

2025 ANNUAL EEO PUBLIC FILE REPORT

FLORIDA STATE UNIVERSITY

1600 Red Barber Plaza
Tallahassee, FL 32310

Period Covered by this Report ("Period"): October 1, 2024 through September 30, 2025

Call signs of stations comprising the reporting Station Employment Unit:
WFSU-FM, WFSQ, WFSW, WFSL, WFSU-TV, WFSG

Florida State University is an Equal Opportunity Employer
ADVERTISED POSITION INFORMATION

Position #	Job Title	Date Filled	Number of Interviews	Location	All Recruitment Sources Used Per Open Position	Source used by Hire
57310	Development Coordinator	12/20/2024	5	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * Word of Mouth	FSU Employment Website
61948	Development Coordinator	1/10/2025	4	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * Word of Mouth	FSU Employment Website
61537	Sales Representative	1/17/2025	3	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * Word of Mouth	FSU Employment Website
60389	Director of Content	1/31/2025	16	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * CPB * NETA * Public Media Jobs * JournalismJobs * LinkedIn * FAB * PMBA * Current.org * Inside Higher Ed * Word of Mouth	Word of Mouth
	Information Assistant & Writer - News Intern (OPS)	1/27/2025 & 2/3/2025	6	WFSU Florida Channel	TFC Website * WFSU Website * FSU Employment Website * Inside Higher Ed * LinkedIn * Word of Mouth	FSU Employment Website
61987	Broadcast Engineer	4/11/2025	1	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * Word of Mouth	FSU Employment Website
	Associate Producer (OPS)	4/11/2025	5	WFSU Florida Channel	TFC Website * WFSU Website * FSU Employment Website * Inside Higher Ed * LinkedIn * Word of Mouth	FSU Employment Website

Total number of interviewees for all full-time vacancies filled during the reporting period: 40

All Recruitment Sources Used By WFSU

WFSU Website * FSU Employment Website * CPB * NETA * Public Media Jobs * JournalismJobs * TFC Website * LinkedIn * FAB * PMBA * Current.org * Inside Higher Ed * Career Builder
Twitter * SBE * Greater Public * Tallahassee Democrat * TV Jobs.com * Public Media Journalist Association * TV News Check & Net News Check * Word of Mouth

Total number of interviewees referred from each source during period:

Recruitment Source	Contact Name	Address	Phone	# Interviewees Referred
Career Builder	www.careerbuilder.com	City View Plaza II, Ste 6000, 48 Road 165, Guaynabo, Puerto Rico 00968	800.891.8880	0
Florida State University (FSU) Employment Website	Recruiter: Janie Toothaker jobs@fsu.edu www.jobs.fsu.edu	282 Champions Way UCA - 6200 Tallahassee, FL 32306	(850) 644-7708	15
LinkedIn	www.linkedin.com	2029 Stierlin Court Mountain View, CA 94043	(650) 687-3600	6
Facebook	www.facebook.com	N/A	N/A	0
Twitter	www.twitter.com	N/A	N/A	0
Current	Dave Kramer advertising@current.org www.jobs.current.org	6930 Carroll Avenue Suite 625 Takoma Park, MD 20912	(301) 270 7240 ext. 35	2
National Educational Telecommunications Association (NETA)	Maryanne Schuessler mschuessler@netaonline.org www.netaonline.org	939 South Stadium Road Columbia, SC 29201	(803) 978 1579	0
Society of Broadcast Engineers (SBE)	www.sbe.org	9102 North Meridian Street Suite 150 Indianapolis, IN 46260	(317) 846-9000	0
Florida Association of Broadcasters (FAB)	info@fab.org	201 South Monroe Street, Suite 201, Tallahassee, FL 32301	(850) 681-6444	0
Public Media Jobs	publicmediajobs.org	4400 Massachusetts NW, Washington, Dist. Columbia 20016	N/A	1
TV News Check & Net News Check	Patty Hersh phersh@newscheckmedia.com www.tvnewscheck.com www.netnewscheck.com	24 West Lancaster Avenue Armore, PA 19003	(610) 420-6003	0
Broadcasting & Cable Magazine	clientserv@yourmembership.com www.broadcastingcable.com	28 East 28th Street New York, NY 10016	(860) 437-5700	0
Inside Higher Ed	www.insidehighered.com	1015 18th Street NW Suite 1100 Washington DC, 20036	(202) 659-9208	0
Greater Public	www.greaterpublic.org	401 North 3rd Street Suite 370 Minneapolis, MN 55401	(888) 454-2314	0
Insight into Diversity	www.insightintodiversity.com	11132 South Towne Square Suite 203 St. Louis, Missouri 63123	(314) 200-9955	0
Tallahassee Democrat	Melanie Davis mdavis10@gannett.com www.tallahassee.com	277 North Magnolia Drive Tallahassee, FL 32301	(888) 987-2826	0
TVJOBS	info@tvjobs.com www.tvjobs.com	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052	(800) 374-0119	0
WFSU	www.wfsu.org	1600 Red Barber Plaza Tallahassee, FL 32310	(850) 645-7200	1
The Florida Channel	www.thefloridachannel.org	402 S Monroe Street Tallahassee, FL 32399	(850) 645-9030	0
Corporation for Public Broadcasting (CPB)	www.cpb.org/jobline	401 Ninth Street Washington, DC 20004	(202) 879-9600	0
Public Media Business Association (PMBA)	www.pmbaonline.org	7918 Jones Branch Drive Suite 300 McLean, VA 22102	(703) 506-3292	0
Public Media Journalist Association (PMJA)	www.pmja.org	P.O. Box 838, Sturgis, South Dakota 57785	605.863.9919	1
Association of Government Accountants (AGA)- Email ListServ	tallahasseeaga@gmail.com	N/A	N/A	0
Journalism Jobs	journalismjobs.ocom	N/A	510-508-7386	0
UBA SharePoint Site/Email Announcements	Joshua Miller jmmmler2@fsu.edu www.uba.fsu.edu	282 Champions Way UCC- 5503 Tallahassee, FL 32306	(850) 644-2825	0
Indeed	www.indeed.com	7501 N. Capital of Texas Highway Bldg B, Austin, TX 78731	N/A	4
Word of Mouth	N/A	N/A	N/A	10

WFSU PUBLIC MEDIA OUTREACH ACTIVITIES
DURING THE PERIOD: Oct 1, 2024 – Sept 30, 2025

Initiative Title: Internship/Externship and Student Participant Programs

Initiative Description: WFSU Public Media has had a highly successful Internship and Externship Program for several years, providing students and volunteers with invaluable hands-on experience across various sectors of the broadcasting field, including production, promotion, talent development, news, and community outreach. These internship and externship opportunities may occur at any time during the academic year and are typically available to high school and college students from local schools and surrounding universities.

The program encourages active student participation in projects and events while offering professional development, skills training, and career guidance. We assist students in constructing their initial portfolios. Although our internship programs are divided by areas of focus, participants have the opportunity to engage with different departments, acquiring a comprehensive understanding of broadcast operations. Many students who have participated in these programs have transitioned into successful and award-winning careers at nationally and internationally acclaimed organizations.

Internship/Externship and Student Participant Programs:

- The WFSU-FM News Team provided internships for two college student interns – one from FAMU and one from FSU. The FAMU student joined the team through a partnership with Report for America. WFSU news internships are for students pursuing careers in journalism. The ideal candidates will demonstrate intellectual curiosity about the issues and people influencing the region; including how national stories can be told through local angles. The internship will focus heavily on local government, and issues of regional importance. WFSU interns are responsible for reporting, writing, editing and producing their own stories under the supervision of the News Director and Assignment Editor.
- The WFSU Television Production Department offers internships to students interested in Media/Film Production or Communications Studies. Interns develop key skills in video journalism, including research, writing, interviewing, and editing. They learn to tell stories by creating video features and articles. Additionally, students gain experience working behind the scenes in TV studios, control rooms, and remote locations, including operating cameras, videography, lighting, audio, video engineering, technical directing, graphics, and editing. During this reporting period, the department's interns, externs, and volunteers included five college volunteers, two extern/student volunteers, and students from the FSU School of Communications TV Interviewing & Hosting class in Fall 2024 and Spring 2025.
- The WFSU Education & Community Outreach Department also offers internships to students who are interested primarily in Early Childhood Education. During this reporting period, they had eleven interns.
- The WFSU Digital Department had one student intern for photojournalism and graphics design to create image assets for FM News articles and one for updating website content.
- WFSU hires FSU students throughout the academic year to work on a paid hourly basis in various departments at the station; these students usually work in roles aligned with their interests and/or academic studies.
- 411 Teen is a weekly program produced by WFSU-FM and hosted by Dr. Liz Holifield, who is a professor at Florida A&M University. Each week students from local area high schools serve as guest(s) on the program and address important topics that have a profound effect on teenagers. Dr. Liz Holifield and the students who participate in the program are all volunteers of WFSU.

Initiative Title: Facility Tours

Initiative Description: WFSU welcomes visitors to explore its facilities situated at Red Barber Plaza and on the ninth floor of the Florida State Capitol. Guided tours are available during standard business hours and accommodate both individual visitors and groups of varying sizes.

At the Red Barber Plaza location, guests will have the opportunity to experience the distinguished Kirk Collection, which features nearly 300 antique radios, record players, music boxes, and televisions. This exhibition offers insight into the evolution of broadcasting, emphasizing the rich history of radio and television. The tour proceeds with an exclusive behind-the-scenes exploration of WFSU's radio and television studios. Attendees will gain an understanding of how productions are realized, from the equipment utilized to the skilled professionals responsible for making it all happen. Children participating in the tours will particularly appreciate a hands-on experience in front of the green screen, allowing them to record and view themselves on camera, offering an engaging introduction to the world of television.

Throughout the tour, guests will also learn about the diverse programming produced by WFSU-TV, WFSU-FM, and The Florida Channel, gaining valuable insight into the creative and technical processes that drive public broadcasting. WFSU's tours present a unique and educational behind-the-scenes perspective on the operations of the broadcast facility.

During this reporting period, 25 tours occurred at the WFSU-TV/FM facility (located at Red Barber Plaza) including:

October 2024 — 40 guests — Aucilla Christian Academy
October 2024 — 42 guests — FSU Political Economy of Media class
October 2024 — 54 guests — Gathering Oaks Homeschool Group, K-12th grade
November 2024 — 1 guest — Lanie Whitaker FSU College of Communications
November 2024 — 1 guest — Anna Gibbons FSU College of Communications
November 2024 — 30 guests — Scouting America, SRAC Troop 16, Grades 6-12
January 2025 — 1 guest — Simone Colozza FSU Film School
March 2025 — 40 guests — Creative Kids Collective homeschool group
March 2025 — 46 guests — FSU Political Economy of Media class
March 2025 — 100 guests — Pelham Elementary Kindergarteners
March 2025 — 70 guests — Crossroads Academy Early Learning, Gadsden County
March 2025 — 25 guests — Grassroots School
April 2025 — 1 guest — Chiles High School
April 2025 — 9 guests — Pyramid Studios
April 2025 — 1 guest — Potential volunteer coordinated by WFSU Education
May 2025 — 40 guests — Renaissance Academy
May 2025 — 30 guests — Homeschool Friends
June 2025 — 1 guest — Amanda Golson FSU College of Communications
June 2025 — 5 guests — Jane Johnson & Grandkids
June 2025 — 88 guests — Desoto Trail Elementary Extended Day
July 2025 — 35 guests — Scouting America, SRAC Cub Scouts Pack 38, Grades K-5
July 2025 — 10 guests — Girl Scouts Troop 212
August 2025 — 1 guest — Brooke Meotti FSU College of Communications
September 2025 — 51 guests — FSU Comparative and International Media Studies class
September 2025 — 28 guests — FSU School of Communications, Digital Media Production program

During this reporting period, 10 tours occurred at The Florida Channel (located at the State Capitol Building) including:

December 2024 - House Communications - TFC Tour
February 2025 - House Clerk's Office - TFC Tour
April 2025 - Two Groups – Pages & Messengers
March 2025 - Two Groups – Pages & Messengers
March 2025 - Two Groups – Pages & Messengers
March 2025 - Two Groups – Pages & Messengers
April 2025 - Frank Lovelace (Pinnacle Engineering)
April 2025 - Take Your Kids to Work Day - FL League

April 2025 - Two Groups – Pages & Messengers

April 2025 - Two Groups – Pages & Messengers

Initiative Title: Job/Career Fairs

Initiative Description: Florida State University's Office of Human Resources participates in job and career fairs throughout the year. During these events, job seekers and attendees learn about available employment opportunities, receive job descriptions, and find out how to access the online application portal through FSU's job board.

During this reporting period, WFSU Staff participated in the following job/careerfairs:

October 2024 – Worlds

October 2024 – FAMU Homecoming Job Fair

February 2025 – College of Communication and Information Career Fair

April 2025 - Career Fair at Greensboro Elementary

April 2025 – Leon Works Expo

During this reporting period, FSU's Office of Human Resources participated in the following job/career fairs:

November 2024 – CareerSource Paychecks for Patriots

November 2024 – FSU Seminole Futures

January 2025 – FSU Part-time Career Fair

January 2025 – CareerSource Refresh Hiring Fair

February 2025 – FSU PCC The Collegiate School Job Fair

February 2025 – FSU Seminole Futures

February 2025 – FSU College of Business Expo

February 2025 – Gadsden County Hiring Fair

March 2025 – CareerSource Find a Job Friday

March 2025 – Ghazvini Career Fair

March 2025 – LeonWorks

April 2025 – CareerSource Find a Job Friday

July 2025 – Jefferson County Hiring Fair

September – FSU Part-time Career Fair

Initiative Title: Volunteer Participation & Recruitment

Initiative Description: Every year, numerous dedicated individuals contribute to WFSU by volunteering their time and expertise across a diverse array of station events and initiatives. Some volunteers exhibit such commitment to WFSU's mission that they return annually, consistently prepared to assist whenever the station seeks support for specific activities.

A prominent area of volunteer involvement is Membership and Donor Services, particularly during WFSU-FM's live on-air pledge drives, which occur three times a year. Volunteers also assume critical roles in television production, collaborating behind the scenes with crews, as well as in Education and Outreach, where they facilitate and manage large-scale community events throughout the year.

In addition to providing valuable service, volunteers acquire significant hands-on experience in media production, event coordination, communications, and public engagement. These opportunities not only help in developing transferable skills but also serve as a potential pathway to future service or employment opportunities, both within WFSU and in the wider media industry.

WFSU actively keeps its volunteer community informed about forthcoming recruitment opportunities through several channels, including the WFSU website, social media platforms, email and mail communications, word-of-

mouth, and the weekly e-newsletter distributed to all station members.

During this reporting period, WFSU participated in the following volunteer recruitment events:

- The WFSU Education department brought in volunteers throughout the reporting period at various events.
- WFSU E-Newsletter: Sent out to 30,000 people via email every week; it includes exciting information about upcoming television/radio programs, educational and community outreach activities, volunteer opportunities, station events, pledge drives, travel club opportunities, and also features a fun new cooking recipe each week.
- Summer Learning Challenge 2025: 5,000 Summer Challenge Activity Guides were given out to families in our viewing area! 2,000 of those were distributed in backpacks with additional materials (pencils, stickers, reflectors) plus information about WFSU and various programs that we offer for all the rising 1st graders in Leon County. We implemented 12 camps in partnership with our local libraries throughout the summer months as well.

Initiative Title: Staff Training & Professional Development:

Initiative Description: WFSU offers and supports training opportunities for staff as a means of promoting the professional development and growth of the station's employees. These opportunities build upon the employee's knowledge base and professional skills, allowing them to become more qualified for promotional opportunities and sustain growth in the future.

