

# Little Big Horn College



## Annual Report

2022



# MESSAGE FROM THE PRESIDENT



Kahe’,

I am pleased to share with you our 2022 Annual Report. As a Tribal College serving our community and beyond, these last two and a half years, Little Big Horn College had to be nimble. Nimble in the sense that the college had to adjust to the rapid changes needed in dealing with the COVID-19 pandemic!

Little Big Horn College forged forward in providing the best services to its students and community that it could. The college administrators, faculty, staff and students rose to the challenges adapting to the challenges as changes occurred. Through Executive Order lockdowns Reservation wide, closure of the college campus, adjusting to remote work and classes, mandates of wearing masks, and the challenges of vaccination, and of course the loss of family and friends, LBHC persevered. The experiences were not without pain and suffering, however we are still here due to our community drawing closer to each other. Together we share our sorrow, together we found strength and together we moved forward.

LBHC continued to offer classes throughout the pandemic. When the initial lockdowns were announced in March, the college shutdown with only essential workers being on campus to ensure continuation of operations. Spring Break for students occurred during the shutdown, which allowed LBHC time to make adjustments. The days of shutdown was utilized to equip Faculty and Staff to continue working from home remotely. Prior to the pandemic, almost all the LBHC courses were held in-person. It was a steep learning curve for Faculty members to learn and transition to Online Instruction. It was a tough process for Faculty and Students. The transition was slow, and with many glitches. With the trials and errors, we made it through.

I heard once, “never let an emergency go to waste!” The pandemic forced LBHC to seek new ways of providing services to our students and community. We are now able to provide in-person, online, and hybrid courses. Throughout the pandemic, the faculty and staff rallied together to meet the needs of our students. With our experiences, we are moving forward continuing to seek ways to improve services to our students.

We look forward to a brighter future, knowing we are stronger for what we have gone through!

Sincerely,

David Yarlott, Jr., EdD  
Apsaalooke  
Baluxx Xiassash  
President



## Mission Statement

Little Big Horn College offers high quality degrees, certificates and programs for professional, workforce and personal development that brings prosperity and leadership to Crow Country; and preserves, protects and perpetuates the Apsaa'looke language, history and culture.

## Vision Statement

### Our Vision

- Is to make our own future, not wait for it to come to us,
- Is to make a difference, in some one's life,
- Is to leave a footprint, for our children and others to follow,
- Is to provide an opportunity, where there may seem to be none,
- Is to be the college of choice, for our community and beyond,
- Is to be the hub for retention and enhancement of the Apsaalooke Culture and Language,
- Is to be the best that we can possibly be,
- We are...Little Big Horn College

## Accreditation

Little Big Horn College is accredited by the Northwest Commission on Colleges and Universities (NWCCU). Little Big Horn College's initial accreditation was in 1990.

In 2017, NWCCU conducted a full-scale evaluation of Little Big Horn College. NWCCU re-affirmed Little Big Horn College's accreditation. The fall of 2020, LBHC submitted its Mid-Cycle Evaluation Report. The report was accepted as satisfactory.

Little Big Horn College is accredited!

## Academics/Training

Little Big Horn College had to make a sudden and major shift when COVID-19 hit. Courses went from majority of classes being held in-person, to a total remote instruction during COVID. Since then, LBHC offers courses both in-person and online.

LBHC offers two-year Associate of Arts, Associate of Science, Associates of Applied Science Degrees, and one-year Certificate Programs.

In recent years, LBHC developed partnerships with Universities to offer 4-year programs for community members.



A notable partnership was with University of Montana-Western in Dillon, Montana, the local school Districts, specifically Hardin School District, and LBHC, a four-year degree was offered in Early Childhood Education. Community members were able to participate in the program without having to leave home. In the past two years, a total of 18 community members have graduated with a Bachelor's Degree from the UM-Western Early Childhood

Program and become immediately employed with the local School Districts.

