

**EEO PUBLIC FILE REPORT**  
**For**  
**WBUR-FM, WBUA-FM and WBUH-FM**  
**December 1, 2017 through November 30, 2018**

This report below lists all full-time vacancies filled during the reporting period.

All full-time positions are listed on the Boston University website: [www.bu.edu/hr/jobs](http://www.bu.edu/hr/jobs)  
In addition, notices of full-time job openings are posted on the WBUR website: <http://legacy.WBUR.org/about/jobs>

**Mailing Address:**

**WBUR**  
890 Commonwealth Avenue  
Boston, MA 02215

**Telephone Number:** 617-353-0909  
**Contact Person:** Dawna Johnson  
**E-mail Address:** [Dagonsal@bu.edu](mailto:Dagonsal@bu.edu)

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Recruitment Sources Utilized for interviewees from Attachment A</u>
Associate Producer, Here & Now	4	BU Website; WBUR Website; outreach	#1-16; #21-42; #46-47
Senior Producing Editor, Arts & Culture Vertical	6	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
Campaign & Donor Relations Manager	7	BU Website; WBUR Website	#41-42; #46-47
Technical Director, Here & Now	5	BU Website; WBUR Website; outreach	#41-42; #46-47
Reporter/Producer, Podcasts	3	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
Senior Associate Producer, Radio Boston	4	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
Senior News Writer	3	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47
Senior Reporter, Innovation & Business	4	BU Website; WBUR Website; outreach	#1-16; #21-42; #46-47
Reporter II	3	BU Website; WBUR Website; outreach	#1-16; #21-42; #46-47
Flex Associate Producer, Here & Now	2	BU Website; WBUR Website; outreach	#1-16; #21-42; #46-47
Digital Producer, On Point	2	BU Website; WBUR Website	#1-16; #21-42; #46-47
Associate Producer/Director, On Point	1	BU Website; WBUR Website	#41-42; #46-47
Senior Podcast Producer	4	BU Website; WBUR Website; internal applicant	#1-16; #21-42; #46-47
Associate Producer, Radio Boston	6	BU Website; WBUR Website; internal applicant	#1-16; #21-42; #46-47
Senior Producing Editor, Environmental	3	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47
Stewardship & Communications Manager	5	BU Website; WBUR Website	#1-16; #21-42; #46-47
Associate Producer, Morning Edition	3	BU Website; WBUR Website	#41-42; #46-47
Managing Editor, News Content	4	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47
Account Manager, National Spot Sales	3	BU Website; WBUR Website; internal applicant	#41-42; #46-47; #58
Podcast Producer	1	BU Website; WBUR Website; internal applicant	#1-16; #21-42; #46-47
Stewardship & Communications Manager	4	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47
Multimedia Reporter, The ARTery	6	BU Website; WBUR Website; internal applicant	#1-16; #21-42; #46-47
Associate Producer, Here & Now	4	BU Website; WBUR Website; internal applicant	#41-42; #46-47; #58
Program Manager, WBUR BizLab	8	BU Website; WBUR Website; internal applicant	#41-42; #46-47; #58
Business Technology Analytics Lead, WBUR BizLab	3	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #58
Associate Producer, Here & Now	4	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47; #58
Senior Investigative Editor/Reporter	12	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47
Associate Producer, Here & Now	4	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47; #58
Associate Producer/Editor, Here & Now	4	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47; #58
Associate Producer, Here & Now	4	BU Website; WBUR Website; outreach; internal applicant	#1-16; #21-42; #46-47; #58
Senior Leadership Gifts Officer	7	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
Senior Reporter, Edify	5	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
Administrative Coordinator	8	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
Newsletter Editor, Digital	3	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #58
Reporter/Critic, Arts & Culture	4	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47; #58
Executive Director, BizLab	7	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47
New Media Producer	4	BU Website; WBUR Website; outreach; internal applicant	#41-42; #46-47

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Recruitment Sources used for Full-Time Job Openings

