SAWA 2017 ANNUAL CONFERENCE  
*License to Learn: SAWA in FLA*
Deauville Beach Resort, Miami, FL November 12-14, 2017

*Human Factors that Influence Pet Acquisition, Ownership, Retention and Relinquishment*  
Deauville Beach Resort, Miami, FL November 15, 2017

SAWA 2017 ANNUAL CONFERENCE

NOVEMBER 12, 2017

10A – 5:30P  REGISTRATION OPEN

12 – 1P   FIRST TIME ATTENDEE WELCOME

12 – 5P  PEER AND VENDOR MEET AND GREET ROOM  
Make one-on-one appointments with your peers, clients, or vendor partners for private discussions. Be sure to sign onto the event app – it’s easy to reach out to co-attendees.

1P   OPENING COMMENTS  
Welcome to Miami and the 2017 Society of Animal Welfare Administrator’s Annual Conference. We’re at the intersection of Networking and Learning, and you’re in the driver’s seat for the next two-and-a-
half days. We have a full slate of education, fun and networking opportunities and we know you'll want to take full advantage.

1:30 – 3P
KEYNOTE ADDRESS
Go From A to THE®: Are you A leader or are you THE leader?
Ryan Avery, Keynote Speaker, Avery Today, Inc.
Learn what differentiates A leader from THE leader and the things we need to know when switching from A to THE in our industry.

BIO: Ryan Avery is one of the Millennial generation’s most profound speakers on generational leadership and strategic communication. At age 25, Ryan became the youngest World Champion of Public Speaking in history, competing against more than 30,000 contestants from 116 countries to claim the 2012 World Championship for Toastmasters International. Ryan has delivered keynotes and trainings on every continent in the world, is an Emmy-award winning journalist, and a best-selling author. He is the highly sought-after headliner at conferences and for conducting company-wide trainings on the power of strategic communication and corporate storytelling.

3 – 3:30P
PM BREAK

3:30 – 5P
GENERAL SESSION
Beyond Labels II: The Future of Animal Welfare
Roger Haston, PhD, Chief Administrative Officer, PetSmart Charities, Inc.
In his landmark presentation “Beyond Labels: The True Impact of LRR and Intake Policies” (revisit at: URL), Dr. Haston gave an in-depth view of metrics, sheltering and a general view of animal welfare. In this session, Dr. Haston will continue from that framework, exploring data that highlights key trends in animal welfare and develop a vision for the future. In this session you will learn:
- A quick history and the philosophical grounding principals of animal welfare
- Examine nationwide data to explore key trends
- A vision of the opportunities and challenges we face in the future

BIO: Dr. Haston received a PhD in geophysics from the University of California Santa Barbara and a MBA in finance from Rice University. In 2012 he committed himself full time to animal welfare and took over as Executive Director at the Animal Assistance Foundation where he has merged his passion for science, business and people to help the animals of Colorado and beyond. He has recently joined PetSmart Charities as the CAO. He also serves on the boards of Emancipet, Animal Grant Makers, National Council on Pet Population and Shelter Animals Count.

5 – 6:30P
OPENING NIGHT RECEPTION IN EXHIBIT HALL: LICENSE TO NETWORK
Meet up with old friends and make new contacts in a relaxing atmosphere while enjoying local cuisine and a beverage or two. SAWA sponsors will be on hand to share their new products or services. Stop by to learn something new or just to say thank you for all the support of our industry.

NOVEMBER 13, 2017

8A – 5P
REGISTRATION OPEN

8A – 9A
CONTINENTAL BREAKFAST IN EXHIBIT HALL

8A – 5P
PEER AND VENDOR MEET AND GREET ROOM
Make one-on-one appointments with your peers, clients or vendor partners for private discussions. Be sure to sign onto the event app – it’s easy to reach out to co-attendees.
9 – 10:15A GENERAL SESSION

Evolution of the Animal Welfare Movement: Meeting the Needs of Rapidly Changing Communities – Part 1

Heather Cammisa, CAWA, President & CEO, St. Hubert’s Animal Welfare Center; Topic Leader, SAWA

OnPOINT Crossing the Brink

Ana Zorrilla, CAWA, Chief Executive Officer, Louisiana SPCA; Board Member, SAWA

Our field has made tremendous strides over the last few decades, dramatically increasing lifesaving and slashing euthanasia rates as a nation as a whole. Now we have population disparities across regions where some still face crushing intake while others find themselves with unused capacity and are struggling to meet their communities’ desire for adoption. Regardless of where your organization currently lies on that spectrum, at some point we are all going to be faced with questions we need to ask ourselves as organizations and individuals in terms of identity, focus & sustainability. This session will explore the current state of animal sheltering in the U.S., how those enjoying the greatest success can and must reach out to support and elevate others, and what changes we can and should expect in our shelter populations, our operating models, and our messaging to the public. We must work together to implement backstops to secure our success and never go backwards. We will take your feedback and questions on issues from this session to shape the next session.

