



# 2023 STATE OF THE UNIVERSITY ADDRESS





BLACK HILLS  
STATE UNIVERSITY

# NEW EMPLOYEES



# OFFICE OF THE PRESIDENT

*Presented by Dr. Laurie S. Nichols - President*

- Scott Larson - Director of Athletics
- Jacky Easton - Executive Administrative Assistant



# ACADEMIC AFFAIRS

*Presented by Dr. Jon Kilpinen - Provost & Vice President for Academic Affairs*

- Dr. Adam Bailey - Professor, Management and Chair, Business
- Dr. Justin Bergh - Assistant Professor, Communication and Media
- Debbie Banek - Instructor of Health
- Ezekiel Bucks - Professional Advisor
- Devon Davis - Program Assistant I, CBNS
- Nikole Didier - Senior Secretary, CBNS
- Summer DiGioia - Senior Secretary, CAMSE
- Dr. M. Sait Dinc - Assistant Professor, Business
- Rebecka Funk - Director of Counseling
- Dr. Austin Garren - Assistant Professor of Forestry
- Samantha Gill - Professional Advisor
- Dr. Scott Hawkins - Assistant Professor, Accounting
- Casey Hibbert - Instructor of Theatre
- Stephanie Higdon - CIRCLES Curriculum Library Director
- Angie Iverson-Maggi - Program Coordinator, SD CEO East
- Naomi Jacobson - Instructor, Exercise Science
- Kristina Jones - Professional Advisor
- Dr. Kyle Kopplin - Assistant Professor, Economics
- W. Scott Leckie - Instructor, Accounting
- Isabel Litzen - Instructor, English
- Leatha Potter - Instructor, Elem Ed (Literacy Emphasis)
- Dr. Johanna Sailor - Assistant Professor, Social Science Education
- Greg Strobel - Instructor, Outdoor Education
- Ashley Wingert - Program Assistant I, SD CEO



# ATHLETICS

*Presented by Jhett Albers - Interim Director of Athletics*

- Amanda Baur - Athletics Business Manager
- Drake Davidson - Assistant Football Coach
- Dillon Dahl - Assistant Volleyball Coach
- Ashlyn Englehorn - Head Women's Softball Coach
- John Hutchison - Head Women's Soccer Coach
- Nicholas Winterstein - Athletics Facilities Manager
- Austin Westland - Athletic Trainer



# ENROLLMENT AND STUDENT AFFAIRS

*Presented by Dr. John Allred - Vice President of Enrollment Management*

- Alyssa Blake - Financial Aid Advisor
- Denisse Chavez - Transfer Coordinator
- Stephen Detlefs - Financial Aid Advisor
- Megan Kenney - West Complex Director
- Tirzah Knight - Director, Student Financial Aid
- Lara No Braid - East Complex Director



# FINANCE & ADMINISTRATION NEW STAFF

*Presented by Kathy Johnson - Vice President of Finance and Administration*

- Corey Compton - Director of Public Safety
- Anthony Conklin - Senior Programmer Analyst
- Connie Crandall - Facility Worker
- Timothy Crandall - Facility Worker
- Britton Elkin - Grounds Keeper
- David Fickbohm - Building Maintenance Specialist
- Lara Joachim - Senior Accountant
- Sandra Kringen - Accountant
- Jeremy Loftness - Electrician
- Jackson Mailloux - Accountant
- Ryhse Naylor - Grounds Keeper
- Rebecca Rodriguez - Senior Programmer Analyst
- Gregory Scholz - Bookstore Buyer



# UNIVERSITY MARKETING AND COMMUNICATIONS

*Presented by Becca Walters - Senior Director of Marketing and Communications*

- Scott Lemon - Media Production Coordinator







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# LONGEVITY RECOGNITIONS

Melissa Hart

# LONGEVITY RECOGNITIONS

- DR. AMY ASUNSKIS - Lecturer, Chemistry BHRC
- MICHAEL BAUM - Associate Professor, Art
- KRISTIN CARMICHAEL - Asst AD for Student-Athlete Success/SWA
- DR. NATHAN DEICHERT - Professor, Psychology
- DR. COLIN GARNETT - Associate Professor, Math
- RUBEN GONZALEZ - Facility Worker, Meier Hall
- ELIZABETH KINSELLA - Communications & CRM Coordinator
- KARL LEHMAN - Lecturer, English
- ROXANNE HARROWA - Program Assistant I



