

**MINNESOTA WEST
LAW ENFORCEMENT ADVISORY COMMITTEE MEETING MINUTES
NOVEMBER 9, 2009**

The Minnesota West Law Enforcement Advisory Committee met on Monday, November 9, 2009, in room 203 at Minnesota West – Worthington Campus. Det. Sgt. Kevin Flynn, Beth Van Orman, Lt. Joel Mikle, Katherine Berger, Mark Holden, Chief Deputy Chris Heinrichs, Chief Mike Cumiskey, Dennis Hampel, Dr. Jeff Williamson and Jerry Jansen were present.

Welcome

Mark Holden called the meeting to order and introduced the following individuals to the Committee members in attendance: Katherine Berger - Law Enforcement Club President (2nd year student), Dennis Hampel - Dean of Career and Technical Programs and Beth Van Orman - Social Science Division Chair and faculty member at Minnesota West.

Law Enforcement Program Brochure

Each Committee member was given a copy of the latest version of the Law Enforcement Program brochure. The new brochure, which has been in use since summer 2009, and a DVD with Program information is currently being sent to all prospects and being used at other marketing events.

2010 Licensing Exam Schedule for POST

Mark referenced the 2010 POST licensing examination schedule and indicated that the majority of Minnesota West's AS Law Enforcement graduates are prepared for the June testing date.

2009 Program Graduate Numbers

This past May 2009, there were 11 AS Law Enforcement graduates and 2 "certificate" students. Two additional students met all AS degree graduation requirements during the summer of 2009.

2009 POST Test Pass/Fail Rate

Fifteen students took the June POST examination. Thirteen were taking their first attempt at the exam (11 AS graduates, 2 "certificate" students) and 2 were former graduates who were taking their second attempt at the exam. Of these students, 11 first-timers and the 2 taking their second attempt at the test successfully passed the exam. Two students failed the exam on their first attempt. The two summer AS Law Enforcement graduates took the August POST examination. Both passed the test on their first attempt.

PPOEP Coordinator's Meeting

Mark attended a PPOEP Coordinator's meeting on October 28, 2009.

Psychological Standards Update

At the PPOEP Coordinator's meeting an update was given on the POST Board's Psychological Standards. MN Statute 626.8471, subd.5.2 indicates "that an individual is not eligible to take the peace officer licensing examination or the part-time peace officer licensing examination on or after June 1, 2002, unless (2) the individual has completed a psychological evaluation demonstrating that the individual is not likely to engage in racial profiling." Currently, all PPOEP programs in the State are not in compliance. There is not a tool in place that is able to determine if applicants will engage in racial profiling.

The MMPI -2 (Minnesota Multiphasic Personality Inventory) and the CPI (California Personality Inventory) are common tools used in the evaluation process which may indicate tendencies, but they cannot indicate if individuals will act on those tendencies. Mark and another PPOEP Coordinator are putting together information to indicate why PPOEP Coordinators should not be the ones who identify/determine if someone is likely to racial profile. It is believed the process should take place on the hiring end of the process. Mark requested comments/thoughts from Committee members. Overall, the feeling was that the legislation is not good. Hiring committees are likely no more qualified to identify this tendency. Mark cautioned everybody to remember the time when the legislation was passed (2002). A change in the legislation will be an uphill push. Minnesota West will continue to use the MMPI-2; however, it won't be used for racial profiling purposes.

Psychological Questions Handout

The psychological evaluation of applicants continues to be necessary. Mark indicated that PPOEP programs do the MMPI screening at different times. Minnesota West completes the MMPI during the Program admission process. Other PPOEP programs complete the MMPI at the beginning of the student's second year before their firearm and driving training takes place. A question was brought forward as to whether or not the MMPI screens out students who are potential threats? The MMPI does have a very good lie scale and it does flag for bipolarism and chemical dependency. Mark Holden informed the Committee that in addition to the computerized MMPI applicants complete, each individual will now also complete an additional questionnaire which screens for chemical dependency, mental health disorders, depression and bipolarism. One of the items Minnesota West uses to determine admission to the Program is the psychological evaluation/recommendation it receives from a licensed psychologist.

