

LARRY KILLMAR, Ph.D.

2202 Queen Jessica Drive, Lutz Florida, 33549

Larry.Killmar@ZooTampa.org

SENIOR EXECUTIVE PROFILE

Confident, competent, and organized executive with strong general management, P&L, multi-site, dual-staff management qualifications. Proven record of success managing zoological collections and operations. Verifiable record of consistently increased responsibilities based upon strong and decisive organizational leadership. Global perspective based upon travels in Europe, the Middle East, Africa, China, Pacific Rim Countries, North and South America; visited more than 200 zoos, parks, and aquariums. Skills include strategic and financial planning expertise under stringent budgetary controls with emphasis on maximizing personnel and financial resources while focusing on bottom-line profitability. Excellent communications, leadership, and motivational skills; keen analytical and decision-making skills. Expertise and background encompass:

- Budget Administration
- Classroom Instruction
- Computer Applications
- Conservation Policies
- Cross-functional Skills
- Curriculum Development
- Department Allocations
- Facility Master Planning
- Funds Management
- Human Resources
- Multi-Site Management
- Operations Management
- Program Certification
- Project Management
- Staff Coordination
- Strategic Planning
- Time-Management
- Zoological Collections

FUNCTIONAL RESPONSIBILITIES

Administration: Oversees the development and implementation of the strategic long range goals and objectives of animal, medical science, conservation science and education departments. Administers the zoological collection master plan. Interprets complex collection policies and procedures. Oversees medical and educational program development and strategic planning and implementation. Helps develop institutional long range goals, objectives, planning and implementation.

Operations: Manage and maintains the zoological collection assuring operations comply with established protocols, professional standards, and governmental regulations. Maintains a variety of contacts in order to respond to inquiries and requests and to effectively coordinate activities. Assure new and remodeled exhibits and facilities meet species needs and guest expectations. Develop, implement, and administer plans for short and long-term collection of specimens. Evaluate, coordinate, and oversee the collection according to the zoological collection master plan. Implement long-range plans affecting the collection in support of exhibition, medical preventative planning strategies, education, and conservation purposes. Project management experience including, projects budgets oversight for multi-million dollar projects. Work with Federal, State and local regulatory agencies to ensure compliance as needed.

Budgetary and Financial: Assist in development, administration, and monitoring of the departmental budget and other assigned budgets employing sound and proven techniques to assure budget adherence. Prioritize and manage implementation of significant capital expenditures and facility planning for the collection. Negotiate related contracts; serve as host for important guests. Direct animal sales, loans, trades, and purchases according to zoological collection master plan.

Public and Media Relations: Represent the organization in a wide variety of settings conducting special projects. Serve as the resource in planning and designing exhibits, medical facilities, promotions, and events. Participate in developing and implementing attendance and revenue generating promotions and special events according to organizational goals and budgets. Develop articles for publication. Participate in the American Zoological Association, Species Survival Programs, and Taxonomic Advisory Groups. Maintain contact within the professional network, consultants, and brokers regarding collection matters.

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FUNCTIONAL RESPONSIBILITIES *(Continued)*

Management: At the present time have direct supervision of 1 General Curator, 1 Vice President of Conservation, 1 Vice President of Education and 1 Vice President of Medical Science. In the past have managed a department of over 300 staff in two different locations. Assure effective organizational communication and teambuilding. Consult with curatorial, animal care, veterinary staff, education staff and other zoos regarding collection and education matters. Coordinate major planning and operational activities with executive staff. Assure effective organizational communications, enhance team building, and develop the professional and support staffs. Manage curatorial, animal care, medical and education staff. Resolve work-related problems referred by subordinate staff including conflicts in priority and across units. Presently a member of the Executive Staff of ZooTampa at Lowry Park Zoo.