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# LONGEVITY RECOGNITIONS

- **DR. MAX MARC** - Professor, Mgmt Info Systems
- **CASSIE MASER** - HR Manager
- **DR. DANIEL MAY** - Associate Professor, Math
- **JESSICA MILES** - Instructor, English
- **DESY SCHOENEWIES** - Associate Professor, Art
- **DR. CRAIG TRIPLETT** - Associate Professor, Exercise Science
- **DR. DENICE TURNER** - Associate Professor, Language Arts  
Ed/School of Ed Grad Coordinator
- **MICHAEL ZORICHAK** - Senior Building Maintenance Worker



# LONGEVITY RECOGNITIONS

- AARON BAUERLY - Software Developer
- DR. RYAN CLARK - Associate Professor, Communication Studies
- DR. ABIGAIL DOMAGALL - Associate Professor, Geology
- LORI DUBRY - Print Services Coordinator
- GINA GIBSON - Professor, Digital Communication
- OXANA GORBATENKO - Researcher II
- GLEN LAMMERS - Head Rodeo Coach
- DR. JONATHAN NERO - Professor, Music
- DR. NANCY ROBERTS - Associate Professor, Music
- DONNA VANDEN HOEK-WILES - Program Assistant I
- KAREN WILLIAMSON - Accountant, Grants Accounting



# LONGEVITY RECOGNITIONS

- **SHAUNA JUNEK** - Dir of Dev & Planned Giving
- **DR. PATRICK MACKIN** - Professor, Mgmt/Oper Mgmt
- **DR. URLA MARCUS** - Director, American Indian Studies
- **LAURA PROSSER** - Assistant Professor, Accounting
- **DR. GARRETT STEVENS** - Cybersecurity Engineer



# LONGEVITY RECOGNITIONS

- DR. JOHN ALSUP - Professor, Math Education
- DR. SUSAN DANA - Professor, Law
- DR. AMY FUQUA - Dean, College of Liberal Arts
- DR. VINCENT KING - Professor, English
- DR. RICHARD LOOSE - Director, Inst Research
- DR. LAURIE NICHOLS - President
- DR. BRIAN SMITH - Professor, Biology
- DR. NICHOLAS WALLERSTEIN - Professor, English



# LONGEVITY RECOGNITIONS

- DR. CHERYL ANAGNOPOULOS - Professor, Psychology
- DR. JANE KLUG - Dean of Students
- TOM WHEATON - Director, Alumni Affairs



# LONGEVITY RECOGNITIONS

- **MICHAEL JASTORFF** - Director, University Bookstore
- **APRIL MEEKER** - Registrar





# LONGEVITY RECOGNITIONS

- **STEVE MEEKER** - Vice President for University Advancement



# LONGEVITY RECOGNITIONS

- ANITA HAEDER - Budget Assistant





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# EMPLOYEE AWARDS

Kathy Johnson  
Steve Meeker

# EMPLOYEE AWARDS



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Courtesy  
of the  
BHSU  
Foundation

**BHSU**



# PRESIDENTIAL OUTSTANDING EMPLOYEE

## Ven Thompson

**Senior Application/Business Analyst**

Administrative Information Management Services



# PRESIDENTIAL RISING STAR NON-FACULTY

## Christina Nauta

**Senior Accountant**

Administrative Services



# PRESIDENTIAL RISING STAR - FACULTY

## Tessa Sundermann

**Instructor, Mathematics**

Mathematics, School of Math and Social  
Sciences, College of Liberal Arts



# PRESIDENTIAL OUTSTANDING STUDENT EMPLOYEE

Aubree  
Vander Wilt





# PRESIDENTIAL TEAM EXCELLENCE AWARD

Human  
Resources





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# “CLIMBING NEW PEAKS”

## STRATEGIC PLAN FIRST YEAR OVERVIEW/REVIEW



CLIMBING NEW PEAKS  
PROGRESS TRACKER



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# GOAL 1: NURTURING STUDENT EXPERIENCE

Goal Statement: Black Hills State University will enhance the student experience through innovative engagement, holistic support, and a vibrant student-centered community.

