

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

Reporting Period: April 1, 2023 – March 31, 2024

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, 2023 to and including March 31, 2024 (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.

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT

APPENDIX 1

Covering the Period from April 1, 2023 to March 31, 2024

Section 1: Vacancy Information

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Finance Manager - 39472

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-39472	3	1
	WPSU Website	B-39472		
	CPB	C-39472		
	PBS Connect	D-39472		
	NETA	E-39472		
	DiversityinHigherEd.com	P-39472		
	PMBA	S-39472		
	LinkedIn	H-39472		

2. Administrative Support Assistant - 40966

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-40966	2	1
	WPSU Website	B-40966		
	CPB	C-40966		
	DiversityinHigherEd.com	P-40966		

3. FM News Reporter – 40417

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-40417	6	1
	WPSU Website	B-40417		
	CPB	C-40417		
	PBS Connect	D-40417		
	NETA	E-40417		
	DiversityinHigherEd.com	P-40417		
	HigherEdJobs	K-40417		
	Public Media Journalists Association	M-40417		
	PMBA	S-40417		
	PAB	T-40417		
	Radio Program Director's Association	U-40417		

4. Community Engagement Manager - 40967

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-40967	6	1
	WPSU Website	B-40967		
	CPB	C-40967		
	PBS Connect	D-40967		
	DiversityinHigherEd.com	P-40967		
	HigherEdJobs.com	K-40967		

5. Assistant Director of Program and Business Operations - 41577

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-41577	5	
	WPSU Website	B-41577		
	CPB	C-41577		
	PBS Connect	D-41577		
	NETA	E-41577		
	DiversityinHigherEd.com	P-41577		
	PMBA	S-41577		
	Glassdoor	R-41577		
	HigherEdJobs.com	K-41577	1	1
	Indeed	L-41577		
	SimplyHired	N-41577		
	Salary.com	F--41577		

6. Education Program Specialist - 45549

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-45549	2	1
	WPSU Website	B-45549		
	CPB	C-45549		
	HigherEdJobs.com	K-45549		
	DiversityinHigherEd.com	P-45549		

7. Broadcast Engineer - 45450

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-45450	9	
	WPSU Website	B-45450		
	CPB	C-45450		
	HigherEdJobs.com	K-45450	1	1
	DiversityinHigherEd.com	P-45450		
	PMBA	S-45450		
	SimplyHired	N-45450		

8. Marketing Communications Specialist - 44065

	Recruitment Source Utilized	Source Code	Referred Person Interviewed	Referred Person Hired
	PSU Careers Website	A-44065	2	1
	WPSU Website	B-44065		
	CPB	C-44065		
	DiversityinHigherEd.com	P-44065		

Total Number of Persons Interviewed During Applicable Period: 37

Total Number of Persons Hired During Applicable Period: 8

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT **APPENDIX 2**

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (If Any)	Full-time Position for Which This Source Was Utilized (Hired)
A	PSU	35	6
B	WPSU Penn State Website		
C	Corporation for Public Broadcasting (CPB)		
D	PBS Connect		
E	NETA Online		
F	Salary.com		
G	Production Hub		
H	LinkedIn		
I	Other		
J	DiversityJobs		
K	HigherEdJobs	2	2
L	Indeed		
M	Public Media Journalists Association		
N	Simply Hired		
O	Job Sites (unspecified)		
P	Diversity In HigherEducation.com		
Q	Public MediaJobs.org		
R	Glassdoor		
S	PMBA		
T	Public Association of Broadcasters		
U	Radio Program Director's Association		

WPSU-TV and WPSU-FM (WPSU Penn State)

Recruitment Sources (Additional Information):

- A The Pennsylvania State University
Office of Human Resources
Suite 329 Innovation Blvd, University Park, PA 16802
(<http://www.ohr.psu.edu/emplment/staff.htm>)
- B WPSU Penn State Website
238 Outreach Building, University Park, PA 16802
Attention: Toni Irvin (814)-863-0820
wpsu.org
- C Corporation for Public Broadcasting (CPB)
401 Ninth Street, NW, Washington, DC 20004

