

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that KPBS TV/FM is in compliance with the Commission's current EEO rules, policies and record-keeping requirements and continuously strives to improve it's outreach and dissemination efforts.

Updated as of August 2010

List of Full-Time Jobs Filled

PERIOD OF August 1, 2009 through July 31, 2010

Job Title: Envision Producer/Reporter Children's Programming Education	Date Filled:	10/01/09
Job Title: Coordinator	Date Filled:	10/16/09
Job Title: KPBS Producer/Videographer/Editor	Date Filled:	11/30/09
Job Title: Director of News & Editorial Strategy	Date Filled:	02/08/10
Job Title: KPBS Multi-Media Reporter/Producer	Date Filled:	06/14/10
Job Title: Development Coordinator	Date Filled:	06/28/10
Job Title: KPBS Sales Manager	Date Filled:	7/30/10

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy: Children's Programming Education Coordinator
Date Filled: 10/16/09

Recruitment Source for Actual Hire:

Friend or Relative

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Recruitment Sources Utilized for Vacancies:

- KPBS Internal Announcement
- San Diego State University Research Foundation Human Resources Online Announcement
- San Diego State University Research Foundation Bulletin (distributed across the CSU system)
- CareerBuilders.com
- Voice and Viewpoint
- La Prensa
- Filipino Press
- California University Campuses
- EDD Offices
- Diversity Employment Site
- Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed: 2

Recruitment Referral Sources: KPBS Staff member
(one candidate identified more than one recruitment referral source) SDSURF Bulletin
SDSURF Website

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Producer/Videographer/Editor

11/30/09

Recruitment Source for Actual Hire:

San Diego State University Research Foundation Human Resources Online Announcement

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Recruitment Sources Utilized for Vacancies:

KPBS Internal Announcement

San Diego State University Research Foundation Human Resources Online Announcement

San Diego State University Research Foundation Bulletin (distributed across the CSU system)

CareerBuilders.com

Voice and Viewpoint

La Prensa

Filipino Press

California University Campuses

EDD Offices

Diversity Employment Site

Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed:

5

Recruitment Referral Sources:

SDSURF Website (3)

KPBS Website (2)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Director of News & Editorial Strategy

02/08/10

Recruitment Source for Actual Hire:

San Diego State University Research Foundation Human Resources Online Announcement

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Recruitment Sources Utilized for Vacancies:

KPBS Internal Announcement *

San Diego State University Research Foundation Human Resources Online Announcement

San Diego State University Research Foundation Bulletin (distributed across the CSU system)

CareerBuilders.com

Current

National Association of Black Journalists

National Association of Hispanic Journalists

Asian American Journalists Association

Voice and Viewpoint

La Prensa

SD Asian Journal

California University Campuses

EDD Offices

Diversity Employment Site

Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed:

4

Recruitment Referral Sources:

KPBS Website (2)

Facebook/Friend (1)

KPBS Internal Announcement (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

KPBS Multi-Media Reporter/Producer

06/14/10

Recruitment Source for Actual Hire:

Indeed.com

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Recruitment Sources Utilized for Vacancies:

KPBS Internal Announcement

San Diego State University Research Foundation Human Resources Online Announcem

San Diego State University Research Foundation Bulletin *(distributed across the CSU system)*

CareerBuilders.com

Voice and Viewpoint

La Prensa

SD Asian Journal

Indeed.com

Twitter

California University Campuses

EDD Offices

Diversity Employment Site

Local Community Agencies

** An asterisk (*) indicates the recruitment source that referred the candidates to the position. A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information. The listing is used for job announcement distribution on every KPBS Vacancy.*

Number of candidates interviewed:

5

Recruitment Referral Sources:

Indeed.com (1)

(one candidate identified more than one recruitment referral source)

KPBS Internal Annot

SDSURF Website (2)

Friend or Relative (1)

SDSURF Bulletin (1)

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List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Development Coordinator

06/28/10

Recruitment Source for Actual Hire:

San Diego State University Research Foundation Human Resources Online Announcement

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Recruitment Sources Utilized for Vacancies:

KPBS Internal Announcement

San Diego State University Research Foundation Human Resources Online Announcement

San Diego State University Research Foundation Bulletin (distributed across the CSU system)

CareerBuilders.com

Voice and Viewpoint

La Prensa

SD Asian Journal

California University Campuses

EDD Offices

Diversity Employment Site

Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed:

3

Recruitment Referral Sources:

SDSURF Website (2)

Careerbuilder.com (1)

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Sales Manager

07/30/10

Recruitment Source for Actual Hire: SDSURF Website/Bulletin

San Diego State University Research Foundation Human Resources Online Announcement/Bulletin

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Recruitment Sources Utilized for Vacancies:

KPBS Internal Announcement

San Diego State University Research Foundation Human Resources Online Announcement

San Diego State University Research Foundation Bulletin (*distributed across the CSU system*)

Current

CareerBuilders.com

Voice and Viewpoint

La Prensa

SD Asian Journal

California University Campuses

EDD Offices

Diversity Employment Site

Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Number of candidates interviewed:

6

Recruitment Referral Source

SDSURF Website (5)

(two candidates identified more than one recruitment referral source)

SDSURF Bulletin (1)

Careerbuilder.com (1)

Friend or Relative (1)

