environmental change via work in their own institutions and sectors. For more information about this course, visit www.antioch.edu/academics/zo/conservation-psychology-institute-san-diego-zoo/.

22-25: Principles of Elephant Management II. Hosted by the Houston Zoo in Houston, TX. Principles of Elephant Management II focuses on the skills necessary to safely accomplish all of the AZA-required elephant behavioral components. Live training demonstrations and hands-on experiences will be utilized to combine the teaching of advanced elephant principles with best occupational safety practices. To provide students with the most valuable hands-on and personalized experience, enrollment in this course is limited to 12 participants. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

24-27: From Good Care to Great Welfare Workshop. The Detroit Zoological Society’s Center for Zoo Animal Welfare is offering a four-day workshop for animal care staff working with captive exotic animals. The workshop is designed to help participants better understand animals’ perspectives and experiences, address the challenges captivity imposes on animal welfare, and develop the skills necessary to assess and improve overall well-being. The workshop will be held at the Detroit Zoo in Royal Oak, MI October 24-27, 2013. For more information, please contact Elizabeth Arbaugh at czaw@dzs.org.

November 2013

11-16: Creating Successful Exhibits. Hosted by Oglebay Resort in Wheeling, WV. Creating Successful Exhibits provides an integrated overview of a team-based exhibit development process. The course follows the phases of an exhibit project from formation of the team, through concept planning, design and construction, to operation, in chronological order of the tasks. Full attention is given to techniques that improve an exhibit’s impact on visitors. This program is a classroom-based workshop and does not include hands-on training in fabrication. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

11-16: Population Management I: Data Acquisition & Processing. Hosted by Oglebay Resort in Wheeling, WV. Population Management I: Data Acquisition and Processing teaches critical skills needed to create a population database for a single zoo or aquarium population. Students learn to handle unique data entry situations and to adapt to changing software. Students also summarize the data in the studbook database and calculate basic life history parameters. This course produces an aquarium or zoo professional who can gather raw data and turn it into a good, documented studbook to provide expertise on biology and history of the captive population/species. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

11-16: Population Management II: Data Analysis & Breeding Recommendations. Hosted by Oglebay Resort in Wheeling, WV. Population Management II: Data Analysis and Breeding Recommendations teaches the integration of demography, genetics and husbandry to set population goals and make breeding recommendations for zoo and aquarium populations. This course produces competent managers for zoo or aquarium populations. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

December 2013

2-5: Facilitation and Communication Skills Training Course, hosted by the CBSG. CBSG North America and the St. Louis Zoo. This course will provide conservation program managers with an opportunity to learn and practice essential facilitation skills, including decision making, team formation and management, conflict resolution, communication skills, consensus building, and cross-cultural sensitivity. The course will include lectures, case studies, and significant time to practice facilitation skills. For more information and to register for the course visit www.cbsg.org.
**FEBRUARY 2014**

3-8: Avian Management, Biology, and Conservation. Hosted by Oglebay Resort in Wheeling, WV. Avian Management, Biology and Conservation will enhance your effectiveness as a bird keeper and avian program leader. A major goal of the class is to teach critical thinking techniques that lead to informed decisions regarding the future of avian collections. Students will be given a variety of tools, techniques and best practices to provide a foundation for understanding and meeting current challenges in avian management. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training

3-8: Conservation Education: Effective Program Design. Hosted by Oglebay Resort in Wheeling, WV. Conservation Education: Effective Program Design provides zoo and aquarium educators with a comprehensive overview of how to design, develop, implement and evaluate education programs and exhibits. Course materials include the latest research and trends in informal science education. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training

3-8: Institutional Records Keeping. Hosted by Oglebay Resort in Wheeling, WV. Institutional Records Keeping offers students the theory and mechanics of animal records-keeping and identifies the important role accurate records play in successful animal management not only within the institution but also in regional and global cooperative species management programs. This course offers students training that will integrate best practices for accurate data entry and standardization of data along with technical instruction. This instruction is in the most updated application of ISU Zoological Information Management System – ZIMS 2012 - which will be deployed in early 2012. This course provides students exposure to the most current technology that defines the future of animal records keeping. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training

3-8: Managing for Success: Career Development. Hosted by Oglebay Resort in Wheeling, WV. Managing for Success: Career Development examines management disciplines with emphasis on their application to zoos and aquariums. Participants will practice tools and skills to take back to their institutions to apply at their level, including an increased network of resources and heightened leadership skills. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training

3-8: Managing for Success: Organizational Development. Hosted by Oglebay Resort in Wheeling, WV. Managing for Success: Organizational Development prepares new leaders to meet the specific challenges of a leadership role within a zoo or aquarium and the duality of meeting both mission and bottom line. The course addresses ethical, animal welfare and collection issues as well as the planning techniques and strategies required to lead these unique organizations successfully. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training

3-8: Principles of Elephant Management I. Hosted by Oglebay Resort in Wheeling, WV. Principles in Elephant Management I focuses on the foundation necessary for developing comprehensive and proactive elephant management programs. Students will take away skills for creating self-sustaining elephant management programs. AZA Accreditation Standards require that all elephant care professionals (keepers, managers, and directors) at institutions keeping elephants attend this course. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training

