

**EEO PUBLIC FILE REPORT**  
**For**  
**WBUR-FM, WBUA-FM and WBUH-FM**  
**December 1, 2022 through November 30, 2023**

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>

|   |
|---|
| <b>Mailing Address:</b><br><br><b>WBUR</b><br><b>890 Commonwealth Avenue</b><br><b>Boston, MA 02215</b> |
|---|

**Telephone Number:** 617-353-0909  
**Contact Person:** Lisa Smith-McQueenie  
**E-mail Address:** [smithmq@bu.edu](mailto:smithmq@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> |
|---|--------------------------|------------------------------------|---|---|
| PRODUCT MANAGER, WBUR, Product & Audience Insights                      | 6                        | BU Website                         | Center for Career Development;  | #41-42; #46-47; #51-52; #59-64          |
| MANAGING PRODUCER, PODCASTS, WBUR Program & Production                  | 5                        | BU Website                         | for Career Development;<br>BU Website; higheredjobs.com;<br>Indeed.com; LinkedIn;   | #41-42; #46-47; #51-52; #59-64          |
| TECHNICAL DIRECTOR, Here & Now, WBUR News and Programming               | 2                        | BU Website                         | AbilityJob.com; Other Site<br>BU Website; Indeed.com;   | #41-42; #46-47; #51-52; #59-64          |
| PRODUCER, WBUR News and Programming                                     | 4                        | BU Website                         | LinkedIn; Other Electronic Site<br>BU Website; Boston Career Link;<br>B2BU-PF; Indeed.com; LinkedIn;  | #41-42; #46-47; #51-52; #59-64          |
| MANAGING PRODUCER, LOCAL NEWS PROGRAMS, WBUR Program & Production       | 9                        | BU Website                         | Other Electronic Site<br>Chronicle of Higher Education;<br>Indeed.com; LinkedIn; Other<br>Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| SENIOR REPORTER, INVESTIGATIONS, WBUR Program & Production              | 7                        | BU Website                         | Indeed.com; LinkedIn  | #41-42; #46-47; #51-52; #59-64          |
| NEWSROOM FELLOW, WBUR News and Programming                              | 5                        | Indeed.com                         | BU Website; LinkedIn  | #41-42; #46-47; #51-52; #59-64          |
| NEWSROOM FELLOW, WBUR News and Programming                              | 5                        | BU Website                         | BU Website; Indeed.com;   | #41-42; #46-47; #51-52; #59-64          |
| SENIOR MANAGER, PEOPLE PLANNING & OPS, WBUR                             | 5                        | LinkedIn                           | LinkedIn; Other Electronic Site<br>BU Website; AbilityJobs.com; BU<br>Center for Career Development;<br>HBCUConnect.com;  | #41-42; #46-47; #51-52; #59-64          |
| PROJECT MANAGER, WBUR Operations  | 6                        | BU Website                         | HigheredJobs.com; Indeed.com;<br>LinkedIn; Other Electronic Site<br>BU Website; Indeed.com;   | #41-42; #46-47; #51-52; #59-64          |
| PROJECT MANAGER, WBUR Operations  | 1                        | BU Website                         | LinkedIn; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| SENIOR FINANCIAL ADMINISTRATOR, WBUR Finance                            | 3                        | BU Website                         | BU Website; LinkedIn<br>BU Website; B2BU-PF; Boston<br>Career Link; HigherEdJobs.com;<br>Indeed.com; LinkedIn; Other<br>Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| REPORTER, WBUR News and Programming                                     | 5                        | BU Website                         | BU Website; BU Career Services<br>Office; HigherEd Jobs; Indeed.com;  | #41-42; #46-47; #51-52; #59-64          |
| DEPUTY MANAGING EDITOR, WBUR News and Programming                       | 6                        | BU Website                         | LinkedIn; Other Electronic Site<br>BU Website; AbilityJobs.com;<br>Boston Career Link; BU Career<br>Services Office; BU Center for<br>Career Development; BUSPH Job<br>Fair; DirectEmployers.org;<br>HigheredJobs.com; Indeed.com;                    | #41-42; #46-47; #51-52; #59-64          |
