

2022 ANNUAL EEO PUBLIC FILE REPORT

FLORIDA STATE UNIVERSITY

1600 Red Barber Plaza
Tallahassee, FL 32310

Period Covered by this Report ("Period"): October 1, 2021 through September 30, 2022

Call signs of stations comprising the reporting Station Employment Unit:

WFSU-FM, WFSQ, WFSW, WFSL, WFSU-TV, WFSG

Florida State University is an Equal Opportunity Employer

ADVERTISED POSITION INFORMATION

Position #	Job Title	Date Filled	Number of Interviews	Location	Recruitment Sources Used	Source used by Hire
50161	Assistant Media Coordinator	2/18/2022	2	WFSU Florida Channel	* FSU Website * ZipRecruiter * CareerBuilder * Diversity Network* Local.com * TVJobs.com * TFC Website * Word of Mouth * Facebook * LinkedIn * Twitter*	Word of Mouth
50218	News & Public Affairs Specialist	6/22/2022	6	WFSU FM/WFSU TV	* FSU Website * TFC Website * JournalismJobs * TVJobs.com * CPB * LinkedIn * Word of Mouth *	FSU Website
50424	TV Production Specialist	3/25/2022	2	WFSU Florida Channel	* FSU Website * TFC Website * LinkedIn * Word of Mouth*	FSU Website
50447	Graphics Operator	6/10/2022	1	WFSU Florida Channel	* FSU Website * TFC Website * Facebook * Twitter * LinkedIn* Word of Mouth *	FSU Website
50448	Production Technician	6/13/2022	2	WFSU Florida Channel	* FSU Website * TFC Website * TVJobs.com * CPB * LinkedIn * Word of Mouth *	Word of Mouth
50634	Asst Director, Budget and Financial Services	4/20/2022	6	WFSU FM/WFSU TV	*FSU Website*	FSU Website
51863	Asst Web Systems Coordinator	9/9/2022	1	WFSU Florida Channel	* FSU Website * TFC Website * TVJobs.com * CPB * LinkedIn * Word of Mouth *	Word of Mouth
52030	Broadcast Specialist	9/23/2022	1	WFSU Florida Channel	* FSU Website * TFC Website * TVJobs.com * CPB * LinkedIn * Word of Mouth *	FSU Website
52192	Chief Videographer	9/9/2022	2	WFSU Florida Channel	* FSU Website * TFC Website * TVJobs.com * CPB * LinkedIn * Word of Mouth *	Word of Mouth

52207	Web Content Coordinator	9/9/2022	2	WFSU Florida Channel	* FSU Website * TFC Website * TVJobs.com * CPB * LinkedIn * Word of Mouth *	FSU Website

Total number of interviewees for all full-time vacancies filled during the reporting period: 25

Total number of interviewees referred from each source during period:

Recruitment Source	Contact Name	Address	Phone	# Interviewees Referred
Career Builder	Melanie Davis mdavis10@gannett.com www.careerbuilder.com	200 N. LaSalle Street Suite # 1100 Chicago, IL 60601	(888) 987-2826	0
Florida State University (FSU) Employment Website	Recruiter: Ivette Claudio jobs@fsu.edu www.jobs.fsu.edu	282 Champions Way UCA -6200 Tallahassee, FL 32306	(850) 644-7708	10
LinkedIn	www.linkedin.com	2029 Stierlin Court Mountain View, CA 94043	(650) 687-3600	2
Facebook	www.facebook.com	N/A	N/A	0
Twitter	www.twitter.com	N/A	N/A	0
Current	Dave Kramer advertising@current.org www.jobs.current.org	6930 Carroll Avenue Suite 625 Takoma Park, MD 20912	(301) 270 7240 ext. 35	0
National Educational Telecommunications Association (NETA)	Maryanne Schuessler mschuessler@netaonline.org www.netaonline.org	939 South Stadium Road Columbia, SC 29201	(803) 978 1579	0
Society of Broadcast Engineers (SBE)	www.sbe.org	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	(317) 846-9000	0
TV News Check & Net News Check	Patty Hersh phersh@newscheckmedia.com www.tvnewscheck.com www.netnewscheck.com	24 West Lancaster Avenue Armore, PA 19003	(610) 420-6003	0
Broadcasting & Cable Magazine	clientserv@yourmembership.com www.broadcastingcable.com	28 East 28th Street New York, NY 10016	(860) 437-5700	0
Inside Higher Ed	www.insidehighered.com	1015 18th Street NW Suite 1100 Washington DC, 20036	(202) 659-9208	0
Greater Public	www.greaterpublic.org	401 North 3rd Street Suite 370 Minneapolis, MN 55401	(888) 454-2314	0
Insight into Diversity	www.insightintodiversity.com	11132 South Towne Square Suite 203 St. Louis, Missouri 63123	(314) 200-9955	0
Tallahassee Democrat	Melanie Davis mdavis10@gannett.com www.tallahassee.com	277 North Magnolia Drive Tallahassee, FL 32301	(888) 987-2826	0
TVJOBS	info@tvjobs.com www.tvjobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	0
WFSU	www.wfsu.org	1600 Red Barber Plaza Tallahassee, FL 32310	(850) 645-7200	0
The Florida Channel	www.thefloridachannel.org	402 S Monroe Street Tallahassee, FL 32399	(850) 488-1281	0
Corporation for Public Broadcasting (CPB)	www.cpb.org/jobline	401 Ninth Street Washington, DC 20004	(202) 879-9600	0
Public Media Business Association (PMBA)	www.pmbaonline.org	7918 Jones Branch Drive Suite 300 McLean, VA 22102	(703) 506-3292	0
Association of Government Accountants (AGA)- Email ListServ	tallahasseeaga@gmail.com	N/A	N/A	0
UBA SharePoint Site/Email Announcements	Joshua Miller jmmiller2@fsu.edu www.uba.fsu.edu	282 Champions Way UCC-5503 Tallahassee, FL 32306	(850) 644-2825	0
Indeed	www.indeed.com	7501 N. Capital of Texas Highway Bldg B. Austin, TX 78731	N/A	7
Word of Mouth	N/A	N/A	N/A	6

