

**WUSF PUBLIC MEDIA
WUSF(FM) & WSMR(FM)
EEO PUBLIC FILE REPORT
OCTOBER 1, 2018 – SEPTEMBER 30, 2019**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Assoc Membership Program Director	1-14	13
Executive Administrative Spec.	11, 12, 14	11
Unit HR Coordinator	11, 12, 14	11

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS#	RS Information	Source Entitled to Vacancy Notification?	Number of Interviewees Referred by RS
1	AFP Southwest FL Chapter Kim Noyes 941-921-5410 www.afpswfl.org	N	0
2	Current http://jobs.current.org	N	1
3	Corporation for Public Broadcasting https://www.cpb.org/jobline	N	0
4	Facebook/WUSF Public Media Page https://www.facebook.com/WUSF/	N	0
5	HigherEdJobs.com Nadia Harry, HR Coordinator USF-SVC2172 813-974-1225	N	0
6	Indeed.com http://www.indeed.com/	N	0
7	LinkedIn https://www.linkedin.com/	N	0
8	Public Radio Association of Development Officers https://www.pradoweb.org/	N	1
9	Public Media Business Association http://www.pmbaonline.org/	N	0
10	Tampa Bay Association of Black Journalists https://tbabj.com/	N	0
11	USF Website – Careers Nadia Harry, HR Coordinator USF-SVC2172 813-974-1225 http://www.usf.edu/work-at-usf/index.aspx	N	15
12	WUSF.org Willow Wright, Digital Services Director	N	4

	USF-TV B100 813-905-6908 https://www.wusf.usf.edu/about/employment_opportunities		
13	Word-of-Mouth Referral	N	1
14	Internship Program (<i>as described in Section III</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			22

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Training for management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination	<p>April 28, 2019- May 3, 2019 – Our News Director attended the Editorial Integrity and Leadership Fellowship in Phoenix, AZ. The fellowship is a weeklong, in-person training focused on recruiting and leadership skills. Included in the program are six months of weekly coaching sessions.</p> <p>June 13-16, 2019 – Our News Director and Health News Florida Editor attended the Public Radio News Director Inc. national meeting in Washington DC where they participated in multiple workshops discussing the recruitment, hiring and training of broadcast journalists.</p> <p>August 24-26, 2019 – Our News Director attended the Editorial Integrity and Leadership Fellowship in Phoenix, AZ. Our News Director participated in in-person training related to the management, recruitment and leadership of broadcast journalists.</p>
2	Participate in Career Fairs	<p>August 6-11, 2019 – Our Assistant News Director attended a conference/career fair for African-American journalists at the National Association of Black Journalists in Aventura, FL.</p> <p>October 17, 2018 – Our Assistant News Director attended a career fair at University of Florida College of Journalism and Communications in Gainesville, FL.</p>
3	Participate in events/programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting	<p>September 29, 2018 – Our Assistant News Director and Producer spoke to prospective interns and discussed careers in broadcasting with students at an event hosted by the University of South Florida Zimmerman School of Advertising & Mass Communications in Plant City, FL.</p> <p>February 13, 2019 – Our Assistant News Director conducted a seminar on the fundamentals of interviewing for current University of South Florida Zimmerman School of Advertising & Mass Communications students.</p>

	Type of Recruitment Initiative	Brief Description of Activity
		<p>March 27, 2019 – Our Assistant News Director met with the Neighborhood News Bureau class at the University of South Florida—St. Petersburg to discuss radio journalism and potential internships.</p> <p>April 4, 2019 – Our Assistant News Director met with Neighborhood News Bureau class at the University of South Florida Zimmerman School of Advertising & Mass Communications to discuss radio journalism and potential internships.</p> <p>April 15, 2019 – Our Assistant News Director met with advanced reporting class at the University of South Florida—St. Petersburg to discuss radio journalism and potential internships.</p> <p>June 27, 2019 – Our Assistant News Director led a seminar at the University of South Florida Zimmerman School of Advertising & Mass Communications about the fundamentals of interviewing.</p> <p>September 10, 2019 – Our Assistant News Director and Reporter/Producer met with University of South Florida Zimmerman School of Advertising & Mass Communications student journalists to discuss interviewing for radio stories.</p>
4	Internship Program	<p>During the reporting period, our SEU hosted sixteen students from the University of South Florida (Tampa and St. Petersburg campuses) for an internship program, which is held each academic semester as well as during the summer. The student interns learn about researching, writing, and producing content for radio and were supervised by station personnel.</p>