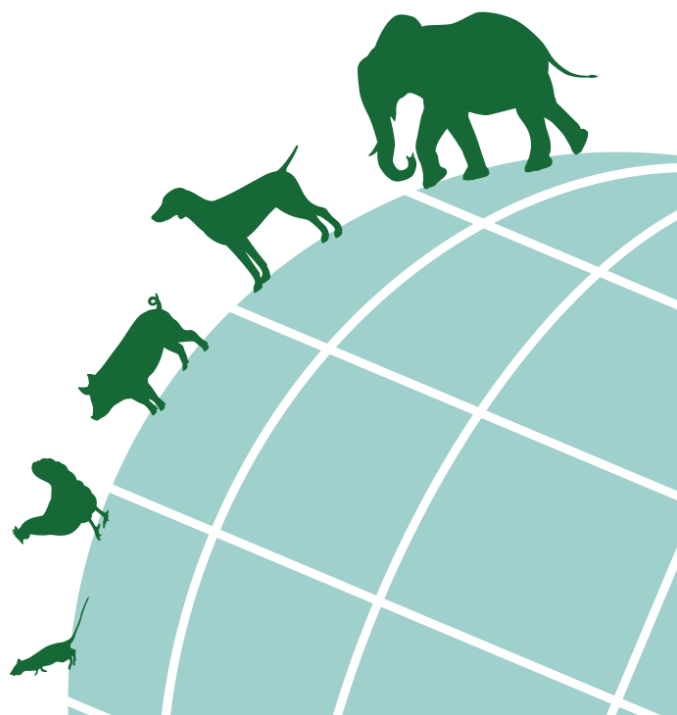




International
Society for
**Applied
Ethology**

Newsletter

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President's Piece

Dear ISAE Members,

It was a pleasure to see so many of you at our 2023 Congress in Tallinn, Estonia. Like many of you, I was inspired by the range of talks, depth of scientific content, and enthusiasm of speakers and audience members. Once again, I was proud to be an ISAE member as I listened to questions that were insightful, curious, constructively critical and also supportive of the presenters. I also enjoyed the wonderful hospitality, delicious food, and music and dancing we experienced at the conference venue and during our dinners at Old Hansa and the Seaplane Harbour.

Jeremy Marchant was made an ISAE honorary fellow, joining 28 other esteemed ethologists who hold this honor. An ISAE member since the early 1990s, Jeremy has actively served ISAE in many leadership roles, including being central to the development of the Developing Countries Congress Attendance Fund (DCCAF) and in securing funding to support it. His influential research on effects of sow housing on their behaviour, physiology and anatomy has led to changes in housing practices, and he has pioneered studies of heart rate variability and the use of tear-staining as welfare indicators.

Maria Vilain Rørvang received the New Investigator Award for demonstrating excellent project leadership, her commitment to service, and a strong publication record. Maria was also recognized for being an inclusive scientist, mentoring students and junior colleagues and working with a diverse range of species and many collaborators as well as communicating about her work and the ISAE through social media.

I always find myself energized after an ISAE Congress as a result of both immersing myself in the scientific field that I love as well as connecting with old friends, making new ones, and enjoying the company of my scientific family. I hope the experience is similar for you! As always, if there are ways that you feel we can do better, please let me or another council member know.

Those of you that took the ferry from Finland both engaged in sustainable travel—and from what I have heard—also had an enjoyable experience. I hope that as we move forward to future congresses, we remain mindful of our ecological footprint and do what we can to minimize it. As we prepare for the 2024 Congress in Curitiba, Brazil, we will be sure to share with you different options available, including what the virtual conference attendance option will include. The conference organizers and SVP Mark Rutter are committed to an inclusive and engaging virtual option and council members have been providing inspiring examples from other conferences.

Improving Equity, Diversity, Inclusion and Accessibility (EDIA) also continues to be an ISAE priority. Following the 2023 Congress, I have had in person and email discussions of how we can continue to promote respectful conference behavior and provide options for attendees who need to request assistance or report problems. Increasing numbers of onsite advocates and making them more visible to conference attendees is an example of one effort we are undertaking.

Finally, as an associate editor of Applied Animal Behaviour Science (AABS), ISAE's official scientific journal, I would like take a moment to encourage you to review articles for AABS when you are invited to do so. With increasing numbers of scientific journals placing more demands on reviewers' time, I recognize that it's impossible to say yes to every request. However, AABS is seeing an increase in submissions, which is both lovely and challenging at the same time. It is increasingly hard to find reviewers but this is vital in order to ensure timely publication of the important ethological research featured in AABS. If you have published in AABS, it is greatly appreciated if you pay forward the service previous volunteers provided your manuscript by reviewing at least 2 manuscripts for every paper you publish.

Janice Siegford / President of the ISAE (2023-2025)

Updates from your ISAE Council

Council Position Vacancies

In 2024, three council positions will be open. Please read the descriptions of the positions below and consider submitting an application.

1. **Assistant Development Officer.** The Assistant Development Officer handles all business related to the Developing Country Congress Attendance Fund (DCCAF) including promoting and managing the fund, communicating with awardees, and aiding in regional development activities and initiatives. For more information or to express interest in this position, please contact Maria (mariacamila.ceballos@ucalgary.ca) before **Monday, 22 January, 2024**.
2. **Development Officer.** The Development Officer promotes applied ethology and ISAE activities in unrepresented or under-represented regions, particularly in Eastern Europe, Africa, the Middle East, Asia, and Latin America. This includes communications with country liaisons and regional secretaries, and applying for and managing external funding sources to support developmental activities. The Development Officer serves a 4-year term.
3. **Communications Officer.** The Communications Officer distributes the two annual newsletters (December and June), communicates information with ISAE members, and maintains the website. The Communications Officer serves a 4-year term.

