



International
Society for
**Applied
Ethology**

Newsletter

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President's Piece

My first *Presidents Piece*! What an honour to take over as President from the extraordinary Birte Nielsen at the [ISAE Congress](#) in Aarhus, Denmark this summer! We had an excellent international Congress in the lively city of Aarhus, with great talks, great networking, great dancing and a great atmosphere in general. I would like to take the opportunity once again to thank Margit Bak Jensen and her team for the excellent organisation and all participants for their contribution to this wonderful meeting. A special occasion this year was the start of the Developing Countries Congress Attendance Fund (DCCAF), funded by the Open Philanthropy Project. This fund allowed us to bring 14 people from developing countries to the Congress – a unique opportunity for the ISAE to help develop applied animal behaviour and welfare science in parts of the world where the field is still in its infancy. It would be great if we could continue this work in years to come.

The [2018 Congress](http://isae2018.com/) (<http://isae2018.com/>) looks equally promising as last year's! We are invited to join Michael Cockram and his team on the beautiful Prince Edward Island, Canada from 30 July until 3 August 2018! The overall theme for the Congress is 'Ethology for Health and Welfare.' The organisers plan to have the excursions during the Congress, providing opportunities to visit Prince Edward Island National Park, to go sea kayaking, or visit Anne of Green Gables. Something to look forward to! Apart from the international Congress, of course also a number of [regional meetings](#) is organised every year. The regional ISAE meetings are of special interest to local MSc and PhD students and sometimes focus on specific topics.

On 8 August 2017, our Annual General Meeting (AGM) was held. The meeting was well attended by 95 people, of which 82 were members. It was good to see so many of our members take an interest in the running of the Society. Much of what was discussed at the AGM can be found in the [officers' reports](#) in this newsletter and in the [previous issue](#). A point of special interest for this AGM were the changes to the Constitution to allow the ISAE to [become a Scottish charitable organisation](#). Birte Nielsen guided us through this challenging process, and we are now almost there. Some further changes were required, which we can hopefully confirm in the 2018 AGM in Canada. Another important point from the AGM was making the position of Development Officer a voting ISAE Council position. We feel this is important because helping certain countries develop their applied animal behaviour and welfare science is becoming an important part of our work. This position was confirmed at the AGM and Rebecca Sommerville was officially voted in as a full Council member. At the AGM, we also voted in Susanne Waiblinger as Junior Vice-President, Marisa Erasmus as Secretary, Emma Baxter as Treasurer, and Irene Camerlink as Junior Editor. Jeremy Marchant-Forde, Jean-Loup Rault, Krista McLennan and Margit Bak Jensen were all leaving Council: thank you so much again for all you have done for the Society!

If, as an ISAE member, you would like to take part in the running of our Society, I would encourage you to consider standing for election for one of the 4 Council positions that will be up for renewal at next year's AGM: **Membership Secretary, Procedural Advisor, Education Officer and Ethics Officer**. You can find out more about these positions by consulting the ISAE [Procedural Guidelines](#).

Apart from the topics described above regarding ISAE development, the Council is actively engaged in starting activities with the new [Country Liaisons](#) and organising activities leading up to (and including) ISAE 2020 in Bangalore, India. The ISAE is also active in the new [EU Platform](#)

[for Animal Welfare](#). Our Senior Vice-President, Birte Nielsen, attended the first 2 meetings and tells you more about them later in this newsletter. Needless to say, the ISAE is very much alive and a very active society! I hope 2018 will be a very good year for the ISAE and for you all and that we will have a great Congress at PEI, Canada. I wish you all the best for 2018 and look forward to meeting you in Canada. Season's greetings!

T. Bas Rodenburg / *President of the ISAE* / Wageningen, December 2017

ISAE Council News

Website and Social Media

After months of planning and anticipation, we were thrilled when the revamped [ISAE website](#) went live in August during the Congress in Aarhus. We presented a brief video introducing the features of the overhauled site during the AGM. Same address, new site: www.applied-ethology.org. Please check it out and explore the new features!

The website overhaul was the culmination of months of work, including:

- discussions within Council about desired site improvements and priorities
- several rounds of feedback from Council on a new logo design, which debuted in June on the cover of the [previous issue](#) of the newsletter and is now found on all of our new communication materials
- input and votes from the membership to select 5 non-equine animals for the new globe image featured on ISAE print materials
- soliciting >300 beautiful animal photos from members to be featured on the site
- extensive communication and feedback to Intergage (our web design and host partner) on the design and features of the site, its preview pages before the go-live, the project's progress, and issues and solutions

Since then, I have used the new brand imagery to create updated letterhead for Council business and have redesigned the leaflets, poster, and PowerPoint slides used to promote membership in the ISAE. This includes help from the regions in translating these promotional materials into multiple languages, and this project is ongoing. With the launch of the upgraded site, we also decided to shift the task of updating each regional page from the Regional Secretaries to the Communications Officer to streamline both the process and the look of the pages among the regions. The regions, along with Development Officer Rebecca Somerville and the new Country Liaisons, have been generating lots of new content for their pages. I am working with them and the new Junior Vice-President, Susanne Waiblinger, to determine what members want from their regional pages and how to best achieve consistency.

In addition to growing the regional content, every week, we continue to post new [employment and educational opportunities](#) and [news or requests](#) from ISAE members online. We are particularly focusing on featuring peer-reviewed scientific [papers](#) published by ISAE members. Highlighting peer-reviewed papers has proven to engage our audience as well as promote animal behaviour and welfare science.

Beginning in January, we will automatically share all papers published by ISAE members in *Applied Animal Behaviour Science*. ISAE member Emma Bruun with Elsevier has kindly been compiling the links for us. If you wish to **opt out** of this automatic sharing of your work, please email isaebusiness@hotmail.com.

We encourage all members to share with us their **open-access papers** or **temporary author links** from other publications (i.e., the URL in your author email from the publisher – not the DOI or ScienceDirect link). For permanent open-access papers, if possible, please include a high-resolution photo *at least* 650 (width) × 400 (height) pixels (larger photos will be cropped to fit; all photos must be in landscape orientation). Otherwise, either a relevant photo submitted by other members, a stock image, or a plain coloured background will be featured with your paper.

We are still working out some minor issues with the new website interface, and we welcome your feedback and ideas (isaebusiness@hotmail.com).

Jennifer Van Os / Communications Officer of the ISAE

During the AGM in August, we leveraged communication tools to introduce some metrics around the ISAE social media activities that were started in the past year. One of our goals was to grow our online community...and from August through the end of November, we doubled our followers on both Twitter and Facebook! We subsequently doubled our reach and the number of clicks on content – an encouraging sign of engagement with our community.

