

INVER HILLS COMMUNITY COLLEGE
AFFIRMATIVE ACTION PLAN 2014-2016

• **EXECUTIVE SUMMARY**

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

**United States. Congress. Senate.
Select Committee on Small Business**

Sample Affirmative Action Plan Report:

Federal Communications Commission Reports. V. 1-45, 1934/35-1962/64; 2d Ser., V. 1- July 17/Dec. 27, 1965-. United States. Federal Communications Commission,1978 **Hearings, Reports and Prints of the Senate Select Committee on Small Business** United States. Congress. Senate. Select Committee on Small Business,1976 **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

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 HRBoKTM 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 Resources in Education ,1994-10 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

Morning session United States. Congress. Senate. Committee on Veterans' Affairs. Subcommittee on Readjustment,

Education, and Employment,1976 *1980 Census of Population* ,1981 **Overregulation of Small Business** United States. Congress. Senate. Select Committee on Small Business. Subcommittee on Government Regulation,1976

Understanding Authority in Higher Education Dean O. Smith,2015-01-22 Within the complex environment of higher education administrators and faculty members face daunting challenges in their unique domains of institutional governance Many of the greatest challenges arise from basic misunderstandings of authority and its limitations by administrators and faculty members alike These misunderstandings are the primary source of disruptive confusion mistrust and mismanagement Consequently an institution s governance would improve significantly if its personnel clearly understand the fundamental principles of authority To bring about this improvement *Understanding Authority in Higher Education* clarifies issues of authority in an academic setting Throughout it introduces basic concepts of higher education administration and then examines the limits of authority in context Pedagogically the book strives continuously to ascertain whether authority is used properly from a legal perspective emphasizing the influence of academic cultural norms on legal principles and vice versa But *Understanding Authority in Higher Education* goes further than law textbooks by using real and anecdotal case studies to examine aspects of authority that don t appear in court proceedings those that lie beyond the reach of the law In these cases the book explores the anthropology the behavior and the culture of authority in the academic environment Impact on Product Liability United States. Congress. Senate. Select Committee on Small Business,1976 *Compendium of Research Reports* United States. Department of Housing and Urban Development. Office of Policy Development and Research,1979

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