



ACTION PLAN 2014-2017

**ASSOCIATION
OF ZOOS &
AQUARIUMS**

ASAG Steering Committee

Chair

Sara Hallager, Curator of Birds
Smithsonian National Zoological Park
3001 Connecticut Ave NW, Washington DC 20008
Phone 202 633 3088; e-mail: hallagers@si.edu

Provide leadership and direction to the ASAG membership and steering committee. Initiate updates to the strategic plan when necessary. Provide forward movement to achieve ASAG goals. Coordinate ASAG general and steering committee meetings, develop agendas for such meetings and lead discussions. Communicate clearly and effectively with membership and steering committee. Maintain cooperative relationships with related organizations and act as a liaison to these groups. Delegate tasks to the steering committee when necessary and keep track of member participation. The Chair is a non-voting member of the steering committee except when a tie breaking vote is required.

Chair Elect

Diane Olsen, Assistant Curator/CTA
Moody Gardens
One Hope Blvd, Galveston, Texas 77554
Phone 409.683.4102; email dolsen@moodygardens.org

Up to 12 months prior to the end of the current Chair's term the Chair Elect will be elected by the steering committee from the steering committee and begin working with the current Chair to become familiarized with current programs, protocols, and operations of the position. This will help maintain continuity of the program. This position will remain a voting member of the steering committee until assuming the Chair position.

Past Chair

Vice-Chair

Tom Schneider, Curator of Birds
Detroit Zoological Society
PO Box 39, Royal Oak, MI 48068-0039
Phone: (248) 398-0903 X3128; e-mail: tschneider@detroitzoo.org

Assist Chair with above stated duties. Lead meetings in Chair's absence and maintain professional relationships with related organizations. Oversee all advisory and appointed steering committee positions. Coordinates the annual AZA Mid-year Meeting ASAG sponsored workshops

Secretary

Harrison Edell, General Curator
Dallas Zoo
650 S R L Thornton Fwy, Dallas, TX 75203

Phone: (469) 554-7500; email: harrison.edell@dallaszoo.com

The Secretary records minutes for both ASAG General Meetings and ASAG Steering Committee meetings and post to appropriate list serves. Initiate search for vacant appointed positions and submit nominees to steering committee for approval and conduct officer and steering committee member elections. Maintain a record of Committee member responses to ASAG issues including calls for votes and/or input. Keep track of proposed workshop topics for future reference. Maintain steering committee list serve. Maintain ASAG IR list, ASAG IR list serve and solicit yearly updates from AZA institutions.

Steering Committee

The ASAG Steering Committee consists of 15 members that are elected for three year terms. The terms are staggered so there are four to six positions elected each year. A notice goes to Institutional Representatives annually for open positions and candidates are voted by all ASAG IRs. Steering Committee's responsibilities include:

- Attend a minimum of two of the three ASAG meetings that are held at the AZA Mid-Year Conference during their term.
- Dedicate sufficient time to carry out ASAG duties.
- Respond and contribute to ASAG business a minimum of 80% of the time.
- Be prepared to chair ASAG subcommittees and task forces.
- Contribute, review and vote on strategic plan updates.
- Review and vote on ASAG policies.
- Have e-mail access.

Carolyn Atherton, Curator of Birds
Audubon Zoo
Spring 2014 – Spring 2017
catherton@auduboninstitute.org

Nicole LaGreco, Animal Care Manager
San Diego Zoo
Spring 2012 – Spring 2015
nlagreco@sandiegozoo.org

Katie Vyas, Asst Curator of Birds
Denver Zoo
Spring 2015 – Spring 2018
kvays@denverzoo.org

Colleen Lynch, Curator of Birds
Riverbanks Zoo and Garden
Spring 2012 – Spring 2015
clynch@riverbanks.org

Aliza Baltz, Curator of Birds
Philadelphia Zoo
Spring 2013 – Spring 2016
Baltz.Aliza@phillyzoo.org

James Mejeur, Zoological Manager Aviaries
Disney's Animal Kingdom
Spring 2103 – Spring 2016
james.h.mejeur@Disney.com

