

**EEO PUBLIC FILE REPORT**  
**For**  
**WBUR-FM, WBUA-FM and WBUH-FM**  
**December 1, 2016 through November 30, 2017**

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, On Point	4	BU Website; WBUR Website; outreach	#1-18; #21-42
Associate Producer, On Point	6	BU Website; WBUR Website; outreach; internal applicant	#1-18; #21-42; #46
Associate Producer, On Point	3	BU Website; WBUR Website	#1-18; #21-42
Digital Producer, On Point	5	BU Website; WBUR Website; outreach	#1-18; #21-42; #46
Associate Producer, Here & Now	3	BU Website; WBUR Website; outreach; internal applicant	#1-18; #21-42
Senior Podcast Reporter	4	BU Website; WBUR Website; outreach; internal applicant	#41; #42; #54-57
Sound Designer	2	BU Website; WBUR Website; outreach; internal applicant	#41; #42; #54-57
Senior Podcast Producer	9	BU Website; WBUR Website; outreach	#41; #42; #54-57
Operations Assistant	1	BU Website; WBUR Website; outreach	#1-15; #41; #42
Campaign & Development Associate	7	BU Website; WBUR Website; outreach	#41; #42
Marketing Associate, I	12	BU Website; WBUR Website	#41; #42
Senior Producer, News	5	BU Website; WBUR Website	#41; #42
Senior Writer, News	5	BU Website; WBUR Website; internal applicant	#41; #42
Field Producer News	7	BU Website; WBUR Website; internal applicant	#41; #42
Multimedia Reporter, ARTery	9	BU Website; WBUR Website; outreach; internal applicant	#1-18; #21-42; #57
Digital Revenue & Marketing Operations Manager	5	BU Website; WBUR Website	#41; #42
Manager, Client Services	5	BU Website; WBUR Website	#41; #42
Digital Web Producer, New Media	12	BU Website; WBUR Website; outreach; internal applicant	#1-15; #41; #42
Broadcast Recording Technician II	2	BU Website; WBUR Website; internal applicant	#41; #42
Broadcast Recording Technician II	3	BU Website; WBUR Website; internal applicant	#41; #42
Senior Editor, Here & Now	4	BU Website; WBUR Website; outreach; internal applicant	#1-18; #21-42
Associate Producer, Here & Now	2	BU Website; WBUR Website; internal applicant	#1-15; #41; #42
Podcast Producer	3	BU Website; WBUR Website; internal applicant	#41; #42; #54-57
Senior Podcast Producer	4	BU Website; WBUR Website; internal applicant	#41; #42; #54-57
Podcast Producer	4	BU Website; WBUR Website; outreach; internal applicant	#41; #42; #54-57
Arts Engagement Producer	4	BU Website; WBUR Website; internal applicant	#41; #42; #57

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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 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@aja.org](mailto:National@aja.org)  
Contact: Kathy Chow, Executive Director  
415-346-2051  
[www.aja.org](http://www.aja.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.aaaj.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

