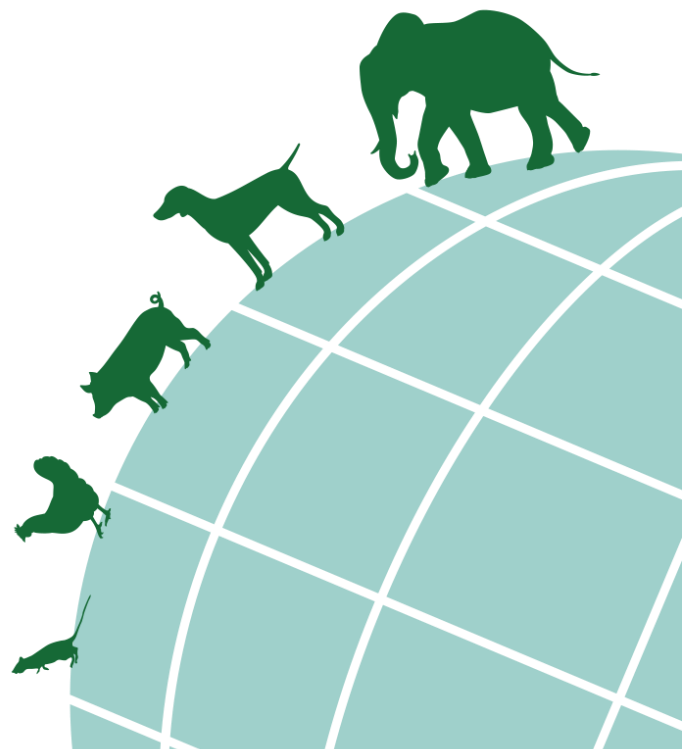




International  
Society for  
**Applied  
Ethology**

# Newsletter

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## President's Piece

Dear ISAE members,

In September this year, we held our first face-to-face international Congress for over three years. Overall, I believe our meeting in Ohrid, North Macedonia was a great success and it was wonderful to reunite with old friends and to make new ones. The congress was truly an international one with 51 countries represented, and was the first since our regions were reorganized and expanded from 11 to 13.

The 2022 congress was also our first hybrid meeting, and after a few initial teething problems, I believe the sessions ran very smoothly. A particular challenge was our virtual joint session with EAAP (The European Federation of Animal Science), which was holding a meeting concurrently in Porto, Portugal. This joint session, which consisted of three talks from ISAE and three from EAAP ran very smoothly, with presentations and discussion shared across the 2460km between the two sites. I would like to thank Vlatko, Miro, and the rest of the ISAE 2022 congress organising committee for all their hard work putting together a scientifically excellent and technologically advanced meeting. I believe they have proved beyond doubt that a hybrid ISAE congress can work very effectively, and they have set a high standard for our future congresses.

I believe offering the option of virtual participation in our annual congress is important for two reasons. Firstly, it helps makes our meetings more inclusive as it enables participation by members who cannot afford the travel, hotel, and in-person registration costs. Secondly, having some of the delegates join our meetings virtually helps to significantly reduce the environmental impact of our congresses. Given the general failure of COP27 to make significant progress in international agreements to reduce emissions, I make no apologies for continuing to raise the issue of the high carbon footprint associated with flying. I also reiterate my challenge to our European members: if you are planning to join our 2023 congress in Tallinn, Estonia in person, can you do so without flying? I know some of you achieved this for the meeting in North Macedonia. And from personal experience, I can report that getting trains and ferries across Europe can be a very enjoyable experience, and a lot less stressful than post-pandemic air travel, which is often unreliable. To help members interested in taking the train and ferry to get to Tallinn, we will be including a 'Green travel' page on our website. I hope this will be useful, and I would welcome any feedback members have on this new ISAE resource.

**Mark Rutter** / *President of the ISAE (2021-2023)*

## Behaviour at ISAE Congresses

Although feedback from those attending our congress this summer was overwhelmingly positive, we did hear concerns expressed after the meeting about some behaviours. Given we are a truly international society, it is important for us to remember that cultural norms differ from country to country. To be truly inclusive in our quest for diversity, we need to respect those differences, and to use our skills as ethologists to notice if our words or actions make others uncomfortable. If we ourselves are made uncomfortable by the actions of others, I encourage us to keep a mindset of assuming positive intent and to also raise the issue with the person in question (or to seek an ISAE council member to confide in).

Most troubling were two reports of behaviours that might be construed as sexual harassment. The ISAE Council takes these concerns very seriously and made every attempt to learn more to deal appropriately with these incidents. However, when we followed them up we were unable to find anyone who wanted to raise a formal complaint under our anti-harassment policy (available in full here: <https://www.applied-ethology.org/res/ISAE%20Anti-Harassment%20Policy%20Revised%20April%202020.pdf>). If any delegate wants to report sexual harassment they experienced at the congress, please contact the President or any other society officer.

Our anti-harassment policy gives a clear definition of sexual harassment: *it refers to unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. Behaviour and language that are welcome/acceptable to one person may be unwelcome/offensive to another. Consequently, individuals must use discretion to ensure that their words and actions communicate respect for others. This is especially important for those in positions of authority, as individuals with lower rank or status may be reluctant to express their objections or discomfort regarding unwelcome behaviour. Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behaviour that is not welcome, is personally offensive, debilitates morale, and therefore, interferes with personal effectiveness. The following are examples of behaviour that, when unwelcome, may constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; display of sexually suggestive objects or pictures; sexually explicit jokes.*

As mentioned above, the ISAE has a very diverse range of members from around the world, and whilst this diversity is to be celebrated and brings many benefits, it can also be a challenge when we meet. The ISAE EDIA Guidelines that are due to be launched soon aim to enable the society and its members to engage in intentional inclusion during professional interactions. To quote our anti-harassment policy: “behaviour and language that are welcome/acceptable to one person may be unwelcome/offensive to another”. I would hope that **everyone** at our congresses and associated social events can feel safe and comfortable, but in order to achieve this we need some of our members to, at times, moderate their behaviour. We do not want to stop delegates having fun, but people need to ensure that they behave in an inclusive and considerate way at our diverse

