

**Grantee Information**

<b>ID</b>	1481
<b>Grantee Name</b>	KCUR-FM
<b>City</b>	Kansas City
<b>State</b>	MO
<b>Licensee Type</b>	University

**1.1 Employment of Full-Time Radio Employees**

Jump to question:

Please enter the number of FULL-TIME RADIO employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

**1.1 Employment of Full-Time Radio Employees**

Jump to question:

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="4"/>
Managers - 2000	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="5"/>	<input type="text"/>	<input type="text" value="6"/>
Professionals - 3000	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="18"/>	<input type="text"/>	<input type="text" value="22"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="3"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-Skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="31"/>	<input type="text" value="0"/>	<input type="text" value="36"/>

**1.1 Employment of Full-Time Radio Employees**

Jump to question:

Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Managers - 2000	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="4"/>
Professionals - 3000	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="12"/>	<input type="text"/>	<input type="text" value="13"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>



**1.3 Employment of Part-Time Radio Employees**

Jump to question:

Please enter the number of PART-TIME employees in the grids below. The first grid includes all female employees, the second grid includes all male employees, and the last grid includes all persons with disabilities.

**1.3 Employment of Part-Time Radio Employees**

Jump to question:

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	More Than One Race Females	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Professionals - 3000	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="5"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="4"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="8"/>	<input type="text" value="0"/>	<input type="text" value="10"/>

**1.3 Employment of Part-Time Radio Employees**

Jump to question:

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	More Than One Race Males	Total
Officials - 1000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Managers - 2000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>
Professionals - 3000	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="6"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office and Clerical - 5100	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Craftspersons (Skilled) - 5200	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Laborers (Unskilled) - 5400	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Service Workers - 5500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="5"/>	<input type="text" value="0"/>	<input type="text" value="7"/>

**1.3 Employment of Part-Time Radio Employees**

Jump to question:

Major Job Category / Job Code	Persons with Disabilities
Officials - 1000	<input type="text"/>
Managers - 2000	<input type="text"/>
Professionals - 3000	<input type="text"/>

Technicians - 4000	<input type="text"/>
Sales Workers - 4500	<input type="text"/>
Office and Clerical - 5100	<input type="text"/>
Craftspersons (Skilled) - 5200	<input type="text"/>
Operatives (Semi-skilled) - 5300	<input type="text"/>
Laborers (Unskilled) - 5400	<input type="text"/>
Service Workers - 5500	<input type="text"/>
<b>Total</b>	<input type="text" value="0"/>

**1.4 Part-Time Employment** Jump to question:

Of all the part-time employees listed in Question 1.3, how many worked less than 15 hours per week and how many worked 15 or more hours per week, but not full time?

**1.4 Part-Time Employment** Jump to question:

Number working less than 15 hours per week

**1.4 Part-Time Employment** Jump to question:

Number working 15 or more hours per week

**1.5 Full-Time Hiring** Jump to question:

Enter the number of full-time employees in each category hired during the fiscal year.  
(Do not include internal promotions, but do include employees who changed from part-time to full-time status during the fiscal year.)

**1.5 Full-Time Hiring** Jump to question:

No full-time employees were hired (check here if applicable)

**1.5 Full-Time Hiring** Jump to question:

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>
Managers - 2000	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
Professionals - 3000	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>
Technicians - 4000	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Sales Workers - 4500	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
Office / Service Workers - 5100-5500	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>
<b>Total</b>	<input type="text" value="1"/>	<input type="text" value="7"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="8"/>

**1.6 Full-Time and Part-Time Job Openings** Jump to question:

Enter the total number of full-time and part-time openings that occurred during the fiscal year. Include both vacancies in previously filled positions and newly created positions. Include all positions that became available during the fiscal year, regardless of whether they were filled during the year. If a job opening was filled during the year, include it regardless of whether it was filled by an internal or an external candidate. Do not include as job openings any positions created through the promotion of an employee who stays in essentially the same job but has a different title (i.e. where there was no vacancy or newly created position to be filled). If no full-time or part-time job openings occurred, please enter zero.

**1.6 Full-Time and Part-Time Job Openings** Jump to question:

Number of full-time and part-time job openings

**1.7 Hiring Contractors** Jump to question:

During the fiscal year, did you hire independent contractors to provide any of the following services?

