2022 EEO PUBLIC FILE REPORT

FORM BP-02 Private (and Public) File

Station WYSU 88.5 FM, Youngstown, Ohio

June 1, 2021 – May 31, 2022 Reporting Period

This EEO Public File Report is filed in WYSU-FM's Public Inspection File pursuant to Section 73.2080(c) (6) of the Federal Communications Commission's (FCC) rules.

If your organization would like information when openings become available at WYSU, please contact the station at 330-941-3363, or email us at info@wysu.org.

VACANCY INFORMATION:

During the reporting period, WYSU-FM filled the following two full-time vacancies:

- Broadcast Engineer was filled in June 2021. The hiree was referred by word of mouth.
- Business Operations Specialist 3 was filled in April 2022 via internal promotion.

For the Broadcast Engineer position, WYSU, in partnership with the YSU Office of Equal Opportunity and Diversity and in conjunction with the YSU Office of Human Resources, provided notification of this vacancy to the following key recruitment sources:

- Workplace Diversity (0 interviewees)
- Hire Veterans (0 interviewees)
- National Society for Black Engineers (0 interviewees)
- Professional Women of Color Network (0 interviewees)
- Hispanic Outlook, Society of Hispanic Professional Engineers (0 interviewees)
- The Business Journal (0 interviewees)
- Warren Tribune Chronicle (0 interviewees)
- Linked In (1 interviewee)
- Public Radio Association of Development Officers (0 interviewees)
- WYSU Webpage and WYSU Facebook (0 interviewees)
- WYSU On Air Spots and WYSU Newsletter (0 interviewees)
- Higher Ed Jobs (0 interviewees)
- YSU Job Postings (0 interviewees)
- Word of Mouth (1 interviewee)

Two total applicants were interviewed. All applicants had to apply through the University website.

EEO OUTREACH ACTIVITIES:

The following list contains a brief description of menu option activities undertaken by WYSU-FM pursuant to the FCC's EEO rules during the time period covered by this report.

Job Fair Co-Sponsor:

September 21, 2021; March 1, 2022

WYSU-FM co-sponsored job fairs with YSU Office of Career Exploration & Development on September 21, 2021 & March 1, 2022. Career & Counseling Services represents 11,298 YSU students. WYSU's Director of Broadcasting, along with WYSU's Coordinator, hosted the WYSU recruitment table. YSU is an Affirmative Action/Equal Opportunity employer committed to increasing the diversity of its faculty, staff, and students. YSU Office of Career Exploration & Development is committed to helping all students find rewarding employment. The Career Fairs were held in-person in Kilcawley Center's Chestnut Room on campus: the Fall 2021 event hosted 83 employers and was attended by 65 students; the Spring 2021 fair hosted 96 vendors and was attended by 57 students.

Internship Programs:

WYSU-FM offers paid student employee opportunities for Youngstown State University students in the areas of: engineering, programming, development, web design, business administration, and cataloging. From June 1, 2021 through May 31, 2022, 6 students were employed for a combined total of 60 hours per week. The students were supervised by WYSU's Associate Director of Broadcasting, the Coordinator, and the Business Operations Specialist.

Scholarship Programs:

WYSU-FM sponsors, and is responsible for funding, two minority broadcast/journalism scholarships. The WYSU-FM Broadcasting Scholarship helps to develop the next generation of broadcasters. The Scholarship Program, managed by the Director of Broadcasting, is awarded in the Fall term for that academic year (August to May). Applicants for this scholarship must be full time, a traditional or non-traditional minority student, majoring in Telecommunications, with a minimum GPA of 2.7. This is an endowed scholarship, with a beginning endowment of $10,000. WYSU-FM also established the Robert W. Peterson Scholarship, one scholarship is available each year to a second-year minority student in English, Journalism, or Communications. WYSU raised the funds for and established the endowed Barbara Krauss Memorial Scholarship in FY2020. Applicants must be enrolled in the Dana School of Music, majoring in Music Recording and Technology, with a minimum GPA of 2.8. All three scholarships are administered by the Youngstown State University Foundation. WYSU provides application and funding information for these scholarships with regular on-air announcements and a constant presence on its website.

WYSU-FM Broadcast Scholarship:
2021-2022: 1 recipient

Robert W. Peterson Scholarship:
2021-2022: Available, but not awarded this year.

