



890 Commonwealth Avenue
Boston University
Boston, Massachusetts
02215

617 353.0909
617 353.4747 fax

EEO PUBLIC FILE REPORT

November 30, 2011

WBUR-FM
WBUR-AM

wbur.org
90.9 FM, Boston
1240 AM, West Yarmouth

**EEO PUBLIC FILE REPORT
For
WBUR**

Station WBUR December 1, 2010 through November 30, 2011

This report below lists all full-time vacancies filled during the reporting period.

All full-time positions are listed on the Boston University website: www.bu.edu/hr/jobs
In addition, notices of full-time job openings are posted on the WBUR website: www.WBUR.org

Mailing Address:
WBUR
890 Commonwealth Avenue
Boston, MA 02215

Telephone Number: 617-353-0909
Contact Person: Jean Wong
E-mail Address: Jwong@bu.edu

<u>Job Title</u>	<u>Total Interviewed</u>	<u>Interviewees Source of Referral</u>	<u>Recruitment Sources Utilized for interviewees from Attachment A</u>
Admin Coordinator, Development	10	BU Website; WBUR Website	#1 through #46
Coordinator, Administrative, Underwriting	4	BU Website; WBUR Website; internal referral	#1 through #46
Editor, Managing/Co-Host	1	BU Website; WBUR Website; internal referral; WBUR freelancer	#1 through #46; #51
Executive Editor/Content	4	BU Website; WBUR Website; internal referral	#45; #46 and #51
Manager, General WBUR	2	internal applicant; internal referral	#52
Producer, Assoc, Here & Now	1	BU Website; WBUR Website; internal referral; WBUR freelancer	#1 through #46
Producer, Assoc, On Point	6	BU Website; WBUR Website; internal applicant; WBUR freelancer	#1 through #46
Producer, Sr., Assoc, On Point	14	BU Website; WBUR Website; internal applicant; WBUR freelancer	#45 and #46
Technician II, Broadcast Rec	1	BU Website; WBUR Website; internal referral; WBUR freelancer	#1 through #46
Director, Order in the Court	3	BU Website; WBUR Website; outside referral, candidate outreach	#45 through #50
Producer, Order in the Court	2	BU Website; WBUR Website; WBUR freelancer	#45 through #50

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Attachment A**

Recruitment Sources used for Full-Time Job Openings

1 Action for Boston Community Development
178 Tremont Street
Boston, MA 02111
617-357-6000 x399
Contact: Delcenia Jackson
HR@bostonabcd.org

2 American Women in Radio & Television
1760 Old Meadow Road, Suite 500
McLean, VA 22102
703-506-3290
www.AWRT.org

3 Asian American Journalists Assoc.
1182 Market Street, Suite 320
San Francisco, CA 94102
National@aaaja.org
Contact: Rene Astudillo, Executive Director
415-346-2051
www.aaaja.org

4 Assoc of Fundraising Professionals
389 Main St, Suite 202
Malden, MA 02148
781-397-8870
Linda Guild
www.afpmass.org
617-355-3066
Mia Simon

5 Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905

6 BlackVoices.com
Tribune Towers
435 N. Michigan Ave
Chicago, IL 60611
312-222-4326
www.blackvoices.com

7 Career Collaborative, Inc.
711 Atlantic Avenue
Boston, MA 02111
Attn: Susan Schiro, President
(617) 424-6616
www.careercollaborative.org

27 Native American Journalist Association
Al Neuharth Media Center
University of South Dakota
555 Dakota St.
Vermillion, SD 57069
605.677.5282
Jack Marsh, executive director
www.naja.com

28 Native American Journalist Assoc
University of Oklahoma Gaylord College
395 W. Lindsey
Norman, OK 73019-4201
405-325-9008
Contact: Jeff Harjo, Executive Director
www.naja.com

29 North of Boston Convention & Visitors Bureau
17 Peabody Square
Peabody, MA 01960
Attn: Aimee O'Brien Jeyarjan
Director of PR & Marketing

30 Operation A.B.L.E of Greater Boston
131 Tremont Street, Suite 301
Boston, MA 02111-1336
617-542-4180
Contact: Susan Jepson
Sjebson@operationable.net

