

Hive Connection

Fall 2025



Upcoming Events

EMPLOYERS ON CAMPUS

March-April, 2026

University Campus – LA/LI Lobby
City College – Tech Commons & Health Science Building Lobby
11:00 am – 1:00 pm



JOBS & JAVA

March 11 & April 8, 2026

City College – Tech Commons & Health Science Building Lobby
10:00 am – 12:00 pm

VIRTUAL INTERNSHIP & JOB FAIR

February 18, 2026

Online via CareerLink
10:00 am – 4:00 pm

STUDENT EMPLOYEE APPRECIATION WEEK

April 13 – 17, 2026

University Campus – Library 100
City College – Jacket Student Central



Headshot Studio

WALK-IN HOURS

Monday, Wednesday & Friday
10:00 am – 11:00 am

Tuesday & Thursday
2:00 pm – 3:00 pm

ALSO BY APPOINTMENT

Stay connected with us!



Services we offer:

- ✓ Major & Career Exploration
- ✓ Job Shadowing & Occupational Interviews
- ✓ Internship & Job Searches
- ✓ Résumés, Cover Letters & Mock Interviews
- ✓ Professional Headshot Studio
- ✓ Virtual Internship & Job Fair
- ✓ Professional Networking Opportunities
- ✓ CareerLink Online Job Board
- ✓ Professional Closet

An Action-Packed Semester

From orientation through finals, the Career & Employment Services team has welcomed students into our bright, plant-filled space as we support students through every stage of their college journey, from exploring academic pathways to preparing for the job market and connecting with employers.

Throughout the semester, career specialists introduced first-year students to our services during orientation, preview days, and College Success classes, ensuring students are aware of the many resources available to them.

Major & Career Exploration

A key service we offer is major and career exploration for students who are undecided, reconsidering their major, or unsure how to reach a specific career goal. Through career assessments and in-depth discussions of available majors, we help students explore career pathways and better understand their academic options and the requirements of each program. We also encourage students to interview professionals in the field and gain insight into an occupation through job shadowing to gain clarity and confidence in their academic and career choices.

In addition to one-on-one career coaching during the fall semester, the team facilitated career exploration sessions during orientation and led workshops for high school students at the Billings Early College School. Our team also partnered with Admissions in September to recruit professionals and host the MPSEOC Career Expo, where thousands of high school students from Billings and southeastern Montana explored a

wide range of industries and learned directly from professionals about occupations and career pathways.

Academic Internships

As students progress through their academic programs, internships play a critical role in turning classroom learning into real-world experience. Through internships students gain hands-on experience, build professional skills, and sharpen their understanding of their chosen career paths. We facilitate these opportunities by helping students find academic internships and navigate the internship process from contract submission in CareerLink to course registration. We also publish an [annual internship report](#) that highlights key insights, including internships by major, department, and college as well as wage data, credits earned, and internship sites.



The Career & Employment Services team: Emma Nelson, Ann Kooistra-Manning, Juanita Hooper, and Becky Lyons.

Networking Events

Recognizing that networking opens doors to professional development and career opportunities, our team offered several networking events this fall. In November, we hosted our second *Networking Mix & Mingle*. This catered event brought together students with employers, faculty, and staff for meaningful conversations about career pathways, internships, and job opportunities while introducing students to the art of professional networking. The *Jobs & Java* recruiting events at City College attracted strong student participation, particularly in November when four health care organizations and a rural employment nonprofit were featured. We're now gearing up for the *Virtual Internship & Job Fair* in February, an online event where students and alumni can visit one-on-one with recruiters to learn more about their companies, internship programs, available jobs, and industry trends.

Job Readiness & Employment

Job readiness is another core service that we provide. Career specialists help students and alumni search for part-time and full-time employment, develop tailored résumés and cover letters, and practice interviewing in both one-on-one and panel formats. In-person and virtual appointments are available to accommodate student schedules and distance learners. This fall, in addition to individual sessions, we collaborated with faculty to deliver in-class workshops to business, education, and nursing students. In the past, we've conducted similar workshops in Health Administration, Diagnostic Medical Sonography, Medical Coding and Insurance Billing, Fire Science, and English classrooms and at the Academic Support Center.

We also manage *CareerLink*, our online internship and job board, and connect students to on- and off-campus work study opportunities. This semester we contracted with twelve local nonprofits, ranging from Rimrock Foundation and St. John's United to the Billings Police Department and the NOVA Center for Performing Arts, to expand off-campus work study opportunities for students. Our step-by-step flowchart outlines the work study process from applying for FAFSA to new hire paperwork and timesheet submission.

