

PUBLIC FILE REPORT

EEO Public File Report						
KUNM Radio, Albuquerque, New Mexico						
June 1, 2016 – May 31, 2017						
Full-Time Positions Filled						
Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Operations Manager <i>(Statewide)</i>	09/29/2016	11/16/2016	KUNM Broadcast Recruitment Announcement	0	0
				KUNM Auto-notification system	0	0
				NM Broadcasters Association website	0	0
				Via NM Broadcasters (sources 12-34 below)	0	0
				Via UNM (sources 35-42 below)	0	0
				Albuquerque Journal	0	0
				UNM Jobs site	1	0
				Current Newspaper and Current.org	0	0
				KUNM Internal E-mailing	1	1
				National Association of Hispanic Journalists	0	0
				Native American Journalists Association	0	0
				National Association of Asian Journalists	0	0
				National Association of Black Journalists	0	0
				Unity Journalists	0	0
				Journalism and Women’s Symposium	0	0
				CPB Jobline	0	0

				SPJ – Rio Grande chapter	0	0
				AIR List-serve	0	0
				Indeed.com (via UNM)	1	0
2	Technical Journalist	07/21/2016	10/01/2016	KUNM auto-notification system	2	1
	<i>(Statewide)</i>			CPB Jobline	0	0
				NM Broadcasters Association website	0	0
				Via NM Broadcasters (sources 12-34 below)	0	0
				Via UNM (sources 35-42 below)	0	0
				National Association of Hispanic Journalists	0	0
				Native American Journalists Association	0	0
				National Association of Asian Journalists	0	0
				National Association of Black Journalists	0	0
				Unity Journalists	0	0
				Journalism and Women’s Symposium	1	0
				Albuquerque Journal	0	0
				UNM Jobs site	0	0
				SPJ Rio Grande Chapter	0	0
* See Attached List of Recruitment Sources for Contact Information						

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Albuquerque Journal	Ken Walz	0	N
	7777 Jefferson St. NE, Albuquerque, NM 87109	821-1111		
2	Current.org – Current Newspaper	Kathleen Unwin	0	N

	6930 Carroll Ave., Suite 350, Tacoma Park, MD 20912	301-270-7240		
3	Corporation for Public Broadcasting Jobline	Automated online	0	N
	401 Ninth Street, NW, Washington, DC 20004-2129	202-879-9600		
4	KUNM Auto-Notifications System including internal and on-air, online and social broadcast recruitments	Richard S. Towne	3	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	(505) 277-8009		
5	University of New Mexico Job Site	Matt Ormita	1	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5805		
6	New Mexico Broadcasters Association (NMBA) website	Suzan Strong	0	N
	2333 Wisconsin, NE, Albuquerque, New Mexico 87110	881-4444		
7	Journalism and Women Symposium	Roxanne Foster	1	N
	2885 Sanford Ave. SW, #29226 Grandville, MI 49418-1342	510-764-1877		
8	Native American Journalist Association	Pamala Silas	0	N
	Gaylord College 395 W Lindsey, Norman, OK 73019-4201	(405) 325-9008		
9	National Association of Black Journalists	Drew Barry	0	N
	1100 Knight Hall, Suite 3100, College Park, Maryland 20742	(301) 405-0248		
10	National Association of Hispanic Journalists	Alberto Mendoza	0	N
	1050 Connecticut Avenue NW	(202) 662-7145		
11	Unity – Journalists of Color, Inc; unityjournalists.org	Eloiza Altoro	0	N
	P.O. 511783, Milwaukee, WI 53203	(414) 335-1478		
12	Communication & Journalism, Univ. of New Mexico (via NMBA)	Gregoria Cavazos	0	Y
	MSC03 2240, 1 University of New Mexico, Albuquerque, NM 87131	277-1903		
13	ITT Technical Institute (via NMBA)	Karen Hemsing	0	Y
	5100 Masthead NE	505-828-1114		