If you are interested in serving as Development Officer or Communications Officer, please submit your application materials to Carly (comalley15@gmail.com), including 1) a paragraph outlining your interest in the position and relevant skills, and 2) your 2-page CV to be shared with ISAE Members no later than **Monday, 8 July, 2024**.

Carly O'Malley / Secretary of the ISAE (2021-2025)

Communications

ISAE Resources for Researchers. We would love to see the resources page on our [webpage](#) grow – please drop us an email with tools that prove to be helpful to organize your projects, software that you use for data analysis, and Open Science resources that you would like to share.



Applying Ethology Webinars. We are continuing to maintain the *Applying Ethology Webinars* on the *Animal Welfare Slack Workspace*. Since our launch in 2020, more than 60 (most often early career) scientists have shared their research (check out our YouTube channel - link below).

If you would like to give a presentation, please fill out this form: <https://tinyurl.com/applyingethologyspeaker>

The *Animal Welfare Slack Workspace* has grown to more than 1000 members! On the workspace you have access to our *Applying Ethology Webinars*, job postings, recent papers, and methodology questions. The Slack space is open to everyone, regardless of ISAE affiliation. Please email Christian Nawroth or Jen-Yun Chou to gain admittance.

Once you join the *Animal Welfare Slack Workspace*, please join the channels (such as #conference or #jobs) you find interesting.

For your convenience:

- Calendar of upcoming talks: <https://tinyurl.com/applyingethologycalendar>
- Speaker list and instructions: <https://tinyurl.com/applyingethologywebinar>
- YouTube channel: <https://www.youtube.com/channel/UCe6fHV211isHwiSgGV50Lgw>

Virtual training Webinar Series. ISAE is currently also sponsoring a *virtual training webinar series* on transferable skills, tailored for Early Career Researchers, facilitated by a professional trainer. This is hosted by the Animal Welfare Slack Workspace team. As an ISAE member, you will receive an opportunity for priority registration. The registration link will be sent via email to all members every month.

Share Your News! If you have job or graduate student positions to advertise, conferences/webinars/courses upcoming, ethology news items, survey requests, or open-access papers or books, or temporary free-access author links to share, send the details to info@applied-ethology.org. Include a photo of your study species or test design for Open Access articles, if possible. We also encourage you to send us short videos, gifs or visual abstracts of your work. If you have **Twitter**, include your handle (and any other handles you wish to be tagged) so we can tag you! Please be aware that all news items - including job positions - may have up to a 1-2-week delay in posting to social media so send them well in advance of position close.

Follow Us on Social Media! To get the latest ISAE news, please also follow us on our [Twitter](#) and [Facebook](#) accounts!

Christian and Maria look forward to interacting with you online and hope to see you in person again!

Christian Nawroth / *Communications Officer of the ISAE (2020-2024)*
Maria V. Rørvang / *Assistant Communications Officer of the ISAE (2022-2026)*

Editors

Special issues

The Special Issue for the 2023 international congress '**One Ethology**' being edited by Dr Kris Descovich and Dr Peta Taylor is still open for submissions over December. This year's ISAE Special Issue invites contributions from all ISAE members for manuscripts related to the theme of the 56th International ISAE Congress, "One Ethology, understanding animal behaviour to improve the lives of animals, humans and society". Animals fill many integral roles in society. By understanding their behaviour, we can have more accurate insight into their needs, more effective monitoring and management, optimised welfare, and improved benefits of animal use.

We invite ISAE members to submit manuscripts related to the below-mentioned topics, particularly in relation to the One Ethology theme:

- Fish behaviour
- Laboratory animal behaviour
- Human-animal interactions
- Behaviours as indicators of positive welfare
- Abnormal animal behaviour
- Precision livestock farming and other new techniques for measuring animal behaviour
- Companion animal behaviour

- Linking behaviour and genetics

Manuscripts in the special issue will be published and available online as a collection with the issue aiming to be finalised before the next special issue (ISAE Congress 2024) will open.

All past ISAE Special Issues can find them located together online where all AABS special issues are listed. <https://www.journals.elsevier.com/applied-animal-behaviour-science/special-issues>

ISAE English Proofreading Service

ISAE has an English grammar and language editing service to help members prepare manuscripts for publication in *Applied Animal Behaviour Science* and other English-language journals. If you are an ISAE member interested in serving as a volunteer for this program, please contact **Dr. Peta Taylor** at peta.taylor@unimelb.edu.au.

For more information, or to request for manuscript editing please see the following [ISAE webpage](#)

ISAE members who would like to request editing assistance should send their manuscript to Peta at peta.taylor@unimelb.edu.au. Your manuscript will be edited by an ISAE member who has volunteered to help you with the English of your paper. The volunteer should be acknowledged in your paper but will not expect to be included as an author. Revisions may take up to 4 weeks as the service is dependent on volunteer time.

