

**EEO PUBLIC FILE REPORT**

**FOR**

**WUAL-FM**

**TUSCALOOSA, ALABAMA**

Attached EEO Public File Report  
Cover the Period  
December 1, 2008 to November 30, 2009

**This EEO Public File Report is filed in the public inspection files for station WUAL-FM pursuant to Section 73.2080(c)(6) of the Federal Community Commission Rules.**

# Equal Employment Opportunity Public File Report

## WUAL-FM TUSCALOOSA, ALABAMA

*Recruitment Activity Summary  
December 1, 2008-November 30, 2009*

This EEO Public File Report is filed in the public inspection files of the Station pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

1. Total Full-Time Vacancies 1

During the period ending on November 30, 2009, the Stations filled the following full-time vacancies:

Radio News Director

2. Total Interviewees for Full-Time Vacancies 6

3. Recruitment Sources

The stations have an Equal Opportunity Program and Job Program for use in filling vacancies and making other employment decisions. It is our policy to provide equal opportunity to all qualified individuals without regard to race, color, national origin, religion or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

The following are the recruitment sources used during the period covered by this report and the cumulative number of interviewees referred by each:

<b>Recruitment Source</b>	<b>Total Number of Applicants</b>
Radio Television News Directors Association	
University of Alabama Job Site	31*
Society of Professional Journalists	
Current	
Monster.com	
Journalism Jobs	
Newslink	
Corporation for Public Broadcasting	
Historically Black Colleges (See attachment for full details)	
*Note: As applications are entered on line, even if a walk-in applicant, & as applicants are not required to respond as to source of awareness of the opening, an unknown number of the 81 Internet Site responses came from other recruitment sources.	

4. Supplemental Information

Exhibit A contains the following information for each full-time vacancy:

- \* The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- \* The recruitment source that referred the hire for each full-time vacancy;
- \* The total number of persons interviewed for each full-time vacancy; and,
- \* The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Exhibit B contains a list and brief description of outreach initiatives undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

\* \* \* \* \*

If you have questions concerning this Report, contact: Elizabeth Brock, Director of the Center for Public Television and Radio, University of Alabama, Box 870150, Tuscaloosa, Alabama 35487

**EXHIBIT A**

**FULL-TIME VACANCY EEO INFORMATION**

<b>Job Title of Vacancy:</b>	<b>Radio News Director</b>
<b>Recruitment Source that Referred the Hiree:</b>	<b>UA Employee</b>
<b>Total Number of Applicants for the Vacancy:</b>	<b>31</b>
<b>Total Number of persons interviewed for the Vacancy:</b>	<b>6</b>

**Recruitment Sources Used to Fill the Vacancy:**

<b>Recruitment Source (Name, Address, Contact Person, Telephone Number)</b>	<b>Total Number of Applicants / Interviewees Referred by the Source for the Vacancy</b>	<b>Did The Source Request Notification?</b>
Stations' Internet Web Site Employment Sections University of Alabama Employment Job Site Contact Person: Diane Craig, Service Center Manager, University of Alabama Department of Human Resources – 205-348-7733 – Box 870364 – G -69 Rose Administration Building, Tuscaloosa, Alabama 35487	31 Applicants 6 Interviews	N/A
Internal Referrals	----	N/A
Radio Television News Directors Association www.rtnda	-----	No
Current www.current.org	-----	No
Society of Professional Journalists www.spj.org		No
Monster.com www.monster.com		No
Journalism Jobs www. journalismjobs.com		No
Newslink (public radio listserv)		No
Corporation for Public Broadcasting www.cpb.org		No
Historically Black Colleges; see attachment for full details		

## ATTACHMENT B

### SUPPLEMENTAL INITIATIVE DESCRIPTION FORM

**Year:** 2009

**Initiative Title:** Student Internship

**Description of Initiative:**

WUAL-FM is operated in conjunction with the University's College of Communication and Information Sciences.

