

COMMITTEE HANDBOOK

2023-2024

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Strategic Plan

VISION

The Association of Zoos and Aquariums envisions a world where all people respect, value and conserve wildlife and wild places.

MISSION

The Association of Zoos and Aquariums helps its members and the animals in their care thrive by providing services advancing animal welfare, public engagement and the conservation of wildlife.

OUR PROMISE

We will promote AZA accreditation as the standard of excellence in the zoo and aquarium profession.

We will increase the collective impact of AZA members in animal care, welfare, sustainable population management and the conservation of wildlife.

We will tell powerful stories about the work of AZA-accredited zoos and aquariums.

We will empower zoo and aquarium professionals to be leaders in their field.

We will advance diversity, equity, access and inclusion practices in the profession and integrate these as values into our organizational cultures.

Committees Overview and Descriptions

Association of Zoos and Aquariums Committees are critical to advancing the work of the Association. Great people make a dramatic difference in the zoo and aquarium community. The exceptional experiences, vibrant community, and essential resources provided by AZA would not be possible without the contributions of volunteers' time and expertise. Together, we accomplish incredible things and further the zoo and aquarium profession. Below is a list of committees and a brief outline of some of the ways they serve the AZA.

There are three types of committees serving the Association:

- **Bylaws Committees** – those committees established in the Association Bylaws with a defined number of members, structure, and responsibilities.
- **Standing Committees** – appointed by the Board of Directors, standing committees remain in place year-to-year and focus on long-term governing needs. Standing committees function under the direction of the Board of Directors; the total number of members must be divisible by three.
- **Special Committees** – established by the Board of Directors with specific goals; do not have specific requirements for the number of members; may be disbanded after completing their assignments or transitioned to Standing Committees if work is determined to be ongoing.

As necessary, the Board of Directors has the authority to form a time-bound task force to address a specific task or need.

All Committees are accountable to the Board of Directors and are at the service of the membership. Each Committee is assigned a Board liaison to provide guidance and serve to address any questions or provide feedback as necessary. An AZA Staff Liaison is also tasked with servicing the needs of each Committee.

BYLAWS COMMITTEES AND COMMISSIONS

ACCREDITATION COMMISSION

Evaluates accreditation materials, develops and upholds standards, investigates complaints, trains and assigns inspectors, oversees inspections, reviews inspection reports, and grants certification and accreditation when applicants meet requirements.

ETHICS BOARD

The Ethics Board upholds the integrity and professional standards of the AZA and its institutional and individual members by implementing the process defined by the code in a fair, objective, consistent, and professional manner.

MEMBERSHIP COMMITTEE

Monitors AZA membership-related matters including AZA member services and assists AZA staff with recruitment and retention of individual and organizational members.

NOMINATING COMMITTEE

Led by the Immediate Past Chair of the Board of Directors, this committee proposes the slate of nominees for the Board of Directors and the Ethics Board.

STANDING COMMITTEES

ANIMAL HEALTH COMMITTEE

Ensures the highest quality and most comprehensive animal health care in all AZA facilities by: drafting and reviewing health-related guidelines and policies as requested by the AZA Board, other Scientific Advisory Groups and AZA programs; responding to emerging disease issues by drafting protocols, guidelines, and recommendations for AZA institutions; providing review of research or conservation proposals for the Conservation Grants Fund (CGF) and other granting bodies; working with Accreditation Commission on development and/or review of health-related accreditation standards; and acting as a liaison between AZA, the American Association of Zoo Veterinarians, and animal health regulatory agencies, such as U.S. Department of Agriculture and the Centers for Disease Control.

ANIMAL POPULATION MANAGEMENT COMMITTEE

Facilitates the professional and scientific management of AZA member institutions' animal collections. The APMC develops, oversees, promotes, evaluates and supports the cooperative animal management, programs and initiatives of the AZA.

ANIMAL WELFARE COMMITTEE

Ensures that animal welfare is a central tenet of AZA's animal programs by: defining and increasing a common understanding of animal welfare; identifying and encouraging the development of animal welfare research projects and assessment tools; educating and engaging AZA zoos and aquariums in using/applying welfare assessment tools; proactively identifying and addressing internal and external animal welfare issues; and understanding and influencing public perception about animal welfare in AZA zoos and aquariums.

