

## GEEK SPEAK: YOU DON'T HAVE FREE WILL (AND WHY THAT'S OK)

Geek Speak, the popular lecture series hosted by the University Honors Program, is back! Please join us **Mondays from 4:00-5:30 p.m. in Jonas 110.**

We will take a break for Native American Day, but on October 17, Dr. Ryan Clark will present: *You Don't Have Free Will (and why that's OK)*: The idea that we don't have free will is threatening, an insult to our perceived dignity as persons. It would seem that if we are not in control of our lives, then we are slaves! Worse yet, *praise* and *blame* would seem to be meaningless if we do not have free will. How can you be blamed for something which is beyond your control? And if this is so, then morality would appear to be just another fiction that should go to the trash bin of history. More and more books and speakers appear each year, proclaiming that we do not have free will. Consequently, it is getting more and more difficult to ignore the problem. The position which will be offered in this Geek Speak is that we have nothing to worry about. *You can't lose something you never had. Human agency does not require metaphysical properties of a god. And if we really think about it, we should be happy to learn that we are determined to be complicated critters who are both subject to the laws of nature, but also capable of being good guardians of our shared interests. And the fear-mongering needs to stop.*

On October, 24, Dr. Andrey Reznikov will present "What Is Language? A Linguist's Explanation of Human, Verbal Communication." This presentation describes how language system works and how immensely economical it is: all human languages utilize a limited number of initial elements, while allowing people to construct (speaking) and deconstruct (listening) an infinite number of utterances. No other system, whether artificial or natural, can achieve this level of efficiency.

And on Halloween (!), October 31, Dr. Laura Colmenero-Chilberg will present "Trick-or-Treating, Jack-o-Lanterns, and Feeding the Dead: How the Ancient Roots of Halloween Connect to Present Day." Halloween! Costumes, trick-or-treating, candy corn, ghosts, and vampires! We are all familiar with our present-day Halloween practices, but where did this spooky holiday originate? In this Geek Speak, we will discover the ancient roots of this favorite holiday and follow its wandering path to present day. Come ready to peak behind the veil of Halloween!

These lectures are for the curious, the enthusiastic, and the inquisitive: come geek out with us.

*Submitted by Dr. Courtney Huse Wika on 2022-09-27*

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## CHECK OUT THESE OPENINGS ON HANDSHAKE!

Please share these opportunities with students!

Check Out These Awesome Jobs and Internships on Handshake!

- #6983031 Office Manager - Pierre, South Dakota
- #6858137 Tax Intern - Spearfish, SD
- #6715182 Student HR Assistant - BHSU

- #5748607 Truck Driver - Groton, SD
- #7047522 School Counselor, Cheyenne Eagle Butte School
- #7018716 Brandon Dairy Queen Assistant Manager

Any questions or concerns? [Careers@BHSU.edu](mailto:Careers@BHSU.edu) or 605.642.6269

*Submitted by Career Development on 2022-10-03*

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## SAVE THE DATE FOR THESE WORKSHOPS!

Please share these with students!

Check Out These Upcoming Workshops!

The Art of Mingling: Networking and Interviewing

Monday, November 7, 2022 9:00am - 10:00am & Tuesday, November 8, 2022 4:00pm - 5:00pm

Professional Document Workshop: Resumes, Cover Letters, & More!

Monday, October 17, 2022 9:00am - 10:00am & Tuesday, October 18, 2022 4:00pm - 5:00pm

Where: President's Conference Room

For more information or for persons with disabilities requesting accommodations for this event, please contact Jin Kim at 605.642.6269 or [Careers@BHSU.edu](mailto:Careers@BHSU.edu) at least 48 hours prior to the start of the event.

*Submitted by Career Development on 2022-10-03*

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## CYBERSECURITY AWARENESS MONTH

It's Cybersecurity Awareness Month! This year's campaign theme is "See Yourself in Cyber". The campaign will emphasize online safety and stress the importance of taking proactive steps to enhance cybersecurity at home and in the workplace. We all have a role to play in cybersecurity. Keep an eye out in the Campus eUpdate feed at <https://my.BHSU.edu> for this month's scams and cybersecurity tips.

*Submitted by Garrett Stevens on 2022-10-04*

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## MULTI-FACTOR AUTHENTICATION (MFA) FATIGUE

If you fall victim to a phishing email and your password is stolen in the process. A malicious attacker, with your username and password in hand, will attempt to log in causing a DUO push. When you reject, they will continually attempt to authenticate causing multiple DUO notifications to display on your phone. The attacker will do it enough that you will get annoyed and frustrated, you may think something is wrong and think allowing it will make it go away.

Do not fall for MFA Fatigue! If you receive multiple and consecutive DUO prompts that you did not generate, review the DUO prompt's location and details, this could be an MFA Fatigue attack. If you are not actively logging into a system, and receive multiple DUO prompts, notify the BHSU Help Desk so we can investigate the cause. If the attacker gains access to your account by tricking you into accepting a DUO push, they will then have access to your email account and any websites, systems, or networks that you can access with your BHSU email address and password.

*Submitted by Garrett Stevens on 2022-10-04*

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## IMPOSTER SCAMS

Since the semester started, we've seen a rise in scams reaching our email inboxes. If you receive any of these emails or others that are "phishy," please use the Phish Alert button in your Outlook to notify us so we can take action.

**"A person shared a file with you" emails:** These phishing scams come from emails generated from Google Drive and SharePoint by someone outside BHSU. These emails often use the names of employees, supervisors, chairs, deans, and the admin team in the body of the message to make it appear more legitimate in an attempt to lure you into clicking a link redirecting you to an external site (that may look like a legitimate BHSU login page) where the phishers steal your username and password. If you fall victim to this type of message, your username and password may be stolen, and you may encounter MFA Fatigue attacks.

**"Send me your cell/messaging app number" emails:** These emails have typically come from attackers posing as other campus employees, even going so far as creating external email accounts with employees' names in the address and display name. When you fall victim to this attack, the attacker will contact your cell phone or messaging app and lure you into purchasing gift cards for them with the empty promise of reimbursement. The attacker will then direct you to scratch off the back of the card to display the card number, and they will request that you send them a picture of the number. They may also direct you to purchase online gift cards and send them the card number of the eGift Card to their number. You will lose the money you spent on gift cards if you fall for this type of attack.