Headshot Studio & Professional Closet

To further support students' professional development, we expanded the headshot studio and purchased a new portrait lens and studio light in response to increased demand for professional photos. Students have also been taking advantage of the professional closet, where they can select a free outfit to keep for interviews, jobs, or networking events. In October, we invited students to tour the closet while enjoying root beer floats during a *Float Your Way to Professional Attire* open house.

Student Awards

We also like to recognize the outstanding work that students do on campus and in the community through the Student Employee Appreciation events in April but also the Internship of the Semester and BEE Awards. This fall we had a record-breaking number of BEE Award nominations for student workers going "beyond everyday expectations." Their accomplishments are featured on the next page.

Graduate Survey

Every year, Career & Employment Services surveys graduates to collect data on employment outcomes and graduate school



In November, Career & Employment Services hosted *Networking Mix & Mingle*, a catered event that introduced students to the art of professional networking. *Photos by Emma Nelson.*



enrollment. The [graduate survey results](#) inform our [major and career information sheets](#), which highlight where graduates from each academic program found employment, how many of the respondents are working in their fields and in which occupations, and how many are seeking advanced degrees. We supplement program-specific outcomes with Bureau of Labor Statistics income data for select occupations to help students make informed decisions about their career options.

As we prepare for the coming semester, Career & Employment Services remains committed to meeting students wherever they are in their journeys. Whether they are just beginning to explore majors, gaining hands-on experience through internships or work study, building professional connections, or preparing to enter the workforce or graduate school, we strive to empower students with comprehensive support every step of the way.



Funding for the headshot studio and professional closet was made possible by a generous grant from Enterprise Mobility.



Congratulations to our BEE Award recipients!

These student workers were nominated for going Beyond Everyday Expectations.

Summer 2025



Zoe Mathis

UNIVERSITY HONORS PROGRAM

Zoe has been given full responsibility of the Honors social media accounts and marketing initiatives. Her creativity and planning skills help her create excellent and timely content. She does all this while managing her life and school. Zoe always goes above and beyond for the Honors Program. — *Aaron Schultz, Student Success Specialist*



Grace Mock

ACADEMIC SUPPORT CENTER

In Summer 2025, Grace put her organizational skills to work on a school supply drive for MSUB parenting students and their school-aged children. Grace did a tremendous job organizing supply needs for 29 MSUB parenting students and their 77 children attending over 20 different schools in the Billings area and beyond. Grace turned what could have been an organizational nightmare into a well-oiled machine and she kept recipients informed along the way. When we ran into delays receiving some of the supplies, Grace artfully navigated alternatives to continue supporting students as best as possible. This project literally could not have happened without Grace's hard work, dedication, and organization, and she consistently goes above and beyond in all that she does for the Academic Support Center and our students. — *Katie Moffat, Retention Director & Interim First Year Services Coordinator*



Troy Spang

NATIVE AMERICAN ACHIEVEMENT CENTER

Troy Spang went above and beyond during his summer internship at the NAAC. He supported our community garden and assisted with student registration for the fall semester. Troy brought strong leadership, a great attitude, and a thoughtful presence to our space. He's a bright young man with a promising future, and I truly learned a lot from working with him. — *Sunny Day Real Bird, Director of American Indian Outreach*

Fall 2025



Aleigh Pollock

MSU BILLINGS FOUNDATION & ALUMNI

Aleigh has been a key member of the Foundation & Alumni team. She has strengthened our social media presence, supported various marketing initiatives, and contributed to donor outreach across several campaign appeals. In addition, Aleigh has played an important role in cleaning and maintaining our database, helping ensure accurate and effective communications. — *Luca Battistotti, Director of Alumni Relations & Marketing*



Jessica Gagakuma

STUDENT HEALTH SERVICES

Jessica has really stepped it up this semester and has handled being the only intern in our office this semester like a champ. She has provided top notch service to our students, works on developing bonds with the students, and supports their needs as necessary. Jessica does this with a smile on her face and a positive attitude even when it is hectic. I don't know where I would be this semester without her and I am so grateful she has chosen to be in our office this semester. — *Kelsey Osmond, Counseling Director*



Madison Walker

BIOLOGICAL & PHYSICAL SCIENCES

Madison Walker I am excited to nominate Madison Walker for the MSUB BEE Award, recognizing her consistent dedication to the University and our students. Madison's initiative and professionalism set her apart as an exemplary student worker whose contributions make a meaningful impact in both the laboratory and the classroom.

