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, 2017 through May 31, 2018 the station filled the following full-time vacancies:

There were three full-time job vacancies filled during this time period. There are also two additional positions that are currently open, but have not been filled yet.

Position 995790

Job Title: Reporter, Sr.

Date Filled: 08/28/2017

Applicants: 64

Number Interviewed: 11 (3 CPB; 2 Current; 1 Columbia Graduate Journalism School; 1 Facebook; 1 Urban League of Greater Cleveland; 1 Indeed; 1 friend/colleague; 1 WKSU employee;)

Number Hired: 1 (CPB)

Posted: Kent State University jobs website; WKSU website; Akron Urban League; Apostolic Faith Tabernacle; Cleveland.com; Corporation for Public Broadcasting (CPB); Current Newspaper (print and online); Emma Bowen Foundation for Minority Interests In Media; Greater Public website; Indeed.com; Monster.com; National Association of Black Journalists (NABJ); National Association of Hispanic Journalists (NAHJ); National Educational Telecommunications Association (NETA); National Hispanic Media Coalition; Ohio Association of Broadcasters (oab.org); Ohio Means Jobs website; PRIMA website. Social Media Posting: LinkedIn, Twitter, Facebook.

Position 995775

Job Title: Sales Associate - Underwriting

Date Filled: 1/2/2018

Applicants: 47

Number Interviewed: 11 (4 On-Air Promo; 3 Kent State jobsite; 1 WKSU website; 2 Kent State Employee; 1 Glassdoor)

Number Hired: 1 (On-Air promo)

Posted: Kent State jobs website; WKSU website; Akron Urban League; America’s Job Exchange (includes Disability Job Exchange); Apostolic Faith Tabernacle; Association of Fundraising Professionals (AFP); Emma Bowen Foundation for Minority Interests In Media; CAAO (Consortium of African American Organizations); Chronicle of Philanthropy; Cleveland.com; Corporation for Public Broadcasting (CPB); Current online; Current Online Career Fair; First Apostolic Faith Church; Greater Bethel Apostolic Church; Greater Public website; Indeed.com; Minority Professional Network;
MONSTER.COM; NATIONAL EDUCATIONAL TELECOMMUNICATIONS ASSOCIATION (NETA); OHIO ASSOCIATION OF BROADCASTERS (OAB.ORG); OHIO MEANS JOBS WEBSITE; PRIMA WEBSITE. SOCIAL MEDIA POSTING: LINKEDIN, TWITTER, FACEBOOK. INDUSTRY LISTSERV ANNOUNCEMENTS: PRADO, SME (AKRON AND CLEVELAND).

**Position 995781 and 995769**

**Job Title:** Sales Associate - Underwriting

Date Filled: 3/13/2018  
Applicants: 18  
Number Interviewed: 2 (2 On-Air Promo)  
Number Hired: 2 (On-Air promo)  
Posted: Kent State jobs website; WKSU website; Akron Urban League; America’s Job Exchange (includes Disability Job Exchange); Apostolic Faith Tabernacle; Emma Bowen Foundation for Minority Interests In Media; CAAO (Consortium of African American Organizations); Cleveland.com; Corporation for Public Broadcasting (CPB); First Apostolic Faith Church; Greater Bethel Apostolic Church; Greater Public website; Indeed.com; Minority Professional Network; National Educational Telecommunications Association (NETA); Ohio Association of Broadcasters (oab.org); Ohio Means Jobs website; PRIMA website.

**Position 995755**

**Job Title:** Special Assistant

Date Filled: Still Open  
Number Interviewed: In Progress  
Posted: Kent State jobs website; WKSU website; Akron Urban League; Indeed.com

**Position #995794**

**Job Title:** Broadcast and Digital Editor

Date Filled: Still Open  
Number Interviewed: In Progress  
Posted: Kent State jobs website; WKSU website; Akron Urban League; Apostolic Faith Tabernacle; Emma Bowen Foundation for Minority Interests In Media; Corporation for Public Broadcasting (CPB); Current Newspaper (print and online); First Apostolic Faith Church; Greater Bethel Apostolic Church; Greater Public website; Indeed.com; National Educational Telecommunications Association (NETA); National Hispanic Media Coalition; Ohio Association of Broadcasters (oab.org); Ohio Means Jobs website; PRIMA website. Social Media Posting: LinkedIn, Twitter, Facebook.
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/

**Akron Urban League**
440 Vernon Odom Blvd.
Akron, OH 44307
330-434-3101
CBrown@akronurbanleague.org

**All Access**
24955 Pacific Coast Highway, C303
Malibu, CA 90265
310-457-6616
online job openings forum/board

**America’s Job Exchange (includes Disability Job Exchange)**
200 Minuteman Road, Suite 203
Andover, MA 01810
866-926-6284
http://www.americasjobexchange.com

**Apostolic Faith Tabernacle**
934 East 105th Street
Cleveland, OH 44108
216-681-3033

**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
http://www.afpcleveland.org

Mahoning/Shenango Chapter
PO Box 672
Youngstown, OH 44501
571-212-6553
afpmash@gmail.com
http://www.afpmash.org/
Northeast Ohio Chapter
PO Box 1286
Bath, OH 44210
330-329-2472
info@afpneo.org
http://afpneo.org/

Northwest Ohio Chapter
PO Box 2507
Toledo, OH 43606
nwoafp@gmail.com
http://www.afpnwo.org/

Emma Bowen Foundation
30 Rockefeller Plaza
1221 Avenue of Americas, 28B43
New York, New York
http://www.emmabowenfoundation.com/jobs
Everette Harrison
everette.harrison@nbcuni.com

