

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

December 12, 2023

EEO Staff
Policy Division, Media Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

Re: WUFT-TV/FM, WJUF-FM, WUFQ-FM, WRUF-AM/FM, WRUF-LD EEO Audit

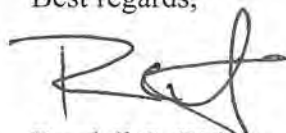
Dear Staff,

The purpose of this letter is to respond to the notice from your office dated October 30, 2023, requesting information regarding the EEO programs for the University of Florida's multiple television and radio broadcast stations, which serve the Gainesville, Florida region. The licenses and associated broadcast facilities covered under this request are: WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM and WRUF-LD, all licensed to the University of Florida Board of Trustees and operating as part of the University's College of Journalism and Communications. The responses will deal with all the stations as a unit.

Responses are given in the order requested in the October 30, 2023 letter. We welcome the opportunity to share information regarding our unique operation and how we not only serve the numerous communities of north Florida but also incorporate hundreds of communications and journalism students into all areas of our broadcast station operations annually in support of a high-level academic experience at the University of Florida.

Please feel free to contact us should you have further questions.

Best regards,



Randall C. Wright
Executive Director

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(i) **Copies of the Unit's two most recent EEO Public File Reports.**



Annual EEO Public File Report

WUFT(TV), WUFT-(FM), WJUF(FM),
WUFQ(FM), WRUF(AM), WRUF-(FM)

October 1, 2021—September 30, 2022

| Title | Requisition # | Position # | Recruitment Sources | Number of Interviews | Interviewee Recruitment Source | Date Filled |
|--------------------------|---------------|------------|---|----------------------|---|-------------|
| Multimedia Specialist | 518766 | 00015775 | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, zip recruiter, national nonprofit, national federation of community broadcasters, public media business association, alliance for women in media, asian american journalists association, broadcasting and cable, journalism jobs, native american journalists association, radio business report/tv business report, RTNDA, society of professional journalists, TV and radio jobs, current | 5 | Word of Mouth (1), Indeed (3), Facebook (1) | 1/21/2022 |
| Broadcasting Coordinator | 519306 | 00037455 | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, zip recruiter, national nonprofit, national federation of community broadcasters, public media business association, alliance for women in media, asian american journalists association, broadcasting and cable, journalism jobs, native american journalists association, radio business report/tv business report, RTNDA, society of professional journalists, TV and radio jobs, current | 3 | Indeed (1), Referral (1), Professional Website (1) | 5/9/2022 |
| Broadcasting Coordinator | 519311 | 00018960 | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, zip recruiter, national nonprofit, national federation of community broadcasters, public media business association, alliance for women in media, asian american journalists association, broadcasting and cable, journalism jobs, native american journalists association, radio business report/tv business report, RTNDA, society of professional journalists, TV and radio jobs, current | 3 | Indeed (1), Referral (1), Professional Website (1) | 5/24/2022 |
| Chief Meteorologist | 519129 | 00026469 | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, alliance for women in media, asian american journalist association, national hispanic media coalition, public media business association, TV and radio jobs, current, american meteorological society, national weather association | 3 | Careers at UF (1), Indeed (1), Invited to apply (1) | 5/31/2022 |



List of Recruitment Sources For Job Openings

2021-2022


| Recruitment Source | Address | City, State, Zip | Contact Name | Email | Phone | Type | Website |
|---|---------------------------|-------------------------|-----------------|-------------------------|--------------|----------------|----------------------------------|
| Asian American Journalists Association | 1182 Market ST, Ste 320 | San Francisco, CA 94102 | | national@aaaja.org | 415-346-2051 | Web | http://www.aaaja.org/ |
| Broadcasting & Cable | 360 Park Ave S | New York, NY 10010 | Katie Ross | info@journalismjobs.com | 800-551-5729 | Web/Periodical | http://www.broadcastingcable.com |
| Journalism Jobs | | | | info@journalismjobs.com | 510-653-1521 | Web | http://www.journalismjobs.com/ |
| indeed* | | | | | | Web | |
| National Association of Hispanic Journalists | 1000 National Press Bldg | Washington, DC 20045 | | nahj@nahj.org | 202-662-7145 | Web | http://www.nahj.org/ |
| National Association of Black Journalists | 1100 Knight Hall Ste 3100 | College Park, MD 20742 | | nabj@nabj.org | 301-405-0248 | Web | http://www.nabj.org/ |
| Native American Journalists Association | 395 W Lindsey | Norman, OK 73019-4201 | | info@naja.com | 405-325-9008 | Web | http://www.naja.com/ |
| RTNDA | 529 14th ST NW Ste 425 | Washington, DC 20045 | | | 202-659-6510 | Web | http://www.rtdna.org/ |
| Society of Professional Journalist | 3909 N Meridian ST | Indianapolis, IN 46208 | | | 317-927-8000 | Web | http://www.spl.org/ |
| University of Florida Human Resources | PO Box 155002 | Gainesville, FL 32611 | Kimberly Abbott | kimabbott@ufl.edu | 352-273-1707 | Web | http://www.hr.ufl.edu/ |
| Current.org/American University School of Comm. | | Washington, DC | | | | Web | http://jobs.current.org/ |
| University of Florida Jobs website | | Gainesville, FL 32611 | | kerelynolds@ufl.edu | 352-273-1093 | Web | jobs.ufl.edu |
| Radio Ink* | | | | | | Web | |
| Facebook* | | | | | | Web | |
| LinkedIn* | | | | | | Web | |
| Alliance for Women in Media* | | | | | | Web | |
| Career Builder* | | | | | | Web | |
| Monster.com* | | | | | | Web | |
| nationalnonprofits.org | | | | | | Web | |
| allaccess.com | | | | | | Web | |
| PRPD.org | | | | | | Web | |
| ziprecruiter.com | | | | | | Web | |
| Greater Public.org | | | | | | Web | |
| local NAACP | | | | | | Web | |

*den = (t) is the licensee's understanding that these recruitment sources automatically list all job postings included on the University of Florida website.

Invitation to request notifications of full-time position openings

We extend employment opportunities to our broadcast community through job postings on our website, as well as through various organizations and publications as appropriate for the position. If your organization would like to be notified of vacancies open for application, you may contact:

Keisha Reynolds
 Human Resources and Payroll Manager
 College of Journalism and Communications
 PO Box 118400 Gainesville, FL 32611-8400
 352-273-1093
 kerelynolds@ufl.edu

|  | | | | |
|---|--|---|---|--|
| UF CJC DIVISION OF MULTIMEDIA PROPERTIES LONGER-TERM RECRUITMENT INITIATIVES October 1, 2021 through September 30, 2022 | | | | |
| Initiative | Description | Scope | Station Personnel Involved | Number of positions during this period |
| Station Internships/Experiences All 4 semesters Prong 3 Initiative 5 | On Air and Production skill education | Training in board operations and automation systems | Glenn Richards | 2 |
| Student Internships Available all 4 semesters Prong 3 Initiative 5 | Sales/Underwriting Department for student learning broadcasting sales and research | Student is taught upfront selling process, how sales dept interacts with other station departments, gain experience in web related sales, learn sales related software, learn sales research methods/techniques | Sandy Wagner | 1 |
| Student Training through accredited college courses take through the University of Florida Journalism School Prong 3 Initiative 5 | College Courses for Credit with practical experience on WUFT-TV/FM broadcasts Radio and TV classes only | News Manager teach fundamentals of broadcast newsgathering and presentation | Ryan Vasquez, Mark Leeps | 70 |
| Student Broadcasting training Prong 3 Initiative 7 | Paid part time student employees in Radio News Fall 2020 and Spring 2021 Semesters | Training in news gathering, presentation, and on air announcing skills | Ryan Vasquez | 16 |
| Summer Journalism Institute July and August each Summer Prong 3 Initiative 10 | Six week workshop designed toward High School Students interested in Journalism and Broadcasting Summer 2022 | Instruction in Writing, Editing, Photography, Broadcasting, and Web Publishing | Harrison Hove | 112 attendees this year |
| Noticias--Spanish language news programs written and presented by students All 4 semesters | Under supervision of instructor students learn writing and reporting on news of local interest to the Latino population. | Prepares those interested for work in all media | Dania Alexandro Borges | 15 |
| Sports Reporting program All 4 semesters | Under supervision of instructor students learn writing and reporting of sports news | Prepares those interested in Radio and TV sports reporting for employment | Steve Russell, Eric Estelime, Seth Harp | 160 |
| UF job fairs 2x per year usually in the Fall and Spring | UF Career Showcase and UF Career Connection | Attended by program and music managers | Allison Faircloth | 1 |
| Station Internships/Experiences All 4 semesters Prong 3 Initiative 5 | Commercial Radio training by professionals | Live Radio operated by students for students | Allison Faircloth | 16 |
| UF CJC Inclusion Diversity & Equity Committee | Works to ensure CJC and Media Properties is a preeminent organization on matters of inclusion, diversity and equity at all levels of society | The group works to advocate toward an inclusive and equitable environment in the process of living up to the stated goals of the Committee | Ryan Vasquez | 1 |



Annual EEO Public File Report

WUFT(TV), WUFT-(FM), WJUF(FM),
WUFQ(FM), WRUF(AM), WRUF-(FM)

October 1, 2022—September 30, 2023

| Title | Requisition # | Position # | Recruitment Sources | Number of Interviews | Interviews Recruitment Source | Date Filled |
|-------------------------|---------------|------------|--|----------------------|--|-------------|
| Producer | 524031 | 00019281 | UF, Chronicle, Insider Higher Education, Alliance for Women in Media, Asian American Journalists, Broadcasting and Cable, National Association of Hispanic Journalists, National Association of Black Journalists, Current, Native American Journalists Association, TV jobs, RTNDA, Online News Association, Alabama Broadcasters Association | 3 | Careers at UF (1), Invited to apply (1), Other (1) | 1/6/2023 |
| Producer | 524516 | 00018070 | UF, Chronicle, Insider Higher Education, Alliance for Women in Media, Asian American Journalists Association, Broadcasting and Cable, National Association of Hispanic Journalists, National Association of Black Journalists, Current, Native American Journalists, TV jobs, RTNDA, Online News Association, Alabama Broadcasters Association | 3 | Referral (2), Careers at UF (1) | 1/20/2023 |
| Multimedia Specialist | 525634 | 00015775 | UF, Chronicle, Insider Higher Education, Corporation of Public Broadcasting, Florida Association of Broadcasters, TV and Radio Jobs, All Access | 4 | Invited to apply (4) | 3/31/2023 |
| Producer | 526556 | 00039729 | UF, Chronicle, Insider Higher Education, Alliance for Women in Media, Corporation of Public Broadcasting, Florida Association of Broadcasters, National Association of Broadcasters, National Educational Telecommunications Association, TV and Radio Jobs, Current, Broadcasting and Cable, RTNDA | 4 | Referral (1), Indeed (1), Careers at UF (2) | 6/9/2023 |
| Broadcasting Coordinato | 526823 | 00039802 | UF, Chronicle, Insider Higher Education, Ohio Association of Broadcasters, TV jobs, Rick Gevers newsletter, ABA (broadcasters associations) | 3 | LinkedIn (1), Other (2) | 8/14/2023 |
| Producer | 527631 | 00039728 | UF, Chronicle, Insider Higher Education, Ohio Association of Broadcasters, TV jobs, Rick Gevers newsletter, ABA (broadcasters associations) | 3 | Indeed (1), LinkedIn (2) | 8/14/2023 |



