

# ELLEN TAYLOR, CPDT - KA

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1604 Moore's Point Road, Suffolk, VA 23436

## PROFESSIONAL EXPERIENCE

### American Society for the Prevention of Cruelty to Animals (ASPCA®)

#### Director, Community Initiatives, September 2009 - present

Promoted to Community Liaison for Tampa, FL and appointed to the Community Outreach Leadership Team. Assist in creation and implementation of ASPCA strategic plan. Provide shelter outreach and grant support to four states fostering communication among humane organizations, animal shelters, animal control, and grassroots groups.

#### Specific Accomplishments

- Trained in media relations, Facilitative Leadership, Kellogg Foundation Logic Model and Dialogue Education.
- Working under my leadership, the Tampa Community agencies (Hillsborough County Animal Services and the Humane Society of Tampa Bay ) achieved a 22% increase (1,724 animals) in transfers to guaranteed placement partners, a 6% increase in animal live release rate (10,926 total live release animals, an additional 774 animals) and a 10% increase in animal adoptions 2008 vs. 2009. Euthanasia dropped 18% (4,249 animals) and shelter intake decreased 10% (3,504 animals) 2008 vs. 2009.
- 1142 homeless dogs and cats have been adopted at ASPCA sponsored pet adoption expos at the Florida State Fairgrounds.
- Appointed to Liaison of Shelby County, AL
- Appointed to partner community grant allocations decision making team.

#### Manager, Community Initiatives, December 2007 – September 2009

Recruited to ASPCA® Mission: Orange™ (AM:O) community of Tampa, FL. Supported ASPCA community Team Leader and community partners to increase Live Release Rate of animals in the area. Participated in distribution of grant funds. Assisted other AM:O communities in areas of expertise. Provided shelter outreach to four states fostering communication among humane organizations, animal shelters, animal control, and grassroots groups.

#### Specific Accomplishments

- Participated in community initiative grant budget (\$200,000 annually) distribution.
- Provided \$15,000 in state grant funding in 2008 in support of high quality, high volume spay/neuter; community cat management; shelter animal enrichment/adoption and volunteer programs.
- Distributed over \$32K in 2009 for shelter grants.
- Recruited to facilitate ASPCA® Meet Your Match™ workshops.
- American Kennel Club® approved AKC Canine Good Citizen® (CGC™) evaluator.
- Member of team that received Certificate of Appreciation from Hillsborough County, FL Board of County Commissioners for assisting animal services with dramatic adoption increases.
- Speaker at national and local conferences.
- Promoted to Director and Community Team Leader

## **Humane Society of South Mississippi**

### **Director of Animal Care Services, January 2007 – December 2007**

Recruited by ASPCA® shelter operations consultant and funded through a grant from the Humane Society of the United States to assist Gulfcoast Humane Society following hurricane Katrina. Collaborated with local and national agencies as part of ASPCA® Mission: Orange™. Disaster response Operations Section Chief responsible for preparing facility, evacuating animals and deploying staff. Directed daily operations of Adoptions, Surrender, Human Resource, Maintenance, Spay/Neuter Clinic and Foster Care departments. Oversaw functions of 41,000 sf facility over 55 staff and 19K annual animal in-take.

#### **Specific Accomplishments**

- Trained by Humane Alliance in high volume spay/neuter clinic management and operations.
- Implemented transport program to underserved communities bringing dogs and cats to clinic for low cost health care and sterilization.
- Led animal adoption team to daily adoption record (47) and monthly adoption record (483).
- Worked with DEA, ASPCA veterinary forensics expert and Louisiana SPCA on fighting pit bull raid and illegal drug trafficking case.
- Trained in disaster response through FEMA, American Humane and United Animal Nations/EARS.
- Spearheaded implementation of pre-adoption canine aggression assessment (SAFER™) and agency Standard Operating Procedures.
- Worked with shelter leadership team creating shelter services marketing and awareness campaigns
- Established human resources department and personnel policies and procedures.
- Negotiated donation of OSHA practice inspection and staff training.
- Developed and implemented “Shelter School” interactive training program for newly hired staff.

## **Humane Society of El Paso**

### **Executive Director, July 2006 – January 2007**

Hired as a result of national search to oversee management of animal shelter with \$1M operating budget. Assisted with planning for \$2.5M new facility construction project. Agency leader for media, public relations, and development.

#### **Specific Accomplishments**

- Implemented pre-adoption canine health and behavior assessment reducing euthanasia of dogs for shelter space.
- Collaborated with local American Red Cross providing flood relief to displaced residents and pets.
- Formed El Paso Animal Rescue Coalition, a cooperative effort with local rescue groups.
- Negotiated donation of American Humane Shelter Assessment saving agency approximately \$15,000.
- Made over 50 media appearances.

## **Cleveland Animal Protective League**

### **Director of Operations, February 2003 – July 2006**

Recruited to oversee day to day operations of largest animal welfare agency in Northeast Ohio. Acting Executive Director in her absence. Duties included human resource and safety program for 50 staff.

- State appointed Humane Agent.
- 2005 recipient of Association of Pet Dog Trainers (APDT)/Premier Shelter Staff Award.
- Accepted active role in managing \$4M construction and renovation project for 30,000 sf animal shelter.
- Active participant in agency strategic planning with Board of Directors.
- Worked with team of staff and volunteers to develop and implement animal adoption marketing programs.

