

FCC EEO Program Report

Washington State University

Stations KWSU-TV, KWSU-AM, KJEM-FM and KZUU-FM, Pullman, WA

Narrative Statement

Washington State University (WSU) is the licensee for noncommercial educational radio stations KWSU(AM), KZUU(FM), and KJEM(FM), and noncommercial educational television station KWSU-TV, all located in Pullman, Washington. WSU is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program through its recruitment of full-time job vacancies and its completion of supplemental outreach activities.

As full-time job openings occur, WSU regularly utilizes a variety of recruitment sources in order to widely disseminate information about open positions and to seek qualified candidates for interviews. As indicated in its attached annual EEO public file reports, this includes sources such as: the University's WSUjobs.com web site, Inside Higher Ed, Higher Ed Jobs, Indeed, LinkedIn, Corporation for Public Broadcasting, Current / Public Media Jobs, Northwest Public Broadcasting.org, National Educational Telecommunications Assoc, and many others.

The stations regularly undertake various non-vacancy specific employment activities. For example, WSU and the stations have established an internship program with respect to student and part-time employee training, and involving aspects such as campus TV projects, the station web site, script writing, editing, and other projects. The stations also provide training and mentoring programs for station personnel. In addition, the stations take part in various local community events and events with educational institutions relating to broadcast careers, such as station tours and open houses for community groups and volunteers. The Pullman, Washington community has a population of fewer than 250,000, but the stations routinely performed more than the minimum requirement of two long term activities over every two-year period.

The stations are operated by The Edward R. Murrow College of Communication at Washington State University and abide by all EEO guidelines and policies of the University. Washington State University is an equal opportunity/affirmative action educator and employer. Members of ethnic minorities, women, Vietnam-era disabled veterans, persons of disability, and/or persons age 40 and over are encouraged to apply for WSU positions. WSU is also committed to providing access and reasonable accommodation in its services, programs, activities, education, and employment for individuals with disabilities.

In sum, given its regular position recruitment procedures, its completion of various supplemental outreach activities, and its general EEO and anti-discrimination policies, WSU has been able to achieve broad outreach on employment matters in the past two years.