

EEO Public File Report
KANU-FM 91.5
FEBRUARY 1, 2023 – JANUARY 31, 2024

JOB VACANCIES

KPR filled four full-time, regular job vacancies during the specified time period.

Director, Kansas Public Radio and Audio-Reader

Position filled on September 17, 2023

Recruitment Sources for Director Position, placed by Livingston Associates:

Livingston Associates

7345 S Pierce St.

Suite 101

Littleton, CO 80128

(410) 243-1974

Current Newspaper

www.current.org

4400 Massachusetts Avenue, NW

Washington, DC 20016-8122

LinkedIn-Paid Job ad

[LinkedIn Ads: Targeted Self-Service Ads](#) | [LinkedIn Ads](#)

Mediabistro

www.mediabistro.com/jobs/

825 8th Ave. 29th Fl

New York, NY 10019

The Media Job Board

Jobs.mediajobboard.com/Jobs/media-and-broadcasting

jobs@editorandpublisher.com

406-445-0000 Ext. 4

National Association of Black Journalists (NAB)

Nabcareers.org

1100 Knight Hall, Suite 3010

College Park, Maryland 20742

(301) 405--248

National Association of Hispanic Journalists (NAHJ)
www.nahcareercenter.com/recruiters
1050 Connecticut Ave., NW 5th Fl
Washington, DC 2003

Native American Journalists Association (NAJA)
<https://Najanewsroom.com/jobs/>
www.IndigenousJournalists.org

Corporation for Public Broadcasting Jobline (online)
<https://www.cpb.org/jobline>
401 9th Street, NW
Washington, DC 20004-2129
(202) 879-9600

Greater Public
401 North 3rd Street, Suite 601
Minneapolis, MN 55401
<https://www.greaterpublic.org/jobs/>
Leah Manners

PMBA
<https://www.pmbaonline.org/industry-jobs>
1300 Piccard Drive, Suite LL14
Rockville, MD 20850
(240) 844-3600
info@pmbaonline.org

PMJA
<https://www.pmja.org/term/jobs>
PO Box 838
Sturgis, SD 57785
(605) 863-9919

Recruitment source for hired applicant: Internal – Kansas Public Radio employee
37 applicants
8 interviewed

Recruitment sources for other 7 interviewees:
Current (2 interviewees referred)
Corporation for Public Broadcasting (1 interviewee referred)
Livingston Associates (3 interviewee referred)

*PublicMediaJob.org (1 interviewee referred)

*Livingston Associates did not post this job on PublicMediaJob.org, but that is what the candidate indicated as the source for learning about the job.

Statehouse Bureau Chief

Position filled on 7/17/23

Recruitment Sources (see numbered list at the end of this section for contact information for each source):

- #2 Kansas Public Radio website (online)
- #3 University of Kansas website (online)
- #7 PRIMA (online)
- #8 Current (online)
- #9 Corporation for Public Broadcasting (online)
- #11 Kansas Association of Broadcasters (online)
- #12 Lawrence, KS Times (online)

Recruitment source for hired applicant: Social media

9 applicants

3 interviewed

Recruitment source for 2 other interviewees:

- *KU bulletin board (1 interviewee referred)
- KU website (1 interviewee referred)

*KPR did not post on a KU bulletin board, but that is what the candidate listed as their source for learning about the job.

Statehouse Bureau Chief

Position filled on 12/26/2023

Recruitment Sources (see numbered list at the end of this section for contact information for each source):

- #2 Kansas Public Radio website (online)
- #3 University of Kansas website (online)
- #8 Current (online)
- #10 Journalismjobs.com (online)
- #11 Kansas Association of Broadcasters (online)
- #14 KPR Facebook page

Recruitment source for hired applicant:

KPR employee referral

5 applicants

2 interviewed

Recruitment source for 2 other interviewees:

- Indeed.com (1 interviewee referred)
- KU website (1 interviewee referred)

Membership Director

Position filled on 1/9/24

Recruitment Sources (see numbered list at the end of this section for contact information for each source):

Recruitment source for hired applicant: KU Website

KPR employee referral applicants

11 applicants

4 interviewed

Recruitment source for 3 other interviewees:

- *Indeed.com (1 interviewee referred)
- KU website (1 interviewee referred)
- Nonprofit Connect (1 interviewee referred)

*KPR did not directly post on Indeed.com, but it is our understanding that Indeed.com picks up job listings and posts them.

