

EEO Public File Report

KUFM-FM & KUFM-TV Missoula, MT
December 1, 2019 – November 30, 2020

Section 1: Vacancy Information

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	Media Manager (Television Producer)	2/11/2020	4/6/2020	University of Montana Jobs Website *Campus Only Recruitment (Open to all employee types including Temporary Staff and Student Employees)	1	1
2	Program Coordinator II	2/27/20	4/27/2020	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; University of Montana - UM Jobs Facebook UM Jobs Twitter	1	1
3	Media Programmer (Bureau Chief, Broadcast Media)	5/7/2020	8/8/2020	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet;	5	1

				HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn		
4	Media Programmer (Morning Edition Host/News Reporter, KUFM)	6/24/2020	9/30/2020	University of Montana Jobs Website Missoula Job Service Center; us.jobs; CareerJet; HigherEdJobs.com; The Chronicle of Higher Education; Glassdoor.com; Indeed.com; JobbyDoo; Jobing; LiveCareer; Recruit.net; Simply Hired; LinkedIn	5	1

Section 2: Information Regarding Recruitment Sources Contacted for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed
1	University of Montana Jobs Website UM Human Resources University of Montana Missoula, MT 59812	Marcie Briggs 406-243-5706	4
2	Missoula Job Service Center (through UM Human Resources)	Marcie Briggs 406-243-5706	
3	us.jobs website (through UM Human Resources)	Marcie Briggs 406-243-5706	
4	CareerJet website (through UM Human Resources)	Marcie Briggs 406-243-5706	
5	HigherEdJobs.com website (through UM Human Resources)	Marcie Briggs 406-243-5706	
6	Glassdoor.com website (through UM Human Resources)	Marcie Briggs 406-243-5706	
7	Indeed.com website (through UM Human Resources)	Marcie Briggs 406-243-5706	
8	JobbyDoo website (through UM Human Resources)	Marcie Briggs 406-243-5706	
9	Jobing website (through UM Human Resources)	Marcie Briggs 406-243-5706	
10	LiveCareer website (through UM Human Resources)	Marcie Briggs 406-243-5706	
11	Recruit.net website (through UM Human Resources)	Marcie Briggs 406-243-5706	
12	Simply Hired website (through UM Human Resources)	Marcie Briggs 406-243-5706	
13	Word of Mouth		8
14	University of Montana - UM Jobs Facebook (through UM Human Resources)	Marcie Briggs 406-243-5706	
15	UM Jobs Twitter (through UM Human Resources)	Marcie Briggs 406-243-5706	

16	The Chronicle of Higher Education (through UM Human Resources)	Marcie Briggs 406-243-5706	
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Section 3: Longer-Term Recruitment Initiatives Implemented During Previous Year

		The KUFM-FM/KUFM-TV Missoula station employment unit is located in a market with a population of fewer than 250,000 persons such that the station is required to complete two long-term initiatives every two years.		
No.	Initiative	Description	Scope of Involvement	Personnel Involved
1	Visited Environmental Sciences Course	Expose college students to storytelling and production of MTPR podcast.	MTPR podcast producer Nora Saks joined Professor Arica Crotoft's environmental sciences course at the University of Montana Western in Dillon, MT. She shared her storied from the podcast "The Richest Hill" and shared background into the production of the podcast.	Nora Saks, MTPR news department and producer/host of "The Richest Hill" podcast.
2	College Internship Program	Expose college students to broadcasting environment	The MTPR staff interviewed prospective interns during spring, summer and fall of 2020. Three interns joined the MTPR staff for the spring of 2020. Two interns joined the MTPR staff for the summer of 2020 and fall of 2020. Students receive college credit and part-time pay.	Ray Ekness, MTPR GM Anne Hosler, Membership Manager Corin Cates-Carney, News Director

3	Communications Course Taught at UM by Broadcast Media Center Staff/Programs with Educational Institutions Relating to Broadcasting Careers	Outreach activity to inform the public of broadcasting opportunities at MTPR and MTPBS	John Twiggs, Producer, was an adjunct professor in the Univ. of Montana School of Journalism. In a class on JOUR 350 television videography and storytelling, Twiggs taught basic camera techniques, editing techniques and video storytelling. The students, under Twiggs' review, produced a half-hour television program that we hope will air on MontanaPBS in the near future.	John Twiggs, Producer and adjunct instructor
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