ANNUAL CONFERENCE PROGRAM COMMITTEE

Guides the highest quality and constant improvement of the AZA Annual Conference to maximize delegate experiences and participation, educational program quality, networking opportunities and speaker participation.

CONSERVATION EDUCATION COMMITTEE

Advances the AZA Strategic Plan through its active team of members and advisers whose mission is to support zoo and aquarium educators, advance conservation education practices, and advocate for the importance of conservation education in accomplishing conservation goals.

DIVERSITY COMMITTEE

Creates a culture within AZA that inspires respect and understanding of the value of diversity. As a core value of AZA, the committee's work is pertinent to the successful management of zoos and aquariums.

GOVERNMENT AFFAIRS COMMITTEE

Assists in development of AZA positions on legislation and regulations affecting the membership.

HONORS & AWARDS COMMITTEE

Evaluates and honors achievements in the zoo and aquarium profession, including educational programming, animal management, conservation, exhibition design, diversity, research, marketing, volunteer engagement and green practices.

MARKETING COMMITTEE

Serves as the community's leading voice on marketing trends and opportunities, and provides expertise as support for building awareness of members and their programs via AZA annual initiatives.

PROFESSIONAL DEVELOPMENT COMMITTEE

Supports the development, administration, and assessment of the Association's professional development and training programs.

PUBLIC RELATIONS COMMITTEE

Provides public relations advice and counsel to the AZA. Engages in outreach to professionals within the AZA community to share public relations best practices. Leads the development of public relations programming at AZA conferences and meetings.

SAFETY COMMITTEE

Addresses emerging safety issues and serves as a primary resource for gathering and disseminating example practices in safety within zoos and aquariums.

WILDLIFE CONSERVATION COMMITTEE

Committee members seek to engage 100% of the AZA membership in field conservation, as evidenced through submissions to AZA's annual field conservation survey; administer AZA's SAFE Species program through liaisons by committee members with each SAFE Species program, reviewing program proposals and conservation plans, and providing feedback to AZA's Board of Directors on SAFE program implementation; and mentor AZA members as they expand, change, and/or developing their conservation programs.

SPECIAL COMMITTEES

ADVANCEMENT SPECIAL COMMITTEE

Provides experience and the tools of fundraising and friendraising to the unique challenges of zoos and aquariums.

AQUARIUM AFFAIRS SPECIAL COMMITTEE

Provides input and feedback to the AZA Board of Directors on issues that are uniquely aquatic in nature, in order to guide policy; assists the AZA Board in reviewing proposed AZA policies, committee or conservation unit mandates, accreditation standards, etc. for their potential effect on the aquatic institutional membership or on institutions with aquatic collections which typically require unique animal management approaches; and assists AZA in assimilating membership directives into the aquatic institution culture.

AQUATIC COLLECTIONS SUSTAINABILITY COMMITTEE

The Aquatic Collections Sustainability Committee (ACSC) guides our members in making ethical and responsible management decisions to assure thriving, sustainable, aquatic populations.

BUSINESS OPERATIONS SPECIAL COMMITTEE

Provides mentoring and networking opportunities for our colleagues; engages new commercial vendors in AZA; and establishes ethics and standards for business operations.

HUMAN RESOURCES SPECIAL COMMITTEE

Provides mentoring and networking for HR professionals and input regarding the unique challenges of staffing zoos and aquariums.

RESEARCH AND TECHNOLOGY SPECIAL COMMITTEE

Advances the use of research and technology to promote the use of good science throughout our profession, identifies best practices and their applications, and facilitates communication among our scientific and animal management and education communities.

TRENDS SPECIAL COMMITTEE

Identifies, evaluates and prioritizes industry and external trends to provide actionable, forward-looking data and tools so AZA is strategically anticipating and meeting the needs of its members.

VOLUNTEER MANAGEMENT SPECIAL COMMITTEE

Strengthens and advocates for volunteer engagement. Provides professional development opportunities for individuals working with volunteers within AZA.