- Participated in grant proposal to create behavior and training department in support of animal transfer program with local city shelter. Program resulted in lowering euthanasia of homeless canines in the city of Cleveland.
- Created “shelter school” new employee training and development program.

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- Implemented protocol in line with Drug Enforcement Administration and Ohio Board of Pharmacy.
- Created fundraising event the “Barking Lot Bazaar” generating \$3,000 and ridding property of unusable items and clutter.
- Media spokesperson appearing on television, radio and in local print media.

**Larimer Humane Society, December 2001 – December 2003**

**Interim Executive Director, September 2003 – December 2003**

Acting chief executive officer responsible for interim management of “open door”, non-profit agency caring for 7K domestic and wild animals annually. Worked in compliance with organizational policies, State and local regulations.

**Specific Accomplishments**

- Led agency during senior management transition.
- Completed contractual agreements with five jurisdictions for animal control services.
- Returned to Director of Operations position following successful completion of assignment.

**Director of Operations, October 2002 – September 2003**

Directed care of animals and agency daily operations. Supervised Animal Behavior, Maintenance, Shelter Services, Client Services, Licensing, Wildlife Rehabilitation and Veterinary Services.

**Specific Accomplishments**

- Administered shelter human resource and safety programs.
- Worked with team creating successful animal adoption marketing and shelter awareness programs.
- Created animal training and behavior department implementing pre-adoption aggression assessment (SAFER™).
- Coordinated disaster relief efforts during area wildfires.
- Promoted to Interim Executive Director.

**Manager of Community Relations, May 2002 – October 2002**

Worked with Executive Director and management team to create long-range shelter plan. Responsible for researching, creating and implementing agency marketing plan. Participated in fundraising and donor events.

**Specific Accomplishments**

- Coordinated agency advertising.
- Made 5 - 10 outreach/education visits per month.
- Promoted to Director of Operations.

**Community Outreach Coordinator, December 2001 – May 2002**

Developed and organized humane education and outreach program.

**Specific Accomplishments**

- Developed partnership with local radio station. Featured as weekly “celebrity” guest.
- Promoted to Manager of Community Relations.

**Marin Humane Society, June 1998 – August 2001**

**Dog Training Instructor, November 1999 – August 2001**

Developed and presented lesson plans for family dog training classes.

**Volunteer Training Assistant, July 1998 – November 1999**

Performed all duties of behavior and training department staff.

## **Specific Accomplishments**

Recognized as "Volunteer of the Month", September 1999.

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### **Sales Clerk, Animal Outfitters, June 1998 – March 1999**

Provided counseling, information and supplies to pet owners and adopters.

#### **Specific Accomplishments**

Received year-end bonus in recognition of high sales and superior customer service.

### **Horizon Group, Inc.**

#### **Marketing Coordinator, July 1995 – November 1997**

Coordinated marketing efforts with 80 mall merchants in 257,000 sf retail outlet center located in the Rocky Mountains. Worked in collaboration with local area ski resorts and chamber of commerce. Assisted General Manager with property oversight and staff management.

### **SYNOPSIS OF EMPLOYMENT PRIOR TO 1995**

Bank of America (formerly NationsBank and Sovran Bank), 1987 – 1995, Washington D.C. area. Held positions of employment secretary, marketing specialist and human resources generalist.

### **PROFESSIONAL AFFILIATIONS**

CHAART (County of Hillsborough Animal and Agriculture Response Team) - Member

American Kennel Club – CGC Evaluator

Society of Animal Welfare Administrators - Member

Ohio Federation of Animal Welfare Agencies – Former Member

Certification Council for Professional Dog Trainers (CCPDT) – Served on Board of Directors

Certified Professional Dog Trainer – CPDT-KA

Association of Pet Dog Trainers (APDT) – Member #74142

Sonoma County Animal Care and Control – Former Advisory Board Member

Florida Animal Friends – Director, President-elect

### **EDUCATION AND TRAINING**

Dialogue Education – Global Learning Partners, Raleigh, NC - Learning to Listen, Learning to Teach, Surefire Meetings and Facilitative Leadership, Train the Trainer - MYM

Disaster Response Training – FEMA, American Humane, United Animal Nations

Cruelty Investigations School, Level 1 - University of Missouri - Columbia

Dog Training Academy - The Marin Humane Society, Novato, CA

ASPCA sponsored training in Board Development, Customer Service, Animal Sterilization, Animal Adoptions and Surrender

Shelter Operations School Level 1 and Shelter Ops School for Managers – American Humane, CO

Euthanasia by Injection - American Humane, CO

Attendance at HSUS Animal Care Expos, Association of Pet Dog Trainers Conferences, Society of Animal Welfare Administrators Conferences, Ohio Veterinary Medical Association Conference, Colorado Veterinary Medical Association Conference

International Council of Shopping Centers School of Management - Phoenix, AZ

American Institute of Banking - Washington, D.C. – focus Marketing and Economics

Northern Virginia Community College - Annandale, VA

**ACTIVITIES AND INTERESTS**

\*Hiking, swimming and kayaking.

\*Creative writing.

\*Shopping is my favorite sport!