**1.7 Hiring Contractors** Jump to question:

**Check all that apply**

- Underwriting solicitation related activities
- Direct Mail
- Telemarketing
- Other development activities
- Legal services
- Human Resource services
- Accounting/Payroll
- Computer operations
- Website design
- Website content
- Broadcasting engineering
- Engineering
- Program director activities
- None of the above

**Comments**

**Question** **Comment**  
 No Comments for this section

**2.1 Corporate Management**

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
<a href="#">Chief Executive Officer</a>	<input type="text" value="1.00"/>	\$ <input type="text" value="140,683"/>	<input type="text" value="7"/>
Chief Executive Officer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Chief Operations Officer</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Chief Operations Officer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Chief Financial Officer</a>	<input type="text" value="1.00"/>	\$ <input type="text" value="95,000"/>	<input type="text" value="6"/>
Chief Financial Officer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.1 Corporate Management**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.2 Communication and Promotions**

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
<a href="#">Publicity, Program Promotion Chief</a>	<input type="text" value="2.00"/>	\$ <input type="text" value="61,504"/>	<input type="text" value="6"/>
Publicity, Program Promotion Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Communication and Public Relations, Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Communication and Public Relations, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.2 Communication and Promotions**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.3 Programming and Productions**

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
<a href="#">Programming Director</a>	<input type="text" value="1.00"/>	\$ <input type="text" value="80,000"/>	<input type="text" value="6"/>
Programming Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

<u>Production, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Executive Producer</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="62,727"/>	<input type="text" value="15"/>
Executive Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Producer</u>	<input type="text" value="5.00"/>	\$ <input type="text" value="49,197"/>	<input type="text" value="4"/>
Producer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.3 Programming and Productions**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.4 Development and Fundraising**

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Development, Chief</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="81,580"/>	<input type="text" value="5"/>
Development, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Member Services, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Member Services, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Membership Fundraising, Chief</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="59,975"/>	<input type="text" value="18"/>
Membership Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>On-Air Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
On-Air Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Auction Fundraising, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Auction Fundraising, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.4 Development and Fundraising**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.5 Underwriting and Grant Solicitation**

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Underwriting, Chief</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="48,000"/>	<input type="text" value="16"/>
Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Corporate Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Corporate Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Foundation Underwriting, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Foundation Underwriting, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<u>Government Grants Solicitation, Chief</u>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Government Grants Solicitation, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.5 Underwriting and Grant Solicitation**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.6 Broadcast Engineering and Information Technology**

Jump to question:

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Operations and Engineering, Chief</u>	<input type="text" value="1.00"/>	\$ <input type="text" value="62,727"/>	<input type="text" value="24"/>
Operations and Engineering, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

<a href="#">Engineering Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Engineering Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Broadcast Engineer 1</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Engineer 1 - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Production Engineer</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Production Engineer - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Facilities, Satellite and Tower Maintenance, Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Facilities, Satellite and Tower Maintenance, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Technical Operations, Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Technical Operations, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Information Technology, Director</a>	<input type="text" value="1.00"/>	\$ <input type="text" value="62,000"/>	<input type="text" value="14"/>
Information Technology, Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Web Administrator/Web Master</a>	<input type="text" value="2.00"/>	\$ <input type="text" value="45,884"/>	<input type="text" value="4"/>
Web Administrator/Web Master - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.6 Broadcast Engineering and Information Technology**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.7 Journalists, Announcers, Broadcast and Traffic**

Jump to question:

	<b># of Employees</b>	<b>Avg. Annual Salary</b>	<b>Average Tenure</b>
<a href="#">News / Current Affairs Director</a>	<input type="text" value="7.00"/>	\$ <input type="text" value="89,513"/>	<input type="text" value="8"/>
News / Current Affairs Director - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Music Director</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Music Librarian/Programmer</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Announcer / On-Air Talent</a>	<input type="text" value="4.00"/>	\$ <input type="text" value="44,925"/>	<input type="text" value="11"/>
Announcer / On-Air Talent - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Reporter</a>	<input type="text" value="19.00"/>	\$ <input type="text" value="56,661"/>	<input type="text" value="5"/>
Reporter - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Public Information Assistant</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Public Information Assistant - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Broadcast Supervisor</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Broadcast Supervisor - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<a href="#">Director of Continuity / Traffic</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Director of Continuity / Traffic - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