**"Mailbox Expiry Warning" emails:** These emails come through, appearing they are from Microsoft, Office, and imposter information technology support departments. These emails lure you into clicking a link and logging into a website (that may look like a legitimate BHSU login page) with your email address and password. If you fall victim to this phishing message, your password will be stolen, and you may experience an MFA Fatigue attack.

**"Job Offer/Opportunity" & "Pandemic Relief" emails:** These attacks often target students and come with a "too good to be true" promise of being paid money for performing a service. An attacker will promise high daily and weekly wages for services such as pet sitting,

individual care, or wrapping a vehicle with an advertisement to make quick money. Pandemic relief emails promise lump sums of money from a company or agency you have never heard of before. If you fall victim to this attack, an attacker will request personal information from you and bank information. The attacker will then send an electronic copy of a check made out to you for an amount higher than what was discussed. They will then ask you to perform an eDeposit of their check, then immediately ask you to send back the overage of what was on the check. The check will bounce, and if you sent them the overage amount before the check bounced, you would lose that money to the scammer.

*Submitted by Garrett Stevens on 2022-10-04*

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## **SURF INVITES PUBLIC TO ARTIST IN RESIDENCE TALK AND EXHIBIT RECEPTION**

*Gary Sczerbaniewicz's artwork explores architectural spaces that evoke a sense of psychological unease, what he refers to as "the architectural uncanny"*

**LEAD, SD**— In the spring of 2022, artist Gary Sczerbaniewicz began his residency at Sanford Underground Research Facility (SURF) by touring the facility and speaking with scientists about their research. The culmination of his residency is a collection inspired by the world-leading science taking place nearly a mile underground at SURF.

Join us for an artist talk and exhibit reception featuring the work of Sczerbaniewicz on Friday, October 14, from 5 to 7:00 p.m. at Black Hills State University. Sczerbaniewicz will give an artist talk at Club Buzz in the David B. Miller Yellow Jacket Student Union beginning at 5 p.m., followed by an exhibit reception in the Ruddell Gallery. This event is free and open to the public.

Sczerbaniewicz, a celebrated artist based in Buffalo, New York, borrows techniques from architecture, installation, sculpture and theatrical stagecraft to create full-sized structures into which the viewer is invited to physically enter and explore. His work explores architectural spaces that evoke a sense of psychological unease, what he refers to as "the architectural uncanny."

The SURF AiR program invites artists to create work inspired by SURF's unique science, location and history. SURF is the deepest underground laboratory in the United States, reaching nearly a mile below the surface. It houses experiments in physics, biology, geology, and engineering.

The exhibit will run from October 14 through December 9. Gallery hours are Monday through Friday from 7 a.m. to 7 p.m. The gallery is closed during BHSU breaks and official holidays.

*Sanford Underground Research Facility is operated by the South Dakota Science and Technology Authority (SDSTA) with funding from the Department of Energy's Office of Science. Our mission is to advance world class science and inspire learning across generations. Visit SURF at [www.sanfordlab.org](http://www.sanfordlab.org).*

*Submitted by Michael Baum on 2022-10-14*

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## EXHIBIT YOUR ART AT THE MATTHEWS OPERA HOUSE AND SPEARFISH ARTS CENTER

Calling all creative people! Please participate in our BHSU group exhibition, *Art at BHSU!*

This exciting upcoming exhibition will celebrate the creativity of ANY BHSU student, staff, and faculty across our campus. Whatever your academic discipline might be, you are welcome to enter this FREE exhibition simply by dropping off your display-ready artwork to the Matthews during the week of November 7th-12th, 2022! No fee to enter and open to anyone at BHSU! An opening reception will take place on Friday, November 18th from 5:00PM to 8:00PM. The exhibition will run through January 6th, 2023. Please consider entering 1-2 works of art for this exhibit! Works for sale (HIGHLY recommended!) will receive 78% compensation if sold, with the remaining 22% supporting gallery and art education programming at the Matthews. We welcome painting, drawing, photography, printmaking, three-dimensional work, fiber works, graphic design, etc. Two-dimensional work must be either self-supported with a rigid frame (such as a stretched canvas with at least 1.5" width) or under plexiglass with a mat and frame. All two-dimensional work must have a wire secured on the back of the frame with metal D-hooks or eyelets for hanging (no clawtooth hangers, string, tape, or other unsupportive hanging material allowed).

Need help framing your work? Art Club will be sponsoring a framing information and demonstration session on Monday, October 17<sup>th</sup> at 5:30PM in Woodburn 308. We will have a workshop the following week on Monday, October 24<sup>th</sup> at 5:30 for one on one assistance with matting and framing artwork. *Note: These dates are the only sessions available for framing assistance!*

### IMPORTANT EXHIBITION DATES:

Framing Information session: Monday, 10/17 at 5:30- Woodburn 308

Framing Workshop session: Monday, 10/24 at 5:30- Woodburn 308

Drop-off of artwork at the Matthews Opera House/Spearfish Art Center: November 7-12th during business hours

Opening reception for *Art at BHSU*: Friday, November 18th from 5:00PM to 7:00PM at the Matthews' Gallery

Pick-up of artwork at the Matthews Gallery: January 9-14th 2023 (first week of classes of spring semester) during business hours.

If you have questions regarding this exhibition or submitting artwork, please contact Desy Schoenewies at [desy.schoenewies@bhsu.edu](mailto:desy.schoenewies@bhsu.edu).

*Submitted by Desy Schoenewies on 2022-10-04*

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### **OPERATION HALLOWEEN DROP**

BHSU is collecting candy for Operation Halloween Drop. If you would like to donate a few bags of Halloween candy for Airmen at Ellsworth AFB, we have put drop-off boxes at the Veteran Resource Centers in Spearfish and Rapid City. The candy you donate will then be given to the EAFB Key Spouses who will fill 800 bags of candy to bring smiles to the airmen in the dorms. Contact Dana Richey at [dana.richey@bhsu.edu](mailto:dana.richey@bhsu.edu) to inquire further.

*Submitted by Greg Krajewski on 2022-10-05*

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### **BHSU FOOTBALL HERO APPRECIATION GAME**

BHSU Athletics would like to invite all Veterans, Active Military Personnel, Law Enforcement, Firefighters, and EMS Personnel to the “Hero Appreciation Game” as the Yellow Jacket football team hosts Western Colorado University on Saturday, October 15<sup>th</sup> at 12 PM at Lyle Hare Stadium in Spearfish. All Veterans, Active Military, Law Enforcement, Fire Fighters, and EMS personnel will get in free. You’ll also receive (2) extra free tickets to the game when you arrive at the stadium. Just let the ticket staff know your status.

