



EEO Public File Report
 Boise State Public Radio, Boise, ID
 June 1, 2010 – May 31, 2011

For stations KBSU-FM, KBSM-FM, KBSX-FM, KBSY-FM, KBSJ-FM, KBSQ-FM, KBSS-FM, KBSK-FM, KBSW-FM, KBSU-AM, KEZJ-AM

Full-Time Positions Filled

Number of Full-Time Positions	Position Title	Recruitment Source(s) Contact Information	Number Applied	Number Interviewed	Sources of those Interviewed	Source of Hiree
1	AGM/Director of Development	On-air announcements on all BSPR stations; BSPR website; BSU Joblistings; Idaho Job Service; State of Idaho DHR; Association of Public and Land-grant Universities; Livingston & Assoc; CPB Jobline; PBMA e-newsletter and website	56	9 by phone, 3 in person	BSPR website (1); CPB Jobline (2); unknown (6)	BSPR website
1	Morning Edition Host/Reporter	On-air announcements on all BSPR stations; BSPR website; BSU Joblistings; Idaho Job Service; State of Idaho DHR; Association of Public and Land-grant Universities; CPB Jobline; <i>Current</i> ; PBMA e-newsletter and website; PRNDI website; PubRadio; PRPD website; Newslink; Idaho Press Club; Columbia School of Journalism website; Blackpublicradio.org; Berkeley School of Journalism; Natl Hispanic Media	42	2	Email from business manager (1); CPB Jobline (1)	CPB Jobline

		Coalition; email from business manager to applicants for previous reporter opening				
1	AGM/Director of Programming	On-air announcements on all BSPR stations; BSPR website; BSU Joblistings; Idaho Job Service; State of Idaho DHR; Association of Public and Land-grant Universities; Livingston & Assoc; CPB Jobline; <i>Current</i> ; PBMA e-newsletter and website; PubRadio; PRPD website; Blackpublicradio.org; Natl Hispanic Media Coalition	63	10 by phone, 4 in person	Livingston & Assoc (4); unknown (1); CPB Jobline (1); BSPR website (4)	Livingston & Assoc
1	Underwriting Representative	On-air announcements on all BSPR stations; BSPR website; BSU Joblistings; Idaho Job Service; State of Idaho DHR; Association of Public and Land-grant Universities; CPB Jobline; PBMA e-newsletter and website; PubRadio; DEI website; Idaho Nonprofit Development Center website; Chronicle of Philanthropy	20	4	Word of mouth (3); unknown (1)	Word of mouth
1	News Director	Received recruitment waiver				Individual recruitment by general manager

There were no long-term (or “Prong 3”) nonvacancy-specific recruitment initiatives implemented during the year.

FCC Designated Supplemental Outreach Activities

Initiative	Description	Scope of Involvement
University Internship Program	Designed to assist members of the community in acquiring skills needed for broadcast employment	News jobs provided more than 50 hours per week of hands-on experience in news gathering and reporting. Operations jobs provided 80 hours per week of hands-on operations experience.

		Clerical positions provided more than 100 hours per week of hands-on experience in the areas of business, membership, underwriting, development, and reception.
Participation in general (as opposed to vacancy-specific) outreach efforts	Job banks and Internet programs	As a division of the State of Idaho, all job listings must be posted through the Department of Human Resources, including Internet listings.
Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting	In-class recruitment of student interns	Radio staff visited communications/journalism and related classes.
Student Radio	Allows up to twelve hours weekly of volunteer student programming	We provide programming and operations assistance upon request.
Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities	As a policy, such postings will be placed with various minority broadcasting groups.	CPB Jobline/Minority Consortium

Recruitment Sources

Affirmative Action Register	http://www.aar-eeo.com
Association of Public and Land-grant Universities	https://www.aplu.org/
Black Issues in Higher Education	http://www.blackissues.com
Boise State Public Radio Joblistings	http://radio.boisestate.edu/

BoiseIdahoJobs.com	http://www.BoiseIdahoJobs.com
BroncoJobs	https://boisestate-csm.symplicity.com
BSU Joblistings	http://hrs.boisestate.edu/joblistings/
<i>Chronicle of Philanthropy</i>	http://philanthropy.com/section/Home/172
CPB Jobline	http://www.cpb.org/jobline/
Craigslist	http://www.craigslist.org/about/sites
<i>Current</i>	http://www.current.org/jobs/
Development Exchange Inc.	http://www.deiworksite.org/
Dice	http://www.dice.com
Diverse Issues in Higher Education	http://www.diverseeducation.com
Facebook	http://www.facebook.com/
Higher Ed Jobs	http://www.higheredjobs.com
Idaho Nonprofit Development Center	http://www.idahononprofits.org/
IdahoWorks (Job Service)	http://www.idahoworks.org/
Jobstalker.net	http://www.jobstalker.net
Minority & Women Colleges and Universities	http://www.president.eku.edu/equalop/minorwomenschools.shtml
Natl Assoc of State Univ and Land-Grant Colleges	http://www.nasulgc.org
PostJobFree.com	http://www.PostJobFree.com
Public Broadcasting Management Assoc.	http://www.pbma.org/
Public Radio Assoc of Development Officers	http://www.pradoweb.org/
Public Radio Discussion Group	PUBRADIO@listserv.boisestate.edu
Public Radio Program Directors	http://www.prpd.org
State of Idaho DHR	http://www.dhr.idaho.gov/stateJobs/default.aspx
<i>The Chronicle of Higher Education</i>	http://chronicle.com/search/jobs/
The Job Spider	http://www.thejobspider.com
Western States Public Radio	http://www.wspr.org/
Women in Higher Education	http://www.wihe.com