



# FOR THE RECORD

ZOOLOGICAL REGISTRARS ASSOCIATION NEWSLETTER

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2021 Issue 3

Jul – Sep 2021

## BOARD OF DIRECTORS' UPDATE

Welcome to Summer! At least for those of us in the northern hemisphere. Temps are increasing here which means our shipping window is slowing down a bit, but it was crazy for a few weeks. I just recently participated in a USDA virtual inspection – what a time to be alive! Wishing all of you a happy “busy” season at your institutions.

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

- TCP Platform change
- 2021 Budget Summary
- Standards Committee mission statement
- Zoom account (change from Uberconference)
- ICRM workshop agreement
- Happy Hours – please join if you are able!
- Nominations & Elections documents related to elections

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

- BOD/History Committee working on document retention
- TCP sustainment/Platform change
- Changing online credit card processors
- Website Task Force website wish list spreadsheet/Resources list
- Conference Planning!
- Website page reviews
- Professional Development Committee Scholarship opportunities

I also wanted to extend another welcome to Donna Bear who was elected into a vacant Director position. We're so thankful for your ability and willingness to volunteer and are thrilled to have you on the board!

Respectfully submitted,  
**Emily Mattox**  
ZRA President

## COMMITTEE UPDATES

### Annual Conference Committee



The Annual Conference Committee and Sea World Parks & Entertainment has been busy planning the 2021 *Virtual* ZRA Annual Conference!

The dates for this year's virtual ZRA Annual Conference are **October 3-9, 2021**. The program is filling fast with some great presentations! Our hosts are working hard to bring you virtually through the gates and into each exciting SeaWorld location during the conference!

We hope to have registration opened at the beginning of July, so keep an eye out for that announcement. This year, the Silent Auction is going virtual with more details coming soon!! We are so excited about another amazing annual conference and hope you are too!!

Shelly Roach  
Annual Conference Committee Chair

### Bylaws Committee

No update

Barbara Outerbridge  
Bylaws Committee Chair

### Ethics Committee

No update

Holly Green  
Ethics Committee Chair

### History Committee

No update

Katie Kisner  
History Committee Chair

### Marketing & Outreach Committee

No update.

Ashley Arimborgo  
Marketing & Outreach Committee Co-Chair

Membership Services

No updates.

Matt Seguin  
Membership Services Chair

Nominations and Elections Committee

No update.

Jessica Grote  
Nominations and Elections Committee Chair

Professional Development Committee**Training Certificate Program (TCP)**

The Board of Directors approved the delivery of the ZRA Training Certificate Program to fully transition to Thinkific's Learning Management platform by October of 2022. In the interim, ZRA renewed with the San Diego Zoo Global Academy/CypherWorx through that same timeframe to continue delivering the current modules so there is no disruption in service. Lillian Moore is leading this transition and will act as the account manager and guide the author teams to reformat the current content to start creating courses in Thinkific. She will work with the Board to identify the first courses to transition to the new system. Rae continues to administer the current TCP in the interim.

We are seeing an uptick in the number of monthly purchases of the TCP more closely resembling the registrations we saw in the first year of deployment.

2021 - As of 6/21/2021, 33 purchases and related revenue is \$4790

2020 - 28 total purchases and related revenue or \$4340

Total number of learners purchased since inception of the TCP on 10/18/2018 - 103

Total revenue generated since 10/18/2018 is \$20,951

**ICRM**

PDC leadership met to revise and combine ICRM and TCP programs into the Professional Development and Training Scholarship guidelines. This will reduce the number of different applications for PDC programs and related funding assistance. Suggested changes have been submitted to PDC for its review and approval and will then go to the Board for final signoff. Once board approved, the PDC will send out communications regarding ICRM/TCP activities and the PDC scholarship process and related deadlines.

The ZRA hosted **Exam Prep Workshop series** was approved by the Board of Directors and is scheduled for **November 8-10, 2021** (separate from the Annual Conference this year). The ICRM Exam Prep Agreement offers ZRA a 50/50 profit share and will be advertised to all current candidates of the Institute in addition to ZRA. Full details will be provided soon.

As a reminder, the ARMA International Education Foundation (AIEF) will open its application for La ARMA Nostra certification reimbursement grants on July 15 2021: [ARMA Scholarships](#)

**PDC Standing Rules**

Updates to the PDC Standing Rules are under way and pending the Board's vote on changes to the scholarship guidelines.