**2.7 Journalists, Announcers, Broadcast and Traffic**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**2.8 Education and Community Engagement**

Jump to question:

	<b># of Employees</b>	<b>Avg. Annual Salary</b>	<b>Average Tenure</b>
<a href="#">Education, Chief</a>	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
Education, Chief - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>

<b>Volunteer Coordinator</b>	<input type="text" value="1.00"/>	\$ <input type="text" value="43,680"/>	<input type="text" value="8"/>
Volunteer Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<b>Events Coordinator</b>	<input type="text" value="1.00"/>	\$ <input type="text" value="41,620"/>	<input type="text" value="2"/>
Events Coordinator - Joint	<input type="text"/>	\$ <input type="text"/>	<input type="text"/>
<b>Section 2. Average Salary Totals</b>	<input type="text" value="50.00"/>	\$ <input type="text" value="1,125,676"/>	<input type="text" value="159"/>

**2.8 Education and Community Engagement**

Jump to question:

Please list the Other Job titles in this sub-category not listed above

**Comments**

**Question** **Comment**

No Comments for this section

**3.1 Governing Board Method of Selection**

Jump to question:

Enter the number of governing board members (including the chairperson and both voting and non-voting ex-officio members) who are selected by the following methods:

**3.1 Governing Board Method of Selection**

Jump to question:

Ex-Officio (Automatic membership because of another office held)

**3.1 Governing Board Method of Selection**

Jump to question:

Appointed by government legislative body (including school board) or other government official (e.g. governor)

**3.1 Governing Board Method of Selection**

Jump to question:

Elected by community/membership

**3.1 Governing Board Method of Selection**

Jump to question:

Other (please specify below)

**3.1 Governing Board Method of Selection**

Jump to question:

**3.1 Governing Board Method of Selection**

Jump to question:

Elected by board of directors itself (self-perpetuating body)

**3.1 Governing Board Method of Selection**

Jump to question:

Total number of board members (Automatic total of the above)

**3.2 Governing Board Members**

Jump to question:

Please report the racial or ethnic group of the members of your governing board by gender. Please also report the number of governing board members with a disability.

**3.2 Governing Board Members**

Jump to question:

For minority group identification, please refer to "Instructions and Definitions" in the Employment subsection.

**3.2 Governing Board Members**

Jump to question:

	<b>African American</b>	<b>Hispanic</b>	<b>Native American</b>	<b>Asian / Pacific</b>	<b>White, Non-Hispanic</b>	<b>More Than One Race</b>	<b>Total</b>
Female Board Members	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="2"/>
Male Board Members	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text"/>	<input type="text" value="8"/>
<b>Total</b>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="7"/>	<input type="text" value="0"/>	<input type="text" value="10"/>



**3.2 Governing Board Members**Jump to question: 

Number of Vacant Positions

**3.2 Governing Board Members**Jump to question: 

Total Number of Board Members (Total should equal the total reported in Question 3.1.)

**3.2 Governing Board Members**Jump to question: 

Number of Board Members with disabilities

Comments

Question	Comment
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No Comments for this section

**4.1 Community Outreach Activities**Jump to question: 

Did the grant recipient engage in any of the following community outreach services, and, if so, did the outreach activity have a specific, formal component designed to be of special service to either the educational community or minority and/or other diverse audiences?

**4.1 Community Outreach Activities**Jump to question: 

	Yes/No
Produce public service announcements?	Yes
Did the public service announcements have a specific, formal component designed to be of special service to the educational community?	Yes
Did the public service announcements have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
Broadcast community activities information (e.g., community bulletin board, series highlighting local nonprofit agencies)?	Yes
Did the community activities information broadcast have a specific, formal component designed to be of special service to the educational community?	Yes
Did the community activities information broadcast have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes
Produce/distribute informational materials based on local or national programming?	Yes
Did the informational programming materials have a specific, formal component designed to be of special service to the educational community?	No
Did the informational programming materials have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
Host community events (e.g. benefit concerts, neighborhood festivals)?	Yes
Did the community events have a specific, formal component designed to be of special service to the educational community?	Yes
Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes
Provide locally created content for your own or another community-based computer network/web site?	Yes
Did the locally created web content have a specific, formal component designed to be of special service to the educational community?	Yes
Did the locally created web content have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes
Partner with other community agencies or organizations (e.g., local commercial TV station, Red Cross, Urban League, school district)?	Yes
Did the partnership have a specific, formal component designed to be of special service to the educational community?	Yes
Did the partnership have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	Yes