BIOS: Heather Cammisa, CAWA, joined St. Hubert’s as President & CEO in June 2010. She is the recipient of the 2016 Maddie’s Fund national HERO TO ANIMALS award. Prior to her position at St. Hubert’s, Heather filled several roles within the Humane Society of the United States. Most notably she was responsible for research, development and implementation of a spay and neuter campaign, along with shelter outreach and targeted infrastructure investments, in Louisiana and Mississippi partnering with other national organizations and foundations to advance animal welfare in the wake of Hurricane Katrina.

Ana Zorrilla, CAWA, has served as CEO of the Louisiana SPCA since November 2007. Prior to becoming CEO, Ana joined the Louisiana SPCA in 2006 as Director of Development. Notably in 2008, Ana led the organization through Hurricane Gustav and the first successful evacuation of companion animals with their pet owners from an American city. She currently serves on the Board of Directors at SAWA, where she also serves as chair of the scholarship committee. Ana graduated from Loyola University in New Orleans with an undergraduate degree in English Literature and Secondary Education and went on to earn her Masters in Educational Administration from the University of New Orleans.

10:15 – 10:45A AM BREAK IN EXHIBIT HALL

10:45A – 12P GENERAL SESSION

Evolution of the Animal Welfare Movement: Meeting the Needs of Rapidly Changing Communities – Part 2

Facilitated by Caryn Ginsberg, Strategic Visualist, Priority Ventures Group


Join us for an invigorating panel discussion on preparing for the day our field achieves “success” in ending the euthanasia of animals other than those who are suffering or whose behavior puts people or other pets at risk. What programmatic changes should we be considering? How will help people in our communities acquire new pets? How will our traditional roles as “shelters” and “rescue groups” change? What measures
should we be putting in place now to ensure we don’t lose the ground we’ve fought so hard to gain? How can we share accountability for saving lives without regard to political borders? Come prepared to listen and share your own ideas as we explore the future of animal welfare.

BIO: For more than 20 years, Caryn Ginsberg has combined strategic thinking, quantitative methods and graphic representation to help organizations improve their results. She brings a deep understanding of business and nonprofit strategy and marketing to her graphic recording & facilitation, graphic training and infographic design, and has the ability to draw out key themes from a discussion. She holds an MBA from Stanford Graduate School of Business and an A.B. in economics and math from Dartmouth College as well as an advanced certificate in graphic design from Sessions College for Professional Design.

12:30 – 1:30P LUNCHEON / PSA AWARDS / SAWA ANNUAL BUSINESS MEETING
Ready to hit the road and see some sights from throughout North America? Organizations from all over sent us their very best work and now it’s time to name the winners at the 2017 SAWA Annual PSA Awards, Sponsored by Hill’s Pet Nutrition. Cheer the great work as we put the finalists in the spotlight before unveiling the winners of the Professional Marketing Award as well as the People’s Choice Award.

After that, we’ll spend a few minutes taking a look at where we’ve been this last year...and where we are headed in 2018. Don’t miss your chance to “see the SAWA map” and honor some of the animal welfare champions who have helped pave our way.

1:45 – 3P CONCURRENT SESSIONS

BOARD TRACK
Psychology of the Board
Chandra Bonfiglio, MA, BCPC, CPC, CRS, CHt, Founder, Women of Change and Chandra Nicole & Associates
How do we grow a board of leaders and the psychology behind it? Following the presentation leaders will be able to understand:
• “The Circles of Intimacy in Life” using the Murray Method and The Circles of Intimacy we will examine identity, motivation and intimacy with people
• “How do the Circles of Intimacy Drive Leadership” How does our past drive our current and future relationships personally, professionally and as a team?
• “How to Build a Culture of Influence and the Competitive Force of Leaders" Powerful boards are driven by powerful personalities. What influencers demand from their Tribe Leader (Executive Director)

BIO: Chandra Bonfiglio MA, BCPC, CPC, CRS, CHt, is the founder of Women of Change and Chandra Nicole & Associates. She has been a community leader for over 25 years working in government affairs, the entertainment industry and returning to school to become a therapist specializing in addiction care, trauma, brain performance and leadership training. Women of Change is a dynamic leadership team composed of top professionals in the psychology, entertainment and sports performance industries dedicated to educating women in all areas of personal growth. Chandra is the author of "Psychopath Magnet." This book is her personal story of being a therapist and a powerful woman that had to identify her behaviors that attracted unhealthy people to her life.

