

2023 ANNUAL EEO PUBLIC FILE REPORT

FLORIDA STATE UNIVERSITY

1600 Red Barber Plaza
Tallahassee, FL 32310

Period Covered by this Report ("Period"): October 1, 2022 through September 30, 2023

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
61941	Lead Graphics Designer	10/21/2022	1	WFSU Florida Channel	TFC Website * WFSU Website * FSU Employment Website * Facebook * Twitter * PublicMediaJobs/Current * JournalismJobs * TVJobs * CPB Jobline * Word of Mouth	Word of Mouth
70236	TV Operations Technician,	12/16/2022	2	WFSU Florida Channel	TFC Website * WFSU Website * FSU Employment Website * LinkedIn * Word of Mouth	Word of Mouth
62130	Administrative Specialist - UBA/WFSU	1/6/2023	3	WFSU Florida Channel F&A	FSU Employment Website * Word of Mouth	Word of Mouth
OPS	Closed Captioning Quality Control Assistant	1/9/2023	2	WFSU Florida Channel	TFC Website * WFSU Website * FSU Employment Website * Facebook * Twitter * Word of Mouth	FSU Employment Website
OPS	Camera Operator Pool (Multiple Openings)	1/9/23; 2/17/23; 2/17/23	4	WFSU Florida Channel	TFC Website * WFSU Website * FSU Employment Website * Facebook * Twitter * Word of Mouth	FSU Employment Website
OPS	Sr. Reporter (OPS)	1/17/2023	1	WFSU Florida Channel	Word of Mouth	Word of Mouth
60289	Senior Reporter/Anchor	1/27/2023	2	WFSU Florida Channel	WFSU Website * FSU Employment Website * Word of Mouth	Word of Mouth
62784	Multimedia Journalist	2/1/2023	4	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Word of Mouth	Inside Higher Ed
83665	Media Specialist	3/17/2023	3	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Word of Mouth	Word of Mouth
83650	Program Coordinator	3/17/2023	2	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Word of Mouth	Word of Mouth
53154	Director of Engineering	4/7/2023	1	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * CPB Jobline * FAB Jobline * Word of Mouth	FSU Employment Website
70234	Associate Producer/Reporter	6/23/2023	2	WFSU Florida Channel	WFSU Website * FSU Employment Website * Word of Mouth	FSU Employment Website

70233	Sr. Reporter	6/23/2023	1	WFSU Florida Channel	TFC Website * FSU Employment Website * Facebook * Twitter * Inside Higher Ed/INSIGHT Into Diversity * PublicMediaJobs/Current * Poynter * JournalismJobs * TVJobs * CPB Jobline * UF College of Journalism and Communications * Word of Mouth	Indeed
83540	Development Coordinator	8/4/2023	7	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Word of Mouth	FSU Employment Website

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

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	21
LinkedIn	www.linkedin.com	2029 Stierlin Court Mountain View, CA 94043	(650) 687-3600	1
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
Florida Association of Broadcasters	info@fab.org	201 South Monroe Street, Suite 201, Tallahassee, FL 32301	(850) 681-6444	0
Public Media Jobs	publicmediajobs.org,	4400 Massachusetts NW, Washington, Dist. Columbia 20016	N/A	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	1
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	1
Word of Mouth	N/A	N/A	N/A	11

**WFSU PUBLIC MEDIA OUTREACH ACTIVITIES
DURING THE PERIOD: Oct 1, 2022 – Sept 30, 2023**

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. We encourage hands-on, student participation in projects and events. We provide professional development, skills training, career guidance, and help students create their first portfolio. Our internship programs are divided between departments; however, students can spend time with different departments to gain a “big-picture” perspective on public media operations. Our internships programs lead students to successful and award-winning careers at nationally and internationally acclaimed organizations. Internship/Externship and Student Participant Programs: [InternFSU](#)