| DATA ANALYST, WBUR Product & Audience Insights                          | 1                        | Indeed.com                         | LinkedIn; Work Without Limits;<br>Other Electronic Site<br>BU Website; Boston Career Link;<br>Indeed.com; Inside Higher Ed;   | #41-42; #46-47; #51-52; #59-64          |
| BROADCAST RECORDING TECHNICIAN II, WBUR Program & Production            | 1                        | Indeed.com                         | LinkedIn; Other Electronic Site<br>BU Website; HBCUConnect.com;<br>HigheredJobs.com; Indeed.com;  | #41-42; #46-47; #51-52; #59-64          |
| EXECUTIVE PRODUCER, All Things Considered, WBUR News and Programming    | 3                        | BU Website                         | LinkedIn; Other Electronic Site<br>BU Website; Boston Career Link;<br>Indeed.com; LinkedIn; Other<br>Electronic Site  | #41-42; #46-47; #51-52; #59-64          |
| EXECUTIVE PRODUCER, Radio Boston, WBUR News and Programming             | 3                        | BU Website                         | BU Website; Indeed.com;<br>LinkedIn; Other Electronic Site;   | #41-42; #46-47; #51-52; #59-64          |
| MIDDAY NEWS ANCHOR, WBUR News and Programming                           | 3                        | BU Website                         | Talent.com; wayup.com<br>BU Website; B2BU-PF; Boston<br>Career Link; HigherEdJobs.com;<br>Indeed.com; LinkedIn; Other<br>Electronic Site  | #41-42; #46-47; #51-52; #59-64          |
| ASSOCIATE PRODUCER, WBUR News and Programming                           | 3                        | BU Website                         | BU Website; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| PRODUCER, WBUR Program & Production                                     | 3                        | BU Website                         | BU Website; Chronicle of Higher<br>Education; Boston Career Link;<br>DirectEmployers.org; Employment<br>Agency; Indeed.com; Inside Higher<br>Ed; LinkedIn; Other Electronic Site<br>BU Website; Boston Career Link;<br>Employment Agency; Indeed.com; | #41-42; #46-47; #51-52; #59-64          |
| ASSOCIATE PRODUCER OR PRODUCER, RADIO BOSTON, WBUR News and Programming | 8                        | BU Website                         | LinkedIn; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| PRODUCER, WBUR News and Programming                                     | 4                        | BU Website                         | LinkedIn; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| FLOATING PRODUCER, WBUR Editorial                                       | 6                        | BU Website                         | BU Website; BU Center for Career<br>Development; Employment Agency;<br>HigherEdJobs.com; Indeed.com;<br>Inside Higher Ed; Ziprecruiter.com;   | #41-42; #46-47; #51-52; #59-64          |
| CitySpace Technical Operations Manager, WBUR Engineering                | 3                        | HigherEdJobs.com                   | LinkedIn; Other Electronic Site<br>BU Website; HigherEdJobs.com;<br>Indeed.com; LinkedIn  | #41-42; #46-47; #51-52; #59-64          |
| SALESFORCE ADMINISTRATOR, WBUR Engineering                              | 12                       | LinkedIn                           | BU Website; HigherEdJobs.com;<br>Indeed.com; LinkedIn;<br>Monster.com; Other Electronic Site<br>BU Website; BU Center for Career<br>Development; Indeed.com;  | #41-42; #46-47; #51-52; #59-64          |
| DONOR RELATIONS SPECIALIST, WBUR, Membership, Operations                | 7                        | BU Website                         | LinkedIn; Other Electronic Site<br>Asian American Civic Association;<br>Boston Career Link; BU Website;<br>Indeed.com; LinkedIn; Other<br>Electronic Site   | #41-42; #46-47; #51-52; #59-64          |
| Donor Strategy & Data Manager, WBUR Development                         | 9                        | Other Electronic Site              | Electronic Site   | #41-42; #46-47; #51-52; #59-64, #69     |