**Dr. John Allred**

**VP of Enrollment Management**

## OBJECTIVES

1. Strengthen and celebrate the authenticity of our small campus culture through increased focus on student participation and satisfaction.
2. Enhance the student residential experience through engaging residential curriculum and through scheduled infrastructure and facility upgrades.
3. Implement student-centered policies, procedures, and services to simplify all non-academic student-campus transactions.
4. Improve our mental and physical wellness services targeting reduced wait times for counseling and enhanced healthcare service partnerships.
5. Foster a rich array of career- and leadership-development opportunities for our students.
6. Fulfill the student-focused goals of the strategic enrollment plan finalized in April 2021.

# GOAL 1 -NURTURING STUDENT EXPERIENCE

## Year One - Accomplishments

- O-1: Leadership Certificate developed
- O-2: Four LLC's created
- O-3: Public Safety Director hired
- O-3: Policy review committee identified
- O-4: Counselling Director & Counselor hired
- O-4: Ongoing growth with Lost & Found partnership
- O-4: Introductory JacketHub training provided
- O-4: Campus Rec Sports developed for FA23
- O-5: Career workshops developed
- O-5: FA'23 Mentors assigned to GS100
- O-5: Cash Course to D2L and included in GS100
- O-5: Internship & Peer Mentor Coordinator hired
- O-6: Two Advisors hired
- O-6: Tutoring for three courses
- O-6: Peer Mentor program start up
- O-6: Financial Literacy developed and inserted into GS100
- O-6: CFI Director hired
- O-6: Faculty Mentors identified
- O-6: Summer faculty training developed
- O-6: GE course HIP development
- O-6: Innovative teaching planning & development

## Year One - Still Working On

- O-1: Assess programmatic wants at BHRC Ellsworth, and Spearfish campuses
- O-1: NSSE & Res Life student satisfaction increase
- O-1: Increase NSSE participation by 1% to the national average
- O-2: NSSE Promotion in the Halls
- O-3: Assess policies & procedures
- O-3: Faculty/Staff Communication plan
- O-4: Explore additional mental health support
- O-5: BHSU Engage Job Descriptions
- O-6: SI for two course
- O-6: BHSU Engage developed





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## **GOAL 2: EVALUATING & DEVELOPING ACADEMIC PROGRAMS**

Goal Statement: Black Hills State University will prepare students for lifelong success through academic experiences that provide the knowledge and skills to make a difference in their communities and add value to the world.

**Dr. Jon Kilpinen**

**Provost & VP of Academic Affairs**

### **OBJECTIVES**

1. Improve academic quality through increased support for faculty excellence in teaching and scholarship and heightened attention to program accreditations.
2. Strengthens BHSU's academic infrastructure to support and measurably improve student success in persistence, retention, and degree completion.
3. Enhance the University's economic, social, and environmental impact in western South Dakota and beyond through meaningful investments in academic program review, revision, and development.
4. Promote BHSU's academic distinctiveness to support stronger student recruitment and success, particularly through high-impact learning opportunities.

# GOAL 2 - EVALUATING & DEVELOPING ACADEMIC PROGRAMS

## Year One - Accomplishments

- Launched the Center for Faculty Innovation
- Prepared for AACSB accreditation review in Business
- Pursuing new accreditations in Exercise Science
- Hired advisors in the Student Success Center
- Improved communication between Academic Affairs, Admissions, and Marketing
- Identified possible new academic programs

## Year One - Still Working On

- Peer data on faculty professional development support
- Dashboard of institutional accreditations
- Faculty use of JacketHub
- Integration of adjuncts into campus life
- Survey regional workforce needs and identify possible new partners
- Develop faculty award for HIP teaching
- Review faculty participation in student recruitment





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## **GOAL 3: BUILDING ON A SUPPORTIVE WORK ENVIRONMENT**

Goal Statement: Black Hills State University will promote a culture of excellence to ensure pride of institution and retention of employees.

