



# Board of Peace Officer Standards and Training

1600 University Avenue, Suite 200, Saint Paul, MN 55104  
Main: (651) 643-3060 | [www.mn.gov/post/](http://www.mn.gov/post/)

## BOARD MEETING MINUTES

April 24, 2025

### Members Present

Chair Luke Hennen  
Scott Nadeau for Andrew Evans  
Bobbie Holtberg  
Jason Bennett  
Jennifer Foster  
Jim Yang  
Nigel Perrote  
Scott Kent  
Shawn Williams  
Shelly Schaefer  
Stephanie Burrage  
Stephanie Revering  
Tad Farrell  
Tanya Gladney  
Troy Wolbersen

### Staff Present

Alicia Popowski  
Angie Rohow  
Erik Misselt  
Jessi Knowles  
Katie Cederstrom  
Michelle Haggberg  
Mike Cumiskey  
Rob Skoro  
Sarah Zastrow  
Schyler Beaty  
Shari Bartness

### Members Excused Absence

Justin Terrell  
Kelly Phillips

### Counsel Present

David Cullen, A.G. Office  
Christopher Kaisershot, A.G. Office

### Others Present

Anne Lanier  
Erick Phillip Carl Olsen  
Mark Schneider, LELS

1. Call to order: Chair Hennen called the meeting to order on April 24, 2025 at 10:00 a.m.
2. Approval of the agenda: Chair Hennen asked for a motion to approve the agenda.
  - MOTION: Ms. Holtberg made a motion to approve the agenda. Dr. Schaefer seconded the motion. The motion passed via unanimous voice vote.
3. Approval of the Board meeting minutes on January 23, 2025: Chair Hennen asked for a motion to approve the January 23, 2025 minutes.
  - MOTION: Chief Kent made a motion to approve the minutes. Dr. Williams seconded the motion. The motion passed via unanimous voice vote.
4. R6700.0501 reciprocity rule changes: Ms. Popowski provided an update from the Rules Committee regarding R6700.0501. The Rules Committee decided not to make any modifications and requested for this to be brought back to the Board for consideration of approval.

Discussion ensued on Subp 7. Qualification and regarding higher education.

The Board sent this back to the Rules Committee for further discussion and for a final draft to be submitted.

5. **Variance request – Anne Lanier:** Ms. Popowski presented Ms. Lanier’s variance request. Ms. Lanier was present for the meeting. Ms. Lanier is requesting a variance 6700.0300 Subp. 5, item B(2) and 6700.0700 Subp. 1, item D(3)(c) due to a domestic assault conviction in 2015. This offense is included in the minimum selection standards as a disqualifier and prevents Ms. Lanier from entering the PPOE skills program.
  - **MOTION:** Dr. Williams made a motion for the Board to deny the petitioner’s request for a variance of Minnesota Rule 6700.0300 Subp. 5 item B(2) and 6700.0700 Subp. 1, item D(3)(c) because the statutory criteria for a discretionary variance has not been met. The motion was seconded by Chief Revering. The motion passed via unanimous voice vote.
6. **Variance request – Seth Noll:** Ms. Popowski presented Mr. Noll’s variance request. Mr. Noll was not present for the meeting. Mr. Noll is requesting a variance 6700.0501 Subp 7. He is 1 year and 2 months short of the reciprocity requirement for degree holders
  - **MOTION:** Dr. Schaefer made a motion for the Board to deny the petitioner’s request for a variance of Minnesota Rule 6700.0501 Subp. 7 because the statutory criteria for a discretionary variance has not been met. Dr. Williams seconded the motion. The motion passed via unanimous voice vote.
7. **Variance request – Erick Phillip Carl Olsen:** Ms. Popowski presented Mr. Olsen’s variance request. Mr. Olsen was present for the meeting. Mr. Olsen is requesting a variance 6700.0700 Subp. 1 item D(3)(e). He has a Violation of an Order for Protection from 2007 and is requesting a variance from the rule so that he can be able to take the PPOE exam.
  - **MOTION:** Dr. Gladney made a motion to deny the petitioner’s request for variance of Minnesota Rule 6700.0700 Subp. 1 item D(3)(e) because the statutory criteria for a discretionary variance has not been met. Mr. Bennett seconded the motion. The motion passed via unanimous voice vote.
8. **Pre-service Training:** Ms. Popowski provided a summary of work on 6700.0300 and 6700.0400.

Discussion ensued.
9. **Appointment of new Board Vice-Chair and announcement of committee assignments:** Director Misselt spoke about a new Board Vice Chair nomination for Scott Kent.
  - **MOTION:** Chief Revering made a motion for Scott Kent to be the new Board Vice Chair. Dr. Williams seconded the motion. The motion passed via unanimous voice vote.
10. **Executive Director report:** Director Misselt spoke about the following:
  - Continuing Education forms being brought online.
  - Legislation update: 2x Omnibus bills regarding the POST Board that is currently awaiting a vote.
  - Odyssey funding for additional Salesforce work.
  - Automatic revocations.
  - MN POST Board review/ revisions to the model policies and will be brought to the Board for consideration and approval.

11. Licensure matters (closed to the public)
12. Licensure hearing – Sievert: Mr. Kaisershot presented arguments and a closing statement during the open portion of the meeting.
13. Deliberations – Sievert (closed to the public)
14. Adjournment: The meeting adjourned at 2:15 p.m.

DRAFT



**POST BOARD WORKSHEET FOR VARIANCE REQUEST**

**Date of Board meeting:** July 24, 2025

**Petitioner:** Mohammed Kromah

**Basis for Variance Request:** Mr. Kromah has a Bachelor of Science degree in Biology from Cuttington University (Liberia). Cuttington University is not regionally accredited; therefore, it does not meet the definition of a "school."

**Rule Citation:**

**Rule 6700.0100, subpart 20.** School. "School" means a postsecondary institution which is accredited by one of the six regional accrediting associations and authorized to award academic degrees including, but not limited to, Associate of Arts (A.A.) degrees, Associate of Science (A.S.) degrees, Bachelor of Arts (B.A.) degrees, and Bachelor of Science (B.S.) degrees.

**Summary of Request (also see actual request attached):** Mr. Kromah is a cadet with the Minneapolis Police Department and would like to attend the ICPOET program at HTC. Cuttington University is not regionally accredited; therefore, Mr. Kromah is ineligible to attend the ICPOET program as his degree does not satisfy the provisions described in chapter 6700. Mr. Kromah is seeking a variance from the Board to recognize Cuttington University as a school, thus validating his degree. In turn, this will allow Mr. Kromah to enroll in the ICPOET program. Mr. Kromah had his degree evaluated by World Education Services (WES). WES determined Mr. Kromah's degree is equivalent to a bachelor's degree from a regionally accredited university in the United States.

**Previous Board Action on Similar Requests:**

- 2022- Board granted three variance requests to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2023- Board granted a variance to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2024 – Board granted two variances to recognize a foreign education facility as a school under 6700.0100, subpart 20

**Board Review of Variance Request:**

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.
- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.



1. Would the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?

- If yes, go to Step. 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
  - a. Identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
  - b. Determine how long should the variance be in effect; and
  - c. Make a motion.

• **Sample motion to GRANT a mandatory variance:** *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700. \_\_\_\_\_, as applied to the circumstances of the petitioner, would not serve any of the purposes of the rule. I move that the variance be granted until \_\_\_\_\_ with the following conditions . . . .*

2. If this is a **discretionary** variance, the board may grant it *only* if the board determines that *all* three are true:

- a. Application of the rule to the petitioner would result in hardship or injustice;
- b. Variance from the rule would be consistent with public interest; and
- c. Variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.

• **Sample motion to GRANT a discretionary variance:** *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.\_\_\_\_\_ be granted until \_\_\_\_\_ with the following conditions . . . .*

• **Sample motion to DENY a discretionary variance:** *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700. \_\_\_\_\_ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*

- a. Application of the rule to the petitioner would not result in hardship or injustice;
- b. Variance from the rule would not be consistent with public interest;
- c. Variance from the rule would prejudice the legal or economic rights of any person.



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## Request for a Variance of a Minnesota Rule

*A person or entity may petition the POST Board for a variance from a board-adopted Rule as applied to the particular circumstances of the petition per Minn. Stat. 14.055.*

To request a variance complete this form and submit it to the POST Board along with the supporting documentation by mail or fax, or by email to [Postboard.agency.docs@state.mn.us](mailto:Postboard.agency.docs@state.mn.us).

Petitioner (person or entity): MOHAMMED ABRAHAM KROMAH

Petitioner Contact Name: \_\_\_\_\_

Street Address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Email address: \_\_\_\_\_

Phone: \_\_\_\_\_

### Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0100, Subpart 20, School.
2. Briefly describe /summarize the specific variance from Rule being requested.  
REQUESTING A VARIANCE ON THE DEFINITION OF SCHOOL
3. State the period of time for which the variance is requested: UNTIL LICENSED

Details - Please submit your answers to the following questions on a separate sheet. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

### Affirmation and signature:

I affirm that the information submitted within this application is true and correct and, that I have read and understand the Tennessee Warning on page 2 of this form. Note: The warning applies to individuals but not organizations.

