

## EEO Public Inspection Report

### Long-Term Recruitment Initiatives

#### 1. Job Fairs

WHUT participated in the Women in Film and Video job fair for the past couple of years. At each event WHUT distributed job descriptions of the vacancies available at the station and collected resumes from individuals interested in applying for positions at WHUT. WHUT also participated in the job fair for the school of Communications. WHUT recruited employees during the PBS Annual meeting.

#### 2. Internship Programs

WHUT was one of the stations selected for the Emma Bowen Internship program. The Emma Bowen Foundation was established to create career opportunities in the media industry for minority youth through a program that focuses on Scholastic achievement, direct work experience and professional development.

Throughout the year, WHUT sponsors 40 interns from the Howard University students, the DC Chamber of Commerce and different high schools in the area.

#### 3. Employee Training Program

WHUT, a part of Howard University, offers to Full-time members of the faculty and staff who have served a minimum of one year of continuous service are entitled to remission of tuition for not more than two (2) courses per semester offered in the applicable schools and colleges.

#### 4. Professional Development

WHUT supports and pays for employee training for professional development and improvement of skills. Professional Development training sessions and workshops have been hosted at WHUT in HD equipment, lighting, editing. A number of WHUT have attended several conferences that are held by the Public Broadcasting system such as the Development Conference, Showcase, NAB. Members of the management team has also attended a number of workshops in Quick books, Organizing Union Employees, Peoplesoft payroll, corporate support and financial training.

#### 5. General Manager Recruitment Process

A nationwide search was conducted to identify qualified candidates for the General Manager position at WHUT-TV. The position was posted on the following websites to invite potential candidates to apply: 1) Howard University Office of Human Resources; 2) Broad & Cable; 3) Media Bistro; 4) Chronicle of Higher Education; 5) Women in Higher Education; 6) Diverse Jobs;

and 7) National Association of Black Journalists

A diverse search committee of 10 stakeholders representing various constituents groups including faculty, staff, students and community persons served on the committee. The inaugural meeting was held on March 4, 2011. President Ribeau met with the committee to give the search's charge and to highlight characteristics he was seeking in a new WHUT General Manager. Initially, the timeline for the selection of a new General Manager extended from March 4, 2011 – June 17, 2011.