

# Zoo Line

Volume 45 Edition 4

December, 2015

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## President's Message

*By: Ron Gray, President*

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Fellow Docents,

Our Fall "season" is about over and it's been a busy one. I would like to give you the numbers that I reported to the CMZ Board for our various activities. Those activities have expanded considerably in the last few years as we have found new ways to contribute to the success of Cheyenne Mountain Zoo (5th Best in the nation per Trip Adviser).

I'll start with our more traditional things that we do. Our Fall Tour season included 26 tours involving 170 Docents. That's 9 more tours than we had last year. Thank you, Sue Sallee! Thank you, Jeanie Baratano for scheduling those Docents for those tours! Thanks to all those Tour Docents wearing out their shoes and patience. Those tours also spawned 43 safaris to the schools. Thank you to all those Docents making the trips to the schools in their own cars burning their own gas. Thank you, Paula Charles! We reached 1,311 kids with these efforts and hopefully made animal lovers out of them. These numbers don't even include the hours contributed by the IEs doing house talks or the hours for "Boo at the Zoo". Thanks to each of them and to Pat DeGeorge for twisting arms to get Docents for "Boo".

Our Zoopeteers traveled to 15 different schools and performed in 54 different programs and 1 fire drill (happens every year but not by design). Those programs reached 1620 K through 2nd grade kids and prepared them for the tours. The Zoops traveled to the schools in their own cars burning their own gas. Thank you to them and Marie Poyzer!

Now for the Zoomies! These folks helped with Outreach programs via 77 Zoomobile trips off the Zoo grounds to locations far, far away. Closer to home, they put in 144 hours for lunch coverage in the Loft to let the Keeper enjoy lunch. They also provided 264 hours in Scutes interpreting information about our scaly critters in that Building. Finally, our very busy Zoomies performed 975 hours for animal handling in the Loft. Thanks to Pat Gray for sort of scheduling most all of this activity!

As you can see, we've been very busy this Fall season. Bear in mind that the Spring season is just around the corner and it's even busier. Our new class of trainees will start their adventure in January under the tutelage of Glenna French and Susan Gross. Mentors are assigned as well as the instructors so we are prepared to increase our

membership by 10 to 15 new Docents come May of 2016.

The Zoo is kicking off the next major capital campaign, "Making Waves". Our Zoo President, Bob Chastain, gave us a peek at this effort at the November TE meeting. It involves a new venue for Hippos, Penguins, Monkeys and Gibbons. Planning is very preliminary but it looks great! Conceptual drawings include indoor/outdoor enclosures that will really fascinate our guests and give them much better insights of our animals. Stand by for more exciting news in this area!

Our Auxiliary Holiday Party will be on December 5th at Marie Poyzer's home. It will cap off a great Fall season for us.

Cheers, Ron

## 2015-2016 Docent Directories

If you have not been able to pick up this year's directory, you will now find them in the DRC with your name written in the top right hand corner.

I have also left the remaining directories (no names listed on them) in the DRC for those of you that are interested in getting a second or back up copy.

Jody Schmitz  
Corresponding Secretary

## From the Editor

Best wishes to all of you in this holiday season!



### 2015-2016 CMZ Auxiliary Calendar

Meeting Times are 9:30 AM  
Education Committee Meetings are held the fourth Wednesday of the month at 9:30 AM in the Safari Lodge.

**\*\* Mandatory meetings \*Date Change**

#### December 2015

No meetings

5 Holiday Party Marie Poyzer's

#### January 2016

6 Board Meeting Safari Lodge

9 IE Meeting Safari Lodge

13 TE Meeting Safari Lodge

#### February 2016

3 Board Meeting Safari Lodge

13 Joint TE/IE Meeting\*\* Lodge at Moose Lake

## Scavenge for Vultures

Our Scavenge for Vultures sale will take place at the Joint Meeting in February. Set up is Friday, Feb. 5 around 2 o'clock in the Lodge at Moose Lake. You are welcome to come and help!! Please bring your treasures at that time. If you are unable to bring them on the 5th, here are a couple of other options.....