Persons with disabilities requesting accommodations for this event can contact Sam Holden at 605-642-6882 or email: [Sam.Holden@BHSU.edu](mailto:Sam.Holden@BHSU.edu).

*Submitted by Greg Krajewski on 2022-10-05*

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### **NO BAN ON PEPPER SPRAY AT BHSU**

Recently, there has been an email circulating among the BHSU community titled "What Do You Know About Self-Defense". Circulated by the organizaion Young Americans for Liberty (YAL) the email highlights a small handful of Univeristies across the U.S. that have allegedly either instituted a ban on pepper spray or are considiering implementing a ban. To my knowledge none of the South Dakota Regental Institutions are even considering this topic. To the contrary, here at BHSU when students or parents ask me what my recommendations are for personal protection I highly recommend carrying a canister of pepper spray. If anyone has concerns, questions or comments about this email or it's topic, please feel free to reach out to me.

*Submitted by Phil Pesheck on 2022-10-06*

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### **SEND-A-THANKS WINNER!**

Congratulations to the September Send-A-Thanks winner, Mark Nore! Keep up the great work! Also, thank you to the BHSU Bookstore for this month’s prize!

If you would like to Send a Thanks to an employee at BHSU, please follow the link below. You can also find the link on the BHSU Human Resources page. Each employee that receives a kudos will be entered in next month's drawing!

<https://www.bhsu.edu/Faculty-Staff/Human-Resources/Buzz-Around>

*Submitted by Cheyenne Mendelsohn on 2022-10-06*

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### **KOREAN LANGUAGE CLASS CANCELLED DURING MIDTERM WEEK**

Please note the Korean Language Class will not be held this week due to midterm test schedules. We will resume next week on the 19th! Can't wait to see you then!

*Submitted by Kaitlin Palmer on 2022-10-11*

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### **NEW BHSU.EDU EVENTS CALENDAR**

The Marketing & Communications Office has been working on a new event module for our BHSU.edu website. This new event section of our site will replace our current campus calendar and allow for more robust event pages and listings. Event pages can include date, time, location, ticket links and costs, feature images, an event description, and more!

The new event calendar and pages will be live this afternoon at BHSU.edu/Events. They can also be reached by clicking on the "Upcoming Events" link on the right side of homepage header.

To submit an event or to create an event page for an upcoming event, please complete the form at BHSU.edu/SubmitEvent.

For questions, please contact Chuck Williams at [Charles.Williams@BHSU.edu](mailto:Charles.Williams@BHSU.edu).

*Submitted by Chuck Williams on 2022-10-11*

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### **THE ODD COUPLE**

The Odd Couple (female version)

A very funny comedy!

Oct. 26-27-28 at 7:30

Black Box Theatre Woodburn

Free to Students, Faculty and Staff.

*Submitted by Bert Juhrend on 2022-10-11*

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## BE PREPARED FOR AN EMERGENCY!

***Sign-up for Everbridge Emergency Alerts*** for severe weather advisories and warnings, campus closures or delayed openings or any critical notifications during an emergency. To get started please click here <https://campusalert.sdbor.edu/?univ=bhsu>, where you will be prompted to log in with your BHSU email address and password. Updates to alerts will also be noted at [www.BHSU.edu/info](http://www.BHSU.edu/info).

***Do you know the safest area to go in case a tornado hits?*** Every building on campus has a designated place. It is important to know where to go before a tornado warning is issued. Please look for a tornado shelter sign in the building you frequent. If you have any questions, please call Facilities Services, 642-6244 or Public Safety, 642-6297.

Thank you for your cooperation, be safe and be well!

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Thank you for your cooperation, be safe and be well!

*Submitted by Debbie Liddick on 2022-10-11*

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## UPDATED COVID NOTIFICATION PROCEDURES

**Employees no longer need to report positive tests to HR.** Please follow [CDC Guidelines](#). The CDC has streamlined its COVID-19 guidance to help people better understand their risk, how to protect themselves and others, what actions to take if exposed to COVID-19, and what actions to take if they are sick or test positive for the virus.

In support of this update CDC is:

- Continuing to promote the importance of being [up to date with vaccination](#) to protect people against serious illness, hospitalization, and death. Protection provided by the current vaccine against symptomatic infection and transmission is less than that against severe disease and diminishes over time, especially against the currently circulating variants. For this reason, it is important to stay up to date, especially as new vaccines become available.
- Updating its guidance for people who are not up to date on COVID-19 vaccines on what to do if exposed to someone with COVID-19. This is consistent with the existing guidance for people who are up to date on COVID-19 vaccines.
- Recommending that instead of quarantining if you were exposed to COVID-19, you wear a high-quality mask for 10 days and get tested on day 5.
- Reiterating that regardless of vaccination status, you should isolate from others when you have COVID-19.
  - You should also isolate if you are sick and suspect that you have COVID-19 but do not yet have test results.



- If your results are positive, follow CDC's full isolation recommendations.
  - If your results are negative, you can end your isolation.
- Recommending that if you test positive for COVID-19, you stay home for at least 5 days and isolate from others in your home. You are likely most infectious during these first 5 days. Wear a high-quality mask when you must be around others at home and in public.
  - If after 5 days you are fever-free for 24 hours without the use of medication, and your symptoms are improving, or you never had symptoms, you may end isolation after day 5.
  - Regardless of when you end isolation, avoid being around people who are more likely to get very sick from COVID-19 until at least day 11.
  - You should wear a high-quality mask through day 10.
- Recommending that if you had [moderate illness](#) (if you experienced shortness of breath or had difficulty breathing) or [severe illness](#) (you were hospitalized) due to COVID-19 or you have a weakened immune system, you need to isolate through day 10.
- Recommending that if you had [severe illness](#) or have a weakened immune system, consult your doctor before ending isolation. Ending isolation without a viral test may not be an option for you. If you are unsure if your symptoms are moderate or severe or if you have a weakened immune system, talk to a healthcare provider for further guidance.
- Clarifying that after you have ended isolation, if your COVID-19 symptoms worsen, restart your isolation at day 0. Talk to a healthcare provider if you have questions about your symptoms or when to end isolation.
- Recommending screening testing of asymptomatic people without known exposures will no longer be recommended in most community settings.
- Emphasizing that physical distance is just one component of how to protect yourself and others. It is important to consider the risk in a particular setting, including local COVID-19 Community Levels and the important role of ventilation, when assessing the need to maintain physical distance.