Peter Grimm  
Professional Development Committee Chair

## Standards Committee

No updates.

Melody Brooks  
Standards Committee Chair

## Training Committee

No updates.

Donna Bear  
Training Committee Chair

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## TREASURER REPORT

Let's hear it for the ZRA!  
ZOHO's on our side today  
ZOOM will help us meet some more and  
Zier Niemann's helping our website soar  
Add great members and we're on our way  
Let's hear it for the ZRA!

Jayne Hardwick  
ZRA Treasurer

INCOME (including interest)	3,195.87
EXPENSES	<u>2,129.98</u>
NET INCOME	1,065.89
CASH ON HAND	
Checking	\$15,312.13
Money Market	<u>53,022.25</u>
TOTAL	\$68,334.38

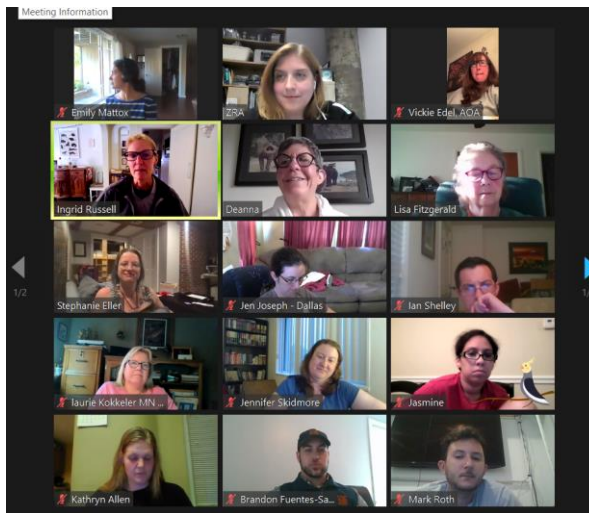
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## HAPPIEST OF HOURS

Helen Pontillo

When life throws us a pandemic, we embrace remote social technologies! The **Happiest of Hours** ZRA Happy Hour gives us the opportunity to see our fellow registrars and zoo/aquarium industry staff from across the country face-to-face. Generally, each session has a theme important to our roles, a fun game or two, and some time for free chat with each other. Themes we've covered so far include:

- Membership
- Standards
- Federal permits help session



Committee members, or those who have demonstrated specific knowledge of a topic, are asked to help introduce the topic to attendees. So watch out – you might be next!

Your Happiest of Hours hosts, Helen Pontillo and Vickie Edel ([helenpontillo@baop.org](mailto:helenpontillo@baop.org); [vedel@auduboninstitute.org](mailto:vedel@auduboninstitute.org)), have a few ideas for future meetups: more permit help sessions, overview of training/development, and a just-for-newbies session, but are always open to suggestions - What do YOU want to learn or chat about?

Keep an eye out for the next invitation for a chance to meet up with your colleagues/friends!

## CONCERNS EXPRESSED ABOUT THE USE OF THE TERM "ACCESSION" WITHIN THE ZIMS SYSTEM

Jean Miller and Judith Block

The subject of "accession" and "acquisition" came up recently on the ZRA listserv and we feel ZRA members – especially newer ones – would benefit from a discussion of the terms and their use (and the use of corresponding terms "deaccession" and "disposition") with regard to electronic databases. This is a very esoteric subject, but the primary concerns seem to be:

1. clearly defining/understanding whether an individual or group (specimen) is acquired or accessioned by an institution, i.e., defining an individual institution's responsibility for a specimen, and
2. understanding that assigning an identification number (in a database or in paper records) is not the same as accessioning.

Based on international professional practice (Appendix A), *accession* is defined as "the formal process used to accept and record an item as an object".<sup>[1]</sup> Similarly, *deaccession* is the process by which an object is removed from the collection and the record archived. We had advocated in the early design of ZIMS that the terms "acquisition" and "disposition" be employed for entering and transferring animals in the database and leave "accession" and "deaccession" up to the institution. It is not appropriate for any specimen collection to be "accessioned" into ZIMS - it is simply a shared database in which animals are recorded and, unlike an institution, has no legal standing with respect to the individual animals. Though ZIMS assigns what is termed a Global Accession Number (GAN) to an entity when an animal or group enters the ZIMS system, it is not an "accession number" as used by zoos and museums. (Global Number would be more appropriate.)