Comments

Question	Comment
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No Comments for this section

**5.1 Radio Programming and Production**Jump to question: 

Instructions and Definitions:

**5.1 Radio Programming and Production**

Jump to question:

About how many original hours of station program production in each of the following categories did the grant recipient complete this year? (For purposes of this survey, programming intended for national distribution is defined as all programming distributed or offered for distribution to at least one station outside the grant recipients local market.)

**5.1 Radio Programming and Production**

Jump to question:

	For National Distribution	For Local Distribution/All Other	Total
Music (announcer in studio playing principally a sequence of musical recording)	<input type="text"/>	<input type="text" value="676"/>	<input type="text" value="676"/>
Arts and Cultural (includes live or narrated performances, interviews, and discussions, in the form of extended coverage and broadcast time devote to artistic and/or cultural subject matter)	<input type="text"/>	<input type="text" value="65"/>	<input type="text" value="65"/>
News and Public Affairs (includes regular coverage of news events, such as that produced by a newsroom, and public issues-driven listener participation, interview and discussion programs)	<input type="text"/>	<input type="text" value="650"/>	<input type="text" value="650"/>
Documentary (includes highly produced longform stand alone or series of programs, principally devoted to in-depth investigation, exploration, or examination of a single or related multiple subject matter)	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
All Other (incl. sports and religious — Do NOT include fundraising)	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>
<b>Total</b>	<input type="text" value="0"/>	<input type="text" value="1,391"/>	<input type="text" value="1,391"/>

**5.1 Radio Programming and Production**

Jump to question:

Out of all these hours of station production during the year for about how many was a minority ethnic or racial group member in principal charge of the production? (Minority ethnic or racial groups refer to: African-American, Hispanic, Native American and Asian American/Pacific Islander.)

**5.1 Radio Programming and Production**

Jump to question:

Approx Number of Original Program Hours

Comments

**Question** **Comment**

No Comments for this section

**6.1 Telling Public Radio's Story**

Jump to question:

The purpose of this section is to give you an opportunity to tell us and your community about the activities you have engaged in to address community needs by outlining key services provided, and the local value and impact of those services. Please report on activities that occurred in Fiscal Year 2019. Responses may be shared with Congress or the public. Grantees are required to post a copy of this report (Section 6 only) to their website no later than ten (10) days after the submission of the report to CPB. CPB recommends placing the report in an "About" or similar section on your website. **This section had previously been optional. Response to this section of the SAS is now mandatory.**

**Joint licensee Grantees that have filed a 2019 Local Content and Services Report as part of meeting the requirement for TV CSG funding may state they have done so in the corresponding questions below, so long as all of the questions below were addressed as they relate to radio operations in such report. You must include the date the report was submitted to CPB along with the TV Grantee ID under which it was submitted.**

**6.1 Telling Public Radio's Story**

Jump to question:

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multipatform long and short-form content, digital and in-person engagement, education services, community information, partnership support, and other activities, and audiences you reached or new audiences you engaged.

The mission of KCUR is to serve the needs and aspirations of the Greater Kansas City region with an accurate, credible, and unbiased media service that educates, engages, entertains, and enriches both individuals and our diverse community. KCUR strives to bring national issues and stories to Kansas City, and to take Kansas City's issues and stories to the nation. During the last several years, KCUR has overhauled our approach to content in order to better address community issues, needs, and interests through our news and programming. We have developed a clear, consistent editorial voice, which is based upon our core values, and guides our decision-making, setting of priorities, and resource allocation. This approach to content guides us across all of our platforms: broadcast; digital, including website, podcasts, Facebook, Twitter, and other social media; and engaging audiences in person. Since 2010, both the size of the KCUR newsroom and the amount of original reporting produced have doubled. Other news organization are now often building on KCUR's original work. Collaborations led by KCUR, Harvest Public Media and Kansas News Service, and our education, health, and investigative reporting have inspired other media outlets, both public and commercial, to continue looking into the subjects we brought to light. We are bringing new voices to the air, and introducing new ideas into the conversation. In 2013, KCUR hired a three-person community engagement team. The team led the infusion of community engagement into the workflow of our entire content team, including newsroom and talk shows. In 2016, we launched an audience development team to identify the ways in which KCUR could better-serve and expand our reach in our market. Today, our newsroom and talk shows routinely engage the community, and our audiences frequently engage us. We are continuously improving our ability to engage the

