

2015 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report: December 1, 2014 through November 30, 2015

Stations comprising EEO Employment Unit: KUFM-FM and KUFM-TV, Missoula MT, licensed to the University of Montana.

Full-time vacancies filled during period: Two (2)

Total number of persons interviewed for all full-time vacancies filled during period: Six (6)

Position Title: Corporate Support Manager (Program Manager)

Position Number: 091800

SilkroadOpenHire: 1266-254

- Recruitment or referral sources used to seek candidates for vacancy:
 - Generated directly by University of Montana, Human Resource Services, Recruitment Office, Tony Layton 406-243-5707
 - University of Montana Website www.umt.edu/jobs
 - Missoula Job Service
 - HigherEdJobs.com
 - InsideHigherEd.com
 - Position was posted on this source directly by Linda Talbott, Interim Center Director, Broadcast Media Center, Montana Public Radio, 32 Campus Dr., Missoula, MT 59812. 406-243-4154.
 - Listserv - PRADO – Public Radio Development Listserv <http://www.pradoweb.org/>
 - The following sources were placed by Graystone Group Advertising on behalf of the University of Montana Recruitment Office. Robert Taylor is the contact person at 2710 North Avenue, Sutie 200, Bridgeport, CT 06604; Tel: 203-549-0060.
 - Missoula Independent
 - Missoulian
- Total number of candidates interviews for vacancy:
 - Three (3)
- Sources for Interviewed Candidates
 - University of Montana Website www.umt.edu/jobs
 - Listserv (s)
 - Missoula Job Service
- Hired Candidate Source
 - Listserv (s)

Position Title: Digital Strategy Specialist (Computer Software Engineer/Applications I)

Position Number: 091420
SilkroadOpenHire: 1256-254

- Recruitment or referral source used to seek candidates for vacancy generated directly by University of Montana, Human Resource Services, Recruitment Office, Tony Layton 406-243-5707
 - University of Montana Website www.umt.edu/jobs
 - Missoula Job Service
 - HigherEdJobs.com
 - InsideHigherEd.com
- The following sources were placed by Graystone Group Advertising on behalf of the University of Montana Recruitment Office. Robert Taylor is the contact person at 2710 North Avenue, Suite 200, Bridgeport, CT 06604; Tel: 203-549-0060.
 - Missoula Independent
 - Missoulian
 - Char-Koostera News
- Total number of candidates interviews for vacancy:
 - Three (3)
- Sources for Interviewed Candidates
 - Word of Mouth or Employee Referral
 - Indeed.com
 - Montana Job Website
- Hired Candidate Source
 - Word of Mouth or Employee Referral

Outreach activities during period: The market for the station employment unit has a population of fewer than 250,000 such that the stations are required to complete 2 outreach activities every 2 years.

- Hosting Job Fair

The University of Montana hosted a Fall Student Employment Fair on September 3, 2015, and MTPR (Anne Hosler, Suzane Grist) staffed a booth. Station staff passed out literature, discussed public radio, and answered questions about volunteer job opportunities and procedures at MTPR. There were an estimated 400 attendees, and we identified applicants for two student work-study jobs in the development office.

- Events or Programs with Educational Institutions Relating to Broadcasting Careers

Participation in Annual Career Fairs, Workshops, Tours and Public Discussions:

MTPR sponsored a master class with Ira Glass, the acclaimed producer of the public radio program *This American Life*, on September 12, 2015. The session was attended by fifty students and faculty of the University of Montana Journalism School as well as MTPR staff. Career development and direct skills in narrative storytelling on radio and podcast were the themes of the discussion.

- Communications Courses Taught at UM by Broadcast Media Center Staff:

John Twiggs, KUFM-TV Television Producer, was an adjunct professor in the Univ. of Montana School of Journalism. In a class on television news documentary program production, Twiggs taught research, fact checking and confirmation, writing, interviewing, filming, and editing and mentored the students in the ethics and methods of television journalism and documentary film making. The finished student-produced program, *Changing Home, Small Town Survival*, aired on MontanaPBS in May 2015. Twiggs also taught a three-week intensive class on live sports announcing during January 2015.

KUFM-TV investigative producer Anna Rau, was the lead mentor for the PBS NewsHour student reporting lab at Sentinel High School in Missoula. She shared her knowledge of journalism techniques, guided and critiqued students' work, and spent considerable time in the summer of 2015 mentoring a KUFM-TV intern whose position was funded by the PBS NewsHour project.

- Internship Program / Work Study / Student Scholarships

During the reporting period, the MTPR Radio News Department had two part-time student employees who each worked 10 hours per week in the news department, including anchoring the evening news cast and doing story research and pre-interviewing. They gain experience in news reporting, news writing style and research under the guidance of the MTPR News Director, Eric Whitney. Eight part-time non-work-study students were employed by the BMC in the areas of radio fund development and television production.

The Broadcast Media Center presented two \$200 cash awards to outstanding students who assisted in BMC productions during the school year. The awards were presented during the annual Univ. of Montana Journalism School banquet in April, 2015, to the students who anchored MTPR's evening news program *Montana Evening Edition*.

- Scholarship Program

The Montana Broadcasters Association, of which KUFM-TV and MTPR are members, sponsored scholarships for students attending the University of Montana. The awards were presented at the annual Univ. of Montana Journalism School banquet in April, 2015.

- Training Programs for Station Personnel/Staff Training Courses for Upward Mobility

The University of Montana provides staff training courses throughout the year, including administrative management preparation courses. Broadcast Media Center staff members were encouraged to take advantage of these career-building opportunities. Nine staff members attended campus professional training sessions or other university offerings.

Our Television Engineer (Joe Brown) attended NAB in April 2015 and participated in numerous professional training sessions sponsored by SBE and IEEE.

Two members of the development staff (Anne Hosler, Suzanne Grist) participated in Allegiance training in October 2015 in Bozeman, MT.

Josh Burnham, Digital Strategy Specialist, participate in numerous online training sessions from NPR and Media Shift.

- Web site Announcements

The Montana Public Radio (MTPR) and MontanaPBS web sites carried announcements offering to send job vacancy notices to any entity requesting information about hiring opportunities at The University of Montana (UM) Broadcast Media Center.