



International Wolf Center
Summer 2020
Briefing and Application Packet



Photo by Awen Briem

Please return completed application packet to: Email: kelly@wolf.org

Or mail to: Pup Care Program

Attention: Lori Schmidt International Wolf Center 1396 Hwy. 169

Ely, MN 55731

Application Deadline: February 1, 2020

Introduction

We are happy that you are considering application to this exciting time when we begin the process to add new members to the Exhibit Pack. This Pup Care Program Briefing is designed to help you decide if you want to participate in the program and to prepare you to be a productive team member should your application be accepted. The entire wolf care staff asks that you consider this packet as required reading for participation as a pup care participant. As a reminder, this program carries a prerequisite of either previous experience with the pup care program, behavioral observation team or the Planning for Pups seminars offered during any of the previous years (2019, 2015 or 2011), or specific knowledge of canid behavior based on employment experience.

The Briefing is presented in two parts:

Program Plan describes the philosophy of captive wolf management at the International Wolf Center and the socialized wolf exhibit, the expectations for applicants, zoonotics, and pup handling protocols.

Program Logistics describes clothing/supplies, medical advice, lodging, meals, fees and schedule information.

We have included the most accurate information available to give you a clear picture of this program. However, since this briefing is prepared many months before participants arrive; the details of this briefing may be subject to change. If your application is selected, you will be contacted by the Wolf Curator to receive up-to-date details or changes to the program.

While we expect that everyone has a special talent or skill to bring to this program, we will base the applicant selection process on the following qualifications, once the prerequisites have been verified:

- Experience with canids (wild or domestic)
- Willingness to work in outdoor ambient environment
- Enthusiasm for public educational programs
- Compatibility with International Wolf Center mission
- Attention to detailed protocols and behavioral observations
- Willingness to follow directions
- Writing skills
- Dependability and flexibility under any condition
- Commitment to working cooperatively
- Attention to stress in both the Exhibit Pack and the pups
- Professional discretion for management situations

Remember, you will be working under the direction of core wolf care staff, joining their effort to socialize wolf pups, present pups to the public for educational programs and prepare pups for their future as members of the Center's Exhibit Pack. We take the view that raising wolves is invigorating, constructive, educational, personally rewarding and, yes, fun.

As soon as you've read the briefing, complete the attached application form and narrative and mail the package to the address listed on the cover by February 1st,, 2020. You will be notified of your selection by March 1st,, 2020. There are a limited number of positions available; however we may designate a small number of alternates to be on call if a pup care participant is unable to participate at the last minute. This program is only open to ***International Wolf Center members ONLY***, and you have participated in a

prerequisite program termed Planning for Pups, to have previous experience in the Center's pup care program, to have taken an ethology class or to have extensive wolf or canid behavioral knowledge from professional experience. Please note the application requires you to detail your prerequisite qualifications.

Deposit and Cancellation Policy;

The teams will be determined by March 1st, 2020. Successful applicants will receive either an email or mailed response based on preferences identified on the application. At that time, you will receive health forms, reading material and a request for a deposit to confirm your position on the team.

You can cancel your position on a team up to 30 days in advance of your designated week, with a full refund.

Program Plan

As the Wolf Curator and speaking for all wolf care staff, I would like to introduce you to our wolf program and your opportunity to work with wolf pups. The work we do with pups during this critical socialization period will influence the interactions with Wolf Care Staff throughout a wolf's entire life. This briefing will provide you with information concerning this experience and contribute to your overall appreciation of captive wolf management and the role of the wolves as ambassadors.

The following is an excerpt from the International Wolf Center Wolf Curator Manual: "Procedures for the care and management of captive gray wolves at the International Wolf Center"

Co-authored by: Bill Route, Lori Schmidt, Dr. L. Dave Mech

The mission of the International Wolf Center (IWC) is to provide people around the world with factual information about wolves and their dynamic relationship to other wildlife, humans, and the environment. The IWC accomplishes this mission through publications such as International Wolf magazine, through a nation-wide Speakers Bureau, media contacts, daily programs, and in-depth courses at the Ely facility.

Captive gray wolves (Canis lupus) were first brought to the Ely facility in 1989. Captive wolves help attract the public and provide an element of experiential learning during programs and courses. Educators can show first-hand the physical characteristics, eating habits and social behavior of wolves. Audiences are more alert, observant and retain more of what they learn when they can observe real wolves.

"Handling" is a term used here to define all human-wolf interactions with the potential for physical contact. Human-wolf interactions help maintain socialization, allow for veterinary care, and help staff maintain the captive facilities.

