

## ISWE Annual Report 2018

One new positions was elected to the Board, and the Chair-Elect was instituted as the new Chair on January 1, 2019.

- A new Vice Chair of Membership and Fundraising as elected, Jocelyn Bryant of Brookfield Zoo, US
- Andre Ganswindt of University of Pretoria, RSA, became the new Chair of ISWE

ISWE hosted its annual board meeting from November 5-7 at White Oak Conservation in Yulee, Florida, US. We reviewed our current strategic goals, making significant progress on the five strategic goals established during strategic action planning at the end of 2016 (see chart below), and adding several new goals focusing on broadening our membership and providing additional member benefits and services. Please see attached 2018 strategic action table for completed, as well as new and updated items.

Business	Develop a business plan to support ISWE initiatives
Collaboration & Innovation	Facilitate and promote stronger collaboration and innovation among wildlife researchers by acting as a forum for information exchange.
Member Growth & Diversity	Develop a more international and diverse ISWE membership to advance the field of wildlife endocrinology
Reputation	Promote the field of wildlife endocrinology throughout the broader scientific community to demonstrate the impact of ISWE as a scientific organization, and advocate for funding and publication resources.
Training & QC	Provide training and career development opportunities for current and future wildlife endocrinologists and assist in standardizing endocrine methods for national and international wildlife studies.

We experienced significant down time with our website in 2018 that negatively impacted our progress on several initiatives. As a result, we hired a new website development and management company to design a new website and abstract submission site in Wordpress. The first phase of the new website was launched in October 2018. The second phase which includes several additions to increase aesthetic appeal and to build and link our abstract submission site was completed by the end of January 2019.

The website and an additional Facebook page were maintained and updated regularly throughout the year; listing e.g. internship and job opportunities as well as upcoming classes and social media outlets.

We used feedback from previous member surveys to decide on a workshop topic for the upcoming conference in October of 2019 in Kruger Park, South Africa. We will also be instituting our first trainee-mentor luncheon for the 2019 conference.

In addition, we used member surveys to start working with Arbor Assays on the development of two new ISWE Antibody/HRP minikits that will be designed and tested for estradiol and corticosterone in a variety of wildlife species. We anticipate these will be available for sale on the Arbor Assays website in early 2020 if not sooner, with ISWE members getting a significant financial discount when purchasing these kits.

Abstract submissions for the 2019 conference opened in February 2019. In addition to previously used categories, we will be adding a focus on conservation endocrinology.

ISWE 2018 Finance Summary:

Starting balance (January 1, 2018): \$ 42,931.76

- Income \$ 11,868.95

- Expenses \$ 7,432.82

Ending Balance (December 31, 2018): \$47,367.89

ISWE 2018 Board

Andre Ganswindt, Chair-Elect, University of Pretoria, South Africa

Annie Newell Fugate, Treasurer, Texas A&M University, USA

Diana Koester, Conference Chair, Cleveland Metroparks Zoo, USA

Gabriella Mastromonaco, Vice Chair Membership and Fundraising, Toronto Zoo, Canada

Grace Fuller, Communications Chair, Detroit Zoological Society, USA

Katie Edwards, Secretary, Smithsonian Conservation Biology Institute, USA

Mandi Schook, Chair, Disney's Animal Kingdom, USA

Rachel Santymire, Vice Chair Ethics and Special Initiatives, Lincoln Park Zoo, USA

ISWE Membership 2018: **164 members**