

EEO Public File Report April 1, 2021 - March 31, 2022

Recruitment Source of interviewed candidates (all vacancies posted on sources detailed on next page)

Req #	Title	Profile Source	Total Candidates	Interviews	Recruitment Sources - selected candidate highlighted	Hired
STA006346	Executive Producer, HPM	Career Section	4	4	1. Career Section 2. LinkedIn 3. Indeed 4. Referral	1
STA006420	Executive Director, HPM Content Operations	Career Section	9	3	1. Career Section 2. Compliance 3. Other 4. Indeed 5. Referral 6. State Compliance 7. Blank	1
STA006616	HPM Chief Engineer	Career Section	7	6	1. Career Section 2. Associate 3. Facebook 4. HPM Referral 5. Compliance 6. Blank	0
STA006734	Senior Producer	Career Section	19	4	1. Career Section 2. Compliance 3. CPB 4. Glass Door 5. LinkedIn 6. NYC Public Radio 7. HPM Twitter 8. Higher Ed Jobs 9. Indeed 10. Texas Workforce 11. Referral 12. Blank	1
STA007009	News Anchor	Career Section	16	5	1. Career Section 2. Compliance 3. HPM Referral 4. Indeed 5. Word of Mouth 6. Linked In 7. Public Media Jobs 8. Job Fair 9. Blank	1
STA005772	Administrative Assistant	Career Section	17	3	1. Career Section 2. Compliance 3. Indeed 4. Job SparX 5. Linked In 6. Other 7. WorkinTexas 8. Glass Door 9. Job Fair 10. Print Advertising 11. Texas Workforce	1
STA005916	Sr. Producer	Career Section	7	3	1. Career Section 2. Compliance 3. Indeed 4. LinkedIn 5. Referral	1
STA005979	Sr. HPM Maintenance Engineer	Career Section	2	2	1. Career Section 2. Referral	1
STA005985	Director, HPM Sponsorships & Partnerships	Career Section	4	3	1. Career Section 2. Compliance 3. LinkedIn 4. Other	1
STA006341	HPM Community Fundraising Specialist	Career Section	7	3	1. Career Section 2. Other 3. Indeed 4. Monster 5. Referral	1
STA006344	HPM Customer Service Specialist	Career Section	18	4	1. Career Section 2. CareerBuilder 3. Compliance 4. Other 5. Indeed 6. HPM 7. TWC 8. Glass Door 9. Referral 10. Blank	1
STA006355	Director, HPM Membership &	Career Section	4	4	1. Career Section 2. Internal 3. Referral 4. Indeed	1
STA006359	Manager, KUHT TV Communication	Career Section	13	3	1. Career Section 2. Compliance 3. LinkedIn 4. HPM Referral 5. Indeed 6. Glass Door 7. HigherEd Jobs 8. Referral 9. Other	1
STA006469	Development Coordinator 1	Career Section	13	3	1. Career Section 2. Compliance 3. Indeed 4. Google Search 5. Glass Door 6. Other 7. Referral 8. Blank	1
STA006574	Sr. Graphics Designer	Career Section	18	5	1. Career Section 2. Career Builder 3. Facebook 4. Indeed 5. Job Abstracts 6. LinkedIn 7. WorkinTexas 8. Glass Door 9. Monster 10. Other 11. Referral	1
STA006617	Account Executive	Career Section	14	3	1. Career Section 2. Compliance 3. Indeed 4. LinkedIn 5. HigherEd Jobs 6. Monster 7. Other 8. Referral 9. Texas Workforce	1
STA006618	Manager, Gift Processing &	Career Section	7	3	1. Career Section 2. CareerBuilder 3. Indeed 4. Monster 5. Other 6. Referral	1
STA006774	HPM Project Manager	Career Section	21	4	1. Campus 2. Career Section 3. Chronicle of Higher Ed 4. Compliance 5. Glass Door 6. NPR Jobs 7. Indeed 8. LinkedIn 9. Texas Workforce 10. HigherEd Jobs 11. Monster 12. Other 13. Referral	1

