

## Jennifer A. Feltner, Ph.D.

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### EDUCATION

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**University of Montana (UM)**, Missoula MT

**Ph.D., Wildlife Biology**, Aug 2016- Apr 2021. Cum. GPA: 4.0; Credits earned: 73

- Dissertation: Effects of wolf (*Canis lupus*) and grizzly bear (*Ursus arctos horribilis*) recovery on cougars (*Puma concolor*) in a multi-use system

**North Carolina State University (NCSU)**, Raleigh NC

**Graduate coursework, Fish and Wildlife Biology**, Sep 2014-Jul 2016. Cum. GPA: 4.0; Credits earned: 42

- Transferred to UM with advisor in Aug 2016

**San Diego State University (SDSU) / University of California, Davis**, San Diego CA / Davis CA

**Graduate coursework, Ecology**, Aug 2013-Aug 2014. Cum. GPA: 3.94; Credits earned: 15

**Colorado State University (CSU)**, Fort Collins CO

**Post-Bac. coursework, Wildlife and Conservation Biology**, Jan 2011-May 2012. Cum. GPA: 4.0; Credits earned: 48

**Dartmouth College**, Hanover NH

**B.A., Chinese Language and Literature (Cum Laude)**, Sep 1997-Jun 2001. Cum. GPA: 3.52; Credits earned: 116.7

### WORK EXPERIENCE IN WILDLIFE BIOLOGY & CONSERVATION

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**Biologist**

Big Pine Key FL

**U.S. Fish & Wildlife Service (USFWS), National Wildlife Refuge System**

Jul 2022-Nov 2023

Florida Keys National Wildlife Refuge Complex

- Supervisory biologist for the Florida Keys National Wildlife Refuge Complex including Key Deer, Key West, Great White Heron and Crocodile Lake National Wild Refuges
- Led the relaunch and management of the Refuge Complex Biology Program after a four-year gap in having a full-time biologist on staff. Program includes the monitoring and management of 29 federally threatened and endangered species (e.g., Key deer, Lower Keys marsh rabbit, American crocodile, Key tree cactus, Miami blue butterfly) and their habitats as well as numerous Service trust and refuge priority/focal species and addressing major threats to them (e.g., climate change, invasive species, human-wildlife conflict, wildlife diseases, habitat degradation and loss, etc.)
  - Duties included providing professional leadership and technical input and guidance on the management, monitoring and restoration of species and habitats, the design and on-the-ground execution of scientifically rigorous population and habitat surveys and recovery/restoration efforts in collaboration with other USFWS programs, federal, state and local partners and stakeholders, hiring, training, supervising and mentoring program staff including a technician and a second biologist, leading communication and outreach efforts related to wildlife and habitat management and conservation including written communication and oral presentations, representing the Refuge Complex at local, regional, interagency, and national meetings, serving as a subject matter expert on many complex ecological, economic and political problems affecting wildlife and habitat conservation, policy analysis and development, maintaining professional and collaborative relationships with internal and external partners and stakeholders to develop the capacity for wildlife conservation in the Refuge Complex, and the administration of the special use permit program for research and monitoring activities on the Refuge
- Served as the on the ground lead for Key Deer (*Odocoileus virginianus clavium*) management and recovery efforts on and off refuge in the Lower Florida Keys in collaboration with internal (USFWS

Wildlife Health Office, Ecological Services Program and Office of Law Enforcement) and external (Florida Fish and Wildlife Conservation Commission, Monroe County Sheriff's Office) partners

- Led and managed the deer capture, treatment and chemical immobilization program
  - Completed intensive veterinary training on wildlife capture and handling methods, anesthesia, and the management of federal Drug Enforcement Administration (DEA) regulated drugs with USFWS and National Park Service veterinarians including a two-week one-on-one onsite training with USFWS's lead capture veterinarian
  - Developed all capture, handling, treatment, anesthesia and drug management related protocols for the Refuge in collaboration with USFWS's Wildlife Health Office
  - Led all captures of Key Deer on and off refuge using chemical immobilization drugs and remote delivery systems and drive or drop nets
  - Provided training, field support, equipment and guidance for federal and state law enforcement officers on Key deer captures as part of response efforts to wildlife conflict incidents
  - Assisted locally permitted veterinarian with Key deer treatment and care during short term holds
- Developed a comprehensive wildlife-human conflict program and humane and ethical deer incident response protocols and policies for Refuge staff and federal, state and local law enforcement officers
  - Worked with USFWS Wildlife Health Office, Office of Law Enforcement and Ecological Services Program to develop a series of protocols and policies related to Key deer capture, treatment, euthanasia, rehabilitation, carcass disposal and other aspects of deer incident response including communicating with members of the public
  - Responded to and coordinated response to Key deer incidents including sick, injured, entangled or dead deer; advised law enforcement officers responding to deer incidents
  - Developed and led trainings for state and local law enforcement officers on Key deer incident response, euthanasia and working with the public
  - Assisted law enforcement officers with deer conflict incidents in the field as needed; provided technical guidance and recommendations to law enforcement officers responding to incidents via phone and E-mail
  - Acquired and distributed equipment needed by law enforcement agencies for Key deer capture, transportation and euthanasia
  - Managed Key Deer mortality online app used by refuge staff and law enforcement officers to record Key deer mortality data; provided data to interested partners and stakeholder groups; cleaned and restored older deer mortality records and databases
- Worked to improve public outreach efforts and communications related to Key Deer
  - Communicated directly with the public in person, over the phone and Email to address concerns over various Key deer issues
  - Provided written responses to media inquiries and wrote press releases and social media posts on Key deer related topics; gave oral podcast interviews on the National Key Deer Refuge
  - Gave oral presentations to members of the public and Key deer advocacy groups on Key deer management and incident response
  - Worked with USFWS human dimensions experts to develop effective language for communicating about Key deer conflict issues with the public as well as strategies for reducing deer-human conflicts such as deer feeding
  - Provided guidance to film crews who visit and film on the Refuge
- Conducted Key deer necropsies and disease surveillance
  - Completed intensive training on ungulate necropsy and common Key deer diseases with the USFWS Wildlife Health Office
  - Conducted necropsies and disease sampling of Key deer
  - Advised other refuge staff and law enforcement officers on common Key deer disease issues and appropriate response to sick or dead deer in the field