Committee Call for Service and Appointment Process

In accordance with the Bylaws of the Association, the incoming Chair of the Board or Chair-elect appoints all Committee members, Chairs, Vice Chairs and Advisors for the coming year. The Board Chair fills vacancies throughout the year as they occur or may opt to wait until the next Call for Service cycle. The Chair may also appoint special Task Forces for specific, time-bound work. All committees and task forces work under the guidance of the AZA Board of Directors and the AZA Strategic Plan.

A “Call for Service” is shared each spring on the AZA website and through member communications, inviting professionals working in the zoo and aquarium field to apply for committee service. The Membership Committee and all special and standing committees participate in the Call for Service. Applications are received and processed by AZA staff and then shared with committee Chairs. Committee Chairs are asked to review applicants to their committee and make recommendations to the Chair-elect for new members to join the committee. They are also asked to evaluate their current committee membership and offer recommendations on whether current members should continue to serve, be appointed for a second term, or move to a Chair or Vice Chair role. For Standing Committees, members are appointed for a three-year term, which may be renewed one time for a total of six years of service as a member. Special Committees do not have term limits. Advisors are also reviewed, evaluated, and appointed during the Call for Service process. Advisors to all types of committees do not have stated term limits, but the Chairs of committees with Advisors should regularly review and consider changes.

Eligibility for Service

Member eligibility for each Bylaws committee is outlined in the AZA Bylaws. Members of Standing Committees must maintain individual AZA membership throughout their service. Members of Special Committees and Advisors to all types of committees are not required to hold individual membership.

Committee Chairs and Vice Chairs for Standing and Special Committees are required to be Professional Fellow AZA members in good standing during their full term.

Committee member and leadership qualifications include:

- Proven performance in their field
- Commitment and time to serve
- Support from their organization's CEO

Committee Work, Structure and Management

WORK PLANS

Under the supervision of the AZA Board of Directors, all committees work to advance the AZA Strategic Plan, and their work should be clearly aligned to the five promises. Some committees have specific tasks and responsibilities such as the selection of the conference program or award recipients while others support and provide oversight of AZA programs like professional development and animal management. Other committees are focused more on supporting professionals working at AZA members. Each committee should have a clear work plan that outlines priorities and plans for each year. Committees may choose to develop additional documents such as Strategic or Work Plans, handbooks, and Charters, and choose to divide the committee into subgroups to complete their work more effectively.

MEETINGS

AZA committees meet regularly throughout the year as needed to conduct their work. Each committee's meeting schedule and workflow are different and should be clearly communicated to new members joining the committee. Committee members are expected to attend and actively participate in scheduled calls and meetings, as well as complete any assigned work between meetings.

AZA committees generally meet in-person once or twice a year at the AZA Mid-Year Meeting and/or AZA Annual Conference. Unless approved by the Chair of the Board of Directors, Committees should not meet in-person outside of these meetings or at conferences or meetings hosted outside of AZA. If additional in-person meetings are needed beyond those at AZA events, the Chair of the AZA Board of Directors and AZA Leadership must approve.

POSITION DESCRIPTIONS

COMMITTEE CHAIR AND VICE CHAIR

- Reports to the Chair of the AZA Board of Directors.
- With the Staff Liaison, develops a work plan that will allow the committee to effectively and efficiently perform its responsibilities for the year.
- With the Staff Liaison, develops agendas and conducts committee meetings.
- With the Staff Liaison, guides committee meetings based on the agenda and the committee's objectives and goals.
- Provides oversight and guidance to any Scientific Advisory Groups (SAGs) that report to the committee.
- Reviews and distributes SAG Annual Reports to the committee. Includes approved SAG Annual Reports in the July Board report.
- Ensures strong communication between the committee and SAG.
- Identifies a committee member to take minutes and approves committee meeting minutes before their distribution.