Kris Descovich and Peta Taylor / Senior and Junior Editors of the ISAE (2023-2025)

Students

Farewell from Saskia

My term as student representative has come to an end! I'm sad to be leaving the council but also very grateful to have been given this opportunity. As promised to my voters, I updated and extended the [course overview on the ISAE website](#). The congress in Ohrid in 2022 was the absolute highlight of my term. I met my 'partner in crime' Rachel Caddiell, and the other council members in real life for the first time. It was also the first in-person congress after COVID and therefore the first congress for many students. Together with Rachel, we got to facilitate interaction and introduce students to the wonderful ISAE family through various activities. I had to miss the congress in Tallinn, because on July 19th I joined the world of motherhood. Thankfully, Bianca and I prepared as much as possible beforehand and she did a fantastic job handling all responsibilities on her own and was able to organize many student activities. It was such a delight to be working together, Bianca! We always had a great time during our meetings and I think the

only hurdle in our teamwork was operating in incompatible time zones (Canada - the Netherlands). Thank you and have a great time in your second year as student representative!

Welcome Mostafa! ISAE Student Representative 2024 – 2025



Thank you to the excellent candidates who applied to serve as the next Student Representative, and everyone who took the time to vote! We would like to offer a warm welcome to Mostafa Farghal who was elected as the new ISAE Student Representative for the 2024 - 2025 term. Mostafa is a PhD student at The University of Calgary, Canada. His research interests focus on beef cattle behaviour and welfare specifically using facial expressions and qualitative behaviour assessment methods to identify pain in beef calves. We have the utmost confidence that Mostafa will make an excellent addition to the ISAE Council! Welcome, Mostafa!

On behalf of the ISAE student members I (Bianca) would like to thank Saskia for her amazing work for the society throughout her term! It was a pleasure to work with and learn with you. Our meetings were always an amazing time, you always made sure I had all the support I needed to grow in the society. Our meetings became even better when Emma joined us! Your commitment to ISAE even when you were preparing to welcome Emma to the world is inspiring. Thank you for all your help and support. I hope to meet you (and hopefully Emma) in-person one day!

56th ISAE Congress

It was wonderful to reconnect with everyone in Tallinn, Estonia! We experienced excellent student participation in the planned activities. On the first day, students had the chance to meet new people and engage with their peers during the Trivia Quiz at lunchtime. This was also a great opportunity to meet the then ISAE President, Mark Rutter, who facilitated the trivia questions. Thank you, Mark, for accepting our invitation to coordinate the quiz!

Later that same day, we hosted the Student Meet & Greet, where approximately 60 students practiced their elevator pitch and learned more about each other with some ice-breaker questions. On the second day of the Congress, we organized Eating with Ethologists, allowing students to have lunch with scientists they admire and wanted to learn more about. In total, 66 scientists volunteered, and 58 students were matched with 32 scientists. We are thankful to all the scientists who volunteered for this activity.

To conclude the student activities, we held Table Topics on the third day of the Congress. For this activity, lunch tables were named with 12 different topics related to applied ethology and animal

welfare. This provided another opportunity for Congress attendees to meet people and share ideas on their research topics.

We hope everyone enjoyed their time in Tallinn, and we cannot wait to see you all again in Brazil!

It is very important for us to know how you experienced the ISAE congress, so we can improve for next year's edition. If you have not done so, [please take 5-10 minutes to fill in the survey here.](#)



Saskia Kliphuis and Bianca Vandresen / Student Representatives of the ISAE (2021-2023; 2022-2024)

Membership

Currently, there are 597 members. 86.6% (517) active members and 13.4% (80) inactive members. Among (517) active members, there are 3% (18) honorable members (Free), (1) member is not able to pay due to a ban on his country (Iran Sanctions), and (1) member agreed by the ISAE council to not pay. Interestingly, there is an increase in student numbers in the ISAE and currently, they are 20.6% (123) of total ISAE members. Several members are trying to renew their membership, but they face online payment problems. We hope to resolve this issue.

Abdelkareem Abdallah / Membership Secretary of the ISAE (2022-2026)

Finances

Treasurer's Mid of Year Report

The report contains the annual summary for the period January 1st to December 17th 2023.

Profit and Loss	
International Society For Applied Ethology	
For the year 2023 (accounts from Jan 1st to Dec 17th)	
Account	2023
Revenue	
Interest Income	1,038.70
Scholarship Funds From Sponsors	93,605.01
Subscription income	14,381.00
Other Income	
Scholarship return	4,917.94
Total Other Income	4,917.94
Total Revenue	113,942.65
Expenses	
Scholarships	55,252.49
OPP activity	6,036.44
Total charitable activity expenses	61,288.93
Audit & Accountancy fees	1,800.00
Bank Fees	2,843.02
Bank Revaluations (from Euro conversions)	1,309.13
Conference management system	764.38
Congress organisers	27,103.61
Membership services - Intergage	1,608.00
Platform Charges - OPAYO/ Sagepay	810.80
Council members expenses	1,724.91
Total operating expenses	37,963.85
Total Expenses	99,252.78
Gross Profit (Revenue-Expenses)	14,689.87

ISAE Accounts for period Jan 1st to December 17th 2023

The table is the edited output generated from the Xero accountancy software that ISAE now subscribes to via our accountants (Henderson-Loggie). It reports the revenue and expenses in all 3 accounts (deposit, current and Euro) in GBP after having reconciled the Euro transactions (see 'Bank revaluations' line). Xero has been adopted after agreement from Council Members. I received training from Henderson-Loggie about how to reconcile accounts, code transactions and produce reports. The software has saved a lot of time and I am still able to cross-check each transaction. The report below has been checked and agrees with the bank statements. It summarises many of the activities into general headings but details are provided below.

