

EEO PUBLIC FILE REPORT
 Covering the Period from June 1, 2017 to May 30, 2018
 Delmarva Public Radio (WSCL/WSDL)

Section 1: Vacancy Information

Full-Time Position Filled and Date of Hire	Recruitment Source of Hired Applicant	Total Interviewees from all Sources
Development Director (11/1)	Salisbury University Website	3
Membership Coordinator (11/1)	Salisbury University Website	3

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees Provided during the Period	Full-time Position(s) for which this Source was used
Chronicle of Higher Education http://careers.chronicle.com		2
Higher Ed Jobs http://higheredjobs.com		2
Diverse Issues in Higher Education http://diverseeducation.com/		2
CareerBuilder http://careerbuilder.com		2
Current Magazine http://www.current.org/		2
Corporation for Public Broadcasting fax 202/783-1019		2
Salisbury Daily Times P.O. Box 1937 Salisbury, MD 21802-1937		2
Mr. Terry Johnson Delaware Technical and Community College P.O. Box 610 Georgetown, DE 19947		2
MD/DE/DC Broadcasters One Chase St. Suite 1130 Baltimore, MD 21202		2

Recruitment Source	Total Number of Interviewees Provided during the Period	Full-time Position(s) for which this Source was used
Placement Office Wesley College 120 N State St Dover, Delaware		2
Wilmington College 3282 N. DuPont Highway Dover, DE 19901-2218		2
WSCL website www.delmarvapublicradio.net		2
Salisbury University Website www.salisbury.edu	6	2

Section 3: Supplemental Recruitment Activities Undertaken by Delmarva Public Radio (DPR)/WSCL and WSDL

DPR offers training programs for community members interested in obtaining the skills required for broadcast employment as announcers. Volunteers who wish to receive on-air experience are required to complete the established training before taking responsibility for an on-air shift. Applicants are sourced primarily through on-air invitations, though some learn of the program through networking opportunities. The amount of training provided depends on prior experience and the aptitude of the volunteer.

DPR has an established internship/practicum program involving students from Salisbury University’s Communication Arts, Music, and Business Schools or Departments. Salisbury University students produce news pieces, features, edit interview and concert recordings, write scripts, and perform other “skill-developing,” experience-based activities which result in material used on DPR’s airwaves. DPR continues to utilize interns and practicum students, as well as community volunteers. Community members have also produced news pieces and helped produce talk programs.

In its capacity as a formal, academic entity of Salisbury University, Delmarva Public Radio works with – and through – the University’s Office of Human Resources to participate in regional job fairs and other recruitment activities.