

EEO PUBLIC FILE REPORT
For
WBUR-FM, WBUA-FM and WBUH-FM
December 1, 2019 through November 30, 2020

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
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: 508-212-2268
Contact Person: Keli Trejo
E-mail Address: ktrejo@bu.edu

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Finalist Source of Referral</u>	<u>Interviewees Source of Referral</u>	<u>Recruitment Sources Attachment A</u>
ATC Writer	8	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Senior Data Analyst, WBUR	2	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Chief of Staff to the CEO of WBUR	5	Employee Referral	BU Website	#41-42; #46-47; #51-52; #59-64
Program Manager, Talent & Culture, WBUR	2	Internal Candidate	BU Website	#41-42; #46-47; #51-52; #59-64
Production	3	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Associate Producer, On Point NY WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Fill-in Associate Producer, On Point WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Assistant Digital Audio Editor, WBUR Program & Production	2	Sonic Soiree newsletter	BU Website; LinkedIn; Sonic Soiree newsletter	#41-42; #46-47; #51-52; #59-64 #72
Political Producer/Reporter	1	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Fill-in Editor, Evening WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Fill-in Announcer WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Fill-in Host, On Point WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Fill-in Associate Producer, Radio Boston WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Announcer, Nights & Weekends WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Commentator, On Point WBUR	1	Internal Candidate	Internal Candidate	Internal Candidate
Dir. Of Culture & Talent, WBUR	6	Employee Referral	BU Website; Employee Referral	#41-42; #46-47; #51-52; #59-64
Assistant Program Director	2	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Engineering Operations Manager, WBUR Engineering	2	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Associate Producer, On Point	3	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Senior Reporter, WBUR Program & Production	6	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64, #10-11
Assistant Producer, WBUR Program & Production	1	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Senior Investigative Reporter	5	Internal Candidate	BU Website	#41-42; #46-47; #51-52; #59-64, #10-11
Editor, WBUR Program & Production	1	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Associate Producer, WBUR Program & Production	3	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Newscaast Anchor, WBUR Program & Production	1	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Associate Producer, WBUR Program & Production	3	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Associate Producer/On Point - Digital	4	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Operations Assistant, WBUR Engineering	5	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
Weekend Producer/All Things Considered Writer, WBUR Program & Production	2	BU Website	BU Website	#41-42; #46-47; #51-52; #59-64
CEO and General Manager	9	Executive Search	Executive Search	#41-42; #46-47; #51-52; #59-65, #73
Executive Director, Business Development, WBUR Underwriting	10	Executive Search	Executive Search	#41-42; #46-47; #51-52; #59-66, #74
Podcast Producer, WBUR Program & Production	3	BU Website	BU Website	#41-42; #46-47; #51-52; #59-67
Producing Editor, Arts and Culture Vertical, WBUR Program & Production	5	BU Website	BU Website	#41-42; #46-47; #51-52; #59-68

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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
- 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
Contact: Kathy Chow, Executive Director
415-346-2051
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
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
- 7 Massachusetts Broadcasters Assoc.
PO Box 857
Clark, NJ 07066
800-471-1875
www.massbroadcasters.org
- 8 Minority Professional Network
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com
- 9 National Assoc. of Asian American Professi
Boston Chapter
P.O. Box 51922
Boston, MA 02205
617-227-1113
Samson Lee
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
- 12 Public Media Business Association
7918 Jones Branch Drive, Ste. 300
McLean, VA 22102
703-506-3292
www.pmbaonline.org
- 13 Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, MA 02119
617-442-4519
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
- 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.aja.org/category/jobs-opportunities/>
Web Posting on career page
- 18 National Association of Hispanic Journalist
<http://www.nahjcareercenter.com/>
Web posting on career page
- 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
- 22 The Coalition of 100 Black Women Inc.
Manhattan Chapter
P.O. Box 1711, Grand Central Station
New York, NY 10163
ncbwomanmanhattanchapter@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
- 26 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
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
- 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
- 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

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Attachment A

www.namme.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

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

37 Northeastern University Career Services
202 Stearns
360 Huntington Avenue
Boston, MA 02115
617-373-2430
Contact: Maria Stein, Director
www.careerservices.neu.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