The accounts are healthy. Our income from membership subscriptions is steady. The main revenue is from Scholarship funds from sponsors (£93,605). This comprises the Purina award (£11,710) and the HSI award (£6,485) funding scholarships for attendance and events at the 2023 Congress. Our Conference Attendance Fund (~£4000) also supported successful applicants. We received the remaining OPP funds held in our regional accounts in the USA. The OPP supports DCCAF scholars and other charitable activities, including support for Early Career Researchers from the Balkans to attend the EU COST-Action LIFT workshops. Some scholarship funds were returned due to visa complications preventing attendance at the 2023 Congress.

Scholarships and charitable activities account for the majority of our expenditure (£61,289), some of which is detailed within the payment to Congress organisers line (£27,104) which also includes funding the Wood-Gush Memorial and New Investigator recipients. We also had an outstanding payment to Elsevier from last year (see Conference management system). Our bank charges remain high due to international transfer fees. Other expenditure includes the usual payments to Intergage and Opayo for membership services, as well as reimbursement to council members for costs incurred for paying for web-hosting programmes requiring credit card payments and travel to represent ISAE at the annual conference of the World Animal Health Organisation held in November this year.

Our 2022 accounts were thoroughly inspected by our accountants Hendersen-Loggie ahead of submission to the Office of the Scottish Charity Regulator (OSCR). There were no problems.

Emma Baxter / *Treasurer of the ISAE (2017-2024)*

Award Updates

In 2023, ISAE did not receive a nomination for the Creativity Award. I would like to remind members that the awards depend on your contributions through the nomination of your colleagues. If you have any question about candidates meeting the requirements, do not hesitate to contact the Assistant Secretary for clarification.

I would like to send a BIG thanks to the members who put their names forward to help on the award committee. As in previous years, I was pleased to receive many emails to the point that now I have a small list that I will use for next year's awards committees. As usual, remember that we are always open to suggestions on how to promote, improve, or to add new ISAE awards.

I hope you got to attend to the ISAE 2023 International Conference; if you missed it as me, let me introduce you to the 2023 ISAE awardees:

Dr Jeremy Marchant received ISAE Honorary Fellowship in 2023



As this is awarded to persons of eminence in the field of the aims of the Society, we would argue that Jeremy is a prime and well-deserved candidate to receive this honour. Jeremy has been a member of the ISAE since the mid-1990s, and has always been a solid proponent of the Society – both in his actions and his support.

His early work on the effects of housing systems on the welfare of pregnant sows, specifically on cardiovascular health, bone strength and posture-changing behaviour, contributed to the body of evidence that led, eventually, to major changes in animal welfare and the way these animals are kept in many parts of the world, beginning with the European Union and spreading to North America and Oceania. He was also the first animal welfare scientist to publish a study using heart rate variability as a welfare indicator,

and he has worked extensively with tear staining as an indicator of stress in pigs, developing the DeBoer-Marchant-Forde Scale. His Google Scholar page shows that he has an H-index of 40 and over 5700 citations, while Jeremy has authored over 250 peer-reviewed articles and 4 books. Jeremy continues to be a strong ambassador for applied ethology and animal welfare, also in his current research and advisory work.

His academic positions include research associate at the University of Cambridge, senior research fellow at University of Lincoln, and he is currently a senior research animal scientist at the United States Department of Agriculture – Agricultural Research Service's Livestock Behavior Research Unit, based in West Lafayette, Indiana. He has served on the editorial board for the Journal of Animal Science and as a section editor for Livestock Science. He was an inaugural specialty chief editor for Frontiers in Veterinary Science, with responsibility for the Animal Behavior & Welfare specialty section.

On top of his impressive scientific contributions, Jeremy has been very engaged and active in the running of the ISAE. He has served as Treasurer (twice!), Junior Vice President (2011-2013),

President (2013-2015) and Senior Vice President (2015-2017) of the Society, as well as being the chair of the organising committee for the 45th ISAE Congress held in Indianapolis in 2011.

As the unselfish person he is, he has been pivotal for the development of the ISAE DCCAF (Developing Countries Congress Attendance Fund), where he was responsible for the first successful application to the Open Philanthropy Project, and the subsequent administration of the project, including reading and assessing hundreds of applications over the years. Many DCCAF awardees are extremely grateful to Jeremy for his help, his friendliness, and his mentorship. This program has been extremely valuable both for the Society and for the awardees and this would not have been possible without Jeremy's immense efforts. Some of the awardees of the first rounds of the program are now ISAE Council members themselves: a result that we could only dream of at the start of the program. We mainly have Jeremy to thank for this!

For his contributions to applied ethology, both via his research and publications, and via his continued active engagement in the running of the best animal behaviour Society in the world, Dr Jeremy Marchant is well deserving of being named as Honorary Fellow of the Society.

Bas Rodenburg and Birte Nielsen

ISAE New Investigator Award

Dr Maria Vilain Rørvang

Associate Professor, Swedish University of Agricultural Sciences (SLU) Dept. Biosystems and Technology, Sweden

Maria is a recently appointed Associate Professor at the Department of Biosystems and Technology in Alnarp, Sweden. She has an MSc in Agrobiology, a PhD in Animal Science, and has recently become a Docent in Agricultural Science. Her research focuses on the perceptual and cognitive abilities of farm animals, to study the underlying motivations when farm animals interact with their physical and social environment. Despite this very fundamental angle to her studies, Maria has always aimed her work at creating knowledge to improve the housing systems and management of our livestock, as well as to enhance the enjoyment of humans and animals working and living together. Maria's expertise is unusual in having worked on several species during her relatively short scientific career. Her PhD was on cattle, whereas her more recent work has included work on



pigs, poultry and horses. Despite being an ECR, she is the team leader of several projects, one relating to the use of odours to improve rooting materials for growing pigs, and another on the cognitive ability of horses.

