

**Annual Equal Employment Opportunity Public File Report
For**

KGOU-FM, Norman, Oklahoma

**Licensee: The University of Oklahoma
For the Period February 1, 2021 through January 31, 2022**

This report is required by FCC Rules and Regulations and is placed into the public file for KGOU-FM and on the KGOU web page by February 1, 2022. Questions about this report can be sent to the General Manager, KGOU Radio, The University of Oklahoma, Copeland Hall Room 300, 860 Van Vleet Oval, Norman, OK, 73019.

1. Full Time Vacancies Filled.

During the time period for this report, KGOU had three (3) full time positions open and each was filled. The positions filled are: KGOU Podcast and Special Projects Producer/Reporter, KGOU Reporter/Producer and StateImpact Oklahoma Environment and Science Reporter. All hiring is directed by the licensee (University of Oklahoma) Office of Human Resources and is done in accordance with licensee employment policies and procedures that are required to ensure institutional EEO compliance. The contact for placement of external job advertising, as required by the University of Oklahoma, is Michael Allsop of Graystone Advertising. KGOU has received no requests from additional organizations to be notified of full-time job vacancies.

**2. Person Hired by Vacancy, Recruitment Source
Persons Interviewed by Vacancy, Recruitment Sources**

**Vacancy: StateImpact Oklahoma Environment and Science Reporter (Media Specialist I)
(September 2021 to November 2021)(Position filled effective 11/16/2021)**

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site (<https://jobs.ou.edu>)
 - a. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
 - b. Name of contact: Tonya Iman
 - c. Telephone: 405-325-5520
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 0
2. Name of organization: KGOU Radio Web Page
 - a. Address: Copeland Hall, Room 300, The University of Oklahoma, Norman, OK 73019; www.kgou.org
 - b. Name of contact: Laura Knoll

- c. Telephone: 405-325-0022
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 1
- 3. Name of organization: CPB Jobs Listing web site (<http://www.cpb.org/jobline/>)
 - a. Address: 401 Ninth Street, NW, Washington, DC 20004-2129
 - b. Name of contact: NA
 - c. Telephone: 202-879-9600
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 0
- 4. Name of organization: National Association of Black Journalists
 - a. Address: 1100 Knight Hall, Suite 3100, College Park, Maryland 20742
 - b. Name of contact: NA
 - c. Telephone: 800-491-8833-1005
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
- 5. Name of organization: National Association of Hispanic Journalists
 - a. Address: 1050 Connecticut Avenue NW, 10th Floor, Washington, DC 20036
 - b. Name of contact: NA
 - c. Telephone: 202-662-7145
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
- 6. Name of organization: Asian American Journalists Association
 - a. Address: 5 Third Street, Suite 1108, San Francisco, California 94103
 - b. Name of contact: NA
 - c. Telephone: 415-346-2051
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
- 7. Name of organization: Native American Journalists Association
 - a. Address: 395 W. Lindsey St., Norman, OK, 73019-4201
 - b. Name of contact: NA
 - c. Telephone: 405-325-9008
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
- 8. Name of organization: Current Magazine
 - a. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
 - b. Name of contact: NA
 - c. Telephone: 202-463-7055

- d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
9. Name of organization: JournalismJobs.com
- a. Address: <http://www.journalismjobs.com>
 - b. Name of contact: NA
 - c. Telephone: 510-653-1521
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 0
10. Name of organization: Oklahoma Association of Broadcasters
- a. Address: www.oabok.org/jobbank
 - b. Name of contact: Nancy Struby
 - c. Telephone: 405-848-0771
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
11. Name of organization: Other/Listserve/Personal reference/Social media
- a. Address: NA
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 2
 - e. Hired from this source: 0
12. Name of organization: Gaylord College of Journalism and Mass Communication
- a. Address: 395 W. Lindsey St., Norman, OK 73019
 - b. Name of contact: Joshua Kahoe
 - c. Telephone: 405-325-5199
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
13. Name of organization: Indeed
- a. Address: www.indeed.com
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
14. Name of organization: Society of Environmental Journalists
- a. Address: www.sej.org
 - b. Name of contact: Meagan Jeanette
 - c. Telephone: 202-558-2050
 - d. Total number of applicants interviewed: 0

e. Hired from this source: 0

15. Name of organization: Langston University

- a. Address: P.O. Box 1500, Langston, OK 73050
- b. Name of contact: Kim Flanagan
- c. Telephone: 405-466-2924
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

