

EEO Public File Report

WHA-TV, WHA-Radio

August 1, 2020 through July 31, 2021

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	Audience Services Specialist	3/13/20	8/3/2020	Badger Bridge (UW-ALUMNI jobs page)		
	20033			Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline		
				Devel & Philanthropy; St. Mary's Univ.Minn		
				Employee Referral	1	
				HigherEd Jobs Online		
				Indeed	1	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn		
				LGBT Chamber of Commerce		
				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	7	1
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WPR Website		
				PBS Wisconsin Website		
				Young Non_Profit Professional Network-Msn		
2	Graphic Designer	5/28/20	11/9/2020	AIGA professional association for design		
	20035			Badger Bridge (UW-ALUMNI jobs page)		
				Big Shoes Network		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Creative Hot List		
				Employee Referral	1	
				Glassdoor	1	
				Indeed	3	
				LGBT Chamber of Commerce		
				LinkedIn	1	
				My PBS.org		
				Nat'l Educational Telecommunications Assn		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Other	2	
				OurLivesMadison.com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website Website	2	
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				Word of Mouth	2	1
				WPR Website		
				PBS Wisconsin Website		
3	Network Engineer	9/2/20	11/30/20	Badger Bridge (UW-ALUMNI jobs page)		
	21001			Blacklist - Madison Network of Black Professionals		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Facebook	1	1
				HigherEd Jobs	1	
				Illinois Broadcasters Association		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				Society of Broadcast Engineers-jobline		
				Tech partners - UW		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Engineering Career Services		
				UW-Madison Jobs Website Website	1	
				Wisconsin Broadcasters Association		
				Wisconsin Women of Color Network		
				WPR Website		
4	Associate Publicist	2/24/21	06/01/21	Badger Bridge (UW-ALUMNI jobs page)		
	21002			Campus Communicators Group UW madison		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Creative Jobs Central		
				Employee Referral	1	1
				Facebook	1	
				Graeme Newell marketing ideanet		
				HigherEd Jobs Online		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Hispanic Public Relations Assn		
				Indeed		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn	2	
				My PBS.org		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				Public Relations Society of America Madison Chapter		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Communication Arts Dept		
				UW-Madison Jobs Website Website	7	
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				Women in Communications		
				WPR Web Site - Wisconsin Public Radio		
5	Special Projects Engineer	11/3/20	01/02/21	Badger Bridge (UW-ALUMNI jobs page)		
	21003			Blacklist - Madison Network of Black Professionals		
				Broadcast and Cable		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Organization	1	
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current (PublicMediaJobs.org)		
				Facebook		
				Illinois Broadcasters Association		
				Iowa Broadcasters Association		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn	1	
				Milwaukee Journal Sentinel		
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				RTDNA Career Center		
				Society of Broadcast Engineers-jobline		
				Society of Motion Picture and Television Engineers (SMPTE)		
				Tech partners - UW		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Engineering Career Services		
				UW-Madison Jobs Website Website		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Wisconsin Broadcasters Association		
				Wisconsin State Journal		
				Wisconsin Women of Color Network		
				Word of Mouth	1	1
				WPR Web Site - Wisconsin Public Radio		
6	Education Engagement Manager	10/14/2020	1/20/2021			
	21004			Badger Bridge (UW-ALUMNI jobs page)		
				Blacklist - Madison Network of Black Professionals		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	1	
				Glassdoor	1	
				HigherEd Jobs Online		
				Illinois Broadcasters Association		
				Illinois News Broadcasters Association (inba.net)		
				Indeed	2	
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				LGBT Chamber of Commerce		
				LinkedIn	1	
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				PBS Wisconsin		
				TVJobs.com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website	8	1
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
7	Membership Services Manager	11/4/2020	2/1/2021			
	21005			AFP Southeast		
				Assn of Fundr Prof. Northeast		
				Assn of Fundr Prof. Madison chapter		
				Assn of Fundr Prof. NE Wis-Green Bay		
				Assn of Fundr Prof. Upper Miss. La Crosse		
				Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Devel & Philanthropy; St. Mary's Univ.Minn		
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn	2	
				NonProfit Network		
				Other	2	1
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				PBS Wisconsin website		
				Public Radio Assn of Development Officers		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website	3	
				UW Madison Arts Administration		
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
8	Racial Justice Multimedia Journalist	11/4/2020	3/15/2021	Asian American Journalists Association		
	21006			Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current (PublicMediaJobs.org)		
				Employee Referral	1	
				HigherEd Jobs Online		
				Indeed	1	
				Investigative Reporters and Editors		
				Job Center of Wisconsin		
				Journalismjobs.com		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn	1	
				Native American Journalists Association		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Natl Lesbian & Gay Journalists Assn		
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				PBS Wisconsin website		
				Poynter - Media Jobs Connection		
				South Asian Journalists Assn.		
				Urban League of Chicago		
				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 Arts Administration		
				UW-Madison Jobs Website	1	1
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
9	Second Century Fellowship	2/18/2021	7/5/2021	Alliance for Women in Media -Chicago Chapter		
	21007			Alliance for Women in Media -Milwaukee Area		
				Asian American Journalist Assn		
				Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				College and University Journalism Program List		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline - cpb.org		
				Employee Referral	1	
				Facebook		
				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 Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Natl Lesbian & Gay Journalists Assn		
				Other	1	
				Other Website	2	1
				Out Professional and Executive Network		
				PBS Wisconsin Website		
				South Asian Journalists Assn		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Communication Arts Dept		
				UW-Madison Jobs Website Website	1	
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				Word of Mouth	2	
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				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
10	Membership Director	2/24/2021	6/1/2021	AFP Southeast		
	21010			African American Development Officers Network		
				Assn of Fundr Prof. International website		
				Assn of Fundr Prof. Madison chapter		
				Assn of Fundr Prof. Northeast		
				Assn of Volunteer Managers		
				Badger Bridge (UW-ALUMNI jobs page)		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current (PublicMediaJobs.org)		
				Employee Referral	1	
				HigherEd Jobs Online		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn		
				Natl Lesbian & Gay Journalists Assn		
				NonProfit Network		
				Other Website	2	
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				PBS Wisconsin website		
				Public Radio Assn of Development Officers		
				Radio	2	
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Arts Administration		
				UW-Madison Jobs Website	3	1
				Wisconsin Arts Board		
				Wisconsin Broadcasters Assn		
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
11	Audience Services Specialist	2/12/2021	6/7/2021	Assn of Fundr Prof. Upper Miss. La Crosse		
	21011			Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Devel & Philanthropy; St. Mary's Univ. Minn		
				HigherEd Jobs Online		
				Indeed	3	
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Latino Chamber of Commerce - Dane Co.		
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				PBS Wisconsin website		
				Public Radio Assn of Development Officers		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Arts Administration		
				UW-Madison Jobs Website Website	6	1
				Wisconsin Arts Board		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
12	Media Production Specialist	2/10/2021	3/28/2021	Badger Bridge (UW-ALUMNI jobs page)		
	21012			Blacklist - Madison Network of Black Professionals		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	1	1
				Illinois Broadcasters Association		
				Indeed	1	
				Iowa Broadcasters Association		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				RTDNA Career Center		
				Society of Broadcast Engineers-jobline		
				Tech partners - UW		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Engineering Career Services		
				UW-Madison Jobs Website Website	1	
				Wisconsin Broadcasters Association		
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
13	Accountant	2/23/2021	5/23/2021	Assn of Government Accountants (AGA) - S. Wis Chapter		
	21013			Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Employee Referral	1	
				HigherEd Jobs Online		

