

FOR THE RECORD

ZOOLOGICAL REGISTRARS ASSOCIATION NEWSLETTER



In this issue

Board of Directors Update	1
Committee Updates	2
Annual Conference Update	2
Bylaws Committee.....	3
History Committee.....	3
Membership Services.....	4
Nominations and Elections Committee.....	4
Professional Development Committee.....	4
Standards Committee	5
Member News.....	5
Member Spotlight.....	6
Survey Says!.....	7
Say What?!	7
More Member News.....	7
Guess the Desk	8
Birth Announcements	8
Welcome New Members.....	9
ZRA Vendor Members	10

2019 Issue 4

Oct – Dec 2019

BOARD OF DIRECTORS UPDATE

It's September! Temperatures are (starting) to fall, camp groups have disappeared from our facilities, and animal shipments are ramping up again. Even better: This time of year means our annual conference is right around the corner! Quebec is going to be so beautiful next month; I can't wait!

Over the last three months, the Board reviewed, considered, edited and approved the following documents:

- [Draft Strategic Plan](#) – completed with the help of the Strategic Planning Committee and submitted to the membership for review and discussion (via Hootboard). This, along with our Core Commitments, will be voted on at the Annual Business meeting on Friday, October 11, 2019! Please plan to attend!
- [2020 Annual Conference Host](#) – woot woot LA!!
- [TCP Presentation for the AZVT Conference](#), which will provide an overview of Module 5, Live Animal Logistics
- [TCP Presentation for the AAZK Conference](#), which summarized each of the topics covered in the TCP
- [Agreement with ZAA](#) to present Module 1 of the TCP at their annual conference as a full, place-based workshop
- [A press release](#) advertising the above-mentioned TCP workshop
- [New logos](#) created for individual membership categories, which can be used in email signatures or personal websites! Also updated our Logo Use Guidelines allowing that usage.
- [Naming Conventions](#) for electronic records
- [Application form for a brand new scholarship](#), managed by the Professional Development Committee, that will provide four \$500 scholarships for *any* professional development opportunity. Unused scholarships can be merged for a larger award, up to the Board's spending limit.
- Not document related but initiated conversation with EAZA indicating our interest in establishing a reciprocal membership with their Records Working Group. If and when the reciprocal membership is formalized, it will be managed by the External Relations Committee.

In addition to all of that, the Board continues working on these topics:

- Logistics of adding a second subsidy for members without institutional financial support to attend the conference. Firstly, we would like to increase the subsidy from our current \$500; and, secondly, add an additional category to a member who is a first-time presenter.
- A donation from ZRA in memory of Andrea Martin, ZRA member and past President, who passed recently.
- Starting to think about the next phase of the TCP: Sustainment, including gathering feedback from users, another full review, and refinement.
- Updating our RIM Policy to hopefully make it a little more user-friendly so more members will read, understand, and incorporate it
- Preparing for the Conference in GRANBY!!! Everyone should come to Z-CAP!

Whew! We have been *busy* this summer! If anyone has any questions about anything we are working on, feel free to ask any member of the Board. Preferably over drinks at Chateau Bromont.

Stephanie Eller
Vice-President

COMMITTEE UPDATES

Annual Conference Update

The 2019 Annual Conference Leadership Team has been keeping busy. Conference Host, Isabelle, and Conference Assistant, Pauline, are working on all the final details in Granby to ensure everything goes smoothly when Conference attendees arrive in October. Vice-Chair, Shelly Roach worked hard on sponsorship requests again this year and the Committee wants to thank you all for your generous sponsorships. The Conference wouldn't be the same without your support! Program Chair, Barb Outerbridge, continues to work with presenters to make sure the Conference program runs smoothly in Granby.



The 2019 Annual Conference will be hosted by Zoo de Granby Oct 7-13, 2019. If you have not registered, you still can! There will be a \$10 late fee added to all new or unpaid registrations. Informational promos about the Conference workshops and optional events have been sent out via email; make sure you are enrolled for everything you plan to attend. We use your registration information to determine the number of meals to order, seats to set-up, etc. Please contact Isabelle to adjust your registration if any changes need to be made.