## Workforce Development

Little Big Horn College in partnership with Montana State University-Northern in Havre, Montana have developed a 2 + 2 Programs to train Electricians, Plumbers, Carpenters and HVAC. Students participating in the Vocational Training Programs can attend LBHC for two years, and continue to MSU-Northern to earn 4-year programs in those areas.

Due to the high level of training required to become Certified Electrician's and Plumbers, student enrollment is kept at low numbers. This is to ensure quality training, with many one-on-one training with trainers. In these programs, hand's on training is encouraged. As opportunities become available, students become apprentices for a Master Electrician or Master Plumber to gain hours working towards Journeyman status.

LBHC partners with the local Tribal HUD Program in the Electrician and Plumbers programs, reserving a couple of slots in the program for their employees.

This past year, one student completed the Plumbing Program and two students completed the Electricians Program.

### **CDL Program**

Rams Express LLC, a Program developed by LBHC is managed by the Workforce Development Program at LBHC. The Rams Express LLC CDL Program trains students with real life projects. Projects are contracted with local Ranchers/Farmers, Crow Tribal Programs, local organizations in working projects, while training Student Drivers. Projects are the hauling of hay, cattle, dirt, gravel or supporting road construction.



### **Heavy Equipment Program (Highway Construction)**

Little Big Horn College as part of their CDL/Heavy Equipment Program purchased a Heavy Equipment Earth Moving Simulator. The Operator Training Station has six training modules. The six training modules are in; Road Grader, Dozer, Excavator, Front-End Loader, Backhoe and Articulated Dump Truck.

Students that complete the program will have obtained the following credentials; a Class A Commercial Driver's License (CDL) with Tank, Double/Triple endorsements and a Montana Flagger Card. They will also obtain certification from the National Center for Construction Education and Research (NCCER) and an Occupational Safety and Health Administration (OSHA) 10 hour safety Training Card.

# Students

Student Services at Little Big Horn College has been very busy post-COVID. After transitioning instruction to on-line courses due to COVID-19 restrictions, Student Services staff also had the challenges of registering students online. In some ways this was a good thing due to transitioning registration online and utilizing the newest software to get this done for the students.

During the Pandemic, the Student Organizations for safety reasons were suspended. With COVID-19 subsiding somewhat, Student Organizations are slowly reactivating. Student Organizations that were active before the Pandemic were;

- (AIBL) American Indian Business Leaders
- (AIHEC) American Indian Higher Education Consortium
- (AISES)
- Indian Club
- AIHEC Basketball Men
- AIHEC Basketball Women

## Student Spotlight



### **Charlena Blaine**

Each year the American Indian College Fund recognizes a Student of the Year from each Tribal College. This past year Little Big Horn Colleges Student of the Year is Charlena Blaine.

Charlena is a Human Services major, with an Addiction Counseling emphasis. She started and completed the HiSet Program and immediately enrolled at Little Big Horn College. She is working on improving her life, noting that she had life struggles. She is intent on completing her Associates.

### **Virgil McCormick**

Each year the Montana Campus Compact awards Montana Athletes in Service Award from the Montana Colleges. This is an award to College Student Athletes that also participate in Community Service. Little Big Horn College's Montana Athlete in Service of the Year is Virgil McCormick. Virgil is a sophomore who helps with local basketball youth camps and powwows. He spends time as a relay rider, training and galloping race horses to prepare them for Indian relay races.

Virgil was the Crow Native Days Ultimate Warrior Champion. A competition of individuals in a mile dash to a river, canoeing for approximately 3 miles, coming out of the river to run for about 6 miles, and finishing with riding horseback in a 3 horse relay. Each leg of riding a horse is

about 3 miles. Virgil is also a member of the Indian Club and works to maintain cultural awareness.

### **Bookstore**

Student Services gave out laptops for all students so students could have access to online courses. With funding available from the Department of Education and the Bureau of Indian Education, along with American Indian Fund and other resources, students were allowed to apply for funds to help them through financial difficulties and stayed enrolled in classes. This resource aided the students to finish semesters successfully and move them closer to completing their degree and/or certificates. The college Bookstore mailed books to students if they were unable to come on to campus. Students that needed assistance were helped financially in obtaining internet or Wi-Fi services to access classes and materials for instruction.

