

2024 EEO PUBLIC FILE REPORT
FORM BP-02 Private (and Public) File
Station WYSU 88.5 FM, Youngstown, Ohio

June 1, 2023 – May 31, 2024 Reporting Period

This EEO Public File Report is filed in WYSU-FM's Public Inspection File pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's (FCC) rules.

If your organization would like information when openings become available at WYSU, please contact the station at 330-941-3363, or email us at info@wysu.org.

VACANCY INFORMATION:

During the reporting period, WYSU-FM filled two full-time vacancies. WYSU, in partnership with the YSU Office of Equal Opportunity and Diversity and in conjunction with the YSU Office of Human Resources, provided notification of these vacancies to the following key recruitment sources:

- Assistant Director was filled in December 2023 and referred through email communication.
 - OCCHA
 - ZipRecruiter
 - Government Jobs
 - Linked In
 - Lensa
 - Indeed
 - WYSU On Air Spots and WYSU Newsletter
 - Public Radio Association of Development Officers
 - WYSU Webpage
 - Handshake
 - Facebook
 - Higher Ed Jobs
 - Higher Education Recruitment Consortium
 - YSU Job Postings
 - NAACP
 - The Associate of Fundraising Professionals, Mahoning-Shenango Chapter
 - Mass Emailing to appropriate faculty at regional universities (2 interviewees)

Ten total applicants were screened by the search committee, with two finalists interviewed by the WYSU director. All applicants had to apply through the University website.

- Associate Director was filled in April 2024 via outreach suggestion by a staff member.
 - The Business Journal
 - Government Jobs
 - Linked In
 - Public Radio Association of Development Officers
 - WYSU Webpage
 - Facebook (1 interviewee)
 - WYSU On Air Spots and WYSU Newsletter
 - Higher Ed Jobs
 - Higher Education Recruitment Consortium
 - YSU Job Postings (2 interviewees)
 - Outreach suggestion by staff members (2 interviewees)
 - Simply Hired

Seven total applicants were screened by the search committee, with five finalists interviewed by the WYSU director. All applicants had to apply through the University website.

EEO OUTREACH ACTIVITIES:

The following list contains a brief description of menu option activities undertaken by WYSU-FM pursuant to the FCC's EEO rules during the time period covered by this report.

Internship Programs:

WYSU-FM offers paid student employee opportunities for Youngstown State University students in the areas of: engineering, programming, development, web design, business administration, and cataloging. From June 1, 2023 through May 31, 2024, 6 students were employed for a combined total of 70 hours per week. The students were supervised by WYSU's Associate Director of Broadcasting, the Development Coordinator, and the Business Operations Specialist.

Scholarship Programs:

WYSU-FM sponsors, and is responsible for funding, two minority broadcast/journalism scholarships (the WYSU-FM Broadcasting Scholarship and the Robert W. Peterson Scholarship). Both scholarships are awarded for the academic year beginning with the Fall semester (August to May). The WYSU Director is responsible for the content and terms of the scholarships; they are administered by the Youngstown State University Foundation.

The WYSU-FM Broadcasting Scholarship helps to develop the next generation of broadcasters. Applicants for this scholarship must be full-time, a traditional or non-traditional minority student, majoring in Telecommunications, with a minimum GPA of 2.7.

The Robert W. Peterson Scholarship is available each year to a second-year minority student in English, Journalism, or Communications.

WYSU also established Barbara Krauss Memorial Scholarship in FY2020. Applicants must be enrolled in the Dana School of Music, majoring in Music Recording and Technology, with a minimum GPA of 2.8.

WYSU provides application and funding information for these scholarships with regular on-air announcements and a constant presence on its website.

WYSU-FM Broadcast Scholarship:

2023-2024: 1 recipient

Robert W. Peterson Scholarship:

2023-2024: 1 recipient

Barbara Krauss Memorial Scholarship:

2023-2024: 2 recipients

Training Programs for Station Personnel:

Training Programs offered and engaged in by staff, and managed by the Director of Broadcasting, are designed to enable WYSU station personnel to acquire skills that could qualify them for higher-level positions, as well as to enrich and support their current job duties and responsibilities. WYSU staff received these trainings:

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| CPB Harassment and Discrimination Training | June – April 2024 | 8 | Employees | All WYSU-FM Staff |
| Rich Redmond - Quick block transmitters | 06/14/2023 | 1 | Employee | Broadcast Engineer |
| YSU Travel Training Policy | 06/27/2023 | 2 | Employees | Director of Broadcasting + Broadcast Engineer |
| A discussion of antenna maintenance | 07/13/23 | 1 | Employee | Broadcast Engineer |
| Jeff Welton - How to help IT people handle issues at transmitter sites safely and quickly | 08/03/2023 | 1 | Employee | Broadcast Engineer |
| Microsoft: Learning One Drive | 09/05/2023 | 1 | Employee | Director of Broadcasting |
| CPB: Completing the CSG Agreement & Cert of Eligibility | 09/13/2023 | 1 | Employee | Director of Broadcasting |

