

Ball State University | Annual EEO Public File Report
April 1, 2023 – March 31, 2024

**WIPB-TV, WBST-FM, Muncie, IN; WBSB-FM, Anderson, IN;
WBSH-FM, FM, Hagerstown, IN; WBSW-FM, Marion, IN**

This report covers the following Indiana Stations: WIPB-TV and WBST-FM in Muncie, Indiana; WBSB-FM, Anderson, Indiana; WBSH-FM Hagerstown, Indiana; and WBSW- FM Marion, Indiana. 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, column 2);
3. The recruitment source that referred the person hired for each full-time vacancy (Appendix 1, Column 3);
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 the Source Was Utilized,” refer to the number of job positions listed in Appendix 1.

For purposes of the report, a vacancy was deemed “filled” not when the offer was extended but when the person reported 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

POS	Job Title	Recruitment Sources (RS) Used to Fill This Vacancy	RS Referring Hire
1	Program Producer, Splash of Culture	RS1-RS27	RS 1
2	Reporter/Producer	RS1-RS27	RS 1
3	Manager of Business Operations	N/A – Internal Posting, Search Waiver used	N/A – Internal Posting, Search Waiver used

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APPENDIX 2. MASTER RECRUITMENT SOURCE LIST

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	Position #1: 5 Position #2: 7 Position #3:	All	1	Ball State University Human Resources Employment Opportunities Web Site https://bsu.peopleadmin.com Ball State University Human Resources 2000 University Ave, AD350 Muncie, IN 47306 765-285-1834
No		All	2	WIPB-TV Web Site www.wipb.org Ball State University - BC 206 Muncie, IN 47306 765-285-1249
No		All	3	Indiana Public Radio Web Site www.indianapublicradio.org Ball State University - LB 128 Muncie, IN 47306
No		All	4	Indiana Public Broadcasting Stations, Inc. (IPBS) www.ipbs.org
No		All	5	Corporation for Public Broadcasting Job Line www.cpb.org Corporation for Public Broadcasting Job Line 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600
No		All	6	National Association of Television Arts & Sciences http://jobbank.emmyonline.org The Cleveland Chapter 3511 Center Road Brunswick, OH 44212
No		All	7	Indiana Broadcasters Association Web Site Indiana Broadcast Association 3003 East 98th Street, Suite 161 Indianapolis, IN 46280 800-342-6276 http://www.indianabroadcasters.org
No		All	8	Academic Women http://www.AcademicWomen.com
No		All	9	Diverse Education 10520 Warwick Ave. Suite B-4 Fairfax, VA 22030-3136 http://www.diverseeducation.com

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No		All	10	HireEdJobs 328 Innovation Blvd, Suite 235 State College, PA 16803 http://www.hireedjobs.com
No		All	11	Diversity Work 9951 Atlantic Blvd., Ste 105 Jacksonville, FL 32225 http://www.diversitywork.com
No		All	12	UniversityJobs.com 9951 Atlantic Blvd., Suite 105 Jacksonville, FL 32225 http://www.universityjobs.com
No		All	13	Hispanic Association of Colleges & Universities http://www.HACU.net
No		All	14	BEA Educating for Tomorrow's Media http://www.beaweb.org/wp
No		All	15	Circa http://www.circaworks.com
No		All	16	Media Bistro http://www.mediabistro.com
No		All	17	The Chronicle of Higher Education http://www.chroniclevitae.com
No		All	18	Association for Education in Journalism and Mass Communications 234 Outlet Pointe Blvd, Suite A Columbia, SC 29210-5667 http://www.aejmc.org
No		All	19	Handshake (Central State and KY State) http://www.centralstate.joinhandshake.com http://www.kysu.joinhandshake.com
No		All	20	Women In Academia PO Box 139 Bartonsville, PA 18321 http://www.wiareport.com
No		All	21	Higher Education Recruitment Consortium (HERC) Office of the Provost The University of Iowa 111 Jessup Hall Iowa City, IA 52242 http://www.hercjobs.org
No		All	22	The Journal of Blacks in Higher Education http://www.jbhe.com
No		All	23	Indiana Public Broadcasting Stations (IPBS) 1630 N. Meridian St. Indianapolis, IN 46202 http://www.ipbs.org
No		All	24	Indeed www.indeed.com
No		All	25	Current www.current.org
No		All	26	Think Public Media www.thinkpublicmedia.org

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No		All	27	Greater Public www.greaterpublic.org
Total Interviews for Full- Time Open Positions	Position 1: 2 Position 2: 3 Position 3:			

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Appendix 3

Section 3: Recruitment Activities

1. Participation in and/or co-sponsorship of job fairs:

WIPB-TV and Indiana Public Radio participated in the College of Communication Information and Media (CCIM) Fall & Spring Career Fair. Over 270 students attended and several students stopped by the WIPB and IPR table to discuss student position openings and possible careers in public media.

2. Participation in job banks, internet programs and other programs designed to promote outreach generally:

We conduct tours for community groups, university students and local schools districts. Due to COVID we also created a virtual tour that is on both our TV and Radio websites. Over 590 people watch the virtual tour on the radio website and over 55 people watched the virtual tour on the television website.

3. Participation in an internship program for students and establishment to internship programs for members of the community interested in broadcasting:

Ongoing - News Director--TCOM 422 class is all about training for careers in broadcasting. Areas of importance are news reporting and writing. The class assists as interns for Indiana Public Radio in news coverage during elections and special assignments.

Ongoing- Ball State Public Media Accelerator Program – Fellowships available for Video, Audio, Community Engagement, News, and Marketing to Ball State Students. This includes a weekly learning session with a professional in their field. This also includes mentoring and hands on experience in the students chosen field.

4. Provision for EEP/nondiscrimination training to management level personnel:

All Station employees are required to complete the CPB annual harassment prevention training.

Many * employees also attend local seminars and training opportunities to develop and enhance their skills and job performance, including skills to perform other jobs of interest.

5. Listing of all upper-level job opening with a media trade group with a broad-based membership:

All jobs are posted in trade groups such as CPB, NETA, IPBS, Current, Think Public Media, and Greater Public to encourage candidates already in the Public Media field to apply.

6. Listing on websites, Facebook, Twitter and Other Social media.

We utilize social media including- our website www.ballstatepbs.org and www.indianapublicradio.org , Facebook, Twitter, LinkedIn, Indeed.com, and IPBS.org for all of job postings and recruitment.