

EEO Public File Report						
WHA-TV, WHA-Radio						
August 1, 2022 through July 31, 2023						
Full-Time Positions Filled						
Full-Time Position	Position Business Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
1	Executive Assistant	3/15/22	7/3/2022; 08/08/2022; 08/15/2022	Admin Careers		
	22027			American Society of Administrative Professionals		
				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		
				Employee Referral		
				HigherEd Jobs		
				Hmong Assn job board S. Wis		
				Illinois News Broadcasters Association (inba.net)		
				Indeed	1	
				Iowa Broadcast News Assn		
				Job Center of Wisconsin		
				Latino Academy of Workforce Development		
				LGBT Chamber of Commerce		
				LinkedIn		
				Madison Media Professionals		
				Minnesota Broadcasters Assn careers page		
				Multicultural Student Center - UW Madison		
				Other	2	1
				OurLivesMadison.com		
				PMBA		
				PBS Wisconsin Website		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website	10	2
				Wisconsin Broadcasters Association Job Bank		
				Wisconsin Women of Color Network		
				WPR Web Site - Wisconsin Public Radio		
				YWCA Milwaukee		
2	Madison Reporter	4/25/22	9/1/22	Alliance of Women in Media -Chicago Chapter		
	22037			Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Asian American Journalists Association		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Columbia's Graduate School of Journalism		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Employee Referral	6	1
				Facebook	1	
				Indeed		
				Indiana Broadcasters Association		
				Investigative Reporters and Editors		
				Journalismjobs.com		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				Minnesota Broadcasters Assn careers page		
				National Lesbian & Gay Journalists Assn		
				Native American Journalists Association		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		

Full-Time Position	Position Business Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Nat'l Educational Telecommunications Assn		
				Other		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				PBS Wisconsin Website		
				Poynter - Media Jobs Connection		
				Public Radio News Directors Incorporated		
				Radio/TV Digital News Assn Job Bltn		
				Twitter	2	
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website		
				UW Madison Journalism School		
				Wisconsin Black Media Association		
				Wisconsin Broadcasters Association Job Bank		
				Wisconsin Women of Color Network		
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
3	WPM IT Director 22040	5/19/2022	9/11/2022	Angel.co		
				BICSCI		
				Centro Hispano of Dane County		
				Colleague Outreach - internal		
				Community Resource Groups mailing list FY22		
				Corporation for Public Broadcasting Jobline		
				Crunchboard		
				Current Newspaper / PublicMediaJobs.org		
				Dice		
				EDUCAUSE		
				Employee Referral	1	
				Gateway Technical College		
				HigherEd Jobs	2	
				Indeed	2	
				Indiana Broadcasters Association		
				Information Technology Senior Management Forum (ITSMF)		
				Job Center of Wisconsin		
				Lesbians Who Tech		
				LinkedIn	1	
				Madison College		
				National Black MBA Association		
				National Society of Black Engineers (NSBE)		
				Natl Alliance of State Broadcasters Associations.		
				PBS Wisconsin Website		
				Society of Broadcast Engineers-jobline		
				Student at UW-Eau Claire Graphic Communications		
				The Nonprofit Technology Enterprise Network (NTEN)		
				TVJOBS .com		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW Madison Engineering Career Services		
				UW-Madison Jobs Website	4	1
				Word of Mouth	2	
				WPR Web Site - Wisconsin Public Radio		
				Other	1	
4	Green Bay Reporter 22042	7/19/2022	10/10/2022	Alliance of Women in Media -Chicago Chapter		
				Alliance of Women in Media -MilwaukeeArea Media Network		
				Alliance of Women in Media -Minneapolis Chapter		
				Centro Hispano of Dane County		
				Chicagoland Radio & Media		
				Colleague Outreach - internal		
				Community Resource Groups mailing list FY22		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	1	

Full-Time Position	Position Business Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Indeed	1	
				Indiana Broadcasters Association		
				Latino Academy of Workforce Development		
				Latino Chamber of Commerce - Dane Co.		
				LinkedIn	1	1
				Minnesota Broadcasters Assn careers page		
				National Lesbian & Gay Journalists Assn		
				Nat'l Educational Telecommunications Assn		
				OurLivesMadison.com		
				Out Professional and Executive Network		
				PBS Wisconsin Website		
				Public Radio News Directors Incorporated		
				Urban League of Chicago		
				Urban League of Greater Madison		
				Urban League of Milwaukee		
				UW-Madison Jobs Website	1	
				UW Madison Journalism School		
				Wisconsin Black Media Association		
				Wisconsin Broadcasters Association Job Bank		
				Wisconsin Women of Color Network		
				Word of Mouth	1	
				WORT - Community Radio Station		
				WPR Web Site - Wisconsin Public Radio		
				Other		
5	Capitol Reporter 22043	7/21/2022	1/3/2023	Colleague Outreach - internal		
				Community Resource Groups mailing list FY22		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Invited to Apply by UW Recruiter	1	
				Journalismjobs.com		
				LinkedIn		
				Nat'l Educational Telecommunications Assn		
				Other	2	
				PBS Wisconsin Website		
				Twitter	2	1
				UW-Madison Jobs Website	1	
				Wisconsin Broadcasters Association Job Bank		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
6	Animator 23002	7/13/2022	10/24/2022	AIGA Professional Association for Design		
				Big Shoes Network		
				Colleague Outreach - internal		
				Community Resource Groups mailing list FY22		
				Corporation for Public Broadcasting Jobline		
				Indeed	3	1
				LinkedIn	2	
				Nat'l Educational Telecommunications Assn		
				Other	6	
				PBS Wisconsin Website		
				UW-Madison Jobs Website	1	
				Wisconsin Broadcasters Association Job Bank		
				Word of Mouth	2	
				WPR Web Site - Wisconsin Public Radio		
7	WPM Audit Lead 23007	12/1/2022	2/26/2023	Accounting & Financial Women's Alliance		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Indeed	1	
				LinkedIn		
				Nonprofit jobs		
				Other	1	
				PBS Wisconsin Website		

