**2025 ZRA ANNUAL CONFERENCE PROGRAM - DRAFT**

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| **Thursday, October 30th** | ***ICRM Exam Prep Workshop – Virtual***  |
| 12:00pm – 4:00pm | ICRM Overview: Application to Certification, Parts 2-4 (CRA) Session |

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| **Monday, November 3rd** | ***Pre Conference Trip – Florida Keys***  |
| 8:00am – 5:30pm | Key Largo Princess Glass Bottom Boat Cruise & Robbie's of Islamorada |
| 8:15am | Bus departs hotel **(Begin loading at 8:00am)** |
| 10:00am – 12:00pm | Key Largo Princess Glass Bottom Boat Cruise |
| 12:30pm – 1:30pm | Bus transfer to Robbie’s of Islamorada **(Begin loading at 12:15pm)** |
| 1:30pm – 3:30pm | Robbie’s of Islamorada |
| 3:45pm | Bus departs for hotel **(Begin loading at 3:30pm)** |
| 5:30pm | Arrive at hotel |
| 2:00pm – 5:00pm | Conference Registration Open |

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| **Tuesday, November 4th** | ***All Sessions/Workshops held at Miami Marriott Dadeland***  |
| 7:30am – 4:00pm | Conference Registration Open |
| 9:00am – 12:00pm | Z-CAP Workshop |
| 12:00pm – 1:00pm | **Z-CAP Lunch** |
| 1:00pm – 4:00pm | ZIMS Workshop – Kim Larson & Nannette Driver-Ruiz, Species360 |
| 1:00pm – 4:00pm | Tracks Workshop – Tony Niemann, Tracks Data Solutions |
| 1:00pm – 4:00pm | AnimalCare® Software Workshop – Ian Ford, AnimalCare Software |
| 5:30pm – 10:00pm | Icebreaker |
| 5:30pm | Buses depart hotel **(Begin loading at 5:15pm)** |
| 6:00pm – 9:30pm | TBA |
| 9:30pm | Buses depart for hotel **(Begin loading at 9:15pm)** |
| 10:00pm | Arrive at hotel |

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| **Wednesday, November 5th** | ***All Sessions held at Miami Marriott Dadeland*** |
| 7:30am – 10:00am | Conference Registration Open |
| 8:00am – 8:10am | Welcome & Opening Remarks |
| 8:10am – 8:30am | State of the Association |
| 8:30am – 9:30am | *Talking Trash: How I Removed 35,000 Pounds of Trash from Miami's Mangroves* – Andrew Otazo |
| 9:30am – 10:00am | *AZA’s Wildlife Confiscations Network & Wildlife Confiscations Coordinator* – Mandy Fischer, Association of Zoos & Aquariums |
| 10:00am – 10:15am | **Break** |
| 10:15am – 11:15am | *Leadership and Advocacy for Records Professionals: Modern Pathways for Records Management Careers in Zoological Institutions* – Rae Lynn Haliday, Saint Louis Zoo; Lillian Moore, Saint Louis Zoo; Breanna Benson-Pearce, Utah's Hogle Zoo; Shannon Richard, Saint Louis Zoo; Sara Foote, Potter Park Zoo |
| 11:15am – 12:00pm | TBA |
| 12:00pm – 1:00pm | **Lunch** |
| 1:00pm – 1:30pm | *Two methods of creating “autofill” systems for repetitive paperwork flows* – Leslie Silvia, John Ball Zoo |
| 1:30pm – 2:00pm | *Accreditation Ready software* – Tony Niemann, Tracks Data Solutions |
| 2:00pm – 2:30pm | *New USFWS injurious wildlife 5-year, multi-use, reciprocal transport permit* – Katie Kimble, Sedgwick County Zoo & Aislinn Baltas, Association of Zoos & Aquariums |
| 2:30pm – 3:00pm | *Inspection Ready: Preparing Your Zoo for FWC & USDA Visits* – Heather Tapia, Busch Gardens Tampa |
| 3:00pm – 3:15pm | **Break** |
| 3:15pm – 3:45pm | *Contingency Rule Survey: Human Confidence vs. Animal Safety* – Don Moore PhD, DonEMoore Consulting LLC (*virtual*) |
| 3:45pm – 4:15pm | *Exploring the Registrar’s Role in Disaster Preparedness* – Julia Wilder, Zoological Disaster Response, Rescue, & Recovery (ZDR3) (*virtual*) |
| 4:15pm – 4:45pm | *ReSharking the Wild: The Collaborative Conservation Efforts of the StAR Project* – Amie Bialo, Seattle Aquarium |
| 4:45pm – 5:15pm | *Cincinnati Zoo & Botanical Garden’s shipment tracker* – Mary Noell, Cincinnati Zoo & Botanical Garden |
| 5:30pm – 6:30pm | Flamingle |
| 6:00pm – 9:00pm | ZRA Executive Board Meeting |