- The WFSU-FM News Team provided internships for four college student interns – three from FAMU and one from FSU. This internship is for students pursuing careers in journalism. The ideal candidate will demonstrate intellectual curiosity about the issues and people influencing the region; including how national stories can be told through local angles. The internship will focus heavily on local government, and issues of regional importance. WFSU interns are responsible for reporting, writing, editing and producing their own stories under the supervision of the News Director and Assignment Editor.
- 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 (2) interns/student volunteers and (2) extern/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.
- [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, 17 tours occurred at the WFSU-TV/FM facility (located at Red Barber Plaza)including:

- 11/03/2022 – 30 guests - Virtual Career Talk with Teen Art Council from Gadsden Arts Center & Museum
- 11/09/2022 – 18 guests - Political Economy of Public Media class (fall)
- 11/14/2022 – 1 guest - WUCF Buddy Pittman Tours and records feature on Kirk Collection
- 11/16/2022 – 5 guests - FSU Film Students
- 12/01/2022 – 45 guests - Crossroads Academy Preschool
- 01/20/2023 – 5 guests - News Team from Sabal Palm Elementary
- 02/06/2023 – 2 guests - Lillian Khanna and Efner Pierre
- 03/01/2023 – 16 guests - Political Economy of Media class (spring)
- 03/09/2023 – 5 guests - Soul of Southside & FAMU DRS Storytelling
- 03/23/2023 – 12 guests - FSU TV Interviewing & Hosting class
- 04/04/2023 – 1 guest - Emma Felton
- 04/06/2023 – 50 guests - Leadership Tallahassee Class
- 04/17/2023 – 102 guests - Pelham Elementary
- 04/18/2023 – 47 guests - Youth Leadership Tallahassee
- 06/30/2023 – 2 guests – New Externs Marley Thigpen and Yejun Park
- 07/19/2023 – 42 guests - Challenger Learning Center
- 09/05/2023 – 50 guests - Homeschool Group

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:

- 01/26/2023 – Seminole Futures All Majors Career & Internship Fair (3 x WFSU Staff recruited onsite)
- 01/11/2023 -- FSU Job Fair at Oglesby Union on FSU’s campus
- 02/09/2023- Talent Hub Virtual Job Fair
- 02/13/2023 - CCI Job Fair at Alumni Center

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:

- The WFSU Digital Department had one student volunteer for photojournalism and graphics design to create image assets for FM News articles.
- The WFSU Education department brought in 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 2022: 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:

- 2022-2023 - PBS Interconnection: Service Interconnection monthly webinars and user forums
- 03/01/2023 - CPB: Harassment and Bias Prevention Training for all staff
- 11/03/2022 - PBS Licensing: "Underwriting and Public Media – Keeping It Legal" webinar
- 12/14/2022 - PBS ETAC: "Cybersecurity Incident Preparedness & Response with the FBI & CISA" webinar
- 01/17/2023 - Poynter Institute: "Understanding and Addressing Burnout" webinar
- 02/02/2023 - NETA: "Public Media, Music Copyrights, and You" webinar
- 05/02/2023 – NewTek: NDI Educational Demonstration (hosted at WFSU)
- 05/03/2023 - NewsHour: "Making Numbers Count" webinar
- 05/09/2023 - PBS: "Hulu + Live Information" webinar
- 05/15/2023 - PBS Annual Meeting in San Diego (hybrid)
- 08/24/2023 – FSU Police: "Active Shooter Training" (virtual)
- 09/25/2023 – Centralcast: Master Control Onboarding Training (virtual)
- Staff Training & Professional Development: [PRX Podcast Accelerator](#), [PBS Digital Immersion](#) Advanced Cohort, PBS Digital Immersion Regional Workshop
- PBS Project Managers Quarterly Meetings
- 2022 FPM Professional Development Summit
- 2022 PBS Virtual Conference
- 2023 Next Level Leadership Course from NETA
- 2023 PMWL Level Up Now Workshop

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.