

EEO Public File Report  
KANU-FM 91.5  
January 31, 2017

FEBRUARY 1, 2016 – JANUARY 31, 2017

**JOB VACANCIES**

**Underwriting Account Representative**

Position filled on 07/05/2016

Recruitment Sources:

Audio-Reader Network website

University of Kansas

1120 West 11th St.

Lawrence, KS 66044

[www.reader.ku.edu](http://www.reader.ku.edu)

Nicole Banman

(785) 864-4600

Kansas Public Radio website

University of Kansas

1120 West 11th St.

Lawrence, KS 66044

<http://kansaspublishradio.org>

Nicole Banman

(785) 864-4530

University of Kansas website

1320 Jayhawk Blvd.

Lawrence, KS 66045

<http://employment.ku.edu>

Regina Castro

(785) 864-4946

4 referrals

PRADO listserv (online)  
Public Radio Association of Development Officers  
4118 Autumn Ridge Drive  
Sugarland, Texas 77479  
<http://www.pradoweb.org/>  
Greg Keeler  
gkeeler@wskg.org

Kansas Association of Broadcasters Job Bank (online)  
2709 SW 29th St  
Topeka, KS 66614  
[www.kab.net](http://www.kab.net)  
Judy Clouse  
(785) 235-1307

Public Radio News Directors Incorporated website  
P.O. Box 838  
Sturgis, SD 57785  
<http://prndi.org/>  
Christine Paige Diers  
[cpaigediers@gmail.com](mailto:cpaigediers@gmail.com)

Nonprofit Connect website  
125 E. 31st Street  
Kansas City, MO 64108  
<http://www.npconnect.org/>  
Amanda Rehani  
(816) 888-5600  
1 referral

Greater Public Job Line (online)  
401 North 3rd Street, Suite 370  
Minneapolis, MN 55401  
<http://greaterpublic.org/job-line>  
Leah Manners  
(800) 454-2314

Kansas City Star (print and posted online via CareerBuilders.com)

1729 Grand Blvd.

Kansas City, MO 64108

<http://www.kansascity.com/>

Vickie Holden

(816) 234-4003

Lawrence Journal-World

645 New Hampshire

P.O. Box 888

Lawrence, KS 66044

<http://www2.ljworld.com/>

Peter Steimle

(785) 832-7119

1 referral

Topeka Capital-Journal

616 SE Jefferson

Topeka, KS 66607

<http://cjonline.com/>

(785) 295-1177

No contact name provided – classified ads are submitted online

Recruitment source for hired applicant:

KU website

10 applicants

4 interviewed

Recruitment source for 3 other interviewees:

- Lawrence Journal-World
- University of Kansas website
- Nonprofit Connect website

## OUTREACH INITIATIVES

- **2<sup>nd</sup> Annual University of Kansas Enhancing Cultural Competency Conference**  
Executive Director, Dan Skinner, and Development Director, Feloniz Lovato-Winston, attended the conference, which was designed to create awareness around issues of cultural competency and inclusion as it pertains to our community.
- **2016 Emporia State University Student Career Fair**  
April 5, 2016; Business Manager, Nicole Banman, attended and hosted a KPR recruitment table.
- **KU Part-Time Job Fair**  
August 22, 2016; Development Director, Feloniz Lovato-Winston, and Business Manager, Nicole Banman, attended and hosted a KPR recruitment table
- **KPR Internship Programs** – KPR has an ongoing, established internship program that allows interns to gain necessary skills for careers in broadcasting.
  - Development Department Internship Program – Development interns assist with station events, marketing campaigns, fund drives, and public relations.
    - Kayla Kohn, February-March 2016
    - Nellie Kassebaum, May-August 2016
    - Nathan Clem, June-December 2016
    - Chad Onianwa, June-August 2016
    - Kalie McAlexander, November-December 2016
  - News Department Internship Program - News interns are instructed in digital editing technique, story creation, story production, sound-gathering, research, story writing, and other aspects of news production.
    - Austin Fitts, January-December 2016
    - Kristen Selby, January-December 2016
    - Courtney Bierman, September 2016 - present
    - Cameron McGough, November 2016 – present
  - Programming Internship Program – Programming interns assist the Music Director in presenting musicians in live studio performances at KPR; including greeting performers, administering broadcast release forms, and assisting with production in the live studio and announcing during live broadcasts.
    - Maddie Douglas, August-December 2016
- **Broadcasting Career Discussion & Station Tour**  
October 19, 2016; Program Director, Darrell Brogdon, and Development Director, Feloniz Lovato-Winston, hosted a tour of the KPR facility and a discussion about career opportunities in broadcasting for the University of Kansas School of Music class, Business of Music, taught by Dina Pannabecker Evans.
- **Kansas Association of Broadcasters (KAB) Broadcast Scholarship Program**  
KPR gives financial contributions to the scholarship fund on an annual basis.

- **Participation in Professional Development**
  - **Folk Alliance Conference**

February 17-20, 2016; Jazz Director, Bob McWilliams, attended the 2016 Folk Alliance Conference in Kansas City, Missouri. The conference hosted radio panel discussions as well as folk radio meetings.
  - **Supervisory Training for Excellence in Performance (STEP)**

April 26-June 7, 2016; KPR Director, Dan Skinner, and Development Director, Feloniz Lovato-Winston, participated in the University of Kansas' Supervisory Training for Excellence in Performance, a training program designed to help supervisors develop skills in employee engagement, self-management, organizational change, employee recruitment, performance management, communication, workplace diversity, mandatory reporting, ADA compliance, and workplace ethics.
  - **2016 Public Media Business Association Conference**

Business Manager Nicole Banman attended the Public Media Business Association conference. The main topics included: CPB Compliance, CSG audits, FCC Guidelines & Compliance, Fraud Awareness & Prevention, and community service grants.
  - **2016 Public Media Development and Marketing Conference (PMDMC)**

August 10-August 12, 2016; KPR Director, Dan Skinner; Development Director, Feloniz Lovato-Winston; and Underwriting Sales Representative, Jake Jacobson, attended the 2016 PMDMC in Boston, Massachusetts. They learned current trends, new ideas, and best practices in fundraising, marketing, and underwriting sales from public radio colleagues and industry professionals across the country.
  - **2016 Kansas Association of Broadcasters Convention**

October 10-11, 2016; KPR Statehouse Bureau Chief, Stephen Koranda, attended the convention and various News Department workshops including: "Race, Religion, Politics – Covering the Toughest Topics" and "Make the Right Call."