Susie Kasielke, Curator of Birds
Los Angeles Zoo
Spring 2015 – Spring 2018
susie.kasielke@lacity.org

Sunny Nelson, Curator of Birds
Lincoln Park Zoo
Spring 2014 – Spring 2017
nelson@lpzoo.org

Harrison Edell, General Curator
Dallas Zoo
Spring 2103 – Spring 2016
harrison.edell@dallaszoo.com

Tom Schneider, Curator of Birds
Detroit Zoological Society
Spring 2014 – Spring 2017
ttschneider@detroitzoo.org

Sara Hallager, Curator of Birds
Smithsonian National Zoological Park
Spring 2013 – Spring 2016
hallagers@si.edu

Diane Olsen, Assistant Curator/CTA
Moody Gardens
Spring 2015 – Spring 2018
dolsen@moodygardens.com

Carol Hesch, Assistant Curator of Birds
Memphis Zoo
Spring 2014 – Spring 2017
chesch@memphiszoo.org

Vacant

Kelly Vineyard, Curator of Australia
and the Islands/Congo Expedition
Columbus Zoo and Aquarium
Spring 2013 – Spring 2016
Kelly.Vineyard@columbuszoo.org

Sub-committee Chairs

Finance

Colleen Lynch, Riverbanks Zoo
clynch@riverbanks.org

Coordinate ASAG fund raising activities. Sends donation forms on the AIG listserv requesting support for the annual workshops and other work performed by ASAG. Propose ideas for future fund raisers and coordinate the annual wine and cheese party. Assist with procedures to disseminate ASAG funds and work closely with the Treasurer regarding producing the annual report and budget. Propose changes to and maintain sponsorship guidelines as well as pursue sponsors where applicable.

Treasurer

Maintains ASAG financial accounts; advise steering committee on financial transactions and plans; provide a year-end financial report to be presented at the annual ASAG General Meeting held at the AZA Mid-year Meetings; work with the Finance Chair to draft a yearly budget to be approved by the elected steering committee members.

Tim Snyder, Chicago Zoological Society/Brookfield Zoo
tim.snyder@czs.org

Wine & Cheese Coordinator

Organize, manage, and run the annual Wine & Cheese event; works with the Chair to arrange/manage sponsorships, volunteers, and equipment transfer between institutions.

Colleen Lynch, Riverbanks Zoo
clynch@riverbanks.org

CommunicationJames Mejeur, james.h.mejeur@Disney.com

Oversee the maintenance of the ASAG website and the AIG listserv, coordinate the annual ASAG Meet and Greet held at the AZA Mid-year Meetings, coordinate the annual Plume Awards nominations and selection process, as well as make suggestions to improve the process, oversee the Keeper Grant program including updating the process and procedures

AIG Listserv CoordinatorSara Hallager
hallagers@si.edu

Updates and maintains the listserv to enhance and encourage the exchange of information between avian care professionals.

ASAG HistorianSara Hallager
hallagers@si.edu

Documents all aspects, communications, and records of ASAG

ASAG Website CoordinatorKevin Graham, Dallas Zoo
Kevin.Graham@dallaszoo.com

Updates and maintains the ASAG website to enhance and encourage the exchange of information between avian care professionals, as well as actively seek and request information to be submitted for posting., will work directly with the website manager and make suggestions to improve the format and content.

Plume Award Program CoordinatorSteve Sarro, Smithsonian National Zoological Park
SarroS@si.edu

Work with the Communication Chair to update the award guidelines as needed; post the guidelines at the appropriate times in the appropriate places and actively pursue applications for this award. With a committee of reviewers, annually selects recipients of the awards and submits them to the ASAG steering committee for approval. Coordinator presents the awards at the annual ASAG General Meeting at the AZA Mid-year Meetings.

Keeper Grant Program

Tom Schneider, Detroit Zoo

Coordinator

Grants for Leadership Development and Advances in Aviculture
tschneider@detroitzoo.org

Diane Olsen, Assistant Curator
 AAZK Keeper Award
dolsen@moodygardens.com

Coordinators will work with the Communication Chair to update the grant guidelines as needed; post the guidelines at the appropriate times in the appropriate places and actively pursue applications for this grant. With a committee of reviewers, the Coordinator will annually select recipients of the grants and submit them to the ASAG steering committee for approval and will introduce the recipients of the grants at the annual ASAG General Meeting at the AZA Mid-year Meetings.