Socialized wolves are wolves that have become accustomed to and accept humans as caregivers (Fox 1972). Socialized wolves are less timid in the presence of humans compared to non-socialized wolves (Klinghammer and Laidlaw 1979: 159). Socialization and the resulting loss of fear towards humans allow close-up viewing by the public and thus increase the educational opportunities. It can, however, increase the risk of wolves injuring their human handlers. Captive wolves at the IWC are spayed and neutered, thus reducing the potential for injury. The lack of reproductive organs decreases sexual drive and thus reduces some social tensions especially during the breeding season. Nonetheless, the potential for injury is always present when handling large predators.

It has been argued that persons who work with wolves are not part of the pack when it comes to wolf social hierarchy; rather they might be better characterized as "companions" as suggested by Konrad Lorenz (Klinghammer and Goodmann 1985:8). While the exact relationship between human handlers and socialized wolves is unknown, it is clear that handlers are subject to normal

"captive" wolf-wolf interactions. The social behavior of wolves in the wild is arguably different than in captivity (Mech 1999). In captivity, human handlers can be exposed to intense greetings, facial licking, occasional nips, pulling and tugging at loose clothing and appendages, warning growls, the rare bite or testing, aggressive guarding of certain items and the even more rare challenge attack (Fox et al. 1974, Klinghammer and Goodmann 1985:29-37, IWC files). Our intent here is not to instill fear, but to emphasize the importance of being aware of captive-wolf behavior and being able to avoid situations, which could result in injury.

Probably because of consistent and careful handling, the IWC wolves are normally well behaved and non-threatening. Incidents resulting in injury have been rare at the IWC with only two documented incidents from 1989 through 1999. Neither of these incidents were considered serious and both could be traced to errors in handler judgment. New handlers will be trained by experienced handlers and will be taught how to avoid situations, which could result in injury (see section on safety and training in curator manual).

IWC wolves are socialized as pups and bond to those who help raise them. There is good evidence that early bonding reduces handler/wolf conflict (Fox 1971). Unfortunately, many of these individuals who conduct early socialization are unavailable for routine or emergency needs as the wolves age. Fortunately, adult, socialized wolves can accept strangers (Woolpy and Ginsburg 1967, Fox 1972, Fox et al. 1974) and this has been the case at the IWC.

Potential handlers are assessed for their ability to work with captive wolves. People who are aware of captive-wolf behavior and social status, who act relaxed and self-confident and know how to avoid potentially dangerous situations are the best choice for handlers. People, who are oblivious to wolf behavior, are uneasy, either fearful or overly fearless are considered risky as handlers. The wolf curator makes recommendations to the assistant director regarding all level endorsements, and restrictions. The assistant director approves all handler assignments.

Pup Management Protocol

Background

The International Wolf Center manages an exhibit of spayed and neutered wolves. We do not maintain multiple species like a zoo, but commit to the limited number of ambassador wolves that are part of our organization and help achieve our mission of advancing the survival of wolf populations by teaching about wolves, their relationship to wildlands and the human role in their future.

We see the benefits through the visitor experience of having captive wolves, especially socialized wolves that offer a glimpse into the individual traits of wolves, showing the social nature of the species that makes it successful as a top-level predator. Wolves are often portrayed for their predatory behavior and our organization provides a unique view into the intricate pack life and social organization that keeps the wolves together as a social unit.

Timeline

The International Wolf Center maintains a socially cohesive unit of wolves in the exhibit and in order to do this, new life must be added to the exhibit. Two pups are added to the exhibit approximately every four years, allowing enough time for the pack to be cohesive, but not allowing the pack to age to a point that new pups would be stressful to and testing of the older animals' weaknesses.

As the pups mature, a pack's energy will be focused on providing a place in the rank order for the maturing pups, rather than the aging of the older wolves. With this three to four-year method, we are likely able to keep the pack more cohesive and delay the inevitable retirement of the older wolves until 10 or 12 years of age.

Pup Source

Our ambassador wolves are spayed and neutered; therefore, we must look outside of our organization to find appropriate sources for new pups. To choose pups, we start with the professional facilities associated with zoological associations in either the U.S. or Canada. Recently in the U.S., professional zoos have not been a good source because breeding programs at professional zoos are usually conducted for the critically endangered wolves such as the red wolf or Mexican wolf. When these species are bred in captivity, their future may include a release back into the wild or at the very least, may be as a genetic source for future release projects. The management of a critically endangered breeding stock requires that the wolves remain non-socialized to humans. So placement at a facility such as ours would be prohibited as we work with socialized wolves. This often requires us to look at other educational facilities, but our first step is verification with the USDA or Canadian authorities to ensure a facility is licensed and has no animal welfare concerns.