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				UW-Madison Jobs Website	5	1
				Wisconsin Broadcasters Association Job Bank		
				Wisconsin Institute of Certified Public Accountants		
				WPR Web Site - Wisconsin Public Radio		
8	WPR Host	8/25/2022	12/1/2022	Colleague Outreach - internal		
	23023			Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Employee Referral	2	1
				Facebook		
				Instagram		
				Journalismjobs.com		
				LinkedIn	1	
				Nat'l Educational Telecommunications Assn		
				Other	1	
				PBS Wisconsin Website		
				UW-Madison Jobs Website	1	
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
9	Grants Manager	8/18/2022	12/4/2022	AFP Chicago Chapter		
	22039			AFP Greater Madison		
				AFP Minnesota		
				AFP Northeast Chapter		
				AFP Southeast Wisconsin Chapter		
				African American Development Officers Network		
				Chronicle of Philanthropy		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				LinkedIn	1	
				Nat'l Educational Telecommunications Assn		
				Other	2	
				PBS Wisconsin Website		
				UW-Madison Jobs Website	1	
				Wisconsin Broadcasters Association Job Bank		
				Women of Color in Philanthropy		
				Word of Mouth	1	1
				WPR Web Site - Wisconsin Public Radio		
10	Studio Production Manager	7/27/2022	11/7/2022	Broadcasting & Cable magazine, NewBay Media, LLC.		
	22045			Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Indeed	1	
				LinkedIn		
				Nat'l Educational Telecommunications Assn		
				Other	1	
				PBS Wisconsin Website		
				Radio/TV Digital News Assn Job Bltn		
				UW-Madison Jobs Website	2	1
				WPR Web Site - Wisconsin Public Radio		
11	Sound Engineer	11/4/2022	1/23/2023	Colleague Outreach - internal		
	23008			Audio Engineering Society Journal and Job Board		
				Broadcasting & Cable magazine, NewBay Media, LLC.		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	3	
				LinkedIn	2	
				PBS Wisconsin Website		
				Production Hub		

Full-Time Position	Position Business Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				Society of Motion Picture and Television Engineers SMPTE®		
				UW-Madison Jobs Website	4	1
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
12	Director of Radio 23010	2/20/2023	7/17/2023	Asian American Journalists Association		
				Assn for Women in Communications		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Employee Referral	1	
				LinkedIn	1	
				Native American Journalists Association		
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				NLGJA		
				Other	5	1
				PBS Wisconsin Website		
				PMBA		
				PRPDA		
				UW-Madison Jobs Website		
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
13	History Producer 23011	12/2/2022	3/27/2023	Backstage		
				Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Entertainment Careers		
				Indeed	1	
				LinkedIn		
				National Association of Black Journalists		
				Other	3	
				PBS Wisconsin Website		
				Production Hub		
				UW-Madison Jobs Website	2	1
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
14	Video Promotions Producer 23012	12/16/2022	5/1/2023	Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	2	
				Glassdoor	1	
				Journalismjobs.com		
				LinkedIn	1	
				PBS Wisconsin Website		
				Poynter - Media Jobs Connection		
				Radio/TV Digital News Assn Job Bltn		
				UW-Madison Jobs Website	4	2
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
15	Education Reporter 23014	1/6/2023	4/17/2023	Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Employee Referral	2	
				Indeed	2	
				Journalismjobs.com		
				LinkedIn		
				Other	3	1

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				PBS Wisconsin Website		
				Twitter	1	
				UW-Madison Jobs Website		
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
16	Midday Host 23016	1/20/2023	6/1/2023	Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Current Newspaper / PublicMediaJobs.org		
				Employee Referral	2	1
				Invited to Apply By UW Recruiter	1	
				Journalismjobs.com		
				LinkedIn		
				Other	2	
				PBS Wisconsin Website		
				RTNDA		
				UW-Madison Jobs Website		
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
17	Content Producer 23020	1/23/2023	4/17/23, 5/6/23, 7/1/23	Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	1	
				Facebook	1	1
				Indeed	3	
				Instagram		
				Journalismjobs.com		
				LinkedIn	2	
				Natl Assn of Black Journalists		
				Natl Assn of Hispanic Journalists		
				Other	1	1
				PBS Wisconsin Website		
				Radio/TV Digital News Assn Job Bltn		
				UW-Madison Jobs Website	3	
				Wisconsin Broadcasters Association Job Bank		
				Word of Mouth	1	1
				WPR Web Site - Wisconsin Public Radio		
18	Executive Assistant I 23021	2/9/2023	5/22/2023	Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	1	
				Facebook	1	
				LinkedIn	2	1
				Other	2	
				PBS Wisconsin Website		
				UW-Madison Jobs Website	5	
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		
19	Community Engagement Manager 23022	1/23/2023	4/9/23, 4/20/23	Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Facebook	1	
				Indeed	1	
				LinkedIn	3	
				Other	1	1
				PBS Wisconsin Website		
				UW-Madison Jobs Website	5	1
				Wisconsin Broadcasters Association Job Bank		
				WPR Web Site - Wisconsin Public Radio		

Full-Time Position	Position Business Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
20	Interactive Media Producer 23023	2/21/2023	5/30/2023	AIGA Professional Association for Design Big Shoes Network Blvkdoor.com Colleague Outreach - internal Community Resource Groups mailing list FY22 Corporation for Public Broadcasting Jobline Indeed LinkedIn Other PBS Wisconsin Website UW-Madison Jobs Website Wisconsin Broadcasters Association Job Bank WPR Web Site - Wisconsin Public Radio	1 1 1 1	1
21	Business Sponsorship Representative 23018	1/20/2023	4/1/23; 4/17/23	AFP Northeast Chapter African American Development Officers Network AFP Greater Madison AFP NE Iowa AFP Rockford AFP Southeast Wisconsin Chapter Colleague Outreach - internal Community Resource Groups mailing list Corporation for Public Broadcasting Jobline LinkedIn PBS Wisconsin Website UW-Madison Jobs Website Wisconsin Broadcasters Association Job Bank Word of Mouth WPR Web Site - Wisconsin Public Radio	2 1 1	2
22	Individual Giving Manager 23019	1/20/2023	5/1/2023	AFP Chicago Chapter AFP Greater Madison AFP International website AFP NE Iowa AFP Northeast Chapter AFP Southeast Wisconsin Chapter Chronicle of Philanthropy Colleague Outreach - internal Community Resource Groups mailing list Corporation for Public Broadcasting Jobline LinkedIn PBS Wisconsin Website UW-Madison Jobs Website Wisconsin Broadcasters Association Job Bank Women of Color in Philanthropy Word of Mouth WPR Web Site - Wisconsin Public Radio	2 3 1	1
23	Executive Producer 23025	4/5/2023	7/31/2023	Backstage Colleague Outreach - internal Community Resource Groups mailing list Corporation for Public Broadcasting Jobline Current Newspaper / PublicMediaJobs.org Entertainment Careers LinkedIn National Association of Black Journalists Other PBS Wisconsin Website Production Hub UW-Madison Jobs Website Wisconsin Broadcasters Association Job Bank	3	1

Full-Time Position	Position Business Title	Date Open	Date Filled	Recruitment Source(s) cited by interview finalists (incl. Community organizations)	Number Intv.	Number Hired
				WPR Web Site - Wisconsin Public Radio		
24	Promotions Production Engineer			Colleague Outreach - internal		
				Community Resource Groups mailing list		
				Corporation for Public Broadcasting Jobline		
				Employee Referral	1	
				Indeed	3	1
				LinkedIn	1	
				Other	2	
				PBS Wisconsin Website		
				UW-Madison Jobs Website	5	
				Wisconsin Broadcasters Association Job Bank		
				Word of Mouth	1	
				WPR Web Site - Wisconsin Public Radio		
Totals:					190	31