Kathy Johnson - VP of Finance & Administration

Steve Meeker - VP of University Advancement

### **OBJECTIVES**

1. Enhance our employees' sense of value and job satisfaction.
2. Invest in our employees by strengthening orientation, professional development, and advancement opportunities.
3. Recognize and honor employees for excellence.
4. Cultivate effective leadership by providing supervisors with excellent training and support.
5. Foster a healthy work environment.

# GOAL 3: BUILDING A SUPPORTIVE WORK ENVIRONMENT

## Year One - Accomplishments

New Employee Awards Program

Accurate Position Descriptions

Focus on Improving Salaries

Onboarding Checklist/

New Employee Check-In

Welcome Guides/BHSU Contact List

Employee Suggestion Box

\$5 First Friday Breakfast/Lunch

## Year One - Still Working On

Employee Satisfaction Survey

Recognize Employee Success

Supervisor Training

Training Opportunities for All

Faculty/Staff Welcome Event

Young Center Memberships





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## **GOAL 4: EVALUATING & DEVELOPING A REVISED BRAND IDENTITY**

Goal Statement: Black Hills State University will enhance and uphold a strong brand identity through development of university marketing and communication strategies.

**Becca Walters**

**Senior Director of Marketing &  
Communications**

### **OBJECTIVES**

1. Create a consistent brand that captures the University's identity and distinctive geographic setting.
2. Employ effective marketing and communication campaigns efficiently.
3. Communicate the purpose, character, and story of the institution to alumni and external stakeholders.

# GOAL 4 - EVALUATING AND DEVELOPING A REVISED BRAND IDENTITY

## Year One - Accomplishments

Fresh Produce - Broadstrokes

Website Audit

Enrollment Marketing Committee

Outlined Policies and Procedures

## Year One - Still Working On

Campus/Community Newsletter

Expand Reach to Student Audiences

RNL Communication Audit - Next Steps

Develop Press/Media Kit





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DR. LAURIE S. NICHOLS  
*BHSU PRESIDENT*





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# HLC ACCREDITATION & THANKS TO CAMPUS



HIGHER LEARNING COMMISSION

# HLC ACCREDITATION REVIEW

## Accreditation granted for 10 years

- Next accreditation visit in 2032-2033
- All criteria for accreditation met
- No sanctions and no monitoring
- Eligible to choose accreditation pathway
- Federal compliance met

## HLC Site Visit Team took note of

- The “I care” attitude of BHSU employees
- The culture of assessment in which stakeholders are engaged to improve the institution
- The in-depth knowledge of present and future
- Employees trust and respect each other; concerned with the welfare of the institution

## Pathway for Reaffirmation of Accreditation

### Standard Pathway

Follows a 10-year cycle and is focused on quality assurance and institutional improvement. These improvement topics are integrated into comprehensive evaluations in years 4 and 10, as well as through interim monitoring, as required.

### Open Pathway

Follows a 10-year cycle and is focused on quality assurance and institutional improvement. The Open Pathway is unique in that its improvement component, the Quality Initiative, affords institutions the opportunity to pursue improvement projects that meet their current needs and aspirations. Period reporting is on the QI.



