

Megan M. Sanders

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EDUCATION

- 1998-2002 **B.A in Psychology, University of Colorado at Boulder**
-course work focus in biology and animal behavior.
-**Honors:** Golden Key National Honor Society; Dean's list; selected to work in the Psychology Dean's learning research lab.
- 2004-2005 **Dog Trainer Certification, Animal Behavior College, Northridge, CA**
-included two apprenticeships under local trainers
-honor student

POSITIONS HELD

June 2006 - present

Pikes Peak Community College, Adjunct Professor

- Course design, curriculum creation, implementation and instruction in the following undergraduate level courses:
- ZOO 103: Introduction to Animal Training: Covers core concepts on the science of behavior, applications to animal under human care and basic presentation skills.
- ZOO 203: Animal Training in Action: The follow-on application course to ZOO 103 in which students assess and discuss more scientific literature and articles, train a rat as a semester long project, and work through a partnership fostered with the Humane Society of the Pikes Peak Region to intern with behavior modification staff and dogs to help prepare them for general adoption.
- ZOO 107 Animal Behavior: Covers a brief overview of biological, ethological, and behavioral approaches to animal behavior. Topics include navigation, communication, parenting and impacts on conservation.
- ZOO 101: Introduction to Captive Animal Management (formally Introduction to Zoo Keeping): Introduces the science utilized in the field of animal management. Incorporates terminology, protocols and procedures, governing bodies, career development, and dealing with public relations. This course examines the taxonomic hierarchy of how the natural world is arranged and how various taxa are organized in the scientific community.

January 2021 - present

Behavior Works, LLC., Co-instructor for "Living and Learning with Animals": The science and technology of behavior change. Taught by: Professor Susan G Friedman Ph.D.

- Under the mentorship of Dr. Susan Friedman, review student homework for the "Living and Learning with Animals" course in applied behavior analysis for animal professionals.

March 2013 - present

Cheyenne Mountain Zoo, Keeper Assistant

- Fills in keeper shifts in all areas of the zoo as needed.
- Participates in all animal care including feeding, medicating, cleaning, diet preparation, enrichment, assisting with training sessions, animal observations, and daily record keeping.

March 2008 - March 2013

Cheyenne Mountain Zoo, Animal Behavior Programs Manager

- Served as the first Animal Behavior Programs Manager at Cheyenne Mountain Zoo providing oversight and management of zoo wide animal training and enrichment programs.

- Worked with keeper staff and management to develop and implement the zoo's natural behavior animal show program. Every animal area in the zoo had at least one show or demonstration with trained behavior by our second summer.
- Worked with management, veterinary staff, and keeper staff to prioritize and carryout husbandry and medical behavior training throughout the zoo.
- Engaged in one-on-one coaching with the trainers on a daily basis as well as periodic classroom lecture keeper training.
- Oversight of compliance with AZA and USDA standards including the creation and review/revision of CMZ's formal written training and enrichment protocols and procedures.
- Participate in the behavior programs portion of each Animal Keepers' annual performance review.

October 2007 - March 2008

Cheyenne Mountain Zoo, Animal Keeper IV: "Bird and Reptile House"

- The "Bird and Reptile House" section of the zoo included a variety of different taxa including amphibians, herptiles, birds, small to large carnivores, small to medium primates, marsupials and a variety of other small mammals.
- Oversaw the training of new keepers, interns, and volunteers in the area.
- Maintained area protocols.
- Ensured appropriate and required paperwork was completed and submitted by set deadlines.
- Participated in all animal care including feeding, medicating, cleaning, diet preparation, enrichment, animal observations, and daily record keeping.
- Participated in planning and carrying out training new behaviors with the collection via operant conditioning.
- Assisted veterinary staff with medical procedures and creating/implementing treatment plans.
- Engaged in frequent guest interactions during keeper talks and defining moments.

2006 - 2009

Canine Companions for Independence, Southern Colorado Contract Trainer

- Planning, delivery, and supervision of multiple weekly puppy training classes for puppies ages 8-weeks to 18-months and their volunteer puppy raisers in the Southern Colorado region.
- Provided additional education on the topic of behavior science to volunteer puppy raisers as requested.
- Arranged outings into the community for both training purposes and community outreach.
- Travel to CCI's regional advanced training center as requested for additional training and education.

March 2003 - October 2007

Cheyenne Mountain Zoo, Animal Keeper: "Bird and Reptile House"

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- Assisted veterinary staff with medical procedures.
- Engaged in frequent guest interactions during keeper talks and defining moments.

May 2002 - March 2003

Cheyenne Mountain Zoo, Interpretive Keeper "My Big Backyard" and Education Programs Leader

- Planned and led education programs including overnights, pre-school programs, and on-grounds educational activities for kids.

- Positions involved extensive interaction with guests through both formal and informal education opportunities.
- The “Big Backyard” (children’s zoo) section included a variety of different taxa including small to large domestic mammals, domestic birds, amphibians, reptiles, fish and invertebrates.
- Participated in all animal care including feeding, medicating, cleaning, diet preparation, enrichment, animal observations, and daily record keeping.
- Assisted veterinary staff with medical procedures.

