

WEAA(FM)

Facility ID: 43794

Baltimore, MD

AMENDED EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT

FULL TIME JOB VACANCIES FILLED BY STATION
FROM June 1, 2011 to May 31, 2012

- 1. Total number of full-time vacancies filled during the year: 1
- 2. Total number of interviewees for all full-time vacancies during the year: 5

Job Vacancies Filled During Annual Reporting Period

Title of Full Time Job Filled: **Program Director**

Date position posted: **April 8, 2011**

Date position filled: **July 8, 2011**

Recruitment sources used: **CPB, NAB, Current, PRPD, NABJ, MSU**

The source that referred the successful applicant: MSU

Referred hire? **Y X N** Number of Interviewees referred: 5

Contact Person: **LaFontaine E. Oliver**

Address: **1700 East Cold Spring Lane Baltimore, MD 21251**

Phone: **443-885-3807**

Title of Full Time Job Filled	Date Posted	Date Filled	Number of Interviewees by Recruitment Source
Program Director	April 8, 2011	July 8, 2011	NABJ -0, Current – 1, CPB -1, PRPD – 0, MSU - 3

Contact name and location information for each recruitment source

Contact	Organization	Address	Telephone	Website
Jobline Coordinator	Corporation For Public Broadcasting	401 Ninth St NW Washington, DC 20004-2129	202 879-9600	www.cpb.org/jobline
n/a	National Association of Broadcasters	1771 N St. NW Washington DC 20036	202 429-5300	http://broadcastcareerlink.nabef.org/
Sharron Phillips	Current	6930 Carroll Ave., Suite 350 Takoma Park, MD 20912	301 270-7241	www.current.org/jobs
Davis Hollis	Public Radio Program Director Association	38 Milford Street, Hamilton, NY 13346	315 824-8226	www.prpd.org/topmenu/joblistings.aspx
n/a	National Association of Black Journalists	1100 Knight Hall Suite 3100 College Park, MD 20742	301 405-3248	www.nabj.org/?page=joblistings
Employment Manager	Morgan State University	Office of Human Resources Carter-Grant-Wilson, Rm 100 1700 E. Cold Spring Lane Baltimore, MD 21251	443 885-3195	www.morgan.edu

EEO Supplemental Recruitment Activities

1) WEAA complies fully with regulations of the Morgan State University office of Equal Employment and Opportunity and receives regular management training.

The Office of Diversity & Equal Employment Opportunity is charged with the day-to-day implementation of the nondiscrimination policies of Morgan State University. The major responsibilities of the Office of Diversity & Equal Employment Opportunity are to educate the University community about affirmative action and equal employment opportunity laws, and to ensure compliance with statutory and regulatory requirements.

The Director:

- Develops and implements University policy statements pertaining to equal opportunity and diversity.
- Investigates employment complaints of discrimination based on race, gender (to include sexual harassment), age, ancestry, national origin, disability, religion, color, sexual orientation or veterans' status.
- Participates in identifying problem areas of potential discrimination and determining appropriate solutions and/or corrective actions.
- Ensures that University employment policies and programs are in compliance with relevant regulations and guidelines, including those of the Office of Federal Contract Compliance Programs (OFCCP), Equal Employment Opportunity Commission (EEOC), Office of Civil Rights (OCR) and the Maryland Human Relations Commission (MHRC); and coordinate compliance with the Americans with Disabilities Act of 1990 (ADA). The Director serves as the Section 504/ADA Coordinator.
- Develops policies and procedures that address all aspects of equal employment opportunity.
- Advises the Director of Human Resources regarding equal employment opportunity and diversity hiring procedures and equity compliance requirements.

2) Morgan State University provides employees (including WEAA) with opportunities to regularly attend training and professional development workshops and trade seminars. The staff members are also eligible to take part in the university tuition reimbursement program enabling them to pursue academic learning through MSU and other state institutions. These activities impart skills that might lead to advancement.

WEAA staff members utilizing university tuition reimbursement program included: Marcellus Shepard and LaFontaine Oliver.

3) WEAA takes part in various career and internship fairs with academic and trade organizations whose members include considerable numbers of woman and minorities.

Morgan State University held its Annual Career Day on October 3, 2011. The event featured more than 25 recruiters looking to hire MSU students.

WEAA staff participant in this fair: LaFontaine E. Oliver

April 13, 2012, WEAA participated in the Communication Studies Career Fair.

WEAA Staff participants in this fair: Michelle Petties and Norvelle Jackson.

4) WEAA participates in the university internship and practicum programs, giving students opportunities to learn hands-on broadcasting skills.

During this period approximately 20 students served as interns for WEAA.

WEAA staff participants: Marcellus Shepard, Norvelle Jackson, Mike Middleton, Zachary Coleman, Beverly Burk, Sand Mallory and Michelle Petties.