1. Bring your items to the January TE or IE meeting as Glenn Carson has volunteered to gather them up and store them until the sale or

2. Bring them the day of the Joint Meeting, but please come early!! The Sale will begin before the meeting on February 6th and continue after the meeting. Premark all goods in whole dollar amounts. If it isn't worth a dollar, bundle it with something else! There will be a coat rack, but you will need to provide hangers for your items if needed. Think.....clothes, books, sculptures, jewelry, knick-knacks, note cards, coasters, wood carvings.....if it has an animal theme, it's in! If it's no longer giving you joy.....perhaps it can give joy in another home.

Proceeds are going to vulture conservation. You saw from Bob's report at the November meeting, Keepers and staff are welcome to participate. I will be getting a flyer out to them soon, but feel free to mention this event when you talk to them.

Scour the back of your closet and the bottom of your drawers.....treasurers are probably lurking in every corner. Thank you for supporting this project.

Nancy Hochman

## 2016 Education & Reference Manual

The 2016 CMZA education and reference manual will be completed by Nancy Hochman by the end of December and will be sent out for printing. Anyone wanting a **“hard”** copy of the manual will need to make sure they let me know they want a copy. The hard copies will again be **\$15** and a check in that amount needs to be sent or given to me by December 18<sup>th</sup>. **The check will need to be made out to CMZ.** Extra copies will not be printed for later purchase.

If you don't want to purchase the complete manual, Nancy will be sending out the electronic version with instructions for downloading through Patrick just as she did last year. This will not be done until the first of January.

Call or email with any questions regarding this manual.

Glenna French  
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# Multi-generations - Creative Strength or Unrelenting Conflict?

*From our most seasoned docents, to the youngest workers at CMZ, we have a tremendous range of ages. Do we all have enough understanding of each other to know what generally defines each of our generations? Let's shine some light on these characteristics.*

*The Editor*

If you can relate to the title I hope you read further. For the first time in the nation's history, four generations are working side by side in the workplace. It is often you can be working with a 50 year gap between your youngest and oldest employee/docent. This can often cause misunderstanding, conflict, stress and low productivity. By learning the motivations and generational footprint of each generation, you can leverage your talents to create an effective team. Learning about the strengths of each generation can also create longevity within the docent team as well as an environment where docents feel safe. Let's start by defining each generation:

## **Traditionalist**

Born: 1925-1945

Defined: as hardworking and loyal. Raised during the Depression, Traditionalists cherish their jobs and are hard workers. Many Traditionalists have worked for only one employer their entire work life and are extremely loyal to coworkers and employers. Traditionalists are great team players and get along well with others in the workplace.

## **Baby Boomers**

Born: 1946-1953

Defined: as loyal, work-centric and cynical. They often equate salaries, and long hours with success and commitment to the workplace. They value face time and may not welcome work flexibility or work/life balance trends.

## **Generation X**

Born: 1965-1979

Defined: as having an entrepreneurial spirit. This generation thrives on diversity, challenge, responsibility and creative input. They place a premium on family time. They are ambitious and hardworking but value work/life balance. They value the freedom to set their own hours.

## **Generation Y**

Born: 1980-2000

Defined: as smart, creative, optimistic, achievement-oriented and tech-savvy. This young generation seeks out creative challenges, personal growth and meaningful careers. They are excellent multi-taskers and prefer communications through e-mail and text messaging over face-to-face interaction.

## **Generation Z**

Born: 2001 – present

Defined: grow up in a childhood and teenhood without the luxury of a strong economy. This generation is very networked with social networks and many means of communication and means of entertainment. The generation is born completely within the technological age, war on terror, and multiculturalism. This generation is the first true global culture as their characteristics and trend is more uniform across the globe as they become the most open minded generation to date.