- Works with the Staff Liaison to ensure that the work of the committee is carried out between meetings.
- Keeps up to date on all activities associated with the current Board-approved AZA Strategic Plan.
- Ensures that the committee's activities and work or strategic plan (if applicable) align with the Board's strategic plan.
- With the committee, sets committee norms and operating procedures so that committee members understand their responsibilities and requirements.
- Communicates with the AZA Board Liaison prior to each Board meeting, including drafting and submitting reports of activities to the AZA Board.
- Informs prospective candidates of performance expectations prior to nomination and appointment.
- Reviews individual committee member participation and performance and offers feedback as needed to any members not meeting participation expectations.
- In conjunction with the Staff Liaison, provides input to the AZA Board Chair and Chair-elect regarding potential members, committee chair and Vice Chairs.
- Works with Staff Liaison to provide orientation for new and continuing committee members each year.
- Shares essential communications to the committee members from the Committee Chairs Network, such as Board Report requests and AZA updates.
- Works with committee members to provide comments on and edits to AZA documents such as Animal Care Manuals, Ambassador Animal Guidelines, and SAFE program plans as requested.

COMMITTEE MEMBER

- Attends at least the minimum number of committee meetings as set by the Chair and the committee in the norms and operating procedures.
- Adheres to the committee norms and operating procedures.
- Actively participates in the work of the committee.
- Completes tasks and responds to committee communication by assigned deadlines.
- Provides thoughtful input to the deliberations of the committee.
- Supports the final decisions of the committee.
- Focuses on the best interests of the Association and the committee rather than on personal or organizational interests.
- Maintains confidentiality of Committee discussions and business when applicable.
- Works toward fulfilling the committee's goals in alignment with AZA's Strategic Plan.

COMMITTEE LIAISON

- Attends meetings as needed to represent the interests of their committee or SAG to another.
- Communicates information back to their committee or SAG and helps ensure work is aligned as needed.

ADVISOR

- Attends meetings as requested by the Chair to provide advice or guidance on committee activities.
- Acts as non-voting member.

AZA STAFF LIAISON

- Works with the Chair to ensure that all committee work is consistent with the Association's goals and objectives.
- Provides thorough orientation to each new committee Chair and assists the Chair in providing orientation of new and continuing committee members each year.
- Works with the Chair to develop a plan of work that will allow the committee to discharge its responsibilities for the year effectively and efficiently.
- Works with the Chair to develop agendas and conduct effective meetings of the committee.
- In coordination with the committee Chair, may guide committee meetings based on the agenda and the committee's objectives and goals.
- Provides administrative support for the committee.
- With the committee Chair reviews and approves minutes of committee meetings.
- Works with the committee Chair, other committee members, and Association staff to ensure that the work of the committee is carried forth between committee meetings.
- Facilitates communication of committee activities, including requests for actions and/or proposed policies, to AZA Leadership and the Board of Directors.
- Reports to the committee on decisions of the Board of Directors, Executive Committee, or other Association committees that impact the committee's activities.
- Communicates any service changes in committee membership to the AZA Member Services staff for accurate records management.
- Responds to requests from committee members for assistance, guidance, historical information, or background.
- Works with Chair to monitor and assure the committee's page on the AZA website is up to date with purpose and any goals, including any linked resources. The AZA Member Services staff will manage the committee member listing on these pages.
- Assists the Chair in preparing, reviewing, and distributing appropriate correspondence to directors of AZA facilities, the AZA Board of Directors, and others as required, including two Board Reports each year.
- In conjunction with the committee Chair, provides input to the AZA Board Chair and Chair-elect regarding potential members, committee chair and Vice Chairs.
- Helps to track progress on committee activities in support of AZA's Strategic Plan.
- In coordination with Chair, makes recommendations for Outstanding Service nominations for committee members, when applicable.

BOARD LIAISON

- Works with the committee Chair and Staff Liaison to review Committee Board Report prior to each Board meeting.
- Represents Committee Board Report during Board Meetings.
- In conjunction with the Staff Liaison and committee Chair, provides input to the AZA Board Chair and Chair-elect regarding potential members, committee Chair and Vice Chairs.
- Reports the activities of the committee to the Board.
- Attends and participates in committee meetings.
- Ensures that the committee's activities align with the AZA Strategic Plan.
- Reports to the committee on decisions of the Board of Directors or Executive Committee that affect the committee's work or activities.

CHANGE OF STATUS PROCESS

On occasion, a committee member is unable to continue their service and must step down outside of the Call for Service process. This may be due to a change in their employment status, role within their organization, or other commitments. If a member steps down, the Staff Liaison should thank them for their service, copying the Board Liaison and Chair of the Board of Directors for their awareness. The Staff Liaison should email committees@aza.org so the change in status can be reflected on the individual's database record and on the committee list on the AZA website.