### **HiSet Program**

Student Services also assisted the HiSet Program by providing testing space since official testing was done virtually during COVID. The virtual testing was a very successful transition and is being continued after COVID restrictions were lifted. LBHC was able to test students by subject rather than the complete test. Sixty subject tests were completed, with six total HiSet completions. These six students then transitioned into either an Associated Degree or Certificate Program at LBHC.

### **Cafeteria**

Little Big Horn College Cafeteria during the course of the Pandemic provided lunch and breakfast free of charge to enrolled students and staff. The Cafeteria has also been a great addition to the community with many outside entities coming in and purchasing their meals.

### **Student Success Center**

LBHC Student Success Center has also made a great transition with the help of second-year students working part-time and assisting the incoming freshmen and students with disabilities in what they need to be successful; such as tutoring, mentoring, or directing to other resources outside of the college.

### **Financial Aid**

The Financial Aid Department has been making sure to maintain the Department of Education's requirements and are very willing to do what they can with just one staff member aboard during the worse of the Pandemic. Since then, another employee has been added to ensure more outreach and assistance to students applying for their Pell. Staff also work with students to ensure applications for the various scholarships are completed correctly.

# Personnel

As a Tribal College, Little Big Horn College has made an effort to hire personnel that reflects needs of the Crow Reservation Community. Currently, LBHC has 65 full-time employees.

Of the 65 employees, 55 are enrolled members of the Apsaalooke Nation. That comes to 85% of the employees. Six or 9% are Non-native and four or 6% are from another Tribe. Following are some other personnel statistics.

- 54% of the employees are LBHC Graduates.
- 9% of the employees have a Doctorates Degree.
- 22% of the employees have a Master's Degree.
- 28% of the employees have a Bachelor's Degree.
- 40% of the employees are Male.
- 60% of the employees are Female.

## Leadership Development

A Leadership Development Program created from a Grant received from the American Indian College Fund (AICF) several years ago provided resources for LBHC Students and Administrators to participate in Leadership Trainings. The grant was for three years.

After the AICF Grant expired, LBHC continued the Leadership Development Program (LDP) adding opportunities for employees to advance their credentials, including obtaining Advanced Degrees. The newly revised LDP was funded with a Department of Education Title III Grant. Employees use the LDP to complete Associate Degrees, some complete their Bachelor's Programs, and still others have pursued Master's and Doctoral Degrees. Of the 65 employees, seven employees have obtained Master's Degrees through the LDP, and three are currently enrolled in Doctoral Programs.

As part of the Leadership Development Program, Administrator's on a rotational basis attend National and State Level meetings with the College President to observe, experience and learn the duties and tasks needed to conduct business at those levels.

Staff/Faculty have an opportunity apply each year to participate in the Tribal College and Universities Advocacy Week in Washington, DC. The Advocacy Week consists of meeting with Federal Agencies, going to Capitol Hill and advocate for resources from Congressional Leaders, and testifying before House and Senate Committees.

The LBHC Student Government President is included in the opportunity for the Leadership Development to participate in the Advocacy Week.

# Finance

Little Big Horn College’s Finance Department diligently works to comply with all federal grants, audits and other reporting requirements. The finance staff attends trainings to refresh finance skills and knowledge. When reporting requirements change, staff participate in trainings to continue to ensure LBHC is compliant in its reporting.

