

Board of Peace Officer Standards and Training

***Affirmative-Action and
Minority Recruitment***



2025

FORWARD

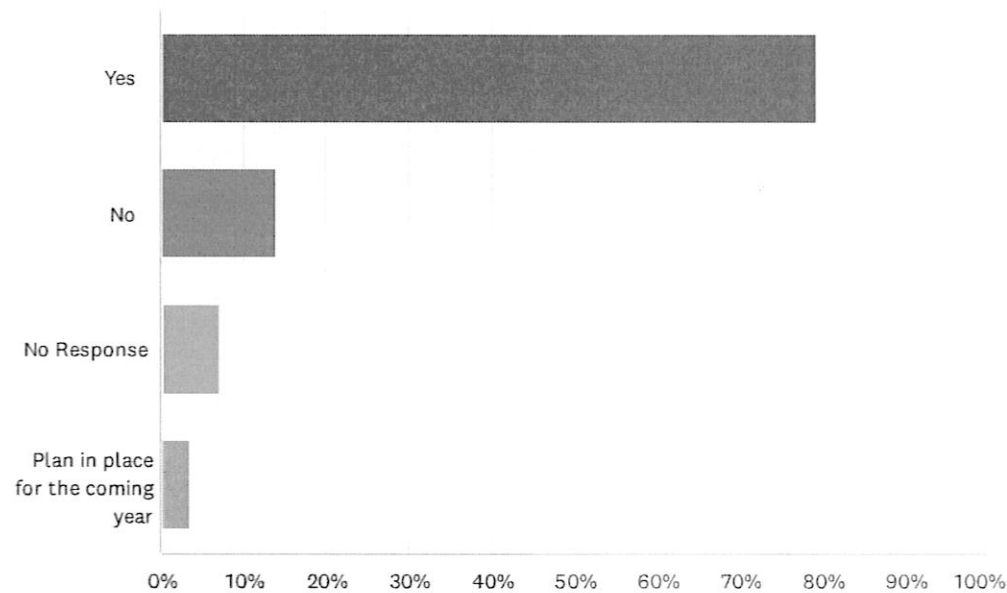
Peace Officer Standards and Training (POST) staff compiles data on the activities of the minority recruiter and the outcomes attributable to that position for the twenty-nine colleges and universities that provide the Professional Peace Officer Education (PPOE) throughout the state for the POST Board.

This mandated report is submitted pursuant to the 1997 Minnesota Laws, Chapter 239, Article 1, Section 9.

Summary Data

Q1 Do you employ an affirmative action coordinator?

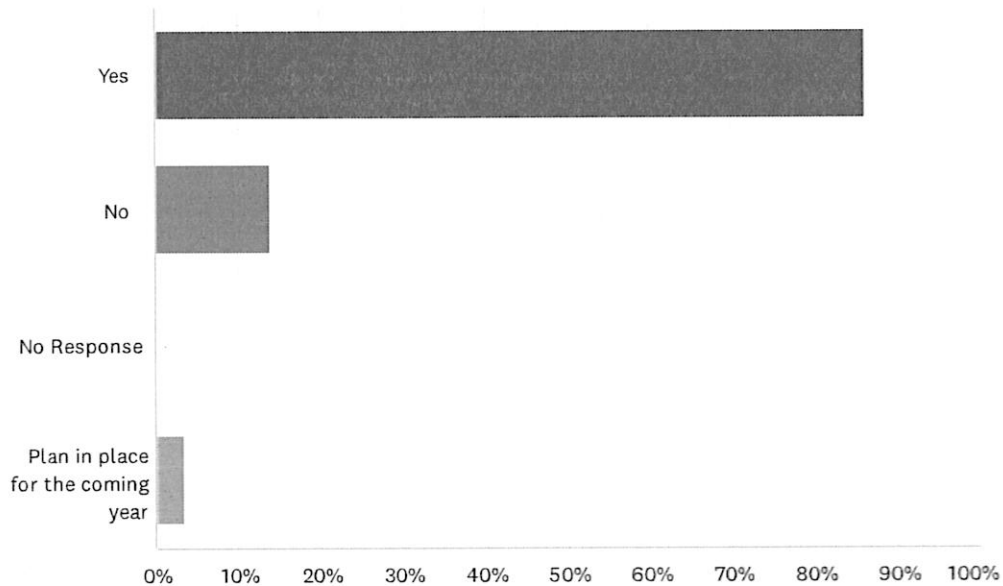
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	79.31%	23
No	13.79%	4
No Response	6.90%	2
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q2 Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Answered: 29 Skipped: 0



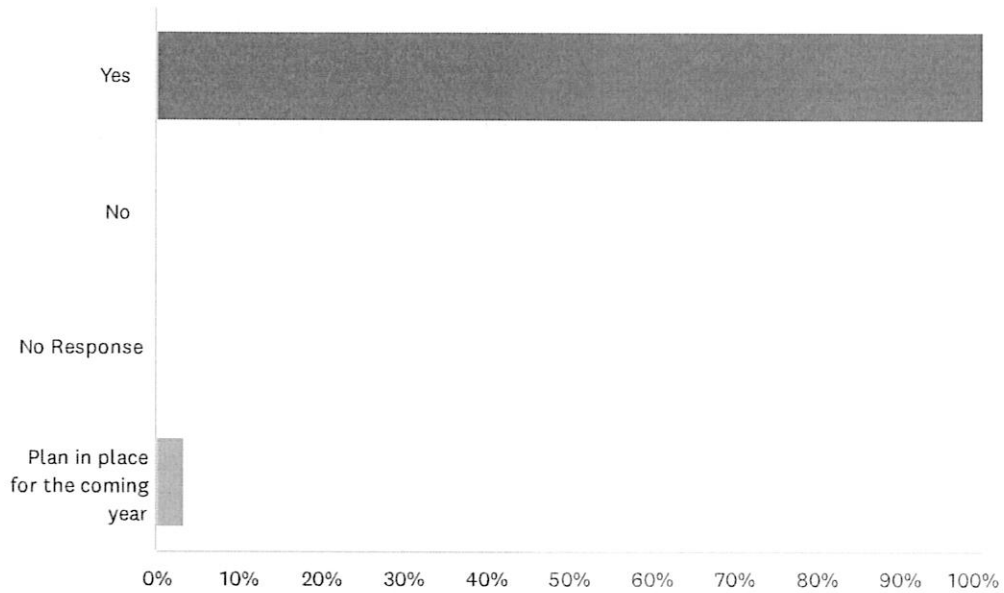
ANSWER CHOICES

RESPONSES

Yes	86.21%	25
No	13.79%	4
No Response	0.00%	0
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q3 Does your school recruit diverse faculty?

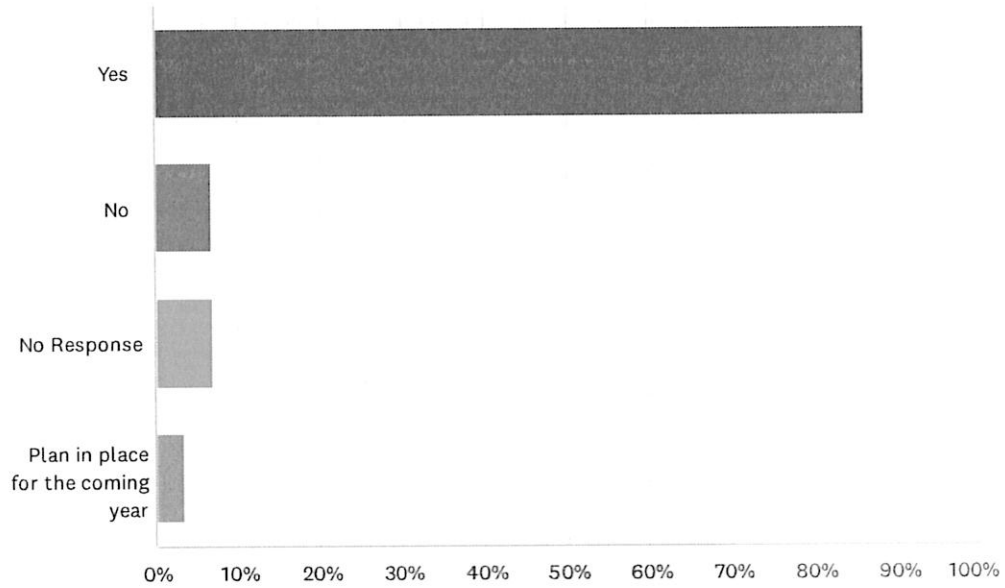
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	100.00%	29
No	0.00%	0
No Response	0.00%	0
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q4 Does your school provide diversity training for faculty

