

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF CONFIRMING	)	RESOLUTION NO. 98-2617
THE APPOINTMENT OF ANTHONY	)	Introduced by Mike Burton,
VECCHIO TO THE POSITION OF	)	Executive Officer
DIRECTOR OF THE METRO	)	
WASHINGTON PARK ZOO	)	

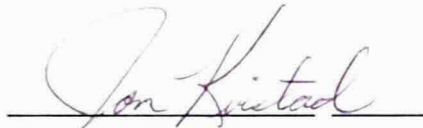
WHEREAS, The Metro Code requires that the Metro Council confirm the appointment of Department Directors; and

WHEREAS, Anthony Vecchio has been appointed Director of Metro Washington Park Zoo; now, therefore,

BE IT RESOLVED,

That the appointment of Anthony Vecchio to the position of Director of the Metro Washington Park Zoo is confirmed by the Metro Council.

ADOPTED by the Metro Council this 12<sup>th</sup> day of March, 1998.



Jon Kvistad, Presiding Officer

RECEIVED  
OCT 23 1997  
METRO HUMAN RESOURCE DIRECTOR

Tony  
Vecchio

20 October 1997

Metro Human Resource Director  
600 NE Grand Avenue  
Portland, Oregon 97232-2736

Dear Human Resource Director,

Thank you for your letter of 26 September. While you already have my resume and cover letter, I don't believe I fully answered your concerns regarding challenges and opportunities for zoos. I would like to respond to that question now and I hope that you will add this letter to the materials I have already submitted.

The biggest challenge facing most major zoos for the foreseeable future is a financial one. As public money becomes scarcer zoos must respond by generating more of their own revenue. There are many ways to do this. The zoo must be adept at each of them. We don't have the luxury of being able to choose one or two means of raising money. At Roger Williams Park Zoo we have been successful on many fronts. We have aggressively identified and pursued grants. In the past ten years we have received the IMS General Operating Support grant five times out of six granting cycles; we have received National Science Foundation grants to support education, research, and exhibit construction; Environmental Protection Agency grants have paid for a number of education programs. The key to acquiring these grants has been our desire to collaborate with other institutions and our desire to produce high quality, innovative programs that will appeal to the granting agencies. As mentioned in my previous letter, attendance and membership have both skyrocketed in the past ten years. This has allowed us to increase our funding in food and gift sales, special events, and the annual appeal. With the help of our outstanding development director we have greatly increased corporate and foundation support and just recently completed our first successful capital campaign to build an education center. Dealing with the financial challenges is not what generally excites zoo professionals, however, until that challenge is met accomplishing the mission becomes impossible.

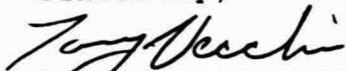
As we have had considerable financial success here at Roger Williams Park Zoo we have been able to add unique, innovative programs that have opened the zoo up to the broadest possible audience. Some examples are as follows: our award-winning ZooPower program brings at-risk, urban teenagers to the zoo where they are trained to be environmental educators. The teens then teach younger children from the urban community centers. This has opened the zoo up to our urban community in a new way. Not only has this program brought a measure of acclaim it has also brought funding from new sources who were traditionally more interested in social issues rather than wildlife/conservation issues. In 1992 we created the access committee. This group, made up of zoo staff, social service workers, and people with various disabilities, has added input into exhibit design projects, to some site repair work, and into the creation of specialized education programs, all to make the zoo more friendly to visitors with disabilities.

In the area of exhibit design, which is all done in-house, we have adopted Michael Robinson's concept of the Biopark. In each new project we go beyond exhibiting animals; we incorporate plants, geography, history, culture, and art to make our exhibitry appeal to a more diverse audience than ever before. Our most recent major exhibit, the Marco Polo Trail, accomplishes this by introducing the visitor to Marco Polo (via video) and having them follow him on his journey from thirteenth century Italy through the Middle East, around the Himalayas, and into China. This approach is greatly appreciated by teachers and also by the visitors who are looking for the most educational recreational experience possible.

These are a small sample of some of the ways we have attempted to broaden the zoo's appeal. I believe that what is more important than the actual programs that have been created is the working atmosphere here. We strive to be flexible and opportunistic. These qualities combined with a staff-wide dedication to the zoo's mission has allowed us to build one of the best small zoos in the country.

