

WNJT-FM/WNJO(FM)/WNJP(FM)/WNJY(FM)/WNYC(AM)/WNYC-FM/WQXR-FM/WQXW(FM)

EEO PUBLIC FILE REPORT

February 1, 2022 through January 31, 2023

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Marketing Strategist, Sponsorship	1-8, 16,	7
Account Executive, Enterprise Accounts	1-7, 24	1
Digital Producer, Radiolab	1-7, 17, 23, 36, 41	36
Producer, The Experiment	1-8, 13, 19, 33, 38, 42	7
Associate General Counsel	1-6, 9, 14, 16, 24, 43, 44	44
Associate Producer, The Takeaway	1-6, 8, 9, 42	9
Level 1 Help Desk Support	1-8, 16	6
Digital Producer, The Takeaway	1-6, 9	9
Sponsorship Campaign Manager	1-7, 24, 42	7
Senior Producer, All of It	1-6, 8, 11	11
Associate Producer, On The Media	1-8, 12, 16, 19, 33, 45, 46	12
Senior Broadcast Engineer	1-6, 8, 11	11
Associate Producer, On The Media	1-7, 9, 13, 14, 17, 19, 33, 45	6
Producer, Death, Sex & Money	1-7, 11, 13, 19, 33, 47, 48	11
Production Coordinator	1-8	7
Community Partnerships & Training Editor	1-8, 13, 36	7
Development Officer, Institutional Giving	1-6, 32	6
Breaking News Reporter	1-9, 16, 39	8
Evening Breaking News Reporter	1-7, 16, 42	1
Sr. Product Manager, Membership & Data	1-8, 15, 18, 24, 42	1
Producer I, The United States of Anxiety	1-7, 13, 16, 42	13
Executive Producer, The Takeaway	1-6, 8, 42, 49	49
Assistant Producer, All of It	1-6, 9	9
Assistant Program Director	1-9, 38, 50	6

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Executive Assistant (WQXR, The Greene Space & HR)	1-6, 38	6
Culture & Arts Reporter	1-8, 13, 23, 42	6
Public Safety Reporter	1-8, 18	7
People & Power Editor	1-7, 11, 31, 39, 42	11
Audience Editor	1-7, 23, 26, 31, 41, 37, 42	7
HR Coordinator	1-8, 16	7
SVP WNYC Studio	1-6, 42, 51	51
Senior Writer, Internal Communications	1-8, 14, 42	6
Senior Producer, The Takeaway	1-6, 9, 11, 13, 33	11
Associate, Patrons Program	1-7, 18, 25, 42	6
New Jersey & Suburbs Editor	1-7	7
Associate Producer, The Takeaway	1-9, 16, 46, 50	9
Sales Assistant	1-6	6
VP, WNYC Studios	1-8, 24	7
Copy Editor	1-8, 13, 14, 16, 31	3
Assistant Producer, WQXR	1-8, 12, 42	12
DEI Coordinator	1-7, 42	6
Director, Audience Development	1-7, 13, 24, 42	6
DevOps Engineer	1-7, 24, 42, 52	7
Associate Producer, The Brian Lehrer Show	1-8, 11, 17, 18, 33, 36, 42, 46	11
Producer, On The Media	1-7, 42	7
Producer, On The Media	1-7, 11, 42	11
Senior Producer (Interviews), The New Yorker Radio Hour	1-9, 24, 42	1
Economics & Equity Editor	1-7	7
Visual Editor	1-7, 42	6
Race & Justice Unit Reporter	1-8, 16, 31, 42	1
Executive Producer, Death, Sex & Money	1-8, 13, 30	8

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Vice President, Controller	1-6, 8	6
Executive Producer, Local News Podcasts	1-8, 11, 13	11
Video Producer	1-9, 14, 16, 42,	9
Marketing and Audience Engagement Manager	1-6, 8, 27	27
Editor, NYC Accountability	1-6, 13	1
Social Media Producer, WQXR	1-7, 13, 16, 18, 42	6
Development Assistant, Major Gifts	1-8, 42	8
Director of Board Relations	1-6, 27	6
Account Executive, Enterprise Accounts	1-6	6
Assistant Producer, WNYC	1-8, 42, 46	1
Assistant Producer, WNYC	1-8, 12, 42, 46	12
Assistant Producer, Radiolab	1-8, 13, 14, 22, 23, 41, 42, 54	54
Executive Producer, QXR Podcasts	1-8, 13, 23, 24	7
Director Legacy Giving	1-6, 13, 24, 53	6
Distribution Coordinator	1-6, 8, 9	9
Principal Designer	1-6	1
Billing & Collections Specialist	1-6	1
Associate Producer, The Brian Lehrer Show	1-8	6
Associate Producer, The Takeaway	1-9, 31, 42, 46	31
Assistant Producer, WNYC News, Morning Edition	1-8, 42	6
Associate Producer, The Takeaway	1-9, 31, 42, 46	9
Platform Engineer	1-6, 42	1
Digital Operations Support Specialist	1-8, 16	7
Chief Executive Officer	1-6, 8, 14, 24, 42, 56	56
Editor, Magazine Shows and Newcasts	1-9, 13, 24, 31	7
Executive Producer, More Perfect	1-8, 13	8
Assistant Editor, NYC Accountability Desk	1-7, 13, 42	7

