

EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM

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Licensed to: The University of Iowa, Iowa City, Iowa

October 1, 2012 – September 30, 2013

The report below lists all full-time vacancies filled during the reporting period.

All full-time positions are posted on the Iowa Public Radio website: <http://iowapublicradio.org/careers-ipr>.

Mailing Address:

710 S. Clinton St.
University of Iowa
Iowa City, IA 52242

Telephone Number: 515-725-1705
Contact Person: Kelly Edmister
E-mail Address: kedmister@iowapublicradio.org

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Selected Hire Source of Referral</u>	<u>Recruitment Sources Utilized, From Attachment A</u>
Talk Show Producer (2)	6	Corporation for Public Broadcasting (3), Current employee referral (2), Iowa Public Radio website (1)	Corporation for Public Broadcasting (1), Current employee referral (1)	1 – 20
Cedar Rapids Reporter	4	Current employee referral (1), Corporation for Public Broadcasting (3)	Corporation for Public Broadcasting	2 – 20
Talk Show Producer	4	Iowa Public Radio website (1), Corporation for Public Broadcasting (2), Current magazine (1)	Corporation for Public Broadcasting	2 – 20

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Attachment "A"**

Recruitment Sources used for Full-Time Job Openings:

1. Iowa Public Radio On-Air Announcements
2022 Communications Bldg.
Ames, IA 50011
515-294-8518
Contact: Renee Albright

Total interviewees for reporting period: 0

3. Current Employee Referrals
E-mail to all staff announcing the open position and encouraging them to recruit

Total interviewees for reporting period: 3

5. Corporation for Public Broadcasting Website
<http://www.cpb.org/jobline/>
401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600

Total interviewees for reporting period: 8

7. Dual Career Network
616 Jefferson Building
Iowa City, IA 52242
319-335-3524
Contact: Heidi McLaughlin

Total interviewees for reporting period: 0

9. Iowa College Recruiting Network
10 Merrill Park Circle, Suite B
Grinnell, IA 50012
515-867-6890
Contact: Valorie Larsson
<http://recruitiowagrads.com/>

Total interviewees for reporting period: 0

2. Iowa Public Radio Website
2111 Grand Avenue
Suite 100
Des Moines, IA 50312
515-725-1707
Contact: Matt Sieren
www.iowapublicradio.org

Total interviewees for reporting period: 2

4. Columbia School Graduate School of Journalism
2950 Broadway (at 116th Street)
New York, NY 10027
212-854-2980
<https://journalism-columbia-csm.symplicity.com/employers/>

Total interviewees for reporting period: 0

6. Current Magazine
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
301-270-7240, ext. 36
Contact: Ron Woods

Total interviewees for reporting period: 1

8. Filipino-American Association of Iowa
Contact: Alma Reed
<http://www.filamofiowa.com/index.php>

Total interviewees for reporting period: 0

10. Iowa State University Career Services
1320 Gerdin Business Building
Ames, IA 50011
<https://ecms.eng.iastate.edu/employers/>

Total interviewees for reporting period: 0

11. Kirkwood Community College
6301 Kirkwood Blvd. SW
Cedar Rapids, IA 52404
319-398-5411
<http://www.kirkwood.edu/>
Total interviewees for reporting period: 0

13. Native American Public Telecommunications
1800 N. 33 St
Lincoln, NE 68503
402-472-3522
Contact: Shirley Sneve
<http://www.nativetelecom.org/>
Total interviewees for reporting period: 0

15. Public Radio Program Directors (PRPD)
38 Milford Street
Hamilton, NY 13346
www.prpd.org
Total interviewees for reporting period: 0

17. University of Missouri, Kansas City
Student Success Center
5000 Holmes; Floor 2
Kansas City, MO 64110
816-235-1636
<http://umkc-csm.symplicity.com/employers>
Total interviewees for reporting period: 0

19. University of Wisconsin Platteville
Tower 610
1 University Plaza
Platteville, WI 53818
608-342-1627
<http://www.uwplatt.edu/>
Contact: Becky Troy
Total interviewees for reporting period: 0

