Asteroid monitored from outer space to ground impact

By Neel Singer

Reports by scientists of meteorites striking Earth generally resemble police reports of too many muggings — the offenders came out of nowhere and then disappeared into the crowd, making it difficult to get more than very basic facts.

Now for the first time, an international research team identified an asteroid in space before it entered Earth’s atmosphere, enabling computers to determine its area of origin in the solar system as well as predict its impact location on the planet (see story below). Image courtesy of NASA/JPL-Caltech

We saw it coming

Asteroid monitored from outer space to ground impact

By Neel Singer

For the first time, an international research team identified an asteroid in space before it entered Earth’s atmosphere, enabling computers to determine its area of origin in the solar system as well as predict its impact location on the planet (see story below). Image courtesy of NASA/JPL-Caltech

This year’s performance review to include key changes

Greater consistency, fairness among goals

By John German

You will notice a handful of changes later this year when your manager discusses your annual performance review and your compensation increase with you.

“The goal of any compensation system is to provide an equitable and consistent method of making salary decisions across the organization,” says John Slipke, VP for HR & Communications Div. 3000.

These changes, along with management’s commitment to consistent use of these processes, will help ensure fairness across the Labs.”

The changes also align with the new job structure.

Job restructure process for nonexempt, nonrepresented employees begins

ASA and TNG job descriptions now being reviewed

By John German

Approximately 1,500 nonexempt, nonrepresented employees will be included in Sandia’s new compensation system sooner than originally planned.

Administrative staff associates (ASAs) and technicians (TNGs) are being folded into the job restructure project that is already under way for exempt staff (MLS and MLS management, and MTS and MTS management). The project will create a more modern market-based job structure for Sandia, to replace the current Integrated Job Structure (IJS), put in place more than a decade ago.

The changes also align with the new job structure.
That's that

With Lab News editor and That's That columnist Bill Murphy on vacation, Lab News writer Iris Aboytes has stepped in to fill the breach. Here's her column:

March Madness: Basketball’s best college teams have gotten together to crown a national champion. The road to the Final Four has been a thrill for many of us blissed out by TV sets. In the end some of the top basketball players will sign basketball contracts that will bring them financial independence. For many of them, becoming proficient in basketball will bring them great bonuses. Of course, bonuses will not be as great as those received by AIG’s management.

Communications tools: I attended a “How to Become a Better Communicator” class recently. I was familiar with some of the big and pieces, but still found them interesting. You might too. 

• Communication – Getting what you want.
• He and act like who you are – Your consistency makes others comfortable.
• Avoid confusing signals about yourself – No guess work; communicate what you want and need.
• Building trust – Build rapport with others; be wise.
• Power and influence – Understand and try to provide what others want out of your interaction in order to get what you want. Power is also the ability to set terms of communication.
• Listen – With all your senses.
• Charisma – Positive energy and magnetism you send out to people.
• Assertive – Say what you mean. Mean what you say, without saying it in a mean way.
• Create enthusiasm – Cultivate it.
• Don’t talk too much – Remember, we have one mouth, but two ears.
• Smile – A smile speaks even when you can’t figure out what to say.

Perhaps many of you have attended other communications classes that have offered different information. Like my mom used to say, “Cada maestro tiene su libro.” (“Every teacher teaches his own book.”)

One last thing: During the communications session I mentioned above, a discussion led to thinking of the person you would most like to emulate. Think about it – spouse, parents, coworkers, movie star, athlete. I thought and thought before I finally came up with the answer: my grandchildren! They have no preconceived notions, such innocence, such energy, and they rationalize everything with such creative zest.

My 3-year-old grandson was in the hospital the other day. He and I went over and over again how the sun says “morning” and the moon says “goodnight.” It became a game. Then he had second thoughts. I asked him what the sun said and he said “lolo.” I asked him if he was sure and he said “yes.” Then I asked him what the moon said and he answered “goodbye.” Who would you most like to emulate?

