

EEO PUBLIC FILE REPORT  
For  
WBUR-FM, WBUA-FM and WBUR-AM  
December 1, 2012 through November 30, 2013

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: [www.WBUR.org](http://www.WBUR.org)

**Mailing Address:**

WBUR  
890 Commonwealth Avenue  
Boston, MA 02215

Telephone Number: 617-353-0909  
Contact Person: Jean Wong  
E-mail Address: [Jwong@bu.edu](mailto:Jwong@bu.edu)

| <u>Job Title</u>                    | <u>Total<br/>Interviewed</u> | <u>Interviewees<br/>Source of Referral</u>                      | <u>Recruitment Sources<br/>Utilized for interviewees from Attachment A</u> |
|-------------------------------------|------------------------------|---|--|
| Coordinator, Sr, Payroll & A/P      | 14                           | BU Website; WBUR Website; internal referral; internal applicant | #43; #44; #45  |
| Technician II, Broadcast Rec        | 2                            | internal applicant  | #43 and #44  |
| Producer, Assoc, Radio Boston       | 1                            | temporary employee  | #1 through #44   |
| Producer, Assoc, On Point           | 4                            | BU Website; WBUR Website; outreach; internal applicants         | #1 through #44   |
| Producer, Assoc, On Point           | 14                           | BU Website; WBUR Website; internal applicants; outside referral | #1 through #44   |
| Co-Host, Noon                       | 1                            | outreach; outside referral; previous intern                     | #48  |
| Producer, Assoc. , Here & Now       | 6                            | BU Website; WBUR Website; outreach                              | #1 through #44   |
| Producer, Assoc, Here & Now         | 1                            | outreach  | #1 through #44   |
| Staff Assistant III                 | 10                           | BU Website; WBUR Website; internal referral                     | #1 through #44   |
| Mgr, Fundraising & Direct Marketing | 3                            | outside referral; internal applicant                            | #1 through #44   |
| Associate, Marketing Membership     | 23                           | BU Website; WBUR Website  | #1 through #44; #47  |
| Writer, Sr., News                   | 4                            | BU Website; WBUR Website; outreach; internal applicant          | #43 and #44  |
| Reporter II                         | 9                            | BU Website; WBUR Website; outside referral; outreach            | #1 through #44   |
| Producer, Field                     | 1                            | temporary employee  | #1 through #44   |
| Sr. Correspondent                   | 4                            | outreach; outside referral                                      | #1 through #44   |
| Exec Dir of News Content            | 8                            | BU Website; WBUR Website; outreach; internal applicant          | #1 through #44; #46  |
| Writer, Sr., News                   | 3                            | BU Website; WBUR Website; internal applicant                    | #43 and #44  |
| Admin, Nat'l Pgm                    | 13                           | BU Website; WBUR Website  | #1 through #44   |
| Producer, Social Media              | 2                            | internal referral   | #1 through #44; #46  |
| Reporter II, Digital                | 3                            | BU Website; WBUR Website; outside referral                      | #1 through #44   |

**WBUR  
EEO PUBLIC FILE REPORT  
Attachment A**

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 American Women in Radio & Television  
1760 Old Meadow Road, Suite 500  
McLean, VA 22102  
703-506-3290  
[www.AWRT.org](http://www.AWRT.org)
- 3 Asian American Journalists Assoc.  
5 Third Street, Suite 1108  
San Francisco, CA 94103  
[National@aaaja.org](mailto:National@aaaja.org)  
Contact: Kathy Chow, Executive Director  
415-346-2051  
[www.aaaja.org](http://www.aaaja.org)
- 4 Assoc of Fundraising Professionals  
389 Main St, Suite 202  
Malden, MA 02148  
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 BlackVoices.com  
Tribune Towers  
435 N. Michigan Ave  
Chicago, IL 60611  
312-222-4326  
[www.blackvoices.com](http://www.blackvoices.com)
- 7 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)
- 8 Chinese Progressive Association  
28 Ash Street  
Boston, MA 02111-1517  
617-357-4499  
Lydia Lowe, Executive Director  
[www.cpaboston.org](http://www.cpaboston.org)
- 9 The Coalition of 100 Black Women Inc.  
Manhattan Chapter  
P.O. Box 1711, Grand Central Station  
New York, NY 10163  
[ncbwomanmanhattanchapter@yahoo.com](mailto:ncbwomanmanhattanchapter@yahoo.com)
- 10 Community Work Services  
174 Portland Street  
Boston, MA 02114  
617-720-2233  
Contact: Maria Krueger
- 11 Foundation for Minority Interests in Media  
524 West 57th Street  
New York, NY 10019  
212-975-2545  
Sandra Rice, VP Eastern Region
- 12 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)
- 13 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)
- 14 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)