	Albuquerque, NM 87109			
14	Medialine (via NMBA)	Mark Shilstone	0	Y
	PO Box 51909 Pacific grove, CA 93950	800-237-8073		
15	John Marshall Multi-Service Center (via NMBA)	Timo Alvidrez	0	Y
	1500 Walter, SE Albuquerque, NM 87102	505-848-1345		
16	University of New Mexico Office of Career Services (via NMBA)	Mary Montano	0	Y
	MSC 06 3710, 1 University of New Mexico Albuquerque, NM 87131	505-277-2531		
17	Collins College (via NMBA)	Elizabeth Bakken	0	Y
	1140 South Priest Drive Tempe , AZ 85281	480 446 1111		
18	Eastern New Mexico University-Roswell (via NMBA)	Stephanie Herrera	0	Y
	PO Box 6000 Roswell, NM 88202	505-624-7032		
19	San Juan College (via NMBA)	Sandy Lobato	0	Y
	4601 College Blvd. Farmington, NM 87402	(505) 566-3579		
20	Albuquerque Indian Center (via NMBA)	Antoinette Fontenelle	0	Y
	105 Texas SE Albuquerque, NM 87108	(505) 268-4418		
21	National Association of Hispanic Journalists (via NMBA)	Anna Lopez	0	Y
	PO Box 226722 Washington, DC 20045	(202) 662-7145		
22	Career Services at Western New Mexico University (via NMBA)		0	Y
	1000 W. College St. Silver City,, NM 88062	505-538-6336		

23	John Marshall Multi-Service Center (via NMBA) 1500 Walter SE Albuquerque, NM 87102	R. Sandler (505) 848-1345	0	Y
24	Eastern New Mexico University (via NMBA) 1200 W. University Portales, NM 88130	Margaret Kirby	0	Y
25	Women's Housing Coalition (via NMBA) 3005 San Pedro NE Albuquerque, NM 87110	Angie Ludi (505) 884-8856	0	Y
26	University of New Mexico (via NMBA) Student Services Center #220 Albuquerque, NM 87131	Leslye Ellison (505) 277-2531	0	Y
27	African American Cultural Association (via NMBA) PO Box 18043 Albuquerque, NM 87185-8043	Lovie McGee (505) 299-7910	0	Y
28	Eastern New Mexico University-KENW (via NMBA) KENW-TV Station 52 Portales, NM 88130	Sean Moore (505) 562-2112	0	Y
29	University of New Mexico (via NMBA) C-J Building #235W Albuquerque, NM 87131	Richard Schaefer (505) 277-9556	0	Y
30	San Juan Basin Technical College (via NMBA) P.O. Box 970 Cortez, CO 81321	Tony Corona 970-565-8457	0	Y
31	UNM El Centro de la Raza (via NMBA) Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, NM	Veronica Mendez-Cruz (505) 277-5020	0	Y
32	SASacco & Associates (via NMBA) 1201 Cannonade Ct SE	Stacy Sacco (505) 489-2311	0	Y

	Albuquerque, NM 87123			
33	LULAC National Educational Service Centers, Inc (via NMBA)		0	Y
	2000 L Street, NW; Suite 610 Washington, DC , 20036	202-835-9646		
34	Nat'l Alliance of State Broadcasters Association (via NMBA)	www.careerpage.org		
35	NM Workforce Connections (via UNM)	Matt Ormita	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5805		
36	<i>Sister Schools:</i> CNM, NMSU, NM Tech, UNM Alumni	Matt Ormita		
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5805		
37	HigherEdjobs.com (via UNM)	Matt Ormita	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5805		
38	Twitter (via UNM)	Matt Ormita	1	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5805		
39	Alibi (alt weekly) free (via UNM)	Matt Ormita	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5805		
40	Jobing.com (via UNM)	Matt Ormita	0	N
41	Asian American Journalist Association	Kathy Chow	0	N
	5 Third Street, Suite 1108, San Francisco, CA 94103	(415) 346-2051		
42	SBE Society for Broadcast Engineers	Albuquerque Chapter	0	N
43	AIR Association of Independents in Radio list-serve	Sue Schardt - online	0	N
44	SPJ – Rio Grande Chapter	Laura Paskus - online	0	N
	END			

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Weekdays of 07/25/16 11/15/16 02/13/17 Only 3 this year.	NM Broadcasters Association Virtual Job Fairs	Statewide broadcast of recruitment announcements encouraging anyone to apply to stations online at the NMBA website. Applicant's resume automatically forwarded to participating stations.	Online participant and resume review.	Richard Towne, General Manager.
2	June 1, 2016 – ongoing weekly	Internship Program	College Paid Intern Program: expose college students to broadcasting environment. Added paid Graduate student internship in management 08/2016.	Hire and Host 12 interns from area colleges who are majoring in broadcasting for credit hours. Formed KUNM Generation Listen social media exchange for students. Both semesters and summer	Richard Towne, General Manager, Tristan Clum Program Director, Elaine Baumgartel, News Director, Matthew Finch, Music Director, Mary Oishi, Development Director, Roman Garcia, Production Director
3	June 1, 2016 – ongoing weekly	Participation in programs sponsored by educational institutions relating to careers in broadcasting.	Youth Radio program: Enroll high school juniors and seniors in free training to produce weekly, one-hour radio program.	25 students produce news, interviews, features, that are presented live on KUNM for an hour each Sunday. Both semesters and summer.	Richard Towne, KUNM General Manager and Roberta Rael, ED of Generation Justice – a local non-profit incubated by KUNM to provide youth media development services.

