



BLACK HILLS  
STATE UNIVERSITY

# TOWN HALL MEETING

MARCH 22, 2023



BLACK HILLS  
STATE UNIVERSITY

# UNITED WAY PRESENTATION

Kerry Lassaux



BLACK HILLS  
STATE UNIVERSITY

# STUDENT & STUDENT ORGANIZATION RECOGNITION

Samantha Smith

Dr. Jane Klug

Jessie Gramm

# STUDENT RECOGNITION: BHSU-RAPID CITY

Sophomore  
Applied Health  
Science

NATALIE BASSETT

Freshman  
Human Services

JOSIE NEUMILLER



# BOR AWARD FOR ACADEMIC EXCELLENCE

## PSYCHOLOGY CLUB

- Grocery Bag Bingo
- Food Drive
- Take Back the Night Sexual Assault Awareness Program
- Single Bingo for Valentine's Day
- Guest Speakers at Weekly Meetings
- Graduate School Panel
- Valentine's for Senior Citizens
- Resume and Graduate School Application Review
- Program Collaborations with PRIDE, RHA and Artemis House

# BOR AWARD FOR COMMUNITY SERVICE

## CAMPUS ACTIVITIES BOARD (CAB)

- First Day of School Pool Party at the Rec Center
- Applebee's Fundraiser
- CAB Rake-a-Thon
- Wish to Remember
- Duck Race
- CASH CAB Trivia, Tailgate Brunch, Mentalist Craig Karges, Spirit Face Painting at Volleyball, Social Media Costume Contest, Hypnotist Noah Sonie, Life Size Game Night, Build a Bear, Outdoor Movie, Nerdology Trivia Game Show, Casino Night, Cookie Decorating and Pizza Social

# BOR AWARD FOR ORGANIZATIONAL LEADERSHIP

## HONORS CLUB

- Tie Dye
- Explore Spearfish with Future Teachers Assoc & Global Jackets
- Study Nights every Wednesday
- Honors Information Session for Freshmen
- Game Night
- Halloween Movie Night
- Capstone Info Night
- Organization Fairs
- Trivia Night
- Sip-n-Paint
- BHASU Advising Day



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# HLC PREPARATION FOR VISIT APRIL 17<sup>TH</sup> & 18<sup>TH</sup>

Dr. Amy Fuqua



# HLC ACCREDITATION: TEN-YEAR REVIEW

- Write, Revise, Report Evidence, 35,000 Words and Evidence | HLC Team  
Kathy, Rich, John, Amy
- Read and Comment | Provost and President
- Revise and Edit | HLC Team
- Proofread | Thanks Matt Bauman!
- Submit | March 20
- Prepare for Site Visit. WE ARE HERE.
- Host Peer Review Team | April 17<sup>th</sup>-18<sup>th</sup>
- Receive and Respond to Report

# MEET THE HLC TEAM



HIGHER LEARNING COMMISSION

CHAIR

Michael R. Wilds  
Professor & HLC Admin Liaison Officer  
Northeastern State University  
Tahlequah, Oklahoma

REVIEWER

Laura M. Finch  
Professor, Faculty Fellow Institutional  
Effectiveness, Faculty Fellow Assessment  
St. Cloud University  
St. Cloud, Minnesota

REVIEWER

Lee E. Krehbiel  
Vice Chancellor, Student Affairs and Title IX  
Coordinator  
University of Arkansas-Fort Smith  
Fort Smith, Arkansas

REVIEWER

Joel R. Hyer  
Dean  
Missouri Western State University  
Saint Joseph, Missouri

REVIEWER

Marilyn Buck  
Provost and Professor of Physical Education  
Emeriti  
Ball State University  
Muncie, Indiana

# PREPARING FOR THE HLC SITE VISIT

## Backgrounds of the Five Reviewers:

- Exercise Science
- History
- Ed Leadership
- Criminal Justice and Law
- PE (now admin)

## Prep Work:

- Make campus information update
- Web information updates
- Select and invite participants for meetings
- Provide requested info to HLC

# WHAT YOU CAN DO

1. Make a calendar note to be present April 17-18.
2. Dress code? Call it academic-professional. Not formal but sharp enough. Includes nametags.
3. Respond to meeting requests.
4. Read any preparatory information you receive.
5. Provide accurate and full-but-also-succinct answers to questions from the review team.



