

## **WDSC-TV 2021-2022 FCC Annual EEO Public File Report**

### **EEO Regulations for Broadcasters Public File**

Daytona State College, located in Daytona Beach, Florida, is the licensee of WDSC-TV, a noncommercial educational television station and is responsible for WDSC-TV's hiring and EEO activities. Daytona State College is an equal opportunity employer.

To obtain more information about the College's equal access and equal opportunity policies, procedures and practices, please contact Tanika Clemons, Director of Equity and Inclusion at (386) 506-4431, by mail at 1200 W. International Speedway Boulevard, Building 100, Daytona Beach, Florida 32114, or by email at [Tanika.clemons@daytonastate.edu](mailto:Tanika.clemons@daytonastate.edu).

**List of Full-Time Jobs Filled**  
**Period:** October 1, 2021 – September 30, 2022

**Job Title:** Director II  
**Date Filled:** April 1, 2022

**Number of Interviewees by Referral Source**

<b>Source</b>	<b># of Interviewees</b>
DSC Job Page	2
College/Campus Recruiting	1
Indeed	2
HigherEdjobs.com	2
Linkedin.com	1

**Total # of Interviewees - 8**

**List of Recruitment Sources Used to Fill Each Vacancy**

**Job Title for Vacancy:** Director II WDSC-TV Station Manager

**Date Filled:** 4/1/2022

**Posting Date:** 12/17/2021

**Recruitment Source for Actual Hire:** HigherEd Jobs

**Recruitment Sources Utilized for Vacancies:**

- DSC Job Page
- College/Campus Recruiting
- Indeed
- Simply Hired
- HigherEdjobs.com
- Zip Recruiter
- Linkedin.com
- Glassdoor.com
- Insiderhighered.com
- Diversityjobs.com

**Contact Information for Recruitment Sources:**

<b>Organization</b>	<b>Contact Name</b>	<b>Telephone Number</b>	<b>Email Address</b>
DSC Job Page	Human Resources	386-506-4505	HR@daytonastate.edu
College/Campus Recruiting	Kevin Varner	814-861-3080 ext. 204	kevinv@higheredjobs.com
HigherEdjobs.com	Joe Irizarry	N/A	Joe.Irizarry@circaworks.com
Diversityjobs.com			
Indeed			
Simply Hired			
Zip Recruiter			
LinkedIn.com			
Glassdoor.com			
Insidehighered.com			
Diversityjobs.com			

Included with applicant tracking and onboarding system, Silkroad.

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**Prong 3 Long-Term Outreach Recruitment Initiatives**  
**October 1, 2021 – September 30, 2022**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel</b>
1	10/1/21-9/30/22	Professional Development, Promotional Outreach	Florida Public Relations Association	Station representative who attends meetings, seminars and virtual training	Jacqui Van Kirk
2	Open	Informational, Outreach	Friends of WDSC-TV Endowment	Scholarships offered to eligible students who are enrolled in WDSC-TV's broadcast production program	Anita Bevins and the Scholarship Committee
3	10/13/2021	Educational, Outreach	WDSC-TV station tour	University of Central Florida students	Mike Rentnelli
4	10/2021-5/2022	Informational, Entertaining	Daytona State Athletics, sports productions	Live broadcasts for various sports giving TV production students hands-on experience	Station production staff, PSA staff and student production staff
5	11/2021 – 01/2022	Educational, Job Shadow	Volunteer - Carlton	Student volunteer for WDSC-TV production & broadcast departments	Mike Rentnelli
6	11/13/2021	Educational, Outreach	WDSC-TV station tour for children 9-10 years old	Daytona Beach Area Chapter of Jack and Jill of America, Inc. to learn about producing, creating content, filming, and careers.	Jacqui Van Kirk, Mike Rentnelli
7	12/25/2021	Entertaining	Our Gift to the Community 2021	DSC holiday concert at the News-Journal Center	Derek Sanford, Mike Rentnelli, PSA Staff
8	6/10/22, 6/17/22	Education & Training	Staff Education Days	Professional development & online training about diversity, equity, and inclusion, etc.	All station staff

9	8/23/21-5/12/22	Educational Development	RTV 2541 class & lab	Team media production lecture / lab	Anita Bevins
10	8/23/21-5/12/22	Educational Development	RTV 2540 Workshop	Workshop in studio production, students get experience & coursework credit	Anita Bevins
11	8/23/21-5/12/22	Educational Development	RTV 1670 class	Television Directing, student hands-on experience	Anita Bevins
12	8/23/21-5/12/22	Educational Development	RTV 1000 class & lab	Fundamentals of broadcasting, students get experience & coursework credit	Jim Helmer
13	8/23/21-5/12/22	Educational Development	RTV 1510 class & lab	Studio production, students get experience & coursework credit	Jim Helmer
14	8/23/21-5/12/22	Educational Development	RTV 2290 selected topics in remote broadcasting	Remote sports production, student hands-on experience	Jim Helmer
15	8/24/20-5/12/21	Educational Development	RTV 2534	Electronic field production	Jim Helmer