– Iris Aboytes, (505)-844-2282, MS0165, loaboyt@sandia.gov

Jennifer Franklin becomes Sandia’s first DOE Defense Programs Employee of the Year winner

By Iris Aboytes

Jennifer Franklin (2138) has been named DOE’s Defense Programs Employee of the Quarter winner for Sandia National Laboratories. Her award is displayed in the Forrestal building in Washington, D.C., just outside the NA-10 suite of offices.

Jennifer is a systems engineer in the W76-0 & W80 Systems Engineering department who mitigated risk for Sandia and NNSA. “I’m honored to be recognized for the work I’ve done outstandning job in managing a fire-”

JENNIFER FRANKLIN

Get your Family Day 2009 registration form completed

And learn more about the event

With the first Albuquerque-based Family Day open house in a decade fast approaching you'll probably want to visit the event website real soon at http://familyday.sandia.gov.

While at the site you can download and complete a Guest Registration form right now, if you wish. It’s an all-important document. You’ll need at least two copies on the day of Family Day 2009, Saturday, May 16, 9 a.m.-3 p.m., to get into the site on base and then baged for entry into tech areas.

The site, which will be updated periodically, contains information about procedures that must be followed, while offering a variety of important messages about safety and security.

Also, volunteers — true volunteers — are needed for the event, so the site provides an opportunity to sign up for that gratis duty. A Frequently Asked Questions page will likely address most of what you want or need to know.

But, if necessary, Rod Geer, Family Day Coordinator, can be reached at wrgee@sandia.gov.

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Randy Wong named 2008 commercial photographer of the year

Congratulations are in order for Randy Wong (B224), who was named the 2008 commercial photographer of the year by the Professional Photographers of the Greater Bay Area (PPGBA). At the organization’s awards banquet on Feb. 9, Randy swept the commercial category with portraits of Bert Brown (B224), Deanna Curtis (B621), and Joanne Volponi (B825)—all working in laboratory settings. What’s more impressive is that this was Randy’s first year to enter PPGBA competitions.

Randy began his career as a wedding photographer 29 years ago. He’s shot more than 800 weddings, but that business has dropped off markedly with the economy and advent of the digital camera. When he began working for Sandia in 1996, as a supplemental photographer, he had limited experience shooting in laboratory settings.

“At the time, I was doing wedding, portrait, and commercial photography,” says Randy. “I did a few lab shots—circuit boards for computer companies, for example—but nothing to the extent here.”

It wound up being a great opportunity. “I love lab shots,” says Randy. “I literally can’t sleep the night before some real shots because I’m thinking about the shot.”

Randy: “I love lab shots. I literally can’t sleep the night before some real shots because I’m thinking about the shot.”

A WINNING EYE — Photographer Randy Wong poses with his award-winning portraits of Bert Brown, Joanne Volponi, and Deanna Curtis. Randy has been named the 2008 commercial photographer of the year by the Professional Photographers of the Greater Bay Area. Says Randy, “I love lab shots. I literally can’t sleep the night before some real shots because I’m thinking about the shot.”

Performance review (Continued from page 1)

Integrated Job Structure (IJS), is expected to be completed by spring 2010, in time for other Sandians. Instead, they will indicate an employee’s TCC position (see “What is your TCC?” below) compared to external market survey data for similar occupations. Market-based salary bands, the core of the new job structure now under development, provide a more relevant perspective on an employee’s salary level for retention purposes, Melissa says. Managers still will have access to the internal dot charts. For consistency across the Labs, divisions are not permitted to specify compensation review processes that are in addition to, or that differ from, these corporate processes, she says.

For more information, see the Compensation homepage at www.irm.sandia.gov/hr/compensation.

Job restructure (Continued from page 1)

Of the employees in the nonexempt nonrepresented group, only ASAs and TNGs will be included in the process. Because OMAs and 9MA are not part of the IJS, they will not be included in the development of the new job structure. Represented employee job structures are bargained in their respective labor agreements.

Extra time for planning

As originally planned, the new job structure for the exempt population was to take effect this summer. Review of ASA and TNG positions was to follow.

