

**Ball State University  
Annual EEO Public File Report**

**March 22, 2015 – March 21, 2016**

This report covers the following Indiana stations: WIPB-TV and WBST-FM in Muncie; WBSB-FM, Anderson; WBSH-FM, Hagerstown; WBSJ-FM, Portland; WBSW-FM, Marion; and WHHI-FM, Muncie. The report includes:

1. A list of all full-time vacancies filled by the stations during the past year (Appendix 1, first column).
2. The recruitment sources used to fill each vacancy including, if applicable, organizations that have requested and are therefore entitled to notification. We have broadcast announcements and posted a notice on our websites soliciting interest by community organizations in receiving notification of job openings. (Appendix 1, second column).
3. The recruitment source that referred the person hired for each full-time vacancy. (Appendix 1, third column).
4. Data reflecting the total number of persons interviewed for full-time vacancies and the number of interviewees referred by each recruitment source used in connection with vacancies (Appendix 2).
5. A list and brief description of recruitment / outreach initiatives (Appendix 3).

Note that the numbers listed in Appendix 2 under the column, "Positions for Which This Source Was Utilized" refer to the number of job positions listed in Appendix 1.

For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the person reports to work. A person was deemed "interviewed" whether in person or over the telephone.

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**APPENDIX 1. VACANCY LIST**

**See Appendix 2 for Master Recruitment Source List**

	Job Title	Recruitment Sources (RS) Used to Fill this vacancy	RS Referring Hiree
	General Manager	RS1, RS2, RS3, RS4, RS5, RS6, RS13, RS21, RS23, RS24, RS25, RS26, RS27, RS28	1
	Financial Coordinator	RS1, RS12, RS15	1
	Major and Planned Gifts Coordinator	RS1, RS12, RS15	1

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**APPENDIX 2. MASTER RECRUITMENT SOURCE LIST**

<b>Source Entitled to Vacancy Notification</b>	<b>No. of Interviewees Referred by Recruitment Source over 12 months</b>	<b>Positions for Which This Source Was Utilized</b>	<b>RS#</b>	<b>Organization &amp; Address</b>
No	3	3	1	Ball State University Human Resources Employment Opportunities Web Site <a href="http://www.bsu.edu">www.bsu.edu</a> University Human Resources Ball State University Human Resources Employment Muncie, IN 47306 765-285-1834
No	0	3	2	WIPB-TV Web Site and/or On-air broadcasts <a href="http://www.wipb.org">www.wipb.org</a> Ball State University - BC 206 Muncie, IN 47306 765-285-1249
No	0	3	3	Indiana Public Radio Web Site and/or On-air Broadcasts <a href="http://www.bsu.edu/ipr">www.bsu.edu/ipr</a> Ball State University - LB 128 Muncie, IN 47306
No	0	1	4	Indiana Public Broadcasting Stations, Inc. (IPBS) <a href="http://www.ipbs.org">www.ipbs.org</a>

Source Entitled to Vacancy Notification	No. of Interviewees Referred by Recruitment Source over 12 months	Positions for Which This Source Was Utilized	RS#	Organization & Address
No	0	1	5	Corporation for Public Broadcasting Job Line <a href="http://www.cpb.org">www.cpb.org</a> Corporation for Public Broadcasting Job Line 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600
No	0	1	6	Current Magazine Classifieds 1612 K Street, N. W. Suite 704 Washington, DC 20006 292-463-7055
No	0	0	7	Public Broadcasting Service Connect <a href="http://connect.pbs.org">http://connect.pbs.org</a> PBS Connect Forums/Systemwide Information/Job Board Public Broadcasting Service Connect 1320 Braddock Place Alexandria, VA 22314-1698 703-739-5000
No	0	0	8	National Academy of Television Arts & Sciences <a href="http://jobbank.emmyonline.org">http://jobbank.emmyonline.org</a> The Cleveland Chapter 3511 Center Road Brunswick,OH 44212
No	0	0	9	Indiana Broadcasters Association Web Site <a href="http://www.indianabroadcasters.org">www.indianabroadcasters.org</a> Indiana Broadcast Association 3003 East98th Street, Suite 161 Indianapolis, IN 46280 800-342-6276
No	0	0	10	DEI Job Line Web Site <a href="http://www.deiworksite.org">www.deiworksite.org</a> 401 North 3rd Street, Suite 370 Minneapolis, MN 55401 888-454-2314

