

DULUTH SEU, WSCD WSCN
EEO PUBLIC FILE REPORT
December 1, 2010 to November, 30, 2011*

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Requisition Number / Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire
218-11 Reporter II, Duluth Bureau	2, 9, 10, 11, 13, 17, 22, 33, 38, 41, 50, 53, 55, 57, 58, 65, 68, 69, 78, 83, 92, 95, 96, 114, 111, 112, 130, 131, 132, 133, 141, 142, 144, 5, 70, 72, 45	69

*This report provides recruitment data collected from November 21, 2010 through November 9, 2011.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Name	RS Contact Info	Source Entitled to Vacancy Notification? (Yes/No)	Number of Interviewees Referred by RS Over Reporting Period
1	Ad Fed	www.adfed.org	no	
2	Alamo Community College District; email: labrego@accd.edu	http://www.accd.edu/	no	
3	American Symphony Orchestra League	http://www.symphonv.org/	no	
4	ArtsJournal.com (national, arts-related jobs)	www.artsjournal.com	no	
5	Asian American Journalists Association (AAJA)	www.aja.org	no	
6	Association for Women In Communications	http://jobtarget.womcom.org/home/index.cfm?site_id=583	no	
7	Association of Fundraising Professionals (Minnesota Chapter)	http://www.afminnesota.org/jobs_post.cfm	no	
8	Association of Fundraising Professionals (national site)	http://afonet.org/	no	
9	Augsburg College; email: tilton@augsborg.com	http://www.augsburg.edu/csw/	no	
10	Bethel College; email: career-services@bethel.edu	www.bethel.edu/career-services/employers/post-job	no	
11	California Chicano News Media Association (CCNMA) email: ccnmainfo@ccnma.org	www.ccnma.org	no	
12	California Journalist Job Bank	http://www.cjnb.org/jobs/postings.html	no	
13	California Lutheran University	Cynthia Smith; email: csmith@clunet.edu	no	
14	California Unemployment Department (CaJobs)	http://www.edd.ca.gov/	no	
15	Careerbuilder.com	www.careerbuilder.com	no	
16	Carlson School of Management	http://www.cars.csom.umt.edu	no	
17	Carleton College; email: careercenter@ecs.carleton.edu	www.apps.carleton.edu/campus/career/employers	no	
18	Center for Nonprofit Management	www.cnmsocal.org	no	
19	cmj.com (music industry)	www.cmj.com	no	
20	College of St. Ben/St. John University	www.experience.com	no	
21	College of St. Catherine	www.experience.com	no	
22	Columbia Graduate School of Journalism - NYC; email: jh548@columbia.edu; postjobs@jrn.columbia.edu	www.jrn.columbia.edu/	no	
23	Concord Technology, Inc. (contingent search firm); Erik Jacobs - 952-920-8587	erik@concord-technology.com	no	
24	Concordia College	http://www2.nacelink.com/nl_central_employer.php	no	
25	Corporation of Public Broadcasting (CPB)	www.cpb.org/jobline/	no	
26	Craigslist	www.craigslist.org	no	
27	Creative Hollist	http://www.creativehollist.com	no	
28	CURRENT Magazine; Email Menla@current.org (Kelsang Menla - contact)	www.current.org/advertise/adsclass.shtml	no	
29	DEI Worksite	www.delworksite.com	no	
30	Dice.com	www.dice.com	no	
31	Dunwoody College	https://www.dunwoody.edu/content/default.cfm?id=63	no	
32	Editor & Publisher	http://www.editorandpublisher.com/leandp/classifiedad/index.jsp	no	
33	Word of mouth	n/a	no	1
34	Experience.com - largest college recruiting network	www.experience.com	no	
35	Florida Division of Cultural Affairs; email: rshsmore@dos.state.fl.us	www.florida-arts.org/jobs/index.htm	no	
36	FMOB - AAA Format music industry jobs	www.fmob.com	no	
37	GadBall/DataFrenzy	www.gadball.com	no	
38	Grinnell College; email: career@grinnell.edu	www.grinnell.edu	no	
39	Gustavus Adolphus	www.experience.com	no	
40	Hamline University	http://www.hamline.edu/hamline_info/offices_services/student_relations/studentaffairs/cdc/employers/job_enquiry_form.html	no	