Two factors pop out as highlights that drove increased engagement: use of strategic management and our #ISAE2017 Congress in Aarhus. In August we started using a social media management tool, Hootsuite, which helps spread out content over time and post at times that are more likely to be seen when our audiences are online (and not just when it's posted in Alberta!). During the 2017 Congress, we found a high amount of engagement with our profile during pre-event promotions and lots of mentions during the event...even regional trending for President Bas Rodenburg!

Moving forward, we will continue to focus on growing our online social community through consistent promotion of the Society and associated events. You can contribute through your own social media and by tagging [@appliedethology](https://twitter.com/appliedethology), as well as by working with us to coordinate the sharing of events and especially of your peer-reviewed publications (as discussed by Jennifer at the top of this page).



Follow the ISAE on social media:

- **Facebook:** www.facebook.com/appliedethology
- **Twitter:** [@Appliedethology](https://twitter.com/@Appliedethology)
- **LinkedIn:** www.linkedin.com/groups/8561819

Christy Goldhawk / *Assistant Communications Officer of the ISAE*

Editors' Report

Special Issues

The Special Issue of *Applied Animal Behaviour Science* based on the 2016 Anniversary Congress in Edinburgh, entitled 'Tinbergen's 5 Questions,' will contain 8 papers. These will relate to Tinbergen's original 4 questions about causation, function, development, and evolution of behaviour, as well as an added fifth question on animals' subjective experiences. Three manuscripts have been accepted and the remaining 5 are in varying stages of revision.

The special issue based on the 2017 Congress in Aarhus, Denmark, will be themed 'Understanding Animal Behaviour.' The issue is progressing very nicely with 15 authors who have confirmed their contribution, and 4 of the manuscripts have already been submitted and are currently under review. This Special Issue will contain several review papers by the plenary speakers as well as a selection of research papers that were presented by students and postdocs at the Congress.

We would like to take this opportunity to remind all authors who have confirmed their willingness to contribute to the Special Issue to submit their manuscripts as soon as possible. To those who have received an invitation to review a manuscript, please consider the request and provide a response, whether positive or negative, in a timely manner. Thank you!

Help with English Scheme

The ISAE has an English grammar and language editing service available to help members prepare manuscripts for publication in *Applied Animal Behaviour Science*. Since the 2017 Congress, we have received several requests for this service to improve manuscripts prior to publication.

ISAE members should send requests for manuscript-editing assistance to the ISAE Junior Editor, Dr. Irene Camerlink (irene.camerlink@sruc.ac.uk). Please include the manuscript title, contact information, keywords, and a copy of the abstract. You will be connected with an ISAE member who has volunteered to help you with the English of your paper. This volunteer should be acknowledged in your paper but will not expect to be included as an author. If you are an ISAE member interested in serving as a volunteer for this program, please contact Irene Camerlink for more information.

Janice Siegford / *Senior Editor of the ISAE*

Irene Camerlink / *Junior Editor of the ISAE*

Education

The Education Officer developed a framework for ISAE members to offer teaching exercises to members of the public that could be used in the classroom. Following a less-than-ideal submission rate, we are reissuing the call for submissions and broadening the scope to include all levels of students, including exercises geared to university students. [More information, as well as the submission portal, can be accessed on the ISAE website.](#)

Michael Toscano / *Education Officer of the ISAE*

Student Representatives

Student Members: Cast Your Votes

Your current ISAE Student Representatives are Maria Vilain Rørvang and Megan LaFollette. Maria's term is now ending, and the Council would like to express gratitude for her dedicated service to the Society. Four candidates have expressed interest in becoming the new ISAE Student Representative. Student members: please remember to cast your votes using the emailed link by **20 December 2017**. The new representative will be announced in January.

A Message from Your Departing Representative

It has been a great honour to serve as Student Representative for the Society. The launch of our 'students meet faculty' events represented an idea that eventually succeeded after long discussions, meetings, and tons of planning. It has been a great pleasure to see it take off and to experience the nice 'ISAE atmosphere' around it. I want to thank everyone who has contributed to the success of our events and a special thanks to Sarah Hintze and Birte L. Nielsen for making this happen.

Also, I would like to thank my fellow Student Representative, Megan LaFollette, for taking on the task of continuing our events. No doubt that future student members of the ISAE will benefit from your ideas!

I has been a great pleasure to work with all of you. See you in Canada in 2018!

Maria Vilain Rørvang / *Student Representative of the ISAE*

Development

The Development Officer position, currently held by Rebecca Sommerville, was made a permanent, voting Council position at the AGM. In addition to other activities this year, Rebecca has helped coordinate the new [Country Liaison positions](#) and organised a [Global Development Lunch](#) held at the Congress in Aarhus, both discussed in further detail later in this issue.

Treasurer's Report

Emma Baxter took over from Krista McLennan as ISAE Treasurer in September 2017. There continues to be a period of transition as the hand-over takes place and various permissions are confirmed by HSBC Bank and Global Payments.

This year, the accounts are presented from 31 December 2016 to 8 November 2017. The major revenue came from Membership subscriptions. The 2 largest outgoing expenses were to Intergage for membership services and continued support of the ISAE website, as well as the special project to conduct a major website overhaul, and to Wageningen Press in relation to annual costs for Congress abstract proceedings. Council member costs include reimbursement for travel to the AAALAC Membership Organisation Board meeting in September and for communication-related activities (SurveyMonkey upgrade fee, font purchase for re-branding). There was also travel reimbursement to represent ISAE on the EU Platform for Animal Welfare, which was subsequently recompensed by the EU Commission (appears within Payment returns).