13-15: Emerging Disease Symposium, Houston Zoo, Houston, Texas. The Houston Zoo, Rice University, Baylor College of Medicine and the National School of Tropical Medicine will be sponsoring a symposium focusing on emerging diseases as influenced by habitat destruction and change. Many of the deadliest and emerging diseases are zoonoses that are due to habitat destruction, human and animal crowding, and agricultural practices. The symposium will include international scholars and experts from both the symposium sponsors and outside institutions. There will be formal presentations, panel discussions and informal gatherings. Visit www.houstonzoo.org/isd:symposium

**MARCH 2014**

10-13: AZVT (Association Zoo Veterinary Technicians) Focus Group: The Art and Science of Hand-Rearing is scheduled for March 10-15, 2014 hosted by Safari West Nature Preserve (www.safarifest.com) in Santa Rosa, California, USA. The workshop concentrates solely on hand-rearing of zoo carnivore and ungulate species. The organizing committee is working with experts in the field to present exciting new and proven hand-rearing information to zoo veterinary and zoo animal care staff involved in this specialty. We are seeking a RACE approved CE for zoo veterinary staff.

An optional pre-workshop training session on March 10, 2014 is scheduled with Dr. E. S. Dierenfeld PhD, DNS, to learn about ZooTritionTM the dietary management software. For details contact: Gail Hedberg, RVT Workshop Program Coordinator at ghe@zagwest.com.

15-19: Hosted by the Downtown Aquarium and Denver Zoo. The 2014 Otter Keeper Workshop (OKWS) is a comprehensive four-day workshop covering the care and management of otters in captivity. The workshop will be devoted to four of the species managed in Association of Zoos and Aquariums (AZA) facilities: African spotted-necked otters, Asian small-clawed otters, giant otters, and North American river otters. 2014 will be the sixth offering of the OKWS. The hosts will be the Downtown Aquarium and Denver Zoo. The ultimate goal is to have an OKWS-trained staff person in each of the AZA otter-holding institutions. For more information, contact David Hamilton at dhamilton@rivercountrygov.

**MARCH-APRIL 2014**

March 27 - April 3: Crocodilian Biology & Captive Management. Hosted by St. Augustine Alligator Farm Zoological Park in St. Augustine, FL. Crocodilian Biology and Captive Management concentrates on the captive maintenance techniques, husbandry, breeding, and special requirements for the care of crocodiles, caiman, gharials, and alligators in zoos and aquariums. Relevant topics on basic crocodilian biology such as taxonomy, reproductive biology, behavior, anatomy, physiology, and conservation are included as the foundation

**OCTOBER 2013**


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**NOVEMBER 2013**

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**APRIL 2014**

6-12: Animal Training Applications in Zoo & Aquarium Settings. Hosted by Disney’s Animal Kingdom in Orlando, FL.

26-MAY 1: Best Practices in Animal Keeping Hosted by Toledo Zoo in Toledo, OH.

**MAY 2014**

12-15: Principles of Elephant Management II Hosted by Disney’s Animal Kingdom in Orlando, FL.

For more information about these courses and other opportunities to enrich your career, visit www.aza.org/professional-training.
for captive management practices. Join us at the only facility that houses all existing species of crocodilians and learn from the experts! For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

APRIL 2014

6-11: Animal Training Applications in Zoo & Aquarium Settings. Hosted by Disney’s Animal Kingdom in Orlando, FL. Animal Training Applications provides zoo and aquarium staff with a background in training theory and an understanding of the skills necessary to train animals. It includes a historical perspective of animal training as well as terminology and an overview of training techniques. Selected training concepts and skills will be taught via animal demonstrations, group activities and individual skill development opportunities. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

26-MAY 1: Best Practices in Animal Keeping. Hosted by Toledo Zoo in Toledo, OH. Advances in Animal Keeping covers the essentials of animal keeping across all taxa. The course focuses on the very highest standards in animal husbandry, in combination with problem solving, team building and interpersonal skills. You will engage with professional colleagues and apply what you learn back at your home institution. The goal of this course is to motivate and retain animal care professionals within our industry and to elevate the standards of animal care in AZA zoos and aquariums. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

MAY 2014

12-15: Principles of Elephant Management II. Hosted by Disney’s Animal Kingdom in Orlando, FL. Principles of Elephant Management II focuses on the skills necessary to safely accomplish all of the AZA-required elephant behavioral components. Live training demonstrations and hands-on experiences will be utilized to combine the teaching of advanced elephant principles with best occupational safety practices. To provide students with the most valuable hands-on and personalized experience, enrollment in this course is limited to 12 participants. For more information about this course and other opportunities to enrich your career, visit www.aza.org/professional-training.

Calendar Submission Guidelines:
To submit your listing for the CONNECT calendar, please e-mail or fax the event name, date, location and contact information to Tim Lewthaite, AZA Publications Manager, at tlethewaite@aza.org or fax to (301) 562-0888.
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