

## **2018/2019 EEO Public File Report--Station WKSU-FM, Kent, OH**

This EEO Public File Report is filed in WKSU's public inspection file pursuant to Section 73.2080(c) 6) of the Federal Communications Commission's (FCC) rules.

**If your organization would like information when openings become available with this station, please contact us at 330-672-3114.**

**Full-time Job Vacancies Filled.** During the period of June 1, 2018 through May 31, 2019 the station filled the following full-time vacancies:

There were five full-time job vacancies filled during this time period. There is also one additional position that has not been filled yet.

### **Position 995755**

**Job Title: Special Assistant**

Date Filled: 6/13/2018

Applicants: 27

Number Interviewed: 4 (3 Kent State University jobs website; 1 Indeed)

Number Hired: 1 (Kent State University jobs website)

Posted: Kent State jobs website; WKSU website; Akron Urban League; Indeed.com

### **Position 995760**

**Job Title: Member Services and Stewardship Manager**

Date Filled: 7/20/2018

Applicants: 30

Number Interviewed: 9 (8 Kent State University jobs website; 1 Indeed)

Number Hired: 1 (Kent State University jobs website)

Posted: Kent State jobs website; WKSU website; Akron Urban League; Apostolic Faith Tabernacle; Emma Bowen Foundation for Minority Interests In Media; First Apostolic Faith Church; Greater Bethel Apostolic Church; Indeed.com; Oho Means Jobs; Social Media Posting: LinkedIn, Twitter, Facebook.

### **Position #995794**

**Job Title: Broadcast and Digital Editor**

Date Filled: 8/16/2018

Applicants: 82

Number Interviewed: 12 (4 Kent State University jobs website; 5 Employee Recommendation; 1 LinkedIn; 2 Other)

Number Hired: 1 (Employee Recommendation)

Posted: Kent State jobs website; WKSU website; Akron Urban League; Apostolic Faith Tabernacle; Emma Bowen Foundation for Minority Interests In Media; Corporation for Public Broadcasting (CPB); Current Newspaper (print and online); First Apostolic Faith Church; Greater Bethel Apostolic Church; Greater Public website; Indeed.com; National Educational Telecommunications Association (NETA); National Hispanic Media Coalition; Ohio Association of Broadcasters (oab.org); Ohio Means Jobs website; PRIMA website. Social Media Posting: LinkedIn, Twitter, Facebook.

**Position #995793**

**Job Title: Reporter, Sr. (Akron Reporter)**

Date Filled: 2/18/2019

Applicants: 37

Number Interviewed: 9 (1 Kent State University jobs website; 1 Indeed; 2 Employee Recommendation; 4 Other; 1 Professional Organization)

Number Hired: 1 (Employee Recommendation)

Posted: Kent State jobs website; WKSU website; Akron Urban League; Apostolic Faith Tabernacle; Emma Bowen Foundation for Minority Interests In Media; Corporation for Public Broadcasting (CPB); Current Newspaper (print and online); First Apostolic Faith Church; Greater Bethel Apostolic Church; Greater Public website; Indeed.com; National Educational Telecommunications Association (NETA); National Hispanic Media Coalition; Ohio Association of Broadcasters (oab.org); Ohio Means Jobs website; PRIMA website. Social Media Posting: LinkedIn, Twitter, Facebook.

**Position #988194**

**Job Title: Assistant Director, Advancement**

Date Filled: 3/25/2019

Applicants: 33

Number Interviewed: 11 (6 Kent State University jobs website; 2 Employee Recommendation; 1 LinkedIn; 2 Indeed)

Number Hired: 1 (Employee Recommendation)

Posted: Kent State jobs website; Kent State University Division of Institutional Advancement website; WKSU website; Association of Fundraising Professionals – Central Ohio, Cleveland, NEO, and Mahoning-Shenango; CareerBuilder; HigherEd Jobs; Indeed.com; LinkedIn; NCAA Job Board; National Educational Telecommunications Association (NETA); Ohio Association of Broadcasters (oab.org); PRIMA website.

## **Position 990003**

### **Job Title: Sales Associate - Underwriting**

Date Filled: Still open

Number Interviewed: In progress

Posted: Kent State jobs website; WKSU website; Akron Urban League; Apostolic Faith Tabernacle; Association of Fundraising Professionals (AFP) – Northeast Ohio, Cleveland, Shenango/Mahoning Valley; Emma Bowen Foundation for Minority Interests In Media; Corporation for Public Broadcasting (CPB); First Apostolic Faith Church; Greater Bethel Apostolic Church; Greater Public website; Indeed.com; National Educational Telecommunications Association (NETA); Northern Ohio Charitable Gift Planners (NOCGP); Ohio Association of Broadcasters (oab.org); PRIMA website. Social Media Posting: LinkedIn, Twitter, Facebook. Industry Listserv Announcements: PRADO, SME (Akron and Cleveland).