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Broadcast Engineer	1-8, 13, 14, 23, 42	8
Digital Audio Network Engineer	1-6, 13, 42, 54	6
Senior Producer, The New Yorker Radio Hour	1-9, 13, 24, 33, 42	8
Reporter, NYC Accountability	1-7, 13, 42, 55	7
Public Safety Reporter	1-6, 9, 13, 29, 31, 42,	1
Associate Producer, The New Yorker Radio Hour	1-8, 9, 13, 14, 42, 57, 58	9
Executive Producer, Notes From America	1-8, 9, 13, 14, 24, 49	7
Assistant Editor, Day of News	1-6, 9, 13	9
Housing Reporter	1-8, 13, 24, 42	7
Financial Analyst, Sponsorship	1-8, 13, 42	3
Major Gifts Officer	1-8, 13, 42, 59	7
Major Gifts Officer	1-8, 13, 42, 59	6
Associate Producer, More Perfect	1-8, 12, 13, 33, 46	12

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	Recruitment Source Information	Source Entitled to Vacancy Notification? (yes/no)	Total Number of Interviewees
1	NYPR Station Websites wnyc.org, wqxr.org, nypublicradio.org, gothamist.com	No	130
2	Glassdoor glassdoor.com (Distributed by Jobvite)	No	2
3	Indeed indeed.com (Distributed by Jobvite)	No	64
4	ZipRecruiter ziprecruiter.com (Distributed by Jobvite)	No	1
5	Lensa lensa.com (Distributed by Jobvite)	No	0
6	LinkedIn www.linkedin.com	No	234
7	Employee Referral	-	100
8	Non-Employee Referral	-	38
9	Internal Candidate	-	18
10	Rehire	-	0
11	Promotion	-	8
12	Former Intern	-	4
13	Twitter twitter.com	No	11
14	Simply Hired simplyhired.com (not directly notified by SEU)	No	0
15	Hacker News news.ycombinator.com/jobs	No	2
16	Google Jobs careers.google.com (not directly notified by SEU)	No	1
17	Study Hall studyhall.xyz	No	0
18	Handshake joinhandshake.com	No	0

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19	LADIO Listserv	No	2
20	New York Association of Black Journalists nyabj.org	No	0
21	Asian American Journalists Association aaja.org	No	0
22	Way Up wayup.com (not directly notified by SEU)	No	0
23	Facebook facebook.com	No	1
24	The Ladders theladders.com (not directly notified by SEU)	No	1
25	Idealist.org Action Without Border, Inc. idealist.org	No	0
26	MediaBistro mediabistro.com	No	0
27	New York Foundation for the Arts nyfa.org	No	2
28	JournalismNext journalismnext.com	No	0
29	National Association of Black Journalists nabj.org	No	0
30	National Association of Hispanic Journalists nahj.org	No	0
31	Job/Career Fairs (See Sec. III)	-	4
32	Philanthropy News Digest philanthropynewsdigest.org/jobs	No	1
33	Air Media airmedia.org	No	2
34	Investigative Reporters and Editors ire.org	No	0
35	WOC Podcasters wocpodcasters.co	No	0
36	Words of Mouth www.wordsofmouth.org	No	1
37	Online News Association journalists.org	No	0
38	Corporation for Public Broadcasting cpb.org	No	0

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39	Journalism Jobs journalismjobs.com	No	0
40	Slack slack.com	No	0
41	Instagram instagram.com	No	3
42	Unspecified	-	13
43	Media Law Resource Center medialaw.org	No	0
44	Go In House goinhouse.com	No	2
45	Public Radio NYC Listserv (not directly notified by SEU)	No	1
46	Transom's Starting Out Newsletter (not directly notified by SEU)	No	2
47	Death, Sex and Money Newsletter	No	0
48	Radiogines Google Group	No	1
49	Journalism Next (Search Agency)	No	10
50	Current jobs.current.org	No	2
51	Russell Reynolds www.russellreynolds.com (Search Agency)	No	32
52	Women Who Code Slack Workspace www.womenwhocode.com	No	1
53	Philanthropic Planning Group of Greater NY ppggny.org/networking	No	0
54	Public Radio NYC Listserv https://groups.google.com/g/publicradionyc (not directly notified by SEU)	No	1
55	CUNY Newmark School of Journalism Newsletter (not directly notified by SEU)	No	0
56	Spencer Stuart spencerstuart.com (Search Agency)	No	44
57	Hollylist hollylist.com (not directly notified by SEU)	No	0