I look forward to discussing some of these issues in detail with your search committee. Please feel free to contact me if you need any further information.

Sincerely,



Tony Vecchio, Director  
Roger Williams Park Zoo



NANCY L. DERRIG  
Superintendent of Parks



VINCENT A. CIANCI, JR.  
Mayor

## Department of Public Parks

*"Building Pride In Providence"*

21 September 1997

Metro Human Resource Director  
Zoo Director Search  
600 NE Grand Avenue  
Portland, Oregon 97232-2736

Dear Director,

I have been recently made aware that the Zoo Director position at the Washington Park Zoo is open. I am enclosing my resume for your consideration. As you will see I have over 20 years experience at four different zoos. I have been director of the Roger Williams Park Zoo for the past nine years.

Roger Williams Park Zoo is a moderate sized zoo. We have 50 full-time employees, forty acres, a budget of a little over \$3 million, 150 species of animals, and just over 1000 specimens. Our attendance this year will be about 750,000 and membership in our support organization, the Rhode Island Zoological Society, is now over 18,000 families. All of the above numbers have grown dramatically since I became director in 1989. Most visible would be the increase in attendance (275,000 in 1988) and membership (600 families in 1988). The Roger Williams Park Zoo has become Rhode Island's number one tourist attraction.

**RECEIVED**

**SEP 25 1997**

**METRO-PERSONNEL**

It will be clear from my resume that I have a strong background in animal management. I have been both a zookeeper and a curator. I also have bachelor's and master's degrees in biology-related fields. What may not be as obvious from my resume is my interest in, enthusiasm for, and growing expertise in being a businessman and community relations representative. I recognize that for a zoo to be successful it must be run like any other successful business. Also, today's zoos have an obligation and responsibility to be important community resources. Therefore, I have worked very hard since becoming a director to learn more about personnel management and business administration through courses and seminars. I have also taken advantage of the opportunity that I have had as director of a moderately sized zoo to gain experience in all areas of zoo management. I have been very active in the areas of public relations, marketing, fund-raising, planning, personnel management, and budget formulation and management.

I will always have a special place in my heart for animals. I continue to be a passionate advocate for conservation and conservation education. However, I now equally relish my role as a leader, a manager, a motivator, a teacher, and a coach of a dynamic institution that is a unique community resource. Having been extremely successful in each of these roles, I now seek another challenge - to direct the Metro Washington Park Zoo with its established reputation for excellence. I hope I will get an opportunity to discuss my qualifications with your search committee. If you need any further information or references please feel free to contact me.

Sincerely,



Tony Vecchio  
Director

Roger Williams Park Zoo

Anthony J. Vecchio

8 McGraw Court  
East Greenwich, RI 02818  
(401) 884 5125

#### EDUCATION

Certificate in Supervisory Management  
Bryant College, Smithfield, RI  
Presently enrolled

Master of Science, Biology (Thesis: Primate Sociality)  
University of South Carolina, Columbia, SC  
May 1986

Certificate of Completion, Ornithology  
Cornell University, Ithaca, NY  
1983

Bachelor of Science, Wildlife Management and Conservation  
The Pennsylvania State University, State College, PA  
November 1977

#### PROFESSIONAL EXPERIENCE

February 1989 - present  
Zoo Director

Roger Williams Park Zoo  
1000 Elmwood Avenue  
Providence, RI 02907

February 1988 - February 1989  
General Curator

Roger Williams Park Zoo

January 1986 - February 1988  
Curator of Mammals

Zoo Atlanta  
800 Cherokee Avenue  
Atlanta, GA 30315

June 1983 - December 1985  
Senior Mammal Keeper

Riverbanks Zoological Park  
500 Wildlife Parkway  
Columbia, SC 29210

September 1979 - June 1982 Mammal Keeper	Riverbanks Zoological Park
Spring/Summer 1978 Interpretive Naturalist	Fox Chapel School District Pittsburgh, PA
February 1969 - May 1971 Part-time employee	Highland Park Zoo Pittsburgh, PA

#### HONORS AND AWARDS

Vanguard Award, Rhode Island Veterinary Medical Assoc., 1995.  
Outstanding Citizen Award, Mayor of Providence, 1994.  
Outstanding Service Award, AZA, 1991.  
Sigma Xi Society, University of South Carolina, 1985.