### **WKSU Recruitment**

To ensure nondiscrimination in relation to minorities and women, and to foster their full consideration in filling job vacancies, WKSU utilizes recruitment procedures for reaching a wide range of audiences. For each job opening, recruitment sources are selected from the list below, dependent upon the field of expertise sought and requirements of the position, as appropriate.

Recruitment Sources:

#### **Akron Beacon Journal**

(includes Ohio.com, Monster.com, and ZipRecruiter.com)

44 East Exchange Street

P.O. Box 610

Akron, OH 44308

330-996-3337

<http://www.jobs.ohio.com/>

#### **Akron Urban League**

440 Vernon Odom Blvd.

Akron, OH 44307

330-434-3101

[CBrown@akronurbanleague.org](mailto:CBrown@akronurbanleague.org)

#### **America's Job Exchange (includes Disability Job Exchange)**

200 Minuteman Road, Suite 203

Andover, MA 01810

866-926-6284

<http://www.americasjobexchange.com>

#### **Apostolic Faith Tabernacle**

934 East 105th Street

Cleveland, OH 44108

216-681-3033

#### **Asian American Journalists Association (AAJA)**

5 Third Street, Suite 1108

San Francisco, CA 94103

415-346-2051

<http://www.aaja.org>

[national@aaja.org](mailto:national@aaja.org)

**Association of Fundraising Professionals (AFP)**

Greater Cleveland Chapter  
4036 Center Road B  
Brunswick, OH 44212  
216-696-1613  
admin@afpcleveland.org  
<http://www.afpcleveland.org>

Mahoning/Shenango Chapter  
PO Box 672  
Youngstown, OH 44501  
571-212-6553  
afpmash@gmail.com  
<http://www.afpmash.org/>

Northeast Ohio Chapter  
PO Box 1286  
Bath, OH 44210  
330-329-2472  
info@afpneo.org  
<http://afpneo.org/>

Northwest Ohio Chapter  
PO Box 2507  
Toledo, OH 43606  
nwoafp@gmail.com  
<http://www.afpnwo.org/>

**Emma Bowen Foundation**

30 Rockefeller Plaza  
1221 Avenue of Americas, 28B43  
New York, New York  
<http://www.emmabowenfoundation.com/jobs>  
Everette Harrison  
everette.harrison@nbcuni.com

**Canton Repository**

(includes CantonRep.com & Monster.com)  
500 Market Avenue, S  
Canton, OH 44702  
330-580-8400  
<http://www.cantonrep.com/jobs>

**The Chronicle of Philanthropy  
Philanthropy Careers**

1255 Twenty-Third St., NW #700  
Washington, DC 20037  
202-466-1200  
<http://philanthropy.com>

**Cleveland Plain Dealer**

(includes Cleveland.com)  
1801 Superior Avenue  
Cleveland, OH 44190  
216-999-4710  
plaindealer.com  
cleveland.com

**Consortium of African American Organizations (CAAO)**

2930 Prospect Avenue E, Suite 207  
Cleveland, OH 44115  
216-432-9481  
William Holdipp, Executive Director  
<http://caao.net>

**Corporation for Public Broadcasting (CPB)**

CPB's Jobline; online posting  
401 9<sup>th</sup> Street NW  
Washington, DC 20004  
202-879-9600  
<http://www.cpb.org/jobline>

**Current Newspaper**

advertising@current.org  
6930 Carroll Ave., Suite 625  
Takoma Park, MD 20912  
(301) 270-7240 ext. 38  
<http://www.current.org/jobs/>

**First Apostolic Faith Church**

790 Easter Avenue  
Akron, OH 44307  
Fafc1@juno.com  
330-762-9139  
Fafc1@juno.com

**Greater Bethel Apostolic Church**

2335 15th Street, SW  
Canton, OH 44706  
330-456-0626  
330-456-2188 – fax job openings  
gbac2335@sbcglobal.net

**Greater Public**

401 North 3<sup>rd</sup> Street, Suite 370  
Minneapolis, MN 55401  
888-454-2314  
<http://greaterpublic.org/job-line>

**Indeed.com**

177 Broad Street, 6th Floor  
Stamford, CT 06901  
203-653-5220  
<https://www.indeed.com>

**Kent State University Jobsite**

(All WKSU positions must be applied through this website per University policy.)  
Kent State University  
PO Box 5190  
Kent, OH 44242-0001  
330-672-2901  
<https://jobs.kent.edu>

