

**INVER HILLS COMMUNITY COLLEGE**  
**AFFIRMATIVE ACTION PLAN 2014-2016**

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• **EXECUTIVE SUMMARY**

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**INVER HILLS COMMUNITY COLLEGE**  
**Affirmative Action Plan 2014-2016**

Review revealed underutilization of the following protected group(s) in the following job categories:

**Table 1. Underutilization Analysis of Protected Groups**

| Job Categories           | PROTECTED GROUPS |                          |                          |          |
|--------------------------|------------------|--------------------------|--------------------------|----------|
|                          | Women            | Racial/Ethnic Minorities | Indiv. With Disabilities | Veterans |
| Officials/Administrators |                  | XX                       | XX                       | XX       |
| Professionals            | XX               |                          |                          | XX       |
| Faculty                  |                  | XX                       |                          | XX       |
| Office/Clerical          |                  |                          | XX                       | XX       |
| Technicians              | XX               | XX                       |                          | XX       |
| Skilled Craft            |                  |                          |                          |          |
| Service Maintenance      | XX               |                          | XX                       | XX       |

Once approved, information about how to obtain or view a copy of this plan will be provided to every employee of Inver Hills Community College. Our intention is that every employee is aware of Inver Hills Community College's commitments to affirmative action and equal employment opportunity. The plan will also be posted on the college's website and maintained in the Human Resources Office.

This Affirmative Action Plan meets the requirements as set forth by Minnesota Management and Budget, and contains affirmative action goals and timetables, as well as reasonable and sufficiently assertive hiring and retention methods for achieving these goals.

\_\_\_\_\_  
Affirmative Action Officer or Designee

\_\_\_\_\_  
(date)

\_\_\_\_\_  
Human Resources Director or Designee

\_\_\_\_\_  
(date)

\_\_\_\_\_  
College President

\_\_\_\_\_  
(date)

# **Sample Affirmative Action Plan Report**

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