The committee Chair, in coordination with the Staff Liaison, may make a recommendation to the Chair of the Board of Directors to fill the vacancy or recommend waiting until the next Call for Service cycle. If the Chair or Vice Chair steps down during their term, the committee Chair and Staff Liaison should develop a recommendation to the Chair of the Board of Directors to appoint a new Chair or Vice Chair as soon as feasible. The Chair of the AZA Board of Directors decides who will fill the vacancy.

SUCCESSION PLANNING

The work of committees is ongoing and it is important to build a depth of experience and knowledge to carry work forward as leadership changes over time. Many committee Chairs serve as Vice Chairs before being appointed Chair to better understand and prepare for the role. Additionally, some individuals may step down from the Chair role with one year left in their service term so they may support the next Chair and support a smooth transition. When recommending Vice Chair appointments or other leadership roles within a committee, committee Chairs should consider the term timing of individuals to help build a bench of future leaders.

COMMITTEE RECORDS

The AZA Member Services staff coordinates the Call for Service process and overall committee communications and management. Committee applications are entered in the Association database and reflected on an individual's record. All committee positions (Chair, Vice Chair, Member, Advisor, and Liaisons) are entered in the database in an individual's record with start and end dates. Those serving in a Chair or Vice Chair position will have both a committee member record reflecting when their service began, as well as a record for their leadership position reflecting the date when they took that position.

VOTING

In the event that a committee needs to vote on a matter, all current committee members are eligible to vote. Advisors and Liaisons are not voting members. The consideration of committee business and voting should follow parliamentary procedure, including confirming that there is a quorum for any voting.

WORKING WITH NON-COMMITTEE MEMBERS

Committees may engage and utilize the support of professionals not currently serving on the committee to advance their work. These individuals should have a clearly defined role or scope of work for a time-bound project. Committees may request a statement of institutional support for any external participants who are not full committee members.

AZA NETWORK

The AZA Network is a tool for communication and resource sharing across the Association. All committee Chairs, Vice Chairs, and Liaisons are members of the “Committee Chairs” online community on the AZA Network. Committee leadership should use this platform to share their work and seek advice or opportunities for collaboration. AZA staff and the Board of Directors will also use this group to share important updates with committee leadership.

Each Committee also has a private group just for committee members and/or leadership. This group can be used to share committee communications, store documents, and keep records of committee work over time as membership changes. Assistance with these private groups should be addressed with the Staff Liaison, or sent to Membership@aza.org.

BOARD REPORTS

Committees serve under the leadership of the Board of Directors. Twice a year, committees are asked to submit a report to the Board detailing their work. If a committee would like to request an action be taken by the Board, they may also do this through their Board Report. Committees must attach SAG Annual Reports to their July Board reports. Board reports are requested each November to be reviewed by the Board at their January Board meeting at the Directors’ Policy Conference and in May to be reviewed at the July Board Meeting.

Committees may share other updates, provide documents for review, or request Board action at other times as needed working in coordination with their Board Liaison.

SURVEYS AND MEMBER COMMUNICATIONS

Committees are encouraged to share their work with the AZA membership. This may be done through AZA Network groups; AZA and related websites; webinars; and at AZA conferences, through open working meetings. Committees should work with their Staff Liaison if they would like to include a communication in an AZA publication, such as Insight or Connect magazine.

To guide their work, Committees may identify opportunities to survey AZA members for feedback or to gather data on member activities. These requests must be coordinated with Staff Liaisons and AZA Leadership with ample time for review and planning. This may vary depending on the size and scope of the survey and audience. Surveys must be reviewed by AZA Staff and, if needed, Board Liaisons. It is recommended that committee surveys are hosted on AZA’s accounts (e.g. Survey Monkey). This ensures members do not receive too many, or duplicative, survey requests and ensures all data are secure, appropriately captured, and managed.