Rapid tests are available for employees through their academic college, Human Resources or Public Safety. If departments need more tests, please contact Public Safety.

If an employee becomes ill they should utilize their accumulated sick leave, or if experiencing minor symptoms, work with their supervisor to explore the possibility of working from home. Urgent campus information is sent through the [Campus Alert System](#). If you haven't already, please sign up for Campus Alerts. Family members are also welcome to sign-up.

*Submitted by Melissa Hart on 2022-10-11*

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### **TIMESHEETS DUE FRIDAY BY 9AM**

**TIMESHEETS MUST BE SUBMITTED ON SNAP BY: FRIDAY, OCTOBER 21, 2022 at 9:00 AM MT**  
**Please note, missed timesheet submissions or approvals will cause a delay in pay so be mindful of the deadline!**

Hourly employees and student workers should always record all actual hours worked. **There are 176 total hours in this current pay period, including 8 hours of Holiday pay for 10/10/2022 for full-time employees.**

**CURRENT PAY PERIOD: 9/22/2022 through 10/21/2022**

**SUPERVISORS** - all timesheets must be approved BY 2pm FRIDAY 10/21 as processes start that afternoon. **Before approving any timesheets please check the leave request systems for outstanding leave requests.** Once the leave is approved the timesheet should be updated with the appropriate leave and approved for processing. Please note, if the timesheet approval deadline is missed, your employee(s) will experience a delay in receiving a paycheck.

**EMPLOYEES** - please make sure your timesheet has been submitted and approved by your supervisor prior to 2:00 pm on Friday, October 21.

*Submitted by Melissa Hart on 2022-10-12*

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### **TEDDY ROOSEVELT'S 164TH BIRTHDAY CELEBRATION - FUNDRAISER FOR BHSU HISTORY AND POLITICAL SCIENCE SCHOLARSHIPS**

Please make plans to join us Thursday October 27th at 6:00 P.M. to raise money for student scholarships at BHSU.

Special Guest Joe Wiegand, an impersonator who has portrayed U.S. President Theodore Roosevelt in all fifty U.S. States, will be joined by Dr. David Wolff for this fun filled evening. Dinner of prime rib, shrimp scampi and carrot cake will be provided by Cheyenne Crossing. Tickets are \$100 per person with all proceeds benefitting Political Science and History Scholarships at BHSU.

Purchase your tickets online today at [www.bhsufoundation.org](http://www.bhsufoundation.org)

Event will be held at the Roundhouse Restaurant - 106 Glendale Drive Lead, SD 57754

*Submitted by Steve Meeker on 2022-10-12*

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### **PUBIC SERVICE ANNOUNCEMENT: FREE STORE DONATIONS!**

**With the opening of the Free Store, we have received many questions about donations. We are accepting donations, please stop by with your donations between 10-11am or 1-4pm on Monday, Wednesday, or Friday!**

We are primarily looking for:

- School supplies
- Kitchen/dorm supplies
- Decorations

Thank you for all the support during our first week!

Questions? Contact Lorraine Coronato at [Lorraine.Coronato@yellowjackets.bhsu.edu](mailto:Lorraine.Coronato@yellowjackets.bhsu.edu)

*Persons with disabilities requesting accommodations please call (605)642-6244 or email [Deborah.Liddick@BHSU.edu](mailto:Deborah.Liddick@BHSU.edu).*

*Submitted by Debbie Liddick on 2022-10-12*

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Please share these with students!

Check out these awesome opportunities!

- #6812191 Accounting Assistant at South Dakota State Government
- #7012424 Soil Testing Program Research Assistant
- #7047299 Special Education Teacher, Cheyenne Eagle Butte School
- #6965646 SD Legislature Internship
- #6850645 Graphic Design Internship (Baseball)

*Submitted by Career Development on 2022-10-12*

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Hello, colleagues!

We are looking for speakers for spring semester. This is an opportunity for you to introduce the Geek Speak community to a passion project of yours, a cool niche in your discipline, or to host a panel discussion or hands-on workshop. Whatever you geek out about, we're here for it.

Geek Speaks are hosted on Mondays at 4:00 p.m. in Jonas 110. To volunteer, please contact [Courtney.HuseWika@BHSU.edu](mailto:Courtney.HuseWika@BHSU.edu).

*Submitted Courtney A Huse-Wika on 2022-10-13*

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## **FACULTY & STAFF HEADSHOT DAY**

Do you need your photo taken for the university website or would like to update your current one? We will be hosting two faculty and staff headshot days next week! Stop by the photography studio in the basement of the library (use the external access door at the back of the library) on Monday, October 24 from 9 a.m. - noon or on Wednesday, October 26 from 3-5 p.m.

*Submitted by Scott Lemon on 2022-10-17*

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## **SEND-A-THANKS WEEKLY RECIPIENTS**

The Send-a-Thanks platform was developed for employees to be able to send a special thank you, or kudos, to one of their colleagues across campus. Employees who receive a send-a-thanks are entered in to a monthly drawing for either a Bookstore gift card or a mug and gift card courtesy of Einstein's.

We would like to give a shout out to the recipients each week. Last week's recipients were:

- Brian Eberhard
- Melissa Hart
- Kathy Johnson
- Steve Meeker
- Justin Nauta
- Samantha Smith

If you would like to send a special recognition to someone please click the quick link on the main e-Update email.

Thank you all for everything you do!

*Submitted by Melissa Hart on 2022-10-17*

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### CHECK OUT THESE OPENINGS ON HANDSHAKE!

Please share these awesome job and internship opportunities with students!