ISAE events. Our policy also states that “individuals must use discretion to ensure that their words and actions communicate respect for others”. To help achieve this, I’m keen to promote a culture within the ISAE where people feel happy discussing how the actions of others might, at times, make them feel uncomfortable, even when this falls short of sexual harassment as described above. If anyone experiences or witnesses any behaviour that they feel is inappropriate, it is important they raise this directly with the person who is behaving in a way they consider inappropriate in order to help the other person understand the inappropriateness of their behaviour. This can be difficult at times, for example if the person exhibiting the unwelcome behaviour is in a more senior position, in which case it is important to raise the issue as soon as possible with an ISAE council member. Contact details for the ISAE council are available on our website ([https://www.applied-ethology.org/ISAE\\_council.html](https://www.applied-ethology.org/ISAE_council.html)).

**Mark Rutter / President of the ISAE (2021-2023)**

## Updates from your ISAE Council

### Council Position Vacancies

Dear ISAE Members,

In 2023, three council positions will be open, including Junior Editor, Assistant Secretary, and Junior Vice President. Please read the descriptions of the positions below and consider submitting an application.

1. **Junior Editor.** The Junior Editor assists the Senior Editor with the annual special issue of *Applied Animal Behaviour Science* and coordinates the Help-with-English scheme. The Junior Editor serves a 2-year term. After 2 years, the Junior Editor will be voted to move up to the role of Senior Editor for a 2-year term.
2. **Assistant Secretary.** The Assistant Secretary coordinates selecting ISAE members to serve on expert committees, collects reports from the experts, and coordinates the Creativity and New Investigator Awards. The Assistant Secretary also assumes the duties of the Secretary if absent or unable to serve. The Assistant Secretary serves a 4-year term.
3. **Junior Vice President.** The Junior Vice President coordinates regional activities including communicating with Regional Secretaries, organizing gatherings at annual congresses, reporting regional activities at Council Meetings, and working with the treasurer to allocate regional funds. The Junior Vice President also assumes the duties of the President if absent or unable to serve. The Junior Vice President serves a 2-year term. After 2 years, the Junior Vice President will be voted to move up to the role of President for 2 years, then Senior Vice President for 2 years.

If you are interested in serving on the ISAE Council, please submit your application materials to me (Carly, [comalley15@gmail.com](mailto: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, 17 July**.

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

## Communications

**Assistant Communications Officer Transfer.** We would like to wish Megan a whole-hearted thank you for her efforts as ISAE Assistant Communications officer. Your new Assistant Communications Officer is Dr. Maria Vilain Rørvang who works as a researcher in animal-adapted housing systems at the Swedish University of Agricultural Sciences (SLU).

**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. We have now also added information about a variety of important research guidelines, such as ARRIVE, PREPARE and STRANGE. Let us know if you would like to see that list being extended!



**Applying Ethology Webinars.** We are continuing to maintain the *Applying Ethology Webinars* on the [Animal Welfare Slack Workspace](#). Since our launch in 2020, 53 (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 over 940 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 #webinar) 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>

**Share Your News!** If you have job or graduate student positions to advertise, conferences/webinars/courses, ethology news items, survey requests, or open-access papers or temporary free-access author links, send the details to [info@applied-ethology.org](mailto: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 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.

Christian and Maria look forward to interacting with you online and hope to someday 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 2021 conference, themed '**Developing animal behaviour and welfare: Real solutions for real problems**' has closed and all included manuscripts are now published online: <https://www.sciencedirect.com/journal/applied-animal-behaviour-science/special-issue/10TRJH4FC11>.

The Special Issue for the 2022 conference '**Animal Behaviour and Beyond**' is being edited by Dr Dana Campbell, Dr Kris Descovich, Professor Vlatko Ilieski, and Assistant Professor Miroslav Kjosevski. This special issue closed for manuscript submissions November 30. If you have a manuscript you still wish to submit, please contact Dana Campbell ([dana.campbell@csiro.au](mailto:dana.campbell@csiro.au)) directly to discuss a possible extension.

Any readers wishing to look through the 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>

### Help with English scheme – volunteers welcome!

Did you know that ISAE has an English grammar and language editing service available to help members prepare manuscripts for publication, irrespective of the journal choice? This is a key way that ISAE supports diversity in the field of applied ethology. So far this year, we have received 13 manuscripts for correction and a great amount of support from volunteers who assisted with the editing. We are keen to broaden our pool of volunteers. If you have top notch English writing skills and can proofread 1-2 manuscripts per year, please get in touch with Kris Descovich to sign up ([k.descovich1@uq.edu.au](mailto:k.descovich1@uq.edu.au)). In addition to supporting our diverse membership, this is something that can be added onto a CV.

ISAE members who would like to request editing assistance should send their manuscript to Kris at [k.descovich1@uq.edu.au](mailto:k.descovich1@uq.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.

**Dana Campbell and Kris Descovich / *Senior and Junior Editors of the ISAE (2021-2023)***

## Students

### *2022 ISAE Hybrid Congress in Ohrid, North Macedonia*

The 2022 ISAE Congress was held in Ohrid, North Macedonia. Notably, this was the first hybrid Congress held with options for members to attend both in person and virtually. We held several student events to facilitate conversations among students (including PhDs), post-docs, professors, and industry scientists.

To kick off congress, we hosted a **Student Meet & Greet** on Sunday evening before the welcome cocktail. This included brief introductions through a speed dating event to practice elevator pitches and help bolster student confidence with networking.