31 The Partnership, Inc.
155 Seaport Blvd., 11th Floor
Boston, MA 02210
Attention: Suzanne Wilkins, Director Pgm Services
p. 617-262-2828
f. 617-988-6157
thepartnershipinc.org

32 Public Broadcasting Management Association
P.O. Box 50008
Columbia, SC 29250
803-799-5517
www.pbma.org

33 Urban League of Eastern Massachusetts
Job Posting
88 Warren Street
Roxbury, MA 02119
617-442-4519
www.ulem.org

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- 8 Chinese Progressive Association
28 Ash Street
Boston, MA 02111-1517
617-357-4499
Lydia Lowe, Executive Director
www.cpaboston.org
- 9 The Coalition of 100 Black Women
Rita Howard, Chapter President
P.O. Box 1711
New York, NY 10163-1711
- 10 Community Work Services
174 Portland Street
Boston, MA 02114
617-720-2233
Contact: Maria Krueger
- 11 National Multicultural Institute
3000 Connecticut Ave NW, Suite 438
Washington, DC 20008
p. 202-483-0700
f. 202-483-5233
Contact: Kelly Reid, Program Manager
www.nmci.org
- 12 Foundation for Minority Interests in Media
524 West 57th Street
New York, NY 10019
212-975-2545
Sandra Rice, VP Eastern Region
- 13 Hispanic American Chamber of Greater Boston
406 S. Huntington Avenue
Boston, MA 02130
617-261-4222
Contact: Nader Acevedo, Executive Director
www.hacc.com
- 14 Norma R. Rivera
Executive Director
Hispanic Community Center: El Centro del Cardenal
76 Union Park
Boston, MA 02118
617-542-9292 Ext 622
www.ccab.org
- 34 Urban League of Rhode Island
246 Prairie Avenue
Providence, RI
401-351-5000
Contact: Louie King
- 35 National Assoc of Hispanic Journalists
Attn: Anna Lopez
1000 National Press Building, Suite 1993
529 14th Street, NW
Washington, DC 20045-2001
202-662-7145
www.nahj.org
- 36 National Assoc of Black Journalists
Executive Plaza
11350 McCormick Road, Suite 101
Hunt Valley, MD 21031
- 37 National Association of Colleges
and Employers
62 Highland Ave.
Bethlehem, PA 18017-9085
- 38 Boston College
Office of Career Services
38 Commonwealth Ave.
Chestnut Hill, MA 02467
Attn: Roger Woolsey
- 39 Emerson College
Office of Career Services
120 Boylston Street
Boston, MA 02116
617-824-8586
Contact: Matt Cardin
careers@emerson.edu
- 40 Emmanuel College
Office of Internships & Career Development
400 The Fenway
Boston, MA 02115
p. 617-735-9975
f. 617-264-7695
e. weilerbr.emmanuel.edu
Brie Weiler, Career Advisor

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- 15 Jewish Vocational Services
Career Moves
29 Winter Street, Suite 500
Boston, MA 02108
617-399-3180
Contact: Kira Khazatsky
www.jvs-boston.org
- 16 Latino Professional Network
P.O. Box 960601
Boston, MA 02196-0601
p. 617-247-1818
f. 781-341-3810
Contact: Rick Colon
www.lpn.org
- 17 Massachusetts Broadcasters Assoc.
43 Riverside Ave.
PMB 401
Medford, MA 02155
800-471-1875
www.massbroadcasters.org
- 18 Minority Professional Network
P.O. Box 55399
Atlanta, GA 30308-5399
888-676-6389
www.minorityprofessionalnetwork.com
- 19 National Assoc. of Asian American Professionals
NAAAP-Boston
P.O. Box 51922
Boston, MA 02205
617-227-1113
Samson Lee
www.naapboston.org
- 20 National Assoc. of Black Journalists-Boston Chapter
c/o Robin Washington
The Boston Globe
One Herald Square
Boston, MA
617-619-6666
- 21 National Association of Black Journalists
UNIVERSITY OF MARYLAND
8701-A Adelpia Road
Adelphia, MD 20783-1716
301-445-7100
fax 301-445-7101
- 41 Northeastern University Career Services
202 Stearns
360 Huntington Avenue
Boston, MA 02115
617-373-2430
Contact: Maria Stein, Director
www.careerservices.neu.edu
- 42 Smith College
Career Development Office, Drew Hall
North Hampton, MA 01063
413-585-2570
Brenda Jameson
www.smith.edu
- 43 Suffolk University Career Services & Cooperative
8 Ashbuton Place
Boston, MA 02108
617-573-8480
Terry Wells
Twells@suffolk.edu
- 44 University of Massachusetts at Boston
Office of Career Services
100 Morrissey Boulevard
Boston, MA 02125-3393
Contact: Mary Mahoney
617-287-5525
www.careers@umb.edu
- 45 Boston University Website:
www.bu.edu/hr/employment/jobs/jobs.shtml
- 46 WBUR Website
www.wbur.org
- 47 Journalism Jobs
510-653-1521
<http://www.journalismjobs.com>

