

2014 - 2015 ANNUAL EEO PUBLIC FILE REPORT

Utah Public Radio

Station(s): KUSU-FM, KUSR, KCEU, KUSK, KUST, KUSL

Communities of License: Logan, Price, Vernal, Moab, Richfield UT

Reporting Period: June 1, 2014 through May 31, 2015

No. of Full-time Employees: 5 – 10 X / More than 10 _____

Small Market Exemption:

During the Reporting Period, a total of two full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

*Participated in at least 4 **job fairs** by station personnel who have substantial responsibility in making hiring decisions.*

*Hosted at least one **job fair**.*

*Co-sponsored at least one **job fair** with organizations in the business and professional community whose membership includes substantial participation by women and minorities.*

*Participated in at least 4 **events** sponsored by **organizations** representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.*

Station Tours - Boy Scouts, 2014-15: (10) groups; (85) scouts and leaders

Summer Camp for Hearing Impaired, July 2014: (80) youths served

USU College of Humanities & Social Sciences Annual "Light on the Hill," August 2014: Outdoor open house for new and returning

students including those majoring in journalism and communication fields

*Established an **internship** program designed to assist members of the community to acquire skills needed for broadcast employment.*

Internship Program, On-going: awarded to up to (10) students. Includes paid internships and university credit offerings.

*Participated in **job banks, internet programs, and other programs** designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).*

Statewide Community Calendar of Activities – On-going: Posted on UPR website and promoted on-air.

Logan Regional Hospital - Cache Gran Fondo Bike Tour: promoted on-air, sponsored a bike team of 7, and hosted a booth at pre-ride/post-ride festivities in downtown Logan.

Hosted NPR Science Correspondent Joe Palca, November 15-18, 2014: (3) USU class visits; (1) intern workshop; (1) statewide broadcast; and (1) community event; free and open to all.

Hosted Story Teller, Speaker and Author Janice Brooks in “Traveling Shoes,” a dramatic recreation of eight great women in history, February 4-6, 2015: community event and (3) USU class workshops; free and open to all.

Bridgerland Literacy - “Scrabble Scramble” Fundraiser, March 2015: promoted on-air; (3) staff members participated, (4) hours.

Loaves and Fishes Community Luncheon, free lunch open to community, April 2015: promoted on-air; (1) staff member participated; (3) hours

*Participated in **scholarship** programs designed to assist students interested in pursuing a career in broadcasting.*

Lee C. and Sarah Jean Frischknecht Scholarship, awarded annually to a USU student majoring in broadcast journalism: Fall 2014/Spring 2015 - Lindsey Snyder.

*Established **training** programs designed to enable station personnel to acquire skills that could qualify them*

Kettering Institute of Democracy, November 2014: (3) staff members participated in a two-day workshop in Dayton, OH, to learn how the media

for higher level positions.

*Established a **mentoring** program for station personnel.*

*Participated in at least 4 **events** or **programs** sponsored by **educational** institutions relating to career opportunities in broadcasting.*

*Sponsored at least 2 **events** in the **community** designed to inform and educate the public as to employment opportunities in broadcasting.*

***Listed** each **upper-level** category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.*

*Provided **assistance** to unaffiliated non-profit entities in **maintaining web sites** that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to*

can do more effective community engagement.
USU College of Humanities and Social Sciences, Scholarship Program: staff are eligible to apply for scholarships for classes, workshops or technical training programs conducted on or off-campus.

Aggie Radio Training Sessions, June 2014: Career training for USU students working at student-operated radio station: (2) sessions; (12) students served.

Utah State University Guest Lectures, Fall 2014 and Spring 2015: UPR News Director served as guest lecturer for *Introduction to Mass Media*.

Utah Broadcaster's Association, October 2014: UPR's news team received (6) awards from the Utah Broadcasters Association including highest honors going to the 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.

broadcasting

*Provided **training** to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.*

Sexual Harassment Prevention Workshop, 90-minute program, USU Affirmative Action Office: General Manager Peg Arnold, Apr 8 2015 and Business Officer Melanie McGregor, Apr 4 2015.

USU AA/EO Office offers diversity-related training: why it's important to understand differences, recognize biases, and identify skills in removing cultural and gender barriers.

