

WUSF & WSMR
EEO PUBLIC FILE REPORT
October 1, 2023-September 30, 2024

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
Executive Producer	1, 2, 4, 10, 11	2
Media Sales Assistant	1, 2, 4, 8	1
Staff Assistant	1, 2, 8	2

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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	WUSF Websites https://wusf.org/ https://wusfnews.wusf.usf.edu/classical	N	3
2	USF Website – Careers Katherine Friborg, Manager of Talent Acquisition USF-SVC2172 813-974-1225 http://www.usf.edu/work-at-usf/index.aspx	N	7
3	Publicmediajobs.org https://jobs.current.org	N	0
4	The Florida Sentinel (African-American/Black-focused print publication) https://flsentinel.com	N	0
5	La Gaceta (Hispanic focused print publication) http://lagacetanewspaper.com/	N	0
6	LinkedIn https://www.linkedin.com/	N	0
7	CPB (Corporation for Public Broadcasting) https://www.cpb.org	N	0
8	Indeed.com (<i>not directly notified by SEU</i>) https://www.indeed.com	N	2
9	Higher Ed Jobs https://www.higheredjobs.com	N	0
10	ASALH (Association for the Study of African American Life and History) https://asalh.org/form-for-posting-jobs-and-fellowships/ https://asalh.org/	N	0
11	Glassdoor (<i>not directly notified by SEU</i>) https://www.glassdoor.com/	N	1
12	Word of Mouth	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			13

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	<i>Establish an internship program</i>	<p>During this reporting period, our SEU hosted Digital Services Internships for students in USF’s Department of History and the Journalism & 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.</p> <p>Additionally, USF’s Fiscal and Business Office hosted an intern who learned about the business aspects of Public Broadcasting.</p> <p>Our Major Gifts Department also hosted an intern who learned how to collate data and support the fundraising efforts of the major gifts team.</p> <p>WSMR hosted interns from the USF College of Music to learn about Classical Music in Public Broadcasting. These interns also learned about programming and setting up for live performances in our studios.</p> <p>Our WUSF News Team hosted interns from USF Mass Communications and other universities to learn about journalism in Public Broadcasting.</p> <p>All interns were supervised by members of the department/office in which they worked. In addition to USF, interns attended the following schools: University of Florida, and University of Central Florida.</p>
2	<i>Establish a mentoring program for station personnel</i>	<p>We have created a WUSF “New Staff Connections” program to pair new staff with more experienced staff so that the former may learn directly from the latter to better perform both their existing roles and responsibilities and</p>

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		<p>to learn new skills that they could utilize to obtain higher-level positions and otherwise advance their careers.</p> <p>We have also created a WUSF “Mentorship Library” that allows staff to share skills/knowledge with one another in order to learn and grow in their roles.</p>
3	<i>Sponsor an event for or on behalf of community organizations related to careers in broadcasting</i>	<p>On February 16, 2024, WUSF sponsored a community event called “Collards After Dark.” At the event, we connected with the community and shared information about Public Broadcasting.</p>
4	<i>Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination</i>	<p>Each year, supervisors and staff are required to take an Anti-Harassment and Discrimination course through the Corporation for Public Broadcasting. This year, there was a course specifically for supervisors. The course is available for supervisors to take on-demand beginning in January and must be completed by September 30.</p>
5.	<i>Sponsor an event for or on behalf of community organizations related to careers in broadcasting</i>	<p>On October 27, 2023, WUSF sponsored an event called “Listen Up Luncheon with Mary Louise Kelly,” an award-winning journalist, author, and host of an NPR program. Among other topics, Ms. Kelly discussed her career in journalism.</p>
6.	<i>Participate in an event for or on behalf of an educational institution</i>	<p>On October 11, 2023, a Program Host spoke to journalism students at Rollins College.</p> <p>From January through April 2024, an Assistant Director and News Reporter worked with middle school students to create a report about residents of the former Gas Plant Neighborhood that was eliminated when Tropicana Field was constructed.</p> <p>On January 31, 2024, an Assistant Director in our News Department spoke to students at Progress Village Middle Magnet School of the Arts about careers in journalism and broadcasting.</p>

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		On January 24, 2024, members of our News Team spoke to journalism students at USF about technology and information quality in journalism.