

2016/2017 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, 2016 through May 31, 2017 the station filled the following full-time vacancies:

There were two full-time job vacancies filled during this time period.

Position 995819

Job Title: Executive Director and General Manager

Date Filled: 10/31/2016

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, The Chronicle of Philanthropy, Corporation for Public Broadcasting (CPB), Current Newspaper (print and online), Greater Public, National Association of Hispanic Journalists (NAHJ), National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), National Hispanic Media Coalition, PRIMA website, Public Media Business Association (PMBA), National Educational Telecommunications Association (NETA), Public Radio News Directors Incorporated (PRNDI), Radio Television Digital News Association (RTDNA), CEO Update, AFP Northeast Ohio Chapter, AFP Northwest Ohio Chapter, TV and Radio Jobs, All Access, Radio & Television Business Report; Social Media Posting: LinkedIn, Twitter, Facebook; Industry Listserv Announcements: Pubradio, PRADO.

Position 995802

Job Title: Membership Director

Date Filled: 11/28/2016

Number Interviewed: 7 (2 Kent State jobsite, 1 personal friend, 1 WKSU employee, 1 AFP Northeast Ohio, 1 Indeed.com, 1 CPB)

Number Hired: 1 (Kent State jobsite)

Posted: Kent State jobsite, WKSU website, Livingston & Associates' website, Association of Fundraising Professionals (AFP) Greater Cleveland Chapter and Northeast Ohio Chapter websites, Corporation for Public Broadcasting (CPB), Akron Beacon Journal, ohio.com, Current Newspaper website, monster.com, PRIMA website, Chronicle of Philanthropy website, Northern Ohio Planned Giving Council (NOPGC), Indeed.com, Social Media Posting: Twitter and Facebook; Listserv Announcements: Public Radio Women in Leadership

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

(includes Ohio.com & Monster.com)

44 East Exchange Street

P.O. Box 610

Akron, OH 44308

330-996-3337

<http://www.jobs.ohio.com/>

All Access

24955 Pacific Coast Highway, C303

Malibu, CA 90265

310-457-6616

<http://www.allaccess.com/forum/viewforum.php?f=10>

online job openings forum/board

Asian American Journalists Association (AAJA)

5 Third Street, Suite 1108

San Francisco, CA 94103

415-346-2051

<http://www.aaja.org>

national@aaja.org

Association of Fundraising Professionals (AFP)

Greater Cleveland Chapter

4036 Center Road B

Brunswick, OH 44212

216-696-1613

admin@afpcleveland.org

Northeast Ohio Chapter

PO Box 1286

Bath, OH 44210

330-329-2472

info@afpneo.org

Northwest Ohio Chapter

PO Box 2507

Toledo, OH 43606

nwoafp@gmail.com

Canton Repository

(includes CantonRep.com & Monster.com)

500 Market Avenue, S

Canton, OH 44702

330-580-8400

<http://www.cantonrep.com/jobs>

CEO UPDATE

1990 M. St., NW, 8th Floor

Washington, DC 20036-3435

202-721-7656

<http://www.ceoupdate.com>

jobs@ceoupdate.com

Online posting (for members)

Online posting entry or email posting to: jobs@ceoupdate.com

The Chronicle of Philanthropy

Philanthropy Careers

1255 Twenty-Third St., NW #700

Washington, DC 20037

202-466-1200

<http://philanthropy.com>

Cleveland Plain Dealer

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

Corporation for Public Broadcasting (CPB)

CPB's Jobline; online posting
401 9th Street NW
Washington, DC 20004
202-879-9600
<http://www.cpb.org/jobline>

Current Newspaper

David Kramer
Advertising/Marketing Director
6930 Carroll Ave., Suite 625
Takoma Park, MD 20912
301-270-7240 x35
<http://www.current.org/jobs/>

folkalley.com

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

Greater Public

401 North 3rd Street, Suite 370
Minneapolis, MN 55401
888-454-2314
<http://greaterpublic.org/job-line>

Greater Stark County Urban League

1400 Sherrick Road, SE
Canton, OH 44707
330-456-3479
<http://starkcountyul.org>

Higher Ed Jobs

328 Innovation Boulevard, Suite 235
State College, PA 16803
Phone 814-861-3080
<http://higherjobs.com>

Indeed.com

177 Broad Street, 6th Floor
Stamford, CT 06901

Kent State University Jobsite

Kent State University
PO Box 5190
Kent, OH 44242-0001
330-672-2901
<https://jobs.kent.edu>

LinkedIn Social Media Posting

Global headquarters:
955 Benecia Avenue
Sunnyvale, CA 94085
410-243-1974 – Livingston Associates
Contact: Julie Anderson, julie@livingstonassociates.net

Livingston Associates' website and database

3000 Chestnut Avenue, Suite 208
Baltimore, MD 21211
410-243-1974
Adam Livingston
<http://www.livingstonassociates.net/>

Monster.com

See Akron Beacon Journal and Canton Repository

National Association of Black Journalists (NABJ)

(Appears as Boxwood Technology on Amex)
8800 Lakewood Drive #117
Windsor, CA 95492
626-792-3846
<http://www.nabjcareers.org>
info@nabjcareers.org

National Association of Hispanic Journalists (NAHJ)

1050 Connecticut Avenue NW, 5th Floor
Washington, DC 20045-2001
<http://www.nahjcareercenter.com>
Phone: 202-662-7168

National Educational Telecommunications Association (NETA)

939 South Stadium Road
Columbia, SC 29201
803-799-5517
<http://www.netaonline.org/jobs.htm>
Maryanne Schuessler; email positions to maryanne@netaonline.org
Online posting