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| **Thursday, November 6th** | ***Zoo Day – Zoo Miami*** |
| 9:00am | Buses depart for Zoo Miami **(Begin loading at 8:45am)** |
| 9:30am – 7:30pm | Zoo Miami |
| 9:30am – 5:00pm | Arrive at the zoo, welcome, group photo, lunch, free time, & behind the scenes tours |
| 4:30pm – 7:30pm | Open bar |
| 5:00pm – 6:30pm | Silent Auction/Auction Reconciliation |
| 5:00pm – 7:00pm | Dinner |
| 7:30pm | Buses depart for hotel **(Begin loading at 7:15pm)** |
| 8:00pm | Arrive at hotel |

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| **Friday, November 7th** | ***All Sessions held at Miami Marriott Dadeland***  |
| 7:30am – 8:00am | Annual Business Meeting Check-In |
| 8:00am – 9:15am | Annual Business Meeting & Recognition Ceremony |
| 9:15am – 9:30am | **Break** |
| 9:30am – 9:45am | *AZA Government Affairs Committee update* – Lynn McDuffie, Disney’s Animal Kingdom |
| 9:45am – 10:15am | *Introduction to AZA Government Affairs and the Regulatory Affairs Coordinator* – Aislinn Baltas, Association of Zoos & Aquariums |
| 10:15am – 11:00am | *Permitting requirements for sending wildlife into Florida or transporting* – Kelly Smith, Florida Fish & Wildlife Conservation Commission |
| 11:00am – 11:30am | *Lincoln Park* Z*oo’s* *biofacts management policy* – Adrienne Horrigan, Lincoln Park Zoo |
| 11:30am – 12:00pm | *Latest enhancements in AnimalCare® Software* – Ian Ford, AnimalCare Software |
| 12:00pm – 1:00pm | **Lunch** |
| 1:00pm – 1:45pm | *TBA* – Dr. Kelly Helmick, Senior Veterinary Medical Officer, Avian & Marine Mammal Specialist, USDA/APHIS/Animal Care |
| 1:45pm – 2:45pm | *Documentary needs for registrars coordinating acquisitions of confiscated animals or wildlife* – Rachél Rogers; Dr. Kristin Napoli, USDA/APHIS/Animal Care; Supervisory Inspector Sylvia Gaudio, USFWS; Captain Derrell Jones, Florida Fish and Wildlife Conservation Commission |
| 2:45pm – 3:00pm | **Break** |
| 3:00pm – 3:15pm | Vendor Spotlight: Tracks Software – Tony Niemann, Tracks Data Solutions |
| 3:15pm – 3:45pm | *The Greatest Crate: Your Guide to Luxurious Travel Accommodations for All Your Animal Friends* – Brittany Rizzo, Mark McMahon, & Deniele Brown, Wild Ride Animal Transport LLC |
| 3:45pm – 4:15pm | *Independent enrichment system utilizing employee-entered data in* *ZIMS* – Kameron Roth, San Diego Zoo Wildlife Alliance & Laurie Patel, Steinhart Aquarium |
| 4:15pm – 4:30pm | *Zoo Museum (ZooMu) Network update* – Debbie Johnson, Brookfield Zoo & Tony Niemann, Tracks Data Solutions |
| 4:30pm – 5:00pm | *Tracking Change in the North: Polar Bears, Belugas, and the Future of Arctic Ecosystems* – Dr. Stephen Petersen, Assiniboine Park Conservancy (*virtual*) |
| 5:00pm – 5:30pm | *Caring Without Crashing: Preventing Burnout in Animal Care Roles* – Amie Bialo, Seattle Aquarium |
| 5:30pm – 5:45pm | Closing Remarks & Preview of 2026 ZRA Annual Conference |
| 6:00pm – 8:00pm | Annual Conference Committee Training |

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| **Saturday, November 8th** | ***Post Conference Trip – Palm Beach, Florida*** |
| 8:00am – 7:00pm | Palm Beach Zoo & Conservation Society and Lion Country Safari |
| 8:00am | Bus departs hotel **(Begin loading at 7:45am)** |
| 9:30am – 12:00pm | Palm Beach Zoo & Conservation Society |
| 12:15pm – 12:45pm | Bus transfer to Lion Country Safari **(Begin loading at 12:00pm)** |
| 1:00pm – 5:00pm | Lion Country Safari |
| 5:15pm | Bus departs for hotel **(Begin loading at 5:00pm)** |
| 7:00pm | Arrive at hotel |