43 idealist.org
<http://www.idealists.org/info/Jobs>
Web posting on career page

46 LinkedIn
<https://www.linkedin.com/job/home>

49 Current
<https://www.current.org>

52 InsideHighered.com
<https://www.insidehighered.com>

55 Salt Listserv
<https://www.meca.edu/academics/graduate/salt/>

58 Professional Diversity Network
<https://www.prodivnet.com/>

60 Indeed.com

63 Glassdoor.com

66 PublicMediaJobs.org

69 Asian American Civic Association
aaca-boston.org

72 Sonic Soiree Newsletter
<https://www.facebook.com/groups/450209022047055>

32 North of Boston Convention & Visitors Bureau
P.O. Box 5193
Salisbury, MA 01952
978-465-6555
www.northofboston.org

35 Emerson College
Office of Career Services
120 Boylston Street
Boston, MA 02116
617-824-8586
Contact: Matt Cardin
careers@emerson.edu

38 Smith College
Career Development Office, Drew Hall
North Hampton, MA 01063
413-585-2570
Brenda Jameson
www.smith.edu

41 Boston University Website:
www.bu.edu/hr/employment/jobs/jobs.shtml

44 Association of Fundraising Professionals
http://www.afpnet.org/JobCenter/?navItemNumber=505&_ga=1.150573749.221532673.1416349331

47 Monster
<http://www.monster.com/>

50 Source
<https://source.opennews.org>

53 Stack Exchange Inc.
<http://stackoverflow.com/jobs>

56 Transom Listserv
<https://transom.org/>

59 Higher Education recruitment Consortium
<https://www.hercjobs.org/>

61 ZipRecruiter.com

64 CareerBuilder.com

67 EmploymentCrossing.com

70 JobTarget.com

73 Egon Zehnder
<https://www.egonzehnder.com/what-we-do/executive-search>
Contact Kim Henderson
(617) 535 3500

www.nmci.org

33 Operation A.B.L.E of Greater Boston
174 Portland Street
Boston, MA 02114
617-542-4180
Contact: Ron Genzale
rgezale@operationable.net

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
Brie Weiler, Career Advisor

39 Suffolk University Career Services & Coop
8 Ashbton Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu

42 WBUR Website
www.wbur.org

45 The Chronicle of Philanthropy
<http://philanthropy.com/section/Jobs/224/>
Web posting on career page

48 Broadcast and Cable
<http://www.broadcastingcable.com/>

51 HigherEdJobs.com
<https://www.higheredjobs.com>

54 Association of Independents in Radio Listserv
<https://airmedia.org/>

57 Facebook.com Groups
Journalists of Color in Public Media
Public Media
Radio Women Rule the World

62 Simplyhired.com

65 NAB Leadership
BroadcastCareerLink.com

68 Careerlink.com

71 The Work Place
workplace.org

74 Content Ink
<https://content-ink.com/services>
Contact John McCarus
(347) 702-1688

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 & Fellowship Programs</p>	<p>WBUR offers internship opportunities within the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston, The ARTery, CommonHealth, BostonomiX, iLab, Community Engagement and Digital Operations. A total of 18 interns participated in the program during the Fall 2019 semester.</p> <p>In 2020, the ARTery hired and trained one woman of color as part of its Community Arts Reporting Fellowship made possible through grant funding from the Barr Foundation.</p> <p>Although our internship programs were suspended due to Covid-19, we have made a commitment to paid internships upon resuming our program to enable broader and more diverse participation.</p> <p>WBUR continued its partnership with The Loop Lab for the second year, hosting a fellowship in the iLab on producing a podcast from January to March 2020.</p> <p>WBUR launched a Fellowship for a journalist whose work is centered around underrepresented voices in media. The first Fellow was selected in November, 2020, and will begin fulltime work in January 2021.</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 and staff.</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 class of 2020.</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 2020. Collaborative reporting with NENC stations continue to be used on WBUR and other participating stations in New England.</p> <p>Attended training for MS Excel, Business Warehouse Reporting, and Grants and Auditing Grants.</p> <p>Attended training for CPB Indirect Administrative Support, 2020.</p> <p>Attended Marketing Research Training, Spring 2020.</p> <p>Attended Machine Learning for Business Analytics Training, Spring 2020.</p> <p>Attended "How to be an ally at your non-profit: a training for white women" by MALIKAH, 10/30/20.</p> <p>Attended Chronicle of Philanthropy "How to Boost Your Planned Giving Programs", 10/22/20.</p>

