

EEO Public File Report

WHA-TV, WHA-Radio

August 1, 2019 to July 31, 2020

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
1	Finance Mgr 19051	4/25/19	7/29/2019	Capital Newspapers - Madison, WI		
				Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				CPB Jobline		
				Finance Managers - Uw		
				HigherEd Jobs Online		
				Hmong Madison		
				Indeed		1
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison.com {Madison newspapers online}		
				Monster.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
UW Madison Finance Managers listserv						
UW Madison Jobs Website		4	1			
WPR Web Site - Wisconsin Public Radio						
WPT Web site - Wisconsin Public Television						
2	Drupal Dev 19052	5/1/19	9/1/2019	Badger Bridge (UW-ALUMNI jobs page)		
				Capital Newspapers - Madison, WI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				Drupal.org		
				HigherEd Jobs Online		
				Indeed		1
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn		1
				Madison.com {Madison newspapers online}		
				MNBP Blacklist		
				Monster.com		
				UW Madison Jobs Website		3
UW Drupal Developers ListServ						
UW Madison Tech partners						
UW System - all schools (13)						

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Wis Private Colleges Career consortium		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
3	HR Director	5/1/19	10/1/19	Badger Bridge (UW-ALUMNI jobs page)		
	19053			Madison Network of Black Professionals Blacklist		
				Capital Newspapers		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	2	
				College/Univ. Prof. Assoc. for HR		
				Community Resource Groups mailing list		
				CPB Jobline		
				HigherEd Jobs Online	1	
				Hmong Madison		
				HR reps @UW		
				Indeed	4	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn	3	
				Madison.com {Madison newspapers online }		
				Monster.com		
				My PBS.org		
				Out Professional and Executive Network		
				Society for Human Res (Wisconsin)		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website	8	1
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
4	Vid Promo Pr	5/14/19	08/26/19	Capital Newspapers - Madison, WI		
	19054			Badger Bridge (UW-ALUMNI jobs page)		
				Big Shoes Network		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				CPB Jobline		
				Emma L. Bowen Foundation Alumni		
				Glassdoor	1	
				HigherEd Jobs Online		
				Hmong Madison		
				Indeed	2	1
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				LinkedIn	1	
				Madison.com {Madison newspapers online}		
				Monster.com		
				My PBS.org		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Production Hub (TV production)		
				Social Media (Facebook, Twitter, etc.)	1	
				Staffmeup.com		
				TVJOBS .com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Extension Jobs page		
				UW Madison Jobs Website	1	
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
5	Invest. Rptr 19057	5/31/19	10/01/19	65 College and University Journalism Pgm		
				Colleague Outreach - internal	1	
				CPB Jobline - cpb.org		
				Emma L. Bowen Foundation Alumni		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Journalism Job Bank		
				Journalismnext.com		
				Minnesota Broadcasters Assn careers page		
				Other (as cited by applicant)	2	
				National Assn of Hispanic Journalists		
				National Assn of Lesbian, Gay Journalists		
				Radio (as cited by applicant)	1	1
				Social Media (Facebook, Twitter, etc.)	1	
				UW Madison Jobs Website	1	
				UW Madison People Program		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
6	Publicist 19059	6/21/2019	8/5/2019	Badger Bridge (UW-ALUMNI jobs page)		
				Campus Communicators Group UW madison		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				CPB Jobline		
				Creative Jobs Central		
				Graeme Newell marketing ideanet		
				HigherEd Jobs Online		
				Hispanic Public Relations Assn		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Indeed	1	
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Public Relations Society of America Madison Chapter		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website	2	
				UW Madison Communication Arts Dept		
				Wisconsin Women of Color Network		
				Women in Communications		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
7	EP Morning Show 19060	7/11/2019	10/1/2019	Alliance for Women in Media -Chicago Chapter		
				Alliance for Women in Media -MilwaukeeArea Media Network		
				Alliance for Women in Media -Minnesota Chapter		
				Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	4	1
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				LinkedIn	1	
				Minnesota Broadcasters Assn careers page		
				Natl Lesbian & Gay Journalists Assn		
				Out Professional and Executive Network		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website		
				UW Madison Communication Arts Dept		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				WORT - Community Radio Station		
				WUWM 89.7 FM - Milwaukee Public Radio		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
8	MemSvcMgr 20001	7/26/2019	9/16/2019	Assn of Fundr Prof Green Bay		
				Assn of Fundr Prof. Madison Chapter		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Resource Groups mailing list		
				CPB Jobline		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn	1	
				Monster.com (as cited by applicant)	1	
				Other (as cited by applicant)	1	
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				Public Radio Assn of Development Officers		
				Urban League of Greater Madison		
Urban League of Milwaukee						
UW Madison Jobs Website	5	1				
UW Madison Arts Administration						
Wisconsin Arts Board						
Wisconsin Women of Color Network						
9	Mgr Dev Data 20005	7.31.19	9/3/2019	Assn of Fundr Prof Green Bay		
				Assn of Fundr Prof. Madison chapter		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				CPB Jobline		
				Greater Public		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				LinkedIn	1	
				My PBS.org (formerly PBS Connect)		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com online LGBT magazine		
				PMBA Public Media Business Assn		
				Public Radio Assn of Development Officers		
				UW Madison Tech partners		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
UW Madison Jobs Website	1					
Wisconsin Arts Board						
WPR Web Site - Wisconsin Public Radio						
WPT Web site - Wisconsin Public Television						
Young Non_Profit Professional Network-Msn						

