



# **Affirmative Action and Minority Recruitment**

## **2026**

Board of Peace Officer Standards and Training  
Professional Peace Officer Education

## **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



Choose...



Question summaries

Individual responses

Dashboards



Add text



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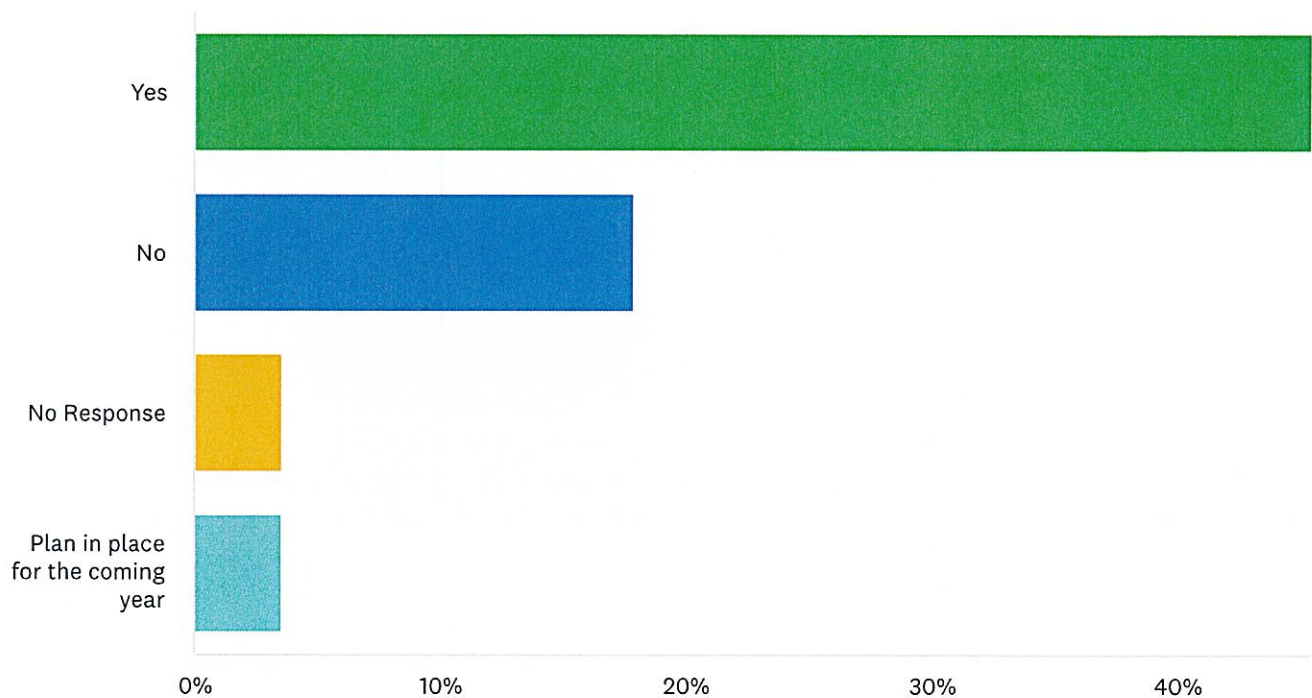
## ← 2026 Affirmative Action Survey dashboard

⊕ SUBTITLE

### Do you employ an affirmative action coordinator?



Answered: 28 Skipped: 0



2026 Affirmative Action Survey

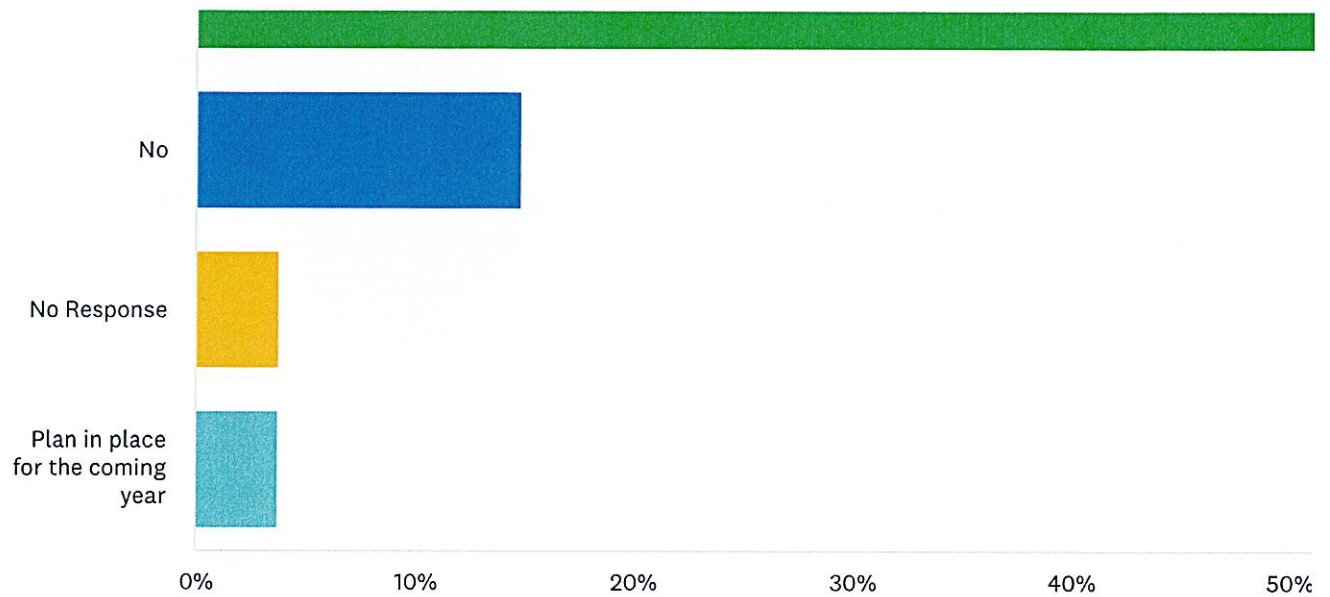
🔍 (0)

Does your school have an affirmative action committee, (i.e. Diversi...





