

# Facilities, Exhibits & Animal Care Department Plan 2026

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## **Goal 1: Create and Consistently Maintain a Vibrant and Experiential Campus**

**Strategy 1: Maintain and update existing critical infrastructure across campus utilizing outside vendors.**

**Objective 1: Maintain Infrastructure**

- **Tactic 1:** Repair additional section of the Museum roof
- **Tactic 2:** Seal Sections of asphalt not done in 2025
- **Tactic 3:** Repair parking lot lighting
- **Tactic 4:** Mill sidewalk edges that are tripping hazards

**Strategy 2: Maintain and update existing critical infrastructure utilizing in-house labor.**

**Objective 1: Update Life Support Systems to reset for long-term, routine maintenance.**

- **Tactic 1:** Hire a vacuum truck to remove sand from large sand filters and replace it with zeolite media.
- **Tactic 2:** Begin replacing old pumps with VFD pumps rather than repairing
- **Tactic 3:** Clean life support heat exchangers
- **Tactic 4:** Replace the freshwater makeup pumps and controller

## **Objective 2: Maintain Museum Building and campus improvements**

- **Tactic 1:** Stain a portion of the Museum building
- **Tactic 2:** Renovate the Exterior of the Annex and improve landscaping

## **Strategy 3: Enhance visitor engagement with new and evolving exhibits.**

### **Objective 1:** Trolls traveling exhibit

**Tactic 1:** Assist with Installation of Trolls

**Tactic 2:** Hire 2 additional custodians

**Tactic 3:** Secure additional restrooms for the duration of the exhibit

### **Objective 2:** Permanent Troll exhibit

**Tactic 1:** Assist with site prep associated with permanent troll

**Tactic 2:** Assist with the installation of the permanent troll

### **Objective 3:** Install new Birdweather PCU exhibit on WW

- **Tactic 1:** Facilities to install hardware on Wild Walk
- **Tactic 2:** Facilities to install touch screen monitor

### **Objective 4:** Install Raven exhibit from Cornell Lab of Ornithology

- **Tactic 1:** Purchase new hardware
- **Tactic 2:** Renew Raven membership through Cornell Lab of Ornithology for 5 years

### **Objective 5:** Animal Viewing Building

- **Tactic 1:** Finalize plans with architects
- **Tactic 2:** Release the project for competitive bidding

### **Objective 5:** Install Otter Behavior Exhibit in Otter Alcove

- **Tactic 1:** Work with Derek to design Exhibit for Otter Alcove
- **Tactic 2:** Install signage in Otter Alcove

## **Strategy 4: Maintain a live animal ambassador collection in support of education programs.**

**Objective 1:** Maintain a staff of no fewer than four full-time animal care experts.

- **Tactic 1:** Continue annual professional training funding for staff development.

**Objective 2:** Maintain professional affiliations with captive animal management organizations.

- **Tactic 1:** Fund memberships for AZA, AAZK, IAATE, and IWRC.
- **Tactic 2:** Maintain Species360 membership to ensure USDA-compliant ZIMS record keeping.

**Objective 3:** Review and update Institutional Collection Management Plan (ICMP) in Spring 2026.

- **Tactic 1:** Align ICMP with updated organizational strategic plan.
- **Tactic 2:** Continue evaluating animal ambassador collection size and composition.

**Objective 4:** Maintain all state and federal live animal permits in good standing.

- **Tactic 1:** Conduct annual regulation review and updates.
- **Tactic 2:** Submit annual reports on schedule.
- **Tactic 3:** Remain prepared for unannounced USDA inspections at all times.

**Objective 5:** Hire and train temporary Americorps staff for live animal programs

## **Strategy 5: Develop the waterfront infrastructure**

**Objective 1:** Finalize planning for new boathouse and waterfront amenities

- **Tactic 1:** Work with architects to complete schematic design and construction documents.
  - **Tactic 2:** Opportunistically apply for grants to build all or portions of the planned additions.
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## **Strategy 6: Develop plan for animal viewing trails**

**Objective1** : Research other institutions that have exterior enclosures to determine best practices and lessons learned.

- **Tactic 1:** Visit at least five other institutions
- **Tactic 2:** Create a report with the highlights of the visited institutions and things like and disliked and lessons learned

**Objective 2: Work with Architect to get through construction docs on the proposed enclosure structure.**

- **Tactic 1:** Issue RFP for Architectural Services
- **Tactic 2:** Select Firm for Architectural services
- **Tactic 3:** Work with selected architects through Detailed design and through construction docs.

## **Goal 2: Ensure the Sustainability of Our Campus**

**Strategy 1: Utilize Green Team to create departmental plans for reduction of green house gases**

**Objective 1:Each department creates a green objective**

- **Tactic 1:** Support departments in completing their green objectives

**Objective 2:Track and report out on progress from departmental green objectives**

- **Tactic 1:** Ensure department goals are trackable and that their impact is quantifiable
  - **Tactic 2:** Department representatives report to green team their results
  - **Tactic 3:** Green team reports to All Staff on results of departmental objectives
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## **Strategy 2: Use Science Based Targets initiative (SBTi) and Greenhouse Gas Protocols to guide carbon goals.**

**Objective 1:** Maintain 2019 carbon emissions baseline data.

- **Tactic 1:** Verify and update Energy Star Portfolio Manager data.
- **Tactic 2:** Compare utility and non-utility data to accounting records.

**Objective 2:** Track progress toward short- and long-term emissions reduction goals.

- **Tactic 1:** Continue applying SBTi methodology for monitoring and planning.

**Objective 3:** Create a climate action plan

- **Tactic 1:** Review climate action plans of other museums and like institutions
- **Tactic 2:** Working with the green team create a climate action plan containing specific based on SBTi

**Objective 3:** Implement carbon reduction plan.

- **Tactic 1:** Prioritize projects with measurable emission impact.
  - **Tactic 2:** Continue to crowdsource reduction ideas from staff.
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