HIGHER LEARNING COMMISSION

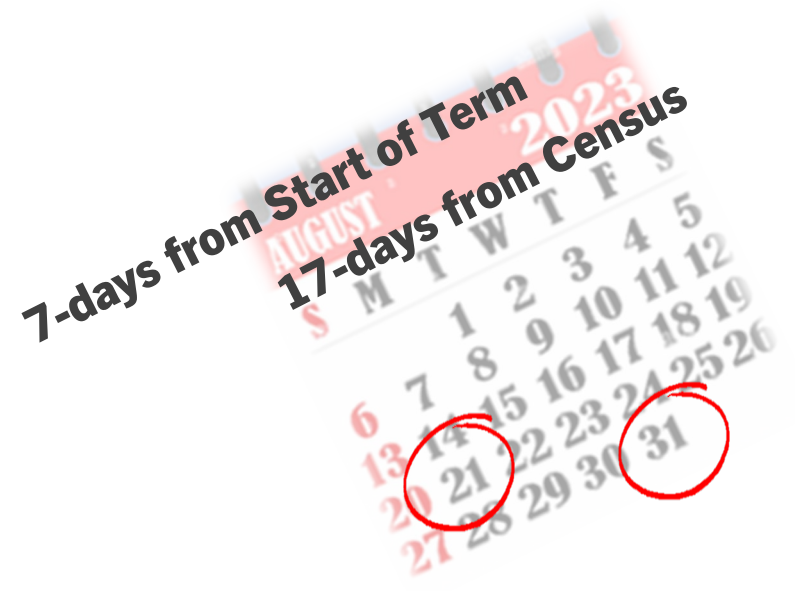


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# FALL ENROLLMENT



# FALL '23 ENROLLMENT UPDATE



	<b>FA'22</b>	<b>FA'23</b>	<b>DIFFERENCE</b>
<b>HEADCOUNT</b>	<b>3,425</b>	<b>3,212</b>	<b>- 213</b>
<b>CREDIT HOURS</b>	<b>31,516</b>	<b>30,226</b>	<b>- 1,290</b>



# FALL '23 RETENTION UPDATE

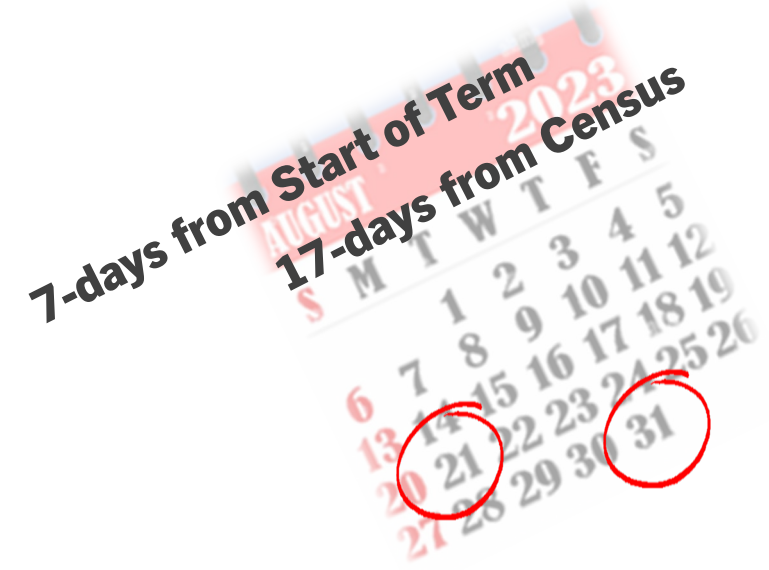
## Retention

### First-Time Full-Time

**FA'22**  
**71%**



**FA'23**  
**73%**



### Pell Eligible

**FA'22**  
**61%**



**FA'23**  
**69%**







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# NFE COMPENSATION STUDY

# NFE MARKET ANALYSIS AND SALARY STRUCTURES

## Segal Consultants Hired to Conduct a Compensation Study on all Non-Faculty Exempt (NFE) Positions Across the BOR System.

### What is New?

- SDBOR system-wide compensation philosophy to identify guiding principles for equitable, competitive, transparent, and strategic compensation programs
- Newly created Job Families that branch across all of SDBOR's institutions
- Job Leveling Matrix to assist in developing and evaluating job descriptions. Outlines expectations at each level within the institution
- Consistent approach for analyzing compensation based on markets in which SDBOR competes for talent
- New salary structures, to provide consistency, flexibility, and transparency across the University

### What is Not Changing?

- No one will receive a salary cut as a result of this project
- Exempt/non-exempt designation will not change unless required by regulations
- Jobs were not added or eliminated as a result of the study

### Next Steps:

- HR will be conducting two open forums for NFE to provide additional information on the study.
  - August 25<sup>th</sup>
    - SU-President's Conference Room
    - 9:00 a.m. -10:00 a.m.
    - 3:00 p.m. - 4:00 p.m.





