2021-2022 ANNUAL EEO PUBLIC FILE REPORT

Utah Public Radio

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| Station(s): | KUSU-FM, KUSR |
| Communities of License: | Logan, UT |
|  |  |
| Reporting Period: | June 1, 2021 – May 31, 2022 |
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| No. of Full-time Employees: | 5 – 10 \_X More than 10\_\_\_ |
| Small Market Exemption: |  |

During the Reporting Period, 2 full-time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

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| *Operated programs and events designed to assist members of the community to acquire skills needed for broadcast employment.* | **UPR Radio Class,** Weekly, January–April 2022: UPR Chief Engineer taught participants about radio, audio technology and news writing. Attendees included students and members of the public. The meetings were open to the public. UPR News Director participated.  **USU College of Humanities & Social Sciences annual Light on the Hill event,** August 31, 2021: outdoor open house for new and returning students, including those majoring in journalism and communication fields. Co-Manager and Underwriting Manager attended. |
| *Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).* | **Cache Chamber of Commerce Women in Business Annual Summit**, October 20, 2021: UPR Underwriting Manager attended this event and hosted a booth. |
| *Established, participated in, and strengthened scholarship and internship programs designed to assist students interested in pursuing a career in broadcasting.* | **Lee C. and Sarah Jean Frischknecht Scholarship**, Ongoing: Awarded annually to a USU student majoring in broadcast journalism. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.    **John W. Morris Scholarship**, ongoing, provides scholarships to USU students for internships with Utah Public Radio. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.  **UPR Internship Program**, Ongoing: Includes paid internships and university credit offerings. Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns. Co-Manager and Business Officer help to manage the program.  **The Corey Flintoff Student Intern Fund**, Ongoing: UPR partners with friends in radio and the university to create an ongoing fund to support up and coming student interns in the radio field. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns  .  **The Nancy Williams Student Intern Endowment**, Ongoing: To support the future of UPR Internship Programs. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.  **Agriculture Reporter Internship**, Ongoing: UPR partners with the USU College of Agriculture and Applied Science to support an Agriculture Communication News Internship for a UPR intern specializing in reporting on agriculture. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns.  **USU Ecology Center Science Reporting Internships**, Ongoing: UPR partners with the USU Ecology Center to provide USU graduate students with internships to report on science. Station Co-Manager/Program Director, News Director, Chief Engineer, and Senior Producer train and work with the interns. |
| *Organized and participated in training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.* | **USU College of Humanities and Social Sciences, Scholarship Program**, ongoing: All staff are eligible to apply for scholarships for classes, workshops or technical training programs conducted on or off-campus.  **UPR Retreat**, May 18, 2022: All staff participated in a one-day retreat focused on community engagement, new programming, fundraising opportunities and strategic planning.  **USU College of Humanities and Social Sciences Leadership Team Retreat**, August 19, 2021: UPR Co-Managers participated in this retreat, which provided information and training.  **Training Webinars, Courses, and Conferences**, ongoing: Staff members and interns utilize these webinars, courses and conferences to increase journalistic, fundraising, digital media, engineering and other skills. Station Co-Manager, Development Director, Underwriting Manager and Chief Engineer attended webinars, online courses, and conferences, provided by Greater Public, Association of Public Radio Engineers, Public Radio for All, Public Radio Association of Development Officers, Public Media Development and Marketing Conference and other organizations.  **LinkedIn Learning**, ongoing**:** Provided to all USU staff. Underwriting Manager, Business Officer and Staff Assistant were among UPR staff members taking some of these trainings this year. |
| *Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.* | **Young Writers and Artists Fest**  March, April, May 2022, UPR partnered with Young Writers and Artists Fest to invite Cache Valley middle school students to visit the UPR studios to record their creative writing, which was then broadcast on UPR. Staff Assistant, Chief Engineer and Senior Producer were involved in coordination and production.  **Writing for Electronic Media, JCOM 3200**, February 22, 2022 – USU students in this class came to UPR studios on this date for in-station lectures and discussions regarding news writing and station tours conducted by News Director and Station Co-Manager.  **Bringing War Home Project**, Fall 2021 and Spring 2022 semesters – UPR Co-Manager/Program Director and Senior Producer visited a graduate level history class and then participated in several events, which provided instruction and coaching to USU students in preparing for and recording interviews. This was part of a partnership with various departments at USU in a program to document artifacts and record memories from military veterans and their families and friends. |

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| *Provided* ***training*** *to* ***management level personnel*** *on methods of ensuring equal employment opportunity and prevent discrimination.* | **Respectful Workplace Training, Utah State University,** Annual: All employees (full-time, part-time, and interns) are required to take this course annually.  **USU Inclusive Excellence Symposium Workshop**, October 29, 2021: Membership Director attended an online workshop as a part of this annual symposium, which promotes diversity, inclusion, and respect in the USU community by offering education, research, and training for understanding the experiences of underrepresented groups. |
| *Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.* | **UPR Weekly Newsletter**, ongoing: UPR sends out a weekly e-newsletter to approximately 2,800 people notifying them of upcoming UPR events, new original series, volunteer opportunities, and programing updates. The newsletter contains links to the UPR website when job postings are available.­­­­­­­­­ UPR Membership Director creates the newsletter. |

