

ELISHA ‘ELI’ GRIFFIN

(they/them and/or he/him)

EDUCATION

University of Pennsylvania

Philadelphia, PA

MSc, Animal Welfare & Behavior

Expected Graduation: May 2027

Bucknell University

Lewisburg, PA

BSc, Animal Behavior (with *Honors*)

May 2021

Minor – Cultural Anthropology

The School for Field Studies (Study Abroad)

Rhotia Ward, Tanzania

Centre for Wildlife Management Studies

January 2020 – May 2020

RELEVANT WORK EXPERIENCE

Steele Consulting Services

Rahway, NJ

Independent Research Assistant

August 2026 – Present

- Provides high-quality research support for client projects through rigorous, evidence-based inquiry and strategic analysis
- Supports the development of policy-focused publications and client deliverables
- Collaborates with the Principal Consultant and project partners on research initiatives and publication development
- Supports publication quality and organizational knowledge management
- Provides project coordination and administrative support necessary to complete assigned consulting engagements

Research Animal Resources, Johns Hopkins School of Medicine

Baltimore, MD

Behavioral Management Technologist

October 2022 – Present

- Implements and evaluates social housing, environmental enrichment, and positive reinforcement training strategies with several laboratory animal species: domestic cats (*Felis catus*), dogs (*Canis [lupus] familiaris*), swine (*Sus [scrofa] domesticus*), sheep (*Ovis aries*), rabbits (*Oryctolagus cuniculus domesticus*), chinchillas (*Chinchilla lanigera*), Syrian hamsters (*Mesocricetus auratus*), guinea pigs (*Cavia porcellus*), ferrets (*Mustela furo*), and zebra finches (*Taeniopygia guttata*), and non-human primates like common marmosets (*Callithrix jacchus*), rhesus (*Macaca mulatta*), pig-tailed (*M. nemestrina*), and crab-eating macaques (*M. fascicularis*) and olive (*Papio anubis*) and hamadryas baboons (*P. hamadryas*)
- Assesses and monitors the psychological welfare of laboratory animals, including behavioral assessments and alopecia scoring
- Guides the social housing of laboratory housed animals, including forming social pairs, assessing behavioral compatibility between animals, and monitoring the stability of socially housed animals in pairs and groups
- Consults primary investigators, lab technicians, veterinary and husbandry staff on decisions for research, medical interventions, and daily welfare

- Maintains accurate behavioral records and regulatory documents according to internal SOPs
- Writes SOPs to codify workplace practices that promote and benefit animal and employee welfare
- Analyzes and visualizes data to generate summary reports
- Disseminates research findings via presentations at scientific and industry conferences
- Designs animal training plans and documents and communicates training goals and progress to faculty and staff as needed
- Supports and provides research training to Laboratory Animal Medicine postdoctoral fellows and undergraduate students

Whole Foods Market

In-Store Shopper – Parsippany-Troy Hills, NJ

June 2022 – August 2022

In-Store Shopper – Greensboro, NC

October 2021 – January 2022

- Independently completed orders quickly and efficiently
- Switched quickly between collecting items and delivering orders to customers
- Communicated with co-workers to secure items not on the floor

North Carolina Zoo

Asheboro, NC

Graduate Research Assistant

September 2021 – May 2022

- Studied habitat and shade use in chimpanzees (*Pan troglodytes*), giraffes (*Giraffa camelopardalis*), ostriches (*Struthio camelus*), and zebra (*Equus quagga*) with the collaboration of Ph.D. level curatorial staff
- Used ZooMonitor software to collect animal behavior data
- Generated monthly data reports for zookeepers and curators to inform management decisions and insight into animal welfare
- Created heat maps to visualize animal movement across species, time, and environment

White Oak Conservation

Yulee, FL

Avian Team, Conservation Husbandry Internship

May 2021 – August 2021

- Performed daily animal husbandry and habitat maintenance with the southern cassowary (*Casuarius casuarius*), three species of curassow (Blue-billed Curassow (*Crax alberti*), Helmeted Curassow (*Pauxi pauxi*), and Wattled Curassow (*C. globulosa*)), two native (Mississippi Sandhill Crane (*Grus canadensis pulla*) and Whooping Crane (*G. americana*)) and one exotic species of crane (Wattled Crane (*G. carunculatus*))
- Prepared diets for resident birds
- Assisted in the management of Association of Zoos and Aquariums (AZA) cooperatively managed species, for the Species Survival Plans (SSP), via semen collection, artificial insemination, artificial incubation, assisted hatching, and swapping real/dummy eggs
- Participated in hand capture of animals for neonate exams