LEADERSHIP TRACK 1
Employee Engagement and Leading People Effectively
Steven G. Rogelberg, PhD, Chancellor’s Professor, University of North Carolina at Charlotte
Leverage data from Shelter Employee Engagement Diagnostic work
• Learn from over 3,500 employees, in both municipal and not-for-profit humane organization, examining employee engagement
• Find out the biggest areas of concern and strengths
• Review best practices work targeting top problem areas for shelters

BIO: Dr. Steven G. Rogelberg holds the title of Chancellor’s Professor at UNC Charlotte for distinguished national, international and interdisciplinary contributions. He is a Professor of Organizational Science, Management and Psychology at well as the Director of Organizational Science. He has over 100 publications and over 50 invited speeches/colloquiums addressing issues such as team effectiveness, leadership, engagement, health and employee well-being, meetings at work, and organizational research methods. Some of his awards include the SIOP Distinguished Service Award, Bowling Green State University (BGSU) Psi Chi Professor of the Year Award, Fellow of the Society of Industrial and Organizational Psychology, Fellow of the Association for Psychological Science and the BGSU Master Teacher Award.

LEADERSHIP TRACK 2
State of Companion Animal Welfare Around the World
Kate Nattrass Atema, Program Director, Community Animals, IFAW - International Fund for Animal Welfare

How do the key issues, challenges and trends happening in companion animal management around the world compare to the situation here in the U.S.? What lessons can we apply from different global contexts to make our work in communities at home more effective? Following the presentation, participants will be able to:
• Identify key local issues and design programs that address root causes, rather than just the symptoms of dog and cat management “problems”.
• Recognize the importance of effective stakeholder groups to reduce conflict and harness the power of community to create real, lasting change for animals and people.
• Understand the why and how of creating useful monitoring systems that provide real-time feedback on program effectiveness and build a culture of adaptive management.

BIO: Kate Nattrass Atema is Director of the global Community Animal Program at the International Fund for Animal Welfare (IFAW), comprised of community-based animal welfare projects and disaster response in more than 17 countries on six continents. She also currently serves as Chairperson of the International Companion Animal Management Coalition (ICAM). Kate holds an MS in Animals and Public Policy from Tufts University, where she enjoys mentoring students in global animal welfare policy and research. She has published numerous articles in scientific and popular literature on topics ranging from Animal Law to community wellbeing, and is passionate about the importance of animal welfare to healthy communities. Her work at IFAW focuses on the development and implementation of innovative strategies for community engagement in animal welfare.

3 – 3:30P
PM BREAK IN EXHIBIT HALL

3:30 – 5P
CONCURRENT SESSIONS

BOARD TRACK
Avoiding Disappointing Departures
Don Tebbe, Author, Chief Executive Transitions: How to Hire and Support a Nonprofit CEO and The Nonprofit CEO Succession Roadmap: Your Guide for the Journey to Life’s Next Chapter

Turnover in the chief executive position is a watershed moment for an organization. Yet the process really begins well before an executive transition is on the horizon. Too many executives don’t know how to help, and too many boards see executive turnover as just a hiring problem. In reality, it’s a major change event with implications inside the organization and in the community. This session for executives and their board members will explore how to avoid executive transition pitfalls and make the most of this leadership change. Drawing on research and over two decades of practice experience involving hundreds of
nonprofits, the session will provide a roadmap for successful transitions. Join us for a lively discussion and discover:

- The three jobs of the departing executive, even if your transition is years in the future.
- The six tasks your board must "own" for a successful chief executive transition.
- How your organization can come through the transition better, smarter and more effective.

Participants will receive free copies of Managing Nonprofit CEO Transitions: The Board’s Six Tasks (for Making the Most of Leadership Change), and Take Charge of Your Exit: The Nonprofit CEO’s How-To Guide for Developing an Exit Strategy.