Additionally, we hosted two versions of **Eating with Ethologist** this Congress, both in person and virtually. Prior to Congress, we were incredibly fortunate to have 46 scientists, professors, and post-docs volunteer to participate. Using this list of scientists, a total of 64 students registered and identified their top three scientists to meet. We then created student-scientist groups based on students' top preferences, pairing no more than three students per scientist. A total of 61 students were matched with 29 scientists for the in-person version of Eating with Ethologists, and an additional two students matched with one scientist for the virtual version of Eating with Ethologists. This event allowed students to connect and have informal conversations with a scientist that they were excited to meet at Congress!

On Wednesday of Congress, we hosted **Table Topics**, in which lunch tables were labeled with topics in applied ethology to facilitate discussions amongst attendees. This served as a relaxed setting to connect individuals with similar interests. This year's topics included abnormal behavior, cognition and emotion, euthanasia, human-animal interactions, pain, play behavior, social behavior, technology & welfare, welfare education, and welfare policy.

This year, we introduced the **Buddy Network** with the intention of enriching the Congress experience for students attending virtually. We had a total of 40 students participate. The Buddy Network consisted of sharing contact information and forming small groups of students which helped students connect with others and form friendships prior to and during Congress!

A special thank you to Vlatko Ilieski, Miroslav Kjosevski, and Ena Dobrikj for their support and help with planning, organizing, and facilitating the student events in Ohrid! It was a pleasure to work with you all.

## *Welcome to Our New Student Representative for 2023 - 2024*



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 Bianca Vandresen who was elected as the new ISAE Student Representative for the 2023 - 2024 term. Bianca is a PhD student within the Animal Welfare program at the University of British Columbia. Her research interests focus on the relationship between animals and society. We have the utmost confidence that Bianca will make an excellent addition to the ISAE Council! Welcome, Bianca!

On behalf of the ISAE student members, I (Saskia) would like to thank Rachel for her commitment, enthusiasm and hard work for the society throughout her term! Those were strange times we lived in, and Rachel succeeded in successfully co-organizing student events at two virtual ISAE Congresses. When I started my term, Rachel was a huge support and our meetings were a lot of fun (and yet super productive! ;) ) When we finally met for the first time off the screen in Ohrid, I had a great time working with her to make sure the student events went as smoothly as possible. Rachel, thanks for the wonderful year and I'm going to miss you (more than just your Qualtrics genius)! I wish you all good things in the future!

## *Student Resources*

Consider checking out the Education and Resources section on the ISAE website! We have recently updated this section with feedback from the student membership. This space holds information about webinars, graduate study, time management, teaching, and more.

*Saskia Kliphuis and Rachel Caddiell / Student Representatives of the ISAE (2021-2023; 2020-2022)*

## **Membership**

My four-term years as the new Membership Secretary just started In November. I am very happy to serve ISAE as Membership Secretary. At present, we have 543 members. Based on the previous newsletter, this is a slight decrease compared with previous years. Currently, the update of membership status on the system is suspended due to the introduction of a new system. Hopefully, the new system will be introduced soon. Currently, I do not know the actual number of members that need to renew, but I am working on sorting it out. I encouraged the members who have not yet renewed to renew their membership soon. If you are faced with any problems, please get in touch ([isaemembership@hotmail.co.uk](mailto:isaemembership@hotmail.co.uk)). If you pay via bank transfer, please remember to label the payment with your name so we know who the payment is from.

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

## Finances

### Treasurer's End of Year Report

The report contains the annual summary for the period **January 1<sup>st</sup> to Dec 5<sup>th</sup> 2022**. The table breaks down revenue and expenses in our GBP and Euro accounts. Any discrepancies seen in the amounts being transferred in and out reflect adjustments for exchange rate differences. Expenses are spread between the two accounts depending on whether payments can be made between European accounts which reduces bank charges.

The accounts are healthy. There has been increased activity as a result of the easing of COVID restrictions and hosting of in-person conferences. Our largest revenue is from membership subscriptions (£18,940). Payment returns are transient and reflect issues with bank checking procedures of recipient accounts. Revenue from Purina sponsorship (for activities at ISAE2022 and scholarships to attend ISAE2022 - £11,620) were also transient and reflected in our expenses. Note that payment out of scholarship funds (£17,206 + 5,249 euros) exceeded Purina sponsorship. This reflects reimbursement for DCAFF scholars (x4) and OPP fund recipients (x2) as part of ISAE's OPP activity. This is normally handled by the North American Regional Office, Treasurer (Jeremy Marchant-Forde) and their regional account. However, there have been challenges with repaying recipients due to checking procedures by the US bank holding the funds. Following discussions between Jeremy and the Assistant Development Officer (Jen-Yun Chou) with ISAE President (Mark Rutter), Senior Vice-President (Susanne Waiblinger) and Treasurer (Emma Baxter), it was decided that ISAE would ensure scholars/recipients were reimbursed now and ISAE reimbursed from the OPP funds later. A plan for handling future OPP funds was also discussed. The Conference Attendance Awards were increased this year (as activity had been reduced during COVID), with six recipients supported to attend ISAE2022. Payments were also made to conference organisers to support the hybrid aspects of the conference. We also support ISAE Regional meetings. Additional payments were made this year to support different features. ExOrdo supports conference services (payments, abstract books), Intergage have provided additional website features and 'Other' refers to the David Wood-Gush award. Bank charges remain high. Our accounts for 2021 were independently examined, submitted to the Office of the Scottish Charity Regulator (OSCR) with no problems reported.