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# STRATEGIC PLAN YEAR 1 IMPLEMENTATION BY TEAM LEADERS

Dr. John Allred

Provost Jon Kilpinen

Kathy Johnson/Steve Meeker

Becca Walters

# YEAR 1 IMPLEMENTATION PLAN - GOAL 1

## GOAL STATEMENT

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

## STRATEGIC ACTIONS

- Adjust current workshops to meet students where they are at to increase career readiness for on-campus and off-campus employment
- Offer two (2) Living Learning Communities (LLC).
- Establish a Leadership Certificate Program
- Improve campus safety through a fully staffed Public Safety Office.
- Increase student participation in the NSSE by 1% to the nat'l average to evaluate student satisfaction with activities.

## WHEN

SP23  
FA23  
FA23  
SP23  
SP24

## WHO

Jin Kim  
John Ginther  
Jane Klug  
Kaitlyn Palmer  
Jesse Gramm

## VICTORY

Improved ratings on NSSE evaluations and Residence Life surveys.

## COORDINATOR

John Allred

## TEAM MEMBERS

Alyssa Blake, Kristin Carmichael, Ryan Delzer, John Ginther, Jesse Gramm, Janette Hettick-Waltz, Jin Kim, Ashley Kirchner, Jane Klug, Julie Nelson, Kaitlin Palmer, Taylor Phillips, Brenna Sadowski, Beck

## COLLABORATORS / PARTNERS

Facilities, Human Resources, SELC, Career Development, Student Support Services, Student Success Center, IT, Institutional Research, International Center, Residence Life, Financial Aid, Registrar's Office, Counselling Center, Academic Affairs, Athletics, Admissions

# YEAR 1 IMPLEMENTATION PLAN - GOAL 2

## Goal Statement:

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.

## STRATEGIC ACTIONS

- Launch the Center for Faculty Innovation and hold initial workshops for faculty.
- Fully staff and organize the Student Success Center.
- Begin reviewing curricula related to regional workforce needs.
- Improve collaboration with Marketing & Communication and share more stories of faculty and student work.

## START DATE

Jan. 1, 2023

## END DATE

Dec. 31, 2023

## WHEN

Spr 2023

Spr 2023

F 2024

Spr 2023

## WHO

N. Van Kley

J. Hettick

Deans

J. Kilpinen

## VICTORY

More faculty engagement, stronger student retention, and more visibility of academic stories throughout the region.

## COORDINATOR

Jon Kilpinen

## TEAM MEMBERS

Amy Fuqua, Nick Van Kley, Betsy Silva, Matthew Woodard, Nancy Roberts, Mary Anne Fleury, Abby Domagall, Desy Schoenewies, Matt Bauman, Heather Maier, Urla Marcus, Daluss Siewert, Ben Sayler

## COLLABORATORS / PARTNERS

Communication & Marketing  
Student Success Center

## BUDGET

minimal

# YEAR 1 IMPLEMENTATION PLAN - GOAL 3

## GOAL STATEMENT

Provide a culture of excellence that will ensure pride in the institution and retain employees.

## STRATEGIC ACTIONS

1. Establish a suggestion box and an annual employee survey
2. Establish and communicate a procedure for annual review of position descriptions
3. Create a university onboarding template with regular check-ins for new hires
4. Develop an employee recognition system to provide employees with incentives
5. Develop supervisor training to improve open communication for all employees
6. Work with campus partners to identify new opportunities for employee wellness

## WHEN

Fall 2023

## WHO

1. Obj 4 Comm
2. Cassie Maser
3. Melissa & Dawn
4. Steve Meeker
5. Obj 4 Comm
6. Obj 5 Comm

## VICTORY

Employee feedback will improve our work environment, so employees feel heard and valued, resulting in increased participation in professional development opportunities, campus events, and overall employee wellness and satisfaction.

## COORDINATORS

Kathy Johnson  
Steve Meeker

## TEAM MEMBERS

Kathy Johnson, Steve Meeker, Cynthia Anderson, Samantha Smith, Garrett Stevens, Melissa Hart, Dawn Hunter, Padraic McMeel, Rob Houdek, Nick Drummond

## COLLABORATORS/PARTNERS

BHSU Human Resources  
BOR HR Transformation Committee  
BHSU Behavioral Scientists  
BHSU Foundation



# YEAR 1 IMPLEMENTATION PLAN - GOAL 4

## GOAL STATEMENT

Extend the reach and reputation of the University by employing effective marketing and communication strategies.