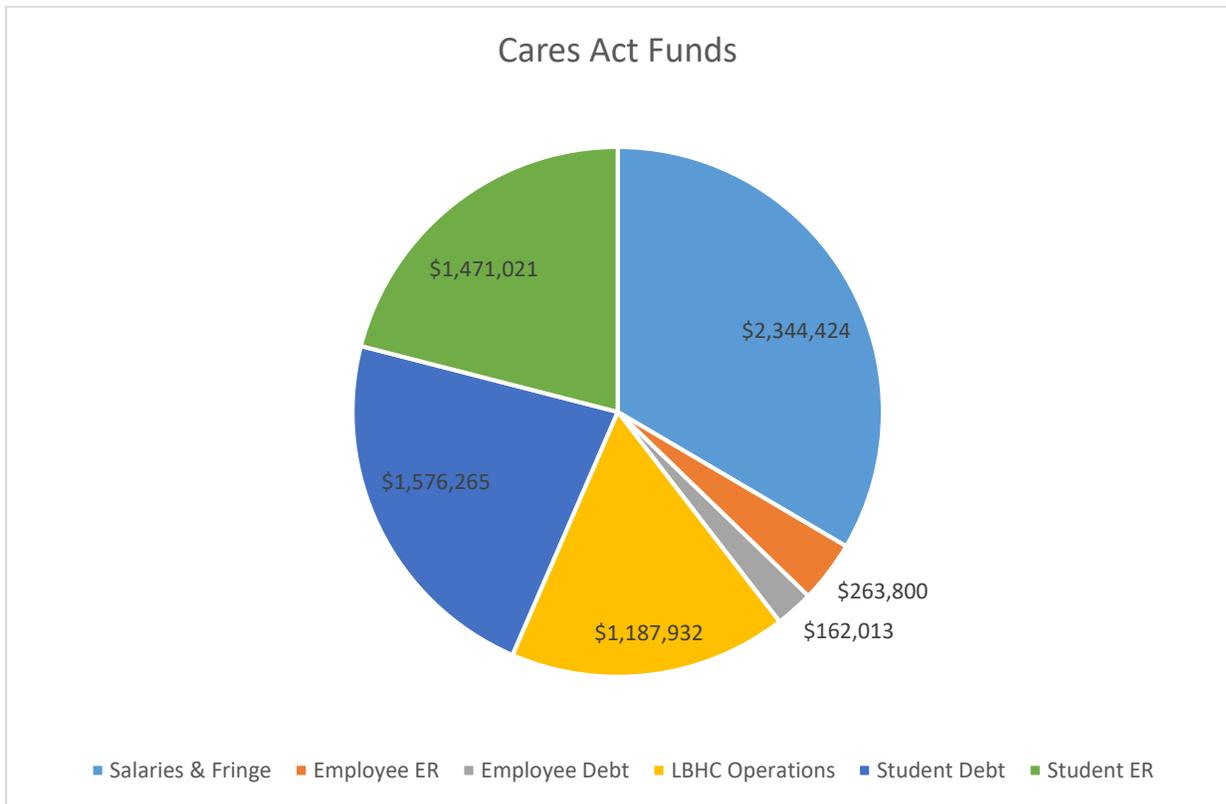
LBHC Audits have been “unqualified” for the past ten years. Audits are submitted on an annual basis to the Clearinghouse, the EZ Audit, and other Agencies that require Audits.

## Scholarships

In total, this past year, \$821,000 went towards student scholarships. Student scholarships come from a variety of sources. They are from Federal Grants, Private Donors, non-profit organizations, etc.

The American Indian College Fund is the largest contributor of student scholarships. Most recently, Mr. Rodney Frey donated \$50,000 to start the Yellowtail Scholarship Fund, in honor of the late Tom and Susie Yellowtail.

# COVID Funds



Little Big Horn College received Higher Education Emergency Relief Fund Grants (HEERF); CARES, CRRSAA, MSI and ARP, from the U.S. Department of Education. Since March of 2020, when the pandemic disrupted our lives, these funds were made available to provide Emergency Relief for Little Big Horn College. As the Chart shows, an explanation that follows, shows how the funds have been spent.

**Salaries & Fringe (\$2,344,424)** – Over the two and a half years of the pandemic, salaries were paid for employees that had to stay home due to contracting COVID, having to stay home because someone in their household had COVID or they had to quarantine due to being in contact with someone with COVID. Salaries for employees that were considered essential to the continued operation of the college were also paid from this fund. The funds also allowed LBHC to retain Faculty during the summer for trainings and preparations for online instruction.