ISAE Accounts for period Jan 1<sup>st</sup> to Dec 5<sup>th</sup> 2022  
*Statement of Revenue and Expenses*

Revenue:	GBP accounts	Euro account
Congress Income (ISAE2021)	0.00	0.00
Membership subs	18,940	0.00
Net Interest	99,00	0.00
Payment returns	1,381	1,209
Returns from regions	0.0	0.00
Scholarship funds from sponsors	11,620	0.00
Other	0.0	0.00
Transfers in	18,905	25,031
<b>Total Revenue</b>	<b>£ 50,945</b>	<b>€26,240</b>
<b>Expenses:</b>		
Bank Charges	2,078	172.0
Conference Attendance Award	171.0	14,484
Conference Attendance Fund	0.00	0.00
Council Member Costs	228.0	0.00
Elsevier AABS	0.00	0.00
ExOrdo (Conference services)	0.00	270.00
Membership services - Intergage	10,854	0.00
OPAYO (previously SAGEPay)	488.0	0.00
Regional Payments	0.00	1,170
Scholarship funds awarded	17,206	5,249
Subs returns	409.0	0.00
Wageningen Press	0.0	0.00
Other	0.0	578.0
Transfers out	35,000	7,000
<b>Total Expenses</b>	<b>£66,433</b>	<b>€28,922</b>
Excess of Revenue over expenses	£-15,489	€-2,683
Beg Fund Balances	£ 85,488	€6,738
End Fund Balances	£ 69,999	€4,055

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

## Award Updates

ISAE members submitted a very diverse list of nominations for this year's ISAE awards; thanks to all for your nominations. Also, a BIG thanks to the members who put their names forward to help on the award committees. 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. I want to remind all members that your participation in the ISAE awards is indispensable, either nominating a colleague or helping on the award committees. So please, I hope to see many more emails coming next year. 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 2022 International Conference; if you missed it as me, let me introduce you to the 2022 ISAE awardees:

### ISAE Creativity Award



#### **Prof. Georgia Mason**

Department of Integrative Biology  
Col. K. L. Campbell University Chair in Animal Welfare  
Director of the Campbell Centre for the Study of Animal Welfare Animal Welfare Program  
University of Guelph

The recipient of the 2022 ISAE Creativity Award was Professor Georgia Mason. Dr Joy Mench, Dr Cassandra Tucker and Dr Alexandra Harlander, consider Dr Mason a thought leader based on the citation rate (H index 52; > 13,000 citations) of her 200+ publications (several in high-impact journals) and numerous invited talks (> 100, including keynotes at applied and basic science conferences); the many awards and honours, including the UFAW Medal, received during her exceptional career; and the high-profile interviews and media features about her work, underscoring its real-world impact. This conclusion was also the consensus of the award committee members, who granted the award to Dr Georgia Mason based on her track record of innovative science in animal behaviour, mentoring scientists and excellent publication record. In addition, they agreed that her nomination demonstrated the qualities of a robust scientist. As Mark Rutter said during the ISAE awards ceremony, due to her extensive work she is one the most well-known animal welfare scientist around the world.

Dr Mason's colleagues found her creativity to be infectious. She also excels at cultivating and respecting creativity in students, as evident in awards she has received, institutional leadership she has shown in graduate mentorship and her request that work led by her students, e.g.,

innovative research into animal boredom and the welfare significance of play, be omitted from this nomination.

Dr Mason's research investigates how animals adapt to captive housing conditions, or fail to, especially when these meet animals' physiological needs but not their behavioral ones. Her work is characterized by clarity, rigor, novelty, multi-disciplinarity, and clever experimental and statistical methodologies. While her research is grounded in ethology, she has capitalized on other disciplines (e.g., evolutionary biology, neuroscience, microeconomics) to build a rich, diverse portfolio. Some of her most insightful experiments, and most important meta-analytic approaches, are highlighted below.

- **Asking animals what they value**

Dr. Mason's mink preference research [1] was the first to use a long-term closed economy and economically valid measures (consumer surplus, reservation price), and the first animal welfare publication in Nature. Cited more than 360 times and featured in our field's key textbooks, it resulted in tangible recommendations for mink housing across Europe and inspired similar uses of reservation price by other labs in the Netherlands, US and Canada. She has also used preference experiments to yield new insights into worrying changes in stereotypic animals: males lose out in mating competitions [2], and aging subjects' abnormal repetitive behaviors (ARBs) become hard to treat because of reduced motivation for enrichment - possibly indicating anhedonia [3].

- **Using meta-analyses in welfare research**

Dr. Mason was the first to apply Phylogenetic Comparative Methods (PCMs) - statistical approaches developed by evolutionary biologists - to welfare problems, using them as meta-analytic, non-experimental tools to identify animals' needs. Her first PCM study revealed that being naturally wide-ranging increases ARB and infant mortality in captive Carnivora ([4]; > 475 citations); while last year she and colleagues generated the first evidence (from parrots) that intelligent species have unique welfare needs when captive. Cited > 1500 times, her PCM work has since inspired similar studies by labs in the UK, Switzerland and Israel.

Her most recent meta-analyses pooled biomedical 'enrichment' experiments to demonstrate how conventional caging harms lab rodent health [5]. This ambitious collation of >200 studies and data from > 6000 animals showed that typical 'shoebox' cages exacerbate stress-sensitive diseases and shorten rodents' lifespans. In the few months since publication, this paper has been accessed >4500 times, and prompted many seminar invitations including to the pharmaceutical industry.

More information about Professor Georgia Mason work can be found at the [University of Guelph](#) or at her [research group blog](#).