Pup acquisition and handling

Newly born animals of any species are sensitive to their new environment and can be easily stressed by human crowds and especially by human handling. Wolf care staff will always have the pups' safety in mind when scheduling any public display.

Once in Ely, the pups will have some time for adjustment and care. They will be available for viewing as they approach the age of their first vaccination, sometime around Memorial Day. There will be a daily program schedule detailing when the pups will be presented in a limited number of programs as well as Behind the Scenes programs. If at any time the pups exhibit undue stress due to live public exposure, public viewings will be limited or canceled. However, the pups will be visible through broadcasting of pup activities and care via a webcam and video feed into the Interpretive Center auditorium.

Pup Care Program

Pup care participants are incorporated into the pup planning process to ensure that the pups have 24 hours-a-day, seven days-a-week coverage for the first few months of the pups' lives. This program is for the benefit of maximizing the wolf socialization process benefiting the long-term lives of the wolves on exhibit in their adaptability to their lives as ambassador wolves.

The care the pups receive during their first few months shapes the outcome of their lives in captivity. Therefore, we proactively work to minimize mistakes during the formative socialization period in the pups' lives. When mistakes are made, it may affect the safety of the wolves and of the wolf care staff and the negative conditioning may persist throughout the wolf's life (typically 14 to 16 years for a captive wolf). We cannot overstate the importance of proper socialization, minimization of mistakes, and safety of the pups and exhibit pack during the introduction period.

Pup care participants are chosen through a rigorous process. The process helps to ensure that we choose participants who have the pups' and wolves' safety as their primary objective. This process must be performed independently of any other factors including membership status, donation level, or volunteer status. It is critical that participants are screened and selected to give us the best chance of pup survival, appropriate media attention, non-exploitation, non-aggressive pack dynamics and to ensure human safety. The pup care participants for 2020 will be required to participate in a prerequisite program termed Planning for Pups, to have previous experience in the Center's pup care program, to have taken an ethology class or to have extensive wolf or canid behavioral knowledge from professional experience. An application is required for all prospective pup care participants stating their canid experience, animal behavior background, and other experience interacting with wolves or other wild animals. Successful applicants will be expected to have some wolf knowledge. This knowledge may be gained by one of our Planning for Pups prerequisite programs, previous pup care experience, behavioral team experience, ethology course completion, and/or animal behavior professional experience. Participants must understand that the wolf pups are wild animals, not pets. We expect the participants to respect the pups and the Center's mission of education.

Participants must follow strict guidelines on pup handling and experiences during their participation. Expectations include:

- First and foremost – It's about the pups...not the people.
- Please avoid facebook posts that misrepresent our mission
- For the health of the pups, if a participant owns a dog, the Parvo Vaccine Exposure should be limited to at least one month prior to her/his selected position date.
- Avoid contact with non-vaccinated dogs one month prior to arrival.
- Pups lick. Do not use perfume, lotions, sunscreen or toxic insect repellent during pup shifts
- Pups need to learn manners, and we need CONSISTENCY in handling... All wolf care staff will be expected to have the same handling protocol on all shifts. Please respect the directions of ALL wolf care staff.
- Accurately record behavioral, physical and medical data.
- Accurately measure and weigh the pups per protocol.
- Participate in feeding, including food processing and cleaning after feeding.
- Assist staff in entering data on the web as directed by staff.
- Assist with all pup programs.
- Assist with facilities or fence work as needed.
- Due to issues with negative conditioning from cameras – Core Wolf Care Staff will determine appropriate timing for recording behavioral interactions with photography and video. Priority will be placed on video or images for International Wolf Center use, usually a few hours on each shift. This primarily relates to time when pups are young and in small confined space in the Wolf Care Center. Photos and video must be good quality, with a natural backdrop, no fences and no humans. Photos will be provided to participants on a jump drive at the end of the program.
- Participants will be asked to be conscientious with their cell phones or cameras in the Wolf Care Center nursery with the pups. Focus on a phone can miss important data events
- Participants that would like to donate their own photos may provide photos for the Center through a flash drive or website upload process only, with attached and signed release form. Please, No download of photos to Center computers. Please sort and select only the best quality images, and label each image provided with your first and last name, date and wolf name or behavioral description.
- Any media use of pup photos or media interviews with participants must be cleared with the Center's Communication Department prior to the event.

Wolf Yard Protocol must be adhered to AT ALL TIMES – Successful applicants will be asked to sign a Statement of Understanding about Wolf Yard Protocol upon your arrival for a designated team.

