

Annual EEO Public File Report
WSIU-TV, WUSI-TV, WUSI(FM), WSIU(FM), WWSI(FM)
August 1, 2003 to August 1, 2004

A. Recruitment Sources Used to Refer Interviewees For Each Full-Time Vacancy Filled During the Past Year (A complete list of all recruitment sources is found at the end of this report.)

1. Job Title:		Field Representative		Date Filled:	August 19, 2003
Source	Contact	Address	Phone	Interviewee Hired?	
<i>The Southern Illinoisan</i>	Mary Mechler	710 N. Illinois Ave. Carbondale, IL. 62901	(618) 529-5454	Yes	
SIUC's Administrative / Professional Website	Marcia Phelps	Affirmative Action Office, SIUC Davies 155 Carbondale, IL. 62901-6618	(618) 536-6618	No	
2. Job Title:		Producer, FM News (Two Hired)		Date Filled:	January 5, 2004
Source	Contact	Address	Phone	Interviewee Hired?	
SIUC's Administrative / Professional Website	Marcia Phelps	Affirmative Action Office, SIUC Davies 155 Carbondale, IL. 62901-6618	(618) 536-6618	Yes	
Word of Mouth	Jeff Williams	1003 Communications Building SIUC Carbondale, IL. 62901-6602	(618) 453-4343	Yes	
3. Job Title:		Executive Director		Date Filled:	March 12, 2004
Source	Contact	Address	Phone	Interviewee Hired?	
<i>Current</i>	Danielle Mungin	1612 K. St. N.W. Suite 704 Washington, D.C. 20006	(202) 463-7055	No	
HigherEdJobs.com	Marcia Phelps	Affirmative Action Office, SIUC Davies 155 Carbondale, IL. 62901-6618	(618) 536-6618	No	
Word of Mouth	Candis Isberner	1003 Communications Building SIUC Carbondale, IL. 62901	(618) 453-6181	Yes	

C. Total Number of Interviewees for All Full-Time Vacancies Filled during the Past Year Per Recruitment / Referral Sources:

Source	Contact	Address	Telephone	Number of Interviewees Referred
<i>The Southern Illinoisan</i>	Mary Mechler	710 N. Illinois Ave. Carbondale, IL. 62901	(618) 529-5454	Two
SIUC's Administrative / Professional Website	Marcia Phelps	Affirmative Action Office, SIUC Davies 155 Carbondale, IL. 62901-6618	(618) 536-6618	Two
<i>Current</i>	Danielle Mungin	1612 K. St. N.W. Suite 704 Washington, D.C. 20006	(202) 463-7055	One
HigherEdJobs.com	Marcia Phelps	Affirmative Action Office, SIUC Davies 155 Carbondale, IL. 62901-6618	(618) 536-6618	One
Word of Mouth	Jeff Williams	1003 Communications Building SIUC Carbondale, IL. 62901-6602	(618) 453-4343	One
Word of Mouth	Candis Isberner	1003 Communications Building SIUC Carbondale, IL. 62901-6602	(618) 453-6181	One

C. Outreach Activities

1. Participation in three job fairs by station personnel who have substantial responsibility in hiring decisions.

Student Employment Job Fair held at SIUC's Student Center Ballrooms on August 15, 2003.

Event Contact: Toni Vagnar, Student Employment Services

Financial Aid Office, Woody Hall, B Wing

Southern Illinois University at Carbondale, Carbondale, Illinois 62901-4702

(618) 453-4334

WSIU Staff in Attendance: Mark Wetstein—TV Production and Coordinator, Steve North—Post Production, Brenda Roth—Accounts' Payable, and Rebecca Swain—Administrative Support Staff

All Majors Career Fair held at Student Center Ballrooms on February 11, 2004

Event Contact: Mary Payne, Career Fair Coordinator
Career Services, Mailcode 4703
Carbondale IL.62901-4703

WSIU Staff in Attendance: Delores Kerstein—Assistant Director for Finance & Administration, David Schultheis—Information Technology Manager, Carrie Stuebe—Accounts' Payable, and Christopher Milazzo—Administrative Assistant

Career Network '04 at Southern Illinois University Edwardsville, Illinois on March 3, 2004

Event Contact: Jean A. Paterson, Director
3126 Founders Hall, Campus Box 1620
Edwardsville, Illinois 62901-4306
618-650-3708

WSIU Staff in Attendance: Jeff Williams, FM News Director (Station Manager) and David Schultheis, Information Technology Manager

2. Participated in scholarship programs directed at students desiring to pursue a career in broadcasting-Student scholarship and awards: O'Brian Award, TV Student of the Year Award, FM Student of the Year Award, and Overall Broadcast Student of the Year Award. Graduate Assistantships, Undergrad Assistantships and Internships for students in TV & FM Production, TV & FM Master Control, Post Production, TV News, FM News, Programming, Promotions, Fundraising and Accounting.
3. Established training and mentoring programs relating to career opportunities in broadcasting sponsored by educational institutions. Station staff provides training and mentoring support for students in the College of Mass Communications & Media Arts, School of Business, and Information Technology at Southern Illinois University.
4. The Stations hired four full-time staff during this period and currently have two open positions in the search stage. All positions that are opened for a search are advertised in a wide variety of sources. The Executive Director search was advertised in the trade publications, "Current" and "Broadcasting & Cable Magazine," as well as many other sources.
5. Provided staff opportunities to attend professional development conferences and seminars for those interested in improving job-related performance. The Stations provided paid leave time and conference expenses. The Stations also provide time for staff to further their education at the University by allowing staff to attend classes to obtain higher education degrees such as bachelors, masters and doctorates. The development and education are designed to enable Station personnel to acquire skill that could qualify them for higher level positions at the Stations.

