

WPM EEO Public File Report

I. FULL TIME JOBS FILLED: June 1, 2022 – May 31, 2023

A. Mountain West News Reporter, 4405

Open: 3/10/22

Filled: 7/18/22

Recruitment Source: Word of Mouth (News Director)

B. Digital Media Specialist, 5068

Open: 2/24/22

Filled: 8/22/22

Recruitment Source: UW Job Listings

II. RECRUITMENT SOURCES FOR FULL TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.

4405: Wyoming Public Media (website, social media, staff)- 2

University of Wyoming Job Opportunities – 0

Corporation for Public Broadcasting – 0

5068: Wyoming Public Media (website, social media, staff) – 0

University of Wyoming Job Opportunities – 1

Corporation for Public Broadcasting – 0

Public Media Business Association – 0

III. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL TIME VACANCIES, AND NUMBER OF PERSONS REFERRED BY EACH RECRUITMENT SOURCE USED FOR VACANCIES.

A. Total number of persons interviewed for full time openings during this period: 3

B. Total number of referrals from each recruitment source:

Wyoming Public Media – 2

Department 3984, 1000 E. University Avenue

Laramie, WY 82071

Phone 307-766-4240

Website: <https://www.wyomingpublicmedia.org>

University of Wyoming Human Resources - 1
Department 3422, 1000 E. University Avenue
Laramie, WY 82071
Phone 307-733-2216

Website: <http://www.uwyo.edu/hr/prospective/>

Includes <https://www.HigherEdJobs.com> and

Wyoming State Job Bank <https://www.wyomingatwork.com>

Corporation for Public Broadcasting – 0

CPB Jobline

401 Ninth Street, NW

Washington DC, 20004-2129

Phone 202-879-9600

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

Email jobline@cpb.org

LIST OF PRONG 3 INITIATIVES IMPLEMENTED DURING THIS PERIOD.

Wyoming Public Media has engaged in the following outreach activities during the period covered by this report:

A. Name of initiative: Intern and Volunteer Programs (ongoing)

Description:

June 2022 - May 2023. WPM continued its intern and volunteer programs. University students and community members are invited to apply for training and experience in news/public affairs reporting, production, and website development. In addition to training, students receive UW course credit. Frequently, volunteers and interns move on to paid positions.

Scope:

Three students participated in the internship program over the past year. Seven volunteers assisted on a regular basis as hosts for Wyoming Sounds or in news/podcast production. Several additional volunteers assisted with membership events during the year.

Personnel Involved:

Includes University students and general public; Christina Kuzmych, General Manager; Bob Beck, News Director; Kamila Kudelska, Interim News Director, Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Ivy Engel, News Anchor/Reporter; and Grady Kirkpatrick, Program Director.

B. Name of initiative: Staff Training & Development (ongoing)

Description:

June 2022 - May 2023. The station continued sending full-time staff and broadcast professionals to local, regional, or national workshops and conferences for the purpose of developing professional skills and knowledge for career advancement. On-campus training & webinars are also attended.

Scope:

Conferences Attended: Mountain West News Bureau - Executive Committee meetings, Western States Public Radio - Annual Meeting, Annual Conference, Engineering Hiring Practices, Digital Development, and NPR Network Conferences, Public Radio in Mid America - Annual Conference, and Corporation for Public Broadcasting SRG Committee Review. Mountain West News Bureau Reporters Retreat, Society of Environmental Journalists Conference, numerous NPR, Greater Public, and Western States Public Radio offerings, Wyoming Governor's Business Forum, and Leadership Wyoming Annual Summit were also attended.

Technical Training: Newsroom training included: photojournalism, FOIA, NPR web: transferring radio stories to web, pinching to NPR, pitching to NPR newscast, and social media/web posting. CPB-CSG Financial Training, Excel spreadsheet and pivot table training and SBE webinars on Transmission lines, towers, and antennas. One WPM employee became a Certified Broadcast Technician by the Society of Broadcast Engineers.

Webinars Attended: numerous opportunities from a variety of regional & national groups covered multiple topics of interest including science essentials for reporters, newsletter idea swaps, fund raising, donor stewardship, corporate development, sponsor messaging, sustaining members, music rights, podcast sponsorship, NPR brand rollout, and more.

Institutional Training: UW requires all employees to take an assortment of training on policies and procedures.

WPM's News & Cultural Affairs productions won multiple awards this year including: 2 Regional Edward R. Murrow Awards, 1 Society of Professional Journalists Award, and 4 Public Media Journalists Association Awards. One WPM Reporter was also named the first recipient of the Patti Layser Greater Yellowstone Writing Fellowship.

Personnel involved:

Christina Kuzmych, General Manager; Bob Beck, News Director; Dianne Burner, Corporate Development Manager; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Ivy Engel, News Anchors/Reporter; Pat Gabriel, Coordinator, Operations/Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska Interim News Director; Andrew Mittelstadt, Membership Director; Paul Montoya, Chief Engineer; Will Walkey, News Anchor/Reporter; Hugh Cook, News Anchor/Reporter; Caitlin Tan, News Anchor/Reporter; Melaina Nielson, Assistant Membership Coordinator; Sandy Roller, Business Manager; Alec Schaffer, Broadcast Engineer; Ben Slater, Broadcast Engineer; Taylar Stagner, Tribal/Rural Bureau Manager; Tina Unger-McGee, Assistant Membership Coordinator; and Ry Woody, Donor Relations Director.

C. Name of Program: Dissemination of Employment Opportunities (Listing of Upper Level Opening in Job Bank/Newsletters)

Description:

June 2022 - May 2023. Upper level jobs are listed through various web sites and distribution means for the relevant professional broadcast organizations which may include the Corporation for Public Broadcasting and Public Radio Program Directors Association. All benefited job openings are listed on the University of Wyoming website job postings which automatically lists job openings with the Wyoming Job Service with access to statewide reach as well as national listings. Depending on the scope and level of the job, openings are advertised in local, state, and national newspapers and journals.

Scope:

Review scope and level of job and submit job openings to the various outlets listed above as appropriate for reaching broad-based and targeted populations.

Personnel Involved:

Christina Kuzmych, General Manager; Kamila Kudelska, Interim News Director; and Grady Kirkpatrick, Program Director.

D. Name of Program: Sponsorship of Community Events Designed to Inform Public of Broadcasting Opportunities

Description:

June 2022 - May 2023. Find and pursue opportunities to inform the community about Public Broadcasting. Organize, plan, present, sponsor, participate, and get involved in community endeavors, with material about Public Broadcasting tailored to interests of community involvement opportunity.

Scope:

WPM representatives spoke to community groups such as the Laramie Rotary, Business After Hours, Elevation Dog Daycare, and the Pinedale High School Career Day. Studio tours were conducted for two UW classes, and Leadership Laramie where the nature of each job is described, and questions are taken so guests may better understand broadcast opportunities and the work environment. Members of the WPM staff served as panelists or hosts for events including “I Respectfully Disagree”, “Weekend Edition”, “UpFirst”, a Wyoming Humanities Council for State Legislators on TMW’s Mending the Hoop season, the Wyoming Arts Council’s Yellowstone Anniversary Conference, moderated a Native American Health panel at the Sandoz Conference, and UW commencement activities. WPM also resumed hosting the annual Holiday Open House.

Personnel Involved:

Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Pat Gabriel, Coordinator, Operations/Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska, Interim News Director; Caitlin Tan, News Anchor/Reporter; and Tina Unger-McGee, Assistant Membership Coordinator.