Examples of improper behavior during interactions with pups or in the wolf yard:

- Kissing a pup while in the public view. While they need social contact, we will avoid doing this type of socialization in front of the public or on camera. This includes no kissing photos on facebook
- Rough play or wrestling with the pups which stimulates aggression.
- Anthropomorphizing the pups (e.g., calling them “babies”, “puppies”, or in any way comparing them to humans or human emotions).
- Interacting with the ambassador wolves in any way that causes them to become agitated. This includes excessive photography/flash, loud noises, or presence in the restricted areas behind the enclosure.
- Going to the retired wolf area without direct supervision of the wolf care staff.
- Ignoring or not following directions of the wolf care staff during pup shifts.

Office/Team Protocols

- A collaborative, cooperative approach to pup care is expected.
- Respectful dialogue and active listening are crucial and expected.
- To the extent possible, teams should have cleaned up spaces by the end of their shift, entered behavioral data, and be prepared to debrief the incoming team.
- The Wolf Lab is also an office and workspace. There may be situations where sensitive/confidential information is discussed, and participants’ professional discretion is necessary
- A positive attitude on all things is appreciated. It helps maintain a better environment for the people and the wolves.
- If you have concerns that need to be addressed, please feel free to ask any questions. Wolf care staff are here to help make this a positive social experience for wolves and humans.

The Wolf Curator and the Executive Director have full authority to discontinue a participant for any reason at any time. When participants arrive, they will be asked to sign a “Statement of Understanding” concerning these expectations. Any documented violation of these expectations will result in discontinuance of the current experience and any future wolf care programs. This policy is established to limit negative experiences that may have a long-lasting effect on the behavior of the individual pups or the adult wolves that will be accepting these pups into the enclosure. We are also concerned that anthropomorphic discussions and attitudes will later become a problem when social dynamics of wolf packs results in aggressive interactions. Wolves will be wolves, and the more people respect and understand this as pups, the better understanding they will have of adult wolves.

Revenue Sustainability

Wolf care programming has an obligation to develop a revenue pool that helps provide resources necessary to not only care for the pups and the added expense of staffing during a pup year, but to maintain enough resources to care for wolves through their entire lives, especially the retired years when they are off display and not a direct revenue stream for the organization, but clearly an expense to ensure that they receive the best care through their lives. We place a high value on the care of our pups and adult wolves and the programming opportunities that allow the wolf care program to gain revenue necessary to cover the expenses of maintaining a captive wolf facility.

Wolf Care Staff thanks you for your interest in the pup care program, your support of the organization, and most importantly, your commitment to the task of socializing wolves.

Photography and Cell Phone Policy – Addressed in Protocol but IMPORTANT Details for discussion

- Quality photography with high resolution cameras is required when appropriate.
- We discourage use of cell phones that draw attention away from the pups and create a distraction that could result in missing important data
- We ask that people resist the urge to distribute information or details related to animal management
- Be very aware of negative conditioning, especially with cameras

IWC Pup Handling Protocol

- Pups have personalities; ask wolf care staff what is appropriate for each pup. One may not like to be disturbed; one may prefer to sleep in the arms of staff; and one may only seek the comfort of littermates. The wolf care staff will let you know pup preferences. Don't pick up pups when they are resting, however we do recommend that you stroke the pups' ears, toes, and gums while they are resting.
- After feeding – sterilize bottles and wash and dry all pup feeding bowls. Keep a clean water source available for pups and change water frequently. If there has been meat used for the adult wolves, wash the bowls and spray the counter with disinfectant.
- There should always be two handlers with the pups except for wolf care staff, who may handle pups alone if they feel confident in their ability to manipulate gates.
- ALWAYS KEEP PUP PEN DOOR CLOSED – DON'T OPEN PUP PEN DOOR IF OUTER LAB DOORS ARE OPEN – ESCAPES WILL OCCUR.
- Be conscientious of the pup cam – try to keep the pups on the cam whenever possible.
- No kissing pups on camera. Move off camera for this intense socialization.
- Positive social interaction is critical. Avoid negativity at all costs.
- No quick movements or chasing after pups to catch them. Slow movements are important. If pups are running away from you, try to entice them with something fun and stimulating.
- Entice them with whining, toys, or as a last resort, food – but watch your fingers and try to feed flat handed.
- If you leave the lab (including going into the building), use the foot wash at either entry door.
- You should feel comfortable around the pups. If not, don't attempt to handle them. Let one of the wolf care staff know the issue that makes you uncomfortable.

