

EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM

**EEO PUBLIC FILE REPORT
FOR
KSUI FM, WSUI AM
Licensed to: The University of Iowa, Iowa City, Iowa**

October 1, 2016 – September 30, 2017

The report below lists all full-time vacancies filled during the reporting period.

All full-time positions are posted on the Iowa Public Radio website: <http://iowapublicradio.org/careers-ipr>.

Mailing Address:

710 S. Clinton St.
University of Iowa
Iowa City, IA 52242

Telephone Number: 515-725-1705
Contact Person: Kelly Edmister
E-mail Address: kedmister@iowapublicradio.org

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Selected Hire Source of Referral</u>	<u>Recruitment Sources Utilized, From Attachment A</u>
Eastern Iowa Reporter	4	Current Employee Referrals (1); Corporation for Public Broadcasting (3)	Corporation for Public Broadcasting	1 – 11; 13; 15 – 19; 21 – 23; 25 – 29
Talk Show Producer	7	Current Employee Referrals (1); Corporation for Public Broadcasting (3); Facebook (1); Friend or Other Referrals (1); No Response (1)	Current Employee Referrals	1 – 4; 6 – 9; 11; 14; 16; 18 – 20; 23 – 29

**KSUI FM, WSUI AM
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Attachment "A"**

1. Iowa Public Radio On-Air Announcements
1013 WOI Rd.
Ames, IA 50011
515-294-8518

Total interviewees for reporting period: 0

2. Iowa Public Radio Website
2111 Grand Avenue
Suite 100
Des Moines, IA 50312
515-725-1707

www.iowapublicradio.org

Total interviewees for reporting period: 0

3. Current Employee Referrals
E-mail to all staff announcing the open
position and encouraging them to recruit.

Total interviewees for reporting period: 2

4. Columbia School Graduate School of Journalism
2950 Broadway (at 116th Street)
New York, NY 10027
212-854-2980

<https://journalism-columbia-csm.symlicity.com/employers/>

Total interviewees for reporting period: 0

5. Community Foundation of Greater Des Moines
1915 Grand Avenue
Des Moines, IA 50309
515-883-2626

<http://www.desmoinesfoundation.org/>

Total interviewees for reporting period: 0

6. Corporation for Public Broadcasting Website
<http://www.cpb.org/jobline/>
401 Ninth Street, NW
Washington, DC 20004-2129
202-879-9600

Total interviewees for reporting period: 6

7. Current magazine
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
301-270-7240, ext. 36

Total interviewees for reporting period: 0

8. Drake University
2507 University Avenue
Des Moines, IA 50311-4505
515-271-2011

www.drake.edu

Total interviewees for reporting period: 0

9. Dual Career Network
616 Jefferson Building
Iowa City, IA 52242
319-335-3524
Contact: Garry Klein

Total interviewees for reporting period: 0

10. Facebook (Iowa Public Radio Facebook page)
1 Hacker Way
Menlo Park, CA 94025
650-543-4800

Total interviewees for reporting period: 1

11. Filipino-American Association of Iowa
Contact: Alma Reed
<http://www.filamofiowa.com/index.php>

Total interviewees for reporting period: 0

12. Friend or other referrals
NOTE: Non-IPR recruiting source. Applicants
were referred to available positions through friends
or other sources that were aware of the opportunity.

Total interviewees for reporting period: 1

13. Greater Des Moines Partnership
700 Locust Street #100
Des Moines, IA 50309
515-286-4950
Contact: Mary Bontrager
www.desmoinesmetro.com
Total interviewees for reporting period: 0

15. Greater Public
401 North 3rd Street, Suite 601
Minneapolis, MN 55401
800-454-2314

Total interviewees for reporting period: 0

17. Iowa Broadcast News Association
<http://owabroadcastnewsassociation.weebly.com>

Total interviewees for reporting period: 0

19. Iowa State University Career Services
1320 Gerdin Business Building
Ames, IA 50011
<https://ecms.eng.iastate.edu/employers/>
Total interviewees for reporting period: 0

21. Radio Television Digital News Association (RTDNA)
529 14th Street, NW, Suite 1240
Washington, DC 20045
<https://www.rtdna.org>
Total interviewees for reporting period: 0

23. University of Iowa Career Services
100 Pomerantz Center, Suite C310
Iowa City, IA 52242
319-335-1023
<http://uiowa-csm.symplicity.com//employers>
Total interviewees for reporting period: 0

14. Grinnell College
PO Box 805
Grinnell, IA 50112
641-269-4000
<http://www.grinnell.edu/>
Total interviewees for reporting period: 0

16. Iowa Broadcasters Association
PO Box 71186
Des Moines, IA 50325
515-224-7237
Contact: Sue Toma
<http://iowabroadcasters.com/>
Total interviewees for reporting period: 0

18. Iowa College Recruiting Network
10 Merrill Park Circle, Suite B
Grinnell, IA 50012
515-867-6890
Contact: Valorie Larsson
<http://recruitiowagrad.com/>
Total interviewees for reporting period: 0

