

**WUSF & WSMR**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2021-September 30, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Broadcast Account Executive	1-4, 14	2
Communications & Marketing Coordinator	1, 2, 14	1
Digital Marketing Manager	1, 2, 5, 6, 14	2
Fiscal & Business Specialist	2, 14	2
Gift Processing Specialist	2, 5, 7-10, 14	2
Gift Processing Specialist	2, 5, 7-10, 14	10
Media Sales Assistant	1, 2, 4, 11, 14	1
Membership Coordinator	1, 2, 4, 8, 12, 14	2
Membership Fundraising Producer	1-4, 7, 8, 12, 14	2
Membership Manager	1-3, 8, 10, 12, 14	10
News Reporter	2, 10, 14	10
Operations/Engineering Assistant	1, 2, 5-7, 9, 10, 14	1
Program Host	1-3, 5, 6, 14	3
Program Host/Reporter	1-4, 10, 12, 14	10
Staff Assistant	1, 2, 5-7, 9, 10, 14	10
Sustainer Program Manager	1-4, 12-14	2
Web Developer	1, 2, 10, 14	2
Executive Administrative Specialist	1, 2, 7, 10, 14, 15	10

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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://www.wusf.org/">https://www.wusf.org/</a> , <a href="https://www.wsmr.org/employment-opportunities/">https://www.wsmr.org/employment-opportunities/</a> , <a href="https://wusfjazz.org/employment-opportunities/">https://wusfjazz.org/employment-opportunities/</a>	N	9
2	<b>USF Website – Careers</b> Katherine Friborg, 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	20
3	<b>Publicmediajobs.org</b> <a href="https://jobs.current.org">https://jobs.current.org</a>	N	4
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>La Gaceta</b> (Hispanic focused print publication) <a href="http://lagacetanewspaper.com/">http://lagacetanewspaper.com/</a>	N	0
6	<b>The Weekly Challenger</b> ( <i>African-American/Black-focused print publication</i> ) <a href="http://theweeklychallenger.com/">http://theweeklychallenger.com/</a>	N	0
7	<b>LinkedIn</b> <a href="https://www.linkedin.com/">https://www.linkedin.com/</a>	N	10
8	<b>Nonprofit Leadership Center of Tampa Bay</b> <a href="https://flvec.com">https://flvec.com</a>	N	1
9	<b>Diversityjobs.com</b> <a href="https://www.diversityjobs.com/">https://www.diversityjobs.com/</a>	N	0
10	<b>Word-of-Mouth Referral</b>	N	12
11	<b>CPB (Corporation for Public Broadcasting)</b> <a href="https://www.cpb.org">https://www.cpb.org</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Greater Public</b> <a href="https://greaterpublic.org">https://greaterpublic.org</a>	N	0
13	<b>AFP Tampa Bay Chapter</b> <a href="https://www.afpsuncoast.org/">https://www.afpsuncoast.org/</a>	N	1
14	<b>Indeed.com</b> <a href="https://www.indeed.com">https://www.indeed.com</a>	N	10
15	<b>Higher Ed Jobs</b> <a href="https://www.higheredjobs.com">https://www.higheredjobs.com</a>	N	1
16	<b>Internship Program</b> ( <i>as described in Section III</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			68

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On Oct. 12, 2021, WUSF's Asst. News Director participated in-person in the University of Florida College of Journalism and Communications Career Day.
<b>2</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On Oct. 25-27, 2021, WUSF's Asst. News Director virtually visited seven University of South Florida (Tampa) Mass Communications classes to talk about WUSF internships and career opportunities.
<b>3</b>	Participate in events/programs for or on behalf of community institutions relating to career opportunities in broadcasting	On Dec. 1, 2021, WUSF participated in the Public Media Journalists Association virtual workshop on "Building a Better Internship Program." Our Asst. News Director was a panelist and our News Director moderated. Among the topics discussed were best practices in conducting internships.

<b>4</b>	Participate in events/programs for or on behalf of community institutions relating to career opportunities in broadcasting	From Jan. 2-7, 2022, WUSF's Asst. News Director participated in NPR's Next Generation Radio Project. During the project, WUSF internships and career opportunities were discussed.
<b>5</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On Feb. 8, 2022, WUSF's Asst. News Director virtually visited the University of Central Florida chapter of the Radio Television Digital News Association to talk about WUSF internships and career opportunities.
<b>6</b>	Participate in Job Fair	On March 23, 2022, WUSF's Asst. News Director participated in-person in the University of Central Florida Journalism Intern Pursuit.
<b>7</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On March 28-29, 2022, WUSF's News Director visited in-person the University of Florida Dept. of Journalism Advisory Council to talk about WUSF internships and career opportunities.
<b>8</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On April 1, 2022, WUSF's Asst. News Director visited in-person the Florida College System Publications Association to talk about WUSF internships and career opportunities.

<b>9</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On Sept. 19-20, 2022, WUSF's News Director visited in-person the University of Florida Dept. of Journalism Advisory Council to talk about WUSF internships and career opportunities.
<b>10</b>	Internship program	Digital Services Internships with USF Department of History and the Journalism & Mass Communication School. These internships focus on how History and Mass Communication majors can utilize their research and writing skills in professions such as digital marketing, content creator, and brand managers. The Marketing and Strategic Initiatives Manager had one intern for Fall of 2022. The News Manager had four interns in the Fall of 2021 and four interns in the Spring of 2022.
<b>11</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On August 3-6, 2022, the News Director attended the National Association of Black Journalists/National Association of Hispanic Journalists annual conference as part of NPR's Public Media Village. Spent four days talking with potential candidates about job opportunities at WUSF and other public media stations across the country.
<b>12</b>	Participate in events/programs for or on behalf of educational institutions relating to career opportunities in broadcasting	On September 13, 2022, the News Director visited three Pinellas County schools – Melrose Elementary, John Hopkins Middle School and Lakewood High – and their journalism magnet students to discuss careers in journalism.