Answered: 29 Skipped: 0



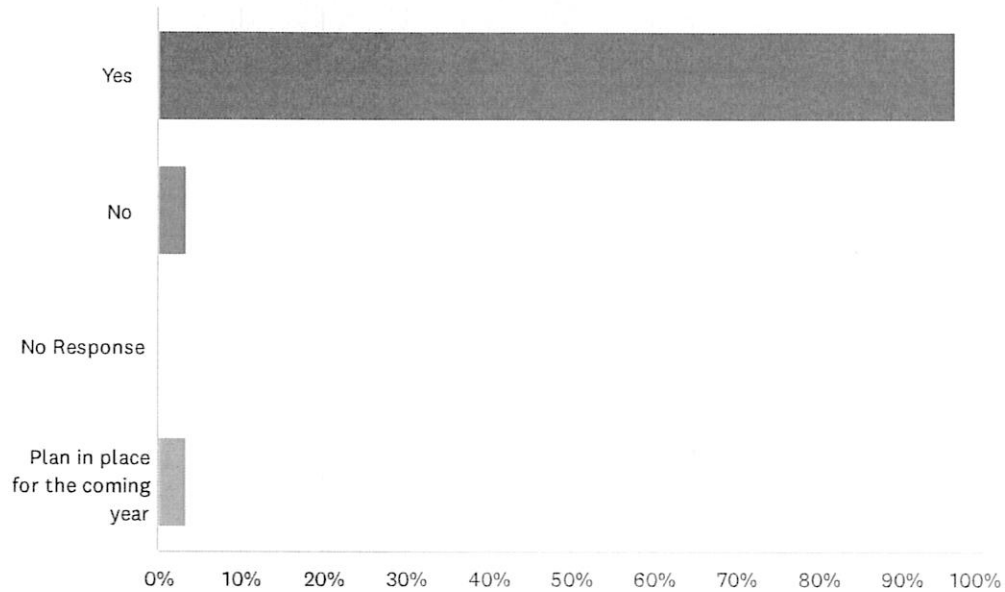
ANSWER CHOICES

RESPONSES

Yes	86.21%	25
No	6.90%	2
No Response	6.90%	2
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q5 Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

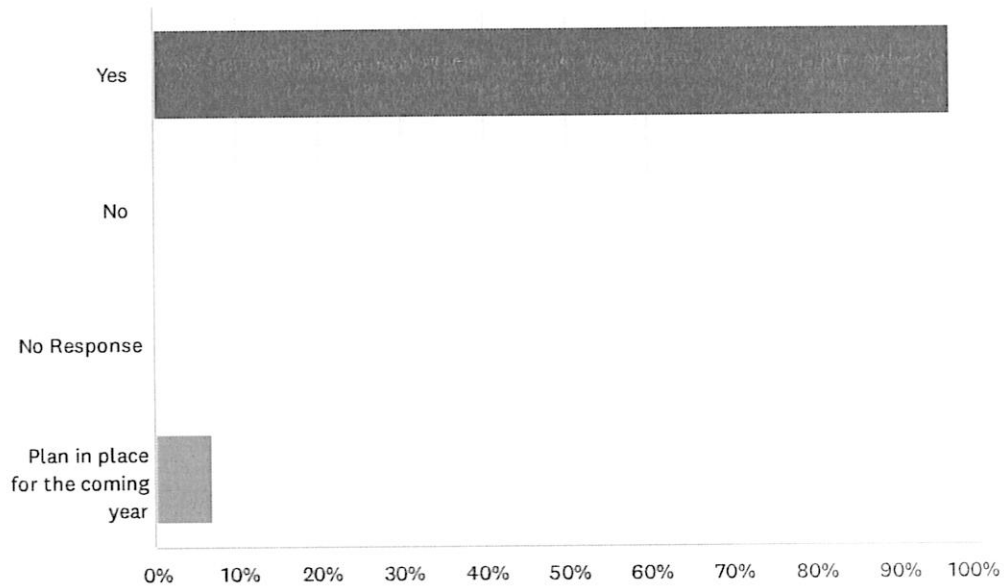
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.55%	28
No	3.45%	1
No Response	0.00%	0
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q6 Does your school recruit at high schools in Minnesota

Answered: 29 Skipped: 0



ANSWER CHOICES

RESPONSES

Yes

96.55%

28

No

0.00%

0

No Response

0.00%

0

Plan in place for the coming year

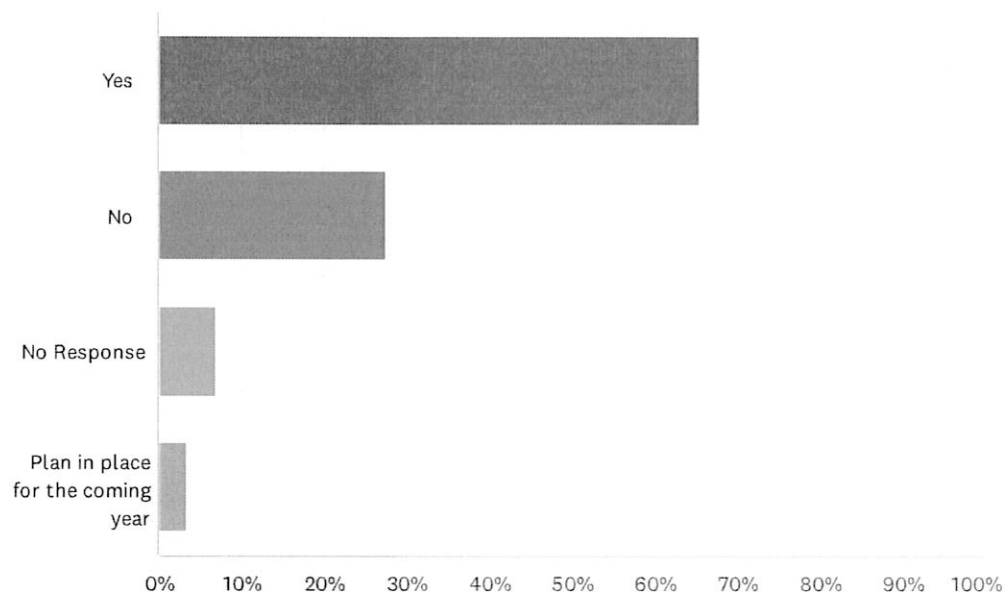
6.90%

2

Total Respondents: 29

Q7 Does your school recruit students at high schools and fairs outside of Minnesota