Throughout the period of this report, WUAL-FM maintained internship programs to assist students in acquiring broadcast television skills.

WUAL-FM has offered internships in reporting for broadcast and web distribution, maintaining the music library, and event marketing.

**Year:** 2009

**Initiative Title:** University of Alabama College of Communication and Information Sciences Career Fair

**Description of Initiative:** Full-time station personnel in charge of hiring for our technical, development, clerical and news areas were present and counseled students at the annual job fair held by the student employment division of the University of Alabama.

**Year:** 2009

**Initiative Title:** Community Outreach to Schools, Colleges, and Organizations

**Description of Initiative:**

Station staff participate in educational events and make presentations about their careers year-round. The following are some of the activities in which they participated:

**Year:** 2009

**Initiative Title:** Station Visits

**Description of Initiative:**

The station hosted visits to our studio by various community and school/college groups. The groups included local high schools and perspective college students.

**Year:** 2009

**Initiative Title:** Employee Training / University Policies

**Description of Initiative:** New Employee training, in-service training, and Web based information regarding University of Alabama's EEO efforts.

Professional staff have access to professional training throughout the year through the University of Alabama. Departmental staff are encouraged to attend and participate in workshops, seminars, and conferences of National Public Radio, Radio and Television News Directors Association, Society of Professional Journalists, National Association of Broadcasters, Association of Music Personnel in Public Radio, Alabama Press Association and the Public Radio News Directors Association.

All full-time news staff area also editors and training personnel for our student workers. Students work both professionally and for credit in a variety of settings including news writing and reporting, as well as production techniques, office management, public relations and marketing. During a given academic semester, the station averages ten students working with our professional staff. Additionally, our News Director and Shoals Bureau Chief participate in the Alabama Press Association training program for students.

## **ATTACHMENT C**

### **UNIVERSITY OF ALABAMA POLICIES**

Hiring managers are instructed to review the University of Alabama web based EEO policies:

#### **Equal Opportunity Policies**

The University of Alabama provides equal opportunity in education and employment for all qualified persons regardless of race, color, religion, national origin, sex, age, disability, or veteran status.

Nondiscrimination Notice  
Reaffirmation of Equal Opportunity Policy  
Sexual Harassment Policy  
University of Alabama Statement on Diversity  
Compliance with the Americans with Disabilities Act

#### **Nondiscrimination Notice**

The University of Alabama complies with applicable laws prohibiting discrimination, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, Executive Order 11246, Title IX of the Education Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Vietnam Era Veterans Adjustment Assistance Act, the Age Discrimination Act of 1975, and the Americans with Disabilities Act of 1990, and does not discriminate on the basis of race, color, religion, national origin, sex, age, disability, or veteran status in admission or access to, or treatment of employment in, its programs and services. Inquiries and concerns may be directed to Ms. Gwendolyn Hood, University Compliance Officer, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, (205) 348-5855 (Voice/TDD).

#### **Reaffirmation of Equal Opportunity Policy February 8, 2007**

##### **MEMORANDUM**

To: University Community  
From: Robert E. Witt  
Re: Reaffirmation of Equal Opportunity Policy and Nondiscrimination Notice

The University annually reaffirms its commitment to equal opportunity, acknowledging publicly its obligation to operate in a constitutional and non-discriminatory fashion, both as an Equal Opportunity Employer and as an Equal Opportunity Educational Institution. This serves as a reminder to all within our community that faculty, staff, and students must conduct themselves in a manner free of unlawful discrimination of any kind in the educational processes and in interactions within the workplace.

As an academic community, our educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment, with a diverse student body, faculty and senior level administrative staff. We are dedicated to the pursuit of personal and academic excellence, to advancing the ideals of individual worth and human dignity, and to maintaining a nurturing and respectful learning environment. Individuals who live, work, teach,

and study within this community are expected to contribute positively to the environment and to refrain from behaviors which threaten the freedom or respect that every member of our community deserves.