During this rating period, the WFSU Staff engaged in various internal and external training opportunities related to their respective roles:

- October 2024 — Educational Technology: Experimenting with Virtual Worlds Using Unreal Engine
- October 2024 — FMP webinar Intro to Generative AI
- October 2024 — Inspiring Curiosity and Connection with Nature: Discovering the Wonders Right Outside Your Door
- October 2024 — PBS KIDS CARL THE COLLECTOR
- October 2024 — Measuring Impact: Elections & Civics
- November 2024 — Parent-Child Interactions with Talk with Me Toolkits
- November 2024 — Reimagining Education: Transforming High School for Powerful Learning
- December 2024 — Kaltura new streaming platform operation
- December 2024 — Unleashing Creativity and Applying Standards to Generative AI
- November 2024 — Sony Z90 camcorder training for Education department
- December 2024 — Control room operations for FL Supreme Court and FL Public Service Commission
- December 2024 — Field Interviews w/ Camera, Audio, & Lighting for volunteer Anna
- December 2024 — Unleashing creativity and applying standards to generative AI
- December 2024 — Foster Joyful Math Learning: Engage Families through Play-based Strategies
- December 2024 — Nurturing Phonemic Awareness and Laying the Foundation for Phonics Skills
- December 2024 — Using Primary Sources for Teaching, Learning, and Understanding
- December 2024 — Executive Function for Learning Differences
- January 2025 — Data Storytelling: Translating Stories into Numbers
- January 2025 — WSRE Ready To Learn Workshop
- January 2025 — PBS KIDS Self-paced Courses CDA Alignment
- February 2025 — Innovate with Current: The Secret History of Public Media
- February 2025 — Understanding American History through Children's Literacy, Smithsonian
- February 2025 — THE AMERICAN REVOLUTION and Civic Learning: A Conversation with Ken Burns, PBS LearningMedia, and iCivics
- March 2025 — Legislative reporting training for WFSU News Staff
- March 2025 — The American Revolution and Civic Learning
- March 2025 — Viewers Like Me Needs YOU! (marketing)
- March 2025 — Explore the Out-of-This-World NOVA Collection
- March 2025 — Supporting Young Children's Brain Development with Play-Based and Developmentally

Appropriate Music Activities

- March 2025 — Demystifying AI Together: Tools for Family-School Partnership and Understanding
- April 2025 — AI for Journalists and Content Creators
- April 2025 — Greater Public, Town Hall webinar about Federal funding threats
- April 2025 — The Power of AI Tools in a Human World
- April 2025 — How to Use PBS LearningMedia to Support Students During Testing Season
- April 2025 — Earth Day with Earth Friends
- April 2025 — Technology for Littles: Internet Safety Essentials for Young Children
- May 2025 — Sony FX3 Cinema Camera and DJI Ronin Gimbal operation for OPS
- May 2025 — Sony Z90 camcorder training for Interns
- May 2025 — Studio Camera training for new OPS
- May 2025 — Unleashing the Power of Music Across Subject Areas, Smithsonian
- May 2025 — Spotlight on Evidence: The Role of Curricula and Professional Learning in Improving Pre-K Quality, Overdeck Foundation
- May 2025 — PBS Annual Meeting
- June 2025 — Building graphics for FL Supreme Court and FL Public Service Commission
- June 2025 — Sony FX3 Cinema Camera and DJI Ronin Gimbal operation for OPS
- June 2025 — The Childcare Start-Up Roadmap
- June 2025 — Public Media Professional Development Day – Education
- June 2025 — Starting Strong: Preparing Children and Families for Kindergarten Success, Florida Grade Level Reading
- July 2025 — Audio Editing refresher course for WFSU News Staff
- July 2025 — Keeping It Honest -- A Conversation About Ethics, Accuracy and Trust from NPR
- July 2025 — Producer Boot Camp!
- July 2025 — FL Supreme Court Archiving Process and Tape Digitization
- July 2025 — FL Supreme Court DVD Library Extraction
- July 2025 — Sony FX3 Cinema Camera and DJI Ronin Gimbal operation for Intern
- July 2025 — TV 101 for interns: Lighting Director (LD)
- July 2025 — TV 101 for interns: Studio Camera & Video Engineer (V1)
- July 2025 — TV 101 for interns: Graphics Operator (XPression)
- July 2025 — TV 101 for interns: Advanced Nonlinear Editor (NLE)
- July 2025 — TV 101 for interns: Audio Engineer (A1)
- July 2025 — TV 101 for interns: Technical Director (TD)
- July 2025 — Sony Optical Disc Archive operations
- July 2025 — FSU ITS RCC Archival Storage Operations
- July 2025 — Local Livestreaming State of the State
- July 2025 — Lean Teams, Bold Visions: Project Management in Public Media's Uncertain Era Confirmation
- July 2025 — Greater Public Preparing for funding issues webinar
- July 2025 — Lean Teams, Bold Visions: Project Management in Public Media's Uncertain Era Confirmation
- July 2025 — The PBS Professional Development Summit
- August 2025 — Ethics Bootcamp!
- August 2025 — NETA What Now? Part II
- August 2025 — Literacy in Action: Tools & Training for OST Educators
- August 2025 — Lead, Persuade, and Inspire in Any Role, Linked In
- September 2025 — Storytelling Bootcamp!
- September 2025 — Posting your stories on NPR's Grove platform
- September 2025 — PBS News webinar- arts and social media
- September 2025 — Posting your stories on NPR's Grove platform
- September 2025 — NETA, 3-day, Virtual Conference
- September 2025 — Unpacking Symbols and Stories in Gilbert Stuart's Portrait of George Washington, Smithsonian