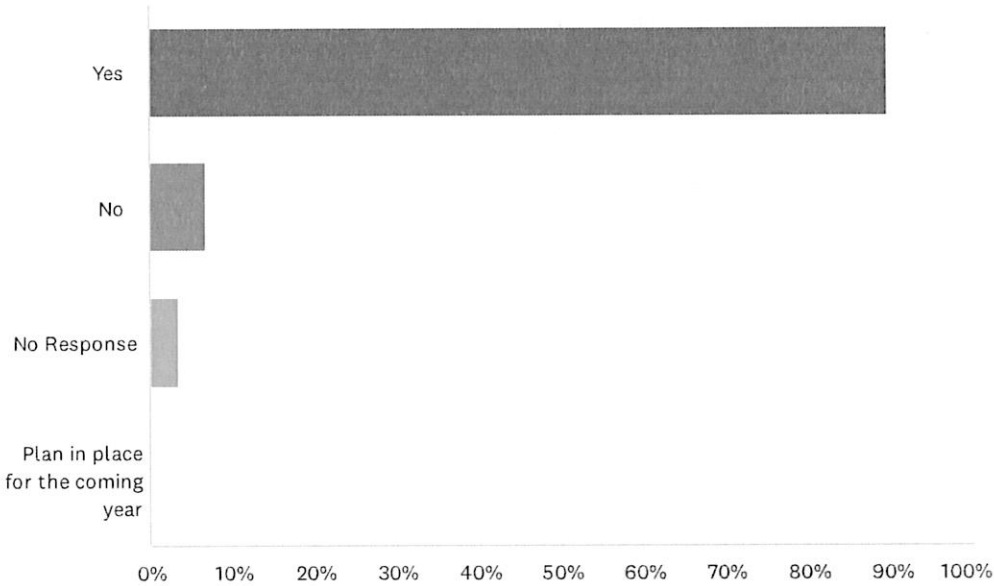
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	65.52%	19
No	27.59%	8
No Response	6.90%	2
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q8 Does your school form a partnership with one or more MN law enforcement agencies

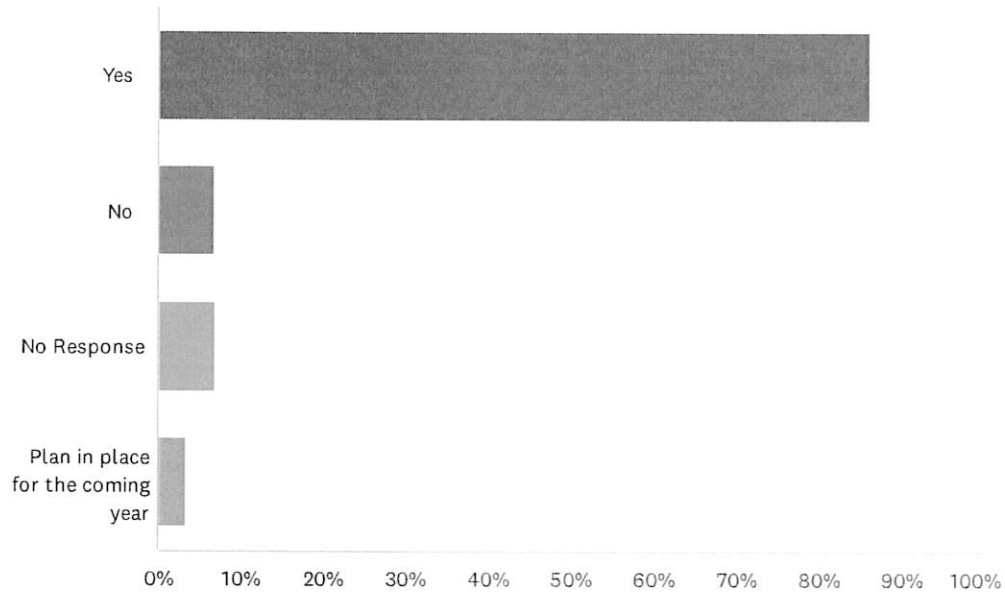
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	89.66%	26
No	6.90%	2
No Response	3.45%	1
Plan in place for the coming year	0.00%	0
Total Respondents: 29		

Q9 Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

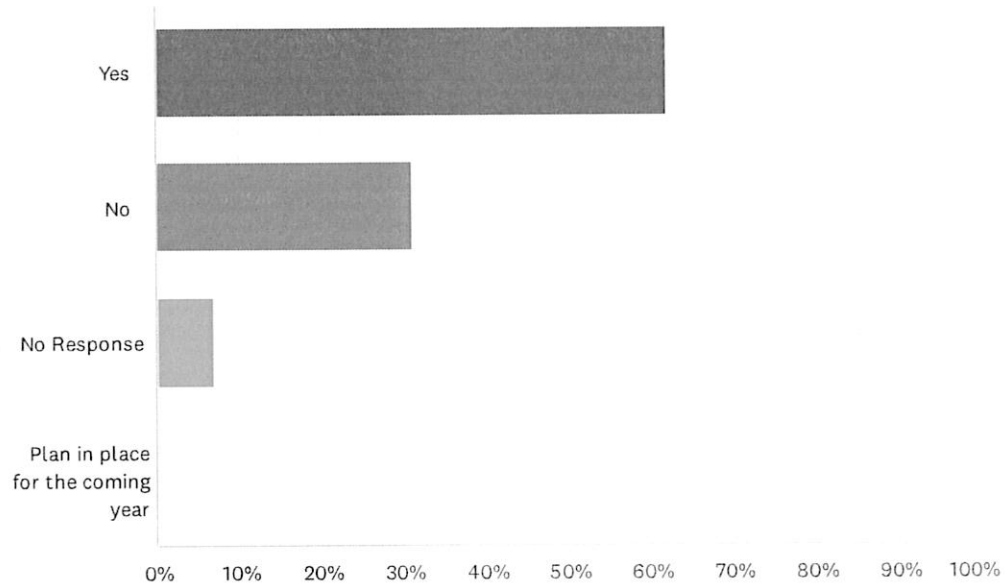
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	86.21%	25
No	6.90%	2
No Response	6.90%	2
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q10 Does your school form partnerships with law enforcement groups from outside of Minnesota

Answered: 29 Skipped: 0



ANSWER CHOICES

Yes

No

No Response

Plan in place for the coming year

Total Respondents: 29

RESPONSES

62.07%

31.03%

6.90%

0.00%

18

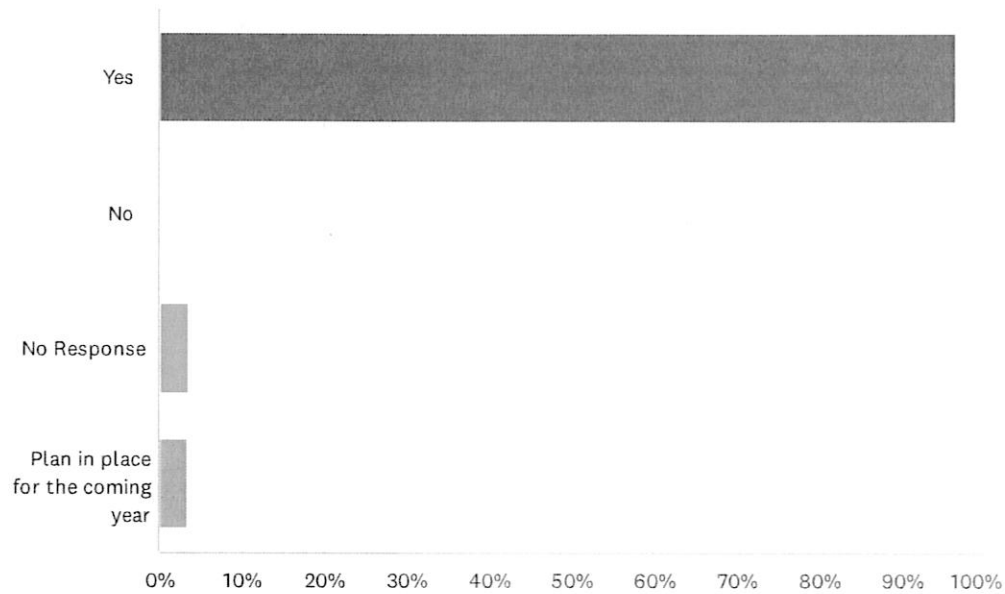
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Q11 Does your school provide celebrations, speakers, or other events that promote diversity