**WFSU PUBLIC MEDIA OUTREACH ACTIVITIES
DURING THE PERIOD: Oct 1, 2021 – Sept 30, 2022**

Initiative Title: Internship/Externship and Student Participant Programs

Initiative Description: WFSU Public Media has had a very successful Internship/Externship Program in place for several years. This program provides students/volunteers the opportunity for hands-on experience in all areas of the broadcasting field, such as production, promotion, talent, news and community outreach. WFSU's internship/externship programs can occur at any time throughout the academic year and typically range from high school to college students who are from local area schools and surrounding Universities. WFSU remains very committed to the success of this program year after year. The station makes it a top priority to foster a safe and welcoming environment for all students and volunteers who participate in these programs. The overall mission is to provide students/volunteers with an opportunity to learn valuable tools that they can utilize in their future careers, build beneficial connections with the station's staff, and have a meaningful experience during their time spent at WFSU.

- The WFSU Television Production Department offers internships primarily to students who have an interest in Media/Film Production or Communications Studies. During this reporting period, the production department had 4 interns/student volunteers. The WFSU Education & Community Outreach Department also offers internships to students who are interested primarily in Early Childhood Education. During this reporting period, they had one event intern. In addition, WFSU employs many FSU students throughout the academic year to work on a paid hourly basis in various departments at the station; these students typically work in positions that fall in line with their interests and/or academic studies.
- During this reporting period the Executive Producer for WFSU TV mentored one individual through the organization Public Media Women in Leadership.
- 411 Teen is a weekly program produced by WFSU-FM and hosted by Dr. Liz Holifield, who is a professor at Florida A&M University. Each week students from local area high schools serve as guest(s) on the program and address important topics that have a profound effect on teenagers. Dr. Liz Holifield and the students who participate in the program are all volunteers of WFSU.

Initiative Title: Facility Tours

Initiative Description: WFSU's facilities located at Red Barber Plaza and on the ninth floor of the State Capitol Building are open for tours during normal business hours and are available for individuals or as small/large groups. At the Red Barber facility, visitors are introduced to the beautiful Kirk Collection consisting of nearly 300 antique radios, record players, music boxes and televisions. Visitors receive a tour of the collection where they will learn all about the history of Radio/Television in America. Next, they receive a tour of the radio and television studios where they will get a "behind the scenes" look at where all the action happens. Groups of children who participate in the tours will get a fun, sneak peek of what it feels like to be on television by practicing in front of the "green" screen and then watching the recording of themselves.

Visitors are introduced to the types of production equipment used, personnel needed for operations, and the vast array of programming produced by WFSU-TV/FM/The Florida Channel. The station's tours provide visitors with a special "behind the scenes" view of the broadcast facility at work.

During this reporting period, 15 tours occurred at the WFSU-TV/FM facility (located at Red Barber

Plaza)including:

- Sep 27, 2021 – Southern Shakespeare Company’s Bardlings, 12 visitors
- Sep 28, 2021 – Southern Shakespeare Company’s Bardlings, 12 visitors
- Oct 22, 2021 – Church group, 5 visitors
- Nov 3, 2021 – FSUS classes, 55 visitors
- Nov 4, 2021 – FSUS classes, 55 visitors
- Nov 4, 2021 – Leadership Tallahassee Class, 43 visitors
- Nov 29, 2021 – Digital Media Club (home school group), 15 visitors
- Jan 10, 2022 – individual tour, 1 visitor
- Jan 21, 2022 – individual tour, 1 visitor
- Mar 24, 2022 – FSU RSO Friday Night Live, 3 visitors
- Apr 7, 2022 – individual tour, 1 visitor
- Apr 29, 2022 – individual tour, 1 visitor
- Jun 10, 2022 – Challenger Learning Center summer camp, 19 visitors
- Jul 13, 2022 – Lighthouse of the Big Bend, 11 visitors
- Jul 21, 2022 – individual tour, 1 visitor

Initiative Title: Job/Career Fairs

Initiative Description: Florida State University’s Office of Human Resources participates in job/career fairs throughout the year. During the fairs, job seekers and attendees learn about employment opportunities available, receive job descriptions and learn how to access the online application portal through FSU’s job board.