**WBUR  
EEO PUBLIC FILE REPORT  
Attachment A**

- 15 Massachusetts Broadcasters Assoc.  
43 Riverside Ave.  
PMB 401  
Medford, MA 02155  
800-471-1875  
[www.massbroadcasters.org](http://www.massbroadcasters.org)
- 16 Minority Professional Network  
P.O. Box 55399  
Atlanta, GA 30308-5399  
888-676-6389  
[www.minorityprofessionalnetwork.com](http://www.minorityprofessionalnetwork.com)
- 17 National Assoc. of Asian American Professionals  
NAAAP-Boston  
P.O. Box 51922  
Boston, MA 02205  
617-227-1113  
Samson Lee  
[www.naapboston.org](http://www.naapboston.org)
- 18 National Assoc. of Black Journalists-Boston Chapter  
c/o Robin Washington  
The Boston Globe  
One Herald Square  
Boston, MA  
617-619-6666
- 19 National Association of Black Journalists  
UNIVERSITY OF MARYLAND  
8701-A Adelpia Road  
Adelphi, MD 20783-1716  
301-445-7100  
fax 301-445-7101
- 20 National Assoc of Black Journalists  
Executive Plaza  
11350 McCormick Road, Suite 101  
Hunt Valley, MD 21031
- 21 National Assoc of Hispanic Journalists  
Hugo Balla, President  
1050 Connecticut Ave NW, 10th Floor  
Washington, DC 20036  
202-662-7145  
[www.nahj.org](http://www.nahj.org)
- 22 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)
- 23 National Council of Negro Women, Bos Chapter  
c/o Barbara Robinson  
PO Box 2804  
Woburn, MA 01888-1404  
978-535-7415
- 24 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)
- 25 Native American Journalist 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)
- 26 North of Boston Convention & Visitors Bureau  
P.O. Box 5193  
Salisbury, MA 01952  
978-465-6555  
[www.northofboston.org](http://www.northofboston.org)
- 27 Operation A.B.L.E of Greater Boston  
131 Tremont Street, Suite 301  
Boston, MA 02111-1336  
617-542-4180  
Contact: Susan Jepson  
[Sjebson@operationable.net](mailto:Sjebson@operationable.net)
- 28 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)

**WBUR  
EEO PUBLIC FILE REPORT  
Attachment A**

29 Public Media Business Association  
1760 Old Meadow Road, Suite 500  
McLean, VA 22102  
703-506-3292  
[www.pmbaonline.org](http://www.pmbaonline.org)

30 Urban League of Eastern Massachusetts  
Job Posting  
88 Warren Street  
Roxbury, MA 02119  
617-442-4519  
[www.ulem.org](http://www.ulem.org)

31 Urban League of Rhode Island  
246 Prairie Avenue  
Providence, RI  
401-351-5000  
Contact: Louie King

32 Women in Development of Greater Boston  
5 Wilson Ave.  
Belmont, MA 02478  
617-489-6777  
Megan Panek, President  
[www.widgb.org](http://www.widgb.org)

33 National Association of Colleges  
and Employers  
62 Highland Ave.  
Bethlehem, PA 18017-9085

34 Commonwealth Compact  
McCormack Graduate School of  
Policy & Global Studies - Umass Boston  
100 Morrissey Blvd  
Boston, MA 02125  
Attn: Tara DeSisto, Lead Project Manager  
617-287-5511

35 Boston College  
Office of Career Services  
38 Commonwealth Ave.  
Chestnut Hill, MA 02467  
Attn: Roger Woolsey

36 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)

37 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

38 Mount Holyoke College  
Career Development Center  
50 College Street  
South Hadley, MA 01075  
413-538-2080  
[www.mtholyoke.edu/cdc](http://www.mtholyoke.edu/cdc)

39 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)

40 Smith College  
Career Development Office, Drew Hall  
North Hampton, MA 01063  
413-585-2570  
Brenda Jameson  
[www.smith.edu](http://www.smith.edu)

41 Suffolk University Career Services & Cooperative  
8 Ashbutoon Place  
Boston, MA 02108  
617-573-8480  
Terry Wells  
[Twells@suffolk.edu](mailto:Twells@suffolk.edu)

42 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)

**WBUR  
EEO PUBLIC FILE REPORT  
Attachment A**

43 Boston University Website:  
[www.bu.edu/hr/employment/jobs/jobs.shtml](http://www.bu.edu/hr/employment/jobs/jobs.shtml)