## STRATEGIC ACTIONS

1. Work with Fresh Produce on Brand Identity Development
2. Perform website audit
3. Identify next steps with RNL communication audit
4. Form and employ Enrollment Marketing Committee
5. Define plan to effectively communicate faculty/staff stories and accomplishments

## WHEN

1. March-May
2. Ongoing
3. Summer
4. March-Aug.
5. Summer

## WHO

1. M&C
2. Chuck W.
3. M&C/Adm.
4. Maegan D.
5. BW & MD

## VICTORY

Year One strategic actions completed while telling a cohesive, clear, consistent BHSU story

## COORDINATOR

Becca Walters

## TEAM MEMBERS

Becca Walters, Maegan Detlefs, Laurel Boss, Thayer Trenhaile, Tom Wheaton, Skott Chandler, Dave Berberick, Jon Anderson, Carissa Deming, Liz Kinsella, Carissa Hauck, Mike Jastorff, Riley Baker

## COLLABORATORS/PARTNERS

Fresh Produce, Admissions, BHSU faculty



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# LEGISLATIVE UPDATE

President Laurie Nichols

# 2023 LEGISLATIVE REQUESTS BY BOARD OF REGENTS

- Tuition Freeze (Base)  
**FUNDED with 7% salary increase**
- Rising Construction Costs (One-time)
  - Total request \$29 million
  - A portion was included in Governor's recommended budget  
**\$10,000,000 FUNDED**
- Building Preservation (One-time)
  - \$32.6 million request
  - Not included in the Governor's recommended budget  
**\$18,148,600 FUNDED**
- Cyber Security Updates (One-time)
  - included in Governor's recommended budget  
**\$5,106,000 FUNDED**



# 2023 LEGISLATIVE FUNDING APPLIED TO BHSU

- 7% SALARY + HEALTH INSURANCE INCREASE  
APPROXIMATELY **\$1.2 MILLION BASE**
- TO ADDRESS THE DISCREPANCY IN GENERAL FUNDS  
ALLOCATION  
**\$500,000 BASE**
- NATIONAL GUARD 100% TUTION REIMBURSEMENT  
**\$358,859 BASE**
- INCREASE IN UTILITIES  
**\$48,526 BASE**





# 2023 LEGISLATIVE FUNDING APPLIED TO BHSU

- CYBER SECURITY UPGRADES  
• >\$800,000 ONE-TIME
- INFLATION INCREASE FOR BUILDING PROJECT
  - WEST RIVER HEALTH SCIENCE CENTER  
• \$1.5 MILLION ONE-TIME
- BUILDING PRESERVATION
  - WOODBURN AUDITORIUM RENOVATION  
• \$4 MILLION ONE-TIME





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# EVALUATION & SALARY POLICY INCLUDING TIMELINE FOR DISTRIBUTION

Melissa Hart

# PEOPLEADMIN EVALUATION SYSTEM

1. This year the BOR moved all staff annual evaluations to the PeopleAdmin platform.
2. All CSA and NFE were evaluated based on 7 objectives, supervision/management, job duties, and overall.
3. Weighted average scoring utilized for salary policy.

# NFE EVALUATION SCORING

NAME	Communication Skills	Initiative & Flexibility	Cooperation & Teamwork	Customer Service	Professionalism	Accountability	Strategic Goals	Job Duties	Overall Rating	TOTAL SCORE
Employee A	1	1	3	1	3	1	3	1	1	1.30
Employee B	3	3	3	3	3	3	3	3	3	3.00
Employee C	5	3	5	5	3	5	5	3	5	4.20
<b>WEIGHTING</b>	5	5	5	5	5	5	5	30	35	100.00



# SALARY POLICY

1. CSA = 7%
  - a. Increases are across the board for eligible employees
2. NFE and Faculty Pool = 7%
  - a. Employees hired after January 1, 2023 and “emergency hires” will not be eligible for salary policy.
  - b. Market data from CUPA-HR salary survey
3. NFE and Faculty Salary Pool Allocations:
  - a. Market: 30%
  - b. Performance: 60% (50% performance [formula driven] + 10% discretionary distinguished performance)
  - c. Institutional Priorities: 10%