General Conference announcements and information about optional events are always sent via email and are found on the ZRA Conference Facebook page too. The Conference Leadership Team uses this page to share videos, links, and general information about the Conference. All members are welcome to join the closed group named ZRA Annual Conference.

The ZRA Annual Conference Committee is pleased to announce the 2020 ZRA Annual Conference will be hosted by The Los Angeles Zoo and Botanical Gardens, October 5-11, 2020 in Los Angeles, CA. We wish to thank Karen Poly, Registrar, and Denise Verret, Chief Executive Officer and Zoo Director, for this exciting opportunity to visit their renowned institution!

Check out the video in all its amazingness:

<https://drive.google.com/file/d/1ZmYuywG3Etv3Z3upFfhYWQakfOZyRTqU/view>

Bylaws Committee

No update.

External Relations Committee

No update

History Committee

The History Committee has been busy recently. We worked on updating the list of previous conferences and officers to ensure they are complete and correct. The Conference list has been reviewed by the Board and should be available on the website soon. The Officers list has been particularly challenging due to the several years we struggled to fill all the positions and had vacancies or people in Acting roles. The committee is completing one final review before presenting to the Board for their approval. After board approval, that document will be uploaded to the web page for easy reference.

In July, I visited Milwaukee to work with Linda Bachers, Faith Benassi, and Mary Kazmierczak to create an inventory of the materials currently stored at the Milwaukee County Zoo as the ZRA archive. We have boxes donated by Judith Block, Doris Applebaum, and the three previous Registrars at Milwaukee: Gay Reinhartz, Karin Newman Schwartz and Linda Bachers. Jan Mothershed had also provided Membership Committee materials to be stored.

Linda and I went through each folder page by page, creating a table of contents for each folder and box. That listing is being entered into a spreadsheet including a cross reference. The cross reference lists items by year, type, and where it is stored (i.e. 1989, Conference Agenda, Judith Block Folder 8). When complete, we should be able to determine which documents are missing. After that, we'll make a request for members to send specific items to fill in the blanks.

There were several one-of-kind materials. One such document was ZRA receiving a grant from the AZA (then AAZPA) Conservation Endowment Fund (CEF) for \$2,000 to create the Animal Records Keeping Manual. Also included was the complete copy of the Institutional Records Keeping Course (IRK) application submitted to the AZA School Board of Regents. The application then went to the AZA who submitted it to the Wildlife Conservation and Management Committee (WCMC) for comment (an interesting read!). The file also included notification from Karin Schwartz when the application was approved. To this day, receiving an AZA CEF Grant is a high honor with many worthy projects competing for limited dollars.

I received a copy of the video-taped interviews with ZRA founders. This will act as a backup to the backup, since we know that electronic media can fail. I reviewed them once I was back and plan on sharing some of their stories at the Conference in October.

This undertaking was more complex than I expected. However, it was a wonderful opportunity to see the remarkable work done by the early members of ZRA and their foresight to save these materials. The inventory will provide easier access by members to the archive.



Retired Registrar, Linda Bachers; former Tulsa Zoo and current Milwaukee County Zoo Director of Animal Management and Health, Gary Lunsford; ZRA History Chair, Aletha Kinser.



Linda Bachers; Faith Benassi, Milwaukee County Zoo Registrar; Mary Kazmierczak, Milwaukee County Zoo Librarian; Aletha Kinser; and just one of the boxes of the ZRA archive materials.

Thanks to Faith Benassi for her assistance and ensuring we stayed on track. Thanks to Mary Kazmierczak, Librarian, for the use of the library and our interruption of her usually quiet work space. She also provided anything we needed from Post-its, to paperclips, to advice, to making copies. And thank you to Linda Bachers for suggesting Milwaukee County Zoo act as the ZRA Archive, convincing her institution to accept this arrangement, helping with the sometimes tedious page by page process, and her wonderful hospitality. A final thank you to ZRA for funding the trip.