Mohammed Abraham Kromah  
Signature

05/20/2025  
Date

MOHAMMED ABRAHAM KROMAH MR  
Printed Name/title



## Tennesen Warning

I understand this variance request to the Minnesota Peace Officers Standards and Training Board ("Board") will be discussed at a public board meeting. I acknowledge that the Board may discuss any of my pertinent licensing history, as well as any of the information within, during the public Board meeting. I understand that under the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13, some data in this request and in relevant Board records may be classified as private data and would not normally be accessible to the public. I hereby authorize the Board to discuss this request and any corresponding materials, records, or data within any license application(s) or other Board records, and any issues related to this request at the Board meeting. The purpose of this authorization is to provide information to assist the Board's review of the request. This authorization expires one year after the date provided below. I understand that I can withdraw this authorization at any time by notifying the Board in writing before the one year period expires, but the withdrawal will not be retroactive. I understand that I am not legally required to sign this form and am doing so on my own accord. However, I also understand that if I restrict the release of certain information, the Board will not discuss my variance request. I understand that if my request pertains to a licensure application, the application will be approved or denied based solely on the application and information submitted within. I agree that I will not bring any legal claim or action against the Board alleging a violation of the Minnesota Government Data Practices Act or the Minnesota Open Meeting Law.



## POST VARIANCE REQUEST QUESTION RESPONSES

1. What are the reasons and circumstances that make this request necessary?

I am currently with the Minneapolis Police Department as an intern learning various roles basically shadowing what police officers do. I apply to the Minneapolis cadet program which is in coordination with the Hennepin Technical College called the ICPOET. This program needs me to have a variance so that my Internationally acquired bachelor's degree which has been evaluated by the world education service. Can be used to meet the degree eligibility criteria since I haven't attended any school in the United States. My degree has been deemed equivalent to a bachelor's degree in the United States, which will enable me to meet the Minnesota POST board requirements to be a licensed police officer.

2. What are the reasons you believe the variance is justified?

The variance is justified because of the financial hardship of me having to pay to acquire a degree in America which come with additional cost and time frame that will delay my goal to become a police officer and serve the city of Minneapolis and its various communities. This variance doesn't grant me any special privilege but just afford me the same benefits of other applicants who have the same degree as me and mine has been evaluated to be equivalent to theirs. Granting me this variance will not harm any public interest but rather enable me to pursue my goal to be a police officer hence align with public interest in terms of public safety. In addition to also meeting all the POST board requirements.

3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other rules

To the best of my knowledge, I can say that this request only involves Minn. Rule 6700.0100, Subpart 20. No other Minnesota rule is impacted by this request.

4. Has the POST board taken action regarding you or your situation to this variance request? If so explain and provide any documentation

This is my first time applying for this variance so there hasn't been any past actions taken by the POST board regarding my situation or this variance request.

5. Has the board, to your knowledge, taken any action on a similar variance request?

To my knowledge and after speaking with an employee of the Hennepin Technical college the POST board have reviewed and granted similar variance request in the past under similar circumstances to mine. Where applicant show intent to meet all the requirements of the POST board for licensing police officer and posed no risk to public interest or safety.

6. Do you know any person or entity that would be adversely affected if the POST board granted this variance request?

No, I'm not aware of any person or entity that would be adversely affected if this variance is granted. This variance enables me to pursue my goal to be a police officer which involve meeting all the requirement of the POST board. Which will intend serve to improve the public interest and safety of the city of Minneapolis.



# Cuttington University

*To All Who May Read These Letters Greetings*

*By Authority of the Board of Trustees of*

*Cuttington University*

*and upon the recommendation of the faculty*

**Mohammed A. Kromah**

*has been admitted to the degree of*

**Bachelor of Science in Biology**

*and is entitled to all the rights and honors thereto appertaining*

*Witness the seal of the University and the signatures of its officers*

*Given at Suakoko Gbarnga Liberia this 29<sup>th</sup> day of June*

*Two Thousand and Thirteen*

*+ J. B. H. H. H.*

*President of the Board of Trustees*



*Secretary of the Board of Trustees*



*Certificate No.*

**0003020**

*Henrique Jagan*  
*President*

*Theodore K. Brown, Jr.*  
*Vice President, Academic Affairs*





## CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: KROMAH, Mohammed Abraham  
Date of Birth: August 02, 1988

Date : April 11, 2024

Page: 1 of 3

### U.S. EQUIVALENCY SUMMARY

Bachelor's degree from a regionally accredited institution

*Second Evaluation Report (original completed on December 22, 2023)*

### CREDENTIAL ANALYSIS

- |                                   |  |
|-----------------------------------|--|
| <b>Name on Credential:</b>        | Mohammed A. Kromah                                     |
| <b>Credential Authentication:</b> | <i>Documents were sent directly by the institution</i> |
| <b>Country or Territory:</b>      | Liberia  |
| <b>Credential:</b>                | Bachelor of Science                                    |
| <b>Year:</b>                      | 2013   |
| <b>Awarded By:</b>                | Cuttington University                                  |
| <b>Status:</b>                    | Accredited Institution                                 |
| <b>Admission Requirements:</b>    | Senior High School Certificate                         |
| <b>Length of Program:</b>         | Four years   |
| <b>Major:</b>                     | Biology  |
| <b>U.S. Equivalency:</b>          | Bachelor's degree                                      |



## COURSE-BY-COURSE ANALYSIS

Name: KROMAH, Mohammed Abraham  
Date of Birth: August 02, 1988

Date : April 11, 2024

Page: 2 of 3

### INSTITUTIONS - DATES - SUBJECTS

U.S.  
Semester  
Credits      U.S.  
Grades

#### Cuttington University

##### 2009-2010

(L) Principles of Biology I	4.0	A
(L) Principles of Chemistry I	4.0	A
(L) Introduction to Physical Education	(1.0)	R*
(L) Fundamentals of Communication I	3.0	C
(L) Pre-Calculus I	3.0	A
(L) Principles of Biology II	4.0	A
(L) Principles of Chemistry II	4.0	B
(L) Fundamentals of Communication II	3.0	C
(L) Fundamentals of French I	3.0	A
(L) Pre-Calculus II	3.0	C
(L) Microbiology	4.0	A
(L) Calculus I	3.0	B

##### 2010-2011

(L) Zoology	4.0	A
(L) Comparative Chordate Anatomy	4.0	C
(L) Organic Chemistry I	4.0	C
(L) Introduction to Computer Science	3.0	A
(L) Fundamentals of Literature in English	3.0	B
(L) Moral Ethics and Social Values	3.0	C
(U) Vertebrate Embryology	4.0	A
(U) Ecology	4.0	B
(L) Organic Chemistry II	4.0	B
(L) Advanced Composition	3.0	C
(L) Introduction to Probability and Statistics	3.0	B
(U) Parasitology	4.0	A
(U) Introductory Physics I	4.0	A

##### 2011-2012

(U) Genetics	4.0	A
(U) Immunology	3.0	A
(U) General Anatomy	4.0	A
(U) Hematology	4.0	B
(U) Biochemistry I	4.0	B

(Continued on next page)



## COURSE-BY-COURSE ANALYSIS

Name: KROMAH, Mohammed Abraham  
Date of Birth: August 02, 1988

Date : April 11, 2024

Page: 3 of 3

### INSTITUTIONS - DATES - SUBJECTS

	U.S. Semester Credits	U.S. Grades
(U) General Physiology	4.0	A
(U) Physical Chemistry for Biologists	3.0	B
(U) Science Research Method	1.0	A
(U) Histology and Micro-techniques	4.0	A
(U) Service Learning	3.0	B
(U) General Botany	4.0	A
(U) Principles of Psychology	3.0	A
<b>2012-2013</b>		
(U) Molecular Biology	3.0	A
(L) Introduction to Physical Education	1.0	A
(L) Introduction to Environmental Sciences, Resources and Materials	3.0	C
(L) History of African Up to 1800	3.0	A
Senior Thesis	1.0	B

### SUMMARY

Total Undergraduate Semester Credits: 137.0 GPA: 3.36



**POST BOARD WORKSHEET FOR VARIANCE REQUEST**

**Date of Board meeting:** July 24, 2025

**Petitioner:** Darel Tapia

**Basis for Variance Request:** Mr. Tapia has a Bachelor of Arts degree in Criminal Justice & Criminal Investigation from the Universidad Interamericana de Puerto Rico (aka Inter American University of Puerto Rico). The Universidad Interamericana de Puerto Rico is not regionally accredited; therefore, it does not meet the definition of a "school".

**Rule Citation:**

**Rule 6700.0100, subpart 20.** School. "School" means a postsecondary institution which is accredited by one of the six regional accrediting associations and authorized to award academic degrees including, but not limited to, Associate of Arts (A.A.) degrees, Associate of Science (A.S.) degrees, Bachelor of Arts (B.A.) degrees, and Bachelor of Science (B.S.) degrees.

**Summary of Request** (*also see actual request attached*): Mr. Tapia is currently a cadet with the Minneapolis Police Department. Mr. Tapia would like to attend the ICPOET program at HTC and then transition to a peace officer role with MPD (after successful completion of the examination). The Universidad Interamericana de Puerto Rico is not a regionally accredited university; thus, Mr. Tapia is not able to enroll in the ICPOET program as his degree does not satisfy the requirements in chapter 6700. Mr. Tapia is seeking a variance from the Board to recognize the Universidad Interamericana de Puerto Rico as a school, thus validating his degree. If the variance is granted, Mr. Tapia will be able to enroll in the ICPOET program and continue down the path for licensure. Educational Credential Evaluators completed a degree evaluation on Mr. Tapia's degree and concluded it was equivalent to a degree issued in the U.S. by a regionally accredited institution.

**Previous Board Action on Similar Requests:**

- 2022 – Board granted three variance requests to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2023 – Board granted a variance to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2024 – Board granted two variances to recognize a foreign education facility as a school under 6700.0100, subpart 20

**Board Review of Variance Request:**

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.
- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.