CAREER HIGHLIGHTS, CONTRIBUTIONS, AND ACCOMPLISHMENTS

- Authored or co-authored numerous industry-specific publications, newsletters, or articles.
- Noted lecturer and trainer on Collection Management Techniques and Functions of the Keeper Staff.
- Chairman, coordinator, or member of numerous worldwide Species Survival Programs (SSP).
- Key participant in Process Action Committee for a National Program redesigning industry-related software applications collecting historical animal data.
- Key management participant in development of a 5-year strategic plan positioning the ZSSD as a world conservation leader; expanded the on-site conservation program into the field.
- Co-chaired the Conservation Critical Priority Committee; formed a 9-member task force to enhance the collection master plan and facilitate development of project objectives, strategies, and action steps.
- Created a financial plan to fund the “Journey into 2002” project; negotiated terms to ensure financial viability and implemented the plan subsequent to Board approval.
- Appointed by peers to chair a task force reviewing management techniques, treatment, and handling procedures of captive elephants in North America.
- Developed, monitored, and taught the initial Principals of Elephant Management course now in its tenth year with over 150 nation-wide graduates; appointed Board of Regents liaison for the course.
- Developed and instruct 7 courses for the AZA Management Schools held annually.
- Established effective policies and procedures governing management of captive elephants that are now part of the accreditation commission review; dramatically improved elephant management, created safer working conditions that significantly reduced accidents and lawsuits that equated to saved money.
- Directed comprehensive review of existing Animal Transaction Policies to: 1) ensure compliance with local, state, and federal laws, 2) reduce or eliminate non-adherence with established ZSSD standards.
- In association with legal representatives, co-authored a comprehensive re-write and formation of new policy, rules, and procedures for acquiring and disposing of any living collection specimens at the Zoo or Wild Animal Park that meet and exceed industry standards and guidelines.
- Oversee a biannual audit of policy to identify areas of noncompliance requiring resolution.
- Developed and implemented a new accounting system to monitor the \$500K Animal Acquisition Budget; allocated specific collection management funds to each curator.
- Consulted with various zoos and organizations in strategic planning, exhibit design and collection planning.
- Chaired the AZA Collection Trends Task Force; the results of the task force were published in the AZA Communique, and presented at the Santa Barbara regional AZA conference, and the national AZA conference in New Orleans in 2004.
- Coordinated and managed the import of eleven African elephants from the Kingdom of Swaziland in 2003.
- Received the American Federation of Aviculture, “Avy Award” on behalf of Tampa’s Lowry Park Zoo for the first hatching of the Shoebill Stork in North America. Awarded August 7, 2010.

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PUBLICATIONS, ARTICLES and LECTURES:

Killmar, L. E., "Management of Animals in Large, Mixed Species Exhibits", American Association of Zoos and Aquariums Conference, Phoenix, Arizona, 1982.

Killmar, L. E., Carnio, J. - "Techniques of Individual Identifications", Pere David's Deer an Extinct Species, 1982.

Killmar, L. E., "Management of the Southern White Rhino for the Guangzhou Zoo (Canton)."

Dolan, Dr. J. M., Killmar, L. E., "The Mammal Collection of the Zoological Society of San Diego, A Historical Perspective, Part I", Der Zoologische Garten, Vol. 57, 1987.

Dolan, Dr. J. M., Killmar, L. E., "The Mammal Collection of the Zoological Society of San Diego, A Historical Perspective, Part II", Der Zoologische Garten, Vol. 58, 1988.

Dolan, Dr. J. M., Killmar, L. E., "The Mammal Collection of the Zoological Society of San Diego, A Historical Perspective, Part III", Der Zoologische Garten, Vol. 59, 1989.

Dolan, Dr. J. M., Killmar, L. E., "The Mammal Collection of the Zoological Society of San Diego, A Historical Perspective, Part IV", Der Zoologische Garten, Vol. 60, 1990.

Dolan, Dr. J. M., Killmar, L. E., "The Shou, *Cervus elaphus wallichi* Cuvier, 1825, a Rare and Little-known Cervid, with Remarks on Three Additional Asiatic Elaphines", Der Zoologische Garten, Vol. 58, 1988.

Killmar, L. E., "Critical Balance: Captive Population Strategies for the next 200 years", Zoonooz, 1990.

Grisham, J., Killmar, L. E., editors, "Proceedings of the Cheetah SSP's Workshop on Feline Immunodeficiency Viruses, Cheetah Immunodeficiency Virus and Feline Infectious Peritonitis", 1995.

Killmar, L. E., "Captive Rhinoceros Reproduction at the Zoological Society of San Diego: A Conservation Success Story", Der Zoologische Garten, Vol. 67, 1997.

Killmar, L.E. "Captive Wildlife, the challenges and rewards", 2019 International Society for Anthrozoology, Orlando, Florida, July 3, 2019

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PUBLICATIONS, ARTICLES and LECTURES (*Continued*):

Grisham, J., Killmar, L.E., “Species Survival Plan (SSP) surveillance of feline immunodeficiency virus (FIV) in Cheetahs *Acinonyx jubatus* in North America”, International Zoo Yearbook, Vol. 35, pp. 71-73, 1997.

Course Administrator and Instructor for the AZA Management Schools, “Principles of Elephant Management” course, since 1996.

Killmar, Dr. Lawrence E., Carr, Dr. Bruce, “Animal Collections”, AZA Communique, August 2004, pp. 44 –47.

J.A. Tomita, L. E. Killmar, R. Ball, A. Rottman, S. M. Kowitz, Challenges and successes in the propagation of the Shoebill *Balaeniceps rex*: with detailed observations from Tampa’s Lowry Park Zoo, Florida, International Zoo Yearbook, (2014) Vol 48,

Moderator and co-presenter of “From Africa to America: the Swaziland Elephants”, presented at the AZA National Conference, Monday, September 20, 2004.

Co-presenter of “Remember the Future? Charting Trends for Success”, presented at the AZA National Conference, Thursday, September 23, 2004.