*Provided **training** to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.*

*Participated in **other** activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.*

UPR provides "job shadowing" opportunities to high school students or graduates.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
February 9, 2015	Business Officer	USU website - jobs.usu.edu and friends
September 22 2014	Professional Practice Assistant Professor & Station Manager	PRADO listserve

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

- Business Officer (2) and (1) applicant who didn't show for interview appointment
- Professional Practice Assistant Professor & Station Manager (5)

Recruitment Sources Used in Reporting Period	Number of Persons Interviewed that the Source Referred
Utah State University Website, jobs.usu.edu	1
Utah Department of Workforce Services	1
The Herald Journal Newspaper	1
PUBRADIO listserve for public radio	1
Corporation for Public Broadcasting Jobline	1
www.higheredjobs.com	1
PRADO listserve for public radio	2

RECRUITING SOURCES USED

Job Title of Position: Business Officer Date of Hire: February 9, 2015

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Utah State University	y	Jobs.usu.edu 8800 Old Main Hill Logan UT 84322-8800	Mickelle Anderson Lacey Goff	(435) 797-0216 Mickelle.anderson@usu.edu 435-797-1902 Lacey.goff@usu.edu
Indeed	n	Indeed, Inc 7501 N. Capital of Texas Hwy Building B Austin, TX 78731	No contact person indeed.com	indeed.com
The Herald Journal	n	75 W 300 N, Logan, UT	Jaime Maw	(435) 792 7212 jmaw@hjnews.com
Higher Ed Jobs	n	Higheredjobs.com 715 Lake Street, Ste 400 Oak Park, IL 60301	Kevin Varner	814-861-3080 Ext. 204 kevinv@higherjobs.com
Workplace Diversity	n	Workplacediversity.com	Michael Monsport	(973) 992-7311 mmonsport@workplacediversity.com
Greater Public		401 N 3 rd St, Ste 370 Minneapolis, MN 55401	No contact person greaterpublic.org/ jobline	(888) 454-2314
Dept of Workforce Services	y	jobs.utah.gov P.O. Box 143250 Salt Lake City, UT 84114-3250	Vicki Fenton	1-888-920-9675
Utah Public Radio	y	upr.org 8505 Old Main Hill Logan UT 84322-8505	April Ashland	(435) 797-3138 april.ashland@usu.edu
Word of Mouth	n			

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Professional Practice Assistant Professor and Station Manager

Date of Hire: September 22, 2015

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Utah State University	y	Jobs.usu.edu 8800 Old Main Hill Logan UT 84322-8800	Mickelle Anderson	(435) 797-0216 Mickelle.anderson@usu.edu
Indeed, Inc	n	7501 N. Capital of Texas Hwy Building B Austin, TX 78731	No contact person indeed.com	indeed.com
Higher Ed Jobs	n	Higheredjobs.com 715 Lake Street, Ste 400 Oak Park, IL 60301	Kevin Varner	814-861-3080 Ext. 204 kevinv@higherjobs.com
Dept of Workforce Services	y	jobs.utah.gov P.O. Box 143250 Salt Lake City, UT 84114-3250	Vicki Fenton	1-888-920-9675
Pub Radio for Public Radio Professional (PUBRADIO)	n	PUBRADIO listserv	Managed by Leavens Engineering Associates	http://www.Pubradio.org/ pubradio@LISTS.pubradio.org
Public Radio Association of Development Officers (PRADO)	n	PRADO listserv	Managed by Syracuse University	http://www.pradoweb.org/ PRADO@listserv.syr.edu
Corporation for Public Broadcasting	n	cpb.org 401 Ninth St, N.W. Washington, DC 20004	No contact person	(202) 879-9600 jobline@cpb.org http://www.cpb.org/jobline/
Simply Hired, Inc	n	http://www.simplyhired.com 370 San Aleso Ave, #200 Sunnyvale, CA 94085	No contact person	(408) 400-4700
Chronicle of Higher Education	n	1255 Twenty-Third St, NW Washington, D.C. 20037	Chronicle Careers	202-466-1050 jobs@chronicle.com
Utah Public Radio	y	upr.org	April Ashland	(435) 797-3138 april.ashland@usu.edu
Diversity in Higher Education & Workplace Diversity	n	DiversityinHigherEducation.com and Workplacediversity.com	Michael Monsport	(973) 992-7311 mmonsport@workplacediversity.com
Word of Mouth	n			

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