

2009 ANNUAL EEO PUBLIC FILE REPORT

Period Covered by this Report ("Period"): December 1, 2008 through November 30, 2009
Stations comprising EEO Employment Unit: KUFM, KUFN, KUHM, KUKL, KAPC, KUFM-TV

I. Full-time vacancies filled during period: Two

1. Saxon Holbrook, Technical Director
2. Kagan Yochim, Media Manager

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

1. umt.edu/hrs – (source for both hires)
2. HigherEdjobs.com
3. Missoulian newspaper

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

Eight

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

Missoulian newspaper: (applicants were directed to umt.edu/hrs)
umt.edu/hrs: six (source for both hires)
HigherEdjobs.com: two

V. Outreach activities during period

● **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.

● **Participation in Annual Career Fairs, Workshops and Tours**

Michael Marsolek, Program Director for MTPR, hosted a group of young adults on a station tour and discussion about public radio and careers in public radio on August 13, 2009.

Susan Jamerson, Membership Director for MTPR, attended three community events at Caras Park during the summer months of the report period. She passed out literature, discussed public radio and answered questions about job opportunities and procedures.

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

December, 2008 – November 2009 – Sally Mauk, the KUFM News Director, was an adjunct professor in the Radio-TV Department (R-TV) in the School of Journalism at UM. 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, 2008 – November, 2009 – John Twiggs, BMC Television Producer, was an adjunct professor in R-TV at UM. 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 student-produced programs, *Montana Journal*, aired on MontanaPBS.

December 2008 – November, 2009 – Kagan Yochim, BMC Contract Television Producer, was an adjunct professor in R-TV at UM. Yochim taught a basic television production course featuring camera operation, editing, audio capture and output. He also presented a lecture to the Senior Seminar about his experience and employment opportunities in the commercial ad agencies.

William Marcus, Broadcast Media Center Director and General Manager of KUFM-FM and KUFM-TV spoke to the incoming Professional Program Class of the Radio-TV Department academic program on April 8, 2009. He spoke about careers in public broadcasting and answered questions from students about career paths and how a college education would best prepare them to succeed.

- **EEO Training Opportunities**

William Marcus attended a session on EEO Rules and current policy status in Montana at the Montana Broadcasters Association Convention in late June, 2009.

- **Student Scholarships/ Work Study / 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 cast. They were mentored by the KUFM News Director in news reporting, news writing style and research. Four part-time work study students are employed by the BMC in the areas of radio fund development. A student with IT skills was also employed part-time at the BMC.

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 in April 2009 to the evening news anchors during the annual Journalism School Banquet.

The Montana Broadcasters Association, of which KUFM-TV and KUFM-FM are a part, sponsored scholarships for students attending Montana State University and The University of Montana. The awards were presented at the annual Journalism School Banquet in April 2009.

- **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.