During this reporting period, FSU’s Office of Human Resources participated in the following job/career fairs:

- Careers in Politics Networking – October 2021
- Part Time Job Fair – Jan, Aug & Sept 2022
- STEM Career & Internship Fair – Jan, Feb, & Sept 2022
- Graduate and Professional School Fair – Oct of 2021
- Seminole Futures All Majors Career & Internship Fair – Jan, Feb, & Sept 2022
- Health Professions Career Fair – Feb 2022
- Interior Architecture & Design Career Fair – Feb 2022
- Panama City Campus Career & Internship Fair -March 2022
- Government & Social Services Career & Internship Fair – March 2022
- SEC/ACC Virtual Career Fair – March 2022
- Virtual Education & Library Career Fair – March 2022
- Florida Virtual Statewide Job Fair – June 2022

Initiative Title: Volunteer Participation & Recruitment

Initiative Description: In most every year, hundreds of people support WFSU by volunteering their time and service to participate in many different types of station events and activities. This year, because of the ongoing pandemic, the volunteer totals were lessened and in many cases were done using zoom technology. Some volunteers are even so dedicated to supporting WFSU, that they will come year after year and lend a helping hand each time WFSU recruits for a particular activity. Most frequently, volunteers participate in Membership/Donor directed activities to include WFSU-FM's live on-air pledge drives, which occur threetimes a year. Other common areas of volunteer participation include working with television production crews and assisting the Education & Outreach Department with various large events/activities hosted for the local community throughout the year. Volunteers are regularly informed of the recruitment opportunities through the WFSU website, social media, e-mail and mail distribution, word-of-mouth, and by the WFSU weekly e-newsletter that is sent out to all members of the station.

During this reporting period, WFSU participated in the following volunteer recruitment events:

- We had about 120 dedicated volunteers who helped us with our Membership initiatives this year.
- The WFSU Education department brought in 57 volunteers throughout the reporting period at various events.
- WFSU E-Newsletter: Sent out to 30,000 people via email every week; it includes exciting information about upcoming television/radio programs, educational and community outreach activities, volunteer opportunities, station events, pledge drives, travel club opportunities, and also features a fun new cooking recipe each week.
- Summer Learning Challenge 2020: 1,000 Summer Challenge Backpacks were given out to families in our viewing area with information about WFSU and various programs that we offer, and events that they can be a part of in the future

Initiative Title: Staff Training & Professional Development:

Initiative Description: WFSU offers and supports training opportunities for staff as a means of promoting the professional development and growth of the station's employees. These opportunities build upon the employee's knowledge base and professional skills, allowing them to become more qualified for promotional opportunities and sustain growth in the future.

During this rating period, the WFSU Staff participated in the following professional development opportunities:

- Table Stakes – January 2022 – 7 employees attended and one presented
- Digital Immersion Program – January 2022 through present – one employee participating
- NETA Conference January 24-26 – attendance available to the entire station
- PBS Annual Meeting May 22-26 – attendance available to the entire station
- Florida Public Media Professional Development Summit August 15-16 – 8 employees participated
- Public Media Women in Leadership Bootcamp – 7 month program January through July – one employee participated
- Public Media Business Association Conference June 2022 – 2 employees participated
- PBS Learning Medial Upload Training August 5-11 – one employee participated
- The Florida State University Office of Training and Development offers a variety of training and development classes that are available to all employees throughout the year. WFSU employees are encouraged to attend the training opportunities available through the University with approval from their managers. The type of classes offered cover a variety of different topics including- Financials, Human Resources, Business Transactions, Customer Service Skills,

Compliance & Organizational Development, Leadership & Supervisory Development, Diversity & Inclusion, and Personal Development Training. In addition to the individual training courses offered, FSU also offers a certificate training series program. The certificate program is comprised of several courses combined to represent a degree of knowledge and skill within a particular area of work. By completing all of the courses within a chosen series, a participant can earn a certificate for that particular subject group. The following certificates are available for employees to earn: Customer Service Certificate, Frontline Leadership Certificate, Human Resources Department Representative Certificate, Time & Labor Certificate, Sponsored Research Administration Certificate, Financial Representative Certificate, Diversity & Inclusion Certificate, and the Global Partners Certificate. These opportunities are designed to foster the professional growth and development of all staff members at Florida State University.