Choose... ▼



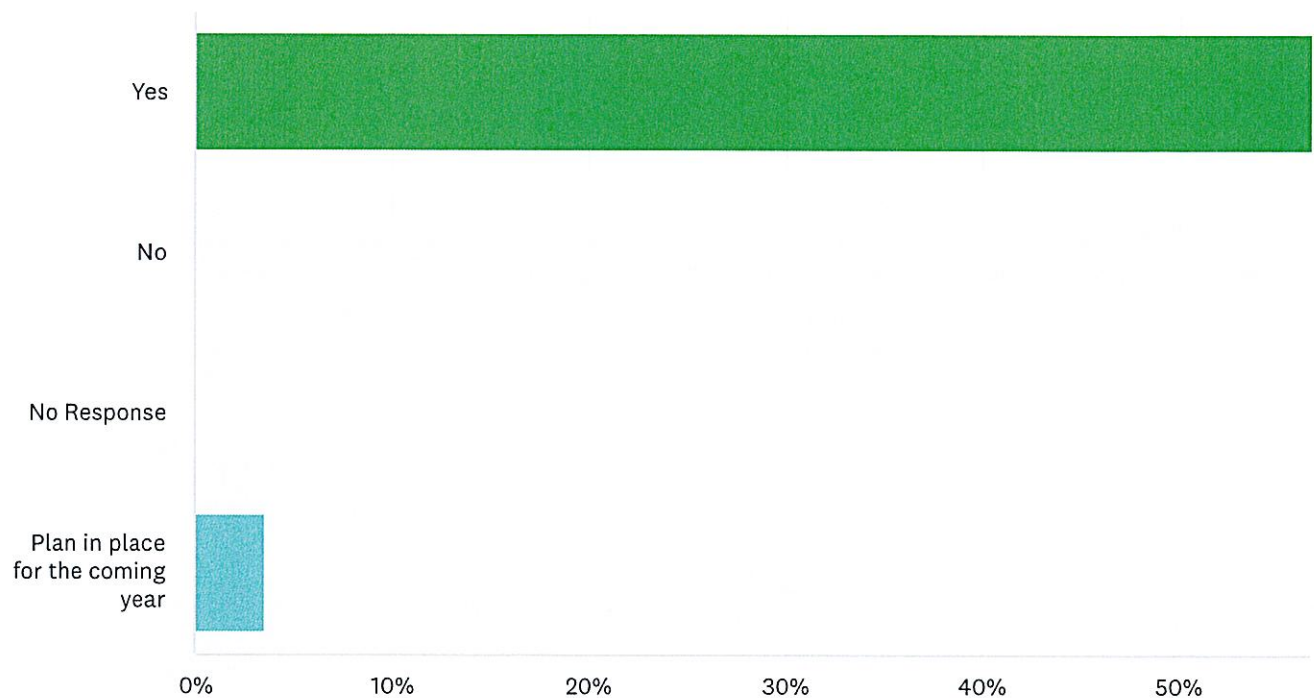
2026 Affirmative Action Survey

🔍 (0)

Does your school recruit diverse faculty?

...

Answered: 28 Skipped: 0





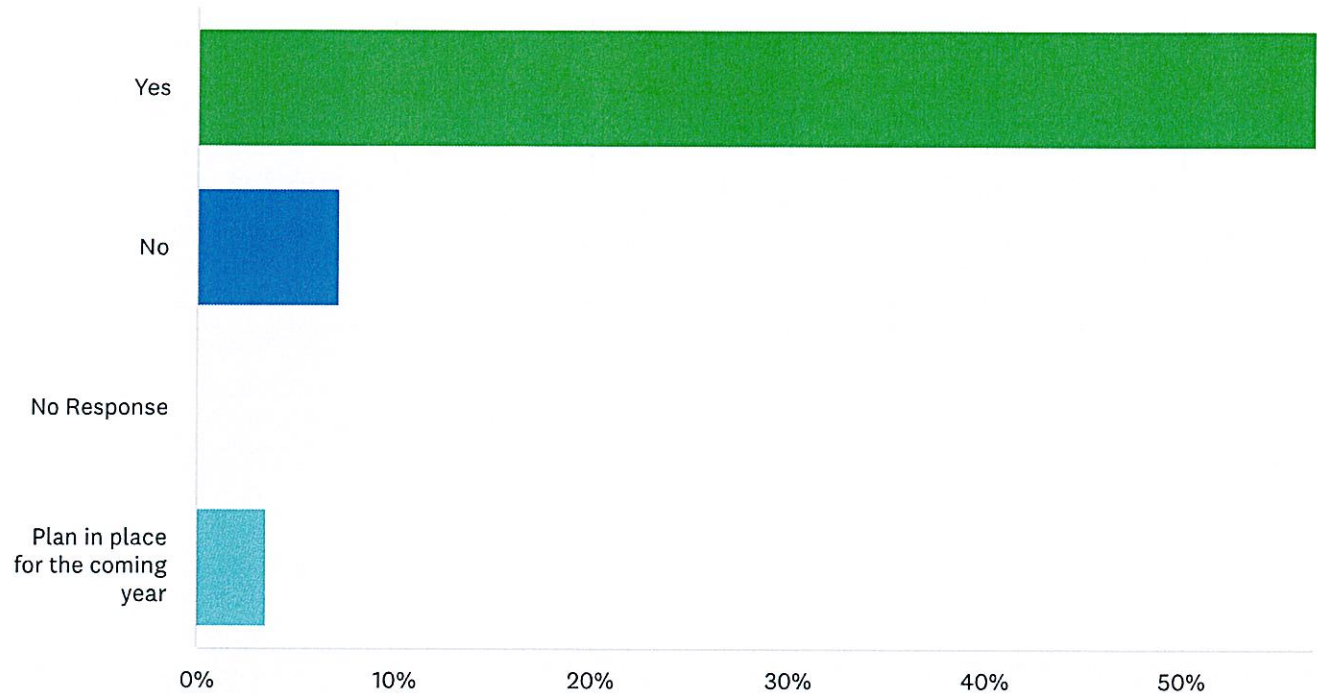
## 2026 Affirmative Action Survey

[Open](#)

4

Choose... ▼

Answered: 28 Skipped: 0



2026 Affirmative Action Survey

🔍 (0)

**Does your school participate in recruitment fairs in MN (i.e. Law Enf...**

...