**Employee Emergency Relief (\$263,800)** – Assisted employees with technology to work remotely, and other emergency needs caused by COVID.

**Employee Debt (\$162,013)** – The Consolidate Appropriations Act, 2021 allows COVID-19 relief funds to be used for employer provided student loan repayment as a tax-free benefit to employees under Section 127 of the Internal Revenue Code. Through December 31, 2025, employers can continue to make contributions of up to \$5,250 per employee annually toward eligible education expenses, like tuition or student loan assistance, without raising the employee's gross taxable income.

LBHC was able to assist employees in reducing student loans accumulated while gaining their degrees.

**LBHC Operations (\$1,187,932)** – Air filtration units were installed in each building to clean air at a quicker rate. Equipment and supplies needed to ensure students and employees were safe were purchased. HVAC and security systems were upgraded, and additional outdoor lighting were added.

**Student Debt/Tuition (\$1,576,265)** – Current students as of March of 2020 student debts at LBHC were paid for. Tuition scholarships were paid for all students enrolled at LBHC.

**Student Emergency Relief (\$1,471,021)** – Emergency Relief was provided to students. From March 2020, until present a total of \$654,017 went directly to students to assist them through the Pandemic. Another \$817,004 was provided to students to help with home utilities, food, child care, emergency vehicle repairs, health care, internet/technology needs, fuel and emergency lodging costs.

In the midst of a pandemic, the CARES Act Funds provided much needed relief to students and employees. In total, \$7,005,454 of COVID Funds have been expended. Of the total, 43% was spent on students, 33% went towards Salaries for individuals that were impacted by COVID, 17% went to Institutional improvements, such as air purification systems, and 6% went towards Employee Emergency Relief.

# Future Projects

## **The Little Big Horn College Center of Apsaalooke Culture and History (The Center)**



Little Big Horn College is seeking to grow its campus by adding the **Apsaalooke Cultural Center and Museum**. This 42,900 square foot complex will also include a Crow Hall of Fame.

The Apsaalooke People have held the dream of Cultural Center/Museum in their hearts and minds for decades. Over the years several attempts have been made to bring the dream to a reality. Consistent with its mission, LBHC has taken a leadership role in this current effort by planning for the construction of the Center.

The College is studying and assessing the best way forward to secure resources needed to fund the construction of the Center.

## **Vocational Program Training Facility**

Preliminary plans have been made to build a “Pole Barn” structure to house LBHC’s growing Vocational/Technical Training Programs. Preliminary plans are to build a 6,000+ (60’ x 100’) square foot building.

Currently, LBHC has training programs for Plumbers, Electricians, Carpenters, HVAC, CDL’s in Truck Driving and Heavy Equipment. Current trainings are held in borrowed or rented facilities, mostly off campus.

Current plans are to add Welding, Ag Technology and Diesel Mechanics, once a facility is built. Efforts are ongoing to make these plans a reality.

## **Agricultural Technology**

Seeking partnership with MSU-Northern to develop an Agricultural Technology Program. The Program would not only train students in the use of Agricultural Technology, but also seek ways to assist local ranchers, farmers and land-owners harvest hay crops at a minimal fee.

Through grants from the Native American Agricultural Foundation (NAAF), the USDA Rural Facilities and LBHC Funds, and partnership with the AKANA Group several Agricultural Equipment have been purchased. Plans are to start the program in 2023 or 2024.

# Governance



Little Big Horn College Board of Trustees participating in Governance Training! ACCT in partnership with AIHEC conducted the training on the University of Nevada Las Vegas (UNLV) Campus! Trustees participated in two days of Governance Training!

## Board of Trustees

Board Chair – Marvin Dawes, Black Lodge  
Vice-Chair – Loren Old Bear, Lodge Grass  
Secretary – Reva Not Afraid, Big Horn

### Members:

Fatima Bad Horse, Wyola  
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Sharone Curly, Reno  
Carol Good Luck, Pryor





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