LETTERS OF SUPPORT AND EXTERNAL COMMUNICATION

Committees may be asked for letters of support or commitment from AZA members or others conducting research or other work to advance the field. All official communication, including letters of support from AZA entities, represent the views of the Association as a whole and must be reviewed and approved by the AZA Office. Committee Chairs should work with their Staff and Board Liaisons to review these requests and assess whether a letter is appropriate, whether it will be in support of the priority issue, and/or would commit specific future actions from the Committee. If the letter is requested to support research or evaluation, it is recommended that committees indicate whether a concept is aligned with the committee's priorities. Endorsement of a specific research or evaluation project should be avoided unless the committee has processes in place, similar to those of an institutional review board, to review all facets of the proposal. If any specific committee actions are requested, these must be reviewed and supported by the Board Chair. Committees may not commit to any work that would be carried out by AZA Staff or require financial or legal obligations.

Any external communications, including committee work products, must follow the Guidelines on Communications, as approved by the Board of Directors, outlined below:

Guidelines on communications that represent the Association of Zoos and Aquariums and its Members

All public statements* that may be construed to represent a communication from the Association of Zoos & Aquariums or are made by or on behalf of any AZA Program** must be reviewed and approved by the appropriate AZA Leadership prior to public release or publication. In addition, plans to create such documents should involve input from AZA and other appropriate AZA entities** during their conceptualization and development.

* For example, but not limited to, position or advocacy statements, surveys, letters of support/endorsement or censure, policies, petition signatures, proposals, and comments on legislative/regulatory actions

** For example, but not limited to, Committees, Scientific Advisory Groups, Taxon Advisory Group, Species Survival Plan® Programs, SAFE: Saving Animals From Extinction Species Programs, Task Forces, the Population Management Center, and the Reproductive Management Center.

ADD YOUR COMMITTEE EXPERIENCE TO LINKEDIN

Welcome to your term as an AZA Committee Member. We would like to encourage you to add your service to your [LinkedIn profile](#) in your Volunteer Experience section. You may use our instructions to add service from past committee terms or your current activity. You may follow these simple steps and our recommended formatting:

1. Navigate to your profile on LinkedIn and scroll to the Volunteer Experience section.
2. Select the blue + symbol to add experience.
3. In the organization line, begin typing Association of Zoos and Aquariums and select AZA when our organization appears.

Add volunteer experience [X]

Organization *

Association of Zoos and Aquariums

Association of Zoos and Aquariums
Museums and Institutions

World Association of Zoos and Aquariums (WAZA)
Environmental Services

European Association of Zoos and Aquaria (EAZA)
Environmental Services

British and Irish Association of Zoos and Aquariums (BIAZA)
Environmental Services

CALIFORNIA ASSOCIATION OF ZOOS AND AQUARIUMS


Japanese Association of Zoos and Aquariums

We no longer share changes to volunteer experience with your network. [Learn how these are shared and when](#)

Save

4. In the “Roles” line, add your role on the committee (Chair, Vice Chair, Member) followed by the committee name, as shown below.
5. In “Cause” we recommend selecting Animal Welfare, but you may select the cause that aligns best with your committee.
6. Add the dates of your service and check “I am currently volunteering in this role” if your term is still current.
7. We encourage you to use the committee description from www.aza.org/committees for your opening description.

Add volunteer experience ✕

 Association of Zoos and Aquariums

Role

Member, Marketing Committee

Ex: Meal Server, Mentor

Cause

Animal Welfare ▼

I am currently volunteering in this role

Start date - Present

October ▼

2020 ▼

Description

The Marketing Committee serves to enhance the AZA membership and generate new revenue streams by providing expertise and support for building awareness and participation in AZA and its programs; serves as the industry’s leading voice on marketing trends and opportunities; and shares best practices in marketing programs among the membership. 😞 🔄

Ex: I raised funds for our annual charity 5K.

We no longer share changes to volunteer experience with your network. [Learn how these are shared and when](#)

[Save](#)

Ethics and Conduct

AZA CODE OF PROFESSIONAL ETHICS

Committee members must adhere to the AZA Code of Professional Ethics, regardless of their individual member status. The current Code of Professional Ethics can be found at <https://www.aza.org/code-of-ethics>.