BIO: Don Tebbe is an award-winning author and an expert on leadership succession. Over the past 24 years he has helped 119 organizations find, interview, hire, and transition to new CEOs and other senior leaders. And he has helped dozens more plan for leadership succession. A frequent speaker at conferences across the country, Don has led workshops for thousands of executives, ranging from those facing retirement and turning over the leadership reins to the next generation, to leaders who are looking to move up the career ladder.

LEADERSHIP TRACK 1
As Leaders We Must Be Emotionally Healthy to Bring Together the Community
Chandra Bonfiglio, MA, BCPC, CPC, CRS, CHt, Founder, Women of Change and Chandra Nicole & Associates

It’s important to get to an emotionally healthy place to lead. Following the presentation, participants will be able to:

- "Becoming Powerful Within" - Use a personal SWOT Analysis to examine strengths, weaknesses, opportunities and threats in your life
- "Healthy People Attract Healthy People" - Identify unhealthy behaviors that attract drama and get us off track
- "We are a Mirror to the World" - What we send out we receive in return. How our strengths need to be our guide

BIO: Chandra Bonfiglio MA, BCPC, CPC, CRS, CHt, is the founder of Women of Change and Chandra Nicole & Associates. She has been a community leader for over 25 years working in government affairs, the entertainment industry and returning to school to become a therapist specializing in addiction care, trauma, brain performance and leadership training. Women of Change is a dynamic leadership team composed of top professionals in the psychology, entertainment and sports performance industries dedicated to educating women in all areas of personal growth. Chandra is the author of "Psychopath Magnet." This book is her personal story of being a therapist and a powerful woman that had to identify her behaviors that attracted unhealthy people to her life.

LEADERSHIP TRACK 2
Generational Shift in our Workforce
Ellen Lowery, DVM, PhD, MBA, Associate Director of US Professional and Veterinary Affairs and Karen Shenoy, DVM, Practice Development Veterinarian, Hill’s Pet Nutrition

The generational shift in our workforces will have historical significance. During this session you’ll learn:

- Generational differences and reasons behind their behaviors
- The changing workforce, workplace and the nature of employment

BIOS: Dr. Ellen I. Lowery is Director, U.S. Professional and Veterinary Affairs for Hill’s Pet Nutrition. In this position, Ellen leads the strategic development of all programs and partnerships with the veterinary profession, including schools, students, key thought leaders and practicing veterinarians. Ellen co-led the development of the Hill’s Women Empowered network and is currently a facilitator for the
Fundamentals of Colgate Leadership employee training course. Her passion is inspiring others to achieve the best they can be in their personal and professional lives.

Dr. Karen Shenoy is the Associate Director – Veterinary Affairs for Hill’s Pet Nutrition. In this role, she works closely with the Hill’s Marketing and Customer Development teams to develop go-to-market and training plans for new products/initiatives. She leads a team of 33 field based Hill’s Professional Consulting Veterinarians. Karen holds a BS in Veterinary Science and Doctor of Veterinary Medicine degrees from the University of Minnesota. She serves on the American Veterinary Medical Association’s Early Career Development Committee and the University of Minnesota Alumni and Friends Society Board and participated in the Hill’s GENNEXT task force.

6 – 8P  EVENT NIGHT – FAST LANE TO FUN!
Whether you want to hit the fast lane to fun or simply set yourself on cruise control, enjoy an evening at the beach, just steps from your accommodations. A gentle ocean breeze...sand between your toes...and the enchanting aroma of a beachfront seafood bake.

NOVEMBER 14, 2017

8A – 3:30P  REGISTRATION OPEN

8A – 9A  CONTINENTAL BREAKFAST IN EXHIBIT HALL

8A – 12P  PEER AND VENDOR MEET AND GREET ROOM
Make one-on-one appointments with your peers, clients, or vendor partners for private discussions. Be sure to sign onto the event app – it’s easy to reach out to co-attendees.

