

FOR THE RECORD

ZOOLOGICAL REGISTRARS ASSOCIATION NEWSLETTER



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2019 Issue 1

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BOARD OF DIRECTORS UPDATE

I hope y'all (took me a few years living in the south to start using it, and now I can't stop y'all) enjoyed your summer and fall as much as I did. Moving from Florida to Washington was one heck of a move, but my family loves the new adventures! Not only has it been busy for me, personally, on the "Homefront", but here's how the board has spent their time:

Reviewed and Approved

- 2018 Annual Conference Promotional Materials and Program
- 2019 Annual Conference Program Chair – Barbara Outerbridge
- Training Certificate Program (TCP) PowerPoints – Board feedback sent to deployment team
- New ZRA Brochure
- Marketing PowerPoint for the TCP for use at other association conferences
- ZRA 2019 Business Meeting at Annual Conference switched to Friday from Saturday due to Zoo Day being Saturday
- Award nominations:
 - Judith Block Professional Excellence Award – Rae Lynn Haliday
 - Tim Kurkowski Horizon Award – Ashley Arimborgo
- Updated Registrar Job Description
- Delayed roll-out of some modules for TCP due to editing and time constraints for complete review
- Committee appointments
- 2019 Annual Conference change of date
- Final approval for all TCP modules
- Vice President standing rules updated and approved

What the Board is Working On

- Updating the remaining Standing Rules for Board positions
- 2018 Budget review/finalization
- 2019 Proposed Budget
- New Strategic Plan survey – look for it in your email inbox soon!

Board of Directors Update, continued

This year, the Board has made a number of appointments to fill open positions. In the interests of transparency, we would like to take a moment to explain who filled which position – and why those people were selected.

- *Jayne Hardwick* has been appointed as Treasurer. Dana Duke, our elected Treasurer, resigned this summer due to an increased demand on her time. Jayne recently completed a review of our financial documents, as mandated by our Bylaws, and so she had at least a cursory knowledge of the Association's finances. She was the obvious choice to finish Dana's term as Treasurer, given her knowledge and experience.
- *Stephanie Eller* has been appointed as Vice-President. Emily Mattox, our elected Vice-President, has stepped into the Presidency following the completion of Deanna Snell's one-year appointment. Stephanie is an elected Director on the Board already; therefore, stepping into the new position is easier for her than for anyone from outside the Board who would need to get up to speed on all the Board's ongoing projects. Stephanie expressed her willingness to be appointed as Vice-President directly to the Board instead of through the Nominations and Elections Committee. This appointment may have come as a surprise to many but appointments are not required to go through the Committee's process. Stephanie is planning to run for election as Vice-President this summer for the 2019 term.
- *Krista Adelhardt* has been appointed as a Director, filling the position Stephanie vacated following her appointment as Vice-President. Krista expressed her willingness to be appointed to the Board (at the time as Vice-President) to the Nominations and Elections Committee, but she was clear she did not want to run for election – she was volunteering for a one-year appointment only. For succession planning purposes, the Board felt it made more sense to ask Krista to be a Director instead of Vice-President. Krista is not planning to run for election for the 2019 term.

Your 2019 ZRA Board of Directors

Acting President: Emily Mattox (one-year term due to the vacancy, will assume Presidency Oct 2019)

Vice President: Stephanie Eller (one-year appointment due to the vacancy in 2017-2019 term)

Secretary: Adrienne Horrigan (second year of 2017-2019 term)

Treasurer: Jayne Hardwick (one-year appointment due to the vacancy in 2017-2019 term)

Governance Director: Heather Terrell (second year of 2018-2020 term)

Membership Services Director: Krista Adelhardt (one-year appointment due to in 2017-2019 term)

Training, Standards and Professional Development Director: Susan Greer (second year of two-year term, 2017-2019)

Emily Mattox, ZRA President

ZIMS CARE & WELFARE,

The final piece in a comprehensive approach to animal welfare

By Dawn Petefish, Curator of Collections

I have kept records and managed databases for 20 years at Peoria Zoo. I can't remember a time when the publication of a new association standard generated so much discussion as the release of the 2019 AZA animal welfare accreditation standards. Upon review, we felt we needed to develop a new process to assess and document animal welfare and wellness by creating an Animal Welfare Plan for every animal in our collection—overwhelming, to say the least.