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Hmong Assn job board S. Wis		
				Indeed	2	
				Job Center of Wisconsin		
				Latino Chamber of Commerce - Dane Co.l		
				Latino Academy of Workforce Development		
				Monster	1	
				Out Professional and Executive Network		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website	1	1
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
				PBS Wisconsin - Website		
14	Membership Services Specialist	3/11/2021	5/24/2021	Centro Hispano of Dane County		
	21015			Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Facebook	1	
				HigherEd Jobs Online		
				Indeed	2	
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				Other Website	1	
				OurLivesMadison.com online LGBT magazine		
				Out Professional and Executive Network		
				PBS Wisconsin website		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website Website	8	1
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
15	Environmental Designer	4/21/2021	7/12/2021	Badger Bridge (UW-ALUMNI jobs page)		
	21016			Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				ConNEXTions (underrepresented Young adults)		
				Corporation for Public Broadcasting Jobline		
				HigherEd Jobs Online		
				HmongMadison.com		
				Illinois Broadcasters Association		
				Indeed	2	
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		

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		
				Minnesota Broadcasters Assn careers page		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				PBS Wisconsin Website		
				TVJOBS .com		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website Website	3	1
				Wisconsin Arts Board		
				Wisconsin Broadcasters Association		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				TOTALS	119	15

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

<u>No.</u>	<u>Recruitment Source</u>	<u>Contact</u>	<u>Total Intv.</u>	<u>Entitled to Notification?</u>
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		Y
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		
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		Y
24	Community Organization (as cited by applicant)		1	
25	ConNEXTions, 5201 Old Middleton Rd Madison WI 53705	saranouk@uwalumni.com, 608.215.4651		
26	CPB Jobline 401 9th St. Washington, DC 20001	http://www.cpb.org/jobline/		
27	Creative Hot List, Coyne & Blanchard, Inc. 110 Constitution Drive, Menlo Park, CA 94025	http://www.creativehotlist.com (650) 326-6040		
28	Creative Jobs Central, Live Enterprises, 222 E 34th St 1205, New York, NY 10016	https://www.creativejobscentral.com/, 646-202-9538		
29	Current Newspaper/PublicMediaJobs.org, 1612 K St. NW Suite 704, Washington DC 20006	currentpublicmedia@gmail.com, 301-270-7240		
30	Devel & Philanthropy; St. Mary's University of Minnesota	Jami Spitzer, jspitzer@smumn.edu		
31	Drupal.org, 3439 NE Sandy Blvd # 269 Portland, OR 97232	https://www.drupal.org/welcome		
32	Education Writers Association EWA, 1825 K Street NW, Suite 200, Washington, DC 20006	https://www.ewa.org/career-center		
33	Emma L. Bowen Foundation. 30 Rockefeller Plaza, Studio City, CA 91604	Michael Barham, Michael.Barham@nbcuni.com		
34	Employee Referral (as indicated by applicant)		10	
35	Finance Managers - UW Madison	list serv		
36	Glassdoor, Inc., Mill Valley, California	glassdoor.com	2	