9 – 10:15A  GENERAL SESSION

SAWA On POINT

SAWA On POINT: Partners Organized to Innovate, Navigate and Transform our industry.
- Successful programs inspired from data driven decisions
- Pioneering ideas poised to flourish in models of the future
- Innovative approaches to fundraising efforts, outreach, sheltering services, customer service, donor communication or donor recognition
- Fresh ideas that are showing success for the animals

10:15 – 11A  AM BREAK IN EXHIBIT HALL
Last chance to meet with our industry partner sponsors

11A – 12:15P  GENERAL SESSION

Access to Veterinary Care: a Critical Animal Welfare Issue
Matt Bershadker, President & CEO, ASPCA
Michael Blackwell, DVM, MPH, Director, Program for Pet Health Equity, College of Social Work, University of Tennessee
Imagine having to make the decision between paying the rent or mortgage or providing emergency surgery to your beloved pet? For too many pets are relinquished by their families due to a lack of access to veterinary care. The reasons are many and include financial, transportation, immigration status and language barriers. Even for middle-class pet owners, access to affordable care can be challenging, but, for those at the bottom of the economic spectrum, accessible veterinary care is out of reach. In a recent ASPCA study, 40% of low income pet owners who rehomed their pets reported that access to affordable veterinary care would have helped them keep their best friends.

Hear from three preeminent experts in the field how the lack of access to affordable veterinary care is a major contributor to animal relinquishment as well as neglect. Our panel will discuss:

- Lack of veterinary care as a social issue
- The role of animal welfare organizations, animal care and control agencies and the veterinary profession in addressing this crisis
- How to reach underserved populations
- The potential role(s) of pet health insurance
- How to strengthen programs to keep pets and families together
- Working with private practitioners in partnership to provide affordable, accessible vet care

BIOS: Matthew Bershadker, ASPCA President & CEO, is a 16-year veteran of the nation’s first animal welfare organization, serving most recently as senior vice president of the ASPCA Anti-Cruelty Group (ACG), the division responsible for programs and initiatives that confront animal cruelty and suffering on all levels across the country. At the vanguard of many of the ASPCA’s most innovative programs, Matt’s strategic vision and effective execution has catapulted the organization into a leadership role in the field as well as in the courts, filling critical voids and providing much needed legal support for animal welfare issues in communities around the country. Under Matt’s leadership, the ASPCA also developed the Cruelty Intervention Advocacy (CIA) program, an initiative to help protect companion animals in danger of potential abuse or neglect. Matt received his MBA from Johns Hopkins University Carey Business School and his Bachelor’s degree in Communications from Ohio University.

Michael J. Blackwell, DVM, MPH, has had a distinguished career in public service and as an educator. He earned both a Bachelor of Science degree and a Doctorate of Veterinary Medicine from Tuskegee University. From 1994 to 1998, Dr. Blackwell served as the chief veterinarian of the United States Public Health Service, becoming the chief of staff of the Office of the Surgeon General. Blackwell left the Office of the Surgeon General to become the dean of the College of Veterinary Medicine at the University of Tennessee in Knoxville. He led the college for eight years, during which he aggressively promoted the role of veterinary medicine in public health, and supported the establishment of the Veterinary Social Work Program. Next, he served as the chief veterinary officer of the HSUS, and President of Humane Society University. He now leads the Program for Pet Health Equity, College of Social Work, University of Tennessee.

Gary Weitzman, DVM, MPH, CAWA, joined the San Diego Humane Society as their President and CEO in 2012. He’s a licensed veterinarian with more than 25 years of animal welfare experience. He is committed to collaboration to find solutions to do more for animals and their people. He earned a double BA in Biology and English from Colby, a Master’s in Public Health from Boston University and got his DVM from Tufts University. He is a Certified Animal Welfare Administrator, and currently serves as Chair of the Board of the Society of Animal Welfare Administrators. He also serves on the Mama’s Kitchen Board. He has three books published by National Geographic, “Everything Dogs,” “How to
Speak Dog," and "How to Speak Cat." He is working on a fourth book titled "The National Geographic Guide to Pet Health, Behavior, and Happiness," which will be released in the Fall of 2018.

12:15 – 1:45P  NETWORKING LUNCH

2 – 3:30P  CONCURRENT SESSIONS

LEADERSHIP TRACK 1

Developing a Culture of Philanthropy
Brian Daugherty, MA, Chief Philanthropy Officer, San Diego Humane Society & SPCA

*Increasing philanthropic support is essential for every animal welfare organization, and creating a Culture of Philanthropy is a key step to ensure you are maximizing your fundraising success. Following this session, participants will:*
- Understand what a Culture of Philanthropy is and why it matters for their organization.
- Develop successful tools to establish a Culture of Philanthropy that permeates your entire organization.
- Learn how to gain buy-in from staff and volunteers for fundraising activities.