EAZA/ZAA Coordinator

Chelle Plasse, Disney's Animal Kingdom
chelle.plasse@disney.com

Facilitate communications between EAZA, ZAA and other regions and AZA Avian program leaders. Identify key counterparts in each region (primarily TAG Chairs) and encourage exchange of information regarding mutually important conservation and population management programs.

Collection Sustainability

vacant

Coordinate with wildlife rehabilitators to create a network to help with placement/acquisition of desirable animals, coordinate with private breeders/dealers to be able to offer guidance to institutions requesting assistance, and pursue new modeling/management techniques that can be presented as options to improve collection management.

**Wildlife Rehabilitator
Liaison**

Steve Sarro, Smithsonian National Zoological Park
SarroS@si.edu

Create and maintain a network of connections with wildlife rehabilitators to help with placement/acquisition of non-releasable animals. Serve as a point person for those institutions looking for assistance in identifying and acquiring native bird species.

Private Breeder/Dealer

Harrison Edell, Dallas Zoo

Liaison	harrison.edell@dallaszoo.com Create and maintain a network of connections with private breeders and dealers to help those institutions looking for assistance with identifying sources of non-AZA facilities from which to acquire collection animals.
Management Model Coordinator	Tim Snyder, Chicago Zoological Society/Brookfield Zoo tim.snyder@czs.org Working with the Chair pursues new modeling/management technique that may improve population management for certain species or taxa increasing their sustainability, works with program leaders to help problem solve management issues.
Population Monitor	Robert Webster, Cincinnati Zoo robert.webster@cincinnati.zoo.org Monitors AZA captive bird populations and provides bi-annual reports to the ASAG steering committee and TAG Chairs. Population Monitor provides a general overview of the status of the populations in our care.

Appointed Steering Committee Positions

Bird TAG Chair Coordinator	Sherry Branch, Sea World Orlando sherry.branch@seaworld.com The TAG Chair liaison serves as coordinator for the bird TAG Chairs, creating agendas for meetings and leading the two annual meetings and also serves as moderator for the bird TAG listserv. In addition, the liaison coordinates information or activities as they arise during the year. This dual role creates a bridge between the TAG chairs and the Steering committee that promotes fast and healthy communication between the two groups. In 2002, ASAG created a committee that is made up of all of the Avian TAG chairs. This committee meets at each AZA meeting to discuss common interests/challenges associated with TAG activity and maintains communication between meetings through a TAG Chair listserv.
AZA Liaison	Candice Dorsey, AZA cdorsey@aza.org Provide the ASAG Steering committee with a route of communication between AZA, the AZA Board, and WCMC, and

to be available to address any questions and concerns regarding AZA Animal Programs.

Animal Welfare Liaison

Sara Hallager, Smithsonian National Zoological Park
hallagers@si.edu

Provide the ASAG Steering committee with a route of communication to the AZA Animal Welfare Committee. Provide two-way communication between the respective committees regarding relevant issues as they relate to avian welfare.

AAZK Liaison

Deb Dial, National Aquarium in Baltimore
DDial@aquarium.org

Provide the ASAG Steering committee with a route of communication to American Association of Zoo Keepers (AAZK). Provide two-way communication between the respective committees regarding relevant avian issues.

Behavior SAG Liaison

Roger Sweeney, Virginia Zoological Park
Roger.Sweeney@norfolk.gov

Provide the ASAG Steering committee with a route of communication to the AZA Behavior Advisory Group

WCMC Liaison

Harrison Edell, Dallas Zoo
harrison.edell@dallaszoo.com

Provide the ASAG Steering committee with a route of communication to the AZA Wildlife Conservation Management Committee

Field Committee Liaison

Tom Schneider, Detroit Zoological Society
tschneider@detroitzoo.org

Provide the ASAG Steering committee with a route of communication to the AZA Field Conservation Committee.