Development

First, we agreed upon an institutional animal welfare philosophy based on Mellor and Beausoleil's five domains model of four physical domains (Nutrition, Environment, Physical Health and Behavior); and one mental domain (negative and positive subjective experiences), which together give rise to an animal's welfare status.

Next, we set goals for our program, with an overarching goal to be a transparent **proactive** and **reactive** process to identify and evaluate animal welfare.

We tackled the **proactive** process first by creating a comprehensive evaluation form comprised of a series of welfare indicators under each of the five domains. These comprehensive evaluations are scheduled monthly with multiple evaluators and evaluation results are captured, compiled and compared in our in-house access database. Final assessment data is then added to ZIMS using the Care and Welfare module templates—also built around the five domains model (to my immense relief). I cannot imagine starting over or using different terminology as we worked to implement all of these changes.

The **reactive** process was a little more difficult for us to develop. Initially we tried to complete the same comprehensive evaluation for species/individuals that had experienced a facility or life event. We found it difficult to complete a full evaluation with multiple evaluators each time one of these events occurred. Then came the ZIMS Care and Welfare module!

After reviewing the welfare indicators available from Species360, along with our built in template system, everything clicked and we realized we were already recording and discussing welfare indicator information every day. Keepers were already recording indicators such as: *percentage of the diet consumed, fecal quality, weight, level of training engagement, changes in demeanor* etc.; we just weren't using the term **welfare indicators**. We further realized we were already asking keepers and veterinary staff to record specific sets of indicators for specific situations: *an animal in quarantine, an animal in a new enclosure, change in exhibit mate, etc.* We just weren't utilizing the **Care and Welfare templates** to record the information.

Implementation

Implementing our Welfare Plan is the responsibility of the Animal Management Team (AMT). Peoria Zoo's AMT meets every morning to discuss husbandry, transfers, medical issues, etc. with welfare assessments now a regular part of these daily discussions.

We quickly developed standard sets of indicators to record animals in quarantine, animals who lost an exhibit mate, or animals with an existing injury. The true beauty of the ZIMS Care and Welfare module templates is each template is customizable for the individual animal and his/her situation. In Peoria, we decided specific situations would dictate frequency of assessment records. We also feel it is extremely important for keepers to review these indicator results on a regular basis; for this reason, we created welfare indicator templates for the keepers in

ZIMS Care & Welfare Continued

ZIMS notes and observations allowing keepers to review indicator results on their Daily Reports. The information from the keeper's note is then added to the Care and Welfare module, using individual *Care and Welfare templates*.

It probably goes without saying, that utilizing ZIMS to record this data certainly satisfies the last part of our goal to operate a program that is a **transparent** process to identify and evaluate animal welfare. Utilizing the reporting function from ZIMS Care and Welfare allows us to share and review indicator results.

We've been operating our new and improved plan for a few months now and animal welfare indicators are now discussed and reviewed every day. Requests for new indicators to be recorded may come from anyone on staff—often veterinary staff, curatorial staff, or keeper staff. The list of indicators we record is very fluid as is the frequency of the recordings. The flexibility of the ZIMS Care and Welfare module has been integral in developing and executing our plan for promoting optimal animal welfare.

I would like to thank all 23 of the facilities that supported the creation of the Care and Welfare module—it has truly changed the way we operate.

COMMITTEE UPDATES

Annual Conference Update

The ZRA Annual Conference Leadership Team has been meeting monthly to work out details for the upcoming Conference Planning Session in Granby, Quebec, Canada.

In order to stay close to the Zoo and showcase the Granby area, the dates of the conference were changed to: **October 7-13, 2019**.

This year's hotel will be Chateau Bromont.



More details will come in April when registration is set to open!