Respectfully Submitted,
Aletha Kinser
History Committee Chair

Marketing & PR Committee

No update

Membership Services

No update

Nominations and Elections Committee

No update

Professional Development Committee

New Scholarship Available for Professional Development

The Professional Development Committee (PDC) is pleased to announce a new scholarship opportunity for ZRA members established in partnership with the Board of Directors. The ZRA Professional Development/Training Scholarship awards funds to cover necessary expenses incurred by its members for professional development and/or training opportunities. Availability of scholarship funds is \$2000 annually (up to \$500 per quarter). For more information, such as eligibility requirements and application process, check out the guidelines and application in the General Resources section of the ZRA website: <https://www.zooregistrars.org/resources/general>

Please note this scholarship is not intended for those costs associated with other ZRA scholarship programs (i.e.: ICRM scholarship, AZA IRK course scholarship).

Questions? Email Peter Grimm, Chairman, ZRA Professional Development Committee (PDC), at peter.grimm@oregonzoo.org

Training Certificate Program

The PDC confirmed and facilitated ZRA participation in three partner conferences this year, per the Board approved Marketing Plan for the Training Certificate Program (TCP), as follows:

Heather Terrell attended the American Association of Zookeepers (AAZK) Annual Conference hosted by the Indianapolis Zoo, Indianapolis, Indiana August 18-22, 2019, presenting the TCP marketing presentation and hosting a ZRA booth. Holly Green also assisted with the booth.

Ashley Arimborgo delivered a presentation summary on Module 5: Live Animal Logistics at the American Association of Zoo Vet Techs (AZVT) Annual Conferenced hosted by the Cheyenne

Mountain Zoo in Colorado Springs, CO 23-26 September 2019. Ashley will man the ZRA booth at the conference as well.

Heather Terrell and Melody Brooks will present the place-based version of Module 1: History and Established Tenets of Animal Records as a 3-hour workshop at the Zoological Association of America (ZAA) Annual Conference hosted by the Montgomery Zoo 15-18 November 2019. <http://zaa.org/conference/10th-conference>

Donna Bear will present the marketing presentation for the TCP at the ZRA Annual Conference this year.

As of September 16, 2019, 60 learners have purchased individual modules and/or the full Training Certificate Program. The PDC, Training Committee and Board will be putting the first learner survey together this fall so that the new program can be evaluated and improved as needed.

Administrators for the Training Certificate Program (TCP) meet monthly to review any learner requests and/or technology issues related to the management of the courses. In addition, a manual is being developed to capture primary admin tasks for the Learning Management System (LMS). The authors of Module 1-6 of the TCP met to discuss any requests for enhancements specific to the LMS.

ICRM

ZRA hosts its 11th Annual ICRM Exam Prep Workshop on Monday, 7 October 2019 at the conference hotel. This year it will be a half day workshop focused on the Certified Records Analyst (CRA) credential.

Respectfully submitted,

Peter Grimm
Professional Development Committee Chair

Standards Committee

No update

MEMBER NEWS

ZOO DE GRANBY WELCOMES THANDI

Who said exporting from the US to Canada was scary, long, complicated and almost unfeasible?

The Zoo de Granby has proven the naysayers wrong! On Tuesday, October 17, we welcomed a new resident, Thandi, a 28 year old female African elephant who arrived from the Pittsburgh Zoo & PPG Aquarium. Both zoos worked in close collaboration for several months to prepare for Thandi’s arrival. We hope Thandi will breed with Tutume, a 20-year-old “German” male. Both are an excellent genetic match for the captive elephant population.



Follow the link to view the video (also translated in English) and joy on all the keepers’ faces: <https://zoodegranby.com/fr/arrivee-thandi>.



MEMBER SPOTLIGHT

Karen Poly, Los Angeles Zoo

Name: Karen Poly

Position/Institution: Registrar/Los Angeles Zoo

Number of years in your position: 3 years

Hometown: Tujunga, CA

Why/How did you become involved in the world of all things Registrar? After nearly 30 years as an animal keeper at the Los Angeles Zoo, my old bones gave out. Several years ago, during a light duty assignment while trying to mend those old bones, I was introduced to the wonderful world of data by past

Registrar, Bob Barnes. It was love at first record research and I knew if I had to put the rake down, this was the job for me.