6. The Station licenses are held by the Board of Trustees of Southern Illinois University, and WSIU Public Broadcasting is a department of the College of Mass Communications and Media Arts. Therefore, during the reporting period, the Stations participated in all event and programs sponsored by the College relating to career opportunities in broadcasting.
7. The Stations provided training to management as to methods of ensuring equal employment opportunity and preventing discrimination. The Stations' Assistant Director and the Radio Station Manager attended the US Equal Employment Opportunity Commission Training Institute in St. Louis, Missouri on July 29, 2004.

D. COMPLETE LIST OF RECRUITMENT SOURCES USED TO FILL FULL-TIME VACANCIES DURING THE REPORTING PERIOD

Recruitment Source's Name	Name of Contact	Address	Phone Number and Fax
Native American Public Telecommunications	Lynn Warren	P O Box 83111 Lincoln, NE 68501	Ph: (402) 472-3522 Fax: (402) 472-8675
Asian American Journalist Association	Karen Swing	1182 Market Street, Suite 320 San Francisco, CA 94103	Ph: (415)346-2051 Fax: (415)346-6343
South Asian Journalists Association	Sreenath Sreenivasan	Columbia Graduate School 2950 Broadway New York, NY 10027	Ph: (212) 854-5079 Fax: (212) 854-7837
Radio & Television News Directors' Association	Barbara Cochran	1600 K Street, NW, Suite 700 Washington, DC 20006-2838	Ph: (202) 659-6510 Fax: (202) 223-4007
The Radio Mall	Nelda Coleman	PO Box 31130 Shreveport, LA 711130-1130	Ph: (318) 688-1130 Fax: (318) 687-8574
National Lesbian & Gay Journalists' Association	Lynette Spencer	1420 K Street, NW Suite 910 Washington, DC 20005	Ph: (202) 588-9888 Fax: (202) 588-1818
National Hispanic Media Coalition	Jenna Badillo	2514 South Grand Avenue Los Angeles, CA 90007	Ph: (213) 746-6988 Fax: (213) 746-1305
National Association of Hispanic Journalists	Michelle Gonzales	1000 National Press Building 529 14 th St., NW Washington, DC 20045	Ph: (202) 662-7145 Fax: (202) 662-7144
National Association of Minority Media Executives	Toni F. Laws	1921 Gallows Road Suite 600 Vienna, VA 22182	Ph: (703) 893-2410 Fax: (703) 893 2414
National Association of Broadcasters	Karen Hunter	1771 N Street, NW Washington, DC 20036	Ph: (202)429-5300 Fax: (202) 777-3526 Or (202) 429-3923
International Television Association	Jon Hiler	9292 N. Meridian Street #200 Indianapolis, IN 46260	Ph: (317) 816-6269 Fax: (317) 571-5603

Hispanic Link News Service	Carlos Erickson-Mendoza	1420 N Street NW Washington, DC 20005	Ph: (202) 234-0280 Fax: (202) 234-4090
American Women in Radio & Television	Amy B. Lotz	8405 Greensboro Drive Suite 800 McLean, VA 22102	Ph: (703) 506-3290 Fax: (703) 506-3266
National Public Radio Job Line Broadcasters Employment Weekly	D. Gatewood	635 Massachusetts Ave, NW Washington, DC 20001	Ph: (202) 377-4202 Fax: (208) 377-4202
Illinois News Broadcaster's Association	Bob Roberts	WIUM-FM News 1 University Circle Macomb, IL 61455	Ph: (312) 409-7997 Fax:
SIUC's Administrative & Professional Employment Website	Marcia Phelps	Affirmative Action Office Davies 155 Carbondale, IL 62901	Ph: (618) 536-6618 Fax: (618) 453-1394
The Southern Illinoisan Newspaper	Mary Mechler	710 N. Illinois Avenue Carbondale, IL 62901	Ph: (618) 529-5454 Fax: (618) 457-2935
Black College Radio	Lo Jelks	P O Box 3191 Atlanta, GA 30302 www.blackcollegeradio.com	Ph: (404) 523-6136 Fax: (404) 523-5467
National Association of Black Journalists	Antoinette Samuel	University of Maryland 8701-A Adelphi Road Adelphi, MA 20783	Ph: (301) 445-7100 Fax: (301) 445-7101
Association for Women in Communications	Pat Troy	780 Ritchie Highway, Suite 28-S Severna Park, MD 21146	Ph: (410) 544-7442 Fax: (410) 544-4640
PBS Express	Candis Isberner	1003 Communications Bldg Mailcode 6602 Southern Illinois University Carbondale, IL 62901	Ph: (618) 453-4344 Fax: (618) 453-6186
WSIU Public Broadcasting Website	David Schultheis	1002 Communications Bldg Mailcode 6602 Southern Illinois University Carbondale, IL 62901	Ph: (618) 453-4344 Fax: (618) 453-6186
Corporation for Public Broadcasting	Alicia Schosinski	401 Ninth Street, NW Washington, DC 20004-2129	Ph: (202) 879-9686 Fax: (202) 783-1039