Chair: Jenn Wilson
Vice Chair: Shelly Roach

**Jenn received permission from Hotel to use this photo*

Committee Updates Continued

Marketing & PR Committee

No update

Membership Services

No update other than working on standing rules

Nominations and Elections Committee

The Nominations and Elections committee is back to full capacity. The committee is reviewing the current standing rules and making necessary edits and will review other obligations of the committee to see where adjustments/improvements can be made.

History Committee

There is not a lot to report currently. We've opened the conversation on where we are, what our priorities should be and members are suggesting ideas for new projects. We have an enthusiastic group and I hope to have a much more complete report for the next Newsletter.

Professional Development Committee, Training Committee & Standards Committee

Training Certificate Program

We are live! The ZRA Training Certificate Program could not have become a reality without the expertise and tireless efforts of so many individuals across the association, such as the Board, Deployment Team, Marketing Committee, Authors, Testers and, the Standards, Professional Development and Training Committees. The ZRA Training Certificate Program was fully launched effective 31 December 2018:

- Modules 1, 3, 4 were released on 22 October 2018
- Module 5 was released on 11 December 2018
- Module 2 was released on 14 December 2018
- Module 6 was released on 31 December 2018

For more information about the ZRA Training Certificate program visit the 'Training' page on the ZRA website: <https://www.zooregistrars.org/training>

ZRA Hosted ICRM Exam Prep Workshop

For the 11th consecutive year, ZRA partnered with the Institute of Certified Records Managers (ICRM) to provide information about ICRM certification and its relevancy, value and benefits to those Records and Information Management (RIM) professionals working in the Zoological Registrar profession. The Exam Prep Workshop was held on 8 October 2018, and included 8 attendees (2 locals and 6 ZRA members).

To review current members of all the ZRA committees, please go to the ZRA website (www.zooregistrars.org) and click on the Leadership link.

MEMBER SPOTLIGHT

[Anna Pelc, Potawatomi Zoo](#)



Name: Anna Pelc

Position/Institution: Collection Manager/Registrar;
Potawatomi Zoo

Number of years in your position: 1.5 years in current position. I took on registrar duties while I was still a zookeeper, and balanced both jobs. Double duty started in Fall of 2014. I've been at Potawatomi Zoo since 2012.

Hometown: Niles, MI

Why/How did you become involved in the world of all things Registrar? Not even sure. Someone new needed to be assigned duties as registrar and as a swing keeper, it kind-of just fell in my lap.

What is your favorite part about being a Registrar? Trying my best to ensure an animal's history is accurate and also knowing I have an amazing network of professionals I can reach out to at any time.

What is your least favorite/biggest challenge to working as a Registrar? My least favorite part is animal shipments, not the paperwork leading up to a shipment, but the actual shipping. I feel so helpless when I drop an animal off at the airport and everything is out of my control. What a relief when I get word from the receiving zoo they have the animal in hand. I always feel so much better once an animal is back in zoo professional hands!

If you could plan a vacation to anywhere in the world, where would you go? Where wouldn't I go?!? I would love to visit central/south America, Australia, Alaska and/or Hawaii. I would also re-visit Africa.

What are you most looking forward to at the next ZRA conference? Networking and socializing with an amazing group of people!

If you were an animal what would you be? A cat. How glorious to nap and sleep most of the day, but still have plenty of time to get in trouble and act crazy :)

If your house was burning down, what is the one non-living thing you would save? Not an option...too many living things to try and save.

Besides being a Registrar, what else do you do for fun? I enjoy going on trail walks and hiking with my husband and two boys. My 5-year old has been flipping rocks and logs for as long as he was able...what I get for marrying a herp keeper.

What would you do for a career if you weren't a Registrar? Animal Care



MEMBER NEWS

A first at the Zoo de Granby, an Andean condor chick!

After several years of failed breeding attempts, 2018 will be very memorable for the institution with the hatch of the first Andean condor chick. Already pair bonded at the San Diego Zoo - Safari Park since 2002, the couple arrived at the Zoo de Granby in 2010. Although the female and the male are respectively 18 and 29 years old, it is their first time as parents. Andean condors are sexually mature at the age of 7 and can reproduce up to the age of 50, which is very promising for the future. A camera has been installed in the nestbox which allows the zookeepers of the South American sector to monitor the nest without disturbing the couple. Thanks to the camera resolution, we were able to identify the small crest on the head of the chick which confirms that it is a male. Everyone is extremely proud of this significant accomplishment!