16. Name of organization: Jora

- a. Address: www.us.jora.com
- b. Name of contact: NA
- c. Telephone: NA
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

Vacancy: KGOU Reporter/Producer (Media Specialist I) (May 2021 to August 2021)(Position filled effective 8/24/2021)

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site (<https://jobs.ou.edu>)

- a. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
- b. Name of contact: Tonya Iman
- c. Telephone: 405-325-5520
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

2. Name of organization: KGOU Radio Web Page

- a. Address: Copeland Hall, Room 300, The University of Oklahoma, Norman, OK 73019
- b. Name of contact: Laura Knoll
- c. Telephone: 405-325-0022
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

3. Name of organization: CPB Jobs Listing web site (<http://www.cpb.org/jobline/>)

- a. Address: 401 Ninth Street, NW, Washington, DC 20004-2129
- b. Name of contact: NA
- c. Telephone: 202-879-9600
- d. Total number of applicants interviewed: 1
- e. Hired from this source: 0

4. Name of organization: National Association of Black Journalists

- a. Address: 1100 Knight Hall, Suite 3100, College Park, Maryland 20742
 - b. Name of contact: NA
 - c. Telephone: 800-491-8833-1005
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
5. Name of organization: National Association of Hispanic Journalists
- a. Address: 1050 Connecticut Avenue NW, 10th Floor, Washington, DC 20036
 - b. Name of contact: NA
 - c. Telephone: 202-662-7145
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
6. Name of organization: Asian American Journalists Association
- a. Address: 5 Third Street, Suite 1108, San Francisco, California 94103
 - b. Name of contact: NA
 - c. Telephone: 415-346-2051
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
7. Name of organization: Native American Journalists Association
- a. Address: 395 W. Lindsey St., Norman, OK, 73019-4201
 - b. Name of contact: NA
 - c. Telephone: 405-325-9008
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
8. Name of organization: Current Magazine
- a. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
 - b. Name of contact: NA
 - c. Telephone: 202-463-7055
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
9. Name of organization: JournalismJobs.com
- a. Address: <http://www.journalismjobs.com>
 - b. Name of contact: NA
 - c. Telephone: 510-653-1521
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 0
10. Name of organization: Oklahoma Association of Broadcasters
- a. Address: www.oabok.org/jobbank

- b. Name of contact: Nancy Struby
 - c. Telephone: 405-848-0771
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
11. Name of organization: Other/Listserve/Personal reference/Social media (LinkedIn, mediajobs.com, publicmediajobs.org, Public Radio Facebook Group)
- a. Address: NA
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 5
 - e. Hired from this source: 1
12. Name of organization: Gaylord College of Journalism and Mass Communication
- a. Address: 395 W. Lindsey St., Norman, OK 73019
 - b. Name of contact: Joshua Kahoe
 - c. Telephone: 405-325-5199
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
13. Name of organization: Indeed
- a. Address: www.indeed.com
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
14. Name of organization: Langston University
- a. Address: P.O. Box 1500, Langston, OK 73050
 - b. Name of contact: Kim Flanagan
 - c. Telephone: 405-466-2924
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
15. Name of organization: Jora
- a. Address: www.us.jora.com
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0

Vacancy: KGOU Podcast and Special Projects Producer/Reporter (Media Specialist I) (February 2021 to May 2021)(Position filled effective 5/28/2021)

1. Name of organization: University of Oklahoma Personnel Department/OU Jobs Listing Web Site (<https://jobs.ou.edu>)
 - a. Address: NEL Building, University of Oklahoma, Norman, OK, 73109
 - b. Name of contact: Tonya Iman
 - c. Telephone: 405-325-5520
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 0
2. Name of organization: KGOU Radio Web Page
 - a. Address: Copeland Hall, Room 300, The University of Oklahoma, Norman, OK 73019
 - b. Name of contact: Laura Knoll
 - c. Telephone: 405-325-0022
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 1
3. Name of organization: CPB Jobs Listing web site (<http://www.cpb.org/jobline/>)
 - a. Address: 401 Ninth Street, NW, Washington, DC 20004-2129
 - b. Name of contact: NA
 - c. Telephone: 202-879-9600
 - d. Total number of applicants interviewed: 1
 - e. Hired from this source: 0
4. Name of organization: National Association of Black Journalists
 - a. Address: 1100 Knight Hall, Suite 3100, College Park, Maryland 20742
 - b. Name of contact: NA
 - c. Telephone: (800) 491-8833-1005
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
5. Name of organization: National Association of Hispanic Journalists
 - a. Address: 1050 Connecticut Avenue NW, 10th Floor, Washington, DC 20036
 - b. Name of contact: NA
 - c. Telephone: (202) 662-7145
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
6. Name of organization: Asian American Journalists Association
 - a. Address: 5 Third Street, Suite 1108, San Francisco, California 94103
 - b. Name of contact: NA

