

EEO Public File Report
KANU-FM 91.5
FEBRUARY 1, 2022 – JANUARY 31, 2023

JOB VACANCIES

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

Membership Director

Position filled on 08/22/22

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://kansaspublicradio.org/info/employment>
Nicole Banman
(785) 864-4530

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

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

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

PRIMA website
<http://wordpress.prima.org>
Website Administrator, Dan Skinner
Kansas Public Radio
1120 W. 11th St.
Lawrence, KS 66044
(785) 864-4530

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

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:
KPR employee referral
8 applicants
3 interviewed

Recruitment source for 2 other interviewees:

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

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.
 - **Isabella Koscal; 06/12/22-07/31/2022**
 - **Ryan Schultze; 05/01/22-present**
- Development Internship – Development interns assist with station events, marketing campaigns, membership drives, and public relations.
 - **Isabella Koscal; 06/12/22-07/31/2022**
 - **Ryan Schultze; 05/01/22-present**
- 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 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. The job search that took place over the past year was advertised in local, regional, and national advertising media.

- **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.

- **Job Fair Participation**

KPR’s Business Manager, Nicole Banman, participated in the following virtual job fairs over the past year: Lawrence Step-Up Job Fair on March 23, 2022 and the Topeka Step-Up Job Fair April 6, 2022. Because KPR wasn’t looking to fill any vacancies at that

time, 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 various types of careers that can be found in the Broadcasting industry and various recruitment sources where candidates could look for current job openings.

PARTICIPATION IN PROFESSIONAL DEVELOPMENT

- **2022 Public Media Business Association conference**
May 31- June 3, 2022; Business Manager, Nicole Banman, attended the conference where she participated in various professional development workshops including presentations aimed at increasing diversity and inclusion; such as *Leadership Development Is Critical to Building a Meaningful Workplace Experience* and *Building and Equitable Pay and Compensation System*.
- **2021 Kansas Association of Broadcasters Convention**
October 23-25, 2022; News Director, J. Schafer; Director of Corporate Underwriting, Jake Jacobson; and Membership Director, Max Paley all attended the convention. They sat in on such workshops as *Recruitment and Retention Initiatives for Broadcasters*, and others.