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
10	Vid/Editor 20006	8/1/2019	10/28/2019	Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				CPB Jobline		
				Emma L. Bowen Foundation Alumni		
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn	1	
				Madison365		
				My PBS.org		
				Out Professional and Executive Network		
				Portal Wisconsin.org		
				Production Hub (TV production)		
				TVJOBS .com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website	1	1
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
11	Sports Rptr 20007	8/1/2019	12/1/2019	Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance for Women in Media -Minnesota Chapter		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	1
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				Green Bay Press Gazette		
				HigherEd Jobs Online		
				Hmong Madison		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Minnesota Broadcasters Assn careers page		
				National Lesbian &Gay Journalists Assn		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Nat'l Educational Telecommunications Assn		
				Out Professional and Executive Network		
				Other (as cited by applicant)	4	
				Public Radio News Directors Incorporated		
				Radio/TV Digital News Assn Job Bltn		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website		
				UW Madison Journalism School		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
12	HR Spec 20008	8/8/2018	10/7/2019	Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	2	1
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				My PBS.org		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				UW Madison Jobs Website	2	
				UW Madison HR Reps		
				Wisconsin Women of Color Network		
				Wisconsin Society for Human Resources Management		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
13	LaX Reg Mgr 20009	9/3/2019	12/8/2019	Badger Bridge (UW-ALUMNI jobs page)		
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				CPB Jobline		
				HigherEd Jobs Online	1	
				Indeed	1	
				Job Center of Wisconsin		
				LaCrosse Tribune Newspaper		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				Out Professional and Executive Network		
				Social Media (Facebook, Twitter, etc.)	1	1
				UW Madison Jobs Website	1	
				Winona Daily News		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
14	Web Dev	8/26/2019	11/18/2019	Badger Bridge (UW-ALUMNI jobs page)		
	20012			Centro Hispano of Dane County		
				Chronicle of Higher Education	1	
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				Drupal.org		
				HigherEd Jobs Online	2	
				Indeed	2	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison 365		
				MNBP Blacklist		
				Nat'l Educational Telecommunications Assn		
				UW Madison Jobs Website	2	1
				UW Madison Tech partners		
				Wisconsin Technical College System		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
15	Bus Spons Acct Exec	9/6/2019	10/23/2019	Assn of Fundr Prof Green Bay		
	20014			Assn of Fundr Prof. Upper Miss. La Crosse		
				Colleague Outreach - internal	3	
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				Devel & Philanthropy; St. Mary's University of Minnesota		
				Greater Public (formerly DEI)		
				Green Bay Press Gazette		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				LinkedIn		
				PBMA Public Media Business Assn		
				Public Radio Assn of Development Officers		
				Other (as cited by applicant)	1	1
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website		
				UW Madison Arts Administration		
				UW Madison Business School MBA Prog		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
16	Event Vol Coord	9/19/2020	11/11/2019	Badger Bridge (UW-ALUMNI jobs page)		
	20015			Colleague Outreach - internal	1	

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Chamber of Commerce - Eau Claire		
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				CPB Jobline		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				LinkedIn	1	
				LGBT Chamber of Commerce		
				Other (as cited by applicant)	1	1
				Out Professional and Executive Network		
				UW Madison Jobs Website		
				Wisconsin Arts Board (free)		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
17, 18	TMS Producers	9/24/2019	12/30/2019	Alliance for Women in Media -Chicago Chapter		
	20016, 20017		1/1/2020	Alliance for Women in Media -MilwaukeeArea Media Network		
	two positions from same search			Alliance for Women in Media -Minnesota Chapter		
				Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	4	2
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Journalismnext.com		
				LGBT Chamber of Commerce		
				LinkedIn	1	
				Minnesota Broadcasters Assn careers page		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Natl Lesbian & Gay Journalists Assn		
				Other (as cited by applicant)	2	
				Out Professional and Executive Network		
				Social Media (Facebook, Twitter, etc.)		
				South Asian Journalists Association		
				Urban League of Chicago - Employment		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Communication Arts Dept		
				UW Madison Jobs Website	2	
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				WUWM 89.7 FM - Milwaukee Public Radio		
19, 20	Memb Serv Assoc	9/25/2019	11/24/2019	Assn of Fundr Prof Green Bay		
	20018, 20019			Assn of Fundr Prof. Upper Miss. La Crosse		
	two positions from same search			Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				CPB Jobline		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				Social Media (Facebook, Twitter, etc.)		
				HigherEd Jobs Online		
				Indeed	2	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn		
				Other (as cited by applicant)	3	
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				Public Radio Assn of Development Officers		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website	5	1
				UW Madison People Program		
				Wisconsin Arts Board (free)		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				WPT Web site - Wisconsin Public Television		
				Young Non_Profit Professional Network-Msn		
21	Des Coord	21-Nov	3/1/2020	Badger Bridge (UW-ALUMNI jobs page)		
	20020			Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Resource Groups mailing list		
				CPB Jobline		
				Creative Hot List		
				Creative Jobs Central		
				HigherEd Jobs Online		
				Indeed	2	1
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				LinkedIn		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				PBS Wisconsin Website		
				Urban League of Greater Madison		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Urban League of Milwaukee		
				UW Madison Jobs Website	4	
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
22	Fin Spec	11/8/2019	1/13/2020	American Soc of Women Accountants		
	20021			Assn of Government Accountants (AGA) - S. Wis Chapter		
				Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				CPB Jobline		
				Finance Managers - Uw		
				HigherEd Jobs Online		
				Hmong Madison		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn		
				My PBS.org		
				Out Professional and Executive Network		
				PBS Wisconsin - Website		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website	4	1
				WPR Web Site - Wisconsin Public Radio		
23	Airwaves Editor	11/20/2019	3/2/2020	Badger Bridge (UW-ALUMNI jobs page)		
	20022			Centro Hispano of Dane County		
				Colleague Outreach - internal	1	
				Community Resource Groups mailing list		
				CPB Jobline		
				Creative Jobs Central		
				Graeme Newell marketing ideanet		
				HigherEd Jobs Online		
				Hispanic Public Relations Assn		
				Indeed	2	
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				Public Relations Society of America Madison Chapter		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Communication Arts Dept		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				UW Madison Jobs Website	4	1
				Wisconsin Women of Color Network		
				Women in Communications		
				WPR Web Site - Wisconsin Public Radio		
24	Education Reporter 20023	11/19/2019	4/1/2020	Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance for Women in Media -Minnesota Chapter		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	4	
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				CPB Jobline - cpb.org		
				Education Writers Association EWA		
				HigherEd Jobs Online		
				Illinois News Broadcasters Association (inba.net)		
				Indiana Broadcasters Association		
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Minnesota Broadcasters Assn careers page		
				National Lesbian &Gay Journalists Assn		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Nat'l Educational Telecommunications Assn		
				Out Professional and Executive Network		
				Other (as cited by applicant)	2	1
				PBS Wisconsin Website		
				Public Radio News Directors Incorporated		
				Radio/TV Digital News Assn Job Bltn		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website		
				UW Madison Journalism School		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
25	Creative Mgr 20024	11/22/2019	2/24/2020	Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chronicle of Higher Education	1	
				Colleague Outreach - internal	2	
				Community Resource Groups mailing list		
				CPB Jobline		
				Creative Hot List		
				Glassdoor	1	
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin	1	