**University of Alabama Statement on Diversity  
February 8, 2007**

MEMORANDUM

To: University Community

From: Robert E. Witt

Re: The University of Alabama Statement on Diversity

The mission of The University of Alabama is to advance the intellectual and social condition of the people of the State through quality programs of teaching, research, and service. That educational mission is enhanced by the robust exchange of ideas that occurs within a diverse and inclusive learning environment. Students who learn from each other and from faculty members and administrators (including those at the highest levels of leadership) in an environment with a variety of backgrounds are better able to understand, appreciate, and contribute to our twenty-first century global society. Consequently, the University endorses a student, faculty, and administrative community enriched by women and men of diverse national origins, races, ethnicities, cultures, socioeconomic and geographic backgrounds, ages, physical abilities, and religious and political beliefs. The University is committed to offering diverse cultural programs, intercultural education, and other educational initiatives (such as the University's Crossroads Community Center) that enhance awareness and appreciation of cultural and individual diversity, promote community, and prepare students for the global society in which they will live and work.

As an institution of higher learning, The University of Alabama attaches great value to freedom of speech and open debate, but it also attaches great importance to the principles of civility and respect which govern an academic community. Harassment or other illegal discrimination against individuals or groups not only is a violation of University Policy and subject to disciplinary action, but also is inconsistent with the values and ideals of the University.

It is the goal of The University of Alabama to cultivate a hospitable campus environment in which all members of the University can work together and learn from each other in a climate of mutual respect. I pledge my personal commitment to this goal, and I hope that all in the campus community will pledge their commitment as well.

**Compliance with the Americans with Disabilities Act  
February 8, 2007**

MEMORANDUM

To: All Faculty, Staff, and Students

From: Robert E. Witt

RE: Compliance with the Americans with Disabilities Act

In keeping with its mission and in accordance with the Americans with Disabilities Act (ADA) and other applicable laws, The University of Alabama is committed to providing persons with disabilities an equal opportunity to participate in and benefit from all programs and services offered by the University.

The University provides reasonable accommodations for program accessibility and employment for qualified persons with disabilities as defined in applicable laws and regulations. Reasonable



accommodations are made on an individualized basis. It is the responsibility of persons with disabilities, however, to seek available assistance and make their needs known.

The University has designated the Office of Disability Services (<http://ods.ua.edu/>) as the campus coordinating office for the provision and delivery of services and reasonable accommodations that ensure the University's programs, services, and activities are accessible to students with disabilities. The Office of Disability Services is available to assist any student who has a qualified and documented disability. The Office of Disability Services also serves as a resource to faculty members and University departments, assisting them in accommodating the needs of individuals with disabilities in the classroom and other program settings.

While the University strives to accommodate the needs of people with disabilities as fully as possible, reasonable accommodations do not include measures which fundamentally alter the University's programs and services or which place an undue administrative or financial burden on the University. The University is committed to identifying and removing potential accessibility barriers in its facilities and on its grounds for employees, students, and campus visitors with mobility impairments. To report an ADA accessibility problem on campus, you are encouraged to call the ADA Hotline at 205-348-5882 and leave a message or e-mail [facilities@fa.ua.edu](mailto:facilities@fa.ua.edu).

Ms. Gwendolyn Hood, University Compliance Officer, is the designated ADA Coordinator for the campus. Inquiries concerning ADA requirements and compliance may be directed to Ms. Gwendolyn Hood, 171 Rose Administration Building, Box 870300, Tuscaloosa, AL 35487-0300, 205/348-5855. Further information about Disability/Accommodations issues can be found at <http://eop.ua.edu/disabilities.html>.