- Supported and developed research and monitoring programs for Key deer
  - Assisted Ecological Services as needed with monitoring projects conducted by existing partners
  - Worked to develop new research partnerships to monitor Key deer population dynamics
  - Initiated a new monitoring program to assess the condition and availability of freshwater resources for Key deer and other wildlife across Refuge lands
- Served as Refuge Complex lead in the finalization of the Florida Keys National Marine Sanctuary's (FKNMS) Restoration Blueprint with the National Oceanographic and Atmospheric Administration (NOAA) and Florida state partners
  - Represented and advocated for USFWS and Refuge Complex priorities in the development and finalization of rules, regulations and wildlife management areas for the FKNMS
  - Coordinated USFWS response to public comments on the proposed rule including data and documentation in support of species and habitat protections and specific recommendations on regulations for 50+ wildlife management areas
  - Worked with federal, state and non-governmental partners to gather data in support of priority species protections including wading, shore and migratory birds and sea turtles; provided recommendations and technical guidance to NOAA and Florida state partners on the impacts of regulations on priority species; prepared USFWS for policy negotiations with state partners
  - Represented USFWS at Sanctuary Advisory Council meetings
- Led Refuge Complex role in the National Resource Prioritization Process for habitats and species within Great White Heron, Key Deer and Key West National Wildlife Refuges with USFWS Inventory and Monitoring branch
  - Worked with USFWS GIS team to map Refuge Complex Management Units and updated Refuge boundary and property layers
- Designed, oversaw and assisted with monitoring and restoration projects for the Key Deer, Lower Keys Marsh Rabbit (*Sylvilagus palustris hefneri*), Miami Blue Butterfly (*Cyclargus thomasi bethunbakeri*), Florida Key Tree Cactus (*Pilosocereus robinii*), Florida Semaphore cactus (*Consolea corallicola*), Lower Keys Mole Skink (*Eumeces egregius egregious*), Key ring-necked snake (*Diadophis punctatus acricus*), Rim rock crowned snake (*Tantilla oolitica*), shorebird species and freshwater resources on the Refuge Complex in coordination with Refuge partners
- Covered Refuge Complex park ranger/visitor's services duties while the position was vacant, including responding to inquiries from the public, public communications, outreach and education, social media management, assisting RV camper volunteers as needed, and representing USFWS at Refuge 'Friends Group' events
- Worked with Refuge staff to coordinate natural or human disaster response and recovery efforts for hurricanes, major storms and migrant vessel landings
  - Coordinated with federal and state partners to compile and implement best management practices for vessel and debris removal efforts that may impact threatened and endangered species and their habitats on backcountry islands as well as to identify new abandoned vessels from hurricanes or migrants
- Provided direct support and technical guidance for the implementation of other wildlife and habitat management related projects such as releasing rehabilitated sea turtles, updating the Refuge mosquito management plan, American crocodile (*Crocodylus acutus*) hatchling surveys, advising Department of Defense contractors operating on Refuge lands on best management practices, and managing the Refuge bunkhouse for visiting researchers

**Project consultant**

**Natural Resources Institute Finland**

Helsinki, Finland

Apr-Nov 2021

- Provided support and technical guidance to Finnish scientists and government officials on determining a Favourable Reference Population (FRP) for the Finnish wolf population; provided feedback on population viability assessments; reviewed and edited English reports commissioned by the Finnish

government; participated in remote international meetings with Finnish, Swedish and Norwegian scientists collaborating on the project

- Reaching and maintaining an FRP for wolves is mandated by the European Union's Habitats Directive, a body of laws that ensures the conservation of rare, threatened or endemic species in EU member states

**PhD Graduate Research Assistant / NSF Graduate Research Fellow (GRF)**      Missoula MT / Raleigh NC  
**University of Montana / North Carolina State University**      Sep 2014-Jul 2021

- Designed, managed and led all aspects of a study on the direct and indirect effects of wolf and grizzly bear recovery on cougars in the southern portion of the Greater Yellowstone Ecosystem (GYE)
  - Study incorporated > 16 years of location data from Very High Frequency (VHF) and Global Positioning System (GPS) collared cougars, wolves, grizzly bears and elk (*Cervus canadensis*), representing > 3 million locations from hundreds of animals, as well as predation (> 2000 kills), population and remote camera trap data from cougars
  - Built and maintained collaborative relationships and data sharing agreements with Panthera, Craighead Beringia South, the National Park Service, U.S. Fish and Wildlife Service, the U.S. Geological Survey and Wyoming Game and Fish Department to use cougar, wolf, grizzly bear and elk data in dissertation research; continuing to work with all project collaborators to review and publish dissertation chapters
  - Employed data management techniques to clean, update and organize extensive 17-year cougar location, predation, population and capture data sets and >16-year location and capture data sets for wolves, grizzly bears and elk using Access, Excel, ArcGIS and Program R
  - Designed and led data analysis including the development of hundreds resource selection functions (RSFs) at multiple temporal and spatial scales for cougars, wolves, grizzly bears and elk, diet analysis for cougars and multiple analyses investigating the effects of food stealing (kleptoparasitism) by wolves and bear species on cougars using Program R and ArcGIS
  - Developed numerous environmental and anthropogenic spatial covariates for RSF models using Program R and ArcGIS; collaborated with scientists at the University of Wyoming and Colorado State University to obtain and develop time varying spatial covariates for forage quality for ungulates (e.g., NDVI, spring green up) and climatic variables (e.g., daily snow depth, temperature)
  - Conducted fieldwork with the Teton Cougar Project (Panthera) in Kelly WY (Jun 2015-Aug 2018, approximately 2,250 hours total)
    - Tracked cougars using satellite and radio telemetry and snow tracking
    - Conducted investigations of cougar kill and bed sites, determined cougar displacement from kills by other large carnivores using sign or remote cameras, IDed plant and vegetation communities at kill and bed sites
    - Fieldwork including multi-day overnight camping trips were conducted in remote back country locations and involved hiking up to 18 miles a day with 40+ pounds of gear
    - Assisted with cougar capture, immobilization and collaring
    - Aided field team leader with all aspects of running the project
    - Supervised interns and M.S. students
    - Operated 4 X 4 truck and snowmobile, towed trailers
    - Conducted vehicle and equipment maintenance
    - Collected soil and vegetation samples from cougar kill sites
    - Completed >150 hours on the ground training in mammal, bird, and plant ID in Northwest Wyoming
    - Met and coordinated field work and research with land owners, federal or state agency personnel, project funders
    - Participated in public outreach activities with residents and visitors to the Jackson hole area
  - Conducted fieldwork with Wyoming Game & Fish Department (May-June 2017, 20 hours total)
    - Assisted ungulate and disease specialist biologist with retrieving elk vaginal implant transmitters (VITs) and documenting parturition (birth) sites