AZA CODE OF CONDUCT

Committee members and all attendees must adhere to the AZA Code of Conduct at all AZA Conferences and Meetings, both in person and virtually. The current Code of Conduct can be found at <https://www.aza.org/code-of-conduct>.

ANTITRUST AND CONFLICT OF INTEREST

All Committees must conduct their meetings in compliance with the antitrust laws of the United States, the fifty states and the District of Columbia and similar laws of other countries. For example, committees must never discuss prices or pricing policies or practices; discuss restrictions on markets in which to compete; discuss any sort of joint agreement to prevent any qualified company or person from gaining access to AZA-accredited institutions in an attempt to market goods and services.

2023-2024 AZA Board of Directors



CHAIR

Lisa New
CEO, Dallas Zoo
lisa.new@dallaszoo.com



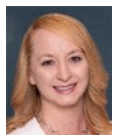
CHAIR-ELECT

Denise Verret
Chief Executive Officer and Zoo Director,
Los Angeles Zoo & Botanical Gardens
denise.verret@lacity.org



VICE CHAIR

Chris Dold, DVM
Chief Zoological Officer
SeaWorld Parks and Entertainment
chris.dold@seaworld.com



PAST CHAIR

Adrienne Rowland
Director, Shark Reef Aquarium at
Mandalay Bay
arowland@mandalaybay.com

DIRECTORS



Dr. Kyle Burks
Executive Vice President and Chief Operating
Officer, Audubon Nature Institute
kburks@auduboninstitute.org



Becky Dewitz
Director, Great Plains Zoo
bdewitz@gpzoo.org



Roger Germann
President and CEO, The Florida Aquarium
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Charles Hopper
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Birch Aquarium at Scripps Institution of
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Zoo Director, Lincoln Park Zoo
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Dwight Scott
Dana Brown President and CEO, St. Louis Zoo
dscott@stlzoo.org

2023 -2024 Committee Leadership

BYLAWS COMMITTEES AND COMMISSIONS

ACCREDITATION COMMISSION

Chair: Craig Piper, cpiper@wcs.org
Vice Chair: Amos Morris, amos.morris@milwaukeecountywi.gov
Board Liaison: Chris Pfefferkorn, cpfefferkorn@birminghamzoo.com
Staff Liaison: Denny Lewis, dlewis@aza.org

ETHICS BOARD

Chair: Harrison Edell, harrison.edell@dallaszoo.com
Vice Chair: Andi Kornak, amk@clevelandmetroparks.com
Board Liaison: Denise Verret, denise.verret@lacity.org
Staff Liaison: Craig Hoover, choover@aza.org

MEMBERSHIP COMMITTEE

Chair: Steve Marshall, smarshall@auduboninstitute.org
Vice Chair: Elizabeth Baird, liz.baird@ncaquariums.com
Board Liaison: Becky Dewitz, bdewitz@gpzoo.org
Staff Liaison: Melissa Howerton, mhowerton@aza.org
Jessica Heckendorn, jheckendorn@aza.org

NOMINATING COMMITTEE

Chair: Adrienne Rowland, arowland@mandalaybay.com
Staff Liaison: Craig Hoover, choover@aza.org

STANDING COMMITTEES

ANIMAL HEALTH COMMITTEE

Chair: John Sykes, jsykes@wcs.org
Vice Chair: Gwen Myers, gwen.myers@miamidade.gov
Board Liaison: Megan Ross, mross@lpzoo.org
Staff Liaison: Erika Bauer, ebauer@aza.org

ANIMAL POPULATION MANAGEMENT COMMITTEE

Chair: Joe Barkowski, jcbksi@aol.com
Vice Chair: Jessica Hoffman, jhoffman@greensboroscience.org
Michael Ogle, mogle@zooknoxville.org
Erin Sullivan, erin.sullivan@zoo.org
Board Liaison: Lisa New, lisa.new@dallaszoo.com
Staff Liaison: Candice Dorsey, cdorsey@aza.org
Megan Brown, mbrown@aza.org
Craig Hoover, choover@aza.org

ANIMAL WELFARE COMMITTEE

Chair: Grace Fuller, gfuller@dzs.org
Vice Chair: Katie Cronin, kcronin@lpzoo.org
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