Answered: 27 Skipped: 1



Choose... ▼

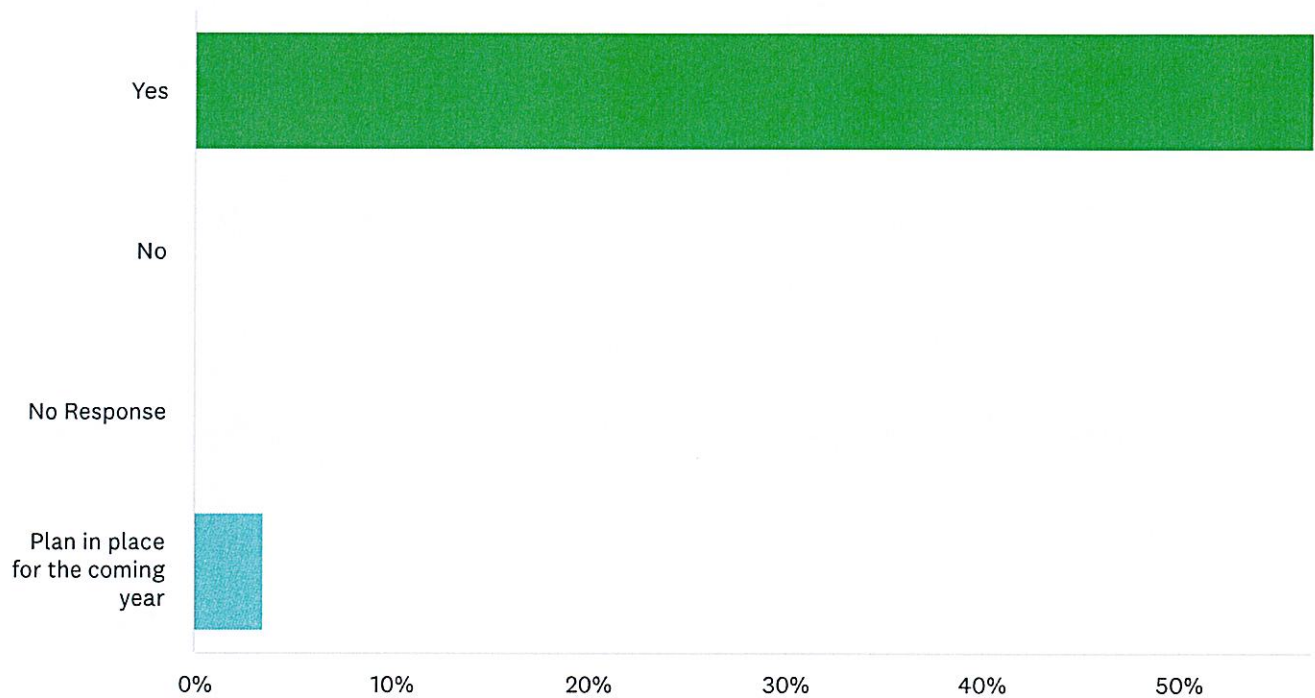
No



## Does your school recruit at high schools in Minnesota



Answered: 28 Skipped: 0



2026 Affirmative Action Survey

Filter (0)

## Does your school recruit students at high schools and fairs outside ...



Answered: 28 Skipped: 0



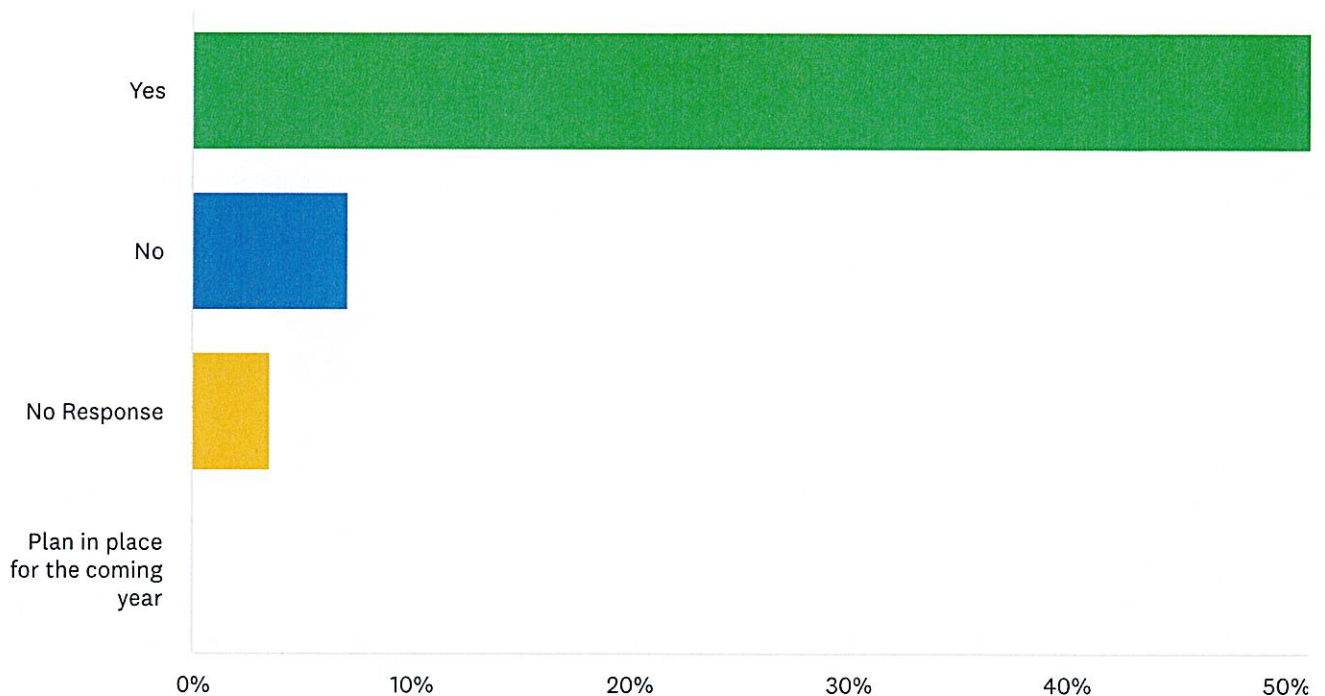
Choose... ▼



### Does your school form a partnership with one or more MN law enfor...



Answered: 28 Skipped: 0



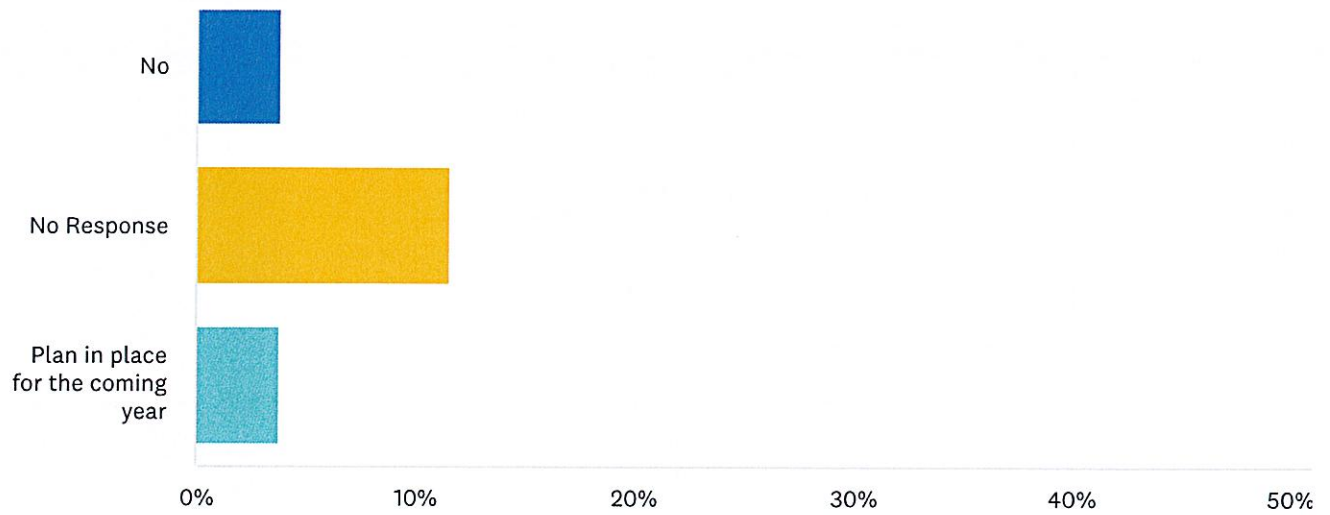
### Does your school form partnerships with colleges and universities t...



