

2014/2015 EEO Public File Report--Station WKSU-FM, Kent, OH

This EEO Public File Report is filed in WKSU'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 with this station, please contact us at 330-672-3114.

Full-time Job Vacancies Filled. During the period of June 1, 2014 through May 31, 2015 the station filled the following full-time vacancies:

Position 989840

Job Title: News Director

Date Filled: 08/11/2014

Number Interviewed: 10 (2 Livingston & Associates website; 2 Kent State Employee; 1 CPB; 1 Chronicle of Higher Education; 2 current WKSU employee; 1 NPR employee; 1 journalismjobs.com)

Number Hired: 1 (Livingston & Associates)

Posted: Kent State jobsite, WKSU website, Livingston & Associates' website, Corporation for Public Broadcasting (CPB), journalismjobs.com, Chronicle of Higher Education, Current Magazine, PRIMA website, First Apostolic Faith Church (Sunday bulletin), Livingstone Apostolic Church (Sunday bulletin), Native American Public Telecommunications (newsletter), Radio-Television News Directors Association's Newsroom Diversity Project, South Asian Journalists Association, Akron Beacon Journal, ohio.com, monster.com, Cleveland Plain Dealer, Cleveland.com, Canton Repository, CantonRep.com, National Association of Black Journalists.

Position 989582

Job Title: Special Assistant

Date Filled: 09/15/2014

Number Interviewed: 5 (Kent State jobsite)

Number Hired: 1 (Kent State jobsite)

Posted: Kent State jobsite, WKSU website, Akron Beacon Journal, ohio.com, monster.com

Position 989546

Job Title: Broadcast Engineer

Date Filled: 10/13/2014

Number Interviewed: 3 (Monster.com, Kent State Employee, WKSU Website)

Number Hired: 1 (Monster.com)

Posted: Kent State jobsite, WKSU website, Akron Beacon Journal, ohio.com, monster.com, Cleveland Plain Dealer, Cleveland.com, Linked In, Indeed.com, Corporation for Public Broadcasting (CPB), journalismjobs.com, Current Magazine, PRIMA website, Virtual Engineer listserv, SBE.org (Society of Broadcast Engineers) website, Ohio Association of Broadcasters (OAB) website, Pubtech, Radio World, Broadcasters Desktop Resource, emails to broadcast industry related engineers and industry associated experts.

Position #995774

Job Title: Associate Director of Advancement, WKSU

Date Filled: 3/16/2015

Number Interviewed: 3 (Kent State jobsite)

Number Hired: 1 (Kent State jobsite)

Posted: Kent State jobsite, WKSU website, Akron Beacon Journal, ohio.com, Association of Fundraising Professionals (Cleveland, North Center Ohio, Mahoning/Shenango Valley chapters), black_fundraisers@yahoogroups.com, Cleveland Plain Dealer, Cleveland.com, Minority Professional Network, Philanthropy News Digest, Kent State's Diversity Equity and Inclusion's AALANA listserv (African American, Latin American, Native American), Flyers at Stark County Job Fair and Kent State's Veteran's Job Fair.

WKSU Recruitment

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration in filling job vacancies, WKSU utilizes recruitment procedures for reaching a wide range of audiences. For each job opening, recruitment sources are selected from the list below, dependent upon the field of expertise sought and requirements of the position, as appropriate.

Recruitment Sources:

Akron Beacon Journal

(& Ohio.com & Monster.com)
44 East Exchange Street
P.O. Box 610
Akron, OH 44308
330-996-3337
<http://www.jobs.ohio.com/>

Akron Urban League

440 Vernon Odom Blvd.
Akron, OH 44307
330-434-3101

Apostolic Faith Tabernacle

934 East 105th Street
Cleveland, OH 44108
216-681-3033

CantonRep.com

See Canton Repository

Canton Repository

(& CantonRep.com & Yahoo Hotjobs)
500 Market Avenue, S
Canton, OH 44702330-580-8400
<http://www.totallylocal.com/jobs/>

Canton Urban League

1400 Sherrick Road, SE
Canton, OH 44707
330-456-3479

CEO UPDATE

<http://www.ceoupdate.com/employers/>
Online posting; In print if they choose it for print.

**The Chronicle of Philanthropy
Philanthropy Careers**

<http://philanthropy.com/section/Jobs/224/>

Cleveland Plain Dealer

(& Cleveland.com)
1801 Superior Avenue
Cleveland, OH 44190
216-999-4710
plaindealer.com
cleveland.com

Cleveland.com

See Cleveland Plain Dealer

Corporation for Public Broadcasting (CPB)

<http://www.cpb.org/jobline/>
CPB's Jobline; online posting

Current Magazine

Sherron Phillips,
Advertising/Production Director
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
E-mail: sherron@current.org
301-270-7240, ext. 36
current.org/jobs/

Development Exchange, Inc. (DEI)

<http://www.deiworksite.org/job-line>
DEI Job Line; online posting

Dice.com

4101 NW Urbandale Drive
Urbandale, IA 50322
877-386-3323
dice.com

**Employment Source and
Ohio Department of Job and
Family Services (ODJFS)**

822 30th Street NW
North Canton, OH 44709
330-433-9675
<https://jobseeker.ohiomeansjobs.monster.com/>

