

**WUSF & WSMR  
EEO PUBLIC FILE REPORT  
October 1, 2024-September 30, 2025**

## I. VACANCY LIST

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

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>WUSF Websites</b> <a href="https://wusf.org/">https://wusf.org/</a> <a href="https://wusfnews.wusf.usf.edu/classical">https://wusfnews.wusf.usf.edu/classical</a>	N	3
2	<b>USF Website – Careers</b> Katherine Friberg, Manager of Talent Acquisition USF-SVC2172 813-974-1225 <a href="http://www.usf.edu/work-at-usf/index.aspx">http://www.usf.edu/work-at-usf/index.aspx</a>	N	9
3	<b>Publicmediajobs.org</b> <a href="https://jobs.current.org">https://jobs.current.org</a>	N	0
4	<b>The Florida Sentinel (African-American/Black-focused print publication)</b> <a href="https://flsentinel.com">https://flsentinel.com</a>	N	0
5	<b>LinkedIn</b> (not directly contacted by SEU) <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	10
6	<b>CPB (Corporation for Public Broadcasting)</b> <a href="https://www.cpb.org">https://www.cpb.org</a>	N	0
7	<b>Indeed.com</b> (not directly contacted by SEU) <a href="https://www.indeed.com">https://www.indeed.com</a>	N	2
8	<b>Greater Public Media</b> <a href="https://greaterpublic.org/">https://greaterpublic.org/</a>	N	0
9	<b>Media Job Board</b> <a href="https://jobs.mediajobboard.com/">https://jobs.mediajobboard.com/</a>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
10	<b>PMJA</b> <a href="https://www.pmja.org/">https://www.pmja.org/</a>	N	0
11	<b>HigherEd Jobs</b> (not directly contacted by SEU) <a href="https://www.higheredjobs.com/">https://www.higheredjobs.com/</a>	N	0
12	<b>Glassdoor</b> (not directly contacted by SEU) <a href="https://www.glassdoor.com/index.htm">https://www.glassdoor.com/index.htm</a>	N	0
13	<b>Simply Hired</b> (not directly contacted by SEU) <a href="https://www.simplyhired.com/">https://www.simplyhired.com/</a>	N	0
14	<b>Employ Florida</b> (not directly contacted by SEU) <a href="https://www.employflorida.com/vosnet/Default.aspx">https://www.employflorida.com/vosnet/Default.aspx</a>	N	0
15	<b>Word of Mouth</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			25

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	<p>The Business Office had one intern learning about Public Broadcasting by working with our Fiscal and Business office.</p> <p>The Major Gifts department had one intern who worked with the Major Gifts team. While working with the team he is learning how to collate data and support the major gifts team.</p> <p>Our WSMR team had three interns from the USF College of Music to learn about Classical Music in Public Broadcasting. Also, during their internship, they learned about programming and setting up for live performances in our studios.</p> <p>Our WUSF news team had a total of 19 interns from USF Mass Communications and also from other universities to learn about journalism in Public Broadcasting</p> <p>Digital Services Internships with USF Department of History and the Journalism &amp; Mass Communications College. These internships focus on how History and Mass Communication majors can utilize their research and writing skills in professions such as digital marketing, content creation, and brand management. Digital Services had a total of 5 interns for this time period.</p>
<b>2</b>	Sponsor at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	<p>WUSF was a sponsor at an event within the community we serve, Silver Pride 2025, on June 7, 2025. We were able to connect with the community and share information and opportunities available within Public Broadcasting.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		<p>WUSF sponsored an event called Stormy Weather on June 22, 2025 and had a table set up speaking to attendees about opportunities within Public Broadcasting and assisting the community in hurricane preparedness.</p> <p>WUSF was a sponsor of The Splendid Table event on June 1, 2025 where they had a table to connect with the community and discussed opportunities within Public Broadcasting.</p> <p>WUSF hosted an event called The Chitlin Circuit for the community on February 19, 2025. There were Grant Writers, Reporters, and Program Hosts connecting with the community discussing opportunities within Public Broadcasting.</p> <p>WUSF had a table set up at the Itzhak Perlman Community Event at The Van Wezel in Sarasota on Sunday March 16, 2025 where a Broadcast Account Executive and Program Hosts spoke to the community about opportunities within Public Broadcasting.</p>
3	Participate in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	<p>An Assistant Director and Program Host/Reporter attended the Public Media Journalist conference on June 24-28, 2025, where they met with student attendees and spoke to attendees about careers and opportunities within Public Broadcasting.</p> <p>An Assistant Director/Editor spoke at a St. Petersburg ASPEC program on August 11, 2025, about Public Broadcasting. This is a senior education program.</p> <p>Our Digital Team had a table set up at the USF Family Bulls Market in March 1, 2025. They spoke to the attendees about opportunities within Public Broadcasting.</p> <p>Brand Managers, Program Hosts, and Audio Editors from WUSF partnered with PRX to host a Podcast Garage where they helped people within the community learn more about</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		Podcast creation and opportunities within Public Broadcasting on November 12, 2024.
4	Participate in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	<p>An Assistant Director/Editor met with the College of Journalism and Communications students at the University of Florida on October 21-22, 2024.</p> <p>An Assistant Director/Editor was a guest speaker at a University of Florida Advanced Feature Writing Class on October 30, 2024.</p> <p>An Assistant Director and News Reporter spoke at Lakewood High School in St. Petersburg, FL on May 13, 2025 about careers in Journalism and Public Broadcasting.</p> <p>An Assistant Director/Editor participated in quarterly Journeys in Journalism Advisory Board for Pinellas County Schools in St. Petersburg, Florida on November 12, 2024, February 11, 2025, and April 8, 2025.</p> <p>WUSF had a table at the USF International Business Forum that was Hosted by USF World, Muma College of Business, and the Office of University Community Partnerships on March 13, 2025 where they spoke to attendees about WUSF and opportunities within Public Broadcasting.</p>