List of Recruitment Sources For Job Openings

2022-2023


| Recruitment Source | Address | City, State, Zip | Contact Name | Email | Phone | Type | Website |
|--|---------------------------|-------------------------|-----------------|--|------------------------------|----------------|--|
| Asian American Journalists Association | 1182 Market ST, Ste 320 | San Francisco, CA 94102 | | national@aaaja.org | 415-346-2051 | Web | http://www.aaaja.org/ |
| Broadcasting & Cable Journalism Jobs | 360 Park Ave S | New York, NY 10010 | Katie Ross | info@journalismjobs.com | 800-551-5729 510-653-1521 | Web/Periodical | https://www.broadcastingcable.com http://www.journalismjobs.com/ |
| indeed* | | | | | | Web | |
| National Association of Hispanic Journalists | 1000 National Press Bldg | Washington, DC 20045 | | nahj@nahj.org | 202-662-7145 | Web | http://www.nahj.org/ |
| National Association of Black Journalists | 1100 Knight Hall Ste 3100 | College Park, MD 20742 | | nabj@nabj.org | 301-405-0248 | Web | http://www.nabj.org/ |
| Native American Journalists Association | 395 W Lindsey | Norman, OK 73019-4201 | | info@naja.com | 405-325-9008 | Web | http://www.naja.com/ |
| RTNDA | 529 14th ST NW Ste 425 | Washington, DC 20045 | | | 202-659-6510 | Web | http://www.rtdna.org/ |
| Society of Professional Journalist | 3909 N Meridian ST | Indianapolis, IN 46208 | | | 317-927-8000 | Web | http://www.spi.org/ |
| University of Florida Human Resources | PO Box 155002 | Gainesville, FL 32611 | Kimberly Abbott | kimabbott@ufl.edu | 352-273-1707 | Web | http://www.hr.ufl.edu/ |
| Current.org/American University School of Comm. | | Washington, DC | | | | Web | http://jobs.current.org/ |
| University of Florida Jobs website | | Gainesville, FL 32611 | | kereynolds@ufl.edu | 352-273-1093 | Web | jobs.ufl.edu |
| Radio Ink* | | | | | | Web | |
| Facebook* | | | | | | Web | |
| LinkedIn* | | | | | | Web | |
| Alliance for Women in Media* | | | | | | Web | |
| Career Builder* | | | | | | Web | |
| Monster.com* | | | | | | Web | |
| nationalnonprofits.org | | | | | | Web | |
| allaccess.com | | | | | | Web | |
| PRPD.org | | | | | | Web | |
| ziprecruiter.com | | | | | | Web | |
| GreaterPublic.org | | | | | | Web | |
| local NAACP | | | | | | Web | |

*+ = it is the licensee's understanding that these recruitment sources automatically list all job postings included on the University of Florida website.

invitation to request notifications of full-time position openings

We extend employment opportunities to our broadcast community through job postings on our website, as well as through various organizations and publications as appropriate for the position. If your organization would like to be notified of vacancies open for application, you may contact:

Keisha Reynolds
 Human Resources and Payroll Manager
 College of Journalism and Communications
 PO Box 118400 Gainesville, FL 32611-8400
 352-273-1093
kereynolds@ufl.edu

|  | | | | |
|---|---|---|--|--|
| UF CJC DIVISION OF MULTIMEDIA PROPERTIES | | | | |
| LONGER-TERM RECRUITMENT INITIATIVES | | | | |
| October 1, 2022 through September 30, 2023 | | | | |
| Initiative | Description | Scope | Station Personnel Involved | Number of positions during this period |
| Station Internships/Experiences All 4 semesters Prong 3 Initiative 5 | On Air and Production skill education | Training in board operations and automation systems | Glenn Richards | 3 |
| Student Internships Available all 4 semesters Prong 3 Initiative 5 | Sales/Underwriting Department for student learning broadcasting sales and research | Student is taught upfront selling process, how sales dept interacts with other station departments, gain experience in web related sales, learn sales related software, learn sales research methods/techniques | Sandy Wagner | 1 |
| Student Training through accredited college courses take through the University of Florida Journalism School Prong 3 Initiative 5 | College Courses for Credit with practical experience on WUFT-TV/FM broadcasts Radio and TV classes only | News Manager teach fundamentals of broadcast newsgathering and presentation | Ryan Vasquez, Mark Leeps | 70 |
| Student Broadcasting training Prong 3 Initiative 7 | Paid part time student employees in Radio News Fall 2020 and Spring 2021 Semesters | Training in news gathering, presentation, and on air announcing skills | Ryan Vasquez | 16 |
| Summer Media Institute June or July each Summer Prong 3 Initiative 10 | Six week workshop designed toward High School Students interested in Journalism and Broadcasting Summer 2023 | Instruction in Writing, Editing, Photography, Broadcasting, and Web Publishing | Harrison Hove | 173 attendees (up from 112 prior year) |
| Noticias-Spanish language news programs written and presented by students All 4 semesters | Under supervision of instructor students learn writing and reporting on news of local interest to the Latino population. | Prepares those interested for work in all media | Dania Alexandro Borges | 15 |
| Sports Reporting program All 4 semesters | Under supervision of instructor students learn writing and reporting of sports news | Prepares those interested in Radio and TV sports reporting for employment | Steve Russell, Eric Esterline, Seth Harp | 205 (up from 160 prior year) |
| UF job fairs 2x per year usually in the Fall and Spring | UF Career Showcase and UF Career Connection | Attended by program managers | Tommy Bodean | 4 |
| Station Internships/Experiences All 4 semesters Prong 3 Initiative 5 | Commercial Radio training by professionals | Live Radio operated by students for students | Allison Faircloth | 16 |
| UF CJC Inclusion Diversity & Equity Committee | Works to ensure CJC and Media Properties is a preeminent organization on matters of inclusion, diversity and equity at all levels of activity | This group works as advocates toward an inclusive and equitable environment in the service of living up to the stated goals of the Committee | Ryan Vasquez | 1 |

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(II) **For each station in the Unit that maintains a website, the website address.**

1. WUFT-TV/FM, WJUF-FM, WUFQ-FM: www.wuft.org
2. WRUF-AM: www.wruf.com
3. WRUF-FM: www.1037theGator.com

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(III) For each of the unit's full-time positions filled during the period covered by the EEO Public File Reports, the date of hire as well as dated copies of all advertisements, bulletins, letters, faxes, e-mails or other communications announcing the position.

*Documentation showing one such notice was sent.

*List of additional sources to which the notice was distributed.

*Statement confirming notices to all additional sources used to announce the vacancy were retained.

*NOTE: During the period **no organizations have requested to be notified** of the Unit's job openings.

Documentation Pertaining to "III" to Follow

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(IV) Total number of interviewees for each vacancy and the referral source for each interviewee for all the Unit's full-time vacancies filled during the period covered by the above-noted EEO Public File Report.

Supporting documentation for all vacancies and WRUF-WUFT's efforts to secure a diverse pool of qualified candidates are to follow. See annual EEO reports for interviews and referral source(s).

- *Position/posting: Multimedia Specialist, position posted 10/27/2021.
- *Position/posting: Chief Meteorologist, position posted 11/23/2021.
- *Position/posting: Broadcast Coordinator II (Brand Manager), position posted 12/7/2021.
- *Position/posting: Broadcast Coordinator II (Executive Producer), position posted 12/7/2021.
- *Position/posting: Multimedia Content Producer, position posted 10/4/2022.
- *Position/posting: Media Services Coordinator (Producer), position posted 11/3/2022.
- *Position/posting: Multimedia Specialist, position posted 2/8/2023.
- *Position/posting: Producer II, position posted 4/14/2023.
- *Position/posting: Broadcasting Coordinator III, position posted 5/4/2023.
- *Position/posting: Producer III, position posted 7/11/2023.

| Title | Position # | Req # | Posting Opens | Posting Closes | Filled | Hire Date | # of applicants | sourcing |
|---------------------------------------|------------|--------|---------------|----------------|----------------------|------------------|-----------------|--|
| Multimedia Specialist I | 00015775 | 518766 | 10/27/21 | 11/10/21 | Lorenzo Phrazavath | Hired: 1/21/2022 | | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, zip recruiter, national nonprofit, national federation of community broadcasters, public media business association, alliance for women in media, asian american journalists association, broadcasting and cable, journalism jobs, native american journalists association, radio business report/tv business report, RTNDA, american journalists association, radio business report/tv business report, RTNDA, society of professional journalists, TV and radio jobs, current |
| Chief Meteorologist | 00026469 | 519129 | 11/23/21 | 12/14/21 | Jeff George | Hired: 5/31/2022 | | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, alliance for women in media, asian american journalists association, national hispanic media coalition, public media business association, TV and radio jobs, current, american meteorological society, national weather association |
| Broadcast Crd II (Brand Manager) | 00018960 | 519311 | 12/7/21 | 1/7/21 | Tommy Bo Dean | Hired: 5/24/2022 | | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, zip recruiter, national nonprofit, national federation of community broadcasters, public media business association, alliance for women in media, asian american journalists association, broadcasting and cable, journalism jobs, native american journalists association, radio business report/tv business report, RTNDA, american journalists association, radio business report/tv business report, RTNDA, society of professional journalists, TV and radio jobs, current |
| Broadcast Crd II (Executive Producer) | 00037455 | 519306 | 12/7/21 | 1/7/21 | Heather Van Blokland | Hired: 5/9/2022 | | UF, Chronicle, Inside Higher Education, national association of broadcasters, national association of black journalists, national association of hispanic journalists, great public, zip recruiter, national nonprofit, national federation of community broadcasters, public media business association, alliance for women in media, asian american journalists association, broadcasting and cable, journalism jobs, native american journalists association, radio business report/tv business report, RTNDA, american journalists association, radio business report/tv business report, RTNDA, society of professional journalists, TV and radio jobs, current |
| Multimedia Content Producer | 00019281 | 524031 | 10/4/22 | 11/6/22 | Mike Loizzo | Hired: 1/6/2023 | | UF, Chronicle, Inside Higher Education, Alliance for Women in Media, Asian American Journalists, Broadcasting and Cable, National Association of Hispanic Journalists, National Association of Black Journalists, Current, Native American Journalists Association, TV jobs, RTNDA, Online News Association, Alabama Broadcasters Association |
| Media Services Coordinator (Producer) | 00018070 | 524516 | 11/3/22 | 11/27/22 | Lorenzo Phrazavath | Hired: 1/20/2023 | | UF, Chronicle, Inside Higher Education, Alliance for Women in Media, Asian American Journalists, Broadcasting and Cable, National Association of Hispanic Journalists, National Association of Black Journalists, Current, Native American Journalists Association, TV jobs, RTNDA, Online News Association, Alabama Broadcasters Association |
| Multimedia Specialist I | 00015775 | 525634 | 2/8/23 | 2/22/23 | Taylor Vorburger | Hired: 3/31/2023 | | UF, Chronicle, Inside Higher Education, Corporation of Public Broadcasting, Florida Association of Broadcasters, TV and Radio Jobs, All Access |
| Producer II | 00039729 | 526556 | 4/14/23 | 4/28/23 | Kristin Moorehead | Hired: 6/9/2023 | | UF, Chronicle, Inside Higher Education, Alliance for Women in Media, Corporation of Public Broadcasting, Florida Association of Broadcasters, National Association of Broadcasters, National Educational Telecommunications Association, TV and Radio Jobs, Current, Broadcasting and Cable, RTNDA |
| Broadcasting Coordinator III | 00039802 | 526823 | 5/4/23 | 5/25/23 | Alicia Coleman | Hired: 8/14/2023 | | UF, Chronicle, Inside Higher Education, Ohio Association of Broadcasters, TV jobs, Rick Gevers newsletter, ABA (broadcasters associations) |
| Producer III | 00039728 | 527631 | 7/11/23 | 7/25/23 | Andre Sanders | Hired: 8/14/2023 | | UF, Chronicle, Inside Higher Education, Ohio Association of Broadcasters, TV jobs, Rick Gevers newsletter, ABA (broadcasters associations) |

Link to job posting: <https://explore.jobs.ufl.edu/en-us/job/525634/multimedia-specialist-i>

Next Steps:

1. Schedule charge meeting with search panel and CJC HR.
2. Draft screening rubric: <https://www.jou.ufl.edu/wp-content/uploads/2021/12/Screening-Rubric.xlsx> and interview rubric: <https://www.jou.ufl.edu/wp-content/uploads/2021/11/Staff-Sample-Rubric082621.docx> and send to Julia Seay for review and approval before meeting with search panel to review candidates
3. Notify CJC-HR when you have narrowed your pool of candidates so that we can email the candidates that you are no longer considering.
4. CJC HR will review proposed list of finalists and equity advisor report to determine if the committee can move to interviews or if further recruiting should be conducted.
5. Once a final candidate has been determined, please notify CJC HR to identify final salary and draft offer letter.

Screening Applicant Resources:

- How to Use Careers at UF: <https://learn-and-grow.hr.ufl.edu/toolkits-resource-center/human-resources-toolkits/careers-at-uf/>
- How to View Applicants: http://training.hr.ufl.edu/instructionguides/careersatuf/searchcommittee_viewapplicants.pdf
- **Veteran's Preference Information** (This position IS eligible for veteran's preference): <https://hr.ufl.edu/manager-resources/recruitment-staffing/hiring-center/managing-applications/reviewing-applicants/>

Interviewing Resources:

- UF Interview Guide: <https://hr.ufl.edu/wp-content/uploads/2018/04/hiringdeptinterviewguide.pdf>
- The Interview Experience: <https://hr.ufl.edu/manager-resources/recruitment-staffing/hiring-center/selecting-candidates/the-interviewing-experience/>
- Behavioral Based Interview Guide: http://training.hr.ufl.edu/resources/LeadershipToolkit/job_aids/behavioral_interview.pdf

General Recruitment and Hiring Resources:

- Reference checks: <https://hr.ufl.edu/manager-resources/recruitment-staffing/hiring-center/preparing-an-offer/conducting-a-useful-reference-check/>
- UF hiring policies: <https://hr.ufl.edu/manager-resources/recruitment-staffing/hiring-center/advertising-the-job/uf-hiring-policies/>
- Equal opportunity and affirmative action: <https://hr.ufl.edu/manager-resources/recruitment-staffing/institutional-equity-diversity/>

Let me know if you have any questions!