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				LGBT Chamber of Commerce		
				LinkedIn	1	
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				Other (as cited by applicant)	2	1
				OurLivesMadison.com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website	3	
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				PBS Wisconsin Website		
26	Dig News Editor 20025	11/20/2019	2/1/2020	Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				CPB Jobline		
				Glassdoor	1	
				Graeme Newell marketing ideanet		
				HigherEd Jobs Online		
				Hispanic Public Relations Assn		
				Indeed	1	
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn	2	
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				Public Relations Society of America Madison Chapter		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Communication Arts Dept		
				UW Madison Jobs Website	5	1
				Wisconsin Women of Color Network		
				Women in Communications		
				WPR Web Site - Wisconsin Public Radio		
27	Chief Eng Prod Tech 20026	11/4/2019	2/1/2020	Broadcasting & Cable magazine, NewBay Media, LLC.		
				Badger Bridge (ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	3	
				Community Resource Groups mailing list		
				CPB Jobline		
				Current Newspaper		
				HigherEd Jobs Online		
				Indeed	1	
				Illinois Broadcasters Association		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Job Center of Wisconsin		
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				Other (as cited by applicant)	1	1
				PBS Wisconsin Website		
				Society of Broadcast Engineers-jobline		
				The Society of Motion Picture and Television Engineers		
				TV Technology magazine		
				TVJOBS .com		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
28	Photo-journalist 20027	2/14/2020	6/29/2020	Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				CPB Jobline		
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn		
				Out Professional and Executive Network		
				PBS Wisconsin Website		
				Social Media (Facebook, Twitter, etc.)	2	
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website	1	
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				WPR Web Site - Wisconsin Public Radio		
29	Net Op 20031	1/30/2020	4/1/2020	Alliance for Women in Media -MilwaukeeArea		
				Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				CPB Jobline - cpb.org		
				HigherEd Jobs Online		
				Indeed	2	
				Illinois Broadcasters Association		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LGBT Chamber of Commerce		
				LinkedIn		
				Minnesota Broadcasters Assn careers page		
				Multicultural Student Center - UW Madison		
				Other (as cited by applicant)	3	
				PBS Wisconsin Website		
				Society of Broadcast Engineers-jobline		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Jobs Website		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
30	Digital News Editor 20032	2/17/2020	6/1/2020	Badger Bridge (UW-ALUMNI jobs page)		
				Madison Network of Black Professionals Blacklist		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal	1	1
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				CPB Jobline		
				HigherEd Jobs Online		
				Indeed	2	
				Illinois Broadcasters Association		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Other (as cited by applicant)	2	
				PBS Wisconsin Website		
				Public Relations Society of America Madison Chapter		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Communication Arts Dept		
				UW Madison Jobs Website	1	
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				TOTALS	185	30

