

# *WPSU Penn State*

## *ANNUAL EEO PUBLIC FILE REPORT*

*Reporting Period: April 1, 2021 – March 31, 2022*

The purpose of this EEO Public File Report is to comply with Section 73.2080©(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WPSU-TV, Clearfield, PA; WPSU-FM, State College, PA; and WPSX-FM, Kane, PA and is required to be placed in the public inspection files of this station, and posted on our website.

The information contained in this Report covers the time period beginning April 1, 2021 to and including March 31, 2022 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the station comprising the Station Employment Unit during the Applicable period.
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 ©(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number.
3. The recruitment source that referred the hired for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized connection with such vacancies.
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Appendices 1, 2, and 3, which follow have been designed in the aggregate to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

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## **ANNUAL EEO PUBLIC FILE REPORT**

### **APPENDIX 1**

Covering the Period from April 1, 2021 to March 31, 2022

#### **Section 1: Vacancy Information**

##### **RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY**

#### **1. Videographer/Editor - 14202**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-14202	6	
	WPSU Penn State Website	B-14202		
	CPB	C-14202		
	PBS Connect	D-14202		
	NETA	E-14202		
	JobSites Unspecified	O-14202	1	1

#### **2. Digital Content Specialist – 22044 – Still Open**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-22044	5	
	WPSU Penn State Website	B-22044		
	CPB	C-22044		
	PBS Connect	D-22044		
	NETA	E-22044		
	Public Media Jobs.org	Q-22044		
	Diversity in HigherEducation.com	P-22044		
	LinkedIn	H-22044		
	BrownGirls Doc Mafia	R-22044		
	PMBA	S-22044		

#### **3. Broadcast Engineering Manager – 20706 Still Open**

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-20706	1	
	WPSU Penn State Website	B-20706		
	CPB	C-20706		
	PBS Connect	D-20706		
	NETA	E-20706		
	LinkedIn	H-20706		
	PMBA	S-20706		
	Workspend	T-20706		

#### 4. Technician, Television & Editing – 23228 - Still Open

	<b>Recruitment Source Utilized</b>	<b>Source Code</b>	<b>Referred Person Interviewed</b>	<b>Referred Person Hired</b>
	PSU Website	A-23228	6	
	WPSU Penn State Website	B-23228		
	CPB	C-23228		
	PBS Connect	D-23228		
	NETA	E-23228		

Total Number of Persons Interviewed During Applicable Period: 19

Total Number of Persons Hired During Applicable Period: 1

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## **ANNUAL EEO PUBLIC FILE REPORT** **APPENDIX 2**

### **Section 2: Recruitment Source Information**

	<b>Recruitment Source (Name, Address, Telephone Number, Contact Person)</b>	<b>Total Number of Interviewees this Source Has Provided During This Period (If Any)</b>	<b>Full-time Position for Which This Source Was Utilized (Hired)</b>
A	PSU	18	
B	WPSU Penn State Website		
C	Corporation for Public Broadcasting (CPB)		
D	PBS Connect		
E	NETA Online		
F	Mandy.com		
G	Production Hub		
H	LinkedIn		
I	Other		
J	DiversityJobs		
K	HigherEdJobs		
L	Stackoverflow.com		
M	D1.Jobs		
N	Greater Public		
O	Job Sites (unspecified)	1	1
P	Diversity In HigherEducation.com		
Q	Public MediaJobs.org		
R	Brown Girls Doc Mafia		
S	PMBA		
T	Workspend		

### **WPSU-TV and WPSU-FM (WPSU Penn State)** Recruitment Sources (Additional Information):

401 Ninth Street, NW, Washington, DC 20004  
(202)-879-9600  
[jobline@cpb.org](mailto:jobline@cpb.org)

A The Pennsylvania State University  
Office of Human Resources  
Suite 329 Innovation Blvd, University Park, PA 16802  
Attention: Lindsey Harter (814)-867-3581  
<https://hr.psu.edu/careers>