ISAE Accounts for the Period of 31 December 2016 to 8 November 2017

Statement of Revenue and Expenses (in GBP, £)

Revenue

AAALAC returns	0
Congress Profit	0
Ethology Book Sponsorship	0
Membership Subscriptions	19,278.45
Net Interest	11.79
Payment Returns	292.84
Returns from Regions	0
Scholarship Funds from Sponsors	0
Transfers In	15,000.00
Total Revenue	34,583.08

Expenses

AAALAC	0
Bank Charges	1,330.85
Conference Attendance Award	0
Conference Attendance Fund	4,572.34
Council Member Costs	861.23
Elsevier AABS	3,382.07
Ethology Book Paid	0
Membership Services - Intergage	13,624.78
Regional Payments	0
SAGEPay	300.00
Scholarship Funds Awarded	0
Subscription Returns	0
Transfers Out	15,000.00
Wageningen Press	9,455.24

Total Expenses	48,526.51
Excess of Revenue Over Expenses	-13,943.43
Beginning Fund Balances	50,522.47
Ending Fund Balances	36,579.04

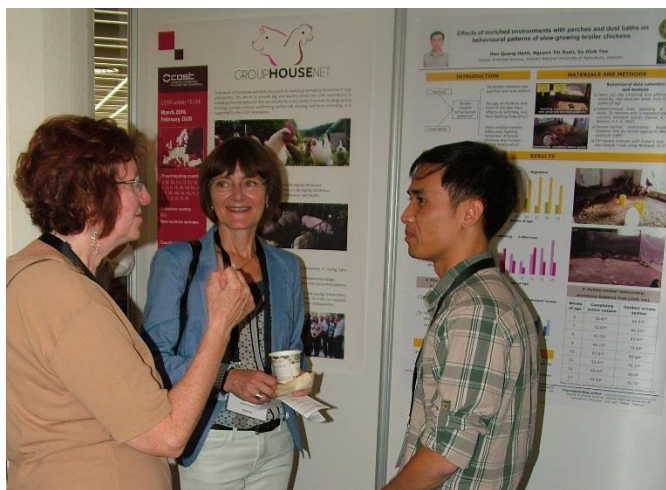
Emma Baxter / *Treasurer of the ISAE*

ISAE Congress News

51st Congress, Aarhus, Denmark, 2017

The 51st International Congress of the ISAE took place 7 to 10 August 2017 in Aarhus, Denmark. The theme of the Congress was 'Understanding Animal Behaviour,' and 300 participants from no fewer than 41 different countries took part.

In the wonderful setting of the Music Hall, we were treated to 85 talks and 105 posters on subjects as diverse as the senses and perceptions of animals, maternal and neonatal behaviour, animal stress responses, and the application of ethology in the keeping of animals. The Wood-Gush memorial lecture was this year given by Peter Teglberg Madsen, a local marine biologist, who presented the fascinating world of echolocation in marine mammals to an enrapt audience.



The conference dinner took place in the historic Turbine Hall in Aarhus. The rustic venue dates back to 1900 and was full of atmosphere and character. Everyone was treated to a fully vegetarian menu, and a local band from Aarhus provided the required dance tunes. When it comes to dancing, the participants did the ISAE proud in terms of stamina, innovation, and general inclusiveness. As usual no partner is required, but you just join and mingle (or – at times – mangle)!

A warm thank you to the Danish organisers for a truly successful Congress, both in terms of the science presented as well as the opportunity to meet up with new and old friends.

Birte L. Nielsen / *Senior Vice-President of the ISAE*

2017 ISAE Award Winners

Honorary Fellow. Dr. Alistair Lawrence was elected as Fellow of the ISAE and was granted lifetime membership to the Society. Dr. Lawrence has been a long-standing member of the ISAE and served as Secretary from 1986 to 1991 and as Chair of the Wood-Gush Memorial Lecture Committee for many years. He has been actively involved in research and education in applied animal behaviour and animal welfare for more than 30 years, since completing his PhD under



David Wood-Gush in 1984. He was instrumental in setting up the University of Edinburgh's MSc in Applied Animal Behaviour and Welfare in 1991 and still teaches on this Course to this day – the longest-serving member of the teaching committee! He led the Animal Behaviour and Welfare research group at Scottish Agricultural College (and then Scotland's Rural College) for 25 years, before stepping down to focus on research. During this time, Dr. Lawrence has supported, encouraged, and mentored very many young animal behaviour scientists, some of whom are now themselves active in the ISAE and in other prestigious organisations and institutions around the world. More information about [Dr. Lawrence's work](#) can be viewed online.

Creativity Award. This year, the recipient of the Creativity Award was **Dr. Françoise Wemelsfelder**, who clearly meets the criterion of 'a candidate who, displaying exceptional creativity, has contributed a method that has had a significant impact on the field of applied ethology.' Dr. Wemelsfelder developed the method of Qualitative Behaviour Assessment (QBA), a method that allows a 'whole-animal' methodology and integrates information from multiple behavioural signals and body language to interpret an animal's emotional expression. The method has been very important in the development of practical welfare assessment protocols, such as the Welfare Quality protocols, and has also facilitated communication with other stakeholders about animal welfare. The QBA method is not uncontroversial, but we believe this discussion about how we can assess animal welfare and how we can include subjective feelings has helped advance the field. Dr. Wemelsfelder's [biography](#) can be viewed online.

New Investigator Award. The recipient of the 2017 New Investigator Award was **Dr. Irene Camerlink**. Her award proposer characterised her as *the* model postdoc. Dr. Camerlink is currently applying game theory to understand the resolution of conflicts between unfamiliar pigs. Both her PhD and her postdoc have been in truly multidisciplinary fields and she embraces new and original approaches, showing great creativity. Dr. Camerlink is involved in student supervision and in international collaborations. She is also very successful in presenting and publishing her work (often open access). She obtained her PhD from Wageningen University and is currently a postdoc at Scotland's Rural College in Edinburgh. Her [biography](#) can be viewed online.



Fiona Lang / Assistant Secretary of the ISAE

Global Development Lunch

As part of our efforts to make the ISAE a truly global society, we organised a Global Development Lunch for attendees from Africa, Asia, Latin America, the Middle East, and Eastern Europe at the international Congress in Denmark. Many were recipients of the first Developing Countries Congress Attendance Fund (DCCAF), as well as both new and continuing members of ISAE from around the world.



After lunch and networking, we asked participants to share their views on the following questions:

Why is the ISAE not well represented in your country or region? Answers included a lack of awareness of ethology and animal welfare, little funding, few individuals working in the field, and other issues such as productivity or human welfare taking priority.

What support would be useful from the ISAE? Answers included easier open access to journals, capacity for building training in animal behaviour or welfare, building partnerships between universities, providing grant or travel attendance funding, sharing information from a wider range of countries at ISAE events, and supporting better links among countries within regions.

What are your ideas for promoting ISAE in your country? Answers included:

Africa:

- Ethiopia – making links through the veterinary association and education forum
- Ivory Coast – diffusing information through the OIE focal points
- Nigeria – providing resources or videos to help train farmers on better husbandry practices and transport systems. Information shared by email could be passed on to academics and private farm veterinarians.