- c. Telephone: (415) 346-2051
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
7. Name of organization: Native American Journalists Association
- a. Address: 395 W. Lindsey St., Norman, OK, 73019-4201
 - b. Name of contact: NA
 - c. Telephone: (405) 325-9008
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
8. Name of organization: Current Magazine
- a. Address: 1612 K St., N.W., Suite 704, Washington, DC 20006
 - b. Name of contact: NA
 - c. Telephone: 202-463-7055
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
9. Name of organization: JournalismJobs.com
- a. Address: <http://www.journalismjobs.com>
 - b. Name of contact: NA
 - c. Telephone: 510-653-1521
 - d. Total number of applicants interviewed: 3
 - e. Hired from this source: 0
10. Name of organization: Oklahoma Association of Broadcasters
- a. Address: www.oabok.org/jobbank
 - b. Name of contact: Nancy Struby
 - c. Telephone: 405-848-0771
 - d. Total number of applicants interviewed: 0
 - e. Hired from this source: 0
11. Name of organization: Other/Listserve/Personal reference/Social media (Tanya's Tips, Facebook)
- a. Address: NA
 - b. Name of contact: NA
 - c. Telephone: NA
 - d. Total number of applicants interviewed: 3
 - e. Hired from this source: 0
12. Name of organization: Gaylord College of Journalism and Mass Communication
- a. Address: 395 W. Lindsey St., Norman, OK 73019
 - b. Name of contact: Joshua Kahoe

- c. Telephone: 405-325-5199
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

13. Name of organization: Indeed

- a. Address: www.indeed.com
- b. Name of contact: NA
- c. Telephone: NA
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

14. Name of organization: Langston University

- a. Address: P.O. Box 1500, Langston, OK 73050
- b. Name of contact: Kim Flanagan
- c. Telephone: 405-466-2924
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

15. Name of organization: Jora

- a. Address: www.us.jora.com
- b. Name of contact: NA
- c. Telephone: NA
- d. Total number of applicants interviewed: 0
- e. Hired from this source: 0

3. List and Description of Longer-Term Recruitment Initiatives Implemented During the Previous Year

KGOU has 14 full time employees, including three who work in the public radio collaboration, StateImpact Oklahoma. As of January 31, 2022, all full-time positions are filled. In addition to notification and recruitment methods to fulfill Prongs 1 and 2, KGOU employs programs, activities and other initiatives to encourage outreach, professional education and recruitment in order to fulfill Prong 3. Those programs, activities and initiatives are included below. NOTE: Due to the ongoing coronavirus outbreak, various efforts to satisfy Prong 3 outreach requirements that KGOU regularly participates in, including career days and job fairs, were canceled or postponed in 2020 and 2021.

A. College Internship Program/Practicum/Independent Study:

Date: February 1, 2021 – January 31, 2022 at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide them skills and experiences. The internships/practicum/independent study focused on the areas of news and public affairs, audio production, announcing and station operations.

Scope of Involvement: Host students from the Gaylord College of Journalism and Mass Communication at The University of Oklahoma who are majoring in broadcasting through JMC 3011, Practicum, for one (1) class credit, and JMC 4099-5099, Independent Study, for one (1) class credit. In addition, KGOU has an internship program where students from any college can receive practical training for class credit. Internships are typically taken during the summer.

Personnel Involved: Dick Pryor, General Manager; Jim Johnson, Program Director; Jolly Brown, Development Director; Laura Knoll, Membership Director; Logan Layden, Managing Editor.