Recruitment Resources
WHA-TV, WHA Radio
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No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
1	65 College and University Journalism Programs (<i>see programs below</i>)			
2	AFP Southeast: P.O. Box 342601, Milwaukee, WI 53234-2601	Erin Richardson, chapteradmin@afpsewi.org, (414) 399-0281		
3	Alliance for Women in Media -Chicago Chapter, 26 North Halstead, Chicago, IL 60661	samansheik@gmail.com		
4	Alliance for Women in Media -Milwaukee Area Media Network	Pamm Foran, pforan@hearst.com, 414-795-4088		
5	Alliance for Women in Media -Minnesota Chapter, P.O. Box 50369, Minneapolis, MN 55405	https://awm-mn.org/, Ferrence, Laurie <lferrence@hbi.com>		
6	American Soc of Women Accountants, 1760 Old Meadow Road, Suite 500, McLean, VA 22102	aswa.org, aswa@aswa.org, 703-506-3265		
7	Assn of Fundr Prof Green Bay	Michael Frohna, michael.frohna@thedacare.org, 920-729-3552		
8	Assn of Fundr Prof. Madison Chapter, P.O. Box 45046, Madison, WI 53744	admin@madisonafp.com		
9	Assn of Fundr Prof Northeast WI, PO Box 2242, Appleton, WI 54912	afp.newi@gmail.com		
10	Assn of Government Accountants (AGA) - S. Wis Chapter, P.O. Box 1454 Madison, WI 53701-1454	info@aga-wis.org		
11	Badger Bridge Wisconsin Alumni Association 650 N. Lake Street Madison, WI 53706	608-262-2551		
12	Big Shoes Network, P.O. Box 11725 Milwaukee, WI 53211	Jeff Carrigan, 414-962-4222		
13	Madison Network of Black Professionals Blacklist, P.O. Box 1313, Madison, WI 53701	MNBP-BlackList-owner@yahoogroups.com, 608-285-2627		
14	Broadcasting & Cable Mag, NewBay Media, LLC, 11 West 42nd Street, 15th Floor, New York, NY 10036	https://www.nexttv.com/broadcasting-cable		
15	Campus Communicators Group - UW Madison	list serv		
16	Capital Newspapers - Madison, WI	Tracey Buccelli, tbuccelli@madison.com, 608-252-6269		
17	Centro Hispano of Dane County, 10 West Badger Road, Madison, WI 53713	Norma Gallegos, Norma@micentro.org, 608-442-4020		Yes
18	Chamber of Commerce - Eau Claire, 101 N. Farwell Street - Suite 101, Eau Claire, WI 54703	https://www.eauclairechamber.org/, 715-834-1204		
19	Chicagoland Radio & Media	chicagolandrm@yahoo.com		
20	Chronicle of Higher Education, 1255 Twenty-Third St, N.W. Washington, D.C. 20037	http://chronicle.com/jobs/, 202-466-1032		
21	Colleague Outreach - internal (WPR/PBS WI staff)	PBS Wisconsin and WPR Lists	42	
22	College/Univ. Prof. Assoc. for HR, 1811 Commons Point Dr, Knoxville, TN 37932	https://www.cupahr.org/jobline/, 877-287-2474		
23	Columbia's Graduate School of Journalism, 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu, 212-854-4422		
24	ConNEXTions, 5201 Old Middleton Rd Madison WI 53705	saranouk@uwalumni.com, 608.215.4651		
25	CPB Jobline 401 9th St. Washington, DC 20001	http://www.cpb.org/jobline/		
26	Creative Hot List, Coyne & Blanchard, Inc. 110 Constitution Drive, Menlo Park, CA 94025	http://www.creativehotlist.com (650) 326-6040		
27	Creative Jobs Central, Live Enterprises, 222 E 34th St 1205, New York, NY 10016	https://www.creativejobscentral.com/, 646-202-9538		
28	Current Newspaper, 1612 K St. NW Suite 704, Washington DC 20006	currentpublicmedia@gmail.com, 301-270-7240		
29	Devel & Philanthropy; St. Mary's University of Minnesota	Jami Spitzer, jspitzer@smumn.edu		
30	Drupal.org, 3439 NE Sandy Blvd # 269 Portland, OR 97232	https://www.drupal.org/welcome		
31	Education Writers Association EWA, 1825 K Street NW, Suite 200, Washington, DC 20006	https://www.ewa.org/career-center		
32	Emma L. Bowen Foundation. 30 Rockefeller Plaza, Studio City, CA 91604	Michael Barham, Michael.Barham@nbcuni.com		
33	Finance Managers - UW Madison	list serv		
34	Glassdoor, Inc., Mill Valley, California	glassdoor.com	3	
35	Graeme Newell marketing ideanet, Portland, OR	gnewell@602communications.com, 919-280-8224		
36	Greater Public, 401 North 3rd Street, Suite 370, Minneapolis, MN 55401	www.greaterpublic.org, 1-888-454-2314		

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No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
37	Green Bay Press Gazette, 435 E. Walnut St. Green Bay, WI 54301	greenbaypressgazette.com, 866-431-8665		
38	HigherEd Jobs Online, 200 Innovation Boulevard, Ste 205 State College, PA	https://www.higheredjobs.com/	4	
39	Hispanic Public Relations Assn	http://www.hpra-usa.org/		
40	Hmong Madison, Madison WI	hmongmadison.com, zacvang@gmail.com		Yes
41	HR directors - UW	list serv		
42	Illinois News Broadcasters Assn, c/o WIUM-FM News, 1 University Circle, Macomb, IL 61455	Bob Roberts, BoRoWMAQ@aol.com		
43	Indeed, 470 West Avenue, Suite 2002, Stamford CT, 06902	www.indeed.com	28	
44	Indiana Broadcasters Association, 3003 E. 98th Street, Ste.161, Indianapolis, IN 46280	iba@indianabroadcasters.org, 317-573-0119		
45	Iowa Broadcast News Assn, P. O. Box 131 Waverly, IA 50677	ibna@ibna.org, 319-230-8988		
46	Job Center of Wisconsin, 201 E. Washington Avenue, Madison WI 53702	https://jobcenterofwisconsin.com/	1	
47	Journalism Job Bank, School of Journalism, UC Berkeley, 121 North Gate Hall, Berkeley, CA 94720	http://www.journalism.berkeley.edu/jobs/		
48	Journalismnext.com, P.O. Box 30846 Bethesda, MD 20824	info@journalismnext.com, 703-629-0178		
49	LaCrosse Tribune, River Valley Newspaper Group, P.O. Box 865, La Crosse, WI 54602	608-791-8263		
50	Latino Academy of Workforce Development, 1917 Lake Point Dr. Madison, WI 53713	baltazar@latinoacademywi.org, Baltazar De Anda Santana		
51	Latino Chamber of Commerce - Dane Co., P.O. Box 259851, Madison, WI 53725	Jessica Cavazos, ceo@lccmadison.org		
52	LGBT Chamber of Commerce - Wisconsin	https://wislgbtchamber.com/		
53	LinkedIn Corporation 2029 Stierlin Court, Mountain View, CA 94043	www.linkedin.com	14	
54	Madison365.com	madison365.com, news@madison365.org		
55	Madison.com (Capital Newspapers on-line)P.O. Box 8056, Madison, WI 53708-8056	www.madison.com		
56	Minnesota Broadcasters Assn, 3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	maria.vorhis@minnesotabroadcasters.com, 612.926.8123		
57	Monster.com	www.monster.com, 317-293-6499	1	
58	Multicultural Student Center - UW Madison, 716 Langdon St., Madison, WI 53706	gabe.javier@wisc.edu, Gabe Javier		
59	My PBS.org, 1320 Braddock Place, Alexandria, VA 22314	http://mypbs.org		
60	Natl Assn of Black Journalists, U. of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783	www.nabj.org, 301-445-7100		
61	National Assn of Hispanic Journalists, 1000 National Press Bldg, Washington DC 20045	www.nahjcareers.org, 202) 662-7145		
62	Nat'l Educational Telecommunications Assn, PO Box 50008 Columbia, SC 29250	Maryanne Schuessler, maryanne@netaonline.org, 803-978-1579		
63	National Lesbian & Gay Journalists Assn, 1420 K Street NW Ste 910, Washington, DC 20005	info@nljja.org. 202-588-9888		
64	Other (as cited by applicant)		24	
65	OurLivesMadison.com (LGBT Magazine)	Patrick Farabaugh, pfarabaugh@ourlivesmadison.com		
66	Out Professional and Executive Network, P.O. Box 1646, Madison, WI 53701-1646	info@OPENmadison.org; 608-561-3849		
67	PBS Wisconsin Jobs Website, 821 University Ave. Madison, WI 53706	https://www.pbswisconsin.org/career-opportunities		
68	PMBA Public Media Business Assn	info@pmbaonline.org https://www.pmbaonline.org/ 803-799-5517		
69	Portal Wisconsin: PO Box 8690, Madison, Wisconsin 53708-8690	www.portalwisconsin.org, 608-266-0190		
70	Production Hub (TV production): 1809 E. Winter Park Rd. Orlando, FL 32803	http://www.productionhub.com/ (877) 629-4122		
71	Public Radio Assn of Development Officers: Syracuse, NY 13244	prado@listserv.syr.edu		
72	Public Radio News Directors Incorporated: P.O. Box 838, Sturgis, SD 57785	list serv		