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

<u>No.</u>	<u>Recruitment Source</u>	<u>Contact</u>	<u>Total Intv.</u>	<u>Entitled to Notification?</u>
37	Graeme Newell marketing ideanet, Portland, OR	gnewell@602communications.com, 919-280-8224		
38	Greater Public, 401 North 3rd Street, Suite 370, Minneapolis, MN 55401	www.greaterpublic.org, 1-888-454-2314		
39	Green Bay Press Gazette, 435 E. Walnut St. Green Bay, WI 54301	greenbaypressgazette.com, 866-431-8665		
40	HigherEd Jobs Online, 200 Innovation Boulevard, Ste 205 State College, PA	https://www.higheredjobs.com/	1	
41	Hispanic Public Relations Assn	http://www.hpra-usa.org/		
42	Hmong Madison, Madison WI	hmongmadison.com, zacvang@gmail.com		Y
43	HR directors - UW	<u>list serv</u>		
44	Illinois News Broadcasters Assn, c/o WIUM-FM News, 1 University Circle, Macomb, IL 61455	Bob Roberts, BoRoWMAQ@aol.com		
45	Indeed, 470 West Avenue, Suite 2002, Stamford CT, 06902	www.indeed.com	17	
46	Indiana Broadcasters Association, 3003 E. 98th Street, Ste.161, Indianapolis, IN 46280	iba@indianabroadcasters.org, 317-573-0119		
47	Iowa Broadcast News Assn, P. O. Box 131 Waverly, IA 50677	ibna@ibna.org, 319-230-8988		
48	Job Center of Wisconsin, 201 E. Washington Avenue, Madison WI 53702	https://jobcenterofwisconsin.com/		
49	Journalism Job Bank, School of Journalism, UC Berkeley, 121 North Gate Hall, Berkeley, CA 94720	http://www.journalism.berkeley.edu/jobs/		
50	Journalismnext.com, P.O. Box 30846 Bethesda, MD 20824	info@journalismnext.com, 703-629-0178		
51	LaCrosse Tribune, River Valley Newspaper Group, P.O. Box 865, La Crosse, WI 54602	608-791-8263		
52	Latino Academy of Workforce Development, 1917 Lake Point Dr. Madison, WI 53713	baltazar@latinoacademywi.org, Baltazar De Anda Santana		
53	Latino Chamber of Commerce - Dane Co., P.O. Box 259851, Madison, WI 53725	<u>Jessica Cavazos, ceo@lccmadison.org</u>		
54	LGBT Chamber of Commerce - Wisconsin	https://wislgbtchamber.com/		
55	LinkedIn Corporation 2029 Stierlin Court, Mountain View, CA 94043	www.linkedin.com	9	
56	Madison365.com	madison365.com, news@madison365.org		
57	Madison.com (Capital Newspapers on-line)P.O. Box 8056, Madison, WI 53708-8056	www.madison.com		
58	Minnesota Broadcasters Assn, 3033 Excelsior Boulevard, Suite 440 Minneapolis, MN 55416	tim.hyde@minnesotabroadcasters.com, 612.926.8123		
59	Monster.com	www.monster.com, 317-293-6499	1	
60	Multicultural Student Center - UW Madison, 716 Langdon St., Madison, WI 53706	gabe.javier@wisc.edu, Gabe Javier		
61	My PBS.org, 1320 Braddock Place, Alexandria, VA 22314	http://mypbs.org		
62	Natl Assn of Black Journalists, U. of Maryland, 8701-A Adelphi Road, Adelphi, MD 20783	www.nabj.org, 301-445-7100		
63	National Assn of Hispanic Journalists, 1000 National Press Bldg, Washington DC 20045	www.nahjcareers.org, 202) 662-7145		
64	Nat'l Educational Telecommunications Assn, PO Box 50008 Columbia, SC 29250	Maryanne Schuessler, maryanne@netaonline.org, 803-978-1579		
65	National Lesbian & Gay Journalists Assn, 1420 K Street NW Ste 910, Washington, DC 20005	info@nlgja.org. 202-588-9888		
66	Other (as cited by applicant)		5	
67	Other Websites (as cited by applicant)		5	
68	OurLivesMadison.com (LGBT Magazine)	Patrick Farabaugh, pfarabaugh@ourlivesmadison.com		
69	Out Professional and Executive Network, P.O. Box 1646, Madison, WI 53701-1646	info@OPENmadison.org; 608-561-3849		
70	PBS Wisconsin Jobs Website, 821 University Ave. Madison, WI 53706	https://www.pbswisconsin.org/career-opportunities		
71	PMBA Public Media Business Assn	info@pmbaonline.org https://www.pmbaonline.org/ 803-799-5517		
72	Portal Wisconsin: PO Box 8690, Madison, Wisconsin 53708-8690	www.portalwisconsin.org, 608-266-0190		
73	Production Hub (TV production): 1809 E. Winter Park Rd. Orlando, FL 32803	http://www.productionhub.com/ (877) 629-4122		