Answered: 26 Skipped: 2



Choose... ▼



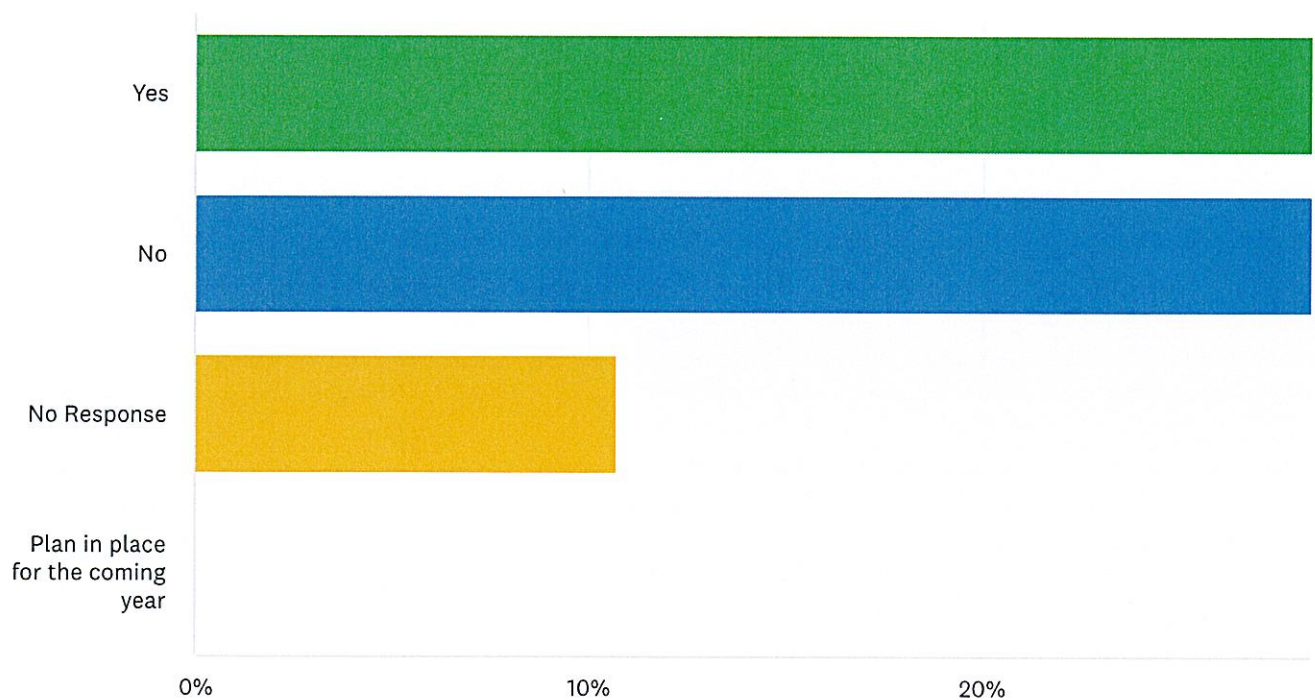
2026 Affirmative Action Survey

▼ (0)

### Does your school form partnerships with law enforcement groups fr...

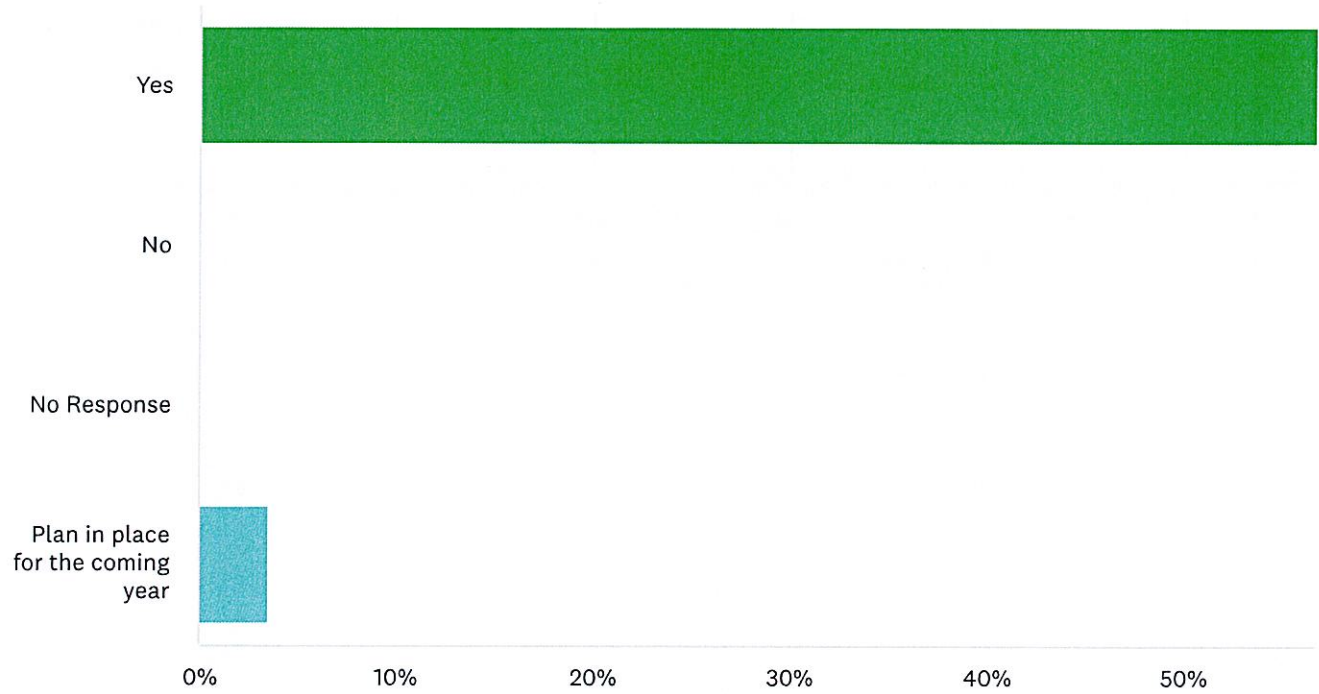
...