- Reached remote birth sites on horseback
  - Attended and participated in numerous public meetings run by Wyoming Game & Fish Department or the Interagency Grizzly Bear Study Team on the management of cougars, wolves, grizzly bears and elk in Wyoming and the GYE
- Conducted research on the global phenology distribution of coat-color changing mammal species, leading to a publication in *Science* (See **Publications** section)
  - Initiated global data collection efforts for georeferenced descriptions of winter coat color from 2,713 specimens, working with an international team
  - Assisted in mapping polymorphisms in winter coat color for multiple species using Program R and ArcGIS
  - Contributed to writing, editing and figure preparation for study
  - Helped manage media contacts, interviews and coverage of *Science* paper
- Awarded a National Science Foundation (NSF) Graduate Research Fellowship (GRF) providing ~\$138,000 of funding
- Presented my research and its application to wildlife management decisions, both orally (See **Presentations** section) and in professional peer reviewed publications (See **Publications** section) to a variety of local, national and international audiences including academic researchers, managers, funders, potential donors and the general public
- Served as Teaching Assistant for three semesters (20 hours weekly, 16 weeks per semester):
  - BIOB 475 Mammalogy (Spring 2020, 4 credit course)
    - Lead two weekly lab sections (30 students total) covering the mammalian orders of Montana including skull and skin ID, convergent evolution, track and sign identification, specimen preparation and statistical analysis
    - Photographed and recorded videos of all specimens used in class for remote learners
    - Managed online content and exams for remote learners
    - Created a supplemental lecture on mammal track and sign ID for students
    - Graded weekly field journals, class projects and exams
    - Wrote all exams
    - Mentored students having difficulty in class
    - Hybrid course – remote and in person
  - BIOB 272 Genetics and Evolution (Spring 2019 & 2021, 3 credit course)
    - Lead three weekly lecture & discussion sections (45 students total) on genetics and evolution and real-life applications of these fields in human health, medicine, agriculture, and wildlife conservation
    - Graded weekly homework and lecture exams
    - Aided instructor in writing exam questions
    - Mentored students having difficulty in class
- Designed and managed professional websites and social media outreach for the Mills lab, myself and lab collaborators:
  - [www.umt.edu/research/millslab/default.php](http://www.umt.edu/research/millslab/default.php)
  - [www.jenniferfeltner.com](http://www.jenniferfeltner.com)
  - [www.elephantorigins.com](http://www.elephantorigins.com)
- Assisted advisor in planning and organizing lab meetings
- Mentored numerous undergraduate, M.S. and Ph.D. students at UM and other universities
  - Trained students in fieldwork techniques
  - Assisted with study design, analysis and writing
  - Advised students on building confidence and independence as scientists
  - Provided support and resources to students dealing with mental health issues
- Assisted Post-doc in stress physiology study of captive snowshoe hares (*Lepus americanus*) (May 2015, 6 hours total)
  - Collected and sorted scat samples prior to lab analysis
- Assisted M.S. student in fieldwork for snowshoe hare project in West Virginia (Nov 2014, 32 hours total)
  - Trapped, collared and released snowshoe hares
  - Documented coat color molting in individual hares

- Met with state and federal agency personnel and local hunters to coordinate work

**Project consultant** Stockholm, Sweden  
**Swedish Environmental Protection Agency** Apr 2015-Nov 2015

- Co-authored a review of population viability assessments and management of the Scandinavian wolf population in Sweden and Norway and appropriate science-based criteria for achieving a Favorable Reference Population (FRP) for the Scandinavian wolf population
- Reaching and maintaining an FRP for wolves is mandated by the European Union's Habitats Directive, a body of laws that ensures the conservation of rare, threatened or endemic species in EU member states
- Reviewed reports and publications in Swedish, Norwegian and English, coordinated with scientists and managers in Sweden and Norway, synthesized information and wrote a final report for Swedish government
- Participated in international meetings with Swedish and Norwegian scientists and government officials and presented findings at a series of meetings in Stockholm, Sweden in Aug 2015

**Graduate Research Assistant** San Diego CA  
**San Diego State University** Aug 2013-Aug 2014

- Conducted research on the habitat use and occupancy of grey snub-nosed monkeys (*Rhinopithecus brelichi*) in Fanjingshan National Nature Reserve (FNNR), Guizhou, China
- Participated in international meetings with FNNR officials and scientists in China to plan study design and fieldwork
- Conducted field work and vegetation sampling in FNNR for one week (40 hours total)

**Biological Technician** Fort Collins CO  
**Colorado Parks and Wildlife, Mammals Research Program** May-Oct 2012; Apr-Aug 2013

- Tracked bighorn sheep (*Ovis canadensis*) using radio telemetry; recorded observations, monitored health of lambs, investigated mortalities and performed field necropsies; entered and managed tabular and spatial data using Access, Excel and ArcGIS
- Conducted predator surveys using camera traps, calls and direct observations and aided in design of predator survey protocols; IDed plant and vegetation communities at survey sites
- Fieldwork involved hiking up to 10 miles a day with >40 pounds of gear
- Carried out research on use of remote sensing data in wildlife habitat analysis; downloaded and processed LANDSAT imagery
- Documented effects of wildfires on sheep
- Conducted aerial telemetry using fixed-wing aircraft
- Assisted in cougar and black bear (*Ursus americanus*) captures (using traps, scent hounds or ground darting) including bait preparation, chemical immobilization and animal handling and examination, kill-site investigations and camera trap set up
- Trained in dart gunning
- Operated 4 x 4 vehicle, towed trailers
- Conducted vehicle and equipment maintenance