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

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

Type of Activity	Description
<p>Internship &amp; Fellowship Programs</p>	<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 44 interns participated in the program during the Spring, Summer and Fall 2017 semesters.</p> <p>In June 2017, WBUR created an Arts Fellowship to expand diversity of the coverage and content of the Arts vertical. This fellowship was made possible through grant funding from the Barr Foundation.</p> <p>In the Fall 2017, WBUR reinstated the iLab fellowship giving employees the ability to pursue original project ideas that promote WBUR's programming, digital, community or revenue.</p>
<p>Employee Training Programs for personal and professional development</p>	<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>This year WBUR enrolled two participants into the Partnership Leadership Development Program, which focuses on attracting, developing and retaining talented multicultural professionals at all levels of management.</p> <p>Participated in the Rosalynn Carter Fellowship for Mental Health Journalism focusing on improving accuracy and tone of reporting on mental health issues. <a href="https://www.cartercenter.org/health/mental_health/fellowships/index.html">https://www.cartercenter.org/health/mental_health/fellowships/index.html</a></p> <p>WBUR collaborates with NPR &amp; Kaiser Health Foundation on healthcare coverage. Support includes editorial guidance, resources, and weekly discussions on healthcare issues.</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. <a href="http://bluecrossfoundation.org/programs/health-coverage-fellowship">http://bluecrossfoundation.org/programs/health-coverage-fellowship</a></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>One BostonomiX reporter attended a week of training given by NPR's Planet Money team in Mexico City in September 2017.</p> <p>WBUR's New England News Collaborative Reporter participated in an Investigative Reporters and Editors Training at WNPR in Connecticut in October 2017.</p> <p>Participated in the New England News Collaborative reporting retreat in Vermont in September 2017.</p> <p>WBUR's Executive Director of News Content participated in the 2017-2018 cohort of the Emerging Leaders Program through the University of Massachusetts-Boston.</p> <p>WBUR Newsroom provided a two-day journalism story development and reporting workshops with Jacqui Banaszynski from the University of Missouri School of Journalism on September 25-26th, 2017.</p> <p>WBUR sent a developer to the SRCCON <a href="http://srecon.org/">http://srecon.org/</a> a leading technology summit for developers.</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 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.</p> <p>Boston University is part of the Boston Consortium's Employment diversity outreach efforts.</p> <p>Thomas Bagarella, Director of Talent Acquisition is Boston University'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 2017. The first of which was the National Association of Black Journalists conference held in New Orleans from August 9-13th, 2017. The second conference was the National Association of Hispanic Journalists &amp; the Native American Journalists' collaboration on the Excellence in Journalism Conference held in Anaheim on September 7-9th, 2017.</p> <p>WBUR sent members of our Digital team to a full day of training at NPR digital day on October 4, 2017.</p> <p>WBUR programmer attended the Asian American Journalists Association held in Philadelphia on 7/26-7/29/17.</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>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 3/9/17 - 3/17/17.</p> <p>Attended the Knight Foundation Media Learning Seminar in Miami, FL from 2/11 - 2/14/17.</p> <p>Attended Public Media Business Association (PMBA) conference held in St. Louis, MI from 5/30/17 - 6/2/17.</p> <p>Attended the Investigative Reporters &amp; Editors Convention in Phoenix, AZ. from 6/21/17-6/25/17.</p> <p>Attended Public Radio News Directors' (PRNDI) conference in Miami, FL. from 6/20/17 - 6/24/17.</p> <p>WBUR's Executive Director of News Content participated in an editing workshop by National Public Radio in Miami on June 21 &amp; 22 in Miami, FL.</p> <p>Attended SRCCON in Minneapolis, MN 8/3 - 8/4/2017.</p> <p>Attended Public Media Development &amp; Marketing Conference (PMDMC) in San Francisco, CA 7/5 - 7/9/17.</p> <p>Attended Online News Association (ONA) held in Washington, DC on 10/5/17 - 10/8/17.</p> <p>Attended Public Radio Program Directors conference (PRPD) held in Washington, DC from 8/14 - 8/17/17.</p> <p>Attended Public Radio's "Super Regional" conference in St. Paul, MN 9/26/17 - 9/28/17.</p> <p>Attended RAISE 2017 Advancement Conference in Boston, MA 7/27/17 - 7/28/17.</p> <p>Attended Third Coast 2017 conference in Chicago, IL 11/9/17 - 11/11/17.</p> <p>Attended Podcast Movement conference in Anaheim, CA 8/23/17 - 8/25/17.</p> <p>Attended Werk It! A Women's Podcast Festival in Los Angeles, CA 10/3/17 - 10/5/17.</p> <p>Attended the National Council for Behavioral Health conference in Seattle, WA in April 2017.</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	<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>WBUR's Executive Director of News Content moderated a panel discussion during Hubweek and sponsored by the Fletcher School of Diplomacy at Tufts University about reporting on diverse points of view in politics and economics.</p> <p>WBUR's Executive Director of News Content addressed the Boston Chapter of the Public Relations Society of America in November 2017 about how to cover a more diverse Boston community.</p> <p>WBUR's Executive News Director participated in a panel with other New England news executives on the future of investigative journalism at Northeastern University in November 2017.</p> <p>WBUR's Executive News Director, along with The Boston Globe, The McCormack Graduate School at the University of Massachusetts/Boston, NBC/Boston, Telemundo/Boston and New England Cable News, helped create a collaborative effort to run campaign debates and forums.</p> <p>WBUR opened a full-time news bureau in the newsroom of the Dorchester Reporter. The bureau is manned by a WBUR reporter who works in coordination with the Dorchester Reporter newsroom staff.</p> <p>WBUR is working with NPR on how to formalize and expand a national reporting collaboration between NPR and member stations. A group met in San Francisco on July 10, 2017 to discuss planning and goals.</p>

Agencies Requesting Notification of Job Vacancies

Date Request Received	Name of Organization	Contact Person	Title	Street	City	State & Zip
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