ATTACHMENT B

MENU OPTION ACTIVITIES

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

Type of Activity	Description
<p>Participation in job banks and Career Fairs</p>	<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). 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 Recruitment Consortium.</p> <p>BU is a Gold Sponsor Partner of Work Without Limits, a network of employers, educational institutions, employment service. Through collaboration and partnership, the goal is to increase the employment of people with disabilities until it is equal to those without disabilities. providers, state and federal agencies, individuals with disabilities and their family members. Thomas Bagarella is also a member of the Massachusetts Rehabilitation Commission's Employer Advisory Board. The Massachusetts Rehabilitation Commission partners with companies in Massachusetts to place people with disabilities in the workforce.</p> <p>The Talent Acquisition team participated in 10 diversity and inclusion recruiting events during 2020.</p>
<p>Workshops and Conventions</p>	<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 Public Media Business Association (PMBA) conference held virtually 9/21 - 9/24/20.</p> <p>Attended Investigative Reporters and Editors (IRE) conference held virtually 9/21 - 9/25/20.</p> <p>Attended Public Media Development & Marketing Conference (PMDMC) through virtual Summer Series held July - September, 2020.</p> <p>Attended "Dynamic Messaging for Your Station's Gift Club through Greater Public" at PMDMC 8/20/20.</p> <p>Attended "Marketing Ideas for Your Planned Giving Program through Greater Public" @ PMDMC, 8/26/20.</p> <p>Attended Online News Association (ONA) held virtually 10/13 - 10/16/20.</p> <p>Attended Public Radio Program Directors conference (PRPD) held virtually 9/21 - 9/24/20.</p> <p>Hosted Future Media Conference on-site at WBUR March 12, 2020.</p> <p>Attended the National Institute for Computer-Assisted Reporting (NICAR) conference held virtually 9/21 - 9/25/20.</p> <p>Attended the 29th Annual Dynamic Women in Business Conference through Harvard Business School, 2/22/20.</p> <p>Attended the News Philanthropy Network: Equity in Fundraising and Philanthropy by Lenfest Institute for Journalism 7/16/20.</p> <p>Attended "Forging Your Path to Leadership" virtual panel through She Geeks Out, 7/16/20.</p> <p>Attended "Check your labels: Race, gender, and power in grant writing" through GrantsPlus, 9/30/20.</p> <p>Attended "Up Your Strategic Game" virtual panel through She Geeks Out, 10/20/20.</p> <p>Attended "Giving Massachusetts 2020: What Does This Data Mean for Nonprofits" offered by Philanthropy Massachusetts, 8/25/20.</p> <p>Financial Planning for Arts and Culture Nonprofits in Massachusetts During COVID-19 offered by Philanthropy Massachusetts with TDC, 5/27/20.</p>

ATTACHMENT B**MENU OPTION ACTIVITIES**

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

Type of Activity	Description
<p>Workshops and Conventions (continued)</p>	<p>Attended Development Seminar: "Fundraising in the time of Coronavirus" offered by the Lenfest Institute for Journalism, 4/6/20.</p> <p>Attended WBUR BizLab Summit, 12/10/19.</p> <p>Attended Consumer Electronics Show (CES), Las Vegas, NV, 1/20.</p> <p>Attended SRCCON:PRODUCT, Philadelphia, PA, 2/8/20.</p>
<p>Other Activities</p>	<p>WBUR's Managing Director of News & 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>Gave a guest lecture at the Craig Newmark Graduate School of Journalism at The City University of New York in Spring 2020. (Meagan McGinnes)</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 continues to partner with the Dorchester Reporter. (And with El Planeta)</p> <p>In collaboration with our partners at the Boston Globe and the McCormack Graduate School at the University of Massachusetts/Boston, WBUR in its CitySpace convening space, hosted the signature debate of the Boston City Council race, hosting all eight at-large candidates for the City Council in a 90-minute debate carried live on Radio Boston. (Ballot question debates and Senate debates.)</p>

Agencies Requesting Notification of Job Vacancies

Date Request	Name of Organization	Contact	Title	Street	City	State & Zip
<u>Received</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