Barbara Krauss Memorial Scholarship:
2021-2022: 1 recipient

Training Programs for Station Personnel:

Training Programs offered and engaged in by staff, and managed by the Director of Broadcasting, are designed to enable WYSU station personnel to acquire skills that could qualify them for higher level positions, as well as to enrich and support their current job duties and responsibilities. WYSU staff received these trainings:

CPB Harassment and Discrimination Training	June – September 2021	8	Employees	All WYSU-FM Staff
Data Security: Phishing	06/10/2021	1	Employee	Business Ops Specialist
Data Security: Malware	June 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
Data Security: Mobile Security and Third-Party Websites	June 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
Mosaic: Prevent Discrimination and Harassment Together: Faculty & Staff	June – July 2021	2	Employees	Jazz Sofa Host + Business Ops Specialist
Protecting Children: Shine a Light	June – July 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
Protecting Children: Identifying and Reporting Sexual Misconduct	June & December 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
Protecting Children: Hiring Staff who Work with Minors	June – July 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
Data Security: Physical Security and Unintended Disclosures	June 2021	2	Employee	Jazz Sofa Host + Business Ops

				Specialist
FERPA: Protecting Student Privacy	June 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
Data Security: Passwords	June 2021	2	Employee	Jazz Sofa Host + Business Ops Specialist
YSU Student Supervisor Training	06/17/2021	1	Employee	Coordinator
Facebook Analytics Training	07/01/2021	1	Employee	Coordinator
Handshake Employer Training	07/02/2021	1	Employee	Coordinator
WYSU Production and Promo Training	07/16/2021	1	Employee	Coordinator
Mosaic: Prevent Sexual Violence Together	07/19/21	1	Employee	Business Ops Specialist
Recognize and Prevent Hazing	08/09/2021	1	Employee	Jazz Sofa Host
Google Analytics Training	09/08/2021	1	Employee	Coordinator
Webinar – America is Changing: Are you Ready	09/14/2021	1	Employee	Broadcast Engineer
CPB: How to Accept Your Station's Community Service Grant Award Offer	09/16/2021	1	Employee	Director of Broadcasting
YSU App Training: General Updates	10/11/2021	1	Employee	Coordinator
Webinar: Grove CMS Update for Joint Licensees	10/14/2021	1	Employee	Broadcast Engineer
NPR: Station Analytics Webinar: Station Digital Trends + Social	10/28/2021	2	Employees	Director + Assoc. Director of Broadcasting
The Ohio Ethics Law: Building a Culture of Integrity	November -December 2021	3	Employees	Director of Broadcasting, Broadcast Engineer + Business Ops Specialist
CARS Vehicle Donation Program: Content Depot & Reports Training	12/16/2021	1	Employee	Coordinator
CPB: Station Activity Survey Training	01/11/2022	1	Employee	Director of Broadcasting
YSU App and Campus Cloud Training	01/26/2022	1	Employee	Broadcast Engineer
Webinar: Music Reporting & Sound Exchange Requirements	01/26/2022	1	Employee	Coordinator
CPB: What Is NFFS?	02/02/2022	1	Employee	Director of Broadcasting
YSU Banner Self-Service: Employee Profile with Time and Leave Reporting	02/21/2022	2	Employees	Director of Broadcasting + Coordinator
Audigraphics Ratings Training	02/22/2022	1	Employee	Assoc. Director of Broadcasting
LinkedIn Learning: Learning Excel Desktop (office 365/Microsoft 365)	03/02/2022	1	Employee	Assoc. Director of Broadcasting
YSU App: Tutorial and 'How To' use Forms	04/11/2022	1	Employees	Coordinator
Zoom Training: "What's New at Zoom: Meeting and Conference Tools"	04/21/2022	1	Employee	Coordinator
Communication Skills and Styles (Impact Solutions)	04/26/2022	1	Employee	Business Operations Specialist
Procurement Guidelines Training	April - May	2	Employee	Director of Broadcasting + Business Ops Specialist
Search Committee Training	05/12/2022	1	Employee	Business Ops

				Specialist

Management Training for EEO & Discrimination Prevention:

WYSU management personnel, the Director and Associate Directors of Broadcasting, completed the *Youngstown State University Discrimination, Harassment and Title IX Training* on May 12, 2022. to meet the training option to management level personnel to ensure equal employment opportunity and prevent discrimination.