### **Selected relevant publications:**

- [1] G. J. Mason, J. Cooper & C. Clarebrough (2001). Frustrations of fur-farmed mink. *Nature* 410: 35-36. doi: 10.1038/35065157
- [2] M. Díez-León, J. Bowman, S. Bursian, H. Fillion, D. Galicia, J. Kanefsky, A. Napolitano, R. Palme, A. Schulte-Hostedde, K. Scribner & G. Mason (2013). Environmentally enriched male mink gain more copulations than stereotypic, barren-reared competitors. *PLOS One* 8(11): e80494. doi: 10.1371/journal.pone.0080494
- [3] S. C. Tilly, J. Dallaire & G. J. Mason (2010). Middle-aged mice with enrichment-resistant stereotypic behaviour show reduced motivation for enrichment. *Animal Behaviour* 80: 363-373. doi: 10.1016/j.anbehav.2010.06.008
- [4] R. Clubb & G. Mason (2003). Captivity effects on wide-ranging carnivores. *Nature* 425: 473 – 474. doi: 10.1038/425473a
- [5] J. Cait, A. Cait, R. W. Scott, C. B. Winder & G. J. Mason (2022). Conventional laboratory housing increases morbidity and mortality in research rodents: a meta-analysis. *BMC Biology* 20(1): 15. doi: 10.1186/s12915-021-01184-0

### **ISAE New Investigator Award**

#### **Dr. Maria Camila Ceballos Bettancourt**

Assistant Professor Beef Cattle Welfare and Behaviour  
Faculty of Veterinary Medicine  
University of Calgary

Dr Maria Camila Ceballos Bettancourt was nominated by her former colleague Dr Ariel Marcel Tarazona Morales and mentor Dr Mateus Paranhos da Costa. In the words of her colleagues and the award committee, Dr Maria Camila Ceballos is an outstanding researcher and extensionist, showing a more robust breadth and trajectory for a new investigator with high co-author diversity.

She started her academic training in Animal Science at the National University of Colombia, where she demonstrated a vast interest in animal behaviour and welfare during her undergraduate degree. After finishing, she worked as a researcher in one of Colombia's most recognized research groups on sustainable production systems, investigating cattle behaviour and welfare. To pursue her research interest, she travelled to Brazil to pursue an MSc at Sao Paulo State University (UNESP) in 2012. During her studies, she continued working in collaboration with her colleagues in Colombia, actively participating in their projects. She continued her path by doing a PhD at UNESP, focusing on human-cattle relationships and their





effects on cattle welfare and behaviour. Seeking an international perspective, she secured an internship at the Animal Welfare Science Centre (University of Melbourne - Australia) by the end of her PhD. Dr Ceballos continued her research training as a postdoctoral fellow at the University of Pennsylvania, USA (2018 to 2020), focusing on assessing the behaviour and welfare of breeding sows. Then, in Sept 2020, she started as an Assistant Professor of Animal Welfare and Behavior at the University of Calgary, where she is now working.

She has achieved seven significant scholarships and awards, including attendance funds, programs, and scholarships. In the past five years, her scientific achievements and contributions include 24 peer-review journal publications, five book chapters, one book, 36 invited presentations, and 49 oral and poster presentations. In addition, she has secured various internal and external research funds in her actual position, including an NSERC Discovery grant, a very competitive fund in Canada.

In agreement with her colleagues, the award committee found that Dr Maria Camila Ceballos demonstrated more independence for funding, higher and impressive involvement in mentoring, and the ability to work across different species and countries, particularly those with potential political pressures. Therefore, Dr Maria Camila Ceballos was given the ISAE New Investigator Award based on their demonstrated mentorship experience, independent research with a diverse list of co-authors, and ability to work across different species and countries. All these characteristics showed scientific excellence and an exceptional aptitude for carrying out research in applied ethology early in her career.

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

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

## Congress News

### Recap of the 55<sup>th</sup> Congress – ISAE 2022, Ohrid, North Macedonia

After two years of virtual meetings, we could come back to meet in person again at our 55th ISAE Congress, which took place in Ohrid, North Macedonia from 4<sup>th</sup> to 8<sup>th</sup> September 2022. This was a hybrid meeting. All 355 participants from around the world could enjoy high quality scientific presentations and discussions, but the 221 participants that had travelled to Ohrid could enjoy it in a wonderful environment, with a spectacular view on the lake during coffee and lunch breaks. The main theme of the congress was 'Animal behaviour and beyond' and 237 scientists presented their work in six plenary presentations, 107 short oral presentations, and 125 poster presentations, four workshops during the congress and the pre-congress workshop of the DCCAF (see development news for more information on this). Due to the hybrid format, 63 presenters (27 oral, 36 posters) did so online from their home country. The hybrid format worked very well - after some small stumbling at the very start. In general, the high quality of the hybrid format was especially impressive when we had a joint session with the EAAP (European Federation of Animal



Science) congress, which was held in Porto, Portugal at the same time. The organizers also took great care of the participants outside the scientific sessions by offering social programs throughout the congress, where we could learn about the rich history of the region and enjoy the culture, food, and landscape while talking to old and new friends. There was a wine and cheese tasting, a sightseeing tour through the historic city of Ohrid followed by a national dinner, a lunch at the historic site of Saint Naum with a boat tour back – and not to forget the congress dinner where we saw a fantastic traditional music and dance performance, and afterwards could shake our bodies ourselves in the hotel club bar to the music of a DJ. In addition, the lake and wonderful weather was alluring for alternative activities. However, participants showed their high dedication to their work as applied ethologist by taking a swim in the morning or evening but not missing the scientific sessions.

Overall, it was a very successful and fantastic congress. The hybrid format was a specific challenge – with the words of Miro “it is a second congress to organize” - but it was successful in increasing possibilities for people to participate and thus further increased the diversity of countries represented – in total participants from 52 countries joined, of nine countries there were only online participants.

The team in Ohrid really did a fantastic job! Thank you all. A special **huge thank you to Miroslav Kjosevski and Vlatko Ilieski**, the main organizers, who made this event so enjoyable and successful, for all their hard work!



Music during the opening of the congress



The beautiful sights of the Ohrid city tour



View of Lake Ohrid from the congress venue





Conference dinner with traditional dancing performance (left), followed by socializing at the hotel club bar (right) ...



... for some more dancing.