As used within ZIMS, accession is "recording a new animal or group into the ZIMS database."<sup>[2]</sup> The movement of an individual or group from one institution to another is considered to be a transfer between institutions and not a new accession. Therefore, in the ZIMS lexicon, all holders can acquire individuals or groups, but only the first can 'accession' them. Similarly, an entry of a disposition (a "transfer") does not constitute the documentation of the end of an institution's responsibility ("deaccession"). Deaccession is a process undertaken by the institution, with a ZIMS entry being only a portion of that process – a portion that does not convey the finality or meaning of deaccession. Even after entry of a disposition in ZIMS, the deaccession may not be complete until all final information, e.g., necropsy information, is included in the institution's records.

In ZIMS there is no clear end of the first institution's accession of an individual/group, i.e., deaccession – the point at which it is no longer part of that institution's permanent collection. Since one cannot deaccession in ZIMS, the deaccession by one institution can only be inferred by accession by a subsequent holder – yet the next ZIMS holder by definition cannot record an accession because the animal was already accessioned by the first holder with the initial transaction. A fine Gordian knot.

As noted by the Listserv discussion, there is confusion as to whether an institution is accessioning a specimen into the institution's collection or merely acquiring it when recording the event in ZIMS. The general presumption (reinforced in *Best Practices for Accessions in ZIMS* by the repeated and incorrect use of 'accession') seems to be that each and every specimen will/should be accessioned at each institution. However, now is an appropriate moment to acknowledge that there are situations where an institution holds animals that are not/should not be accessioned into its collections. Institutional policy might have a different set of responsibilities for different situations, such as for staff pets or injured wildlife that are held for temporary treatment or care. The use of "collection" in ZIMS allows creating a record without actually "accessioning". 'Main collection' is usually used for those individuals/groups which are

intended to be accessioned upon acquisition and deaccessioned when both title and possession are relinquished; other 'collections', e.g., 'research' or 'education', can then be utilized for animals that are merely 'acquired' for non-collection purposes. Assigning a different local numbering system for such animals would highlight the different responsibility for these animals.

(Additional to the above-noted confusion is the complication created by the Association of Zoos and Aquariums (AZA) mis-use of these important terms in the document *AZA Policy on Responsible Population Management*: 'acquisition' is used when obtaining any specimens; 'transfer' when moving specimens to other institutions; and 'dispose/disposing' for permanent destruction of a specimen. But that could be another treatise entirely.)

While the ARKS program was in use, there was only one institution per record – 'my record is for this animal only while at my facility' – so we (generally) used the term 'accession' in an appropriate manner. A specimen came into our collection and it left: it was accessioned, then eventually deaccessioned. The presumption was that each specimen recorded in ARKS was accessioned and it would have had a paper record set documenting the accession; there probably were cases where specimens were not accessioned into the permanent collection (only acquired) but, nevertheless, entered into the ARKS database merely as a convenient record system. However, ZIMS creates one continuous record for an animal, comprised of its time at multiple institutions. Now, we need to be more precise in our terminology.

[1](#) A Legal Primer on Managing Museum Collections, Malara

[2](#) Best Practices for Accessions in ZIMS, [Best Practices for Accessions in ZIMS](#), 4 Jun 2021

**References**

ZIMS Accession Best Practice: [ZIMS Accession Best Practice](#), 4 Jun 2021

Getting Started with ZIMS: [Getting Started with ZIMS](#), 4 Jun 2021

ZIMS glossary of terms: [ZIMS Glossary of Terms](#), 4 Jun 2021

AZA Policy on Responsible Population Management: [AZA Responsible Population Management](#), 4 Jun 2021

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**BIRTH ANNOUNCEMENT**

Just because these pictures of the pygmy falcon chicks hatched at LA Zoo April 2021 are too darn cute!

