EEO PUBLIC FILE REPORT

FOR

KSUI FM

WSUI AM
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FOR
KSUI FM, WSUI AM
Licensed to: The University of Iowa, Iowa City, Iowa

October 1, 2020 – September 30, 2021
The report below lists all full-time vacancies filled during the reporting period.

All full-time positions are posted on the Iowa Public Radio website: https://www.iowapublicradio.org/careers-at-ipr.

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Total Interviewed</th>
<th>Interviewees Source of Referral</th>
<th>Selected Hire Source of Referral</th>
<th>Recruitment Sources Utilized, From Attachment A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Talk Show Producer</td>
<td>5</td>
<td>CPB Website (1), Iowa Public Radio Website (1), Friend or other referral (2), No response (1)</td>
<td>Iowa Public Radio Website</td>
<td>1-25</td>
</tr>
</tbody>
</table>

Mailing Address:
710 South Clinton Street
University of Iowa
Iowa City, IA 52240-4214

Telephone Number: 515-725-1705
Contact Person: Kelly Edmister
E-mail Address: kedmister@iowapublicradio.org
1. Buena Vista University  
   610 West 4th Street  
   Storm Lake, IA 50588  
   712-749-2400  
   https://employer.gradleaders.com/buenavista  
   Total interviewees for reporting period: 0

2. Columbia School of Journalism  
   2950 Broadway  
   New York, NY 10027  
   212-854-4150  
   https://journalism-columbia-csm.symplicity.com/employers/  
   Total interviewees for reporting period: 0

3. Corporation for Public Broadcasting Website  
   401 9th Street, NW  
   Washington, DC 20004-2129  
   202-879-9600  
   https://www.cpb.org/jobline/  
   Total interviewees for reporting period: 1

4. Drake University  
   2507 University Avenue  
   Des Moines, IA 50311-4505  
   515-271-2011  
   https://app.joinhandshake.com/jobs  
   Total interviewees for reporting period: 0

5. Facebook – Iowa Public Radio  
   1 Hacker Way  
   Menlo Park, CA 94025  
   650-543-4800  
   Total interviewees for reporting period: 0

6. Current Employee Referrals  
   E-mail to all staff announcing the open Position and encouraging them to recruit.  
   Total interviewees for reporting period: 0

7. Iowa Public Radio Website  
   2111 Grand Avenue  
   Des Moines, IA 50312-5393  
   515-725-1700  
   https://www.iowapublicradio.org/careers-at-ipr  
   Total interviewees for reporting period: 1

8. Iowa State University Career Services  
   1320 Gerdin Business Building  
   Ames, IA 50011  
   https://cyhire.iastate.edu/employers/  
   Total interviewees for reporting period: 0

9. LinkedIn – Iowa Public Radio  
   1000 West Maude  
   Sunnyvale, CA 94085  
   https://www.linkedin.com  
   Total interviewees for reporting period: 0

10. Ryan Famuliner  
    News Director, KBIA  
    famulinerr@missouri.edu  
    Total interviewees for reporting period: 0

11. Public Media Journalists Association  
    PMJA Swap Shop Facebook Group  
    PO Box 838  
    Sturgis, ND 57785  
    https://pmja.org  
    Total interviewees for reporting period: 0

12. Public Media Journalists Association  
    PMJA Website  
    PO Box 838  
    Sturgis, ND 57785  
    https://pmja.org  
    Total interviewees for reporting period: 0
13. RTDNA  
https://rtdna.site-ym.com/networking  
Total interviewees for reporting period: 0

14. Simpson College  
701 North C Street  
Indianola, IA 50125  
515-961-6251  
https://app.joinhandshake.com/jobs/  
Total interviewees for reporting period: 0

15. University of Iowa Career Services  
100 Pomerantz Center, Suite C310  
Iowa City, IA 52242  
319-335-1023  
https://app.joinhandshake.com/jobs/  
Total interviewees for reporting period: 0

16. University of Missouri, Kansas City  
Student Success Center  
5000 Holmes; Floor 2  
Kansas City, MO 64110  
816-235-1636  
https://app.joinhandshake.com/jobs  
Total interviewees for reporting period: 0

17. University of Northern Iowa Career Services  
102 Gilchrist Hall  
Cedar Falls, IA 50614-0384  
319-273-6857  
https://careerservices.uni.edu/job-board  
Total interviewees for reporting period: 0

18. Wartburg College  
100 Wartburg Boulevard  
Waverly, IA 50677  
319-352-8615  
https://info.wartburg.edu/employment  
Total interviewees for reporting period: 0

19. Dual Career Network*  
616 Jefferson Building  
Iowa City, IA 52242  
319-335-3524  
Contact: Garry Klein  
Total interviewees for reporting period: 0

20. Filipino-American Association of Iowa*  
Contact: Alma Reed  
515-418-5003  
http://www.filamofiowa.org  
Total interviewees for reporting period: 0