community through daily use of social media as a tool in developing content; crowd-sourcing story ideas; and hosting conversation beyond our broadcasts. We have a year-around series of events and activities in the community to foster two-way conversations with our audience about priorities and coverage. KCUR produces two daily one-hour talk shows that address community interests, issues and aspirations: Central Standard and Up To Date. Both shows invite guests who provide expertise, insight, stories, and a wide range of perspectives. Both shows engage our audiences through call-in segments. • Central Standard is a program of conversations and stories that deepen and challenge our understanding of people, places, and issues that matter to us. Through the radio show, podcast, and community events, it's a gathering place for people from all walks of life to come together to be stimulated, entertained, and moved. Central Standard produces recorded segments in the community for integration into the daily show. • Up To Date focuses on pressing issues, both local and national, including politics, economics, planning and design, history, and entertainment - topics that have an impact on the lives of the Greater Kansas City region. When corporate and government leaders, authors, and entertainers visit Kansas city, Up To Date is often on their list of places that they want to be while here. Generation Listen KC, a young friends group intended to engage a younger audience in public radio. This was one of five pilot programs in the country launched in partnership with NPR. With a Leadership Council of twenty-five, Gen Listen KC sponsors an annual series of events and activities that are usually standing-room-only. The Early Bird is a daily news email that is delivered to subscribers by 6:00 a.m. every morning. It reports on local, regional and national news. Please visit our website [www.kcur.org](http://www.kcur.org) for an overview of the range and depth of KCUR's reporting and community engagement.

#### 6.1 Telling Public Radio's Story

Jump to question: [6.1](#)

2. Describe key initiatives and the variety of partners with whom you collaborated, including other public media outlets, community nonprofits, government agencies, educational institutions, the business community, teachers and parents, etc. This will illustrate the many ways you're connected across the community and engaged with other important organizations in the area.

