

2026 ANNUAL EEO PUBLIC FILE REPORT

FLORIDA STATE UNIVERSITY

1600 Red Barber Plaza
Tallahassee, FL 32310

Period Covered by this Report ("Period"): October 1, 2025 through September 30, 2026

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
80167	Production Technician	9/11/2026	3	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	Word of Mouth
	Accounting Representative (OPS)	8/21/2026	2	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website
62784	Multimedia Journalist	8/7/2026	3	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * LinkedIn	FSU Employment Website

					* NoleNetwork *Word of Mouth	
61614	Media Developer	7/31/2026	2	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	Word of Mouth
61446	Media Coordinator/Librarian	7/24/2026	2	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	Word of Mouth
61448	Business Manager	7/7/2026	3	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website
81641	Multimedia Journalist - WFSU Public Media (Panama City)	4/17/2026	5	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website

	Web Technician	1/16/2026	2	WFSU FM/WFSU TV	WFSU Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website
	Media Coordinator/Librarian (OPS)	1/13/2026	3	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website
80167	Production Technician	10/31/2025	5	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website
61501	News Assignments Manager & Lead Producer	10/10/2025	2	WFSU Florida Channel	TFC Website * FSU Employment Website * Inside Higher Ed * LinkedIn * NoleNetwork *Word of Mouth	FSU Employment Website

Total number of interviewees for all full-time vacancies filled during the reporting period: 32

All Recruitment Sources Used By WFSU

WFSU Website * TFC Website * FSU Employment Website * Public Media Jobs * LinkedIn * Inside Higher Ed * NoleNetwork * Google Jobs Board * Word of Mouth

Total number of interviewees referred from each source during period: 32

Recruitment Source	Contact Name	Address	Phone	# Interviewees Referred
Career Builder	www.careerbuilder.com hiring.monster.com	200 N. LaSalle St., Suite 1100, Chicago, IL 60601	(877) 345- 5256	0
Florida State University (FSU) Employment Website	Recruiter: Janie Mueller jobs@fsu.edu www.jobs.fsu.edu	282 Champions Way UCA - 6200 Tallahassee, FL 32306	(850) 644- 7708	24
LinkedIn	www.linkedin.com	2029 Stierlin Court Mountain View, CA 94043	(650) 687- 3600	3
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	0
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	Phil Kirk Phil@NewsCheckMedia.com www.tvnewscheck.com www.netnewscheck.com	24 West Lancaster Avenue Armory, PA 19003	(917) 658- 9012	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	(850) 645- 7200	0

		Tallahassee, FL 32310		
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	0
Association of Government Accountants (AGA)- Email ListServ	tallahasseeaga@gmail.com	N/A	N/A	0
Journalism Jobs	journalismjobs.com	N/A	(510) 508- 7386	0
NoleNetwork	career.fsu.edu/nolenetwork	N/A	N/A	0
Google Job Board	careers.google.com	N/A	N/A	1
Indeed	www.indeed.com	7501 N. Capital of Texas Highway Bldg B. Austin, TX 78731	N/A	0
Word of Mouth	N/A	N/A	N/A	3

WFSU PUBLIC MEDIA OUTREACH ACTIVITIES

DURING THE PERIOD: Oct 1, 2025 – Sept 30, 2026

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 five college student interns – three from FAMU and two from FSU. One student joined the team through a partnership with Report for America. Two were part of our Rural News Service initiative. 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 internships 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.
- 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 one college volunteer and two extern/student volunteers.
- The WFSU Education & Community Outreach Department also offers internships to students who are interested in early childhood education, educational media, communications, community engagement, and non-profit outreach. Interns gain practical experience through event planning, educational content development, family engagement programs, community outreach initiatives, and workforce development projects. During this reporting period, they had six interns.
- The WFSU Content had one student intern for marketing, public relations, digital and social media.
- 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, 11 tours occurred at the WFSU-TV/FM facility (located at Red Barber Plaza) including:

October 2025 - 1 guest - Potential intern

February 2026 - 20 guests - Tour for students of RTV3602 Interviewing and Hosting Class

February 2026 - 20 guests - Interview Practice for students of RTV 3602 Interview and Hosting Class

February 2026 - 21 guests - FSU Association of Retired Faculty and Staff

February 2026 - 19 guests - Deer Lake Middle School Media Production Class

March 2026 - 15 guests - Sail High School-Dennis Brewer's class

March 2026 - 1 guest - Visiting Journalist

April 2026 - 8 guests- Tour Take our Daughters and Sons to Work Day

September 2026 - 8 guests - Spectrum News departments from Tampa and Orlando

September 2026 - 40 guests- College of Communication Digital Media Production students

September 2026 - 19 guests - Tour for students of RTV3602 Interviewing and Hosting Class

During this reporting period, 5 tours occurred at The Florida Channel (located at the State Capitol Building) including:

January 2026 - Two Groups - Pages & Messengers

February 2026 - Two Groups - Pages & Messengers

February 2026 - District 51 House Representative's Northeast Polk Leadership Classes

February 2026 - Virtutem Populo Studio Tour

February 2026 - 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 2025 – North Florida World of Work

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

October 2025 - Seminole Futures
October 2025 - Find A Job Friday
November 2025 - Paychecks for Patriots
November 2025 - Find A Job Friday
December 2025 - Find A Job Friday
January 2026 - Find A Job Friday
January 2026 - State Agency Job Fair
January 2026 - Business Career Expo
February 2026 - Seminole Futures
February 2026 - Find A Job Friday
March 2026 - Find A Job Friday
April 2026 - Find A Job Friday
May 2026 - Find A Job Friday
June 2026 - Find A Job Friday
July 2026 - Find A Job Friday
August 2026 - FSU Part Time Job Fair
September 2026 - Find A Job Friday
September 2026 - Business Career Expo
September 2026 - Seminole Futures

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 with 40-50 volunteers for each drive . 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 2026: 7,000 Summer Challenge Activity Guides were given out to families in our viewing area!

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 2025 – Audio Training
- October 2025 – Lighting Director Training
- October 2025 – ETC Lighting Console Training
- October 2026 – Studio Camera and Video Engineer Training
- October 2025 – Z90 Camera Training
- October 2025 – FX3 Camera Training
- October 2025 – Training on Z90 Cameras
- October 2025 – Court DVD Training
- October 2025 – FX3 Camera Training
- October 2025 – OTB Basics
- October 2025 – Technical Director Training
- October 2025 – Z90 Camera Training
- November 2025 - Guest Lecture for Positive Media Psychology Course at FSU
- November 2025 – Training on Switcher, Mixer, and Spoke Mediator Markup
- November 2025 – Advanced Non-Linear Editor Training
- December 2025 – Wheatstone Dimensions Three Mixer
- December 2025 – Training on Robotic Cameras and Remote Kit
- December 2025 – Ruby Diamond Control Room
- January 2026 – Music Concert Training
- January 2026 - Intern Orientation Careers
- February 2026 – Music Concert Training
- April 2026 – Vimeo Streaming Training

- April 2026 – FX3 Camera Training
- May 2026 – Field Camera Training
- May 2026 – Newsroom Training
- May 2026 – Studio Camera Training
- June 2026 - Volunteer Orientation Careers
- June 2026 – Community Market
- August 2026 – Purchase Card Training
- August 2026 – Intern Training on Camera
- September 2026 – FX3 and Studio Camera Training
- Various Dates — FSU Mental Health
- Various Dates — FSU Cybersecurity Awareness

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, 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, Leaders in Training (LIT) Program, Human Resources Department Representative, Financial Administrator, and Supervisor Excellence: Compliance Essentials. 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: 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 and The Florida Channel.

A staff member of The Florida Channel news team took part in the following classroom talk:

- October 2025 – Wakulla High School media production class