**Field and Lab Assistant** Baja California, Mexico / Escondido CA  
**San Diego Zoo, Institute for Conservation Research** Mar – Apr 2013

Documented presence and travel corridors for Peninsular desert bighorn sheep (*Ovis canadensis nelsoni*) and cougars using camera traps and ground surveys in Baja California working with a Mexican biologist

- Prepared scat samples for PCR and DNA extraction in lab in California

**Field Technician** Fort Collins CO  
**Colorado State University** Aug 2011- Apr 2012

- Checked, repaired and installed camera traps for wildlife disease study of cougars, bobcats (*Lynx rufus*) and domestic cats (*Felis catus*)
- Fieldwork involved hiking up to 15 miles a day with >40 pounds of gear

- Downloaded photos, managed and updated databases and schedules
- Operated 4 x 4 vehicle

**Work-study Technician**

Fort Collins CO

**Colorado Parks and Wildlife, Mammals Research Program**

Jul 2011- Apr 2012

- Entered and managed tabular and spatial data using Access, Excel and ArcGIS for studies on the ecology and management of cougars, black bears and lynx (*Lynx canadensis*)
- Identified species from camera trap images
- Collected and processed tissue, bone and hair samples for stable isotope, genetic and disease analysis from black bears, cougars, mule deer (*Odocoileus hemionus*), bighorn sheep and bats (*Myotis spp.*)
- Assisted in cougar and black bear captures (using traps, scent hounds or ground darting) including bait preparation, chemical immobilization and animal handling and examination, kill-site investigations and camera trap set up
- Conducted research on relocation as a management tool for problem cougars, cougar resource selection and habitat suitability modeling; produced initial spatial model for potential relocation sites using ArcGIS

**Lab Assistant**

Fort Collins CO

**Colorado State University**

May - Aug 2011

- Performed daily care of animals in frog lab
- Aided in nocturnal fieldwork and capture of specimens for speciation study of chorus frogs (*Pseudacris maculata*)

**Volunteer Research & Field Assistant**

Vichada, Colombia

**Fundación Omacha**

Jun 2009 – Jan 2011

- Designed and implemented mammal monitoring survey using camera traps
- Conducted line transect surveys of river dolphins (*Inia geoffrensis*)
- Aided visiting biologists with field inventories of herpetofauna, fish, birds and plants
- Assisted in behavioral study, rehabilitation and care of juvenile jaguar (*Panthera onca*) prior to soft release in El Tuparro National Park; captured prey species and collected prey scat for pre-release conditioning process
- Led and supported environmental education programs for local children in Puerto Carreño
- Performed care for numerous plant species in nursery for vegetation restoration & other projects
- Provided remote assistance on research for anti-wildlife trafficking campaign, felid reintroductions and human-wildlife conflict and editing and translation of scientific reports and online content

**Volunteer Research Diver**

Utila, Honduras

**Centre for Marine Studies**

Mar – Apr 2009

- Attended week-long course on tropical marine ecology and field techniques
- Conducted dive surveys evaluating population dynamics, distribution and health of reef fish, invertebrates, corals, dolphins and whale sharks (*Rhincodon typus*); monitored spawning aggregations of groupers (Subfamily *Epinephelinae*)
- Assisted in community education and awareness initiatives with local dive shops, tourists and residents

**Volunteer Field & Conservation Assistant**

Southern Arizona / Northern Sonora, Mexico

**University of Arizona (UA), The Nature Conservancy (TNC), Bureau of Land Management (BLM),**

**Northern Jaguar Project (NJP), Sky Island Alliance (SIA)**

Sep 2008 – Mar 2009

- Conducted fieldwork for several occupancy, movement and diet studies of cougars, bobcats, ocelots (*Leopardus pardalis*) and jaguars in the Arizona-Mexico borderlands using camera traps and other noninvasive data collection techniques (UA & SIA)
- Led a large-scale land survey project in San Pedro National Riparian Conservation Area to document breaks and human or cattle caused damage to area boundary fencing (BLM & TNC)

- Assisted organizations and researchers on various projects through grant writing, research, ecological monitoring, data analysis, event planning, writing/editing and capacity building support (UA, TNC, BLM & NJP)
- Conducted vegetation surveys on conservation easements (TNC)
- Completed >100 hours on the ground training in mammal, bird, and plant ID in Sonoran desert ecosystems

**Northeast Fisheries Aquarium Intern** Woods Hole MA  
**National Oceanographic & Atmospheric Administration** Apr-May 1997

- Assisted in all aspects of running aquarium including daily care of fish, invertebrates and marine mammals; directed and educated visitors; monitored traps for marine specimens in Vineyard Sound

## **ADDITIONAL WORK EXPERIENCE**

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**Learning & Development Implementation Team Member** Boston MA  
**PricewaterhouseCoopers LLP** Apr-Sep 2008, Jun 2010-Jan 2011

- Ensured successful implementation of learning programs on firm-wide topics in the Northeast with a focus on project management support and on-site implementation
- Trained and supervised new team members
- Managed event budgets for day-long and multi-day trainings

**Volunteer Coordinator** Bay St. Louis MS  
**AmeriCorps VISTA / St. Rose Outreach and Recovery** Nov 2006 – Dec 2007

- Recruited, trained, supervised and managed over 750 short and long-term volunteers for relief center dedicated to rebuilding affordable housing for victims of Hurricane Katrina; created all organizational systems and administrative infrastructure related to volunteer, housing and reservation management
- Member of four-person leadership team: Developed vision, mission, long-term goals and operating policies and procedures; recruited and hired new staff; resolved major operational problems; maintained relationships with advisory board and other relief organizations; organized monthly lecture series and other events for volunteers and community members
- Performed construction work including plumbing, roofing, drywall, electrical, framing and painting
- Operated 4 X 4 vehicle, towed trailer with construction supplies to work sites

**Event Coordinator /Administrative Assistant to Dean** Washington DC  
**Georgetown University School of Foreign Service** Jan 2004- Nov 2006