PPOEP Learning Objectives

One of the PPOEP learning objectives states: "Students will demonstrate an understanding of the definition of mental illness and basic mental illness facts." Introduction to Psychology (PSYC 1101 4 credits) is currently a general education requirement for the AS Law Enforcement Program. Beth Van Orman inquired as to whether or not Abnormal Psychology (PSYC 2221 3 credits) would be a better course for the Program because it covers many of the mental illness disorders. If changed, it could result in credit number issues because PSYC 1101 is a prerequisite for the PSYC 2221 course. Another issue may be the 60/120 legislation which requires all AS degrees to be 60 credits, instead of 64. Mark Holden will research this possibility; however, he does not foresee a change being made at this time.

New POST Exam Registration Form

A field has been added to the form for the student to indicate the name of their PPOEP Coordinator. This should help alleviate the issue of students reporting where they had their Skills training vs. reporting where they received their law enforcement degree.

Certification of Completion Roster (Sign Off)

Mark informed the Committee of the need for PPOEP Coordinators to electronically sign off on students to indicate their eligibility to take the POST exam.

Newly Licensed Officer Survey

Each Committee member received a copy of a survey that was recently conducted of newly licensed officers by Metro State. Feedback was requested on topics such as the Hiring/Job Search Experience, PPOEP/Hiring Agency Perceptions and the POST Board Learning Objectives.

PPOEP School Certification Renewal Application (2010)

Minnesota West's AS Law Enforcement Program will be up for accreditation/certification renewal in 2010. Mark indicated he will be working on this process in the upcoming months. There have not been many changes to the Law Enforcement Program since the last accreditation was received. One curriculum modification to note is that Mark is requesting the LAWE 2197 Internship course listing be removed as a course option. It has not been offered since 2005 when it was offered for one student. This will be going through the college's curriculum procedures in the next month.

Advisory Committee Diversity

Advisory committees are very important to technical education programs. Dennis Hampel spoke to the Committee regarding a legislative audit that Minnesota West recently underwent regarding advisory committees. He touched on various aspects of advisory committees including their membership, responsibilities and other requirements.

Rosters – A good advisory committee has a roster that changes. The roster needs to indicate contact information (address, phone number, e-mail) and how long individuals have served. This information is confidential and aids in the process of seeking replacements at determined timeframes.

Meeting Frequency – Minnesota West's advisory committee policy states that advisory committees should meet once, preferably twice, a year.

Size of Committee – A good size for an advisory committee is between 6-12 people. Individual programs can judge what an appropriate size is for their advisory committee.

Committee Composition - An advisory committee's membership should represent the workplace. Committee diversity is an issue. Dennis asked the Committee members to make upcoming membership recommendations while thinking about gender equity and diversity.

Connections to Related Groups – Advisory committees rely on outside groups who have an interest in the group/program.

Committee Recommendations – What is the purpose of the advisory committee? Members should make recommendations/advise changes and be involved in Program admissions and requirements.

Other

Mark asked the Committee to review the current PPOEP learning objectives and indicate whether or not there are items in the objectives that are no longer relevant or that need to be simplified, modified or removed entirely. As the "Newly Licensed Officer Survey" indicated, graduates felt that more hands-on opportunities should be available. In order to cover all of the learning objectives, sometimes the time for hands-on activities is limited. It was felt that Programs need to concentrate more on what's necessary to be a "basic" officer without

sacrificing all the “world skills”. Removing some of the general education requirements for the Program was determined to not be a beneficial solution. Committee members indicated that life experience is one thing that many new officers lack. Departments recognize that there is nothing the school can do to resolve this issue. Should an internship experience become a requirement of the Program or should students participate in opportunities, such as Reserves, which some police departments offer. Katie Berger currently participates in the Worthington Police Department’s Reserve program. She likes the experience and realizes that what she will get out of the experience depends on what she puts into the experience.

Minnesota West is currently the only PPOEP Program requiring the completion of a FBI background check for applicants. This is a new admission requirement as of this past fall, 2009. This screening tool has proven to be beneficial when applicants fail to disclose items during the application process. The turn-around time on the background checks has been slow this past fall.

Markus Murphy is no longer the on-site, Skills Coordinator for Hibbing Community College. Tim Gaul has taken over this role.

Mark thanked the Committee for their attendance at the meeting.

Respectfully submitted,

Angela Hoffman