(202)-879-9600
(jobline@cpb.org)

- D Public Broadcasting Service (PBS)
PBS Connect
1320 Braddock Place, Alexandria, VA 22314
(703)-739-5132
(www.pbs.org)
- E NETA Online
PO Box 50008, Columbia, SC 29250
(803)-799-5517
<http://www.netaonline.org>
- F Salary.com
<https://www.salary.com/>

- G Production Hub
801 W. Fairbanks Avenue, Winter Park, FL 32789
(800)-629-4122
www.ProductionHub.com
- H LinkedIn
Sunnyvale, CA
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 Indeed
<https://www.indeed.com/>
- M Public Media Journalists Association
<https://jobs.pmja.org/>
- N Simply Hired
<https://www.simplyhired.com/>
- 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 Glassdoor
<https://www.glassdoor.com/index.htm>
- S Public Media Business Association (PMBA)
1300 Piccard Drive, Suite LL14
Rockville, MD 20850
<https://www.pmbaonline.org/>
- T Public Association of Broadcasters
<https://pab.org/>
- U Radio Program Director’s Association (now called PMCC)
<https://www.pmcc.org/>

WPSU Penn State

ANNUAL EEO PUBLIC FILE REPORT FORM

APPENDIX 3

Covering the Period: April 1, 2023 to March 31, 2024

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

1. WPSU Penn State Internship Program – This yearly program, for local college and university students is offered by WPSU Penn State and is open to a diverse population. The goal is to provide a college student with an opportunity to learn and develop practical skills throughout their college education in the potential field of study.
2. WPSU Penn State and The Pennsylvania State University through their Human Resources Development Office provide training to management level as well as all staffing levels of WPSU Penn State and The Pennsylvania State University on Equal Employment Opportunities, Discrimination and Diversity Training. Penn State and WPSU Penn State consider diversity training a serious issue and make it a high priority.
3. Penn State Outreach established a mentoring program for OOE employees to foster professional development and career growth and learn best practices and knowledge from established colleagues in different units.
4. 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.
5. WPSU staff attended a Penn State College of Communications job fair for internships and full and part time positions. This fair was held in person.

FCC FORM 396 Exhibit 3 – Narrative Statement

The Pennsylvania State University and WPSU is committed to providing equal employment opportunities to all qualified individuals without regard to their race, color, creed, sexual orientation, religion, national origin, age, gender identity, marital status, disability, military status, citizenship, or any other legally protected status in accordance with applicable local, state, and federal law. WPSU's noncommercial educational stations WPSU-TV and WPSU-FM in State College, Pennsylvania are licensed to The Pennsylvania State University. WPSU has achieved broad and inclusive outreach during the past two years in connection with its recruitments for full-time job vacancies and its completion of various non-vacancy-specific employment initiatives and activities. The Pennsylvania State University and WPSU is committed to and accountable for advancing diversity, equity, inclusion, and sustainability in all of its forms. We embrace individual uniqueness, foster a culture of inclusion that supports both broad and specific diversity initiatives, leverage the educational and institutional benefits of diversity in society and nature, and engage all individuals to help them thrive. We value inclusion as a core strength and an essential element of our public service mission.

As full-time job vacancies occur, WPSU utilizes a variety of recruitment sources to widely disseminate information about openings to qualified candidates. In addition to posting on the Pennsylvania State University job site, WPSU regularly uses the WPSU station website, a variety of internet job sites and employment services, public broadcasting associations and publications and professional organizations and other online sources.

For each vacancy, a search committee is organized of personnel at different levels of authority and responsibility to review applicants. Interviews are conducted using a scorecard that measures specific competencies for that position. New employees participate in an extensive onboarding process and are provided ongoing professional development opportunities through workplace learning, online tutorials, webinars and conferences. Penn State University provides a structured performance management program to evaluate job performance and identify skill development needs.

WPSU participates in non-vacancy specific outreach efforts such as attending career and internship fairs, and student organization events centered around recruitment and professional development.

The station also provides internship, work study and volunteer engagement experiences to help students and potential recruits gain practical work experience while supporting public radio and television.