

**WUSF PUBLIC MEDIA
WUSF(FM) & WSMR(FM)
EEO PUBLIC FILE REPORT
OCTOBER 1, 2017 – SEPTEMBER 30, 2018**

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 |
|----------------------------|--|---------------------------|
| Assistant Program Director | 1, 4-5, 7-9 | 4 |
| Media Sales Assistant | 4-5, 7-9 | 7 |
| Program Host/Reporter | 1, 3-5, 7-9 | 9 |
| Receptionist | 4-9 | 6 |

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II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

| RS# | RS Information | Source Entitled to Vacancy Notification? | Number of Interviewees Referred by RS |
|---|---|---|--|
| 1 | Current http://jobs.current.org | N | 1 |
| 2 | Facebook/WUSF Public Media Page https://www.facebook.com/WUSF/ | N | 0 |
| 3 | Google Alert (<i>not directly contacted by SEU</i>) | N | 1 |
| 4 | HigherEdJobs.com Nadia Harry, HR Coordinator USF-SVC2172 813-974-1225 | N | 2 |
| 5 | Indeed.com (<i>not directly contacted by SEU</i>) http://www.indeed.com/ | N | 5 |
| 6 | Kelly Services Rick Cicero, Sr. Account Executive 19330 Cortez Blvd, Brooksville, FL 34601 4631 Woodland Corp Blvd, STE 117, Tampa, FL 33614 13575 58 TH ST N, Clearwater FL 33760 Tampa Office: 813.886.5013 Cell: 716.462.1308 kellyservices.com | N | 2 |
| 7 | USF Website – Careers Nadia Harry, HR Coordinator USF-SVC2172 813-974-1225 http://www.usf.edu/work-at-usf/index.aspx | N | 4 |
| 8 | WUSF.org Willow Wright, Digital Services Director USF-TV100 813-905-6908 https://www.wusf.usf.edu/about/employment_opportunities | N | 0 |
| 9 | Word-of-Mouth Referral | N | 5 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 20 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative | Brief Description of Activity |
|---|---|---|
| 1 | Participate in events sponsored by or on behalf of professional organizations interested in broadcast employment issues | <p>April 12-15, 2018 – Our Health News Florida Editor attended Association for Health Care Journalists conference, Phoenix, Arizona. Participated in multiple workshops and spoke one-on-one with potential job candidates for future positions.</p> <p>June 21 – 24, 2018 – Our News Director and Assistant News Director attended PRNDI Conference, Public Radio News Directors Incorporated, Philadelphia, PA. Scheduled several one-on-one conversations with several potential job candidates attending conference. Explained the WUSF news operation and inquired about their interest in potential positions.</p> |
| 2 | Participate in events/programs sponsored by or on behalf of educational institutions relating to career opportunities in broadcasting | <p>October 16 and 21, 2017 – University of South Florida student journalists, taping radio interviews and shows in Progress Village in Tampa, FL. Our News Director, Multimedia Reporter and Producer/Reporter had the opportunity to speak directly with prospective interns and discuss career in broadcasting.</p> <p>October 22, 2017 – University of Florida College of Journalism and Communications Career Fair, Gainesville, FL – Our News Director interviewed multiple students.</p> <p>February 26 & 28, 2018 – University of South Florida, Zimmerman School of Advertising & Mass Communications, Tampa, FL – Our Assistant News Director spoke with classes about Zimmerman School / WUSF Digital News internships for Summer & Fall 2018 semesters.</p> <p>March 14-16, 2018 – University of Florida College of Journalism and Communications, Gainesville, FL – advisory board – Our News Director serves on the College’s advisory board and, in that role, met with student journalists to mentor and critique.</p> |

| | Type of Recruitment Initiative | Brief Description of Activity |
|---|--|---|
| | | <p>March 26, 2018 – University of South Florida, Enhancing U event, Tampa, FL – Our Assistant News Director spoke with USF student-athletes about potential careers at an etiquette dinner.</p> <p>April 5, 2018 – University of South Florida St. Petersburg, Department of Journalism and Digital Communication, St. Petersburg, FL – Our Assistant News Director met with the Writing for Mass Media class to discuss multimedia journalism.</p> <p>June 7, 2018 – Poynter Institute High School, St. Petersburg, FL - Our News Director and Multimedia Reporter served as a guest lecturer for the school’s journalism course.</p> <p>July 25 & August 2, 2018 – University of South Florida, Zimmerman School of Advertising & Mass Communications, Tampa, FL – Our Assistant News Director met with an advanced reporting class teacher to assist with Telling Tampa Bay Stories project.</p> |
| 3 | Training Program Designed to Provide Skills for Higher Level Positions | December 10 – 15, 2017 – Our Assistant News Director attended Poynter Institute-ASNE Essential Skills for New Managers, Poynter Institute, St. Petersburg, FL – Attended training conference for new newsroom managers. |
| 4 | Internship Program | During the reporting period, our SEU hosted four students from the University of South Florida, Tampa and St. Petersburg campuses for an internship program, which is held each academic semester as well as summer. The internship program is considered a scholarship or mentorship, working with the news staff of WUSF Public Media. The student interns learn about researching, writing and producing for radio. |