Best,



**Julia Seay, Human Resources
Generalist, SHRM-SCP**

College of Journalism & Communications

University of Florida

352-273-2232

julialyons@ufl.edu | jseay@jou.ufl.edu

Broadcast Career Link (National Association of Broadcasters): <https://www.broadcastcareerlink.com>

30 days

Open Rate: \$250.00

FL Rate: \$220.00

National Association of Black Journalists: <https://nabjcareers.org>

30 days

Open Rate: \$150.00

FL Rate: \$150.00

National Association of Hispanic Journalists: <https://www.nahjcareers.org>

30 days

Open Rate: \$150.00

FL Rate: \$150.00

GreaterPublic.org

30 days

Open Rate: \$0.00

FL Rate: \$0.00

Alliance for Women In Media (Formerly American Women in Radio & TV)

30 days

Open Rate: \$350.00

FL Rate: \$350.00

Asian American Journalists Association

30 days

Open Rate: \$150.00

FL Rate: \$150.00

National Hispanic Media Coalition

Graystone cannot post to this website

Public Media Business Association (Formerly Public Broadcasting Management Association)

30 days

Open Rate: \$0.00

FL Rate: \$0.00

TVandRadioJobs.com

30 days

Open Rate: \$0.00

FL Rate: \$0.00

Current.org (publicmediajobs.org)

30 days

Open Rate: \$299.00

FL Rate: \$299.00

American Meteorological Society

30 days

Open Rate: \$379.00

FL Rate: \$333.52

National Weather Association

30 days

Open Rate: \$40.00

FL Rate: \$40.00

Chief Meteorologist and Director of the Florida Public Radio Emergency Network (FPREN)

Bring Your Leadership to a Culture of Excellence!

WUFT-TV/FM, home of the Florida Public Radio Emergency Network (FPREN) and part of the UF College of Journalism and Communications seeks an innovative, experienced and driven meteorologist and communicator to lead our four-person WUFT-TV/FM weather team and direct the Florida Public Radio Emergency Network (FPREN) and South Carolina Emergency Information Network (SCEIN). This position supervises a team of meteorologists and content producers and editors and reports to the Executive Director of

the Division of Media Properties. We are seeking an experienced professional that can connect to and motivate the diverse multi-market and multi-state population we serve and instruct.

About the Opportunity

The Chief Meteorologist and Director of the Florida Public Radio Emergency Network (FPREN) will serve as the primary on air talent and behind the scenes manager for weather and public safety content produced and delivered through the College through television, radio, and digital platforms.

This position provides oversight of the daily operation of two multi-station emergency content networks (FPREN and SCEIN) including budgetary review and decision-making responsibilities. The Chief Meteorologist and Director maintains routine contact with Florida Public Media and South Carolina ETV/Public Radio personnel and leadership to ensure severe weather and other FPREN/SCEIN content is being deployed appropriately on local market stations (on air, online and via social media).

In this role the successful candidate will also provide oversight of the compilation of daily forecast products for distribution on television, radio and internet/web-new media applications which may include weekday, weeknight, or weekends to ensure the appropriate content is being developed and delivered to all relevant stations. The Chief Meteorologist and Director will oversee web and social media based weather-related products for the Division of Multimedia Properties and associated products and platforms. This position also oversees the student interns (Meteorologist in Training) in the weather area of the operation.

The Chief Meteorologist and Director must work strategically to ensure the WRUF-TV local broadcast and cable channel is positioned as an effective local weather, news and sports content channel utilizing content developed in the College of Journalism and Communications and Division of Media Properties.

This position will perform in a high-profile role, serving the local viewing and listening area as well as the entire state of Florida and South Carolina via television and radio. Must be comfortable in public settings and in representing the College of Journalism and Communications and the University of Florida.

Our Commitment to Diversity, Equity, and Inclusion

The College of Journalism and Communications is committed to creating an inclusive environment and is proud to be an equal opportunity employer. We attribute our success to a work force that embraces the contributions of people of all backgrounds and ability levels.

About the College of Journalism and Communications

The College of Journalism and Communications is accredited by the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) and is home to four departments – Advertising, Journalism, Public Relations, and Telecommunication. The college provides hands-on learning immersion experiences through the Innovation News Center, The Agency, Frank gatherings, the Division of Multimedia Properties, the Summer Media Institute, undergraduate research, various extracurricular groups and activities, etc. To learn more: <https://www.jou.ufl.edu/this-is-cjc/>

About the Division of Media Properties

The College of Journalism's Division of Media Properties, includes seven broadcast stations, allowing students from throughout the College to gain experience in a competitive broadcast and multimedia environment. More than 200 students work in news, sports, production, management positions, web design, promotions and advertising for the radio and television stations each semester.

Division of Media Properties: <https://www.jou.ufl.edu/home/main-immersion/mediaproperties/>

Innovation News Center: <https://www.jou.ufl.edu/home/main-immersion/in/>

FPREN: <https://www.wuft.org/weather/?station=wuft>

About the City of Gainesville

Gainesville (<http://cityofgainesville.org>) is home to Florida's largest and oldest university, and so is one of the state's centers of education, medicine, cultural events and athletics. Additionally, the city owns a regional transit system, a regional airport, and a 72-par championship golf course. Known for its preservation of historic buildings and the beauty of its natural surroundings, Gainesville's numerous parks, museums and lakes provide entertainment to thousands of visitors. Because of its beautiful landscape and urban "forest," Gainesville is one of the most attractive cities in Florida.

Explore Gainesville in 60

Seconds: https://www.youtube.com/watch?app=desktop&v=e_7nUKAFanM&skip_registered_account_check=true

EXPECTED SALARY:

Commensurate with experience

MINIMUM REQUIREMENTS:

Bachelor's degree in an appropriate area and four years of relevant experience.

SPECIAL INSTRUCTIONS TO APPLICANTS:

Please upload a resume, cover letter, and list of professional references for consideration.

Apply: <https://explore.jobs.ufl.edu/en-us/job/519129/chief-meteorologist-and-director-of-the-florida-public-radio-emergency-network-fpren>

Application must be submitted by 11:55 p.m. (ET) of the posting end date.

HEALTH ASSESSMENT REQUIRED:

No

The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

Open Rate: \$100.00
FL Rate: \$100.00

RadioBusinessReport/TVBusinessReport
30 days
Open Rate: \$99.00
FL Rate: \$99.00

RTNDA
30 days
Open Rate: \$50.00
FL Rate: \$50.00

Society of Professional Journalists
30 days
Open Rate: \$350.00
FL Rate: \$350.00

TVandRadioJobs.com
30 days
Open Rate: \$0.00
FL Rate: \$0.00

Current.org (publicmediajobs.org)
30 days
Open Rate: \$299.00
FL Rate: \$299.00

WRUF-FM/GHQ Brand Manager/Talent

BROADCAST COORDINATOR II

JOB DESCRIPTION:

Bring Your Leadership to a Culture of Excellence!

The College of Journalism and Communications at the University of Florida is seeking a Talent Brand Manager for WRUF-FM, 1037TheGator.com and GHQ. This position will be responsible for the direction and overall performance level of WRUF-FM and the associated digital and social media channels in addition to GHQ, a CHR-formatted student-focused radio/digital/social property operated by the University of Florida College of Journalism and Communications Division of Media Properties. The position will host a live daypart on 1037, The Gator (WRUF-FM), a 100,000 watt commercial radio station with a country format and be responsible for the overall performance of the station with a specific emphasis on programming, overall content and scheduling of WRUF-FM and GHQ. "The Gator" also serves as the flagship, along with sister commercial radio station WRUF-AM, for the Florida Gators and broadcasts Gator football and men's basketball games. The Brand Manager will work alongside the Assistant Brand Manager/Social Media Manager for WRUF-FM/GHQ to ensure the station(s) are performing at the highest levels and providing quality professional experiences for University of Florida students in the College of Journalism and Communications.

About the Opportunity

The Talent Brand Manager will oversee programming for commercial radio station WRUF-FM and non-commercial GHQ, identified as an immersive professional experience for College of Journalism and Communications students. This position must meet and exceed mutually agreed upon ratings goals. Responsible for adherence and compliance to UF Media Properties/CJC/UF program standards and FCC regulations. The Talent Brand Manager establishes and communicates programming and content goals and vision and then clearly measures their results. This position will provide programming leadership in a sales-friendly environment. Develop and effectively manages department budget. Maintain on-going communications with external industry and public organizations.

The Talent Brand Manager will supervise use of any syndicated and/or outside services and coordinates with programming consultant. Works in coordination with WRUF-AM Brand Manager and programming personnel with WUFT-TV/FM on projects that relate to all of the University's media properties.

The Talent Brand Manager is responsible for hosting weekday air shift on WRUF-FM and coordinates all community-related remotes, events, etc. Maintains oversight of production elements of the stations and works with/trains students in industry standard techniques related to on air, production, programming and social media.

Our Commitment to Diversity, Equity, and Inclusion

The College of Journalism and Communications is committed to creating an inclusive environment and is proud to be an equal opportunity employer. We attribute our success to a work force that embraces the contributions of people of all backgrounds and ability levels.

About the College of Journalism and Communications

The College of Journalism and Communications is accredited by the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) and is home to four departments – Advertising, Journalism, Public Relations, and Telecommunication. The college provides hands-on learning immersion experiences through the Innovation News Center, The Agency, Frank gatherings, the Division of Multimedia Properties, the Summer Media Institute, undergraduate research, various extracurricular groups and activities, etc. To learn more: <https://www.jou.ufl.edu/this-is-cjc/>

About the Division of Media Properties

The College of Journalism's Division of Media Properties, includes seven broadcast stations, allowing students from throughout the College to gain experience in a competitive broadcast and multimedia environment. More than 200 students work in news, sports, production,

management positions, web design, promotions and advertising for the radio and television stations each semester.

Division of Media Properties: <https://www.jou.ufl.edu/home/main-immersion/mediaproperties/>

Innovation News Center: <https://www.jou.ufl.edu/home/main-immersion/inc/>

About the City of Gainesville

Gainesville (<http://cityofgainesville.org>) is home to Florida's largest and oldest university, and so is one of the state's centers of education, medicine, cultural events and athletics. Additionally, the city owns a regional transit system, a regional airport, and a 72-par championship golf course. Known for its preservation of historic buildings and the beauty of its natural surroundings, Gainesville's numerous parks, museums and lakes provide entertainment to thousands of visitors. Because of its beautiful landscape and urban "forest," Gainesville is one of the most attractive cities in Florida.

Explore Gainesville in 60 Seconds:

https://www.youtube.com/watch?app=desktop&v=e_7nUKAFanM&skip_registered_account_check=true

EXPECTED SALARY:

Commensurate with experience

MINIMUM REQUIREMENTS:

Master's degree in an appropriate area; or a bachelor's degree in an appropriate area and two years of relevant experience; or an equivalent combination of education and/or experience.

PREFERRED QUALIFICATIONS:

Five years of relevant experience in commercial radio, preferably in the country or CHR formats

SPECIAL INSTRUCTIONS TO APPLICANTS:

Upload cover letter and resume for consideration

Link to Apply- <https://explore.jobs.ufl.edu/en-us/job/519311/talent-brand-manager>

Open Rate: \$100.00
FL Rate: \$100.00

RadioBusinessReport/TVBusinessReport
30 days
Open Rate: \$99.00
FL Rate: \$99.00

RTNDA
30 days
Open Rate: \$50.00
FL Rate: \$50.00

Society of Professional Journalists
30 days
Open Rate: \$350.00
FL Rate: \$350.00

TVandRadioJobs.com
30 days
Open Rate: \$0.00
FL Rate: \$0.00

Current.org (publicmediajobs.org)
30 days
Open Rate: \$299.00
FL Rate: \$299.00

Executive Producer/Host

BROADCAST COORDINATOR II

JOB DESCRIPTION:

Bring Your Leadership to a Culture of Excellence!

