

WUSF(FM) & WSMR(FM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020¹

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
Broadcast Programming Manager	2, 4, 8, 11	4
Development Specialist	4, 6-8, 11	4
Broadcast Production Assistant/Program Asst.	4, 6-9, 11	9
Network Engineer I	3-5, 7-9	9
Media Publishing Specialist	3-8	4
Producer	2-5, 8	4
Digital Services Project Manager	3-8	4
Broadcast Engineer	3, 4, 8, 9	9

¹ This report was revised in September 2022 to address reporting issues.

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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	<i>Intentionally Omitted</i>		
2	WUSF websites https://www.wusf.org/ , https://www.wsmr.org/employment-opportunities/ , https://wusfjazz.org/employment-opportunities/	N	1
3	LinkedIn https://www.linkedin.com/	N	7
4	USF Website – Careers Nadia Harry, HR Coordinator USF-SVC2172 813-974-1225 http://www.usf.edu/work-at-usf/index.aspx	N	32
5	Diversityjobs.com https://www.diversityjobs.com/	N	0
6	The Weekly Challenger (<i>African-American/Black-focused print publication</i>) http://theweeklychallenger.com/	N	0
7	La Gaceta http://lagacetanewspaper.com/	N	0
8	Indeed.com (<i>not directly notified by SEU</i>) http://www.indeed.com/	N	13
9	Word-of-Mouth Referral	N	6
10	Internship Program (<i>as described in Section III</i>)	N	0
11	Career Day/Job Fair (<i>as described in Section III</i>)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			68

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in career day	On October 16, 2019, our Asst. News Dir. / Intern Coordinator attended the University of Florida College of Journalism Communications Career Day. Our stations hosted a booth that student attendees visited to discuss internship and job opportunities at WUSF. We also talked to students about their resumes, classes they were taking, and their career goals.
2	Participate in events/programs for or on behalf of an educational institution related to careers in broadcasting (2)	On October 2-4, 2019 and February 24-26, 2020, our News Director spoke to students at the University of Florida College of Journalism and Communications. She shared her experience in three separate classes and provided one-on-one resume reviews for approximately a dozen students. She also visited the radio station where students work. In February, she was interviewed by two students for a podcast they were producing.

<p>3 Host internship programs (2)</p>	<p>WUSF conducted internship programs for University of South Florida students during the following semesters: spring 2020 and fall 2020. We hosted seven interns and a graduate student editor in the spring and four interns in the fall. The interns focused on radio news, digital news writing, photojournalism, and/or social media. Duties included: reporting, writing and producing stories for online platforms and radio broadcast. The interns pitch stories, do research, conduct interviews, write radio and web stories, and in some cases, record daily or long-form radio reports. In addition, some interns work on visual news projects (photos/videos) and social media (live Tweeting/Facebook and Instagram videos). The interns were supervised by our Intern Coordinator.</p>
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