- 1 Action for Boston Community Development  
178 Tremont Street  
Boston, MA 02111  
617-357-6000 x399  
Contact: Delcenia Jackson  
[HR@bostonabcd.org](mailto:HR@bostonabcd.org)
- 2 Alliance for Women in Media  
2365 Harrodsburg Rd., A325  
Lexington, KY 40504
- 3 Asian American Journalists Assoc.  
5 Third Street, Suite 1108  
San Francisco, CA 94103  
[National@aaja.org](mailto:National@aaja.org)  
Contact: Kathy Chow, Executive Director  
415-346-2051  
[www.aaja.org](http://www.aaja.org)
- 4 Assoc of Fundraising Professionals, MA Chapter  
465 Waverley Oaks Road, Ste. 421  
Waltham, MA 02452  
781-397-8870  
Linda Guild  
[www.afpmass.org](http://www.afpmass.org)  
617-355-3066  
Mia Simon
- 5 Blacks Interested in Communications  
1468 Broad Street  
Providence, RI 02905
- 6 Career Collaborative, Inc.  
77 Summer Street, 11th Floor  
Boston, MA 02111  
Attn: Mary Leviner, Employment Associate  
(617) 424-6616  
[www.careercollaborative.org](http://www.careercollaborative.org)
- 7 Massachusetts Broadcasters Assoc.  
PO Box 857  
Clark, NJ 07066  
800-471-1875  
[www.massbroadcasters.org](http://www.massbroadcasters.org)
- 8 Minority Professional Network  
P.O. Box 55399  
Atlanta, GA 30308-5399  
888-676-6389  
[www.minorityprofessionalnetwork.com](http://www.minorityprofessionalnetwork.com)
- 28 Nat'l Assoc. of Minority Media Executives  
Toni Laws, Executive Director  
7950 Jones Branch Drive  
McLean, VA 22107  
p. 1-888-968-7658  
f. 703-854-7181  
[www.namme.org](http://www.namme.org)
- 29 National Association of Negro Women  
c/o Barbara Robinson  
PO Box 2804  
Woburn, MA 01888-1404  
978-535-7415
- 30 National Multicultural Institute  
3000 Connecticut Ave NW, Suite 438  
Washington, DC 20008  
p. 202-483-0700  
f. 202-483-5233  
Contact: Kelly Reid, Program Manager  
[www.nmci.org](http://www.nmci.org)
- 31 Native American Journalists Assoc.  
University of Oklahoma Gaylord College  
395 W. Lindsey  
Norman, OK 73019-4201  
405-325-9008  
Contact: Jeff Harjo, Executive Director  
[www.naja.com](http://www.naja.com)
- 32 North of Boston Convention & Visitors Bureau  
P.O. Box 5193  
Salisbury, MA 01952  
978-465-6555  
[www.northofboston.org](http://www.northofboston.org)
- 33 Operation A.B.L.E of Greater Boston  
174 Portland Street  
Boston, MA 02114  
617-542-4180  
Contact: Ron Genzale  
[rgenzale@operationable.net](mailto:rgenzale@operationable.net)
- 34 The Partnership, Inc.  
155 Seaport Blvd., 11th Floor  
Boston, MA 02210  
Attn: Suzanne Wilkins, Director Pgm Services  
p. 617-262-2828  
f. 617-988-6157  
[thepartnershipinc.org](http://thepartnershipinc.org)

