

Annual EEO Public File Report
WSIU-TV, WUSI-TV, WUSI(FM), WSIU(FM), WWSI(FM)
August 1, 2004 to July 31, 2005

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:	Assistant Development Director		Date Filled:	January 10, 2005
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
Word of Mouth	Delores Kerstein	WSIU 1003 Comm. Bldg Carbondale, IL 62901	(618) 453-6183	No

B. Outreach Activities during period

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

A. Carbondale Chamber of Commerce Community Welcome Center/Job Fair, August 20, 2004.

Event Contact: Jan Morris
 Coordinator of Events & Meetings
 Carbondale Chamber of Commerce
 618-549-2146

WSIU Staff in Attendance: Candis Isberner, Executive Director, Robert Henderson, TV Operations Manager, Delores Kerstein, Assistant Director, Trina Thomas, TV Programming Coordinator, Brenda Roth, Accountant III

B. All-Majors Career Fair, Fall 2004, Southern Illinois University Carbondale, IL on September 28, 2004

Event Contact: Dr. James Scales, Director of Career Services
 Career Services, Mailcode 4703
 Carbondale IL.62901-4703
 618-453-2391

WSIU Staff in Attendance: Delores Kerstein—Assistant Director for Finance & Administration, Larry Raymond, WSIU Membership Manager

C. Spring 2005 All-Majors Job Fair & Graduate & Professional School Fair, Southern Illinois University Carbondale, Illinois, February 22, 2005

Event Contact: Beverly J. Robbins, Career Services Specialist

Mailcode 4703

Carbondale, IL 62901

618-453-2391

WSIU Staff in Attendance: Jeff Williams, FM Station Manager/FM News Director, Delores Kerstein, Assistant Director, Monica Tichenor, Publicity/Promotions Coordinator

D. SINBA News Alumni Conference and Workshop/Career Fair, Radio and TV Department, College of Mass Communications and Media Arts, Southern Illinois University, Saturday, April 2, 2005.

Brenda Cooley, OSSI Radio/TV Department

1048 Communications Building

Carbondale, IL 62901

WSIU Staff in Attendance: Jeff Williams, FM Station Manager/FM News Director, Jennifer Fuller, FM News Producer

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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; and Graduate Assistantships, Undergraduate 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. **Widely advertised all vacancy positions that were opened for a search. During the reporting period, one full-time staff position was filled, and there is one open position in the search stage.**
 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. **Participated in all event and programs during the reporting period sponsored by the**

College relating to career opportunities in broadcasting, because 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.

7. Provided management personnel with training as to methods of ensuring equal employment opportunity and preventing discrimination. The Stations' Information Technology Manager and the FM Program Assistant attended the US Equal Employment Opportunity Commission Training Institute in St. Louis, Missouri on July 28, 2005.

C. 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 Assoc.	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 Samual	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