|   |    |                       |   |                                     |
|---|----|-----------------------|---|-------------------------------------|
| SENIOR DONOR RELATIONS SPECIALIST, WBUR Development                 | 6  | BU Website            | BU Website; Indeed.com; LinkedIn; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64      |
| LEGACY GIVING MANAGER, WBUR Development                             | 9  | LinkedIn              | BU Website; Employment Agency; HigherEdJobs.com; Indeed.com; Inside Higher Ed; LinkedIn; Other Electronic Site  | #41-42; #46-47; #51-52; #59-64      |
| ACCOUNT MANAGER, WBUR Business Partnerships                         | 3  | Indeed.com            | BU Website; Boston White Black; Indeed.com; LinkedIn; Other Electronic Site   |                                     |
| ASSOCIATE PRODUCER, WBUR News and Programming                       | 3  | BU Website            | BU Website; HigerEdJobs.com; Indeed.com; LinkedIn; Other Electronic Site  | #41-42; #46-47; #51-52; #59-64      |
| ASSOCIATE PRODUCER, DIGITAL PRODUCTS, WBUR News and Programming     | 13 | BU Website            | BU Website; Boston Center for Career Development; Boston Career Link; HigherEdJobs.com; Indeed.com; Inside Higher Ed; LinkedIn; Other Electronic Site |                                     |
| DIGITAL & MARKETING ASSOCIATE, WBUR Business Partnerships           | 7  | LinkedIn              | BU Website; B2BU-PF; Boston Career Link; DirectEmployers.org; HigherEdJobs.com; Indeed.com; LinkedIn; Other Electronic Site                           | #41-42; #46-47; #51-52; #59-64      |
| SYSTEMS ADMINISTRATOR, WBUR Engineering                             | 2  | Other Electronic Site | BU Website; BU Center for Career Development; HigherEdJobs.com; Indeed.com; Inside Higher Ed; LinkedIn; Other Electronic Site; Terrier Temp Program   | #41-42; #46-47; #51-52; #59-64; #80 |
| SENIOR LEADERSHIP GIFTS OFFICER, WBUR Development                   | 5  | BU Website            | BU Website; Indeed.com; HigherEdJobs.com; LinkedIn  | #41-42; #46-47; #51-52; #59-64      |
| ASSOCIATE PRODUCER, WBUR News and Programming                       | 9  | LinkedIn              | BU Website; Boston Career Link; Indeed.com; LinkedIn; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64      |
| ACCOUNT MANAGER, WBUR Business Partnerships                         | 1  | BU Website            | BU Website; HigherEdJobs.com; Indeed.com; LinkedIn  | #41-42; #46-47; #51-52; #59-64      |
| ADVERTISING OPERATIONS MANAGER, WBUR Business Partnerships          | 5  | LinkedIn              | BU Website; Boston Career Link; Indeed.com; LinkedIn; Other Electronic Site   | #41-42; #46-47; #51-52; #59-64      |
| EVENTS RENTAL SALES MANAGER, WBUR Business Partnerships             | 1  | BU Website            | Indeed.com; LinkedIn  | #41-42; #46-47; #51-52; #59-64      |
| EDUCATION REPORTING FELLOW, WBUR News and Programming               | 10 | Indeed.com            | Indeed.com; LinkedIn  | #41-42; #46-47; #51-52; #59-64      |
| ASSOCIATE PRODUCER, Cognoscenti, WBUR News and Programming          | 5  | BU Website            | BU Website; HigherEdJobs.com; Indeed.com; LinkedIn; Inside Higher Ed; Other Site  | #41-42; #46-47; #51-52; #59-64      |
| EDITOR, COGNOSCENTI, WBUR News and Programming                      | 5  | LinkedIn              | BU Website; DirectEmployers.org; HigherEdJobs.com; Indeed.com; LinkedIn   | #41-42; #46-47; #51-52; #59-64      |
| DIRECTOR OF CROSS PLATFORM COLLABORATION, WBUR Program & Production | 5  | LinkedIn              | BU Website; LinkedIn  | #41-42; #46-47; #51-52; #59-64      |
| DIRECTOR OF LIVE LISTENING, WBUR Programming & Production           | 1  | BU Website            | BU Website  | #41-42; #46-47; #51-52; #59-64      |
| Senior Producer, Podcasts, WBUR Business Partnerships               | 3  | Content Ink           | Content Ink   | #41-42; #46-47; #51-52; #59-64; #74 |
| Donor Relations Specialist, WBUR Memberships                        | 7  | BU Website            | BU Website; Indeed.com; HighedEd  | #41-42; #46-47; #51-52; #59-64      |
| Chief Engineer/Broadcast Systems Manager, WBUR Engineering          | 4  | BU Website            | BU Website  | #41-42; #46-47; #51-52; #59-64      |