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

<u>No.</u>	<u>Recruitment Source</u>	<u>Contact</u>	<u>Total Intv.</u>	<u>Entitled to Notification?</u>
74	Public Radio Assn of Development Officers: Syracuse, NY 13244	prado@listserv.syr.edu		
75	Public Radio News Directors Incorporated: P.O. Box 838, Sturgis, SD 57785	list serv		
76	Public Relations Society of America Madison Chapter	www.prsamadison.org/employment.html		
77	Radio (as cited by applicant)		2	
78	Radio/TV Digital News Assn Job Bltn: 1600 K St. NW, Ste 700, Washington DC 20006	www.rtnda.org 800-80-RTNDA		
79	Social Media (Facebook, Twitter, etc.)		3	
80	Society for Human Res (Wisconsin): 2830 Agriculture Drive, Madison, WI 53718	http://www.wishrm.org/		
81	Society of Broadcast Engineers-jobline	www.sbe.org kjones@sbe.org		
82	South Asian Journalists Association New York, NY	http://www.saja.org/jobs		
83	Staffmeup.com	https://staffmeup.com/post-a-job		
84	The Chronicle of Higher Education: 1255 23rd Street, N.W. Washington, D.C. 20037	https://www.chronicle.com/		
85	Society of Motion Picture & TV Eng: White Plains Plaza 445 Hamilton Ave Ste 601, White Plains Ny 10601	http://careercentral.smpte.org/ (914) 761-1100		
86	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		
87	TVJOBS .com: P.O. Box 4116 Oceanside, CA 92052	www.tvjobs.com		
88	Urban League of Chicago: 4510 South Michigan Avenue Chicago , IL 60653	careers@thechicagourbanleague.org 773-624-8806		
89	Urban League of Greater Madison: 2222 S Park St, Madison, WI 53713	elee@ulgm.org 608-729-1200		
90	Urban League of Milwaukee: 435 W North Ave, Milwaukee, WI 53212	Marvin Austin maustin@tmul.org 414-374-5850		Y
91	UW Drupal Developers ListServ	list serv		
92	UW Extension Jobs page	http://www.uwex.edu/		
93	UW Madison Arts Administration: 975 University Avenue Madison, WI 53706	Rebecca Buckman rbuckman@bus.wisc.edu		
94	UW Madison Business School MBA Prog: 975 University Avenue Madison, WI 53706	mbacareers@bus.wisc.edu cjohnson@bus.wisc.edu		
95	UW Madison Communication Arts Dept: 821 University Avenue Madison, WI 53706	Pam Garcia-Rivera pgarciariver@wisc.edu info@journalism.wisc.edu		
96	UW Madison Finance Managers listserv	Paul Breen paul.breen@wisc.edu		
97	UW Madison HR Reps	list serv		
98	UW Madison Journalism School: 821 University Avenue, Madison, WI 53706	advising@journalism.wisc.edu		
99	UW Madison PEOPLE Program: 1305 Linden Drive, Suite 240 Madison, WI 53706	peoplecollegescholars@cdo.wisc.edu (608) 263-2557		
100	UW Madison Tech partners	list serv		
101	UW System Jobs Website - all schools (13)	https://www.careers.wisconsin.edu		
102	UW Madison Jobs Website: 21 N. Park Street, Suite 5101 Madison, WI 53715-1218	https://jobs.wisc.edu	51	
103	Winona Daily News: 279 E. Third St., Suite 370 Winona, MN	https://www.winonadailynews.com/		
104	Wis Private Colleges Career consortium	info@wipccc.org		
105	Wisconsin Arts Board: 101 E Wilson St Madison, WI 53703	akatz@artswisconsin.org http://www.artswisconsin.org (608) 266-0190		
106	Wisconsin Broadcasters Assn	http://www.wi-broadcasters.org/		
107	Wisconsin Society for Human Resources Management: 2830 Agriculture Drive, Madison, WI 53718	http://www.wishrm.org/ (608) 204-9827		
108	Wisconsin Technical College System	http://www.wisconsintechconnect.com/ (703) 370-7436		
109	Wisconsin Women of Color Network: 4529 Surrey Cir, Madison, Wisconsin	wwocntwk@gmail.com (202) 415-4906		