- Provided administrative support including research, media coordination, technical support, database and budget management and fundraising; acted as a liaison to internal and external constituencies
- Planned and managed physical, logistical, budgeting and protocol details for all Dean's Office events
- Served as a liaison for numerous visiting dignitaries, politicians, diplomats, military generals, donors and members of the intelligence community

**Freeman Chair in China Studies Intern** Washington DC  
**Center for Strategic and International Studies** Sep-Dec 2003

- Aided scholars and research associates in conducting research; produced reports related to China and East Asia in the policy, diplomacy, security and business arenas; supported policy experts at conferences and diplomatic meetings
- Carried out independent research project on Chinese domestic policies in Xinjiang province

**Specialist (MOS 97E; Human intelligence collector)** Fort Jackson SC / Fort Huachuca AZ  
**U.S. Army** Aug 2002-Feb 2003

- Completed U.S. Army basic training
- Role player in human intelligence collector final training tests & combat scenarios
- Honorably discharged



**Administrative Assistant** Boston MA  
**Prostaff/Select Staffing** Mar 2002-July 2002, Mar 2003-Aug 2003; Jan-Apr 2008; Sept 2009-May 2010

- Provided temporary staffing help as administrative assistant, program coordinator, office manager, paralegal, and other supporting roles to law firms, financial companies, consulting firms, hospitals, publishing companies, and universities throughout Boston and Cambridge MA

**Legal Assistant** Boston MA  
**Gibson & Behman P.C.** Nov 2001- Feb 2002

- Assisted attorneys in preparation for closings, hearings, trials, and corporate meetings; helped prepare legal arguments, draft pleadings and motions to be filed with the court; obtained affidavits; assisted attorneys during trials; aided other law office employees in completing administrative and organizational duties
- Aided in supervision and training of new legal assistants

**Special Assistant to the Consul / Intern** Shanghai, China  
**Department of Commerce, U.S. & Foreign Commercial Service** Jun-Aug 2000

- Conducted research and wrote several substantial industry sector and market analysis reports on shipbuilding, ports and off-shore oil in China
- Aided local staff in editing and translation of reports and documents
- Represented U.S. & Foreign Commercial Service at government and industry events in China; gave oral presentations in Chinese and English at meetings with industry representatives

**Head Teacher** Beijing, China  
**Patrick English Network** Sep – Dec 1998

- Led month-long English language and American culture study programs for Chinese businessmen and women; taught children and teenagers English on weekend classes
- Aided in the translation of documents; wrote articles in English for PEN magazine; established relations with U.S. Embassy diplomats for commercial purposes

**Work-study employee** Hanover NH  
**Dartmouth College** Sep 1997- Jun 2001

- Worked as an office assistant and a dining worker throughout college to finance education

## **VOLUNTEER EXPERIENCE**

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**Volunteer Field Technician** Teton County WY  
**University of California, Berkeley** February 2020

- Assisted with field investigations of wolf kill sites
- Used snow mobiles and skis to access sites

**Volunteer Field Technician** Port Angeles WA  
**Olympic Cougar Project, Panthera Puma Program** May 2019

- Assisted with field investigations of cougar kill sites

**Outreach Volunteer** Missoula MT  
**Wildfest, International Wildlife Film Festival** April 2019

- Presented on PhD research and the mammals of Montana to children and families at an event booth

**Volunteer Field Technician** Lincoln County WY  
**Wyoming Cooperate Fish and Wildlife Research Unit** June 2018

- Assisted with field investigations of mule deer parturition (birth) sites
- Captured, collared and examined neonate deer fawns for survival study

**Hurricane Katrina Relief Volunteer** Washington DC / Bay St. Louis MS  
**Holy Trinity Catholic Church** Oct 2005- Oct 2006

- Managed volunteer coordination for Hurricane Katrina On-Site Team to include technical support, database management, communications, fundraising, volunteer recruitment, team organization and training for construction and disaster relief projects on gulf coast Mississippi.
- Spent one week in Bay St. Louis and Waveland MS doing roofing, painting and debris removal at houses damaged by the hurricane

**Social Justice Volunteer** Washington DC  
**Holy Trinity Catholic Church** Sep-Oct 2005

- Conducted site visits and evaluations of nonprofit organizations in Washington DC seeking funding from Social Justice Committee for projects providing direct services to the poor and disadvantaged

**Volunteer English Tutor** Washington DC  
**Institute for Study of Diplomacy, Georgetown University** Apr-Dec 2004

- English tutor for visiting Research Associates from China's Foreign Ministry

**Grasslands Restoration Volunteer** Inner Mongolia, China  
**People's Government of Inner Mongolia Autonomous Region** July 1998

- Spent three days assisting with vegetation restoration in a disturbed grasslands ecosystem

**Volunteer trail crew member** Gorham NH  
**Appalachian Mountain Club** Jun 1995-Jun 1996

- Repaired trails in the White Mountains of New Hampshire

## **RELEVANT TRAININGS AND CERTIFICATIONS**

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2023 Leading and Managing a Wildlife Capture and Anesthesia Program, USFWS (two-week one-on-one training with a wildlife capture veterinarian)

2023 Adult First Aid and CPR, Deep Blue Free Diving (one-day course)

2023 Motorboat Operator Certification Course, USFWS (three-day course)

2023 Florida Keys Plant Identification Course, Florida Department of Environmental Protection (one-day course)

2023 Hunter Safety & Education, Florida Fish & Wildlife Conservation Commission (two-day course)

2022-2023 Transitioning to ArcGIS Pro Parts I and II, USFWS (eight-hour training)

2022 Wildlife Capture and Anesthesia, National Park Service and USFWS (one-week training)

2022 Ungulate Necropsy & Disease Sampling, USFWS (six-hour training)

2022 Supervisory Foundations, Department of Interior (one week training)

2022 Intermediate Spanish, Spanish Academy Antigüena, Antigua, Guatemala (two-week course)

2019 Wildlife Handling & Chemical Immobilization, Global Wildlife Resources (two-day training)

2015-2018 Certified Level III Animal Tracker, Cybertracker Conservation (six days formal evaluations, >150 hours informal training and study)