Relevant Involvement: During this reporting period (Spring, Summer and Fall 2021 semesters and Spring 2022 semester) KGOU hosted seven (7) students in Practicum – three (3) in Spring 2021, two (2) in Fall 2021 and two (2) in Spring 2022. There were no students enrolled in Independent Study during the period or in the summer student internship program. KGOU had one (1) student who participated in this intern program in June 2021.

Changes Caused by Coronavirus: After March 13, 2020 all instruction was conducted through virtual means until August 23, 2021 when courses were taught predominantly in-person at the KGOU studio.

B. Programs with Educational Institutions Relating to Career Opportunities in Broadcasting:

Date: February 1, 2021 – January 31, 2022 at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Master's degree in journalism through the OU Graduate College. Serve as advisory member of student non-thesis committee to guide academic degree requirements.

Scope of Involvement: Advise students from the Gaylord College of Journalism and Mass Communication at The University of Oklahoma who are pursuing graduate degrees through the OU Graduate College. In this capacity, KGOU provides guidance for student master's projects and professional career advice and assistance.

Personnel Involved: Dick Pryor, General Manager.

Relevant Involvement: During the reporting period (Spring, Summer and Fall 2021 semesters and Spring 2022) KGOU general manager Dick Pryor served as graduate faculty advisor for one (1) student pursuing requirements for a master's degree in journalism.

Changes Caused by Coronavirus: During most of the reporting period, regular annual opportunities to participate in programs offered to provide information relating to career opportunities in broadcasting were canceled. These included the Oklahoma Broadcast Educators Association (OBEA) Student Seminar held at the Oklahoma Educational Television Authority (OETA), Gaylord College Career Fair and the Oklahoma Association of Broadcasters Career Fair.

B-1. On September 15, KGOU general manager Dick Pryor was guest presenter for the Gaylord College Advanced Broadcast News class about KGOU Radio and careers in broadcasting.

B-2. On October 22, KGOU general manager Dick Pryor was guest presenter at the Gaylord College Creative Media Marketplace, participating in a panel discussion on Radio and Podcasting, including advice on careers in audio production and broadcasting. Pryor also advised students on careers in radio, television and podcasting during “speed mentoring” sessions.

C. Training Program for Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions/College Student Employment

Date: February 1, 2021 – January 31, 2022 at the KGOU Radio Offices and Studios, Copeland Hall, Room 300, The University of Oklahoma, Norman, Oklahoma.

Description: Expose college students to the broadcasting environment and provide skills and experiences through part-time, paid staff positions. Students competitively apply for positions in areas including hosting/news, operations, production and administration/promotion, as needed by KGOU. Recruitment is conducted through the University of Oklahoma, Gaylord College of Journalism and Mass Communication and KGOU. Students are generally selected from academic disciplines at the University of Oklahoma and work up to 25 hours per week. Up to four positions are available each semester as positions are needed in the following areas.

Scope of Involvement:

1. Part-time host/reporter for a minimum of one semester. Researches and produces news and public interest stories and hosts daily on-air news segments that involve announcing of local newscasts, weather and traffic reports during news magazine programs.
2. Part-time operations/production assistant for a minimum of one semester. Writes and produces promotional announcements, with additional responsibilities possible, including assisting with administrative duties, news reporting and hosting.
3. Part-time community events calendar producer for a minimum of one semester. Writes and announces community calendar announcements with additional responsibilities possible, including assisting with administrative duties, news reporting and hosting.

Personnel Involved: Dick Pryor, General Manager; Jim Johnson, Program Director; Logan Layden, Managing Editor; Jolly Brown, Development Director.

Relevant Involvement: During the Spring 2021 semester KGOU employed three (3) students in the program; during the Fall 2021 semester KGOU employed three (3) students in the program; during the Spring 2022 semester KGOU employed three (3) students in the program.

Changes Caused by Coronavirus: After March 13, 2020, work was conducted through a combination of in-person and virtual means and those involved in hosting worked primarily in-person at studio.

C-1. KGOU professional staff participates in regular career and professional development programs specific to their duties and goals, as required by the university and as desired to supplement job training and experience in their specific areas for the purpose of acquiring skills that could qualify them for higher level positions. This professional development program training includes upper-level staff - General Manager Dick Pryor, Business Manager Cindy Cottrell, Development Director Jolly Brown, Program Director Jim Johnson, Chief Engineer Patrick Roberts, Managing Editor Logan Layden and Membership Director Laura Knoll.

