

EEO Public File Report
KANU-FM 91.5
FEBRUARY 1, 2019 – JANUARY 31, 2020

JOB VACANCIES

KPR filled one full-time, regular job vacancy during the specified time period.

Corporate Underwriting Account Representative

Position filled on 05/06/2019

Recruitment Sources:

Audio-Reader Network website
University of Kansas
1120 West 11th St.
Lawrence, KS 66044
www.reader.ku.edu/employment
Nicole Banman
(785) 864-4600

Kansas Public Radio website
University of Kansas
1120 West 11th St.
Lawrence, KS 66044
<http://kansaspublishradio.org/info/employment>
Nicole Banman
(785) 864-4530

University of Kansas website
1320 Jayhawk Blvd.
Lawrence, KS 66045
<http://employment.ku.edu>
Beth Tucker
(785) 864-5081

PRADO listserv (online)
Public Radio Association of Development Officers
PO Box 50008
Columbia, SC 29250
<http://www.pradoweb.org/>
Greg Keeler
gkeeler@wskg.org

Kansas Association of Broadcasters Job Bank (online)

2709 SW 29th St

Topeka, KS 66614

www.kab.net/JobBank/JobSearch/

Judy Clouse

(785) 235-1307

Nonprofit Connect website

125 E. 31st Street

Kansas City, MO 64108

<http://www.npconnect.org/career-center>

Noreen Bridgham

(816) 888-5603

Greater Public Job Line (online)

401 North 3rd Street, Suite 601

Minneapolis, MN 55401

<https://www.greaterpublic.org/jobs/>

Leah Manners

(800) 454-2314

Lawrence Journal-World

645 New Hampshire St.

P.O. Box 888

Lawrence, Kansas 66044

www2.ljworld.com

Peter Steimle

(785) 832-7119

PRIMA website

<http://wordpress.prima.org>

Website Administrator, Dan Skinner

Kansas Public Radio

1120 W. 11th St.

Lawrence, KS 66044

(785) 864-4530

Corporation for Public Broadcasting Jobline (online)

<https://www.cpb.org/jobline>

401 9th Street, NW

Washington, DC 20004-2129

(202) 879-9600

Recruitment source for hired applicant:

KU website

7 applicants

5 interviewed

Recruitment source for 4 other interviewees:

- KU website (1 interviewee referred)
- Indeed.com (1 interviewee referred) Indeed.com takes job listings from other sites and includes them on their website. KPR staff did not post this position on Indeed.com.
- American Educational Research Association Job Board (1 interviewee referred) AERA job board takes job listings from other sites and includes them on their website. KPR staff did not post this position on the job board site.
- Employee referral (1 interviewee referred)

OUTREACH INITIATIVES

- **2019 Kansas Association of Broadcasters (KAB) Student Career Fair**
April 3, 2019; Business Manager, Nicole Banman, attended and hosted a KPR recruitment table. Because KPR wasn't looking to fill any vacancies, Nicole took a list of names and contact information so that she can notify the candidates of any job openings that occur in the future. She also handed out brochures listing the numerous types of careers that can be found in the broadcasting industry and various recruitment sources where candidates could look for current job openings.
- **KPR Internship Programs**
KPR has an ongoing, established internship program that allows interns to gain necessary skills for careers in broadcasting.
 - Programming Internship – Programming interns assist the Music Director in presenting musicians in live studio performances at KPR; including greeting performers, administering broadcast release forms, and assisting with production in the live studio and announcing during live broadcasts. Additionally, programming interns assist the Program Director with the production of live remote events and podcast content.
 - Olivia Schmidt, August 2017 – May 2019

- Development Internship – Development interns assist with station events, marketing campaigns, membership drives, and public relations.
 - Katie Counts, February 2019-August 2019
- News Internship – News interns are instructed in digital editing techniques, story creation, story production, sound-gathering, research, story writing, and other aspects of news production.
 - Isabel Ashley, July 2019 – present
 - Katie Counts, August 2019-December 2019
- **General Outreach Effort Participation**
 KPR always utilizes numerous online job banks and other websites to advertise recruitment efforts; such as KPR’s own website, the KAB Job Bank, the CPB Jobline, Greater Public’s job listing site, and others. As described above, KPR utilized these types of recruitment programs when filling the vacancy in 2019.
- **Kansas Association of Broadcasters (KAB) Scholarship Program**
 KPR provides financial contributions to the scholarship fund on an annual basis. KPR also promotes the availability of the scholarship to interested candidates, provides the necessary form and contact information upon request, and answers any questions that the interested parties may ask.

PARTICIPATION IN PROFESSIONAL DEVELOPMENT

- **2019 Public Media Business Association conference**
 May 14-17, 2019; Business Manager, Nicole Banman, attended the conference in Orlando, FL. She attended various professional development workshops including presentations aimed at increasing diversity and inclusion; such as *Experimental Management Development and Hiring Practices*, *How to Handle Harassment Claims*, *Mindfulness Workshop: Reduce Stress, Focus Staff, and Have Happier Staff*, and *ABCs of Diversity*.
- **2019 Public Media Development and Marketing Conference (PMDMC)**
 July 9-12, 2019; Membership Director, Joanna Fewins, and Event Coordinator, Bobbi Washechek, attended the 2019 PMDMC in Dallas, TX. They attended workshops aimed at increasing awareness of industry trends, new ideas, and best practices in fundraising, marketing, and underwriting sales from public radio colleagues and industry professionals from across the U.S.
- **2019 Kansas Association of Broadcasters Convention**
 October 20-22, 2019; Director, Dan Skinner; News Director, J. Schafer; Statehouse Reporter, Stephen Koranda; *KPR Presents* and *Weekend Edition* host, Kaye McIntyre; Development Director, Feloniz Lovato-Winston; and Underwriting Sales Representatives, Jake Jacobson and Christy Imel all attended the convention in Lawrence, Kansas. They sat in on such workshops as *Formula for Effective Leadership in Today’s Workforce*, *Navigating the Regulatory World*, *Surviving News Room Traumatic Stress*, and others.

- **KU's Ninth Annual Staff Leadership Summit**

April 3, 2019; Business Manager, Nicole Banman, attended the summit in Lawrence, KS. The various topics covered at the summit include: *Microaggressions: A Barrier to Staff Engagement*, *Navigating Power Dynamics in a Changing Organization*, *Engaging Using Compassionate Communication*, *We Were Never Designed for This: The Psychological Toxicity of Modern Life*, and *Professional Self-Care and Sustainability*.