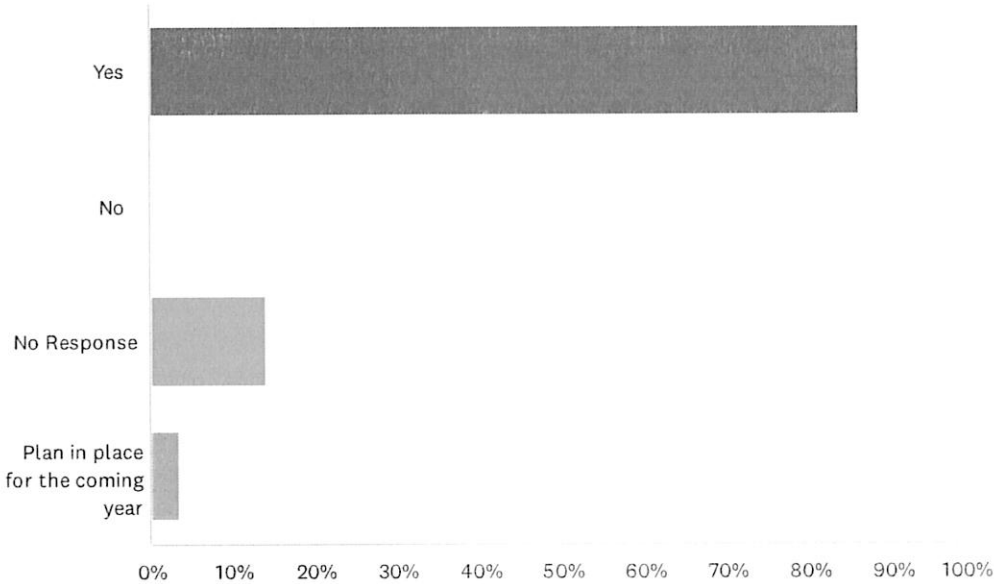
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.55%	28
No	0.00%	0
No Response	3.45%	1
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q12 Does your school support minority students and women through mentorship programs

Answered: 29 Skipped: 0



ANSWER CHOICES

Yes

No

No Response

Plan in place for the coming year

Total Respondents: 29

RESPONSES

86.21%

0.00%

13.79%

3.45%

25

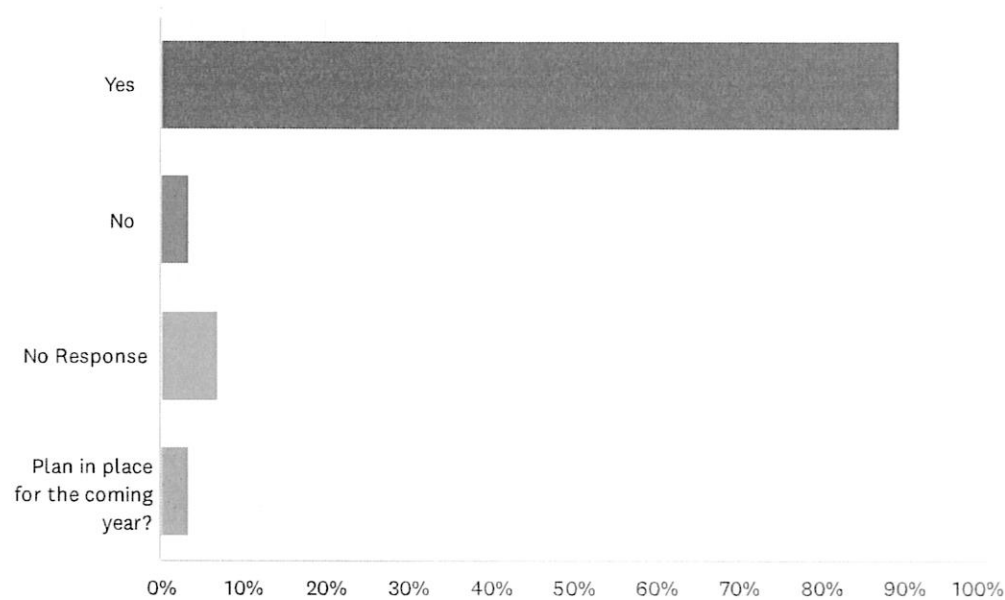
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Q13 Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

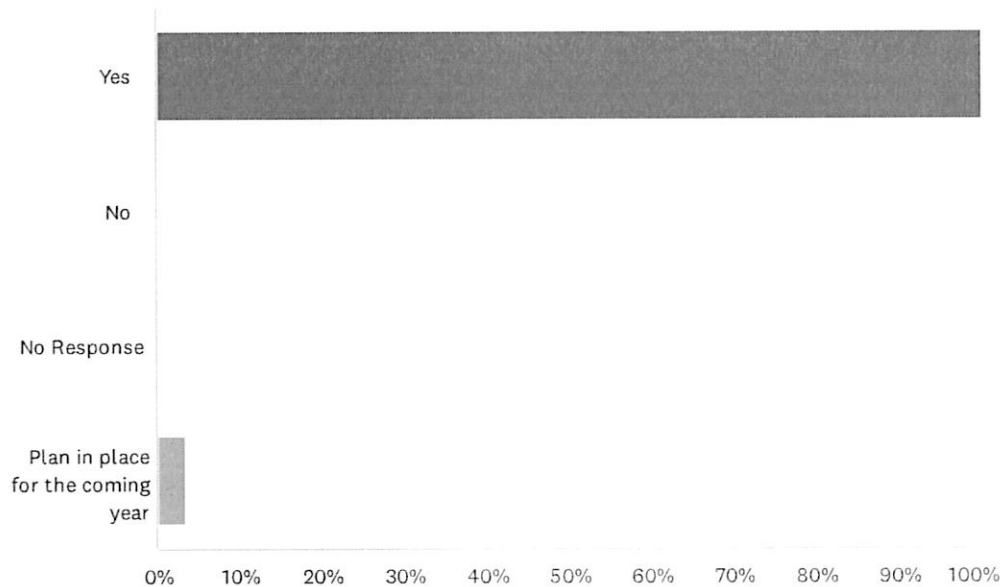
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	89.66%	26
No	3.45%	1
No Response	6.90%	2
Plan in place for the coming year?	3.45%	1
Total Respondents: 29		

Q14 Does your school use recruitment ads and publications that show a diverse student population

Answered: 29 Skipped: 0



ANSWER CHOICES

Yes

No

No Response

Plan in place for the coming year

Total Respondents: 29

RESPONSES

100.00%

0.00%

0.00%

3.45%

29

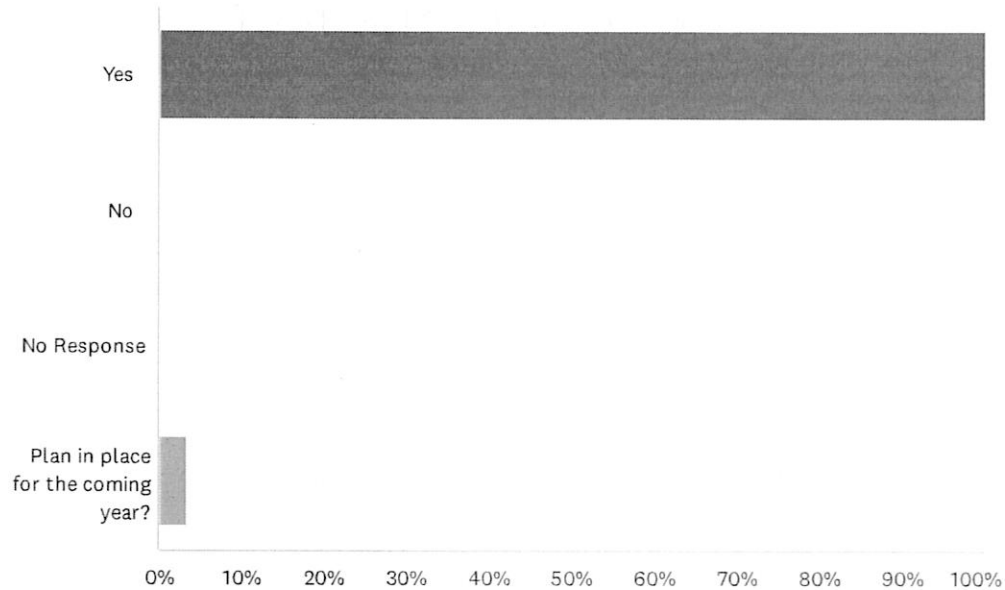
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Q15 Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