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

<u>No.</u>	<u>Recruitment Source</u>	<u>Contact</u>	<u>Total Intv.</u>	<u>Entitled to Notification?</u>
110	Women in Communications: 3337 Duke Street, Alexandria, VA 22314	www.womcom.org info@womcom.org		
111	Word of Mouth (as cited by applicant)		12	
112	WORT - Community Radio Station	Chali Pittman chali@wortfm.org		
113	WPR Web Site - Wisconsin Public Radio: 821 University Avenue, Madison, WI 53706	http://www.wpr.org/job-opportunities		
114	WPT Web site - Wisconsin Public Television: 821 University Avenue, Madison, WI 53706	http://wpt.org/AboutWPT/Employment/		
115	WUWM 89.7 FM - Milw Pub Radio, 111 East Wisconsin Avenue, Suite 700 Milwaukee, Wisconsin 53202	wuwm@uwm.edu (414) 227-3355		
116	Young Non_Profit Professional Network-Msn	ynpnmad@gmail.com		
	COMMUNITY GROUPS			
117	Centro Hispano Youth Pgms, 810 West Badger Road, Madison, WI	norma@micentro.org		Y
118	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu. 212-854-4422.		Y
119	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Kimberly Dunish kimberlydunish@concordia.edu		Y
120	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.musk@wisconsin.gov		Y
121	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202 cehle@worksmartnetwork.org		Y
122	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189; dunnsg@gram.edu		Y
123	Hmong Assn job board S. Wis, hmongmadison.com	zacvang@gmail.com		Y
124	La Crosse Area Development Corporation, 712 Main St., La Crosse, WI 54601	Jennifer Kiderer, ladco@centurytel.net 608-784-5488		Y
125	Milwaukee School of Engr, 1025 N. Broadway Ste 370, Milwaukee, WI 53202	Career Services, career-services@msoe.edu 414-277-7120		Y
126	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Tim Hyde, Director of Member Services, 612.926.8123		Y
127	Southeastern Oneida Tribal Services, 2778 S. 35th Street, Milwaukee, WI 53204	Mark W. Powless 414-329-4101		Y
128	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	Cheryl Brennan info@spottedeagle.us 414-342-0700		Y
129	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, advising@dcs.wisc.edu, 608-263-6960		Y
130	Winona State University Mass Communication, P.O. Box 5838, Winona, MN 55987	career@winona.edu		Y
131	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell vmcdowell@ywcamadison.org 608-257-1436		Y
	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		
10	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu. 212-854-4422.		Y
11	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Tim Macafee, Ph.D. 262-243-2098		Y

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

No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
12	Concordia University - Wisconsin, 12800 N. Lake Shore Drive, Mequon, WI, 53097	career.services@cuw.edu 262-243-4401		Y
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		
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		

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

No.	Recruitment Source	Contact	Total Intv.	Entitled to Notification?
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		
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		Y
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		
			119	

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

<u>No.</u>	<u>Recruitment Source</u>	<u>Contact</u>	<u>Total Intv.</u>	<u>Entitled to Notification?</u>

No.	ENTITLED TO NOTIFICATION	CHECK THE CONTACT INFO	Entitled to Notification?
	Recruitment Source	Contact	
	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@jrn.columbia.edu. 212-854-4422.	Y
	Hmong Assn job board S. Wis , hmongmadison.com	zacvang@gmail.com	Y
	Centro Hispano Youth Pgms, 810 West Badger Road, Madison, WI	norma@micentro.org	Y
	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Kimberly Dunish kimberlydunish@concordia.edu	Y
	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.musk@wisconsin.gov	Y
	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202 cehle@worksmartnetwork.org	Y
	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189; dunns@gram.edu	Y
	La Crosse Area Development Corporation, 712 Main St. , La Crosse, WI 54601	Jennifer Kiderer, ladco@centurytel.net 608-784-5488	Y
	Milwaukee School of Engr, 1025 N. Broadway Ste 370, Milwaukee, WI 53202	Career Services, career-services@msoe.edu 414-277-7120	Y
	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Tim Hyde, Director of Member Services, 612.926.8123	Y
	Southeastern Oneida Tribal Services, 2778 S. 35th Street, Milwaukee, WI 53204	Mark W. Powless 414-329-4101	Y
	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	Cheryl Brennan info@spottedeagle.us 414-342-0700	Y
	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, advising@dcs.wisc.edu, 608-263-6960	Y
	Winona State University Mass Communication , P.O. Box 5838, Winona, MN 55987	career@winona.edu	Y
	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell vmcdowell@ywcamadison.org 608-257-1436	Y