KCUR is licensed to the University of Missouri and located on the Kansas City campus. Two KCUR employees also serve on UMKC's faculty. The host of Up To Date is an associate teaching professor of journalism, on the editorial board and a political columnist for The Kansas City Star, and a frequent guest on KCPT public television. The host and producer of Fish Fry is the director of the Marr Sound Archives housed in the Miller Nichols Library, and he teaches Kansas City jazz history at the Kansas City Art Institute. Several other KCUR local media are adjunct faculty leading courses in digital editing for radio, writing for the media, and communications studies. As other local media have shifted from, often struggled with, and sometimes abandoned in-depth coverage of local and regional news, issues, and stories, KCUR has expanded to meet many of the needs and wants of individuals and organizations to be well-informed. KCUR has built several areas of expertise in news and programming, and has led the building of several collaborations with public media and nonprofits. KCUR leads Harvest Public Media, a collaborative public media project that reports on important agriculture issues in the Midwest in three major clusters: food, fuel, and field. Originally funded by the Corporation for Public Broadcasting (CPB) through a Local Journalism Center grant, Harvest is now self-sustaining. KCUR manages the work of reporters at three other public radio stations and shares content with seven additional stations. Harvest content is regularly aired on NPR and other public radio and television stations, and is picked up by newspapers and digital news sites throughout the region. For 2019-2020, KCUR received a grant from the Pulitzer for Journalism to produce a series about how climate change has pushed the 100th meridian nearly 150 miles to the east, putting the region firmly into weather patterns that discourage the usual means of agricultural production. Starting the first of 2017, the five journalists from the Kansas Health Institute (KHI) News Service became a part of KCUR and are the cornerstone of a reporting collaboration, Kansas News Service, which covers health, politics and education. The scope of this work dramatically enhanced the public media footprint and extended it into local newspapers across the state. Major foundations redirected their funding from KHI to KCUR, recognizing KCUR's leadership in journalistic collaborations. To complement all of this, in July 2017, the Corporation for Public Broadcasting awarded a multi-year grant for a Regional Journalism Collaboration in Kansas. KCUR is the lead station and along with KMWU (Wichita), KPR (Lawrence) and HPPR (Garden City), are developing an already-recognized national model for collaboration in public media. Guns & America is a new reporting collaboration focused on a single issue: the role of guns in American life. KCUR is one of the 10 public media stations, representing a diverse range of communities all over the country, led by WAMU (American University). Each of the 10 Reporting Fellows are reporting on gun issues, from the cultural significant of hunting and gun ownership to the role guns play in suicide, homicide, mass shootings and beyond. KCUR has several other special projects that connect with the community. For example: • A People's History of Kansas City is a podcast series in production from October 2019 – Mar 2020. It tells the tales of everyday heroes, renegades and visionaries who shaped Kansas City and the region. The series is capturing stories that had been fading into the past. Ratings have been high, and feedback positive. Related community events have been standing-room-only. • State of Kansas City is a reporting series that focuses on key issues: for example, diversity & inclusion; public safety; transportation; agriculture; and education. The reporting is presented in features and KCUR's talk shows, Central Standard and Up To Date. It is also cross-platform, including broadcast, digital and social media. • My Fellow Kansans (MFK) started as a year-long project that asked: From its bloody free-state beginnings to present-day, red-state conservatism, we ask: How did Kansas get here? The project included a series of podcasts and community events. MFK One was so well-received that KCUR launched a second season of MFK, continuing the stories and analyses, and podcasts and events. In this season, the focus is on rural Kansas and its storied past. But as once-thriving towns continue to shrink, we ask: what is their future? • Statehouse Blend Kansas is a podcast launched in 2015. Each week, KCUR welcomes a state representative or senator to talk about policy and politics, as well as their personal lives. A citizen voice and a journalist round out the conversation. Part of every conversation is on Up To Date.

#### 6.1 Telling Public Radio's Story

Jump to question: [6.1](#)

3. What impact did your key initiatives and partnerships have in your community? Describe any known measurable impact, such as increased awareness, learning or understanding about particular issues. Describe indicators of success, such as connecting people to needed resources or strengthening conversational ties across diverse neighborhoods. Did a partner see an increase in requests for related resources? Please include direct feedback from a partner(s) or from a person(s) served.

KCUR sets goals and measures progress for all aspects of our work. Through services that analyze Arbitron data, Google analytics, and social media analytics, KCUR can see that we have a steady broadcast audience and a growing digital audience. Our audiences have never been larger than they were in 2018-19. We will continue to develop metrics that are appropriate for a public media organization. In 2015 we developed a major giving initiative. Since 2017, gifts over \$1,000 gifts have become one of our major sources of revenue. The first of 2016 we unveiled a new logo and launched a marketing strategy "All Kinds. Open Minds." In June 2019, KCUR hosted the fourth RadioAnnual, an annual fundraising event. With a sellout of 1,000 friends of KCUR and public media, this event is both profitable and a new annual place to be. The Spring, Fall and Holiday membership drives in 2019 were the largest ever. We believe that these are strong indicators of KCUR's impact and the willingness of the community to support our continued work.

#### 6.1 Telling Public Radio's Story

Jump to question: [6.1](#)

4. Please describe any efforts (e.g. programming, production, engagement activities) you have made to investigate and/or meet the needs of minority and other diverse audiences (including, but not limited to, new immigrants, people for whom English is a second language and illiterate adults) during Fiscal Year 2019, and any plans you have made to meet the needs of these audiences during Fiscal Year 2020. If you

regularly broadcast in a language other than English, please note the language broadcast.