1. **Would the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?**

- If yes, go to Step. 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
  - a. Identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
  - b. Determine how long should the variance be in effect; and
  - c. Make a motion.
- **Sample motion to GRANT a mandatory variance:** *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700. \_\_\_\_\_, as applied to the circumstances of the petitioner, would not serve any of the purposes of the rule. I move that the variance be granted until \_\_\_\_\_ with the following conditions . . . .*

2. If this is a **discretionary** variance, the board may grant it *only* if the board determines that *all* three are true:

- a. Application of the rule to the petitioner would result in hardship or injustice;
  - b. Variance from the rule would be consistent with public interest; and
  - c. Variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.
- **Sample motion to GRANT a discretionary variance:** *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700. \_\_\_\_\_ be granted until \_\_\_\_\_ with the following conditions . . . .*
  - **Sample motion to DENY a discretionary variance:** *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700. \_\_\_\_\_ because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*
    - a. Application of the rule to the petitioner would not result in hardship or injustice;
    - b. Variance from the rule would not be consistent with public interest;
    - c. Variance from the rule would prejudice the legal or economic rights of any person.



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## Request for a Variance of a Minnesota Rule

*A person or entity may petition the POST Board for a variance from a board-adopted Rule as applied to the particular circumstances of the petition per Minn. Stat. 14.055.*

To request a variance complete this form and submit it to the POST Board along with the supporting documentation by mail or fax, or by email to [Postboard.agency.docs@state.mn.us](mailto:Postboard.agency.docs@state.mn.us).

Petitioner (person or entity): Darel Tapia

Petitioner Contact Name: \_\_\_\_\_

Street Address:

City, State, Zip Code:

Email address:

Phone:

### Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0100 subpart 20
2. Briefly describe /summarize the specific variance from Rule being requested.  
School
3. State the period of time for which the variance is requested:  
Until Licensed

**Details - Please** submit your answers to the following questions **on a separate sheet**. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

### Affirmation and signature:

I affirm that the information submitted within this application is true and correct and, that I have read and understand the Tennessen Warning on page 2 of this form. Note: The warning applies to individuals but not organizations.

Signature

A handwritten signature in black ink, appearing to read "Darel Tapia", is written over a horizontal line.

06/03/2025

Date

Darel Tapia

Printed Name/title



## Tennesen Warning

I understand this variance request to the Minnesota Peace Officers Standards and Training Board ("Board") will be discussed at a public board meeting. I acknowledge that the Board may discuss any of my pertinent licensing history, as well as any of the information within, during the public Board meeting. I understand that under the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13, some data in this request and in relevant Board records may be classified as private data and would not normally be accessible to the public. I hereby authorize the Board to discuss this request and any corresponding materials, records, or data within any license application(s) or other Board records, and any issues related to this request at the Board meeting. The purpose of this authorization is to provide information to assist the Board's review of the request. This authorization expires one year after the date provided below. I understand that I can withdraw this authorization at any time by notifying the Board in writing before the one year period expires, but the withdrawal will not be retroactive. I understand that I am not legally required to sign this form and am doing so on my own accord. However, I also understand that if I restrict the release of certain information, the Board will not discuss my variance request. I understand that if my request pertains to a licensure application, the application will be approved or denied based solely on the application and information submitted within. I agree that I will not bring any legal claim or action against the Board alleging a violation of the Minnesota Government Data Practices Act or the Minnesota Open Meeting Law.

Darel Tapia  
06/1/2025

### Request for Rule Variance

Greetings, to whom this may concern

My name is Darel Tapia and I am in the process of becoming a police officer through the program that the Minneapolis Police Department offers which provides education and trainings for future officers known as the Cadet program in which one is needed to have either a Bachelors and/or an Associate's degree to qualify into taking courses and skill training to be able to complete the POST exam and later become a Police Officer. 1.) Which in this case I am required to file a variance request due to unexpected circumstances that have led to a Degree and course by course evaluation through ECE.org (Educational Credential Evaluators) for my degree and education that I have received through The Interamerican University of Puerto Rico Metro Campus that resulted in a Bachelor of Arts in Criminal Justice and Criminal Investigations, which had to be evaluated due to my education not being regarded as one received within the 50 states, although Puerto Rico is a United States Territory accredited by the U.S Department of Education. In its entirety preventing my full compliance with the POST Board Rule 6700.0700 subpart 1. In addition, 2.) I am unable to comply with the Rule as currently stated because my degree and education needed evaluation to prove its validity and to comply with the requirements for Hennepin Technical College to be able to partake in the Cadet Program provided by the Minneapolis Police Department and receive my Theory classes and Skills training which I was on course to begin on May 19 through the final weeks of September and requested to be eligible to take the POST test and have the ability to become a licensed police officer in the state of Minnesota. A.) The application of this rule has caused undue hardship due to prolonging my process and having to return as an intern in the Minneapolis Police Department and push back my ability to become a Police Officer to a later date and also in terms of having to pay for the evaluation without financial help. B.) Granting this variance aligns with the public interest by providing more protection in the City of Minneapolis and allowing someone with the desires to make change and promote safety within the community and grow the Minneapolis Police Department with someone devoted to Protect with Courage and serve with compassion. C.) To my knowledge no person or entity will suffer legal or economic harm as a result of this variance. The requested deviation does not affect the safety, security, or integrity of law enforcement practices in Minnesota. 3.) To my knowledge does not involve other Minnesota Rules aside from 6700.0700 subpart 1 and 6700.0100 subpart 20 School. If in any case I am still in violation of any rule for my variance to be accepted I in advance apologize for such rule being violated or a requirement not being met and would like to be informed of such violation if there is any. 4.) In my case I am unable to state whether or not the POST board has acted on any requests similar to this one, although I can attest that two other colleagues of mine have to take this same course of action due to our education being from outside of the 50 states and for a fact are in accordance with my desires or serving the community of Minneapolis within the Minneapolis Police Department. 5.) To my knowledge the only cases similar to this variance request would be the ones from my colleagues which should be submitted for the same or a similar situation to mines. 6.) I am not aware of any individual or entity that would be adversely affected by the granting of this variance. To my belief accepting this variance in accordance to that of my colleagues allows others that desire to serve their communities in a positive way and have a situation similar to this one be able to have a chance in fulfilling their goal and actually provide a positive outcome to the society as we would be able to as this variance is accepted and we are able to carry this on to the best of our ability.



**COURSE BY COURSE EVALUATION REPORT**

Name: Darel R TAPIA  
Date of Birth: 25 August 1999

Report Date: 23 May 2025

Purpose: Employment

Evaluation report based on original and/or authenticated educational documents.

**U.S. Equivalent Summary**

Bachelor degree, major area of study: Criminal Justice and Criminal Investigation

**U.S. Equivalence:** Bachelor degree, major area of study: Criminal Justice and Criminal Investigation

**Grade Average:** 3.50

**Credential:** Bachelor of Arts in Criminal Justice and Criminal Investigation

**Institution:** Universidad Interamericana de Puerto Rico, also known as Inter American University of Puerto Rico

**Institution Status:** Equivalent of U.S. regional academic accreditation

**Country:** Puerto Rico

**Date:** 2021

**Admission Requirement:** U.S. equivalent of a high school diploma

**Comments:** The Comprehensive Grade Average, which includes all qualitative grades received, is 3.14.

Courses	U.S. Credits	U.S. Grades
Introduction to Criminology	3.00	B
Reading & Writing	3.00	A
Quantitative Reasoning	3.00	B
Literature & Communication: Narrative & Essay	3.00	B
Literature & Writing	3.00	A
Information & Computer Literacy <sup>(12)</sup>	[3.00]	F
Literacy & Communication: Poetry & Theater <sup>(12)</sup>	[3.00]	D
General Psychology I	3.00	B
Writing & Research	3.00	A



Courses	U.S. Credits	U.S. Grades
Historical Process of Contemporary Puerto Rico	3.00	C
World View Through Literature	3.00	C
Introduction to Political Science	3.00	A
Juvenile Justice System	3.00	A
Introduction to Christian Faith	3.00	A
Integrating Health & Quality of Life (4)	3.00	A
Criminal Justice System	3.00	A
Human & Civil Rights	3.00	C
Interviews & Interrogation (4)	3.00	A
Art Appreciation (4)	3.00	C
Ethics & Social Responsibility (4)	3.00	A
Literature & Communication: Essay & Theater (12)	[3.00]	D
Police & Community	3.00	A
Criminal Law (4)	3.00	A
Introduction to Money Laundering (4)	3.00	A
Ancient & Medieval Western Civilization (4)	3.00	A
Criminal Proceedings in Justice System	3.00	A
Special Criminal Laws (4)	3.00	A
Criminal Investigation (4)	3.00	A
Information & Computing Technology	3.00	B
Victims of Crime	3.00	A
White-Collar Crime (4)	3.00	A
Federal Jurisdiction (4)	3.00	A
Natural Environment & the Human Being	3.00	B
Introduction to Sociology	[3.00]	W
Modern Techniques in Criminal Investigation (4)	3.00	A
Fraud Detection & Management (4)	3.00	B
Criminal Justice Seminar (4)	3.00	A
Statistics I	3.00	C
Alternative Methods in Conflict Resolution (4)	3.00	A



Courses	U.S. Credits	U.S. Grades
Evidence Management (4)	3.00	B
Modern & Contemporary Western Civilization	[3.00]	W
Introduction to Sociology (12)	[3.00]	F
Social-Scientific Research Methods (4)	4.00	A
Modern & Contemporary Western Civilization (4)	3.00	A
Literature & Communication: Essay & Theater (12)	[3.00]	D
Introduction to Sociology (12)	[3.00]	D
Literature & Communication: Essay & Theater	3.00	B
Introduction to Sociology	3.00	B
Total semester hours of undergraduate credit:		121.00

(4) Upper level course, (12) Course repeated

- End of Report -



# Inter American University of Puerto Rico

The Board of Trustees of Inter American University of Puerto Rico,  
by virtue of the authority vested in them and upon the recommendation  
of the Faculty, have conferred upon

**Barel R. Tapia**

who has satisfactorily completed the prescribed course of studies,  
the degree of

**Bachelor of Arts**

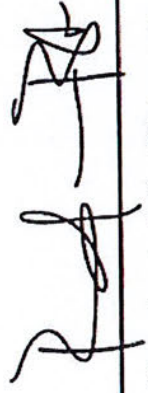
**Criminal Justice**

*Magna Cum Laude*

together with all the honors, rights and privileges pertaining thereto.