However, a recent decision to extend the overall job restructure schedule by nearly a year (Lab News, Feb. 16, 2009) allows time to include the nonexempt, nonrepresented employees in the initial implementation, says Compensation manager Melissa Creange (2020). The schedule extension will help the team ensure that design trade-offs can be resolved so the final structure works well for everyone who will become part of it. In addition, implementing the new job structure in concert with a major HR software upgrade will conserve time and money.

For ASAs and TNGs, the schedule change means they will now become part of the new job structure at the same time as nearly 5,600 exempt Sandia employees.

“Implementing the new job structure for the majority of us simultaneously and in parallel with the PeopleSoft upgrade is the simplest, most efficient way to do this,” says John Slipke, VP for Human Resources & Communications Div. 3000.

As we compete for skilled people and for mission work, an updated, flexible, and market-based job structure is a necessity,” he adds. “It is one important way for the Labs to remain both technically capable and attractive to customers.”

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Asteroids

(Continued from page 1)

The profusion of information also satisfied a desire by meteoriticists to know the orbits and locations of parent bodies that yield meteorites of various types, he says. Such knowledge could help future space missions explore or even mine the asteroids in Earth-crossing orbits.

The four-meter-diameter asteroid, called 2008 TC3, was initially sighted by the automated Catalina Sky Survey telescope at Mount Lemmon, Ariz., on Oct. 6. Numerous observatories, alerted to the invader, then imaged the object. Computations correctly predicted impact would occur in the Nubian Desert of northern Sudan 19 hours after discovery.

According to NASA's Near Earth Object program, "A spectacular fireball lit up the predawn sky above Northern Sudan on Oct. 7, 2008." A wide variety of analyses were performed while the asteroid was en route and after its surviving pieces were located in an intense search by meteorite hunters.

Researchers listed in the paper describing this work in the cover article of the March 26 issue of the journal Nature come from the SETI Institute, the University of Khar- tam University, Edinburgh University, and the Netherlands. Dick Spalding (5710) interpreted data that recorded the atmospheric fireball, and Mark estimated the aerodynamic pressure and strength of the asteroid based on the estimated burst altitude of 36 kilometers. Searchers have recovered 47 meteorites so far—offsets from the disintegrating asteroid, mostly imma- nently destroyed by its encounter with atmospheric friction — with a total mass of 3.95 kilograms. The analyzed material showed carbon-rich materials not yet represented in meteorite collections, indicating that fragile materials still unknown may account for some asteroid classes. Such meteorites are less likely to survive due to destruction upon entry and weathering once they land on Earth's surface.

"Chunks of iron and hard rock last longer and are easier to find than clumps of soft carbonaceous materi- al," says Mark. "We knew that locating an incoming object while still in space could be done, but it had never actually been demonstrated until now," says Mark. "In this post-rational age where scientific explanations and computer models are often deemed as 'only theories,' it is nice to have a demonstration like this."

Facilities' cost-saving austerity initiative yields big results

By Jeff Young (10648)

An initiative launched by the Facilities organization to reduce costs stands to save the Labs some $1.6 million over the next 10 years. The initiative, conducted as part of the Labs wide cost austerity effort (Lab News, Jan. 30), involves a carefully structured schedule to reduce the vehicles and maintenance equipment it uses to perform its work.

Facilities Management and Operations Center 4800 (FMOC) provides a wide variety of services for Sandia, including custodial services, building maintenance, infrastructure, and parking lot maintenance, and energy management. Due to the nature of this work, FMOC uses a large number of vehicles and equipment. For example, carts, buckets, and welders are all part of Facilities' fleet of equipment.

A larger number of Facilities personnel worked on the cost-saving initiative, says Facilities and Operations Center 4800 Senior Manager Mike Quinn. In identifying cost-saving areas, he says, the Facilities team followed some guiding principles he laid down:

- We are not reducing capabilities
- Capabilities trump costs
- Use least expensive vehicles to maintain capabilities
- Handle redundancies with rentals
- Facilities personnel will be involved in the evaluation process

Here's how the cost-saving initiative was implemented:

Facilities generated a list of vehicles and equipment it owned, along with detailed costs associated with each vehicle and piece of equipment. The list was distributed to all team supervisors in the Facilities maintenance departments. Supervisors used a guiding principle to determine how they might reduce their vehicle and equipment needs. They achieved these reductions primarily by gaining an understanding of how the departments could consolidate resources.