## 56<sup>th</sup> Congress – Tallin, Estonia

The 56<sup>th</sup> Congress of the ISAE will take place in **Tallin, Estonia**, from **1st – 5th August 2023**, organized by the Estonian University of Life Sciences. The theme of the congress is *'One Ethology, understanding animal behaviour to improve the lives of animals, humans and society'*. Abstract submission is open with a deadline of 15 February 2023 and registration will open soon as well. For more information, including the possibilities for travel awards, please visit the website <http://isae2023.ee>. Again, a hybrid format is planned but the local team looks forward to meeting many of you in person and is keen for you to get to know Tallin and Estonia.

## Future Congresses – 2024 and beyond

After two years in Europe, we want to get back to alternating between European and non-European locations, with a fixed location for 2024 and some expression of interest for 2025 and 2026.

2024 - The 57<sup>th</sup> Congress will be held in Curitiba, Brazil

2025 – Europe (probably the Netherlands)

2026 – outside Europe

If you might be interested to host an ISAE congress in the future, just contact me ([Susanne.Waiblinger@vetmeduni.ac.at](mailto:Susanne.Waiblinger@vetmeduni.ac.at)) and I can give you more information.

## Congress Attendance Fund

I would like to remind you that the ISAE has established 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 needy ISAE members to cover the Congress registration fee and potentially contribute to accommodation (but usually not travel expenses).

To be eligible, the applicant must be a member of ISAE. 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 (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 28<sup>th</sup> February 2023 and should be sent to Susanne Waiblinger, Senior Vice President of the ISAE, at [Susanne.Waiblinger \(at\) vetmeduni.ac.at](mailto:Susanne.Waiblinger@vetmeduni.ac.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 Susanne Waiblinger.

*Susanne Waiblinger / Senior Vice President of the ISAE (2021-2023)*

## EDIA Committee Update

The EDIA Committee had a busy summer writing the inaugural guidance document for the society which is due to be published shortly. The committee also ran a membership survey to understand the demographic makeup of the society and to provide a platform for members to share their thoughts on the support available from the society/ideas for the future. If you missed the opportunity to take part, you can click on the link here: <https://forms.office.com/r/VzMDhTMkEV>. The survey takes around ten minutes to complete and is entirely anonymous. With thanks to those who have already completed it. And to those who shared their CVs in an application to join the committee, notification of the decision made by the committee will be sent shortly. Finally, to expand your knowledge around EDIA, the Committee recommends the following reading "Awang-Hashim, R., Kaur, A. and Valdez, N.P., 2019. Strategizing inclusivity in teaching diverse learners in higher education. Malaysian Journal of Learning and Instruction, 16(1), pp.105-128", the principles of which are transferable beyond the HE sector.

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

## Regional News and Development

### Development

We are very happy to have successfully hosted our fourth Developing Countries Congress Attendance Fellowship (DCCAF) in person at this year's ISAE International Congress in Ohrid, North Macedonia, funded by the Open Philanthropy Project (OPP). Due to the complications of visa applications, we encountered some frustrations during the arrangements for some delegates, but we are still delighted that in the end, we were able to welcome 13 DCCAF delegates from Bangladesh, Brazil, Chile, Colombia, Egypt, India, Mexico, Nigeria and Uruguay in Ohrid. Thanks to the OPP 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.

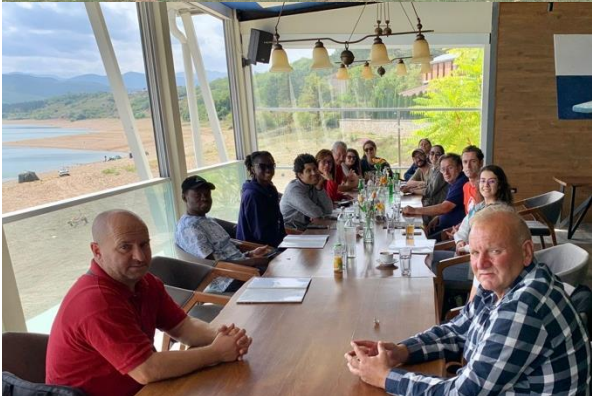


This year we also organized a pre-congress farm animal welfare workshop. We invited Christoph Winckler (BOKU, Austria), Joao Costa (University of Kentucky, USA), Heleen van de Weerd (Cerebrus Advies B.V., NL) and Mette Herskin (Aarhus University, Denmark) to give talks covering the introduction to animal welfare, intersections between applied animal behaviour, precision livestock farming and animal welfare, animal welfare science in practice, and welfare issues during animal transport. Our own development officer, Maria Camila Ceballos, also gave a talk on animal welfare and sustainability. The one-day workshop was interactive and packed with discussions, and the delegates were very much engaged in the learning and exchange, which productively started the Congress for everyone involved.





The ISAE Congress this year was filled with excellent social events and activities, and we also hosted a DCCAF lunch on the second day of the Congress to allow delegates and speakers to catch up and continue their exchange of ideas. All DCCAF delegates were able to join all social events during the Congress so that they could have more opportunities to network with other participants. It is also our tradition to host a one-day local farm visit after the in-person Congress. This year we visited two dairy farms, one produced extensively and another more intensive, so our awardees had the opportunity to see different production systems in North Macedonia. On that day, we had lunch in a beautiful place with an amazing view.



Based on the survey we distributed to understand the impact of all activities offered for the DCCAF awardees, all delegates who are not currently ISAE members expressed an interest in becoming members of the society in the future. All gave a positive overall rating to their ISAE experience during the congress this year. All awardees strongly agreed that without the ISAE/OPP award, they would not have been able to attend the ISAE congress, suggesting that in-person congress attendance still requires a considerable amount of monetary investment and financial support for developing regions is valuable and highly appreciated. Most agreed that this year's OPP funding was adequate, although we also recognise the difficulty in accommodating delegates from different parts of the world with fluctuating flight prices. We are delighted to see that everyone agrees that after attending this year's ISAE Congress, their understanding of farm animal welfare has been improved, the ISAE/OPP award is essential to improve farm animal welfare awareness in their region, and they would use the information gained in their future work. We are also happy to hear that all respondents said they had made some new contacts during this year's event. This is hugely improved compared to the online DCCAF programme last year, which demonstrates that one of the benefits of having an in-person conference is to facilitate the interactions between participants.