What is your favorite part about being a Registrar? My air conditioner. Seriously, summers in Los Angeles are brutal! Other than the modern amenities of an office job, I'd have to say cleaning up old records and being able to connect historical information is the most fun for me.

Who inspired you to become a Registrar? Bob Barnes, former Registrar at the Los Angeles Zoo. He was my role model, a father figure, and one of my favorite co-workers throughout my entire career.

What is your least favorite/biggest challenge to working as a Registrar? The words "we need a permit..."

What do you consider to be your greatest accomplishment to date? Training 126 people how to do provisional entry in ZIMS.

Besides the obvious tools of the trade what is one item on your desk you cannot live without? My giant eraser "For BIG Mistakes" that's been handed down from Bob Barnes to Mike Barnes, and Mike Barnes to me.

What challenges do you face when working with animal keepers? See "Say What?" below.

What is the best piece of advice you have ever received? Breathe.

What are you most looking forward to at the next ZRA conference? Seeing all of YOU!

Do you have an office nickname? Yes. What is it? "Not A. Barnes"

If your house was burning down, what is the one non-living thing you would save? My Dad's childhood teddy bear at 87 years old.

Besides being a Registrar, what else do you do for fun? Compete in Carriage Driving and obsess over my three dogs.

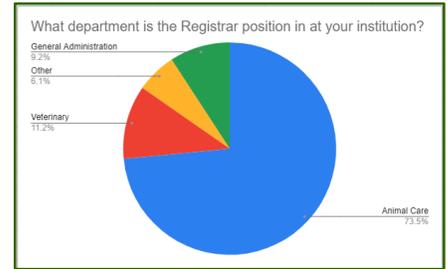


SURVEY SAYS!

We had 98 responses to our survey asking which department the Registrar worked, who he/she reported to within that department, and whether paid hourly or salaried. Survey results below:

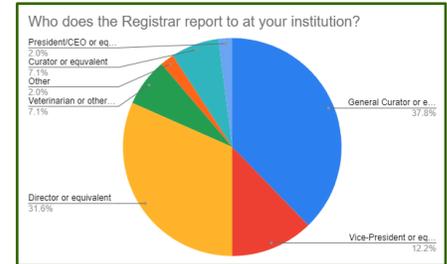
What department is the Registrar position in at your institution?

- Animal Care 73.5%
- Veterinary 11.2%
- General Admin 9.2%
- Other 6.1%



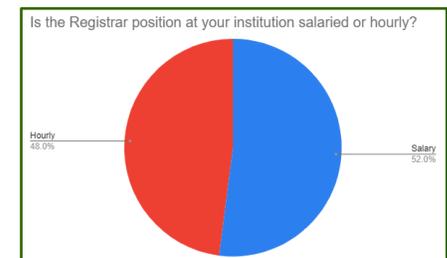
Who does the Registrar report to at your institution?

- General curator 37.8%
- Director 31.6%
- Vice-President 12.2%
- Curator 7.1%
- Vet / Vet staff 7.1%
- Other 2.0%
- President/CEO 2.0%



Is the Registrar position at your institution salaried or hourly?

- Salaried 52%
- Hourly 48%



SAY WHAT?! THE FAR SIDE OF DAILY KEEPER REPORTS

- Manuel had a small clear pimp on the tip of his penis.
- Dr. Mike came and looked at his anus. Dr. Mike said it is slightly sticking out but there is nothing too concerning. He wants us to monitor it and if it gets worse or if it starts to cause problems, notify hospital.
- Animal Care: Scrubbed and disinfected
- Keeper noticed that his rectum was bright red in color today, more so than what is normal
- Gumboot Chiton (*Cryptochiton stelleri*) found very deceased on exhibit.
- Keeper noticed that she no longer looked pregnant today.