Once the team supervisors identified the list of vehicles and equipment they could do without, Facilities calculated the financial savings associated with the vehicle and equipment reduction. The savings included eliminating the monthly leases associated with each of the vehicles, the maintenance and repair costs associated with the equipment, and the labor savings associated with managing the vehicles and equipment. The end result of this initiative, says Mike, is an annual savings to FMOC, including the Labs of around $160,000. This translates to a five-year savings of $800,000 and a 10-year savings of $1,600,000. Facilities plans to sell much of the equipment at auction, Mike says, resulting in additional cost-savings for Sandia.

As this initiative comes to a close, Mike says, Facilities continues to review its processes and look for other opportunities to reduce their costs. "There are two important leadership lessons for me in this exercise," he says. "First, when a line of sight is established giving the 'why' for an initiative like this, Sandians will step up and make a difference. Second, if a leadership commitment is made to solve the underlying problem the goal is always attainable. In this case the absence of a rental process had folks believing we needed to own equipment that was made to solve the underlying problem the goal is always attainable."

A Spectacular Fireball

DON'T LOOK BACK, IT MAY BE GAINING ON YOU. Sandia's Mark Bishouh discusses aspects of asteroids.

STEMA SEER — Sandia's Dick Spalding holds the top of a sky telescope observation device. Visible in the reflective mirror is Lab News photographer Randy Montoya.

How can you make a difference?

So how much can the average Sandia employee save per year? Some assumptions have been made and you will be pleasantly surprised that you can do more than you think. See ideas and estimates below (see footnotes at lower left):

<table>
<thead>
<tr>
<th>Action/idea</th>
<th>Per person cost savings (most are annual amounts)</th>
<th>Potential Labs cost savings (most are annual amounts)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Get rid of your pager (100 pages)</td>
<td>$72</td>
<td>$7,200</td>
</tr>
<tr>
<td>Get rid of a second machine with Microsoft license/500 software licenses</td>
<td>$75</td>
<td>$7,500</td>
</tr>
<tr>
<td>Get rid of your cell phone (100 cell phones)</td>
<td>$480</td>
<td>$48,000</td>
</tr>
<tr>
<td>Turn off computer every night (7,500 employees)</td>
<td>$30</td>
<td>$225,000</td>
</tr>
<tr>
<td>Turn off lights every time you leave the office (1,527 offices)</td>
<td>$10.80</td>
<td>$124,491</td>
</tr>
<tr>
<td>Turn off your copy machine every night (500 copies)</td>
<td>$49</td>
<td>$2,450</td>
</tr>
<tr>
<td>Tele/Videoconference in lieu of one trip (1,000 employees)</td>
<td>$1,100</td>
<td>$1,100,000</td>
</tr>
<tr>
<td>Use requalification for a new chair (500 employees)</td>
<td>$400</td>
<td>$200,000</td>
</tr>
<tr>
<td>Avoid a physical move (500 employees)</td>
<td>$750</td>
<td>$375,000</td>
</tr>
<tr>
<td>Reduce office supply purchases by $50 (7,500 employees)</td>
<td>$50</td>
<td>$375,000</td>
</tr>
<tr>
<td>Move from Q clearance to L clearance (230 employees)</td>
<td>$3,900</td>
<td>$975,000</td>
</tr>
<tr>
<td>Use double-sided printing to reduce every paper (42040 percent reduction)</td>
<td>$31</td>
<td>$123,000</td>
</tr>
<tr>
<td>Turn in a GSA vehicle (50 medium-size cars or small trucks)</td>
<td>$4,332</td>
<td>$246,600</td>
</tr>
</tbody>
</table>

Potential savings: $11,870.80 + $3,946,791
Taking a hard look at how we do security

Security Performance Improvement Project team addresses concerns raised by DOE's Office of Enforcement

By Bill Murphy

In May 2008, Sandia received a wake-up call from DOE’s Office of Enforcement (OE), one of the elements within DOE’s Office of Health, Safety, and Security. DOE officials came in the form of a letter from Director Tom Hunter. The letter expressed concerns about Sandia’s protection of classified information and questioned the effectiveness of Sandia’s processes to identify root causes of security-related incidents and to prevent recurrences.