- If you wear glasses, be careful so the pups don't grab them or other things they shouldn't have (keys, plastic bags, shoestrings, etc.).
- If a pup grabs an item that you want, don't try to pull it from their mouths. Instead, say NO with a loud voice. DON'T EVER HIT OR KICK AT A PUP WHO MAY BE GRABBING CLOTHING.
- No jewelry or dangling clothing – watch the strings on your pup care coat and do not let pups mouth shoestrings.
- A pup care participant coat will be provided and worn for programs. If you are out of public view, you don't have to wear the coat, but you must wear long sleeves and long pants for pup handling.
- Immediately clean up all fecal/urine material in the pup holding area and auditorium.
- No fingers through the fence at ANY TIME. ALWAYS use a flat handed greeting against the fence when greeting the pups and adults.
- Don't stick your fingers in the pups' mouths (except for gum massages) or allow them to chew on your body.
- A proper pup greeting will include licking at the face. Get down low, on their level. If they are too excited, try calmly and slowly stroking their heads behind their ears – again, try to do this off camera.
- Don't treat wolf pups like dog pups by patting them on the head, rough housing with them, or trying to get them to play.
- Encourage pups to submit, roll over and get their bellies scratched. Watch your interaction, don't reward negative behavior.
- Don't allow pups to jump on you. Get down low, on their level.
- Avoid restraining the pups. If they don't want to be held, set them down and attempt to walk with them. Be patient with pups.
- Follow the protocols of wolf care staff about ointment, physical exams, enclosure maintenance and discipline of pups.

Zoonotics

A Zoonotic is a disease associated with animals that may be transmitted to humans. Here are some examples of zoonotic associated with the canidae family. As pup care handlers you should be aware of all risks. The easiest way to prevent them is by having good hygiene protocols when handling the pups.

Giardiasis: caused by a parasite known as giardia lambia Clinical signs include diarrhea, weight loss

Spread to humans via fecal/oral route

Wash hands after any scat collection

Bacterial infections associated with dog bites: *Pasturella multocida*

Ringworm: caused by *Microsporum canis*, *M. gypseum*, *Trichophyton mentagrophytes*

Classic ringworm lesion...patch of broken stubby hair with scale and redness that spreads outward

Spread to humans by direct contact

Wash hands after handling pups

Sarcoptic Mange: caused by a mite, *Sarcoptes scabiei*

Clinical signs may include severe pruritis, raised red papules and hyperkeratosis in canines

Leptospirosis: caused by bacteria *Leptospira* species

Spirochetes shed in body fluids, primarily urine Spread to humans via broken skin, oral route

Simple steps to prevent the spread of zoonotics:

- Always Wash And Disinfect Hands Before And After Interacting With Pups
- Do A Bleach and 409 Bath of Shoes Anytime You Leave the Lab and Enter the Center Or Leave the Site (until about 6 weeks of age)
- Wear Long Sleeve Shirts and Pants to Prevent Pup Scratches
- No Eating Inside the Pup Pen
- Use the Disinfectant Spray On All Counters And Tables Throughout The Day
- Clean Urine and Feces Immediately, Discard with Dirty Straw In Garbage, Wash/Disinfect Hands

The pups will treat you just like they would treat mom, but you don't have the benefit of the protective hide. We provide pup care staff coats, but the pups can still be challenging. Please, consider this opportunity carefully.



...UNDERSTAND THEM AS WOLVES.....RESPECT THEM AS WOLVES

...DON'T TREAT THEM LIKE DOG PUPS...

IF IT ISN'T ACCEPTABLE FOR AN ADULT WOLF INTERACTION... IT ISN'T ACCEPTABLE FOR A PUP INTERACTION... THINK ABOUT THE HUMAN/ADULT WOLF INTERACTIONS...

Program Logistics:

What clothing or supplies would be considered a necessity for the program?

While summer may be a pleasant season, summer temperatures in Ely range from 40 – 90 F. Average rainfall in the summer can be up to 4 inches per month. The humidity can become uncomfortable, and numerous black flies, deer flies, and mosquitoes may be challenging. Even in July, nights can be cool and damp, causing the need for a warm set of clothing. Pups growing teeth can also dictate the type of clothing and supplies required to be a pup care participant. So, how does one prepare for these adverse conditions? Each successful applicant will receive a pup care staff jacket for use during programs and when on pup shifts as part of the program fee. For other items to bring to the program, the following list is a recommendation based on years of experience:

Wolf Coats will be provided, but only need to be worn during public programs otherwise long sleeve shirts

