

FCC EEO Program Report
Board of Trustees of Illinois State University
Station WGLT(FM), Normal, IL

Narrative Statement

Board of Trustees of Illinois State University, licensee of noncommercial educational radio station WGLT(FM), Normal, Illinois, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with recruitment for full-time job vacancies and its completion of various non-vacancy-specific employment initiatives and activities.

WGLT is a relatively small station, with only 12 employees. In fact, WGLT has only filled one (1) full-time vacancy over the past two years. Nonetheless, as vacancies occur, WGLT utilizes various recruitment sources (including the Human Resources department of its licensee, Illinois State University, the Illinois Department of Employment Security, HigherEdJobs.com, InsiderHigherEd.com, LinkedIn, and various community organizations) to publicize and widely disseminate information about jobs openings in order to seek a pool of qualified candidates for interviews.

In addition to its position recruitment efforts, WGLT also regularly undertakes various employment-related activities to supplement its EEO outreach efforts. During the past two years, such efforts have included: hosting of job fairs; internship programs; and programs with educational institutions relating to careers in broadcasting. For FCC compliance considerations, WGLT is located in a smaller market, in a metropolitan area of fewer than 250,000 persons.

WGLT is guided in its employment practices by its parent institution, Illinois State University, an equal opportunity/affirmative action university encouraging diversity. All job searches for full time positions are conducted in compliance with Illinois State University Human Resources policy and procedure, which can be accessed via www.hr.ilstu.edu. Searches also comply with Illinois State University Affirmative Action policy.

In sum, through its use of recruitment sources to advertise positions when vacancies occur, its completion of a variety of long-term employment activities, and its compliance with its licensee's general EEO policies and procedures, WGLT has achieved broad outreach on employment matters in the past two years.