**Kent State University Division of Institutional Advancement Website**

Kent State University  
Division of Institutional Advancement  
PO Box 5190  
Kent, OH 44242-0001  
330-672-2222  
<https://www.kent.edu/advancement/institutional-advancement-employment>

**LinkedIn Social Media Posting**

350 Fifth Avenue  
New York, NY 10118  
212-592-0256  
<https://www.linkedin.com>

**Livingston Associates' website and database**

3000 Chestnut Avenue, Suite 208  
Baltimore, MD 21211  
410-243-1974  
Adam Livingston  
<http://www.livingstonassociates.net/>

**Living Stone Apostolic Church**

587 South Arlington Street  
Akron, OH 44306  
330-773-8888

**Minority Professional Network**

PO Box 55399  
Atlanta, GA 30308-5399  
888-676-6389  
[www.mpndiversityjobs.com](http://www.mpndiversityjobs.com)

**Monster.com**

*See Akron Beacon Journal and Canton Repository*

**National Association of Black Journalists (NABJ)**

University of Maryland-College Park  
1100 Knight Hall, Suite 3100  
College Park, MD 20742  
866-479-NABJ  
<http://www.nabj.org>

**National Association of Hispanic Journalists (NAHJ)**

1050 Connecticut Avenue NW, 5<sup>th</sup> Floor  
Washington, DC 20045-2001  
<http://www.nahjcareercenter.com>  
Phone: 888-281-9066

**National Educational Telecommunications Association (NETA)**

939 South Stadium Road  
Columbia, SC 29201  
803-799-5517  
<http://www.netaonline.org/jobs.htm>  
Maryanne Schuessler; email positions to [maryanne@netaonline.org](mailto:maryanne@netaonline.org)  
Online posting

**National Hispanic Media Coalition**

65 South Grand Avenue, Suite 200  
Pasadena, CA 91105  
Phone 626-792-6462  
[info@nhmc.org](mailto:info@nhmc.org)  
<http://www.nhmc.org/>

**National Public Radio DACS (NPR)****Native American Journalists Association (NAJA)**

University of Oklahoma Gaylord College  
395 West Lindsey Street  
Norman, OK 73019-4201  
405-325-1649  
[info@naja.com](mailto:info@naja.com)  
<https://www.naja.com>

**Northern Ohio Charitable Gift Planners**

4036 Center Road, Suite B  
Brunswick, OH 44212  
216-696-8822  
<http://www.nopgc.org>  
[admin@nopgc.org](mailto:admin@nopgc.org)

**Ohio Department of Jobs & Family Services (ODJFS)**

30 E. Broad Street, 32nd Floor  
Columbus, OH 43215-3414  
614-466-6282  
Toll-Free Phone: 888-296-7541  
<http://www.Jobseeker.ohiomeansjobs.monster.com>

**Ohio Department of Job & Family Services (ODJFS)**

449 South Meridian St., 1<sup>st</sup> Floor  
Ravenna, OH 44266  
330-296-2841  
<https://jobseeker.ohiomeansjobs.monster.com/>

**Ohio.com**

*See Akron Beacon Journal*

**Pubradio Listserv announcements**

[pubradio@lists.pubradio.org](mailto:pubradio@lists.pubradio.org)

**Public Media Business Association (PMBA)**

7918 Jones Branch Drive, Suite 300  
McLean, VA 22102  
703-506-3292  
<http://www.pbma.org/>  
[info@pmbaonline.org](mailto:info@pmbaonline.org)

**Public Radio Association of Development Officers (PRADO)**

[www.pradoweb.org](http://www.pradoweb.org)  
[PRADO@listserv.syr.edu](mailto:PRADO@listserv.syr.edu)

**Public Radio Women in Leadership**

<http://Publicmedialeadingladies.com>  
Deanna Mackey, [dmackey@ptmmg.org](mailto:dmackey@ptmmg.org)

**Public Radio in Mid America (PRIMA)**

c/o Kansas Public Radio  
1120 West 11<sup>th</sup> Street  
Lawrence, KS 66044  
785-864-4603  
Dan Skinner, President; [skinner@ku.edu](mailto:skinner@ku.edu)  
<http://prima.org>

**Public Radio News Directors Incorporated (PRNDI)**

P.O. Box 838  
Sturgis, SD 57785  
(605) 490-3033  
<http://prndi.org/term/jobs-0>  
Christine Paige Diers; email positions to [cpaigediers@gmail.com](mailto:cpaigediers@gmail.com)