2015 Chemical Immobilization of Animals, Safe-Capture International (two-day training)

2009 Intermediate Spanish, Academia Flacon, Guanajuato, Mexico (three-week course)

2009 Introductory Spanish, Central America Spanish School, LaCeiba, Honduras (two-week course)

2009 Tropical Marine Ecology & Field Techniques, Centre for Marine Studies, Utila, Honduras (one week course)

2009 Certified Advanced Open Water Diver, Professional Association of Diving Instructors (one - week course)

2009 Wildlife Tracking, Sky Island Alliance, Tucson AZ (four-day workshop)

2002 Basic Combat Training & Rifle Qualification, U.S. Army (approximately nine weeks)

## **INSTRUCTOR/TEACHING EXPERIENCE**

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2022, 2023     **Lead trainer**, Key Deer Euthanasia and Incident Response training for Florida State law enforcement officers, US Fish and Wildlife Service, Big Pine Key FL  
2019, 2021     **Teaching Assistant**, BIOB 272 Genetics and Evolution, UM (3 credits)  
2020            **Teaching Assistant**, BIOB 475 Mammalogy, UM (4 credits)  
1998            **Head Teacher**, Patrick English Network, Beijing, China

## **PUBLICATIONS**

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Reinking, A.K., S. H. Pedersen, K. Elder, N. T. Boelman, T.W. Glass, B.A. Oates, S. Bergen, S. Roberts, L.R. Prugh, T.J. Brinkman, M.B. Coughenour, **J.A. Feltner**, K. J. Barker, T.W. Bentzen, A.O. Pedersen, N.M. Schmidt, and G.E. Liston. *Accepted*. Collaborative wildlife-snow science: Integrating wildlife and snow expertise to improve research and management. *Ecosphere*.

**Feltner, J.A.** 2021. Effects of wolves and grizzly bears on cougars in a multi-use system. PhD Dissertation. UM, Missoula, MT, USA.

Mills, L.S., E. Bragina, A.V. Kumar, M. Zimova, D.J.R. Lafferty, **J.A. Feltner**, B. Davis, K. Hackländer, P.C. Alves, J.M. Good, J. Melo-Ferreira, A. Deitz, A.V. Abramov, N. Lopatina, and K. Fay. 2018. Winter coat color polymorphisms identify global regions of active climate mediated evolution. *Science* 359:1033–1036.

Elbroch, L.M., **J.A. Feltner**, and H. Quigley. 2017. Human-carnivore competition for antlered ungulates: Do pumas select for bulls and bucks? *Wildlife Research* 44(6-7):523-533.

**Feltner, J.A.** 2017. Intraguild competition following wolf and grizzly bear recovery in the southern Greater Yellowstone Ecosystem: Assessing impacts to cougars. *The Wild Felid Monitor* 10(2):18.

Elbroch, L.M., **J.A. Feltner**, and H. Quigley. 2017. Stage-dependent puma predation on dangerous prey. *Journal of Zoology*. DOI:10.1111/jzo.12442.

Mills, L.S. and **J.A. Feltner**. 2015. An updated synthesis on appropriate science-based criteria for “favorable reference population” of the Scandinavian wolf (*Canis lupus*) population. Pages 116-152 in Interim report of the government commission to investigate the favorable reference population of wolves. Swedish Environmental Protection Agency, Stockholm, Sweden.

## **PRESENTATIONS**

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**Feltner, J.A.** April 2023. Mountain lion ecology in the Greater Yellowstone Ecosystem. Florida Keys Wildlife Society Lecture Series, Big Pine Key, FL

**Feltner, J.A.** January 2023. My background and role as the supervisory biologist at the National Key Deer Refuge. Keynote speaker, Key Deer Protection Alliance Annual Board Meeting, Big Pine Key, FL.

**Feltner, J.A.** April 2021. Using track and sign to study cougar ecology and large carnivore competition. University of Montana Student Chapter of the Wildlife Society, Missoula, MT.

**Feltner, J.A.** April 2021. Dissertation Defense: Effects of wolves and grizzly bears on cougars in a multi-use system. WILD 594: Graduate Seminar in Wildlife Biology, University of Montana, Missoula, MT.

Reinking, A.K., G.E. Liston, K. Elder, S. H. Pederson, **J.A. Feltner**, and K. J. Barker. November 2019. Incorporating more (and better) snow science in wildlife research. The Wyoming Chapter of the Wildlife Society and Wyoming Wildlife Federation 2019 Conference, Sheridan, WY.

**Feltner, J.A.**, M. Elbroch, P. Alexander, H. Quigley and L.S. Mills. November 2019. Assessing cougar habitat and kill site selection as wolf and grizzly bear populations increased in the Southern Greater Yellowstone

Ecosystem (SGYE). The Wyoming Chapter of the Wildlife Society and Wyoming Wildlife Federation 2019 Conference, Sheridan, WY.

**Feltner, J.A.** September 2019. Assessing the impacts of increasing wolf and grizzly bear populations on the habitat selection and foraging patterns of cougars in the Southern Greater Yellowstone Ecosystem (SGYE). American Fisheries Society and the Wildlife Society 2019 Joint Annual Conference, Reno, NV.

**Feltner, J.A.** September 2019. My “non-traditional” path to graduate school in wildlife biology. WILD 170, Fish & Wildlife Interest Group, University of Montana, Missoula MT.

**Feltner, J.A.** March 2019. Research in progress: Assessing the impacts of increasing wolf and grizzly bear populations on the habitat selection and foraging patterns of cougars in the Southern Greater Yellowstone Ecosystem (SGYE). Jackson Hole Wildlife Symposium, Jackson, WY.

**Feltner, J.A.** February 2019. Research in progress: Assessing the impacts of increasing wolf and grizzly bear populations on the habitat selection and foraging patterns of cougars in the Southern Greater Yellowstone Ecosystem (SGYE). Annual Conference, Montana Chapter, The Wildlife Society, Helena, MT. (**Winner, Best Graduate Student Poster Award**)

**Feltner, J.A.** October 2018. Using GPS collars, remote cameras, and track and sign to study intraguild competition. University of Montana Student Chapter of the Wildlife Society, Missoula, MT.