**BIO:** Brian Daugherty brings with him an expansive career in philanthropy, donor relations and annual giving. With more than 20 years of experience, he currently serves as the Senior Vice President and Chief Philanthropy Officer at San Diego Humane Society, where he is able to combine his professional experience in philanthropy and passion for animals. Brian and his team are responsible for raising the vital funds necessary to enable San Diego Humane Society to fulfill its mission to take care of homeless animals and 'Inspire Compassion.' He has extensive experience working on comprehensive campaigns ranging in size from $16 million to $1 billion.

LEADERSHIP TRACK 2

Mergers in Animal Welfare: Friend or Foe
Scott Cotenoff, JD, Partner, La Piana Consulting

*With so many organizations considering cost saving ideas to serve the animals in their community, many mergers are occurring...some successful...some now wishing they could have the organization in place prior to the merger.*
- Current trends in the non-profit industry
- Non-profit sustainability
- Red flags – reasons - to decide against a merger
- Green light to consider a merger

**BIO:** Scott Cotenoff, JD, is a Partner with La Piana Consulting, and is committed to helping clients align their strategies, structure and culture to deliver real results. He works creatively with nonprofits and foundations to develop thoughtful responses to the challenges and opportunities presented by a rapidly changing environment. Scott has an MS in Urban Public Health from Hunter College School of Health Sciences and a JD from Boston University School of Law; he has an undergraduate degree in Political Science from Duke University.

3:30PM  SAWA ANNUAL CONFERENCE ENDS

Safe travels and don’t forget to give us your feedback at SAWA November 2017 Conference Evaluation. If you are planning to stay for the National Council on Pet Population, we’ll see you tomorrow morning.

Planning to stay a bit longer? Find out about local events and at Visit Miami: http://www.miamiandbeaches.com/.
OPTIONAL TOUR: MIAMI-DADE MUNICIPAL SHELTER – Opened June 13, 2016
Requires advance registration (no cancellations) and transportation fee by October 20. See more details on registration page.

NATIONAL COUNCIL ON PET POPULATION
2017 RESEARCH SYMPOSIUM
Human Factors that Influence Pet Acquisition, Ownership, Retention and Relinquishment

NOVEMBER 15, 2017

7A – 1P REGISTRATION

7A Continental Breakfast

8A Opening Comments: Patti Mercer, CAWA, Board Chair, National Council on Pet Population, President, Houston SPCA

Steven Feldman, Executive Director, Human Animal Bond Research Institute

BIO: Steven Feldman is the Executive Director of the Human-Animal Bond Research Institute (HABRI). His mission is to use scientific research, communications and advocacy to establish the vital role of companion animals in the health and well-being of individuals, families and communities. Steven is an experienced public affairs advocate who has worked in the areas of wildlife conservation, animal welfare, healthcare and education. Prior to joining HABRI, Steve served as senior vice president for external affairs for the Association of Zoos and Aquariums. He also worked at Powell Tate, a leading public affairs firm, and as a staff member in the United States Senate. Steven holds a Bachelor's Degree in International Affairs and a Master's Degree in Political Management from the George Washington University.

9:15A Photographing Their Way to Adoption – A Study on the Impact of Photo Condition on Perceived Adoptability of Shelter Dogs
Seana Dowling-Guyer, MS, Associate Director, Center for Shelter Dogs, Cummings School of Veterinary Medicine at Tufts University

BIO: Seana Dowling-Guyer is the Associate Director of the Center for Shelter Dogs, part of the Shelter Medicine and Center for Animals and Public Policy programs at Cummings School of Veterinary Medicine at Tufts University. Ms. Dowling-Guyer also teaches in the Masters in Animals and Public Policy program. Her research focuses on improving the welfare of dogs in shelters, gaining a better understanding of their behavior and supporting dogs in the home and community. She also is interested in how people’s knowledge and perception of dog behavior influence their relationships with their dogs. Ms. Dowling-Guyer holds an MS in Clinical Psychology from the University of Alaska Anchorage and a BA in Psychology from the College of the Holy Cross.