WBUR  
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Attachment A

Recruitment Sources used for Full-Time Job Op

- 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 Me  
2365 Harrodsburg Rd., A325  
Lexington, KY 40504
- 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, MA Chapter  
465 Waverley Oaks Road, Ste. 421  
Waltham, MA 02452  
781-397-8870  
Linda Guild  
[www.afmass.org](http://www.afmass.org)  
617-355-3066  
Mia Simon
- 5 Blacks Interested in Com  
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 Net  
P.O. Box 55399  
Atlanta, GA 30308-5399  
888-676-6389  
[www.minorityprofessionalnetwork.com](http://www.minorityprofessionalnetwork.com)
- 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 Cha  
158 Tremont St., #1  
Cambridge, MA 02139  
<http://careerservices.nabj.org/>  
Web posting on career page
- 11 National Assoc of Hispani  
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 c  
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 Journalis  
<http://www.aaaja.org/category/jobs-opportunities/>  
Web Posting on career page
- 18 National Association of Hispanic Journalists  
<http://www.nahjcareercenter.com/>  
Web posting on career page
- 19 [JournalismJobs.com](http://www.journalismjobs.com)  
<http://www.journalismjobs.com/index.php>  
Web posting on career page
- 20 Corporation of Public Bro:  
<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  
[ncbwomanhattanchapter@yahoo.com](mailto:ncbwomanhattanchapter@yahoo.com)
- 23 Community Work Service  
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 Service  
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)
- 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 Ni  
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 Conventi  
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  
[rgezale@operationable.net](mailto:rgezale@operationable.net)
- 34 The Partnership, Inc.  
155 Seaport Blvd., 11th Floor  
Boston, MA 02210  
Attn: Suzanne Wilkins, Director Pgm Services  
p. 617-262-2828
- 35 Emerson College  
Office of Career Services  
120 Boylston Street  
Boston, MA 02116  
617-824-8586
- 36 Emmanuel College  
Office of Internships & Career Development  
400 The Fenway  
Boston, MA 02115  
p. 617-735-9975

- f. 617-988-6157  
[thepartnershipinc.org](mailto: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](http://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](mailto:www.careers@umb.edu)
- 43 [idealists.org](http://www.idealists.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)  
<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](http://Indeed.com)
- 63 [Glassdoor.com](http://Glassdoor.com)
- 66 [PublicMediaJobs.org](http://PublicMediaJobs.org)
- 69 Asian American Civic Association  
[aaca-boston.org](http://aaca-boston.org)
- 72 Sonic Soiree Newsletter  
<https://www.facebook.com/groups/450209022047055>
- 75 JournalismNext  
<https://www.journalismnext.com/>
- 78 DG DDI Research  
<https://www.developmentguild.com/>
- Contact: Matt Cardin  
[careers@emerson.edu](mailto:careers@emerson.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)
- 41 Boston University Website  
[www.bu.edu/hr/employment/jobs/jobs](http://www.bu.edu/hr/employment/jobs/jobs); [www.wbur.org](http://www.wbur.org)
- 44 Association of Fundraising Professionals  
<http://www.afpnet.org/JobCenter/?nav=1>
- 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](http://ZipRecruiter.com)
- 64 [CareerBuilder.com](http://CareerBuilder.com)
- 67 [EmploymentCrossing.com](http://EmploymentCrossing.com)
- 70 [JobTarget.com](http://JobTarget.com)
- 73 Egon Zehnder  
<https://www.egonzehnder.com/what-we-do/ex>  
Contact Kim Henderson  
(617) 535 3500
- 76 NYC Public Radio Listserv  
<https://groups.google.com/forum>
- 79 LADiO Listserv
- f. 617-264-7695  
e. [weilerbr.emmanuel.edu](mailto:weilerbr.emmanuel.edu)  
Brie Weiler, Career Advisor
- 39 Suffolk University Career Services & Cooperative  
8 Ashbuton Place  
Boston, MA 02108  
617-573-8480  
Terry Wells  
[Twells@suffolk.edu](mailto:Twells@suffolk.edu)
- 42 WBUR Website  
[www.wbur.org](http://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](http://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](http://SimplyHired.com)
- 65 NAB Leadership  
[BroadcastCareerLink.com](http://BroadcastCareerLink.com)
- 68 [CareerLink.com](http://CareerLink.com)
- 71 The Work Place  
[workplace.org](http://workplace.org)
- 74 Content Ink  
<https://content-ink.com/services>  
Contact John McCarus  
(347) 702-1688
- 77 Koya Partners  
<https://kovapartners.com/>
- 80 TerrierTemps  
<https://www.bu.edu/hr/manager-resources/hiring-temporary-personnel/temporary-agency-personnel/>

