

2020 ANNUAL EEO PUBLIC FILE REPORT

Board of Trustees of Southern Illinois University

WSIU-TV, Carbondale, IL
WUSI-TV, Olney, IL
WUSI, Olney, IL
WSIU(FM), Carbondale, IL
WSEC(TV), Jacksonville, IL
WMEC(TV), Macomb, IL
WQEC(TV), Quincy, IL
WVSI, Mount Vernon, IL

Reporting Period: August 1, 2019 to July 31, 2020

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.

1. Fall 2019 Saluki Student Involvement Fair, Southern Illinois University, Carbondale, Illinois, August 22, 2019.

Event Contact: Sheila Colombo, Employer Relations Coordinator, Career Development Center, Mail Code 4703, Carbondale, IL 62901, 618-453-1045.

2. Fall 2019 Saluki Student Job and Internship Fair, Southern Illinois University, Carbondale, Illinois, September 24, 2019.

Event Contact: Sheila Colombo, Employer Relations Coordinator, Career Development Center, Mail Code 4703, Carbondale, IL 62901, 618-453-1045.

3. Spring 2020 Student Employment
RSO/Volunteer Fair, Southern Illinois University
Carbondale, Illinois, January 29, 2020. Event
Contact: Sarah Marbes, Coordinator, SIU Center
for Service Learning & Volunteerism,
Carbondale, IL 62901, 618-453-7520.

4. WSIU was scheduled to participate in one (1)
additional job fair in central Illinois during the
reporting period, but that event was cancelled in
Spring 2020 due to the COVID-19 pandemic.

*Participated in **scholarship** programs
designed to assist students interested in
pursuing a career in broadcasting.*

Participated in scholarship programs directed at
students desiring to pursue a career in
broadcasting - Student scholarship and awards:
O'Brian Award, TV & FM Student of the Year
Awards & Broadcast Student Services Award;
Graduate & Undergraduate Assistantships &
Internships for students in TV & FM Production,
TV & FM Master Control, Post Production, TV
News, FM News, Programming, Promotions,
Fundraising and Accounting.

*Established **training** programs
designed to enable station personnel to
acquire skills that could qualify them
for higher level positions.*

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.

*Established a **mentoring** program for
station personnel.*

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.

Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.

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.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
1-Aug-2019	Television Program/ Operations Coordinator	Human Resources at SIUC
1-Sep-2019	Web Specialist II	Human Resources at SIUC
1-Sep-2019	Broadcast Engineer	Human Resources at SIUC
1-Dec-2019	Associate Director of Development	Affirmative Action Office & Human Resources at SIUC
1-Jan-2020	Assistant Director of Corporate Support	Affirmative Action Office & Human Resources at SIUC
21-Jan-2020	Assistant Director of Corporate Support	Affirmative Action Office & Human Resources at SIUC
1-Apr-2020	Media Writer/ Producer/ Announcer II	Human Resources at SIUC

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 17

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Human Resources at SIUC	8
Affirmative Action Office at SIUC	9

RECRUITING SOURCES USED

Job Title of Position: Broadcast Engineer
Civil Service Position

Date of Hire: 1-Sep-2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Human Resources at SIUC	Y	900 S. Normal Ave, Carbondale, IL 62901	Renee Colombo, Employment Manager	618-453-6606 colombo@siu.edu
The Society of Broadcast Engineers	N	9102 North Meridian St., Suite 150 Indianapolis, IN 46260	Scott Jones www.sbe.org	317-846-9000 kjones@sbe.org
Glassdoor	N	100 Shoreline Highway, Building A Mill Valley, CA 94941	www.glassdoor.com	1-888-355-9323
Indeed	N	Indeed.com		

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Associate Director of Corporate Support

Date of Hire: 1-Sep-2019

Southern Illinoisan	N	710 N. Illinois Avenue Carbondale, IL 62901		618-351-5002
Corporation for Public Broadcasting	N	401 9 th St., NW Washington, DC 20004	Alicia Schosinski, www.cpb.org/jobline	202-879-9686
Current PBS Magazine	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Emily Lowrey jobs.current.org	301-270-7240
Assn of LGBTQ Journalists	N	2120 L St NW Suite 850 Washington, DC 20037	Lynette Spencer	202-588-9888 info@nlgja.org
WSIU Website	N	1100 Lincoln Drive, Carbondale, IL 62901	Katrina Stackhouse, Assistant Director of Digital Services	618-453-4344 Katrina.stackhouse@wsiu.org
SIU Website	Y	900 S. Normal Avenue Carbondale, IL 62901	Ashley Followell	618-536-6618 ashley.followell@siu.edu
Indeed	N	indeed.com		
NABJ Career Center	N	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Darryl Matthews	626-792-3846 info@nabjcareers.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Associate Director of Development Date of Hire: 1-Dec-2019