MORE MEMBER NEWS

Omaha's Henry Doorly Zoo and Aquarium Proudly Announces Historic Birth of Endangered Rhino Calf

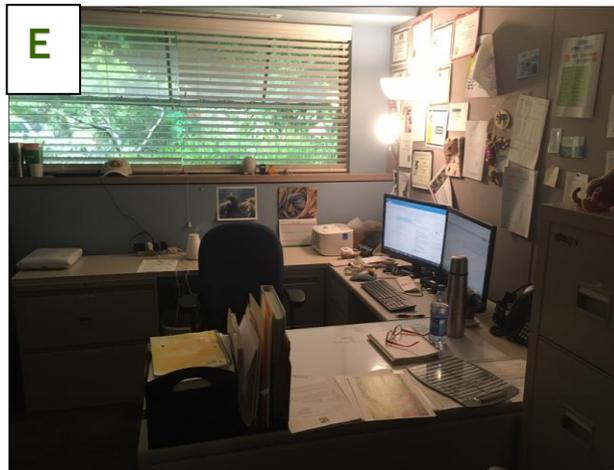
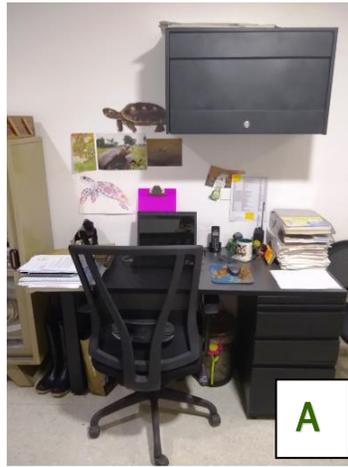
A rhino calf was born on Friday, August 30, and is the first rhinoceros born in Omaha's Henry Doorly Zoo's 120-year history.

The bouncing baby rhino, weighed ~120 pounds at birth, is believed to be male, and bonding with mom where animal care staff are closely observing the pair to ensure he is nursing.



GUESS THE DESK

Deanna Snell, Calgary Zoo
 Linda Cover, Fresno Chaffee Zoo
 Jenn Wilson, Omaha's Henry Doorly Zoo & Aquarium
 Karen Poly, LA Zoo
 Andrea Echeverry, Barranquilla Zoo
 Mary Noell, Cincinnati Zoo



GUESS THE DESK CHALLENGE

Answers:

- A. Andrea Acheverry
- B. Linda Cover
- C. Deanna Snell
- D. Jenn Wilson
- E. Mary Noell
- F. Karen Poly

BIRTH ANNOUNCEMENTS

Sea Lion Pup
 DOB: June 12, 2019 @ Henry
 Doorly Zoo & Aquarium



0.0.1 Red Panda
 DOB: June 7, 2019 @ Milwaukee
 County Zoo (Joel Miller)



0.1.0 Klipspringer
 DOB: April 15, 2019 @ Brevard Zoo
 (Eliot Zirulnik)



1.0.0 Stellar's Sea Eagle
 "Kamchatka"
 DOB: March 10, 2019 @ Denver Zoo
 (Mark Rinker)

WELCOME NEW MEMBERS

Professional

Hannah Jenkins, Zoological Registrar, Zoological Society of London
 Jennifer Moffatt, Director of Husbandry, Birch Aquarium at Scripps Institution of Oceanography
 Kristin Pick, Zoo Coordinator/Registrar, Emirates Park Zoo
 Ashley Traina, Licensed Veterinary Technician/Registrar, Red River Zoo
 Lisa Fitzgerald, Registrar, Dallas Zoo

Associate

Jen Dittmar, Director of Animal Rescue, National Aquarium
 Amanda Greene, Registrar/Data Manager, Duke Lemur Center
 Katarina Mayer, Animal Care Specialist, Museum of Life and

Correction:

Caroline Estrada, Zoological Scientific Technician, Lincoln Children's Zoo, Professional

2018 - 2019 Board of Directors

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



OUR MISSION

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

ZRA VENDOR MEMBERS