First Apostolic Faith Church

790 Easter Avenue
Akron, OH 44307
330-762-9139

folkalley.com

Linda Fahey
c/o Folk Alley/WKSU
1613 E. Summit St.
Kent, OH 44242-0001
330-672-3114

Greater Bethel Apostolic Church

2335 15th Street, SW
Canton, OH 44706
330-456-0626

Higher Ed Jobs

328 Innovation Boulevard, Suite 300
State College, PA 16803
Fax 814-861-3082
higheredjobs.com

Indeed.com

177 Broad Street, 6th Floor
Stamford, CT 06901

Kent State University Job Opp

Kent State University
Kent, OH 44242
330-672-2901
jobs.kent.edu

Livingston Associates' website

<http://www.livingstonassociates.net/>

Livingstone Apostolic Church

587 South Arlington Street
Akron, OH 44306
330-773-8888

Monster.com

Mike.rotterman@monster.com

See Akron Beacon Journal

National Association of Black Journalists

University of Maryland
8701-A Adelphi Road, Adelphi,
MD 20783-1716
866-479-NABJ
<http://www.nabj.org>

The National Association of Hispanic Journalists

1000 National Press Building
529 14th St., NW
Washington, DC 20045-2001
Email: **nahj@nahj.org**
Phone: 202-662-7145
Fax: 202-662-7144

National Educational Telecommunications Association (NETA)

<http://www.netaonline.org/jobs.htm>
Online posting

National Hispanic Media Coalition

55 S Grand Avenue
Pasadena CA, 91105
626-792-6462 Fax: 626-792-6051
Email: **info@nhmc.org**
nhmc.org/

National Public Radio DACS (NPR)**Ohio Department of Jobs & Family Services**

30 E. Broad Street, 32nd Floor
Columbus, OH 43215-3414
(614) 466-6282
jfs.ohio.gov

Jobseeker.ohiomeansjobs.monster.com

Native American Journalists Association

University of Oklahoma Gaylord College
395 West Lindsey
Norman, OK 73019-4201
405-325-9008
Email: info@naja.com
naja.com

Native American Public Telecommunications

1800 No 33 Street
Lincoln, NE 68503
402-472-3522 Fax: 402-472-8675
native@unl.edu
nativetelecom.org

NEOPal

nehiopal@lists.nehiopal.org

Ohio.com

See Akron Beacon Journal

Pubradio Listserv announcements

Public Media Business Association (PMBA)

<http://www.pbma.org/>
Job postings: <https://netforum.avectra.com/eWeb/DynamicPage.aspx?Site=PBMA&WebCode=OnlineJob>
Industry job listings; online posting

Radio-Television News Directors Association's Newsroom Diversity Project

1025 F Street NW, 7th Floor
Washington, DC 20004
202-659-6510 Fax: 202-223-4007
rtnda.org

Society of Professional Journalists

Eugene S. Pulliam National Journalism Center
3909 N. Meridian Street
Indianapolis, IN 46208
317-927-8000 Fax: 317-920-4789
spj.org

South Asian Journalists Association

2950 Broadway
New York, NY 10027
saja@columbia.edu
Saja.org

Yahoo Hotjobs

See Canton Repository

Long-term Menu Options Completed

During the EEO period of June 1, 2014 to May 31, 2014, WKSU undertook the following long term menu options:

- **Participation in Scholarship Programs**
 - WKSU's Walton D. Clarke Fellowship
 - Graduate student scholarship program

- *Participant(s): Numerous members of WKSU staff*

- **Internship Program**

- **Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

- Throughout the year WKSU staff members host middle and high school students for a day as a part of their school job experience curriculum.
- Frequently WKSU staff members speak to classes at Kent State University School of Journalism and Mass Communication (JMC).
- Kent State University School of JMC and WKSU work together to hire college students who are interested in broadcasting to work at WKSU while they are attending college. Often, they are able to count their work here toward the internship requirements of their major. We also have a graduate student via our Walton D. Clark fellowship.
- WKSU Staff member is the moderator of Press Club political sessions. Money from Press Club events go toward three, \$5,000 annual scholarships.
- WKSU staff member taught radio production class at University of Akron.
- WKSU Staff member has been guest speaker at University of Akron radio production class.
- WKSU staff member has been a Board member on the Akron Press Club (since fall of 2008). As a member of the Ohio APME board, the WKSU staff member is also on the selection committee for its annual journalism scholarship.
- WKSU staff member is a regular participant on public affairs TV/Radio show "Ideas".
- WKSU Staff member moderates and participates in various community forums such as the City Club of Cleveland, Akron Roundtable and Akron Women's Club.

- **Training Programs for Station Personnel**

- Kent State University
 - A.L.I.C.E. #
 - Assessing and Improving the Performance of Others
 - Fair Labor Standards Act#
 - Green Dot#
 - Hiring for Excellence: Interviewing
 - Human Resources Hiring Certification Program (Modules: Compliance, Hiring Process, Employment Law, Search Committee Resources, and Making the Salary Offer)
 - Institute for Excellence
 - Supervising Successful Performance

Beyond Compliance Workshops - Beyond Compliance (BC) is an initiative that provides annual training for Kent State faculty and staff. Beyond Compliance is an effort to ensure that faculty and staff are fully up to date and aware of the relevant laws and university policies regarding discrimination, harassment and violence prevention.

- NPR
 - Knight Digital Training
- PMDMC Educational Sessions