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| Microsoft: Power of One: Using OneDrive for Data Storage and Collaboration | 09/29/2023 | 1 | Employee | Director of Broadcasting |
| Emma 2.0 Email Marketing Training | 10/10/2023 | 1 | Employee | Coordinator |
| Tom Silliman - ERI FM antennas | 10/12/2023 | 1 | Employee | Broadcast Engineer |
| IT Training - AWARE S06 E08 - Insider Threats | 10/18/2023 | 1 | Employee | Coordinator |
| Banner 9 Self-Service: Finance – Pilot Group Only | 10/19/2023 | 1 | Employee | Bus Ops Spec |
| IT Training - AWARE S07 E08 - Spear Phishing | 11/03/2023 | 1 | Employee | Coordinator |
| IT Training - AWARE S07 E10 - Credential Hygiene | 11/03/2023 | 1 | Employee | Coordinator |
| IT Training: AWARE S08 – E11- Hello | 11/07/2023 | 2 | Employees | Coordinator + Bus Ops Spec |
| IT Training - AWARE S07 E12 - Verify Before You Trust | 11/08/2023 | 1 | Employee | Coordinator |
| Welcome to the New NPR App | 11/09/2023 | 1 | Employee | Director of Broadcasting |
| Chris Crump - A discussion about STLs and constant connectivity | 11/09/2023 | 1 | Employee | Broadcast Engineer |
| Microsoft Teams: Enhanced File Management & Collaboration | 11/21/2023 | 1 | Employee | Director of Broadcasting |
| Data Security: Phishing | December & May | 2 | Employees | Associate Director +Assistant Director |
| Data Security: Malware | December & April | 2 | Employees | Associate Director +Assistant Director |
| Data Security: Mobile Security and Third-Party Websites | December & May | 2 | Employees | Associate Director +Assistant Director |
| Data Security: Passwords | December & May | 2 | Employees | Associate Director +Assistant Director |
| Data Security: Physical Security and Unintended Disclosures | December & May | 2 | Employees | Associate Director +Assistant Director |
| FERPA: Protecting Student Privacy | December & May | 2 | Employees | Associate Director +Assistant Director |
| Mosaic: Prevent Sexual Violence Together | December & May | 2 | Employees | Associate Director +Assistant Director |
| Recognize and Prevent Hazing | December & May | 2 | Employees | Associate Director +Assistant Director |
| Microsoft: Learning Outlook Desktop | 12/05/2023 | 1 | Employee | Director of Broadcasting |
| IT Training - AWARE S08 E12 - All Bets Are Off | 12/05/2023 | 1 | Employee | Coordinator |
| CPB: Completing the Station Activity Survey Training | 01/16/2024 | 1 | Employee | Director of Broadcasting |
| Lark Hadley - FCC Enforcement Bureau Regional Director for Region 3 explains the Complaint Portal | 01/18/2024 | 1 | Employee | Broadcast Engineer |
| YSU eCube Training Session | February 2024 | 2 | Employees | Director of Broadcasting + Bus Ops Spec |
| The Ohio Ethics Law 2024: 50 Years of Promoting Governmental Ethics | February & March | 3 | Employees | Director of Broadcasting + Assistant Director + Coordinator |
| NEOED Search Committee Training | 02/07/2024 | 1 | Employee | Bus Ops Spec |
| IT Training - AWARE S09 E02 - H2OH-NO Watering Hole Attacks | 02/07/2024 | 1 | Employee | Coordinator |
| Introducing the NEW Penguin Portal Faculty Staff | 02/16/2024 | 1 | Employee | Bus Ops Spec |
| Marco O'Rourke - Satellite system maintenance and XDS receivers | 02/22/2024 | 1 | Employee | Broadcast Engineer |
| IT Training - AWARE S09 E03 - Clouded Judgement | 03/05/2024 | 1 | Employee | Coordinator |
| Minors on Campus – Understanding Roles & Responsibilities | 03/26/2024 | 1 | Employee | Associate Director |
| IT Training - AWARE S05 E09 - Smishing | 04/02/2024 | 1 | Employee | Coordinator |
| Supervisory Pitfalls | 04/10/2024 | 1 | Employee | Associate Director |

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| Allegiance Traffic Software Demo & Training | 05/02/2024 | 4 | Employees | Associate Director + Assistant Director + Coordinator + Broadcast Engineer |
| IT Training – Aware S09/E05 Deepfake Videos: I Can’t Believe What I’m Seeing | 05/02/2024 | 1 | Employee | Coordinator |
| Allegiance CRM Demo | 05/08/2024 | 4 | Employees | Assistant Director + Coordinator + Broadcast Engineer + Bus Ops Spec |
| Tony Gervasi - GatesAir Intraplex system for STL/IP | 05/09/2024 | 1 | Employee | Broadcast Engineer |
| YSU - Students with Disability: Simulation & Support Training | 05/13/2024 | 1 | Employee | Coordinator |
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Management Training for EEO & Discrimination Prevention:

WYSU management personnel, the Director and Associate Directors of Broadcasting, completed the *Youngstown State University Discrimination, Harassment and Title IX Training* on March 28, 2024, to meet the training option to management level personnel to ensure equal employment opportunity and prevent discrimination.