Recruitment Resources

No.	Recruitment Source	Contact Website	Contact Email	Total Intv.	Entitled to Notification?
1	Accounting & Financial Women's Alliance	https://www.afwa.org/career/	afwa@afwa.org		
2	Admin Careers	http://admincareers.com/index.htm	http://admincareers.com/contact.html		
3	AFP Chicago Chapter	https://www.afpchicago.org/job-source	info@afpchicago.org		
4	AFP Greater Madison	https://www.afpmadison.org/job-postings	admin@madisonafp.com		
5	AFP International website	https://careers.afpglobal.org/	mbrship@afpglobal.org		
6	AFP Minnesota	https://afpminnesota.wufoo.com/forms/afpminnesota-job-posting/	https://www.afpminnesota.org/contact		
7	AFP NE Iowa	https://community.afpglobal.org/afpeasterniowa/new-item/career-center	afpeasterniowachapter@gmail.com		
8	AFP Northeast Chapter	https://www.afpnewi.org/job-board	afp.newi@gmail.com		
9	AFP Rockford	https://www.afprockford.org/job-board/	administrator@afprockford.org		
10	AFP Southeast Wisconsin Chapter	https://www.afpsewi.org/	chapteradmin@afpsewi.org		
11	African American Development Officers Network	https://www.aadonetwork.com/posting-a-job	aadeofficers@aol.com		
12	AIGA Professional Association for Design	https://designjobs.aiga.org/select-posting-type	https://www.aiga.org/contact-us		
13	Alliance of Women in Media -Chicago Chapter	https://allwomeninmedia.org/career-center/	samansheik@gmail.com		
14	Alliance of Women in Media -MilwaukeeArea Media Network	https://allwomeninmedia.org/career-center/	PFORAN@hearst.com		
15	Alliance of Women in Media -Minneapolis Chapter	https://allwomeninmedia.org/career-center/	cmflaherty@comcast.net		
16	American Society of Administrative Professionals	https://asaporg-jobs.careerwebsite.com/?	clientserv@yourmembership.com		
17	Angel.co	https://angel.co/recruit/overview	N/A		
18	Asian American Journalists Association	https://www.aajacareers.org/	info@aajacareers.org		
19	Assn for Women in Communications	https://awc.careerwebsite.com/	randie.mitchell@communitybrands.com		
20	Assn of Volunteer Managers	https://www.avmwisconsin.org/site_page.cfm?pk_association_webpage_menu=6633	tonyavlasik@gmail.com		
21	Audio Engineering Society Journal and Job Board	https://aes2.org/publications/placing-want-ads-in-the-aes-journal/	N/A		
22	Backstage	https://www.backstage.com/magazine/series/now-hiring-production-crew-jobs/	https://help.backstage.com/hc/en-us/requests/new		
23	Badger Bridge (UW-ALUMNI jobs page)	https://www.uwalumni.com/career-resources/job-boards/for-employers/	support@badgerbridge.com		
24	BICSCI	https://ictcareers.bicsi.org/employer/pricing/?extre=1	bicsi@bicsi.org		
25	Big Shoes Network	www.bigshoesnetwork.com	https://www.bigshoesnetwork.com/contact/		
26	Blvckdoor.com	https://www.blvckdoor.com/advertising	opentheblackdoor@gmail.com		
27	Broadcasting & Cable magazine, NewBay Media, LLC.	https://broadcastingable-jobs.careerwebsite.com/	support@yourmembership.com		
28	Centro Hispano of Dane County	https://www.micentro.org/	norma@micentro.org		
29	Chicagoland Radio & Media	Website no longer exists	chicagolandrm@yahoo.com		
30	Chronicle of Philanthropy	http://careers.philanthropy.com/	jennifer.williams@chronicle.com		
31	Colleague Outreach - internal	N/A	N/A		
32	College Outreach (See "Colleges" tab)	See "Colleges" tab	See "Colleges" tab		
34	Columbia's Graduate School of Journalism	https://columbiajournalism.12twenty.com/dashboard/employer	cujcareers@columbia.edu		
35	Community Resource Groups mailing list	See below	See below		
36	Community Resource Groups mailing list FY22	See below	See below	1	
37	Corporation for Public Broadcasting Jobline	http://www.cpb.org/jobline/	N/A		
38	Crunchboard	https://www.crunchboard.com/	plus@techcrunch.com		
39	Current Newspaper / PublicMediaJobs.org	http://jobs.current.org/home/home.cfm?site_id=14538	clientserv@yourmembership.com		
40	Dice	https://www.dice.com/employer/webstore/purchase	https://techhub.dice.com/2017-contact-us.html		
41	EDUCAUSE	https://jobs.educause.edu/employers/	info@educause.edu		
42	Employee Referral	N/A	N/A	23	
43	Entertainment Careers	https://www.entertainmentcareers.net/	N/A		
44	Facebook	http://www.facebook.com/	N/A	4	
45	Gateway Technical College	https://www.gtc.edu/about-gateway/jobs-gateway	ces@gtc.edu		
46	Glassdoor	https://www.glassdoor.com/	N/A	1	
47	HigherEd Jobs	www.higheredjobs.com	N/A	2	
48	Hmong Assn job board S. Wis	http://hmongmadison.com/	N/A		
49	Illinois News Broadcasters Association (inba.net)	http://www.inba.net/	BoRoWMAQ@aol.com		
50	Indeed	https://www.indeed.com/		20	
51	Indiana Broadcasters Association	https://www.indianabroadcasters.org/	iba@indianabroadcasters.org		
52	Information Technology Senior Management Forum (ITSMF)	https://jobs.itsmfleaders.org/employer/job	jobboard@itsmfleaders.org		
53	Instagram	https://www.instagram.com/	N/A		
54	Investigative Reporters and Editors	http://www.ire.org/jobs/post-job/	jobpostings@nicar.org		
55	Invited to Apply by UW Recruiter	N/A	N/A	2	
56	Iowa Broadcast News Assn	https://ibna.org/	ibna@ibna.org		
57	Job Center of Wisconsin	https://jobcenterofwisconsin.com/	N/A		
58	Journalismjobs.com	www.journalismjobs.com	info@journalismjobs.com		
59	Latino Academy of Workforce Development	http://www.latinocademywi.org/	baltazar@latinocademywi.org		
60	Latino Chamber of Commerce - Dane Co.	https://lccmadison.org	info@lccwi.org		
61	Lesbians Who Tech	https://www.include.io/for-companies#Pricing	N/A		
62	LG&T Chamber of Commerce	https://wislg&tchamber.com/	https://wislg&tchamber.com/contact-us/		
63	LinkedIn	https://www.linkedin.com/	N/A	23	
64	Madison College	https://madisoncollege.edu/about/community/partnerships/madison-area-employers	careerandemployment@madisoncollege.edu		
65	Madison Media Professionals	https://www.madisonmediapros.org/	madisonmediapros@gmail.com		
66	Minnesota Broadcasters Assn careers page	https://minnesotabroadcasters.com/	tim.hyde@minnesotabroadcasters.com		
67	Multicultural Student Center - UW Madison	https://msc.wisc.edu/about/	claudia.guzman@wisc.edu		
68	National Association of Black Journalists	https://nabjcareers.org/	info@nabjcareers.org		
69	National Association of Hispanic Journalists	www.nahjcareers.org	info@nahjcareers.org		
70	National Black MBA Association	https://jobs.nbmbaa.org/employer-offers	michael@webscribble.com		
71	National Lesbian & Gay Journalists Assn	https://members.nlgja.org/networking/	JobBoard@nlgja.org		
72	National Society of Black Engineers (NSBE)	https://careers.nsbe.org/employer/login/?goto=%2Femployer%2Fpost%2F	shawn.morelo@communitybrands.com		
73	Native American Journalists Association	https://najanewsroom.com/	cmendez@naja.com		
74	Natl Alliance of State Broadcasters Associations.	http://careerpage.org/	https://www.careerpage.org/contact-us/		
75	Nonprofit jobs	https://www.nonprofit-jobs.org/	https://nonprofit-jobs.org/contact-us		
76	Other	N/A	N/A	39	