AOU Liaison

Kevin Kerr, Toronto Zoo
kkerr@torontozoo.ca

Provide the ASAG Steering committee with a route of communication to the American Ornithologists Union (AOU). Provide two-way communication between the respective committees regarding relevant avian issues.

IAATE Liaison

Helen Dishaw, Tracy Aviary
helen_dishaw@yahoo.com

Provide the ASAG Steering committee with a route of communication to the International Association of Avian Trainers and Educators (IAATE). Provide two-way communication between the respective committees regarding relevant avian issues.

Vet Advisor

Judy St. Leger, DVM, DACVP, Sea World San Diego
Judy.St.Leger@SeaWorld.com

Kim Cook, Director of Animal Health and Conservation, Akron Zoological Park kacook@akronzoo.org

Serve as the avian medical consultant to ASAG. Duties/requirements include but are not limited to: Serving as liaison between ASAG and AAZV and avian TAG Veterinary advisors. Working with ASAG Chair and TAG Chairs to prioritize needs and meet challenges as they arise, assisting TAGs with appropriate veterinary sections of AZA documents (ACM, RCP, etc.), identifying and reviewing the major medical concerns with avian species/taxa for future collection management, providing ASAG guidance and recommendations as requested

PMC Liaison

Colleen Lynch, Riverbanks Zoo
clynch@riverbanks.org

Provide the ASAG Steering committee with a route of communication to the PMC Director and Staff. Answer questions and make recommendations regarding the science of population management and the logistics of PMC processes or work with PMC staff to provide such answers.

Registrar Advisor

Julia Ecklar, National Aviary
julia.ecklar@aviary.org

Advises ASAG with data quality and permitting issues that affect the avian scientific and Zoo and Aquarium communities.

ASAG Action Plan 2014 - 2017

GOAL ONE	
Provide technical support and guidance on avian policies and practices.	
Objectives	Point Person
Provide support to program leaders requesting assistance in developing Animal Care Manuals.	TAG Chairs and program leaders
Develop position statements on issues that affect avian management. <ul style="list-style-type: none"> • Egg euthanasia guidelines • Finalize wild bird acquisition 	Susie Kasielke, Sara Hallager, Debbie Zombeck Steve Sarro
Organize three taxa or topic related avian workshops at annual ASAG meeting.	ASAG Chair and Vice-Chair
Complete species fact sheets for all program species by 2017. Post on the ASAG website.	Kelly Vineyard, Stephanie Costelow, Sherry Branch
Compile Annual AZA Avian Population reports. Post on the ASAG website.	Robert Webster
Develop guidelines for grants that support avian husbandry or avian conservation programs. Award grants annually starting in 2015.	Carolyn Atherton, Sunny Nelson

GOAL TWO	
Facilitate communication within the avian community.	
Objectives	Point Person
Hold annual ASAG meeting at AZA Mid-Year conference.	ASAG Chair
Maintain a membership listserv for ASAG Steering Committee and IRs, and a general avian site.	ASAG Secretary for IR and Steering Committee lists and Chris Brown for general avian list.
Encourage and organize TAG and SSP informational sessions at annual ASAG meeting.	ASAG Vice-Chair
Manage ASAG website.	Kevin Graham
Continue building relationships with other regions. <ul style="list-style-type: none"> • Attend AZA/EAZA Joint Meeting • Attend annual EAZA workshops and invite EAZA representatives to ASAG meetings 	TAG Chairs
Provide three annual <i>Grants for Leadership Development and Advances in Aviculture</i> for non-management avian staff at ASAG general session at annual ASAG meeting.	Tom Schneider
Provide annual grant for avian presentation at AAZK Annual Conference.	Diane Olsen
Encourage all AZA institutions to assign an ASAG Institutional	ASAG Steering Committee members

Representative.	
Post ASAG workshop and leadership grant awards presentations on website.	ASAG Chair and Kevin Graham
Document history of ASAG	Sara Hallager

