

2017/2018 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, 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

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

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>
<http://www.Jobseeker.ohiomeansjobs.monster.com>

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

 - Fall, 2017 and Spring, 2018 – 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 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.