

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

April 1, 2010 – March 31, 2011

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
Part-Time Underwriting Advisor (IPR)	BSU Web Site Muncie Star Press IPR Web Site	3
Manager of Teleplex Engineering (WIPB)	BSU Web Site Word-of-Mouth (station employees) Indianapolis Star Muncie Star Press Anderson Herald Bulletin Muncie Times	4
Total Number of Persons Interviewed During Application Period:		7

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 47302 765-285-1834	1	7
WIPB-TV Web Site www.wipb.org Ball State University-BC 206 Muncie, IN 47304 765-285-1249	1	3
Indiana Public Radio Web Site www.bsu.edu/ipr Ball State University-LB 128 Muncie, IN 47306 765-285-5888	1	2
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		
Current Magazine Classifieds 1612 K Street, N. W., Suite 704 Washington, DC 20006 292-463-7055		

Public Broadcasting Service Connect

<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

1

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

The Muncie Star Press

1

4

www.thestarpress.com

345 South High Street

Muncie, IN 47302

765-213-5700

Indianapolis Star

1

307 N. Pennsylvania Street

P. O. Box 145

Indianapolis, IN 46206-0146

317-444-4444

**The Indianapolis Star Career Builder
Web Site**

<http://www.careerbuilder.com>

Anderson Herald Bulletin

1

www.heraldbulletin.com

1133 Jackson Street

Anderson, IN

765-622-1212

The Muncie Times (Minority Publication)

1

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

Affirmative Action Register

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

**National Educational Telecommunications
Association**

<http://www.netaonline.org/jobs.htm>

Public Broadcasting Management Association

<http://www.pbma.org/jobs.htm>

P. O. Box 50008

Columbia, SC 29250

803-799-5517

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

1

3

Section 3: Outreach Initiatives

1) Sponsorship of a job fair:

February 17, 2011 – Sales Career Fair at Ball State University

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 5, 2010 – Muncie Black Expo Job Fair

3) Participation in job fairs:

August 5, 2010 – Health, Employment and Community Information Fair
August 10, 2010 – 2010 Sixth Congressional Job Fair

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

Presented three grants of \$5,000-\$10,000 to Ball State University students to support the creation of local video for broadcast and online; grants were awarded October 1, 2010.

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 12 and May 13, 2010.

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

Employees attended seventeen (9) 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 10 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; Muncie Central Senior Telecommunications classes; Jay County High School Telecommunication classes, various seniors from high schools in viewing area interested in pursuing broadcasting degrees and a group of students from the Indiana Home Educators' Network media class. Three area high school seniors also spend several days "job shadowing" with staff members from the Production Department.