- #6935918 Assistant National Bank Examiner
- #7045393 Certified Pharmacy Technician
- #7088137 Wildlife Biologist
- #6715182 Student HR Assistant
- #6900868 SEDC Internship: Children First Childcare Provider

Any questions, comments, or concerns? Contact: [Careers@BHSU.edu](mailto:Careers@BHSU.edu) or 605.642.6269

*Submitted by Career Development on 2022-10-17*

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### ANNUAL EVALUATIONS - PEOPLEADMIN

All annual evaluations for CSA and NFE will now be completed through the Performance Evaluation function within the PeopleAdmin system. All regental institutions have moved to this new method for evaluations. This will make the process more efficient as the job duties from the staff Position Descriptions will automatically pull into the actual review, making it easier to provide feedback on current job duties. Supervisors and employees will each receive an email from [hr@sdbor.edu](mailto:hr@sdbor.edu) notifying them when they have Performance Management Action Items due. The steps in the process are:

Step #1 supervisor creates the plan

Step #2 employee acknowledges the plan

Step #3 supervisor completes the evaluation

Step #4 HR reviews

Step #5 supervisor and employee meet to discuss the review

Step #6 employee acknowledges the evaluation

The review period covers January through December for both CSA and NFE. Step #1 owners should receive the action item email by October 25 at the latest. Each step has a due date which will be listed in the email, as well as within the PeopleAdmin portal. Instructions on how to navigate through the system can be found at the following link:

[PeopleAdmin Perf Management Supervisor Guide.pdf](#)

If you have any questions please contact Human Resources at 642-6549.

*Submitted by Melissa Hart on 2022-10-18*

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**ARE YOUR FILES SAFE FROM ACCIDENTAL DELETION, HARD DRIVE FAILURES, AND RANSOMWARE?**

Several departments on campus utilize Druva backup software to back up files on their university-issued devices. Druva backups help protect our devices from data loss through accidental deletion, hard disk failures, and data encryption that happens through ransomware. If your files are important to you and your department, consider requesting a Druva license from Network & Computer Services. Druva costs \$78/year, where data loss from accidental deletion, hard drive failures, or ransomware can cost the university thousands of dollars in financial loss and reputation damage. Contact [BHSUhelpdesk@BHSU.edu](mailto:BHSUhelpdesk@BHSU.edu) for more information on how you or your department can get Druva.

*Submitted by Garrett Stevens on 2022-10-18*

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### **BHRC MENSTRUAL PRODUCT AND DIAPER DRIVE**

The BHSU-RC Human Services and Sociology Collective (HSSC) is doing a menstrual product and diaper drive. Between Oct. 24 and 27, please bring to campus unused (but not necessarily unopened boxes or bags) menstrual supplies and diapers. All items gathered will benefit our student population and local community. Dates and drop-off locations are below. **October 24<sup>th</sup>** (Monday) through **October 27<sup>th</sup>** (Thursday) there will be various drop boxes to donate your items.

**Donation box locations:**

Main office (room 114)  
Atrium (table/box)  
Veteran Center (box)  
Room 113 - classroom next to office

**Items Needed:**

Menstrual products (pads, tampons, etc.)  
Diapers (all sizes)

*Submitted by Lesleigh Owen on 2022-10-18*

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### **CALL FOR HONORS COLLOQUIA PROPOSALS**

The University Honors Program offers colloquia every semester as part of the Honors curriculum. Colloquia are unique 3 credit courses that are a key element of the Honors Program. Colloquia allow faculty and students to explore ideas outside of normal course offerings and are often interdisciplinary in nature. Colloquia are available to all students in the Honors Program and should not have any prerequisites.

Faculty are invited to propose a course topic for an Honors Colloquium for Fall 2023, Spring 2024, Fall 2024, or Spring 2025. Both individual- and team-taught colloquium proposals are highly encouraged. Please reach out with any questions, or submit a title and a short description of the course topic to [Katrina.Jensen@bhsu.edu](mailto:Katrina.Jensen@bhsu.edu).

*Submitted by Katrina Jensen on 2022-10-20*

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### **SEND-A-THANKS WEEKLY RECIPIENTS**

The Send-a-Thanks platform was developed for employees to be able to send a special thank you, or kudos, to one of their colleagues across campus. Employees who receive a send-a-thanks are entered in to a monthly drawing for either a Bookstore gift card or a mug and gift card courtesy of Einstein's.

We would like to give a shout out to the recipients each week. Last week's recipients were:

- John Allred
- Gary Callies
- Ryan Delzer
- Cassie Maser
- Ruth Moore
- Garrett Stevens

If you would like to send a special recognition to someone please click the quick link on the main e-Update email.

Thank you all for everything you do!

*Submitted by Melissa Hart on 2022-10-24*

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## **GEEK SPEAK: TRICK-OR-TREATING, JACK-O-LANTERNS, AND FEEDING THE DEAD: HOW THE ANCIENT ROOTS OF HALLOWEEN CONNECT TO PRESENT DAY:**

Join us for Geek Speak, hosted by the Univeristy Honors Program. These lectures are for the curious, the enthusiastic, and the inquisitive: come geek out with us.

**Mondays at 4:00 p.m. in Jonas 110**

(note: see room location for November 14)

- **October 31: Laura Colmenero Chilberg**

*Trick-or-Treating, Jack-o-Lanterns, and Feeding the Dead: How the Ancient Roots of Halloween Connect to Present Day:* Halloween! Costumes, trick-or-treating, candy corn, ghosts, and vampires! We are all familiar with our present-day Halloween practices, but where did this spooky holiday originate? In this Geek Speak, we will discover the ancient roots of this favorite holiday and follow its wandering path to present day. Come ready to peak behind the veil of Halloween!

- **November 14: Professor Michael Baum NOTE: HELD IN WOODBURN 308**

*The Art of the Printing Press with Demonstration:* So just what is printmaking? Who is Johannes Gutenberg? Learn how traditional printmaking and the printing press heralded the rise of mass circulation of print media and brought about a revolution in modern art aesthetics. Join us in geeking out about historic and contemporary printmaking ideas.

- **November 28: Thomas Weyant**

*We Wish You a Sixties Christmas: Politics and Culture in Sixties Christmas Specials:* Many of the Christmas specials created between 1964 and 1970 have become "classics," viewed annually by millions of Americans who have forgotten the cultural world that informed these specials. The talk will discuss several Sixties animated television Christmas specials (like *Rudolph the Red-Nosed Reindeer*, *A Charlie Brown Christmas*, and *Santa Claus is Comin' To Town*) as cultural artifacts, which historians can use to better understand the time, place, and culture in which they were constructed.

*Submitted by Dr. Courtney Huse Wika on 2022-10-24*

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### **EARLY ADOPTERS NEEDED FOR NEW SIGN-IN SERVICE**

BHSU is transitioning to a new system for Single Sign On (SSO) applications, most notably Microsoft 365. Currently, we utilize a system that is housed in our datacenter, and we are migrating to a more efficient and secure service that is hosted by Microsoft. Network and Computer Services (NCS) is looking for early adopters to switch over to using the new sign-in service. NCS staff have already been utilizing the new system for several months and have not had any major impacts and the process is very similar to our current experience. The visible differences are there is a new background picture and the Duo Prompt has a more modern look. If you are interested, please email Ryan at [Ryan.Delzer@BHSU.edu](mailto:Ryan.Delzer@BHSU.edu). Thank you!