In witness whereof we have affixed hereto the official seal  
of the University.

Given in Puerto Rico, on the 17th day of June, in the year 2022.



President of the University





Chairman of the Board of Trustees

# INTER AMERICAN UNIVERSITY OF PUERTO RICO

## OFFICIAL TRANSCRIPT

Date of Birth: 25-AUG-1999

Date Issued: 15-DEC-2023  
STUM

Record of: DAREL R TAPIA  
Current Name: DAREL R TAPIA

Page: 1

Issued To: DAREL TAPIA

Course Level: UNDERGRADUATE  
Student Type: \* High School GPA 3.00  
High School: OTRAS. ESC. SUP. PRIVADAS 08-JUN-2017  
Only Admit: TRIMESTER AUG-OCT 2017

Current Program  
Bachelor of Arts

College : Metropolitan  
Major : CRIMINAL JUST CRIMINAL INVEST

**Comments:**

DEGREE CONFERRED BY METRO CAMPUS

Degrees Awarded Bachelor of Arts 05-NOV-2021

Ehrs: 121.00 GPA-Hrs: 121.00 QPts: 424.00 GPA: 3.50

Primary Degree

Major : CRIMINAL JUST CRIMINAL INVEST

Inst. Honors: MAGNA CUM LAUDE

SUBJ NO.	C	COURSE TITLE	CRED GRD	PTS R
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Institution Information continued:

**TRIMESTER MARCH-JUNE 2018**

GEEN 2313	M	WRITING AND RESEARCH	3.00 A	12.00
GEHS 2010	M	HISTORICAL PROCESS OF PR	3.00 C	6.00
GESP 2203	M	WORLD VIEW THROUGH LITERATURE	3.00 C	6.00
POLS 1011	M	INTROD TO POLITICAL SCIENCE	3.00 A	12.00
Ehrs: 12.00 GPA-Hrs: 12.00 QPts:			36.00 GPA:	3.00

**TRIMESTER AUG-OCT 2018**

CJUS 2090	M	JUVENILE JUSTICE SYSTEM	3.00 A	12.00
GECF 1010	M	INTRO TO THE CHRISTIAN FAITH	3.00 A	12.00
GEHP 3000	M	INTEGRAT HEALTH N QUAL OF LIFE	3.00 A	12.00
SOCI 2080	M	CRIMINAL JUSTICE SYSTEM	3.00 A	12.00
Ehrs: 12.00 GPA-Hrs: 12.00 QPts:			48.00 GPA:	4.00

SUBJ NO.	C	COURSE TITLE	CRED GRD	PTS R
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**INSTITUTION CREDIT:**

**TRIMESTER AUG-OCT 2017**

CJUS 1000	M	INTRODUCTION TO CRIMINOLOGY	3.00 B	9.00
GEEN 2311	M	READING AND WRITING	3.00 A	12.00
GEMA 1000	M	QUANTITATIVE REASONING	3.00 B	9.00
GESP 1101	M	LIT & COMM: NARRATIVE & ESSAY	3.00 B	9.00
Ehrs: 12.00 GPA-Hrs: 12.00 QPts:			39.00 GPA:	3.25

**TRIMESTER NOV 2017 - FEB 2018**

GEEN 2312	M	LITERATURE AND WRITING	3.00 A	12.00
GEIC 1010	M	INF AND COMPUTER LITERACY	3.00 F	0.00 E
GESP 1102	M	LIT & COMM: POETRY & THEATER	3.00 D	0.00 E
PSYC 1051	M	GENERAL PSYCHOLOGY I	3.00 B	9.00
Ehrs: 6.00 GPA-Hrs: 6.00 QPts:			21.00 GPA:	3.50

**TRIMESTER NOV 2018 - FEB 2019**

CJUS 2070	M	HUMAN AND CIVIL RIGHTS	3.00 C	6.00
CJUS 3030	M	INTERVIEWS AND INTERROGATION	3.00 A	12.00
GEPE 3010	M	ART APPRECIATION	3.00 C	6.00
GEPE 4040	M	ETHIC N SOCIAL RESPONSIBILITY	3.00 A	12.00
GESP 1102	M	LIT & COMM: ESSAY N THEATER	3.00 D	0.00 E
Ehrs: 12.00 GPA-Hrs: 12.00 QPts:			36.00 GPA:	3.00

**TRIMESTER FEB-JUNE 2019**

CJUS 1010	M	POLICE AND COMMUNITY	3.00 A	12.00
CJUS 3025	M	CRIMINAL LAW	3.00 A	12.00
CJUS 397Q	M	INT TO MONEY LAUNDERING	3.00 A	12.00
GEHS 4020	M	ANCIENT&MEDIEVAL WESTERN CIVI	3.00 A	12.00
Ehrs: 12.00 GPA-Hrs: 12.00 QPts:			48.00 GPA:	4.00

\*\*\*\*\* CONTINUED ON PAGE 2 \*\*\*\*\*

\*\*\*\*\* CONTINUED ON NEXT COLUMN \*\*\*\*\*

*Liselle Rivera Ortiz*  
**Liselle Rivera Ortiz**  
Registrar



# INTER AMERICAN UNIVERSITY OF PUERTO RICO

## OFFICIAL TRANSCRIPT

Date of Birth: 25-AUG-1999

Date Issued: 15-DEC-2023  
STUM

Record of: DAREL R TAPIA  
Level: UNDERGRADUATE

Page: 2

SUBJ NO. C	COURSE TITLE	CRED GRD	PTS R	SUBJ NO. C	COURSE TITLE	CRED GRD	PTS R
Institution Information continued:				Institution Information continued:			
TRIMESTER AUG-OCT 2019				202123 TRIME NOV 2020-FEB 2021			
CJUS 2010 M	CRIMINAL PROCEED IN JUST SYSTE	3.00 A	12.00	CJUS 4500 M	SOCIAL-SCIENTIF RESEARCH METHO	4.00 A	16.00
CJUS 3035 M	SPECIAL CRIMINAL LAWS	3.00 A	12.00	GEHS 4030 M	MODERN&CONTEMP WEST CIVILIZATI	3.00 A	12.00
CJUS 3250 M	CRIMINAL INVESTIGATION	3.00 A	12.00	GESP 1102 M	LIT & COMM: ESSAY N THEATER	3.00 D	0.00 E
GEIC 1010 M	INFORMATION N COMPUTING TECH	3.00 B	9.00 I	Ehrs: 7.00 GPA-Hrs: 7.00 QPts: 28.00 GPA: 4.00			
Ehrs: 12.00 GPA-Hrs: 12.00 QPts: 45.00 GPA: 3.75							
TRIMESTER NOV 2019 - FEB 2020				202133 TRIMESTER MAR-JUNE 2021			
CJUS 2050 M	VICTIMS OF CRIME	3.00 A	12.00	SOCI 1030 M	INTRODUCTION TO SOCIOLOGY	3.00 D	0.00 E
CJUS 3027 M	WHITE-COLLAR CRIME	3.00 A	12.00	Ehrs: 0.00 GPA-Hrs: 0.00 QPts: 0.00 GPA: 0.00			
CJUS 3055 M	FEDERAL JURISDICTION	3.00 A	12.00				
GEST 2020 M	NAT ENVIRONM N THE HUMAN BEING	3.00 B	9.00	202213 TRIMESTER AUG-OCT 2021			
SOCI 1030 M	INTRODUCTION TO SOCIOLOGY	3.00 W	0.00	GESP 1102 M	LIT & COMM: ESSAY N THEATER	3.00 B	9.00 I
Ehrs: 12.00 GPA-Hrs: 12.00 QPts: 45.00 GPA: 3.75				SOCI 1030 M	INTRODUCTION TO SOCIOLOGY	3.00 B	9.00 I
				Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 18.00 GPA: 3.00			
TRIMESTER FEB-JUN 2020				GRADUATION REQ. COMPLETED			
CJUS 4035 M	MODERN TECHN IN CRIM INVESTIGA	3.00 A	12.00	***** TRANSCRIPT TOTALS *****			
CJUS 4060 M	FRAUD DETECTION & MANAGEMENT	3.00 B	9.00	Earned Hrs GPA Hrs Points GPA			
CJUS 4972 M	CRIMINAL JUSTICE SEMINAR	3.00 A	12.00	TOTAL INSTITUTION	121.00 121.00 424.00 3.50		
STAT 1201 M	STATISTICS I	3.00 C	6.00	TOTAL TRANSFER	0.00 0.00 0.00 0.00		
Ehrs: 12.00 GPA-Hrs: 12.00 QPts: 39.00 GPA: 3.25				OVERALL	121.00 121.00 424.00 3.50		
202113 TRIMESTER AUG-NOV 2020				***** END OF TRANSCRIPT *****			
CJUS 3300 M	ALTERNAT METH IN CONFLIC RESOL	3.00 A	12.00				
CJUS 4040 M	EVIDENCE MANAGEMENT	3.00 B	9.00				
GEHS 4030 M	MODERN&CONTEMP WEST CIVILIZATI	3.00 UW	0.00				
SOCI 1030 M	INTRODUCTION TO SOCIOLOGY	3.00 F	0.00 E				
Ehrs: 6.00 GPA-Hrs: 6.00 QPts: 21.00 GPA: 3.50							

\*\*\*\*\* CONTINUED ON NEXT COLUMN \*\*\*\*\*

  
Lisette Rivera Ortiz  
Registrar

## POST BOARD WORKSHEET FOR VARIANCE REQUEST

ITEM 6

**Date of Board meeting:** July 24, 2025

**Petitioner:** Pascal Gidigah

**Basis for Variance Request:** Mr. Gidigah has a Doctor of Philosophy degree in mathematics from the University of Mines and Technology (Ghana). The University of Mines and Technology is not regionally accredited; therefore, it does not meet the definition of a "school."

