

**WSHU(AM), WSHU-FM, WSUF(FM), WSTC(AM), and employees at
WYBC(AM)**

**EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
IT Manager	1-3, 14	14
Business Manager	1-3, 14	2
Chief Broadcast Engineer	1-3, 14-16	14

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	WSHU Public Radio Website www.wshu.org/jobs-wshu	No	0
2	Sacred Heart University Website https://sacredheart.interviewexchange.com/jobsearchfrm	No	2
3	Hirezon Interview Exchange 4 Bellows Road Westborough, MA 01581 508.836.3800 www.hirezon.com	No	0
4	Public Radio Program Directors Association www.prpd.org 828.424.7510	No	0
5	Current (print and online) PublicMediaJobs.org jobs.current.org	No	0
6	Connecticut Post 301 Merritt 7, Suite 1 Norwalk, CT 06851 203.842.2500 www.ctpost.com	No	0
7	CT Hires Connecticut Department of Labor www.cthires.com	No	0
8	The Chronicle of Philanthropy (print and online) 1253 23 rd Street, NW Washington, DC 20037 202.466.1200 http://thechronicleofphilanthropy.thejobnetwork.com/jobs	No	0
9	Corporation for Public Broadcasting www.cpb.org/jobline/	No	0
10	Association of Fundraising Professionals-Connecticut Chapter https://jobs.afpnet.org/jobseekers/index.cfm	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Major Giving 1741 Handley Avenue Winchester, VA 22601 888.625.4483 www.majorgiving.com	No	0
12	Public Media People of Color Group https://www.facebook.com/groups/700362997068644	No	0
13	Public Media Women in Leadership Facebook Group https://www.facebook.com/groups/1558435007731899	No	0
14	Indeed Website www.indeed.com	No	13
15	Connecticut Broadcasters Association www.cba.org	No	0
16	Society of Broadcast Engineers www.sbe.org	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (<i>Spring 2022</i>)	<p>During the Spring semester–January through May 2022–our SEU hosted one (1) student intern from Stony Brook University. This student intern was supervised by our Long Island Bureau Chief and, with guidance, assisted with on-the-ground investigation and reporting about issues of significance to Long Island regularly as well as the production of headlines and occasional short features.</p> <p>Our SEU also hosted two (2) interns from Sacred Heart University and two (2) interns from Yale University who were supervised by our Senior Director of News and Education and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.</p>
2	Internship Program (<i>Summer 2022</i>)	<p>During the Summer semester–May through August 2022–our SEU hosted one (1) student intern from Sacred Heart University and one (1) student intern from Yale University who were supervised by our Senior Director of News and Education and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Internship Program (<i>Fall 2022</i>)	<p>During the Fall semester–September through November 2022–our SEU hosted four (4) student interns from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and assisted with on-the-ground investigation and reporting about issues of significance to Long Island on a regular basis as well as the production of headlines and occasional short features.</p> <p>Our SEU also hosted two (2) interns from Sacred Heart University, one (1) intern from Yale University, and one (1) intern from Quinnipiac University. They were supervised by our Senior Director of News and Education and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.</p>
4	News Fellowship Program (<i>Spring 2022</i>)	<p>During the Spring semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University. The Sacred Heart University news fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU’s seasoned reporters were always available to guide and support these fellows.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	News Fellowship Program (<i>Summer 2022</i>)	During the Summer semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University as well as one (1) paid news fellow from Stony Brook University. The news fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.
6	News Fellowship Program (<i>Fall 2022</i>)	During the Fall semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University and one (1) paid news fellow from Stony Brook University. These news fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.
7	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2022</i>), our SEU's Senior Director of News and Education taught a News Literacy course at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2022</i>), our SEU's Senior Director of News and Education taught a course entitled Advanced Digital Journalism - Audio at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.
9	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2022</i>), our SEU's Managing Editor taught an Advanced Digital Journalism - Text course at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.
10	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2022</i>), one of our SEU's Reporters taught the Introduction to Mass Media at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.
11	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2022</i>), one of our SEU's Reporters taught the History of Broadcast at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.
12	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2022</i>), our SEU's Senior Director of News and Education taught Introduction to Digital Journalism at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.
13	Participate in activity reasonably calculated to disseminate information about careers in broadcasting (2)	During this reporting period (<i>Fall 2022</i>), one of our SEU's Reporters taught two Public Speaking courses (Sections 1 and 2) at Quinnipiac University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
14	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2022</i>), one of our SEU's Reporters taught the Introduction to Mass Media at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students
15	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2022</i>), one of our SEU's Reporters taught the History of Broadcast at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.
16	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2022</i>), our SEU's Managing Editor taught an undergraduate Senior Capstone Project at Stony Brook University. Career development was built into this course and students participated in mock interviews and career panels with working journalists. The Managing Editor also shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students
17	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2022</i>), our SEU's Managing Editor taught Advanced Digital Journalism - Video at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students
18	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2022</i>), one of our SEU's Reporters a course at Quinnipiac University entitled Blackness in Media, and shared information about his career as well as the skills necessary to succeed in the broadcast industry with his students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
19	Participate in job/career fair	On September 28, 2022, our SEU's Producer participated in the Southern Connecticut College and Career Fair sponsored by the Connecticut Broadcasters Association, which took place at the Hartford Healthcare Amphitheater in Bridgeport, Connecticut. She spoke with interested students about Sacred Heart University's radio stations and the mission of public radio as well as the various career opportunities in radio broadcasting and job openings and internships available within the SEU.