

2019/2020 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, 2019 through May 31, 2020 the station filled the following full-time vacancies:

There was one full-time job vacancy filled during this time period.

Position 990003

Job Title: Sr. Sales Associate – Underwriting (Title changed during posting from Sales Associate to Sr. Sales Associate)

Date Filled: 07-15-2019

Number Interviewed: 10 (2 Kent State University jobs website; 1 Indeed; 1 LinkedIn; 3 Kent State Employee; 1 ZipRecruiter; 1 Other/Prof. Journal)

Number Hired: 1 (Kent State University jobs website)

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

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

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 9th 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 3rd 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

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, 5th 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
Online posting

National Hispanic Media Coalition

65 South Grand Avenue, Suite 200
Pasadena, CA 91105
Phone 626-792-6462
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
<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

Ohio.com

See Akron Beacon Journal

Pubradio Listserv announcements

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

Public Radio Association of Development Officers (PRADO)

www.pradoweb.org
PRADO@listserv.syr.edu

Public Radio Women in Leadership

<https://publicmediawomeninleadership.org/>
Deanna Mackey, dmackey@ptmmg.org

Public Radio in Mid America (PRIMA)

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

Public Media Journalists Association (PMJA)

Previously: Public Radio News Directors Incorporated (PRNDI)
P.O. Box 838
Sturgis, SD 57785
(605) 490-3033
<https://www.pmja.org/term/jobs-0>
Christine Paige Diers; email positions to christine@pmja.org

Radio Television Digital News Association (RTDNA)

The National Press Building
529 14th St., NW, Suite 1240
Washington, DC 20045
202-659-6510 Fax: 202-223-4007
rtdna.org
Karen Hansen – 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
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, 2019 to May 31, 2020, 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 2019 and Spring 2020 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 2019 – 5 News Interns; Fall 2019 – 8 News Interns; Spring 2020 – 7 News Interns
 - Participant(s): Numerous members of WKSU staff including: News Director, Program Director, Reporters, Hosts, Production Coordinator
 - Other students work at WKSU as interns assisting with graphic designing, communications and events.
 - Fall, 2019 – 2 interns; Spring, 2020 – 2 Interns
 - Participant(s): Numerous members of WKSU staff including: Fundraising and Communications Director, Member Services and Stewardship Manager, News Director, Director of Advancement, and Program Director. Interns 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. Typically these projects happen in the spring as students prepare to graduate. Unfortunately, due to COVID-19 this did not happen in 2020.
- 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 presented information on public media in America to a concentration of attendees for the Fulbright Teaching Excellence and Achievement Program funded by the US Department of State Bureau of Educational and Cultural Affairs and administered by IREX. The emphasis was media literacy for teachers. These participants were all English instructors in their home countries.
- WKSU created a Media Literacy Workshop to be presented to the community. Purpose is to help people understand what is happening in their news feeds and the news and media they are consuming.
- WKS provides tours of the station upon request.
- 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 during Fall 2019 and Spring 2020 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 serves on the national Public Radio Program Directors board.
- WKSU staff member is a partner in the *Your Voice Ohio* project.

- **Training Programs for Station Personnel**

- Kent State University Trainings and Webinars available to WKSU Staff:
 - ALiCE Training# - required for all new employees of Kent State University
 - Americans Disability Act Overview#
 - Discrimination: Avoiding Discriminatory Practices#
 - Diversity Includes Everyone#
 - Emergency Preparedness and Response Training#
 - General Ethics in the Workplace#
 - Managing Disruptive Behaviors#
 - Title IX and Sexual Violence Prevention for Employees#
 - Prevent Harassment and Discrimination#
 - Workplace Bullying: Awareness and Prevention#
 - Workplace Violence: Awareness and Prevention#
- # 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.