

Ball State University
Annual EEO Public File Report

March 22, 2017 – March 21, 2018

This report covers Stations WIPB-TV and WBST-FM in Muncie, Indiana; WBSB-FM, Anderson, Indiana; WBSH-FM, Hagerstown, Indiana; WBSJ-FM, Portland, Indiana; and WBSW-FM Marion, Indiana.

No fulltime positions were filled during this reporting period.

RECRUITMENT INITIATIVES

#	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Providing training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	Six staff members including managers went through a 90 minute presentation from the university Human Resources Department of Employee Relations and Affirmative Action on hiring practices
2	Tour of facilities program for all community groups and school corporations in our listening and viewing areas.	41 total tours, 360 K-12 students, 45 graduate students, and 204 adults. Many of the tours are hands on experiences with camera, control room, green screen techniques and on-air talent.
3	Encouraged enrollment in training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions:	Employees attended 7 training sessions throughout the covered period that were provided by Ball State University's HR Learning and Development (total class hours 13) Three staff members attended the Women Working in Technology Workshop (24 hours).
4	Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	The news director for Indiana Public Radio is an instructor in the Department of Telecommunications and frequently lectures on the broadcast industry and job possibilities for news reporters with explanations of the workings and tour of the IPR radio facilities. During the past election year the IPR staff mentored over 15 students in the news director's class in election night coverage. The students were assigned to multiple locations in surrounding county seats for election returns throughout the night. This provided a hands on opportunity for future news reporting employment that these students would not normally have been exposed to in an immersive learning experience.

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5	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notices of specific job vacancies.)	Every semester staff members are asked to lecture in courses in the College of Communication Information and Media. TCOM 345 (20 students) on the sales/underwriting process and the job opportunities in marketing and sales area of values-based selling techniques for public media, how to apply it to all sales and employment opportunities, 10/4/17. Journalism 454 (15 students) on writing on-air credits for public radio and employment opportunities 4/11/17
6	Participation in other activities designed by the station employment unit that are reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidate who might be unaware of such opportunities	A 30 minute weekly program called "The Scene" is produced through an immersive learning course every semester as a partnership with our School of Music Engineering program. Students are mentored by the station's production manager on the techniques for recording and editing a 30 minute radio program. They are responsible for all aspects from copyright broadcast clearance to editing, sound mixing and timing to the radio specific time clocks. The students in the music engineering program are exposed to the employment opportunities of local content production for radio and television that they would not have been exposed to through the standard engineering production class work.