

Annual EEO Public File Report
WSIU-TV, WUSI-TV, WUSI(FM), WSIU(FM), WVSI(FM)
August 1, 2011 to July 31, 2012

A. Recruitment Sources Used to Refer Interviewees For Each Full-Time Vacancy Filled During the Past Year (A complete list of all recruitment sources is found at the end of this report.)

1. Job Title:	Assistant Director of Corporate Support		Date Filled:	January 3, 2012
Source	Contact	Address	Phone	Interviewee Hired?
Indeed.com is online web source that compiles job website information from monster.com and others	Internet site for Monster Inc.	Monster.com 5 Clock Tower Place Maynard, MA 01754	Monster.com website	Yes (1)
Word of mouth	Unknown	Unknown	unknown	No (1)
Southern Illinoisan Newspaper	Mark Dynis Mark.dynis@thesouthern.com	710 N. Illinois Avenue Carbondale, IL 62901	618 351-5002	No (1)
Corporation for Public Broadcasting	Alicia Schosinski http://www.cpb.org/jobline	401 Ninth Street, NW Washington, D.C. 20004	Ph:202-879-9600 Fax:202-879-9700	No (1)
2. Job Title:	Office Support Associate		Date Filled:	September 12, 2011
Source	Contact	Address	Phone	Interviewee Hired
SIUC's Human Resource Civil Service System	Stacey Peach	Department of Humans Resources, MC 6520, Southern Illinois University 805 S. Elizabeth St. Carbondale, IL 62901 www.siu.edu/~humres/	(618) 453-6606	Yes (1) No (4) 5 were interviewed from the SIUC Civil Service Testing list, had to pick one from the top 3 candidates on the Illinois Civil Service Exam list.

B. Outreach Activities during period

1. Participation in three job fairs and professional conferences by station personnel who have substantial responsibility in hiring decisions.

a. Fall 2011 All-Majors Job Fair, Southern Illinois University Carbondale, Illinois, October 19, 2011, Event Contact: Michelle Garrett, Job Fair Coordinator, Mailcode 4703 Carbondale, IL 62901, 618-453-2391

WSIU Staff in Attendance: Dr. Renee Dillard, Associate Director of Corporate Support and Marketing and Delores Kerstein, Associate Director of Finance and Administration

b. Fall 2011 Student Employment Opportunities Job Fair, Southern Illinois University Carbondale, Illinois, August 23, 2011, Event Contact: Michelle Garrett, Job Fair Coordinator, Mailcode 4703, Carbondale, IL 62901, 618-453-2391

WSIU Staff in Attendance: Delores Kerstein, Associate Director of Finance and Administration

c. Illinois Department of Employment Security, Statewide Veteran's Job Fair, October 27, 2011., Event Contact: Penny Valentine, (618) 997-6835, Ext. 240, 33 South State Street, Chicago, Illinois 60603-2802.

WSIU Staff in Attendance: Delores Kerstein, Associate Director of Finance and Administration

- 2. Participated in scholarship programs directed at students desiring to pursue a career in broadcasting - Student scholarship and awards: O'Brian Award, TV Student of the Year Award, FM Student of the Year Award, and Overall Broadcast Student of the Year Award; and Graduate Assistantships, Undergraduate Assistantships, and Internships for students in TV & FM Production, TV & FM Master Control, Post Production, TV News, FM News, Programming, Promotions, Fundraising and Accounting.**
- 3. Established training and mentoring programs relating to career opportunities in broadcasting sponsored by educational institutions. Station staff provides training and mentoring support for students in the College of Mass Communications & Media Arts, School of Business, and College of Liberal Arts, Education at Southern Illinois University.**
- 4. Widely advertised all vacancy positions that were opened for a search. During the reporting period, two full-time staff positions were filled.**
- 5. Provided staff opportunities to attend professional development conferences and seminars for those interested in improving job-related performance. The Stations provided paid leave time and conference expenses. The Stations also provide time for staff to further their education at the University by allowing staff to attend classes to obtain higher education degrees such as bachelors, masters and doctorates. The development and education are designed to enable Station personnel to acquire skills that could qualify them for higher level positions at the Stations.**

6. Participated in all events and programs during the reporting period sponsored by the College relating to career opportunities in broadcasting, because the Station licenses are held by the Board of Trustees of Southern Illinois University, and WSIU Public Broadcasting is a department of the College of Mass Communications and Media Arts.
7. Provided management personnel with training as to methods of ensuring equal employment opportunity and preventing discrimination. WSIU has staff representation and participates in the diversity committee events established at the College of Mass Communication and Media Arts to encourage discussions regarding diversity for both students and staff.