All DCCAF delegates expressed very positive feedback on the pre-Congress workshop. They enjoyed not just the contents of the talks but also the opportunity to start knowing each other from the beginning and discuss with the speakers and amongst themselves. The feedback of asking the awardees which topics they will be more interested in advance is well-received, and we will try to implement it in next year's DCCAF programme. Most delegates also enjoyed the farm visit, and they appreciated the experience of understanding more about local animal production. They would like to see a wider variety of farm operations and species and more discussions after the visit. We will try to incorporate the feedback next year, but indeed the arrangement of local farm visits is not always easy due to geographical restrictions and biosecurity concerns for some animal production.

Overall, all DCCAF delegates enjoyed the ISAE Congress this year and learned a lot from the high-quality science presented. What they appreciated the most was the opportunities to exchange with others and establish possible future collaborations. We are delighted to have another year's success in the DCCAF programme, and we will use the feedback to try to make the experience better next year.

In the second half of 2022, the Open Philanthropy Project (OPP) funding also allowed us to support the proposal of the Brazilian country liaison officer Andreia De Paula Vieira on sponsoring the 39th Annual Brazilian Ethology Meeting, including registration waivers for 50 graduate and undergraduate students, and three invited plenary speakers, Joao Cardoso Costa (University of Kentucky), Lia Treptow Coswig (Brazil OIE Focal Point) and Tamara Tadich Gallo (Universidad Austral de Chile). This meeting was held in-person from November 1- 4, 2022. This event will be the last for Andreia as the Brazilian country liaison officer after extending her service for almost 3 years. We also take this opportunity to call for an express of interest from any Brazilian ISAE



member who would be interested in working with the ISAE Development Office to promote applied ethology and farm animal welfare in Brazil, for the future of ISAE/OPP fund.

We want to thank OPP 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 organisers, Vlatko Ilieski and Miroslav Radeski, for their continuous support to help us organise everything on the ground. We look forward to organizing another hybrid/in-person DCCAF activities for the 2023 ISAE congress in Tallinn, Estonia, to continuously establish a strong DCCAF network!

*Maria Camila Ceballos / Development Officer of the ISAE (2020-2024)*  
*Jen-Yun Chou / Assistant Development Officer of the ISAE (2020-2023)*

## **Africa and West Asia**

The first regional meeting of the International Society for Applied Ethology Africa and West Asia was held December 1-2, 2022 and was a great success. The 2-day meeting was filled with different activities, such as four plenary talks by Jeremy N Marchant, Samuel Durosaro, PhD, Oyebanji Funmilola PhD and Maud Bonato. We made sure we balanced gender in selecting the plenary speakers. We had 10 oral presentations, which were mainly from students and early-career researchers in different areas of animal welfare, such as maternal care in chickens, alleviating stress in chickens, breeding, and the awareness of veterinarians in animal welfare.

Other activities included a talk by Beth Ventura on career opportunities in animal behavior and welfare and a presentation by Saheed Olaide JIMOH, Ph.D. on how to publish in a high-impact journal. We had a virtual farm tour. Special thanks to Open Philanthropy for sponsoring this video in collaboration with ISAE. The networking session with other ISAE members like Janice Siegford, the junior vice president of ISAE, Jen-Yun Chou, the development officer of ISAE, and Jeremy N Marchant, the former president of ISAE, gave all the participants a chance to express themselves about the society and related activities. Thanks to Dr Jess Rendle for joining and contributing to the discussion on how our culture wildlife hunting.

We solicited feedback from participants, and 31 people responded. We had participants residing in Botswana, Brazil, Ethiopia, Ghana, Malaysia, Mexico, South Africa, Uganda, and the United Kingdom that joined the meeting. The majority of participants were from Nigeria. 61.3% of the participants were not ISAE members, while 38.7% were already ISAE members. In terms of job/position, 25.8% were postgraduate students, 25.8% were academics/researchers, and 16.1% were early-career researchers (within 5 years of completion of a PhD). 90.3% of participants said they would be glad to pursue a career in animal behaviour and welfare.

This meeting was the first online conference on animal behavior and welfare for 25.8% of the participants. This meeting was also the first ISAE international or regional meeting attended by 61.3% of the participants. Interestingly, 100% of the participants responded that they would be

happy to join the meeting next year and also recommend it to their friends and colleagues. Next year's meeting promises to be more exciting.

*Oluwaseun Iyasere/ Regional Secretary for Africa and West Asia*

## Benelux

On the 24<sup>th</sup> of November the regional meeting of 2022 was organised at an organic farm in the Netherlands. After a break of two years of online meetings, it was high time for a live conference. The day was filled with two keynote talks about alternative protein sources brought by Charlotte Vanden Hole (ILVO) and positive animal welfare presented by Bas Rodenburg (Utrecht University). Other presentations were divided in four sessions: Understanding behaviour and welfare using technology, Automating welfare research, Understanding behaviour and welfare using ethology and Improving animal welfare. The day was finished with a reception and dinner, prepared with local organic ingredients from the farm.



*Maëva Manet and Liesbeth Van Damme/ Regional Secretaries for Benelux*

## East Asia

The annual meeting of The Japanese Society for Animal Behavior and Management (JSABM) will be held in Yokohama on September 1 and 2. This year's meeting will be a hybrid of face-to-face and online sessions. For details, please see the following URL (in Japanese only): <http://jsabm.org/conference/>.

