

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	Ongoing Event	Establishment of a mentoring program	WFUV's News Director participated in a mentoring program for journalists of color, presented by Public Media Journalists Association. The News Director mentored a reporter for WDET in Detroit, who is passionate about community journalism and aspires to give American Muslims and minorities a voice in the press.	1	News Director
2	2/21/2024	Participation in events or programs sponsored by educational institutions	WFUV hosted members from the Fordham University's Marketing and Communications department for a tour of your facilities to accentuate WFUV presence and strengthen WFUV's student training program.	8	Office Manager Technical Director of Live Music News Director Sports Director
3	3/23/2024	Participation in events or programs sponsored by educational institutions	WFUV's News Director offered vocal and story criticism as well as career advice to graduating students of the Columbia University Journalism School. The Career Expo takes place every spring. The fourth Virtual Career Expo included 410 recruiters and 189 news outlets. https://journalism.columbia.edu/careerexpo	1	News Director
4	4/18/2024	Participation in events or programs sponsored by educational institutions	Group of students from the Salesian High School visited the WFUV studio. The students met with the program director, news director, technical operations director and sports director. The students enjoyed the opportunity to shadow the directors and learn about the daily operations of a radio station.	6	News Director Technical Director of Live Music Sports Director General Manager
5	5/23/2024	Participation in events or programs sponsored by educational institutions	Nine students from the Cardinal Hayes High School visited the WFUV studio. The students met with the program director, news director, technical operations director and sports director. The students enjoyed an opportunity to see how news and sports journalism is produced.	6	News Director Technical Director of Live Music Sports Director Office Manager

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	5/31/2024	Participation in events or programs sponsored by educational institutions	WFUV hosted 5 students and 3 staff members from MS331. The students were part of their middle school morning report. The students took the opportunity to record their morning show at one of the studios and explored various opportunities available in broadcasting and media.	2	Sports Director Office Manager
7	6/13/2024	Participation in events sponsored by organizations representing the community	WFUV hosted members of the Fordham University Undergraduate Team. This to make the undergraduate team aware of the student training program offered by WFUV.	6	News Director Technical Director of Live Music Director of Technical Operations Sports Director
8	6/25/2024	Establishment of an intern program designed to assist members of the community	The newsroom held a workshop with ten Fordham university students and interns. The production director taught the workshop on Ethical Practices for an Unbiased Newsroom. This workshop was held to help newsroom students hone the skills necessary to effectively report unbiased, relevant and newsworthy stories.	2	Production Director News Director
9	6/25/2024	Establishment of an intern program designed to assist members of the community	The newsroom held a workshop with ten Fordham students. The production director taught the workshop on Ethical Practices for an Unbiased Newsroom. This workshop was held to help newsroom students hone the skills necessary to effectively report unbiased, relevant and newsworthy stories.	2	Production Director News Director
10	6/26/2024	Establishment of an intern program designed to assist members of the community	The production director led a workshop for the Fordham summer newsroom students. The workshop trained students on the AI-Powered Podcast and Audio Editor Descript. The training included best practices for transcribing audio and video files for quick edits of news, podcasts and documentary script as well as multi-track timeline editor.	2	Production Director News Director

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
11	7/9/2024	Establishment of an intern program designed to assist members of the community	One of the professors from Fordham University's communication department led a workshop for Fordham students and interns on Pitching Practices. This workshop focused on story visioning and focusing strategies that strengthen your pitches. The workshop focused on the art of the pre-interview, along with brainstorming activities to help bring pitches across the plate.	1	News Director
12	7/10/2024	Establishment of an intern program designed to assist members of the community	The newsroom hosted a workshop for WFUV interns and Fordham students on Obituary Writing which was led by a professor from the communication department at Fordham University. The workshop focuses on who gets an obituary in the media, and what makes it great, with a particular focus on the audio obituary.	1	News Director
13	7/11/2024	Establishment of an intern program designed to assist members of the community	WFUV partnered with Center for Community Engaged Learning in their Beyond Rising Internship program. This program is for undocumented high schoolers, ages 16-20, who reside in the Bronx, Harlem, or Washington Heights. WFUV had one high school intern who worked from July 11, 2024 to August 8, 2024. Under the supervision of the office manager and office assistant, the intern assisted in answering phones and emails for the station, as well as stocking supplies and general office management.	2	Office Manager Office Assistant