No.	Recruitment Source	Contact Website	Contact Email	Total Intv.	Entitled to Notification?
77	OurLivesMadison.com	https://ourliveswisconsin.com/job-listings/submit-a-job-posting/	contact@ourliveswisconsin.com		
78	Out Professional and Executive Network	https://www.openmadison.org/home	info@OPENmadison.org		
79	PBS Wisconsin Website	www.pbswisconsin.org/career-opportunities	N/A		
80	PMBA	https://www.pmbaonline.org/industry-jobs	info@pmbaonline.org		
81	Paynter - Media Jobs Connection	https://mediajobboard.com/employers/	jobs@EditorandPublisher.com		
82	Production Hub	https://www.productionhub.com/jobs/pre-post	https://www.productionhub.com/contact		
83	PRPDA	www.prdp.org	info@prpd.org		
84	Radio/TV Digital News Assn Job Bln	www.rtda.org	N/A		
85	Society of Broadcast Engineers-jobline	https://sbe.org/sections/jl_submit.php	kjones@sbe.org		
86	Society of Motion Picture and Television Engineers SMPTE*	http://careercentral.smpete.org/	rgorman@smpete.org		
87	The Nonprofit Technology Enterprise Network (NTEN)	https://www.nten.org/jobs/?section=post-a-job	info@NTEN.org		
88	TVJOBS .com	www.tvjobs.com	info@tvjobs.com		
89	Twitter	https://twitter.com/	N/A	5	
90	Urban League of Chicago	https://chiul.org/careers/	careers@thechicagourbanleague.org		
91	Urban League of Greater Madison	https://ulgm.org/	jobs@ulgm.org		
92	UW Madison Engineering Career Services	https://ecs.wisc.edu/employers/	john.archambault@wisc.edu		
93	UW Madison Journalism School	https://journalism.wisc.edu/	advising@journalism.wisc.edu		
94	UW-Madison Jobs Website	https://jobs.wisc.edu	N/A	59	
95	Wisconsin Black Media Association	https://www.wbmamilw.org/	wbmamilw@gmail.com		
96	Wisconsin Broadcasters Association Job Bank	http://www.wi-broadcasters.org/	contact@wi-broadcasters.org		
97	Wisconsin Institute of Certified Public Accountants	https://careers.wicpa.org/employers/	comments@wicpa.org		
98	Wisconsin Women of Color Network	N/A	wocntwk@gmail.com		
99	Women of Color in Philanthropy	https://www.woc-fp.com/opportunities	https://www.woc-fp.com/contact		
100	Word of Mouth	N/A	N/A	11	
101	WORT - Community Radio Station	https://www.wortfm.org/contact/	wortbiz@wortfm.org		
102	WPR Web Site - Wisconsin Public Radio	http://www.wpr.org/user	N/A		
103	YWCA Milwaukee	N/A	contact@ywcawis.org		

No.	Community Groups FY23	Contact	Contact Email	Total Intv.	Entitled to Notification?
104	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.guden@wisconsin.gov	mary.guden@wisconsin.gov		Yes
105	Centro Hispano Youth Programs 810 West Badger Road, Madison, WI	norma@micentro.org	norma@micentro.org		Yes
106	Columbia University School of Journalism 2950 Broadway New York, NY 10027	cujschool.careers@gmail.com 212-854-4422.	cujschool.careers@gmail.com		Yes
107	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Tim Macafee, Ph.D. 262-243-2098	timothy.macafee@cuw.edu		Yes
108	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202 cehle@worksmartnetwork.org	cehle@worksmartnetwork.org		Yes
109	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189; dunn@gram.edu	dunn@gram.edu		Yes
110	Hmong Assn job board S. Wis , hmongmadison.com	zacvang@gmail.com	zacvang@gmail.com		Yes
111	La Crosse Area Development Corporation, 712 Main St. , La Crosse, WI 54601	Jennifer Kiderer, ladco@centurytel.net 608-784-5488	ladco@centurytel.net		Yes
112	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Shawn McKenna	smckenna@tmul.org		Yes
113	Milwaukee Urban League, 2800 W Wright St., Milwaukee, WI 53210	Tangela Wilson	twilson@tmul.org		Yes
114	National Education Telecommunications Association P.O. Box 50008, Columbia, SC, 29250	Mary Anne 803-779-5553	maryanne@nettaonline.org		Yes
115	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	Cheryl Brennan info@spottedeagle.us 414-342-0700	info@spottedeagle.us		Yes
116	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, advising@dcs.wisc.edu. 608-263-6960	advising@dcs.wisc.edu		Yes
117	Winona State University Mass Communication , P.O. Box 5838, Winona, MN 55987	career@winona.edu	career@winona.edu		Yes
118	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell vmcdowell@ywcamadison.org 608-257-1436	vmcdowell@ywcamadison.org		Yes