BIRTH ANNOUNCEMENTS

Black & White Colobus monkey
DOB Dec. 25, 2018 @ Calgary Zoo



Southern Hairy-nosed wombat joey
DOB: May 15, 2018 +/- 10 days @ LA Zoo
Photo by: Tad Motoyama



Three-banded armadillo
DOB: Nov. 7, 2018 (shown @ 4 wks)
@ Potawatomi Zoo
Photo by: Jami Richard



SURVEY SAYS

ZRA Newsletter Survey Breakdown—82 Respondents

Official title?

- Registrar = 51% (42)
- Registrar + Additional Title = 15% (12)
- Curatorial / Management = 13% (11)
- Assistant Registrar = 7% (6)
- Other = 10% (8)
- Retired = 4% (3)

Full-time or part-time?

- 90% Full-time
- 10% Part-Time

Years working as zoo/aquarium Registrar?

- Less than 1 year = 9%
- 1 - 5 years = 40%
- 6 - 10 years = 18%
- 11 - 20 years = 21%
- 21 - 30 years = 7%
- 30+ years = 5%

Years working at a zoo or aquarium?

- Less than 1 year = 5%
- 1 - 5 years = 9%
- 6 - 10 years = 18%
- 11 - 20 years = 35%
- 21 - 30 years = 18%
- 30+ years = 15%

SAY WHAT?! THE FAR SIDE OF DAILY KEEPER REPORTS

We lost our Saber squirelfish (FSH571) this afternoon in Discovery Reef. This will bring the group number to 0.0.0. A docent informed me that a fish was being eaten by a shark in the reef before lunch. The animal was not taken up to animal health as the cause of death was obvious.

At closing keeper noticed her rectum was bright red in color, and when trying to get a better look at it, the redness was gone.

HISTORICAL HYSTERICALS

Ah, remember the days of faxes and when computer mouses were all the rage!

Among the features of MedARKS Version 5.00 is the ability to run in a network environment! The new MedARKS also allows the use of a mouse. Most importantly, the speed and power of the new version are impressive.

I encourage you to FAX proper documentation of your problem to Jim for quicker resolution of any problems.

WELCOME NEW MEMBERS

Professional

Carolyn Gilman, Husbandry Operations Coordinator and Registrar/New England Aquarium
Elizabeth Brannan, Registrar and Lead Keeper/David Traylor Zoo of Emporia
Grace Coyne, Registrar, IT and Lead Commissary Keeper/Tanganyika Wildlife Park
Holly Brown, Vet Tech/Registrar/ Elmwood Park Zoo
Michiko Berceau, Registrar/Loveland Living Planet
Suzanne Straw, Registrar/SeaWorld San Antonio
Tara Armbruster, Health Information Technician/National Marine Mammal Foundation
Wendy Chua, Assistant Curator Records and Transactions/ Wildlife Reserves Singapore

Associate

Chelsea Kletz, Small Animal Veterinary Technician
Crystal Salisbury, Administrative Assistant/Frank Buck Zoo
Jeanne Dubois, Project Coordinator/New York Aquarium
Kara Barnett, Branch Office Administrator/Edward Jones Investments
Kat Donald, Zoological Aide/Point Defiance Zoo and Aquarium
Katie Kuryla, Master's Student @ San Jose State University
Mary Ellsworth, Assistant Registrar/ Zoo Tampa
Nolan Harvey, Member Support Representative/Species360
Stephanie Richmond, Assistant Registrar/St. Louis Zoo

2018 – 2019 Board of Directors

Emily Mattox, President
Stephanie Eller, Vice President
Adrienne Horrigan, Secretary
Jayne Hardwick, Treasurer
Susan Greer, Director / Board Liaison
Heather Terrell, Director / Board Liaison
Krista Adelhardt, Director / Board Liaison



OUR MISSION

ZRA CONNECTS, TRAINS AND
EMPOWERS THE COMMUNITY OF
ZOO AND AQUARIUM REGISTRARS.