

WGCU, WGCU-FM and WMKO
WGCU Public Media at Florida Gulf Coast University
EEO Public File Report for October 1, 2016 to September 30, 2017

I. Vacancy Information

News Reporter/Host, PS171P

- A. Advertised: FGCU Career Page (Eagle Job), Inside Higher Ed, Higheredjobs.com, Scholarly Hires, Latino in Higher Ed, Localjobnetwork.com, Employ Florida, RecruitMilitary.com, Social Media(Facebook, LinkedIn, Twitter), Indeed, Diverse
- B. Hire referred by Social Media
- C. Seven (7) applicants interviewed and sourced from:
 - (2) Social Media
 - (1) Job Fair
 - (1) Journalism Jobs
 - (2) CPB Jobline
 - (1) Other (Co-worker at applicant's place of employment)

FM Traffic Manager, PS304P

- A. Advertised: FGCU Career Page (Eagle Job), Inside Higher Ed, Higheredjobs.com, Scholarly Hires, Latino in Higher Ed, Localjobnetwork.com, Employ Florida, RecruitMilitary.com, Social Media(Facebook, LinkedIn, Twitter), Indeed, Diverse
- B. Hire referred by FGCU Career Page
- C. Five (5) applicants interviewed and sourced from:
 - (2) FGCU Career Page
 - (3) Employee Referral

Coordinator, Corporate Support, PS102P

- A. Advertised: FGCU Career Page (Eagle Job), Inside Higher Ed, Higheredjobs.com, Scholarly Hires, Latino in Higher Ed, Localjobnetwork.com, Employ Florida, RecruitMilitary.com, Social Media(Facebook, LinkedIn, Twitter), Indeed, Diverse
- B. Two (2) hires referred by Indeed
- C. Eleven (11) applicants were interviewed and sourced by:
 - (4) Indeed
 - (5) FGCU Career Page
 - (1) Friend (Non-FGCU Employee)
 - (1) Employee Referral

WGPU Major Gifts/Planned Giving Officer, PS297P

- A. Advertised: FGCU Career Page (Eagle Job), Inside Higher Ed, Higheredjobs.com, Latino in Higher Ed, Localjobnetwork.com, Employ Florida, RecruitMilitary.com, Social Media(Facebook, LinkedIn, Twitter), Indeed, Diverse
- B. Hire referred by CPB Job Board
- C. Four (4) applicants interviewed and sourced from:
 - (2) Indeed
 - (1) FGCU Career Page
 - (1) HigherEdJobs.com

II. Recruitment Sources

FGCU Career Page (Eagle Jobs)

FGCU Recruiters
10501 FGCU Blvd South
Fort Myers, FL 33965
(239) 590-1400

HigherEdJobs.com

Kevin Varner
715 Lake Street, Suite 400
Oak Park, IL 60301
(814) 861-3080

ScholarlyHires.com

Rick Friedman
4555 Lake Forest Drive #650
Cincinnati, OH 45242

Latinos in Higher Ed

Heriberto Roman
P. O. Box 16
Cromwell, CT 06416-0016
(860) 632-7676

Employ Florida

Maria Chacon

4150 Ford Street Extension

Fort Myers, FL 33916

(239) 931-8200

Local Job Network

Lauren McBride

1000 North Water Street

Suite 1100

Milwaukee, WI 53202

(414) 278-0700

I. Supplemental Recruitment Activities

(5) WGPU provided over 25 internship and student volunteer training opportunities during the reporting period.

(6) (12) WGPU positions, including upper-level vacancies, were posted and advertised on some or all of the following Job Banks, Periodicals and Websites:

CPB Job Line

Mypbs.org

Current

Center for Asian American Media

Latino Public Broadcasting

Latino Public Radio Consortium

National Black Programming Consortium

Native American Public Telecommunications

Native Public Media; Pacific Islanders in Communications

CUNY graduate school of journalism

Journalists of color Facebook page

National Association of Hispanic Journalists FB page

Native American Journalists FB page

Public Radio Newslink digest email

Public Media journalists FB page

(14) WGPU's Senior Management participated in University sponsored training as described below:

- Discrimination and Harassment Prevention for Higher Education: It has important information on discrimination and harassment based on race, sex, sexual orientation, disability, and age.
- Preventing Discrimination and Sexual Violence: Title IX, VAWA and Clery Act for Faculty and Staff. Title IX is an important federal civil rights law that prohibits discrimination on the basis of sex in educational programs and activities that are operated by recipients of federal financial assistance. Accordingly, FGCU is providing training on Title IX to further educate faculty and staff about Title IX, the key provisions of the Campus Sexual Violence Elimination (SaVE) Act and ways to identify and help students who may have experienced sexual violence.

(16) WGPU Management meets annually with station's Diversity Advisory Group to discuss potential program topics of particular interest to historically underserved communities. Concurrent employment opportunities are brought to the attention of the group for referral purposes.

Johnson, Rick

From: Todd Gray <tgray@graymillerpersh.com>
Sent: Wednesday, September 13, 2017 9:22 AM
To: Lewis Pulley
Cc: Johnson, Rick
Subject: RE: Hurricane Irma-related Delay in EEO public file report

Mr. Pulley:

Thank you for your timely response.

Just to close the loop, this is Florida Gulf Coast University in Fort Myers, Florida, licensee of NCE stations WGCU (TV) and WGCU-FM, both in Fort Myers, and WMKO (FM) in Marco Island. By copy of this email to Rick Johnson, the WGCU Public Media General Manager, I will suggest that he print out a copy of this email and associate it with the public file submissions that he will make by November 1, to document that the submissions have been made on a timely basis. I will also suggest that he get back to you if it appears that more time is necessary.

Regards,

Todd

Todd D. Gray

Partner

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From: Lewis Pulley [mailto:Lewis.Pulley@fcc.gov]
Sent: Wednesday, September 13, 2017 9:06 AM
To: Todd Gray
Subject: RE: Hurricane Irma-related Delay in EEO public file report

Dear Mr. Gray,

Thank you for bringing this to our attention. There is no problem in granting an extension of time to them for their annual report. I hope they can recover quickly from the disruption and damage from the hurricane. They can have until November 1 to file the report, and let me know if this is not enough time and we can extend the deadline further.

Lewis C. Pulley

Assistant Chief, Policy Division
Media Bureau
Federal Communications Commission

From: Todd Gray [<mailto:tgray@graymillerpersh.com>]
Sent: Wednesday, September 13, 2017 8:53 AM
To: Lewis Pulley <Lewis.Pulley@fcc.gov>
Subject: Hurricane Irma-related Delay in EEO public file report

Mr. Pulley:

We have a public TV and radio station client – a public college -- in Southwest Florida that has been shuttered due to Hurricane Irma. It is currently scheduled to re-open September 18, but it is uncertain what staff or resources will be available even at that time. Our stations rely on the college's human resources department to provide the information to prepare its annual EEO public file report that is due to be uploaded (for TV) or placed in the local file (for radio) by October 1, and it is concerned that it may end up having to file the report late due to the disruptions of the hurricane. I have been asked to advise on how it might seek an extension of that process.

I would appreciate any information you can provide.

Regards,

Todd Gray

Todd D. Gray

Partner

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