CONSULTING WORK

Services offered during consulting include lectures and workshops (topics including: science of behavior change, choice and control, enrichment programs, storytelling, show and presentation design, guest interactions, and teambuilding), on-grounds coaching/mentoring, show/program development, and phone and zoom troubleshooting.

Facilities partnered with:

- The Living Desert; Palm Desert, CA (2015 – Present)**
- Milwaukee County Zoo (2019)**
- The Belize Zoo (2018 – Present)**
- Johannesburg Zoo (2011)**

VOLUNTEER EXPERIENCE

2019 – Present

Pat Gives Back – Workshop Coordinator

- Pat Gives Back is a non-profit connected to the Milwaukee Zoo whose mission is to support the work of the Belize Zoo and field conservation efforts for wildlife native to Belize.
- Attends monthly Zoom meetings.
- Assists with planning and coordination of a yearly professional development workshop encompassing a wide variety of topics for the staff of the Belize Zoo.
- Teaches workshops and provides on-site coaching in training for staff as needed/requested.
- Involved with long term planning and fundraising efforts for Pat Gives Back.

2005-2012

Cheyenne Mountain Zoo – Volunteer Special Events Coordinator for “Dreamnight at the Zoo”

- Proposed and organized CMZ’s participation in the international effort of “Dreamnight at the Zoo”; a cost free event for critically and chronically ill and disabled children and their families.
- Helped organize and run numerous fundraisers throughout the year through the local chapter of the American Association of Zookeepers to fund the event.
- Managed budget, event planning and execution each year.
- Coordinated and worked with other staff volunteers to secure monetary and in-kind donations, as well as community partners to run “Dream Stations”.
- Grew event attendance from 343 people in 2005 to 1158 people in 2012.

2003-2006

President of Cheyenne Mountain Zoo’s Chapter of AAZK

- Over-saw 5 officers and 20+ chapter members
- Ran monthly chapter meetings
- Helped develop and over-see various fundraising events throughout the year resulting in increasing our budget from a few hundred dollars to several thousand bolstering our ability to support keeper professional development opportunities.
- Managed chapter’s income and expenses with help of treasurer

1995-1998 **Pikes Peak Humane Society**

- Dog walking and basic obedience.
- Kennel cleaning and servicing.

PROFESSIONAL DEVELOPMENT

September 2020: Began training as a co-instructor for the 8-week tele-course “Living and Learning and Animals” The science and technology of behavior change. Taught by: Professor Susan G Friedman Ph.D.

September 2017: Audited the 8-week tele-course “Living and Learning and Animals” The science and technology of behavior change. Taught by: Professor Susan G Friedman Ph.D.

September 2016: Completed the 8-week tele-course “Living and Learning and Animals” The science and technology of behavior change. Taught by: Professor Susan G Friedman Ph.D.

September 2012: Organized, selected staff and participated in a 3-day intensive workshop with Steve Martin from Natural Encounters Inc.

April 2011: Attended and presented at ABMA annual conference; Denver, CO

September 2009: Attended and presented at AZA national conference; Portland, OR

February 2009: Week long shadow of the Behavior Programs team at Disney’s Animal Kingdom; Orlando, FL

March – May 2008: Participated in lecture series on animal training and educational show development presented by Steve Martin and Natural Encounters Inc. Worked daily with NEI consultant, Wouter Stellaard, and other visiting consultants over the course of three months to “re-boot” the training program at CMZ.

October 2008: Managing Animal Enrichment and Training Programs course, AZA School; Wheeling, WV.

May 2005: Attended and presented at Callitrichid Workshop; National Zoo, Washington, DC

May 2004: Attended Callitrichid Workshop; Lincoln Park Zoo, Chicago, IL

June 2001: SCUBA certified (deep-water diver, underwater navigation, underwater naturalist.)

August – December 2000: Worked in university learning and behavior lab training and recording data on rats under Dr Jerry Rudy, Dean of Psychology, CU Boulder.

PRESENTATIONS AND PUBLICATIONS

“Addressing Aggression in Emperor Tamarins (*Saguinus imperator imperator*) Through Training and Management”, presented at the Callitrichid Workshop, Washington D.C., May 2005. Published in ABMA’s *Wellspring*, Winter 2007 issue (Vol.8, Issue 1) and AAZK’s *Animal Keeper’s Forum*, February 2007.

“Making a Dreamnight Come True: Partnering for Success”, presented at the AZA regional conference, Denver, CO, March 2007.

“When Animal Exhibits Come Alive: Natural Behavior Shows at Cheyenne Mountain Zoo”, presented at the AZA national conference, Portland, OR, September 2009 and ABMA conference, Colorado Springs, CO, April 2011. Published in ABMA’s *Wellspring*, Winter/Spring 2011 issue (Vol. 12, Issues1&2).