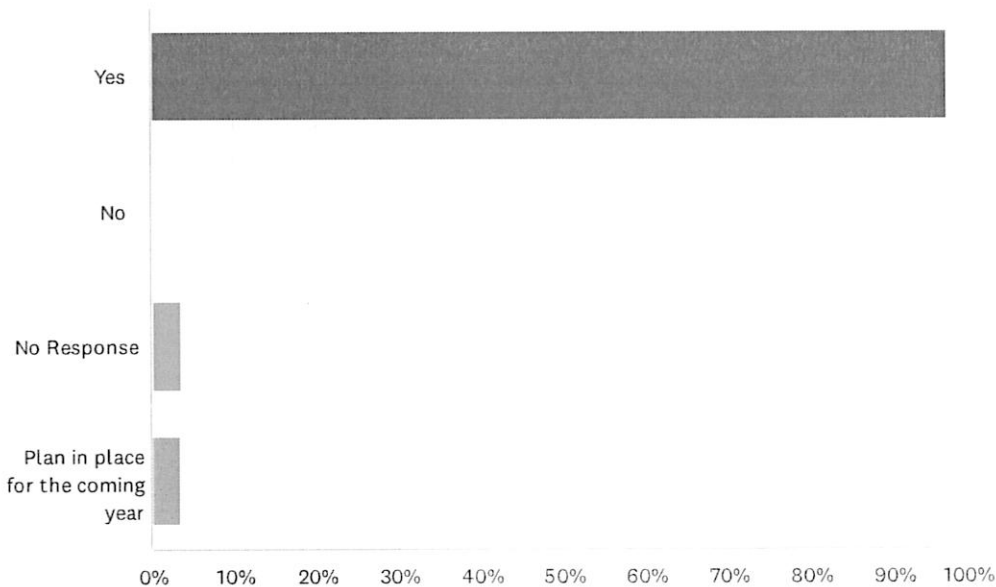
Answered: 29 Skipped: 0

**ANSWER CHOICES****RESPONSES**

Yes	100.00%	29
No	0.00%	0
No Response	0.00%	0
Plan in place for the coming year?	3.45%	1
Total Respondents: 29		

Q16 Does your school review the curriculum to include diversity education in all parts of the law enforcement education

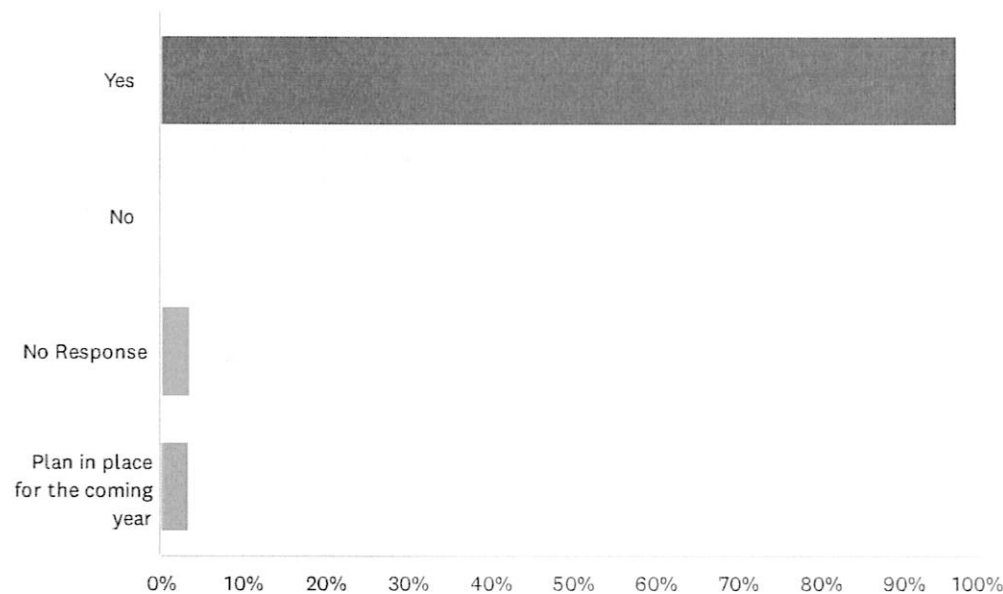
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.55%	28
No	0.00%	0
No Response	3.45%	1
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q17 Does your school include the historical and contemporary issues of minorities and women in policing in courses

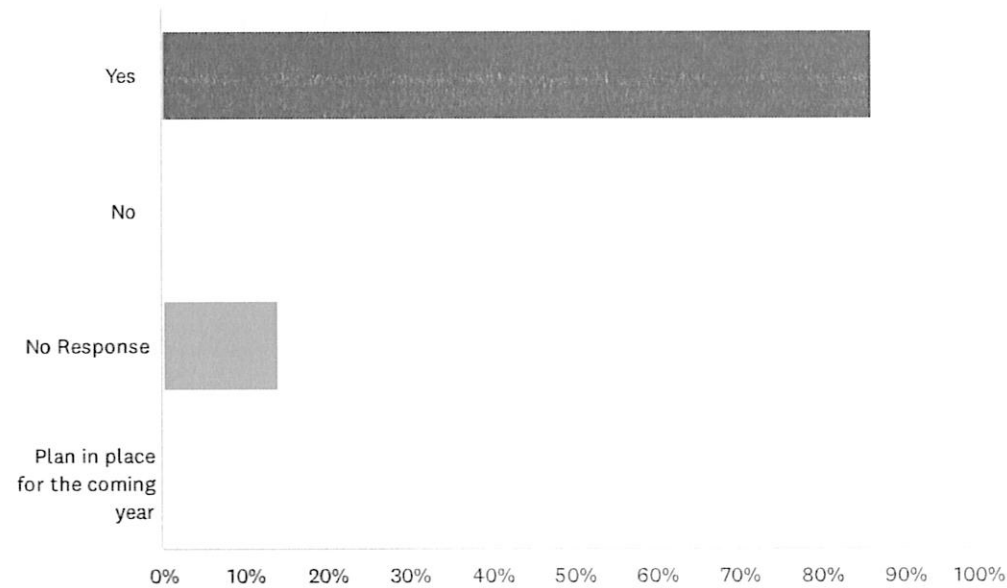
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	96.55%	28
No	0.00%	0
No Response	3.45%	1
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q18 Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

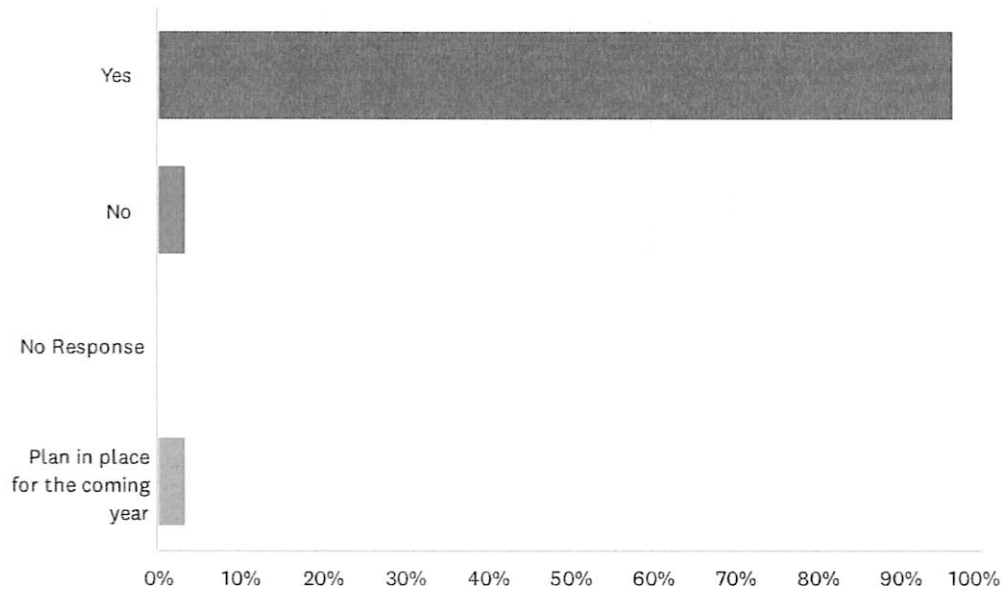
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	86.21%	25
No	0.00%	0
No Response	13.79%	4
Plan in place for the coming year	0.00%	0
Total Respondents: 29		