Iowa State University	Greenlee School of Journalism and Communication	Internship Coordinator	178 Hamilton Hall	Ames	IA	50011	515.294.51	julip@iastate.edu	
University of Iowa	School of Journalism and Mass Communication	Internship and Assessment Coordinator	100 Adler Journalism B	Iowa City	IA	52242	319.335.14	jmc-internships@uiowa.edu	
MICHIGAN SCHOOLS									
Central Michigan University	Career Services	Brian Partie, Jr.	Coordinator	215 Bovee University C	Mt Pleasant	MI	48859	989.774.30	partie1bj@cmich.edu
Eastern Michigan University	Career Services Center	Sarah Kersey Otto	Director of Career Development & Outreach	200 McKenny Hall	Ypsilanti	MI	48197	734.487.04	sotto@emich.edu
Wayne State	Department of Communication	Jessica Greenwald	Internship Coordinator	199 Manoojian Hall	Detroit	MI	48202	313.577.26	Jessica.greenwald@wayne.edu
Western Michigan University	Career and Student Employment Services	Ewa Urban	Assistant Director and Advisor for Arts & Sciences	1903 West Michigan A	Kalamazoo	MI	49008	269.387.27	ewa.i.urban@wmich.edu
St. Norbert College	Career Services	Jenny Schroth	Assistant Director - Internships	100 Grant Street	De Pere	WI	54115	920.403.30	jenny.schroth@snc.edu
New York University	Journalism	Pamela Noel	Career Services - NYU Department of Journalism	20 Cooper Square, Ro	New York	NY	10003	212.992.96	pamela.noel@nyu.edu
University of Maryland	Philip Merrill College of Journalism	Penny Bender Fuchs	Director of Career Resources and Professional Development	1117 Journalism Buildi	College Pa	MD	20742	301.405.27	pfuchs@umd.edu
University of Missouri	School of Journalism	Phou Sengsavanh	Assistant Director of Career Services	76 Gannett Hall	Columbia	MO	65211	537.882.03	sengsavanh@missouri.edu
DePaul University	Career Center	Jacqueline Bovee	Assistant Director University Internship Program	1 E. Jackson	Chicago	IL	60604	312.362.64	jbovee@depaul.edu

Milwaukee Institute of Art & Design (MIAD), Advising and Career Services 273 East Erie Street, Milwaukee, WI 53202, FAX: 414.291.8077

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES CONTACTS

California State, Long Beach: <http://www.cla.csulb.edu/departments/journalism/>, Contact: Emma Dougherty, department chair,
San Jose State University: <http://www.jmc.sjsu.edu/>, Contact: JMC School Director, Bob Rucker,
Florida International University: <https://sjmc.fiu.edu/#!/Journalism>, Contact: Internship coordinator, Prof. Lilliam Bustos at
University of New Mexico State: <http://cjdept.unm.edu/>, Contact: Gregoria A. Cavazos - Program Advisement Coordinator,
University of Houston: http://catalog.uh.edu/preview_entity.php?catoid=14&ent_oid=998&returnto=, Contact: Interim Department Director, Temple Northup,
Shaw University: <http://www.shawu.edu/MassCommunications/>, Contact:
North Carolina A & T: <http://www.ncat.edu/academics/schools-colleges1/cas/academic-departments/jomc/index.html>, Contact: Department Chair, Yahya R. Kamalipour,
Florida A&M: <http://sjgc.famu.edu/ml>, Contact: Internship & Career Services Coordinator:
Howard: <http://communications.howard.edu/department/media-journalism-and-film/>, Contact: Carol Y. Dudley, Director of Office of Career Development,
Morgan State: <http://www.morgan.edu/sjgc>, Contact: Jacqueline Jones Academic & Career Advising Coordinator, (Jacqueline.Jones@morgan.edu)
Bowie State: <https://www.bowiestate.edu/academics-research/colleges/college-arts-sciences/departments/communications/>, Contact, Otis Thomas, department chair:

[Ruthie L. White.](#)

emma.dau
Robert.Rucker@sjsu.edu
judith.villiers@fiu.edu
cjadvice@unm.edu
ctnorthu@central.uh.edu
careerdevelopment@shawu.edu
ykamalip@ncat.edu
ruthie.white@famu.edu
cdudley@howard.edu
Jacqueline.Jones@morgan.edu
othomas@bowiestate.edu

Then just general schools – the CUNY Graduate School of Journalism has a newer, but very strong program:
<http://www.journalism.cuny.edu/>, Contact: [Andrea Stone, Director of Career Services.](#)

andrea.stone@journalism.cuny.edu

***Description of longer-term outreach initiatives for the period
August 1, 2020-July 31, 2021***

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 June 2021 through June 2022 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 works as a reporter in WPR's Milwaukee bureau.

One intern worked for WHA-Radio beginning in September 2020 through November 2020 for our Eau Claire Summer Internship (due to COVID was moved to Fall).