It is easy for us to celebrate our own generation as we relate to its description but it is also important in effective communication to also find the commonalities to generations that are not our own. For example you could choose to focus on the stereotypes or negative attributes to a generation like entitled, skeptical, don't like

change, out of touch, etc.... but we find those negative attributes to not create a safe environment or growing working relationships. We have all experienced the joy of a communication system that is both sending and receiving the same message. It feels good to be understood and also heard. As we grow as a docent group and as an organization reliance on communication is vital. What part can you take in the communication system? How can you relate and understand generations that are not your own? Let's work on this together to continue to be a vital part of our Zoo's mission.

Keep in mind:

In-person communication

7 % of the meaning of the message is conveyed through **WORDS** used.

55% of the meaning of the message is conveyed through **BODY LANGUAGE** used.

38% of the meaning of the message is conveyed through the **TONE** used.

On the phone communication

15% of the meaning of the message is conveyed through **WORDS** used.

85% of the meaning of the message is conveyed through the **TONE** used.

## **Cure for Chytrid: Scientists Discover Method to Eliminate Killer Fungus**

**Breakthrough discovery leads to eradication of fatal amphibian disease**

Date: November 18, 2015

The first-ever successful elimination of a fatal chytrid fungus in a wild amphibian has been revealed by scientists, marking a major breakthrough in the fight against the disease

responsible for devastating amphibian populations worldwide.



The study combined antifungal treatment of Mallorcan midwife toad (*Alytes muletensis*) tadpoles with environmental disinfection. Credit: Jaime Bosch MNCN-CSIC

The study combined antifungal treatment of Mallorcan midwife toad (*Alytes muletensis*) tadpoles with environmental disinfection.

Research published details the first-ever successful elimination of a fatal chytrid fungus in a wild amphibian, marking a major breakthrough in the fight against the disease responsible for devastating amphibian populations worldwide. The highly-infectious chytrid pathogen has severely affected over 700 amphibian species worldwide; driving population declines, extirpations and species extinctions across five continents.

Results from the seven-year study show the first evidence of eradicating the chytrid pathogen *Batrachochytrium dendrobatidis* (Bd) affecting amphibians in situ. Published in *Biology Letters*, the paper details the outcome of a project led by scientists from the Zoological Society of London (ZSL), the National Museum of Natural History in Spain (MNCN-CSIC), and Imperial College London.

The study combined antifungal treatment of Mallorcan midwife toad (*Alytes muletensis*) tadpoles with environmental disinfection. By

using an anti-fungal to treat tadpoles and a common laboratory decontaminant to sterilize the environment, researchers were able to clear infection from populations of the toad over the research period.

Co-author Dr Trenton Garner, Reader within ZSL's Institute of Zoology, said: "This study represents a major breakthrough in the fight against this highly-destructive pathogen; for the first time we have managed to rid wild individuals of infection for a continued period.

"Amphibian-associated chytrid fungi are a critical conservation issue that requires simple, straightforward and transferrable solutions. Our study is a significant step towards providing these."

Dr Jaime Bosch, Senior Researcher at MNCN-CSIC, added: "This is the first time that chytrid has ever been successfully eliminated from a wild population -- a real positive which we can take forward into further research to tackle this deadly disease. Chytrid is a global issue which affects amphibian populations worldwide, and I am proud to be part of a team of leading institutions at the forefront of this pioneering research working towards a solution."

Chytrid fungal infections causing amphibian mass mortality were first identified at the end of the 20th century by a consortium of scientists, including ZSL researchers.

*Story Source:*

*The above post is reprinted from materials provided by Zoological Society of London. Note: Materials may be edited for content and length.*

## **New Docent Training and Opportunity for CEC Credits**

Listed below is the 2016 docent training class schedule. Remember you can earn one CEC credit for attending a morning or an afternoon session. By attending both, you will earn your required CEC credits (2) for the year. Hope to see you at one of the sessions.

