



EEO PUBLIC FILE REPORT  
 WRTU-FM and WRUO-FM  
 October 1, 2022 – September 30, 2023

**Statement**

University of Puerto Rico, Rio Piedras Campus (UPRRP), the licensee of WRTU-FM / WRUO- FM, also known as Cadena Radio Universidad de Puerto Rico, is committed to inclusive outreach for hiring full-time employees, affording equal employment opportunity to all qualified persons, and refraining from discrimination based on race, color, national origin, gender, or religion. When seeking applicants, we use diverse avenues to reach people who are seeking employment. All recruitment procedures and full-time permanent job placements for Cadena Radio Universidad de Puerto Rico are structured through the University's rules and regulations through the Human Resources Department. Mrs. Aurea Luyanda, Human Resources Director, in liaison with María S. Colón, the Administrative Officer at WRTU/WRUO, oversees the implementation of the EEO Policy.

**Vacancy List**

The following is a list of all full-time job vacancies filled by Radio Universidad (WRTU-FM / WRUO-FM) during the period covered by this report:

<b>Position Title</b>	<b>Date Position Filled</b>	<b>Recruitment Sources used to fill vacancy</b>	<b>Number of Interviews referred</b>	<b>Recruitment source that referred the hired</b>
1. <b>Technician/Announcer</b>	July 7, 2023	INTERNAL University of Puerto Rico Río Piedras Campus - Human Resources Office	1	University of Puerto Rico Rio Piedras Campus- Human Resources office
<b>Recruitment Source</b>	<b>Recruitment contact</b>	<b>Recruitment source entitled to vacancy notification? (yes/no)</b>	<b>No. of Interviews referred by recruitment source over 12- month period</b>	
University of PR, Rio Piedras Campus - Human Resources Office	Aurea Luyanda, Human Resources director 14 Ave. Universidad	Yes	1	

	Street 1401, San Juan, PR 00925 787- 764-0000 ext. 84400			
	<b>Date Position Filled</b>	<b>Recruitment Sources used to fill vacancy</b>	<b>Number of Interviews referred</b>	<b>Recruitment source that referred the hired</b>
<b>2. News Reporter</b>	July 3,2023	El Nuevo Día Newspaper, University of Puerto Rico Web page, Radio Universidad Web page, WRTU social media	5	University of Puerto Rico Campus Human Resources Office
	<b>Recruitment source</b>	<b>Recruitment Contact</b>	<b>Recruitment source entitled to vacancy notification? (yes/no)</b>	<b>No. of Interviews referred by recruitment source over 12- month period</b>
	University of PR, Rio Piedras Campus - Human Resources	Aurea Luyanda, Human Resources Director 14 Ave. Universidad Ste 1401, San Juan, PR 00925 787-764- 0000 ext. 84400	Yes	5

Total number of vacancies filled over 12- Month period - 2

Total Number of Interviews over 12 – month period - 6

## INITIATIVES

The following is a description of the initiatives in which the station participated during the past year:

### 1. Intern Programs Responsibility for Implementation: María S. Colón, Radio Universidad Administrative Officer

Radio Universidad engages in volunteering, education internships and work-study programs to recruit students to train in the station and offer the student real workplace experience while becoming familiar with the Station's organization and work style. Our Administrative Officer recommends, recruits, supervises and prepares participant's payroll, when applicable.

During the current annual reporting year, the station provided hands-on experience to a total of twenty (20) undergraduate and one (1) graduate student. The radio station's working environment complements their academic studies and provides them with the skills and competencies needed for broadcast employment. While at Radio Universidad participants are immersed in a broad range of disciplines as they rotate through different departments and learn different tasks.

Thirteen (13) students, part of the Internship Program, were developing research, newswriting, fundraising activities, producing on air promotions and learning technical skills while working at the Programming, Promotions, Development and News departments.

Seven of the (7) students from various faculties at the University are part of the Work-study Program and support our station while working on program cataloging and distribution, disc ripping, metadata entry.

One (1) graduate student - worked as a producer in our newscast

### 2. Guided Tours

Responsibility for Implementation: Sara Cruz, Programming Director

- a. Between March, May, June, July and December, 2023, our Programming Director received approximately 250 students from Talent Search Programs, Public and Private middle and high school students for guided tours of our facilities. While on tour the participants learn about radio history, Cadena Radio Universidad place in that history and were shown every department where they gain understanding about the function of a Public Radio Station, our daily activities, personnel functions and skills required for the position. Participants are also exposed to live on studio production. In many occasions they have the opportunity to record promotions with their own voice creating great memories of the tour at WRTU.

### 3. Outreach Responsibility for Implementation: Isabel Pichardo, Development Coordinator

During the months of February, April, August, September, October and November 2023, we offered in house educational activities for our listeners and the community. We host conversation activities with some of our talented radio producers about the life and creations of musical composers and singers, such as Bobby Capó, Tito Puente, Carlos Gardel, Myrta Silva among others. These activities unite the community with our radio station.

### 3. Workforce Enhancement Programs

Responsibility for implementation:

- María S. Colón, Radio Universidad Administrative Officer
  - Susanne Marte, Radio Universidad General Manager (Since December 2022 to present)
- a. The above Community Service Grant Administrators and personnel direct supervisors are required to offer a local or CPB online annual training to all station employees to prevent harassment and bias. For the current year the program focused on Preventing Harassment and Discrimination: Gateway, provided by the Corporation for Public Broadcasting via EVERFI online training. (June – November 2023)
- b. The Chancellors Office along with the Division of Continuing Education and Professional Studies (DECEP) and the Office of Compliance and Audits (OCA) coordinated an online training module designed to prevent and eradicate any situation of gender violence, Discrimination and Equity in Employment and Ally in The Fight Against Corruption, among other seminars.

  
**Att.**

Susanne Marte Trestrail  
General Manager  
Radio Universidad de Puerto Rico