GOAL THREE	
Support long term avian sustainability of zoo populations.	
Objectives	Point Person
Develop cooperative programs with program leaders in other regions.	TAG Chairs
Identify private aviculturists for cooperative programs.	John Azua
Develop informational list of AZA institutions with off-exhibit facilities.	John Azua and Tom Schneider
Explore small scale sustainable collection of non-threatened passerines through local zoological/government partnerships in select countries.	Roger Sweeney
Maintain a list of North American and international rehab facilities.	Steve Sarro
Explore methods of acquiring individuals from introduced populations in US states and territories.	John Azua, Nicole LaGreco
Develop guidelines for egg collecting.	Sherry Branch
Develop protocols for TAGs to consider feasibility of utilizing scientific collection and depredation permits for acquisition of North American species	John Azua, Nicole LaGreco

GOAL FOUR	
Encourage and promote avian programs in zoos and aquariums	
Objectives	Point Person
Support moderated sessions at AZA National Conferences on avian related topics that apply to broader audiences.	ASAG Chair
Write articles for the AZA Connect outlining ASAG programs and accomplishments.	ASAG Steering Committee Members, TAG Chairs and Program Managers.
Provide three annual Plume Awards to recognizing long-term propagation Programs, noteworthy achievement in avian husbandry, and exceptional individual achievements.	Steve Sarro
Work with USFWS Migratory Bird Office (Mike Krueger) to develop relationships between zoos and local National Wildlife Refuges to increase public awareness of migratory birds.	Scott Tidmus, Tom Schneider

GOAL FIVE	
Fundraising goals	
Objectives	Point Person
Continue sponsorships for ASAG Workshops, Wine and Cheese, Website, and Plume Awards. Investigate sponsorship for Keeper Grant Presentations.	Finance Chair
Continue with Wine and Cheese event at National Conference until 2015 [25th Annual] and then start hosting at Mid-Year meeting.	Wine and Cheese Coordinator

Encourage institutional and individual donations to support ASAG Workshops.	Finance Chair
Develop additional fund-raising events.	Diane Olsen, James Mejeur, Aliza Baltz

ASAG Action Plan 2011 - 2014 Summary of Accomplishments

GOAL 1		
Provide support and encouragement to all Avian Taxon Advisory Groups		
Goal Categories	Action Items 2011 - 2014	Results
Assist TAGs meeting goals and deadlines.	<p>Identify TAG chairs that have completed 2 RCPs or more to work with TAG chairs that are working on their first RCP</p> <p>Work with TAG chairs to develop ACMs</p> <p>Identify TAG chairs that have completed one ACM or more to work with TAG chairs that are working on their first ACM.</p>	<p>All TAGs have up to date RCPs.</p> <p>TAGs and program managers have been working on ACMs</p> <p>Assist where needed.</p>
Develop master spreadsheet containing all RCP's to simplify the collection planning process.	<p>Develop master spreadsheet containing all RCP's to simplify the collection planning process.</p> <p>Develop a template for a species fact sheet. Once approved distribute to TAG chairs to be completed by program managers and post on ASAG website.</p>	<p>Decided not to complete this action.</p> <p>Template developed. Several have been completed and posted on ASAG website. Ongoing.</p>
Develop relationships with program leaders in other regions	<p>Build relationships with counterparts in other regions.</p> <p>When TAG chairs attend EAZA meetings provide updates to ASAG and TAG chairs. EAZA liaison maintains database of non-AZA meetings.</p>	<p>Some TAG Chairs communicate with other regions. Ongoing.</p> <p>AZA members have been attending EAZA meetings, and EAZA members have been attending ASAG sessions. Ongoing.</p>
Monitor avian populations	ASAG Steering Committee Avian Population Advisor compiles and distributes quarterly reports to help species champions follow trends.	Published annually. Ongoing.