**Feltner, J.A.** September 2018. Competition and predator-prey dynamics following large carnivore recovery. Graduate student speaker, Wildlife Leadership Council, University of Montana, Missoula, MT.

**Feltner, J.A.** July 2018. Assessing the impacts of increasing wolf and grizzly bear populations on the habitat selection and foraging patterns of cougars. Cougars of Jackson Hole, Center for the Arts, Jackson, WY.

**Feltner, J.A.** April 2018. Assessing the impacts of increasing wolf and grizzly bear populations on the habitat selection and foraging patterns of cougars: A multi-organizational collaborative project in the southern Greater Yellowstone Ecosystem. Graduate Conference, University of Montana, Missoula, MT (**Runner-up, “Best of GradCon” Award**).

**Feltner, J.A.** March 2017. Intraguild competition and predator-prey dynamics following large carnivore recovery. WILD 594: Graduate Seminar in Wildlife Biology, University of Montana, Missoula, MT.

Mills, L.S. and **Feltner, J.A.** August 2015. An updated synthesis on appropriate science-based criteria for “favorable reference population” of the Scandinavian wolf (*Canis lupus*) population. Swedish Environmental Protection Agency, Stockholm, Sweden.

**Feltner, J.A.** October 2014. Wildlife biology and conservation in a globalized world. Dartmouth College on location: A Dartmouth day at the zoo, San Diego Zoo Safari Park, Escondido, CA.

**Feltner, J.A.** May 2014. Linking human activities and conservation policy to large mammal and bird diversity and distribution in Fanjingshan National Nature Reserve, Guizhou, China. K-12 Teacher Training Workshop, San Diego State University, San Diego, CA.

**Feltner, J.A.** April 2014. Collaborative conservation – linking vegetation condition, human activities and management policies to monkey habitat use. Association of American Geographers Annual Meeting, Tampa FL.

**Feltner, J.A.** and R. Lewison. June 2013. Conservation Ecology and the Guizhou Snub-Nosed Monkey. K-12 Teacher Training Workshop, San Diego State University, San Diego, CA.

**Feltner, J.A.** February 1999. Trekking in Tibet: My journey to the “Roof of the World.” Dartmouth Outing Club, Students for a Free Tibet and Dartmouth China Society, Dartmouth College, Hanover NH.

**FELLOWSHIPS, GRANTS AND AWARDS**

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2020	W. A. Franke Scholarship, UM (\$5000)
2020	University of Wyoming- National Park Service Small Grant (\$5000)
2019	Graduate Student Travel Grant, The Wildlife Society, Wyoming Chapter (\$500)
2019	Bertha Morton Scholarship, UM (\$3000)
2019	Peterson Family Scholarship, UM (\$1300)
2019	Les Pengelly Scholarship, UM (\$2600)
2018	Graduate Student Scholarship, The Wildlife Society, Wyoming Chapter (\$1000)
2018	G.M. “Monk” DeJarnette Scholarship, UM (\$700)
2016	Wild Felid Legacy Scholarship, Wild Felid Research and Management Association (\$1000)
2014	Harold & June Grant Memorial Scholarship, SDSU (\$1000)
2014	National Science Foundation Graduate Research Fellowship (\$138,000)
2012	Text Book Award for Academic Potential, CSU (\$400)
2000	Dickey International Internship Award, Dartmouth (\$3000)
2000	Presidential Research Scholarship, Dartmouth (\$1500)
1998	Alfred P. Jenks Scholarship for Academic Achievement, Dartmouth (\$2000)

**PROFESSIONAL SKILLS AND ACTIVITIES**

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**Computer:** Program R, ArcGIS Pro, Microsoft Office, Website/social media design & management

**Field/Outdoor Skills:**

- Animal track, sign & bone identification
- Plant identification
- Wildlife monitoring: Camera-traps, radio telemetry (ground & aerial), electronic calling, VHF/GPS tracking, line transect surveys
- Wilderness navigation and survival; use of GPS and compass
- Large/small mammal capture, immobilization, handling, marking (collars, PIT tags)
- Mortality investigations; bone and hair identification, necropsy and sample collection
- Use of 4 X 4 vehicles and snowmobiles, off-road driving
- Significant field experience working in high mountain, desert, subtropical, tropical & marine ecosystems
- Use of binoculars, scope, rangefinder, still and video cameras
- Use of handgun, rifle, shotgun, dart gun
- Use of machete, saws, axes, hand tools
- Basic construction
- Animal husbandry
- Taxidermy; skin and skeletal preparation
- Water sports: diving, sailing, paddling, swimming
- Snow sports: snowshoeing, alpine and backcountry skiing
- Equestrian: Western & English riding
- Lifelong backcountry traveler and hiker

**Languages:** Advanced Mandarin Chinese, Intermediate Spanish, Basic Portuguese

**Professional Memberships:** Society for Conservation Biology (2010-present), The Wildlife Society (2012 – present), The Wildlife Society Wyoming Chapter (2015-present), Women in Science, UM (2018-2020), Wild Felid Research and Management Association (2016-present), The Wildlife Society Montana Chapter (2019-present), International Association for Bear Research and Management (2020-present), The Wildlife Society Alaska, Arizona, Colorado, Utah and Washington Chapters (2021-present)

**Service:**

- **Member**, Science Committee, The Wildlife Society Wyoming Chapter (Nov 2019-present)
- **Wyoming & Montana Student Representative**, Wild Felid Association (May 2019- May 2021)
- **Chair**, Wildlife Biology Program Guest Speaker Committee, UM (May – Oct 2018)
- **Conservation Committee Chair**, Student Chapter, Society for Conservation Biology, CSU (Sep 2011- May 2012)

**International Work and Study:** Brazil (Mato Grosso), China (Beijing, Shanghai, Tibet, Xinjiang, Inner Mongolia, Guangdong, Fujian, Sichuan, Qinghai, Zhejiang, Guizhu, Hunan), Colombia (Vichada, Bogota), Honduras (Utila, La Ceiba), Japan (Tokyo), Mexico (Baja California, Sonora, Guanajuato), Peru (Amazonas) and Sweden.