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No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
73	Public Relations Society of America Madison Chapter	www.prsamadison.org/employment.html		
74	Radio (as cited by applicant)		1	
75	Radio/TV Digital News Assn Job Bltn: 1600 K St. NW, Ste 700, Washington DC 20006	www.rtnda.org 800-80-RTNDA		
76	Social Media (Facebook, Twitter, etc.)		5	
77	Society for Human Res (Wisconsin): 2830 Agriculture Drive, Madison, WI 53718	http://www.wishrm.org/		
78	Society of Broadcast Engineers-jobline	www.sbe.org kjones@sbe.org		
79	South Asian Journalists Association New York, NY	http://www.saja.org/jobs		
80	Staffmeup.com	https://staffmeup.com/post-a-job		
81	The Chronicle of Higher Education: 1255 23rd Street, N.W. Washington, D.C. 20037	https://www.chronicle.com/	2	
82	Society of Motion Picture & TV Eng: White Plains Plaza 445 Hamilton Ave Ste 601, White Plains Ny 10601	http://carecentral.smpte.org/ (914) 761-1100		
83	TV Technology magazine: c/o NewBay Media, 5285 Shawnee Road, Suite 525, Alexandria, VA 22312-2334	http://www.tvtechnology.com, minderrieden@nbmedia.com, 703-852-4600		
84	TVJOBS .com: P.O. Box 4116 Oceanside, CA 92052	www.tvjobs.com		
85	Urban League of Chicago: 4510 South Michigan Avenue Chicago , IL 60653	careers@thechicagourbanleague.org 773-624-8806		
86	Urban League of Greater Madison: 2222 S Park St, Madison, WI 53713	elee@ulgm.org 608-729-1200		
87	Urban League of Milwaukee: 435 W North Ave, Milwaukee, WI 53212	Vanessa Claypool vclaypool@tmul.org 414-374-5850		
88	UW Drupal Developers ListServ	list serv		
89	UW Extension Jobs page	http://www.uwex.edu/		
90	UW Madison Arts Administration: 975 University Avenue Madison, WI 53706	Rebecca Buckman rbuckman@bus.wisc.edu		
91	UW Madison Business School MBA Prog: 975 University Avenue Madison, WI 53706	mbacareers@bus.wisc.edu cjohnson@bus.wisc.edu		
92	UW Madison Communication Arts Dept: 821 University Avenue Madison, WI 53706	Pam Garcia-Rivera pgarcia@wisc.edu info@journalism.wisc.edu		
93	UW Madison Finance Managers listserv	Paul Breen paul.breen@wisc.edu		
94	UW Madison HR Reps	list serv		
95	UW Madison Journalism School: 821 University Avenue, Madison, WI 53706	advising@journalism.wisc.edu		
96	UW Madison People Program: 1305 Linden Drive, Suite 240 Madison, WI 53706	peoplecollegescholars@cdo.wisc.edu (608) 263-2557		
97	UW Madison Tech partners	list serv		
98	UW System Jobs Website - all schools (13)	https://www.careers.wisconsin.edu		
99	UW Madison Jobs Website: 21 N. Park Street, Suite 5101 Madison, WI 53715-1218	https://jobs.wisc.edu	60	
100	Winona Daily News: 279 E. Third St., Suite 370 Winona, MN	https://www.winonadailynews.com/		
101	Wis Private Colleges Career consortium	info@wipccc.org		
102	Wisconsin Arts Board: 101 E Wilson St Madison, WI 53703	akatz@artswisconsin.org http://www.artswisconsin.org (608) 266-0190		
103	Wisconsin Broadcasters Assn	http://www.wi-broadcasters.org/		
104	Wisconsin Society for Human Resources Management: 2830 Agriculture Drive, Madison, WI 53718	http://www.wishrm.org/ (608) 204-9827		
105	Wisconsin Technical College System	http://www.wisconsintechconnect.com/ (703) 370-7436		
106	Wisconsin Women of Color Network: 4529 Surrey Cir, Madison, Wisconsin	wwocntwk@gmail.com (202) 415-4906		
107	Women in Communications: 3337 Duke Street, Alexandria, VA 22314	www.womcom.org info@womcom.org		
108	WORT - Community Radio Station	Chali Pittman chali@wortfm.org		