The College of Journalism and Communications at the University of Florida is seeking an Executive Producer and Host for WUFT-TV/FM. This is a key position that prioritizes the development of live and local news and community affairs programming for primary distribution on WUFT-TV, WUFT-FM, WUFT.org and social media channels. Serving as a primary representative to the community, the Executive Producer/Host will be a content leader in the Division of Media Properties related to identifying issues in the community for in-depth coverage and content creation on the public media properties that serve the Gainesville-Ocala, Florida market and beyond. The position will serve as a primary public-facing host for live and produced programming for television, radio, digital and social media platforms. Additionally, the position will help coordinate different types of multimedia content to address news and other community issues and needs via WUFT-TV/FM/.org and associated social media channels. The Executive Producer will also oversee a specialized student professional immersion experience focused on extended news, information and civic affairs programming for public television, radio, digital and social media distribution.

About the Opportunity

The Executive Producer will provide leadership of WUFT-TV/FM's efforts related to identifying content needs in the communities of north central Florida and producing/hosting programming for all WUFT media platforms related to those issues. With a focus on news-related community issues, this position will target creating content and programming with live or produced in-studio interviews with newsmakers and ensuring that programming is scheduled and promoted in high profile locations on television, radio, digital and social media. The desire is for this content to take the form of a television and radio program that initially airs a minimum of once per week on WUFT-TV and WUFT-FM working in conjunction with the Director of Media Services (production) and the Director and news manager staff in WUFT's Innovation News Center.

The Executive Producer is responsible for initiating and creating relationships with elected officials and community/civic leaders and incorporating them into live and produced programming on WUFT's media platforms. As the producer of the programming, the position will be responsible for generating story ideas and conversation topics. Write and record current affairs interviews with newsmakers for the live/produced extended length (hour-long) program.

The Executive Producer will oversee a professional immersive experience with select CJC students focused on the creation of news and community affairs programming and incorporate high level student reporters, producers, anchors, etc. into the WUFT programming when and where appropriate.

Our Commitment to Diversity, Equity, and Inclusion

The College of Journalism and Communications is committed to creating an inclusive environment and is proud to be an equal opportunity employer. We attribute our success to a work force that embraces the contributions of people of all backgrounds and ability levels.

About the College of Journalism and Communications

The College of Journalism and Communications is accredited by the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) and is home to four departments – Advertising, Journalism, Public Relations, and Telecommunication. The college provides hands-on learning immersion experiences through the Innovation News Center, The Agency, Frank gatherings, the Division of Multimedia Properties, the Summer Media Institute, undergraduate research, various extracurricular groups and activities, etc. To learn more: <https://www.jou.ufl.edu/this-is-cjc/>

About the Division of Media Properties

The College of Journalism's Division of Media Properties, includes seven broadcast stations, allowing students from throughout the College to gain experience in a competitive broadcast and multimedia environment. More than 200 students work in news, sports, production, management positions, web design, promotions and advertising for the radio and television stations each semester.

Division of Media Properties: <https://www.jou.ufl.edu/home/main-immersion/mediaproperties/>

Innovation News Center: <https://www.jou.ufl.edu/home/main-immersion/inc/>

About the City of Gainesville

Gainesville (<http://cityofgainesville.org>) is home to Florida's largest and oldest university, and so is one of the state's centers of education, medicine, cultural events and athletics. Additionally, the city owns a regional transit system, a regional airport, and a 72-par championship golf course. Known for its preservation of historic buildings and the beauty of its natural surroundings, Gainesville's numerous parks, museums and lakes provide entertainment to thousands of visitors. Because of its beautiful landscape and urban "forest," Gainesville is one of the most attractive cities in Florida.

Explore Gainesville in 60 Seconds:

https://www.youtube.com/watch?app=desktop&v=e_7nUKAFanM&skip_registered_account_check=true

EXPECTED SALARY:

Commensurate with experience

MINIMUM REQUIREMENTS:

Master's degree in an appropriate area; or a bachelor's degree in an appropriate area and two years of relevant experience; or an equivalent combination of education and/or experience.

PREFERRED QUALIFICATIONS:

- Education focused on journalism, communications, broadcasting or another related field
- Three years of experience in journalism or on air hosting role
- Experience producing and hosting a live extended length program

SPECIAL INSTRUCTIONS TO APPLICANTS:

Please upload resume and cover letter for consideration

Application must be submitted by 11:55 p.m. (ET) of the posting end date.

Link to Apply: <https://explore.jobs.ufl.edu/en-us/job/519306/executive-producerhost>

Broadcast Career Link (National Association of Broadcasters): <https://www.broadcastcareerlink.com>
30 days
Open Rate: \$250.00
FL Rate: \$220.00

National Association of Black Journalists: <https://nabjcareers.org>
30 days
Open Rate: \$150.00
FL Rate: \$150.00

National Association of Hispanic Journalists: <https://www.nahjcareers.org>
30 days
Open Rate: \$150.00
FL Rate: \$150.00

GreaterPublic.org
30 days
Open Rate: \$0.00
FL Rate: \$0.00

ZipRecruiter
30 days
Open Rate: \$299.00
FL Rate: \$299.00

NationalNonprofits.org
30 days
Open Rate: \$99.00
FL Rate: \$99.00

National Federation of Community Broadcasters
30 days
Open Rate: \$0.00
FL Rate: \$0.00

Public Media Business Association (Formerly Public Broadcasting Management Association)
30 days
Open Rate: \$0.00
FL Rate: \$0.00

Alliance for Women In Media (Formerly American Women in Radio & TV)
30 days
Open Rate: \$350.00
FL Rate: \$350.00

Asian American Journalists Association
30 days
Open Rate: \$150.00
FL Rate: \$150.00

Broadcasting & Cable
30 days
Open Rate: \$235.00
FL Rate: \$206.80

Journalism Jobs <http://www.journalismjobs.com>
30 days
Open Rate: \$100.00
FL Rate: \$100.00

Native American Journalists Association
30 days

Alliance for Women In Media (Formerly American Women in Radio & TV)

30 days

Open Rate: \$350.00

FL Rate: \$350.00

Corporation of Public Broadcasting

Must be submitted directly by the University

Florida Association of Broadcasters

Must be submitted directly by the member

National Association of Broadcasters (Broadcast Career Link)

30 days

Open Rate: \$249.00

FL Rate: \$219.12

National Educational Telecommunications Association (NETA)

Must be submitted directly by the member

TVandRadioJobs.com

60 days

Open Rate: \$0.00

FL Rate: \$0.00

Current.org (publicmediajobs.org)

30 days

Open Rate: \$299.00

FL Rate: \$299.00

Broadcasting & Cable

No longer has job board

RTNDA

30 days

Open Rate: \$100.00

FL Rate: \$100.00

Multimedia Content Producer

JOB DESCRIPTION:

About the Opportunity

The University of Florida College of Journalism and Communications Innovation News Center seeks a Multimedia Content Producer to be directly involved in production of daily news products and produce content for live and pre-recorded WUFT and WRUF programs, including but not limited to news, sports and weather, for distribution on all media platforms including WUFT-TV/FM, WRUF-TV/FM, WUFT.org, WRUF.com, FPREN, all station social media accounts and mobile apps. Programs may be in studio or remote productions.

Multimedia Content Producers of the INC must embrace our dual mission which is to prepare UF College of Journalism & Communications students for the workforce through instructional coursework and immersion experiences while serving the greater Gainesville community.

Key Duties

- Produce news content:
 - Direct live and pre-recorded content/programs
 - Provide technical/production support, shoot/edit video, and create graphics
 - Assist in coordinating crew members
 - Produce daily news products and manage studio
 - Assist in coordinating production crew schedules to cover day parts and newscasts
 - Ensure live capability and shots are ready for air
 - Accompany reporters in the field to set up live shots as needed.

- Participate in the day-to-day editorial, operational, production and technical creation of news, weather, sports
 - Ensure innovative storytelling and production techniques are being used to create multi-platform content that's compelling and powerful.
 - Participate in and supports breaking news coverage that impacts the community, public safety and emergency communication programming and efforts related to the Florida Public Radio Emergency Network and any other content as directed by the Director of the INC or the Executive Director of the Division of Media Properties.
- Mentor students:
 - Work closely with students enrolled in immersion experiences in the applied learning environments known as the Innovation News Center and Division of Media Properties to provide hands-on training on how to deliver news, create content for multimedia platforms
 - Critique and coach students involved in the production of programs/content and multimedia products throughout the year.
 - Provide training in the operation of various pieces of newsroom, studio, control room and remote production equipment, and production procedures
 - Oversee the work of student journalists, coordinate assignments, provide editorial direction and approve their work for publication on any platform
- Bring innovation to the team:
 - Identifies and incorporates new technologies and formats for production and distribution.
 - Participate in professional development through vendor training, professional conferences and self-guided learning and other methods of learning to ensure the individual's skills are always up-to-date with the latest technology, techniques, trends and applications in order to be able to properly teach/train students to current industry standards.
- Contributing to the CJC mission:
 - Contributes to the mission of CJC by serving on committees or providing other assistance for college events
 - Fill-in in for other multimedia content producers/roles in the INC as needed in order to sustain operations when other team members may be out of the office.
 - Duties will require working effectively and appropriately with a broad range of University and community individuals.

About the Innovation New Center (INC)

The Innovation News Center (INC) is a state-of-the-art professional newsroom at the University of Florida (UF) College of Journalism and Communications (CJC), which is one of the top communication programs in the country. The INC, home of the College's news, weather and sports operations, is a two-story, 14,000-square-foot facility providing hands-on learning opportunities for more than 400 students each semester. Students work alongside professionals to produce and edit content for seven media properties and companion digital platforms, including the local NPR, PBS and ESPN affiliates, as well as the Spanish-language news operation of Noticias and the Fresh Take Florida news service. All properties are housed at the College.

To learn more about the INC: <https://www.jou.ufl.edu/home/main-immersion/inc/>

About the College of Journalism and Communications

The College of Journalism and Communications is accredited by the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) and is home to four departments – Advertising, Journalism, Public Relations, and Telecommunication. The college provides hands-on learning immersion experiences through the Innovation News Center, The Agency, Frank gatherings, the Division of Multimedia Properties, the Summer Media Institute, undergraduate research, various extracurricular groups and activities, etc. To learn more: <https://www.jou.ufl.edu/this-is-cjc/>

The University of Florida is an Equal Opportunity Employer. The University is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national

origin, political opinions or affiliations, genetic information and veteran status in also aspects of employment including recruitment, hiring, promotion, transfers, discipline, terminations, wage and salary administration, benefits and training.

About the City of Gainesville

Gainesville (<http://cityofgainesville.org>) is home to Florida's largest and oldest university, and so is one of the state's centers of education, medicine, cultural events and athletics. Additionally, the city owns a regional transit system, a regional airport, and a 72-par championship golf course. Known for its preservation of historic buildings and the beauty of its natural surroundings, Gainesville's numerous parks, museums and lakes provide entertainment to thousands of visitors. Because of its beautiful landscape and urban "forest," Gainesville is one of the most attractive cities in Florida.

Explore Gainesville in 60

Seconds: https://www.youtube.com/watch?app=desktop&v=e_7nUKAFanM&skip_registered_account_check=true

EXPECTED SALARY:

\$40,000 - \$45,000

MINIMUM REQUIREMENTS:

Bachelor's degree and one year of relevant experience, or an equivalent combination of education and experience.

PREFERRED QUALIFICATIONS:

Experience in broadcast reporting and/or editing production experience in a radio or tv news operation; knowledge of editing software (i.e. Adobe Creative Cloud) and audio & video production techniques; solid news judgment and knowledge of journalistic principles, ethics and standards; strong writing, editing and story organization skills; ability to edit for and publish on a variety of platforms and mediums (radio, tv, web, mobile, social media); remote broadcasting experience; knowledge of content management systems; ability to multi-task and work under deadline pressure; experience working in a diverse news environment desired; Coverage planning; Spanish-speaking proficiency a plus.

SPECIAL INSTRUCTIONS TO APPLICANTS:

Must submit cover letter, resume and list of professional references

This is an office-based position located in Weimer Hall on the main UF campus.

Application must be submitted by 11:55 p.m. (ET) of the posting end date.

