

**EEO PUBLIC FILE REPORT**

**FOR**

**WUAL-FM**

**TUSCALOOSA, ALABAMA**

Attached EEO Public File Report  
Cover the Period  
December 1, 2011 to November 30, 2012

**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, 2011-November 30, 2012*

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, 2011, the Stations filled the following full-time vacancies:

APR Account Executive

2. Total Interviewees for Full-Time Vacancies 47

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>
Mobile Press Register	
University of Alabama Job Site	47*
CPB.org	
Current	
Monster.com	
PRADO listserve	
Newslink	
Facebook/Twitter	
Local Arts Council	
Local and State Ad Fed Organizations	
Historically Black Colleges (See attachment for full details)	

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**

**Job Title of Vacancy:** APR Account Executive  
**Recruitment Source that Referred the Hiree:** UA Employee  
**Total Number of Applicants for the Vacancy:** 47  
**Total Number of persons interviewed for the Vacancy:** 5

**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	47 Applicants 5 Interviews	N/A
Internal Referrals	----	N/A
Mobile Press Register	-----	No
Current www.current.org	-----	No
CPB.org		No
Monster.com www.monster.com		No
PRADO listserv		No
Newslink (public radio listserv)		No
Facebook/Twitter		No
Local Arts Council		
Local and State Ad Fed Organizations		
Historically Black Colleges; see attachment for full details		

## ATTACHMENT B

### SUPPLEMENTAL INITIATIVE DESCRIPTION FORM

**Year:** 2012

**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:** 2012

**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:** 2012

**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 in secondary and post secondary classrooms.

**Year:** 2012

**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:** 2012

**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 has access to professional training throughout the year through the University of Alabama. 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 participates in the Alabama Press Association training program for students.

## **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, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008 and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex, sexual orientation, 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); (205) 348-5573 (TDD). Inquiries or concerns regarding The University's Title IX Compliance may be directed to the University's Title IX Coordinator, Ms. Katie Nolan, 152A Rose Administration Building, Box 870114, Tuscaloosa, AL 35487-0114, (205) 348-5496, [knolan@ua.edu](mailto:knolan@ua.edu).

## **Reaffirmation of Equal Opportunity Policy**

**October 1, 2012**

**MEMORANDUM**

**To: All Faculty, Staff, and Students**

**From: Guy Bailey**

**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.

## **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, the Americans with Disabilities Act of 1990, the ADA Amendments Act of 2008, and the Genetic Information Nondiscrimination Act of 2008 and does not discriminate on the basis of genetic information, race, color, religion, national origin, sex, sexual orientation, 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); (205) 348-5573 (TDD). Inquiries or concerns regarding The University's Title IX Compliance may be directed to the University's Title IX Coordinator, Ms. Katie Nolan, 152A Rose Administration Building, Box 870114, Tuscaloosa, AL 35487-0114, (205) 348-5496, [knolan@ua.edu](mailto:knolan@ua.edu).

## **University of Alabama Statement on Diversity**

**October 1, 2012**

### **MEMORANDUM**

**To: All Faculty, Staff, and Students**

**From: Guy Bailey**

**Re: The University of Alabama Statement on Diversity**

The work of The University of Alabama is of critical importance to our state, nation, and world. Each day our students, faculty, staff and administrators touch lives through their amazing work in and out of the classroom. Guiding our work is a set of core values. They include, but are not limited to, creating an environment that fosters integrity, respect, trust, openness, exceptional performance, and accountability. We work to create an environment that encourages each individual to realize their full potential as we embrace their differences.

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 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, sexual orientations, 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**

**October 1, 2012**

### **MEMORANDUM**

**To: All Faculty, Staff, and Students**

**From: Guy Bailey**

**Re: Compliance with the Americans with Disabilities Act**

In keeping with its mission and in accordance with the Americans with Disabilities Act (ADA), the ADA Amendments Act of 2008, 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. Employees are encouraged to make their needs known to their supervisors or to the Department of Human Resources. Patrons participating in University-sponsored programs and activities should make their requests directly to the department or unit sponsoring the program/activity, or to the Office of Equal Opportunity Programs.

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 students 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 (Voice); (205) 348-5573 (TDD). Further information about Disability/Accommodations issues can be found at <http://eop.ua.edu/disabilities.html>.

## 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>	