Brian Bielecki, director of Safeguards and Security Center 4200 at the time of the OE notification (and currently serving as director of ES&H and Emergency Management Center 4100), says the 2008 review by the Office of Enforcement provided Sandia an opportunity “to look broadly at how we do security at the Laboratory.”

“Among the things it made us do was take a graded approach to relative risks,” says Brian. “For example, we need to take a graded approach to do what we consider something on the front end, and then on the other hand, we need to do what we consider something on the back end of security.”

For example, if there is no meaningful way to prevent a specific problem, Sandia’s OE notified, “We need to find ways,” says Pat Smith, director and team member Dori Ellis, director of DSA Operations, Plans, and Strategy Center 5200, agrees. “The (security) standards we hold ourselves to are increasing at the same time technology is introducing changes in the way we do our work,” Doni says. “We need to improve the technology to where we bring risk to an acceptable level.”

Natural tensions, pragmatic concerns

There’s a natural tension, Brian agrees, between how high security and high technology, a tension that has implications — among other things — for the Labs’ recruiting efforts. “If we want to attract a world-class workforce — and we do — we need to recognize that potential employees have some some expectations about what they do their work,” says Brian. “How do we attract and retain that workforce when we ask them to come into an environment where they may not be able to use some of their preferred tools?”

“And, adds Doni, there’s a simple, pragmatic concern, too. “We deal constantly with the question of what we can really afford. There’s a constant tension around cost.”

Cost and technology-related issues aren’t the only sources of tension. There is tension, too, around collaboration with the international science community within a national security environment. By definition, “world-class” goes beyond people who are born in the US or are US citizens,” says Art. “How do we attract and retain customers, and to do so in an environment where security is understood to be an integral part of our mission success. No one among the DOE laboratories has effectively captured that market yet.”

We want to distinguish ourselves as the benchmark; we will require the collective efforts of all employees.”

Every minute counts

Quickly reporting a controlled article incident could avert a security infraction

By Darrick Hurst (4232)

For years now, members of Sandia’s workforce who have brought cell phones, MP3 players, Bluetooth devices, or any other unauthorized electronic device into a limited area could look forward to one thing: a security infraction. However, as of October 2008, people who meet the criteria of a new National Nuclear Security Administration (NNSA)/Sandia Site Office-approved controlled article variance are receiving a more merciful judgment.

Any sense that we don’t take security as seriously as we should is a big concern. “Above all, we must embrace a value system around security that is consistent,” Doni says. “Thirty years ago, at the height of the Cold War, security consciousness was very high; over time we’ve lost some of that focus. For many of our employees it is now a distant memory. We want to help them understand that the Cold War is not history, and that we need to maintain it.”

“We don’t want to just fix specific problems; we want to improve the process; a broader deployment of BlackBerrys (where appropriate), and any planned changes will be communicated through the divisions’ security liaisons and some will be part of a pilot, says Brian. “We intend to go up through this process methodically, yet with an appropriate sense of urgency.”

Some less obvious examples of items that are controlled are digital photo frames and key chains, devices that use RF technology (such as wireless keyboards), and walkie-talkies.

Three-hour ticking clock

“If someone discovers they’ve brought a controlled device into a limited area, the very first thing they should do is report it to SIMP immediately,” Donnie Greene (4229) says. “If he or she communicates it to us within three hours, the incident then becomes eligible for a variance.”

Donnie explains that in a growing number of instances, members of the workforce found themselves inside limited areas with controlled articles, but waited hours, or even days, to report the incidents. As a result of the delay, these people became ineligible for the variances, and in some instances, actually worsened the potential for security compromise by taking the controlled articles through multiple limited areas.