**Rule Citation:**

**Rule 6700.0100, subpart 20.** School. "School" means a postsecondary institution which is accredited by one of the six regional accrediting associations and authorized to award academic degrees including, but not limited to, Associate of Arts (A.A.) degrees, Associate of Science (A.S.) degrees, Bachelor of Arts (B.A.) degrees, and Bachelor of Science (B.S.) degrees.

**Summary of Request (also see actual request attached):** Mr. Gidigah is a cadet with the Minneapolis Police Department and he would like to attend the ICPOET program at HTC. The University of Mines and Technology is not regionally accredited; therefore, Mr. Gidigah is ineligible to attend the ICPOET program as his degree does not satisfy the provisions described in chapter 6700. Mr. Gidigah is seeking a variance from the Board to recognize the University of Mines and Technology as a school, thus validating his degree. In turn, this will allow Mr. Kromah to enroll in the ICPOET program. Mr. Gidigah had his degree evaluated by World Education Services (WES). WES determined his degree is equivalent to a doctoral degree from a regionally accredited institution in the United States. Mr. Gidigah also has a Bachelor of Science degree in Economics and Statistics as well as a Mast of Science degree in applied statistics. Both of these degrees were evaluated by WES and determined to be equivalent to a degree from a regionally accredited institution.

**Previous Board Action on Similar Requests:**

- 2022 – Board granted three variance requests to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2023 – Board granted a variance to recognize a foreign education facility as a school under 6700.0100, subpart 20.
- 2024 – Board granted two variances to recognize a foreign education facility as a school under 6700.0100, subpart 20

**Board Review of Variance Request:**

- The Board may ask questions or request additional information from the petitioner.
- The Board cannot waive statutory requirements.
- The Board may attach any conditions to the granting of a variance needed to protect public health and safety.



1. Would the application of the rule, as applied to the circumstances of the petitioner, serve any of the purposes of the rule?

- If yes, go to Step. 2 below.
- If no, this is a **mandatory** variance and must be granted. To grant the variance:
  - a. Identify any conditions to the granting of the variance needed to ensure the variance protects the public health and safety;
  - b. Determine how long should the variance be in effect; and
  - c. Make a motion.
- **Sample motion to GRANT a mandatory variance:** *I make a motion for the Board to approve the petitioner's request for a variance because application of the Minnesota Rule 6700. \_\_\_\_\_, as applied to the circumstances of the petitioner, would not serve any of the purposes of the rule. I move that the variance be granted until \_\_\_\_\_ with the following conditions . . .*

2. If this is a **discretionary** variance, the board may grant it *only* if the board determines that *all* three are true:

- a. Application of the rule to the petitioner would result in hardship or injustice;
  - b. Variance from the rule would be consistent with public interest; and
  - c. Variance from the rule would not negatively impact the substantial legal or economic rights of any person or entity.
- **Sample motion to GRANT a discretionary variance:** *I make a motion for the Board to grant the petitioner's request for a variance because the statutory criteria for a discretionary variance have been met. I move that the variance of Minnesota Rule 6700.\_\_\_\_\_be granted until \_\_\_\_\_ with the following conditions . . .*
  - **Sample motion to DENY a discretionary variance:** *I make a motion for the Board to deny the petitioner's request for a variance of Minnesota Rule 6700. \_\_\_\_\_because the statutory criteria for a discretionary variance have not been met. Specifically, [identify all that apply]:*
    - a. Application of the rule to the petitioner would not result in hardship or injustice;
    - b. Variance from the rule would not be consistent with public interest;
    - c. Variance from the rule would prejudice the legal or economic rights of any person.



MINNESOTA BOARD OF  
PEACE OFFICER STANDARDS AND TRAINING (POST Board)  
1600 UNIVERSITY AVENUE, SUITE 200  
SAINT PAUL, MINNESOTA 55104-3825

(651) 643-3060  
FAX: (651) 643-3072  
[www.post.state.mn.us](http://www.post.state.mn.us)

## Request for a Variance of a Minnesota Rule

*A person or entity may petition the POST Board for a variance from a board-adopted Rule as applied to the particular circumstances of the petition per Minn. Stat. 14.055.*

To request a variance complete this form and submit it to the POST Board along with the supporting documentation by mail or fax, or by email to [Postboard.agency.docs@state.mn.us](mailto:Postboard.agency.docs@state.mn.us).

**Petitioner (person or entity):** Pascal Gidigah

**Petitioner Contact Name:** \_\_\_\_\_

Street Address: \_\_\_\_\_

Email address: \_\_\_\_\_

City, State, Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_

### Variance Request

1. Cite the Minn. Rule that is the subject of the request: 6700.0100 subpart 20
2. Briefly describe /summarize the specific variance from Rule being requested.  
discretionary variance
3. State the period of time for which the variance is requested:  
until licensed

**Details - Please** submit your answers to the following questions on a separate sheet. List the question # with the response.

1. What are the reasons and circumstances that make this request necessary? Include why you cannot comply with the Rule as stated, and what alternate equivalent measures (if any) you have taken or will take to comply with the intent of the rule.
2. What are the reasons you believe the variance is justified? Your answer to this question should explain why you believe (a) application of the rule to you would result in hardship or injustice, (b) variance from the rule would be consistent with the public interest, and (c) variance from the rule would not prejudice the substantial legal or economic rights of any person or entity.
3. To your knowledge, does this request involve other Minn. Rules? If so, cite the other Rules.
4. Has the POST Board taken action regarding you or your situation related to this variance request? If so explain and provide any documentation.
5. Has the Board, to your knowledge, taken any action on a similar variance request?
6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request? If so, explain.

### Affirmation and signature:

I affirm that the information submitted within this application is true and correct and, that I have read and understand the Tennessee Warning on page 2 of this form. Note: The warning applies to individuals but not organizations.

Signature 

July 4, 2025

Pascal Gidigah

Date

Printed Name/title



## Tennesen Warning

I understand this variance request to the Minnesota Peace Officers Standards and Training Board ("Board") will be discussed at a public board meeting. I acknowledge that the Board may discuss any of my pertinent licensing history, as well as any of the information within, during the public Board meeting. I understand that under the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13, some data in this request and in relevant Board records may be classified as private data and would not normally be accessible to the public. I hereby authorize the Board to discuss this request and any corresponding materials, records, or data within any license application(s) or other Board records, and any issues related to this request at the Board meeting. The purpose of this authorization is to provide information to assist the Board's review of the request. This authorization expires one year after the date provided below. I understand that I can withdraw this authorization at any time by notifying the Board in writing before the one year period expires, but the withdrawal will not be retroactive. I understand that I am not legally required to sign this form and am doing so on my own accord. However, I also understand that if I restrict the release of certain information, the Board will not discuss my variance request. I understand that if my request pertains to a licensure application, the application will be approved or denied based solely on the application and information submitted within. I agree that I will not bring any legal claim or action against the Board alleging a violation of the Minnesota Government Data Practices Act or the Minnesota Open Meeting Law.

**Pascal Gidigah**

**Detailed Responses – Variance Request**

**1. What are the reasons and circumstances that make this request necessary?**

This variance request is necessary to allow enrolment in the ICPOET program offered through Hennepin Technical College (HCTC) in partnership with the Minneapolis Police Department (MPD) Cadet Program. Under Minn. R. 6700.0100, Subp. 20, the current definition of "school" does not clearly include innovative or alternative law enforcement training programs like ICPOET that are delivered through structured employment-based cadet models. Because the ICPOET program operates under a non-traditional framework that blends academic instruction with on-the-job training, it may not fully meet the standard interpretation of "school" under the current rule.

Despite this, HCTC is a POST Board-certified institution, and the ICPOET curriculum aligns with all state learning objectives. Alternate, equivalent measures have already been taken to ensure compliance with the rule's intent namely, maintaining academic rigor, qualified instruction, and alignment with POST learning objectives within a recognized academic institution.

**2. What are the reasons you believe the variance is justified?**

(a) **Application of the rule as written would result in hardship or injustice** by preventing qualified candidates especially those recruited through MPD's efforts to diversify and localize its workforce from accessing the ICPOET program and entering the law enforcement profession through a community centered pathway.

(b) **Granting the variance aligns with the public interest** by supporting programs that promote accessible, community-relevant law enforcement education, particularly for underrepresented populations. ICPOET and the MPD Cadet Program are tailored to address current recruitment challenges and are in direct alignment with public safety and equity goals.

(c) **The variance would not prejudice any substantial legal or economic rights.** It would instead support opportunities for individuals from within the community to obtain high-quality law enforcement education and certification. The program does not diminish training standards or pose any risk to public safety or the quality of education.

**3. To your knowledge, does this request involve other Minn. Rules?**

Not to my knowledge. This request specifically involves the interpretation of "school" under Minn. R. 6700.0100, Subp. 20. However, other rules related to POST certification or training standards may intersect with the ICPOET program design.

**4. Has the POST Board taken action regarding you or your situation related to this variance request?**

To our knowledge, the POST Board has not taken formal action specifically related to this variance request. Supporting documentation and prior communications may be attached as references, where applicable.

**5. Has the Board, to your knowledge, taken any action on a similar variance request?**

Yes. There are indications that the POST Board has previously reviewed or considered similar requests involving nontraditional training pathways or alternative program structures. This request aligns with recent trends in workforce development and modern police training.