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# HUMAN RESOURCES TRANSFORMATION

# HR TRANSFORMATION PROJECT

## Segal Consultants Hired to Assess HR Across the BOR System

### Recommendation

Move from a transactional HR (payroll, benefits, compliance) to one that incorporates high level functions (employee relations, recruiting, training, performance management, workforce and succession planning, leadership development, data analytics, and more).

### Initiated

Transformation was undertaken by the BOR in mid-2022.

Driven by HR at the BOR office with a steering committee and 5 sub-committees.

### Progress to Date

- Vision, Mission and Objectives adopted by the BOR
- Dual reporting of HR Directors
- Shared services center for Classification & Compensation
  - 2 employees will staff this center
- Systemwide training and professional development
- Recruitment guide, marketing materials to assist with recruiting new faculty and staff
- EPAFs to support payroll; DocuSign for hiring processes
- Existing shared Payroll Center expanded to all universities
- NFE compensation study completed;
- New annual evaluation system;
- Experian Verify for verification services





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# CAMPUS SAFETY



## CHANGES FOR FALL 2023

- New Public Safety Director
- Locks on Classroom Doors
- More Security Cameras
- Emergency Notifications Via Cell Phone App

## SIGN UP FOR THE NEW EVERBRIDGE APP!



Additional details regarding the sign-up process are in the E-Campus Update this week.

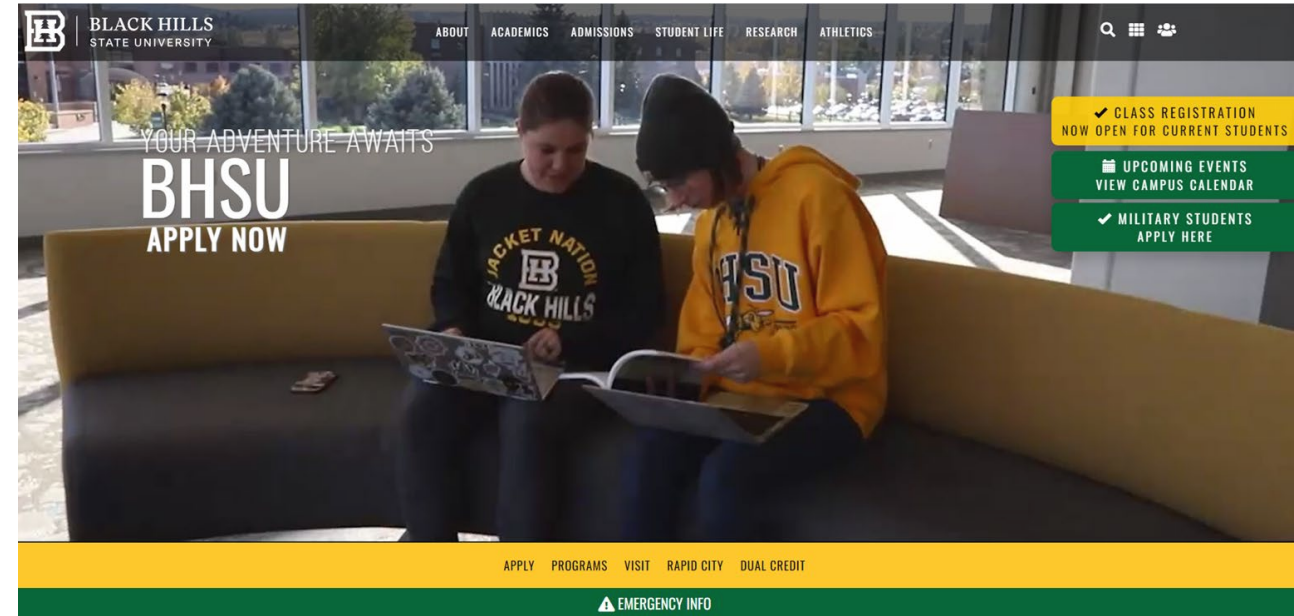


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# UNIVERSITY WEBSITE & INTERNAL PORTAL

# BHSU WEBSITE AND INTERNAL PORTAL

- Website audit began in early 2023
- Planning to move from current content management system (CMS), Cascade, to new CMS
- RFP for CMS has been published
- RFP scoring committee: Charles Williams, Becca Walters, Ven Thompson, Garrett Stevens
- New CMS will be geared toward prospective students with TeamDynamix (TDX) housing internal components
- Design is being done in-house by Charles Williams and Laurel Boss
- Goal is to have new platform front facing July 2024







