WPM EEO Public File Report

I. FULL TIME JOBS FILLED: June 1, 2021 – May 31, 2022

A. Broadcast Engineer, 4328
Open: 9/29/21
Filled: 10/18/21
Recruitment Source: Direct Hire

B. Tribal/Rural Bureau Manager, 5406
Open: 7/15/21
Filled: 1/10/22
Recruitment Source:

C. News Anchor/Reporter – Wyoming Roundup, 0649
Open: 8/30/21
Filled: 2/7/22
Recruitment Source:

D. Assistant Development Coordinator, 4315
Open: 2/21/22
Filled: 3/7/22
Recruitment Source: Direct Hire

E. Assistant Development Coordinator, 7008
Open: 2/21/22
Filled: 3/7/22
Recruitment Source: Direct Hire

F. WPM News Operations Coordinator / Managing Editor, 3089
Open: 9/9/21
Filled: 3/28/22
Recruitment Source:

G. News Anchor/Reporter – Energy Reporter, 4435
Open: 12/17/21
Filled: 4/18/22
Recruitment Source:

H. News Anchor/Reporter – Northeast Reporter, 5383
Open: 3/10/21
Filled: 4/18/22
Recruitment Source: Direct Hire

II. RECRUITMENT SOURCES FOR FULL TIME VACANCIES AND NUMBER OF REFERRALS FROM EACH SOURCE.

4328: Wyoming Public Media Internal Promotion – 1

5406: Wyoming Public Media (website, social media, staff)- 1
University of Wyoming Job Opportunities – 1
Corporation for Public Broadcasting – 0
National American Journalists Association – 0

0649: Wyoming Public Media (website, social media, staff) – 2
University of Wyoming Job Opportunities – 1
Corporation for Public Broadcasting – 4
Public Media Business Association – 0

4315: Wyoming Public Media Internal Promotion – 1

7008: Wyoming Public Media Internal Promotion – 1

3089: Wyoming Public Media (website, social media, staff) – 2
University of Wyoming Job Opportunities – 0
Corporation for Public Broadcasting – 1
Public Media Business Association – 0

4435: Wyoming Public Media (website, social media, staff) – 2
University of Wyoming Job Opportunities – 0
Corporation for Public Broadcasting – 2
Public Media Business Association – 0

5385: Wyoming Public Media Internal Promotion – 1

III. TOTAL NUMBER OF PERSONS INTERVIEWED FOR FULL TIME VACANCIES, AND NUMBER OF PERSONS REFERRED BY EACH RECRUITMENT SOURCE USED FOR VACANCIES.

A. Total number of persons interviewed for full time openings during this period: 23

B. Total number of referrals from each recruitment source:

Wyoming Public Media – 14
Department 3984, 1000 E. University Avenue
Laramie, WY 82071
Phone 307-766-4240
Website: https://ww.wyomingpublicmedia.org

University of Wyoming Human Resources - 2
Department 3422, 1000 E. University Avenue
Laramie, WY 82071
Phone 307-733-2216
Website: http://www.uwyo.edu/hr/prospective/
Includes https//www.HigherEdJobs.com and
Wyoming State Job Bank https://www.wyomingatwork.com

Corporation for Public Broadcasting – 7
CPB Jobline
401 Ninth Street, NW
Washington DC, 20004-2129
Phone 202-879-9600
Website: https://www.cpb.org/jobline/
Email jobline@cpb.org

Native American Journalists Association – 0
395 W. Lindsey Street
Norman, OK 73019
Website: https://naja.wildapricot.org/

Public Media Business Association – 0 Request Notification? N
1300 Piccard Drive, Suite LL14
Rockville, MD 20850
Phone 240-844-3600
Website: https://pmbaonline.org
Email info@pmbaonline.org

LIST OF PRONG 3 INITIATIVES IMPLEMENTED DURING THIS PERIOD.

Wyoming Public Media has engaged in the following outreach activities during the period covered by this report:

A. Name of initiative: Intern and Volunteer Programs (ongoing)

Description:
June 2021 - May 2022. WPM continued its intern and volunteer programs. University students and community members are invited to apply for training and experience in news/public affairs reporting, production, and website development. In addition to training, students receive UW course credit. Frequently, volunteers and interns move on to paid positions.

Scope:
Five students participated in the internship program over the past year. Seven volunteers assisted on a regular basis as hosts for Wyoming Sounds or in news/podcast production. Several additional volunteers assisted with membership events during the year.

Personnel Involved:
Includes University students and general public; Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Ivy Engel, News Anchor/Reporter; Grady Kirkpatrick, Program Director; and Anna Rader, Website Manager.