#### INSTITUTIONAL AWARDS

Rhode Island Flower and Garden Show, First Place -  
Exhibitor's Choice, First Place - People's Choice, 1996.  
AZA Significant Achievement Award - Education,  
"ZooScope", 1995.  
AZA Significant Achievement Award - Conservation,  
"Proyecto Titi", 1994.  
AZA Significant Achievement Award - Education,  
" ZooPower", 1994.  
IAAP Brass Rings - Advertising, 3 awards 1994, 5 awards 1995.  
Rhode Island ASLA, First Place, Outdoor Landscaping, 1994.



## GRANTS

Institute for Museum Services, General Operating Support:  
1990, 1992, 1993, 1995, 1997, (Serve as Chairman of  
five-member grant committee).

AAZK, Grant for Keeper-Run Research Project, 1985.

Sigma Xi Society, Grant-in-Aid-of-Research, 1984.

## PROFESSIONAL MEMBERSHIP

### AZA:

AZA Professional Fellow since 1988, member since 1982.

Member: Field Conservation Committee

Ethics Board

Gibbon SSP Management Group

Black Lemur SSP Management Group

Mongoose Lemur SSP Management Group

Pig and Peccary Advisory Group

Rodent and Insectivore Advisory Group

Zoo Conservation Outreach Group (Chair 1991-93)

American Association of Zookeepers (AAZK)

Governor's Commission to Study the Link Between Child Abuse  
and Animal Abuse

Dawn for Children, (Board of Directors)

Rhode Island Natural History Survey (Board of Directors)

University of Rhode Island Advisory Council (Chair 1994-96)

Sigma Xi Society

Rhode Island Legislative Animal Action Coalition (Board of  
Directors)

Other Professional Associations: Animal Behavior Society,  
American Society of Primatologists, International Bear  
Biology Association, Society for Conservation Biology,  
American Society of Mammalogists, American Federation of  
Aviculturists, American Pheasant and Waterfowl Society,  
American Federation of Herpetoculturists.



#### PROFESSIONAL CONFERENCE PRESENTATIONS

Small Zoos: Opportunities and Innovations, AZA Eastern Regional, Cleveland, OH, 1997.

Beating Up Zookeepers: Effective Management or Just Good Fun, AZA National, Seattle, WA, 1995, and AAZK National, Detroit, MI, 1996.

Small Zoos and Conservation, Zoos Committing to Conservation, Columbus, OH, 1995.

Zoo Exhibit Design: Where Are We and Where Are We Going?, AZA Northeast Regional, Hershey, PA, 1994.

The Zoos' Role in Conservation Education, National Association of Biology Teachers' Annual Conference, Boston, MA, 1993.

Zoo Conservation Outreach Group: Zoos Helping Zoos Save Wildlife, AAZPA Central Regional, Manhattan, KS, 1993, AAZPA Northeast Regional, Baltimore, MD, 1992, AAZPA Southern Regional, Jacksonville, FL, 1992.

From the Zoo to the Field: A Small Zoo's Role in Habitat Conservation, AAZPA National, Toronto, Canada, 1992.

Animal Rights and Zoos: Is There Common Ground or Just Thin Ice?, AAZPA Northeast Regional, Providence, RI, 1991.

ZooKeeper Training Programs: An Exportable Resource, AAZPA Northeast Regional, Washington, D.C., 1990.

A Small Zoo's Role in Conservation, AAZPA Central Regional,  
Brownsville, TX, 1990.

Cotton-top Tamarins: Model for a Small Zoo's Role in  
Conservation, AAZPA National, Pittsburgh, PA, 1989.

Bringing a Rain Forest to New England, AAZPA Northeast  
Regional, Buffalo, NY, 1989.

Polar Bear Reproduction at Riverbanks Zoo, AAZK National,  
Miami, FL, 1985.

Hamadryas Baboon Research at Riverbanks Zoo, AAZK National,  
Miami, FL, 1985.

Behavioral Research in the Zoo, AAZK Southeast Regional,  
Columbia, SC, 1984.

Grooming Behavior in Hamadryas Baboons, AAZK National,  
Toronto, Canada, 1982.

#### TECHNICAL PAPERS

White-faced Saki Studbook First Edition.