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- 9 National Assoc. of Asian American Professionals  
Boston Chapter  
P.O. Box 51922  
Boston, MA 02205  
617-227-1113  
Samson Lee  
[www.naapboston.org](http://www.naapboston.org)
- 10 National Assoc. of Black Journalists-Boston Chapter  
158 Tremont St., #1  
Cambridge, MA 02139  
<http://careerservices.nabj.org/>  
Web posting on career page
- 11 National Assoc of Hispanic Journalists  
Hugo Balta, President  
1050 Connecticut Ave NW, 10th Floor  
Washington, DC 20036  
202-662-7145  
[www.nahj.org](http://www.nahj.org)
- 12 Public Media Business Association  
7918 Jones Branch Drive, Ste. 300  
McLean, VA 22102  
703-506-3292  
[www.pmbaonline.org](http://www.pmbaonline.org)
- 13 Urban League of Eastern Massachusetts  
Job Posting  
88 Warren Street  
Roxbury, MA 02119  
617-442-4519  
[www.ulem.org](http://www.ulem.org)
- 14 Women in Development of Greater Boston  
22 Bates Road, Ste. 224  
Mashpee, MA 02649  
617-489-6777  
Megan Panek, President  
[www.widgb.org](http://www.widgb.org)
- 15 National Association of Colleges  
and Employers  
62 Highland Ave.  
Bethlehem, PA 18017-9085
- 16 Boston College Career Center  
38 Commonwealth Ave.  
Chestnut Hill, MA 02467  
Attn: Roger Woolsey
- 17 Asian American Journalists Association  
<http://www.ajaa.org/category/jobs-opportunities/>  
Web Posting on career page
- 18 National Association of Hispanic Journalists  
<http://www.nahjcareercenter.com/>  
Web posting on career page
- 35 Emerson College  
Office of Career Services  
120 Boylston Street  
Boston, MA 02116  
617-824-8586  
Contact: Matt Cardin  
[careers@emerson.edu](mailto:careers@emerson.edu)
- 36 Emmanuel College  
Office of Internships & Career Development  
400 The Fenway  
Boston, MA 02115  
p. 617-735-9975  
f. 617-264-7695  
e. [weilerbr.emmanuel.edu](mailto:weilerbr.emmanuel.edu)  
Brie Weiler, Career Advisor
- 37 Northeastern University Career Services  
202 Stearns  
360 Huntington Avenue  
Boston, MA 02115  
617-373-2430  
Contact: Maria Stein, Director  
[www.careerservices.neu.edu](http://www.careerservices.neu.edu)
- 38 Smith College  
Career Development Office, Drew Hall  
North Hampton, MA 01063  
413-585-2570  
Brenda Jameson  
[www.smith.edu](http://www.smith.edu)
- 39 Suffolk University Career Services & Cooperative  
8 Ashbuton Place  
Boston, MA 02108  
617-573-8480  
Terry Wells  
[Twells@suffolk.edu](mailto:Twells@suffolk.edu)
- 40 University of Massachusetts at Boston  
Office of Career Services  
100 Morrissey Boulevard  
Boston, MA 02125-3393  
Contact: Mary Mahoney  
617-287-5525  
[www.careers@umb.edu](http://www.careers@umb.edu)
- 41 Boston University Website:  
[www.bu.edu/hr/employment/jobs/jobs.shtml](http://www.bu.edu/hr/employment/jobs/jobs.shtml)
- 42 WBUR Website  
[www.wbur.org](http://www.wbur.org)
- 43 idealist.org  
<http://www.idealists.org/info/Jobs>  
Web posting on career page

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- 19 JournalismJobs.com  
  
<http://www.journalismjobs.com/index.php>  
Web posting on career page
- 20 Corporation of Public Broadcasting Jobline  
<http://www.cpb.org/jobline/>  
Web posting on career page
- 21 Chinese Progressive Association  
28 Ash Street  
Boston, MA 02111-1517  
617-357-4499  
Lydia Lowe, Executive Director  
[www.cpaboston.org](http://www.cpaboston.org)
- 22 The Coalition of 100 Black Women Inc.  
Manhattan Chapter  
P.O. Box 1711, Grand Central Station  
New York, NY 10163  
[ncbwmanhattanchapter@yahoo.com](mailto:ncbwmanhattanchapter@yahoo.com)
- 23 Community Work Services  
174 Portland Street  
Boston, MA 02114  
617-720-2233  
Contact: Maria Krueger
- 24 Foundation for Minority Interests in Media  
524 West 57th Street  
New York, NY 10019  
212-975-2545  
Sandra Rice, VP Eastern Region
- 25 Hispanic American Chamber of Greater Boston  
406 S. Huntington Avenue  
Boston, MA 02130  
617-261-4222  
Contact: Nader Acevedo, Executive Director  
[www.hacc.com](http://www.hacc.com)
- 26 Jewish Vocational Services  
Career Moves  
29 Winter Street, Suite 500  
Boston, MA 02108  
617-399-3180  
Contact: Kira Khazatsky  
[www.jvs-boston.org](http://www.jvs-boston.org)
- 27 Latino Professional Network  
P.O. Box 960601  
Boston, MA 02196-0601  
p. 617-247-1818  
f. 781-341-3810  
Contact: Rick Colon  
[www.lpn.org](http://www.lpn.org)
- 44 Association of Fundraising Professionals  
[http://www.afpnet.org/JobCenter/?navItemNumber=505&\\_ga=1.150573749.221532673.1416349331](http://www.afpnet.org/JobCenter/?navItemNumber=505&_ga=1.150573749.221532673.1416349331)  
Web posting on career page
- 45 The Chronicle of Philanthropy  
<http://philanthropy.com/section/Jobs/224/>  
Web posting on career page
- 46 LinkedIn  
<https://www.linkedin.com/job/home>
- 47 Monster  
<http://www.monster.com/>
- 48 Broadcast and Cable  
<http://www.broadcastingcable.com/>
- 49 Current  
<https://www.current.org>
- 50 Source  
<https://source.opennews.org>
- 51 HigherEdJobs.com  
<https://www.higheredjobs.com>
- 52 InsideHigherEd.com  
<https://www.insidehighered.com>
- 53 Stack Exchange Inc.  
<http://stackoverflow.com/jobs>
- 54 Association of Independents in Radio Listserv  
<https://airmedia.org/>
- 55 Salt Listserv  
<https://www.meca.edu/academics/graduate/salt/>
- 56 Transom Listserv  
<https://transom.org/>
- 57 Facebook.com Groups  
Journalists of Color in Public Media  
Public Media  
Radio Women Rule the World
- 58 Professional Diversity Network  
<https://www.prodivnet.com/>