## Oceania

With the split from Africa, a new twitter account for the Oceania region was created ([https://twitter.com/ISAE\\_Oceania](https://twitter.com/ISAE_Oceania)) and a new email address ([isaeoceania@gmail.com](mailto:isaeoceania@gmail.com)).

A series of webinars for the region were started in place of a face-to-face catch up this year. On the 23rd of November our presenter was Dr. Eduardo J. Fernandez, who spoke about the concept of training as enrichment. On the 14th of December, we heard from Dr. Susan Hazel. This webinar series will be continued in the new year. Recordings of the webinars will be available to those who register. Follow the Twitter account or use the email address provided to learn more!

A regional conference/meeting will be held in 2023 and is currently being planned.

Danila Marini / *Regional Secretary for Oceania*

## Southwest Europe

The first SWE ISAE – Red CIBA joint meeting was finally a reality on the 14-15th of July, in Barcelona. It was a great opportunity for sharing, connecting and weaving west European research in Animal Welfare. Nearly 80 people took part in the event, 15 of them ISAE members. ISAE members were on the organising committee and very actively involved in presenting abstracts and organising two workshops on Open data and The STRANGE framework. Here you have the proceedings of the meeting! The book of abstracts is available at: <https://ddd.uab.cat/record/264636>



A new regional meeting is being considered for 2024, and Portugal has offered to organise it. The two regional secretaries would like to carry out elections at that regional meeting. Therefore, all interested people in becoming ISAE regional secretary, please let us know.

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

## **UK and Ireland**

The UK and Ireland region is pleased to announce that their regional conference will be held on 27 April 2023 at Harper Adams University. We are also delighted to say that Professor Françoise Wemelsfelder will be joining us as a keynote speaker. Abstract submission is now open and abstracts can be submitted by emailing us on [ukireland.isae@gmail.com](mailto:ukireland.isae@gmail.com) using the title 'ISAE abstract'. The file must be saved as the presenter's surname and must be submitted as a .doc or .docx file. We welcome submissions on any related topics, there will be no specific theme. There will be a conference dinner on 26 April 2023. Details on how to register, accommodation options and conference dinner plan will be circulated to members in due course via email and Twitter (@ISAE\_UK\_IRELAND).

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

## **USA and Canada**

The 14th North American Regional Meeting of ISAE was held April 29-30 at the University of California, Davis. A total of 95 students and professional members from the US and Canada attended the event, with an additional 16 individuals joining the virtual viewing sessions. The keynote lecture was given by Dr. Gail Patricelli (Dept. Ecology and Evolution, UC Davis), which focused on her research of communication and reproductive strategies among sage-grouse (<https://patricellilab.faculty.ucdavis.edu/>). This event was sponsored by USDA NIFA and Boehringer Ingelheim. The final proceedings can be viewed at this link: <http://animalwelfare.ucdavis.edu/14th-na-isae.html>.





The next North America regional meeting will be held at University of Guelph in 2025.

**Kristina Horback** / *Regional Secretary for USA*

**Meagan King and Clover Bench** / *Regional Secretary for Canada*

## Other News

### AAALAC Update

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. They are: Excel, Expand, Evolve, and Connect. Each of these Goals reflects AAALAC's current organizational culture, but the Goals, and their accompanying Strategies, challenge AAALAC to engage in new and innovative thinking and actions to best meet all that awaits in AAALAC International's future. Currently action plans are being developed to further enhance AAALAC's performance in each Goal.

While details of AAALAC's activities over the last year can be found in the Appendix, I thought it was important to point out to ISAE members that a huge 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 plans to put together a steering committee, 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 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*

### Animal Welfare Judging and Assessment Contest

The 22<sup>nd</sup> Annual American Veterinary Medical Association (AVMA) Animal Welfare Judging and Assessment Contest (AWJAC) was held from November 18-20, 2022 at North Carolina State University in Raleigh, North Carolina, USA. A total of 225 participants across 23 universities joined to assess scenarios for show chickens, dairy-beef cattle, octopus in aquariums, and dogs and cats in an animal shelter. There were also tours to the North Carolina Zoo, Carolina Tiger Rescue, and the Perdue Farms Poultry Learning Center. There were divisions for undergraduates, graduate students, and veterinary students.

To see the list of winners, visit the [AWJAC press release](#).

To learn more about the Animal Welfare Assessment Contest, visit [AWJAC.org](#).

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

## Elsevier Free Subscription Awards for AABS – Call for Applications

To support access to our Society's journal *Applied Animal Behaviour Science* (AABS) by ISAE members that do not otherwise have access to AABS, Elsevier is offering up to ten free online subscriptions to AABS for one year. The free subscriptions are awarded by the ISAE council, with a focus on members in [low to middle income countries](#). If you are interested in receiving a free one-year subscription to AABS, please send a short application (including your name, address, the year you became a member and a short statement of why you should be awarded) to [info@applied.ethology.org](mailto:info@applied.ethology.org) or your regional secretary.

*Susanne Waiblinger / Senior Vice President of the ISAE (2021-2023)*

## Employment and Education Opportunities

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

- 
- Technical Content Creator, UK (deadline Jan 4)
- Lecturer / Professor, UK (deadline Jan 9)
- Assistant Professor, USA (deadline Jan 20)
- Lecturer, UK (deadline Jan 4)
- Postdoc, UK (deadline Jan 13)
- Assistant/Associate/Full Professor, USA
- Research Manager, UK
- Assistant Professor, USA
- Assistant Professor, USA
- Senior Manager, USA
- PhD position, USA (deadline Jan 23)
- PhD position, Switzerland (deadline Jan 31)

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](http://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](mailto:info@applied-ethology.org). Listings are updated biweekly and will be removed 3 months after the posting date if no closing date is given.

## Contact Information

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