21. Journalism Next  
703-629-0178  
https://www.journalismnext.com  
Total interviewees for reporting period: 0

22. National Association of Hispanic Journalists  
NAHJ Career Center  
PO Box 117  
Windsor, CA 95492  
626-792-3846  
https://www.nahjcareers.org  
Total interviewees for reporting period: 0

23. National Association of Black Journalists  
1100 Knight Hall, Suite 3101  
College Park, MD 20742  
301-405-0248  
https://nabjonline.org/careers-opportunities/  
Total interviewees for reporting period: 0

24. Friend or other referrals  
NOTE: Non-IPR recruiting source. Applicants were referred to available positions through friends or other sources that were aware of the opportunity.  
Total interviewees for reporting period: 2
25. No response
   The candidate opted not to share
   information on where they learned
   of the position.

   **Total interviewees for reporting period: 1**

   **Grand total interviewees for reporting period: 5**

   Sources designated with an * have requested
   notification of open positions.
KSUI FM, WSUI AM has engaged in the following outreach activities as covered during the term of this report:

<table>
<thead>
<tr>
<th>Type of Activity</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>(i) Job Fair Participation –</td>
<td>KSUI FM, WSUI AM participated in the Engineering Career Fair hosted by the Iowa State University College of Engineering on February 16, 2021. Participation allowed the organization to present internship and professional employment opportunities in public radio to students. Participation also provided the opportunity to raise awareness of the organization.</td>
</tr>
<tr>
<td>In two years’ time: Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions</td>
<td>KSUI FM, WSUI AM participated in the Public Media Career Fair sponsored by Current on March 31, 2021. Participation allowed the organization to present professional employment opportunities in public radio. Participation also provided the opportunity to raise awareness of the organization.</td>
</tr>
<tr>
<td></td>
<td>KSUI FM, WSUI AM participated in the Jump-Start Internship &amp; Networking Fair sponsored by the Iowa State University Greenlee School of Journalism and Communication on September 29, 2021. Participation allowed the organization to present internship opportunities in public radio. Participation also provided the opportunity to raise awareness of the organization.</td>
</tr>
<tr>
<td>(iv) Participation in community group events –</td>
<td>Reporter Kate Payne was a guest panelist for The Gazette’s Pints &amp; Politics held on December 17, 2020 to talk about current events and state and national politics.</td>
</tr>
<tr>
<td>In two years’ time: Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities</td>
<td>Talk Show Producer Katelyn Harrop participated in evaluating the work of 4 student teams producing a high interest story as part of the University of Iowa’s advanced “Production for Publication” course. Katelyn joined 4 other judges who participated in the class on February 9, 2021.</td>
</tr>
<tr>
<td></td>
<td>News/Talk Program Director Katherine Perkins participated in a virtual job shadow on February 17, 2021 for 2 high school students as part of the Workplace Learning Connection.</td>
</tr>
</tbody>
</table>
| (iv) Participation in community group events –  
(Cont’d) | The program is sponsored by Kirkwood Community College and allows students to explore future career options while still in high school.  
*River to River* Host Ben Kieffer moderated the Q&A with Noam Chomsky, Distinguished Lecturer, at an event held by the University of Iowa Lecture Committee and sponsored by the University of Iowa Senior College on April 30, 2021. The Senior College had the opportunity to meet with Chomsky prior to the event for a Q&A. |
| --- | --- |
| (v) Internship Program –  
In two years’ time: Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment | KSUI FM, WSUI AM continued its internship program offering opportunities to students and recent graduates involving digital, news and talk show production. The internship program works with students at the University of Iowa as well as students from other Iowa higher education institutions and recent graduates, offering hands-on, skills-developing internships preparing for employment after graduation. Several students who have participated in the program have later enjoyed successful careers in public media.  
To highlight internships from this past year, one student participated in the production of the daily talk shows by editing archived shows and creating web content. A recent graduate participated in editing and producing the *Talk of Iowa* Book Club podcast, moderating the Facebook group and creating web content in the form of author Q&As. |
| (viii) Training Programs –  
In two years’ time: Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions | KSUI FM, WSUI AM encourages participation in career-development opportunities which includes webinars, in-person training and attending conferences. In the ever-changing public media environment, participation in such programs allows employees to increase their knowledge in areas relevant to their work. A few of those programs are outlined as examples of how KSUI FM, WSUI AM supports training opportunities for its staff.  
Reporter Kate Payne participated in Melwood Global’s “Protect the Vote Spotlight Series: Election Night and the Media” webinar held on October 14, 2020 and the “Protect the Vote Spotlight Series: Combating Disinformation” webinar held on October 21, 2020.  
News/Talk Program Director Katherine Perkins participated in “Field Notes from the Frontlines: The Diversity, Equity & Inclusion Movement in Public Media” sponsored by Public Media For All on March 30, 2021. |
NOTE: The station employment unit is located in a market with a population of fewer than 250,000, and therefore is required to complete two long-term outreach activities every two years.