Thank you,  
Glenna French, 1st VP, CMZA

**Morning teaching session = 1 CEC**  
**Afternoon teaching session = 1 CEC**

### **Session 1 January 16, 2106**

9:00 – 9:30 - Introductions and overview of docent training

9:30 – 10:25 - Teaching Session – Manuals, Requirements (Nancy Hochman)

10:25 – 10:40 - Break

10:40 – 11:40 – Teaching Session – History of the Zoo (Kaiti Poehlmann)

11:40 – 11:55 - Ron Gray, President, CMZ Auxiliary

11:55 – 12:30 - Melanie Sorensen, Director of EdVenture

12:30 – 1:00 - Sack Lunch, Q &A, Information, Announcements (Glenna & Susan)

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1:00 – 2:00 - Evolution/Taxonomy (Nancy Hochman)

2:00 – 2:15 - Break

2:15 - 2:30 - Hand out review sheets, information for next week, etc.

2:30 - 3:45 - Zoo Tour with mentor

## **Session 2 January 23, 2016**

9:00 – 9:15 - Information, Announcements, Hand-in Review sheets

9:15 – 10:45 - Teaching Session – Basic Mammology (Nancy Hochman)

10:45 – 11:00 - Break

11:00 – 11:45- Teaching Session – Adaptations & Niche (Nancy Hochman)

11:45 – 12:15 - Practical Application Regarding Mammal Information – Visit lions & giraffes (Glenna, Susan & Nancy)

12:15 – 12:45 - Lunch

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12:45 – 1:45 - Teaching Session – Ungulate characteristic (Jean McKanna)

1:45 – 2:00 - Break

2:00 – 3:00 - Teaching Session – Artiodactyl/Perissodactyl/Elephants (Jean McKanna)

3:00 – 3:45 - Keeper

3:45 – 4:00 - Handout review sheets

## **Session 3 January 30, 2016**

9:00 – 9:15 - Information, questions, hand-in review sheets

9:15 – 10:05 - Teaching Session – Introduction to Carnivora (Ron Gray)

10:05 – 10:45 - Teaching Session – Characteristics of Felines (Ron Gray)

10:45 – 11:00 - Break

11:00 – 12:10 - Teaching Session – Characteristics of Canids and Ursus (Jeannie Phillips)

12:10 – 12:40 - Lunch

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12:40 – 1:10 - Introduction to Carts (Don Heinz)

1:10 – 1:40 - Cart talks, demo of cart presentation to guest (Sue Mayher)

1:40 – 1:55 - Break

1:55 – 2:45 - Keeper

2:45 – 3:35 - Overview of AM safari and tour, certification for AM & AMS (Susan Gross)

3:35 – 4:00 - Uniform Information (Susan Gross) & hand out review sheets

## **Session 4 February 6, 2016**

9:00 – 9:15 - Meet mentors to go to the lodge at Moose Lake for joint TE/IE meeting and potluck

9:00 – 12:30 - Meeting and lunch

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12:30 – 1:10 Teaching Session – Characteristics of Birds (Sally Goldstein in Loft)

1:10 – 1:25 Return to Safari Lodge & Break

1:25 – 2:10 - Teaching Session – Characteristics of Mustelidae and Mephitidae



- dae (Nona Hentschel & Sandy Flynn)
- 2:10 – 2:55 - Teaching Session – Characteristics of Procyonidae and Herpestidae (Nona Hentschel & Sandy Flynn)
- 2:55 – 3:55 - ARV Safari and tour overview, Baobab Tree, Maasai, difference between ARV and Am tours (Susan Gross)
- 3:55 - Hand out review sheets

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### **Session 5 February 13, 2016**