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41	Hennepin Technical College; email jobs@hennepintech.com	http://www.hennepintech.edu/	no	
42	Idealist.org	www.idealists.org	no	
43	International Association of Business Communicators	http://www.iabc.com/	no	
44	Job Fair	see Section III: Recruitment Initiatives for a list	no	
45	Journalismjobs.com	www.journalismjobs.com	no	
46	Journalismnext.com	www.journalismnext.com	no	
47	LA Times (uses Careerbuilder.com database)	www.careerbuilder.com	no	
48	Let Pro	www.letpro.com	no	
49	Luther College	http://career.luther.edu/careerconnection/index.html	no	
50	Macalester College; email: cdc@macalester.edu	www.macalester.edu	no	
51	mediabistro.com	www.medlabistro.com	no	
52	Medill School of Journalism	www.medill.northwestern.edu/medill/	no	
53	Metropolitan State University; email job postings to: career_services@metrostata.edu	http://www.metrostate.edu/careers/employer.html	no	
54	Miami Herald (uses Careerbuilder.com database)	www.careerbuilder.com	no	
55	Michigan State University	Email: hinklevl@msu.edu	no	
56	Minneapolis College of Art & Design	www.mcadcareerservices.com	no	
57	Minneapolis Community and Technical College; email: placement@minneapolis.edu	http://www.minneapolis.edu/index.cfm	no	
58	Minnesota Broadcasters Association	www.minnesotabroadcasters.com/	no	
59	Minnesota Council of Nonprofits	www.mncn.org	no	
60	Minnesota Council on Foundations	www.mcf.org/	no	
61	Minnesota Interactive Marketing Association (web jobs)	www.mima.org/jobs	no	
62	Minnesota Planned Giving Council	http://www.mnpgc.org/	no	
63	Minnesotadiversity.com	www.minnesotadiversity.com	no	
64	MinnesotaWorks.net	www.minnesotaworks.net	no	
65	Missouri School of Journalism; email: sengsavanh@missouri.edu	http://journalism.missouri.edu/forms/job-form.html	no	
66	Monster.com	www.monster.com	no	
67	Monstertrak.com (colleges)	www.monstertrak.com	no	
68	MPRJAPMISCP R Company Intranet	http://infoservewiki.publicradio.org/index.php/Main_Page	no	
69	MPRJAPMISCP R Public Website	http://americanpublicmedia-publicradio.org/careers/	no	2
70	National Association of Black Journalists (NABJ) - MPR & SCPR separate logins	www.nabj.org	no	
71	National Association of Broadcasters (NAB)	www.nab.org	no	
72	National Association of Hispanic Journalists (NAHJ) email: jobbank@nahj.org	www.nahj.org	no	
73	National Black MBA Association	www.nbmbaa.org	no	
74	National Diversity Newspaper Job Bank	http://www.newsjobs.com	no	
75	Native American Journalists Association (NAJA)	www.naja.com	no	
76	New York Foundation for the Arts (nyfa)	www.nyfa.org	no	
77	New York Times (uses Monster.com database)	www.monster.com	no	
78	New York University - Journalism; email: pamelanoel@nyu.edu	http://journalism.nyu.edu/careerservices/jobs/	no	
79	Newslink	http://newslink.org	no	
80	NonProfit Times Jobs (NPT Jobs)	www.careercenter.nptimes.com	no	