No.	Community Groups FY22	Contact	Contact Email	Total Intv.	Entitled to Notification?
119	Dept of Children and Families 819 North 6th Street Ste 850, Milwaukee, Wisconsin 53203	mary.guden@wisconsin.gov	mary.guden@wisconsin.gov		Yes
120	Centro Hispano Youth Pgms, 810 West Badger Road, Madison, WI	norma@micentro.org	norma@micentro.org		Yes
121	Columbia University School of Journalism 2950 Broadway New York, NY 10027	careers@irn.columbia.edu. 212-854-4422	careers@irn.columbia.edu		Yes
122	Columbia University, 2950 Broadway , New York, NY, 10027	Izabela Rutkowski ir2273@columbia.edu	ir2273@columbia.edu		Yes
123	Concordia University Wisconsin, Luther 205L, 12800 N Lake Shore Drive, Mequon, WI 53097	Tim Macafee, Ph.D. 262-243-2098	timothy.macafee@cuw.edu		Yes
124	Employment & Training Association, 1819 Aberg Ave. Madison, WI 53704	Chris Ehle 608-438-4202 cehle@worksmartnetwork.org	cehle@worksmartnetwork.org		Yes
125	Grambling State University, Box 4292, Grambling, LA 71245	Sharon Ford-Dunn, 318-274-2189; dunn@gram.edu	dunn@gram.edu		Yes
126	Hmong Assn job board S. Wis , hmongmadison.com	zacvang@gmail.com	zacvang@gmail.com		Yes
127	La Crosse Area Development Corporation, 712 Main St. , La Crosse, WI 54601	Jennifer Kiderer, ladco@centurytel.net 608-784-5488	ladco@centurytel.net		Yes
128	Milwaukee School of Engr, 1025 N. Broadway Ste 370, Milwaukee, WI 53202	Career Services, career-services@msoe.edu 414-277-7120	career-services@msoe.edu		Yes
129	Minnesota Broadcasters Association, 408 St. Peter Street, Suite 423 St. Paul, MN 55102	Tim Hyde, Director of Member Services, 612.926.8123	tim.hyde@minnesotabroadcasters.com		Yes
130	Southeastern Oneida Tribal Services, 2778 S. 35th Street, Milwaukee, WI 53204	Mark W. Powles 414-329-4101	mpowles1@oneidation.org		Yes
131	Spotted Eagle Inc. 3209 W Highland Blvd, Suite 200, Milwaukee, WI 53208	Cheryl Brennan info@spottedeagle.us 414-342-0700	info@spottedeagle.us		Yes
132	Student at UW-Eau Claire Graphic Communications	Katie Mickelson, katiemickel@gmail.com	katiemickel@gmail.com		Yes
133	UW Madison Adult & Student Services, 21 N. Park Street, Suite 7101, Madison, WI 53717	April McHugh, advising@dcs.wisc.edu. 608-263-6960	advising@dcs.wisc.edu		Yes
134	Winona State University Mass Communication , P.O. Box 5838, Winona, MN 55987	career@winona.edu	career@winona.edu		Yes
135	YWCA, 338 W. Lakeside St., Madison, WI 53715	Vanessa McDowell vmcdowell@ywcamadison.org 608-257-1436	vmcdowell@ywcamadison.org		Yes