9:45a AM Break
10:15A  *Black Cats - Does Manipulation of Photographs Impact Perceptions?*  
Lori Kogan, PhD, Professor, Colorado State University

**BIO:** Lori Kogan, PhD is a Professor of Clinical Sciences for the College of Veterinary Medicine and Biomedical Sciences at Colorado State University and a licensed psychologist. She is the editor of the Human-Animal Interaction Bulletin, an open-access, online publication supported by the American Psychological Association. She is also the founder/director of Pets Forever, a non-profit program and service learning course designed to help low income elderly and disabled pet owners. In addition, Dr. Kogan has years of experience providing individuals and couples counseling to veterinary students, faculty and staff. She has published numerous journal articles, co-authored book chapters, and given invited presentation on topics related to human-animal interactions in both psychology and veterinary medicine venues. She is currently engaged in several research projects pertaining to the intersection of the human animal bond and veterinary medicine.

10:45A  *Perceptions That Impact Pet Adoption: What Prospective Adopters Say about Hard-to-Place Pets*  
Casey Kleekamp, Marketing Manager / Pet Welfare and Susanne Klausner, Senior Manager/Consumer Marketplace Insights, Purina North America

**BIOS:** Casey Kleekamp, Marketing Manager, Pet Welfare Strategy and Programs, Nestle Purina, has been with Nestle Purina for five years, working in many different functions including Shopper Marketing, Portfolio Development and Category Leadership. In these roles she leveraged consumer insights and key partnerships to create engaging pet owner experiences. She is a passionate animal lover and long-time animal welfare advocate, both in her professional and personal life. She is a founding member of the Humane Society of Missouri’s Women’s Leadership Council and has served on the Steering Committee since 2013. She has also volunteered at several other animal welfare organizations in the St. Louis area over the past 18 years.

Susanne Klausner has been committed to uncovering consumer insights for the past 20 years and has been part of Nestle Purina’s Consumer and Marketplace Insights team for the past 8 years. In her role as a Senior Manager, she partners with Purina’s Professional Engagement Team, including Animal Welfare, to deeply understand the attitudes, behaviors and motivations of pet owners.

11:15A  *Multi-Site Validation of a Structured Adopter-Dog Interactions (SADI) Intervention to Increase Adoption Rates in Dogs*  
Alexandra Protopopova, Assistant Professor of Companion Animal Science, Texas Tech University

**BIO:** Alexandra Protopopova, MS, PhD, CPDT-KA is an assistant professor in the Department of Animal and Food Sciences at Texas Tech University. The Human-Animal Interaction Lab, directed by Dr. Protopopova, systematically explores questions of companion animal well-being, behavior and human-animal interactions. Her research aims are 1) to improve the well-being of dogs housed in animal shelters, 2) assess and develop therapy dog programs to benefit human health and educational outcomes and 3) improve our general understanding of animal behavior. Dr. Protopopova earned an MS and a PhD in Behavior Analysis from University of Florida and is a Certified Professional Dog Trainer.

11:45A  *Networking Lunch*

1:15P  *Survey of Reasons Clients Visit the Shelter and How Their Expectations Affect Adoption Decisions*  
Anastacia Southland, Behavior Services Manager, Potter League for Animals
**BIO:** Anastacia Southland, Behavior Services Manager, Potter League for Animals, oversees behavior evaluations, enrichment and training for shelter animals and assists in matching pets with an adoptive home. She obtained a Master's degree in Animals and Public Policy from Tufts University where she studied shelter policy and human-animal interactions. Prior to her current position, she spent five years as a Humane Educator, teaching bite prevention and animal care classes. She is passionate about helping animals through their shelter stay and setting their new families up for success.

**1:45P**

*A Survey of Sheltering Organizations' Perceptions of Transportation Programs and Adopter Satisfaction*

Emily McCobb DVM MS DACVAA, Program Director and Clinical Associate Professor, Center for Shelter Dogs, Cummings School of Veterinary Medicine at Tufts University

**BIO:** Dr. Emily McCobb is Director of the Tufts Shelter Medicine Program and the Center for Shelter Dogs at the Cummings School of Veterinary Medicine. She is also Director of the Luke and Lily Lerner Spay Neuter Clinic, Assistant Director of the Tufts Center for Animals and Public Policy and a Clinical Associate professor of Anesthesiology at the Cummings School of Veterinary Medicine, Tufts University. Dr. McCobb is a 2000 graduate of the Cummings School and completed a rotating small animal internship at Angell Memorial Animal Hospital. She obtained a Masters of Animals and Public Policy also in 2002 and completed a residency in Anesthesiology and Pain Management in 2006. She is a board certified Veterinary Anesthesiologist. Her academic areas of focus include shelter animal welfare, accessible veterinary care, anesthesia and pain management and clinical teaching.

