

KAMU-TV/FM  
EEO PUBLIC FILE REPORT  
April 1, 2015 - March 31, 2016

1. VACANCY LIST

Job Title & Date Vacancy Filled	Recruitment Sources Used to Fill Vacancy	Recruitment Source Referring Hirees
No vacancy was filled		

## II MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by Recruitment Source over 12-month period
1	Texas A&M University Employment Office web site	Y	0
2	HigherEdJobs	Y	0
3	Workintexas.com	Y	0
4	Current Employee	Y	1
5	Friend	Y	0
6	Alabama A&M University	Y	0
7	Albuquerque Technical Vocation Institute	Y	0
8	Alcorn State University	Y	0
9	Allan Hancock College	Y	0
10	Arizona State University	Y	0
11	Bakersfield College	Y	0
12	Barry University	Y	0
13	Bennett College	Y	0
14	Bethune-Cookman University	Y	0
15	Brenau University	Y	0
16	Bryn Mawr College	Y	0
17	California State University, Bakersfield	Y	0
18	California State University, LA	Y	0
19	California State University, Northridge	Y	0
20	Cankdeska Cikana Community College	Y	0
21	Cedar Crest College	Y	0
22	Chatham University	Y	0
23	Chief Dull Knife College	Y	0
24	City Colleges of Chicago-Harry S. Truman College	Y	0
25	City Colleges of Chicago-Wilbur Wright College	Y	0
26	Clark Atlanta University	Y	0
27	Coastal Bend College	Y	0
28	College of Saint Mary	Y	0
29	Community College of Denver	Y	0
30	Contra Costa College	Y	0
31	Coppin State University	Y	0
32	Crownpoint Institute of Technology	Y	0
33	CUNY-Borough of Manhattan Community College	Y	0
34	CUNY-City College of New York	Y	0
35	CUNY-Hostos Community College	Y	0
36	CUNY-Hunter College	Y	0
37	CUNY-Lehman College	Y	0
38	El Camino College Compton Center	Y	0
39	El Centro College	Y	0
40	Fisk University	Y	0
41	Florida A&M University	Y	0
42	Florida Memorial University	Y	0
43	Fort Valley State University	Y	0
44	Gavilan College	Y	0
45	Georgia Military College	Y	0
46	Hampton University	Y	0

## II MASTER RECRUITMENT SOURCE LIST

Recruitment Source Number	Recruitment Source Information	Source Entitled to Vancancy Notification? (Yes/No)	No. of Interviewees Referred by Recruitment Source over 12-month period
47	Harcum College	Y	0
48	Harvard University	Y	0
49	Hollins University	Y	0
50	Howard University	Y	0
51	Immaculata University	Y	0
52	Imperial Valley College	Y	0
53	Jackson State University	Y	0
54	Langston University	Y	0
55	Lincoln University	Y	0
56	Lone Star College-Tomball	Y	0
57	Los Angeles Harbor College	Y	0
58	Los Angeles Mission College	Y	0
59	Los Angeles Trade-Technical College	Y	0
60	Los Angeles Valley College	Y	0
61	Mercy College	Y	0
62	Midland College	Y	0
63	Miles College	Y	0
64	Mississippi Valley State University	Y	0
65	Morehouse College	Y	0
66	Mount Holyoke College	Y	0
67	New Mexico Highlands University	Y	0
68	New Mexico State University	Y	0
69	Norfolk State University	Y	0
70	North Carolina Central University	Y	0
71	Northern New Mexico College	Y	0
72	Northwest Indian College	Y	0
73	Palo Alto College	Y	0
74	Paul Quinn College	Y	0
75	Prairie View A&M University	Y	0
76	Public Broadcasting Management Association	Y	0
77	Randolf College	Y	0
78	Rio Hondo Community College	Y	0
79	Rosemont College	Y	0
80	Samford University	Y	0
81	San Antonio College	Y	0
82	Santa Fe University of Art and Design	Y	0
83	Shaw University	Y	0
84	Shorter University	Y	0
85	Smith College	Y	0
86	Southwestern College	Y	0
87	Spelman College	Y	0
88	St. Philip's College	Y	0
89	Stillman College	Y	0
90	Talladega College	Y	0
91	Tarleton State University	Y	0
92	Tennessee State University	Y	0

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93	Texas A&M University - Kingsville	Y	0
94	Texas Southern University	Y	0
95	Texas State Technical College-Harlingen	Y	0
96	Tuskegee University	Y	0
97	University of Arizona	Y	0
98	University of Arkansas at Pine Bluff	Y	0
99	University of California	Y	0
100	University of California-Berkeley	Y	0
101	University of Illinois at Urbana-Champaign	Y	0
102	University of LaVerne	Y	0
103	University of Maryland	Y	0
104	University of Miami	Y	0
105	University of New Mexico	Y	0
106	University of New Mexico-Valencia Campus	Y	0
107	University of Puerto Rico-Medical Sciences Campus	Y	0
108	University of Southern California	Y	0
109	University of Texas at Brownsville-Texas Southmost	Y	0
110	University of Texas at San Antonio	Y	0
111	University of Texas-El Paso	Y	0
112	University of Texas-Pan American	Y	0
113	University of the Virgin Island	Y	0
114	Vassar College	Y	0
115	Virginia State University	Y	0
116	Voorhees College	Y	0
117	Wellesley College	Y	0
118	Winston-Salem State University	Y	0
119	Xavier University of Louisiana	Y	0
120	WorkPlaceDiversity	Y	0
121	Governor's Job Bank	Y	0
122	Job Fair	N/A	0

### III RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Hires and trains College Students to be part time production assistants and announcers for television production and radio announcing activities.	Students from local Universities and Colleges (Texas A&M and Blinn College) are afforded the opportunity to work and learn in a real broadcast environment.
2	University Career / Job Fairs	Texas A&M Human Resources, representing KAMU-TV/FM and other university departments, co-sponsors a bi-annual Job Fair with the Bryan/College Station Chamber of Commerce. They are held each Spring (April/May) and Fall (September.) Additionally, TAMUHR participates in job fairs sponsored by the Brazos Valley Workforce Commission.
3	Courses provided for Ethics and EEO training	All Educational Broadcast Services employees are required to take on-line courses for Ethics and EEO. To receive credit for the course, a grade of 100% correct answers is required. The EEO training must be taken every 24 months of employment.
4	Diversity Workshops	TAMU HR and EBS Staff members participate in diversity workshops.
5	Scholarship Program	KAMU-TV/FM is a member of and financial supporter of the Texas Association of Broadcasters. The Texas Association of Broadcasters, through the Texas Broadcast Education Foundation, makes available eight or more scholarships annually. The TBEF sends announcements for the annual scholarship awards and instructions for application to every institute of higher education with a journalism, broadcast, or radio and TV department in the State of Texas.