D. Additional Student Instruction and Outreach

D-1. On February 8, KGOU general manager Dick Pryor was guest speaker for the University of Oklahoma Osher Lifelong Learning Institute (OLLI) class featuring discussion of politics and policy, role of journalism and the news media climate.

D-2.

- On May 3, KGOU managing editor Logan Layden hosted the KGOU Reader's Club call-in discussion program on *Tulsa 1921*.
- On May 10, KGOU managing editor Logan Layden hosted the KGOU Reader's Club call-in discussion program on *Opal's Greenwood Oasis*.
- On May 17, KGOU managing editor Logan Layden hosted the KGOU Reader's Club call-in discussion program on *Fire in Beulah*.
- On May 24, KGOU managing editor Logan Layden hosted the KGOU Reader's Club call-in discussion program on *The 1921 Tulsa Race Massacre: A Pictorial History*.

E. Participation in community events and programs designed to promote outreach generally

E-1. On March 23, KGOU general manager Dick Pryor and eCapitol news director Shawn Ashley presented a "Capitol Update" program to the Oklahoma Bar Association during OBA Day at the Capitol.

E-2. On July 27, hosted an in-person community engagement event with StateImpact Oklahoma reporters at Oak & Ore in the Oklahoma City Plaza District. Discussion centered on criminal and social justice, education and health.

E-3. On August 26, KGOU general manager Dick Pryor presented the State of the State address, "How's Oklahoma Working for You?", to Leadership Oklahoma Class XXXIV at

St. Crispin's Conference Center in Wewoka, Oklahoma. The presentation and discussion focused on civic engagement, diversity, social issues, public policy and leadership.

E-4. On October 4, KGOU approved and posted a Recognition of Native American Peoples statement on the station website, www.kgou.org.

E-5. On November 4, KGOU general manager Dick Pryor was emcee of the 2020 Oklahoma Online NextGen Talks event, "Enacting Equity, Illuminating Inclusion," at the University of Central Oklahoma George Nigh Center. The four-hour event featured "TED Talks"-style presentations from ten community leaders focusing on diversity, equity and inclusion.

F. Participation in job fairs/career days by station personnel who have substantial responsibility in the making of hiring decisions

F-1. On October 22, KGOU general manager Dick Pryor was guest presenter at the Gaylord College Creative Media Marketplace, participating in a panel discussion on Radio and Podcasting. The discussion included advice on careers in audio production and job opportunities in broadcast journalism and related fields. Pryor also advised students on careers in radio, television and podcasting during "speed mentoring" sessions. Other career fairs regularly attended by key station personnel who participate in hiring decisions were canceled in 2021 due to coronavirus concerns.

G. Additional Prong 3 Initiatives

G-1. Scholarship program. KGOU provides annual funding to the Gaylord College of Journalism and Mass Communication to support an annual scholarship presented to deserving broadcast journalism students. The scholarship is designed to assist students interested in pursuing a career in broadcasting. KGOU began this new scholarship program on March 13, 2020. KGOU contributed to this scholarship program in 2021.

G-2. Listings in job banks or newsletters. As indicated above, KGOU lists full-time job openings, including each upper-level category openings, in job banks or newsletters of media trade groups whose membership includes substantial participation of women and minorities.

G-3. Management level training on equal employment opportunity and preventing discrimination. All KGOU staff, including management level staff and those involved in the station hiring process, are required by the University of Oklahoma to complete training on methods of ensuring equal employment opportunity and preventing discrimination. The course, "Sexual Harassment and Discrimination Awareness (Title IX)," must be completed at the beginning of employment and every two (2) years.

G4. Management level training on equal employment opportunity and preventing discrimination. All KGOU staff, including management level staff and those who have substantial responsibility in making hiring decisions, are required to take two (2) online training courses in diversity, equity and inclusion: Diversity, Equity and Inclusion in the Modern Workplace and Managing Bias every three (3) years.

G5. Management level training on equal employment opportunity and preventing discrimination. In accordance with Corporation for Public Broadcasting (CPB) grant requirements, all managers, full- and part-time staff members (including management level, those with substantial hiring responsibilities and part-time student employees), interns and other students receiving class credit at KGOU, must complete annual harassment prevention training administered by CPB, in addition to other similar University-mandated training relating to EEO and Title IX at least every two (2) years.