

WUCF-TV and WUCF-FM, Orlando, FL, 2022-23 FCC Annual EEO Public File Report

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that WUCF TV and FM are in compliance with the Commission's current EEO rules, policies, and record-keeping requirements.

WUCF TV and FM are licensed to the University of Central Florida. Accordingly, UCF is responsible for the station's hiring and EEO activities. UCF is an equal opportunity employer. In compliance with UCF Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Updated as of September 2023

List of Full-Time Jobs Filled

Period October 1, 2022 through September 30, 2023

Job Title: OPS Viewer & Member Services Associate	Date Filled: 11/17/2022
Job Title: FM Program Manager	Date Filled: 11/18/2022
Job Title: Education & Community Engagement Manager	Date Filled: 01/06/2023
Job Title: Manager, Stewardship Programs	Date Filled: 01/13/2023
Job Title: Broadcast Production Manager	Date Filled: 01/27/2023
Job Title: OPS Broadcast Production Spec I	Date Filled: 02/03/2023
Job Title: Broadcast Production Spc III	Date Filled: 02/10/2023
Job Title: Traffic & Scheduling Manager	Date Filled: 02/17/2023
Job Title: Communications Manager	Date Filled: 04/24/2023
Job Title: Marketing Coordinator II	Date Filled: 5/26/2023
Job Title: Broadcast Production Spec II	Date Filled: 06/05/2023
Job Title: Director of Content	Date Filled: 07/06/2023
Job Title: Education & Community Engagement Coor	Date Filled: 08/23/2023
Job Title: Donor Relations Coordinator	Date Filled: 09/25/2023

Yearly Totals for Number of Interviewees by Referral Source

Recruitment Sources:

UCF Website: 29

Employee Referral: 8

Indeed: 10

LinkedIn: 20

HigherEd: 2

Other Job Board: 4

Total Number of Interviewees: 73

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: OPS Viewer & Member Services Associate

Date Filled: 11/17/2022

Posting dates: 08/30/2022 – 09/22/2022

Recruitment Source for Actual Hire: Employee Referral

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting– cpb.org

HigherEd jobs

Hispanic Chamber of Commerce

LinkedIn

NETAOnline.org

UCF Veterans Resource Center

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 3

Recruitment Referral Sources:

UCF Career Website: 3

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: FM Program Manager

Date Filled: 11/18/2022

Posting dates: 09/08/2022 – 09/27/2022

Recruitment Source for Actual Hire: Other Job Board

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

All Access Radio

Asian American Chamber of Commerce

CareerSource

CareerBuilder

Corporation for Public Broadcasting -CPB.org

Current for People in Public Media

HigherEd Jobs

Hispanic American Chamber of Commerce

LinkedIn

NETAonline.org

The Broadcasting Education Association

UCF Veterans Resource Center

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 4

Recruitment Sources:

UCF Website:1

LinkedIn: 1

Other Job Board: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Education & Community Engagement Manager **Date Filled:** 01/06/2023

Posting dates: 09/02/2022 – 09/27/2022

Recruitment Source for Actual Hire: LinkedIn

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Association of Fundraising Professionals

Career Source

CareerBuilder

Corporation for Public Broadcasting -CPB.org

Current for People in Public Media

HigherEd jobs

Hispanic Chamber of Commerce

Indeed

MyPBS.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 7

Recruitment Referral Sources:

UCF Career Website: 3

LinkedIn: 3

Employee Referral: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Manager, Stewardship Programs

Date Filled: 01/13/2023

Posting dates: 10/12/2022 – 12/13/2022

Recruitment Source for Actual Hire: Employee Referral

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Association of Fundraising Professionals

Career Source

CareerBuilder

Corporation for Public Broadcasting -CPB.org

HigherEd jobs

Hispanic Chamber of Commerce

Indeed

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 3

Recruitment Referral Sources:

UCF Website: 1

LinkedIn: 1

Employee Referral: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Production Manager

Date Filled: 01/27/2023

Posting dates: 09/26/2022 – 12/19/2023

Recruitment Source for Actual Hire: LinkedIn

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

CareerBuilder

Current for People in Public Media

Corp for Public Broadcasting -CPB.org

HigherEd jobs

Hispanic American Chamber of Commerce

Indeed

NETAOnline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 6

Recruitment Referral Sources:

UCF Website: 2

Indeed: 1

LinkedIn: 2

Other Job Board:1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: OPS Broadcast Production Specialist 1

Date Filled: 02/03/2023

Posting dates: 09/14/2022 – 09/27/2022

Recruitment Source for Actual Hire: Employee Referral

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

Higher ed jobs

Hispanic Chamber of Commerce

Indeed

NETAOnline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 5

Recruitment Sources:

UCF Website: 1

Indeed: 2

Employee Referral:1

LinkedIn: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Production Spec III