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No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
109	WPR Web Site - Wisconsin Public Radio: 821 University Avenue, Madison, WI 53706	http://www.wpr.org/job-opportunities		
110	WPT Web site - Wisconsin Public Television: 821 University Avenue, Madison, WI 53706	http://wpt.org/AboutWPT/Employment/		
111	WUWM 89.7 FM - Milw Pub Radio, 111 East Wisconsin Avenue, Suite 700 Milwaukee, Wisconsin 53202	wuwm@uwmm.edu (414) 227-3355		
112	Young Non_Profit Professional Network-Msn	ynpnmad@gmail.com		
	COMMUNITY GROUPS			
113	Beloit College, Ofc of Field & Career Svc, 700 College St., Beloit, WI 53511	jobpostings@beloit.edu Heather McLean mcleanh@beloit.edu		Yes
114	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.musk@wisconsin.gov		Yes
115	Edgewood College, 1000 Edgewood College Drive, Madison, WI 53711	Bonnie Sierlecki, bsierlecki@edgewood.edu		Yes
116	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202 cehle@worksmartnetwork.org		Yes
117	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189; dunns@gram.edu		Yes
118	La Crosse Area Development Corporation, 712 Main St. , La Crosse, WI 54601	Jennifer Kiderer, ladco@centurytel.net 608-784-5488		Yes
119	Milwaukee School of Engr, 1025 N. Broadway Ste 370, Milwaukee, WI 53202	Career Services, career-services@msoe.edu 414-277-7120		Yes
120	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Aundra McMurtry amcmurtry@tmul.org		Yes
121	Southeastern Oneida Tribal Services, 2778 S. 35th Street, Milwaukee, WI 53204	Mark W. Powless 414-329-4101		Yes
122	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	Cheryl Brennan info@spottedeagle.us 414-342-0700		Yes
123	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, advising@dcs.wisc.edu, 608-263-6960		Yes
124	Winona State University Mass Communication , P.O. Box 5838, Winona, MN 55987	career@winona.edu		Yes
125	Womens Center, Inc, 505 N. East Avenue, Waukesha, WI 53186	johannas@twcwaukesha.org 262-522-3816		Yes
126	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell vmcdowell@ywcamadison.org 608-257-1436		Yes
	UNIVERSITY AND COLLEGE JOURNALISM PROGRAMS			
1	Alverno College, 3400 South 43rd St , P.O. Box 343922, Milwaukee, WI, 53234	susan.leister@alverno.edu, 414.382.6019		
2	Beloit College, 700 College St, Beloit, WI, 53511	gillens@beloit.edu, 608.363.2309		
3	Cardinal Stritch College, 6801 N. Yates Road, Milwaukee, WI, 53217	micarson@stritch.edu, 414.410.4175		
4	Carroll University, 100 N. East Ave., Waukesha, WI, 53186	rimes@carrollu.edu, 262-951.3011		
5	Carthage College, 2001 Alford Park Drive, Kenosha, WI, 53140	jbruning@carthage.edu, 262.551.5881		
6	Central Michigan University, 215 Bovee University Center, Mt Pleasant, MI, 48859	vando1rk@cmich.edu, 989.774.3068		
7	Columbia College of Chicago, 600 South Michigan, Chicago, IL, 60605	jhalperin@colum.edu, 312.344.8994		
8	Columbia University, 2950 Broadway , New York, NY, 10027	jh548@columbia.edu, 212.854.9198		
9	Columbia University, 2950 Broadway , New York, NY, 10027	Izabela Rutkowski ir2273@columbia.edu		Yes
10	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu. 212-854-4422.		Yes
11	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Tim Macafee, Ph.D. 262-243-2098		Yes
12	Concordia University - Wisconsin, 12800 N. Lake Shore Drive, Mequon, WI, 53097	career.services@cuw.edu 262-243-4401		
13	DePaul University, 1 E. Jackson, Chicago, IL, 60604	melias@depaul.edu, 312.362.8437		
14	Drake University, 2507 University Ave, Des Moines, IA, 50311	carlyn.crowe@drake.edu, 515.271.2033		
15	Eastern Illinois University, 600 Lincoln Avenue, Charleston, IL, 61920	llmoore@eiu.edu, (217) 581-2412		

