

2007 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): December 1, 2006 through November 30, 2007
Stations comprising EEO Employment Unit: KUFM, KUFN, KUHM, KUKL, KAPC, KUFM-TV

I. Full-time vacancies filled during period: NONE

II. Each recruitment or referral source used to seek candidates for each vacancy

III. Total number of persons interviewed for all full-time vacancies filled during period

IV. Total number of interviewees for all full-time vacancies filled during period per source

V. Outreach activities during period

- **Website Announcements**

The Montana Public Radio and MontanaPBS websites carried announcements offering to send job vacancy notices to any entity requesting information about hiring opportunities at the UM Broadcast Media Center.

- **Participation in Annual Career Fair**

Linda Talbott, Association Director of the Broadcast Media Center (BMC) attended the annual career fair at The University of Montana in September 2007. She visited with more than 30 students about a career in broadcasting and gave out informational material (broadcast guides and promotional materials) about the Montana Public Radio and Montana PBS services. She also recruited for work study students to assist with activities in the Development Office for Montana Public Radio and in the front office of the BMC.

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

- December, 2006 – November 2007 – Sally Mauk, the KUFM News Director, was an adjunct professor in the Radio-TV Department at The University of Montana. During the reporting period, she taught classes in news writing and reporting and mentored students who are interested in a broadcasting career. She is especially effective with women students.
- December 2006 and October to November 2007– William Marcus, the KUFM-FM & TV general manager, was an adjunct professor of Radio-TV at The University of Montana, and for UM Continuing Education. Class lectures included discussion of careers in broadcasting.
- December, 2006 – November, 2007 – John Twiggs, BMC Television Producer, was an adjunct professor in the Radio-TV Department at The University of Montana. In the class, on television journalism news magazine 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. The finished programs aired on MontanaPBS.

- **Student Internship Program**

- During the reporting period, the KUFM 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 class. They were mentored by the KUFM News Director in news reporting, news writing style and research.

- **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. Four staff members attended professional training opportunities provided by NPR, PBS, and CPB.