

EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM

**EEO PUBLIC FILE REPORT
FOR
KSUI FM, WSUI AM
Licensed to: The University of Iowa, Iowa City, Iowa**

October 1, 2017 – September 30, 2018

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>
Eastern Iowa Reporter	7	Current Employee Referrals (1); Corporation for Public Broadcasting Website (5); Current magazine (1)	Corporation for Public Broadcasting Website	1 – 10; 13 – 15; 17; 19 – 24
Talk Show Producer	6	Current Employee Referrals (2); Corporation for Public Broadcasting Website (2); Friend or other referrals (2)	Friend or other referrals	1 – 6; 8 – 10; 12 – 16; 18; 19; 21 – 23

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Attachment "A"**

<p>1. Iowa Public Radio On-Air Announcements 1013 WOI Rd. Ames, IA 50011 515-294-8518</p> <p>Total interviewees for reporting period: 0</p>	<p>2. Iowa Public Radio Website 2111 Grand Avenue Suite 100 Des Moines, IA 50312 515-725-1707 www.iowapublicradio.org</p> <p>Total interviewees for reporting period: 0</p>
<p>3. Current Employee Referrals E-mail to all staff announcing the open position and encouraging them to recruit.</p> <p>Total interviewees for reporting period: 3</p>	<p>4. Columbia School of Journalism 2950 Broadway (at 116th Street) New York, NY 10027 212-854-2980 https://journalism-columbia-csm.symplicity.com/employers/</p> <p>Total interviewees for reporting period: 0</p>
<p>5. Corporation for Public Broadcasting Website http://www.cpb.org/jobline/ 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600</p> <p>Total interviewees for reporting period: 7</p>	<p>6. Current magazine 6930 Carroll Ave., Suite 350 Takoma Park, MD 20912 301-270-7240, ext. 36</p> <p>Total interviewees for reporting period: 1</p>
<p>7. Drake University 2507 University Avenue Des Moines, IA 50311-4505 515-271-2011 www.drake.edu</p> <p>Total interviewees for reporting period: 0</p>	<p>8. Dual Career Network 616 Jefferson Building Iowa City, IA 52242 319-335-3524 Contact: Garry Klein</p> <p>Total interviewees for reporting period: 0</p>
<p>9. Facebook (Iowa Public Radio Facebook page) 1 Hacker Way Menlo Park, CA 94025 650-543-4800</p> <p>Total interviewees for reporting period: 0</p>	<p>10. Filipino-American Association of Iowa Contact: Alma Reed http://www.filamofiowa.com/index.php</p> <p>Total interviewees for reporting period: 0</p>
<p>11. Friend or other referrals NOTE: Non-IPR recruiting source. Applicants were referred to available positions through friends or other sources that were aware of the opportunity.</p> <p>Total interviewees for reporting period: 2</p>	<p>12. Illinois News Broadcasters Association #1 University Circle Macomb, IL 61455 http://www.inba.net/jobfile</p> <p>Total interviewees for reporting period: 0</p>

13.	Iowa Broadcasters Association PO Box 71186 Des Moines, IA 50325 515-224-7237 Contact: Sue Toma http://iowabroadcasters.com/ Total interviewees for reporting period: 0	14.	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
15.	Iowa State University Career Services 1320 Gerdin Business Building Ames, IA 50011 https://ecms.eng.iastate.edu/employers/ Total interviewees for reporting period: 0	16.	Public Radio News Directors Inc. (PRNDI) PO Box 838 Sturgis, SD 57785 Contact: George Bodarky http://prndi.org/ Total interviewees for reporting period: 0
17.	Radio Television Digital News Association (RTDNA) 529 14 th Street, NW, Suite 1240 Washington, DC 20045 https://www.rtdna.org Total interviewees for reporting period: 0	18.	Twitter (@iowapublicradio) 1355 Market St #900 San Francisco, CA 94103 https://twitter.com Total interviewees for reporting period: 0
19.	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	20.	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
21.	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	22.	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
23.	Vision Maker Media 1800 N. 33 St Lincoln, NE 68503 402-472-3522 Contact: Shirley Sneve http://www.nativetelecom.org/ Total interviewees for reporting period: 0	24.	Wartburg College 100 Wartburg Blvd. Waverly, IA 50677 319-352-8615 http://wartburg-csm.symplicity.com//employers Total interviewees for reporting period: 0

25.	<p>No response The candidate opted not to share information on where they learned of the position.</p> <p>Total interviewees for reporting period: 0</p>		<p>Grand total interviewees for reporting period: 13</p>
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Attachment "B"**

KSUI FM, WSUI AM 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>WSUI/KSUI participated in the February 15, 2018 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship 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 October 5, 2017, News/Program Director Katherine Perkins hosted a group of seven international journalists from the Asia Pacific region. The event was sponsored through the Council for International Visitors to Iowa Cities (CIVIC). During the visit, the journalists toured the station and talked about the funding model for public radio, press freedom in the U.S., and other broadcast-related and media issues.</p> <p>On October 18, 2017, News/Program Director Katherine Perkins and the full talk show staff hosted a group of 20 Solon middle school students. The event was sponsored by the Workplace Learning Connection through Kirkwood Community College. The students toured the station, watched a live talk show, talked about what makes public broadcasting unique, and got a crash course in audio editing.</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 FM, WSUI AM continued its internship program, offering programs to students in talk show, news, and music production. The internship program works with students at the University of Iowa, offering skills-developing internships that have prepared students for employment after college. Several students that have participated in this program have later begun successful careers in public media.</p>

<p>(v) Internship Program (cont'd) –</p>	<p>To highlight one internship from this past year, in the talk show department, six students assisted the producers of the daily talk shows by researching and booking guests, conducting pre-interviews, screening calls during call-in portions of the shows, and posted the show audio and supporting text on the website.</p>
<p>(viii) Training Programs –</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 FM, WSUI AM encourages its employees to participate in career-development opportunities, which include webinars, in-person training, and conference participation in areas of relevance to the employee and the employee's work. This year, staff participated in several professional development training programs. A few of those programs are included as examples of how the station supports training for its employees.</p> <p>Engineer Jim Davies visited Minnesota Public Radio June 19, 2018. During the visit, he toured and discussed the technical operations of MPR/APM, including IT infrastructure, broadcast transmission, and radio automation procedures.</p>

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.