**Radio Television Digital News Association (RTDNA)**

The National Press Building  
529 14<sup>th</sup> St., NW, Suite 1240  
Washington, DC 20045  
202-659-6510 Fax: 202-223-4007  
[rtdna.org](http://rtdna.org)  
Karen Hansen – [karenh@rtdna.org](mailto:karenh@rtdna.org)  
Online posting entry

**Social Media Platform**

Twitter  
Facebook

### **Society of Professional Journalists**

Eugene S. Pulliam National Journalism Center  
3909 N. Meridian Street  
Indianapolis, IN 46208  
317-927-8000  
<http://www.spj.org/jobs.asp>

### **Workplace Diversity Network**

(includes Hispanic Outlook Jobs)  
Parsippany, NJ  
973-992-7311  
[Workplacediversity.com](http://Workplacediversity.com)  
[Hispanicdiversity.com](http://Hispanicdiversity.com)

### **TV and Radio Jobs**

PO box 7049  
Charlottesville, VA 22906  
<http://tvandradiojobs.com/>  
online posting entry

### **Long-term Menu Options Completed**

During the EEO period of June 1, 2018 to May 31, 2019, WKSU undertook the following long-term menu options:

- **Participation in Scholarship Programs**
  - WKSU's Walton D. Clarke Fellowship
  - Graduate student scholarship program – 1 student typically for a two-year period. We did have one student during both Fall 2018 and Spring 2019 semesters.
    - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Reporters, Hosts, Production Coordinator
  
- **Internship Program**
  - Working with the School of Journalism and Mass Communication (JMC), students work at WKSU as news interns and production assistants. These students work with the entire staff from reporters/hosts to production personnel.
  - Summer 2018 – 4 New Interns; Fall 2018 – 8 News Interns; Spring 2019 – 5 News Interns
    - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Reporters, Hosts, Production Coordinator
  
  - Working with the Department of English and the College of Business, students work at WKSU as interns with our public relations and marketing departments.
  - Public Relations/Marketing Interns – Fall, 2018 – 2 interns; Spring, 2019 – 1 Intern
    - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Sr. Director of Sales and Marketing, Marketing/PR Communications Specialist, Membership Director. Intern may also work at various WKSU events throughout the area.
  
- **Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
  - Throughout the year WKSU staff members host middle and high school students for a day as a part of their school job experience curriculum. This includes job shadowing and capstone experiences for up to two weeks.
  - Kent State University School of Journalism and Mass Communication and WKSU work together to hire college students who are interested in broadcasting to work at WKSU while they are attending college. Often, they are able to count their work here toward the internship requirements of their major. We also hire a graduate student via our Walton D. Clarke fellowship.
  - WKSU is a service of Kent State University which provides employees with opportunities to attend relevant training programs and seminars. In addition, staff of Kent State University receive a comprehensive education benefit program. Employees are able to pursue academic learning in their area of interest or career path.

- WKSU worked with the Kent State University School of JMC to bring middle and high school students to the University and WKSU for an interactive educational experience. Additional tours of the station are provided upon request.
  - WKSU presented at the Garfield High School Job and Career Fair in May, 2018.
  - WKSU staff member served as a moderator of Mahoning Valley City Club events.
  - WKSU staff member served as the advisor to the student run radio station, Black Squirrel Radio.
  - WKSU staff members taught classes in the School of JMC for the Fall 2018 and Spring 2019 semesters.
  - WKSU staff member moderates panels and serves as a Board member and officer on the Akron Press Club. The Press Club presents college scholarships every year.
  - WKSU staff member serves on the board of the Akron Roundtable.
  - WKSU staff members speak to various community groups.
  - WKSU staff member is a partner in the *Your Voice Ohio* project.
- **Training Programs for Station Personnel**
    - Kent State University Trainings and Webinars taken by WKSU Staff:
      - ALiCE Training# - this program was presented exclusively for the staff at WKSU
      - Attentional Fitness: Focus, Recharge, Connect (Series of three mindfulness workshops)
      - Diversity Includes Everyone#
      - ADA – Emotional Support Animals
      - Ethics & Code of Conduct#
      - Financial Workshops
      - Gaining Resilience, Optimism, and Confidence#
      - Prevent Bullying in the Workplace#
      - Supervising Student Employees: Building Your Foundation#
      - Title IX Training – Bridges: Building a Supportive Community#
      - Prevent Harassment and Discrimination#
      - Resiliency#
        - # Beyond Compliance Workshops - Beyond Compliance (BC) is an initiative that provides annual training for Kent State faculty and staff. Beyond Compliance is an effort to ensure that faculty and staff are fully up to date and aware of the relevant laws and university policies regarding discrimination, harassment and violence prevention. Employees of WKSU are required to participate in the Title IX training plus at least one additional hour of Beyond Compliance training each year to meet University requirements.