

**Board of Trustees of Southern Illinois University
Annual EEO Public File Report
WSIU-DT, WUSI-DT, WUSI-FM, WSIU-FM, WVSI-FM
August 1, 2017 to July 31, 2018**

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.): Digital Media News Specialist Position Filled

SOURCE	CONTACT	ADDRESS	PHONE	INTERVIEWEE HIRED
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	Yes (1) *4 were interviewed and 1 white female hired
1. Job Title:	Digital Media News Specialist		Date Filled:	June 11, 2018
2. Job Title: Source is the Human Resources at SIUC	Accountant II	SIU Internal Promotional Line Position	Date Filled:	July 16, 2018 3 interviewed and 1 white female hired

WSIU positions were filled during the reporting period: One Administrative Professional hire for this period: Digital Media News Specialist and One Civil Service Position: Accountant II

When WSIU makes a hire, each position is handled according to Illinois statute and rules for recruitment.

***Civil Service positions when filled for the period:**

There are civil service positions and promotional lines within Southern Illinois University Carbondale. The promotional requirements are governed by Illinois State Law ACT, Statute, 110ILCS 70 House Bill 831. The person hired tested for the position and were on the SIU hire list. The candidate hired already worked at SIU and resigned their current positions in order to work at WSIU Public Broadcasting which is a department of the College of Mass Communication and Media Arts at Southern Illinois University Carbondale, IL.

***“ACT 70. STATE UNIVERSITIES, CIVIL SERVICE ACT**

Illinois Compiled Statutes, 110 ILCS 70House Bill 831 was passed by the 67th General Assembly and became law on January 1, 1952. The State Universities Civil Service System now covers all staff employees. 70/36j. Promotions

36j. Promotions. The Merit Board shall by rules provide for promotions on the basis of ability and experience and seniority in service and examination and to provide in all cases where it is practicable that vacancies will be filled by promotion. The Merit Board shall by rule fix lines of promotion from such several offices and places to superior offices or places in all cases where, in the judgment of the Merit Board, the duties of such several positions directly tend to fit the incumbent

for a superior position.

Employees promoted in the promotional line shall have their seniority for the highest position held on the basis of length of service in that classification. For the next lower classification the employee may add his seniority in the higher classification to that in the lower to determine seniority in the lower classification.

Whenever a superior position in the promotional line in the classified civil service under the University System is to be filled, the Director shall certify to the employer, in the order of their seniority, the names and addresses of the three persons standing highest upon the promotional register for the class or grade to which said position belongs. The employer shall appoint one of the three persons whose names were certified by the Director. Sex shall be disregarded except when the nature of the position requires otherwise. Appointments to superior positions in the promotional line shall be on probation for a period of no less than 6 months and no longer than 12 months for each class of positions in the classification plan, the length of the probationary period having been determined by the Director. Persons so appointed may be demoted at any time during the period of probation, if, in the opinion of the employer, they have failed to demonstrate the ability and the qualifications necessary to furnish satisfactory service, but shall not be discharged from the superior position if they have previously completed a probationary period in an inferior position in the promotional line.

B. Outreach Activities during period

1. Hosting of four job fairs by station personnel who have substantial responsibility in hiring decisions.

a. Fall 2017 Saluki Student Job Fair, August 23, 2017, Event Contact: Michell Garrett, Career Development Specialist, Career Services, MC 4703, Southern Illinois University, Carbondale, IL 62901, Phone: 618-453-7115. WSIU Staff in Attendance: Katrina Stackhouse, Digital Services

b. Spring 2018 Job and Internship Fair, Southern Illinois University Carbondale, Illinois, February 20, 2018 Event Contact: Matt Purdy, Employer Relations Coordinator, Mail Code 4703 Carbondale, IL 62901, 618-453-7112.

WSIU Staff in Attendance: Delores Kerstein, Associate Director of Finance and Administration for WSIU Public Broadcasting and Susan Coloni, WSIU Office Manager

c. Spring 2018 Student Employment RSO/Volunteer Fair, Southern Illinois University Carbondale, Illinois, January 18, 2018 Event Contact: Matt Purdy, Employer Relations Coordinator, University Career Services, Mail Code 4703, Carbondale, IL 62901, 618-453-7112.

