

ISWE Annual Report 2021

Andre Ganswindt, Chair, University of Pretoria, South Africa

- Three new members were elected to the ISWE board with tenure starting January 1st, 2022– Katie Edwards (Chester Zoo, UK) as Chair (-elect), Tamara Keeley (University of Queensland, Australia) as Communications Chair, and Tshepiso Majelantle (University of Pretoria, South Africa) as Trainee representative to the Board. We thank our outgoing board member, Grace Fuller for her four years of service as Communications Chair. Our nine-person board (seven voting members, two non-voting) will operate from five countries/continents in 2022.
- ISWE held a highly successful Virtual Conference on 16-17 August 2021. The 8th ISWE conference will be jointly hosted by Ahmedabad University, Ahmedabad, the Center for Cellular and Molecular Biology, LaCones, Hyderabad, and the Wildlife Institute of India, Dehradun in November 2023 at Jim Corbett National Park.
- ISWE held its annual board meeting virtually on December 1-2, 2021. The Society's By-laws and 2022 budget were approved. Changes to the Society's website design and maintenance in 2022 and the ongoing upgrades to the abstract submission, membership signup, and conference registration web pages were reviewed. The ISWE 'Best Practice Guidelines' document and development of glucocorticoid-specific ISWE assay kits were discussed. Virtual or hybrid virtual/in-person conferences were also debated.

Sue Walker, Vice Chair Ethics and Special Initiatives, Chester Zoo

- The *By-Laws of ISWE* were revised to add a non-voting Trainee Representative to the board. The ISWE board Terms of Office were revised to allow for adjustments in the length of terms when unforeseen circumstances such as the COVID pandemic affect society function and timelines.
- The development of three glucocorticoid group-specific antibodies was started and one antibody was made in 2021. Arbor Assay kit development and beta testing are expected to begin in 2022.
- We began the process to produce an ISWE 'Best Practice Guidelines' on key endocrine research topics and techniques. Necessary sections of the document were identified. Editors and leaders for sections were recruited. Writing is underway and sections will be released on the ISWE website as completed, with first sections expected to be released by 2023.
- As access to WEIN (Wildlife Endocrinology Information Network) database is unavailable and it is cost prohibitive to reformat WEIN for the new website, we are continuing to explore new ways to host a database.
- ISWE Special journal issue initiative will be revisited in 2023.

Ratna Ghosal, Vice Chair Membership and Fundraising, Ahmedabad University, India

- Formed two new subcommittees to increase ISWE membership and global reach.
- Trainee Affairs Subcommittee (TAC): A subcommittee to strengthen the ISWE trainee network and connect to a larger population of ISWE trainees across the globe. The new subcommittee consists of nine members from five different countries and continents.
- One of the first activities of TAC in conjunction with the ISWE Board was to develop the definition of a trainee. We have defined a potential trainee of ISWE as a member belonging to one of the following categories: 1) Student, 2) Postdoc within five years of the receipt of their PhD 3) Technician within five years of joining the position
- This definition will allow the TAC to determine who to contact to strengthen the trainee network and determine who is eligible to run for Trainee Representative to the Board.
- Membership subcommittee: A committee charged with increasing the international outreach of ISWE through promotional events, popular lectures/virtual talks, and recruitment of new members. The current membership subcommittee is made of members with a dual role in TAC

and membership subcommittees; the two subcommittees have intersecting objectives; and will work with the vice chair to increase the ISWE global network and membership.

Diana Koester, Conference Chair, Cleveland Metroparks Zoo, USA

- The first ISWE Virtual Event was held August 16-17 with more than 130 attendees from 18 countries, 63 shared author presentations, two live panel sessions, and one plenary speaker. Complete proceedings and recordings of live sessions are available for members on the ISWE website.
- This event paved the way for the incorporation of a whole suite of virtual tools to be applied to future conferences to enhance in-person connections and increase accessibility for members across the globe.
- The in-person IWSE conference has been pushed to 2023.
- Information gleaned from the abstract submission/review and registration for the 2021 Virtual Event we will use to further improve both processes for future conferences.

Grace Fuller, Communications Chair, Detroit Zoological Society, USA

- Continued ongoing maintenance of the website and built web content for the ISWE Virtual Conference.
- Created a survey for the membership seeking feedback on the ISWE 'Best Practice Guidelines' and sent out communication soliciting volunteers to assist with writing and editing.
- The communications committee published a winter and summer newsletter. Members can submit content ideas for the newsletter or social media to ISWE.socialmedia@gmail.com
- The committee also continued to expand the ISWE social media presence. Posting frequency has increased greatly after creating a roundtable schedule to share posting among the committee, along with a Google Drive repository of images and other content. ISWE is up to 1565 followers on Facebook (43% increase from last year), 154 followers on Twitter (up 29%), and 104 (up 55%) followers on Instagram.

Beth Roberts, Secretary, Memphis Zoo, USA

- Two thirds of the membership voted in favour of the 2021 revised By-Laws. The revised By-Laws are located on the membership page of the ISWE website.
- Elections for Chair (-elect), Communications Chair, and the Trainee Representative to the Board were held.

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

- The main expenditures this year were: 1) management of the ISWE website and web-based communication platforms; 2) investment in the purchase of antibody anti-sera and the development of additional ISWE mini-kits.
- The majority of our 2021 income came from ISWE membership fees and Virtual Conference registration fees.
- We have secured Directors and Board Liability Insurance for ISWE Board Members.

ISWE 2020 Financial Summary:

Starting balance (January 1, 2021): \$59,023.40

- Income: \$ 21,103.84

- Expenses: \$ 6,792.99

Ending Balance (December 31, 2021): \$73,334.25

ISWE Membership December 31, 2021: 191 members from 19 countries