- Long-sleeve, tight-weave shirts (cotton is best)
- to keep bugs off, provide warmth on cool evenings and protect from pup scratches tight weave is important to prevent pup teeth from being snagged in loose-weave clothes
- avoid dark colors; black flies seem to be attracted to blue denim clothing
- Long pants - Khaki, cotton, loose fitting, quick drying pants
- pup activity will require you to get down on their level, often wet and dirty
- blue jeans draw black flies and are often uncomfortable when wet
- Rain gear – avoid ponchos that pups can get tangled in
- Comfortable work boots or tennis shoes with some ankle support
- Binoculars, camera
- Books, notepads, pencils
- Sewing repair kit, personal first aid kit
- -NO JEWELRY WILL BE ALLOWED AROUND PUPS

Physical Conditioning/ Medical Advice

A majority of the physical activity of this program will involve sitting inside the pup enclosure, auditorium or outdoors on grass or soil. A pup care participant can expect to walk on uneven terrain and over obstacles and may be asked to assist with maintenance duties on the enclosure. There may be some lifting activities related to wolf food or enclosure needs. If there are medical restrictions or physical guidelines pertaining to your ability to perform some of the suggested duties, please note them on the application. These restrictions will not necessarily preclude you from the program but will assist us in determining staffing needs.

The only medical requirement for the program is a verification of a recent Tetanus shot (within the last 10 years). This will be required IF YOU ARE SELECTED FOR A POSITION. DO NOT MAIL THIS IN WITH THE APPLICATION. Medical Verification of this tetanus shot will be required with the program fee.

It is not uncommon to get scratches and nips from pups. We ask that each participant sign a waiver stating his/her understanding of the risk associated with pup care. The waiver will be included in the selection package once an applicant has been notified of his/her selection.

Lodging

All pup care participants will have a lodging option available. An applicant may choose to opt for a NO lodging discount as noted on the application. Because pup care participants are on varying shifts, NO meals will be provided during the weeklong or weekend programs, but healthy snacks will be available for teams on shift. There will be a BBQ on each Friday when outgoing weeklong teams and incoming weekend teams can share a meal and share experiences. All participants receive a pup care jacket and jump drive of pup photos and video. All lodging sheets, towels, pillows, etc. are provided. A microwave, fridge, and coffee pot are available with the accommodations.

Weeklong Pup Care Program Schedule and Program Fee

This program is only open to International Wolf Center members. The weeklong program fee is \$725, with a \$150 discount for no lodging for the weeklong program. The weekend program fee is \$395, with a \$75 discount for no lodging for the weekend program.

Team Options:

Pup Care Participants can apply for a Weeklong or a Weekend team option. Each Week or Weekend will have someone designated as a participant designated as the Team Leader, someone who has done pup care before and will help with communication and training. Team leaders are selected by the Wolf Curator.

Weeklong Teams - 3 Teams every week for 6 weeks, 2 Teams every week for 4 weeks - teams include 2 participants+ wolf care staff

The weeklong pup care teams will arrive on Sunday night at 3:30 pm and depart on Friday after a 12:30 pm BBQ. Team Leaders will arrive on Sunday afternoon at 3:00 pm, departing the following Sunday at 5:00 pm.

Weekend programs – 2 Teams every week for 9 weeks –

The weekend pup care teams will arrive on Friday by 11:30 am and depart 5:00 pm on Sunday. The Team leaders for the weeklong teams will stay and be the team leader for the following weekend.

Participants can expect to be involved in public educational programs when they are scheduled for a shift.

Public pup programs begin tentatively on Memorial Day

Occurring daily at – 10:00 am, 1:00 pm, 3:00 pm and 4:00 pm

Behind the Scenes – Fridays at 8:30 am

We recognize that people may have different sleep schedules. We have designed the team shift assignments throughout the weeklong and weekend programs to allow people to experience different activity levels, program experiences and pup behavioral interactions during various times of the day. This opportunity to experience a range of pup behavior will result in less sleep than you may be used to. If you have specific needs, please identify them as soon as possible and we will try to accommodate them.

The benefits to pup care participants include: Access to pups for socialization; a pup care staff coat; an opportunity to participate in Center educational programming; and a chance to learn from the best teachers in the world, wolf pups. This program, and your contribution to positive socialization of these pups, helps sustain our efforts to conduct the best management practices possible for all of the ambassador wolves at the Center.