Total: 190

Highlighted schools require job postings on Handshake									
School	Contact Name	Title	Street	City	State	Zip	Phone	Email	
WISCONSIN SCHOOLS									
Alverno College	Megan Anderson	Assistant Director of Internship Program	3400 South 43rd St., P.O. Box 343922	Milwaukee	WI	53234	414-382-6178	megan.anderson@alverno.edu	
Beloit College	Kosta Hadavas	Chair of Journalism	700 College St	Beloit	WI	53511	608-363-2313	hadavasc@beloit.edu	
Cardinal Stritch College	Barb S. Spies	Department Chair, Communication Arts	6801 N. Yates Road	Milwaukee	WI	53217	(414) 410-4691	bsspies@stritch.edu	
Carroll University	Dr. Rebecca Imes	Communications Department	100 N. East Ave.	Waukesha	WI	53186	262-951-3011	rimes@carrollu.edu	
Carroll University	Torrie Boduch	Career Services	100 N. East Ave.	Waukesha	WI	53186	262-524-7625	tboduch@carrollu.edu	
Carthage College	Lynn Brownson	Chair, Department of Communication & Digital Media	2001 Alford Park Drive	Kenosha	WI	53140	262-551-6329	lbrownson@carthage.edu	
Lakeland College	Prof. Meg Albrinck	English Department	P.O. Box 359	Sheboygan	WI	53082	920-565-1021	Albrinckm@lakeland.edu	
Lakeland College	Britanni Meinnert	Associate Vice President of Career Readiness	P.O. Box 359	Sheboygan	WI	53082	920.565.1255	meinnertb@lakeland.edu	
Lawrence University	Garth Bond	English Chair	P.O. Box 599	Appleton	WI	54912	920-832-6941	garth.bond@lawrence.edu	
Lawrence University	Lori Fares	Career Center Coordinator	P.O. Box 599	Appleton	WI	54912	920-832-6902	lori.w.fares@lawrence.edu	
Maranatha Baptist Bible College	Angela Morris		745 W. Main Street	Watertown	WI	53094	920.206.4046	Communications@mbu.edu	
Marian University Wisconsin		Department Secretary, Career Development	45 S. National Ave	Fond du Lac	WI	54935	(920) 923-8799	careerservices@marianuniversity.edu	
Mount Mary College		Advising and Career Development	2900 N. Menomonee River Parkway	Milwaukee	WI	53222	414.256.1243	mmu-adcardev@mtmary.edu ; schille@mtmary.edu	
Northland College	Julie Winter	Student Career Advisor	1411 Ellis Avenue	Ashland	WI	54806	715-682-1232	internships@northland.edu	
Ripon College	Robin Woods	Professor of English	300 Seward Street	Ripon	WI	54971	920-748-8721	WoodsR@ripon.edu	
Ripon College	Steven Martin	Chair of Communication Department	300 Seward Street	Ripon	WI	54971	920-748-8784	martins@ripon.edu	
University of Wisconsin - Madison	Pam Garcia-Rivera	Internship Coordinator	1305 Linden Dr Suite 205	Madison	WI	53706	608.890.1046	pgarciariver@wisc.edu	
Viterbo University	Victoria Holtz	Chair of English Department	900 Viterbo Dr	La Crosse	WI	54601	608-796-3487	vholtzwodzak@viterbo.edu	
Viterbo University	Elizabeth Dolder-Zieke	Director of Career Services	900 Viterbo Dr	La Crosse	WI	54601	608-796-3827	bdzieke@viterbo.edu	
Wisconsin Lutheran College	Melanie Buellesbach	Director of Communications	8800 West Bluemound Road	Milwaukee	WI	53226	414.443.8795	melanie.buellesbach@wlc.edu	
Wisconsin Lutheran College	Thad Jahns	Internship Coordinator	8800 West Bluemound Road	Milwaukee	WI	53226	414.443.8949	thad.jahns@wlc.edu	
Concordia University - Wisconsin	Mike Zimmerman	Corporate Communications Manager	12800 N. Lake Shore Drive	Mequon	WI	53097	262.243.4201	mike.zimmerman@cuw.edu	
Edgewood College	Sheila Kronberg	Director of Career Development	1000 Edgewood College Drive	Madison	WI	53711	(608) 663-3288	SKronberg@edgewood.edu	
Marquette University	Courtney Hanson	Director of Career Services Center	P.O. Box 1881	Milwaukee	WI	53201	(414) 288-3577	courtney.hanson@marquette.edu	
St. Norbert College	Mary Ellen Olson	Director of Career Services	100 Grant Street	De Pere	WI	54115	920-403-3930	maryellen.olson@snc.edu	
University of Wisconsin - Eau Claire	Melody Manteufel	Outreach Coordinator	105 Garfield Avenue	Eau Claire	WI	54702		manteumm@uwec.edu	
University of Wisconsin - Green Bay	Linda G Peacock-Landrum	Director of Career Services	2420 Nicolet Dr	Green Bay	WI	54311	920.465.2163	peacockl@uwgb.edu	
University of Wisconsin - LaCrosse	Becky Vianden	Academic Advisor and Career Service Director	1725 State Street	La Crosse	WI	54601	608.785.8517	bvianden@uwlax.edu	
University of Wisconsin - Madison	Kathleen Culver	Director of School of Journalism & Mass Communications	821 University Avenue	Madison	WI	53706	608-575-4082	kbculver@wisc.edu	
University of Wisconsin - Milwaukee	Jean Salzer	Director of Career Planning and Resource Center	P.O. Box 413	Milwaukee	WI	53201	414-229-4486	jeano@uwm.edu	
University of Wisconsin - Oshkosh	Jamie Page-Stadler	Director of Career and Professional Development	800 Algoma Blvd	Oshkosh	WI	54901	(920) 424-2181	pagestad@uwosh.edu	
University of Wisconsin - Parkside	Renee Young-Trego	Assistant Director of Career Services	P.O. Box 2000	Kenosha	WI	54141	262-595-3243	youngtre@uwp.edu	
University of Wisconsin - Platteville	Trapper J Mitchell		1 University Plaza	Platteville	WI	53818	608.342.1627	mitchelt@uwplatt.edu	
University of Wisconsin - River Falls	Melissa Wilson	Director - Career Services	410 South Third Street	River Falls	WI	54022	715-425-3572	melissa.wilson@uwrfr.edu	
University of Wisconsin - Stevens Point	Lisa Michalec	Director of Career Services	1101 Reserve St.	Stevens Point	WI	54481	715 346-4005	lmichale@uwsp.edu	
University of Wisconsin - Stout	Stef Jax	Recruitment Coordinator	103 Administration Building	Menomonie	WI	54751	715-232-1603	jaxs@uwstout.edu	
University of Wisconsin - Superior	Linda Grasky	Communicating Arts Administrative Assistant	P.O. Box 2000	Superior	WI	54880	715-394-8369	lgrasky@uwsuper.edu	
University of Wisconsin - Whitewater	Brian Bredeson	Career Services Director	800 West Main St	Whitewater	WI	53190	(262) 472-1499	bredesob@uww.edu	
TOP J-SCHOOLS IN THE NATION									
New York University	Stephen Solomon	Director of School of Journalism	20 Cooper Square, Room 647	New York	NY	10003		sds1@nyu.edu	
Ohio University	Edith Dashiell	Director	Park Place & Court Street	Athens	OH	45701	740.593.2550	dashiell@ohio.edu	
Indiana University	James Kelly	Director of Journalism	940 E. Seventh St	Bloomington	IN	47405	(812) 855-1708	kellyjd@indiana.edu	
Columbia University	Gina Boubion	Career Services	2950 Broadway	New York	NY	10027	212-854-4422	cujcareers@columbia.edu	
University of Maryland	Karen Denny	Director of Internships and Career Development	1117 Journalism Building	College Park	MD	20742	301-775-8483	kdenny12@umd.edu	
University of Kansas	Ann Hartley	Associate Director of Career and Experiential Learning	1435 Jayhawk Boulevard	Lawrence	KS	66045	785-864-4517	ahartley@ku.edu	
University of Missouri	Rob McDaniels	MU Career Center Director	76 Gannett Hall	Columbia	MO	65211	573-882-6801	career@missouri.edu	
Michigan State University	Randi Martinez	Career Consultant	343 Communication Arts & Sci Building	East Lansing	MI	48824	517.355.6887	mart1705@msu.edu	
Northwestern University	Career Services Team	Career Services	1845 Sheridan Road	Evanston	IL	60208	847-491-2049	medilcareerservices@northwestern.edu	
Syracuse University	Kelly Barnett	Career Development Center Director	215 University Place	Syracuse	NY	13244	(315) 443-1910	kbarnett@syrr.edu	
University of Arizona	Mike Chesnick	Career Strategies and Communication Outreach Manager	845 N. Park Ave	Tucson	AZ	85721	520-626-3079	mchesnick1@arizona.edu	
University of Florida	Julie Frey	Director of Career Services	P.O. Box 118400	Gainesville	FL	32611	352-294-7830	careers@jou.ufl.edu	
University of Minnesota	Becky Borg	Coordinator of Student Services	206 Church Street S.E.	Minneapolis	MN	55455	612.625.0833	becky@umn.edu	
University of North Carolina - Chapel Hill	Jay Eubank	Career Services Director	CB 3365	Chapel Hill	NC	27599	919.962.4518	jeubank@email.unc.edu	
University of California - Berkeley	Pam Gleason	Career Advisor	121 North Gate Hall #5860	Berkeley	CA	94720	510-642-3654	pgleason@berkeley.edu	
MINNESOTA SCHOOLS									
Minnesota State University - Moorhead	Samantha Gust	Director of Career Development Center	1104 7th Ave. S.	Moorhead	MN	56563	218.477.2202	careers@mnsstate.edu	
Minnesota State University - Mankato	Sachi Sekimoto	Chair of Communication Studies	136 Nelson Hall	Mankato	MN	56001	(507) 389-2510	sachi.sekimoto@mnsu.edu	
Saint Cloud State University	Jackie Bauer		720 4th Ave. S. As209	St. Cloud	MN	56301	320-308-3753	jackie.bauer@stcloudstate.edu	
Winona State University	DeAnna Goddard	Associate Director of Career Services	P.O. Box 5868	Winona	MN	55987		dgoddard@winona.edu	
ILLINOIS SCHOOLS									
Columbia College of Chicago			600 South Michigan	Chicago	IL	60605	312-369-7280	careercenter@colum.edu	
DePaul University	Amanda Powers Snowden	Director of Operations and Communications	1 E. Jackson	Chicago	IL	60604	312.362.8664	apowers@depaul.edu	
Eastern Illinois University	Bobbi Kingery	Director of Career Services	600 Lincoln Avenue	Charleston	IL	61920	217.581.7462	rkingery@eiu.edu	
Eastern Illinois University	Matthew Gill	Department Chair	600 Lincoln Ave	Charleston	IL	61920	217.581.2812	mjgill@eiu.edu	
Illinois State University	Thomas Lamonica	Coordinator of Field Experiences		Normal	IL	61790	(309) 438-8578	talamon@IllinoisState.edu	