**ATTACHMENT B****MENU OPTION ACTIVITIES**

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Internship & Fellowship Programs	<p>WBUR offers internship opportunities within the following departments and/or programs: News, Here &amp; Now, On Point, Only A Game, Radio Boston, The ARTery, CommonHealth, BostonomiX, iLab, Community Engagement and Digital Operations. A total of 31 interns participated in the program during the Spring, Summer and Fall 2018 semesters.</p> <p>In 2018, the ARTery hired and trained three women of color as part of its Community Arts Reporting Fellowship made possible through grant funding from the Barr Foundation.</p> <p>WBUR's BizLab created three BizLab Summer Fellowships, to support our digital and business experiments.</p> <p>WBUR offered an iLab fellowship focused on giving employees the ability to pursue original project ideas to promote WBUR's programming, digital, community or revenue. "Project Clementine" focused on segmented digital audio.</p> <p>WBUR in collaboration with BU's College of Communications offered two fellowships to students interested in public radio, podcasting or multimedia journalism.</p> <p>WBUR established two fellowships in 2018 for underrepresented individuals in public media. The Newsroom Fellowship is specific to a Boston University senior or graduate student. The Here &amp; Now Fellowship is specific to an individual within the local Boston area.</p>
Employee Training Programs for personal and professional development	<p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Learning@BU." This training program offers work, health, and life series and professional development workshops to all employees.</p> <p>External coaching for Executive Leadership.</p> <p>Attended the Knight Foundation Media Learning Seminar in Miami, FL from 2/18/18-2/20/18.</p> <p>WBUR hosted a Public Radio Potluck for developers and product owners from around the country.</p> <p>Enrolled a participant into the Partnership's Mid-Career Fellow Development Program, which focuses on leadership, relationship and organizational skills of talented multicultural professionals.</p> <p>Participated in the Rosalynn Carter Fellowship for Mental Health Journalism focusing on improving accuracy and tone of reporting on mental health issues.</p> <p>WBUR collaborates with NPR &amp; Kaiser Health Foundation on healthcare coverage. Support includes editorial guidance, resources, and weekly discussions on healthcare issues. Member attended annual meeting of NPR-Kaiser Foundation-NPR Member Station collaborative.</p> <p>Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies.</p> <p>Participated in the Health Coverage Fellowship of Blue Cross Blue Shield Foundation designed to aid journalists in covering critical health care issues. Attended a nine day fellowship at Babson College.</p> <p>In Spring 2018, the ARTery's Digital Producer attended an editing workshop at the Poynter Institute.</p> <p>The Office of Information Services and Technology offers instructor-led classes to downloadable reference materials and interactive online courseware to WBUR and the Boston University community. Training is provided in a variety of convenient formats. Topics cover areas that help make you more effective and efficient when working with today's technology.</p> <p>WBUR's New England News Collaborative continued in 2018 although CPB funding ended on 6/30/2018. Collaborative reporting with NENC stations continue to be used on WBUR and other participating stations in New England.</p> <p>WBUR hosted 18 reporters and editors from around New England for a two day editor's workshop in June 2018. The workshop was staffed by NPR's training unit.</p>