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LIST OF POSITIONS FILLED

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| --- | --- | --- |
| Date of Hire | Job Title | Recruitment Source Referring Hires |
| 11/17/21 | Staff Assistant | USU Jobs |
| 12/6/21 | News Director | Social Networks |

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INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period:

* Staff Assistant 3
* News Director 4

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| --- | --- |
| Recruitment Sources Used in Reporting Period | Number of Persons  Interviewed that the  Source Referred |
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| Utah Department of Workforce Services | 0 |
| Association of Independents in Radio | 0 |
| National Federation of Community Broadcasters | 0 |
| Corporation for Public Broadcasting | 0 |
| Careerpage | 0 |
| Radio Television Digital News Association | 0 |
| Native American Journalists Association | 0 |
| The Association of LGBTQ Journalists | 0 |
| JournalismJobs.com | 0 |
| National Association of Hispanic Journalists | 0 |
| National Association of Black Journalists | 0 |
| Asian American Journalists Association | 0 |
| Current | 0 |
| Society of Professional Journalists | 0 |
| USU Jobs | 3 |
| Word of Mouth | 3 |
| Social Networks | 1 |
| Indeed.com | 0 |

RECRUITING SOURCES USED

Job Title of Position: Staff Assistant Date of Hire: 11/17/21

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Referral Source | \* | Address of Source | Contact Person at Source | Tel. No. and E-Mail Address of Source |
| USU Jobs | Y | 8800 Old Main Hill, Logan, UT 84322-8800 | Carli Neugebauer | 435-797-9144  carli.neugebauer@usu.edu |
| Utah Department of Workforce Services | Y | P.O. Box 45249, Salt Lake City, UT 84145-0249 | Allison Keller | 801-647-8380  allisonkeller@utah.gov |
| Indeed.com | N | https://www.indeed.com |  |  |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

RECRUITING SOURCES USED

Job Title of Position: News Director Date of Hire: 12/6/21

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| --- | --- | --- | --- | --- |
| Referral Source | \* | Address of Source | Contact Person at Source | Tel. No. and E-Mail Address of Source |
| Utah Department of Workforce Services | Y | P.O. Box 45249, Salt Lake City, UT 84145-0249 | Allison Keller | 801-647-8380  allisonkeller@utah.gov |
| Association of Independents in Radio | N | P.O. Box 220400, Boston, MA 02122 | Lynn Casper | 617-825-4400  casper@airmedia.org |
| National Federation of Community Broadcasters | N | P.O. Box 806, Paonia, CO 81428 | Gretchen Aston-Puckett | 970-279-3411  https://nfcb.org/contact |
| Corporation for Public Broadcasting | N | 401 9th St., NW, Washington, D.C. 20004-2129 | Brendan Daly | 202-879-9600  https://www.cpb.org/aboutcpb/contact-cpb/jobline |
| Careerpage | N | https://www.careerpage.org |  | 505-801-4444  https://www.careerpage.org/contact-us/ |
| Radio Television Digital News Association | N | 529 14th St. NW, Ste. 1240, Washington, D.C. 20045-2520 | Michael Sanserino | 202-662-7257  https://rtdna.site-ym.com/general/?type=CONTACT |
| Native American Journalists Association | N | NAJA - OU Gaylord College, 395 W. Lindsey St., Norman, OK 73019 | Justine Medina | jmedina@naja.com |
| The Association of LGBTQ Journalists | N | 2120 L St. NW, Ste. 850, Washington, D.C. 20037 | Claire Lefebure | 202-588-9888  clare@nlgja.org |
| JournalismJobs.com | N | https://www.journalismjobs.com/ |  | 510-508-7386  info@journalismjobs.com |
| National Association of Hispanic Journalists | N | https://nahj.org | David Pena, Jr. | membership@nahj.org |
| National Association of Black Journalists | N | NABJ Career Center, 8800 Lakewood Dr. #117, Windsor, CA 95492 |  | 626-792-3846  info@nabjcareers.org |
| Asian American Journalists Association | N | https://www.aajacareers.org | April M. Siruno | 202-729-8383  support@aaja.org |
| Current | N | https://jobs.current.org/  4400 Massachusetts, NW, Washington, D.C. 20016 | Amanda Iannuzzi | 727-433-2527  publicmediajobs@current.org |
| Society of Professional Journalists | N | P.O. Box 441748, Indianapolis, IN 46244 | Zoe Berg | 317-920-4785  zberg@spj.org |

\* Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.