Canton Repository
(includes CantonRep.com & Monster.com)
500 Market Avenue, S
Canton, OH 44702
330-580-8400
http://www.cantonrep.com/jobs

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

Consortium of African American Organizations (CAAO)
2930 Prospect Avenue E, Suite 207
Cleveland, OH 44115
216-432-9481
William Holdipp, Executive Director
http://caao.net

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
advertising@current.org
6930 Carroll Ave., Suite 625
Takoma Park, MD 20912
(301) 270-7240 ext. 38
http://www.current.org/jobs/
First Apostolic Faith Church  
790 Easter Avenue  
Akron, OH 44307  
Fafc1@juno.com  
330-762-9139  
Fafc1@juno.com  

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

Greater Bethel Apostolic Church  
2335 15th Street, SW  
Canton, OH 44706  
330-456-0626  
330-456-2188 – fax job openings  
gbac2335@sbcglobal.net  

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

Indeed.com  
177 Broad Street, 6th Floor  
Stamford, CT 06901  
203-653-5220  
https://www.indeed.com  

Kent State University Jobsite  
(All WKSU positions must be applied through this website per University policy.)  
Kent State University  
PO Box 5190  
Kent, OH 44242-0001  
330-672-2901  
https://jobs.kent.edu  

LinkedIn Social Media Posting  
350 Fifth Avenue  
New York, NY 10118  
212-592-0256  
https://www.linkedin.com  

Livingston Associates’ website and database  
3000 Chestnut Avenue, Suite 208  
Baltimore, MD 21211  
410-243-1974  
Adam Livingston  
http://www.livingstonassociates.net/  

Living Stone Apostolic Church  
587 South Arlington Street  
Akron, OH 44306  
330-773-8888  

Minority Professional Network  
PO Box 55399  
Atlanta, GA 30308-5399  
888-676-6389  
www.mpndiversityjobs.com
Monster.com
See Akron Beacon Journal and Canton Repository

National Association of Black Journalists (NABJ)
University of Maryland-College Park
1100 Knight Hall, Suite 3100
College Park, MD 20742
866-479-NABJ
http://www.nabj.org

National Association of Hispanic Journalists (NAHJ)
1050 Connecticut Avenue NW, 5th Floor
Washington, DC 20045-2001
http://www.nahjcareercenter.com
Phone: 888-281-9066

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
65 South Grand Avenue, Suite 200
Pasadena, CA 91105
Phone 626-792-6462
info@nhmc.org
http://www.nhmc.org/

National Public Radio DACS (NPR)

Native American Journalists Association (NAJA)
University of Oklahoma Gaylord College
395 West Lindsey Street
Norman, OK 73019-4201
405-325-1649
info@naja.com
https://www.naja.com

Northern Ohio Charitable Gift Planners
4036 Center Road, Suite B
Brunswick, OH 44212
216-696-8822
http://www.nopgc.org
admin@nopgc.org

Ohio Department of Jobs & Family Services (ODJFS)
30 E. Broad Street, 32nd Floor
Columbus, OH 43215-3414
614-466-6282
Toll-Free Phone: 888-296-7541
http://www.jfs.ohio.gov

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 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
Twitter
Facebook

Society of Professional Journalists
Eugene S. Pulliam National Journalism Center
3909 N. Meridian Street
Indianapolis, IN 46208
317-927-8000
http://www.spj.org/jobs.asp

TV and Radio Jobs
PO box 7049
Charlottesville, VA  22906
http://tvandradiojobs.com/
online posting entry
Long-term Menu Options Completed

During the EEO period of June 1, 2017 to May 31, 2018, 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 have a student 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, 2017 – 7 News Interns and 1 Graduate Student Worker; Spring, 2018 – 7 News Interns and 1 Graduate Student Intern
  - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Reporters, Hosts, Production Coordinator

• **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 hire a graduate student via our Walton D. Clarke fellowship.
  - WKSU is a service of Kent State University which provides employees with opportunities to attend relevant training programs and seminars. In addition, staff of Kent State University receive a comprehensive education benefit program. Employees are able to pursue academic learning in their area of interest or career path.
  - WKSU worked with the Kent State University School of JMC to bring middle school students to the University and WKSU for an interactive educational experience. Additional tours of the station are provided upon request.
  - 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 taught a class in the School of JMC for the Spring 2018 semester.
  - WKSU staff member has been a Board member on the Akron Press Club (since fall of 2008).
  - 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 League of Women Voters.
  - WKSU staff members speak to various community groups, including the League of Women Voters and educator groups.
  - WKSU staff member is a partner in the Your Voice Ohio project.

• **Training Programs for Station Personnel**
  - Kent State University Trainings and Webinars
    - ALICE Training#
    - Autism#
    - Building Trust in the Workplace#
    - Communicating Across Four Generations
    - Conflict: Why Does It Exist?#
- Dealing with Difficult Behaviors
- Diversity Includes Everyone
- Employment Law and Harassment Prevention
- Ethics & Code of Conduct
- 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.)
- Intersection: Preventing Harassment & Sexual Violence (EDU)
- Mental Health First Aide
- Prevent Bullying in the Workplace
- Prevent Workplace Violence
- Principles of Conflict Management
- Step Up/Speak Out
- Stress Management that Works – Sessions I, II, and III
- Title IX Training Bridges: Building a Supportive Community
- Tools for an Ethical Workplace
- Understanding and Responding to Discrimination and Harassment
- Understanding the Americans with Disabilities Act

# 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. All employees of Kent State University are required to participate in the Title IX training plus one additional hour of Beyond Compliance training each year.