- Reviewed camera trap footage to identify behavioral issues in breeding Florida grasshopper sparrows (*Ammodramus savannarum floridanus*)

Bucknell University Farm

Lewisburg, PA

Student Farmer Leader

September 2019 – May 2021

- General tasks included coordinating weekly goals and chores on the farm including weeding, compost making, harvesting, and farm upkeep
- Responsible for managing and assisting the volunteer farmers
- Assisted with tours and managing classes that came to the farm
- Managed a project to place trail cams on the farm to observe resident and visiting wildlife

Six Flags Great Adventure and Safari

Jackson, NJ

Safari Tour Guide

May 2019 – August 2019

- Led tours to groups of 20-30 people, 6+ times a day on a large moving vehicle
- Shared information pertaining to physical and conservation facts on 80 species from 6 continents

Bucknell University

Lewisburg, PA

Recital Hall Technician

November 2018 – November 2019

- Performed backstage duties during student and professional performances, including setting up the stage, and moving equipment and instruments during breaks in the performance
- Recorded performance audio and transferred it to CDs, and coordinated light changes

Barnes & Noble at Bucknell

Lewisburg, PA

General Merchandise

August 2018 – October 2018

- Maintained general store cleanliness and item integrity
- Received and unloaded new deliveries
- Updated inventory records and communicated with managerial staff

Mancini's Italian Restaurant

Lewisburg, PA

Prep Cook & Waiter

January 2018 – May 2018

- Prepared and cooked various dishes for delivery, carry out, and dine-in
- Managed the phone and took orders
- Hosted and bussed tables

RESEARCH EXPERIENCE

Independent Research

Baltimore, MD

- Initiated an information-seeking literature review on non-human animal antagonists in horror films
- Analyzed trends over time, including the number of films released, species popularity, and the modifications of antagonistic animals
- Connected these results to cultural trends of zoophobia and ecoconsciousness

Johns Hopkins University

Baltimore, MD

Behavioral Management Technician

October 2022 – Present

- Planned, collected and analyzed data, and created drafts for behavioral research projects at Johns Hopkins
- Assisted with planning and implementing RAR veterinary fellows' board projects

The School for Field Studies

Rhotia Ward, Tanzania

Directed Research, Centre for Wildlife Management Studies

April 2020 – May 2020

- Collected wildlife population data via distance-sampling surveys in four regions in the Tarangire-Manyara ecosystem of northern Tanzania
- Analyzed population data in four locations over 8 years

Lilongwe Wildlife Trust

Lilongwe, Malawi

Sanctuary Volunteer, Lilongwe Wildlife Centre

December 2018 – January 2019

- Recorded behavioral data for vervet monkeys (*Chlorocebus pygerythrus*) and yellow baboons (*Papio cynocephalus*) being introduced into troops, including troops slated for release
- Prepared and delivered meals for animal residents, including orphaned infants and juveniles
- Created and distributed enrichment items for animals in quarantine or permanent residents at LWC

Bucknell University

Lewisburg, PA

Independent Research, Animal Behavior

May 2018 – May 2021

- Conceptualized a research project on the presence of interval timing in the captive tufted capuchin (*Sapajus apella*) troop housed at Bucknell
- Created a program using Presentation Software to collect data from touchscreens
- Presented and defending the findings as part of an honors thesis
- Assisted in undergraduate and graduate research on the resident squirrel monkeys (*Saimiri spp.*) and hamadryas baboons (*Papio hamadryas*)

Research Assistant, Neuroscience Rat Lab

March 2018 – May 2018

- Assisted two upperclassmen with a research project on food preference and stimuli association in laboratory rats (*Rattus norvegicus domestica*)
- Responsible for setting up data collection trials and the welfare of subjects

Summer Undergraduate Research, STEM Scholars

June 2017 – July 2018

- Contributed to an ongoing study looking at the relationship between neophobia and rank in the captive tufted capuchin (*Sapajus apella*) troop housed at Bucknell

PUBLICATIONS

Bailey, A. L., **Griffin, E.**, Painter, M. C., & Hopper, L. M. (2025). Examining Factors That Predict Social Pairing Compatibility of Female Swine (*Sus scrofa domestica*) in a Research Setting. *Journal of American Association for*

Laboratory Animal Science, 64(3), 418–428.

<https://doi.org/10.30802/https://doi.org/10.30802/AALAS-JAALAS-24-123>

Griffin, A. N., Kioko, J., Theisinger, O., & Kiffner, C. (2021). Ostrich population densities and temporal dynamics in coupled social-ecological systems: Suitable indicators for the ecological effectiveness of protected areas? *Ecological Indicators*, 125, 107348.