All of the work, news, programming, and initiatives described above are infused with the desire to reach and communicate with diverse audiences. For example, Central Standard provides a daily venue for convening representatives of Kansas City's diverse communities. The legacy of the series, Beyond Our Borders, has engaged communities that have too often been defined by a street, a county line, or a state line. In collaboration with Kansas Public Radio, we operate a reading service for the visually impaired on our subcarrier channel. We plan to continue all of this work and to identify additional ways to serve diverse audiences. For example: • The Corporation for Public Broadcasting awarded a grant, Improving Diversity in Public Media Newsrooms: A Collaborative Approach, to KCUR, KWMU (St. Louis), Oregon Public Broadcasting, and WNPR (Hartford). CPB seeks to support the recruitment of minority editorial leaders and reporters for local and regional positions, as well as coverage and engagement efforts by local stations around issues of race, ethnicity, and culture in their communities. The grant period is 3/1/2017 – 5/31/2019. This project has impacted the entire KCUR organization, especially the journalists. • KCUR received a multi-year grant from the Black Community Fund (of Greater Kansas City), which complements the CPB Diversity grant. In December 2017, we hired a female journalist of color to help build recruiting and reporting models for not only KCUR but also public media. • As a part of the CPB Diversity grant, in November 2017, KCUR presented a two-day workshop, Sound Reporting for Experienced Journalists. To aid recruitment and build a hiring pipeline, KCUR provided audio training for diverse mid-career journalists - talented individuals with no experience in radio production and with an interest in public radio. • Using the style of the widely-recognized and well-regarded Beyond Our Borders, KCUR's community engagement team is leading a new series Here To Listen. Reporters spend a few months getting to know a particular town, suburb, city or neighborhood in our listening area. Places that get little media attention. KCUR's reporters engage with community members, develop story ideas and sources, and report back in a week-long series on KCUR 89.3 and at kcur.org. • KCUR received a Pulitzer Center grant, A Tale of Three Kings, to compare how cities around the world honor Martin Luther King, especially by naming a street. This complements KCUR's ongoing reporting about Kansas City's efforts to rename a street in King's honor. KCUR's reporter travelled to Dakar, Senegal, Amsterdam and Nashville, and reported via on-air features, talk show Central Standard and community events. • 18th and Vine is an ongoing series that explores the past, present and future of the historic 18th and Vine District, home of the American Jazz Museum and the Negro Leagues Baseball Museum.

**6.1 Telling Public Radio's Story**

Jump to question: [6.1](#)

5. Please assess the impact that your CPB funding had on your ability to serve your community. What were you able to do with your grant that you wouldn't be able to do if you didn't receive it?

KCUR is fortunate to receive a CPB Community Service Grant, because it provides a base upon which we can build our other revenue streams. We know that we have the funding to carry core programming from NPR and to provide basic, local, general news. With this base of funding, KCUR demonstrates both financial stability and the capacity for innovation. As a result, KCUR has received generous financial support from several major philanthropic foundations in Kansas City. Without the CPB-CSG, we would have to allocate other revenue streams to the core services, thus limiting our ability to launch initiatives, stay current with technology, and reach other goals as described above.

**Comments**

**Question** **Comment**

No Comments for this section

**7.1 Journalists**

Jump to question: [7.1](#)

This section builds on the Census of Journalists conducted by CPB in the summer of 2010. These positions are the primary professional full-time, part-time or contract contributors to local journalism at your organization. The individuals in these positions will have had training in the standards and practices of fact-based news origination, verification, production and presentation. These are generally accepted titles for these positions but may not match position descriptions at your organization exactly. Please do your best to account for each professional journalist in your organization. Please do not count student or volunteer journalists.

**7.1 Journalists**

Jump to question: [7.1](#)

Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Other
News Director	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Assistant News Director	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Managing Editor	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>
Senior Editor	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Editor	<input type="text" value="5"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="4"/>	<input type="text"/>	<input type="text"/>
Executive Producer	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Senior Producer	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Producer	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text"/>	<input type="text"/>
Associate Producer	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>
Reporter/Producer	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Host/Reporter	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Reporter	<input type="text" value="6"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="4"/>	<input type="text" value="4"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text"/>

Beat Reporter	10		5	5	10	1	0		1	13		
Anchor/Reporter	0			0								
Anchor/Host	2	0		1	1					2		
Videographer												
Video Editor												
Other positions not already accounted for												
<b>Total</b>	34	4	6	15	29	2	5	0	2	35	0	0

Comments

**Question** **Comment**  
 No Comments for this section