Recruitment Sources (see numbered list at the end of this section for contact information for each source):

- #1 Audio-Reader website (online)
- #2 Kansas Public Radio website (online)
- #3 University of Kansas website (online)
- #5 Nonprofit Connect
- #7 PRIMA (online)
- #9 Corporation for Public Broadcasting (online)
- #11 Kansas Association of Broadcasters (online)
- #13 Public Media Journalists' Association (online)
- #14 KPR Facebook page

Comprehensive List of Recruitment Sources for Statehouse Bureau Chief (both positions) and Membership Director:

1. Audio-Reader Network website

University of Kansas
1120 West 11th St.
Lawrence, KS 66044
www.reader.ku.edu/employment
Feloniz Lovato-Winston
(785) 864-5968

2. Kansas Public Radio website

University of Kansas
1120 W. 11th St.
Lawrence, KS 66044
Feloniz Lovato-Winston
(785) 864-5968

3. University of Kansas website

1320 Jayhawk Blvd.
Lawrence, KS 66045
<http://employment.ku.edu>
Matt Miller
(785) 864-4946

4. Monster.com(online)

Monster Worldwide, Inc.
Weston, MA 02493
<https://monster.com>
(978) 461-8000

5. Nonprofit Connect website

125 E. 31st Street
Kansas City, MO 64108
<http://www.npconnect.org/career-center>
Noreen Bridgham
(816) 888-5603

6. Greater Public Job Line (online)

401 North 3rd Street, Suite 601
Minneapolis, MN 55401
<https://www.greaterpublic.org/jobs/>
Leah Manners
(800) 454-2314

7. PRIMA website

<http://wordpress.prima.org>

Website Administrator, Dan Skinner

Kansas Public Radio

1120 W. 11th St.

Lawrence, KS 66044

(785) 864-4530

8. Current/publicmediajobs.org

6930 Carroll Ave., Suite 625

Takoma Park, MD 20912

www.current.org

(301) 270-7240

No contact name provided; all job ads are submitted online

9. Corporation for Public Broadcasting Jobline (online)

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

401 9th Street, NW

Washington, DC 20004-2129

(202) 879-9600

10. Journalismjobs.com

<https://journalismjobs.com>

info@journalismjobs.com

(510) 508-7386

11. Kansas Association of Broadcasters

<https://kab.net/jobs>

534 S. Kansas Ave. Suite 1105

Topeka, KS 66603

(785) 235-1307

12. Lawrence, KS Times (online)

<https://lawrencekstimes.com/>

The Lawrence Times

PO Box 442460

Lawrence, KS 66044

(785) 422-6363

13. Public Media Journalists Association (online)

<https://www.pmja.org>

PO Box 838

Sturgis, SD 57785

(605) 863.9919

14. Kansas Public Radio Facebook page (online)

<https://www.facebook.com/KansasPublicRadio>

15. Public Radio Association of Development Officers - (Slack group online)

<https://pradolist.slack.com>

OUTREACH INITIATIVES

- **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.

- Because of limited staff, KPR has not been able to recruit interns for programming over the past couple of years.

- Development Internship – Development interns assist with station events, marketing campaigns, membership drives, and public relations. Both of the interns listed below were supervised by Kansas Public Radio Development Director Joanna Fewins.

- **Gracie Hughes; 8/2/2023 - present**

- **Ryan Schultze; 05/01/22-8/21/2023**

- 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.

- Because of the limited staff in the KPR News Department, KPR has not been able to recruit interns for the News program over the past couple of years.

- **General Outreach Effort Participation**

KPR utilizes numerous online job banks and other websites to advertise recruitment efforts; such as KPR's own website, the Audio-Reader website, the KAB Job Bank, the CPB Jobline, Greater Public's job listing site, and others. The job searches that took place over the past year were advertised in local, regional, and national advertising media,

including the National Association of Black Journalists, National Association of Hispanic Journalists and Native American Journalists Association for the search for the new director.

- **Kansas Association of Broadcasters (KAB) Scholarship Program**

KPR has pledged to support the Kansas Association of Broadcasters Foundation's Advancing Excellence in Kansas Broadcasting campaign with an annual \$400 pledge, as well as an annual pledge to the KAB scholarship program. KPR also promotes the availability of the scholarship to interested candidates by sending emails to staff, provides the necessary form and contact information upon request, and answers any questions that the interested parties may ask.

- **Job Fair Participation**

KPR's Business Manager, Nicole Banman, participated in the Current Public Media Virtual Career Fair on March 29, 2023. At the time, KPR was planning the search for a new director.

PARTICIPATION IN PROFESSIONAL DEVELOPMENT (TRAINING PROGRAMS FOR STATION PERSONNEL TO ACQUIRE SKILLS)

- **2023 Public Media Business Association conference**

May 30- June 2, 2023; Business Manager, Nicole Banman, attended the conference where she participated in various professional development workshops.

- **2023 Kansas Association of Broadcasters Convention**

October 20-21, 2023; News Director, J. Schafer; Director Jake Jacobson; and KPR Presents and Weekend Edition host Kaye McIntyre all attended the convention. They sat in on such workshops as *Leading Through Change and Chaos: A Panel Discussion with Kansas Broadcast Leaders*, and others.