**6. Do you know of any person or entity that would be adversely affected if the POST Board granted this variance request?**

No. Granting this variance would not adversely affect any person or entity. Rather, it would benefit the broader community by enabling the successful implementation of the ICPOET program, which seeks to enhance recruitment, retention, and preparedness of future peace officers.





**My Account (U.S.)**

**Log Out (/account/home/log-out)**



Canada Post is considering a strike, which may cause postal delays. If you are working on your application, we highly recommend requesting documents from your institution as early as possible and ensure your order reference number is included with your academic documents. If you must send your documents by mail, we suggest you choose a courier service that will provide a tracking number. More information can be found **here** (<https://www.wes.org/important-wes-notices/>).

**Account Timeline (/account/home/account-timeline?)**

**Account Menu (/account/account-menu?ln=1)**

**refn=OF5508550F550F5509550C550855&ln=1)**

# Welcome Pascal Gidigah



## Your evaluation report is complete.

Your report is complete and has been issued directly to your specified recipients. A physical copy has been sent to you by postal mail to the address provided in your application. You can access a PDF of your report in My Account. Please note the PDF is an unofficial copy and is provided for your records and reference. If you need further assistance, please contact our [Customer Support team](#) through My Account.

## Duplicate Report Order Status

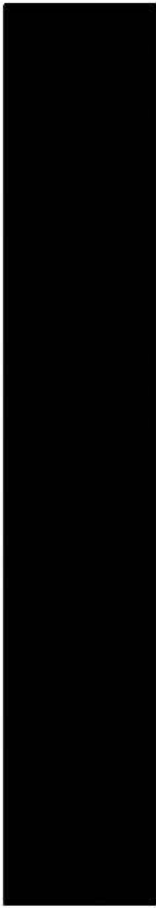
**Reference Number:** [REDACTED]

**Status:** In progress

**Description:** We are currently reviewing your application.

**Estimated completion date:** 5/29/2025





- ✔ Payment received
- ✔ Application submitted  
5/28/2025
- ✔ Report sent to recipient(s)

[View](#)

**Recipient Name**

State of Minnesota  
Saint Paul, MN

Minneapolis Police  
Minneapolis,, MN

**Delivery Method**

Domestic 3 to 5 Days

Domestic 3 to 5 Days



17-Mar-2025

Pascal GIDIGAH

Reference#: [REDACTED]

World Education Services is pleased to provide you with the enclosed credential evaluation report  
(Reference No: [REDACTED]. **Updated Evaluation Report ( Original Completed on: 12/30/2024 )**)

A WES evaluation report reflects our expertise in international education systems and our best judgment of your academic qualifications. WES evaluates formal academic qualifications (degrees, diplomas, certificates and transcripts) awarded by secondary and post-secondary institutions. WES does not evaluate trade, occupational or industrial qualifications therefore they are not included in our evaluation reports.

Your evaluation report is stored and available for future use.

To order duplicate reports visit:  
<https://applications.wes.org/createaccount/login/login>

Please send your questions to customer services at [wes.org/contact-us](https://wes.org/contact-us) . All inquiries must be submitted in writing. To protect your privacy, WES staff cannot discuss evaluations over the telephone.

We thank you for choosing WES for your credential evaluation.

Sincerely,  
World Education Services

Your WES evaluation report has also been sent to the recipient(s) listed below. Copies of verified academic records used in the evaluation are also sent to academic institution recipients.

*SOPHAS*



**INSTRUCTIONS FOR USING THIS REPORT:** An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.





## CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

**Name:** GIDIGAH, Pascal  
**Date of Birth:** October 02, 1989

**Date :** March 17, 2025  
**Ref#:** [REDACTED]  
**Page:** 1 of 6

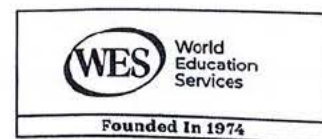
### U.S. EQUIVALENCY SUMMARY

Bachelor's and master's degree and earned doctorate from a regionally accredited institution

*Second Evaluation Report (original completed on December 30, 2024)*

### CREDENTIAL ANALYSIS

- |                                   |   |
|-----------------------------------|---|
| <b>Name on Credential:</b>        | GIDIGAH, Pascal   |
| <b>Credential Authentication:</b> | <i>Documents were verified by the institution</i>                     |
| <b>Country or Territory:</b>      | Ghana   |
| <b>Credential:</b>                | Higher National Diploma   |
| <b>Year:</b>                      | 2012  |
| <b>Awarded By:</b>                | National Board for Professional and Technician Examinations (NABPTEx) |
| <b>Status:</b>                    | Accredited Institution  |
| <b>Institution Attended:</b>      | Takoradi Technical University   |
| <b>Admission Requirements:</b>    | Senior Secondary School Certificate                                   |
| <b>Length of Program:</b>         | Three years   |
| <b>Major:</b>                     | Statistics  |
| <b>U.S. Equivalency:</b>          | Three years of undergraduate study                                    |



**INSTRUCTIONS FOR USING THIS REPORT:** An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.

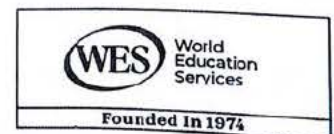


## CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: GIDIGAH, Pascal  
Date of Birth: October 02, 1989

Date: March 17, 2025  
Ref#: [REDACTED]  
Page: 2 of 6

2. **Name on Credential:** GIDIGAH, Pascal  
**Credential Authentication:** Documents were verified by the institution  
**Country or Territory:** Ghana  
**Credential:** Bachelor of Science  
**Year:** 2016  
**Awarded By:** Kwame Nkrumah University of Science and Technology  
**Status:** Accredited Institution  
**Institution Attended:** Garden City University College  
**Admission Requirements:** Senior Secondary School Certificate  
**Length of Program:** Four years  
**Major:** Economics and Statistics  
  
**U.S. Equivalency:** Bachelor's degree  
  
**Remarks:** Exempted from part of the program on the basis of prior achievements.
3. **Name on Credential:** GIDIGAH, Pascal  
**Credential Authentication:** Documents were verified by the institution  
**Country or Territory:** Ghana  
**Credential:** Master of Science  
**Year:** 2018  
**Awarded By:** Kwame Nkrumah University of Science and Technology  
**Status:** Accredited Institution  
**Admission Requirements:** Bachelor's degree  
**Length of Program:** One year  
**Major:** Applied Statistics  
  
**U.S. Equivalency:** Master's degree



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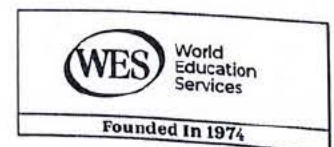


## CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

**Name:** GIDIGAH, Pascal  
**Date of Birth:** October 02, 1989

**Date :** March 17, 2025  
**Ref#:** [REDACTED]  
**Page:** 3 of 6

4. **Name on Credential:** GIDIGAH, Pascal  
**Credential Authentication:** Documents were sent directly by the institution  
**Country or Territory:** Ghana  
**Credential:** Doctor of Philosophy  
**Year:** 2024  
**Awarded By:** University of Mines and Technology  
**Status:** Accredited Institution  
**Admission Requirements:** Master's Degree  
**Length of Program:** Three years  
**Major:** Mathematics  
  
**U.S. Equivalency:** Earned doctorate



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## COURSE-BY-COURSE ANALYSIS

Name: GIDIGAH, Pascal  
Date of Birth: October 02, 1989

Date : March 17, 2025  
Ref#: XXXXXXXXXX  
Page: 4 of 6

### INSTITUTIONS - DATES - SUBJECTS

U.S.  
Semester  
Credits      U.S.  
Grades

#### Takoradi Technical University

##### 2009-2010

(L) Elements of Mathematics I	2.5	A
(L) Statistical Methods I	2.5	B
(L) Probability I	2.5	B+
(L) Economic Theory	2.5	B
(L) Computer Literacy I	2.5	C
(L) Communication Skills I	2.5	B+
(L) Elements of Mathematics II	2.5	B+
(L) Statistical Methods II	2.5	B+
(L) Probability II	2.5	B
(L) Applied Economics	2.5	B
(L) Computer Literacy II	2.5	B
(L) Communication Skills II	2.5	B+
(L) African Studies	2.5	C
(L) Industrial Attachment		

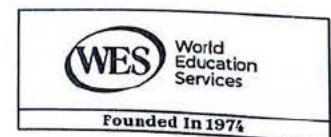
##### 2010-2011

(L) Calculus and Matric Algebra I	2.5	B+
(L) Probability III	2.5	A
(L) Sample Survey I	2.5	B+
(L) Research Methodology	2.5	B
(L) Statistical Computing I	2.5	B+
(L) Demography I	2.5	B
(L) Design And Analysis of Experiment	2.5	B+
(L) Calculus and Matrix Algebra I	2.5	B+
(L) Design And Analysis of Experiment II	2.5	B+
(L) Sample Survey II	2.5	B+
(L) National Accounts	2.5	A
(L) Statistical Computing II	2.5	A
(L) Demography II	2.5	B
Industrial Attachment		

##### 2011-2012

(U) Official Statistics I	2.5	B
(U) Multivariate Data Analysis	2.5	A

(Continued on next page)



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## COURSE-BY-COURSE ANALYSIS

Name: GIDIGAH, Pascal  
Date of Birth: October 02, 1989

Date : March 17, 2025  
Ref#: XXXXXXXXXX  
Page: 5 of 6

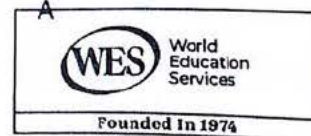
INSTITUTIONS - DATES - SUBJECTS	U.S. Semester Credits	U.S. Grades
(U) Statistical Quality Control	2.5	B+
(U) Statistical Report Writing	2.5	B+
(U) Entrepreneurship	2.5	C
(U) Financial Accounting	2.5	B+
(U) Statistical Organization and Operations	2.5	B+
(U) Statistics for Development and Economic Planning	2.5	B+
(U) Operations Research	2.5	B+
(U) Official Statistics II	2.5	C
(U) Financial Management	2.5	B+
Project Work	2.5	B+