C. COMPLETE LIST OF RECRUITMENT SOURCES USED TO FILL FULL-TIME ADMINISTRATIVE PROFESSIONAL VACANCIES DURING THE REPORTING PERIOD

**WSIU PUBLIC BROADCASTING
Radio Operations Manager Position**

Complete List of Recruitment Sources Used to Fill Full Time Vacancy

Recruitment Source's Name	Name of Contact	Address	Phone Number and Fax
Native American Public Telecommunications	Lynn Warren	P O Box 83111 Lincoln, NE 68501	Ph: (402) 472-3522 Fax: (402) 472-8675
Asian American Journalist Association	Karen Swing	1182 Market Street, Suite 320 San Francisco, CA 94103	Ph: (415)346-2051 Fax: (415)346-6343
South Asian Journalists Association	Sreenath Sreenivasan	Columbia Graduate School 2950 Broadway New York, NY 10027	Ph: (212) 854-5079 Fax: (212) 854-7837
Radio & Television News Directors' Association	Barbara Cochran	1600 K Street, NW, Suite 700 Washington, DC 20006-2838	Ph: (202) 659-6510 Fax: (202) 223-4007
The Radio Mall	Nelda Coleman	PO Box 31130 Shreveport, LA 711130-1130	Ph: (318) 688-1130 Fax: (318) 687-8574
National Lesbian & Gay Journalists' Association	Lynette Spencer	1420 K Street, NW Suite 910 Washington, DC 20005	Ph: (202) 588-9888 Fax: (202) 588-1818

National Hispanic Media Coalition	Jenna Badillo	2514 South Grand Avenue Los Angeles, CA 90007	Ph: (213) 746-6988 Fax: (626) 792-6051
National Association of Hispanic Journalists	Michelle Gonzales	1000 National Press Building 529 14 th St., NW Washington, DC 20045	Ph: (202) 662-7145 Fax: (202) 662-7144
National Association of Minority Media Executives	Toni F. Laws	1921 Gallows Road Suite 600 Vienna, VA 22182	Ph: (703) 893-2410 Fax: (703) 854-7181
National Association of Broadcasters	Karen Hunter	1771 N Street, NW Washington, DC 20036	Ph: (202)429-5300 Fax: (202)429-4199
International Television Association	Jon Hiler	9292 N. Meridian Street #200 Indianapolis, IN 46260	Ph: 608-443-2474 Fax: 608-443-2478
Hispanic Link News Service	Charlie@hispaniclink.org	1420 N Street NW Washington, DC 20005	Ph: (202) 234-0280 Fax: (202) 234-4090
American Women in Radio & Television	Amy B. Lotz	8405Greensboro Drive Suite 800 McLean, VA 22102	Ph: (703) 506-3290 Fax: (703) 506-3266
Illinois News Broadcaster's Association	Dennis Lyle	WSIL 200 Missouri Ave Carterville, IL 62918	Ph: 618-985-5555 Fax: 618-985-6070
SIUC's Administrative & Professional Employment Website	Phyllis Khaaliq	Affirmative Action Office Davies 155 Carbondale, IL 62901	Ph: (618) 536-6618 Fax: (618) 453-1394
The Southern Illinoisan Newspaper	Mark Dynis	710 N. Illinois Avenue Carbondale, IL 62901	Ph: (618) 529-5454 Fax: (618) 529-3774
Black College Radio	Lo Jelks	P O Box 3191 Atlanta, GA 30302 www.blackcollegeradio.com	Ph: (404) 523-6136 Fax: (404) 523-5467

National Association of Black Journalists	Antoinette Samual	University of Maryland 8701-A Adelphi Road Adelphi, MA 20783	Ph: (301) 445-7100 Fax: (301) 445-7101
Association for Women in Communications	Pat Troy	780 Ritchie Highway, Suite 28-S Severna Park, MD 21146	Ph: (410) 544-7442 Fax: (410) 544-4640
WSIU Public Broadcasting Website & Posted in Office	Delores Kerstein Wsiu.org	1003 Communications Bldg Mail Code 6602 Southern Illinois University Carbondale, IL 62901	Ph: (618) 453-4344 Fax: (618) 453-6186
Corporation for Public Broadcasting	Alicia Schosinski http://www.cpb.org/jobline	401 Ninth Street, NW Washington, DC 20004-2129	Ph: (202) 879-9686 Fax: (202) 879-9700
Current PBS Magazine	Ronald Woods	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Ph: 301-270-7240 Ext 38 Fax: 301-270-7240
Posting at Physical Office of WSIU	Delores Kerstein	1003 Communications Bldg Mail Code 6602 Southern Illinois University Carbondale, IL 62901	Ph: (618) 453-4344 Fax: (618) 453-6186