Maria has authored 21 peer-reviewed articles, some of them highly cited for a young scientist, and has participated as an invited speaker at conferences (e.g., EVCBMAW 2022). She has served as an outstanding mentor and supervisor for numerous younger colleagues, who have benefited from Maria's enthusiasm for applied ethology and her excellent teaching skills. And last, but not least, Maria is a very prolific communicator on social media, promoting not only her own work, but that of colleagues as well as the efforts of the ISAE.

The ISAE Award Committee and her colleagues agreed that Maria Vilain Rørvang is an excellent and well-rounded candidate who has demonstrated scientific independence and scientific excellence with multiple publications as first author and in collaboration with other researchers, demonstrating broad collaborative aptitude. Her input within the field has clearly been significant in a short period of time.

For more information about Dr. Maria Vilain Rørvang, please click [here](#).

Giuliana Miguel-Pacheco / Assistant Secretary of the ISAE (2019-2023)

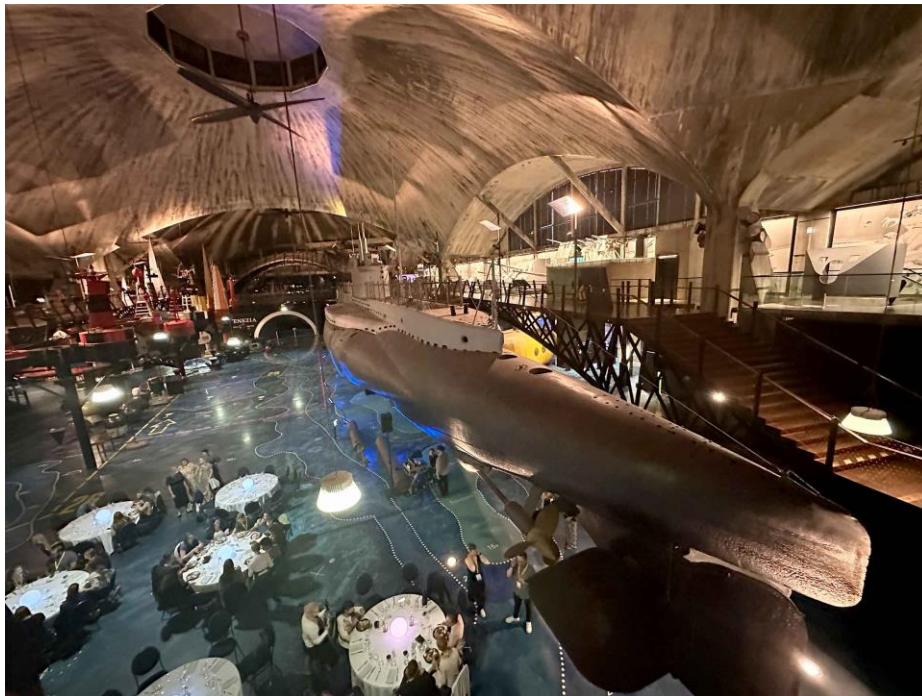
Congress News

56th Congress – Tallin, Estonia

The 56th ISAE International Congress took place between 1st and 5th August 2023 in the city of Tallinn, Estonia. In total, 316 people attended the congress, with 293 of those joining in person and 23 online. Delegates came from 40 countries spread across six continents, representing all of our ISAE regions. The scientific programme was kicked off with an excellent Wood-Gush memorial lecture given by Prof. Jaanus Harro of Tartu University, and we then had three and a half days of scientific presentations and discussion. The congress included a total of 134 oral presentations, 73 posters, 4 workshops and 3 plenaries. Tallinn was also an excellent venue for the social programme, allowing delegates to enjoy Estonian hospitality, music, food and drink. This included a 'Medieval' dinner in the Olde Hansa restaurant in Tallinn's Old Town and a festive evening in the spectacular Seaplane Harbour museum. Excursions on the Saturday rounded off the congress programme. I would like to thank David Arney, Susanne Waiblinger, Moira Harris and the rest of the organising committee for all their work pulling together such an excellent congress!



Dinner on the Tuesday night in the Olde Hansa restaurant.



The festive evening in the spectacular Seaplane Harbour museum.

57th Congress, Curitiba, Brazil

The 57th ISAE Congress will take place in the city of Curitiba, Brazil between 22nd and 26th July 2024 on the campus of Pontificia Universidade Catolica do Parana (PUCPR). The congress will focus on how the study of ethology can strengthen our relationships with various living systems in our environment. The deadline for abstract submission is 19th February 2024, and early bird registration closes on 10th May 2024. Full details are available on the congress website: www.isae2024brazil.com

Future Congresses – 2025 and beyond

After a 23-year gap, the ISAE International Congress will be returning to The Netherlands and meeting in the city of Utrecht in early August 2025. After this, we already have some tentative plans for a meeting outside Europe in 2026 and then back in Europe in 2027, but we still welcome expressions of interest from any members interesting in organising an ISAE International Congress in the future. For further information, please contact Mark Rutter (the Senior Vice President) via email: smrutter@harper-adams.ac.uk.

Congress Attendance Fund

I would like to remind you that the ISAE has a Congress Attendance Fund (CAF) to support the attendance of ISAE members at the annual congress. The total amount of the fund will be no less than GBP 2000 and will be allocated to ISAE members who might otherwise struggle to cover the cost of congress registration. The fund can potentially contribute to accommodation costs but will not usually cover travel expenses.