### Garden City University College 2014-2015

(U) Time Series Analysis	3.0	A
(U) Probability Distribution	3.0	A
(U) Managerial Economics	3.0	B
(U) Introduction to Econometrics	3.0	B+
(U) Introduction to Database Management Systems	3.0	A
(U) Intermediate Economics I	3.0	A
(U) Demography	3.0	A
(U) Sampling Techniques and Survey Methods	3.0	A
(U) Research Methods	3.0	B+
(U) Monetary Economics	3.0	B+
(U) Intermediate Economics II	3.0	B
(U) Economics and Social Statistics	3.0	A
(U) Design and Analysis of Experiments	3.0	A
(U) Applied Econometrics	3.0	C

### 2015-2016

(U) Statistical Computing	3.0	B+
(U) Project Management	3.0	B+
(U) Introduction to Stochastic Processes	3.0	A
(U) Health Economics	3.0	A
(U) Advanced Economic Theory I	3.0	B+
Project Work	6.0	B+
(U) Labor Economics	3.0	A
(Continued on next page)		



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## COURSE-BY-COURSE ANALYSIS

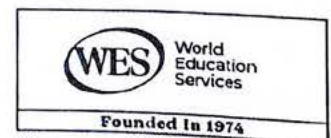
Name: GIDIGAH, Pascal  
Date of Birth: October 02, 1989

Date : March 17, 2025  
Ref#: XXXXXXXXXX  
Page: 6 of 6

INSTITUTIONS - DATES - SUBJECTS	U.S. Semester Credits	U.S. Grades
(U) Internship, Seminar and Case Study	3.0	A
(U) Inferential Statistics	3.0	A
(U) Advanced Economic Theory II	3.0	B
(U) Actuarial Statistics	3.0	A
<b><u>Kwame Nkrumah University of Science and Technology</u></b>		
<b><u>2017-2018</u></b>		
Time Series Models	3.0	A
Medical Statistics I	3.0	B
Demographic Methods and Data Analysis I	3.0	A
Sampling Theory and Survey Methods	3.0	B+
Statistical Inference	3.0	A
Probability and Stochastic Models	3.0	B+
Applied Regression Analysis	3.0	B
Modern Statistical Methods	3.0	B+
Multivariate Data Analysis	3.0	B
Generalized Linear Models	3.0	A
Longitudinal Data Analysis	3.0	A
Medical Statistics II	3.0	A
Advanced Operations Research	3.0	B+
Thesis	6.0	Pass
<b><u>University of Mines and Technology</u></b>		
<b><u>2019-2024</u></b>		
Research Methods	0.0	B+
Computer Programming	3.0	A
Stochastic Processes with Applications	3.0	A
Postgraduate Seminar I	3.0	A
Postgraduate Seminar II	3.0	B+
Dissertation	30.0	B+

### SUMMARY

Total Graduate Semester Credits: 87.0 GPA: 3.52  
Total Undergraduate Semester Credits: 178.0 GPA: 3.37



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# University of Mines and Technology, Tarkwa, Ghana

This is to certify that



***Gidigah, Pascal***

born on 2nd October, 1989

having pursued a prescribed programme of study  
and having passed the requisite examinations  
by November, 2024, has been  
duly admitted by the University to the Degree of

***Doctor of Philosophy in  
Mathematics***



Vice Chancellor

Registered Number





**KWAME NKRUMAH**  
University of Science and Technology

*This is to certify that*


*Pascal Gidigah*


Having pursued a prescribed course of study at  
**GARDEN CITY UNIVERSITY COLLEGE, KUMASI**  
and having passed the requisite examinations this *1st June 2016*  
has been duly admitted by the University to the Degree of

*Bachelor of Science*  
(Economics and Statistics)

**SECOND CLASS HONOURS (Upper Division)**

Given under our hand

  
Vice-Chancellor

  
**CERTIFIED TRUE COPY**  
SENIOR ASSISTANT REGISTRAR  
ACADEMIC AFFAIRS DIVISION  
GARDEN CITY UNIVERSITY COLLEGE  
  
Registrar

Student Registration No.

**01320914**



00084695



# GARDEN CITY UNIVERSITY COLLEGE

P.O. Box 12775, Kumasi  
Tel: 03220 73927/21  
Fax: 03220 73921  
www.gcuc.edu.gh  
info@gcuc.edu.gh  
Mobile: 0267385354

KENYASI - KUMASI



## TRANSCRIPT OF ACADEMIC RECORD

THE NAME OF THE UNIVERSITY IS PRINTED IN GREEN, BLACK AND WHITE DOCUMENT IS NOT OFFICIAL

01320914

(TRANSCRIPT)

28th September, 2023

GIDIGAH, Pascal

The above Candidate was admitted into this University in January 2015 to pursue a 2-year Post Diploma Degree Programme in Economics and Statistics and has since then taken the following examinations of this University :

Third Year Examination in 2014/2015 in the following subjects :

### FIRST SEMESTER

Course Title	Mark	Gr.	Cr.
STA 325: TIME SERIES ANALYSIS	73.00	A	3
STA 341: PROBABILITY DISTRIBUTION	70.00	A	3
ECN 313: MANAGERIAL ECONOMICS	53.00	C	3
ECN 351: INTRODUCTION TO ECONOMETRICS	60.00	B	3
CSC 365: INTRODUCTION TO DATABASE MANAGEMENT SYSTEMS	70.00	A	3
ECN 301: INTERMEDIATE ECONOMICS I	86.00	A	3
STA 363: DEMOGRAPHY	71.00	A	3
<b>Semester Weighted Average :</b>	<b>69.00</b>		

### SECOND SEMESTER

Course Title	Mark	Gr.	Cr.
STA 344: SAMPLING TECHNIQUES & SURVEY METHODS	81.00	A	3
GEN 350: RESEARCH METHODS	61.00	B	3
ECN 350: MONETARY ECONOMICS	60.00	B	3
ECN 374: INTERMEDIATE ECONOMICS II	59.00	C	3
STA 310: ECONOMICS AND SOCIAL STATISTICS	76.00	A	3
STA 358: DESIGN AND ANALYSIS OF EXPERIMENTS	71.00	A	3
ECN 352: APPLIED ECONOMETRICS	46.00	D	3
	<b>64.86</b>		

Fourth (Final) Year Examination in 2015/2016 in the following subjects :

### FIRST SEMESTER

Course Title	Mark	Gr.	Cr.
STA 431: STATISTICAL COMPUTING	67.00	B	3
MGT 403: PROJECT MANAGEMENT	60.00	B	3
STA 407: INTRODUCTION TO STOCHASTIC PROCESSES	80.00	A	3
ECN 438: HEALTH ECONOMICS	76.00	A	3
ECN 401: ADVANCED ECONOMIC THEORY I	62.00	B	3
<b>Semester Weighted Average :</b>	<b>69.00</b>		

### SECOND SEMESTER

Course Title	Mark	Gr.	Cr.
GEN 430: PROJECT WORK	64.00	B	6
ECN 458: LABOUR ECONOMICS	76.00	A	3
MGT 432: INTERNSHIP/SERMINAR/CASE STUDY	73.00	A	3
STA 408: INFERENTIAL STATISTICS	76.00	A	3
ECN 402: ADVANCED ECONOMIC THEORY II	51.00	C	3
STA 416: ACTUARIAL STATISTICS	80.00	A	3
	<b>69.14</b>		

**CERTIFIED TRUE COPY**  
SENIOR ASSISTANT REGISTRAR  
ACADEMIC AFFAIRS DIVISION  
GARDEN CITY UNIVERSITY COLLEGE

GIDIGAH, Pascal

The above Candidate was admitted into this University in January 2015 to pursue a 2-year Post Diploma Degree Programme in Economics and Statistics and has since then taken the following examinations of this University :



CUMULATIVE WEIGHTED AVERAGE (CWA) :-

67.92

DEGREE AWARDED : BSc. SECOND CLASS HONOURS (UPPER DIVISION) IN ECONOMICS AND STATISTICS

<u>KEY :</u>	<u>PERCENTAGE RANGE</u>	<u>GRADE EQUIVALENT</u>	<u>CLASSES OF DEGREE</u>
	70% and Above	A	First Class
	60% - 69%	B	Second Class (Upper Division)
	50% - 59%	C	Second Class (Lower Division)
	40% - 49%	D	Pass
	Below 40%	Fail	

CLASSES OF DIPLOMA

70% and Above  
45% - 69%

Distinction  
Pass



K. A. Karikar  
REGISTRAR

CERTIFIED TRUE COPY  
SEMPER PARVATI REGISTRAR  
GARDEN CITY UNIVERSITY COLLEGE





**KWAME NKURMAH**  
University of Science and Technology

*This is to certify that*

*Pascal Gidigah*

Having pursued a prescribed course of study,  
and having passed the requisite examinations this *1st November, 2018*  
has been duly admitted by the University to the

*Master of Science*  
(Applied Statistics)

Given under our hand

*[Signature]*  
Vice-Chancellor

*[Signature]*  
Registrar

Student Registration No:  
PG1126517



00234690



**ACADEMIC TRANSCRIPT**  
**PhD DEGREE IN MATHEMATICS**

**GIDIGAH, Pascal**

**COMMENCEMENT OF PROGRAMME: JUNE 2019**

**END OF PROGRAMME: NOVEMBER 2024**

<u>CODE</u>	<u>COURSE</u>	<u>CREDITS</u>	<u>MARKS (%)</u>
MA 551	Research Methods	0	68.00
MA 577	Computer Programming	3	70.00
MA 576	Stochastic Processes with Applications	3	84.00
MA 650	Postgraduate Seminar I	3	73.20
MA 660	Postgraduate Seminar II	3	68.00
MA 600	Thesis	30	66.34