WHA-TV employed 6 additional interns in the fall of the 2020 academic year.

WHA-TV employed 2 additional interns beginning February 2021 through May 2021 as our Graphic Design Interns. The PBS Wisconsin Graphic Designer internship is designed for students currently enrolled in a two or four-year college or technical program, and is meant to prepare students of color, and those from other groups underrepresented in the design industry, for a successful career in graphic design.

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:

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.

WHA-Radio held two trainings with The Ideas Network and Solutions Journalism Network in October 2020 and March 2021. The training in October 2020 focused on the basics of Solutions Journalism and how it can be applied to live talk radio. The training in March 2021 was designed to ask better questions to better reflect a range of viewpoints about issues in a civil manner. Approximately 10-20 staff members attended between both trainings.

WHA-TV held professional development opportunities for staff throughout 2021.

Feb. 2021 session (70 attendees): WPM news teams share details of how they developed the best practices they've been following for keeping safe and situationally aware with reporting during the past turbulent year. WPR News Director Noah Ovshinsky and PBS Wisconsin Executive Producer of News

Frederica Freyberg will go through the guidelines they developed for their teams, explain how they were created and share examples of how these practices were deployed during recent months. We'll also share other resource guides from national professional media organizations and take staff Q's.

March 2021 session (75 attendees): This session focuses on what content creators should know about reporting through the lens of understanding disability issues and incorporating people with disabilities into everyday reporting. The presenter is Cara Reedy, the Program Manager for the Disability Rights Education & Defense Fund's Media Alliance Project. This professional development opportunity is brought to you in partnership with WPM's Change Team, and Marisa Wojcik facilitates the session.

April 2021 session (65 attendees): This session features NET's Chief Innovation Officer Chad Davis and Mary Anne Andrei, the Senior Producer for Nebraska Public Media Labs. They will join us to share details on the sorts of innovative tools and techniques that our Nebraska public media colleagues are utilizing in production work. The conversation will be facilitated by PBS Wisconsin's Creative Director Amber Samdahl. The Media Lab Vision Statement is here.

June 2021 session (70 attendees): This session features the *Why Race Matters* project team. EP Trevor Keller facilitates a conversation with the team to discuss how the project was conceptualized, produced during the pandemic, designed, marketed and distributed digitally. They also share insights and lessons learned about working with an external advisory team on the project.

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:

- Education Engagement Manager (Official Title of Record: Outreach Program Manager I)
- Membership Director (Official Title of Record: Development Program Manager II)

Two upper-level jobs were filled during this period: Education Engagement Manager, WHA-TV and Membership Director, WHA-Radio.

For the Education Engagement Manger, WHA-TV contacted the following organizations: Central Hispano of Dane County, Urban Leagues of Greater Madison and Milwaukee, Wisconsin Women of Color Network, Dane County LGBT Chamber of Commerce, OUT Professional & Executive Network, Iowa Broadcasters Association, Illinois Broadcasters Association, Illinois New Broadcasters Association, Minnesota Broadcasters Association, National Educational Telecommunications Association, Wisconsin Broadcasters Association, Madison Network of Black Professionals Blacklist, Wisconsin Arts Board,

For the Membership Director, WHA-Radio contacted the following organizations: Association of Fundraising Professionals International, Southeast Wisconsin, Northeast Wisconsin, Madison chapter, Current Newspaper, Association of Volunteer Managers, African American Development Officers Network, 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 a WHA Radio and WHA-TV hiring manager at the WBA Virtual Job Fair on March 1-5, 2021.

WHA-Radio and WHA-TV were each represented by an HR Recruiter and a WHA Radio and WHA-TV hiring manager at the Job Center for Wisconsin Virtual Job Fair on May 11, 2021.

WHA-Radio and WHA-TV were each represented by an HR Recruiter and a WHA Radio and WHA-TV hiring manager at the WBA Virtual Job Fair on June 7-11, 2021.

WHA-Radio were represented by an WHA-Radio hiring manager at the National Association of Black Journalists (NABJ) and National Association of Hispanic Journalists (NAHJ) at virtual job fairs on August 5-7, 2020 and November 21, 2020.