Asia:

- China - Hold ISAE events in the country. Support establishment of animal welfare organisations.
- Japan - ISAE is already promoted and very active. Encourage more regional activity with other Asian countries.
- Malaysia - Organise or attend local seminars to promote both animal welfare and the ISAE. Propose members to get involved with local research.
- Philippines - inform the government, particularly the animal industry government agency, which is the implementer of animal welfare, as well as veterinary and animal science associations
- Nepal - ISAE could introduce a student chapter in a Nepalese university; 2 universities are working in animal science, but there is less focus on animal behaviour and welfare
- Vietnam - Invite representative researchers as members of ISAE. Provide support for conference or meeting attendance.

Central and South America:

- Brazil - Make partnerships with animal welfare research groups. Prepare teaching materials in Portuguese.
- El Salvador - Liaise with the national university and others in Central America so ISAE members could get involved in MSc projects there. Characterise production systems to identify the main welfare problems and try to find sustainable solutions.

We hope to use this learning to continue to promote ISAE more widely in new areas, and we ask members to consider how they could support these ideas through their work and networks.

Rebecca Sommerville / *Development Officer of the ISAE*

Eating with Ethologists

During ISAE International Congress 2017 in Aarhus, Denmark, the Eating with Ethologists event was an overall success and included 80 of the total 301 registered Congress attendees. The event was organised by Student Representatives Maria Vilain Rørvang and Megan LaFollette to pair students and faculty with similar interests. Following the event, we sent out a survey to all registered attendees at ISAE 2017. The data from this survey are very interesting, and we have included a brief summary below.

Overall, people who attended were very satisfied with the event! We received 108 responses, of whom 52% attended the event (35 students and 21 non-students) and 48% did not (15 students and 37 non-students). Those attending thought the event location was clearly marked (96%) and were satisfied with the event overall (95%). Of those not attending, their reasons were: not seeing the invitation at all or too late (27%), being too busy (25%), or thinking that the event was exclusively for students (11%).



We received many positive comments and suggestions to help improve the event. Attendees thought the event was enjoyable, beneficial, and organised, appreciated its relatively informal nature, and appreciated the 2:1 ratio of students to professors. Three key suggestions were to confirm signups and pairings earlier, increase event promotion (make it a question during registration, make an oral announcement during the opening reception, highlight it in the newsletter, include a flyer in the registration bag), and increase clarity around the event (change the name/information to make clear that it matches students and professors, more specific designation of professor interests, provide professor interests during onsite signups). Additionally, attendees suggested more iterations of the events at a variety of times and having multiple servings through the event or lunch served at the table.

Maria Vilain Rørvang and Megan LaFollette / *Student Representatives of the ISAE*

Future Congresses

52nd Congress – Prince Edward Island, Canada, 30 July to 3 August 2018



The 52nd International Congress of the ISAE will take place from **30 July to 3 August 2018** in Charlottetown, Prince Edward Island, Canada. The theme of the Congress is 'Ethology for Health and Welfare' and the abstract submission is now open. The deadline for submitting an abstract for this congress is **18 February 2018**. Visit www.isae2018.com for more information about the congress and the venue.

2019 and beyond

It is always a good idea to make a note of the upcoming ISAE Congresses in your diary. In 2019, it will take place in Bergen, Norway from **5 to 9 August 2019** (www.isae2019.com). The **2020** Congress will be in Bangalore, India, and the dates for this Congress will be determined soon.

It is no secret that taking on the organisation of a Congress is no small job. However, it can be great fun, and for some past organisers it has functioned more as a team-building exercise, strengthening the collaborations within the research group in charge. Also, with the increasing size of the Society, it is often not possible to organise and run a Congress without the assistance of a professional conference organiser and other paid assistance; indeed, most of the recent organisers have used this option. We are currently looking for bids to host the ISAE Congresses in **2021** and **2022**. As we strive to alternate between European and non-European venues, we would like to invite bids from potential European hosts for the 2021 Congress and from hosts outside Europe for the 2022 Congress. We are, of course, also open for suggestions for venues even further into the future. Please do not hesitate to contact me, even if you are only 25% drawn in and 75% in doubt – we are interested only in helping you decide. No pressure. Honest.

Birte L. Nielsen / *Senior Vice-President of the ISAE*

Congress Attendance Fund

I would like to remind you all of the existence of the Congress Attendance Fund (CAF). The CAF is set up to support the attendance of ISAE members at the annual Congress. The fund will be no less than £2 000, which will be allocated to needy ISAE members to contribute toward the Congress registration fee or accommodation (but not usually travel).

To be eligible, the applicant must be a member of the ISAE before submitting their application. The applicant must have submitted an abstract, and money 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 quality of the abstract. Researchers and students from developing 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 5-year period – if you have received funding in the last 5 years, please do not apply.

The application must contain all of the following information:

1. Name of applicant
2. Postal and email address (or fax number)
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 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 **5 March 2018** and should be sent to Birte L Nielsen (birte.nielsen@inra.fr). Successful applicants will be notified immediately following acceptance of Congress abstracts. For more information, see the [Procedural Guidelines](#) on the ISAE website.

Birte L. Nielsen / *Senior Vice-President of the ISAE*

ISAE Regional News and Development

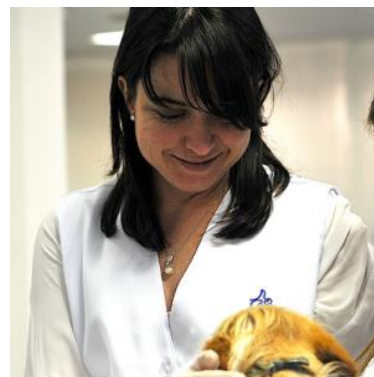
Introducing our Country Liaisons

Following advertising earlier this year, we are delighted to introduce our 3 new Country Liaisons. The position is held for 2 years by a focal-point member in a country where ISAE is under-represented and has potential to develop. They work alongside – but are based in different countries from – the Regional Secretaries to help increase ISAE coverage across more countries. Below, our liaisons introduce themselves and what they are working on or planning for next year to promote the ISAE in their country.

Rebecca Sommerville / *Development Officer of the ISAE*

Brazil

Andreia De Paula Vieira (apvieirabr@gmail.com) is the Technical Manager for [Centro de Pesquisa da Universidade Positivo \(CPUP\)](#) and Professor of Animal Welfare and One Health in the Faculty of Veterinary Medicine, Universidade Positivo (UP). CPUP, a multidisciplinary research center, and the Veterinary School are located in Curitiba, Brazil. Andreia is a veterinarian who also received her PhD in animal science from the University of British Columbia (UBC, Vancouver, Canada). While at UBC, she studied the effects of early social interactions on calf responses to novel events. Andreia received her MSc from Universidade Estadual de Londrina (Brazil), where she investigated hunger indicators in dairy calves.