Male Influence on Female Hierarchies in Hamadryas Baboons  
(unpublished Master's thesis).

Consort Relationships: Evidence for the Origin of the  
Hamadryas Baboon Social System, (Master's thesis).

## LECTURING AND TEACHING

### AZA Conservation Academy:

School for Applied Biology, Introduction to Mammals, Primates, and Carnivores, 1994 - 97.

School for Scientific Methods, Introduction, Data Collection, Data Analysis, 1996, Institutional Care and Use Policies, 1997.

Educators Workshop, Education and Design, 1997.

ZooKeeper Training Workshop, one-week seminar for keepers at the Belize Zoo, Belize, Central America, 1990.

Guest Speaker, Presented lectures to various school and community groups about Roger Williams Park Zoo (over 70 lectures), February 1988 - present.

Guest Lecturer, Tufts University, first year veterinary students, (nine lectures), 1988 - 96.

Guest Speaker, Presented lectures to various school and community groups about Zoo Atlanta (24 lectures), 1986 - 87.

Guest Lecturer, University of South Carolina, Anthropology 101, "People, Primates, and Prehistory", 1983 - 85.

Teaching Assistant, University of South Carolina, Ecology, Fall semester, 1984.

Teaching Assistant, University of South Carolina, Biology of Mammals, Fall semester, 1984.

Instructor, ZooCamp, Riverbanks Zoo, 1980 - 85.



**REGIONAL FACILITIES COMMITTEE REPORT**

CONSIDERATION OF RESOLUTION NO. 98-2617, FOR THE PURPOSE OF CONFIRMING THE APPOINTMENT OF ANTHONY VECCHIO TO THE POSITION OF DIRECTOR OF THE METRO WASHINGTON PARK ZOO.

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Date: March 4, 1998

Presented by: Councilor Naito

**Committee Action:** At its March 4, 1998 meeting, the Regional Facilities Committee unanimously recommended Council adoption of Resolution No. 98-2617. Voting in favor: Councilors McCaig, Naito and McFarland.

**Council Issues/Discussion:** Metro Executive Mike Burton presented this resolution. After praising Ms. Kathy Kiaunis' job as acting director for the Zoo, he described the process, including a national search for hiring the new Zoo director. As a result of the process, Mr. Vecchio emerged as the consensus choice.

Councilor Naito gave high marks to the process and the selection of Mr. Vecchio

## STAFF REPORT

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### RESOLUTION NO. 98-2617, FOR THE PURPOSE OF CONFIRMING THE APPOINTMENT OF ANTHONY VECCHIO TO THE POSITION OF DIRECTOR OF THE METRO WASHINGTON PARK ZOO

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Date: February 19, 1998

Presented by: Mike Burton, Executive Officer

#### BACKGROUND

The Director of the Metro Washington Park Zoo resigned September 5, 1997. After conducting a national search, Executive Officer Mike Burton has appointed Anthony Vecchio as the new Director of the Metro Washington Park Zoo, subject to Metro Council confirmation as required in Section 2.02.080(e) of the Metro Code.

Currently, Mr. Vecchio is the director of the Roger Williams Park Zoo in Providence, RI. He has held that position for the last nine years. Prior to that, he was the curator at the zoo as well. His background includes positions at Zoo Atlanta, Riverbanks Zoological Park, Columbia, SC, and the Highland Park Zoo in Pittsburgh. He received his bachelor of science degree in wildlife management and conservation at Pennsylvania State University, and his master of science degree in biology from the University of South Carolina.

He is an active member of the American Zoological Association (AZA), the American Association of Zookeepers and many other professional zoological associations. He was a recipient of the AZA Outstanding Service Award in 1991.

He has also been active and involved in the community. He received the Outstanding Citizen Award from the mayor of Providence in 1994. He has served on several government commissions, and as a member of the board of directors for several community associations.

Mr. Vecchio has been a guest instructor at several AZA academies and workshops, and provided zookeeper training workshops at the Belize Zoo in Central America in 1991.

#### EXECUTIVE OFFICER RECOMMENDATION

The Executive Officer recommends that Anthony Vecchio be confirmed as the director of the Metro Washington Park Zoo. If approved, Mr. Vecchio would begin serving as director in March, 1998.