Answered: 28 Skipped: 0





Choose... ▼



2026 Affirmative Action Survey

▼ (0)

Does your school support minority students and women through m...

...

Answered: 28 Skipped: 0



Choose... ▼

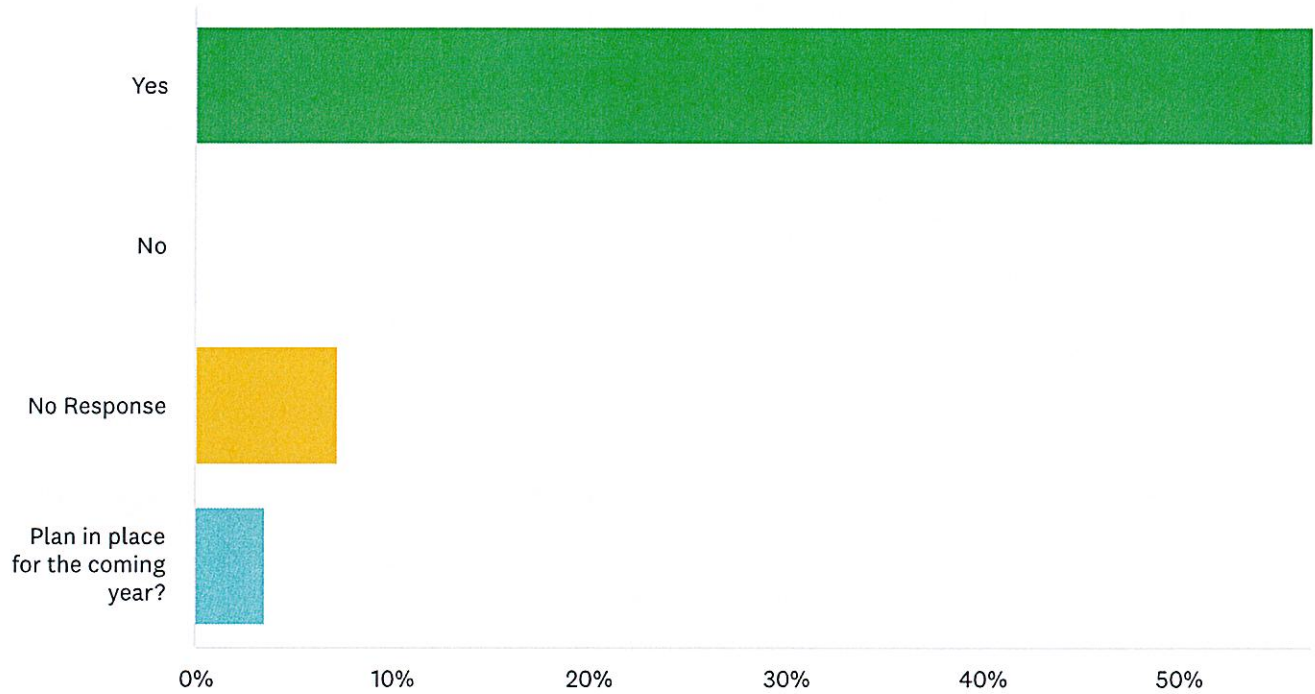
No



### Does your school distribute information on the school, mentorship ...



Answered: 28 Skipped: 0



2026 Affirmative Action Survey

🔍 (0)

### Does your school use recruitment ads and publications that show a ...



Answered: 28 Skipped: 0



Choose... ▼

No

No Response



### Does your school provide a supportive campus environment for min...



Answered: 28 Skipped: 0

Yes



No

No Response

Plan in place  
for the coming  
year?



0%

10%

20%

30%

40%

50%

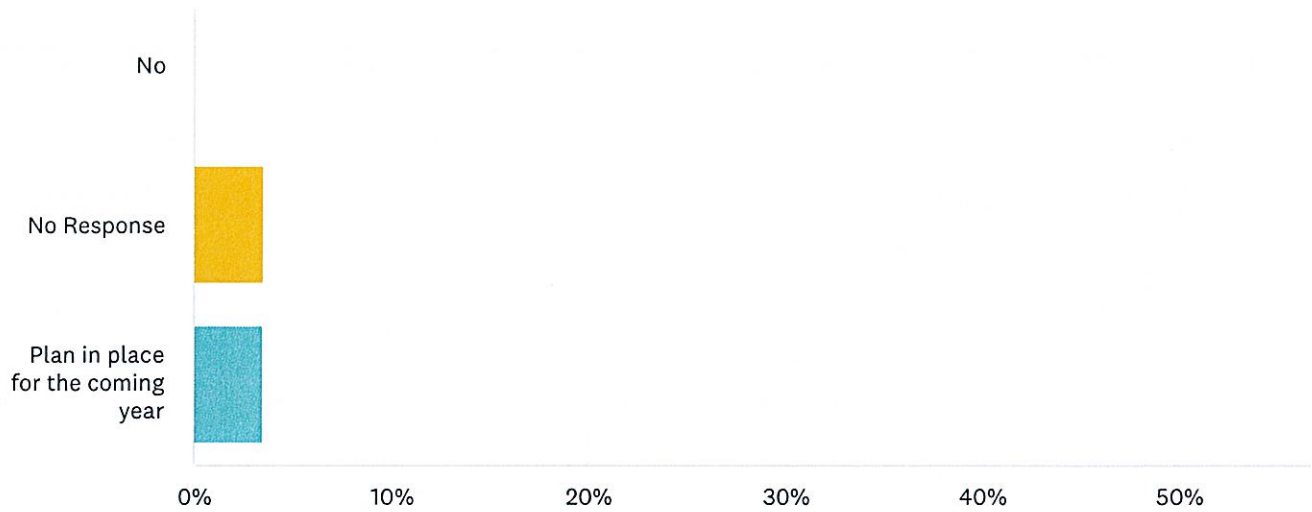
### Does your school review the curriculum to include diversity educati...



