

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

April 1, 2008 – March 31, 2009

This Report covers stations: WIPB-TV, WBST-FM, Muncie, IN; WBSB-FM, Anderson, IN; WBSH-FM, Hagerstown, IN; WBSJ-FM, Portland, IN; WBSW-FM, Marion, IN; and WWHI-FM, Muncie, IN and includes:

1. A list of all full-time vacancies filled.
2. The recruitment sources utilized to fill each vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (1)(ii) of the FCC's EEO rules), which are separately identified. We have broadcast announcements and posted a notice on our websites soliciting interest by community organizations in receiving notification of job openings.
3. The recruitment source that referred the hiree for each full-time vacancy.
4. Data reflecting the total number of persons interviewed for full-time vacancies, and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. Data reflecting the total number of persons interviewed for full-time vacancies, and the total number of interviewees referred by each recruitment source utilized in connection with vacancies; and
6. A list and brief description of the initiatives undertaken pursuant to Section 73.2080c(2) of the FCC rules.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Section 1: Vacancy Information

Position	Referral Source	Number of Referrals Interviewed
Assistant Producer/Director (WIPB)	BSU Web Site	2
Underwriting Advisor (WBST/IPR)	Muncie Star Press BSU Web Site Word-of—Mouth (station employees)	2
Office Coordinator (WBST/IPR)	Word-of-Mouth (station employees) BSU Web Site Muncie Star Press	7
Total Number of Persons Interviewed During Applicable Period:		11

Section 2: Recruitment Source Information

Recruitment Sources	Full-Time Positions for which this source was utilized	Total # of Interviewees this source has provided during this period (if any)
Ball State University's Human Resources Employment Opportunities Web Site www.bsu.edu University Human Resources Ball State University Muncie, IN 47306 765-285-1834	3	3
Campus Update Ball State University Muncie, IN 47306		
WIPB-TV Web Site www.wipb.org Ball State University Muncie, IN 47306 765-285-1249	3	2
Indiana Public Radio Web Site www.bsu.edu/ipr Ball State University Muncie, IN 47306 765-285-5888	3	1
Indiana Public Broadcasting Stations, Inc. (IPBS) www.ipbs.org		
Corporation for Public Broadcasting Job line www.cpb.org/ Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600	1	
Current Magazine Classifieds		

1612 K Street, N. W., Suite 704
Washington, D.C. 20006
292-463-7055

Public Broadcasting Service Connect

1

<http://connect.pbs.org>
PBS Connect Forums/Systemwide Information/
Job Board
Public Broadcasting Service
1320 Braddock Place
Alexandria, VA 22314-1698
703-739-5000

**National Academy of Television Arts &
Sciences**

<http://jobbank.emmyonline.org>
The Cleveland Chapter
Jackie Symons, Chapter Administrator
3511 Center Road
Brunswick OH 44212
330-273-5756

Indiana Broadcasters Association Web Site

3

www.indianabroadcasters.org
Indiana Broadcasters Association
3003 East 98th Street, Suite 161
Indianapolis, IN 46280
800-342-6276

DEI Job Line Web Site

www.deiworksite.org
401 North 3rd Street, Suite 370
Minneapolis, MN 55401
888-454-2314

TV Jobs Web Site

www.tvjobs.com
TVJOBS Broadcast Employment Services
admin@tvjobs.com

**Local/Regional/National Newspaper
Classified Ads:**

The Muncie Star Press

2

3

www.thestarpress.com
345 S. High Street
Muncie, IN 47302
765-213-5700

Indianapolis Star

307 N. Pennsylvania Street
P. O. Box 145
Indianapolis, IN 46206-0146
317-444-4444

Anderson Herald Bulletin

www.heraldbulletin.com

1133 Jackson Street
Anderson, IN
765-622-1212

The Muncie Times (Minority Publication)

2

1304 North Broadway
Muncie, IN 47302
765-741-0037

Chronicle Women in Higher Education

www.higheredjobs.com

328 Innovation Boulevard, Suite 300
State College, PA 16803
814-861-3080

Affirmative Action Register

3

Indiana Workforce Development

222 East 10th Street
Anderson, IN
765-642-4981

Indiana Black Expo, Inc.

3145 North Meridian Street
Indianapolis, IN 46208
317-925-2702

NAACP

1015 West 15th Street
Anderson, IN
765-649-4231

**Word- of- Mouth
(Station employees)**

2

2

Section 3: Outreach Initiatives

1) Sponsorship of a job fair:

February 18, 2009 – Sales Career Fair at Ball State University (sponsor)

2) Co-sponsorship of a job fair with an organization in the business and professional community whose membership includes substantial participation of women and minorities.

August 7, 2008 – Muncie Black Expo Job Fair

3) Participation in job fairs:

August 12, 2008 – Sixth Congressional District Job Fair
November 19, 2008 – Indiana Broadcasters Job Fair

4) Participation in scholarship programs directed to students who want to pursue a career in broadcasting:

Continued for the third year to administer a scholarship program for Ball State University Students interested in broadcasting; the third annual scholarship will be awarded on April 14, 2009. Last year's scholarship was awarded on April 22, 2008. We also aired a 30-second Public Service Announcement about the Indiana Broadcasters Association Scholarship Program.

5) Provision for EEO/nondiscrimination training to all personnel:

All employees attended a mandatory meeting (via video tape) which provided training as to methods of ensuring equal opportunity and preventing discrimination; taping was done by the Executive Director of the Ball State University Office of Compliance and presented on May 14-15, 2009.

6) Establish training programs designed to enable station personnel to acquire skills That could qualify them for higher level positions:

Employees attended seventeen (17) training sessions throughout the covered period that were provided by Ball State University Training and Development; many of these sessions enabled station personnel to acquire skills that could qualify them for higher level positions.

- 7) **Conducted 15 tours for various individuals and groups from the community to introduce them to broadcast operations and careers in broadcasting; produced and aired a 30-second Public Service Announcement about the Indiana Broadcasters Association Scholarship Program. Some of the tour groups from the community included: Muncie Burriss School Junior and Senior classes; Boy Scouts of America; Raintree Programs; C. A. P. E. Program; Muncie Central Senior Telecommunications classes; Jay County High School Telecommunication classes, various seniors from high schools in viewing area interested in pursuing broadcasting degrees. Two area high school seniors also spend several days “job shadowing” with staff members from the Production Department.**