

ANNUAL EEO PUBLIC FILE REPORT
June 1, 2013 to May 31, 2014
Utah Public Radio
KUSU-FM and KUSR

Part 1 - Full Time Positions Filled

During the period June 1, 2013 to May 31, 2014, KUSU-FM and KUSR (Utah Public Radio/UPR) filled one new full-time position for a Staff Assistant II and opened a position for a new station manager. The station manager position remains open until filled.

Part 2 - Recruitment Source Information

The recruitment resources used for the new positions were/are as follows:

Staff Assistant II – 02-21-2014

Human Resources Career Site

Utah State University
www.jobs.usu.edu

Contact: Mickelle Anderson, Coordinator
Utah State University Human Resources
8800 Old Main Hill Logan, UT 84322
(435) 797-0207

Utah State University Campus Flyer

Person Hired: Samantha Wallentine
Job Referral is listed as USU Jobs website: <http://jobs.usu.edu>

Total number of individuals interviewed for this position (4) and recruitment sources:
All four interviewees learned about the position at USU Jobs website <http://jobs.usu.edu>

**Current Open Position: Professional Practice Assistant Professor and
Station Manager – 1-30-2014**

This position is open as of May 31, 2014.

Utah State University Human Resources Career Site

www.jobs.usu.edu
Mickelle Anderson, Coordinator
Utah State University Human Resources
8800 Old Main Hill Logan, UT 84322
(435) 797-0207

Utah Workforce Services (jobs.utah.gov) through linking USU web site

Part 2 - Recruitment Source Information - continued

Utah Public Radio Website

Utah State University
<http://upr.org/term/careers>
8505 Old Main Hill
Logan, UT 84322-8505l

Corporation for Public Broadcasting

<http://www.cpb.org/jobline/>
<http://www.cpb.org/jobline/submit.php>

Indeed

Website: <http://www.indeed.com/>
Indeed, Inc
7501 N. Capital of Texas Hwy
Building B
Austin, TX 78731

Simply Hired

<http://www.simplyhired.com>
Simply Hired, Inc.
370 San Aleso Ave, #200
Sunnyvale, CA 94085
(408) 400-4700

Pub Radio for Public Radio Professionals ListServ

Managed by Leavens Engineering Associates
<http://www.Pubradio.org/>
pubradio@LISTS.pubradio.org

Public Radio Association of Development Officers (PRADO) ListServ

Managed by Syracuse University
<http://www.pradoweb.org/>
PRADO@listserv.syr.edu

Chronicle of Higher Education

1255 Twenty-Third St, N.W.
Washington, D.C. 20037
Chronicle Careers
jobs@chronicle.com
202-466-1050

Personal Referral

Part 2 - Recruitment Source Information - continued

Higher Education Jobs

HigherEdJobs.com

<https://ads.indeed.com/>

Kevin Varner

715 Lake Street, Suite 400

Oak Park, IL 60301

(814) 861-3080 x 204

kevin@higheredjobs.com

Workplace Diversity

Michael Monsport

(973) 992-7311 x 301

MMonsport@workplacediversity.com

- Diversityinhighereducation.com
- Veteransconnect.com
- Nmbaa.org
- Hispanicdiversity.com
- Urbanleaguejobsnetwork.com
- Lgbtconnect.com
- Disabilityconnect.com
- Asianmba.org

Part 3 - Longer-Term Recruitment Initiatives Implemented during the Period

UPR is owned and operated by Utah State University (USU) and a service of the College of Humanities and Social Sciences within the University. The search committees established for the filled or open positions worked closely with USU's departments of Human Resources and Affirmation Action/Equal Employment Opportunity (AA/EEO) to insure diverse recruitment and appropriate EEO/AA measures were and are being followed throughout the search and interview process.

Recruitment Initiatives Ongoing

Events/Programs with Educational Institutions Relating to Careers in Broadcasting UPR offers a College Intern Program to expose college students to the broadcasting environment and new media. Students who are majoring in broadcast or print journalism are recruited and earn credit hours from USU. Students are managed by News Director Kerry Bringhurst and Production Assistant Shalayne Smith Needham.

The internship program provides students with hands-on experience in all areas of radio broadcasting and journalism. Student interns learn skill sets associated with news production, reporting, production and marketing of news reports, newscasts, and feature stories. Some interns also acquire skills associated with program production and editing.

During 2013-2014, more emphasis was placed on increasing the number of student interns to contribute to the academic goals of USU. By introducing journalism, political science, marketing, graphic design, and english majors to public radio, UPR is helping to educate future reporters.

Part 3 - Longer-Term Recruitment Initiatives Implemented during the Period – continued

Events/Programs with Educational Institutions Relating to Careers in Broadcasting – continued while increasing its program content. Nine USU students participated in our internship program: three students were paid interns, and six students received university credit for their work.

UPR's news team received six honors from the Utah Broadcasters Association including highest honors going to our student reporters. UPR freelance reporters were awarded the National Associated Press Television/Radio Association's *Best Special Program* recognition for a series about water in the West.

Participation in Scholarship Programs Designed to Assist Students Pursue Careers in Broadcasting - Lee C. and Sarah Jean Frischknecht Scholarship: Established in 2005 by Sara Frischknecht, the scholarship honors the memory of 1951 USU Speech and Radio Graduate Lee C. Frischknecht who became president of National Public Radio. One USU student majoring in broadcast journalism is chosen annually to receive the scholarship so they can develop skills necessary to produce radio news and feature stories. Mentorship is a significant part of this scholarship. Frischknecht scholars work side-by-side with UPR staff.

Events with Community Organizations/Groups Interested in Broadcasting

A volunteer program and a work-study program attract and help community volunteers and students develop skills associated with careers in the public radio broadcast industry. Three student volunteers received experience in production of radio programs and segments, research, writing and on-air delivery as well as membership relations. They are managed by Membership Director Bryan Earl, Program Director Tom Williams and News Director Kerry Bringhurst.

Another significant group of volunteers assist during fundraising campaigns and special outreach events. Approximately 35 volunteers helped record/process membership pledges and represented UPR during special event activities.

Dissemination of Information Related to Employment Opportunities in Broadcasting

Various staff members conduct station tours for clubs (Cub Scouts, Boy Scouts) and high school students to provide insight about radio operations and career possibilities. Thirteen tours were conducted July 2013 to May 2014.

Staff Training and Development

UPR staff are eligible to participate in a staff scholarship program offered by the College of Humanities and Social Sciences, the college in which UPR resides at USU. Scholarships are open to any full-time staff employee. Staff members can apply for scholarships as undergraduate and graduate students of USU. They can also apply for scholarships for classes, workshops or technical training programs conducted off-campus.

The news director and an independent science reporter were selected by the Kettering Institute of Democracy to join a select group of public media facilitators to create and discuss the ways which stations nationwide can better engage with the community. In March 2014, Kerry Bringhurst and Jennifer Pemberton attended workshops in Dayton, Ohio and participated in a

Part 3 - Longer-Term Recruitment Initiatives Implemented during the Period - continued

series of discussions to help find better ways to shape the future of public media by working directly with individuals and communities. The relationship with the Kettering Institute allows UPR to play a role in developing and directing the future of public media nationally, and it also provides outstanding training and career development opportunities for staff.