4	June 1, 2016 – ongoing weekly	Establishment of a mentoring program for station personnel	KUNM students (12) and volunteers (our air staff of 100) receive on-going mentoring and skills training. Individuals create mentoring relationships with the paid, professional staff in all aspects of broadcast and social media and 96-track digital music and video recording and production studio.	KUNM’s professional staff members are eligible to create and participate in free classes and formal mentoring programs through UNM’s Human Resources department. UNM also provides KUNM with access to professional staff trained in organizational development, hiring practices, and dispute resolution. All professional staff and students are required to complete mandatory online training called "Preventing Harassment and Discrimination"	Richard Towne, General Manager and Steven Emmons, Operations Manager: All staff and students.f
5	Aug. 1, 2016 - ongoing weekly	Direct participation in a university journalism department	New in 2014. KUNM partners with UNM J-school in News Port, an innovative online newsroom where students learn journalism by doing journalism.	KUNM's News Director teaches a class at UNM in audio production (Fall semester only). KUNM has hired a student to work directly with News Port. We worked together with NM PBS and NM In Depth for multi-platform election and legislative coverage.	Richard Towne, General Manager, Tristan Clum, Program Director, Elaine Baumgartel, News Director and News staff.

PUBLIC FILE REPORT

EEO Public File Report

KUNM Radio, Albuquerque, New Mexico

June 1, 2015 – May 31, 2016

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired
1	Sales Manager <i>(Statewide)</i>	09/17/2015	12/01/2015	KUNM Broadcast Recruitment Announcement	0	0
				KUNM Auto-notification system	0	0
				NM Broadcasters Association website	0	0
				Via NM Broadcasters (sources 12-35 below)	0	0
				Via UNM (sources 36-42 below)	1	0
				Albuquerque Journal	0	0
				UNM Jobs site	1	0
				Current Newspaper and Current.org	0	0
				KUNM Internal E-mailing	1	1
				National Association of Hispanic Journalists	0	0
				Native American Journalists Association	0	0
				National Association of Asian Journalists	0	0
				National Association of Black Journalists	0	0
				Unity Journalists	0	0
				Journalism and Women’s Symposium	0	0
				CPB Jobline	0	0
				SPJ – Rio Grande chapter	0	0

				AIR List-serve	0	0
				Indeed.com (via UNM)	1	0
2	Account Exec Broadcast Sales	12/11/2015	01/27/2016	KUNM auto-notification system	0	0
	<i>(Statewide)</i>			CPB Jobline	0	0
				NM Broadcasters Association website	0	0
				Via NM Broadcasters (sources 12-35 below)	0	0
				Via UNM (sources 36-42 below)	3	1
				National Association of Hispanic Journalists	0	0
				Native American Journalists Association	0	0
				National Association of Asian Journalists	0	0
				National Association of Black Journalists	0	0
				Unity Journalists	0	0
				Journalism and Women's Symposium	0	0
				Albuquerque Journal	0	0
				UNM Jobs site	0	0
				SPJ Rio Grande Chapter	0	0
* See Attached List of Recruitment Sources for Contact Information						

3	Donor and Data Specialist	02/17/2016	04/18/2016	KUNM auto-notification system	0	0
	<i>(Statewide)</i>			KUNM on-air announcements	2	1
				CPB Jobline	0	0
				NM Broadcasters Association website	0	0
				Via NM Broadcasters (sources 12-35 below)	0	0
				Via UNM (sources 36-42 below)	2	0
				National Association of Hispanic Journalists	0	0
				Native American Journalists Association	0	0
				National Association of Asian Journalists	0	0
				National Association of Black Journalists	0	0
				Unity Journalists	0	0

			Journalism and Women’s Symposium	0	0
			Albuquerque Journal	0	0
			UNM Jobs site	0	0
			SPJ Rio Grande Chapter	0	0
			Other: "From a Friend"	1	0
* See Attached List of Recruitment Sources for Contact Information					

