

2019 ANNUAL EEO PUBLIC FILE REPORT

Board of Trustees of Southern Illinois University

WSIU-TV, Carbondale, IL
WUSI-TV, Olney, IL
WUSI, Olney, IL
WSIU(FM), Carbondale, IL
WSEC(TV), Jacksonville, IL
WMEC(TV), Macomb, IL
WQEC(TV), Quincy, IL
WVSI, Mount Vernon, IL

Reporting Period: August 1, 2018 to July 31, 2019

No. of Full-time Employees: More than 10

Small Market Exemption: Yes

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

1.Fall 2018 Saluki Student Job Fair, Southern Illinois University, Carbondale, Illinois, August 22, 2018. Event Contact: Sheila Colombo, Employer Relations Coordinator, Career Development Center, Mail Code 4703, Carbondale, IL 62901, 618-453-1045.
WSIU Staff in Attendance: Susan Coloni, WSIU Administrative Assistant.

2.Fall 2018 Student Employment RSO/Volunteer Fair, Southern Illinois University Carbondale, Illinois, August 25, 2018. Event Contact: Sarah Marbes, Coordinator, SIU Center for Service Learning & Volunteerism, Carbondale, IL 62901, 618-453-7520.

WSIU Staff in Attendance: Jeff Williams, Associate Director of Radio Operations, and Kevin Boucher, Radio Producer/Announcer.

3.Spring 2019 Student Employment
RSO/Volunteer Fair, Southern Illinois University
Carbondale, Illinois, January 30, 2019.

Event Contact: Sarah Marbes, Coordinator, SIU
Center for Service Learning & Volunteerism,
Carbondale, IL 62901, 618-453-7520.

WSIU Staff in Attendance: Jeff Williams,
Associate Director of Radio Operations, and
Kevin Boucher, Radio Producer/Announcer.

4.The Greater Springfield Chamber Job Fair,
Crowne Plaza Springfield Convention Center,
Springfield, Illinois, April 9, 2019.

Event Contact: Heather Woomer, Events
Assistant, The Greater Springfield Chamber of
Commerce, 501 E. Capitol Avenue, Suite A,
Springfield, IL 62701, 217-525-1173, ext. 201.

WSIU Staff in Attendance: Susan Coloni, WSIU
Administrative Assistant.

*Participated in **scholarship** programs
designed to assist students interested in
pursuing a career in broadcasting.*

Participated in scholarship programs directed at
students desiring to pursue a career in
broadcasting - Student scholarship and awards:
O'Brian Award, TV & FM Student of the Year
Awards & Broadcast Student Services Award;
Graduate & Undergraduate Assistantships &
Internships for students in TV & FM Production,
TV & FM Master Control, Post Production, TV
News, FM News, Programming, Promotions,
Fundraising and Accounting.

*Established **training** programs
designed to enable station personnel to
acquire skills that could qualify them
for higher level positions.*

Provide 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 skills that could qualify them for higher level positions at the Stations.

*Established a **mentoring** program for station personnel.*

Established training and mentoring programs relating to career opportunities in broadcasting sponsored by educational institutions. Station staff provide training and mentoring support for students in the College of Mass Communications & Media Arts, School of Business, and College of Liberal Arts, Education at Southern Illinois University.

*Provided **training to management level personnel** on methods of ensuring equal employment opportunity and prevent discrimination.*

Provided management personnel with training opportunities as methods of ensuring equal employment opportunity and preventing discrimination. WSIU staff have access to the diversity committee events established at the University to encourage discussions regarding diversity for both students and staff.

LIST OF POSITIONS FILLED

| DATE OF HIRE | JOB TITLE | RECRUITMENT SOURCE REFERRING HIREE |
|--------------|--|---|
| 22-Oct-2018 | Associate Director of Finance and Administration | Affirmative Action Office & Human Resources at SIUC |
| 24-June-2019 | Broadcast Engineer | Human Resources at SIUC |
| 26-June-2019 | Interim Executive Director | Rehired former employee |

There were four other individuals hired during this time period, but these individuals were incumbent employees for the stations that were acquired by Southern Illinois University on January 16, 2019 from West Central Illinois Educational Telecommunications Corporation.

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 9

| Recruitment Sources Referring Interviewees during Reporting Period | Number of Persons Interviewed that the Source Referred |
|--|--|
| Human Resources at SIUC | <u>2</u> |
| Affirmative Action Office at SIUC | <u>7</u> |

***Civil Service positions when filled for the period:**

There are civil service positions and promotional lines within Southern Illinois University-Carbondale (SIUC). HR at SIUC handles recruitment for civil service positions, which is sometimes supplemented by the employment unit for the stations. The promotional requirements are governed by Illinois State Law ACT, Statute 110ILCS 70 House Bill 831. Persons hired for civil service positions tested for the positions and were on the SIU hire list. All candidates hired during the reporting period were new to the hire list. The employment unit recruits for openings that are not considered civil service positions.

RECRUITING SOURCES USED

Job Title of Position: Associate Director of Finance & Administration Date of Hire: 22-Oct-2018

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|-------------------------------------|---|--|--|---------------------------------------|
| Human Resources at SIUC | Y | 900 S. Normal Ave, Carbondale, IL 62901 | Renee Colombo, Employment Manager | 618-453-6606 colombo@siu.edu |
| Public Media Jobs | N | Suite 625, Takoma Park, MD 20912 | Publicmediajobs.org Jobs.current.org | (202) 885-6412 |
| Corporation for Public Broadcasting | N | 401 9 th St. NW Washington, DC 20004 | Alicia Schosinski www.cpb.org/jobline | 202-879-9686 |
| Southern Illinoisan | N | 710 N. Illinois Avenue Carbondale, IL 62901 | thesouthern.com/jobs | 618-351-5002 |

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: Broadcast Engineer
Civil Service Position

Date of Hire: 24-June-2019

| REFERRAL SOURCE | * | ADDRESS OF SOURCE | CONTACT PERSON AT SOURCE | TEL. NO. AND E-MAIL ADDRESS OF SOURCE |
|--|---|---|---|--|
| Human Resources at SIUC | Y | 900 S. Normal Ave, Carbondale, IL 62901 | Renee Colombo, Employment Manager | 618-453-6606 colombo@siu.edu |
| The Society of Broadcast Engineers | N | 9102 North Meridian St., Suite 150 Indianapolis, IN 46260 | Scott Jones www.sbe.org | 317-846-9000 kjones@sbe.org |
| Glassdoor | N | 100 Shoreline Highway, Building A Mill Valley, CA 94941 | www.glassdoor.co m | 1-888-355-9323 |
| Indeed | N | Indeed.com | | |

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Interim Executive Director

Date of Hire: 26-June-2019

After the prior Executive Director left to take a position with another station group, there was insufficient time to conduct a national search for his replacement. After soliciting input from SIU staff and the Stations' Advisory Board, SIU identified an individual to serve as the interim Executive Director so there would be ample transition time for collaboration with the outgoing Executive Director. SIU needed someone who would be familiar with WSIU, who understood and supported the on-going expansion project of WSIU's broadcast area, and who had the skills to manage the budgeting, personnel and strategic planning that is required. SIU asked a retired senior staff member who had worked for WSIU for 30 years in various roles, including in station management, to come back to work in the position on an interim basis until a permanent replacement could be found following a national search. His temporary appointment ends 12/30/2020.

Note: The 2019 Annual EEO Public File Report was revised after review by FCC counsel.