Between 2012-2015, Andreia served as project coordinator for the Animal Welfare Indicators Project (AWIN - WP4), where she led the development of the information architecture for the Animal Welfare Hub and a team of IT developers and designers in Brazil. The Hub integrates current information from animal welfare science (e.g., by using learning objects both derived from the AWIN project and elsewhere), recent literature in animal welfare education and topical societal debates into interactive knowledge environments.

As Country Liaison for Brazil, Andreia is promoting external connections with the ISAE, as well as supporting the Regional Secretaries in organising the next Latin America regional meeting through the involvement of Brazilian members.

India

Dr. Vijay Pal Singh (vp.singh@igib.res.in) works as Veterinarian (Senior Technical Office-III) in the CSIR-Institute of Genomics and Integrative Biology and as Assistant Professor in the Academy of Scientific and Innovative Research (AcSIR). He is a Graduate in Veterinary Medicine, Postgraduate in Dairy Husbandry and Milk Processing, and has a Doctorate in Biotechnology. He is a specialist in Lab Animal Science and Animal Welfare trained at Utrecht University, The Netherlands and Cambridge University, UK, and an Ad-hoc Specialist, International Association for Assessment & Accreditation of Laboratory Animal Care (AAALAC). He was involved as an Ambassador, Systematic Review Centre for Laboratory Animal Experimentation (SYRCLE), Radboud University, The Netherlands, and studied Animal Welfare Ethics and Law from Cambridge University, UK.



As Country Liaison for India, Vijay is promoting the ISAE, especially around Delhi, and is supporting other ISAE members in India to plan national-level activities to raise awareness of the ISAE ahead of the 2020 congress in Bangalore. Lately, he became interested in animal welfare and behaviour and organised multiple courses, conferences, and seminars. This year, they ran an international conference on 3Rs and laboratory animal science in Delhi. The conference was a huge success with 300 participants from 5 continents, and 100 people participated in the pre-conference workshop. India is on the cusp of revolution, and animal welfare is very central to people's day-to-day life. Vijay wishes to bring an ISAE national meeting to Delhi next year to set the scientific standard on animal welfare and behaviour.



Serbia

Mirjana Đukić Stojčić (mirjana.djukicstojcic@stocarstvo.edu.rs) studied animal production at University of Novi Sad, Faculty of Agriculture, and graduated in 2000. In 2003, she finished Masters studies at Weihenstephan University in Germany (DAAD scholarship). From 2003 to 2006, she obtained PhD at Hohenheim University in Germany on the DFG Project 'The effect of locomotor activity and weight load on bone health in fast and slow growing chickens.' From 2008, she has been employed at the Faculty of Agriculture in Novi Sad, Department of Animal Science, as Associate Professor for Farm Animal Ethology, Nonconventional Animal Production, and Poultry Science. Her research focuses are on poultry behaviour, domestic animal behaviour, poultry welfare, and meat and egg quality. She continues to carry out studies related to broiler behaviour and their activity as well as the impact of broiler activity on foot pad dermatitis.

Serbia is already in the process of regulating and adapting its welfare practices in accordance with EU standards. For example, in Serbia, change from the conventional cage system to the alternative systems is still in process, although it is certain that it will be the responsibility of producers by 2020. Current research by Mirjana and her team is related to investigating the effects of perch arrangements in furnished cages on KBD (COST Action: 'Identifying causes and solutions of keel bone damage in laying hens'). Through this action, she will try to promote applied ethology to students, producers, and consumers, and explain why it is important to know and recognize the natural behaviour of domestic animals. It also enables her to continue to resolve the problem of keel bone damage that improves animal welfare and farm productivity.

As Country Liaison for Serbia, Mirjana plans in 2018 to actively promote applied ethology in ex-Yugoslavian countries with the aim of increasing the number of ISAE members in the region. She would also like to become a member of the animal welfare group for the Ministry of Agriculture and Environment in Serbia, and promote applied ethology



through cooperation and assistance by the ISAE, because the group hasn't been promoting applied ethology to producers and the public in Serbia so far.

Regional Updates

Dr. [Susanne Waiblinger](#) has taken over as Junior Vice-President of the ISAE. She is working with the Regional Secretaries and the Communications Officer to streamline the [regional websites](#).

Australasia-Africa

We held our regional meeting in Brisbane on 11 November 2017 and would like to thank our hosts, the University of Queensland and Professor Clive Phillips. We had a great turnout with 40 attendees, including participants from Turkey and Egypt, and 17 oral presentations were given.

Dr. Eric Vanman provided us with a fascinating keynote entitled 'Why We Cry,' and this was followed by a lengthy question and answer session focused particularly on how animals express emotions. Emily Grant was our student scholarship recipient and provided an update on her PhD work using QBA to assess sheep behaviour in relation to intestinal parasite burden. The remainder of the meeting covered a broad range of species and topics from climbing behaviour in dairy goats through to regurgitation and reingestion behaviour in orangutans and alpaca guarding behaviours.

If you are interested in the program and abstracts please follow the link on the [Australasia Africa home page](#).



Australasia-Africa regional meeting attendees enjoying the social aspects of the meeting

As always, we are interested in any regional news, opportunities, ISAE member movements, great photos, or new research by ISAE members. Please drop a line to Amanda (amandakdoughty@gmail.com) or Kris (kdescovich@unitec.ac.nz). Looking forward to hearing from you!

Kris Descovich and Amanda Doughty / Regional Secretaries for Australasia-Africa

Benelux

We had a great ISAE Benelux conference on 12 October at the cheese farm De Ruurhoeve in Hoogeloon, The Netherlands. The sun was shining and the air temperature perfectly comfortable. We experienced a close-to-perfect day, with amazing organisation from farm owners Erica and Corné and the caterer. The food was simple, local and delicious. The tour of the farm was very interesting, and luckily the cows were still enjoying some outside time. These dairy cows have the rare choice between being inside or out, except in the winter, and with or without their calf.

Some of the highlights include: flipping crayfish, disagreeing lambs, the keynote speaker's car breaking down on the highway, an extremely slowed-down video of a drinking hen, pigs and their love for M&Ms, a working mic by session 2, strange sounds coming out of Lisanne's laptop, 2 posters, 16 oral presentations, 49 attendees, and finally, great talks by ISAE President Bas Rodenburg.