School	Contact Name	Title	Street	City	State	Zip	Phone	Email
Northern Illinois University		Career Services		Dekalb	IL	60115	815-753-5354	careerServices@niu.edu
University of Illinois at Urbana-Champaign	Morgan Klajbor-Smith	Academic Programs Coordinator	810 S. Wright St	Urbana	IL	61801	217-332-5669	morganks@illinois.edu
Western Illinois University	Jennifer Grimm	Advisor	1 University Circle	Macomb	IL	61455	(309) 298-1938	JK-Grimm@wiu.edu
IOWA SCHOOLS								
Drake University	Chrystal Stanley	Director	2507 University Ave	Des Moines	IA	50311	515-271-3752	chrystal.stanley@drake.edu
Iowa State University	Taren Reker	Career Services Director	111 Hamilton Hall	Ames	IA	50011	515-294-2967	lascs@iastate.edu
University of Iowa	Anna Newnum	Senior Academic Advisor	100 Adler Journalism Building, Rm E342	Iowa City	IA	52242	319-335-3845	anna-newnum@uiowa.edu
MICHIGAN SCHOOLS								
Central Michigan University	Matthew Warren	Assistant Director of Employer Relations	215 Bovee University Center	Mt Pleasant	MI	48859	(989)774-3068	brand2md@cmich.edu
Eastern Michigan University	Crystal Walrath	Assistant Director of Career Development	200 McKenny Hall	Ypsilanti	MI	48197		crystal.walrath@emich.edu
Wayne State	Jessica Greenwald	Academic Advisor - Journalism	585 Manoogian Hall	Detroit	MI	48202		fq3743@wayne.edu
Western Michigan University	Buffy Nespodzany	Assistant Director for Employment Relations	1903 West Michigan Avenue	Kalamazoo	MI	49008	(269) 387-2745	buffy.m.nespodzany@wmich.edu

***Description of longer-term outreach initiatives for the period
August 1, 2022-July 31, 2023***

Specify First Initiative:

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

Describe activities undertaken to fulfill that initiative:

From July 2022 through October 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. Please note that this individual left WPR to pursue a full time, permanent position during the duration of their fellowship.

From August 2022 through August 2023, WPR sponsored the Lee Ester News Fellowship, designed for a recent graduate or early career reporter, and meant to prepare journalists for successful news careers. The fellow works as a reporter in the WPR's Madison bureau.

WHA-TV employed 14 interns in the reporting period of 2022 and in the reporting period of 2023. These interns worked in the following operational areas in 2022:

- Next Generation Production Intern, supervised by Trevor Kellor
- Next Generation Intern, supervised by Tina Fatke
- Student Producer, supervised by Kelly Saran
- Wisconsin Pride Research Assistant, supervised by Andy Soth
- Here & Now Interns, supervised by Frederica Freyberg (2 positions)
- Development Intern, supervised by Marike Stucky
- Ready to Learn Student Assistant, supervised by Mouna Algahaithi
- Digital Media Intern, supervised by Tracy Erickson

These interns worked in the following operational areas in 2023:

- Community Engagement Impact Intern (2 positions), supervised by Dulce Danel
- Graphic Designer Intern, supervised by Brian Lorbiecki
- Here & Now Student Journalist Intern, supervised by Marisa Wojcik
- Student Digital Editor, supervised by Tim Schneider
- Next Generation Intern, supervised by Kelly Saran

WPR employed 2 interns during the reporting period of 2022. These interns worked in the following operational areas in 2022:

- News Intern, supervised by Kyla Calvert Mason
- Student Radio Intern, supervised by Lisa Nalbandian and Paul Damberg

Wisconsin Public Media employed 1 intern during the reporting period of 2022 and 2 interns in the reporting period of 2023. These interns worked in the following operational areas in 2022:

- HR Support Intern, supervised by Erin Cook

These interns worked in the following operations areas in 2023:

- HR Support Intern, supervised by Erin Cook
- HR Support Intern, supervised by Jeanette Garcia

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.

Wisconsin Public Media (both WHA-TV and WHA-Radio) held professional development opportunities for staff throughout 2021 and 2022.

January 11, 2023: KSA's for Recruitment

In this session the WPM HR team worked with supervisors at both stations on how to develop Knowledge, Skills, and Abilities in a position description. Accurate KSA's help both to clarify the roles and responsibilities of the position while also helping to attract a more qualified applicant pool.

February 8 and February 22, 2023: Navigating Performance Concerns: Identifying, addressing, and documenting concerns

In these two sessions, the WPM HR team worked with supervisors at both stations to learn how to identify, address, and document concerns and issues regarding performance. In the second session of the workshop, supervisors moved beyond the conversation and documentation steps to continue with information around formal performance processes at UW Madison.

March 22, April 12, and April 22, 2023: Equity in Recruitment: Digging into what we ask for, and who it impacts

In this three-part workshop open to all staff at both WHA-Radio and WHA-TV, WPM HR worked with staff to break down the barriers to conducting an equitable recruitment. They dug into developing equitable qualifications and got practice applying what they learned.

In the second session, WPM staff went over common scenarios that occur in recruitment at WPM, engaged in group discussion on analyzing pros and cons to each scenario, and strategized to implement solutions in future recruitments. This work was continued in the third session.

January 10, and June 22, 2023: Navigating Crucial Conversations with Civility

The Educational Communications Board collaborated with WPM to offer two partnered sessions with Alonzo Kelly. The sessions encouraged open dialogue and participation while being respectful of other's experiences. Participants were provided with a short video exercise to reflect on prior to the first session, and additional materials to support having crucial conversations. In the second session, staff were invited to practice using the resources in a safe and supportive environment. Registration was open to any staff at WHA-Radio, WHA-TV, and ECB.

WHA-TV held internal professional development opportunities for staff and encouraged individuals to attend external professional development opportunities throughout 2022 and 2023.

November 2022, Adobe After Effects & Motion Graphics Template Training

Three levels of training were offered as foundational learning for Adobe After Effects, with a focus on Motion Graphics Templates. Materials were provided for a live, virtual, hands-on experience. Sessions were recorded for later viewing and open office hours were offered as well.

Class 1: Introduction to After Effects & Motion Graphics Templates

Class 2: After Effects & Creating Motion Graphics Templates (2-part class)

Class 3: Advanced Motion Graphics Template Training (2-part class)

September 2022: Digital Accessibility Training

In line with the University of Wisconsin-Madison's commitment to inclusivity, a digital accessibility training program has been developed. This program, created in collaboration between PBS Wisconsin's Digital unit staff and UW-Madison's Center for User Experience, aims to cultivate an inclusive and accessible digital experience for all. The training program consists of modules covering various topics related to inclusive and accessible content design. Participants will gain a deep understanding of digital accessibility standards, such as the Web Content Accessibility Guidelines (WCAG) and acquire practical skills for creating inclusive content. Additionally, the program equips participants to evaluate digital accessibility using tools and user feedback. By completing this training program, staff will ensure that our digital content is accessible to all users, fostering an environment of inclusivity and equal opportunity.