Q19 Does your school offer developmental courses and academic support services to help minority students and women transition into college

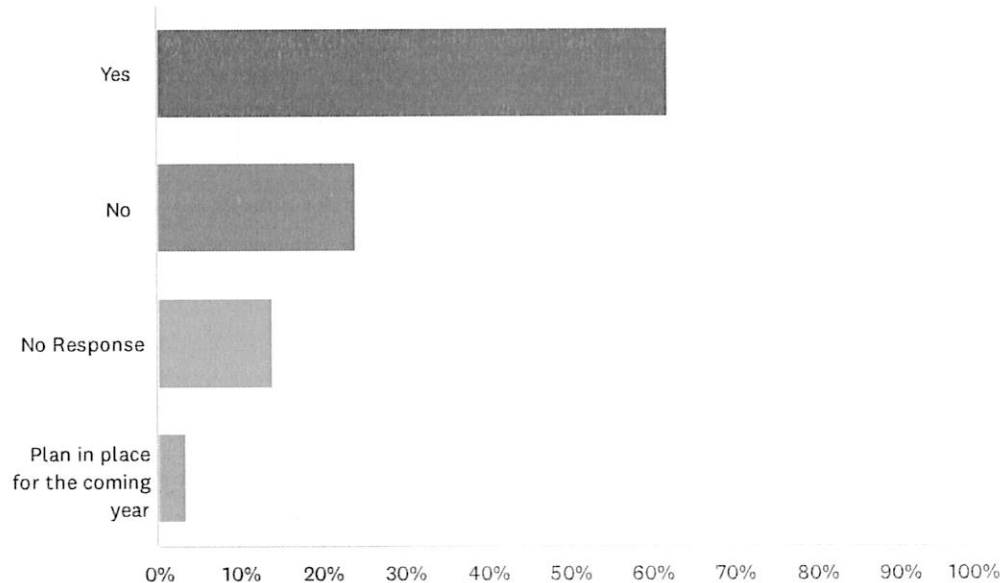
Answered: 29 Skipped: 0

**ANSWER CHOICES****RESPONSES**

Yes	96.55%	28
No	3.45%	1
No Response	0.00%	0
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q20 Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Answered: 29 Skipped: 0



ANSWER CHOICES

Yes

No

No Response

Plan in place for the coming year

Total Respondents: 29

RESPONSES

62.07%

24.14%

13.79%

3.45%

18

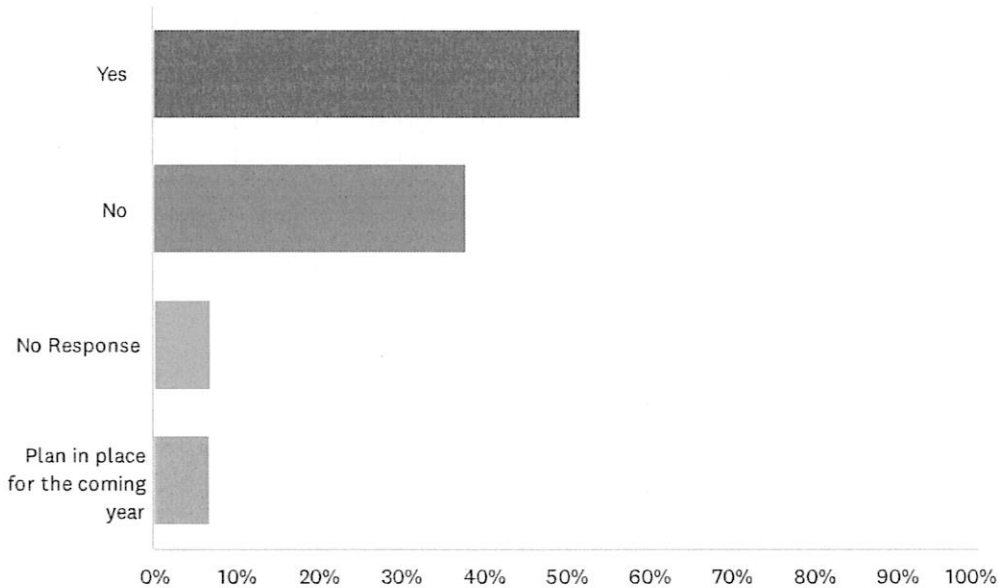
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4

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Q21 Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

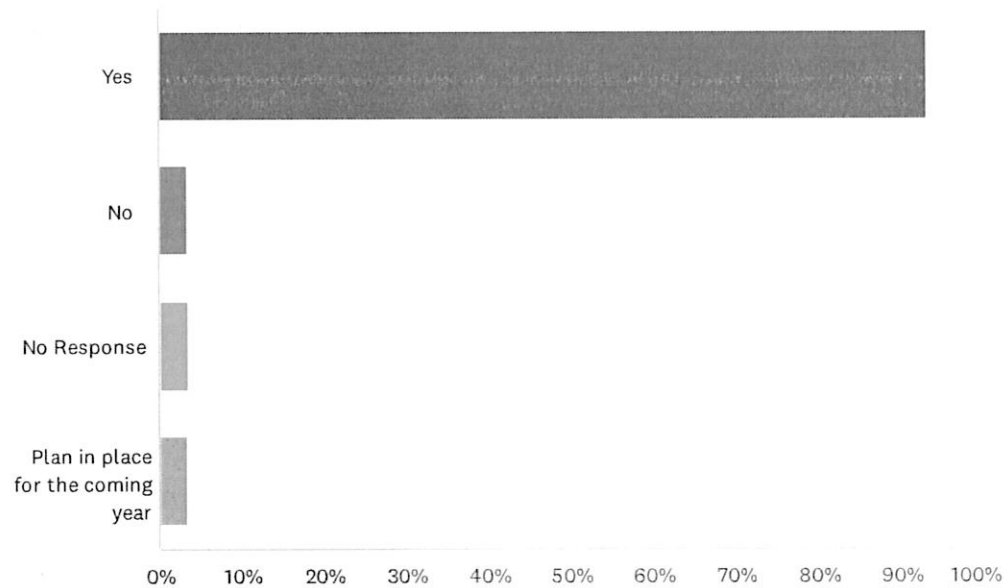
Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	51.72%	15
No	37.93%	11
No Response	6.90%	2
Plan in place for the coming year	6.90%	2
Total Respondents: 29		

Q22 Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	93.10%	27
No	3.45%	1
No Response	3.45%	1
Plan in place for the coming year	3.45%	1
Total Respondents: 29		

Q23 Additional Information (Optional)

Answered: 6 Skipped: 23

Individual Responses

#1

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Friday, September 05, 2025 3:15:57 PM
Last Modified: Friday, September 05, 2025 3:18:19 PM
Time Spent: 00:02:21
Email: Robert.Fraik@bemidjistate.edu
IP Address: 68.235.88.198

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No Response

Does your school recruit students at high schools and fairs outside of Minnesota

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Q8 No Response

Does your school form a partnership with one or more MN law enforcement agencies

Q9 No Response

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No Response

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 No Response

Does your school support minority students and women through mentorship programs

Q13 No Response

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

No Response

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No Response

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No Response

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#2

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Friday, September 05, 2025 3:26:39 PM
Last Modified: Friday, September 05, 2025 3:28:55 PM
Time Spent: 00:02:16
Email: james.densley@metrostate.edu
IP Address: 75.72.119.47

Page 1

Q1 **Yes**

Do you employ an affirmative action coordinator?