**ATTACHMENT B****MENU OPTION ACTIVITIES**

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Participation in job banks and Career Fairs	<p>Boston University (BU) is a member of the Boston Consortium for Higher Education, a group of 17 colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals. BU is also a member of the New England Higher Education Recruitment Consortium (NEHERC) and hosted the NEHERC Annual Diversity Conference for HERC members on November 8th, 2018. BU is part of the Boston Consortium's Employment diversity outreach efforts. Thomas Bagarella, Director of Talent Acquisition, is BU's active member of the Employment Managers Community of Practice of the Boston Consortium and the New England Higher Education Consortium.</p> <p>WBUR attended and participated in a NPR Station Initiative called the Public Media Village at multiple conferences in 2018. The first of which was the National Association of Hispanic Journalists conference held in Miami, FL from July 18th -21, 2018. The second conference was the National Association of Black Journalists held in Detroit, MI from August 1-5th, 2018. The third conference was the Asian American Journalists Association held in Houston, TX from August 8th-11, 2018.</p> <p>WBUR participated in the Spring and Fall 2018 Public Media Virtual Career Fairs hosted by Current.</p>
Workshops and Conventions	<p>It is the practice for all WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p> <p>Attended regular monthly meetings at the Ad Club, a New England association for marketing and communications industry professionals and the Boston Chamber of Commerce.</p> <p>Attended South by Southwest conference (SXSW) conference in Austin, Texas 3/9/18 - 3/18/18.</p> <p>Attended Public Media Business Association (PMBA) conference held in Long Beach, CA from 5/29/18 - 6/1/18.</p> <p>Attended Public Radio News Directors' (PRNDI) conference in Philadelphia, PA. from 6/20/18 - 6/23/18.</p> <p>Attended SRCCON in Minneapolis, MN 6/28- 6/29/2018.</p> <p>Attended Public Media Development &amp; Marketing Conference (PMDMC) in Chicago, IL 7/10 - 7/13/18.</p> <p>Attended Online News Association (ONA) held in Austin, TX on 9/13/18 - 9/15/18.</p> <p>Attended the Society for Environmental Journalists Conference in Flint, MI on Oct. 3 - 7, 2018.</p> <p>Attended Public Radio Program Directors conference (PRPD) held in Austin, TX from 8/20 - 8/23/18.</p> <p>Attended Public Radio's "Super Regional" conference in Atlanta, GA 10/24/18 - 10/26/18.</p> <p>Attended Third Coast 2018 conference in Chicago, IL 10/4/18 - 10/06/18.</p> <p>Attended WideOrbit Connect 18 conference from August 21-22, 2018 in San Francisco.</p> <p>Attended On Air Fest in New York from 3/2/18-3/4/18.</p> <p>Attended Werk It! A Women's Podcast Festival in New York from 11/12/18 - 11/17/18.</p>
Other Activities	<p>WBUR's Managing Director of News &amp; Programming oversees a panel comprised of many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award, established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for his/her individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.</p> <p>In collaboration with our partners at the Boston Globe and the McCormack Graduate School at the University of Massachusetts/Boston, WBUR hosted a series of one hour debates covering the Democratic primary, general election attorney general, the Massachusetts gubernatorial debate and debates around the three ballot questions.</p>

**ATTACHMENT B****MENU OPTION ACTIVITIES**

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
Other Activities (cont.)	<p>The Director of Finance at WBUR launched a station-wide diversity and inclusion initiative called StRIDE, the Station Recruitment, Inclusion, Diversity Engagement, as part of WBUR's commitment to hiring and retaining employees that better represent the community we serve.</p> <p>The executive news director participated in weekly conference calls with the NPR-Member Station reporting collaborative on military affairs and Veterans affairs known as "Back at Base."</p> <p>WBUR'S Executive Director of News Content participated in a panel discussion on Diversity In Media in Boston on 4/12/18.</p> <p>WBUR's Executive Director of News Content served as the Master of Ceremonies for the Inaugural Latina Summit of Greater Boston in September 2018.</p> <p>WBUR's Executive Director of News Content moderated a panel discussion on increasing voter participation and turnout in Oct. 2018 at the Edward M. Kennedy Institute.</p> <p>WBUR hosted a National Association of Hispanic Journalists reception at WBUR and discussed vacancies.</p> <p>The Senior Producing Editor of ARTery was a guest speaker at a Landmark Orchestra board meeting where she addressed our efforts to recruit diverse journalists and our mission to report stories in various communities across New England.</p> <p>The Senior Producing Editor of ARTery moderated a panel with Mexican journalists at Harvard University where ethics, violence against journalists and mental health were discussed. WBUR's commitment to report in underrepresented communities through diverse journalists was also discussed.</p> <p>WBUR staff moderated a panel on podcasting at Forward in June 2018.</p> <p>WBUR staff moderated panels on podcasting and covering the arts in Boston at the Podcast Garage in 2018.</p> <p>WBUR continues to man a full-time news bureau within the Dorchester Reporter.</p>

Agencies Requesting Notification of Job Vacancies

<u>Date Request Received</u>	<u>Name of Organization</u>	<u>Contact Person</u>	<u>Title</u>	<u>Street</u>	<u>City</u>	<u>State &amp; Zip</u>
11/20/2012	Commonwealth Compact	Tara DeSisto	Technical Lead Project Manager	McCormack Graduate School of Policy & Global Studies - Umass Boston 100 Morrissey Blvd	Boston	MA 02125