Recruitment Sources Contact Information

Contact	Business	E-mail	Street Address	City, State	Phone#	Fax#
Alba Jaquez	San Francisco State Univ.	able-disabled-jobs@sbcglobal.net ajaquez@SFSU.edu	1600 Hollway Ave, ADM. 252	San Francisco, CA 94132	(415) 338-1872	(415) 338-0521
Beth Herrera	Catholic Charities	bherrera@ccdsd.org	349 Cedar St.	San Diego, CA 92101	(619) 281-6152	(619) 231-0694
Barbara Lefkarites	Health Data Program	blefkarites@projects.sdsu.edu	6505 Alvarado Rd., #211	San Diego, CA 92120	(619) 594-8938	(619) 594-0351
Steve Stover, M.S.	Bridge Builders Advocacy	BridgeBuilders7@yahoo.com	PO Box 3085	San Diego, CA 92163	619.807.6716	1.866.828.6716
California State Univ. Bakersfield	Career Planning & Placement	career@csu.edu	9001 Stockdale Highway	Bakersfield, CA 93311-1099	(661) 664-3033	(661) 664-3345
Cherry Vanek	Career Ctr/Humboldt State Univ.	cgv7001@axe.humboldt.edu	1 Harpst St	Arcata, CA 95521-8299	(707) 826-5454	(707) 826-5473
Charlotte Tenney	Employment and Community Options	charlotte@workforce.org	4389 Imperial Ave	San Diego, CA 92113	(619)266-4246	
State of California 1	State of California EDD	cjsdco@edd.ca.gov				
Connie Vasquez	North County Career Centers	conniev@workforce.org		Escondido	(760)871-1970	(760)871-0346
csneary@yar.miracosta.cc.ca.us	MiraCosta College	csneary@yar.miracosta.cc.ca.us				
dwozniak@mail.sdsu.edu		dwozniak@mail.sdsu.edu				
Elisa Barnett	The Meeting Place, Inc	ebarnett@mhsinc.org efrainlagunas@hotmail.com employ@mail.sdsu.edu	4034 Park Blvd	San Diego, CA 92103	619.294.9582	619.294.9588
employ@mail.sdsu.edu						
Able To Work	Able To Work	frank@able2work.org				
Employment Development Department		gmedina@edd.ca.gov				
hdim@mail.sdsu.edu		hdim@mail.sdsu.edu				
California Maritime Academy	California Maritime Academy	hr@csum.edu hrdept4@yahoo.com				
State of California 2		htran@edd.ca.gov inna@workforce.org				
David J. Benites	Second Chance	ibenites@secondchanceprogram.org jhong@mail.sdsu.edu	6145 Imperial Avenue	San Diego, CA 92114	(61) 923-4888	(619) 234-7787
Karen Neilson	Fashion Institute of Design & Merch.	kneilson@fidm.com kolsen@lgsd.k12.ca.us krysthian.oro.ctr@navy.mil	1010 2nd Ave	San Diego, CA 92101	(619) 235-2049	(619) 696-8864
United States Navy	United States Navy					
Lyford, Laurie	Navy Family Svc. Ctr.	laurie.lyford@navy.mil	Box 257138, Bldg 318, Code 93	San Diego CA 92135	619.545.6071	
Linda Pitzer-Donato	Father Joe's Villages	linda.pitzer-donato@neighbor.org	1501 Imperial Avenue	San Diego, CA 92101	(619) 645-6446	(619) 687-1049
Linda Blair Forsch	Comprehensive training Systems	linda@ctsjobs.org maria_stravelakis@lh.com	497 11th St, Suite 4	Imperial Beach, CA 91932	(619) 424-6650	(619) 424-6650
Mary Jo Joy	HR @ UCSB	marvio.joy@hr.ucsb.edu			(805) 893-3166	
Ann McPherson	San Diego Job Corps Center	Mcperson.Ann@jobcorps.org	1325 Iris Ave	Imperial Beach, CA 91932	(619) 429-8500	(619) 423-7631
Southwestern College	Southwestern College	mdawson@swccd.edu mmcisaac@aol.com				
Natasha Wong	Chinese Service Center	ncwong99@yahoo.com	8775 Aero Drive Ste 138	San Diego, 92123	(858) 505-9906	(858) 278-8899
San Diego State University		oharris@mail.sdsu.edu reception@uwsd.org rsavers@san.rr.com				
United Way of San Diego	United Way of San Diego					
Sandra Beasley	Cuyamaca College LRC	sandy.beasley@gccd.net	900 Rancho San Diego Pkwy	El Cajon, CA 92019	(619) 660-4405	(619) 660-4493
Sandra Bullock	SDSU	sbullock@mail.sdsu.edu	5500 Campanile Dr	San Diego, CA 92182-1625	(619) 594-1139	
Shelly Steck	California Polytechnic State University	ssteck@calpoly.edu				
San Diego State University	San Diego State University	veterans@sdsu.edu yaquigirl@yahoo.com ystewart@ci.oceanside.ca.us careerbuilders.com				
City of Oceanside	City of Oceanside					
Ron Woods	Career Builder	woods@current.org				
	Current					
	National Association of Black Journalists	http://careerservices.nabj.org	1100 Knight Hall, Suite 3100	College Park, Maryland 20742	(301) 405-0248	
	National Association of Hispanic Journalists	http://najh.hispano.com				
Albert Lee	Asian American Journalists Association	http://www.aaja.org/membership/career_listings/ http://www.hispanosnews.com/HUNews/	1182 Market St., Suite 320	San Francisco, CA 94102	(415) 346-6343	
	Hispanos News		P.O. Box 460216	Escondido, CA 92046	(760) 740-9561	
Vivian Alvar	Voice and Viewpoint	valvar@sdvoice.com	1729 Euclid Avenue	San Diego, CA 92105	(619)266-2233	
Patricia Saenz	La Prensa	laprensa1@yahoo.com	651 Third Avenue, Suite C	Chula Vista, CA 91910	(619) 425-7400	
	Filipino Press	filipinopress.com	525 D Avenue	National City, CA 91950	(619) 477-0940	
Simeon Silverio, Jr.	SD Asian Journal	asianjournal@aol.com	550 East 8th St, Suite 6	National City, CA 91950	(619-474-0588	

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

September 24, 2009

October 5, 2009

February 18, 2010

February 19, 2010

April 22, 2010

Describe Nature of Initiative:

Attend at Least Four Job Fairs

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Job Fairs included in the initiative will reach out across the community to also include diversity and disability fairs as follows:

SDSU Fall Career Fair, Jobtoberfest Career Fair for People with Disabilities, SDSU Spring Career Fair, Congressman Hunter's Community Job Fair, Careerbuilder Job Fair

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this outreach initiative. The initiative is helped supported by the SDSU Research Foundation Human Resources Office, San Diego State University, San Diego Committee on Employment of People with Disabilities.