In the research laboratory, Madison demonstrates remarkable initiative and commitment well beyond her expected duties. While her role in the lab includes collecting, maintaining, and milking scorpions, sample preparation, data collection and analysis, and report writing, she has consistently taken on responsibilities that are well beyond those required. She ensures laboratory spaces are clean and organized, works with other students to develop innovative research strategies, and fosters collaboration across multiple labs. Madison has also shown outstanding self-motivation in mastering advanced instrumentation through self-learning, allowing her to support others in troubleshooting and operation. Her willingness to assist peers and colleagues underscores her collaborative spirit and leadership.

As a Teaching Assistant in the classroom, Madison goes well beyond her responsibilities of leading workshops, attending classes, and mentoring students through in-class assignments such as stoplights. She plays a critical role in maintaining smooth class operations by managing communications, tutoring students, and helping them build time-management skills. Madison's approachable and reliable presence ensures that both the instructor and students receive the support they need. Her ability to anticipate challenges, provide thoughtful guidance, and be consistently available demonstrates a level of professionalism and integrity that is extremely appreciated by all individuals who are affected by it. Madison exemplifies what it means to "exceed everyday expectations." Her initiative, leadership, and dedication to both research and teaching significantly enhance the academic community at MSUB. She is an outstanding candidate for the BEE Award, and I wholeheartedly nominate her to receive the award. — *Dr. Daniel Willems, Associate Professor of Analytical Biochemistry*



Teagan Potter

BIOLOGICAL & PHYSICAL SCIENCES

Teagan is an exceptionally motivated undergraduate student who has excelled in both the classroom and Dr. Collins's bacterial pathogenesis research program. Teagan is well connected to the Biological and Physical Sciences Department, the community of MSU Billings as a whole. Teagan holds a high GPA as a biology major after recently switching from her work as a nursing major.

She received an INBRE fellowship during the 2024-2025 academic year where she generated critical data on autophagy protein expression levels in human neutrophils after challenge with *Staphylococcus aureus*. Teagan's preliminary data has been included in a recently funded- INBRE proposal, as well as a pending R16 application. She presented her work via a poster at the Western Regional IDeA conference in Anchorage, Alaska and at the MSUB Research and Creativity Symposium in 2025. Teagan has spearheaded all protein-related work in the group and is leading the pilot projects for the lab to utilize the new LCMS QTOF instrument in the department. She competed at the state level for the INBRE Scholars program 2025-2026 and was awarded her own funding Summer of 2025.

Additionally, she is an essential part of the lab team as she oversees much of the lab ordering, inventory, and lab maintenance in both the research and teaching spaces. Her spectacular abilities extend beyond the classroom and laboratory as she juggles her job at the MSUB Academic Support Center (ASC). She is both a supplemental instructor for Introduction to General Chemistry and a long-time tutor for multiple challenging sciences courses (A&P, Microbiology, Chemistry). She was recognized with two awards from the ASC including "Most Post-Summary ratings of 5" and "SI of the Semester". Teagan was the first hired work study student for the Department of Biological and Physical Sciences to help with chemistry and microbiology lab preparation.

Teagan also assists with various community events including our local Atomic Circus event, Billings' Best After School and Summer Camps, and the Potters Guild. She maintains professional competencies in clinical skills, biosafety training, responsible conduct of research and more. Teagan has always been an impressive student, and I am delighted that she will be continuing to work in Dr. Collins research group. Her work ethic and always jumping in to give a helping hand continues to impress me and will take her far in her future towards graduate school and academia. She has maintained an excellent academic record while juggling many other activities. — *Danielle Loomer, Program Coordinator*



Gavin Carlson

NATIVE AMERICAN ACHIEVEMENT CENTER

Gavin has been an outstanding graduate assistant at the NAAC for over a year, consistently going beyond everyday expectations. His calm demeanor, positive energy, and genuine care for our students have made him an invaluable member of our center. During our Elder-in-Residence program, he supported every guest with respect and compassion, so much so that one Elder adopted him into the Crow Tribe. When our pipes broke, Gavin immediately stepped up, taking initiative and helping relocate our materials to the new space. His dedication, humility, and heart for service exemplify what the BEE Award represents. — *Sunny Day Real Bird, Director of American Indian Outreach*