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81	nonprofitoyster.com	www.nonprofitoyster.com	no	
82	PaidContent.org	www.paidcontent.org	no	
83	Pew Center for Civic Journalism; email: rwyhof@pccj.org	http://www.pewcenter.org/	no	
84	Poynter Institute (Journalism)	www.poynter.org	no	
85	Public Relations Society of America (PRSA)	http://www.prsa.org/	no	
86	Radio-Television News Directors Association (RTNDA)	www.rtna.org/jobs/	no	
87	Saint Paul Pioneer Press (uses Careerbuilder.com database)	www.careerbuilder.com	no	
88	Society for Environmental Journalists email: sej@sej.org	www.sej.org	no	
89	Society of American Business Editors and Writers (SABEW)	http://www.sabew.org/	no	
90	Society of Broadcast Engineers (Miami) email: sbe53@broadcast.net	http://www.broadcast.net/~sbe53/jobs.html	no	
91	Society of Broadcast Engineers (national)	http://www.sbe.org/career_jobsonline.php	no	
92	South Asian Journalists Association (email: saja@columbia.edu)	www.saja.org	no	
93	South Florida Sun Sentinel (uses Careerbuilder.com database)	www.careerbuilder.com	no	
94	Springboard for the Arts; Caly McMorrow, Office Manager, 651-292-4381	www.springboardforthearts.org	no	
95	St. Cloud State University; email: jobpost@stcloudstate.edu	http://www.stcloudstate.edu/careerservices/	no	
96	St. Olaf College; email: glampe@stolaf.edu	http://www.stolaf.edu/services/pep/	no	
97	St. Paul Technical College	https://www.myinterfase.com/saintpaul/employer/	no	
98	Startribune.com/Jobs	www.startribune.com	no	
100	The Chandler Group (retained search firm); Cindy Chandler - 952.471.3000	http://www.chandgroup.com/	no	
101	The Chronicle of Philanthropy Careers	http://careers.philanthropy.com	no	
102	The Wood Group (retained search firm); Judy Wood - 952-546-6997	www.thewoodgroupinc.com	no	
103	triplearadio.com	www.triplearadio.com	no	
104	True Source Recruiting (contingent search firm); Brad Arthur - clients@truesourcerecruiting.com	http://www.truesourcerecruiting.com/	no	
105	Twin Cities Human Resource Association (TCHRA)	www.tchra.org/jobs/job_default.asp	no	
106	Twin Cities Media Network (TCMN) - all media jobs	www.tcmn-awrt.org/jobmart.html	no	
107	UC Berkeley Graduate School of Journalism	http://journalism.berkeley.edu/	no	
108	UCLA	http://ucla-csm.symplicity.com/employers	no	
109	University of Minnesota Duluth	http://careers.d.umn.edu/joblink/	no	
110	University of Minnesota School of Journalism	https://goldpass.umn.edu/goldpass	no	
111	University of Nebraska - Lincoln	Email: Fblythe@Unl.Edu (E-mail)	no	
112	University of Southern California - Annenberg School of Communication; email: fburgess@usc.edu	http://ascweb.usc.edu/home.php	no	
113	University of St. Thomas	http://www.stthomas.edu/cob/graduate/careers/	no	
114	University of Wisconsin - LaCrosse; email: career@mail.uwlax.edu	http://www.uwlax.edu/	no	
115	Variety	http://www.variety.com/index.asp?layout=variety_careers	no	
116	Voices & Venues (S. Florida Arts News)	www.voicesandvenues.com/AboutUs.aspx	no	
117	www.allaccess.com (music/radio industry)	www.allaccess.com	no	
118	Yahoo Hot Jobs	www.hotjobs.yahoo.com	no	
119	Yale Divinity School	http://www.yale.edu/divinity/careerform_career_ads.s.html	no	

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120	Robert Half International (temporary placement); phone: 651-293-8033	www.rhi.com	no	
121	Technical Recruiter Chuck Cook, Remington (CA); phone: (310) 445-3300	n/a	no	
122	Internship Program	n/a	no	
123	Diversityinc.com	www.diversityinc.com	no	
124	Recruiters of Minnesota (technology recruiters); phone: 952-473-9489	www.recruitersofmn.com	no	
125	O'Leary and Grent (executive search); phone: 612-349-3778	222 S 9th St Ste 2019, Minneapolis MN 55402	no	
126	St. Cloud Times (uses careerbuilder.com database)	www.careerbuilder.com	no	
127	City Pages	www.citypages.com	no	
128	Softwarejobs.com	www.softwarejobs.com	no	
129	Brown College	www.browncollege.edu	no	
130	Institute of Production and Recording	www.ipr.edu	no	
131	City University of New York	www.cuny.edu	no	
132	San Francisco State University	www.sfsu.edu	no	
133	Warburg College	www.warburg.edu	no	
134	American Women in Radio and Television	www.arwt-mn.org	no	
135	McNally Smith College of Music	www.mcnallysmith.edu	no	
136	Fargo Forum	www.fargoforum.com	no	
137	Sage Solutions (retained search); 952-261-6101	sm@eagmn.com	no	
138	The Harvard Kennedy School	cm.symplicity.com/employers/index.php?slanin_tab=0&is_disabled=0	no	
139	Online News Association	http://journalists.org/networking/job_postings.asp	no	
140	Linked In	www.linkedin.com	no	
141	Facebook (various company pages: 89.3 The Current, MPR NewsQ, etc)	www.facebook.com	no	
142	Twitter	www.twitter.com/APMJobs	no	
143	Southern California Broadcasters Association	www.scba.com	no	
144	MPR Volunteer Database	email listserve	no	
145	Stanton Chase (retained search)	www.stantonchase.com	no	
146	n/a	n/a	no	
147	www.railsjob.com	www.railsjob.com	no	
148	www.careers.stackoverflow.com	www.careers.stackoverflow.com	no	
149	www.djangogigs.com	www.djangogigs.com	no	
150	Keystone Search, Marcia Ballinger	www.keystonesearch.com	no	
151	Indeed	http://www.indeed.com/	no	
152	37 Signals	http://37signals.com/	no	
153	Rails Lodge	http://www.rails lodge.com/	no	
154	GitHub	https://github.com/	no	

