

Board of Trustees of Southern Illinois University
Annual EEO Public File Report
WSIU-DT, WUSI-DT, WUSI-FM, WSIU-FM, WVSI-FM
August 1, 2014 to July 31, 2015

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:	Web Specialist		Date Filled:	04/08/2015
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, must pick one from the top 3 candidates on the IL Civil Service Exam list.
2. Job Title:	Radio Producer/Announcer		Date Filled:	11/3/2014
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 (0) *only 1 person on the SIUC Civil Service Testing list, 1 interview From Exam list. Candidate was Internal to WSIU
3. Job Title:	Account Technician II		Date Filled:	11/03/2014
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, must pick one from the top 3 candidates on the IL Civil Service Exam list.

SOURCE	CONTACT	ADDRESS	PHONE	INTERVIEWEE HIRED
4. Job Title:	TV Production Specialist		Date Filled:	9/2/2014
Word of Mouth and SIU Affirmative Action Website	Phyllis Khaaliq	Affirmative Action Office Davies 155 Carbondale, IL 62901	P: (618) 536-6618 F: (618) 453-1394	Yes (1 Hired of four candidates interviewed)
Monster, Inc	Monster.com	5 Clock Tower Place Maynard, MA 01754	(866) 811-2458	No (1)
WSIU.org website	Delores Kerstein	1100 Lincoln Dr. Carbondale, IL 62901	(618) 453-6183	No (2)
5. Job Title:	Digital Media Producer		Date Filled:	9/8/2014
WSIU.org website	Delores Kerstein	1100 Lincoln Dr. Carbondale, IL 62901	(618) 453-6183	Yes (1-Hired and three candidates interviewed)
Word of mouth	Unknown	Unknown	Unknown	No (1)
Unknown	Unknown	Unknown	Unknown	No (1)
6. Job Title:	Associate Director of Corporate Support		Date Filled:	4/01/2015
WSIU email	Greg Petrowich	1100 Lincoln Dr. Carbondale, IL 62901	(618) 453-6181	Yes (1)
WSIU.org website	Delores Kerstein	1100 Lincoln Dr. Carbondale, IL 62901	(618) 453-6183	No (1)
Southern IL Newspaper	Doris Harrison	Southern Illinoisan Newspaper, Carbondale, Illinois	(618) 351-5003	No (1)
7. Job Title:	Associate Director of Technology & Planning		Date Filled:	7/01/2015
Society of Broadcast Engineers website	Debbie Hennessey dhennessey@sbe.org	www.sbe.org/sections/job_s_onlin.php SBE, 9102 N Meridian St, Suite 150, Indianapolis, IN 46260	dhennessey@sbe.org	Yes (1)
Society of Broadcast Engineers website	Debbie Hennessey dhennessey@sbe.org	www.sbe.org/sections/job_s_onlin.php SBE, 9102 N Meridian St, Suite 150, Indianapolis, IN 46260	dhennessey@sbe.org	No (1)
SIU Affirmative Action Website	Phyllis Khaaliq	Affirmative Action Office Davies 155 Carbondale, IL 62901	Ph: (618) 536-6618 Fax: (618) 453-1394	No (1)
8. Job Title:	Associate Director of News and Public Affairs		Date Filled:	7/01/2015
WSIU email	Greg Petrowich	1100 Lincoln Dr. Carbondale, IL 62901	(618) 453-6181	Yes (1)

***Three Civil Service positions were filled for the period:**

Web Specialist, Radio Producer/Announcer and Account Technician 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 tested for the positions and were on the SIU hire list. Both candidates already worked at WSIU 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 70 House 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 two job fairs by station personnel who have substantial responsibility in hiring decisions.

a. Fall 2014 All-Majors Career Fair, Southern Illinois University Carbondale, Illinois, October 7, 2014, Event Contact: Douglas Reichenberger, Director, Mailcode 4703 Carbondale, IL 62901, 618-453-1030

WSIU Staff in Attendance: Beth Spezia, Outreach Coordinator and Delores Kerstein, Associate Director of Finance and Administration

b. Spring 2015 Student Employment Opportunities Job Fair, Southern Illinois University Carbondale, Illinois, February 25, 2015, Event Contact: Douglas Reichenberger, Director, Mailcode 4703, Carbondale, IL 62901, 618-453-1030

WSIU Staff in Attendance: Delores Kerstein, Associate Director of Finance and Administration and Jeff Williams, Associate Director for Radio, and Greg Petrowich, Executive Director 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 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 opportunities as methods of ensuring equal employment opportunity and preventing discrimination. WSIU has staff representation to the diversity committee events established at the College of Mass Communication Media Arts and 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

Complete List of Recruitment Sources Used to Fill Full Time Vacancy

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@aaaja.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
Radio & Television Digital News Association	Mike Cavender www.rtdna.org	529 14 th Street NW Suite 1240 Washington, DC 20045	Ph: (202) 659-6510 Fax: (202) 223-4007
National Lesbian & Gay Journalists' Association	Lynette Spencer info@nlga.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
National Association of Minority Media Executives	Neil Foote www.namme.org	1921 Gallows Road Suite 600 Vienna, VA 22182	Ph: (888) 968-7658 Fax: (703) 893-2414
National Association of Broadcasters	Karen Hunter nab@nab.org	1771 N Street, NW Washington, DC 20036	Ph: (202)429-5300 Fax: (202)429-4199
Media Communications Association-International	Jim Dufek	PO Box 5135 Madison, WI 53705-0135 http://www.mca-i.org	Ph: 888-899-6224 Fax: 888-862-8150
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	Sue Stephens, President sstephens@niu.edu joinus@inba.net	INBA #1 University Circle Macomb, IL 61455	www.inba.net/job
SIUC's Administrative & Professional Employment Website	Phyllis Khaaliq	Affirmative Action Office Davies 155 Carbondale, IL 62901	Ph: (618) 536-6618 Fax: (618) 453-1394

Recruitment Source's Name	Name of Contact	Address	Phone Number & Fax
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
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	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Ph: 301-270-7240 Ext 38 Fax: 301-270-7241
HigerEdJobs.com	http://www.higheredjobs.com		