Q2 **Yes**

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 **Yes**

Does your school recruit diverse faculty?

Q4 **Yes**

Does your school provide diversity training for faculty

Q5 **Yes**

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 **Yes**

Does your school recruit at high schools in Minnesota

Q7 **No**

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

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Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#3

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Friday, September 05, 2025 3:40:20 PM
Last Modified: Friday, September 05, 2025 3:45:09 PM
Time Spent: 00:04:48
Email: tom.draper@hennepintech.edu
IP Address: 134.29.253.213

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Plan in place for the coming year

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23 Respondent skipped this question

Additional Information (Optional)

#4

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Friday, September 05, 2025 3:53:43 PM
Last Modified: Friday, September 05, 2025 3:56:13 PM
Time Spent: 00:02:30
Email: john.pilz@stcloudstate.edu
IP Address: 172.58.13.14

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#5

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Friday, September 05, 2025 6:51:43 PM
Last Modified: Friday, September 05, 2025 6:58:41 PM
Time Spent: 00:06:58
Email: kyle.larson@ridgewater.edu
IP Address: 134.29.174.155

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Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 No Response

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No Response

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#6

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Friday, September 05, 2025 11:20:46 PM
Last Modified: Friday, September 05, 2025 11:33:32 PM
Time Spent: 00:12:45
Email: tgladney@stthomas.edu
IP Address: 66.242.71.190

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 No

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8	Yes
Does your school form a partnership with one or more MN law enforcement agencies	
Q9	Yes
Does your school form partnerships with colleges and universities that have a high population of minority students and/or women	
Q10	Yes
Does your school form partnerships with law enforcement groups from outside of Minnesota	
Q11	Yes
Does your school provide celebrations, speakers, or other events that promote diversity	
Q12	Yes
Does your school support minority students and women through mentorship programs	
Q13	Yes
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Q14	Yes
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Q15	Yes
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Q16	Yes
Does your school review the curriculum to include diversity education in all parts of the law enforcement education	

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

No

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#7

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Saturday, September 06, 2025 5:58:28 PM
Last Modified: Saturday, September 06, 2025 6:01:30 PM
Time Spent: 00:03:02
Email: ronald.schwint@mnwest.edu
IP Address: 216.249.196.97

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

No Response

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#8

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 08, 2025 7:38:15 AM
Last Modified: Monday, September 08, 2025 7:52:02 AM
Time Spent: 00:13:47
Email: vincent.scheckel@rctc.edu
IP Address: 134.29.117.81

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Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

No Response

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#9

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Tuesday, September 09, 2025 1:20:29 PM
Last Modified: Tuesday, September 09, 2025 1:23:28 PM
Time Spent: 00:02:59
Email: gae.davis@clcmn.edu
IP Address: 134.29.213.210

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Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8	Yes
Does your school form a partnership with one or more MN law enforcement agencies	
Q9	Yes
Does your school form partnerships with colleges and universities that have a high population of minority students and/or women	
Q10	No Response
Does your school form partnerships with law enforcement groups from outside of Minnesota	
Q11	Yes
Does your school provide celebrations, speakers, or other events that promote diversity	
Q12	Yes
Does your school support minority students and women through mentorship programs	
Q13	Yes
Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	
Q14	Yes
Does your school use recruitment ads and publications that show a diverse student population	
Q15	Yes
Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	
Q16	Yes
Does your school review the curriculum to include diversity education in all parts of the law enforcement education	

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#10

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Tuesday, September 09, 2025 6:42:46 PM
Last Modified: Tuesday, September 09, 2025 6:46:40 PM
Time Spent: 00:03:53
Email: BC.Franson@smsu.edu
IP Address: 68.115.74.131

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Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8

Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9

No Response

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10

Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11

Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12

No Response

Does your school support minority students and women through mentorship programs

Q13

Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14

Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15

Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16

Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 No Response

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Additional Information (Optional)

I read question one as related to the university not just the PPOE program.

#11

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Sunday, September 14, 2025 9:32:24 PM
Last Modified: Sunday, September 14, 2025 9:34:58 PM
Time Spent: 00:02:33
Email: powell@mnstate.edu
IP Address: 24.220.234.35

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Q1	Yes,
Do you employ an affirmative action coordinator?	Plan in place for the coming year
Q2	Yes,
Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Plan in place for the coming year
Q3	Yes,
Does your school recruit diverse faculty?	Plan in place for the coming year
Q4	Yes,
Does your school provide diversity training for faculty	Plan in place for the coming year
Q5	Yes,
Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Plan in place for the coming year
Q6	Yes,
Does your school recruit at high schools in Minnesota	Plan in place for the coming year
Q7	Yes,
Does your school recruit students at high schools and fairs outside of Minnesota	Plan in place for the coming year

2025 Affirmative Action Survey

Q8	No
Does your school form a partnership with one or more MN law enforcement agencies	
Q9	Yes,
Does your school form partnerships with colleges and universities that have a high population of minority students and/or women	Plan in place for the coming year
Q10	No
Does your school form partnerships with law enforcement groups from outside of Minnesota	
Q11	Yes,
Does your school provide celebrations, speakers, or other events that promote diversity	Plan in place for the coming year
Q12	Yes,
Does your school support minority students and women through mentorship programs	Plan in place for the coming year
Q13	Yes,
Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Plan in place for the coming year?
Q14	Yes,
Does your school use recruitment ads and publications that show a diverse student population	Plan in place for the coming year
Q15	Yes,
Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Plan in place for the coming year?
Q16	Yes,
Does your school review the curriculum to include diversity education in all parts of the law enforcement education	Plan in place for the coming year

Q17	Yes,
Does your school include the historical and contemporary issues of minorities and women in policing in courses	Plan in place for the coming year
Q18	Yes
Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	
Q19	Yes,
Does your school offer developmental courses and academic support services to help minority students and women transition into college	Plan in place for the coming year
Q20	Yes,
Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment	Plan in place for the coming year
Q21	Yes,
Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Plan in place for the coming year
Q22	Yes,
Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Plan in place for the coming year
Q23	Respondent skipped this question
Additional Information (Optional)	

#12

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 15, 2025 1:02:39 PM
Last Modified: Monday, September 15, 2025 1:07:22 PM
Time Spent: 00:04:43
Email: david.lovly@northlandcollege.edu
IP Address: 134.29.209.209

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 No

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8

Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9

Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10

Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11

Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12

No Response

Does your school support minority students and women through mentorship programs

Q13

Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14

Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15

Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16

Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23 Respondent skipped this question

Additional Information (Optional)

#13

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Tuesday, September 16, 2025 2:26:13 PM
Last Modified: Tuesday, September 16, 2025 2:27:58 PM
Time Spent: 00:01:44
Email: pat.nelson@mnsu.edu
IP Address: 35.148.8.54

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Additional Information (Optional)

We are geographically constrained on offering PSEO to high minority populations.

#14

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Thursday, September 18, 2025 8:55:22 AM
Last Modified: Thursday, September 18, 2025 9:02:45 AM
Time Spent: 00:07:23
Email: andrew.rooney.2@alextech.edu
IP Address: 204.77.46.59

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Additional Information (Optional)

18 - Students have access to many electronic books and journal articles through the online library catalog and databases. They are able to access those materials online and/or request through interlibrary loan.

20 and # 21 - We do offer college courses to 9 schools area schools, in the form of college in the schools and PSEO. As far as a "high" minority/women group, that term would be dependent on the demographics of the area or school. The courses related to our PTE program would mostly be the liberal arts courses, with Introduction to Criminal Justice and Juvenile Justice also offered.