To be eligible, the applicant must be a member of the ISAE. The applicant must have submitted an abstract, and funding will only be allocated if their presentation is accepted. Applications for funding will be reviewed by the CAF Committee and will be prioritized on the basis of financial need and the quality of the abstract. Researchers and students from low or middle-income countries are especially encouraged to apply for this support. Please note that support from the CAF to any one person is limited to once in any five-year period – if you have received funding in the last five years, please do not apply.

The application must contain all of the following information:

1. Name of applicant
2. Postal and email address
3. The year the applicant became a member of the ISAE
4. Status of applicant (e.g., student, active researcher, unemployed researcher, etc.)

5. A full justification explaining why the applicant should be given an award. There is no fixed format for this justification, as reasons will vary between applicants, but if no justification is given, the application will not be considered.
6. A budget for attending the Congress, including a statement of which part(s) is requested from ISAE (but see limitations above) and whether other funding is available to cover parts not funded by ISAE.

The application itself must not be more than one A4 page. It must be accompanied by a short CV, including a list of publications and/or presentations by the applicant (including local and regional meetings) and a copy of the abstract submitted for the Congress.

Applications are due by the 28th February 2024 and should be sent to Mark Rutter, Senior Vice President of the ISAE, at smrutter@harper-adams.ac.uk at with the subject "ISAE 2023 CAF".

Successful applicants will be notified immediately following acceptance of Congress abstracts. For more information, see the Procedural Guidelines on the ISAE website or contact Mark Rutter.

Mark Rutter / *Senior Vice President of the ISAE (2023-2025)*

EDIA Committee Update

The Committee has met twice since the annual conference in Estonia, in August. The first meeting involved a de-brief in relation to the implementation of recommendations made by the committee for the conference. The second meeting was to review and agree the next targeted activity the committee will undertake, which will likely involve the development of a mentor scheme, identified as a need through membership survey and feedback.

Part of the committee's remit is in education and this newsletter, we are promoting resources that provide details on making fieldwork inclusive. The graphical abstract of Lawrence and Dowey (2002) provides six key areas for consideration with some additional resources to support the importance of these considerations and how to enact these.



Chiarella, D. and Vurro, G., 2020. Fieldwork and disability: an overview for an inclusive experience. *Geological Magazine*, 157(11), pp.1933-1938.

Lawrence, A. and Dowe, N., 2022. Six simple steps towards making GEES fieldwork more accessible and inclusive. *Area*, 54(1), pp.52-59.

Zebracki, M. and Greatrick, A., 2022. Inclusive LGBTQ+ fieldwork: Advancing spaces of belonging and safety. *Area*, 54(4), pp.551-557.

Linda Greening / *Chair of ISAE EDI Committee (2021-2027)*

Regional News and Development

Development

Developing Countries Congress Attendance Fellowship (DCCAF), Tallinn, Estonia

We are very happy to have successfully hosted our fifth Developing Countries Congress Attendance Fellowship (DCCAF) at this year's ISAE International Congress in Tallinn, Estonia, funded by Open Philanthropy (OP). It is unfortunate that some awardees continue to experience difficulties in their visa applications, and therefore they could only participate online. We were able to welcome 9 DCCAF delegates from Bangladesh, Brazil, China, Colombia, Congo, Kenya and Nepal to join us in person in Tallinn, and 2 awardees from Ethiopia, 1 from Nepal and 3 from Nigeria joined us online. Thanks to the OP funding, ISAE can continue to support scientists from/working in developing regions to attend the Congress in person and participate in stimulating discussions on farm animal welfare and applied ethology.



This year's pre-congress farm animal welfare workshop had a great programme featuring several experienced animal welfare researchers, including talks by Donald Broom (Cambridge University, UK), Maria José Hötzel (Universidade Federal de Santa Catarina, Brazil), Birte Nielsen (UFAW, UK) and Jeremy Marchant (Organic Plus Trust, USA) on the introduction to animal welfare, applied ethology - what and why, animal welfare and sustainability, and publishing animal behaviour and welfare research. The ISAE student representative, Bianca Vandresen, volunteered to hold a special workshop with her colleagues for the DCCAF group on "How to overcome our challenges? Understanding the obstacles faced by ethologists and animal welfare scientists in developing countries". This can also help us understand how ISAE can support the development of applied ethology and welfare research in regions with fewer resources. This year, all delegates had a chance to give a short presentation on their own research interest, including the ones online. The one-day workshop was very fruitful, and the delegates all engaged in discussions and exchanges with the speakers and each other.

This year's ISAE Congress was filled with excellent social events and activities, and we hosted a DCCAF lunch during the Congress to allow delegates and speakers to catch up and continue exchanging ideas. All DCCAF delegates could join all social events during the Congress and had more opportunities to network with other participants. It is our tradition to host a one-day local farm visit after the in-person Congress. This year, we visited a traditional extensive sheep farm, one salmon conservation station, and an intensive dairy farm, so our awardees had the opportunity to see different production systems in Estonia.



We received 14 responses from the awardees post-Congress. This year, the majority of awardees were not ISAE members when they applied for the award (92.9%), and out of the non-ISAE members, 76.9% would like to apply for ISAE membership after the Congress. Everyone gave very good to excellent feedback on their overall satisfaction with their DCCAF experience, and 85.7% strongly agreed that without the ISAE/OP award, they would not have been able to attend the Congress. Up to 92.9% of the respondents said their understanding of farm animal welfare improved after their participation, and 85.7% either agreed or strongly agreed that the ISAE/OP award is essential to improve farm animal welfare awareness in their region. All expressed the possibility of using the knowledge they obtained in their future work.