ATTACHMENT B

MENU OPTION ACTIVITIES

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

| Type of Activity  | Description   |
|---|---|
| <p><b>I. Establishment of Training Programs Designed to Enable Station Personnel to Acquire Skills That Could Qualify Them For Higher Level Positions</b></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 team members.</p> <p>Through our status as an NPR Member Station, there are frequent NPR webinars on "best practices" for editorial, digital and promotional strategies available for all editorial and non-editorial team members.</p> <p>Poynter ACES Advanced Editing Certificate - Poynter offers advanced editing certificates for experienced editors who are seeking to move their work to a new level. Approx. eight (8) WBUR editorial team members participated in this program in 2023.</p> <p>Lede-rship Scholar internal WBUR training program is a three-month-long internal role training program. Two team members participated in the fellowship which consisted of a podcast and editor rotation.</p> <p>HostCon 2023 - One team member attended the weekend conference for hosts at WAMU in Washington, DC. The conference features sessions and individual airchecks aimed at sounding more authentic on-air and improving newscasts, as well as dealing with burnout and fatigue that comes with the morning schedule.</p> <p>Descript Training - Team members participated in training focused on the new audio transcription program which also offers some editing, translation and other capabilities.</p> <p>Cindy Carpien Intensive Trainings - 2 training cycles -- each about a half dozen sessions to learn about radio fundamentals, specifically for journalists new to WBUR. Groups of about 4 journalists attended sessions.</p> <p>Program Director's Conference - team members participated in the annual conference with other program directors which includes sessions on station mgmt, audience metrics and collaborating on best practices</p> <p>UMass Chan Health Fellowship - Two team members participated in the media fellowship offers print, broadcast and digital journalists the opportunity to immerse themselves for two full days in a leading academic biomedical research institution, gaining access to our leaders and faculty to develop story ideas, contacts, and a greater context for cutting-edge medicine and science reporting.</p> <p>Radio Bootcamp/How to Bring History to Life training - A team member participated in this training which focused on a variety of audio documentaries, how to identify and avoid pitfalls, as well as, learning strategies to adopt. The training also prepares participants on how to use living and past sources as guides to places and times that no longer exist.</p> <p>Logan Symposium - The Logan Symposium brings together a Who's Who of top investigative journalists to address the critical issues confronting the field. The event also convenes newsroom leaders, as well as media attorneys, academics, major foundations and philanthropists who support journalism in the public interest.</p> <p>NPR Climate Summit - A team member participated in the curated series of workshops, stories and conversations covering the search for climate solutions.</p> <p>Music-Making Magic workshop - A team member participated in the workshop which explored everything from the foundations of sound synthesis and sampling to sound design for picture and video games, working with modular and vintage synthesizers or the latest in performance controllers.</p> <p>Public Media Journalists Association Editor's workshop - A team member participated in PMJA's popular workshop for editors which provides participants with new tools for their editor's toolbox.</p> <p>Climate Changes Everything: Creating a Blueprint for Media Transformation workshop - Leading journalists from around the world took part in an unprecedented conversation about how to cover a world on fire. (Environment reporter P. Moura participated)</p> <p>Covering Climate Now conference / Columbia University - A team member participated in this year's conference convened climate journalists from around the world to discuss how the issue is covered, how climate journalists can help newsrooms cover the issue more holistically, how to best cover environmental justice issues, how to cover climate disinformation in politics, and what "solutions" journalism looks like.</p> <p>American Geophysical Union (AGU) - A team member attended the AGU Fall meeting convenes top climate scientists in the world, hosts press panels and other opportunities for press to learn about the latest climate science and interact with climate scientists.</p> <p>Master Class for Media Managers - A team member participated in this personalized learning series with internally respected experts in media leadership, ethics, inclusivity and culture such as Jill Geisler, Bill Plante Chair in Leadership &amp; Media Integrity, Loyola University.</p> <p>Investigative Reporters and Editors Series - Workshops, speakers, trainings and hands-on sessions to improve investigative journalism, two team members participated in this series.</p> <p>NICAR - National Institute of Computer Assisted Reporting -A team member attended the detailed training covering computer assisted reporting, coding and data collection for journalists.</p> <p>The Partnership: Next Generation Executive Leadership - Leadership development program for managers/executives of color to enable them to reach the top tier of their industries.</p> <p>Editorial Integrity and Leadership Initiative - This fellowship for public media journalists will strengthen news leadership and ethical decision-making skills. Over nine months, participants will receive individual coaching, learn from industry experts, collaborate in small peer groups, and work on a personal project that will benefit their newsroom and their own leadership. This fellowship requires participation in twice-monthly online workshops, along with additional online meetings with peer groups and coaches and one trip to St. Petersburg, Florida, in September.</p> <p>BU ODL ESSENTIALS FOR PROGRAM MANAGERS CURRICULUM - Virtual, live instructor-led training program offered by BU - experiential activities and peer-based learning. Provides fundamentals of leadership to gain the mindset, tools, and skills needed to be successful when leading others without direct reporting authority. Outcomes: Building the power of influence to fuel your programs and projects; Developing and demonstrating the mindsets and practices that ensure successful and timely delivery of your projects; Applying strategies for ensuring you identify the right problems and find the optimal solutions.</p> |