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
14	7/16/2024	Establishment of an intern program designed to assist members of the community	The newsroom hosted a workshop for WFUV interns and Fordham students on Entertainment/Music News Writing and Reporting. The workshop was led by WFUV host and content editor which covered the basics of choosing and reliably sourcing those stories and how to balance original audio reporting, utilizing WFUV's vast trove of recent music-oriented interviews, with insight on what's timely, interesting and relevant. Facts count, as does knowledge of music, film, television, theatre and pop culture.	2	News Director UKNY Host
15	7/17/2024	Establishment of an intern program designed to assist members of the community	The newsroom hosted a workshop for WFUV interns and Fordham students on Unscripted Broadcast Training. This workshop led by WFUV's sport director helps students develop their unique narrative by preparing them to communicate the energy and drama of their topic. This is achieved through hands-on, practical advice for preparation, including research tips and insights into understanding their subject matter. Live commentary goes beyond simply narrating and delves into mastering artful commentary as you create your own style and engage with your audience. Students were trained to rethink the way they write, the way they deliver words and focus on telling stories naturally and organically off the cuff.	2	News Director Sports Director
16	7/23/2024	Establishment of an intern program designed to assist members of the community	The newsroom hosted a Vocal Training workshop for WFUV interns and Fordham students led by a nationally recognized voice coach. Students were taught techniques so they can deliver copy in a clear, conversational manner and more effectively communicate with their audience. Media professionals will develop stronger vocal ability, fine-tune their skills and sound better on the air.	1	News Director

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
17	8/1/2024	Establishment of training programs for station personnel	Members of WFUV's senior team participated in the online course, "Preventing Harassment and Discrimination," an annual Everfi training module provided by The Corporation for Public Broadcasting. Team members took the learning module individually at their own pace from 8/01/2024 to 9/30/2024. More broadly, all members of the professional staff and student interns took the training and received certification.	11	Director of Music & Industry Relations Finance Director Director of Corporate Support General Manager
18	8/6/2024	Establishment of an intern program designed to assist members of the community	Newsroom held a workshop on Fact Checking and Verification for Reporting for WFUV interns and Fordham students led by a guest speaker. In this workshop- checking stories line by line, including the quotes, for errors, missing information, logic, and other things prior to publication was the primary focus.	1	News Director
19	8/26/2024	Establishment of a mentoring program	WFUV partnered with Fordham University's Public Media Masters program to offer a one-year graduate fellowship in broadcast journalism. The two WFUV PMMA Fellows in Journalism worked closely with the News Director on the production of station's daily news podcasts, What's What. The fellowship develops skills in researching news stories, script writing, interviewing, audio recording, editing and production.	1	News Director

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
20	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>WFUV's year-round internship program in the area of music programming engaged two Fordham University students.</p> <p>The interns assist in the daily operation of WFUV's music department. Specifically, they compile and report weekly airplay charts to trade and industry publications. They support the Music Director and Asst. Music Director by sorting new music submissions and maintaining the music library. The students also reconcile daily music logs and add song and artist notes into a station database.</p>	2	Director of Music & Industry Relations Evening host/ Assistant Music Director
21	Ongoing Event	Establishment of an intern program designed to assist members of the community	<p>WFUV hosts a year-round internship program in the area of sports. During the year it offered seven Fordham University students a sports internship.</p> <p>Student interns in the WFUV sports department work on the on air production of the Fordham athletic games, production of WFUV's flagship sports show One-on-One, and podcasts that include beat reporting from the professional teams in the NYC region.</p>	1	Sports Director
22	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's internship program in the area of the Irish music program engages three Fordham University students on an ongoing basis throughout the year. The interns learn broadcasting skills involved in producing and hosting a four-hour weekly program which runs on Sundays, including announcing and vocal technique, researching music and artists, technical and production skills, writing for broadcast, fundraising and other skills.	2	Program Producer Program Co- Producer