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16	Eastern Michigan University, 200 McKenny Hall, Ypsilanti, MI, 48197	sotto@emich.edu, 734.487.0400		
17	Edgewood College, 1000 Edgewood College Drive, Madison, WI, 53711	Kmella@edgewood.edu, 608-663-2266		
18	Illinois State University, 100 University Street, Normal, IL, 61761	janavic@ilstu.edu, 309.438.7578		
19	Indiana University, 940 E. Seventh St, Bloomington, IN, 47405	lfonseca@indiana.edu, 812.855.1704		
20	Iowa State University, 178 Hamilton Hall, Ames, IA, 50011	julip@iastate.edu, 515-294-4342		
21	Lakeland University, P.O. Box 359, Sheboygan, WI, 53082	stephanlm@lakeland.edu, 920.565.1255		
22	Lawrence University, P.O. Box 599, Appleton, WI, 54912	careerservices@lawrence.edu		
23	Maranatha Baptist Bible College, 745 W. Main Street, Watertown, WI, 53094	careerservices@mbbc.edu, 920.206.4046		
24	Marian University Wisconsin, 45 S. National Ave, Fond du Lac, WI, 54935	careerservices@marianuniversity.edu, (920) 923-8799		
25	Marquette University, P.O. Box 1881, Milwaukee, WI, 53201	william.thorn@mu.edu, 414.288.3447		
26	Michigan State University, 343 Communication Arts & Sci Building, East Lansing, MI, 48824	dicker22@msu.edu, 517.353.5110		
27	Minnesota State University - Mankato, 136 Nelson Hall, Mankato, MN, 56001	charles.lewis@mnsu.edu, 507.389.5524		
28	Minnesota State University - Moorhead, 1104 7th Ave. S., Moorhead, MN, 56563	hansonc@mnstate.edu, 218.477.4036		
29	Mount Mary College, 2900 N. Menomonee River Parkway, Milwaukee, WI, 53222	mmu-adcardev@mtmary.edu, 414.256.1243		
30	New York University, 20 Cooper Square, Room 647, New York, NY, 10003	craigh.barboza@nyu.edu, 212-998-3837		
31	Northern Illinois University, 1425 West Lincoln Hwy, Dekalb, IL, 60115	jbaldwin@niu.edu, 815.753.7104		
32	Northland College, 1411 Ellis Avenue, Ashland, WI, 54806	internships@northland.edu		
33	Northwestern University, 1845 Sheridan Road, Evanston, IL, 60208	j-obrien@northwestern.edu, 847.497.5634		
34	Ohio University, Park Place & Court Street, Athens, OH, 45701	hodson@ohio.edu, 740.593.2590		
35	Ripon College, 300 Seward Street, Ripon, WI, 54971	gerretsena@ripon.edu, 920-748-8353		
36	Saint Cloud State University, 720 4th Ave. S. As209, St. Cloud, MN, 56301	ramurphy@stcloudstate.edu, 320-308-3753		
37	Silver Lake College, 2406 S. Alverno Rd, Manitowoc, WI, 54220	Jan.Algozine@sl.edu, 920.686.6192		
38	St. Norbert College, 100 Grant Street, De Pere, WI, 54115	careers@snc.edu		
39	Syracuse University, 215 University Place, Syracuse, NY, 13244	belichti@syr.edu, 315.443.1209		
40	University of Arizona School of Journalism, 845 N. Park Ave, Tucson, Arizona 85721	journal@email.arizona.edu		
41	University of California - Berkeley, 121 North Gate Hall #5860, Berkeley, CA, 94720	journalism.berkeley.edu/contact/jobs, 510.643.2678		
42	University of Florida, P.O. Box 118400, Gainesville, FL, 32611	charris@jou.ufl.edu, 352.392.0289		
43	University of Illinois at Urbana-Champaign, 810 S. Wright St, Urbana, IL, 61801	lholley@uiuc.edu, 217.333.1508		
44	University of Iowa, 100 Adler Journalism Building, Rm E342, Iowa City, IA, 52242	jmc-internships@uiowa.edu, 319.335.1406		
45	University of Kansas, 1435 Jayhawk Boulevard, Lawrence, KS, 66045	Steve_rottinghaus@ku.edu, 785.864.7630		
46	University of Maryland, 1117 Journalism Building, College Park, MD, 20742	charvey@jmail.umd.edu		
47	University of Minnesota, 206 Church Street S.E., Minneapolis, MN, 55455	lindh001@umn.edu, 612.625.3340		
48	University of Missouri, 76 Gannett Hall, Columbia, MO, 65211	career@missouri.edu		
49	University of North Carolina - Chapel Hill, CB 3365, Chapel Hill, NC, 27599	jeubank@email.unc.edu, 919.962.4518		
50	University of Wisconsin - Eau Claire, 105 Garfield Avenue, Eau Claire, WI, 54702	larsoja@uwec.edu,		
51	University of Wisconsin - Green Bay, 2420 Nicolet Dr, Green Bay, WI, 54311	peacockl@uwgb.edu, 920.465.2163		

Recruitment Resources
WHA-TV, WHA Radio
8/1/19 - 7/31/20

No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
52	University of Wisconsin - LaCrosse, 1725 State Street, La Crosse , WI, 54601	career@uwlax.edu, 608.785.8570		
53	University of Wisconsin - Madison, 821 University Avenue, Madison, WI, 53706	baughman@wisc.edu, 608.263.3691		
54	University of Wisconsin - Milwaukee, P.O. Box 413, Milwaukee, WI, 53201	jsmith@uwm.edu, 414.229.6851		
55	University of Wisconsin - Oshkosh, 800 Algoma Blvd, Oshkosh, WI, 54901	benish@uwosh.edu, 920.424.7145		
56	University of Wisconsin - Parkside, P.O. Box 2000, Kenosha, WI, 54141	joann.goodyear@uwp.edu, 262.595.2515		
57	University of Wisconsin - Platteville, 1 University Plaza, Platteville, WI, 53818	ranneya@uwplatt.edu, 608.342.1619		
58	University of Wisconsin - River Falls, 410 South Third Street, River Falls, WI, 54022	career.services@uwrf.edu , 715-425-3572		
59	University of Wisconsin - Stevens Point, 1101 Reserve St. , Stevens Point, WI, 54481	acac@uwsp.edu,715.346.3226		
60	University of Wisconsin - Stout, 103 Administration Building, Menomonie, WI, 54751	bartsb@uwstout.edu, 715-232-1469		
61	University of Wisconsin - Superior, P.O. Box 2000, Superior, WI, 54880	meinerso@uwsuper.edu,		
62	University of Wisconsin - Whitewater, 800 West Main St, Whitewater, WI, 53190	career@uww.edu, 262.472-1472		
63	Viterbo University, 900 Viterbo Dr, La Crosse , WI, 54601	careers@viterbo.edu, 608.796.3828		
64	Wayne State, 199 Manoogian Hall, Detroit, MI, 48202	Jessica.greenwald@wayne.edu, 313-577-2943		
65	Western Illinois University, 1 University Circle, Macomb, IL, 61455	e-poulter@wiu.edu, 309.298.2189		
66	Western Michigan University, 1903 West Michigan Avenue, Kalamazoo, MI, 49008	ewa.l.urban@wmich.edu, 269.387.2750		
67	Winona State University, P.O. Box 5868, Winona , MN, 55987	vdecker@winona.edu, 507.457.5340		
68	Wisconsin Lutheran College, 8800 West Bluemound Road, Milwaukee, WI, 53226	mary.heins@wlc.edu, 414.443.8832		
	HISTORICALLY BLACK COLLEGES AND UNIVERSITIES CONTACTS			
69	Bowie State Contact, Otis Thomas, department chair:	othomas@bowiestate.edu		
70	California State, Long Beach:, Contact: Emma Dougherty, department chair,	emma.daugherty@csulb.edu		
71	City University of New York, http://www.journalism.cuny.edu/ , Contact: Andrea Stone	andrea.stone@journalism.cuny.edu		
72	Florida A&M: http://sjgc.famu.edu/m/ , Contact: Internship & Career Services Coordinator:	ruthie.white@famu.edu		
73	Florida International University Contact: Internship coordinator, Prof. Lilliam Bustos	lmartin@fiu.edu		
74	Howard Contact: Carol Y. Dudley, Director of Office of Career Development,	cdudley@howard.edu		
75	Morgan State Contact: Jacqueline Jones (Jacqueline.Jones@morgan.edu)	Jacqueline.Jones@morgan.edu		
76	North Carolina A &T Contact: Department Chair, Yahya R. Kamalipour,	ykamalip@ncat.edu		
77	San Jose State University, Contact: JMC School Director, Bob Rucker,	Robert.Rucker@sjsu.edu		
78	Shaw University: http://www.shawu.edu/MassCommunications	careerdevelopment@shawu.edu		
79	University of Houston Contact: Interim Department Director, Temple Northup	ctnorthu@central.uh.edu		
80	University of New Mexico State Contact: Gregoria A. Cavazos - Program Advisement Coordinato	Loboachieve.unm.edu		

