

ANNUAL EEO PUBLIC FILE REPORT
June 1, 2012 to May 31, 2013
Utah Public Radio
KUSU-FM and KUSR

Part 1 - Full time positions filled

KUSU-FM and KUSR (Utah Public Radio or UPR) filled two new full-time positions for the period June 1, 2012 to May 31, 2013: Special Events and Online Auction Development Officer I and Business Officer I.

Part 2 - Recruitment source information

The recruitment resources used for these positions were as follows:

Special Events & Online Auction Development Officer I - September 1, 2012

Utah Public Radio: broadcast announcements and Web Site www.upr.org

Utah State University Human Resources Career Site
www.jobs.usu.edu
Mickelle Anderson, Coordinator
Utah State University Human Resources
696 North 1200 East Logan, UT 84322
(435) 797-0207

Corporation for Public Broadcasting
<http://www.cpb.org/jobline/>
<http://www.cpb.org/jobline/submit.php>

Higher Education Jobs
Higheredjobs.com
<https://ads.indeed.com/>

Public Radio Association of Development Officers (PRADO) ListServ:
<http://www.pradoweb.org/>
PRADO@listserv.syr.edu. This ListServ is administered by Syracuse University.

PUBLIC RADIO ListServ – general ListServ for public radio professionals. It is managed by Leavens Engineering Associates.
<http://www.Pubradio.org/>
pubradio@LISTS.pubradio.org

Utah Nonprofits Association Website
www.utahnonprofits.org
231 East 400 South, Suite 345
Salt Lake City, Utah 84111
Phone (801) 596-1800 | (888) 596-1801
Patty Shreve, Contact

Part 2 - Recruitment source information

Special Events & Online Auction Development Officer I - continued

Utah Workforce Services (jobs.utah.gov) through linking USU web site

Community Shares/Utah Listserv
P.O. Box 71959
Salt Lake City, UT 84171
Phone: 801-486-9224
Lynn Brandley, Contact

Person Hired:

Job Referral is listed as "personal referral."

Total number of individuals interviewed for this position (6) and recruitment sources:

- www.upr.org and on-air announcements: 2
- www.jobs.usu.edu: 2
- personal referral: 1
- Higher Education Jobs, indeed.com: 1

Business Officer I – April 22, 2013

Utah State University Human Resources Career Site
www.jobs.usu.edu
Mickelle Anderson, Coordinator
Utah State University Human Resources
696 North 1200 East Logan, UT 84322
(435) 797-0207

Utah Public Radio: broadcast announcements and Web Site www.upr.org

Utah State University Campus Flyer

Higher Education Jobs
Higheredjobs.com
<https://ads.indeed.com/>

Logan Herald Journal
75 West 300 North
Logan, Utah 84321
Phone: 435-752-2121

Public Radio Association of Development Officers (PRADO) ListServ:
<http://www.pradoweb.org/>
PRADO@listserv.syr.edu. This ListServ is administered by Syracuse University.

Part 2 - Recruitment source information

Business Officer I - continued

PUBLIC RADIO ListServ – general ListServ for public radio professionals. It is managed by Leavens Engineering Associates.

<http://www.Pubradio.org/>

pubradio@LISTS.pubradio.org

Utah Workforce Services (jobs.utah.gov) through linking USU web site

Person Hired:

Job Referral is listed as www.jobs.usu.edu/USU internal posting

Total number of individuals interviewed for this position (5) and recruitment sources:

- www.jobs.usu.edu: 3
- www.jobs.usu.edu/USU internal posting: 1
- USU faculty spousal agreement policy/USU internal posting: 1

Part 3 (Prong 3 Longer-Term Recruitment initiatives) Implemented During the Period

Utah Public Radio is owned and operated by Utah State University (USU) and a service of the College of Humanities and Social Sciences within the University. The search committees established for each new position filled, Development Officer I and Business Officer I, worked closely with USU's department of Human Resources and Affirmation Action/Equal Employment Opportunity (AA/EEO) department to insure diverse recruitment and appropriate EEO/AA measures were followed throughout the search and interview process.

Recruitment Initiatives Ongoing:

Events/Programs with Educational Institutions Relating to Careers in Broadcasting

UPR offers a College Intern Program to expose college students to the broadcasting environment and new media. Students who are majoring in broadcasting and/or journalism are recruited and hosted for credit hours from USU. The college students are managed by Kerry Bringhurst, news director, and Shalayne Smith Needham, production assistant.

Establishment of Internship Program

A paid Internship Program provides three college students the opportunity to work, on a limited basis, in three areas of interest in the station with pay, to provide hands-on experience, teach them responsibility and the expectations of the industry. These interns are involved in news production, reporting, marketing and production of in-depth programs. Paid interns are managed by General Manager Victor Hogstrom and News Director Kerry Bringhurst.

Participation in Scholarship Programs Designed to Assist Students Pursue Careers in

Broadcasting - Lee C. and Sarah Jean Frischknecht Scholarship: Established in 2005 by Sara Frischknecht, the Frischknecht Scholarship honors the memory of 1951 USU Speech and Radio Graduate Lee C. Frischknecht who became president of National Public Radio. A USU student majoring in Journalism and Communication is chosen annually to receive the scholarship and work with UPR staff in the creation of radio news/feature packages: 1 student

Events with Community Organizations/Groups Interested in Broadcasting

A Volunteer Program attracts and helps community volunteers develop skills needed for broadcast employment. Volunteers receive experience in production of radio programs and segments, writing, research, on-air delivery, and answering phones. Volunteer interns are managed by Bryan Earl, development director, Tom Williams, program director, and Kerry Bringhurst, news director.

Dissemination of Information Related to Employment Opportunities in Broadcasting

Various staff members conduct tours of the radio station to Cub Scout and Boy Scout groups to provide insight about career possibilities. Participants are invited to record their voices and listen to their recordings. 9 tours, July 2012 to May 2013

Staff Training and Development

Utah Public Radio employees are eligible to participate in and have benefitted from a Staff Scholarship Program offered by the College of Humanities and Social Sciences, the college in which UPR resides at Utah State University. Scholarships are open to any full-time staff employee who is attending USU, has been accepted for admission, or accepted as a non-matriculated student. Both undergraduate and graduate students can apply. Classes or workshops may also be taken for personal development.

The Underwriting Manager was awarded a stipend so she could attend the Public Radio Development Managers Conference (PRDMC) in Seattle, July 2012.