TOTAL INTERVIEWEES OVER REPORTING PERIOD				3
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Part III is in a separate file - Word.doc

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection #)	Brief Description Of Activity
1	Participated in Job Fair (1)	On March 26, 2011, the stations participated in a job fair held at Columbia University's Graduate School of Journalism in New York, NY. Participating from the station was the Director, Talent Acquisition and the Sr. Reporter, Marketplace.
2	Participated in Job Fair (1)	On August 10-13, 2011, the stations participated in a job fair held in conjunction with the Asian American Journalists Association Annual Career Fair and Expo in Detroit, MI. Participating from the stations were the CA Regional HR Manager, the KNOW Editor, New Audiences, and the Web Producer for SCPR.
3	Participated in Job Fair (1)	On June 16-17, 2011, the stations participated in a job fair held in conjunction with the 29 th Annual National Hispanic Journalism Association Convention and Career Expo in Orlando, FL. Participating from the stations were the Director, Talent Acquisition, the Sr. Web Producer (SCPR), the Sr. Journalist/Blogger for Emerging Communities (SCPR) and the SCPR News Director.
4	Participated in Job Fair (1)	On August 4-6, 2011, the stations participated in a job fair held in conjunction with the National Association of Black Journalists Convention and Career Expo in Philadelphia, PA. Participating from the stations were the CA Regional HR Manager, the KNOW Editor, New Audiences and the Sr. Editor for SCPR.
5	Participated in job Fair (1)	On Sept 22-24, 2011, the stations participated in a job fair held in conjunction with the Online News Association Conference in Washington, DC. Participating from the stations were the Director, Talent Acquisition, the Sr. Web Producer (SCPR) and the Associate Web Producer (SCPR).
6	Internship Program (5)	Internships are offered year-round for students and recent grads (within 1 year) to develop skills for broadcast employment. Internships are both paid and unpaid. Participating departments include: Performance Today, Digital Media, SCPR News, SCPR Digital, MPR News – Radio and Online, Technology, Marketplace, Marketing,

		Communications, and the MPR music library.
7	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	<p>The stations' leadership development program incorporates a range of developmental opportunities specifically tailored to the individual or cohort. The aggregate outcome will be an organization with prepared leaders at all levels, ready to move the organization forward, and ready to move to the next stage in their own leadership experience. Leadership programming for the reporting period falls into the following categories:</p> <ul style="list-style-type: none"> • Leading Self: Individual development planning • Emerging Leaders • Essential Leadership: core management training program <p>Leadership cohort programs are 6 months to 1 year long (See #8 and 9 below for more details). Individual training occurs throughout the year and includes skill-building (Protocols, Outlook, Powerpoint, Excel), individual assessments (MBTI, Strengthsfinder, Strong Campbell Interest Inventory, etc.), panel and small group discussions, and E-learning opportunities.</p>
8	Mentoring/Training Program for Emerging Leaders (9)	<p>An Emerging Leaders program is offered to develop the next generation of station leadership and retain our high potential employees. This is a 1 year program. For 2011, 12 new participants were paired with a mentor for 1 year. Participants completed assessments (MBTI, StrengthsFinder) and completed a 12 month leadership program, as well as interacted with the Board of Directors and the senior leadership of the station. Participants included the following: the Editor, Stories/Partners (MPR); Producer, SCPR Forum; Producer/Show Director, Performance Today; Editor, Social Media (MPR); Recruitment Manager; Web Producer (MPR); Associate Producer/Director, Marketplace; Remote Support Specialist; State Policy & Legislative Affairs Manager; Membership Manager (SCPR); Supervisor, Accounting; and Senior Producer, Online.</p>
9	Training Programs for station personnel to enable them to acquire skills which could qualify them for higher level positions (8)	<p>The Essential Leadership program is the core management curriculum. New and newly promoted managers will participate in the elements of this program within the first 6 months of managing. Training includes coaching, assessments, and interactive management training sessions. Topics covered in this 5 week program include: Employee Engagement, Inclusion/Diversity, Fiscal Controls, Performance Communication, Situational Leadership and Adaptive Leadership Communication. Participants in 2011 included managers in Finance, Administration, Communication, Technology, Marketing, Programming, Development, News and Operations.</p>

10	List each upper-level opening in a job bank with substantial women/minority participation (12)	Professional and senior-level journalism positions are listed on the following job boards: California Chicano News Media Association (CCNMA), National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), South Asian Journalist's Association, and the National Association of Hispanic Journalists (NAHJ), and journalismnext.com .
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