(Pictures courtesy of Susan Pearson--zoo docent and food preparation volunteer)



## A NO WORRIES IMPORTATION OF CAPTIVE BRED BIRDS FROM GERMANY

Lisa Fitzgerald, Dallas Zoo

Well, okay, maybe a few worries – but this importation went well. The goal was to import 40 Madagascar sacred ibis (*Threskiornis bernieri*) and 20 Madagascar pond herons (*Ardeola idae*) from Weltvogelpark Walsrode located in Germany. All birds were captive bred at Weltvogelpark, in colonies descended from parents collected from the wild between 2003-2005.

In support of IUCN's recommendations, and as outlined in their 2020 Regional Collection Plan, AZA's Ciconiiformes, Phoenicopteriformes and Pelecaniformes (CP&P) Taxon Advisory Group advocates refocusing North American breeding efforts from the IUCN Least Concern sacred ibis (*Threskiornis aethiopicus*) to the IUCN Endangered Madagascar sacred ibis (*Threskiornis bernieri*). The TAG also suggested replacing IUCN Least Concern cattle egret (*Bubulcus ibis*) in North American zoo habitats with Madagascar pond heron (*Ardeola idae*), also listed as IUCN Endangered.

While Harrison Edell, TAG Chair, and our Curatorial Assistant, Ali Rackley, worked on transaction agreements, I started the permit search. I was positive I would find CITES listings for Madagascar natives. After pulling up nothing on my USFWS Species Search with both scientific and common names, I checked CITES and WBCA listings and still found nothing. This was so unexpected, I asked Registrars from other zoos participating in the importation to check my work. They too found nothing for CITES and WBCA.

As odd as it sounds, all we needed was a USDA import permit. We applied for the USDA permit and Ali arranged quarantine space. A broker was hired to clear the shipment with US customs at first point of entry into the US (New York) and a courier booked to transport the birds in a temperature-controlled vehicle large enough to accommodate 24 crates from New York to Dallas. On November 23, 2020, 59 birds (12.7 Madagascar pond herons and 20.20 Madagascar sacred ibis) entered the US for the first of a 60-day quarantine with 30-day federal quarantine in New York, with only one shipping injury. On Christmas Eve, 57 birds were transported safely by a commercial ground shipper with a 30-day quarantine at Dallas (unfortunately, an ibis and heron died during the USDA quarantine).

Upon clearing quarantine at Dallas, birds were sent on loan to conservation partners at Houston Zoo, San Diego Zoo, San Diego Zoo Safari Park, Santa Barbara Zoo, Oakland Zoo, and ZooTampa. Dallas has set up breeding groups for both species as well.

Challenges included:

- 24 beautiful (but expensive) crates built by Weltvogelpark for the shipment (ibis were 2 birds/crate and herons were 5 birds/crate);
- the courier had to rent an appropriate vehicle to transport the birds;
- difficulty reaching USDA Quarantine station to make arrangements with lots of back and forth communication to arrange for species-appropriate husbandry while in federal quarantine;
- USDA requiring the birds out of federal quarantine by December 24 as they would be closed for the Christmas holiday; and,
- the flight from Germany being rescheduled twice.

Fortunately, the birds arrived on the very last day within the logistics window and Ali could relax on Christmas Day!

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## MEMBER SPOTLIGHT

Hello Brandon

**Name:** Brandon Fuentes

**Position/Institution:** Special Projects Coordinator and Registrar

**Number of years in your position:** 13 years at the Sacramento Zoo, 3 years as the registrar

**Hometown:** Elk Grove, CA



**Why/How did you become involved in the world of all things Registrar?** My start as a registrar was a classic example of right time-right place. The zoo was in a time of transition,

long-time Animal Care supervisors had announced retirement after decades of service and the zoo was looking to reimagine the department as a whole, redistribute certain responsibilities and build a framework that could be successful moving forward. I was eager to soak in as much information about zoo operations as possible and was thrilled when I was approached by our Director of Animal Care about accepting the Registrar position they would be creating. Being in-between projects at the time, I saw it as a great opportunity to sharpen my professional skill set, challenge myself, and bring a unique perspective to the department. The rest is history!

**What is your favorite part about being a Registrar?** The best part of being a registrar is the ever-evolving nature of our job. There is always something new to learn (or relearn in many cases). With regulations changing constantly and the huge diversity of species we work with, there is never a dull moment. It is like one big, never ending, learning opportunity!

