**New and Replacement Hiring … TV and Radio**

**by Bob Papper**

The latest RTDNA/Hofstra University Survey found that the average **TV** station hired 6.8 replacements during 2017 and 1.2 new, additional positions. Replacements are up 0.3 from a year ago, but new positions are down 0.4.

Who got hired? These are the top **TV** **replacement** hires:

1. Producers … 21.1% … down slightly from a year ago (but still in first place)

2. MMJs … 19.5% … up from last year (and still in second place)

3. Reporters … 13.7% … down a bit, but still in third place. Of course, if you combine MMJs with reporters that becomes the #1 replacement position at a combined 33.2%

4. Anchors (and anchor/reporter) … 11.5% … same as a year ago

5. Photographers … 9.2% … down from a year ago, but still at number 5

6. (Tie) Digital and Weather … 5.1% … weather is the same as a year ago, but digital is up 76% from a year ago and 2 places after going up 2 places the year before

8. Sports … 4.4% … if we combine sports anchors and sports reporters … up one position from a year ago (after falling 3 spots the year before)

9. Managers … 3.8% … including news director, assistant news director, executive producer, managing editor, operations manager … down from 7th place to 9th

10. Video editors … 2.5% … hanging in, again, at #10

All other positions combined for 4.1%

**New** **TV** hires look different from replacements … and different from a year ago.

1. Digital/web/social media … 18.4% … up from #4 a year ago

2. MMJs … 16.9% … up some and a spot from last year

3. Producers … 15.4% … down from a year ago and down from the #1 position of the last two years

4. Reporters … 9.6% … up from a year ago, and, yes, if you combine them with MMJs you get 26.5% and the top position … but then you might miss the big change here

5. Anchor and anchor/reporter … 11.8% … down 3 spots from a year ago

6. Photographers … 6.6% … unchanged

7. (Tie) Weather and Managers … 5.9% … both are up from last year … managers include EPs, assistant news directors, operations and bureau chief

9. Sports … 2.9%

10. Assignment desk … 2.2%

All others combined for 4.4%

The average **radio** station hired 0.4 replacement positions and 0.2 new hires. Both of those numbers are virtually identical to a year ago. But the median was zero for both in 2017 – the same as 2016, 2015 and 2014. The Northeast and South led in replacement hiring. New positions, such as they were, were most often hired in the West.

The top **radio** replacement position was news director, followed by reporter and producer. Then we’re in low single digits. For the very, very few new positions hired, reporters overwhelmingly led the way. After that, again, just low single digits.

***Bob Papper is Emeritus Distinguished Professor of Journalism at Hofstra University and has worked extensively in radio and TV news. This research was supported by the Lawrence Herbert School of Communication at Hofstra University and the Radio Television Digital News Association.***

**About the Survey**

The RTDNA/Hofstra University Survey was conducted in the fourth quarter of 2017 among all 1,683 operating, non-satellite television stations and a random sample of 3,542 radio stations. Valid responses came from 1,333 television stations (79.2%) and 415 radio news directors and general managers representing 1,110 radio stations. Some data sets (e.g. the number of TV stations originating local news, getting it from others and women TV news directors) are based on a complete census and are not projected from a smaller sample.