Source Entitled to Vacancy Notification	No. of Interviewees Referred by Recruitment Source over 12 months	Positions for Which This Source Was Utilized	RS#	Organization & Address
No	0	0	11	TV Jobs Web Site <a href="http://www.tvjobs.com">www.tvjobs.com</a> TVJOBS Broadcast Employment Services <a href="mailto:admin@tvjobs.com">admin@tvjobs.com</a>
No	0	1	12	The Muncie Star Press <a href="http://www.thestarpress.com">www.thestarpress.com</a> 345 South High Street Muncie, IN 47302 765-213-5700
No	0	1	13	The Indianapolis Star 307 North Pennsylvania Street P.O. Box 145 Indianapolis, IN 46206-0146 317-444-4444
No	0	0	14	The Indianapolis Star Career Builder Web Site <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a>
No	0	2	15	Anderson Herald Bulletin <a href="http://www.heraldbulletin.com">www.heraldbulletin.com</a> 1133 Jackson Street Anderson, IN 765-622-1212
No	0	0	16	The Muncie Times (Minority Publication) 1304 North Broadway Muncie, IN 47302 765-741-0037
No	0	0	17	Chronicle for Women in Higher Education <a href="http://www.higheredjobs.com">www.higheredjobs.com</a> 328 Innovation Boulevard, Suite 300 State College, PA 16803

Source Entitled to Vacancy Notification	No. of Interviewees Referred by Recruitment Source over 12 months	Positions for Which This Source Was Utilized	RS#	Organization & Address
No	0	0	18	Indiana Workforce Development 222 East 10th Street Anderson, IN 765-642-4981
No	0	0	19	Indiana Black Expo, Inc. 3145 North Meridian Street Indianapolis, IN 46208 317-925-2702
No	0	0	20	NAACP 1015 West 15th Street Anderson, IN 765-649-4231
No	0	1	21	National Educational Telecommunications Association <a href="http://www.netaonline.org/jobs.htm">http://www.netaonline.org/jobs.htm</a>
No	0	0	22	Public Broadcasting Management Association <a href="http://www.pbma.org/jobs.htm">http://www.pbma.org/jobs.htm</a> P. O. Box 50008 Columbia, SC 29250 803-799-5517
No	0	1	23	<a href="http://www.Linkedin.com">http://www.Linkedin.com</a>
No	0	1	24	Educause <b>Washington, DC Office:</b> 1150 18th Street, NW, Suite 900 Washington, DC 20036 <a href="#">See Map</a> 202-872-4200 (phone) 202-872-4318 (fax)

No	0	1	25	Greater Public Greater Public 401 North 3rd Street, Suite 370 Minneapolis, MN 55401
No	1	1	26	<a href="http://www.higheredjobs.com">http://www.higheredjobs.com</a>
NO	1	1	27	<a href="http://www.indeed.com">http://www.indeed.com</a>
No	1	1	28	<a href="http://www.simplyhired.com">http://www.simplyhired.com</a>
Total Interviews for Full- Time Open Positions	12			

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**APPENDIX 3. RECRUITMENT INITIATIVES**

#	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Sponsorship of a job fair:	Sept. 16, 2015 - Cardinal Job Fair at Ball State University Worthen Arena
1	Participation in job fairs:	August 4, , 2015 - Sixth Congressional Job Fair Worthen Arena
6	Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:	Employees attended 182 professional development training sessions throughout the covered period. This was over 350 hours of training.
7	Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>April 20, 2015, Boy Scouts, 30 including parents            December 8, 2015, Selma Boy Scout Troop, 20 including parents            December 15, 2015, Northside Middle School 90 6<sup>th</sup> graders            March 16, 2016, Corporate Donor Visit, 3 people            May 11, 2015, drop in tour visit 7 people            December 21, 2015, Family tour 5 people            April 3, 2105 WesDel High School 10 students            June 10, 2015, Teen Works Group 30 students            June 17, 2015 Dream Makers Tour, 36 participants            June 19, 2015 Teen Works Group 26 students            July 29, 2015 BSU Rec Center 24 participants            September 30, 2015 Grant County Purdue Extension Office, 9 participants            November 5, 2015 Purdue Extension 20 participants            November 6, 2015 Beech Grove High School, 28 students            December 7, 2015 Advisory Council Meeting 40 participants            December 15, 2015 Northside Middle School 90 students            February 24, 2105 Major Donor Tours 31 participants</p>