

# 2022 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, 2021 to July 31, 2022

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. The Greater Springfield Chamber Job Fair 2021, Crowne Plaza Springfield Convention Center, August 3, 2021. Administrative Assistant participated on behalf of the stations.
2. SIU Fall 2021 Saluki Student Job Fair/ Career Fair, August 18, 2021. Administrative Assistant participated on behalf of the stations.
3. SIU Volunteer/ Student Involvement Fair 2021, Faner Plaza SIU Campus, August 19, 2021. Director of Radio participated on behalf of the stations.

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

1. Participated in scholarship programs directed at students desiring to pursue a career in broadcasting. Awards given include: O'Brien Award, TV & FM Student of the Year Award, Student Service Award.
2. The stations hosted 3 German journalists March 28, 2022 through April 8, 2022 that visited as part of a German scholarship program. This provided engagement

opportunities for Journalism students at SIU. The students worked together with the German journalists at The Daily Egyptian, a University publication.

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

1. The Stations announced a partnership with RIAS Berlin Commission Journalist Program in January 2022. This partnership will sponsor Station employees interested in traveling to Germany to learn more about journalism and international issues. The Stations Digital Media News Specialist was selected for the program to commence in September 2022.
2. Provide ongoing 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.
3. 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.

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

1. Fall 2021 College of Arts and Media Student Involvement Fair, Alumni Center Courtyard, Communications Building, August 25, 2021. Director of Radio and a TV Production Specialist participated on behalf of the stations.
2. Presentation given on April 6, 2022 by visiting German journalists to cooperative education students at Carbondale Community High School. Presentation was designed to inform students about their education and careers in broadcasting.
3. Presentation given on April 7, 2022 by the Executive Director to media students at Carverville High School. Presentation was designed to inform students about careers in broadcasting and educational preparation.

*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 in order to meet the content requirements of federal and state mandates regardless of supervisory responsibilities.

*Sponsored at least 2 events in the community designed to inform and educate the public as to employment opportunities in broadcasting.*

1. Presentation to approximately 30 community members at the Rotary Club of Carbondale on June 8, 2022 by the Executive Director. Topics included careers in broadcasting and Station’s student internship and employment opportunities.
2. Virtual Workshop presentation by the Station’s Field Representative of Education and Outreach, “Connecting to Community Through Public Media,” on September 14, 2021 to 22 students of Kyoto University of Foreign Studies, who were attending SIU Center for English as a Second Language.
3. Community screening and discussion of Indie Lens Pop Up film, “Storm Lake”, on October 26, 2021 at Morris Library Guyon Auditorium in partnership with Carbondale Public Library. Storm Lake is a story of a family’s struggles to maintain their home-town newspaper in Iowa in a news desert. Presented by the Station’s Field Representative of Education and Outreach and moderated by the Associate Director of News and Public Affairs.
4. Virtual community screening and discussion of Indie Lens Pop Up film, “Writing with Fire”, on March 20, 2022 in partnership with Carbondale Public Library and the Honors Program at SIU. This discussion focused on the challenges faced by South Asian women in journalism.

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**LIST OF POSITIONS FILLED**

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
12-06-2021	Executive Director	HigherEdJobs

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**INTERVIEWEE REFERRAL SOURCE SUMMARY**

Total Number of Persons Interviewed during the Reporting Period: 4

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
Public Media Jobs/ Current.org	2
HigherEdJobs	1
Corporation for Public Broadcasting	<u>1</u>