Names of Station Personnel Involved in the Initiative:

Marta Dukes

SDSU Research Foundation HR Staff

Form Prepared By: Marta Dukes

Updated: 08/01/10

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

Annual Fall and Spring Semester

Describe Nature of Initiative:

The Award of the John Reeves Memorial Scholarship

The John Reeves Memorial Scholarships are awarded to SDSU graduate students interested in public broadcasting. As scholarship recipients, SDSU graduates will participate twenty hours a week as Researchers/Production Assistants for KPBS News.

Two scholarships are granted per year. Only one scholarship valued at \$5000 can be given to each individual recipient during each semester. Open recruitment occurs before the start of each semester. Methods of recruitment are as follows:

Scholarship announcement and application are sent to the SDSU Scholarship Office to be posted on the SDSU website and disseminated to current SDSU graduate students.

Potential Scholarship recipients must complete the application process and meet certain education and skill qualifications in order to be considered. The application, an essay, a resume including campus/community activities along with a nomination letter from a SDSU faculty member need to be submitted to the SDSU Scholarship Office for review before each semester deadline. The SDSU Scholarship Office will forward the most qualified applicants to the KPBS news staff for further consideration. After a second review of the application package and a possible round of interviews, potential recipients will be notified if they have been granted one of the awards.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this outreach initiative. The initiative is supported by the SDSU Scholarship Office.

Names of Station Personnel Involved in the Initiative:

Deanna Mackey
Suzanne Marmion
Natalie Walsh

Form Prepared By: Marta Dukes

Updated: 08/01/10

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

Annually - Winter and Fall

Describe Nature of Initiative:

KPBS Fellowship for Radio News Excellence

The KPBS Fellowship Project for Radio News Excellence offers a unique training opportunity for three full-time fellowships. This KPBS/NPR project is designed to train journalists in existing and emerging forms of local reporting and technologies. The fellows will specialize in "cross-over reporting" (radio, television, web and other digital media) and produce news in various formats for distribution via multiple platforms.

The Project is based on a five-year timeline and currently serves three participants at a time. The participants are selected for 9 - 18 month fellowships. Methods of recruitment are as follows:

Fellowship posted on SDSU Research Foundation website

Internal announcement distributed throughout station to all KPBS staff

Advertisement on Careerbuilders.com, Craigslist, Voice & Viewpoint, Hispanos News, Filipino Press, California University Campuses, Twitter.

Applicants must complete the application process and meet certain education and skill requirements in order to be considered for the fellowship. The application along with a sample of journalism work must be submitted to SDSU Research Foundation by the application deadline. All applications received by the deadline are screened based on the same criteria in order to determine which candidates will be interviewed. Interviews are scheduled and conducted. References are checked and an offer is made to the the best candidate for the fellowship.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this initiative. The initiative is supported by the Joan and Irwin Jacobs Fund for Reporting Excellence and by NPR.

Names of Station Personnel Involved in the Initiative:

Deanna Mackey

John Decker

Tammy Carpowich

Leng Caloh

Suzanne Marmion

Natalie Walsh

Form Prepared By: Marta Dukes

Updated: 08/01/10

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

Annual Fall Semester

Describe Nature of Initiative:

Television Studio Production Internship

This is a semester long Internship beginning 8/27 each year and ending 5/15 each year. 5 days/15 hours per week of television studio production work for KPBS nightly community affairs program SD Week.

Scheduled Crew Call:

Monday	2:00 – 5:00 PM
Tuesday	2:00 – 5:00 PM
Wednesday	2:00 – 5:00 PM
Thursday	2:00 – 5:00 PM
Friday	2:00 – 5:00 PM

Located at:

Copley Telecommunications Center on the campus of San Diego State University 5200 Campanile Drive.

