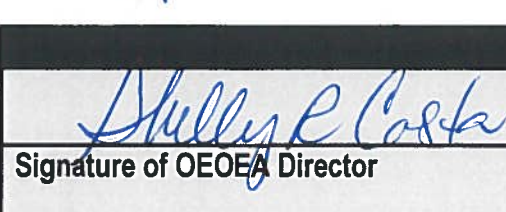


## Illinois State University Affirmative Action Search Waiver

Requested By: Denise Thomas		Date Requested: 08/16/2016
Phone Number: 8-3645		
Name of Department/Unit Requesting Waiver: School of Communication		Date of Most Recent Search for this Position:
<b>Employment Classification:</b> <input type="checkbox"/> Tenure Track Faculty <input type="checkbox"/> Non-Tenure Track Faculty <input type="checkbox"/> Faculty Associate <input type="checkbox"/> Date Definite Administrative/Professional <input checked="" type="checkbox"/> Continuous Administrative/Professional		
Name of Candidate: R. C. McBride	Type of Waiver Requested: <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary	Circumstances for Request: (Select criteria A-J per instructions) E
Position # (from Hiring Request Form): 10332600	Job Code: 144600	Position Title: General Manager, Radio Station WGLT
F.T.E. %: <input type="checkbox"/> 5% <input type="checkbox"/> 25% <input type="checkbox"/> 50%  <input type="checkbox"/> 75% <input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other _____	Contract Term: (Faculty and AP Only) <input type="checkbox"/> 4.5 Mo <input type="checkbox"/> 9 Month  <input checked="" type="checkbox"/> 12 Mo <input type="checkbox"/> Other _____	Dates of Employment:  _ 7 / 1 / 16 _ through _ / / _
<b>What are the minimum job requirements?</b> (attach job description if necessary) <ul style="list-style-type: none"> <li>- Bachelor's Degree or higher</li> <li>- Three years of work experience in radio management or supervision</li> <li>- Demonstrative abilities to develop effective radio programs; expand and manage resources; work with staff and students in an academic setting; communicate effectively with a variety of University and community groups; teach University level courses</li> </ul>		<b>Does this candidate meet the minimum job requirements?</b> <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <div style="background-color: yellow; padding: 2px; text-align: center;"><b>PLEASE ATTACH RESUME, VITAE, OR APPLICATION</b></div>
<b>Please provide a detailed rationale describing the circumstances necessitating this waiver request:</b> We are seeking an affirmative action search waiver on the grounds that we have the opportunity to hire an individual with specific, highly specialized skills making a large, national search futile. Over the last 6+ months RC McBride has demonstrated that he has the radio background, budgeting skills, and vision necessary to move WGLT forward. In fact, he moved the station from a \$150K budget deficit (they were in this position for the previous 3 fiscal years) to balanced budget in FY 17. In addition, his training in radio and his ability to teach numerous classes for the School make him the ideal candidate for the GM position.		

 Signature of Department/Unit Head	9/15/16 Date
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 Signature of Dean/Administrator	9/15/16 Date
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<b>OEOEA USE ONLY</b>	
 Signature of OEOEA Director	9/27/16 Date

**Illinois State University**  
**Affirmative Action Search Waiver**

<input type="checkbox"/> Appointment Approved	<input checked="" type="checkbox"/> Permanent Waiver
<input type="checkbox"/> Appointment Denied	<input type="checkbox"/> Temporary Waiver, Expires ___/___/___

## Approval Status



### STEP 1



GS

Complete

### STEP 2



JK

Complete

### STEP 3



LD

Complete

### Activity



Greg Simpson Approved

on Oct 25th 16, 7:01:36 pm



I support this request for a general manager; RC has been in this role and will now transition permanently

Janet Krejci commented on Oct 26th 16, 5:42:54 pm



Janet Krejci Approved

on Oct 26th 16, 5:42:58 pm



Larry Dietz Approved

on Oct 26th 16, 10:20:00 pm

Post