Sanne Roelofs received the award for best presentation, entitled: 'Validating judgement bias as an independent measure of emotion in pigs.' One of the jury's compliments was that she was able to make Bayesian statistics exciting! We warmly thank Linsey van de Reep (Utrecht University) and Elise Gieling (Aeres) for assessing all the student presentations and deciding on the winner. We also warmly thank our chairpersons: Adinda Sannen (Odisee), Eddie Bokkers (Wageningen University), Hetty Boleij (Utrecht University), and Lenny van Erp (HAS University of Applied Science). We thank all the presenters, who did a great job. Finally, we thank all the attendees for exciting discussions.

For 2018, 2 more activities are planned. First we are organising a 'walk & talk' for MSc and PhD students in our region. This is a 2-day event planned for spring 2018, with presentations and discussions in the morning and walks in the afternoon.

Second, we are organising a PhD course with a seminar integrated. This is planned for autumn 2018. We will get back to you regarding the topic and content.

Lisanne Stadig and Laura Webb / *Regional Secretaries for Benelux*

Canada

Canadian regional membership is slowly increasing, with 69 members at the time of writing. Since May 2017, there have been 9 new members. Of these, 67% are students, and 33% are working professionals (veterinarians or university professors).

A current major focus for the Canadian region is that we are excited to host the 2018 Congress in Canada. After a gap of 22 years, this will only be the second time that the International Congress will be held in Canada. Preparations are going well, and we look forward to welcoming you all to Prince Edward Island. In addition to the exciting conference we are planning, you will be able to experience local culture, great countryside and coastline, a small historic city, and wonderful local sea food and vegetables. The weather will be sunny and warm! We have several memorable excursion options that include a visit to a Canadian dairy farm, sea kayaking, and of course Anne of Green Gables. We are currently lining up a stimulating list of speakers. The main theme of the conference is 'Ethology for Health and Welfare.' Specific sessions are planned on putting ethology into practice, applied ethology and wildlife management, veterinary aspects of ethology and welfare, and play behaviour. Abstracts will be welcome on any topic related to applied ethology and can be submitted via www.isae2018.com from now until **18 February 2018**.

Yolande Seddon / *Regional Secretary for Canada*

East Asia

We are now planning a joint meeting with the Australasia-Africa region for next year.

Shigeru Ninomiya / *Regional Secretary for East Asia*

East Central Europe

We are planning a joint regional meeting of the East and West Central Europe regions for **June 2018** in Poland.

Radka Šárová / *Regional Secretary for East Central Europe*

Latin America

As part of our commitment to promote the Latin America region, we invite all ISAE members to visit and share the updates on [our site](#). We thank the ISAE members in the region who have sent their profile and information on their research interests, and we invite our members who have not yet sent their information to do so, as this is a great way to disseminate your work and to engage with other colleagues in the region.

We would like to take this opportunity to thank some of our members and colleagues who helped with translations: Dr. Maria Camila Ceballos, Dr. Maria Jose Hötzel, and Clarissa Cardoso.

Giuliana Miguel and Tamara Tadich / *Regional Secretaries for Latin America*

Mediterranean

There was no regional meeting in 2017. Possibilities for a regional meeting with a training day for PhD and early postdoc fellows in Portugal at the end of 2018 are being discussed by Emma Fàbrega and local organisers. Emma Fàbrega still searches for a person to share the Regional Secretary duties with her or to replace her.

Emma Fàbrega / *Regional Secretary for Mediterranean*

Nordic

Nordic ISAE Meeting 2018 in Finland. Every second year, during the coldest season, the ISAE members from the Nordic region gather for the Nordic ISAE meeting. The next meeting will be in Helsinki from **17 to 18 January 2018**. The meeting will, of course, include dinner and sauna. The meeting will be held in the Finlandia Park Hotel, which is within 20 minute driving distance from the airport. The venue is also easy to reach with the public transport.

Meeting fees include accommodation, meals (2 lunches, dinner, 2 coffee/tea), and sauna. Students and ISAE members get to join at a reduced price. Please [register](#) by **15 December 2017**.

Animal Pain PhD course 2018 in Denmark. From **5 to 9 March 2018**, Aarhus University and University of Copenhagen offers a residential PhD course on Animal Pain organised by Mette S.

Herskin and Björn Forkman, aiming to give PhD students an overview of the concept of animal pain from a biological perspective. The course will be held near Copenhagen, Denmark.

The course is based on presentations and lectures by internationally recognized pain researchers and practitioners, combined with participants presenting relevant parts of their PhD projects. The course involves a combination of group work (discussions of classic aspects of pain biology and its interpretation) and plenary discussions. The invited speakers are:

- Professor Craig B. Johnson, Massey University, New Zealand: 'What is pain and who feels it – from fetus to the end of life?'
- Professor Robert Elwood, Queens University Belfast, United Kingdom: 'Comparative aspects of animal pain – how can we detect it?'
- Associate Professor Klas Abelson, University of Copenhagen, Denmark: 'The use of animal models to develop pain-relieving drugs'

PhD students have first priority, but non-students are also welcome. See course details and information about registration at: <http://projects.au.dk/animal-pain/>

Animal Assisted Interventions PhD course 2018 in Sweden. From **19 to 23 March 2018**, Swedish University of Agricultural Sciences (SLU) offers a PhD course on Animal Assisted Interventions, also called the Crane Seminar. It is organised by Lena Lidfors and Margareta Håkanson. The aim is to give an overview of the different aspects of using therapy animals to increase human health and welfare. The course will be held at the SLU campus in Skara, 90 min Northeast of Gothenburg.

The course includes 4 longer lectures (3 h), shorter presentations from course participants, practical exercises with horses and dogs, group discussions, and the traditional Crane excursion. The invited speakers are Aubrey Fine, Marie-Jose Enders-Slegers, Jean-Loup Rault, and Ng Zenithson.

The website for the PhD course is presently being built at:
<https://www.slu.se/en/departments/animal-environment-health/>

Lena Lidfors / *Regional Secretary for Nordic*

UK and Ireland

The next UK and Ireland [Regional Meeting](#) will be held at Langford Campus, University of Bristol on **7 February 2018**. We have adopted a format that will allow the maximum number of speakers to have an opportunity to present, and we particularly encourage those who are presenting for the first time to submit their work. For more information, and for further inquiries, contact Amy Quinn (amy.quinn@teagasc.ie) or Simon Turner (Simon.Turner@sruc.ac.uk).