B. Name of initiative: Staff Training & Development (ongoing)

Description:
June 2021 - May 2022. WPM continued the multi-year training initiative with industry leader PRX this year, producing a variety of podcasts. The station also continued sending full-time staff and broadcast professionals to local, regional, or national workshops and conferences for the purpose of developing professional skills and knowledge for career advancement. On-campus training & webinars are also attended.

Scope:
Multi-Year Programs:
Project Catapult (PRX) provides training in multiple areas of podcast production thru 20 intensive weeks of conferences, webinars, and consultations, followed by 3 years of continuing interaction.
Conferences Attended: AHCJ Health Care Journalism Conference, Public Radio Engineering Conference, Public Radio Program Directors Conference, Mountain West News Bureau Executive Committee, Public Radio Super Regional Conference, numerous NPR, Greater Public, and Western States Public Radio offerings, Wyoming Governor's Business Forum, Wyoming Governor's Travel and Tourism Conference, and the Wildfire on the Range Conference offered by the Institute for Journalism and Natural Resources.
Technical Training: CPB-CSG Financial Training, NPR Grove Training, Excel spreadsheet and pivot table training.
Webinars Attended: numerous opportunities from a variety of regional & national groups covered multiple topics of interest including fund raising, digital media, donor stewardship, corporate development, understanding media ratings, radio traffic, and more.
Institutional Training: UW requires all employees to take an assortment of training on policies and procedures.

WPM's News & Cultural Affairs productions won multiple awards this year including: 3 Regional Edward R. Murrow Awards, 1 Native American Journalists Award, and a Best of the West Awards for Podcast/Blog of the Year. The network has also been nominated for several Public Media Journalists Association Awards.

Personnel involved:
Christina Kuzmych, General Manager; Bob Beck, News Director; Dianne Burner, Corporate Development Manager; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Ivy Engel, News Anchors/Reporter; Pat Gabriel, Coordinator, Operations/Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska Managing Editor; Andrew Mittelstadt, Membership Director; Paul Montoya, Chief Engineer; Maggie Mullen, News Anchor/Reporter; Melaina Nielson, Assistant Membership Coordinator; Anna Rader, Online Manager; Sandy Roller, Business Manager; Alec Schaffer, Broadcast Engineer; Ben Slater, Broadcast Engineer; Taylar Stagner, Tribal/Rural Bureau Manager; Tina Unger-McGee, Assistant Membership Coordinator; and Ry Woody, Donor Relations Director.

C. Name of Program: Dissemination of Employment Opportunities (Listing of Upper Level Opening in Job Bank/Newsletters)

Description:
June 2021 - May 2022. Upper level jobs are listed through various web sites and distribution means for the relevant professional broadcast organizations which may include the Corporation for Public Broadcasting and Public Radio Program Directors Association. All benefited job openings are listed on the University of Wyoming website job postings which automatically lists job openings with the Wyoming Job Service with access to statewide reach as well as national listings. Depending on the scope and level of the job, openings are advertised in local, state, and national newspapers and journals.

Scope:
Review scope and level of job and submit job openings to the various outlets listed above as appropriate for reaching broad-based and targeted populations.

Personnel Involved:
Christina Kuzmych, General Manager; Bob Beck, News Director; and Grady Kirkpatrick, Program Director.

D. Name of Program: Sponsorship of Community Events Designed to Inform Public of Broadcasting Opportunities

Description:
June 2021 - May 2022. Find and pursue opportunities to inform the community about Public Broadcasting. Organize, plan, present, sponsor, participate, and get involved in community endeavors, with material about Public Broadcasting tailored to interests of community involvement opportunity.

Scope:
WPM representatives spoke to community groups such as the Laramie Rotary and University of Wyoming journalism & web design classes. Studio tours were conducted for groups UW's Communications & Broadcasting Department. The nature of each job is described, and questions are taken so children and adults may better understand broadcast opportunities and the work environment. Members of the WPM staff served as panelists or host for events including: interviews about our podcasts, the Wyoming Film Festival, UW's staff recognition day, UW commencement activities, and a UW Libraries workshop centered around a WPM podcast series. A public launch event was held to promote the network and our podcasts in Laramie.

Personnel Involved:
Christina Kuzmych, General Manager; Bob Beck, News Director; Diana Denison, Office Manager; Melodie Edwards, News Anchor/Reporter; Pat Gabriel, Coordinator, Operations/Announcer; Grady Kirkpatrick, Program Director; Kamila Kudelska, Managing Editor; Paul Montoya, Chief Engineer; Bob Moore, host; Maggie Mullen, News Anchor/Reporter; Anna Rader, Website Manager; Taylar Stagner, Tribal/Rural Bureau Manager; and Tina Unger-McGee, Assistant Membership Coordinator.