Date Filled: 02/03/2023

Posting dates: 10/28/2022 – 01/13/2023

Recruitment Source for Actual Hire: UCF Website

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting CPB.org

Career Builder

Career Source

Facebook – East Central Florida Area Job Search

Facebook – Public Media Women in Leadership

Current for People in Public Media

Hispanic Chamber of Commerce of Metro Orlando

MyPBS.org

NETAOnline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF TV Facebook page

WUCF Staff Newsletter

WUCF TV website

WUCF LinkedIn

WUCF Twitter

Indeed

HigherEd Jobs

Number of candidates interviewed: 5

Recruitment Sources:

UCF Website: 3

Indeed: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Traffic & Scheduling Manager

Date Filled: 03/17/2022

Posting dates: 02/01/2023 – 02/17/2023

Recruitment Source for Actual Hire: Employee Referral

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

HigherEd jobs

Hispanic Chamber of Commerce

Indeed

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement(Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 3

Recruitment Sources:

Employee Referral: 1

LinkedIn: 1

Other Job Board: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Communications Manager I

Date Filled: 04/24/2023

Posting dates: 01/05/2023 – 01/23/2022

Recruitment Source for Actual Hire: UCF Website

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Recruitment Sources Utilized for Vacancies:

- African American Chamber of Commerce
- Asian American Chamber of Commerce
- Association of Fundraising Professionals Central Florida Chapter
- Career Source
- CareerBuilder
- Current for People in Public Media
- Corporation for Public Broadcasting -CPB.org
- Edyth Bush Institute for Philanthropy & Nonprofit Leadership
- Hispanic Chamber of Commerce
- Indeed
- NETAOnline.org
- UCF Veterans Resource Center
- University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com
- WUCF Facebook page
- WUCF Internal Announcement (Newsletter)
- WUCF LinkedIn
- WUCF Twitter
- WUCF website

Number of candidates interviewed: 10

Recruitment Sources:

- UCF Website: 3
- Employee Referral: 2
- Indeed: 1
- LinkedIn: 4

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Marketing Coordinator II

Date Filled: 05/26/2023

Posting dates: 04/11/2023 – 04/30/2023

Recruitment Source for Actual Hire: Employee Referral

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

Hispanic Chamber of Commerce

HigherED Jobs

Indeed

NETAOnline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement(Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 3

Recruitment Sources:

UCF Website: 2

Employee Referral: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Prod Spec II

Date Filled: 06/05/2023

Posting dates: 3/27/23-4/07/23

Recruitment Source for Actual Hire: Indeed

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

Current for People in Public Media

Hispanic Chamber of Commerce

MyPBS.org

NETA Online.Com

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement(Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 3

Recruitment Referral Sources:

UCF Website: 1

Indeed: 1

HigherEd Jobs: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Director of Content

Date Filled: 07/06/2023

Posting dates: 03/01/2023 – 03/15/2023

Recruitment Source for Actual Hire: UCF Website

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

Current for People in Public Media

HigherEd jobs

Hispanic Chamber of Commerce

Indeed

NETA Online.Com

MyPBS.org

Public Media Jobs

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement(Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 6

Recruitment Referral Sources:

UCF Website: 3

HigherEd Jobs: 1

LinkedIn: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Education & Engagement Coordinator

Date Filled: 08/23/2023

Posting dates: 05/23/2023 – 06/21/2023

Recruitment Source for Actual Hire: UCF Website

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

HigherEd Jobs

Hispanic Chamber of Commerce

MyPBS.org

NETA Online.Com

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement(Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 7

Recruitment Referral Sources:

Employee Referral: 2

Indeed: 1

LinkedIn: 4

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Donor Relations Coordinator

Date Filled: 9/25/23

Posting dates: 07/03/2023 – 07/23/2023

Recruitment Source for Actual Hire: UCF Website

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Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Association of Fundraising Professionals Central Florida Chapter

Corporation for Public Broadcasting -CPB.org

Edyth Bush Institute for Philanthropy & Nonprofit Leadership

Hispanic Chamber of Commerce

MyPBS.org

NETA Online.com

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement(Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 8

Recruitment Referral Sources:

UCF Website: 4

Employee Referral: 1

Linkedin: 1

Indeed: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Contact Information for Recruitment Sources