Cara Guillard

CAREER & EMPLOYMENT SERVICES

From the moment Cara joined us, she hit the ground running and has been a ray of sunshine in the Career & Employment Services office. She greets everyone with kindness, a friendly smile, and a willingness to help that makes everyone feel welcome and supported. A quick learner with great initiative, Cara's enthusiasm and professionalism shine through in everything she does – from scheduling appointments and answering students' questions about work study opportunities to designing monitor slides and promotional materials for bulletin boards. Cara is a joy to have on our team, and we truly appreciate the positive energy she brings to the office every day. — *Career & Employment Services*



Kennedy Laci

CENTER FOR ENGAGEMENT

Kennedy is my marketing student worker for campus leaks, today in the union, and multiple other tasks and she is very hard working when it comes to the tasks you give her. She works very timely and gets things done when they're needed and also comes to work with a positive attitude! — *Bailee Stenger, Student Engagement Coordinator*



Gavin Lee

CENTER FOR ENGAGEMENT

Gavin is our first ever Volunteer Coordinator student worker. He has been absolutely phenomenal at his job. He is always thinking of the bigger picture of events as he oversees our Service Saturday and service work. When he is given a task he takes it very serious and ensures the work he is doing is well over the expectations I've had. — *Bailee Stenger, Student Engagement Coordinator*



Aubrey Ryder

ACADEMIC SUPPORT CENTER

Aubrey is a supplemental instructor for the ASC supporting Anatomy and Physiology for Connie Haan's course on City College Campus. She is majoring in Pre-Professional Nursing with a full class load. As an SI, she presents lessons to AP students three times a week of classes of 15-30 students. This is her first year as a SI. I am nominating her because she is maintaining record enrollment at her sessions and incorporates, and manages, teaching strategies like a 20 years veteran and licensed teacher would as a first year. Her sessions are interactive, differentiated, and super fun. In addition to the students having a great time, the students scores do nothing but rise and rise. Aubrey is an essential piece to the AP students' success. — *Lucas Logan, Assistant Director of STEM*



Timothy Newman

TRIO / SSS - UNIVERSITY CAMPUS

Tim is always willing to help out in the office, often stepping in on tasks that are difficult for others in the office to complete. He has stayed after his scheduled time and come in early to help out when we were short staffed in the office. — *Kimberly Kost, Associate Director*



Gulshat Garayeva

OFFICE OF INTERNATIONAL STUDIES

Gulshat started working with me in International Studies since late last spring and consistently goes above and beyond. She is a quick study and quickly took to website development, which was a huge burden lifted from my shoulders. She also has excelled at helping me with designing promotional materials for our numerous initiatives and programs, particularly the Andean Themed Semester. She works quickly and efficiently and shows a keenness in improving her skill-sets. Moreover, she always makes an effort to be available to help and will not balk at working extra hours or on the weekends to get a project done. One project that I want to give her special credit was the "Into Peru" video project for the October Andean exhibit. This project required that she interview program participants and do a fair amount of video editing. Considering she had zero video editing experience, she did exceptionally well and learned the process mostly on her own. This is one of MANY projects she managed. I am so thankful to have Gulshat's help this year - I appreciate her so much! — Abby Cook, Associate Director



Taya Falcon

ART DEPARTMENT

Taya has been a wonderful assistant in the studio, ensuring the space stays clean, open to students, and runs smoothly. She is passionate about the studio and dedicated to maintaining it at a high standard. Taya consistently goes above and beyond, learning kiln maintenance and other essential studio tasks. — *Stephanie Dishno, Assistant Professor of Ceramics, Mark Earnhart, Professor of Sculpture, and Shelly Ovalle, Program Coordinator*



Samantha Fairchild

ART DEPARTMENT

Sam is consistently outgoing and welcoming, creating an environment where students feel supported and comfortable in the studio during after-hours work time. Her positive attitude and reliability have made her a strong presence in the Art Annex. Sam goes above and beyond in her responsibilities, preparing hundreds of pounds of clay with care and without complaint. — *Stephanie Dishno, Assistant Professor of Ceramics, Mark Earnhart, Professor of Sculpture, and Shelly Ovalle, Program Coordinator*



Alisa Thomas

UNIVERSITY POLICE DEPARTMENT

Alisa does a stellar job at our parking enforcement. She's driven, provides good results, and does a fantastic job of ensuring that our lots are maintained throughout the day. — *Tessa Eliason, Accounts Payable Accounting Associate*



Jim Creitz

ENGLISH, PHILOSOPHY & MODERN LANGUAGES

Whether it's copying and collating needed information for the office, assisting part time faculty with IT issues, helping a professor put together an office chair or helping to decorate the office, Jim is always ready and willing to help -- expertly so in all areas. — *Sheryl Shockley, Program Coordinator*



Intern of the Semester Awards

Congratulations to our Spring 2025 interns! Selection is based on employer and faculty nominations.