Weeklong Pup Care Weeks 1 – 6 Team Members arrive Sunday 3:30 pm –Friday 12:30 pm BBQ

3:30 pm – Expectations to arrive at Center and watch 4:00 pm program

4:45 pm – 6:00 pm Orientation as a group with pups, observing staff on feeding, data recording-protocols

6:00 pm All Team Members Travel to Lodging

Sunday 6:00 pm – 9:30 pm (Team leader and Wolf Care Staff – IWC Staff or Ely Volunteer) 3.5 hours

Sunday/Monday 9:30 pm – 3:30 am – Team 1 – 6 hours

Monday 3:30 am – 9:30 am – Team 2 – 6 hours

Monday 9:30 am – 3:30 pm – Team 3 – 6 hours

Monday 3:30 pm – 9:30 pm – Team 1 – 6 hours

Monday 9:30 pm – 11:30 pm – Wolf Care Shift – no teams

Monday/Tuesday 11:30 pm – 5:30 am – Team 2 – 6 hours

Tuesday 5:30 am – 11:30 am – Team 3 – 6 hours

Tuesday 11:30am – 5:30 pm – Team 1 – 6 hours

Tuesday 5:30 pm – 9:30 pm – Team 2 – 4 hours

Tuesday 9:30 pm – 11:30 pm – Wolf Care Shift – no teams

Tuesday/Wednesday 11:30 pm – 5:30 am – Team 3 – 6 hours

Wednesday 5:30 am – 11:30 am – Team 1 – 6 hours

Wednesday 11:30 am – 5:30 pm – Team 2 – 6 hours

Wednesday 5:30 pm – 9:30 pm – Team 3 – 4 hours

Wednesday 9:30 pm – 11:30 pm – Wolf Care Shifts – no teams

Wednesday/Thursday 11:30 pm – 5:30 am – Team 1 – 6 hours

Thursday 5:30 am – 11:30 am – Team 2 – 6 hours

Thursday 11:30 am – 5:30 pm – Team 3 – 6 hours

Thursday 5:30 pm – 9:30 pm – Team 1 – 4 hours

Thursday 9:30 pm – 11:30 pm – Wolf Care Shifts – no teams

Thursday/Friday 11:30 pm – 5:30 am – Team 2 – 6 hours

Friday 5:30 am – 11:30 am – Team 3 – 6 hours

Allow time for lodging checkout by Noon - BBQ – Eat at 12:30 pm

WEEKS 1 – 6 Total Hours on Shift - Team 1 – 34 hours Team 2 – 34 hours Team 3 – 34 hours

Scheduling Note Friday 11:30 am to 5:00 pm – IWC Staff, Team Leaders and Ely Volunteers – 1 pm, 3 pm and 4 pm programs

Weeklong Pup Care Weeks 7 – 10 Team members arrive Sunday 3:30 pm –Friday 12:30 pm BBQ

3:30 pm – Expectations to arrive at Center and watch 4:00 pm program

4:45 pm – 7:30 pm Orientation as a group with pups, observing staff on feeding, data recording, protocols

7:30 pm - All Team Members Travel to Lodging

Sunday 8:00 pm – 10:00 pm – Team 1 - 2 hours

Sunday 10 pm – Midnight – Team 2 – 2 hours

Sunday/Monday Midnight – 6:30 am Core Wolf Care Staff – 6.5 hours

Monday 6:30 am – 3:00 pm – Team 1 – 8.5 hours

Monday 3:00 pm – 11:30 pm – Team 2 – 8.5 hours

Monday/Tuesday 11:30 pm – 7:30 am – Team 1 – 8 hours

Tuesday 7:30 am – 3:00 pm – Team 2 – 7.5 hours

Tuesday 3:00 pm – 11:30 pm – Team 1 – 8.5 hours

Tuesday/Wednesday – 11:30 pm – 7:30 am – Team 2 – 8 hours

Wednesday 7:30 am – 3:00 pm – Team 1 – 7.5 hours

Wednesday 3:00 pm – 11:30 pm – Team 2 – 8.5 hours

Wednesday/Thursday 11:30 pm – 6:30 am Core Wolf Care Staff – 7 hours

Thursday 6:30 am – 3:00 pm – Team 1 – 8.5 hours

Thursday 3:00 pm – 11:30 pm – Team 2 – 8.5 hours

Thursday/Friday 11:30 pm – 7:30 am Core Wolf Care Staff – 8 hours

Friday 7:30 am – 9:30 am – Team 1 - 2 hours

Friday 9:30 – 11:30 am – Team 2 – 2 hours

– Teams Split time between lodge cleaning, pup care and BBQ Prep:

Lodging checkout is Noon - BBQ – Eat at 12:30 pm

WEEKS 7 – 10 – Total Hours on Shift – Team 1 – 45 hours - Team 2 – 45- hours

Scheduling Note - Friday 11:30 am – 5:00 pm – IWC Staff/IWC Staff and Ely Volunteers – Friday – 1 pm, 3 pm and 4 pm programs

HELLO WEEKENDERS...



