

FCC EEO Program Report  
Utah State University of Agriculture and Applied Science  
Stations KUSU-FM and KUSR(FM), Logan, Utah

Narrative Statement

Utah State University of Agriculture and Applied Science, licensee of noncommercial educational radio stations KUSU-FM and KUSR(FM) in Logan, Utah, is committed to providing equal employment opportunities and has achieved broad and inclusive outreach during the past two years in connection with its EEO program, including the recruitment of full-time job vacancies and its completion of supplemental employment initiatives and activities.

KUSU and KUSR have a relatively small staff of fewer than 11 full-time employees and have had few full-time vacancies in the past two years (including just two in the 2019-2020 reporting period and zero in the 2020-2021 reporting period). However, as full-time vacancies occur, KUSU/KUSR select from a list of various recruitment sources to widely disseminate information and to seek qualified candidates for interviews, such as the station website, the Utah State University website, Indeed.com, the Dept. of Workforce Services, HigherEd Jobs, Current Magazine/Public Media Jobs.org, and the Society of Professional Journalists.

In addition to its recruitment procedures, KUSU and KUSR regularly undertake various non-vacancy-specific outreach activities to supplement their EEO outreach efforts. During the past two years, such efforts have included: internship programs; scholarship programs; training programs for station personnel to acquire skills for advancement; events with educational institutions relating to career opportunities in broadcasting; and training for management level personnel on methods of ensuring equal opportunity and preventing discrimination.

Utah Public Radio and Utah State University are dedicated to providing an equal opportunity climate and an environment free from illegal discrimination and harassment. All qualified applicants receive consideration for employment without regard to race, religion, color, national origin, sex, age, status as a protected veteran, among other things, or status as a qualified individual with disability.

In sum, given their overall EEO policies, their use of various recruitment sources to advertise open positions as they occur, and their completion of several long-term supplemental outreach activities, KUSU and KUSR have achieved broad outreach on employment matters in the past two years.