September 12, 2022: Video Promotions & What Producers Can Do To Help

Join PBS Wisconsin's Video Promotions team and learn what producers can do in pre-production, field production and post-production to help our video promotions team craft the most engaging messaging possible for your project.

October 2022: WBA Broadcaster's Clinic

This annual event for broadcasting professionals provides educational sessions, workshops, and an exhibition of new technologies, with a focus on the technical aspects of broadcasting. The clinic serves as a platform for industry professionals, particularly engineers and technologists, to stay informed, share knowledge, and discuss industry best practices.

December 12, 2022: Source Development Day

The PBS Wisconsin Production Department team is focused on how we can bolster our DEI efforts – both as individual producers and across the department. To this end, as a department, we will spend Dec. 12 developing new sources or reconnecting with past sources. These should be people who are not already frequently being incorporated into our usual content creation. We cover the state; and therefore, our content should reflect the full diversity of Wisconsin. That means a diverse selection of geographic regions, gender, age, ethnicity, race and point of view. As producers, we should have a good cross-section of Wisconsinites in our go-to rolodex. To maximize our source development, we will create a shared database for producers to input these sources along with contact info. This will allow us to use the strength of the full department's source cultivation to advance individual projects.

December 14, 2022: Creating Community Focus Groups

Do you ever wonder what the audience is thinking when they watch our programs? Join UX Designer Erika Kachama-Nkoy, Project Manager Jason A. Smith, Why Race Matter Executive Producer Trevor Keller and WRM Producer Ryan Ward for an exploration of how focus groups can help us better understand how audiences feel and think about PBS Wisconsin programs and projects.

Erika and Jason discuss what it takes to set up and host a focus group, how to analyze individual and aggregate participant data, and ways to leverage data to improve service models—especially when it comes to underrepresented audiences. Trevor and Ryan share how the focus group findings led to actionable change for the Why Race Matters project.

Jan. 10, 2023: Using Airtable to Manage Your Productions

Join PBS Wisconsin's project managers who will give a guided tour through Airtable, a project management tool that we will be using to track milestone and deliverable deadlines for our media projects. Learn how this tool can effectively keep timelines organized and the work of your production team on track.

March 6, 2023: Digital Shorts – How to Create Them & Find Audience

Have you heard the term “digital short” thrown around a lot recently at PBS Wisconsin? Has it intrigued you? Maybe kept you up at night with curiosity? Well, you're in luck! On March 6th, the Local Series and Marketing teams will showcase and explain a new social media content strategy being implemented using digital shorts.

You'll see examples of content from *Wisconsin Life*, *Why Race Matters*, and *Michael Perry: On the Road*, formatted and designed specifically for use on Instagram, Facebook, and YouTube.

You'll hear what's behind these shorts, how successful they've been so far, how marketing implements them, and the tools producers and editors use to create the videos.

If that wasn't all enough to grab your attention, the presentation will also feature Lizzo, SNL, Moira Rose, circumventing the world on a motorcycle, insects, and Michael Perry. Bet you never thought you'd hear Lizzo and Michael Perry in the same sentence before!

May 23, 2023: Engaging Educators: Behind the scenes of PBS Wisconsin Education Cohorts

PBS Wisconsin Education currently facilitates three types of cohort programs for educators: Production Advisory Cohorts, a Media Literacy Cohort, a PBS KIDS Community Learning Cohort for Library Youth Services Staff.

Learn more about these three models and hear about lessons we've learned in:

- Recruiting for diverse participation
- How community advisory teams can enrich and inform your production process
- Sustaining relationships
- Successful facilitation strategies

Whether your work is centered in education-focused production or other genres of production work, this session provides valuable insight into how to cultivate inclusive relationships with project advisors and community partners!

May 1-2, 2023: Color Correction Workshop

This workshop focused on color correction and video editing techniques using Adobe Premiere software. About 30 staff members attended and the workshop was led by presenter and post-production editing trainer Jeff Greenburg.

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:

- WPM IT Director (Official Title of Record: IT Director II (C)), listed by the HR Team, recruited 05/19/22 – 09/11/22
- Director of Radio (Official Title of Record: Director of Radio), listed by the HR Team, recruited for 02/20/23 – 07/17/23

Two upper-level jobs were filled during this period: WPM IT Director, WHA-TV and WHA-Radio, and Director of Radio, WHA-Radio.

For the WPM IT Director, WHA-TV and WHA-Radio contacted the following organizations: Angel.co, BISCI (Building Industry Consulting Service International), Centro Hispano of Dane County, Colleague Outreach – Internal, Community Resources Groups Mailing List, Corporation for Public Broadcasting Jobline, Crunchboard, Current, Dice, Educause, Gateway Technical College, HigherEdJobs Online, Indiana Broadcasters Association, Information Technology Senior Management Forum (ITSMF), Job Center of Wisconsin, Lesbians who Tech, LinkedIn, Madison College, National Black MBA Association, National Society of Black Engineers (NSBE), National Alliance of State Broadcasters Association, PBS Wisconsin Website, Society of Broadcast Engineers – jobline, Nonprofit Technology Enterprise Network (NTEN), TVJOBS.com, Urban League of Chicago, Urban League of Greater Madison, Urban League of Milwaukee, UW Madison Engineering Career Services, UW Madison Jobs Website, and WPR Website.

For the Director of Radio, WHA-Radio contacted the following organizations: Asian American Journalists Association, Assn for Women in Communications, Colleague Outreach – internal, Community Resource Groups mailing list, Corporation for Public Broadcasting Jobline, Current Newspaper/PublicMediaJobs.org, LinkedIn, Native American Journalists Associational Assn of Black Journalists, Natl Assn of Hispanic Journalists, NLGJA, PBS Wisconsin Website, PMBA, PRPDA, UW-Madison Jobs Website, Wisconsin Broadcasters Association Job Bank, WPR Web Site - Wisconsin Public Radio

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 at the Spring 2022 Career & Internship Fair on February 17, 2022.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager and a WHA-TV hiring manager at the WBA Job/Career Fair on March 5, 2022.

WHA-Radio and WHA-TV were represented by an HR Recruiter and WHA-Radio hiring manager at the Current Job Fair on March 29, 2022.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager and a WHA-TV hiring manager at the Wisconsin Broadcaster's Association Job Fair on June 22, 2022.

WHA-Radio and WHA-TV were represented by a WHA-Radio hiring manager and a WHA-TV hiring manager at the UW-Madison 2022 Fall All-Campus Career & Internship Fairs on September 19, 2022.

WHA-Radio and WHA-TV were represented by an HR Manager and a WHA-Radio hiring manager at the Wisconsin Broadcasters Association Job Fair on February 25, 2023.