- Monthly — The Education and Engagement Team actively participated in the monthly update webinars conducted by PBS KIDS and PBS LearningMedia
- Various Dates — 2025 Poynter’s Advanced Digital Transformation Project
- Various Dates — FSU Mental Health
- Various Dates — FSU Cybersecurity Awareness
- Various Dates — Canva Training
- Various Dates – Active Threat Response Training

The Florida State University Office of Training and Development offers a variety of training and development classes available to all employees throughout the year. WFSU employees are encouraged to attend the training opportunities provided by the university with approval from their managers. The classes cover a range of topics, including financials, human resources, business transactions, customer service skills, compliance and organizational development, leadership and supervisory development, diversity and inclusion, and personal development training. In addition to individual courses, FSU also offers a certificate training series program. The certificate program consists of several courses combined to demonstrate a certain level of knowledge and skill within a specific area of work. By completing all courses in a chosen series, a participant can earn a certificate for that subject area. The available certificates include: Customer Service Certificate, Frontline Leadership Certificate, Human Resources Department Representative Certificate, Time and Labor Certificate, Sponsored Research Administration Certificate, Financial Representative Certificate, Diversity and Inclusion Certificate, and the Global Partners Certificate. These opportunities are designed to support the professional growth and development of all staff members at Florida State University.

Initiative Title: Educational Outreach Activities:

Initiative Description: WFSU staff participated in community outreach by speaking at local schools and universities to share insights into career paths, service opportunities, and employment opportunities in the broadcasting industry. These engagements also help increase awareness of the diverse roles and opportunities available at WFSU.

The Director of Content took part in the following classroom talk:

- October 2024 - FAMU Class lecture on fact-checking in journalism

The Executive Producer of Television took part in the following classroom talks:

- October 2024 - FSU Political Economy of Media Class
- September 2025 - FSU Documentary Production Class
- October 2025 - FSU Media Ethics Class

Newsroom Staff took part in the following activities:

- February 2025 - Spoke with a group of middle and high school students at Robert F. Monroe Day School in Havana about working in journalism.
- May 2025 – Spoke with four middle school classes in South Florida about the importance of journalism.

Local Content and Production Staff took part in several talks at the station:

- Held discussions with college students currently enrolled in broadcasting-related coursework and pursuing careers in the field.

The Director of Content and Executive Producer of Television took part in the following classroom talk:

- September 2025 - FSU Comparative and International Media Studies Class