#15

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 8:55:10 AM
Last Modified: Monday, September 22, 2025 9:03:43 AM
Time Spent: 00:08:32
Email: hrvanzee@unwsp.edu
IP Address: 198.174.0.30

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

- | | |
|---|-----|
| Q8 | No |
| Does your school form a partnership with one or more MN law enforcement agencies | |
| Q9 | Yes |
| Does your school form partnerships with colleges and universities that have a high population of minority students and/or women | |
| Q10 | No |
| Does your school form partnerships with law enforcement groups from outside of Minnesota | |
| Q11 | Yes |
| Does your school provide celebrations, speakers, or other events that promote diversity | |
| Q12 | Yes |
| Does your school support minority students and women through mentorship programs | |
| Q13 | Yes |
| Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women. | |
| Q14 | Yes |
| Does your school use recruitment ads and publications that show a diverse student population | |
| Q15 | Yes |
| Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events | |
| Q16 | Yes |
| Does your school review the curriculum to include diversity education in all parts of the law enforcement education | |

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Additional Information (Optional)

I currently have 37 students in my program: 22 females (5 minorities) and 15 males (6 minorities). We have a general criminal justice and law enforcement track. I have currently have 8 females (1 minority) and 12 males (5 minorities) in the law enforcement track, but those numbers may increase as it's common from general CRJ students to transfer to the law enforcement track as they get further into the program.

#16

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 9:18:04 AM
Last Modified: Monday, September 22, 2025 9:21:36 AM
Time Spent: 00:03:32
Email: jolejnicak@fdltcc.edu
IP Address: 166.137.83.51

Page 1

Q1 No Response

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No Response

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#17

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 9:16:11 AM
Last Modified: Monday, September 22, 2025 9:26:18 AM
Time Spent: 00:10:06
Email: Jeff.nelson@minnesota.edu
IP Address: 134.29.231.11

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 No

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Plan in place for the coming year

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#18

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 9:24:15 AM
Last Modified: Monday, September 22, 2025 9:26:44 AM
Time Spent: 00:02:28
Email: richard.watkins@riverland.edu
IP Address: 35.148.88.154

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#19

COMPLETE

Collector: Email Invitation 5 (Email)
Started: Monday, September 22, 2025 9:23:55 AM
Last Modified: Monday, September 22, 2025 9:35:21 AM
Time Spent: 00:11:26
Email: sschaefer02@hamline.edu
IP Address: 99.90.235.96

Page 1

Q1 No

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 No

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 No

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Additional Information (Optional)

We do not have an Affirmative Action Coordinator per se, we have a Vice President of Inclusive Excellence.

#20

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 9:35:44 AM
Last Modified: Monday, September 22, 2025 9:37:27 AM
Time Spent: 00:01:42
Email: sara.edel@century.edu
IP Address: 204.77.37.176

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#21

COMPLETE

Collector: Email Invitation 6 (Email)
Started: Monday, September 22, 2025 10:19:47 AM
Last Modified: Monday, September 22, 2025 10:22:59 AM
Time Spent: 00:03:12
Email: samantha.dahly@winona.edu
IP Address: 199.17.174.163

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17 Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18 Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19 Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20 No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21 No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22 Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23 Respondent skipped this question

Additional Information (Optional)

#22

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 11:26:31 AM
Last Modified: Monday, September 22, 2025 11:31:50 AM
Time Spent: 00:05:19
Email: frank.homer@lltc.edu
IP Address: 209.191.213.126

Page 1

Q1 No

Do you employ an affirmative action coordinator?

Q2 No

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 No

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#23

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 11:58:50 AM
Last Modified: Monday, September 22, 2025 12:01:18 PM
Time Spent: 00:02:27
Email: Lpalmer@inverhills.edu
IP Address: 35.148.13.132

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Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No Response

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#24

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 1:56:23 PM
Last Modified: Monday, September 22, 2025 2:27:22 PM
Time Spent: 00:30:59
Email: glynn@csp.edu
IP Address: 192.231.160.6

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Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#25

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Monday, September 22, 2025 4:09:36 PM
Last Modified: Monday, September 22, 2025 4:12:30 PM
Time Spent: 00:02:53
Email: bennett.sauve@minnesotanorth.edu
IP Address: 134.29.186.57

Page 1

Q1 No Response

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 No

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No Response

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#26

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Tuesday, September 23, 2025 2:15:14 PM
Last Modified: Tuesday, September 23, 2025 2:20:15 PM
Time Spent: 00:05:01
Email: bentley.jackson@rasmussen.edu
IP Address: 50.228.241.186

Page 1

Q1 No

Do you employ an affirmative action coordinator?

Q2 No

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 No

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8	Yes
Does your school form a partnership with one or more MN law enforcement agencies	
Q9	Yes
Does your school form partnerships with colleges and universities that have a high population of minority students and/or women	
Q10	Yes
Does your school form partnerships with law enforcement groups from outside of Minnesota	
Q11	No Response
Does your school provide celebrations, speakers, or other events that promote diversity	
Q12	No Response
Does your school support minority students and women through mentorship programs	
Q13	No Response
Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	
Q14	Yes
Does your school use recruitment ads and publications that show a diverse student population	
Q15	Yes
Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	
Q16	No Response
Does your school review the curriculum to include diversity education in all parts of the law enforcement education	

2025 Affirmative Action Survey

Q17

No Response

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

No Response

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

No

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Additional Information (Optional)

Changes occurred in 2025 due to executive order and also resulted in a lack of data available.

#27

COMPLETE

Collector: Email Invitation 3 (Email)
Started: Thursday, September 25, 2025 12:16:48 PM
Last Modified: Thursday, September 25, 2025 12:32:30 PM
Time Spent: 00:15:41
Email: seyfried@umn.edu
IP Address: 146.57.146.192

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 No Response

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 No

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 No

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

No

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#28

COMPLETE

Collector: Email Invitation 9 (Email)
Started: Monday, September 29, 2025 10:48:10 AM
Last Modified: Monday, September 29, 2025 10:49:23 AM
Time Spent: 00:01:12
Email: TKLOSKY@smumn.edu
IP Address: 140.190.120.151

Page 1

Q1 No

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

Q8 **Yes**

Does your school form a partnership with one or more MN law enforcement agencies

Q9 **Yes**

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 **Yes**

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 **Yes**

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 **Yes**

Does your school support minority students and women through mentorship programs

Q13 **Yes**

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 **Yes**

Does your school use recruitment ads and publications that show a diverse student population

Q15 **Yes**

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 **Yes**

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

2025 Affirmative Action Survey

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

Yes

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

Yes

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

#29

COMPLETE

Collector: Email Invitation 7 (Email)
Started: Monday, September 29, 2025 9:56:47 AM
Last Modified: Monday, September 29, 2025 11:39:15 AM
Time Spent: 01:42:28
Email: richard.kangas@minnesotanorth.edu
IP Address: 134.29.196.44

Page 1

Q1 Yes

Do you employ an affirmative action coordinator?

Q2 Yes

Does your school have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)

Q3 Yes

Does your school recruit diverse faculty?

Q4 Yes

Does your school provide diversity training for faculty

Q5 Yes

Does your school participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)

Q6 Yes

Does your school recruit at high schools in Minnesota

Q7 Yes

Does your school recruit students at high schools and fairs outside of Minnesota

2025 Affirmative Action Survey

Q8 Yes

Does your school form a partnership with one or more MN law enforcement agencies

Q9 Yes

Does your school form partnerships with colleges and universities that have a high population of minority students and/or women

Q10 Yes

Does your school form partnerships with law enforcement groups from outside of Minnesota

Q11 Yes

Does your school provide celebrations, speakers, or other events that promote diversity

Q12 Yes

Does your school support minority students and women through mentorship programs

Q13 Yes

Does your school distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.

Q14 Yes

Does your school use recruitment ads and publications that show a diverse student population

Q15 Yes

Does your school provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events

Q16 Yes

Does your school review the curriculum to include diversity education in all parts of the law enforcement education

Q17

Yes

Does your school include the historical and contemporary issues of minorities and women in policing in courses

Q18

No Response

Does your school expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety

Q19

Yes

Does your school offer developmental courses and academic support services to help minority students and women transition into college

Q20

Yes

Does your school offer post-secondary educational opportunity courses in high schools with high minority enrollment

Q21

No

Does your school offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women

Q22

Yes

Does your school collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women

Q23

Respondent skipped this question

Additional Information (Optional)