Donn Johnson will be the KPBS student liaison. Donn is an SDSU graduate with over 30 years of television production experience. Students will learn techniques of television studio production from three technical positions including:

1. Studio Camera/ Stagecraft/ Teleprompter
2. Video Control/Camera setup
3. Videotape machine/Router/broadcast operations

Students will rotate through these positions spending five weeks in each area. They will work with regular KPBS operations, engineering and production staff and experience the entire production process, participating in crew meetings and problem solving.

Student interns will receive an initial orientation and will be assigned to KPBS staff members working in one of the studio positions. They will observe the procedures for one to two weeks and then take over the position with staff oversight the next week, finally soloing for the remaining time.

The students will be required to keep a notebook. At the end of each fifteen-week period, a copy of the notebook is due along with a two-page summary detailing what was learned. The Students will be provided with a text showing the basic operation of the various pieces of equipment they will be using including:

1. System Router
2. Studio Camera
3. Video Shading Control Station
4. VTR Control Panel Operation
5. Teleprompter Software

Describe Scope of Broadcasters' Participation (including names of any other

KPBS is the initiator and full participant in this outreach initiative. The initiative is helped supported by the SDSU School of Communication, the SDSU School of Theater, Television and Film, University of San Diego, Grossmont Community College and University of California, San Diego.

Names of Station Personnel Involved in the Initiative:

Bruce Rogow
Donn Johnson
Mimi Belger
Ena Newell

Form Prepared By: Marta Dukes

Updated: 08/01/10

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

April 28, 2010

Describe Nature of Initiative:

PBMA Telephone Toolkit: "FCC 101: COMPLYING WITH THE FCC'S CLOSED CAPTION, PUBLIC FILE AND EEO RULES"

Presented by Attorney John Bagwell, this toolkit offered an informative review of the fundamental FCC rules with which broadcasters must comply, including the public inspection file, equal employment opportunity (EEO) and, for TV licensees, the closed captioning requirements.

The webinar was presented to KPBS management staff.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

KPBS is the initiator and full participant in this initiative. The initiative is supported by John Bagwell, Attorney, Lerman Senter, PLLC in Washington, DC.

Names of Station Personnel Involved in the Initiative:

Marta Dukes, KPBS HR Manager

Form Prepared By: Marta Dukes

Updated: 08/01/10

Description of Supplemental Outreach Initiatives

Date(s) of Initiative Event(s):

January - April, 2010

Describe Nature of Initiative:

President's Management Development Program

The President's Management Development Program is designed to improve the consistency and quality of management skills in a constantly changing environment. Participants will increase their capacity to be effective in their current and future positions by gaining proficiency in essential management skills and acquiring a broader understanding of the SDSU system with the overall goal of building an effective organization.

An announcement and application form are mailed to all those eligible for the program. Staff who hold an MPP, SSP III or IV, Department Chair/School Director are eligible to apply. Participants must commit to attend all thirteen half-day classes during the 2007-2008 academic year.

Participants must complete and submit the application form by the deadline. The President's Management Development Program Steering Committee will meet and make the final participant selections prior to the start of the program.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organization):

The President's Management Development Program is presented by The Center for Human Resources for San Diego State University. KPBS is a full participant in this initiative.

Names of Station Personnel Involved in the Initiative:

Scott Stinson, Engineering Maintenance Manager

Form Prepared By: Marta Dukes

Updated: 08/01/10

Summary Description of Supplemental Outreach Initiatives

1 Year period covering August 1, 2009 And Ending: July 31, 2010

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Specify First Initiative:

Participate in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Describe activities undertaken to fulfill that initiative:

Career Fairs

- * SDSURF HR Staff attended SDSU Fall Career Fair, on September 24, 2009
- * SDSURF HR Staff attended Jobtoberfest Career Fair for People with Disabilities on October 5, 2009
- * Marta Dukes, KPBS HR Manager, attended SDSU Spring Career Fair on February 18, 2010
- * SDSURF HR Staff attended Congressman Hunter's Community Job Fair on February 19, 2010
- * SDSURF HR Staff attended Careerbuilder Job Fair on April 22, 2010

Specify Second Initiative:

Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Describe activities undertaken to fulfill that initiative:

The Award of the John Reeves Memorial Scholarship:

*Announcement for Fall Semester 2009 distribution request completed in May, 2009.