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22 National Assoc of Black Journalists
Executive Plaza
11350 McCormick Road, Suite 101
Hunt Valley, MD 21031

48 National Assoc of Black Journalists
NABJ Jobs Online
301-445-7100
<http://careerservices.nabj.org>

23 Nat'l Assoc. of Minority Media Executives
Toni Laws, Executive Director
7950 Jones Branch Drive
McLean, VA 22107
p. 1-888-968-7658
f. 703-854-7181
www.namme.org

49 National Association of Hispanic Journalists
NAHJ Career Center
(888) 252-1220, ext. 702
<http://nahj.hispano.com>

24 National Council of Negro Women, Boston Chapter
c/o Barbara Robinson
PO Box 2804
Woburn, MA 01888-1404
978-535-7415

50 Asian American Journalists Association
5 Third Street, Suite 1108
San Francisco, CA 94103
415 346-2051
<http://jobs.aaja.org>

25 Women in Development of Greater Boston
93 Concord Avenue, Suite 2
Belmont, MA 02478
617-489-6777
Terri Hootstein
www.widgb.org

51 Current Newspaper
6930 Carroll Ave., Suite 350
Takoma Park, MD 20912
www.current.org

26 National Multicultural Institute
3000 Connecticut Ave, NW
Suite 406
Washington, DC 20008
202-483-0700
www.nmci.org

52 Boston University
Committee to hire the WBUR General Manager
1 Silber Way
Boston, MA 02215

ATTACHMENT B

MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
<p>Internship Program</p>	<p>WBUR offers internship opportunities with the following departments and/or programs: News, Here & Now, On Point, Only A Game, Radio Boston and internships in New Media. A total of 54 interns participated in the program during the Fall 2010 and Spring, Summer and Fall 2011 semesters.</p> <p>The goal of WBUR is to provide interns with a substantive, meaningful work experience. Each intern will conclude the internship period with demonstrable skills in his/her chosen area of interest and take with them a knowledge of how public radio 'works.'</p> <p>Martha Little, News Director interviewed candidates competing for the Kroc Fellowships at NPR in January 2011. One candidate, Kimberly Adams, worked at WBUR as a 'Kroc Fellow' for 5 months beginning in April 2011.</p> <p>In November 2011 WBUR interviewed four BU 'finalists' from the School of Communications who applied for fellowship at the station starting in January 2012.</p>
<p>Employee Training Program for personal and professional development</p>	<p>As a university licensee, the station is able to offer a comprehensive training program entitled, "Get Trained." This training program offers work, health, and life series and professional development workshops to all employees. This integrated and unified series of workshops is offered through a collaborative effort of the University Training Group, which is comprised of staff from departments throughout the Boston University.</p> <p>The Office of Information Services and Technology offers free tutorials in computing to the Boston University community. These short, noncredit tutorials range from introductions to Pine and the UNIX operating system to in-depth sessions on popular application software packages such as Microsoft Word, Excel, and FileMaker Pro. Most tutorials feature hands-on training.</p> <p>There were 2 workshops for digital training for web and broadcast journalists focused on social media and the web. IBM specialists on social media practices spent a day at WBUR on May 26 to discuss social media practices with the news staff. From June 13-17 a digital trainer from the Knight Foundation and NPR spent the week at WBUR training news staff on web practices.</p> <p>In the Spring and Fall of 2011, WBUR participated in Boston University's "Getting Trained Series" and offered a rare behind-the-scenes tour of WBUR and its' news gathering and program operations. Participants were able to see a broadcast studio and learn about the technical equipment and production facilities of a radio station.</p>
<p>Participation in job banks and Career Fair</p>	<p>Boston University is a member of the Boston Consortium a group of 14 Boston colleges and universities that together strive to create and foster an environment that values people from all cultures, races and religions and that promotes mutual respect for all individuals. Boston University is part of the Boston Consortium's diversity outreach efforts which includes posting positions in 38 publications and hosting 4 job fairs a year.</p>

