

2026 ANNUAL EEO PUBLIC FILE REPORT

Wichita Public Radio

Stations: KMUW
Community of Licensee: Wichita, KS

Reporting Period: January 22, 2025 – January 22, 2026

No. of Full-time Employees: More than 10
Small Market Exemption: No

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):

1. Establishment of internship programs designed to assist members of the community to acquire skills needed for broadcast employment:
 - a. Spring, Summer, and Fall semesters, 2025: six individuals held paid News Lab student intern positions for at least one semester, sponsored by the Wichita State University (WSU) Elliott School of Communication (ESC). These interns experienced all aspects of programming and production, from research and interviews, to writing, editing and announcing news, current events, and public affairs on-air and online. Through 6/30/25, one of them focused on *Radio Real, la Veracidad en las Noticias*, KMUW's weekly Spanish-language on-demand podcast (which began in the Fall of 2021). Several of them went on to broadcasting or journalism industry positions after graduation.
 - i. Spring, 2025: Three interns (two of them continuing from the previous semester);
 - ii. Summer, 2025: One new intern (plus one continuing from Spring);
 - iii. Fall, 2025: Two new interns (plus one continuing from Summer). At the end of the semester, recruitment began for a Spring 2026 internship.
 - b. Summer, 2025 semester: KMUW hosted its sixth annual paid Korva Coleman Journalism Internship (KCJI), a 40-hour-per-week position sponsored by the Society of Professional Journalists (SPJ) Pro Kansas chapter, with additional support from WSU Housing & Residence Life. The Coleman interns get professional experience reporting and writing for both broadcast and digital



platforms. They work with veteran public radio reporters and editors in the KMUW newsroom. The interns also receive training to help develop their on-air voice delivery, as well as mentoring from NPR newscaster Korva Coleman.

- i. Beginning November 2025, KMUW began advertising nationally for its seventh annual KCJI for the summer of 2026. Special care was taken to get the word out to a broad range of potential applicants throughout the United States.
 - ii. As a courtesy KMUW also notified the following recruiting sources who in the past had requested in writing that the station provide it with notice of all Full-Time job vacancies: McConnell Air Force Base Airman & Family Readiness Center; and SER (Service, Education & Re-Training) Corporation Kansas.
2. 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):
- a. In 2020, KMUW was a founding partner of the Wichita Journalism Collaborative, an alliance of media organizations and community groups, formed to support and enhance quality local journalism. In 2025 KMUW News Reporters continued to contribute research and reporting toward WJC's goal of meeting urgent information needs.
 - i. The collaborative was founded by eleven partners, of which ten remained in 2025, including KMUW. Partners include local print publications (from a student-run newspaper to a nonprofit monthly providing Kansas news for ages 55 and up), a commercial television station, bilingual radio, the public library, and WSU's ESC.
 - ii. WJC's engagement team participated in several community events throughout 2025; notable examples include:
 1. 4/23/25: "Housing for All" panel discussion at the Wichita Public Library (WPL) Advanced Learning Library, in conjunction with "The Big Read." KMUW's News Director and Assistant News Director represented the station at the event. KMUW's Community Partnership Manager and Social Media Coordinator were on the planning committee and attended.
 2. 7/15/25: a forum for candidates running for the City Council District 1 primary election, held at WSU, moderated by KMUW's Director of Organizational Culture.
 3. 9/4/25: community capstone / open house event recapping WJC's year-long coverage of housing issues, held at WPL's Advanced Learning Library. KMUW's News Director and Assistant News