**What do you consider to be your greatest accomplishment to date?**

My greatest professional accomplishment to date would, without a doubt, be coordinating an entire AZA accreditation for the Sacramento Zoo. From in-house inspections to compiling the application, I was responsible for all things accreditation related. It was a learning process to say the least. More importantly it was a great opportunity to grow as a professional, dive deeper into zoo operations, and build relationships with departments/individuals I had not worked closely with before. It is by far the project I am most proud to have completed!

**What are you most looking forward to at the next ZRA conference?**

Since I have not yet been able to attend a ZRA conference I'd say I'm most looking forward to meeting others. I'm a strong believer that building connections is crucial in our field. Being able to see someone face to face (or screen to screen in the covid world) makes it exponentially easier to build and foster those professional relationships. At the end of the day we are all working towards a common goal and should be able to rely on one another and feel comfortable asking for assistance.

**Do you have a favorite quote?** "Successful and unsuccessful people do not vary greatly in their abilities. They vary in their desires to reach their potential."

**What is one item on your bucket list?** Just one!?! If I had to choose one it would likely be to work on/be involved with in-situ gorilla conservation of sorts. It has always been a dream of mine to spend time on the ground in Africa, chasing these apes up and down the mountain side, studying social interactions and family dynamics.

**What would you do for a career if you weren't a Registrar?** Luckily for me, a zoo career is the dream career. While I do quite enjoy the registrar position the eventual goal would be to become a Director of an AZA accredited zoo at some point in the future. For better or for worse you all are stuck with me for quite some time!

MEMBER SPOTLIGHT



## SAY WHAT?! THE FAR SIDE OF DAILY KEEPER REPORTS

- Keeper sat and played with animal's toys for 10 min.
- Deceased ground squirrel found in exhibit. I was obviously manipulated and explored by the hornbills.
- Keeper noticed that she had a runny nose this morning. She had picked her left nostril and a little snot bubble came out.
- Keeper has noticed that her nipples have been protruding and her abdomen has swollen.
- Consumed his full dose of ivermectin and also consumed Remus; dose of ivermectin. Vets notified. (The importance of punctuation 😊)

## WELCOME NEW MEMBERS

### Professional

Catherine Rousseau, Animal Guide/Health Technician, Aquarium de Quebec  
 Roxana Lemus, Lead Zookeeper/Animal Records Keeper, Belize Zoo  
 Alyssa Mattei, Registrar, Turtle Back Zoo  
 Kerry Gladish, Mammals and Bird Registrar, Georgia Aquarium  
 Aiyana Reissman, Animal Care Specialist, The Living Coast Discovery Center  
 Sarah Jurgens, Animal Department Supervisor, Lincoln Children's Zoo  
 Caitlin Kenney, Curator of Primates, Lemur Conservation Foundation  
 Hannah Schroeder, Head Zookeeper, Wright Park Zoo  
 Richelle Barnes, Director of Animal Care and Registrar, Aquarium of the Niagara  
 Sarah Hoback, Animal Care Coordinator, Newport Aquarium  
 Stephen Taylor, Senior Keeper/Registrar, Hattiesburg Zoo  
 Marina Piscitelli- Doshkov, Registrar, North Carolina Aquarium on Roanoke Island  
 Braelee Hewlett, SeaWorld Abu Dhabi  
 James Traverse, General Curator, Greenville Zoo  
 Sherry Samuels, Director of Animal Care, Museum of Life and Sciences  
 Kathryn Allen, Zoological Manager, Clyde Peeling's Reptiland

### Associate

Gretchen Wetzel, Senior Records Coordinator, Trupanion  
 Annette Gavigan, Senior Registrar/Exhibit Collections Manager, California Academy of Sciences  
 Kate Roca, Lead Keeper, Zoo Atlanta  
 Meredith Hinton, Zookeeper, Riverbanks Zoo and Gardens  
 Kristin DeAnfrasio, Information and Data Manager, Federal Government

## 2020 – 2021 Board of Directors

Emily Mattox, President  
 Stephanie Eller, Vice President  
 Adrienne Horrigan, Secretary  
 Jayne Hardwick, Treasurer  
 Joann Watson, Director / Board Liaison  
 Jennifer Wilson, Director/Board Liaison  
 Donna Bear, Director/Board Liaison



## OUR MISSION

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

### ZRA VENDOR MEMBERS



Global information  
serving conservation.

