



Eastern New Mexico University



EEO Public File Report

Licensee: Eastern New Mexico University

Licensed Stations: KENW, Portales, NM, (Facility I.D. 18338)
KENW-FM, Portales, NM (Facility ID:18344)
KMTH, Maljamar, NM, (Facility ID:4279)
KENG, Ruidoso, NM, (Facility ID:174172)
KENM, Tucumcari, NM, (Facility ID 174720)
KENE, Eagle Tail, NM, (Facility ID 174721)
KENU, Des Moines, NM (Facility ID174722)

Reporting Period: June 1, 2022 – May 31, 2023

ENMU, the licensee of all the licensed stations mentioned above, is a State of New Mexico public university and a noncommercial educational (NCE) institution. KENW is part of the noncommercial Public Broadcasting Service, serving rural communities and towns in Eastern New Mexico and West Texas. ENMU also holds licenses for the above mentioned stations and several translators, all of which are operated as a regional public television “network,” and as a single KENW Station Employment Unit (SEU or Unit).

Note: The EEO Annual Public File Report is filed in KENW’s website at <https://www.kenw.org/> in compliance with Section 73.2080(c)(6) of the Federal Communications Commission EEO Rule.

Employment Information:

1. The SEU recruits widely for all candidates, and reports its recruitment activities using the following chart, which displays a list of all full-time jobs filled by the SEU during the 2022-23 license year:

| Position Title | Date Opened | Interviews | Filled Date |
|--|-------------|------------|-------------|
| Accountant – Broadcast Center | 10/17/2022 | 6 | 05/22/2023 |
| KENW-FM Development/Promotion Director | 03/27/2023 | 3 | 05/25/2023 |

- For each such vacancy, the SEU and ENMU utilize a wide variety of recruitment sources to fill those vacancies, which are posted with the following local and/or regional sources. Addresses are listed below.

Local Recruitment Sources:

- ENMU Website: <https://www.enmu.edu/>
- KENW Website: <https://www.kenw.org/>

Regional and State Recruitment Sources:

- ENMU Website: <https://www.enmu.edu/>
- KENW Website: <https://www.kenw.org/>
- Higheredjobs.com
- [indeed.com](https://www.indeed.com)
- ZipRecruiter.com
- governmentjobs.com
- New Mexico Workforce Connection <https://www.jobs.state.nm.us>

- For each full-time vacancy, the recruitment source for the person hired, and the recruitment source for each person interviewed.

Accountant – Broadcast Center: 6 candidates

- 1 candidate- ENMU.edu recruitment source
- 1 candidate- Indeed.com recruitment source

Hiree recruitment source: Indeed.com

KENW-FM Development/Promotion Director: 3 candidates

- 1 candidate- ENMU.edu recruitment source
- 1 candidate- Indeed.com recruitment source

Hiree recruitment source: Indeed.com

Eastern New Mexico University’s Human Resources Department utilizes NEOGOV to conduct all the organization, scanning and processing of candidates who apply for open positions. NEOGOV's three integrated, cloud-based modules - Recruit, Develop, Manage - meet the unique needs of public sector HR teams by automating and supporting the entire employee lifecycle, streamlining processes and diversity initiatives, all from one centralized platform

KENW follows ENMU's Recruitment and Hiring policies. Committees of 3-5 personnel are formed and candidates are reviewed and screened. NEOGOV assists with organizing and communication to HR and the Internal Auditor that policies and procedures are being followed.

4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.

Master Control Operators: 6 candidates

- ENMU.edu recruitment source - 1 candidate
- Indeed.com recruitment source - 1 candidate

KENW-FM Development/Promotion Director: 3 candidates

- 1 candidate- ENMU.edu recruitment source
- 1 candidate- Indeed.com recruitment source

5. A list and brief description of "Prong 3" Outreach/Recruitment activities and initiatives [sec. 73.2080(c)(2)] implemented.

Outreach/Recruitment Initiatives and Activities (Sec. 73.2080(c)(2))

The communities served by KENW-consist of fewer than 250,000 people; the SEU employs more than ten full-time employees. The KENW SEU completes at least four Outreach/ Recruitment initiatives every two years. These are ongoing activities, continuing and growing from year to year.

Please note: All broadcast facility tours and outreach to K-12 students or other community members resumed as restrictions were lifted throughout 2022. These changes allowed the SEU's ability to continue its various outreach activities.

Job fairs (#1) The KENW SEU participates in and is registered in the New Mexico Broadcasters Association (NMBA) Virtual Job Fair. KENW has also participated in job fairs relating to career opportunities in broadcasting when it has positions that are vacant.