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58	Center for Communication centerforcommunication.org (not directly notified by SEU)	No	0
59	The Chronicles of Philanthropy jobs.philanthropy.com/	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			739

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	ACTIVITY DESCRIPTION
1	Internship Program Spring 2022 Session (Jan-May)	<p>During the fall internship session, our SEU hosted interns in the following departments and from the following schools:</p> <ul style="list-style-type: none"> ● All of It - NYU Arthur L. Carter Journalism Institute ● The Brian Lehrer Show – The New School, CUNY City College ● Digital Asset Management – Pratt Institute ● Death, Sex and Money – VA Commonwealth University ● On The Media - CUNY Newmark School of Journalism ● Radiolab – Amherst College ● The Experiment - CUNY Newmark School of Journalism ● WQXR – University of Minnesota ● The Takeaway - Northwestern University, Medill School of Journalism ● Race & Justice Unit – Brooklyn College ● Archives – NYU Tisch <p>Each internship provides unique experiences to learn about various topics in working in public media such as radio production, journalism, podcast production or supporting the work of content teams. NYPR staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.</p>
2	Internship Program Summer 2022 Session (Jun-Aug)	<p>During the summer internship session, our SEU hosted interns in the following departments and from the following schools:</p> <ul style="list-style-type: none"> ● On The Media – Klein College ● Death, Sex and Money –Duke University ● All of It – Wesleyan University ● Archives - NYU ● Radiolab – Penn State University ● The Brian Lehrer Show – CUNY Newmark School of Journalism, NYU ● IT - Pratt University ● The Takeaway - University of Michigan ● WQXR – Birmingham University ● The United States of Anxiety – The City College of New York ● WNYC Newsroom – Princeton University, Barnard College, Brooklyn College ● Race & Justice Unit – Bates College ● Product, Design and Engineering - University of Rochester, Yale University ● HR Operations - SUNY Oneonta ● Development – University of Virginia

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3	<p>Internship Program School Year 2022-2023 (Sept-May)</p>	<p>During the school year internship session, our SEU hosted interns in the following departments and from the following schools:</p> <ul style="list-style-type: none"> ● On The Media – Columbia University ● Death, Sex and Money – Duke University (Sept-Dec), Wesleyan University (Jan-May) ● All of It – Columbia University ● Radiolab – CUNY Graduate Center ● The Takeaway - Fordham University ● The Brian Lehrer Show – NYU, Brooklyn College ● IT - Syracuse University ● The New Yorker Radio Hour - Cornell University ● Notes From America - NYU ● WQXR – Georgetown University ● Archives – University of Amsterdam ● Newsroom - CUNY Newmark School of Journalism, Brooklyn College ● WNYC Studios - CUNY Newmark School of Journalism ● Race & Justice Unit – Brooklyn College ● Development – Connecticut College <p>Each internship provides unique experiences to learn about various topics in working in public media such as radio production, journalism, podcast production or supporting the work of content teams. NYPR staff interacted with interns throughout the internship period. The interns participated in weekly training sessions conducted by New York Public Radio employees on a variety of topics related to working in public media.</p>
4	<p>Participate in Job Fair</p>	<p>On March 28, 2022, our SEU participated in the Columbia Journalism School Career Fair. Station participants included the Senior Manager of Recruitment who discussed our internship program and career opportunities with interested attendees.</p>
5	<p>Participate in Job Fair</p>	<p>On March 31 2022, our SEU participated in the Online News Association Career Day. Station participants included the Senior Manager of Recruitment who discussed our internship program and career opportunities with interested attendees.</p>
6	<p>Participate in Job Fair</p>	<p>On April 4, 2022, our SEU participated in the NYU Journalism Career Fair. Station participants included the Senior Manager of Recruitment</p>

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		who discussed our internship program and career opportunities with interested attendees.
7	Participate in Job Fair	On July 27-30 2022, our SEU participated in the AAJA Convention. Station participants included the Associate Director of DEI and other station staff who discussed our internship program and career opportunities with interested attendees.
8	Participate in Job Fair	On August 3-7, 2022, our SEU participated in the NABJ-NAHJ Convention and Career Fair. Station participants included the SVP of DEI and other station staff who discussed our internship program and career opportunities with interested attendees.
9	Participate in Information Session	On December 7, 2022, our SEU participated in an information session at the State University of New York's Purchase campus to discuss employment opportunities in public radio. Station participants included Senior Recruitment Manager and Associate Director, Diversity & Inclusion