Weekend Team – 2 Teams for 9 Weekends

Expectation is to arrive at Center on Friday at 11:30 am – depart at 5:00 pm on Sunday

Friday 12:30 pm Exchange advice with outgoing team over BBQ

Friday 1:00 pm – 2:30 pm Group orientation with pups and 1:00 pm program

Friday 2:45 pm – Team Travels to Lodging -Wolf Care Staff/Team Leaders cover shifts

Friday 4:00 pm Program conducted by team leader, Wolf Care Staff and Ely volunteer

Friday/Saturday 5:00 pm – 1:00 am – Team 1 – 8 hours

Saturday 1:00 am – 9:00 am – Team 2 – 8 hours

Saturday 9:00 am – 5:00 pm – Team 1 – 8 hours

Saturday/Sunday 5:00 pm – 1:00 am – Team 2 – 8 hours

Sunday 1:00 am – 9:00 am – Team 1 – 8 hours

Sunday 9 :00 am – 5:00 pm – Team 2 – 8 hours

Team 1 and 2 – 24 hours each Team

**International Wolf Center
Pup Care Program Application
Application Due February 1, 2020**

Must be 18 years of age to apply

All Pup Care Participants must be members of the International Wolf Center

Member Rate No additional 10%

Weeklong Fee \$725 - \$150 No Lodging Discount

Weekend Program Fee \$395 - \$75 No Lodging Discount

Program fee covers on shift snacks, lodging, wolf care jacket, access to wolf photography
and all the pup attention you can handle.

Name _____

Address _____

Phone/fax _____

E-mail _____

Membership # _____

Please send a photo (insert digital image in your application) of yourself with your application. Selected candidates will be provided photo identification name tags for access to the wolf yard and lab area.

Weeklong Requested (please list choice 1, 2 and 3) Teams arrive Sunday at 3:30 pm and depart Friday after 12:30 pm BBQ.

☐ **Week 1 May 24 – May 29 – Pups first programs**

☐ **Week 2 May 31 – June 5**

☐ **Week 3 June 7 – 12**

☐ **Week 4 June 14 – 19**

☐ **Week 5 June 21 – 26**

☐ **Week 6 June 28 – July 3**

☐ **Week 7 July 5 – 10**

☐ **Week 8 July 12 – 17**

☐ **Week 9 July 19 – 24**

☐ **Week 10 July 26 – 31**

Pup Introduction – estimated first week of August

Weekend Requested (please list choice 1, 2 and 3): Teams arrive Friday at 11:30 am and depart on Sunday at 5:00 pm.

☐ **Weekend May 29 – 31**

☐ **Weekend 2 June 5 – 7**

☐ **Weekend 3 June 12 – 14**

☐ **Weekend 4 June 19 – 21**

☐ **Weekend 5 June 26 – 28**

☐ **Weekend 6 July 3 – 5**

☐ **Weekend 7 July 10 – 12**

☐ **Weekend 8 July 17 – 19**

☐ **Weekend 9 July 24 – 26**

Estimated Introduction Date August 2nd

1. Because Pup Care Participants need to work as a team, is there any individual (that you know is applying) that you would like to be scheduled with?
2. Is there any individual you would not like to be scheduled with (this will remain confidential)?
3. For Team Dynamics issues, are you a coffee drinker yes or no? Are you a decaf drinker? _____
4. Prerequisites – must have been enrolled in a Planning for Pup weekend or have been a previous Pup Care Participant to apply, or have special consideration from the Curator.

Please state specifically how you qualify for the 2020 Pup Care program.

___ Previous Pup Care Participant – list month(s) and year(s) _____

___ Planning for Pups – list month and year _____

___ Exceptional circumstances for consideration – provide in detail below

Please answer the following questions in a narrative format and attach it to this application. Email or mail application to:

Kelly Godfrey, International Wolf Center 1396 Hwy 169, Ely, MN 55731
If you have questions, please email kelly@wolf.org no phone calls please

1. What are your animal care qualifications (please list employment, volunteer or personal experiences)?
2. What are your expectations and what would you like to gain from this experience?
3. List some examples of your problem-solving and teamwork skills.
4. This experience requires significant physical agility to be at the same level interacting with pups. Are you capable of sitting, standing, stooping, crawling and retaining balance in uneven terrain for extended period of time?
5. Do you have any concerns or issues you would like to address?
6. Our biggest concern is the dynamics of the Exhibit Pack with strangers in the wolf yard. Based on your experience, please address some behavioral traits that adult wolves may portray when stressed.
7. Please submit an image with this application for purposes of the ID badge