D Public Broadcasting Service (PBS)  
PBS Connect  
1320 Braddock Place, Alexandria, VA 22314  
(703)-739-5132  
[www.pbs.org](http://www.pbs.org)

B WPSU Penn State Website  
238 Outreach Building, University Park, PA 16802  
Attention: Toni Irvin (814)-863-0820  
[wpsu.org](http://wpsu.org)

E NETA Online  
PO Box 50008, Columbia, SC 29250  
(803)-799-5517  
Maryann (Maryanne@netaonline.org)  
<http://www.netaonline.org>

C Corporation for Public Broadcasting (CPB)

- F Mandy.com  
[www.mandy.com](http://www.mandy.com)
- G Production Hub  
801 W. Fairbanks Avenue, Winter Park, FL 32789  
(800)-629-4122  
[www.ProductionHub.com](http://www.ProductionHub.com)
- H LinkedIn  
Sunnyvale, CA  
[www.linkedin.com](http://www.linkedin.com)
- I Other – applied through PSUjobs website but selected OTHER  
when asked how they found out about the job
- J DiversityJobs  
3980 North Broadway, ste 103-147  
Boulder, CO 80304  
814-861-3080  
<https://diversityjobs.com/c/>
- K HigherEdJobs  
715 Lake Street, Suite 400  
Oak Park, IL 60301  
708-848-4351  
<https://www.higheredjobs.com/>
- L Stackoverflow.com  
<https://stackoverflow.com/jobs>
- M D1.jobs  
D1ticker.com/jobs  
<https://www.d1ticker.com/jobs/#contact>
- N Greater Public  
401 North 3rd Street, Suite 601  
Minneapolis, MN 55401  
<https://www.greaterpublic.org/jobs/>
- O Job Sites (unspecified)  
Applied through PSUjobs website, but reported to us as “Job  
Sites” by Penn State Human Resources.
- P Diversity in Higher Education  
<https://diversityinhighereducation.com/>  
973-992-7311
- Q Public Media Jobs.org  
4400 Massachussets NW  
Washington, DC 20016  
202-885-6412
- R Brown Girls Doc Mafia  
<https://browngirlsdocmafia.com/>
- S Public Media Business Association (PMBA)  
1300 Piccard Drive, Suite LL14  
Rockville, MD 20850  
<https://www.pmbaonline.org/>
- T Workspend Inc.  
101 Hudson Street  
1900 Jersey City, NJ 07302  
800-770-5973  
<https://workspend.com/>

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## *ANNUAL EEO PUBLIC FILE REPORT FORM*

### *APPENDIX 3*

Covering the Period: April 1, 2021 to March 31, 2022

#### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WPSU Penn State:**

1. WPSU Penn State offered paid scholarships/endowment funding to hire interns to help develop their skills for careers in broadcasting. Also, WPSU Penn State producers taught college-level courses in the College of Communications, including hands-on experience here at the Station, to help further develop students' skills in producing content.
2. Penn State Outreach and Online Education, the unit of Penn State in which WPSU is part of, named a Director of Inclusion, Equity and Diversity. Two main goals of the new Director were: "to foster a sense of belonging among OOE employees and to teach and demonstrate allyship." Through various trainings and webinars, the Director works with management to help employees to embrace inclusion, equity, and diversity to create an environment where all can thrive.
3. WPSU managers participate in Penn State's supervision training which addresses ensuring equal employment opportunities, preventing discrimination and gives specific actions the University is required to take related to EEO, affirmative action, Title IX, etc.
4. Every February, WPSU staff attend The Jobexpo.COMM job fair hosted by Penn State's College of Communications. Staff speak with perspective interns, full-time and part-time employees. In the fall of 2021, WPSU's Director of Education and Engagement joined Penn State HR in the attendance of the PA CareerLink job fair. The WPSU Director of Education and Engagement represented WPSU at an event hosted by the Bellasario Alliance for Multicultural Students and presented opportunities available for internships and open part-time and full-time positions.