WSIU Staff in Attendance: Jeff Williams, Associate Director for Radio and Kevin Boucher, Radio Producer of WSIU Public Broadcasting.

d. Fall 2018 Student Employment RSO/Volunteer Fair, Southern Illinois University Carbondale, Illinois, August 25, 2018 Event Contact: Matt Purdy, Employer Relations Coordinator, University Career Services, Mail Code 4703, Carbondale, IL 62901, 618-453-7112.

WSIU Staff in Attendance: Jeff Williams, Associate Director for Radio and Kevin Boucher, Radio Producer of WSIU Public Broadcasting.

- 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 provide 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. Provide 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.**
- 5. 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.**
- 6. Provided management personnel with training opportunities as methods of ensuring equal employment opportunity and preventing discrimination. WSIU staff have access to the diversity committee events established at the University 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 ALL REPORTING PERIODS

Recruitment Source's Name	Name of Contact	Address	Phone Number & Fax
Native American Public Telecommunications	Shirley Snever visionmaker@UNL.edu	1800 N 33 rd Street Lincoln, NE 68503-1409	Ph: (402) 472-3522 Fax: (402) 472-8675
Asian American Journalist Association	Kathy Chow national@aaja.org	5 Third Street, Suite 1108 San Francisco, CA 94103	Ph: (415)346-2051 Fax: (415)346-6343
South Asian Journalists Association	Sharaf Mowjood president@saja.org	Columbia Graduate School 2950 Broadway New York, NY 10027	Ph: (212) 854-5079 Fax: (212) 854-7837
National Lesbian & Gay Journalists' Association	Lynette Spencer info@nljga.org	2120 L St NW Suite 850 Washington, DC 20037	Ph: (202) 588-9888 Fax: None
National Hispanic Media Coalition	Jenna Badillo	55 South Grand Avenue Pasadena, CA 91105	Ph: (626) 792-6462 Fax: (626) 792-6051
National Association of Hispanic Journalists	Brenda Rivas www.nhmc.org	1000 National Press Building 529 14 th St., NW Washington, DC 20045	Ph: (202) 662-7145 Fax: (202) 662-7144
Hispanic Link News Service	Charlie@hispaniclink.org Need to email	1420 N Street NW Washington, DC 20005	Ph: (202) 234-0280 Fax: None
American Women in Radio & Television	Maria E. Brennan www.awrt.org	8405 Greensboro Drive Suite 800 McLean, VA 22102	Ph: (703) 506-3290 Fax: (703) 506-3266
National Public Radio Job Line Broadcasters Employment Weekly	D. Gatewood	635 Massachusetts Ave, NW Washington, DC 20001	Ph: (202) 377-4202 Fax: (208) 377-4202
Illinois News Broadcaster's Association	Bob Roberts, borowmaq@aol.com Http://www.inba.net/jobfile	INBA #1 University Circle Macomb, IL 61455	www.inba.net/job
National Association of Black Journalists	Darryl Matthews, Sr. Executive Director	1100 Knight Hall, Suite 3100 College Park, Maryland 20742 info@nabjcareers.org	Ph: (626) 792-3846 Fax: (301) 314-1714
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
Greater Public Media	Joyce MacDonald, President www.greaterpublic.org/jobs	401 North 3 rd Street, Suite 601 Minneapolis, MN 55401	(800) 454-2314
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	Emily Lowrey https://jobs.current.org	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Ph: 301-270-7240 Ext 38 Fax: 301-270-7241
SIUC's Administrative & Professional Employment Website	Ashley Followell	Affirmative Action Office Davies 155 Carbondale, IL 62901	Ph: (618) 536-6618 Fax: (618) 453-1394
Southern Illinoisan Newspaper For joint adv at SIU	Lori Foster SIU Office of Admin and Finance lafoster@siu.edu	Anthony Hall Room 214, Mail Code 4315, SIU, Carbondale, IL 62901	Ph: 618-453-6671 Fax: 618453-3747