Amy Quinn and Simon Turner / *Regional Secretaries for UK and Ireland*

USA

This year's Animal Welfare Judging and Assessment Contest (AWJAC) was held at Iowa State University in Ames, Iowa. Dr. Jeremy Marchant-Forde, ISAE Representative on the AWJAC Advisory Board, gives a [recap of the event](#) later in this newsletter.

Peter Krawczel / Regional Secretary for USA

West Central Europe

The 49th International Congress on Applied Ethology, organised by the German Veterinary Society, took place from 23 to 25 November 2017, in Freiburg im Breisgau, Germany. This traditional annual congress also serves as a meeting place for ISAE members of the region and serves to hold the annual general meeting of the West Central Europe region. For several years, the regional ISAE has introduced a time slot during which PhD students are given the opportunity to give short presentations on their projects, introducing the topic and methodology. This short format informs scientists of planned and ongoing research projects in their fields and allows students to present and discuss their projects early on.

A joint regional meeting of the East and West Central Europe regions is planned for **June 2018** in **Poland**.

Antonia Patt / Regional Secretary for West Central Europe

Other News

Update on Application for Charity Status

As you all know by now, the ISAE has for some time been applying for charitable status to become a Scottish Charitable Incorporated Organisation (SCIO). To this end, we made extensive changes to our [Constitution](#) at the AGM in Denmark on 8 August 2017. Unfortunately, a new rule had recently come into force, according to which we also needed to include a specific 'non-profit distribution clause' in our constitution:

'The Society has power to do anything which is calculated to further its purposes or is conducive or incidental to doing so.

No part of the income or property of the ISAE may be paid or transferred (directly or indirectly) to the members – either in the course of the Society's existence or on dissolution – except where this is done in direct furtherance of the charitable purposes of the ISAE.'

In plain English, this means we can spend our money on anything we want, provided it in some way furthers the aims of the ISAE listed in our Constitution. If money is paid to any of our members (e.g., travel cost refunds), this can be done only for costs incurred in connection with our charitable purposes, which are the advancement of science, education, and animal welfare.

The ISAE Council could see no problems or constraints in this clause, and I thus sent out an email to all ISAE members on 1 November 2017, suggesting that we insert the missing clause in a draft revision of the Constitution, to be sent to the Scottish Charity Regulator (OSCR) for approval to avoid delaying the application process unnecessarily. No members protested this procedure, and our application was re-submitted together with the draft version of the Constitution.

I am very pleased to announce the ISAE has been awarded SCIO status as of 5 December 2017.

Council will therefore formally propose to the ISAE membership before the next AGM in August 2018 that the clause above should be formally included in the Constitution, following the usual procedure for Constitutional changes outlined within it. If the change is not approved by two thirds of the members present at the AGM in August 2018, we withdraw our status as an SCIO.

Birte L. Nielsen / *Senior Vice-President of the ISAE*

EU Platform for Animal Welfare

The European Union (EU) has established a Platform for Animal Welfare, of which the ISAE is a member. The official representative is our President, Bas Rodenburg, with the Senior Vice-President, Birte L. Nielsen, as the substitute. The platform meets twice a year in June and November, and Birte has attended the initial 2 meetings, held on 6 June and 10 November in Brussels, Belgium. Attendance at these meetings is covered by the EU, so our participation is at no cost to the Society. The platform has representatives from all EU member states, and from international animal-related organisations, such as the FAO, OIE, and EFSA, as well as 40 representatives consisting of independent experts, civil societies, and business or professional organisations. The ISAE belongs to the latter category.

The purpose of the EU platform is threefold: 1) to promote a better implementation of EU legislation, 2) to encourage voluntary and verifiable commitments (such as labelling schemes), and 3) to promote the EU standards globally.

Three working groups will be established, each with 20 members. The first will discuss issues related to live transport of animals, and the ISAE has submitted a request to be included in this subgroup. The second subgroup will be established at the next meeting in June and will deal with pig welfare, and the third subgroup will discuss issues related to stunning in connection with slaughter and with emphasis on poultry. Other spontaneous subgroups may be established at the initiative of some of the member states, and subgroups on subjects such as horse welfare and illegal trade in cats and dogs are likely to be created.

The next meeting of the platform is scheduled for 21 June 2018.

T. Bas Rodenburg / *President of the ISAE*

Birte L. Nielsen / *Senior Vice-President of the ISAE*

Call for Expertise

After meeting at the international Congress in Denmark and whilst visiting for work, I met again with a DCCAF recipient, Darsema Guilima, who works in Addis Ababa, Ethiopia for the General Veterinary Association and previously the Ministry of Agriculture. We discussed the animal welfare regulation being developed there for all species, linking to human health, with which Darsema is involved. The legislation is currently in draft with ministers. In 2018, the implementation will include national and regional workshops to raise awareness of the new law and the animal welfare issues concerned and Continuing Professional Development for the professionals concerned.



We are seeking expertise to support animal welfare legislation in Ethiopia.

ISAE members are invited to offer support. We seek those with expertise and experience in:

- concepts of animal welfare
- welfare and behaviour of farm animals
- developing or implementing legislation (farm animals, stray dogs, companion animals)
- running education programmes for government, industry, or veterinary professionals

Support would be in the form of a 2-3 day familiarisation workshop in Ethiopia in 2018 and/or through Continuing Professional Development Programmes. Please contact Darsema Gulima (darsema.huluka@gmail.com) if you would like to get involved.

Rebecca Sommerville / Development Officer of the ISAE

Animal Welfare Judging and Assessment Contest

The 17th Annual [Animal Welfare Judging and Assessment Contest](#) was held on 18 and 19 November 2017, at Iowa State University in Ames, Iowa, USA, organised by ISAE members Dr. Anna Johnson and Dr. Suzanne Millman. More than 140 students took part, divided into Undergraduate, Graduate, and Veterinary student divisions. The competition, supported by the American Veterinary Medical Association (AVMA), teaches students to assess the welfare of animals in a variety of settings using science-based methods and reasoning. After weighing the evidence, participants present their evaluations. High scorers win prizes in individual, team, or overall categories. This year, the welfare scenarios were: 1) meat rabbits, 2) farmed fish, 3) racing greyhounds, and 4) finishing pigs, with the finishing-pig scenario comprising the live assessment.

The competition spans 2 days. On the first day, students evaluate a live scenario and present their findings to a panel of judges. This portion of the contest may be competed as a team or as an individual. On the second day, each student independently evaluates 3 virtual scenarios and receives scores based on their evaluations as well as their defense of their findings. For those participating as part of a team, the top 3 individual scores are combined with the live-assessment exercise score to determine the overall team score. Along with demonstrating the welfare needs

of a range of species, the competition gives students the opportunity to develop their critical-thinking and oral-presentation skills. Enhanced knowledge of animal welfare, a strong analytical mindset, and well-honed communication skills are valuable takeaways that serve AWJAC participants throughout their education and careers.