# SALARY POLICY

FTE	FY23 SALARY	CUPA MARKET	CUPA MARKET %	MARKET INCREASE	PERF RATING	PERF INCREASE	PERF DISCR	INST PRIORITIES INC	SUBTOTAL DOLLAR INC	FY24 TOTAL % INCREASE
1.000	\$50,000.00	\$55,000	90.91%	\$685	3.00	\$1,853	\$450	\$250	\$3,238	6.48%
1.000	\$50,000.00	\$37,000	135.14%	\$0	4.20	\$2,594	\$600	\$800	\$3,994	7.99%
1.000	\$50,000.00	\$68,000	73.53%	\$2,465	1.30	\$803			\$3,268	6.54%
	<b>\$150,000.00</b>			<b>\$3,150</b>		<b>\$5,250</b>	<b>\$1,050</b>	<b>\$1,050</b>	<b>\$10,500</b>	

Total Salary Dollars: \$150,000.00  
 Salary Pool Allocation %: 7.00%

7.0% Salary Pool Funds

Available: \$10,500.00

30.00%	\$3,150.00
50.00%	\$5,250.00
10.00%	\$1,050.00
10.00%	\$1,050.00
100.00%	\$10,500.00

# TIMELINE FOR DISTRIBUTION

1. Contracts for NFE and Faculty will be sent between May 10-12 via DocuSign.
2. Salary notices for CSA will go out via email.
3. Conflict of Interest annual disclosures will be sent in August.



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# SUMMER ACTIVITIES

- Special Olympics
  - Camps
  - Academic Events
  - Summer Orientation
  - Downtown Friday Nights
- Samantha Smith/Jin Kim/Nancy Shuck  
Dr. Amy Fuqua  
Dr. John Allred  
Becca Walters



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# SPECIAL OLYMPICS

- Located at BHSU - Donald E. Young Center
- May 18-21, 2023
  - 18<sup>th</sup> Opening Ceremony
  - 19<sup>th</sup> - 21<sup>st</sup> Events
- Volunteer Opportunities



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# CAMPS

Samantha Smith

Jin Kim

Nancy Shuck



# WEST RIVER HEALTH SCIENCE CENTER CAMPS

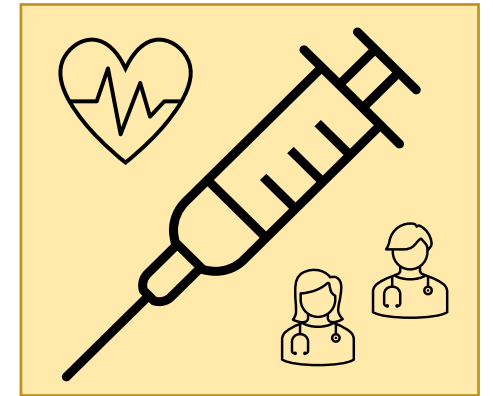
## ❖ 5 Camps

- Give Nursing a Shot! Middle School- Spearfish
- Give Nursing a Shot! High School- Spearfish
- Give Nursing a Shot! Middle School- Rapid City
- Give Nursing a Shot! High School- Rapid City
- Middle School Healthcare Career Explorations

## ❖ 125 Student Capacity

## ❖ \$50 Registration Fee

## ❖ Collaboration with BHSU, SDSU College of Nursing, Monument Health, West River Area Health Education Center, and Black Hills Surgical Hospital



# BHSU OUR DAKOTA DREAMS - SUMMER CAREER EXPLORATION CAMPS

- ❖ 200 incoming 7<sup>th</sup> & 8<sup>th</sup> Graders in South Dakota
  - Camp #1 June 25<sup>th</sup> - June 29<sup>th</sup> (100 Campers)
  - Camp #2 July 9<sup>th</sup> - July 13<sup>th</sup> (100 Campers)
- ❖ 5 Days/4 Nights @ BHSU, Bordeaux Hall - All inclusive of meals, snacks, camper welcome package, & linens
- ❖ Cost: FREE for campers
- ❖ ~18 Career Pathways/Majors to be explored: WDT, SD MINES, & BHSU
- ❖ Camp Visits (Next Slide)



