

**EEO Public File Report**  
**KANU-FM 91.5**  
**FEBRUARY 1, 2021 – JANUARY 31, 2022**

**JOB VACANCIES**

KPR filled one full-time, regular job vacancy during the specified time period.

**Media, Community Partnerships, and Events Coordinator**

Position filled on 11/29/21

Recruitment Sources:

Audio-Reader Network website  
University of Kansas  
1120 West 11th St.  
Lawrence, KS 66044  
[www.reader.ku.edu/employment](http://www.reader.ku.edu/employment)  
Nicole Banman  
(785) 864-4600

Kansas Public Radio website  
University of Kansas  
1120 West 11th St.  
Lawrence, KS 66044  
<http://kansaspublicradio.org/info/employment>  
Nicole Banman  
(785) 864-4530

University of Kansas website  
1320 Jayhawk Blvd.  
Lawrence, KS 66045  
<http://employment.ku.edu>  
Matt Miller  
(785) 864-4946

PRADO listserv (online)  
Public Radio Association of Development Officers  
PO Box 50008  
Columbia, SC 29250  
<http://www.pradoweb.org/>  
Greg Keeler  
[gkeeler@wskg.org](mailto:gkeeler@wskg.org)

Monster.com(online)  
Monster Worldwide, Inc.  
Weston, MA 02493  
<https://monster.com>  
(978) 461-8000

Nonprofit Connect website  
125 E. 31st Street  
Kansas City, MO 64108  
<http://www.npconnect.org/career-center>  
Noreen Bridgham  
(816) 888-5603

Greater Public Job Line (online)  
401 North 3rd Street, Suite 601  
Minneapolis, MN 55401  
<https://www.greaterpublic.org/jobs/>  
Leah Manners  
(800) 454-2314

Lawrence Journal-World  
645 New Hampshire St.  
P.O. Box 888  
Lawrence, Kansas 66044  
www2.ljworld.com  
Peter Steimle  
(785) 832-7119

PRIMA website  
<http://wordpress.prima.org>  
Website Administrator, Dan Skinner  
Kansas Public Radio  
1120 W. 11<sup>th</sup> St.  
Lawrence, KS 66044  
(785) 864-4530

Current website and print  
6930 Carroll Ave., Suite 625  
Takoma Park, MD 20912

[www.current.org](http://www.current.org)

(301) 270-7240

No contact name provided; all job ads are submitted online

Corporation for Public Broadcasting Jobline (online)

<https://www.cpb.org/jobline>

401 9<sup>th</sup> Street, NW

Washington, DC 20004-2129

(202) 879-9600

Recruitment source for hired applicant:

KPR employee referral

13 applicants

4 interviewed

Recruitment source for 4 other interviewees:

- Social Media (1 interviewee referred)
- KU website (1 interviewee referred)
- Listservs (1 interviewee referred)

## **OUTREACH INITIATIVES**

- **KPR Internship Programs**

KPR has an ongoing, established internship program that allows interns to gain necessary skills for careers in broadcasting. However, because of the current pandemic, KPR has not been able to recruit interns, which largely assist with in-person events that did not take place during the past year.

- Programming Internship – 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. Additionally, programming interns assist the Program Director with the production of live remote events and podcast content.
  - Because of the COVID-19 pandemic, KPR's building was closed to visitors and events and live broadcasts were canceled for most of the time period covered by this report. Therefore, no programming interns were utilized the past year.

- Development Internship – Development interns assist with station events, marketing campaigns, membership drives, and public relations.
  - Because of the COVID-19 pandemic, KPR canceled all of its in-person events and membership drives were conducted remotely. Therefore, no development interns were utilized the past year.
- News Internship – News interns are instructed in digital editing techniques, story creation, story production, sound-gathering, research, story writing, and other aspects of news production.
  - Because of the COVID-19 pandemic, KPR canceled all of its in-person events and membership drives were conducted remotely. Therefore, no development interns were utilized the past year.
- **General Outreach Effort Participation**  
KPR always utilizes numerous online job banks and other websites to advertise recruitment efforts; such as KPR’s own website, the KAB Job Bank, the CPB Jobline, Greater Public’s job listing site, and others. The job search that took place over the past year was advertised in local, regional, and national advertising media.
- **Kansas Association of Broadcasters (KAB) Scholarship Program**  
KPR provides financial contributions to the scholarship fund on an annual basis. KPR also promotes the availability of the scholarship to interested candidates, provides the necessary form and contact information upon request, and answers any questions that the interested parties may ask.
- **Job Fair Participation**  
KPR’s Business Manager, Nicole Banman, participated in multiple virtual/online job fairs over the past year. She attended the Kansas Association of Broadcasters’ student job fair on April 8, 2021; Topeka Step-Up Job Fair on September 15, 2021; and the Lawrence Step-Up Job Fair on September 22, 2021. Because KPR wasn’t looking to fill any vacancies, Nicole took a list of names and contact information so that she can notify the candidates of any job openings that occur in the future. She also handed out brochures listing the various types of careers that can be found in the Broadcasting industry and various recruitment sources where candidates could look for current job openings.

## **PARTICIPATION IN PROFESSIONAL DEVELOPMENT**

- **2021 Public Media Business Association virtual conference**  
June 1-4, 2021; Business Manager, Nicole Banman, attended the conference online. She attended various professional development workshops including presentations aimed at increasing diversity and inclusion; such as *Creating a Culture of Engagement and Belonging*; *Inclusive Leadership*, and *Listening Your Way to Inclusion*.
- **2021 Kansas Association of Broadcasters Convention**  
October 4-5, 2021; News Director, J. Schafer attended the convention. He sat in on such workshops as *The What and Why of Diversity and Inclusion*, *Surviving Newsroom Stress and Trauma*, and others.