Apply: <https://explore.jobs.ufl.edu/en-us/job/526556/producer-ii>

The University of Florida is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

Alliance for Women In Media (Formerly American Women in Radio & TV)

30 days

Open Rate: \$350.00

FL Rate: \$350.00

Asian American Journalists Association

30 days

Open Rate: \$150.00

FL Rate: \$150.00

Broadcasting & Cable

30 days

Open Rate: \$235.00

FL Rate: \$206.80

National Association of Hispanic Journalists: <https://www.nahjcareers.org>

30 days

Open Rate: \$150.00

FL Rate: \$150.00

National Association of Black Journalists: <https://nabjcareers.org>

30 days

Open Rate: \$150.00

FL Rate: \$150.00

Current.org (publicmediajobs.org)

30 days

Open Rate: \$299.00

FL Rate: \$299.00

National Association of Hispanic Journalists

Quoted above

National Association of Black Journalists

Quoted above

National Hispanic Media Coalition

Does not have job board

National Lesbian & Gay Journalists Association

Must be submitted directly by the University

Native American Journalists Association

30 days

Open Rate: \$100.00

FL Rate: \$100.00

tvjobs.com

60 days

Open Rate: \$0.00

FL Rate: \$0.00

RTNDA

30 days

Open Rate: \$50.00

FL Rate: \$50.00

NABJ

Quoted above as National Association of Black Journalists

NAHJ

Quoted above as National Association of Hispanic Journalists

ONA – Online News Association

30 days

Open Rate: \$300

FL Rate: \$300.00

FAB – Florida Association of Broadcasters
Should be submitted directly by the University

GAB – Georgia Association of Broadcasters
Must be a member to post

ABA – Alabama Broadcasters Association
30 days
Open Rate: \$0.00
FL Rate: \$0.00

SCBA – South Carolina Broadcasters Association
Must be a member to post

Multimedia Content Producer

JOB DESCRIPTION:

About the Opportunity

The University of Florida College of Journalism and Communications Innovation News Center seeks a Multimedia Content Producer to be responsible for writing, editing and producing content for all current and future WUFT media platforms including Morning Edition on WUFT-FM; WUFT.org, WUFT-TV and our associated social media channels. Responsibilities will also include anchoring short and long-form content to include radio, tv and digital. The Content Producer will also work closely with students in the applied learning environment known as the Innovation News Center(INC), providing hands-on training on how to gather/report news, create content for multimedia platforms (audio, tv, ott, web and social media).

Key Duties

Assist in managing assigned video, audio and multimedia projects from proposal through post production. Serve as the morning multimedia news producer for WUFT News. Responsible for writing, editing, producing and broadcasting stories for NPR's Morning Edition, anchoring local newscasts and publishing content on web, newsletter and social media. Coordinates coverage with news managers across various media platforms. Will work closely with students as associate producers and live segment producers, providing hands-on training on how to gather news, create content for air (tv & audio), web or apps, and build diverse audiences. Work with students on podcast segments, reporting assignments and on-air performance. Provide daily student feedback. Produce short-form and long-form multimedia projects and enterprises new products. Provide content for afternoon newscasts and other media platforms. Develop skills and knowledge of new techniques in the gathering, dissemination and creation of news content. Liaison with professional organizations, news outlets and partners around the state on behalf the newsroom, college or university.

Our Commitment to Diversity, Equity, and Inclusion

The College of Journalism and Communications embraces diversity as a shared responsibility among faculty, staff and students and strives for tangible expressions of this responsibility. We are committed to fostering a safe, welcoming and inclusive environment for individuals of all races, genders, nationalities, religions, sexual orientations, identities and abilities to express their culture and perspectives through the art and science of journalism and communication.

About the College of Journalism and Communications

The College of Journalism and Communications is accredited by the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) and is home to four departments – Advertising, Journalism, Public Relations, and Telecommunication. The college provides hands-on learning immersion experiences through the Innovation News Center, The Agency, Frank gatherings, the Division of Multimedia Properties, the Summer Media Institute, undergraduate research, various extracurricular groups and activities, etc. To learn more: <https://www.jou.ufl.edu/this-is-cjc/>

About the Innovation New Center (INC)

The Innovation News Center (INC) is a state-of-the-art professional newsroom at the University of Florida (UF) College of Journalism and Communications (CJC), which is one of the top communication programs in the country. The INC, home of the College's news, weather and sports operations, is a two-story, 14,000-square-foot facility providing hands-on learning opportunities for more than 400 students each semester. Students work alongside professionals to produce and edit content for seven media properties and companion digital platforms, including the local NPR, PBS and ESPN affiliates, as

well as the Spanish-language news operation of Noticias and the Fresh Take Florida news service. All properties are housed at the College.

To learn more about the INC: <https://www.iou.ufl.edu/home/main-immersion/inc/>

About the City of Gainesville

Gainesville (<http://cityofgainesville.org>) is home to Florida's largest and oldest university, and so is one of the state's centers of education, medicine, cultural events and athletics. Additionally, the city owns a regional transit system, a regional airport, and a 72-par championship golf course. Known for its preservation of historic buildings and the beauty of its natural surroundings, Gainesville's numerous parks, museums and lakes provide entertainment to thousands of visitors. Because of its beautiful landscape and urban "forest," Gainesville is one of the most attractive cities in Florida.

Explore Gainesville in 60

Seconds: https://www.youtube.com/watch?app=desktop&v=e_7nUKAFanM&skip_registered_account_check=true

EXPECTED SALARY:

\$19.16 - \$23.94 per hour

MINIMUM REQUIREMENTS:

Bachelor's degree in an appropriate area; or an equivalent combination of education and experience.

PREFERRED QUALIFICATIONS:

- Experience in broadcast reporting and/or editing production experience in a radio or tv news operation
- Knowledge of editing software (i.e. Adobe Creative Cloud) and audio & video production techniques
- Solid news judgment and knowledge of journalistic principles, ethics and standards
- Strong writing, editing and story organization skills
- Ability to edit for and publish on a variety of platforms and mediums (radio, tv, web, mobile, social media)
- Remote broadcasting experience
- Knowledge of content management systems
- Ability to multi-task and work under deadline pressure
- Experience working in a diverse news environment desired
- Coverage planning
- Spanish-speaking proficiency a plus

Apply: <https://explore.jobs.ufl.edu/en-us/job/524031/multimedia-content-producer>

SPECIAL INSTRUCTIONS TO APPLICANTS:

Must submit cover letter, resume and list of professional references.

This position is eligible for veteran's preference. If you are claiming veteran's preference, please upload a copy of your DD 214 Member Copy 4 with your application for consideration. See our [Veteran's Preference Page](#) for more specific information.

This is an office-based position located in Weimer Hall on the main UF campus.

Application must be submitted by 11:55 p.m. (ET) of the posting end date.

The University of Florida is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.



Campaign Summary

University of Florida

| Ad Number | Start Date Duration | Publication | Job Title | Department PO# (if any) | Ad Price |
|--------------------------|------------------------|--------------------|-----------------------------|----------------------------|-----------------|
| 4519963 | 8/22/2023 70 Days | InsideHigherEd.com | Multimedia Content Producer | 528225 | \$0.00 |
| Invoice to: Jodi Rhoades | | | | | |
| 4519964 | 8/22/2023 163 Days | HigherEdJobs.com | Multimedia Content Producer | 528225 | \$0.00 |
| Invoice to: Jodi Rhoades | | | | | |
| 4521311 | 8/22/2023 30 Days | pmja.org | Multimedia Content Producer | 528225 | \$125.00 |
| Invoice to: Jodi Rhoades | | | | | |
| Total: | | | | | \$125.00 |

Broadcast Career Link (National Association of Broadcasters): <https://www.broadcastcareerlink.com>

30 days

Open Rate: \$250.00

FL Rate: \$220.00

National Association of Black Journalists: <https://nabjcareers.org>

30 days

Open Rate: \$150.00

FL Rate: \$150.00

National Association of Hispanic Journalists: <https://www.nahjcareers.org>

30 days

Open Rate: \$150.00

FL Rate: \$150.00

GreaterPublic.org

30 days

Open Rate: \$0.00

FL Rate: \$0.00

ZipRecruiter

30 days

Open Rate: \$99.00

FL Rate: \$99.00

NationalNonprofits.org

30 days

Open Rate: \$99.00

FL Rate: \$99.00

National Federation of Community Broadcasters

30 days

Open Rate: \$0.00

FL Rate: \$0.00

Public Media Business Association (Formerly Public Broadcasting Management Association)

30 days

Open Rate: \$0.00

FL Rate: \$0.00

Alliance for Women In Media (Formerly American Women in Radio & TV)

30 days

Open Rate: \$350.00

FL Rate: \$350.00

Asian American Journalists Association

30 days

Open Rate: \$150.00

FL Rate: \$150.00

Broadcasting & Cable

30 days

Open Rate: \$235.00

FL Rate: \$206.80

Florida Association of Broadcasters

Website unresponsive to previous requests

Journalism Jobs <http://www.journalismjobs.com>

30 days

Open Rate: \$100.00

FL Rate: \$100.00

National Educational Telecommunications Assn

Must be a member to post

National Hispanic Media Coalition

Graystone cannot post to this website

National Lesbian & Gay Journalists Association

Must be posted directly by the member

Native American Journalists Association

30 days

Open Rate: \$100.00

FL Rate: \$100.00

NPR

Does not have an external job board

RadioBusinessReport/TVBusinessReport

30 days

Open Rate: \$99.00

FL Rate: \$99.00

RTNDA

30 days

Open Rate: \$50.00

FL Rate: \$50.00

Society of Professional Journalists

30 days

Open Rate: \$350.00

FL Rate: \$350.00

TVandRadioJobs.com

30 days

Open Rate: \$0.00

FL Rate: \$0.00

Current.org (publicmediajobs.org)

30 days

Open Rate: \$299.00

FL Rate: \$299.00

Media Services Producer/Editor/Director

The University of Florida College of Journalism and Communications Division of Media Properties is seeking a creative self-starter to fill the Producer/Editor/Director position within the Media Services unit. This position has a unique opportunity to tell powerful stories and develop stunning multi-media presentations for our clients and stations in addition to helping direct live programs.

About the Opportunity:

The WUFT Media Services Producer/Editor/Director listens to ideas, gathers assets & assembles client-approved multi-media content and is a key part of the team that produces video ID's, promos and other station materials for WUFT-TV and the Division of Media Properties. Using a keen attention to detail this position is responsible for successfully accomplishing creatively demanding projects on-deadline. In addition, opportunities exist for the position to direct live programming of various genres through WUFT-TV, WRUF-TV, FPEN and other associated media platforms and initiatives.

The successful candidate will lead projects by establishing goals, timelines, scouting shoot locations, preparation work and providing strategic communication with stakeholders. We are looking for an individual that can recognize challenges and flexibly navigate to overcome them. Some daily activities might include: writing, shooting videos, design, idea pitching, consultation and more.

Execute: Writes, shoots video, participates in live events, designs (graphics, music, environments) & edits project on deadline. Directs live programming when needed. 40%

WUFT-TV Station Promos/IDs: Tag topical and branding spots from PBS network with station logos and air-times. Upholding and growing station's on-air branding elements: 20%

Mobilize: Leads multi-media projects as the primary point-of-contact. Establishes project goals & timelines and shares progress with stakeholders. Scouts shooting locations, prepares equipment, prepares talent (pre-interview) & recruits assistance when needed. Recognizes challenges and has an ability to navigate and overcome them. Records updates to project management software. 15%

Assist: In recognition of this position as a member of a larger team, assists in other duties as assigned 15%

Develop: Assists with pitches, project estimates & consultations. Builds strong relationships with potential and existing clients. Drives new business to the Media Services group. 10%

About the College of Journalism and Communications:

The College of Journalism and Communications is accredited by the Accrediting Council on Education in Journalism and Mass Communications (ACEJMC) and is home to four departments – Advertising, Journalism, Public Relations, and Telecommunication. The college provides hands-on learning immersion experiences through the Innovation News Center, The Agency, Frank gatherings, the Division of Multimedia Properties, the Summer Media Institute, undergraduate research, various extracurricular groups and activities, etc. To learn more: <https://www.jou.ufl.edu/this-is-cjc/>

Our Commitment to Diversity, Inclusion and Equity:

The College of Journalism and Communications (CJC) is committed to the University of Florida's equal opportunity and affirmative action program. CJC encourages all applicants for faculty positions to provide their own unique perspectives on their past, present, and future aspirations and contributions to promoting equity, diversity and inclusion in their professional careers.

EXPECTED SALARY:

Commensurate with experience

MINIMUM REQUIREMENTS:

High school diploma or equivalent and one year of relevant experience.

PREFERRED QUALIFICATIONS:

- At least 5 years of production experience.
- Full working knowledge of Adobe Premiere Pro.
- Experience with Adobe Premiere, Photoshop & After Effects animation software.
- Long & short content writing skills, these include but not limited to commercial & underwriting mentions, news specific writing structures and long form shows.
- An understanding of how video content lives in the social media space.
- Live directing experience of various types of content including news and other genres.
- Experience in a student environment.

SPECIAL INSTRUCTIONS TO APPLICANTS:

- Expected to work on-site daily, and to travel to filming locations regularly.
- The typical schedule for this position is Monday through Friday from 8am to 5pm.
- In recognition that the Division of Multimedia Properties operate 24/7, periodic alterations in the schedule to accommodate projects, productions or emergencies will be required.