**CUMULATIVE**

**CREDITS REGISTERED:**

42

**CREDITS EARNED:**

42

**AVERAGE MARK:**

68.47

**GRADING SYSTEM**

80 and above - A  
70 - 79 - B  
60 - 69 - C  
50 - 59 - D  
Below 50 - FAIL

**AWARDING SYSTEM**

55 and above - Pass  
Below 55 - Fail

**THESIS TITLE: Modelling Efficiency of Rural – Community Bank's (RCB'S) in Ghana**

**AWARDED: DOCTOR OF PHILOSOPHY IN MATHEMATICS (PASS)**

Checked by: 

DR ERIC T. BRANTSON  
EXAMINATIONS OFFICER, SPS



ASSOC PROF SOLOMON NUNOO  
DEAN





TAKORADI



POLYTECHNIC

P O Box 256, Takoradi-Ghana. Tel: +233-3120-22917 & 22918  
website: www.tpoly.edu.gh email: info@tpoly.edu.gh

Date: 7<sup>th</sup> JANUARY, 2015

Gidigah Pascal

Dear Sir/Madam

**TRANSCRIPT OF ACADEMIC RECORD – GIDIGAH PASCAL**

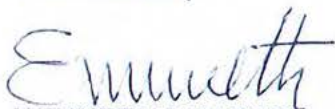
I am requested by Gidigah Pascal, a former student of this Institution, to forward his Academic Transcript to your office for the purpose of employment.

Mr Gidigah pursued a three-year programme in Statistics at the Higher National Diploma level.

Please find enclosed his Academic Transcript.

Thank you.

Yours faithfully



KENNETH BOATENG  
SENIOR ASSISTANT REGISTRAR (ACA)  
FOR: REGISTRAR

Enc.



P O Box 256, Takoradi Ghana, Tel: +233-3120-22917 & 22918  
 website: www.tpoly.edu.gh email: info@tpoly.edu.gh

Date 7<sup>th</sup> JANUARY, 2015

### TRANSCRIPT OF ACADEMIC RECORD

NAME: GIDIGAH PASCAL (07092272)

PERIOD OF STUDY: AUGUST 2009 – JULY 2012

PROGRAMME: HND STATISTICS

#### 2009/2010 ACADEMIC YEAR

1 <sup>st</sup> Semester			2 <sup>nd</sup> Semester		
Course Code	Course Title	Grade	Course Code	Course Title	Grade
STA 111	ELEMENTS OF MATHEMATICS I	A+	STA 120	ELEMENTS OF MATHEMATICS II	B
STA 113	STATISTICAL METHODS I	C	STA 122	STATISTICAL METHODS II	B+
STA 115	PROBABILITY I	B	STA 124	PROBABILITY II	B+
STA 117	ECONOMIC THEORY	C+	STA 126	APPLIED ECONOMICS	C
CLO 114	COMPUTER LITERACY I	C	CLO123	COMPUTER LITERACY II	C
CSM110	COMMUNICATION SKILLS I	D+	CSM111	COMMUNICATION SKILLS II	C+
			AFS 100	AFRICAN STUDIES	B
			STA 232	INDUSTRIAL ATTACHMENT	D+
GPA: 3.18			GPA: 2.76		
			CUM GPA: 2.84		

#### 2010/2011 ACADEMIC YEAR

3 <sup>rd</sup> Semester			4 <sup>th</sup> Semester		
Course Code	Course Title	Grade	Course Code	Course Title	Grade
STA 210	CALCULUS & MATRIX ALGEBRA I	B	STA 220	CALCULUS & MATRIX ALGEBRA II	B
STA 211	PROBABILITY III	A	STA 222	DESIGN & ANALYSIS OF EXPERIMENT II	B
STA 213	SAMPLE SURVEY I	B+	STA 224	SAMPLE SURVEY II	B
STA 215	RESEARCH METHODOLOGY	C	STA 226	NATIONAL ACCOUNTS	B+
STA 217	STATISTICAL COMPUTING I	B+	STA 228	STATISTICAL COMPUTING II	A
STA 219	DEMOGRAPHY I	B+	STA 230	DEMOGRAPHY II	A
STA 221	DESIGN & ANALYSIS OF EXPERIMENT	C	STA 232	INDUSTRIAL ATTACHMENT	C
GPA: 3.57			GPA: 3.78		
CUM GPA: 3.28			CUM GPA: 3.53		



# 2011/2012 ACADEMIC YEAR

5 <sup>th</sup> Semester			6 <sup>th</sup> Semester		
Course Code	Course Title	Grade	Course Code	Course Title	Grade
STA 310	OFFICIAL STATISTICS I	C+	STA 320	STATISTICAL ORGANISATION & OPERATION	B
STA 311	MULTIVARIATE DATA ANALYSIS	A	STA 322	STATISTICS FOR DEVELOPMENT & ECONOMIC PLANNING	B
STA 313	STATISTICAL QUALITY CONTROL	B	STA 324	OPERATIONS RESEARCH	B+
STA 315	STATISTICAL REPORT WRITING	B	STA 328	OFFICIAL STATISTICS II	D+
STA 317	ENTREPRENEURSHIP	D	STA 330	FINANCIAL MANAGEMENT	B
STA 319	FINANCIAL ACCOUNTING	B+	STA 332	PROJECT WORK	B
GPA: 3.44			GPA: 3.34		
CUM GPA: 3.40			CUM GPA: 3.39		

*Emmuth*

SENIOR ASSISTANT REGISTRAR (ACA)  
FOR: REGISTRAR

AWARD: SECOND CLASS UPPER DIVISION

HEAD OF DEPARTMENT

**Addressee:**  
GIDIGAH PASCAL  
AGAVE RURAL BANK  
P. O. BOX 52  
DABALA  
VOLTA REGION

## INTERPRETATION OF GRADES

RANGE OF MARKS (%)	GRADE
85 - 100	A+
80 - 84	A
75 - 79	B+
70 - 74	B
65 - 69	C+
60 - 64	C
55 - 59	D+
50 - 54	D
0 - 49(Fail)	F

NB:

- Only the original copy should be accepted as valid.
- Any erasures or alterations to this transcript render it invalid.



# KWAME NKRUMAH

University of Science and Technology

Issued on: 7th August 2023.

Tepa  
Hospital RoadTepa  
Hospital Road

Dear Sir/Madam,

## ACADEMIC TRANSCRIPT

At the request of GIDIGAH, Pascal, I forward herewith transcript of his academic performance in this University for your attention, please.

Yours Faithfully,

A handwritten signature in blue ink, appearing to read 'C. Owusu-Antwi', is positioned above the printed name of the Senior Assistant Registrar.

CHARLES OWUSU-ANTWI  
SENIOR ASSISTANT REGISTRAR



GP5916E08A

For Verification, contact  
[transcript.sgs@knust.edu.gh](mailto:transcript.sgs@knust.edu.gh)

Page 1 of 2  
Email Transcript





# KWAME NKRUMAH

University of Science and Technology

## ACADEMIC TRANSCRIPT

Issued on: 7th August 2023.

Name: GIDIGAH, Pascal

Student ID: [REDACTED]

Programme of Study: MSC. APPLIED STATISTICS (IDL)

Index Number: PG1126517

### FIRST YEAR - FIRST SEMESTER 2017-2018 ACADEMIC YEAR

Course Code	Course Name	Credits	Mark	Grade
STAT 565	TIME SERIES MODELS	3	72	A
STAT 563	MEDICAL STATISTICS I	3	57	C
STAT 561	DEMOGRAPHIC METHODS AND DATA ANALYSIS I	3	77	A
STAT 553	SAMPLING THEORY AND SURVEY METHODS	3	63	B
STAT 551	STATISTICAL INFERENCE	3	80	A
STAT 555	PROBABILITY AND STOCHASTIC MODELS	3	68	B
STAT 557	APPLIED REGRESSION ANALYSIS	3	57	C
		<b>Semester</b>	<b>Cumulative</b>	
		Credits Obtained:	21	21
		Grade Points	1,422.00	1,422.00
		Weighted Average:	67.71	67.71

### FIRST YEAR - SECOND SEMESTER 2017-2018 ACADEMIC YEAR

Course Code	Course Name	Credits	Mark	Grade
STAT 552	MODERN STATISTICAL METHODS	3	68	B
STAT 554	MULTIVARIATE DATA ANALYSIS	3	51	C
STAT 556	GENERALIZED LINEAR MODELS	3	74	A
STAT 558	LONGITUDINAL DATA ANALYSIS	3	75	A
STAT 564	MEDICAL STATISTICS II	3	70	A
STAT 566	ADVANCE OPERATIONS RESEARCH	3	66	B
		<b>Semester</b>	<b>Cumulative</b>	
		Credits Obtained:	18	39
		Grade Points	1,212.00	2,634.00
		Weighted Average:	67.33	67.54

### THESIS TOPIC

"MULTIPLE LOGISTIC REGRESSION MODEL ON MICRO FINANCE LOAN DEFAULT (A CASE STUDY OF AGAVE RURAL BANK LIMITED)"

Pass

### DEGREE AWARDED

MSC. APPLIED STATISTICS

(GRADUATION DATE: 1ST NOVEMBER 2018)

  
PROF. MICHAEL POKU-BOANSI  
DEPUTY DIRECTOR

### GRADING SYSTEM

70-100%	A
60-69%	B
50-59%	C
0-49%	F

### CLASS DESIGNATION

55-100%	Pass
0-54.99%	Fail



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For Verification, contact  
transcript.sgs@knust.edu.gh

Page 2 of 2  
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