

Narrative Statement

Noncommercial Educational Stations KRWG-TV, FM

Stations KRWG-TV and FM are licensed to New Mexico State University. The recruitment, hiring and employment practices of both the stations and New Mexico State University are designed to ensure equal employment opportunity outreach to all segments of the local community and a nondiscriminatory work environment. It is the policy of the University that recruitment and selection of candidates for vacant positions be conducted in accordance with applicable statutes, regulations and policies of the University, and be consistent with principles of equal employment and affirmative action. New Mexico State University is an affirmative action/equal employment employer. Efforts to recruit diverse applicants have been successful.

All candidates must meet or exceed the advertised minimum requirements of the posted vacancy in order to be considered for employment, and candidates are evaluated on the merits of their qualifications. Open positions are posted and applicants are required to submit applications for employment through an on-line application system at jobs.nmsu.edu. Assistance is available for potential candidates who may not be proficient with computers but would like to search for and apply for employment. NMSU's application system is ADA compliant and assistance is available for individuals with disabilities. There is a minimum posting period of 14 calendar days for all benefits-eligible staff positions deemed underutilized by the NMSU Affirmative Action Plan ("AAP"). NMSU's AAP drives specific hiring protocols for the entire NMSU system, including KRWG. In an effort to recruit diverse applicant pools, units are required to conduct targeted advertising for positions deemed "underutilized" in the NMSU AAP. NMSU encourages all units to use targeted advertising strategies, blind review of applications and anti-bias training for search committees/hiring authorities when hiring for any position – regardless of underutilization designation.

Recruitment includes the use of various sources, including the internet, to attain broad exposure for current vacancies and to notify various journals, newsletters, agencies, and other organizations that have the ability to contact and refer qualified minorities and/or women. All open positions are posted to the NM Department of Labor's website which serves as a central collection point and resource for job seekers, as well as the NMSU website. Various organizations such as veteran's groups, employment agencies, civic groups, community groups and more use the NM Department of Labor website as an employment resource. Ultimately, targeting advertising for positions on social media and in publications where minorities and women are actively looking for work, is the most effective strategy for attracting a large pool of qualified and diverse applicants.

With regard to community outreach, KRWG is active in many community events and non-vacancy specific efforts each year that help publicize its local involvement and career opportunities in broadcasting. These efforts serve diverse audiences representing the area's multi-cultural population. New Mexico State University is a designated Hispanic Serving Institution ("HSI") due to our high Hispanic population. KRWG actively recruits representatives from minority communities to work for and enjoy the programming KRWG has to offer. KRWG also features internships, paid student positions and volunteer programs through which University students receive hands-on training in news production, news writing, on-air delivery, and radio and television production.