

# 2023 ANNUAL EEO PUBLIC FILE REPORT

## Board of Trustees of Southern Illinois University

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

Reporting Period: August 1, 2022 to July 31, 2023

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)(6):

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

1. SIU Spring 2023 Saluki Student Job & Internship Fair, February 21, 2023. Susan Coloni participated on behalf of the stations.
2. SIU Volunteer/ Student Involvement Fair August 2022, Faner Plaza SIU Campus. Abby Asher participated on behalf of the stations.

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

1. The Stations participate in an annual scholarship program directed at students desiring to pursue a career in broadcasting. Awards include: O'Brien Award, TV & FM Student of the Year Award and Student Service Award.
2. The Stations announced a partnership with RIAS Berlin Commission Journalist Program in January 2022. This partnership will sponsor Station employees or SIU students interested in traveling to Germany to learn more about journalism and international

issues. The station connected a recent SIU graduate with the program & she received a 3-week paid fellowship in Germany.

03-28-2023: The station welcomed W. Bolle, a journalist from Germany that visited as part of a German scholarship program. This provided engagement opportunities for Journalism students at SIU and WSIU employees.

*Participated in at least 4 events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*

1. 10-28-2022: Provided a tour to Leadership Carbondale class and conducted classroom exercise with the group. Discussed career opportunities in media. Brian Flath & Jennifer Flath
2. 04-12-2023: Provided a tour to middle school students in a WSIU media pilot program hosted by the Carbondale Public Library. Discussed future career opportunities in broadcasting & college enrollment. Fred Martino, Executive Director & Beth Spezia
3. 03-31-2023: Provided a tour to Herrin High School media students. Encouraged media studies and discussed future career opportunities in broadcasting & college enrollment. Fred Martino, Executive Director
4. 06/05/2023: Provided a tour to graduate students studying at CESL & discussed career opportunities in media. Fred Martino, Executive Director

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

1. All people serving on Faculty or A/P hiring committees must complete the following training annually, prior to reviewing any applications for a vacancy. Reducing bias and increasing diversity: Inclusive Hiring Practices for SIU Carbondale.
2. All employees are required to participate in annual training, "Preventing Harassment and Discrimination". This training combines the federal Title IX/VAWA requirements with the State of Illinois Harassment and Discrimination Prevention requirements. All employees are assigned the supervisor training to meet the content requirements of federal and state mandates regardless of supervisory responsibilities.

*Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.*

1. 02/22/2023: Executive Director & Education & Outreach Representative attended the Southern Illinois School Press Association's Winter Conference at the SIU Student Center. Provided workshops for middle and high school students interested in Journalism.

*Participated in job banks, internet programs and other programs designed to promote outreach generally.*

1. The stations offered Indie Lens Pop Up film screenings to the public at the Carbondale Library on February 5, 2023 & March 5, 2023. Beth Spezia attended on behalf of the stations.

2. The stations hosted “WSIU Friends Connections” events to engage with supporters about opportunities for students and others to learn at WSIU and to learn from the programming offered. 7/2/2022- Quincy, IL; 10/21/2022- Springfield, IL; 01/24/2023- Carbondale, IL; 01/27/2023- Springfield, IL. These events were hosted by station employees, Fred Martino and Larry Hunter.
3. The stations connected with schools throughout the area to nominate students for our Top Teens program. Students prepared for interview to air on TV and completed interviews. Fred Martino
4. The stations annually host two PBS Kids Day celebrations. 04/15/2023- Mt. Vernon, IL and 04/29/2023- Springfield, IL. Beth Spezia coordinates this event along with numerous other station employees.
5. The stations produced several Eye on Education episodes in which various educators highlighted their area of interest, opportunities for students as well as post-graduate employment.

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**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/17/2022	Television Director- Producer	SIU- Human Resources jobs.siu.edu
07/03/2023	TV Master Control Room Supervisor	SIU- Human Resources jobs.siu.edu

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: 3

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
SIU Human Resources- jobs.siu.edu	2
CPB	1