Application must be submitted by 11:55 p.m. (ET) of the posting end date.

This position is eligible for veteran's preference. If you are claiming veteran's preference, please upload a copy of your DD 214 Member Copy 4 with your application for consideration. See our [Veteran's Preference Page](#) for more specific information.

Applications must be submitted online via <https://explore.jobs.ufl.edu/en-us/job/518766/media-services-producereditordirector>.

The University of Florida is committed to non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, gender identity and expression, marital status, national origin, political opinions or affiliations, genetic information and veteran status in all aspects of employment including recruitment, hiring, promotions, transfers, discipline, terminations, wage and salary administration, benefits, and training.

Broadcast Career Link (National Association of Broadcasters): <https://www.broadcastcareerlink.com>
30 days
Open Rate: \$250.00
FL Rate: \$220.00

National Association of Black Journalists: <https://nabjcareers.org>
30 days
Open Rate: \$150.00
FL Rate: \$150.00

National Association of Hispanic Journalists: <https://www.nahjcareers.org>
30 days
Open Rate: \$150.00
FL Rate: \$150.00

GreaterPublic.org
30 days
Open Rate: \$0.00
FL Rate: \$0.00

Alliance for Women In Media (Formerly American Women in Radio & TV)
30 days
Open Rate: \$350.00
FL Rate: \$350.00

Asian American Journalists Association
30 days
Open Rate: \$150.00
FL Rate: \$150.00

National Hispanic Media Coalition
Graystone cannot post to this website

Public Media Business Association (Formerly Public Broadcasting Management Association)
No longer accepts postings from 3rd parties

TVandRadioJobs.com
30 days
Open Rate: \$0.00
FL Rate: \$0.00

Current.org (publicmediajobs.org)
30 days
Open Rate: \$299.00
FL Rate: \$299.00

American Meteorological Society
30 days
Open Rate: \$379.00
FL Rate: \$333.52

National Weather Association
30 days
Open Rate: \$40.00
FL Rate: \$40.00

RECRUITMENT

Bring your talent to a unique and exciting team
at the University of Colorado Boulder, Journalism and Communication School. We are innovating, inspired, and driven
to create the future of journalism. We are seeking a talented and experienced meteorologist to join our weather team. This position will prepare, present, and deliver weather content through the
school's various media properties, including our television and radio stations, our website, and our social media channels.



Campaign Summary

University of Florida

| Ad Number | Start Date Duration | Publication | Job Title | Department PO# (if any) | Ad Price |
|--------------------------|------------------------|--------------------|-----------------------------|----------------------------|----------|
| 4519963 | 8/22/2023 70 Days | InsideHigherEd.com | Multimedia Content Producer | 528225 | \$0.00 |
| Invoice to: Jodi Rhoades | | | | | |
| 4519964 | 8/22/2023 163 Days | HigherEdJobs.com | Multimedia Content Producer | 528225 | \$0.00 |
| Invoice to: Jodi Rhoades | | | | | |
| 4521311 | 8/22/2023 30 Days | pmja.org | Multimedia Content Producer | 528225 | \$125.00 |
| Invoice to: Jodi Rhoades | | | | | |

Total: **\$125.00**

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

- (V) **Dated documentation demonstrating performance of the Unit’s recruitment initiatives during the period covered by the above-noted EEO Public File Reports, such as participation in job fairs, events with educational institutions and mentoring or training programs for staff. Specify the Unit personnel involved in each recruitment initiative. In addition, provide the Unit’s total number of full-time employees and state whether the population of the market in which any of the Unit’s stations operates is 250,000 or more. Based upon these two factors and as required, state whether the Unit is required to perform two or four points worth of initiative activities within a two-year period. Provide documentation to support these initiatives.**

For decades the University of Florida’s Division of Media Properties, or WRUF-WUFT-associated radio and television broadcast licenses and facilities, have operated with a core mission of educational benefit and aggressive career preparation for students at the UF College of Journalism and Communications. While meeting the FCC’s basic guidelines for recruitment through initiatives such as job fairs and other outreach activities, WRUF-WUFT uniquely integrate hundreds of students in radio and television station-related immersive professional experiences in various departments of the stations, including news, programming, operations, weather, sports and other areas of local service. These professional immersive experiences serve as both an educational and training mechanism to prepare them for successful careers in the broadcast industry but also as a recruiting tool for current and future position openings at UF’s media operation.

Supporting documentation with information related to questions in section “V” are to follow.

*Current number of full-time staff at WRUF-WUFT: 42

*Current number of initiatives based on staffing: 4 points (2 per year). During the two-year period WRUF-WUFT participated in the following outreach activities:

-Career Fair: October 12, 2021

-Career Fair: March 16, 2022

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

- Career Fair: October 18, 2022
- Summer Media Institute: June 19-24, 2022
- Summer Media Institute: June 25-30, 2023

Officially, WRUF-WUFT's outreach consisted of various career fairs and co-sponsorship the Summer Media Institute at the UF College of Journalism and Communications. Beyond these official initiatives, WRUF-WUFT operates with a constant commitment toward industry education, preparation and career readiness for students in the co-located UF College of Journalism and Communications. Additionally, WRUF-WUFT employs a number of part-time students in various departments of the radio station including news, programming/operations, sports and weather as a part of their educational and professional experience at the University of Florida.

Additionally, the Division of Media Properties airs announcements monthly asking any group that wishes to be notified of position openings to contact the stations at a specific address to be added to WRUF-WUFT's recruitment list. Between October, 2021 and September, 2023 there have be no such requests.

K Kinnon Thomas

From: Julie Frey - Director, OCCP <jsfrey@ufl.edu>
Sent: Tuesday, April 12, 2022 11:44 AM
To: K Kinnon Thomas
Subject: Career Fair Recap: Spring 2022 Careers in Communication Fair

[External Email]

Still recruiting? Post on our job and internship board!

Having trouble seeing this email? [View it online.](#)



Our office would like to thank all the CJC partners and recruiters who attended the **Spring 2022 Careers in Communication Fair**. This semester saw an excellent turnout: In total, 56 employers and 302 students attended



Career Resources & Opportunities for CJC Students – Fall 2021



Careers in Communication Fair – Oct. 12 (In-Person) & Nov. 3 (Virtual Interview Day)
The [Careers in Communication Fair](#) offers students interested in internships and jobs in advertising, journalism, public relations, media production, management, and technology (MPMT), and related communications roles the opportunity to connect with employers in the industry.

This semester, the fair will be over two days:

- **October 12** (11 a.m. - 3 p.m.) – **In-Person Career Fair** in the Reitz Union Rion Ballroom with employers and students meeting during open tabling
 - *At this time, we are planning for an In-Person Career Fair on October 12. Please continue to check the event website for updates and information.*
- **November 3** (all day) – **Virtual Interview Day** featuring pre-scheduled interviews between employers and students

Interested? Please [RSVP for the fair](#) and share a copy of your resume. Employers will review student resumes and may contact you to share opportunities before or after the fair.

Career Planning Appointments & Express Drop-In

Career coaches are available to help you achieve your career goals, whether you are strategizing for a job search or preparing application materials.

- [Express Drop-In](#) is available Monday-Friday, 12-3 p.m., for quick questions, resume and cover letter reviews, or interview prep.
- Schedule a Career Planning appointment for personalized assistance:
 - [Log in to Gator CareerLink](#) (use your Gatorlink username and password)
 - (If this is your first time logging in, you will need to set up your account)
 - Once on the main page, click on **Request a Career Planning Appointment** under the Shortcuts section on the lower right side of the page.
 - Explore the types of appointments available and select the one you want, enter your availability (time, date, etc.), and click **Check Availability**.
 - Find the date and time you would like to meet, click the staff member's name for that time, and complete the final pop up to confirm your appointment.



Receipt

Terms: Instructions for credit card payment:

You can pay your invoice via credit card through your registration. To get to this option:

1. Log in to your Gator CareerLink Account
2. Select "Events" and "Career Fairs" from the menu on the left-hand side of the page
3. Click "Registered" next to the "Careers in Communication Fair — Fall 2021" event
4. Click "Accounting" tab.
5. At the bottom of the Accounting tab, click "Pay by Credit Card" button and proceed with your payment. Keep in mind, you can only click the button once to make the payment.

If you run into any issues making an online payment through Gator CareerLink, please remit payment using one of the following options:

1. Visit [Career.ufl.edu/payment](https://career.ufl.edu/payment). *Only use this link if GCL is not allowing you to remit payment*

OR 2. Call Tina Crippen at 352-273-2321 or set up a time with Tina to remit payment by clicking the following link: <https://calendly.com/tcrippen/5min>. Be sure to have the following available during your call or appointment:

- Event Name (Careers in Communication Fair — Fall 2021)
- Organization Name
- Invoice Number
- Payment Information

Receipt Date: Jul 29, 2021

Receipt Number: 20210729-00001

| Receipt For | Send Payment To |
|---|--|
| WUFT/WRUF K Kinnon Thomas Weimer Hall Gainesville, Florida 32611 United States PH: (352) 294-1597 kthomas@wuft.org | Career Connections Center (re: Careers in Communication Fair) PO Box 118507 Gainesville, FL 32611-8507 |

| Charges | Cost |
|--|------------------|
| Early Registration (UF Offices/Departments/Affiliates) (In-Person Career Fair (October 12, 11 a.m. - 3 p.m.), Virtual Interview Day (November 3, 8 a.m. - 5 p.m.)) (1 @ 25.00) | \$25.00 |
| Subtotal: | \$25.00 |
| | |
| Payments | Amount |
| Aug 05, 2021 (Check #: VI9565) | (\$25.00) |
| Total Paid: | (\$25.00) |
| | |
| Balance Due: | \$(0.00) |

This invoice has been paid in full.

If you need to make adjustments to your registration or believe your invoice is incorrect, please contact David Adams at david.adams1@ufl.edu, 352-294-2045, or 352-392-0452. If you have any questions about paying your invoice, please contact Tina Crippen at 352-273-2321.

[recalculate](#)

invoice

Invoice Date: Jul 29, 2021
Invoice Number: 20210729-00001

Invoice For:

WUFT/WRUF

K Kinnon Thomas
Weimer Hall Gainesville, Florida 32611 United States
PH: (352) 294-1597
kthomas@wuft.org

Send Payment To:

Career Connections Center (re: Careers in Communication Fair)
PO Box 118507
Gainesville, FL 32611-8507

Details:

Charges

Early Registration (UF Offices/Departments/Affiliates) | (In-Person Career Fair (1.00 @ 25.00)
(October 12, 11 a.m. - 3 p.m.), Virtual Interview Day (November 3, 8 a.m. - 5 p.m.))
Subtotal:

Cost

\$25.00

\$25.00

Balance Due:

\$25.00

Payment Due On:

Oct 15, 2021

Instructions for credit card payment:

You can pay your invoice via credit card through your registration. To get to this option:

1. Log in to your Gator CareerLink Account
2. Select "Events" and "Career Fairs" from the menu on the left-hand side of the page
3. Click "Registered" next to the "Careers in Communication Fair — Fall 2021" event
4. Click "Accounting" tab.
5. At the bottom of the Accounting tab, click "Pay by Credit Card" button and proceed with your payment. Keep in mind, you can only click the button once to make the payment.

If you run into any issues making an online payment through Gator CareerLink, please remit payment using one of the following options:

1. Visit [Career.ufl.edu/payment](https://career.ufl.edu/payment). *Only use this link if GCL is not allowing you to remit payment*

OR 2. Call Tina Crippen at 352-273-2321 or set up a time with Tina to remit payment by clicking the following link: <https://calendly.com/tcrippen/5min>. Be sure to have the following available during your call or appointment:

- Event Name (Careers in Communication Fair — Fall 2021)

- Organization Name

- Invoice Number

- Payment Information If you need to make adjustments to your registration or believe your invoice is incorrect, please contact David Adams at david.adams1@ufl.edu, 352-294-2045, or 352-392-0452. If you have any questions about paying your invoice, please contact Tina Crippen at 352-273-2321.



