

Rick Hester
(719) 930-7297 | rph@behaviorworks.com | Colorado Springs, CO 80903

Abbreviated Resume

Current Positions Held

Cheyenne Mountain Zoo Director of Animal Care and Wellbeing	May 2025 – Present
Behavior+ Works, LLC. Course co-instructor and behavior consultant	September 2017-Present

Professional Affiliations

Colorado State University Affiliative faculty member, Department of Biology	July 2022 - Present
--	---------------------

Education

Pikes Peak State College Associate of Applied Science in Zoo Keeping Technology	Graduated August 2013
Florida Tech Essentials of Organizational Behavior Management (BEHP1114)	Completed August 2025

Select Conference Presentations & Podcasts

- **Clever Hans Lecture: Engineering Environments with Reasons to Behave**
International Society for Equitation Science Conference, hosted by Colorado State University, July 2025.
- **A Free Operant Approach to Environmental Enrichment**
Topical workshop, American Association of Zookeepers (AAZK) national conference, September 2024.
- **How WE Learn: An Introduction to Behavior Analysis and Training**
Keynote speaker, Orangutan SSP Husbandry Workshop hosted by Cameron Park Zoo, October 2023.

- **Measuring Behavior in Action: Examples of data-informed training**
Featured speaker, International Marine Animal Trainer's Association (IMATA) and Animal Behavior Management Alliance (ABMA) joint conference, Georgia, March 2023. <https://www.animalprofessional.com>
- **"Innovation Through Collaboration – What's New at the Zoo?" with Dr. Susan Friedman**
Karen Pryor Academy Clicker Expo Live, Jan 2021, Jan 2022, Jan 2023 & Jan 2024.
- **Animal Training Academy Podcast with Ryan Cartlidge.**
 - Episode 231, July 2024; Susan Friedman & Rick Hester; Exploring the LIMA Model.
<https://www.youtube.com/watch?app=desktop&v=U6cTvP3sU-E>
 - Episode 211, September 2023; Susan Friedman & Rick Hester; Freeing the Operant. https://www.youtube.com/watch?v=v_YN5SyiKQw
 - Episodes 167-168, February 2022; Susan Friedman & Rick Hester; Parenting with ATA knowledge on board.
<https://www.youtube.com/watch?v=kHTYxUB456s>;
<https://www.youtube.com/watch?v=07YAwnefuxg>
- **Equiosity podcast presented by Alexandra Kurland and Dominique Day**
 - Episode 284-286: Dr. Susan Friedman and Rick Hester – Why Ethical Guidelines Matter, Pt 1-3. <https://www.equiosity.com/single-post/episode-284-dr-susan-friedman-and-rick-hester-pt-1-why-ethical-guidelines-matter>

Publications

Hester & Friedman (2024). Freeing Up the Operant: Supporting Animal's Core Interests. Association of Zoos and Aquariums (AZA) Connect magazine. <https://www.aza.org/connect-stories/stories/freeing-up-the-operant-supporting-animals-core-interests>

Select Consultancies

- Akron Zoo, Ohio
- Cameron Park Zoo, Texas
- Colorado Wolf and Wildlife Center, Colorado
- Como Park Zoo & Conservatory, Minnesota

- Detroit Zoo, Michigan
- Omaha's Henry Doorly Zoo and Aquarium, Nebraska
- Maryland Zoo, Maryland
- Melbourne Zoo, Australia
- Pueblo Zoo, Colorado
- Zoo Knoxville, Tennessee