COLLEGE OF BUSINESS

MacKaylee Frazer | Accounting | Ten40Tax, LLC

TEN40TAX
llc

When I brought on interns, I expected them to assist with day-to-day tasks and gain some exposure to our operations. However, MacKaylee Frazer exceeded my expectations. She quickly adapted to the workflow, took initiative, and contributed meaningfully to projects. It was clear she was eager to learn and genuinely invested in the work she was doing. Her professionalism, creativity, and energy made a noticeable impact on the team. Interns typically are never put in front of "live" clients, but I deliberately put them in front of MacKaylee to see how she would do, and she handled it like a seasoned pro. ... Whether meeting tight deadlines, managing unexpected challenges, or supporting team projects, she consistently delivers high-quality work without the need for close supervision. ... Her contributions stand out because of her remarkable attention to detail, her commitment to excellence, and her ability to take ownership of complex projects with minimal supervision. She consistently delivers work that exceeds expectations, ensuring accuracy, thoroughness, and creativity in every task. What truly sets MacKaylee apart is her proactive approach. She not only meets assigned responsibilities but also identifies opportunities for improvement and innovation. ... Her dedication to learning and her drive to contribute meaningfully have had a tangible impact on our team's success. ... Additionally, MacKaylee served as a role model for her fellow interns, helping foster a collaborative and professional work environment. ... Without a doubt, [she is] one of the most impressive students and employees that I have ever had the privilege of teaching and mentoring. — *Scott Gorman, President & Owner*

COLLEGE OF HEALTH PROFESSIONS & SCIENCE

Shaylyn Rodriguez | Human Services | STEP, Inc.



Shay has truly gone above and beyond in her time with us, especially in her compassionate support of residents facing personal hardships. She demonstrates genuine empathy, active listening, and consistently uses motivational interviewing to empower individuals on their recovery journey. Shay has also shown strong conflict resolution skills, helping to de-escalate situations with calm and care. Her presence has made a meaningful impact in our recovery homes, and we're so thankful for the warmth and professionalism she brings to the team! ... What sets Shay apart is her proactive attitude, she doesn't wait to be asked. She identifies areas where support is needed and steps in with thoughtful, effective solutions. Whether she's helping residents navigate challenging situations or improving day-to-day operations with fresh ideas, Shay brings insight and heart to everything she does. ... One standout example of her initiative and growth is the curriculum she began developing for a support group focused on domestic violence and safety for women in our recovery homes. This effort demonstrates her insight, dedication to trauma-informed care, and her ability to identify and respond to the needs within our program. Shay has also strengthened her skills in conflict resolution, motivational interviewing, and group facilitation. Her growth has been intentional, inspiring, and reflective of someone truly committed to making a meaningful impact in the lives of others. ... We are also excited to share that Shay will be continuing her work with STEP beyond her internship, furthering her commitment to supporting individuals on their recovery journey. For these reasons and more, we are proud to nominate Shay for the Intern of the Semester Award. — *Amanda McLaughlin, Recovery Residence Manager*

CITY COLLEGE

Charles Murnion | Automotive Technology | Brown's Auto Service



We gave Charles the opportunity to do more than oil changes for this internship. He has programmed cars, removed and replaced transmissions, tune ups, drive line work, tires, door pins, exhaust manifolds and has even rebuilt transfer cases that we have sold thru

our wholesale program to companies like CarQuest, Napa and O'Reilly's. His quality has met the standard we require as a company. ... The character and work ethic that Charles exhibits has motivated us to hire him at a very good starting wage. We can do that because of how he performed at his internship. — Gordon Tryan, General Manager

Jesse Grossman | New Generation Builders



My experiences with my internship were really good. I got to be one of the main guys who would be in charge of jobs and having to communicate with homeowners and clients. I

got to do a lot of different work from drywall, mudding, painting, baseboard and installing doors and windows. [Jesse] helped me succeed in my internship because he was always available whenever I needed him. He told me what to do on the jobs and, if I ever had a question, I was able to go with him and ask. ... He also always made sure that our work was the best and to be respectful and show clear communication with the customers [and] always be kind and respectful even when they're not. The internship really helped with advancing me in my career. — Jose Moran, Construction Management