OCT 2021 OCTOBER 12, 2021
UF CAREER FAIR

| Name | E-mail Address | Phone Number |
|--------------------------|----------------|--------------|
| Chloe Rubin | [REDACTED] | [REDACTED] |
| Tristan Wood | [REDACTED] | [REDACTED] |
| Jennifer Maldonado | [REDACTED] | [REDACTED] |
| Kaden Hanafi | [REDACTED] | [REDACTED] |
| Karie Arthur | [REDACTED] | [REDACTED] |
| Mariam Higginbotham | [REDACTED] | [REDACTED] |
| Hannah Schoff | [REDACTED] | [REDACTED] |
| Allen Borency | [REDACTED] | [REDACTED] |
| Erin Enabnit | [REDACTED] | [REDACTED] |
| Benjamin Grancarz-Davies | [REDACTED] | [REDACTED] |
| ARIANA SARAKOS | [REDACTED] | [REDACTED] |
| Camila Pereira | [REDACTED] | [REDACTED] |
| Maya Erwin | [REDACTED] | [REDACTED] |
| Ethan Sanabria | [REDACTED] | [REDACTED] |
| Sofia Mendez | [REDACTED] | [REDACTED] |
| Tim Ayala | [REDACTED] | [REDACTED] |
| Alex Nazareth | [REDACTED] | [REDACTED] |
| Chelsea Hernandez | [REDACTED] | [REDACTED] |
| Francis Angulo | [REDACTED] | [REDACTED] |



Receipt

Terms: Instructions for credit card payment:

You can pay your invoice via credit card through your registration. To get to this option:

1. Log in to your Gator CareerLink Account
2. Select **Events** and **Career Fairs** from the menu on the left-hand side of the page
3. Click **Registered** next to the **Careers in Communication Fair Spring 2022** event
4. Click **Accounting** tab.

5. At the bottom of the Accounting tab, click **Pay by Credit Card** button and proceed with your payment. Keep in mind, you can only click the button once to make the payment.

If you run into any issues making an online payment through Gator CareerLink, please remit payment using one of the following options:

1. Visit career.ufl.edu/payment. *Only use this link if GCL is not allowing you to remit payment*

OR 2. You may also try this link to submit your payment:

<https://secure.payconex.net/paymentpage/enhanced/index.php?action=view&aid=120615366861&id=104064>.

Receipt Date:

Dec 09, 2021

Receipt

Number:

20211209-00006

Receipt For

Send Payment To

GHQ

Allison Faircloth
 1885 Stadium Rd Gainesville, Florida 32611 United States
 PH: 3522946346
allisonfaircloth@ufl.edu

Career Connections Center (re: Careers in Communication Fair)
 PO Box 118507
 Gainesville, FL 32611-8507

| Charges | Cost |
|--|---------------|
| Careers in Communication Fair Early Registration (UF Offices/Departments/Affiliates) (1 @ 25.00) <u>March 16, 2022</u> | \$25.00 |
| Subtotal: | \$25.00 |
| Payments | Amount |
| Dec 23, 2021 (Check #: IPay3465025) | (\$25.00) |
| Total Paid: | (\$25.00) |
| Balance Due: | \$(0.00) |

This invoice has been paid in full.

invoice

Invoice Date: Dec 09, 2021
Invoice Number: 20211209-00006

Invoice For:

GHQ
Allison Faircloth
1885 Stadium Rd Gainesville, Florida 32611 United States
PH: 3522946346
allisonfaircloth@ufl.edu

Send Payment To:

Career Connections Center (re: Careers in Communication Fair)
PO Box 118507
Gainesville, FL 32611-8507

Details:

| Charges | | Cost |
|--|----------------|----------------|
| Careers in Communication Fair Early Registration (UF Offices/Departments/Affiliates) March 16, 2022 | (1.00 @ 25.00) | \$25.00 |
| Subtotal: | | \$25.00 |
| Balance Due: | | \$25.00 |
| Payment Due On: | | Mar 21, 2022 |

Instructions for credit card payment:

You can pay your invoice via credit card through your registration. To get to this option:

1. Log in to your Gator CareerLink Account
2. Select "Events" and "Career Fairs" from the menu on the left-hand side of the page
3. Click "Registered" next to the "Careers in Communication Fair — Spring 2022" event
4. Click "Accounting" tab.
5. At the bottom of the Accounting tab, click "Pay by Credit Card" button and proceed with your payment. Keep in mind, you can only click the button once to make the payment.

If you run into any issues making an online payment through Gator CareerLink, please remit payment using one of the following options:

1. Visit [Career.ufl.edu/payment](https://career.ufl.edu/payment). *Only use this link if GCL is not allowing you to remit payment*
- OR 2. You may also try this link to submit your payment: <https://secure.payconex.net/paymentpage/enhanced/index.php?action=view&aid=120615366861&id=104064>.



UF CAREER FAIR
MARCH 2022

| Name | E-mail Address | Phone Number |
|---------------------|----------------|--------------|
| Frankun Wang | [REDACTED] | [REDACTED] |
| Alexmarie Eyring | [REDACTED] | [REDACTED] |
| Gauri Nandihalli | [REDACTED] | [REDACTED] |
| Diane Hernandez | [REDACTED] | [REDACTED] |
| Diane DelRo | [REDACTED] | [REDACTED] |
| Ivana Gajzenberg | [REDACTED] | [REDACTED] |
| Gregorio Ruiz-Perez | [REDACTED] | [REDACTED] |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |



Receipt

Terms: Instructions for credit card payment:

Visit <https://secure.payconex.net/paymentpage/enhanced/index.php?action=view&aid=120615366861&id=104064> and enter your invoice information.

If you have any issues contact Tina Crippen at CCC CAREER ACCOUNTING@UFLSA.UFL.EDU

Please mail your check at least 5 business days before the invoice due date.

Make checks payable to: "University of Florida Career Connections Center" Tax ID: 59-600

Receipt Date: Jul 19, 2022

Receipt Number: 20220719-00013

Receipt For

WUFT/WRUF

Tommy Bodean

Weimer Hall Gainesville, Florida 32611 United States

PH: 15134799639

tommybodean@wruf.com

Send Payment To

University of Florida Career Connections Center

Attn: Careers in Communication Fair Registration

PO Box 118507

Gainesville, FL 32611

| Charges | | Cost |
|--|--------------|------------|
| Careers in Communications Fair - October 18, 2022 from 10 a.m. to 2 p.m. Registration (Non-Profit/Government/UF Department) October 18, 2022 | (1 @ 100.00) | \$100.00 |
| Additional Lunches | (1 @ 9.50) | \$9.50 |
| Additional tables Careers in Communications Fair - October 18, 2022 from 10 a.m. to 2 p.m. | (1 @ 100.00) | \$100.00 |
| Subtotal: | | \$209.50 |
| Payments | | Amount |
| Sep 08, 2022 (Check #: PL60095) | | (\$100.00) |
| Nov 09, 2022 (Check #: PL65251) | | (\$109.50) |
| Total Paid: | | (\$209.50) |
| Balance Due: | | \$(0.00) |

This invoice has been paid in full.



UF CAREER FAIR OCTOBER 18, 2022
Page 1

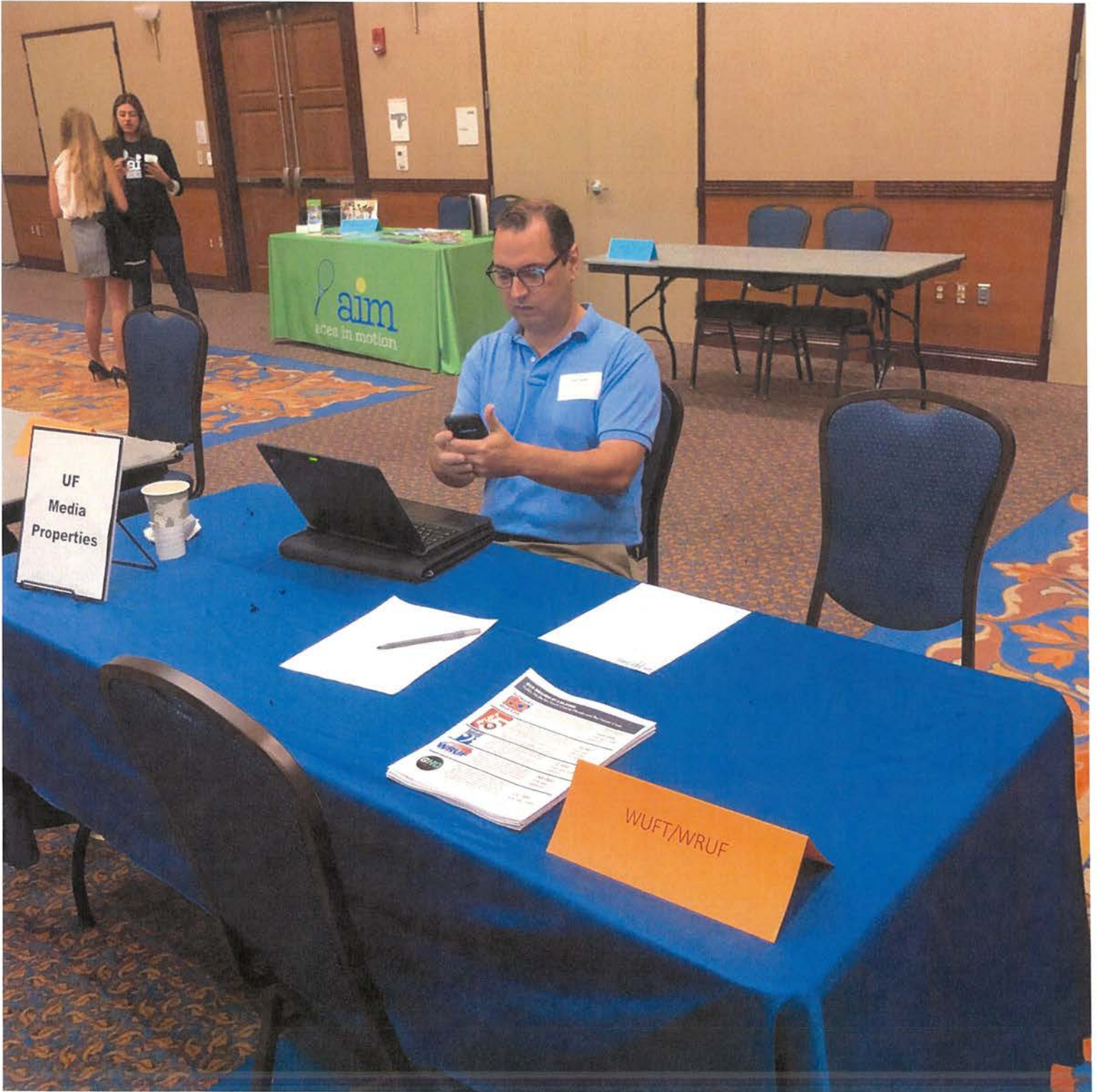
| Name | E-mail Address | Phone Number |
|------------------|----------------|--------------|
| Michael Cohen | [redacted] | [redacted] |
| Ragan Oliver | [redacted] | [redacted] |
| Sydney Savage | [redacted] | [redacted] |
| Nicole Borman | [redacted] | [redacted] |
| Alexander Land | [redacted] | [redacted] |
| Kimberly Blum | [redacted] | [redacted] |
| Carlynn Schiffer | [redacted] | [redacted] |
| Sophia Bailly | [redacted] | [redacted] |
| Alyssa Garcia | [redacted] | [redacted] |
| Madi Belusic | [redacted] | [redacted] |
| Gabriel Marquez | [redacted] | [redacted] |
| Diego Peders | [redacted] | [redacted] |
| Alayna Carley | [redacted] | [redacted] |
| Andrew Edwards | [redacted] | [redacted] |
| Olivia Evans | [redacted] | [redacted] |
| Nadia Kusiima | [redacted] | [redacted] |
| Lorena Bacallao | [redacted] | [redacted] |
| Sarah Simon | [redacted] | [redacted] |
| Elevn Peden | [redacted] | [redacted] |



10/18/22

Page 2

| Name | E-mail Address | Phone Number |
|---------------------|----------------|--------------|
| Garnett Porter | [REDACTED] | [REDACTED] |
| Lillian Lawson | [REDACTED] | [REDACTED] |
| Robert Dim | [REDACTED] | [REDACTED] |
| Yamilee Robles | [REDACTED] | [REDACTED] |
| Rhiana Beatrice | [REDACTED] | [REDACTED] |
| Amelia Bowles | [REDACTED] | [REDACTED] |
| * DESTINY TRAN | [REDACTED] | [REDACTED] |
| Alexandra Grindfast | [REDACTED] | [REDACTED] |
| Daryn Ship | [REDACTED] | [REDACTED] |
| Hailey Hurst | [REDACTED] | [REDACTED] |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |





K Kinnon Thomas

From: Frey,Julie S
Sent: Monday, December 11, 2023 11:15 AM
To: K Kinnon Thomas
Cc: Lindsey,Martha J
Subject: FW: Fall Newsletter - UF CJC - Office of Careers and Corporate Partnerships

Hi Thomas,

Here is a promotional email our office sent out for the Fall 2021 newsletter. The main promotion came from the Career Connections Center, but our office also promoted the event to our employer list.

