

Board of Trustees, Southern Illinois University
Annual EEO Public File Report
WSIU-TV, WUSI-TV, WUSI(FM), WSIU(FM), WVSI(FM)
August 1, 2013 to July 31, 2014

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.)

Source	Contact	Address	Phone	Interviewee Hired
1. Job Title	Accountant II		Date Filled:	9/23/2013
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 (2) *3 were interviewed from the SIUC Civil Service Testing list, had to pick one from the top 3 candidates on the IL Civil Service Exam list. Internal transfer SIU
2. Job Title	Office Manger		Date Filled:	11/24/2013
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 (2) *3interviewed from the SIUC Civil Service Testing list, had to pick one from the top 3 candidates on the IL Civil Service Exam list. Internal

				Transfer SIU
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***Two Civil Service positions were filled for the period:**

Office Manager and Accountant II-These are civil service positions and are promotional lines within Southern Illinois University Carbondale. The promotional requirements are governed by Illinois State Law ACT, Statute, 110ILCS 70 House Bill 831.. The persons hired already worked in other departments at the University and were internal transfers to WSIU Public Broadcasting which is a department of the University.

***“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.

Whenever a person is promoted to a superior position in the promotional line prior to the completion of the probationary period in any one of the positions in the classified civil service under the University System, total service in the inferior position and in all such superior positions shall be combined to establish certified status and seniority in the inferior position.”

B. Outreach Activities during period

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

a. Fall 2013 All-Majors Job Fair, Southern Illinois University Carbondale, Illinois, October 30, 2013, Event Contact: Michelle Garrett, Job Fair Coordinator, Mailcode 4703 Carbondale, IL 62901, 618-453-2391

WSIU Staff in Attendance: Trina Thomas, Television Programming Coordinator and Delores Kerstein, Associate Director of Finance and Administration

b. Spring 2014 Student Employment Opportunities Job Fair, Southern Illinois University Carbondale, Illinois, March 5, 2014, 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 and Monica Tichenor, Publicity and Promotions Coordinator

- 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. 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.**
- 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 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 ALL REPORTING PERIODS

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 Native@unl.edu	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 Info@NLGSA.org	1420 K Street, NW Suite 910 Washington, DC 20005	Ph: (202) 588-9888 Fax: email only
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: email only
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 erinc@ilba.org	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 BCRmail.aol.com	P O Box 3191 Atlanta, GA 30302 www.blackcollegeradio.com	Ph: (404) 523-6136 Fax: email only
National Association of Black Journalists	Scott Berry	University of Maryland 8701-A Adelphi Road Adelphi, MA 20783	Ph: (301) 405-0248 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
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	Mary Hoehl currentpublicmedia@gmail.com	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Ph: (877) 745-8776 Ext 1 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
Jobtarget Website	www.jobtarget.com	225 State Street, Suite 300 New London, Connecticut 06320	Ph: (860) 437-5700 Fax: (860) 447-4562
PBS Job Board	PBS.org	https://secure.connect.pbs.org	