Organization/Department/Project	Contact Name	Email/Website	Website	Address	City / Zip	Phone	Fax	Entitled to Notification?
African American Chamber of Commerce		sullivan@blackcommerce.org or info@blackcommerce.org	http://blackcommerce.org	3201 E. Colonial Drive, Suite A-20	Orlando, FL 32803	407-420-4870	407-420-4849	N
Asian American Chamber of Commerce	Vi Ma	vmastolz@gmail.com or info@asianamericanchambercfl.org	http://asianamericanchambercfl.org	237 Isle of Sky Circle	Orlando, FL 32828	407-496-8321	N/A	N
Association of Fundraising Professionals Central Florida Chapter	None, self posted	http://afcentralflorida.org/						N
Career Source	UCF HR		http://www.careersourcecentralflorida.com	4360 E. Colonial Drive	Orlando, FL 32803	407-531-1227 x4400	N/A	N
CareerBuilder	UCF HR		http://www.careerbuilder.com					N
Corporation for Public Broadcasting	None, self posted	http://cpb.org/jobline	http://cpb.org	401 Ninth Street, NW	Washington, DC 20004	202-879-9600	N/A	N
Current for People in Public Media	None, self posted- for a fee	publicmediajobs.org	publicmediajobs.org					N
Diversity Jobs	UCF HR	Automatically gets picked up with HigherEd	https://www.diversityjobs.com					N
Florida Public Relations Association	Julie Hall	fpraorlando@gmail.com	http://www.fpra.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Greater Public	None, self posted-free	https://www.greaterpublic.org/submit-job/	https://www.greaterpublic.org/submit-job/					N
Higher Ed Jobs	UCF HR	Automatically gets picked up with HigherEd	https://www.higheredjobs.com					N
Hispanic Chamber of Commerce	Daniela Lopez	info@hispanicchamber.net or DLopez@hispanicchamber.net	http://www.hccmo.org	3201 East Colonial Drive, Suite A-20	Orlando, FL 32803	407-428-5870	407-428-5871	N
Indeed	UCF HR	Automatically gets picked up with HigherEd						N
MyPBS	None, self posted	http://connect.pbs.org	http://www.pbs.org	2100 Crystal Drive	Arlington, VA 22202	703-739-5000	N/A	N
NETA Production Council List	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
NETAOnline.org	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
Orlando Women in Film Facebook page	Jen Cook	jennifer.cook@wucf.org	https://www.facebook.com/womeninfilml	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Public Media Business Association	None, self posted-free	info@pmbaonline.org	https://www.pmbaonline.org/industry-jobs					N
UCF Veterans Resource Center	Joshua Johnson	joshua.johnson@ucf.edu	http://varc.sdes.ucf.edu	12781 East Plaza Drive	Orlando, FL 32816	407-823-5877	407-823-5879	N
University of Central Florida Jobsite	UCF HR	Workday	https://www.jobswithucf.com	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Women in Film	FB Page	jennifer.cook@wucf.org						N
WUCF Facebook page	Jen or Sydney		https://www.facebook.com/WUCFTV	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF Internal Announcement (newsletter)	Jen or Sydney		Internal Email	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF LinkedIn Post	Jen or Sydney	Submit as post on WUCF LinkedIn Page						N
WUCF website	Jen or Sydney		http://www.wucf.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Facebook Pages								
https://www.facebook.com/PubMediaWIL	Jen Cook	Public Media Women in Leadership						
https://www.facebook.com/NAHJCentralFL	Jen Cook	National Association of Hispanic Journalists						
https://www.facebook.com/CFABJOOrlando	Jen Cook	Central Florida Association of Black Journalists						
https://www.facebook.com/PRSAOrlando	Jen Cook	The Public Relations Society of America/Orlando Chapter						
https://www.facebook.com/fpraorlando	Jen Cook	FL PR Association						

Prong 3 Longer-Term Recruitment Initiatives

October 1, 2022– September 30, 2023

Implemented During Previous Year

No.	Category	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	College Internship Program	Oct 2022 to Present	College Intern Program	Intern opportunities to expose students to careers in broadcasting, radio, IT, and production, to give them real-world experience in the field, and help build their portfolio of work.	Students work with staff on station projects, giving them experience in the broadcasting industry. All students receive direct supervision and training from experienced professionals.	Janice Sante, Education & Community Engagement Coordinator Kayonne Riley, Director of Radio Kristen Donnelly, Broadcast Production Specialist' Stephen Mort, Executive Producer Evan Valle, Membership Manager

2	Listing of each upper-level category opening in a job bank of trade group whose membership includes substantial participation of women and minorities	Oct 2022 to Present	Job Bank	Posting of each opening in a job bank whose membership includes substantial participation of women and minorities	WUCF posts job announcements on the Orlando Women in Film & Television, African American, Asian and Hispanic Chambers of Commerce	Deborah Pease, Executive Assistant
3	Events with educational institutions related to broadcasting career opportunities	Fall 2022 and Spring 2023	Instructor	Instruct students on skills necessary in broadcasting careers.	Professor of RTV 4561, Radio Programming and Production	Kayonne, Director of Radio
4	Events with educational institutions related to broadcasting career opportunities	Fall 2022 and Spring 2023	Practicum Class	Class requires students to have observations with professionals in editing, studio, field production, education outreach, promotions, and pledge.	Teach students about public media and television operations during the class.	Duilio Mariola, Director of Production Jennifer Cook, Executive Director Bill Dotson, Director of Operations & Engineering Kayonne Riley, Director of Radio Melissa Brillard, Director Development Rita Echeverria, Director of Finance & Accounting

5	Online CPB Harassment Prevention Training Program for interns and staff	May 2023 to Present	Inclusive Communication	To train personnel to recognize, avoid and report workplace discrimination including harassment.	All WUCF staff and interns were required to participate in the training.	All WUCF staff and interns.
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