- Director hosted an info table, at which additional KMUW staff and interns were available. KMUW's Community Partnership Manager and Social Media Coordinator were on the planning committee.
4. 10/2/25: candidate forum prior to the general election, hosted at WPL's Alford Branch, with assistance from KMUW's Assistant News Director.
 - iii. On 12/18/25, The Center for Cooperative Media listed a collaborative story co-reported by KMUW and the Kansas Leadership Center's *The Journal* in its top ten list of 2025 journalism collaborations.
 - b. KMUW continues to be a long-time member of the Kansas Association of Broadcasting, which offers scholarships, connections, and resources for those seeking employment in the telecommunication industry.
3. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting:
- a. KMUW's News Director (through 12/31/25) served on the on the scholarship committee Kansas Pro Chapter of the Society of Professional Journalists (SPJ). The organization provides multiple scholarships each year to college students planning careers in journalism, as well as educational, training, and networking resources
 - b. KMUW's Assistant News Director (title until 12/21/25, then promoted to News Director) served on the local SPJ board, as well as its scholarship committee.
 - c. In March 2025, four KMUW staff members participated in SPJ Kansas's primary scholarship fundraising event, Gridiron: News Director, Assistant News Director, Director of Marketing and Digital Content, and Digital News Reporter. They served as writers, promoters, and performers in multiple shows for live audiences both in-person and online. This was Gridiron's eighth year to include KMUW representatives. KMUW hosted rehearsals at the station. Rehearsals began in February as collaborations with other area media professionals, including those from commercial/for-profit broadcasting and journalism outlets. The fundraising events were held 3/13 through 3/15/25.
 - d. In 2025, KMUW continued to support Wichita Professional Communicators (WPC), an affiliate of Kansas Professional Communicators whose members work in all segments of communication, including journalism, public relations, writing, editing, and more.
 - i. KMUW's Community Engagement Manager continued to serve on the WPC volunteer board throughout the year.
 - ii. One KMUW Corporate Sponsorship Account Executive continued to serve on the WPC scholarship committee throughout the year.
 - iii. 9/18/25: KMUW hosted WPC's annual communications scholarship fundraising event at our office/studios. KMUW's General Manager



contributed in-kind auction donations, and several staff members participated in the fundraiser.

4. Participated in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting. Multiple KMUW staff members have been interviewed by, shadowed by, provided educational station tours, given presentations, or provided assistance to community members and students of all ages interested in potential future employment in broadcasting, communication, journalism, mass media, public relations, or related fields. Notable examples include:
 - a. KMUW's General Manager and Director of Broadcasting, throughout the academic year, continued to serve on WSU's Student Publications Board (which she joined in the Fall of 2022).
 - b. KMUW's Director of News & Public Affairs:
 - i. served as a judge for several educational media award contests hosted by industry organizations, by reviewing digital audio files against pre-established criteria:
 1. Kansas Collegiate Media awards: judging took place throughout March 2025, for awards presented in April at WSU's Rhatigan Student Center during KCM's spring conference 4/13 – 4/14.
 2. Radio Television Digital News Association (RTDNA) regional Murrow awards: judging took place during March and April 2025, with awards announced region-by-region throughout May via digital campaigns.
 3. RTDNA national Murrow awards: judging took place throughout June 2025, with winners publicly announced in August 2025 via digital campaigns.
 4. Public Media Journalists Association (PMJA) contests were judged throughout March and April 2025 and presented during PMJA's June convention at Kansas City's Kauffman Foundation Conference Center 6/25 - 6/27/25.
 - ii. Spring, 2025 instructed WSU's COMM 510, "Editing for Print and Web," which covers copy editing, rewriting, headline and caption writing, social media writing and media ethics.
 - c. In April and May, multiple bilingual KMUW colleagues participated in Open Streets ICT events in the WSU/Fairmount (4/13/25) and NoMar (5/4/25) neighborhoods, talking to community members and hosting info tables about *Radio Real*.
 - d. Throughout the year several other KMUW staff members and volunteer programming commentators served as adjunct instructors at WSU and other local higher education institutions for courses in Art, English, Film, History, and Live



Sound Design. Most notably, KMUW's Engineer and Arts Feature Reporter instructed MART 570, "Electronic Music Production," and MART 572, "Analog Audio" at WSU for Spring 2025; and MART 571, "Live Sound Design" in the Fall of 2025.

FULL-TIME POSITIONS FILLED

Date of Hire, Job Title, and Recruitment Source Referring Hire: 7/06/25: News Reporter, Search Exception due to exigent circumstances as approved by WSU's President's Executive Team, Office of Human Resources, and Market Based Compensation team. Interviewee referral source: KMUW News Department. The candidate was an exigent hire because he previously worked as an award-winning news reporter for KMUW in a position that did not include benefits. He left for one year, to work at a sister-station where they could offer him benefits until KMUW had a new opening for a news reporter with benefits. His departure was always with the plan for him to return once KMUW could offer him a full-time position with benefits.