Information Regarding Recruitment Sources Contacted for Full-Time Vacancies				
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	The Albuquerque Journal	Ken Walz	0	N
	7777 Jefferson St. NE, Albuquerque, NM 87109	821-1111		
2	Current.org Current Newspaper	Kathleen Unwin	0	N
	6930 Carroll Ave., Suite 350, Tacoma Park, MD 20912	301-270-7240		
3	Corporation for Public Broadcasting Jobline	Automated online	0	N
	401 Ninth Street, NW, Washington, DC 20004-2129	202-879-9600		
4	KUNM Auto-Notifications System including internal and on-air, online and social broadcast recruitments	Richard S. Towne	3	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	(505) 277-8009		
5	University of New Mexico Job Site	Patricia Martinez	6	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		
6	New Mexico Broadcasters Association (NMBA) website	Suzan Strong	0	N
	2333 Wisconsin, NE, Albuquerque, New Mexico 87110	881-4444		
7	Journalism and Women Symposium	Mary C. Curtis	0	N
	15 Hillside Road, Lawrenceville, NJ 08648	(510) 764-1877		

8	Native American Journalist Association Gaylord College 395 W Lindsey, Norman, OK 73019-4201	Pamala Silas (405) 325-9008	0	N
9	National Association of Black Journalists 1100 Knight Hall, Suite 3100, College Park, Maryland 20742	Darryl Matthews, Sr (301) 405-0248	0	N
10	National Association of Hispanic Journalists 1050 Connecticut Avenue NW	Hugo Balta (202) 662-7145	0	N
11	Unity – Journalists of Color, Inc; unityjournalists.org 7950 Jones Branch Drive, McLean, VA 22107	Eloiza Altoro (414) 333-6716	0	N
12	Communication & Journalism, Univ. of New Mexico (via NMBA) MSC03 2240, 1 University of New Mexico, Albuquerque, NM 87131	Gregoria Cavazos 277-1903	0	Y
13	ITT Technical Institute (via NMBA) 5100 Masthead NE Albuquerque, NM 87109	Waldy Salazar 505-828-1114	0	Y
14	Medialine (via NMBA) PO Box 51909 Pacific grove, CA 93950	Mark Shilstone 800-237-8073	0	Y
15	John Marshall Multi-Service Center (via NMBA) 1500 Walter, SE Albuquerque, NM 87102	Timo Alvidrez 505-848-1345	0	Y
16	University of New Mexico Office of Career Services (via NMBA) MSC 06 3710, 1 University of New Mexico Albuquerque, NM 87131	Mary Montano 505-277-2531	0	Y
17	Collins College (via NMBA) 1140 South Priest Drive Tempe , AZ 85281	Elizabeth Bakken 480 446 1111	0	Y

18	Eastern New Mexico University-Roswell (via NMBA)	Stephanie Herrera	0	Y
	PO Box 6000 Roswell, NM 88202	505-624-7032		
19	San Juan College (via NMBA)	Sandy Lobato	0	Y
	4601 College Blvd. Farmington, NM 87402	(505) 566-3579		
20	Albuquerque Indian Center (via NMBA)	Antoinette Fontenelle	0	Y
	105 Texas SE Albuquerque, NM 87108	(505) 268-4418		
21	National Association of Hispanic Journalists (via NMBA)	Anna Lopez	0	Y
	PO Box 226722 Washington, DC 20045	(202) 662-7145		
22	Career Services at Western New Mexico University (via NMBA)		0	Y
	1000 W. College St. Silver City,, NM 88062	505-538-6336		
23	John Marshall Multi-Service Center (via NMBA)	R. Sandler	0	Y
	1500 Walter SE Albuquerque, NM 87102	(505) 848-1345		
24	Eastern New Mexico University (via NMBA)	Margaret Kirby	0	Y
	1200 W. University Portales, NM 88130			
25	Women's Housing Coalition (via NMBA)	Angie Ludi	0	Y
	3005 San Pedro NE Albuquerque, NM 87110	(505) 884-8856		
26	University of New Mexico (via NMBA)	Leslye Ellison	0	Y
	Student Services Center #220 Albuquerque, NM 87131	(505) 277-2531		
27	African American Cultural Association (via NMBA)	Lovie McGee	0	Y