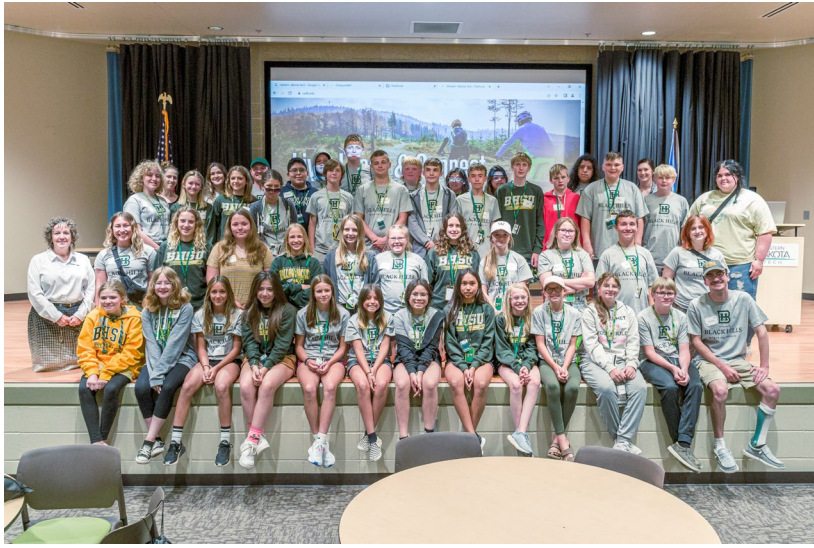
**SOUTH  
DAKOTA  
MINES**



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<https://www.bhsu.edu/About-BHSU/Community/Summer-Camps/Dakota-Dreams>











## AVERAGE SUMMER 50 CAMPS/CONFERENCES

### 18 Sports Camps

- Special Olympics
- FCA
- PGC

### 24 Academic Camps

- Dakota Dreams
- Lakota AI Coding Camp
- SD Bankers Assoc Ag Lending School
- CAMSE Workshops
- SD Symphony Orchestra Lakota Music Project
- Interns – SURF, REU, other Universities' Students
- Geology Capstone Courses – WVU, Kent State, NIU, ISU, UM

### 1 Police Training Workshop

## SUMMER OF 2023 (to date) 24 CAMPS/CONFERENCES

### 13 Sports Camps

- Special Olympics
- SD FCA

### 7 Academic Camps

- SD Bankers Assoc
- Lakota AI Coding Camp
- 2 Dakota Dreams Camps
- 2 Geology Capstone Courses
- SDSO Lakota Music Project

### 2 Work Camps

- SDSU Geologist
- USDA Forest Service

### 1 Police Training Workshop

# SUMMER CAMPS & CONFERENCES

Thank you for past and future assistance!

BH

BHSU has always welcomed summer groups with patience, friendly smiles, quick responses to questions, and cheerful hellos.

BH

Thank you in advance for being friendly, kind, patient, and your normal awesome selves in welcoming our summer groups!



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# ACADEMIC EVENTS

Dr. Amy Fuqua

# THE JOY OF LEARNING



**JUNE**

**22, 23, 29, 30**



*Lectures*

*Performances*

By faculty and  
others known to the  
BHSU community

*Demonstrations*

**This year all presentations are free (donations encouraged)**



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# **SUMMER ORIENTATION**

Dr. John Allred

# NEW STUDENT ORIENTATION

- **NSO Dates**

- Monday, May 22<sup>nd</sup>
  - Friday, June 2<sup>nd</sup>
  - Monday, June 12<sup>th</sup>
  - Tuesday, June 20<sup>th</sup>
  - Monday, July 17<sup>th</sup>
- 
- Opened Registration one month earlier, **180** more sign-ups than point in time last year.
  - **ALL HANDS ON DECK!**
  - Volunteers are very appreciated to make our visitors feel welcome – Retention begins at Orientation
  - Thanks to everyone who helped last year
  - Keep an eye on the eUpdate for coming details





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# **DOWNTOWN FRIDAY NIGHTS**

Becca Walters

# DOWNTOWN FRIDAY NIGHTS

## ❖ Gold Sponsorship

## ❖ Dates

- June 9, 16, 23, 30
- July 7, 14, 21, 28
- Aug. 4 and 25 (11 & 18 rain out dates)

## ❖ Departments

- Admissions | Career Development | TRIO | AIS | Sustainability | Athletics | School of Education | School of Behavioral Sciences