All DCCAF delegates expressed very positive feedback on the pre-Congress workshop. They enjoyed the contents of the talks and the opportunity to share their research interest with others and discuss with the speakers and amongst themselves. They also felt the quality of the science presented at the ISAE Congress was high, and the ISAE community welcomed them with warm hospitality. Everyone enjoyed the farm visit, having the opportunity to see other models of animal production outside their home country.

Besides the difficulty with visa applications, the language barrier is another issue that was pointed out by the delegates. We will work on this within ISAE to see if we can provide a system of multilingual badges so that people know who they can ask for help when they don't fully understand some things in English. We will continue to improve our programme and hope to provide a better experience for the next DCAAF program.

We want to thank OP for the funding, all reviewers who helped us evaluate DCCAF applications, all speakers for helping us offer an excellent pre-congress workshop together, and especially this year's Congress organizers, Prof. David Arney and Teno Kikkul from Publicon, for their continuous support to help us organize everything on the ground. We are now applying for the next grant from the Open Philanthropy, and we hope that we can gain the support to continue with all activities under the ISAE Development Office in the future!

Other development office activities

September was a busy month for the Development Office team! On 7 and 9 September 2023, our Bangladesh Country Liaison Officer, Jashim Uddin, organized two more farm animal welfare workshops at Sher-E-Bangla Agricultural University (in Mymensingh) and the Bangladesh Agricultural University (in Dhaka). The theme was "Bringing farm animal welfare to Bangladeshi agricultural universities - Role of behaviour in the evaluation of animal welfare issues". These are the two major Bangladeshi agricultural universities and between the two universities, there were almost 400 in-person participants. Besides the introduction to applied ethology and animal welfare, the programme included crucial topics such as animal welfare and sustainability, how to improve welfare from farm to slaughter, the impact of climate change on animal welfare and the local animal welfare challenges. The ISAE/OP fund enabled the events to be free and open to attend for everyone. Participants included local producers of farm animals, livestock traders, vet students, government employees from the Bangladesh Veterinary Council, the Director of the Divisional livestock office, graduate students from animal science, university faculty, researchers and journalists. Based on the event survey, the majority were not ISAE members, but would like to apply for ISAE membership. Almost all expressed an overall positive experience and improved understanding of farm animal welfare. They also felt that the ISAE/OP award is essential to improve farm animal welfare awareness in the region, and it's very likely for them to use the information gained in their future work.



The ISAE/OP fund also supported 23 participants from the East and South Europe region to attend a training school on positive farm animal welfare organized by our Slovenia Country Liaison Officer Manja Zupan, who is also part of the LIFT Cost-Action (<https://liftanimalwelfare.eu/>), held in Ljubljana, Slovenia between 28 and 29 September 2023. The awardees are from Albania, Croatia, North Macedonia, Romania, Serbia and Slovenia. The training covered a range of topics such as activity level in broiler chickens, comfort behaviour in pigs, outdoor use by laying hens and the social environment of horses. The participants highly praised their experience and felt that the fund enabled them to attend the training, which is essential for their future work.



To finalize the year, efforts made by Esté van Marle-Köster from the University of Pretoria alongside our ISAE Country Liaison Officer in Nigeria, Mabel Ajumobi, allowed the successful organization of the ISAE South African Workshop on Farm Animal Behaviour and Welfare: Bringing Animal Welfare to the SADC, which was a two-day conference with the participation of national and international speakers on November 6 and 7. Its main objective was to create and enhance awareness of animal welfare among researchers, students and stakeholders involved in the farm animal welfare chain.

In December of this year, the one-day ISAE-India workshop 2023 at ICAR-NDRI Karnal will be held, with the theme Natural behaviours in relation to production and welfare of native farm animals.

Soon, we will have an open call for an assistant development officer application

As Jen will be coming to the end of her serving term as the Assistant Development Officer, we will soon open the call for applications for this position in February 2024. This position will be pending our new OP funding application and will be co-opted (non-voting, voluntary) and elected within the ISAE council. Please keep an eye out for the official announcement in the ISAE email circulation. If you are interested in applying for this position and knowing more about the responsibilities, please contact Maria or Jen.

Maria Camila Ceballos / Development Officer of the ISAE (2020-2024)
Jen-Yun Chou / Assistant Development Officer of the ISAE (2020-2024)

East Asia

The annual meeting of The Japanese Society for Animal Behavior and Management (JSABM) was held at Rakuno Gakuen University, Hokkaido on September 14-16. The next meeting will be held in Kumamoto, Kyushu in September 2024. For details, please see the following URL (in Japanese only).

We are looking forward to seeing you in Kumamoto!

<http://jsabm.org/conference/>

Michiru Fukasawa / Regional Secretary for East Asia

Nordic

The Nordic region has welcomed in a new regional secretary, Dr Karen Thodberg!

The Ethology and Animal Welfare group at Faculty of Biosciences (NMBU) is pleased to welcome you to the Nordic ISAE meeting 2024. The Nordic ISAE meeting is arranged every second year. Come and share your latest findings on applied ethology and animal welfare! For PhD students, postdocs, and students with a completed Master project, this is a great opportunity to gain experience presenting results at a friendly international conference.

The meeting is organised by Marko Ocepek, Inger Lise Andersen, Judit Vas and their colleagues at the Norwegian University of Life Sciences in Aas.