***Description of longer-term outreach initiatives for the period
August 1, 2019-July 31, 2020***

Specify First Initiative:

WPM continued internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Describe activities undertaken to fulfill that initiative:

From August 2019 – May 2020 WHA-TV sponsored a paid internship in the Madison bureau. The PBS Wisconsin *Next Generation* internship was designed for students currently enrolled in their second year or above of a two or four year college, and is meant to prepare students of color, and those from other groups underrepresented in the media industry, for a successful career in public media. The intern works with PBS Wisconsin in one of three focus areas: Media Production, Marketing & Engagement, or Development and received regular and concentrated coaching on writing, editing, and other aspects of Television production, marketing, or development.

From September 2010 through June 2020 WPR sponsored the Lee Ester News Fellowship, designed for a recent graduate or someone in the early years of their career as a radio news reporter. The fellow worked as a reporter in Wisconsin Public Radio's Madison newsroom.

From July 2019 through June 2020 WPR sponsored the Second Century Fellowship, designed for a recent graduate or early career reporter, and meant to prepare journalists of color, and those from other groups underrepresented in the media industry, for successful news careers. The fellow worked as a reporter in WPR's Milwaukee bureau.

Two additional interns worked for WHA-Radio beginning in the fall of 2019 and continued through May 2020.

WHA-TV employed 10 additional interns beginning in the fall of the 2019-2020 academic year and ending in May of 2020.

Specify Second Initiative:

Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.

Describe activities undertaken to fulfill that initiative:

On Monday, August 5, 2019, WPM Human Resources Staff facilitated a workshop titled Giving and Receiving Feedback for the WPR Membership Department, attended by 17 staff members.

On Monday, November 4, 2019, WPM Human Resources Staff also facilitated a workshop titled How to Deliver and Receive Critiques on Creative Work for the PBS Wisconsin staff Professional Development Day. Attendance was not tracked for this event, but it was open to all staff.

On Tuesday, November 26, 2019, WPM Human Resources Staff facilitated another Giving and Receiving Feedback session for staff members of The Morning Show, attended by eight individuals.

WHA-TV and WHA-Radio management encourage staff to attend training at UW Madison as well as from other professional development providers, but we do not currently have an accurate way to track attendance for these.

Specify Third Initiative:

Listing of each upper-level category job opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Describe activities undertaken to fulfill that initiative:

Two upper-level jobs were filled during this period: HR Director, Wisconsin Public Media; Chief Engineer, WHA-TV.

For the HR Director, Public Media WHA-Radio and WHA-TV contacted the following organizations: Central Hispano of Dane County, Urban Leagues of Chicago, Greater Madison and Milwaukee, Wisconsin Women of Color Network, Dane County Latino Chamber of Commerce, Dane County LGBT Chamber of Commerce, OUT Professional & Executive Network, Madison Network of Black Professionals Blacklist, and Society for Human Resources Management (SHRM) – Wisconsin Chapter.

For the Chief Engineer, WHA-TV contacted the following organizations: Broadcasting and Cable Network Magazine, Current Newspaper, Society for Motion Picture and Television Engineers, TV Technology Magazine, Centro Hispano of Dane County, Chicagoland Radio & Media, Urban Leagues of Chicago, Greater Madison, and Milwaukee, Wisconsin Broadcasters Association.

Specify Fourth Initiative:

Participation in at least four job fairs over two years by station personnel who have substantial responsibility in the making of hiring decisions.

Describe activities undertaken to fulfill that initiative:

WHA-Radio and WHA-TV were each represented by an HR recruiter and WHA Radio hiring manager at the WBA Winter Conference Job Fair on January 29, 2020.

WHA-Radio and WHA-TV were each represented by an HR recruiter and a WHA Radio and WHA-TV hiring manager at the UW-Madison Spring 2020 Career and Internship Fair on February 4, 2020.

WHA-Radio was represented by an WHA-Radio hiring manager at the UW-Stevens Point Career and Internship Fair on February 6, 2020.

WHA-Radio and WHA-TV were each represented by an HR recruiter and a WHA Radio and WHA-TV hiring manager at the UW-Madison Advertising and Communication Career Fair on February 11, 2020.

WHA-Radio and WHA-TV was represented by an WHA-Radio hiring manager at the UW-Eau Claire Career Conference on February 12, 2020.

WHA-Radio was represented by an WHA-Radio hiring manager at the UW-Stevens Point – Wausau Career Expo on February 18, 2020.