*Submitted by Ryan Delzer on 2022-10-24*

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### **CHECK OUT THESE OPENINGS ON HANDSHAKE!**

Please share these with students!

Check out these awesome opportunities!

- #7076527 Communications Strategist - Public Safety and Health
- #6893736 Audit Associate
- #6908169 Remote State Government Relations Manager
- #6590240 Residential Youth Counselor
- #6686062 Winery & Brewery Head Chef

Contact: [Careers@BHSU.edu](mailto:Careers@BHSU.edu) or 605.642.6269

*Submitted by Career Development on 2022-10-24*

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### **OCTOBER TRIO STUDENT OF THE MONTH**

**October TRIO Student of the Month is Jacob Jones!** Jacob Jones is from Conway, South Carolina and is pursuing a degree in History. Jacob chose this major because he loves learning about ancient history and the different cultures around the world. One of Jacob's biggest challenges has been taking on new roles, especially in leadership. As a matter of fact, one of Jacob's personal achievements is taking on the role of leader for the Jacket Journal. Jacob shares that he "never thought [he] would even be part of the newspaper, let alone be running it." On top of that, he has also worked for Newscenter1 in Rapid City. When prompted on why he decided to apply to the SSS program, Jacob answered that as a new student that had moved from across the country, he needed guidance and support. In addition, Jacob shares that without the help and support of his advisor, Ashley, he wouldn't be where he is today. The services he has utilized through SSS has been for the most part the advising service, but he has also used Math tutoring. Ashley shares that "Jacob has really transformed himself over the last four years. He was excited to be in college but wasn't sure about school or what he

was going to be doing for a career. Fast forward to today he has decided on a major, is excelling in it. He has also found his calling working at the local news station this summer and leading the Jacket Journal. The leader in him has come out as he helped as a Peer Mentor and in the International Affairs office. We are so proud of all your hard work. Keep striving for greatness Jacob. Congratulations on being Octobers Student of the Month.” After graduating, Jacob hopes to work in the media, more specifically in Journalism, to tell stories through a historical perspective. Finally, Jacob reflects that BHSU has taught him how to critically think and to never give up. He shares that BHSU has made him a better and smarter person and truly believes that the best professors in country are at BHSU. Congrats Jacob!

*Submitted by Ashley Kirchner on 2022-10-24*

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### **COMPOSER/PIANIST PHILIP DANIELS TO PERFORM LIVE AT THE MATTHEWS**

Join us at the Matthews Opera House & Arts Center on Friday, October 28 at 7:30 pm at the Matthews Opera House & Arts Center for an evening of live music with pianist and composer Philip Daniel! For ticket information, contact the Matthews at 605-642-7973 or visit [matthewsopera.com](http://matthewsopera.com)

From Lincoln, Nebraska, Daniel did his graduate work at the UMKC Conservatory in Piano Performance and his undergraduate studies at Hastings College, where he earned a Bachelor’s in Piano Performance and Piano Pedagogy.

During his undergraduate years, Philip discovered a passion for creating his own music. He was heavily inspired by contemporary classical composers such as Olafur Arnalds, Nils Frahm, Philip Glass, Max Richter and more by their ability to transmit powerful emotions through simplistic, minimalistic sound while each possessing their own unique “voice” in a non-cliche manner. He aims to follow in these musician’s footsteps by blending aspects of classical music, minimalism, cinematic qualities, and more. He seeks to appeal to the seasoned, trained musician as well as the normal, non-musically inclined listener in a way that can impact both.

Philip has released 6 studio albums as follows 1. Gradient (2017) 2. This Tree is Made for Climbing (2018) 3. Between Us (2019) 4. Re: Gradient (2019) 5. BLOMMA (2020) and 6. When Softness Lifted Us (2021) as well as several EP’s. He continues to compose/record solo artistic projects yet is venturing into the film scoring and music licensing world. His music is featured by several licensing companies and has been used countless times in film. This last year has also seen him begin to custom compose soundtracks for films as well as dance collaborations. His sole purpose as a composer is to create music that’s primary goal is to convey unequivocal emotion and to make people truly “feel.” Philip believes that music has a unique ability to cause change in the world through this personal connection to individual listeners and aims to be a small part in positively impacting his community through his music.

Philip currently resides in Lincoln, Nebraska with his wife and dog working in his home studio.

*Submitted by Joanna Mechaley on 2022-10-24*

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**UNMASKED: A HALLOWEEN DRAWING PARTY AT THE MATTHEWS OPERA HOUSE THEATER!**



UNMASKED is a fun Halloween-themed art party for adults! Grab your drawing supplies and come dressed in costume or as yourself, and join us on Halloween night for art, music, prizes, and more! On Monday, 10/31 from 6:00PM-8:00PM, we will be drawing from live, costumed models in a historic theater atmosphere! This is a FREE event sponsored by the BHSU Art Club! Models from BHSU Art Club will sport their Halloween best, creating a variety of dramatic vignettes and challenging *you* to capture the spirit of their spooky poses.

BHSU Art Professor Desy Schoenewies will provide drawing demos and give away prizes at the end of the evening. Limited drawing materials will be available for use-participants are encouraged to bring their own art supplies. No experience is necessary to participate in this event. Artists of *all* abilities-from curious beginners to students and professionals-are encouraged to participate.

This event will feature music and refreshments. This event is for 18 and up. Costumes are optional but encouraged for all participants. At the end of the evening, we'll have a costume contest! This event is free, but a free-will donation is suggested. All donations received help to support free programming at the Matthews, which includes this and other artist workshops. Where: Matthews Opera House main theater on the second level- enter through the gallery or the doors off main street!