	PO Box 18043 Albuquerque, NM 87185-8043	(505) 299-7910		
28	Eastern New Mexico University-KENW (via NMBA)	Orlando Ortega	0	Y
	KENW-TV Station 52 Portales, NM 88130	(505) 562-2112		
29	University of New Mexico (via NMBA)	Richard Schaefer	0	Y
	C-J Building #235W Albuquerque, NM 87131	(505) 277-9556		
30	San Juan Basin Technical College (via NMBA)	Tony Corona	0	Y
	P.O. Box 970 Cortez, CO 81321	970-565-8457		
31	UNM El Centro de la Raza (via NMBA)	Veronica Mendez-Cruz	0	Y
	Mesa Vista Hall #1153, MSC 06 3830 1 University of New Mexico Albuquerque, NM	(505) 277-5020		
32	SASacco & Associates (via NMBA)	Stacy Sacco	0	Y
	1201 Cannonade Ct SE Albuquerque, NM 87123	(505) 489-2311		
33	Community Cable Channel 27 (via NMBA)	John Ortiz	0	Y
	415 Tijeras NW Albuquerque, NM 87102	505243-0027		
34	LULAC National Educational Service Centers, Inc (via NMBA)		0	Y
	2000 L Street, NW; Suite 610 Washington, DC , 20036	202-835-9646		
35	ITT Technical Institute (via NMBA)	Karen Hemsing	0	Y
	5100 Masthead St., NE Albuquerque, NM 87109	505.828.1114		
36	HireBilingual.com (via UNM)	Patricia Martinez	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		
37	DiversityJobs.org (via UNM)	Patricia Martinez	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		

38	Veteransjob.com (via UNM)	Patricia Martinez	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		
39	HigherEdjobs.com (via UNM)	Patricia Martinez	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		
40	Indeed.com (via UNM)	Patricia Martinez	1	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		
41	Womenforhire.com (via UNM)	Patricia Martinez	0	N
	MSC06 3520, University of NM, Albuquerque, NM 87131	277-5831		
42	Jobing.com (via UNM)	Patricia Martinez	0	N
43	Asian American Journalist Association	Kathy Chow	0	N
	5 Third Street, Suite 1108, San Francisco, CA 94103	(415) 346-2051		
44	LinkedIn (Chief Engineer via UNM account)	UNM HR	0	N
45	SBE Society for Broadcast Engineers	Albuquerque Chapter	0	N
46	AIR Association of Independents in Radio list-serve	Sue Schardt - online	0	N
47	SPJ – Rio Grande Chapter	Laura Paskus - online	0	N
	OTHER	From a Friend	1	N
	END			

Prong 3 Longer-Term Recruitment Initiatives Implemented During Previous Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	Weekdays of 07/06/15 10/05/15 01/11/16 04/11/16	NM Broadcasters Association Virtual Job Fairs	Statewide broadcast of recruitment announcements encouraging anyone to apply to stations online at the NMBA website. Applicant's resume automatically forwarded to participating stations.	Online participant	Richard Towne, General Manager.
2	June 1, 2015 – ongoing weekly	Internship Program	College Paid Intern Program: expose college students to broadcasting environment	Hire and Host 12 interns from area colleges who are majoring in broadcasting for credit hours. Formed KUNM Generation Listen social media exchange for students. Both semesters and summer.	Richard Towne, General Manager, Tristan Clum Program Director, Elaine Baumgartel, News Director, Matthew Finch, Music Director, Mary Oishi, Development Director, Roman Garcia, Production Director
3	June 1, 2015 – ongoing weekly	Participation in programs sponsored by educational institutions relating to career opportunities in	Youth Radio program: Enroll high school juniors and seniors in free training to produce weekly, one-hour radio program.	25 students produce news, interviews, features, that are presented live on KUNM for an hour each Sunday. Both semesters and summer.	Richard Towne, KUNM General Manager and Roberta Rael, ED of Generation Justice – a local non-profit incubated by KUNM to provide youth media development services.

		broadcasting			
4	June 1, 2015 – ongoing weekly	Establishment of a mentoring program for station personnel	KUNM students (12) and volunteers (our air staff of 100) receive on-going mentoring and skills training. Individuals create mentoring relationships with the paid, professional staff in all aspects of broadcasting and brand new 96-track digital music and video recording and production studio.	KUNM’s professional staff members are eligible to create and participate in free classes and formal mentoring programs through UNM’s Human Resources department. UNM also provides KUNM with access to professional staff trained in organizational development, hiring practices, and dispute resolution.	Richard Towne, General Manager and Scott MacNicholl, Operations Manager
5	Aug. 1, 2015 - ongoing weekly	Direct participation in a university journalism department	New in 2014. KUNM partners with UNM J-school in News Port, an innovative online newsroom where students learn journalism by doing journalism.	KUNM’s News Director teaches a class at UNM (Fall semester only) in audio production. KUNM has hired a student to work directly with News Port. We worked together with NM PBS and NM In Depth for multi-platform election and legislative coverage.	Richard Towne, General Manager, Tristan Clum, Program Director, Elaine Baumgartel, News Director and News staff.

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