Answered: 28 Skipped: 0



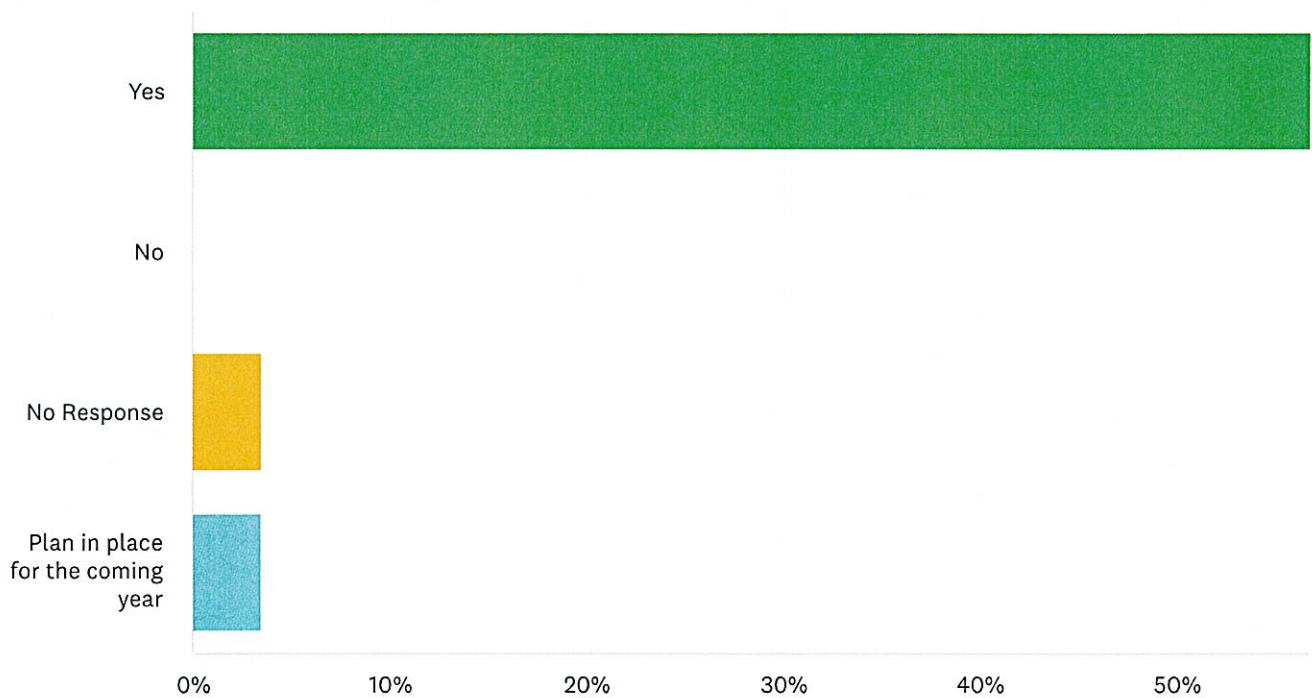
Choose... ▼



Does your school include the historical and contemporary issues of ...



Answered: 28 Skipped: 0

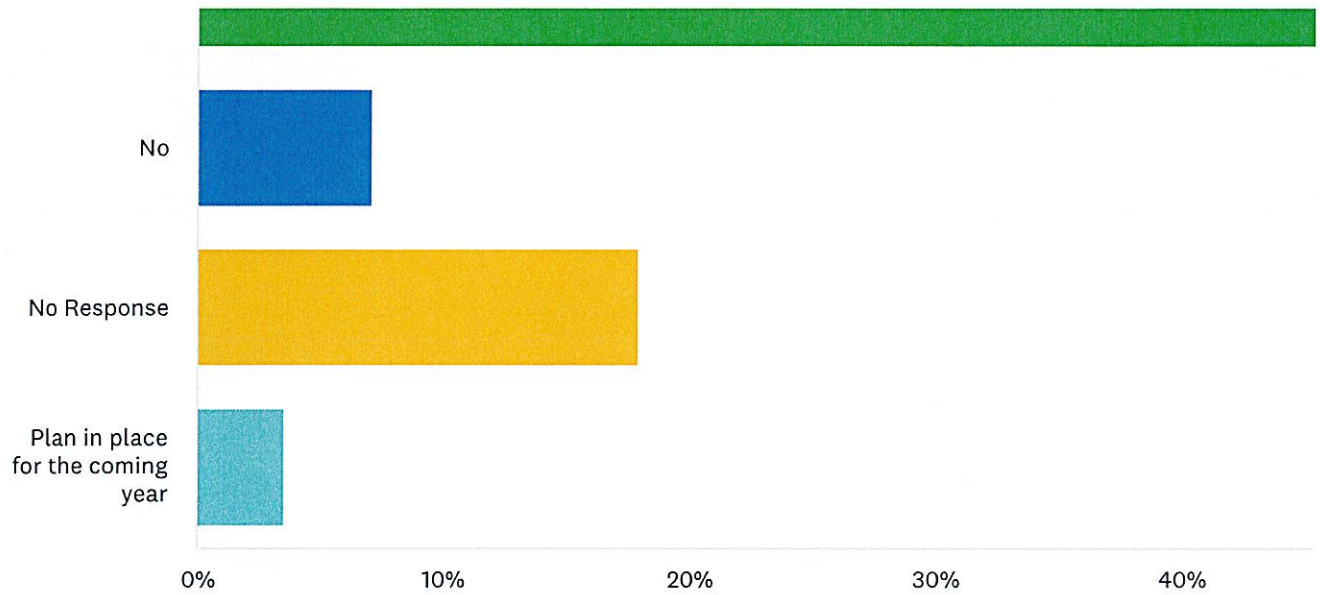


Does your school expand library resources to give special attention ...





Choose... ▼



2026 Affirmative Action Survey

▼ (0)

Does your school offer developmental courses and academic suppo...

...