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Human Resources at SIUC	Y	900 S. Normal Ave, Carbondale, IL 62901	Renee Colombo, Employment Manager	618-453-6606 colombo@siu.edu
The State Journal-Register	N	P.O. Box 219, Springfield, IL 62705-0219	Ashley Boyer, Classified Team Lead	217-788-1371 ashley.boyer@sj-r.com
St. Louis Post Dispatch	N	901 North 10th Street; St. Louis, Missouri 63101		314-621-6666
Southern Illinoisan	N	710 N. Illinois Avenue Carbondale, IL 62901		618-351-5002
Chronical of Philanthropy	N	1255 23rd Street, N.W., Washington, D.C. 20037		(202) 466-1229 jobs@philanthropy.com
Association of Fundraising Professionals	N	4300 Wilson Blvd, Suite 300, Arlington, VA 22203		800/666-3863 afp@afpglobal.org
Corporation for Public Broadcasting	N	401 9th St., NW Washington, DC 20004	Alicia Schosinski, www.cpb.org/jobline	202-879-9686
Current PBS Magazine	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Emily Lowrey jobs.current.org	301-270-7240
Assn of LGBTQ Journalists	N	2120 L St NW Suite 850 Washington, DC 20037	Lynette Spencer	202-588-9888 info@nlgja.org
WSIU Website	N	1100 Lincoln Drive, Carbondale, IL 62901	Katrina Stackhouse, Assistant Director of Digital Services	618-453-4344 Katrina.stackhouse@wsiu.org
SIU Website	Y	900 S. Normal Avenue Carbondale, IL 62901	Ashley Followell	618-536-6618 ashley.followell@siu.edu

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RECRUITING SOURCES USED

Job Title of Position: Assistant Director of Corporate Support- Carbondale

Date of Hire: 1-Jan-2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Southern Illinoisan	N	710 N. Illinois Avenue Carbondale, IL 62901		618-351-5002
Current PBS Magazine	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Emily Lowrey jobs.current.org	301-270-7240
WSIU Website	N	1100 Lincoln Drive, Carbondale, IL 62901	Katrina Stackhouse, Assistant Director of Digital Services	618-453-4344 Katrina.stackhouse@ wsiu.org
SIU Website	Y	900 S. Normal Avenue Carbondale, IL 62901	Ashley Followell	618-536-6618 ashley.followell@siu.edu
National Lesbian & Gay Journalists' Association	N	2120 L St NW Suite 850 Washington, DC 20037	Lynette Spencer	202-588-9888 info@nlgja.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Assistant Director of Corporate Support- Springfield

Date of Hire: 21-Jan-2020

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
The State Journal-Register	N	P.O. Box 219, Springfield, IL 62705-0219	Ashley Boyer, Classified Team Lead	217-788-1371 ashley.boyer@sj- r.com
Current PBS Magazine	N	6930 Carroll Ave, Suite 350 Takoma Park, MD 20912	Emily Lowrey jobs.current.org	301-270-7240
WSIU Website	N	1100 Lincoln Drive, Carbondale, IL 62901	Katrina Stackhouse, Assistant Director of Digital Services	618-453-4344 Katrina.stackhouse@ wsiu.org
SIU Website	Y	900 S. Normal Avenue Carbondale, IL 62901	Ashley Followell	618-536-6618 ashley.followell@siu. edu
National Lesbian & Gay Journalists' Association	N	2120 L St NW Suite 850 Washington, DC 20037	Lynette Spencer	202-588-9888 info@nlgja.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Media Writer/ Producer/ Announcer II Date of Hire: 1-Apr-2020
 Civil Service Position

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Human Resources at SIUC	Y	900 S. Normal Ave, Carbondale, IL 62901	Renee Colombo, Employment Manager	618-453-6606 colombo@siu.edu
INBA	N	#1 University Circle Macomb, IL 61455	Bob Roberts www.inba.net/job	borowmaq@aol.com
NABJ	N	1100 Knight Hall, Suite 3100 College Park, Maryland 20742	Darryl Matthews	626-792-3846 info@nabjcareers.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.