- 9:00 – 9:15 - Information, announcements, hand-in review sheets
- 9:15 – 9:45 - Teaching Session – Characteristics of Primates (Becky Poole)
- 9:45 – 10:15 - Keeper
- 10:15 – 11:05 - Teaching Session – Characteristics of Prosimians, Marmosets, Tamarins (Nona Hentschel & Sandy Flynn)
- 11:05 – 12:00 - Teaching Session – Characteristics of Old World and New World Monkeys (Art Schwall)
- 12:00 – 12:30 - Lunch
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- 12:30 – 1:30 - Teaching Session – Characteristics of Lesser and Greater Apes (Art Schwall)
- 1:30 – 1:45 - Q&A, review worksheets, collect uniform orders

- 1:45 – 2:30 - Discuss preliminaries to tours and safaris (contacting teacher, tour chair, calling docents if you are tour chair, etc.) (Sue Sallee)
- 2:30 – 4:00 - - Group AM Tour (Sue Sallee & other docents)
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### **Session 6 February 20, 2016**

- 9:00 – 9:15 - Information, Announcements, etc.
- 9:15 – 10:00 - Teaching Session – Overview of Rodentia and Pilosa (Don Haller)
- 10:00 – 10:15 - Break
- 10:15 – 11:05 - Teaching Session – Overview of Cingulata and Marsupia (Don Haller & Don Heinz)
- 11:05 – 12:00 - Group ARV tour with docents
- 12:00 – 12:30 - Lunch
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- 12:30 – 1:30 - Teaching Session – Ecology definitions, vocabulary, biomes, ECO systems, CMZ ECO Environments, Human Ecosystems (Nancy Hochman)
- 1:30 – 1:40 - Break
- 1:40 – 2:40 - Teaching Session – Ecology Concepts (Nancy Hochman)
- 2:40 – 3:30 - Teaching Session – Food Chain and Food Webs (Nancy Hochman)
- 3:30 – 3:45 - Hand out review sheets



## **Session 7 February 27, 2016**

- 9:00 – 9:15 - Information, announcements, etc.
- 9:15 – 10:10 - Teaching Session – Physiological Systems (Glenn Carson)
- 10:10 – 10:25 - Break
- 10:25 – 11:10- Teaching Session – Characteristics/Ecology of Invertebrates (Ron Capen)
- 11:10 – 11:55 - Teaching Session – Characteristics/Ecology of Fish (Susie Potterat)
- 11:55 – 1:00 - Brown Bag Lunch & Sign up for safaris – Sue Sallee, Jeanie Baratono, Paula Charles

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- 1:00 – 1:50 - Plant/Animal Relationships (Kaiti Poehlmann)
- 1:50 – 2:40 - Keeper
- 2:40 – 2:50 - Break
- 2:50 – 3:45 - Sign up for tours (Sue Sallee, Jeanie Baratono, & mentors)
- 3:45 - Hand out review sheets

## **Session 9 March 12, 2016**

- 9:00 – 9:15 Information, Announcements, etc.
- 9:15 – 10:30 - Teaching Session – Ecology of Small Animals (Jim Hunter)
- 10:30 – 10:45 - Break
- 10:45 – 11:30 - Teaching Session – Ecology of Feline Families (Jim Hunter)

- 11:30 – 12:15 - Teaching Session – Ecology of Ursidae (Jim Hunter)
- 12:15 – 12:45 - Lunch
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- 12:45 – 1:35 - Teaching Session – Ecology of Birds (Sally Goldstein)
- 1:35 - 2:25 - Teaching Session – Ecology of Canidae (Lovice Riffe)
- 2:25 – 2:40 - Break
- 2:40 – 3:40 - Zoom (Pat Gray) and Zoopeteers (Marie Poyzer)
- 3:40 - Hand out final review sheet

## **Session 10 March 19, 2016**

- 9:00 – 9:15 - Information, Announcements, etc.
- 9:15 – 10:00 - Complete evaluations, distribute uniforms
- 10:00 – 11:30 - Ecology tour with mentors
- 11:30 - Potluck with mentors and presenters

## **March 26 - Make up day, if needed**

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