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# FY25 BUDGET REQUEST

# FY25 BUDGET REQUEST

	FTE	Salary	Benefits	Operating	TOTAL
<u>Business School Engagement</u>					
Professor of Entrepreneurship & Director of the Center for Business Engagement	1.0	\$70,000	\$22,282	\$0	\$92,282
Faculty Stipends		\$20,000	\$3,000	\$0	\$23,000
Student Labor/Student Externships		\$50,000	\$4,500	\$50,000	\$104,500
<b>Total Business School Engagement</b>	<b>1.0</b>	<b>\$140,000</b>	<b>\$29,782</b>	<b>\$50,000</b>	<b>\$219,782</b>
<u>Title III-these FTE are already in BHSU grant budget</u>					
Internship & Peer Mentor Coordinator	1.0	\$42,000	\$18,082	\$0	\$60,082
Professional Advisor	3.0	\$45,000	\$18,532	\$0	\$190,596
American Indian Center Advisor	0.5	\$20,000	\$14,782	\$0	\$34,782
Center for Faculty Innovation Director	1.0	\$90,000	\$25,282	\$0	\$115,282
<b>Total Title III</b>	<b>5.5</b>	<b>\$197,000</b>	<b>\$76,678</b>	<b>\$0</b>	<b>\$400,742</b>
<u>Enrollment Management</u>					
Financial Aid Counselor	1.0	\$50,000	\$19,282	\$0	\$69,283
Admissions Counselor	1.0	\$50,000	\$19,282	\$0	\$69,283
Mental Health Counselor	1.0	\$65,000	\$21,532	\$0	\$86,533
Retention/Orientation Coordinator	1.0	\$60,000	\$20,782	\$0	\$80,783
<b>Total Enrollment Management</b>	<b>4.0</b>	<b>\$225,000</b>	<b>\$80,878</b>	<b>\$0</b>	<b>\$305,882</b>
<b>Recommended Budget Request</b>	<b>10.5</b>				<b>\$926,406</b>



# CENTER FOR CIVIC ENGAGEMENT & LEADERSHIP



- Formulate a curriculum for first year students via a module of learning offered during their first semester on campus.
- Enhance civic-related curricula for courses across campus via working directly with faculty who teach those courses.
- Sponsor and host a variety of civic-focused events.
- Develop a program similar to other states called "The South Dakota Constitution Project".
- Develop expertise and resources available free and online.
- Identify and supervise experiential learning opportunities for students in civics.
- Develop community civic programming and enrichment.
- Serve as a resource to entities who work largely with communities and the public in delivering their mission.
- BOR is including in their budget request at \$880,096



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# CAMPUS MASTER PLAN

# CAMPUS MASTER PLAN

- Hired CO-OP Architecture from Rapid City
- Kickoff - Summer 2023
- Focus Groups - Fall 2023
- Concentrate on Updating Current Space Not New Space Except:
  - New Wellness Center Addition to Young Center
  - Minor Additions if Justified
- Residence Halls Review
- Utilization Study
- Campus Wayfinding





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# YOUNG CENTER FACILITY PLANNING

# YOUNG CENTER FACILITY PLANNING

- Built in 1989 for \$11.3 Million
- Current Replacement Value of \$33 Million
- Needs Attention
- Hired Hollis & Miller - RMAC Experience
- Focus on:
  - Title IX - Gender Equity in Women's Sports Issues from Recent Review
  - More visible Hall of Fame recognition
  - Facility Wayfinding
  - Efficiencies for Staffing and Building Use
  - Utilization





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# FACILITY PROJECTS





## WRHSC at BHSU - Rapid City



- \$16.6 Million Project
- Bid-December 2023
- Start Construction-Spring 2024
  - Open-Fall 2025
  - 32,000 GSF Addition
  - Significant Renovation
- Over 60% of Space Reassigned