When: 6:00PM-8:00PM Monday 10/31/22

For more information: <https://www.matthewsopera.com/event/unmasked-artists-workshop/>

*Submitted by Desy Schoenewies on 2022-10-24*

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## **ART AT BHSU CALL FOR ENTRY**

Calling all creative people! Please participate in our BHSU group exhibition, *Art at BHSU!*

This exciting upcoming exhibition will celebrate the creativity of ANY BHSU student, staff, and faculty across our campus. Whatever your academic discipline might be, you are welcome to enter this FREE exhibition simply by dropping off your display-ready artwork to the Matthews during the week of November 7th-12th, 2022! No fee to enter and open to anyone at BHSU! An opening reception will take place on Friday, November 18th from 5:00PM to 7:00PM. The exhibition will run through January 6th, 2023. Please consider entering 1-2 works of art for this exhibit! Works for sale (HIGHLY recommended!) will receive 78% compensation if sold, with the remaining 22% supporting gallery and art education programming at the Matthews. We welcome painting, drawing, photography, printmaking, three-dimensional work, fiber works, graphic design, etc. Two-dimensional work must be either self-supported with a rigid frame (such as a stretched canvas with at least 1.5" width) or under plexiglass with a mat and frame. All two-dimensional work must have a wire secured on the back of the frame with metal D-hooks or eyelets for hanging (no clawtooth hangers, string, tape, or other unsupportive hanging material allowed).

### **IMPORTANT EXHIBITION DATES:**

Drop-off of artwork at the Matthews Opera House/Spearfish Art Center: November 7-12th  
During business hours

Opening reception for *Art at BHSU*: Friday, November 18th from 5:00PM to 7:00PM at the Matthews' Gallery

Pick-up of artwork at the Matthews Gallery: January 9-14th 2023 (first week of classes of spring semester) during business hours.

If you have questions regarding this exhibition or submitting artwork, please contact Desy Schoenewies at [desy.schoenewies@bhsu.edu](mailto:desy.schoenewies@bhsu.edu).

*Submitted by Desy Schoenewies on 2022-10-24*

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### **PLEASE SUBMIT JACKETHUB WITHDRAWAL REPORT BY THURSDAY**

REMINDER: Wednesday (10.26) at 11 PM is the last moment to complete your JacketHub withdraw report. **Please take a moment to complete the report.**

The sole purpose of this survey is to identify students who are on track to fail their courses. **Your work assists SSC advisors in efforts to salvage GPAs, amend future schedules, and re-work grad plans to help students overcome current difficulties and create the best future outcomes possible.** *Please include a comment on every student you flag, which helps advisors have a productive discussion with the student.*

*A few things to know about this report:*

1. This report is different from reporting of deficiency grades, which are requested through the registrar's office. This report speaks via email directly to students and their advisor.
2. Raise a withdraw alert only on students who are failing the course or are likely to fail. If a student can do something to salvage their grade, please indicate so in the comments. If not, please also indicate that.
3. To access the report, sign in to JacketHub, change your role (beside your name) to faculty, and click on the awaiting report at the top.
4. Remember, grad students, students from other universities, and dual credit students whose home university is not BHSU will not show up on the report.

Please contact Janette Hettick-Waltz if you have questions. **The Student Success Center sincerely appreciates your time and effort in submitting this information. Thank you for your partnership!**

*Submitted by Janette Hettick on 2022-10-24*

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### **TAKE THE BHSU-RC FOOD PANTRY SURVEY!**

I want to hear from you regarding the BHSU-RC Food Pantry. Didn't know it existed? Grabbed a snack once or twice? Occasionally snag dinner for the family? What are your thoughts and experiences? Please [click here](#) to help us understand the effects of the food pantry and make it even better. Thanks so much!

*Submitted by Lesleigh Owen on 2022-10-25*

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### **SAVE THE DATES FOR UPCOMING BHSU TOWN HALLS**

Please mark your calendars for our next Town Hall Meeting on **Wednesday, November 30 from 3:30 - 5:00 p.m. in Club Buzz**. The November session will provide the annual report on the Strategic Enrollment Plan and Title III Grant. An update on the University Strategic Plan will also be given.

During the Spring 2023 semester, we will have a Town Hall Meeting on January 25 and another in March. The March date is yet to be determined.

*Submitted by Maegan Detlefs on 2022-10-25*

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#### **SOUTH DAKOTA LIUTENANT GOVERNOR LARRY RHODEN ON CAMPUS THIS THURSDAY**

Lieutenant Governor, Larry Rhoden, will be in the Student Union this Thursday from 12:00pm-1:00pm to meet with BHSU Students and Faculty.

*Submitted by Madison Russell on 2022-10-25*

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#### **DROP-WITHDRAWAL DEADLINE NOVEMBER 4**

**Friday, November 4** is the last day for students to drop a full-semester length class. A "WD" grade will post to the student's transcript. There is no tuition credit for dropping a class at this point in the semester. Students are allowed a maximum of 6 "WD" grades on their transcript. They can drop/WD a course through MyBHSU/SNAP Registration. Or, send an e-mail to [johanna.best@bhsu.edu](mailto:johanna.best@bhsu.edu) to have the drop entered by the Registrar's Office. Friday, November 4 is also the last day to, completely, withdraw from BHSU for the semester. Students needing to withdraw must contact the Registrar's Office, by e-mail or in-person by November 4. SNAP Registration will not allow a student to completely withdraw online. The withdrawal date is determined by the last date on which the student participated in all classes. Depending on that date, they may still be eligible for a pro-rated tuition credit.

If you have a student in your class that is not going to pass, please encourage them to drop the class. Withdraw grades do not affect GPA or ability to return to school. If you have any questions, please e-mail [johanna.best@bhsu.edu](mailto:johanna.best@bhsu.edu) or call (605) 642-6044.

**\*\*If there is a student on your class roster that has not participated, online or in-person, in 4 or more weeks, please send an e-mail to [johanna.best@bhsu.edu](mailto:johanna.best@bhsu.edu). Doing this will help us identify students who may have dropped out without notifying the school. Please provide the last date of physical attendance or date of last online assignment submission (including discussion posts).**

**ADMIN NOTE: PLEASE POST THIS ANNOUNCEMENT TODAY THROUGH NOVEMBER 4.**

*Submitted by Johanna Best on 2022-10-26*

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#### **LIBRARY HOURS**

For the remainder of this Fall Semester, the Circulation Desk will maintain the same hours in the library as we did in the JLR:

Monday - Thursday - 7:30am - 9pm

Friday - 7:30am - 5pm

Saturday - Sunday - 2pm-6pm

As always, see our website for upcoming and holiday hours: <https://library.bhsu.edu>

*Submitted by Aaron Bauerly on 2022-10-26*

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### **WORKSHOP: THE ACTIVE LECTURE**

The Active Lecture - How to create active learning in a lecture classroom and why it's worth doing

Tuesday, Nov 15, 3:30-4:40pm, JA 202. RSVP here: <https://bit.ly/3gztlCj>

Lectures are useful teaching tools, but we know they can limit student engagement and (especially) active participation. Join the **Center for Faculty Innovation** to explore the benefits of active learning in lecture settings, uncover a few ways to increase active participation, and explore possibilities for your classrooms. Hosted by Abby Domagall and Nick Van Kley.

