

**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

**Sandra M. Reed**



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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      **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      *A Guide to the Human Resource Body of Knowledge (HRBoK)* Sandra M. Reed,2017-05-01 An essential reference for HR professionals A Guide to the HR Body of Knowledge HRBoK™ from HR Certification Institute HRCI is an essential reference book for HR professionals and a must have guide for those who wish to further their expertise and career in the HR field This book will help HR professionals align their organizations with essential practices while also covering the Core Knowledge Requirements for all exams administered by HRCI Filled with authoritative insights into the six areas of HR functional expertise Business Management and Strategy Workforce Planning and Employment Human Resource Development Compensation and Benefits Employee and Labor Relations and Risk Management this volume also covers information on exam eligibility and prep tips Contributions from dozens of HR subject matter experts cover the skills knowledge and methods that define the profession s best practices Whether used as a desk reference or as a self assessment this book allows you to Assess your skill set and your organization s practices against the HRCI standard Get the latest information on strategies HR professionals can use to help their organizations and their profession Gain insight into the body of knowledge that forms the basis for all HRCI certification exams As the HR field becomes more diverse and complex HR professionals need an informational home base for periodic check ins and authoritative reference As a certifying body for over four decades HRCI has drawn upon its collective expertise to codify a standard body of knowledge for the field The HRBoK is the definitive resource that will be your go to HR reference for years to come      **Federal Register** ,1976-08      Veterans' Unemployment Problems: Morning session United States. Congress. Senate. Committee on Veterans' Affairs. Subcommittee on Readjustment, Education, and Employment,1976  
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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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