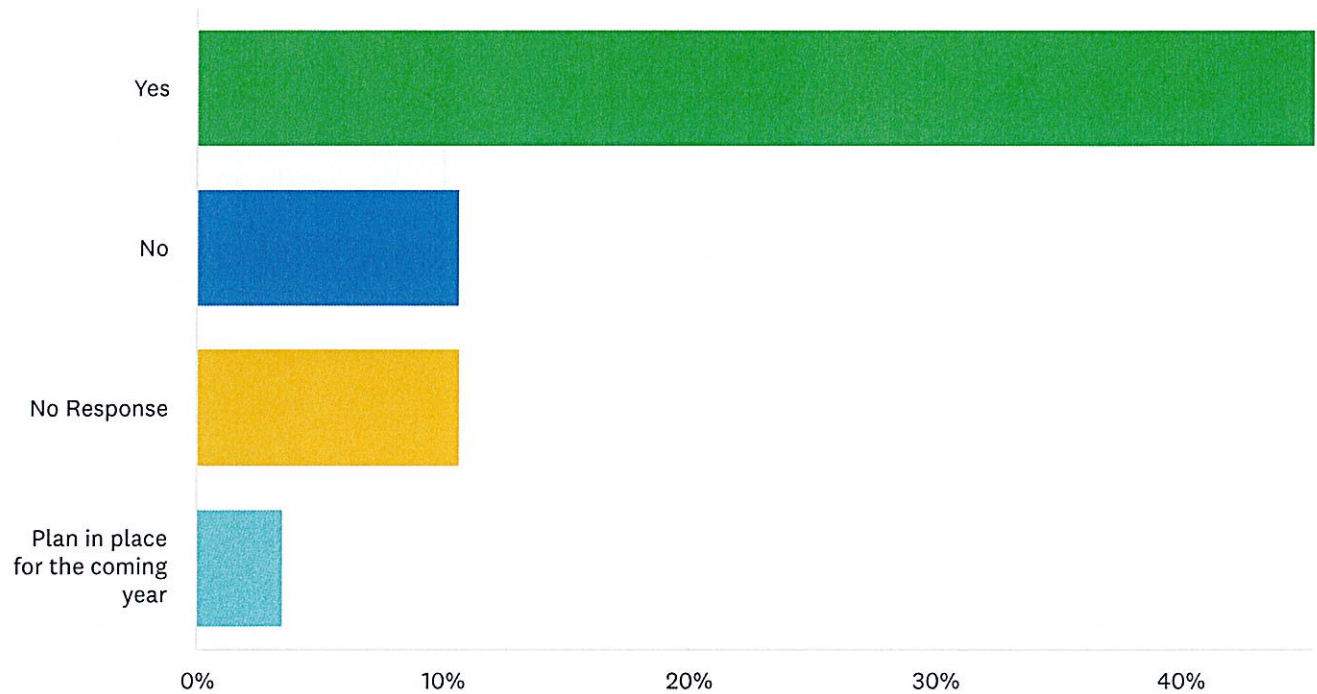
Answered: 28 Skipped: 0



Choose... ▼

Does your school offer post-secondary educational opportunity cou... ...

Answered: 28 Skipped: 0



2026 Affirmative Action Survey

🔍 (0)

...





2026 Affirmative Action Survey

Open

Choose... ▼

# Individual Responses



Choose... ▼

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**Time Spent:** 00:02:26  
**Email:** Gina.decesare@mnwest.edu  
**IP Address:** 140.248.30.56

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

Yes

**Q3**

Does your school recruit diverse faculty?

Yes

**Q4**

Does your school provide diversity training for faculty

Yes

**Q5**

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

Yes

**Q6**

Does your school recruit at high schools in Minnesota

Yes

**Q7**

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

Yes

**Q8**

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

Yes

**Q9**

Does your school form partnerships with colleges and universities that have a high population of minori

Yes

**Q10**

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

Yes



Choose... ▼

Q12

Does your school support minority students and women through mentorship programs

Yes

Q13

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

Yes

Q14

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

Yes

Q15

Does your school provide a supportive campus environment for minority students and women through diversity training and/or orientation events

Yes

Q16

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

Yes

Q17

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

Yes

Q18

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

No Response

Q19

Does your school offer developmental courses and academic support services to help minority students succeed in college

Yes

Q20

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

Yes

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

Yes

Q22

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



Choose... ▼

**Last Modified:** Thursday, August 20, 2026 4:15:14 PM  
**Time Spent:** 00:02:48  
**Email:** jolejnicak@fdltcc.edu  
**IP Address:** 166.137.144.162

Page 1

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Choose... ▼

**Last Modified:** Thursday, August 20, 2026 7:00:41 PM  
**Time Spent:** 00:01:41  
**Email:** Robert.Fraik@bemidjistate.edu  
**IP Address:** 68.235.82.26

Page 1

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Yes

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Choose... ▼

**Last Modified:** Friday, August 21, 2026 8:20:35 AM  
**Time Spent:** 00:04:36  
**Email:** samantha.dahly@winona.edu  
**IP Address:** 199.17.174.163

Page 1

**Q1**

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Yes

**Q2**

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Choose... ▼

**Last Modified:** Friday, August 21, 2026 1:35:23 PM  
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**Email:** gae.davis@clcmn.edu  
**IP Address:** 134.29.213.210

Page 1

**Q1**

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Choose... ▼

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**Email:** tom.draper@hennepintech.edu  
**IP Address:** 134.29.253.213

Page 1

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Choose... ▼

**Last Modified:** Friday, August 21, 2026 4:43:47 PM  
**Time Spent:** 00:02:43  
**Email:** ronald.schwint@alextech.edu  
**IP Address:** 204.77.46.53

Page 1

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No Response

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Respondent skipped this question

Q22

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Choose... ▼

**Last Modified:** Sunday, August 23, 2026 3:27:34 PM  
**Time Spent:** 00:03:17  
**Email:** vincent.scheckel@rctc.edu  
**IP Address:** 134.29.117.81

Page 1

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**Q22**

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Choose... ▼

**Last Modified:** Monday, August 24, 2026 10:41:38 AM  
**Time Spent:** 00:02:57  
**Email:** david.lovly@northlandcollege.edu  
**IP Address:** 134.29.209.209

Page 1

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Choose... ▼

**Last Modified:** Monday, August 24, 2026 12:24:10 PM  
**Time Spent:** 00:05:02  
**Email:** richard.kangas@minnesotanorth.edu  
**IP Address:** 134.29.186.56

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

Yes

**Q3**

Does your school recruit diverse faculty?

Yes

**Q4**

Does your school provide diversity training for faculty

Yes

**Q5**

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

Respondent skipped this question

**Q6**

Does your school recruit at high schools in Minnesota

Yes

**Q7**

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

Yes

**Q8**

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

Yes

**Q9**

Does your school form partnerships with colleges and universities that have a high population of minori

Yes

**Q10**

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

Yes



Choose... ▼

Q12

Does your school support minority students and women through mentorship programs

Yes

Q13

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

Yes

Q14

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

Yes

Q15

Does your school provide a supportive campus environment for minority students and women through diversity training and/or orientation events

Yes

Q16

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

Yes

Q17

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

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Q18

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

Yes

Q19

Does your school offer developmental courses and academic support services to help minority students succeed in college

Yes

Q20

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

Yes

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

Yes

Q22

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



Choose... ▼

**Last Modified:** Monday, August 24, 2026 12:54:43 PM  
**Time Spent:** 00:02:47  
**Email:** BC.Franson@smsu.edu  
**IP Address:** 199.17.216.7

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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No Response

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No Response

**Q10**

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

No Response



Choose... ▼

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No Response

**Q22**

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



Choose... ▼

**Last Modified:** Tuesday, August 25, 2026 12:06:09 PM  
**Time Spent:** 00:12:22  
**Email:** Lpalmer@inverhills.edu  
**IP Address:** 134.29.180.128

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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**Q10**

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Choose... ▼

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Yes

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Choose... ▼

**Last Modified:** Wednesday, August 26, 2026 5:47:04 AM  
**Time Spent:** 00:02:28  
**Email:** john.pilz@stcloudstate.edu  
**IP Address:** 199.177.82

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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Respondent skipped this question

**Q10**

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

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Choose... ▼

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**Q22**

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



Choose... ▼

**Last Modified:** Tuesday, September 22, 2026 10:04:47 AM  
**Time Spent:** 00:03:57  
**Email:** echambers@csp.edu  
**IP Address:** 192.231.160.6

Page 1

**Q1**

Do you employ an affirmative action coordinator?

