

2021 ANNUAL EEO PUBLIC FILE REPORT

Board of Trustees of Southern Illinois University

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

Reporting Period: August 1, 2020 to July 31, 2021
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. The Greater Springfield Chamber Job Fair 2020, Crowne Plaza Springfield Convention Center, August 20, 2020. Assistant Director of Corporate Support participated on behalf of the stations.
2. SIU Virtual Job and Internship Fair, Spring 2021, Virtual Event, February 16, 2021. Administrative Assistant participated on behalf of the stations.
3. Public Media Career Fair, Virtual Event, March 31, 2021. Administrative Assistant participated on behalf of the stations.

*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'Brien 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 ongoing 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 and Education at Southern Illinois University.

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

Mass Communication Media Arts Student Involvement Fair, Virtual Event, August 24, 2020. Event contact: Coordinator for Recruitment & Retention

*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
09-01-2020	Graphic Designer Assistant (Civil Service position)	Human Resources at SIUC

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Human Resources at SIUC	4

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

There are civil service positions and promotional lines within Southern Illinois University-Carbondale (SIUC). HR at SIUC handles recruitment for civil service positions, which is sometimes supplemented by the employment unit for the stations. The promotional requirements are governed by Illinois State Law ACT, Statute, 110ILCS 70 House Bill 831. Persons hired for civil service positions tested for the positions and were on the SIU hire list. The employment unit recruits for openings that are not considered civil service positions.