“North America’s First African Shoebill Stork Chick Hatched at Tampa’s Lowry Park Zoo” presented at the AFA National Conference, August 5, 2010, St. Petersburg, Florida.

Instructor for the AZA Management Schools, “Management for Success” course, 2001 to 2007, conducting three class lectures.

Instructor for the AZA Management Schools, “Best Practices, Keeper Training” 2014 to present

Presentation at the AZA National Conference 2016, San Diego, California, “Development of State Organizations – formation of the Florida Association of Zoos and Aquariums, FAZA”

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PUBLICATIONS, ARTICLES and LECTURES (*Continued*):

Co-authored the Animal Transaction Policies and Procedures for the Zoological Society of San Diego in 1991.

Assisted in the organization of the AZA National Conference in San Diego, California in 1991.

Elephant Safety Training video and manual 1994, responsible for content, direction. Consisted of two video cassettes for use by keeper staffs.

Conducted numerous lectures and slide presentations on collection management and keeper functions at the San Diego Zoo and San Diego Wild Animal Park.

Conducted educational and training lectures given to the keeper staff at the San Diego Zoo and San Diego Wild Animal Park.

Consulting with zoos and associated businesses in strategic planning, exhibit design and collection planning.

PROFESSIONAL EXPERIENCE

ZooTampa at Lowry Park, Tampa. Florida, 2015 to present. Chief Zoological Officer, Sr. V/P Animal Science and Conservation, Zoo Director.

Tampa's Lowry Park Zoo, Tampa, Florida, 2012 to 2015 Vice President, Animal Science and Conservation

Tampa's Lowry Park Zoo, Tampa Florida, 2009 to 2012 Vice President, Director of Collections
Tampa's Lowry Park Zoo, Tampa Florida, 2007 to 2009, Director of Collections

ZOOLOGICAL SOCIETY OF SAN DIEGO, San Diego, California – 1969 to 2007

Deputy Director of Collections, San Diego Zoo and San Diego Wild Animal Park

General Curator, San Diego Zoo and San Diego Wild Animal Park reporting to the Director of Collections.

General Curator, San Diego Wild Animal Park reporting to the Director of Collections.

Curator of Mammals, San Diego Wild Animal Park reporting to the Director of Collections.

Curatorial Field Supervisor, San Diego Wild Animal Park reporting to the General Curator.

Zoological Technician, San Diego Wild Animal Park reporting to the General Curator.

Lead Keeper, San Diego Wild Animal Park reporting to the Animal Care Manager (aka Principal Keeper).

Keeper, San Diego Wild Animal Park reporting to the Animal Care Manager (aka Principal Keeper).

Building and Grounds Attendant, San Diego Zoo reporting to the Manager, Buildings and Grounds Department.

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PROFESSIONAL AFFILIATIONS

Affiliate Associate Professor, New Century College, George Mason University
Instructor, California State University San Marcos – OSHER Lifelong Learning Institute, Fall 2005

MEMBERSHIPS

American Association of Zoos, Parks, and Aquariums, Silver Springs, Maryland
Professional Fellow...2008 to present

AZA Committee Member, Charter and Bylaws Committee, 1995 to 1999

AZA Board of Regents, 1996, 1997, 1998 and 2005
Secretary, 1998, 1999, and 2000

AZA Board Member, Board of Ethics, 2000, 2001, and 2002

AZA Trends Committee, 2003 to 2010

Representing TLPZ on Conservation Center for Species Survival 2013 to present.

AZA Wildlife Conservation Management Committee, Silver Springs, Maryland
Committee Member 1989 to 1990 and 1991 to 1997 recently appointed in 2012, appointed Chair in 2016 to present

Zooculturists, Duluth, Minnesota Member and Nominating Committee Member

Conservation Breeding Specialist Group, Apple Valley, Minnesota, member 1995 to present.

Pan African Association of Zoological Gardens, Aquaria, and Botanical Gardens, Pretoria, South Africa, Member, 1996 to present

Board Member of the Zoological Association of America 2005 to 2008

Chairman of the Board of the Zoological Association of America 2006 to 2008

President of the Florida Association of Zoo and Aquariums 2011 to present

Member of the Florida Fish and Wildlife Conservation Commission, Captive Wildlife Technical Assistance Group, appointed May 2014.

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EDUCATION

California Coast University, Santa Ana, California

Doctor of Business Administration Ph.D., June 4, 2002

Masters of Business Administration MBA, February 3, 1999

Bachelor of Business Administration BBA, November 27, 1995

Mesa College, San Diego, California

Undergraduate Studies – Major: Liberal Arts – Dual Minor: Physical Anthropology and Biology

Zoological Society of San Diego, San Diego, California

Numerous workshops, courses, and seminars including:

Employee Management

Quality Circle Skills

Quality Management Skills

American Zoological Association, St. Louis, Missouri

Academy for SSP Coordinators

Academy for Studbook Keepers