## RELEVANT COURSEWORK

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### 107 semester hours in Wildlife and Fisheries:

- Wildlife Data Collection and Analysis & lab (FW 471, CSU) – 4 hours
- Principles of Wildlife Science (FW 553, NCSU) – 3 hours (audited)
- Advanced Special Topics in Fish and Wildlife Sciences -Wildlife Habitat Modeling (FW 810, NCSU) – 3 hours
- Ethics in Fish and Wildlife Science (FW 730, NCSU) – 2 hours
- Statistical Applications in Wildlife Biology (WILD 542, UM) – 1 hour
- Wildlife Habitat Modeling (WILD 562, UM) – 4 hours
- Wildlife Handling & Chemical Immobilization (WILD 472, UM) – 2 hours
- Seminar in Fish & Wildlife (FW 802, NCSU) – 1 hour
- Graduate Seminar in Wildlife Biology (WILD 594, UM) – 2 hours
- Research in Ecology (BIOL 897, SDSU) – 3 hours
- Fish and Wildlife Research (FW 895, NCSU) – 31 hours
- Research in Wildlife Biology (WILD 697, UM) – 39 hours
- Thesis Research in Wildlife Biology (WILD 699) – 12 hours

### 20 semester hours in Zoology:

- Principles of Animal Biology & lab (BZ 110/111, CSU) – 4 hours
- Mammalogy & lab (BZ 330, CSU) – 3 hours
- Zooarchaeology & lab (ANTH 465, CSU) – 3 hours
- Zoology Seminar (ZO 601, NCSU) – 1 hour
- Wildlife Ecology and Conservation (FW 104, CSU) – 3 hours
- Ecology (LIFE 320, CSU) – 3 hours\*
- Theory and Principles of Ecology I (BIOL 645, SDSU) – 3 hours\*
- Theory and Principles of Ecology II (BIOL 745, SDSU) – 3 hours\*
- Conservation Ecology (BIOL 540, SDSU) – 3 hours\*

*\*Zoology and animal ecology were major components of these courses (~50% of course material)*

### 13.25 semester hours in Botany and Plant Sciences:

- Principles of Plant Biology & lab (BZ 120, CSU) – 4 hours
- Wildlife Habitat Modeling (WILD 562, UM) – 4 hours\*
- Ecology (LIFE 320, CSU) – 3 hours\*
- Theory and Principles of Ecology I (BIOL 645, SDSU) – 3 hours\*
- Theory and Principles of Ecology II (BIOL 745, SDSU) – 3 hours\*
- Conservation Ecology (BIOL 540, SDSU) – 3 hours\*
- Introduction to the Natural Environment & lab (GEOG 3, Dartmouth) – 4.5 hours\*

*\*Botany & plant biology were major components of these courses (~50% of course material)*

### 6 semester hours in Conservation Biology:

- Wildlife Ecology and Conservation (FW 104, CSU) – 3 hours
- Conservation Ecology (BIOL 540, SDSU) – 3 hours

### 20 semester hours in Statistics/Mathematics:

- College Algebra in Context I (MATH 117, CSU) – 1 hour
- College Algebra in Context II (MATH 118, CSU) – 1 hour

- Numerical Trigonometry (MATH 124, CSU) – 1 hour
- Calculus for Biological Scientists 1 (MATH 125, CSU) – 4 hours
- Introduction to Biostatistics (STAT 307, CSU) – 3 hours
- Statistical Methods in Biology I (BIOL 597A, SDSU) – 3 hours
- Statistical Methods in Biology II (BIOL 606, SDSU) – 3 hours
- Design of Biological Field Studies (AEC 592, NCSU) – 2 hours
- Introduction to Binary Data in Ecology (FW 595, NCSU) – 2 hours

#### **16.2 semester hours in Other Sciences:**

- Genes and Society (BIOL 4, Dartmouth) – 3.3 hours
- Descriptive Physics & lab (PH 110/111, CSU) – 4 hours
- General Chemistry I & lab (CHEM 111/112, CSU) – 5 hours

#### **11.3 semester hours in Natural Resource Management:**

- Geospatial Applications in Natural Resources & lab (NR 319, CSU) – 4 hours
- GIS Applications in Natural Resource Management & lab (NR 422, CSU) – 4 hours
- Natural Disasters and Catastrophes (EARS 5, Dartmouth) – 3.3 hours

#### **69.4 semester hours in Chinese Language / Asian Studies:**

- First Year Chinese (CHIN 1/2/3, Dartmouth) – 10 hours
- Second Year Chinese (CHIN 22/23, Dartmouth) – 6.6 hours
- Third Year Chinese (CHIN 32/33, Dartmouth) - 6.6 hours
- Advanced Chinese (CHIN 42/59, Dartmouth) -16.5 hours
- Chinese Poetry and Translation (AMEL 41, Dartmouth) – 3.3 hours
- Advanced Research in Chinese Literature (AMEL 85, Dartmouth) – 3.3 hours
- Introduction to Classical Chinese (CHIN 51, Dartmouth) – 3.3 hours
- History of China since 1800 (HIST 73, Dartmouth) – 3.3 hours
- Special Topics in Chinese studies (AMEL 11, Dartmouth) – 3.3 hours
- History of Modern Southeast Asia (HIST 5, Dartmouth) – 3.3 hours
- Introduction to Southeast Asia (ANTH 42, Dartmouth) – 3.3 hours
- The Arts of China (ARTH 60, Dartmouth) – 3.3 hours
- Introduction to Japanese Culture (JAPN 10, Dartmouth) – 3.3 hours

#### **24.6 semester hours in Other courses:**

- Native American Studies First-Year Seminar (NAS 7, Dartmouth) – 3.3 hours
- International Politics (GOVT 5, Dartmouth) – 3.3 hours
- Introduction to Human Geography (GEOG 1, Dartmouth) – 3.3 hours
- Concepts in Computing (COSC 4, Dartmouth) – 3.3 hours
- History of Medieval Europe (HIST 3, Dartmouth) – 3.3 hours
- Intro to Art History II (ARTH 2, Dartmouth) – 3.3 hours
- Costume Design I (DRAM 48, Dartmouth) – 3.3 hours
- Costume Production (DRAM 46, Dartmouth) – 3.3 hours