

**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

**M Woodhall**



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## **Table of Contents Sample Affirmative Action Plan Report**

1. Understanding the eBook Sample Affirmative Action Plan Report
  - The Rise of Digital Reading Sample Affirmative Action Plan Report
  - Advantages of eBooks Over Traditional Books
2. Identifying Sample Affirmative Action Plan Report
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Sample Affirmative Action Plan Report
  - User-Friendly Interface
4. Exploring eBook Recommendations from Sample Affirmative Action Plan Report
  - Personalized Recommendations
  - Sample Affirmative Action Plan Report User Reviews and Ratings
  - Sample Affirmative Action Plan Report and Bestseller Lists
5. Accessing Sample Affirmative Action Plan Report Free and Paid eBooks
  - Sample Affirmative Action Plan Report Public Domain eBooks
  - Sample Affirmative Action Plan Report eBook Subscription Services
  - Sample Affirmative Action Plan Report Budget-Friendly Options
6. Navigating Sample Affirmative Action Plan Report eBook Formats

- ePub, PDF, MOBI, and More
- Sample Affirmative Action Plan Report Compatibility with Devices
- Sample Affirmative Action Plan Report Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Sample Affirmative Action Plan Report
  - Highlighting and Note-Taking Sample Affirmative Action Plan Report
  - Interactive Elements Sample Affirmative Action Plan Report
- 8. Staying Engaged with Sample Affirmative Action Plan Report
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Sample Affirmative Action Plan Report
- 9. Balancing eBooks and Physical Books Sample Affirmative Action Plan Report
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Sample Affirmative Action Plan Report
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Sample Affirmative Action Plan Report
  - Setting Reading Goals Sample Affirmative Action Plan Report
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Sample Affirmative Action Plan Report
  - Fact-Checking eBook Content of Sample Affirmative Action Plan Report
  - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
- 14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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