44 WBUR Website  
[www.wbur.org](http://www.wbur.org)

45 Boston.craigslist.org  
<http://boston.craigslist.org/>

46 Journalism Jobs  
510-653-1521  
<http://www.journalismjobs.com>

47 JobTarget, LLC  
Dept CH 16743  
Palatine, IL 60055-6743  
860-437-5700

48 WBUR  
Committee to Hire Radio Boston Co-Host  
WBUR  
890 Commonwealth Ave  
Boston, MA 02215

ATTACHMENT B

MENU OPTION ACTIVITIES

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

| Type of Activity  | Description  |
|---|--|
| Internship Program  | WBUR offers internship opportunities with the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston and internships in Digital Media. A total of 42 interns participated in the program during the Spring, Summer and Fall 2013 semesters.  |
| Employee Training Program for personal and professional development | <p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Get Trained." This training program offers work, health, and life series and professional development workshops to all employees. This integrated and unified series of workshops is offered through a collaborative effort of the University Training Group, which is comprised of staff from departments throughout the Boston University.</p> <p>The Office of Information Services and Technology offers free tutorials in computing to the Boston University community. These short, noncredit tutorials range from introductions to Pine and the UNIX operating system to in-depth sessions on popular application software packages such as Microsoft Word, Excel, and FileMaker Pro. Most tutorials feature hands-on training.</p> <p>In the Spring and Fall of 2013, WBUR participated in Boston University's "Getting Trained Series" and offered a rare behind-the-scenes tour of WBUR and its' news gathering and program operations. Participants were able to see a broadcast studio and learn about the technical equipment and production facilities of a radio station.</p> |
| Participation in job banks and Career Fair                          | <p>Boston University is a member of the Boston Consortium a group of 14 Boston 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. Boston University is part of the Boston Consortium's diversity outreach efforts which includes posting positions in 38 publications and hosting 4 job fairs a year.</p> <p>Thomas Bagarella, Manager of Employment and Training is Boston University's active member in the Boston Consortium.</p> <p>WBUR is a member of the Commonwealth Compact, a group of participating business leaders and organizations committed to concrete steps aimed at making Boston a welcoming, diverse place to live and work for all people.</p>   |
| Workshops and Conventions   | <p>It is the practice for all the WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p> <p>Attend 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>South by Southwest conference (SXSW) conference in Austin, Texas on 3/4-3/7/2013.</p> <p>Public Media Business Association (PMBA) held in Washington DC on 6/1-6/3/2013.</p>   |

## ATTACHMENT B

MENU OPTION ACTIVITIES

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

| Type of Activity                            | Description   |
|---|---|
| ~Continued~<br>Workshops and<br>Conventions | <p>Public Radio Development and Marketing conference (PRDMC) held in Atlanta 7/9-7/11/13.</p> <p>Public Radio Program Directors Association (PRPD) conference held in Atlanta on 9/17-9/19/13.</p> <p>Online News Association (ONA) held in Atlanta 10/17-10/19/2013.</p>   |
| Other Activities                            | <p>In WBUR's Managing Director of News &amp; Programming, served on a panel with 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 their 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>WBUR and Boston University are members of the Commonwealth Compact, a group of participating business leaders and organizations committed to concrete steps aimed at making Boston a welcoming, diverse place to live and work for all people.</p> <p>Keith Woods, NPR's Vice President for Diversity in News and Operations and Carol Fulp, CEO of The Partnership, led a discussion on diversity with WBUR senior management on 11/29/13</p> <p>Carol Fulp, CEO of The Partnership, presented on diversity to WBUR's Board of Overseers, Executive Advisory Council and senior management on 1/16/2013. The topic: "Leading With Difference" and reflecting on the benefits and necessities of having diverse talent in our organizations.</p> <p>Next Generation Radio Project Manager Doug Mitchell spoke at WBUR's stationwide staff meeting on building a more diverse workforce in public radio on 2/6/2013.</p> <p>Matt Thompson, NPR's "codeswitch" editor presented to WBUR's Executive Advisory Board and Board of Overseers on 10/23/2013 on NPR's "Code Switch" a digital project that addresses overlapping themes of race, ethnicity and culture and how this plays out in the lives and communities, and how all of this is shifting.</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> |
|------------------------------|-----------------------------|-----------------------|--------------------------------|---|-------------|------------------------|
| 1/1/20/2012                  | Commonwealth Compact        | Tara DeSisto          | Technical Lead Project Manager | McCormack Graduate School of Policy & Global Studies - Umass Boston<br>100 Morrissey Blvd | Boston      | MA 02125               |