The session will demonstrate some features of a popular presentation platform Mentimeter, but we will also discuss low-tech ways to foster engagement and introduce other lecture-engagement tools. If you're curious about how to increase participation in lectures, this is a workshop for you. If you are already passionate about fostering broad or creative participation in lecture settings, please bring those ideas to the workshop. We'll invite you to share them and give you a few new tools.

*Submitted by Nick Van Kley on 2022-10-26*

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### **OPERATION RAIDER HOLIDAY CHEER DONATIONS**

Ellsworth Air Force Base is in need of your help to bring holiday joy to the 800+ Airmen in the dorms, some of whom are away from home for the first time or can't be with family/friends during this holiday season. This is a collective effort for the base as well as community partners, companies, and private organizations. We are asking for help from the BHSU community to donate boxes of candy canes to this project - our goal to collect is 66 boxes! There will be collection boxes in the Vet Centers on main campus and the Rapid City Campus as well. The deadline for collection is November 30<sup>th</sup>

*Submitted by Greg Krajewski on 2022-10-27*

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### **DON SMITH, SOUTH DAKOTA'S DOOLITTLE RAID PILOT**

Join Paul Higbee to learn about Belle Fourche aviator Don Smith who died 80 years ago, in November of 1942. Smith flew prototype flights for the B-25 bomber in 1941, then piloted the

finished plane into combat as part of the famous Doolittle Raid in April 1942. Don survived the Raid but not World War II. He left behind a great set of letters upon which much of Higbee's research is based.

Veterans in attendance will be recognized. Admission is free, with a reception following the talk.

The presentation takes place on Nov. 9, 2022, at 3 p.m. in the Joy Center. Sponsored by the Leland D. Case Library for Western Historical Studies.

*Submitted by Lori Terrill on 2022-10-31*

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### **SEND-A-THANKS WEEKLY RECIPIENTS**

The Send-a-Thanks platform was developed for employees to be able to send a special thank you, or kudos, to one of their colleagues across campus. Employees who receive a send-a-thanks are entered in to a monthly drawing for either a Bookstore gift card or a mug and gift card courtesy of Einstein's.

We would like to give a shout out to the recipients each week. Last week's recipients were:

- Donnie Keifert

If you would like to send a special recognition to someone please click the quick link on the main e-Update email.

Thank you all for everything you do!

*Submitted by Melissa Hart on 2022-10-31*

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### **FREE STORE DONATIONS NEEDED!**

Each month, the Free Store will have an "Item of the Month" that is needed. And for each "item of the month" donated, you will get one entry into our mystery monthly prize!

November: Item of the Month

- Winter clothing
  - Coats, hats, gloves, anything winter!

With the cold weather coming in, we wanted to be sure that all BHSU students are adequately prepared. Let's make a difference!

Questions? Contact Lorraine Coronato at [Lorraine.Coronato@yellowjackets.bhsu.edu](mailto:Lorraine.Coronato@yellowjackets.bhsu.edu)

*Submitted by Debbie Liddick on 2022-10-31*

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### **SAVE YOUR CANDY WRAPPERS!**

Go GREEN for the Fall holiday season. Start this holiday season with some sustainable habits! Remember to reduce, reuse, and recycle from gift-wrapping, decorations, costumes, and treats.

- Save your candy wrappers, we are able to recycle candy wrappers into doggy bags for the animal shelters. Please your wrappers in our "Trick or Trash" recycling boxes

located in Facilities Services and in the Resident Halls. Boxes will be available through Jan 1, 2023.

- Buy locally! Support local farms and businesses from pumpkins and apples to costumes and decorations. Check the back of your closets, thrift stores, and our Free store for unique costumes instead of purchasing a new one.
- Purchase palm oil-free candy and save tigers, orangutans, and other rainforest animals. Roughly, 300 football fields of wildlife habitat are destroyed each hour for palm oil. Palm oil is found in about 50% of packaged food and candy and other products we use daily like soap and toothpaste. Palm oil-free candies include Hershey's, Reece's, Skittles, Jolly Ranchers, and more.

*Submitted by Debbie Liddick on 2022-10-31*

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### **BHSU/SPEARFISH TESTING CENTER & OFFICE OF DISABILITY SERVICES - MOVE & NEW LOCATIONS**

We are moving to our new location: **Thursday, 11/3 & Friday, 11/4/2022.**

*\*Please note: We are expected to be fully back in business beginning Monday, November 7<sup>th</sup>, 2022. We will be certain to accommodate BHSU students throughout the move process... when the necessary needs arise.*

#### **New locations:**

##### **BHSU/Spearfish Testing Center:**

E.Y. Berry Library-Learning Center,  
Black Hills State University-Spearfish Campus,  
Second Floor, Room #242

##### **Office of Disability Services:**

E.Y. Berry Library-Learning Center,  
Black Hills State University-Spearfish Campus,  
Second Floor, Room #241

*Submitted by Jennifer Lucero on 2022-10-31*

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### **CHECK OUT THESE OPPORTUNITIES ON HANDSHAKE!**

Please sharing these awesome opportunities on Handshake with students!

- #7108758 Licensed Practical Nurse at City of Sioux Falls
- #7056003 Correctional Officer
- #6812854 Intermittent Animal Care (Free Room and Board)
- #7014004 Traffic Coordinator
- #6382940 Waitress, Bartender, Cook, Dishwasher, Clerk -Hillside Resort

Contact: [Careers@BHSU.edu](mailto:Careers@BHSU.edu) or 605.642.6269

*Submitted by Career Development on 2022-10-31*

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**THE ART OF MINGLING! (NETWORKING AND INTERVIEWING)**

Please share this event with students!

The Art of Mingling: Networking and Interviewing

Monday, November 7, 2022 9:00am - 10:00am & Tuesday, November 8, 2022 4:00pm - 5:00pm

Where: President's Conference Room

For more information or for persons with disabilities requesting accommodations for this event, Please contact Jin Kim at 605.642.6269 or [Careers@BHSU.edu](mailto:Careers@BHSU.edu) at least 48 hours prior to the start of the event.

*Submitted by Career Development on 2022-10-31*

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