

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period: January 1 – December 31, 2023.

1) Employment Unit: WAER, Newhouse School, Syracuse University

2) Unit Members (Stations and Communities of License): WAER, Syracuse, NY

3) EEO Contact Information for Employment Unit:

Mailing Address:  WAER 795 Ostrom Ave Syracuse, NY 13244	Telephone Number: (315) 443-4021
	Contact Person/Title: Mark Lodato, Dean
	Email Address: mlodato@syr.edu

4) Full-time job vacancies filled by each station in the Employment Unit: For the period from January 1 – December 31, 2023 this Employment Unit hired THREE (3) full-time employee(s) during the reporting period:

Job Title	Recruitment Source Referring Hiree
Professional-in-Residence	Public Media Journalists Association Online Jobs Board
Director of Development	Indeed.com
Announcer/Producer	SUjobopps.com

5) Recruitment sources for each full-time vacancy listed above:

**Job Title:** Professional in Residence    **Referral Source of Hiree:** PMJA Online Jobs Board

Name of Recruitment Source	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification (yes or no)
SUjobopps.com	SU Human Resources	621 Skytop Road, Syracuse NY 13244	(315) 443-4042	1	no
Indeed		Indeed.com			no

LinkedIn		LinkedIn.com			no
Facebook		Facebook.com			no
PMJA Online Jobs Board		n/a		1	No
Referred by former SU employee		n/a		1	no
Higher Education Recruitment Consortium (HERC)		Hercjobs.org		1	no
HigherEdJobs.com		HigherEdJobs.com			no
The Chronicle of Higher Education		Chronicle.com			no

**Job Title:** Director of Development      **Referral Source of Hiree:** Indeed.com

<b>Name of Recruitment Source</b>	<b>Contact Person</b>	<b>Address</b>	<b>Telephone Number</b>	<b># of Interviewees Referred</b>	<b>Did Recruitment Source Request Notification (yes or no)</b>
SUjobopps.com	SU Human Resources	621 Skytop Road, Syracuse NY 13244	(315) 443-4042	2	no
Indeed		Indeed.com		2	no

LinkedIn		LinkedIn.com		1	no
ZipRecruiter		Ziprecruiter.com			
Glassdoor		Glassdoor.com			
Referred by SU employee		n/a			
Word of mouth		n/a			
Greater Public job website		Greaterpublic.org			
Higher Education Recruitment Consortium (HERC)		Hercjobs.org			no
HigherEdJobs.com		HigherEdJobs.com			no
The Chronicle of Higher Education		Chronicle.com			no

**Job Title:** Announcer/Producer **Referral Source of Hire:** SUjobopps.com

Name of Recruitment Source	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification (yes or no)
SUjobopps.com	SU Human Resources	621 Skytop Road, Syracuse NY 13244	(315) 443-4042	4	no
Indeed		Indeed.com			no

LinkedIn		LinkedIn.com			no
Higher Education Recruitment Consortium (HERC)		Hercjobs.org			no
HigherEdJobs.com		HigherEdJobs.com			no
The Chronicle of Higher Education		Chronicle.com			no

6) Total # of Interviewees Referred: For the period from January 1 – December 31, 2023 this Employment Unit interviewed THIRTEEN (13) candidates for full-time job vacancies.

7) Supplemental Recruitment Initiatives:

The FCC's list of supplementary EEO recruitment initiatives is found in 47 C.F.R. § 73.2080. During the relevant reporting period, the Employment Unit undertook the following activities set forth in that list:

*(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;*

WAER provided SIX (6) paid internship positions during the reporting period.

*(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;*

Additionally, a part of WAER's mission as a non-commercial FM station licensed to Syracuse University is to provide training opportunities for students and community members interested in acquiring broadcasting and production skills. WAER trains approximately 100 students and community members annually in the following areas: music announcing, sports announcing, broadcast journalism, analog and digital production. Many community participants choose to stay on as volunteers when opportunities are available. Others move on to apply their newly acquired skills elsewhere.

Syracuse University offers a variety of training options to help staff members enhance and develop skills. A comprehensive catalog of courses offers employees the options to develop multiple skills. Additionally, the licensee has arranged for each employee to have free access to the training resources available through LinkedIn Learning.

Syracuse University offers each of its employees, including station personnel, remitted tuition benefits. Employees can use their remitted tuition benefits to further their education and training efforts by taking courses as offered throughout the year.

The Syracuse University Office of Human Resources offers services to employees that promote skill development and support career advancement.

*(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;*

**Meeting with Manlius Pebble Hill high school students** held at WAER on 2/24/23 - News producers, Office Manager, General Manager participated and discussed careers in media and public radio.

**HBCU Open House** – held 3/30/23 at the Newhouse School – WAER’s GM represented the station: WAER participated in a session that offered job skills training for students at historically black colleges and universities through collaboration with the Newhouse School.

**Spring 2023 – WAER attended Newhouse Open House during spring admitted student days** held 4/7, 4/10, 4/14, 4/17 and 4/21 – Dir. of Corporate Support, Content and Ops Manger, GM and WAER Office Manager represented WAER 2 hours each day. They spoke with current students regarding their interests to identify potential opportunities at WAER.

**Fall 2023 WAER Recruitment meeting held at Newhouse on 9/7/23.** Dir. of Corporate Support, Content and Ops Manger, GM and WAER Office Manager represented WAER 2 hours each day. They spoke with current students regarding their interests to identify potential opportunities at WAER.

*(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;*

Station management and hiring managers are provided with training and resources to ensure equal employment opportunities. All station personnel complete mandatory sexual harassment training on an annual basis which is administered by the Syracuse University Office of Human Resources.

Syracuse University has a robust diversity statement posted on the SUjobopps.com website as follows:

## Diversity Statement

### EEO Statement

Syracuse University is an equal-opportunity, affirmative-action institution. The University prohibits discrimination and harassment based on race, color, creed, religion, sex, gender, national origin, citizenship, ethnicity, marital status, age, disability, sexual orientation, gender identity and gender expression, veteran status, or any other status protected by applicable law to the extent prohibited by law. This nondiscrimination policy covers admissions, employment, and access to and treatment in University programs, services, and activities.

### Commitment to Supporting and Hiring Veterans

Syracuse University has a long history of engaging veterans and the military-connected community through its educational programs, community outreach, and employment programs. After World War II, Syracuse University welcomed more than 10,000 returning veterans to our campus, and those veterans literally transformed Syracuse University into the national research institution it is today. The University’s contemporary commitment to veterans builds on this historical legacy, and extends to both class-leading initiatives focused on making an SU degree accessible and affordable

to the post-9/11 generation of veterans, and also programs designed to position Syracuse University as the employer of choice for military veterans, members of the Guard and Reserve, and military family members.

### **Commitment to a Diverse and Inclusive Campus Community**

Syracuse University maintains an inclusive learning environment in which students, faculty, administrators, staff, curriculum, social activities, governance, and all other aspects of campus life reflect a diverse, multi-cultural, and international worldview. The University community recognizes and values the many similarities and differences among individuals and groups. At Syracuse, we are committed to preparing students to understand, live among, appreciate, and work in an inherently diverse country and world made up of people with different ethnic and racial backgrounds, military backgrounds, religious beliefs, socio-economic status, cultural traditions, abilities, sexual orientations and gender identities. To do so, we commit ourselves to promoting a community that celebrates and models the principles of diversity and inclusivity.