Thanks, Julie

From: CJC Careers <careers@jou.ufl.edu>
Sent: Thursday, September 16, 2021 1:51 PM
To: CJC Careers <careers@jou.ufl.edu>
Subject: Fall Newsletter - UF CJC - Office of Careers and Corporate Partnerships



[UF is ranked No. 5 on the 2022 U.S. News & World Report list of Top Public Schools.](#)

UF CJC Partners and Recruiters,

are excited to enter a new Fall semester here at the UF College of Journalism and Communications with several opportunities to help valued employers connect with our top students and alumni!

|| 2021 Careers in Communication Fair

UF College of Journalism and Communications and the University of Florida Career Connections Center will be hosting the [Careers in Communication Fair](#). To accommodate your recruiting needs, the fair will offer employers and students the ability to meet over two days:

October 12 – In-Person Career Fair on the UF Campus with employers and students meeting during open tabling.

Copyright © 2021 UF College of Journalism and Communications

PO Box 118400
1885 Stadium Road
Gainesville, FL 32611



K Kinnon Thomas

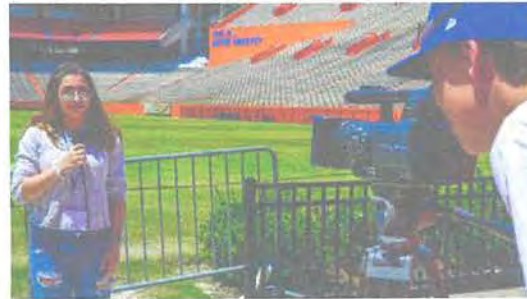
From: UFCJC Summer Media Institute <ufcjcsmi@gmail.com>
Sent: Tuesday, February 15, 2022 11:44 AM
To: K Kinnon Thomas
Subject: Registration for SMI '22 is now open!

[External Email]

We are excited to announce registration for the 2022 Summer Media Institute in Gainesville is now open.



Registration for SMI '22 is now open!



The University of Florida Summer Media Institute is a five-night, six-day workshop in which high school students are immersed in journalism and communications.

SMI '22 will be held June 19 to 24 in Gainesville.

Seize the opportunity to select from an assortment of electives and specializations and learn from award-winning UF instructors and industry experts in state-of-the-art

university facilities at the home of one of the largest and most comprehensive journalism and communications programs in the nation. Students of all skill levels are encouraged to attend, and those with a passion for storytelling and communication are especially invited.

[Register for SMI '22 now!](#)

For a limited time, register for SMI '22 at a discounted price of \$850. Regular registration begins Feb. 26 and costs \$950.

[Find Out More](#)



UF SUMMER MEDIA INSTITUTE

COLLEGE OF JOURNALISM AND COMMUNICATIONS

[About SMI](#) [FAQ](#) [The SMI Team](#)



[Testimonials](#) [Contact Us](#)



[MENU](#)

[GIVE](#)



SCHEDULE

[Schedule](#)

➤ **schedule**

Frequently
Asked
Questions

Register

SMI participants will hear from live keynoters and panelists focusing on broad and important topics such as leadership, diversity and the future of journalism and media. They will also choose from a variety of journalism and communications morning electives — and select a specialization in which they will spend four hours a day broadening their skills.

Day-to-day Schedule

Sunday, June 25, 2023

1:45-3:45 p.m. Students arrive/check in

4-4:15 p.m. Dorm meeting with RA

4:15-4:25 p.m. Walk to Weimer Hall

4:25-4:40 p.m. Staff Introductions

4:40-4:55 p.m. SMI Procedures/Rules

5-5:50 p.m. College of Journalism

and Communications Tour

6-7 p.m. Dinner

7:15-7:25 p.m. Dean Hub Brown's
Welcome

7:30-8:30 p.m. Keynote | Felicia
Rodriguez

*News Anchor WPBF-TV West Palm
Beach, FL*

8:35-8:45 p.m. Director's Message

8:55-10 p.m. Scavenger
Hunt/Campus Tour

10:30 p.m. Room Check

**Monday, June 26 – Thursday, June
29, 2023**

Wake up: 7:30-8:00am

Breakfast: 8:00-9:00am

Director's Message: 9:15-9:25am

Elective or General Session: 9:25-

10:25am

Elective or Morning Keynote:
10:35am-11:35am

Lunch: 11:45am-12:45pm

Specialization: 1-5pm (students will remain in the same specialization throughout)

Rest & Regroup: 5-6pm

Dinner: 6-7pm

Evening programming*: 7:15-9:15pm

Residence hall activities: 9:30pm-10:30pm

Room check: 10:30pm

*Evening programming consists of guest speakers and fun, structured activities

Friday, June 30, 2023:

Wake up: 7:30-8:00am

Breakfast: 8:00-9:00am

Breakfast 8:00-9:00am

Director's Message 9:10-9:20am

Assembly & Reflection: 9:20-10:45am

Pack 11:00-11:30am

Depart and student pick up:
11:30am-1:00pm

Connect with the College of Journalism and Communications

Keep up with the latest news about faculty, alumni, friends, and current students. Follow us on social media.



[About SMI](#)

[FAQ](#)

[The SMI Team](#)

[Testimonials](#)

[Contact Us](#)

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(VI) Any pending or resolved complaints involving the Unit filed during the Unit's current license term.

The Unit has not received any complaints related to the University of Florida's recruitment and hiring practices at WRUF-AM, WRUF-FM, WUFT-FM, WJUF-FM, WUFQ-FM, WUFT-TV and WRUF-LD.

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(VII) A description of the responsibilities of each level of Unit management responsible for implementing Unit EEO policies and how the Unit has informed employees and job applicants of its EEO policies and program.

The University of Florida, UF College of Journalism and Communications and licensees WRUF-AM, WRUF-FM, WUFT-FM, WJUF-FM, WUFQ-FM, WUFT-TV and WRUF-LD have an extensive recruitment and retention plan that has been in place for a number of years and has proven to be successful in the effective recruitment of a diverse and strong workforce for the radio and television stations and their associated impact in the communities of north Florida and the students of the UF College of Journalism and Communications.

With each full-time position opening within the operation of the radio and television stations multiple layers of current staff are involved in the position formulation, posting, recruitment and eventual hiring of personnel. The UF College of Journalism and Communications' human resources department, which also serves as the "HR Team" for WRUF-WUFT, aggressively builds on the EEO commitment made by the University of Florida and ensures that each position posting includes a high level of involvement by various levels of station and college departmental and overall leadership.

Each position posting is assigned a search panel which is required to have an equity advisor, a full-time staff person who is charged with ensuring each full-time search follows and abides by the recruitment standards set forth by WRUF-WUFT and the UF College of Journalism and Communications. These standards range from the size of the search panel to recruitment tools used to ensure each position is shared widely and through targeting various diverse stakeholder groups and industry organizations. Additionally, the standards for each search panel to abide by include development of a detailed rubric from which candidates and applicants are screened by the group. At various points in the process this rubric is used to identify qualified candidates and appropriately identify those best suited to join the stations and the UF College of Journalism and Communications.

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

Upon the initial screening of all applicants for any position, the rubric of minimum of preferred qualifications is employed to focus subsequent zoom or phone screening interviews by the search panel to determine those candidates who are identified for visits to WRUF-WUFT and the UF College of Journalism and Communications. At all times each of the search panel members are fully involved in the development of the rubric, screening of all applicants and interviews that are conducted while the dedicated equity advisor ensures all recruitment standards are being met.

Once the best candidates have been identified and invited to WRUF-WUFT for an on-campus interview a complete schedule and itinerary is formulated for each candidate that includes a variety of stakeholder group meetings and interviews, time with the search panel itself and a tour of the stations and college in addition to a dedicated review of station (University) benefits and opportunities for professional and personal enhancement through employment with WRUF-WUFT and the University of Florida.

Following campus interviews by finalists, the search panel meets and compiles a recommendation for hire to the leader of the panel who then presents that to the Executive Director of the Division of Media Properties and the Dean of the college for subsequent review and hire. Once a verbal offer has been submitted and accepted a formal letter of offer is sent to the finalist for review, signature and return to WRUF-WUFT.

The entire WRUF-WUFT team, including the administration of the University of Florida College of Journalism and Communications is very proud of the detail, effort and accountability that goes into our process of recruiting, hiring, retaining and growing our human capital. Our staff is regularly updated regarding WRUF-WUFT and the college's overall EEO efforts and recruitment processes that continue to evolve in a positive and engaging manner. Never before have the stations or college been so committed to ensuring recruitment processes and staff engagement in the development of our systems is at the core of our operation and future.

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(VIII) A description of the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of such analysis.

As a highly visible unit within the University of Florida and UF College of Journalism and Communications, WRUF and WUFT (television, radio, digital, social and mobile media) take its EEO recruitment program seriously and annually evaluate the effectiveness of the program.

The cornerstone of the program incorporates the following benchmarks, of which the broadcast stations take great pride in being one of the most aggressive and responsive of the University's hiring units when it comes to recruiting and retaining talent.

- WRUF-WUFT ensures that all job ads are posting at diverse and inclusive sites. While WRUF-WUFT incorporate a set group of the most widely accessed media-related career sites and tools, the stations also utilize a number of niche sites and resources depending on the complexity and type of position posted and the subsequent recruiting strategy. In certain cases WRUF-WUFT will incorporate additional aggressive recruiting by the University's human capital team.
- WRUF-WUFT includes equal employment opportunity statements in all job ads. Beyond this being a requirement for WRUF-WUFT it's a commitment that's been made by the UF College of Journalism and Communications.
- WRUF-WUFT assigns an Equity Adviser to each search to ensure equitable recruitment practices are aligned with employment laws. Currently WRUF-WUFT/College of Journalism and Communications has 22 Equity Advisers, one of which is included in each position search and recruitment process.
- WRUF-WUFT requires a search charge of expectations before each search that a panel of three or four staff serve on to ensure each search follows the proper set of procedures and protocol. This ensures transparency, equity and accountability in each position search at WRUF-WUFT.
- WRUF-WUFT ensures evaluation tools of all applicants are equitable and consistent. This occurs through the detailed process for position clearance, posting, advertising, recruitment, screening and eventual hire. The above-mentioned

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

search panel for each position receives an initial charge with an expectation for successful completion of a hire through the screening process.

- The dean of the College of Journalism and Communications reviews all final assessments prior to approving hires. From beginning to end the process and procedures followed at WRUF-WUFT create a high standard to ensure accessibility, accountability and transparency in each hire at the stations.

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

2023 FCC EEO Audit Responses
WUFT-TV, WUFT-FM, WJUF-FM, WUFQ-FM, WRUF-AM, WRUF-FM, WRUF-LD
University of Florida Division of Media Properties
College of Journalism and Communications
Gainesville, Florida

(IX) A description of the Unit’s efforts to analyze periodically its measures taken to examine pay, benefits, seniority practices, promotions and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

The University of Florida’s (UF) Division of Media Properties, i.e. WRUF and WUFT, operate with human resources policies and procedures that replicate all of the University’s broader initiative relative to the recruitment, hiring and retention of staff. UF’s Classification and Compensation division and the UF College of Journalism and Communication is committed to a “total rewards” strategy that encompasses not only a competitive market- and merit-based approach to pay, but also quality benefits, meaningful work and opportunities for career growth and development for our exceptional faculty and staff.

Each year, the CJC Human Resources (WRUF-WUFT) conduct equity salary and market reviews. This ensures that our employees are not only paid competitively to market, but equitably. If special pay increases are warranted outside of the annual merit increase program, equitable pay adjustments are provided to employees for increased duties and responsibilities.

UF merit raises are governed by UFF Faculty Union for full-time faculty-based positions, <https://hr.ufl.edu/manager-resources/employee-relations/union-contracts/united-faculty-of-florida-contract/>, and performance based metrics that are created to foster equitable salary increases for all employees. WRUF-WUFT staff receive similar benefit from annual reviews and equitable increases in salary depending on the market conditions and funding capabilities of the radio and television stations and University of Florida.

The college fosters career development and cross-training opportunities by providing temporary work assignments. Such assignments allow employees to learn skills from higher classifications, while being compensated for their investment of time while also benefitting from professional growth opportunities. This effort prepares employees to be competitive for future and promotional job openings.

College of Journalism and Communications
Division of Multimedia Properties
WUFT-TV/DT; WRUF-TV
WUFT-FM; WJUF-FM
WRUF-FM; WRUF-AM

Weimer Hall
PO Box 118405
Gainesville, Florida 32611-8405
352-392-5551
352-392-5741 Fax

As one of the nation's top public research universities, the university is dedicated to elevating its benefits offerings to support the wellbeing of our faculty and staff and to be responsive to a range of individual and family needs. For more information about UF benefits, please click on the link, <https://benefits.hr.ufl.edu/>.