The meeting will have three main themes, plus a free-topic session:

1. Social dynamics and communication
2. Positive welfare
3. Automation – Digital tools used for studying behaviour and welfare
4. Free topics

The day after the ISAE meeting - on the 8th of February - there will be a 1-day workshop about welfare indicators in salmon that you can join free of charge.

We have a Facebook page for the Nordic Region where all members can post info about PhD courses, conferences in related fields, workshops and seminars. You can also raise questions for a discussion. Please use it as much as possible for our communication in the Nordic-Baltic area.

Karen Thodberg / Regional Secretary for Nordic

Oceania

Oceania had their regional meeting on the 14th of November, we had just over 20 attendees including those online. Our guest speaker was Dr Ian Colditz, has now shared his presentation online, https://www.researchgate.net/publication/375722535_Is_functional_integrity_an_indicator_of_positive_welfare_Animal_Connections. I am working on sharing the recording of the presentations from the day soon.

We are also currently looking for a co-secretary.

Danila Marini / Regional Secretary for Oceania

Southwest Europe

The South West Europe Region is getting ready for coming activities in 2024. We are delighted to welcome you to the **2nd Regional Meeting!** The meeting will take place at the **University of Porto in Portugal on Friday 12 July**, which is immediately after the [UFAW International Animal Welfare Congress](#) (10-11/7) and at the same venue. We hope that many of you will stay for the full three days to attend the two back-to-back events which will both be very relevant for the ISAE research community. If you want to extend your stay over the weekend, Porto offers a lot of interesting sights and activities. The meeting venue at the [School of Medical and Biomedical Sciences](#) is in the city centre and within walking distance from the [UNESCO World Heritage site](#).

We plan for two plenary talks focusing on issues that are timely and important for ISAE and the region. [João Saraiva](#) from the University of Algarve will speak about fish behaviour and welfare in aquaculture and fisheries, and we hope to confirm a second speaker on behaviour in precision livestock farming. The meeting will be open for abstract submissions for spoken and poster presentations in applied ethology, across species and types of research.

Please check the [website of the South West Europe region](#) where we will soon post more information about the meeting!

During the meeting we would also like to hold “elections” to select new regional secretaries. For that, please all those in the region interested in undertaking that role, just let us know!! We will be circulating information about the elections to all regional members.

Emma Fàbrega and Daniela Alberghina / *Regional Secretaries for Southwest Europe*

UK and Ireland

We have a few communication updates for the UK/Ireland region. First, we would like to welcome Louise Evans to the team, who will be managing our Twitter account. If there is anything you'd like to post or share for the UK/Ireland region, please use the Gmail account: ukireland.isae@gmail.com or tag us on Twitter.

Keelin O'Driscoll and Ellen Williams / *Regional Secretaries for UK and Ireland*

Other News

Animal Welfare Judging and Assessment Contest

The American Veterinary Medical Association (AVMA) held its annual Animal Welfare Judging and Assessment Contest (AWJAC) in November 2023. There were 232 participants across 24 universities. The species assessed included laboratory rats, farmed bison, cage-free laying hens, and tortoises in a zoo.

To see the list of winners, visit the [AWJAC press release](#). To learn more about the Animal Welfare Assessment Contest and for information on upcoming contests, including the Spring virtual contest, visit [AWJAC.org](https://www.awjac.org).

Carly O'Malley / *Secretary of the ISAE (2021-2025)*

AAALAC Update

ISAE continues to support the mission and work of AAALAC International by serving as an AAALAC “Member Organization.” ISAE was recently represented at AAALAC’s annual meeting in September along with 70+ other prestigious scientific, professional and educational groups with an interest in advancing animal well-being in science.

In early 2022, the AAALAC board of directors focused on developing a new five-year strategic plan. Four Goals emerged from the diverse stakeholder input gathered during the planning process. Four Goals emerged from the stakeholders: Excel, Expand, Evolve, and Connect. A large focus of the new strategic plan is on animal welfare. Specifically, the Excel goal focuses on advancing the welfare of animals needed in science and education and was considered the highest priority of the strategies. AAALAC has put together steering committees, made up of member organization delegates (I represent ISAE as a delegate) and council members, that will develop a process for identifying, reviewing, adopting, or removing standards; developing avenues to recognize or certify 3Rs or culture of care programs; and expand approaches to improve animal welfare through housing, enrichment, and training for procedures. I am participating on the 3Rs committee and believe this is a real opportunity to provide expertise from our organization to advance animal welfare standards in AAALAC accredited organizations.

Brianna Gaskill / AAALAC Membership Organization Delegate

Employment and Education Opportunities

Some current [employment and education opportunities](#) related to applied ethology include:

- Postdoc, Canada
- Specialist Outreach, USA (deadline February 1st)
- Assistant Professor, USA (deadline February 1st)
- Assistant Professor, Canada (deadline January 31st)
- Head of research, Tanzania
- Assistant or Associate Professor, USA (deadline January 15th)
- MSc position, USA
- MSc and PhD position, Canada
- PhD position, Northern Ireland
- PhD position, Spain
- MSc position, USA
- PhD/Postdoc position, USA
- PhD position, USA

For details on how to apply and for the most up-to-date information on employment and education opportunities, visit the [ISAE website](http://www.isae.org) and follow us on social media:

- **Facebook:** www.facebook.com/appliedethology
- **Twitter:** [@appliedethology](https://twitter.com/appliedethology)

To advertise a position: send the job title, location, contact email address, application deadline, and a URL and/or a pdf flyer to info@applied-ethology.org. Listings are updated biweekly and will be removed 3 months after the posting date if no closing date is given.

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