Angeline Fox | Yellowstone County Attorney's Office



Angie was an amazing site supervisor and always explained everything so well, which made it much easier to catch on to things quicker. She always trusted me to do different tasks to help out her victim witness coordinators ... She always allowed me to observe court proceedings because she believed it was important for me to learn about all the interesting things that occur within a courtroom, which I greatly enjoyed. She was always available for questions and clarifications and was always great at explaining things. Sometimes she would allow me to ask her questions for hours and she was always very enthusiastic about teaching me new things about the County Attorney's Office or the criminal justice system in general. ... Angie helped me learn that even when working in a field such as hers where you see some of the worst cases surrounding the worst circumstances, it is important to view the world and people as mostly good. It is important to stay optimistic and believe that the criminal justice system is there to seek justice for the wronged and provide a just punishment for the accused. If I had no faith in people and no faith in the criminal justice system, then I could never have a career in this field. ... I had a wonderful experience working at the County Attorney's Office and having Angie Fox as my supervisor. — Tyrah Knudsvig, Criminal Justice & Sociology

The [Employer Partnership Program](#), a unique opportunity managed by Career & Employment Services, is designed to increase the visibility of local businesses and organizations at MSU Billings. Through this program, employer partners build stronger relationships with the campus community and enhance their marketing and recruiting efforts on campus and online. At the same time, the program supports valuable services that link students with employment and internship opportunities. These partnerships represent an investment in the future workforce and the quality and vitality of the community and the region's economy. We extend our appreciation to our 2025-2026 Employer Partners.

COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES

Elwi Borsum | BSLS | Global Village Museum of Arts & Cultures



Elwi showed a lot of initiative and delivered solid, thoughtful work across the board. One of their standout projects was a program on international women's rights, which turned into a successful exhibit that drew strong engagement from our visitors. They interviewed two Afghani women and wrote a meaningful piece about their stories – something that added real value to the Museum. Elwi didn't just do what was asked; they looked for ways to contribute more and make an impact. ... Over the last two semesters, Elwi grew a lot – both professionally and personally. ... It was great to see them gain confidence, take on more responsibility, and lead a project that sparked real conversations in our space. Their growth and contributions made a lasting impression on our team. — Kat Bertram, Volunteer & Collections Manager

Internship Site Supervisor of the Semester Awards

Selection for this award recognizing outstanding site supervisors is based on nominations submitted by Spring 2025 interns.

Zane Luhman | MasterLube



Zane was the best mentor I could have had at the time I needed it most. I owe Mr. Luhman a lot of credit for helping me throughout the semester and encouraging me to keep learning. I received great advice not only for my career, but also for my personal life. ... One of the biggest lessons from watching Zane was that the leader doesn't need to be and shouldn't be the loudest or biggest person in the room. Most of the supervisors I have had in my past were a bit aggressive, and I felt I couldn't be honest with them. I never felt this with Zane. I always felt I could be honest when I ran into problems, and always knew he was someone I could rely on to help ME become better, rather than just the company. Another lesson was that if you keep telling yourself something, you are likely going to become it. He told me this applied to him with reading books. He used to never read because he "wasn't a reader." When he stopped telling himself that in his late 20's, he started reading and learned a ton of new things. He credits the books he learned for helping him become a successful CEO. — Ben Johnston, Business Management

Damon Parisher | Yellowstone Boys and Girls Ranch



My site supervisor has been the best boss I have ever had. He is engaging, direct, and holds people accountable while being supportive. I believe he has the greatest character I have ever known in a workplace and I have never had a bad experience with him. He is always quick to help out and work himself to the bone if it means people are taken care of. He always checks in with people he supervises. Every day if he can. He also approaches workplace issues with grace and always speaks his mind. ... I cannot speak more highly of Damon Parisher. He embodies what a boss should be. ... In the field of mental health, where my site is specifically, I have seen a lot of supervisors and bosses. They all work so hard to make sure that the kids get the treatment that they need. However, I have never seen a supervisor such as Damon Parisher. He works overtime with no days off to make sure his people get the days off/breaks that they need so they aren't burnt out. He always checks on his people every day that he works. I haven't had frequent positive interactions with supervisors like that in any of my careers. He is what we all hope for when we start at a new position. — Mattilynn Pines-Havens, Human Services

Employer Partnership Program