Total interviewees for reporting period: 14

12. LinkedIn
<http://www.linkedin.com/>

Total interviewees for reporting period: 0

14. Pacific Islanders in Communications
1221 Kapiolani Blvd. Suite 6A-4
Honolulu, HI 96814
800-591-0059
Contact: Ruth Bolan
<http://www.piccom.org/>
Total interviewees for reporting period: 0

16. University of Iowa Career Services
100 Pomerantz Center, Suite C310
Iowa City, IA 52242
319-335-1023
<http://uiowa-csm.symplicity.com//employers>
Total interviewees for reporting period: 0

18. University of Northern Iowa
102 Gilchrist Hall
Cedar Falls, IA 50614-0384
319-273-6857
<http://www.uni.edu/careerservices/>
Total interviewees for reporting period: 0

20. Wartburg College
100 Wartburg Blvd.
Waverly, IA 50677
319-352-8615
<http://wartburg-csm.symplicity.com//employers>
Total interviewees for reporting period: 0

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KSUI/WSUI has engaged in the following outreach activities as covered during the term of this report:

Type of Activity	Description
<p style="text-align: center;">(i) Job Fair Participation –</p> <p>In two years' time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</p>	<p>KSUI/WSUI participated in the September 16, 2013 University of Northern Iowa career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals.</p> <p>KSUI/WSUI participated in the September 26, 2013 University of Iowa career fair, presenting professional opportunities in public radio and raising general awareness of the organization among young professionals.</p>
<p style="text-align: center;">(iv) Participation in community group events –</p> <p>In two years' time: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities</p>	<p>On April 9, 2013, <i>River to River</i> host Ben Kieffer moderated a screening of "The Waiting Room," which was previously discussed on his show. This event, which was presented by the University of Iowa College of Medicine, was open to the general public and included discussion on both the movie and the medium used by the filmmakers – both video and the locally hosted talk show, which opened discussion around issues the media face, including employment opportunities.</p>
<p style="text-align: center;">(v) Internship Program –</p> <p>In two years' time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>KSUI/WSUI continued its internship program, offering opportunities in talk show production and underwriting sales.</p> <p>To highlight an internship from this past year, in the talk show department KSUI/WSUI offered a student the opportunity to research possible talk shows, research the background of and call on prospective guests, storyboard and prepare main components of shows, and monitor callers during live shows. This recent graduate applied for and earned a position with the organization from a pool of more than 30 other candidates.</p>

<p>(v) Internship Program (Continued) –</p>	<p>In the past year 6 students participated in the internship program.</p>
<p>(viii) Employee Training –</p> <p>In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>KSUI/WSUI continues to provide professional growth training opportunities for station personnel. Past training opportunities included:</p> <ul style="list-style-type: none"> • November 16 and 17, 2012: <i>Weekend Edition</i> host Julie Englander and Correspondent Dean Borg participated in News training focused on individual and departmental needs and aspirations, developing skills to assist the employees in developing their skillset in a way that would allow them to grow within the organization and help the department move forward strategically. • March 19, 2013: <i>Java Blend</i> host Ben Kieffer and Student Producer Kendall McCabe participated in website training focused on how to post and deliver content on the organization’s website. The training reviewed and discussed strategies for posting content so that it would be better geared to be clicked into and viewed by online viewers. • May 20, 2013: <i>River to River</i> host Ben Kieffer, <i>Talk of Iowa</i> host Charity Nebbe, talk show producers Ben Stanton, Emily Woodbury, Sarah Boden, and Dennis Reese, and Executive producer of Talk Shows Katherine Perkins visited WBEZ in Chicago. During their field visit they observed the station’s talk show <i>The Morning Shift</i>, participated in talk show team meetings, and watched as show ideas were storyboarded and developed. The ideas were brought back and implemented among the talk show team, positively impacting the daily presentation of the shows and providing additional skills for the individual members of the team.

NOTE: The station employment unit is located in a market with a population of fewer than 250,000, and therefore is required to complete two long-term outreach activities every two years.