No

**Q2**

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

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Choose... ▼

**Last Modified:** Friday, September 25, 2026 8:49:02 AM  
**Time Spent:** 00:08:50  
**Email:** Jeff.nelson@minnesota.edu  
**IP Address:** 134.29.231.11

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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Choose... ▼

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Q15

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Yes

Q16

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Choose... ▼

**Last Modified:** Friday, September 25, 2026 8:54:51 AM  
**Time Spent:** 00:01:56  
**Email:** Julie.Swanson@century.edu  
**IP Address:** 204.77.36.201

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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**Q10**

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

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Choose... ▼

**Q12**

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Yes

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Yes

**Q22**

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



Choose... ▼

**Last Modified:** Friday, September 25, 2026 11:40:58 AM  
**Time Spent:** 00:06:22  
**Email:** tgladney@stthomas.edu  
**IP Address:** 198.98.201.227

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

Yes

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**Q6**

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**Q9**

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Respondent skipped this question

**Q10**

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

Yes



Choose... ▼

**Q12**

Does your school support minority students and women through mentorship programs

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Yes

**Q16**

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No

**Q22**

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



Choose... ▼

**Last Modified:** Friday, September 25, 2026 12:43:20 PM  
**Time Spent:** 00:02:10  
**Email:** rich.watkins@riverland.edu  
**IP Address:** 134.29.137.62

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

Yes

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Choose... ▼

**Last Modified:** Friday, September 25, 2026 6:37:10 PM  
**Time Spent:** 00:02:49  
**Email:** TKLOSKY@smumn.edu  
**IP Address:** 207.138.195.114

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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Choose... ▼

**Last Modified:** Sunday, September 27, 2026 6:49:46 PM  
**Time Spent:** 00:03:02  
**Email:** seyfried@umn.edu  
**IP Address:** 159.26.100.229

Page 1

**Q1**

Do you employ an affirmative action coordinator?

No

**Q2**

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

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Choose... ▼

**Last Modified:** Tuesday, September 29, 2026 8:45:32 AM  
**Time Spent:** 00:26:11  
**Email:** mike.kutzke@ridgewater.edu  
**IP Address:** 134.29.171.172

Page 1

**Q1**

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Yes

**Q2**

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

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Choose... ▼

**Last Modified:** Tuesday, September 29, 2026 10:16:45 AM  
**Time Spent:** 00:02:50  
**Email:** Shelly.Schaefer@state.mn.us  
**IP Address:** 170.85.8.115

Page 1

**Q1**

Do you employ an affirmative action coordinator?

No

**Q2**

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

Respondent skipped this question

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

No



Choose... ▼

**Q12**

Does your school support minority students and women through mentorship programs

Yes

**Q13**

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

Yes

**Q14**

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

Yes

**Q15**

Does your school provide a supportive campus environment for minority students and women through orientation events

Yes

**Q16**

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

Yes

**Q17**

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

Yes

**Q18**

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

No Response

**Q19**

Does your school offer developmental courses and academic support services to help minority students succeed in college

Yes

**Q20**

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

No Response

**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

No Response

**Q22**

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



Choose... ▼

**Last Modified:** Tuesday, September 29, 2026 10:56:28 AM  
**Time Spent:** 00:04:50  
**Email:** drew.moldenhauer@metrostate.edu  
**IP Address:** 174.199.97.87

Page 1

**Q1**

Do you employ an affirmative action coordinator?

No Response

**Q2**

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

No Response

**Q3**

Does your school recruit diverse faculty?

Yes

**Q4**

Does your school provide diversity training for faculty

Yes

**Q5**

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

Yes

**Q6**

Does your school recruit at high schools in Minnesota

Yes

**Q7**

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

Yes

**Q8**

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

Yes

**Q9**

Does your school form partnerships with colleges and universities that have a high population of minori

No Response

**Q10**

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

Yes



Choose... ▼

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Choose... ▼

**Last Modified:** Tuesday, September 29, 2026 12:11:31 PM  
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**IP Address:** 68.47.19.77

Page 1

**Q1**

Do you employ an affirmative action coordinator?

No

**Q2**

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

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**Q10**

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Choose... ▼

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No

**Q22**

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



Choose... ▼

**Last Modified:** Tuesday, September 29, 2026 2:06:34 PM  
**Time Spent:** 00:02:37  
**Email:** pat.nelson@mnsu.edu  
**IP Address:** 134.29.16.242

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

**Q2**

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

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Choose... ▼

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**Q22**

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



Choose... ▼

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Time Spent: 00:06:41

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FRANK HOMER

Page 1

**Q1**

Do you employ an affirmative action coordinator?

No

**Q2**

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

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**Q10**

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Choose... ▼

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



Choose... ▼

**Last Modified:** Wednesday, September 30, 2026 10:31:44 AM  
**Time Spent:** 00:01:58  
**Email:** powell@mnstate.edu  
**IP Address:** 199.17.103.81

Page 1

**Q1**

Do you employ an affirmative action coordinator?

Yes

Plan in place for the coming year

**Q2**

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

Yes

Plan in place for the coming year

**Q3**

Does your school recruit diverse faculty?

Yes

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

Yes

Plan in place for the coming year

**Q8**

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



Choose... ▼

Yes

Plan in place for the coming year

**Q10**

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

No

**Q11**

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

Yes

Plan in place for the coming year

**Q12**

Does your school support minority students and women through mentorship programs

Yes

Plan in place for the coming year

**Q13**

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

Yes

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**Q14**

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

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**Q16**

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Choose... ▼

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Plan in place for the coming year

**Q22**

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

Yes

Plan in place for the coming year

**Q23**

Additional Information (Optional)

Respondent skipped this question

ENGLISH



Choose... ▼

**Last Modified:** Wednesday, September 30, 2026 10:52:17 AM  
**Time Spent:** 00:04:18  
**Email:** hrvanzee@unwsp.edu  
**IP Address:** 198.174.0.30

Page 1

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Yes

Q22

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



Choose... ▼

I have currently have 44 students in my criminal justice program. 18 are in the general track and 26 are in the law enforcement track because the general track students often switch to the law enforcement track. Of those numbers, for the law enforcement students I have 14 white males, 2 minority males, 6 white females, and 2 minority females. In the general track, I have 3 white males, 1 minority male, 8 white females, and 6 minority females.

ENGLISH