<https://doi.org/10.1016/j.ecolind.2021.107348>.

Griffin, G. (2021). *A Foray into the Interval Timing Capabilities of Tufted Capuchin Monkeys (Cebus [Sapajus] apella)* [Honors Thesis, Bucknell University].

https://digitalcommons.bucknell.edu/honors_theses/586

PRESENTATIONS

Griffin, E. (2026, September 5). Giant Ants, Killer Sharks, Rabid Dogs: An Analysis of Non-human Animals-as-Antagonists in Horror Films. In *Session 4* [Pre-recorded Oral Presentation]. 2026 AIP Student Conference in Anthrozoology, Online. https://youtu.be/S-BWMxL_O7g

Tran, M., Painter, M. C., Collins, C., **Griffin, E.**, Hopper, L. M. (2024, April 8 - 10). *Platforms for Pups: Evaluation of Behavior and Welfare in Laboratory-housed Beagles (Canis lupus familiaris) when Provided a Raised Surface* [Poster Presentation]. 2024 National Conference on Undergraduate Research (NCUR), Long Beach Convention & Entertainment Center, Long Beach, CA, United States.

Tran, M., Painter, M. C., Collins, C., **Griffin, E.**, Hopper, L. M. (2023, November 18). *Platforms for Pups: Evaluation of Behavior and Welfare in Laboratory-housed Beagles (Canis lupus familiaris) when Provided a Raised Surface* [Poster Presentation]. 2023 Southern California Conference for Undergraduate Research (SCCUR), California State University, Fullerton, CA, United States.

Bailey, A., Painter, M. C., **Griffin, E.**, Hopper L. M. (2023, October 22). *Behavioral and Wounding Rate Measures as Predictors of Pairing Success in Laboratory Swine* [Poster Presentation]. 74th National Meeting of the American Association for Laboratory Animal Science, Salt Lake City, UT, United States.

Griffin, E., Painter, M. C., Tran, M., Collins, C., Izzi, J. M., Hopper, L. M. (2023, September 13). *Effects of raised platforms on laboratory-housed beagles' activity and space use* [Poster Presentation]. 46th NCAB Seminar, Ellicott City, MD, United States.

Griffin, A.N. (2022, May 5). *Space Use Among the Animals in the Kitera Forest & Forest Edge Habitats* [Oral Presentation]. NC Zoo Research Intern Symposium 2022, Asheboro, NC, United States.

RESEARCH IN PROGRESS

Griffin, E., Jeffords, A., Painter, M., Collins, C., Tran, M., Hopper, L. M. (2026).
[Article in preparation]. Research Animal Resources, Johns Hopkins
University.

Griffin, E. (2026). *Giant Ants, Killer Sharks, Rabid Dogs: An Analysis of Non-human
Animals-as-Antagonists in Horror Films.* [Article in preparation].

HONORS & AWARDS

1 st Place Poster (Husbandry/Management), 2023 NCAB Seminar	September 2023
H. Boardman Hopper Award	May 2021
Dean's List	May 2021
Robert P. Fetch '75 Scholarship	August 2019 – May 2021
Dean's Scholarship	August 2017 – May 2021

ACADEMIC SERVICE

Reviewed for Journal: Animal Behavior and Cognition

LEADERSHIP & OUTREACH

Backyard Base Camp LLC	Baltimore, MD
<i>Volunteer</i>	2024 - Present

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Bucknell University Gender and Sexualities Alliance	Lewisburg, PA
<i>Secretary</i>	August 2018 – May 2019

- Collaborated in the organization of club-sponsored events, including creating and leading small groups to focus on specific issues and coordinated outreach activities
- Assisted in the temporary relocation of the LGBTQ+ affinity house
- Attended a working group to help to collect data concerning transgender and gender non-conforming students on campus for the use of the Office of LGBTQ+ Resources

PROFESSIONAL AFFILIATIONS

American Association for Laboratory Animal Science	October 2022 – Present
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SOFTWARE SKILLS

- Microsoft Office
- Google Drive
- LibreOffice

Specialized Software

- SPSS
- Distance for Windows
- Presentation

- ZooMonitor
- FitBark
- RStudio
- PsychoPy

Graphics, Video, & Audio Editing

- DaVinci Resolve
- Audacity
- GIMP
- Canva

Programming Languages

- Python 3
- Markdown
- HTML
- JavaScript
- R