ATTACHMENT D

**Historically Black Colleges and Universities**

**In Alabama**

<p><b>Alabama A&amp;M University</b>                  Human Resources                  Melvin Bowers                  Salary and Wage Manager                  PO Box 305                  Normal, Alabama 35762                  256-372-5835  <a href="http://www.aamu.edu">http://www.aamu.edu</a></p>	<p><b>Alabama State University</b>                  Mrs. Beverly Rudolph                  Assistant Director                  Personnel and Human Relation                  915 South Jackson Street                  Montgomery, AL 36101                  (334)229-4667  <a href="http://www.alasu.edu">http://www.alasu.edu</a></p>	<p><b>Bishop State Community College</b>                  Marcella Sims                  Director of Human Resources                  351 North Broad Street                  Mobile, Alabama 36603                  (334) 690-6801  <a href="http://www.bscc.cc.al.us">http://www.bscc.cc.al.us</a></p>
<p><b>Concordia College</b>                  Evelyn Pickens                  Director of Placement                  1804 Green Street                  Selma, Alabama 36701                  334-874-5700 x171  <a href="http://www.concordiaselma.edu">http://www.concordiaselma.edu</a></p>	<p><b>J.F. Drake State Technical College</b>                  Rebecca Hamrick                  3421 Meridian Street, North                  Huntsville, Alabama 35811                  256-551-3154  <a href="mailto:hamrickr@dstc.cc.al.us">hamrickr@dstc.cc.al.us</a>  <a href="http://www.dstc.cc.al.us">http://www.dstc.cc.al.us</a></p>	<p><b>Lawson State Community College</b>                  Mrs. Vergie B. Spears                  Manager, Payroll and Personnel                  3060 Wilson Road SW                  Birmingham, AL 35221                  205-929-6313  <a href="http://www.lawsonstate.edu">http://www.lawsonstate.edu</a></p>
<p><b>Miles College</b>                  Human Resource                  Odessa Usher                  5500 Myron-Massey Boulevard                  Fairfield, Alabama 35064                  205-929-1440  <a href="http://www.miles.edu">http://www.miles.edu</a></p>	<p><b>Oakwood College</b>                  Human Resource                  Sylvia Germany                  7000 Adventist Boulevard                  Huntsville, Alabama 35896                  256-726-7273  <a href="http://www.oakwood.edu">http://www.oakwood.edu</a></p>	<p><b>Selma University</b>                  Rev. George Davis, V.P.A.A.                  1501 Lapsley Street                  Selma, AL 36701                  334-872-2533  <a href="mailto:selmau@bellsouth.net">selmau@bellsouth.net</a></p>
<p><b>Shelton State Community College</b>                  Human Resource                  Johnny F. Parker, Director                  9500 Old Greensboro Road                  Tuscaloosa, Alabama 35405                  205-391-2272  <a href="http://www.sheltonstate.edu">http://www.sheltonstate.edu</a></p>	<p><b>Stillman College</b>                  Human Resources Department                  Patricia Wilson                  3600 Stillman Blvd                  Tuscaloosa, AL 35401                  205-247-8152  <a href="mailto:mpwilson@stillman.edu">mpwilson@stillman.edu</a>  <a href="http://www.stillman.edu">http://www.stillman.edu</a></p>	<p><b>Talladega College</b>                  Brenda Rhoden                  Human Resource Director                  627 West Battle Street                  Talladega, Alabama 35160                  256-761-6204  <a href="http://www.talladega.edu">http://www.talladega.edu</a></p>
<p><b>Trenholm State Technical College</b>                  Human Resource                  Antoinette Jones                  1225 Air Base Boulevard                  Montgomery, Alabama 36108                  334-420-4250 or 334-420-4218  <a href="http://www.trenholmtech.cc.al.us">http://www.trenholmtech.cc.al.us</a></p>	<p><b>Tuskegee University</b>                  Human Resource                  102 Old Administration Building                  Tuskegee, Alabama 36088                  334-727-8510  <a href="http://www.tusk.edu">http://www.tusk.edu</a></p>	