

**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**

**Thirumalaisamy P.  
Velavancorresponding**



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**1934/35-1962/64; 2d Ser., V. 1- July 17/Dec. 27, 1965-.** United States. Federal Communications Commission,1978

**How to Develop an Affirmative Action Plan** ,1989      **Marine Corps equal opportunity manual** United States. Marine Corps,1976      **Federal Communications Commission Reports** United States. Federal Communications

Commission,1976      **The Federal Civil Rights Enforcement Effort--1974** United States Commission on Civil Rights,1974

**Federal Register** ,1978-11      Hearings, Reports and Prints of the Senate Committee on the Judiciary United States. Congress. Senate. Committee on the Judiciary,1969      **The Code of Federal Regulations of the United States of**

**America** ,1977 The Code of Federal Regulations is the codification of the general and permanent rules published in the Federal Register by the executive departments and agencies of the Federal Government      Hearings, Reports and Prints of

the Joint Economic Committee United States. Congress. Joint Economic Committee,1980

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**Morning session** United States. Congress. Senate. Committee on Veterans' Affairs. Subcommittee on Readjustment, Education, and Employment,1976      Veterans' Unemployment Problems United States. Congress. Senate. Committee on

Veterans' Affairs. Subcommittee on Readjustment, Education, and Employment,1976      *Resources in Education* ,1994

Hearings, Reports and Prints of the House Committee on Education and Labor United States. Congress. House. Committee on Education and Labor,1974      Views and Estimates of Committees of the House (together with Supplemental and Minority Views) on the Congressional Budget for Fiscal Year ... United States. Congress. House. Committee on the Budget,2001      **Compendium of Research Reports** ,1979      **The Federal Civil Rights Enforcement Effort--1974: To preserve, protect, and defend the Constitution** United States Commission on Civil Rights,1977      **1980 Census of Population** ,1981      Overregulation of Small Business United States. Congress. Senate. Select Committee on Small Business. Subcommittee on Government Regulation,1976

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