GOAL 2 Encourage and facilitate communication within the avian community. This community includes zoos and aquariums (national and international), private avian managers, biologists and pertinent governmental agencies, as well as related conservation and academic organizations		
Goal Categories	Action Items 2011 - 2014	Results
Organize, disseminate and archive avian husbandry and management information via the ASAG website.	Continue to develop ASAG website and encourage use by AZA managers. Post info from the website with link to the AIG list serve twice a year (January and July) to help generate interest and traffic Post master spreadsheet containing all RCP's ASAG website once the first phase is completed. Post current presentations given at conference workshops to the ASAG website. Collect, prepare, and post historical workshop material on the ASAG website. Post hand rearing protocols and completed ACMs on web site Make workshop and meeting agendas available to ASAG workshops to encourage attendance.	Website has been redesigned; new webmaster. Ongoing. Decided not to complete this action. All workshops and keeper presentations are posted on site after ASAG Conference. All available past workshops have been posted. Ongoing. Draft and final workshop information is disseminated via list serves and AZA before conferences.
Staff Development	Review past successes of keeper grant program and determine future direction.	Program reviewed and started in 2011. Three grants are awarded annually.
Produce position statements on issues that affect the avian zoo community and submit to	Prepare a position statement on pinioning with input from TAG chairs and submit to AZA.	Completed and distributed.

the appropriate audiences.	Develop wild bird acquisition statement.	Completed and sent to AZA for inclusion in AZA AD policy. May be distributed as a separate statement.
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GOAL 2
 Encourage and facilitate communication within the avian community. This community includes zoos and aquariums (national and international), private avian managers, biologists and pertinent governmental agencies, as well as related conservation and academic organizations

Goal Categories	Action Items 2011 - 2014	Results
Maintain a membership listserv for avian managers.	Maintain and update listserv to aid communication among ASAG membership.	List updated and maintained on regular basis.
Encourage all AZA institutions to have ASAG Institutional Representative.	Contact institutions that do not have one directly. Maintain list serve of ASAG IRs.	Many institutions have been contacted and now have IRs. Ongoing.
AAZK relationship	Develop program for interacting with keepers at AAZK annual meetings. Work with AAZK professional development committee	No significant progress. Will be revisited in next Action Plan.
Develop alternative methods of acquiring specimens for zoo collections due to reduced availability and desirability of obtaining birds from wild sources	<p>Establish guidelines and feasibility of egg collecting. Discuss with SC</p> <p>Develop protocols for TAGs to consider feasibility of utilizing scientific collection for acquisition of abundant and non-native North American species.</p> <p>Develop sustainable harvesting protocols from preserves or parks outside of North America</p> <p>Develop list of foreign rehab facilities or private aviculturists that may be viable options for obtaining program birds. Include information for each species in next RCP.</p> <p>Identify U.S. territories that may be good sites for collection of introduced exotic species. Plan at least one collecting trip from this information.</p>	<p>Power point developed but not distributed.</p> <p>No progress</p> <p>No progress</p> <p>No progress</p> <p>No progress</p>

	Identify people in ASAG community with permitting experience who are willing to serve as a resource.	No one specific identified, but people with import experience have assisted with imports.
GOAL 3 Support conservation and research projects that affect avian populations in the wild that provide long-term goals and solutions that the zoological community can support.		
Goal Categories	Action Items 2011 - 2014	Results
Encourage avian TAGs to develop long-term conservation projects benefiting wild populations.	Compile list of current TAG conservation projects. Post these projects on the ASAG web site and update list annually.	Decided that this is tracked in the AZA Annual Report on Conservation and Science. Dropped.

GOAL 4 Encourage and promote avian programs in zoos and aquariums		
Goal Categories	Action Items 2011 - 2014	Results
Promote avian programs and activities to non-bird audiences	Support moderated sessions at AZA National Conferences on avian related topics that apply to broader audiences. Write articles for the AZA Connect outlining ASAG and AKF programs, accomplishments, sustainability, and the new strategic plan. Encourage more articles regarding avian issues.	Paper presented at 2012 National Conference on flight restriction
Support the use and development of off exhibit space for avian propagation programs.	Compile examples of off exhibit facilities, both large and small, to help institutions develop similar facilities.	Survey distributed, but results have not been summarized.
Develop new bird regulations for USDA inspections	Work with USDA, TAG Chairs and curators to develop guidelines for new avian USDA inspections.	Had several meetings with USDA vet, but this is on hold with USDA. Dropped.
Develop avian accreditation guidelines	With the assistance of the Accreditation committee, develop a list of basic husbandry items that bird collections must have for accreditation approval.	Explored the possibility, but it is not an accreditation priority at this time. Dropped.