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
23	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of corporate underwriting engaged one Fordham University student. The intern learns skills including the creation of sales materials (such as decks, one sheets and the sales e-newsletter), drafting posts for social media, tracking audience performance from month to month, tracking underwriting performance in the weekly e-newsletter, generating and interpreting syndicated research. The student also assists the traffic and continuity department with various projects, and monitors underwriting on competitive stations.	1	Director of Corporate Support
24	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year round internship program in the area of live audio and video production engaged twelve Fordham University students. The interns work under the direction of the Technical Director of Live Music. The interns assist with live studio sessions and are responsible for recording the artist session and editing the sessions afterwards. The interns also record live sessions outside of the studio to ensure the session can be used on air.	1	Live Music Technical Director
25	8/28/2024	Participation in events or programs sponsored by educational institutions	WFUV participated in the club fair hosted by Fordham University. The office manager along with other staff members were onsite to speak about opportunities available at the station.	1	Office Assistant
26	8/28/2024	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of promotions and marketing engaged three Fordham University students. The interns works closely with the Director of Marketing and Promotions to manage daily ticket giveaways available to listeners through wfuv.org and the station's e-newsletter. The interns secure new ticket offers, handles confirmations, and manages communication between winners and music venues, including troubleshooting customer service issues, as well as other duties.	1	Director of Marketing and Promotions

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	Ongoing Event	Establishment of an intern program designed to assist members of the community	WFUV's year-round internship program in the area of Traffic and continuity management engages one Fordham University student. The intern assists the Director of Traffic and Continuity with managing underwriting, promotional, and programming inventory to maximize revenue potential, while maintaining continuity between WFUV Departments. The intern prepares daily program logs using Marketron Broadcast Traffic Systems. Review, assign, schedule, and distribute written/recorded promotional copy to Voiceover staff and DJs. Process Underwriting contracts and distribute to the proper salesperson(s).	1	Director of Traffic and Continuity
28	Ongoing Event	Participation in other activities designed by the station employment unit	Under the guidance of the WFUV Sports Director, 16 workshops were presented in 2024. The sessions introduced student interns and Fordham students to the world of sports broadcasting. Students worked on writing and on-air presentations, as well as audio and video production training. The workshops taught the nuances of the industry and lead into practice shows in preparation for working on station podcasts and WFUV's flagship sports talk show, One on One. The training workshop engaged 50 students over two semesters. Each session was 90 minutes, and were scheduled from October to December 2024.	1	Sports Director

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
29	10/2/2024	Participation in other activities designed by the station employment unit	WFUV's Associate Director of Technical Operations presented a series of seven workshops on audio production for live music performances. SFordham students were taught the fundamentals of audio, including how to operate equipment and perform techniques used during the recording of performances in WFUV's Studio A. Weekly group sessions were offered on Wednesday afternoons, from October through early December 2024. The sessions were one hour in length, except for the final two workshops, which were three hours. Additionally, attendees were invited to observe and assist with studio sessions throughout the semester. Eight students attended the Fall 2024 audio workshop.	1	Live Music Technical Director
30	Ongoing Event	Participation in other activities designed by the station employment unit	WFUV's Associate Director of Technical Operations presented a series of 12 workshops on live music video production. Student interns were taught video production basics as well as how to operate cameras and lighting, edit video, and perform techniques used during the shooting of live music sessions in WFUV's Studio A. Weekly group sessions were offered on Wednesday afternoons, from October through early December 2024. The sessions were one hour in length, except for the final two workshops, which were three hours. Additionally, attendees were invited to observe and assist with studio sessions throughout the semester. Seven students attended the Fall 2024 video workshop.	1	Live Music Technical Director
31	Ongoing Event	Participation in other activities designed by the station employment unit	Under the guidance of the WFUV News Director, 12 workshops were conducted in 2024. The sessions introduced students to the world of journalism. Students worked on writing stories, learning audio broadcasting, hosting podcasts and other fundamentals of journalism.	1	News Director

WFUV RADIO
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
32	10/9/2024	Provision of training to management	This workshop engaged the entire senior team. The team met with two professionals who are experts in organizational management and business practices. The focus of this workshop was to bring out our shared identify as employees of WFUV.	11	Director of Music & Industry Relations Promotions & Marketing Director Director of Technical Operations General Manager
33	11/19/2024	Establishment of training programs for station personnel	The entire staff at WFUV engaged in the workshop led by two experts in organization behavior and relationship. This workshop focused on shared purpose, vision, and goals.	38	Live Music Technical Director Evening host/ Assistant Music Director Director of Technical Operations General Manager
34	1/15/2025	Participation in events or programs sponsored by educational institutions	WFUV participated in the club fair hosted by Fordham University. The office manager along with the office assistant were onsite to speak about opportunities available at the station.	2	Office Manager Office Assistant
35	1/24/2025	Participation in events or programs sponsored by educational institutions	WFUV hosted students from Introduction to Journalism class offered at Fordham University. The students toured the station along with their professor to learn about the various opportunities available to them.	1	Office Manager