*Recruitment through an announcement through SDSU Scholarship Office.

*Awarded to SDSU graduate students interested in journalism.

*Production assistant for KPBS news.

*Applicants are asked to complete an application, resume, and a nomination letter from an SDSU faculty member

*Typically award two scholarships per year.

Specify Third Initiative:

Establishment of fellowship program designed to enable SDSU community members to develop skills in cross-over reporting including radio, television, web and other digital media.

Describe activities undertaken to fulfill that initiative:

KPBS Fellowship for Radio News Excellence

*The KPBS Project for Radio News Excellence offers a unique training opportunity for three full-time fellowships. The KPBS/NPR project is designed to train journalists in exciting and emerging forms of local reporting and technologies. The fellow will specialize in "cross-over reporting" (radio, television, web and other digital media) and produce news in various formats for distribution via multiple platforms. The project is based on a five-year timeline and currently serves three participants at a time. The participants are selected for 9-18 month fellowships.

Specify Fourth Initiative:

Establishment of an intern program designed to assist members of the SDSU community to acquire skills needed for broadcast employment.

Describe activities undertaken to fulfill that initiative:

Television Studio Production Internship

*Announcement for Fall Semester 2009 distribution request completed in May 2009

*All students from SDSU interested in a career in Telecommunications, Film, Multi-media or Broadcasting.

*Work in Television Studio Production from the three different technical positions including:

1. Studio Camera/ Stagecraft/ Teleprompter
2. Video Control/Camera setup
3. Videotape machine/Router/broadcast operations

*Recruitment through an announcement through SDSU and other local colleges and universities

*Applicants contact Professor Jack Ofield, Film Maker in Residence at SDSU School of Theater, Television and Film for initial screening, then will be selected based on interviews at KPBS, experience and availability.

*No Deadline: On going recruitment and interviews throughout both the Fall and Spring Semester

*Up to three internships per semester

Specify Fifth Initiative:

Participate in training program focused on equal employment opportunity (EEO) issues facing public broadcasting stations.

Describe activities undertaken to fulfill that initiative:

PBMA Telephone Toolkit: "FCC 101: COMPLYING WITH THE FCC'S CLOSED CAPTION, PUBLIC FILE AND EEO RULES"

Presented by Attorney John Bagwell, this toolkit offered an informative review of the fundamental FCC rules with which broadcasters must comply, including the public inspection file, equal employment opportunity (EEO) and, for TV licensees, the closed captioning requirements.

Specify Sixth Initiative:

Establishment of training program to enable station personnel to improve their skills to qualify for higher positions.

Describe activities undertaken to fulfill that initiative:

President's Management Development Program

*The President's Management Development Program is designed to improve the consistency and quality of management skills in a constantly changing environment. Participants will increase their capacity to be effective in their current and future positions by gaining proficiency in essential management skills and acquiring a broader understanding of the SDSU system with the overall goal of building an effective organization.

List of Recruitment Sources Used To Fill Each Vacancy

Job Title for Vacancy:

Date Filled:

Recruitment Source for Actual Hire:

* * * * *

Recruitment Sources Utilized for Vacancies:

- KPBS Internal Announcement
- San Diego State University Research Foundation Human Resources Online Announcement
- San Diego State University Research Foundation Bulletin (*distributed across the CSU system*)
- CareerBuilders.com
- Voice and Viewpoint
- Hispanos News
- Filipino News
- California University Campuses
- EDD Offices
- Diversity Employment Site
- Local Community Agencies

A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