WBUR Mentoring Program - Several team members participate in WBUR's mentorship program as mentees and mentors. The program connects colleagues across the organization to learn from each other and create new professional networking opportunities.

**II. Participation in Job Banks, Internet Programs and other Programs Designed to Promote Outreach Generally**

Columbia School of Journalism - Career Expo  
Investigative Reporters & Editors - Annual Conference  
National Association of Hispanic Journalists - Annual Conference & Career Fair  
Asian American Journalists Association - Annual Conference & Career Fair  
National Association of Black Journalists - Annual Conference & Career Fair

**III. Participation in at Least Four Events Sponsored by Organizations Representing Groups Present in the Community Interested in Broadcast Employment Issues, Including Conventions, Career Days, Workshops and Similar Activities**

AHCJ - Annual health care journalists association conference  
Sexual Misconduct Prevention Training  
CPB Harassment & Bias Prevention Training  
Loop Lab Open House & Networking Event  
Poynter Leadership Academy for Women in Media  
Leadership Academy for Diversity in Media

**IV. Provision of Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination**

CPB Harassment & Bias Prevention Training, September 2022  
Boston University's Sexual Misconduct Prevention Training, October 2022  
Leadership Experience - Team Lead Learning & Development Series (year-round)

**V. Other Activities**

Public Media Editorial Integrity and Leadership Initiative

**VI. Internships & Fellowships**

Newsroom Arts & Culture Fellowship - One Arts & Culture fellow joined the Arts & Culture team in the newsroom for an initial 6 months with potential to be extended for an additional 6 months.  
Newsroom Education Fellowship - One education reporting fellow joined the Education team in the newsroom for 6 months.  
Finance & Administration - Intern  
Here & Now - Intern  
Newsroom Fellowships - Two current BU journalism students (undergrad and grad) embedded in newsroom departments; education and Radio Boston  
Product Team Intern - Continuing from the prior year, a BU undergraduate student worked for Product to do audience data analysis