**2:15P**

*Dogs on the Move: Factors Impacting Animal Shelter and Rescue Organizations' Decisions to Accept Dogs from Distant Locations*

Christy L. Hoffman, PhD, Assistant Professor, Animal Behavior, Ecology, and Conservation Program Director, Anthrozoology, Canisius College

**BIO:** Dr. Christy Hoffman is an assistant professor in the Animal Behavior, Ecology, and Conservation department at Canisius College (Buffalo, NY). In addition, she directs Canisius’ Master’s program in Anthrozoology. As part of the Anthrozoology program, she offers courses focused on animal sheltering and the psychology of the human-animal bond. Having received graduate and post-doctoral training in animal behavior and human development at the University of Chicago, her research explores both sides of the human-dog relationship. Some of her recent studies have examined factors that impact humans’ decisions to adopt particular dogs and cats, dog decision-making in multi-dog households, factors impacting animal shelters’ decisions to accept dogs from distant locations, and the effects of dogs on human sleep.

**2:45P**

*PM Break*

**3:15P**

*The Effect of Language, Experience, and Dog Size on Individuals’ Perceptions and Attitudes Toward Canine Problem Behaviors*

Kelsea M. Brown, PhD Student, Department of Animal and Food Sciences, Texas Tech University and Research Analyst, National Canine Research Council

Janis Bradley, Bradley is the Director of Communications and Publications, National Canine Research Council

**BIOS:** Kelsea M. Brown is a PhD student in the Animal Science Department at Texas Tech University where she studies canine behavior and companion animal welfare. She earned her BS in Psychobiology from UCLA. As an undergraduate, she worked with a variety of species in an animal cognition and behavior lab. After returning home to the bay area she entered the Experimental Psychology program at SJSU where she earned her Masters degree. Kelsea joined National Canine Research Council in 2015 and is currently responsible for curating the research library.
Janis Bradley is the author of Dogs Bite, but balloons and slippers are more dangerous, the complete guide to research on dog bites, along with Dog Bites: Problems and Solutions for The Animals and Society Institute, and The Relevance of Breed in Selecting a Companion Dog for the National Canine Research Council. Between 2000 and 2009, Bradley trained more than 400 professional pet dog trainers at the San Francisco SPCA’s Academy for Dog Trainers, and in 2011 founded the Dog Training Internship Academy. Bradley is the Director of Communications and Publications at the National Canine Research Council, a think tank whose mission is to produce, support and distribute the best current science studying domestic dogs in the context of a human environment.

3:45P

Determining Compassion Fatigue in Animal Care Employees Using Behavioral, Physiological and Subjective Measures of Stress and Wellbeing
Allison Andrukonis, Graduate Student, Animal and Food Sciences, Texas Tech University

BIO: Allie Andrukonis is a current Masters student in the Animal Science Department at Texas Tech University. She studies animal shelter welfare, with an emphasis on compassion fatigue in animal care employees. Through her research, Allie hopes to first, increase public awareness of compassion fatigue, and second, implement treatment to decrease its prevalence. Allie graduated from Virginia Tech with a BS in both Animal Science and Psychology.

4:15P

An Estimate of the Number of Dogs in US Shelters and Their Fate
Kimberly A. Woodruff, DVM, MS, DACVPM (Epidemiology), Assistant Clinical Professor and D.R. Smith, DVM, PhD, DACVPM (Epidemiology), Endowed Professor, College of Veterinary Medicine, Mississippi State University

BIOs: Kimberly Woodruff is a 2008 graduate of Mississippi State University. Following veterinary school, she completed a one-year shelter medicine internship and a three-year shelter medicine residency with Mississippi State Shelter Medicine Program. She joined the faculty at Mississippi State in 2012. Kimberly is board certified in preventive medicine and epidemiology. She has an interest in infectious disease, disease control and veterinary student education.

David R. "D.R." Smith, DVM, PhD, DACVPM, is the Hall-Davis Endowed Professor and Beef Program Leader at Mississippi State University College of Veterinary Medicine. He is a board-certified veterinary epidemiologist with interest in population approaches to improving animal health and well-being. Dr. Smith serves on the US Secretary of Agriculture’s Committee on Animal Health.

4:45P

Research Symposium Concludes