National Hispanic Media Coalition

55 South Grand Avenue
Pasadena, CA 91105
Phone 626-792-6462
info@nhmc.org
<http://www.nhmc.org/>

National Public Radio DACS (NPR)**Native American Journalists Association**

University of Oklahoma Gaylord College
395 West Lindsey
Norman, OK 73019-4201
405-325-9008
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

Northern Ohio Planned Giving Council (NOPGC)

4036 Center Road B
Brunswick, OH 44212
216-696-8822
<http://www.nopgc.org>
admin@nopgc.org

Ohio Department of Job & Family Services (ODJFS)

449 South Meridian St., 1st Floor
Ravenna, OH 44266
330-296-2841
<https://jobseeker.ohiomeansjobs.monster.com/>

Ohio.com

See Akron Beacon Journal

Pubradio Listserv announcements

pubradio@lists.pubradio.org

Public Media Business Association (PMBA)

7918 Jones Branch Drive, Suite 300
McLean, VA 22102
703-506-3292
<http://www.pbma.org/>
info@pmbaonline.org

Public Radio Association of Development Officers (PRADO)

www.pradoweb.org
PRADO@listserv.syr.edu

Public Radio Women in Leadership

<http://Publicmedialeadingladies.com>
Deanna Mackey, dmackey@ptmmg.org

Public Radio in Mid America (PRIMA)

c/o Kansas Public Radio
1120 West 11th Street
Lawrence, KS 66044
785-864-4603
Dan Skinner, President; skinner@ku.edu
<http://prima.org>

Public Radio News Directors Incorporated (PRNDI)

P.O. Box 838
Sturgis, SD 57785
(605) 490-3033
<http://prndi.org/term/jobs-0>
Christine Paige Diers; email positions to cpaigediers@gmail.com

Radio & Television Business Report

PO Box 6633
Woodbridge, VA 22195
703-490-3099
<http://rbr.com/classifieds/submit-a-media-job>
Online posting entry

Radio Television Digital News Association (RTDNA)

The National Press Building
529 14th St., NW, Suite 1240
Washington, DC 20045
202-659-6510 Fax: 202-223-4007
rtdna.org
Karen Hansen – karenh@rtdna.org
Online posting entry

Social Media Platform – Paid Ads**Twitter****Facebook**

Campaigns by Adam Livingston
Livingston Associates' headquarters

Society of Professional Journalists

Eugene S. Pulliam National Journalism Center
3909 N. Meridian Street
Indianapolis, IN 46208
317-927-8000 Fax: 317-920-4789
<http://www.spj.org/jobs.asp>

TV and Radio Jobs

PO box 7049
Charlottesville, VA 22906
http://tvandradijobs.com/cgi-bin/classifieds/classifieds.cgi?add_item_buttons=on
online posting entry

Long-term Menu Options Completed

During the EEO period of June 1, 2016 to May 31, 2017, WKSU undertook the following long-term menu options:

- **Participation in Scholarship Programs**
 - WKSU's Walton D. Clarke Fellowship
 - Graduate student scholarship program – 1 student typically for a two-year period. We did not have a graduate student during this fiscal year. However, we have signed paperwork for a student to work during the Fall, 2017 and Spring, 2018 semesters.
 - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Reporters, Hosts, Production Coordinator

- **Internship Program**
 - Working with the School of Journalism and Mass Communication (JMC), students work at WKSU as news interns and production assistants. These students work with the entire staff from reporters/hosts to production personnel.
 - Fall, 2016 – 2 News Interns and 1 Graduate Student Worker; Spring, 2017 – 3 News Interns and 1 Graduate Student Intern
 - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Reporters, Hosts, Production Coordinator

 - Fall, 2016 and Spring, 2017 – 1 Public Relations/Marketing intern
 - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Sr. Director of External Relations, Marketing/PR Communications Specialist, Membership Director. This intern also worked at various WKSU events throughout the area.

- **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. This includes job shadowing and capstone experiences.
 - Kent State University School of Journalism and Mass Communication 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 usually hire a graduate student via our Walton D. Clarke fellowship.
 - WKSU worked with the Kent State University School of JMC to bring 70 middle school students to the University and WKSU for an interactive educational experience.
 - WKSU attended Student Media Job Fair in the College of Communication and Information
 - WKSU staff member speaks yearly at Hawkins School in Cleveland to talk about radio production, editing, writing, and interview skills.
 - 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 served as the advisor to the student run radio station, Black Squirrel Radio.
 - 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 "Sound of Ideas".

- WKSU staff member(s) moderates and participates in various community forums such as the City Club of Cleveland, Akron Roundtable and Akron Women's Club.
- WKSU staff members speak to various community groups, including the League of Women Voters and educator groups.
- WKSU staff member was a guest on CSpan.
- WKSU staff member was a partner in the *Your Vote Ohio* project.

- **Training Programs for Station Personnel**
 - Kent State University
 - Building Trust in the Workplace#
 - Conflict: Why Does It Exist?#
 - Dealing with Difficult Behaviors#
 - Dealing with "Invisible" Conflict#
 - Diversity Includes Everyone#
 - Everybody Disagrees, How to Have Difficult Conversations#
 - Green Dot# (A green dot is any behavior or choice that promotes safety for all of us and communicates utter intolerance for any form of violence.)
 - Mental Health First Aide#
 - Step Up/Speak Out#
 - Stress Management that Works – Sessions I, II, and III#
 - Title IX Training#
 - Google News Lab Training
 - # 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.
 - PMDMC Educational Sessions
 - Google News Lab Training