## Woodburn Theatre Renovation

- \$4 Million Project
- Campus Building Committee Convenes - Fall 2023
- Begin Design Process - Fall 2023
  - Bid - Summer 2024
- Start Construction - Fall 2024
  - Complete - Fall 2025

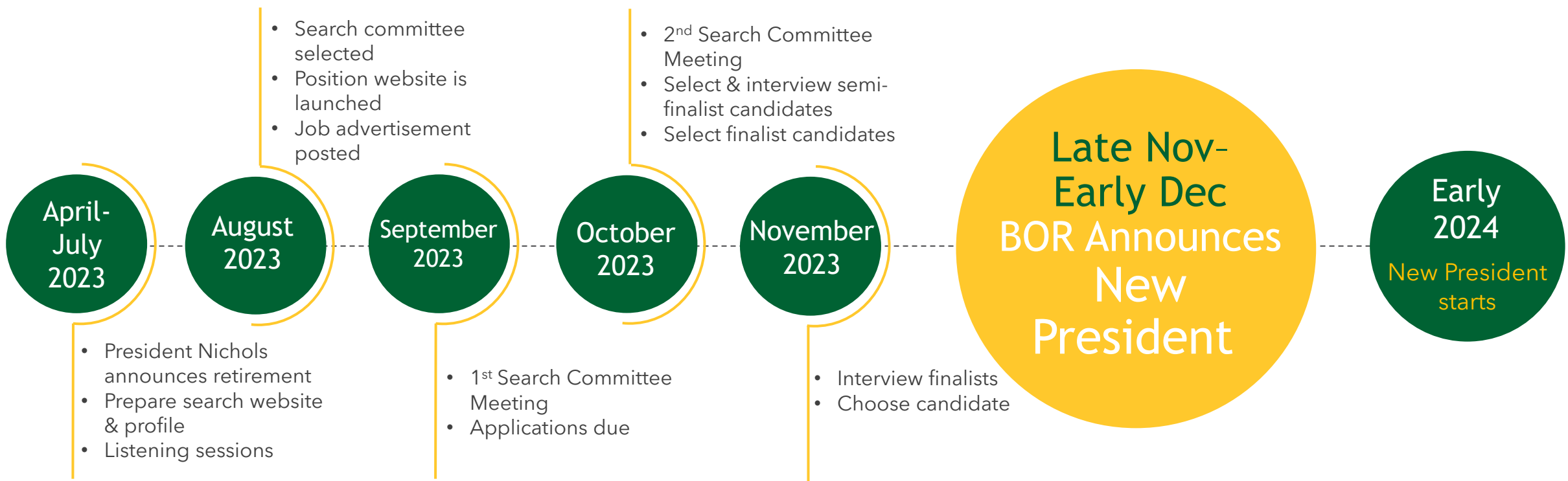




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# PRESIDENTIAL SEARCH UPDATE

# PRESIDENTIAL SEARCH TIMELINE



# PRESIDENTIAL SEARCH LEADERSHIP PROFILE

- Took feedback from the Listening Sessions
- Posted August 2, 2023
- Job Position Website  
[Presidential Search - Black Hills State University \(bhsu.edu\)](https://bhsu.edu/presidential-search)
- Advertised on Higher Ed job sites
- Comprehensive Details
  - The Role of the President
  - Opportunities & Expectations
  - Leadership Qualities & Characteristics
  - About BHSU/Spearfish Community



# PRESIDENTIAL SEARCH COMMITTEE

## BOARD OF REGENTS

Regent Jeff Partridge, Chair

Regent Judy Dittman

## SYSTEM PRESIDENT DESIGNEE

President Barry Dunn

## CSA Employee

RYAN DELZER

## NFE Employee

KRISTIN CARMICHAEL

## Students

ISABELLA ROWE

BAILEY FROELICH

## Faculty

DR. ABIGAIL DOMAGALL

DR. JARRETT MOORE

## BHSU Administration

PROVOST DR. JON KILPINEN

## BHSU Foundation

JIM MORAVEC

## BHSU Alumni

BILL COLLINS

## Community Members

KORY MENKEN

FRED ROMKEMA

JOHN SENDEN





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THANK YOU!

**BHSU**