20. Public Radio News Directors Inc. (PRNDI)
PO Box 838
Sturgis, SD 57785
Contact: George Bodarky
<http://prndi.org/>
Total interviewees for reporting period: 0

22. Twitter (@iowapublicradio, @IPRTalk accounts)
1355 Market St #900
San Francisco, CA 94103
<https://twitter.com>
Total interviewees for reporting period: 0

24. University of Missouri School of Journalism
Neff Hall
Columbia, MO 65201
<https://hiremizzoutigers.com/>
Total interviewees for reporting period: 0

25. University of Missouri, Kansas City
Student Success Center
5000 Holmes; Floor 2
Kansas City, MO 64110
816-235-1636
<http://umkc-csm.symplicity.com/employers>
Total interviewees for reporting period: 0

27. University of Wisconsin Platteville
Tower 610, 1 University Plaza
Platteville, WI 53818
608-342-1627
<http://www.uwplatt.edu/>
Contact: Becky Troy
Total interviewees for reporting period: 0

29. Wartburg College
100 Wartburg Blvd.
Waverly, IA 50677
319-352-8615
<http://wartburg-csm.symplicity.com//employers>
Total interviewees for reporting period: 0

26. University of Northern Iowa
102 Gilchrist Hall
Cedar Falls, IA 50614-0384
319-273-6857
<http://www.uni.edu/careerservices/>
Total interviewees for reporting period: 0

28. Vision Maker Media
1800 N. 33 St
Lincoln, NE 68503
402-472-3522
Contact: Shirley Sneve
<http://www.nativetelecom.org/>
Total interviewees for reporting period: 0

30. No response
The candidate opted not to share
information on where they learned
of the position.
Total interviewees for reporting period: 1

Grand total interviewees for reporting period: 11

**KSUI FM, WSUI AM
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Attachment "B"**

KSUI FM, WSUI AM has engaged in the following outreach activities as covered during the term of this report:

Type of Activity	Description
<p style="text-align: center;">(i) Job Fair Participation –</p> <p>In two years’ time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</p>	<p>WSUI/KSUI participated in the February 15, 2017 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship opportunities in public radio and raising general awareness of the organization among young professionals.</p> <p>WSUI/KSUI participated in the September 26, 2017 Iowa State University Greenlee School of Journalism Jump-Start Internship and Job Fair career fair, presenting professional and internship opportunities in public radio and raising general awareness of the organization among young professionals.</p>
<p style="text-align: center;">(iv) Participation in community group events –</p> <p>In two years’ time: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities</p>	<p>On October 5, 2016, News/Program Director Katherine Perkins hosted Solon 5th graders as part of their Arts & Communication tours. During their time with Perkins, the students learned the basics of radio and possible job opportunities in radio when they grow up, helping them build a better understanding about how radio works.</p> <p>On November 2, 2016, Talk Show Host Charity Nebbe gave an Osher Lecture for the Iowa State University Alumni Association. Her lecture provided insight to the changes in the media landscape over the last twenty-two years, noting how the work of public broadcasting outlets is increasingly standing alone. Nebbe shared her experiences and lessons learned as part of the lecture.</p> <p>On August 29, 2017, Reporter Katarina Sostaric and Talk Show Host Charity Nebbe visited Prairie Point Middle School, in Cedar Rapids, where they guest presented to two eighth grade journalism classes. They discussed careers in radio journalism and opportunities for the students in journalism when they grow up.</p>

<p>(v) Internship Program –</p> <p>In two years’ time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</p>	<p>KSUI FM, WSUI AM continued its internship program, offering programs to students in talk show, news, and music production. The internship program works with students at the University of Iowa, offering skills-developing internships that have prepared students for employment after college. Several students that have participated in this program have later begun successful careers in public media.</p> <p>To highlight one internship from this past year, in the talk show department, seven students assisted the producers of the daily talk shows by researching and booking guests, conducting pre-interviews, screening calls during call-in portions of the shows, and posted the show audio and supporting text on the website.</p> <p>In the past year, 8 students participated in the internship program.</p>
<p>(viii) Training Programs –</p> <p>In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>KSUI FM, WSUI AM encourages its employees to participate in career-development opportunities, which include webinars, in-person training, and conference participation in areas of relevance to the employee and the employee’s work. This year, staff participated in several professional development training programs. A few of those programs are included as examples of how the station supports training for its employees.</p> <p>Engineer Jim Davies participated in an engineering safety webinar hosted by Nautel. The webinar occurred July 13, 2017, and was titled “Tips n Tricks: How to Not Blow Stuff Up.” The webinar focused on safely working with radio and transmitter equipment. Davies gained valuable knowledge about operating and troubleshooting various broadcast equipment safely.</p>

NOTE: The station employment unit is located in a market with a population of fewer than 250,000, and therefore is required to complete two long-term outreach activities every two years.