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MENU OPTION ACTIVITIES

WBUR engaged in the following outreach activities during the period covered by this report:

Type of Activity	Description
<p>Participation in job banks and Career Fair</p>	<p>Thomas Bagarella, Manager of Employment and Training is Boston University's active member in the Boston Consortium.</p> <p>John Davidow, Executive Editor New Media participated as a speaker at Tufts University Career Night, 2/7/11</p> <p>John Davidow, Executive Editor of New Media was a featured speaker at BU's School of Communication talking about career choices and advice. 11/30/11</p>
<p>Workshops and Conventions</p>	<p>Corey Lewis, Station Manager, attends regular monthly meetings at the AD Club, a New England association for the marketing and communications industry professionals.</p> <p>Corey Lewis, Station Manager, attended the Public Radio Development and Marketing conference (PRDMC) held in Pittsburgh, PA in July 2011.</p> <p>Sam Fleming, Managing Director of News & Program attended the Public Radio Program Directors Association's (PRPD) conference held in Baltimore in September 2011. Program Manager Iris Adler also attended.</p> <p>John Davidow, Executive Editor of New Media, led WBUR's effort hosting the annual conference of the Online News Association that brought 1200 journalists to Boston. The conference included training sessions, career workshops and panels on diversity in the online journalism field.</p> <p>John Davidow, Executive Editor of New Media ran a workshop on social media with NPR's Andy Carvin for staff in-house training. 4/8/11</p> <p>John Davidow, Executive Editor New Media, attended News Foo in December 2010. News Foo, an invitation-only gathering of 150 digital journalists from around the world is sponsored by Google, the Knight Foundation, and O'Reilly Media.</p> <p>John Davidow, Executive Editor of New Media was a featured panelist at the Mass Bar House of Delegates Conference speaking about Open Court 5/18/11, he was also a panelist on the Massachusetts Continuing Legal Education seminar, 9/16/11</p> <p>The Director of Finance, Jean Wong and Ass't Business Manager, James Harrington attended the annual Public Broadcasting Management Association (PMBA) convention held in Nashville in May 2011.</p> <p>It is the practice for all the WBUR hiring managers to network and disseminate information in recruitment outreach to diverse groups interested in careers in broadcast media.</p>

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Type of Activity	Description
Listing of upper-level position in job bank targeted towards women and minorities	The Director and Producer position for our Order in the Court project was posted with the National Assoc of Black Journalists, National Association of Hispanic Journalists and Asian American Journalists Association
Other Activities	<p>In 2011 Sam Fleming, WBUR's Managing Director of News & Programming, served on a panel with many distinguished journalists to select the winner of the Daniel Schorr Journalism Award. This award established in 2002 by WBUR and Boston University, recognizes a young talented journalist in public radio for their individual news work of significance and quality. This award celebrates a new and diverse generation of public radio journalists under 35 years old and seeks to inspire them to stretch the boundaries of the medium. Journalists from around the world compete for the prize.</p> <p>WBUR and Boston University are members of the Commonwealth Compact, an ambitious project supported by Boston's civic and business leaders to make Greater Boston a desired destination for people of color, immigrants, and women, in the belief that their contributions will be vital to the region's social and economic future. Member organizations are asked to make significant progress by measuring themselves annually on a detailed series of benchmarks.</p>