The scenarios were drawn up by Janice Siegford, and judges included ISAE members Stephanie Torrey, Patricia Turner, James Serpell, Becca Franks, Nicolas Devillers, and Jennifer Walker. Teams from Michigan State University and Purdue University won the Veterinary and Graduate Student divisions, with a team from the University of Guelph winning the Undergraduate division. Claire Hovenga, Megan LaFollette, and Heather Pechtl won the individual honors. Congratulations to all participants and many thanks to the AVMA and Merck for their continued support of the contest, together with travel funding from SAVMA and PAACO.

For information on next year's contest, feel free to contact me (Jeremy.marchant-forde@ars.usda.gov) or the Dr. Sharon Kuca with the AVMA (SKuca@avma.org).

Jeremy Marchant-Forde / ISAE Representative on the AWJAC Advisory Board

Remembering Dr. Christopher Sherwin (1962 – 2017)

It is with the deepest sadness that we report the death of Dr. Chris Sherwin on 18 July 2017. Chris was for many years a very active member of the applied ethology community, carrying out influential studies on the behaviour and welfare of laboratory mice and the effects of lighting on turkey welfare. As many will remember, he also contributed greatly to the 2 main academic societies in his field, serving as a member and then Secretary of the Association for the Study of Animal Behaviour's Ethical Committee, setting up and chairing the Animal Ethics Committee of the ISAE, lead authoring the ISAE ethical guidelines, and lead organising the 40th International Congress of the ISAE in Bristol in 2006.

Chris was born in Bradford, England, but spent his formative years in Australia, receiving his BSc (Hons) in Veterinary Biology from Murdoch University in Perth, and staying at Murdoch to study for his PhD on social and thermal influences on shading behaviour in sheep under the supervision of Ken Johnson. He then took a junior research fellowship at the University of New England, where his interest in animal welfare became evident with the publication of a short paper on the effects of electronic tags on ear damage and related behaviour in pigs.

In 1990, Chris moved back to England, joining Christine Nicol's research group at Bristol University Veterinary School, where he was to spend the rest of his academic career. Initially, he worked on broiler chicken and layer hen welfare, and later he made significant inroads into our understanding of turkey welfare and behaviour, publishing 11 papers on this understudied species between 1998 and 2001. He also carried out an important series of studies on laboratory mice, investigating theoretical issues underpinning preference testing and consumer demand methods, and he also used these techniques to investigate motivation for space, nesting material, and other resources.

Chris's highly productive research was rewarded with a prestigious Universities Federation for Animal Welfare Hume Fellowship in 2001, which he used to fund further work on laboratory mouse welfare, including innovative studies of the influence of standard housing on motivation

for anxiolytics, and how factors such as cage colour and social context affect preference and motivation. His final experimental studies included work on free-ranging chickens and also zoo-housed elephants, allowing him to make the rare claim of having insight into the behaviour of both one of the smallest and the largest land mammal.

Alongside his wide-ranging and productive empirical work, Chris also made notable theoretical contributions, including a paper on invertebrate suffering, which preceded current interests in insect emotion and consciousness by well over a decade, a highly cited review of voluntary wheel running by captive rodents, and an insightful article on the possibility that standard rodent housing may have detrimental effects on the quality of scientific research.

Throughout his career, Chris was a stalwart advocate for animals and their welfare, helping to develop ethical guidelines on animal use for academic societies, implementing ethical assessment processes for papers submitted to leading journals, and sitting on ethical committees at other Universities. He mentored young researchers, was a lively and fun companion at international conferences, and invested huge effort in organising the 40th International Congress of the ISAE at Bristol in 2006. He continued to publish until 2013 and was very active on Wikipedia, creating nearly 50 articles and contributing to many more, and presenting the fields of animal welfare and behaviour with a clarity and authority that will, without doubt, inform and influence many interested students, school children, and members of the wider public. His many scientific papers and his wide-ranging contributions to the fields of animal behaviour and welfare, including his later Wikipedia articles, will be his continuing contribution and lasting legacy to our discipline and the wider scientific community.

Mike Mendl / Bristol, August 2017

- [1] Sherwin, C.M., Christiansen, S.B., Duncan, I.J., Erhard, H., Lay, D., Mench, J., O'Connor, C., and Petherick, C. 2003. Guidelines for the ethical use of animals in applied animal behaviour research. *Appl. Anim. Behav. Sci.*, 81:291-305
- [2] Sherwin, C.M. 2001. Can invertebrates suffer? Or, how robust is argument-by-analogy? *Anim. Welf.*, 10 (supplement):103-118
- [3] Sherwin, C.M. 1998. Voluntary wheel-running: A review and novel interpretation. *Anim. Behav.* 56:11-27
- [4] Sherwin, C.M. 2004. The influences of standard laboratory cages on rodents and the validity of research data. *Anim. Welf.*, 13 (supplement) S9-15
- [5] Examples include: https://en.wikipedia.org/wiki/Animal_welfare;
https://en.wikipedia.org/wiki/Animal_welfare_science; https://en.wikipedia.org/wiki/Laboratory_mouse

Employment and Education Opportunities

Current employment and education opportunities related to applied ethology include:

- **PhD or Postdoc** (2 positions), Justus-Liebig-U, Germany (closes 11 Dec)
- **Assistant Professor**, Michigan State U, USA (closes 15 Dec)
- **6-month Postdoc**, FLI, Germany (closes 15 Dec)
- **PhD**, U Alberta, Canada (starts Jan 2018)
- **PhD**, U Guelph, Canada (starts Jan or May 2018)
- **Assistant Professor**, U Wisconsin, USA (closes 6 Jan)
- **PhD** (2 positions), U Münster, Germany (closes 7 Jan)
- **PhD**, U Cambridge, UK (closes 31 Jan)
- **PhD**, Aarhus U, Denmark (closes 1 Feb)
- **PhD**, Institute of Neuroscience, UK (closes 1 Feb)
- **PhD**, Mississippi State U, USA (starts summer 2018)
- **Postdoc**, U Pennsylvania, USA (starts July 2018)
- **Postdoc**, U Guelph, Canada

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

- **Facebook:** www.facebook.com/appliedethology
- **Twitter:** [@appliedethology](https://twitter.com/appliedethology)
- **LinkedIn:** www.linkedin.com/groups/8561819

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

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