“Mistakes do happen. Occasionally, allowing Security to focus resources on events that are more risk-significant. The responsibility for identifying corrective actions to prevent recurrences is assigned to individuals and their managers. Under the new variance, incidents involving controlled articles will not result in security infraction if they are self-reported to SIMP within three hours, if the individual holds a security clearance, if no compromise of classified material has occurred, and if the individual is not involved in another incident within a 12-month period. Improving DOE’s decision to grant the variances is Sandia’s exemplary history of voluntarily self-reporting such incidents, truthfully doing so, and the relatively low number of people who were repeat offenders.”
Some 20 Sandians participated in the 10th annual School to World event April 14 at the Albuquerque Convention Center. The event offers 8th and 9th grade students insight into the world of careers. Albuquerque businesses, local government agencies, and educational organizations came together to present information to students about future education and career choices.

2009 statistics:
- 1,737 Students attended
- 349 Parents, chaperones, teachers, siblings
- 540 Presenters representing more than 150 occupations

Schools represented (97 total):
- 30 Albuquerque Public Schools
- 44 Public schools outside of Albuquerque
- 23 Private, charter, and home schools

(Photos courtesy of Anita Romero)
Dragons and damsels

Gary Froehlich shares the beauty of Bosque del Apache at a New Mexico Tech photography exhibit

Story by Stephanie Holinka • Photos by Gary Froehlich

Sometimes art inspires science, but Gary Froehlich’s (345) work in the science of optics inspired him to learn more about the art of photography. But Gary’s training in optics came before his interest in photography. “After my training,” Gary says, “I figured that maybe I should have a camera.”

Gary combined his technical skill with patience and his love of nature to photograph all types of wildlife, sometimes remaining near-motionless for hours at a time to get that perfect shot.

“Dragons and Damsels of the Bosque del Apache National Wildlife Refuge,” an exhibit at New Mexico Tech’s Macey Center, showcases more than 40 of Gary’s dragonfly and damselfly prints taken over many years of visits to the Bosque del Apache Wildlife Refuge.

He attributes his love of nature to his grandmother, who led Girl Scouts on wildflower walks and nature hikes when he was young. “She was a Scout leader for more than 65 years,” Gary says, “which is still, I believe, a record.”

His grandmother allowed him to join her scouts on their nature adventures, allowing him to earn many of the nature-oriented merit badges for both Girl Scouts and Boy Scouts along the way.

Gary’s photos appear in many books including *The Stokes Field Guide to Birds*, as well as some of the Stokes Beginner’s Guides. His photos will also appear in UNM Press’ upcoming “Raptors of New Mexico.”

Some people may recognize Gary as the cover model for the 2008 edition of Labs Accomplishments, where he stood inside an anechoic chamber at the Facility for Antenna and RCS Measurements (FARM), a resource used by the synthetic aperture radar groups.

Gary’s field-test work at this and other ranges frequently takes place at night, leaving him with plenty of daylight to seek out all types of wildlife with his lenses. During his down-time during such field work, he’s identified and documented the birds, reptiles, and insects at each of the facilities where he has spent many long days and nights.

Initially, Gary was interested in photographing birds, but he expanded his repertoire to the smaller world of insects. As a frequent visitor to Bosque del Apache, Gary has led many workshops about the birds, insects, and reptiles that inhabit the sanctuary.

He finds that the best way to learn something new about the animals in the Bosque is to volunteer to teach a workshop.

Last summer, he hosted a workshop on “damsels and dragons.” Workshops include a lecture and slide show, and end with a field expedition into the Bosque to immediately begin identifying the Bosque’s insect residents.

On June 6, Gary will host “Common Herps of Bosque del Apache,” at the visitors center, where visitors will learn more about local reptiles and amphibians.

The workshop ends with a field identification trip. To learn more about the workshop (www.friendsofthe-bosque.org/education/events.html) or any of the other activities, visit the Bosque del Apache website: (www.friendsofthe-bosque.org)

“Dragons and Damsels of the Bosque del Apache National Wildlife Refuge,” will run at New Mexico Tech’s Macey Center through March 30. The Macey Center is open Monday–Friday from 8 a.m.–5 p.m.