Station tours (#10, 11, 16) on an ongoing basis, KENW has provided station tours in various contexts.:

1. Upon request by local public schools, elementary, middle, high school. Such tours typically include hands-on lessons in broadcast production and information about careers in broadcasting. A partnership with TRIO Talent Search has brought middle school and high school students to tour KENW, exposing them to the broadcasting industry and the career opportunities provided to them when enrolled at Eastern New Mexico University.

2. KENW also provides individual tours to prospective students and their parents for those who are interested in a broadcast career.

3. ENMU Athletics has partnered with KENW to bring prospective athletic recruits who may be interested in majoring or minoring in Communications, to orient them to the potential experience they might gain from coverage of Sports events, working on several local athletic productions within KENW.

4. During Freshman Orientation, students can tour Eastern New Mexico University and get to see KENW studios and meet KENW staff, sparking interest into Broadcast Production careers.

Activities, programs and events sponsored by educational institutions (#5, 7, 10, 11, 16)

As noted above, the licensee of KENW and all its licensed stations is Eastern New Mexico University (ENMU), a state-chartered university that has a somewhat-unique focus on preparing students for careers in broadcasting. The general manager of the stations, Duane Ryan, served as Director of Broadcasting for the University and worked with Dr. Patricia Dobson, Chair of the Department of Communications, which is co-located with broadcast studios in the state-of-the-art campus Broadcast Center. Students who participate in these programs and activities provided by the SEU, in partnership with its licensee educational institution, receive hands-on instruction and experience, including production and on-air participation in KENW's highly-regarded local/state news program, *News3 New Mexico*. a half-hour newscast produced and anchored by ENMU students, under the supervision of Allan Crawford, KENW-DTV News Director. All outreach initiatives, including those involving students, were under the overall supervision of Mr. Ryan, Director of Broadcasting.

These program and activities include:

- 1. Communications Department Majors (and Minors).** ENMU's Communications Department offers bachelor degree programs in Broadcast Production and bachelor and masters degree programs in Broadcast Journalism. Department faculty work closely with KENW, which gives ENMU Communication majors the opportunity to gain real hands-on experience in their chosen field. As indicated in the ENMU course catalogue, students who major in either program are required to take at least eight Practicum credit hours with KENW broadcast facilities, as well as a variety of specific hands-on courses in production, directing, on-air journalism, etc., that are provided in cooperation between Department faculty and SEU staff. See <https://www.enmu.edu/images/academics/catalogs/undergrad-catalog.pdf>, pages 91 to 93. Graduates from these programs have enjoyed successful careers in broadcast journalism and production throughout the state of New Mexico and elsewhere throughout the US. The Department also offers students the option of minoring in broadcast production or journalism, for which these students also receive hands-on instruction with KENW staff. **Dates:** these programs are offered on a semester-long basis.
- 2. Work-study.** KENW participates in ENMU's work-study program and typically hires at least four or five students per semester. KENW hires current students enrolled on a work study or student hire basis at ENMU to assist production in several shows produced locally including news, sports, public affairs, Hispanic affairs program, and lifestyle-related programs, including *News3 New Mexico*. **Dates:** fall and/or spring semesters.
- 3. Internships.** Each year, KENW has provided an extensive internship program, hosting a total of 10 to 15 student interns **per semester** and 2 to 4 students **during the summer**. Like the work-study students, and Communications Department majors, intern assist production in the various shows produced locally by KENW, including news, sports, public affairs, Hispanic affairs program, and lifestyle-related programs. Most interns are ENMU students, but occasionally a

member of the local community or a student from another college has been accepted in the internship program.

4. **Programs with Athletic Department.** Like most state universities, ENMU's *Greyhounds* participate in a wide variety of team sports. Since a career in professional sports is unlikely for most student athletes, however, KENW/ENMU offers a career option in sports journalism for student athletes. Tours of the Broadcast Center are offered to high school athletes and their parents during student campus tours, along with discussion of this career option. Students interested in this path have the option of working hands-on in production of KENW's program *SportsLook*, a weekly regional sports show hosted by award-winning NM broadcaster Doc Elder and produced by ENMU students under the supervision of Allan Crawford, Producer/Director for KENW-TV. The series features coaches' interviews and analysis, along with game highlights from the major games of the week. The **fall programs** feature Eastern New Mexico University Men's Football, Women's Volleyball, Women's Soccer and Cross Country. In the **spring**, *SportsLook* highlights ENMU Men's and Women's Basketball, Track and Field, Men's Baseball and Women's Softball. *SportsLook* also features the best of local and regional high school sports every week in "*High School Spotlight*," also produced by with ENMU students. *SportsLook* is the definitive sports program for and about ENMU, and it is also a hands-on lab for students in the Communication Department. The students learn valuable television production techniques in the field and in the studio, as they record and edit the program. The energy of the students, combined with the professional atmosphere of producing a weekly sports talk program, gives *SportsLook* a unique feel not usually found in local programs.