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Recruiting Source	Total Interviewed	Entitled to Notification	Contact
CareerBuilder	2	no	https://www.careerbuilder.com/
Chronicle of Higher Education	1	no	Contact: Nikki Duncan, 3623 Cullen Blvd., Houston TX 77204, 713-743-7278
Compliance_USDiversity	9	no	Contact: Nikki Duncan, 3623 Cullen Blvd., Houston TX 77204, 713-743-7278
Corporation for Public Broadcasting	0	no	https://www.cpb.org/jobline
Facebook (Engineering Group)	4	no	https://www.facebook.com/groups/351878044991389
Glassdoor	0	no	https://www.glassdoor.com/member/home/index.htm
Google (NPR Jobs)	1	no	https://www.npr.org/careers
HigherEd Jobs	4	no	Contact: Nikki Duncan, 3623 Cullen Blvd., Houston TX 77204, 713-743-7278
HPM Website	15	yes	Contact: Pammy Moore, 4343 Elgin St. Houston TX 77204 713-743-4392
Indeed	7	no	470 West. Ave, STE 2002, Stamford CT 06902 www.indeed.com
Internal (HPM)	3	no	Contact: Pammy Moore, 4343 Elgin St. Houston TX 77204 713-743-4392
Job Abstracts (Job Board)	0	no	https://jobabstracts.com/
Job Fair	0	no	Contact: Nikki Duncan, 3623 Cullen Blvd., Houston TX 77204, 713-743-7278
Job SparX	0	no	https://www.jobspax.com/
LinkedIn	7	no	private social media pushes: https://www.linkedin.com
Monster	2	no	https://www.monster.com/
Not Listed	0	no	not listed by applicant
NYC Public Radio Listserv	0	no	https://hotpodnews.com/the-radio-listserv-in-2020/
Other Explanation	0	no	n/a
Print Advertising	0	no	n/a
Public Media Jobs	0	no	https://jobs.current.org/print-and-digital 4499 Massachusetts Ave., NW STE LL05, Washington, D.C.
Referral	4	no	personal referral
States_Compliance	3	no	Contact: Nikki Duncan, 3623 Cullen Blvd., Houston TX 77204, 713-743-7278
Twitter (HPM Staffer)	1	no	https://twitter.com/houpublicradio
WorkInTexas (TWC)	2	no	Workforce Solutions 500 McKinney Houston TX 77002 www.workintexas.org
Hire a Hero	0	no	http://www.hireahero.org
Military1	0	no	https://www.military1.com
JOFAV	0	no	https://www.iofav.com
Juliu	0	no	http://www.juliu.com
CareerAlerts.com	0	no	http://www.careeralerts.com
Jobradar	0	no	http://www.jobradar.com
Jobcase	0	no	https://www.jobcase.com
RecruitABILITY	0	no	http://www.recruit-ability.com
US Diversity	0	no	https://www.usdiversity.com
African American Careers	0	no	https://www.africanamericancareers.org
African American Jobs	0	no	https://www.africanamericanjobs.org
Asian Careers	0	no	https://www.asiancareers.org
Asian Workforce	0	no	https://www.asianworkforce.com
Disability Careers	0	no	https://www.disabilitycareers.org
USD Veterans	0	no	https://www.usd-veterans.com
Veteran Careers	0	no	https://www.veterancareers.org
Veteran Jobs	0	no	https://www.veteranjobs.org
Gay Careers	0	no	https://www.gaycareers.org
Gay Jobs	0	no	https://www.gayjobs.org
Hispanic Careers	0	no	https://www.hispaniccareers.org
USD Hispanic Workforce	0	no	https://www.usd-hispanicworkforce.com
Hispanic Jobs	0	no	https://www.hispanicjobs.org
Native American Careers	0	no	https://www.nativeamericancareers.org/
Senior Careers	0	no	https://www.seniorcareers.org
Senior Jobs	0	no	https://www.seniorjobs.org
USD Working Women	0	no	https://www.usd-workingwomen.com
Womens Careers	0	no	https://www.womenscareers.org
Womens Jobs	0	no	https://www.womensjobs.org
US Diversity	0	no	https://usdiversity.net
US Diversity	0	no	https://www.usdiversity.org

Note: All job listings direct applicants to submit their applications through the UH Website
https://uhs.taleo.net/careersection/ex1_uhs/jobsearch.ft?lang=en&portal=8100120292

Table 1

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	May 4/21	EEO training for station management	On-line training for staff Virtual training for staff Virtual Public Media training for staff	All full-time employees are State of Texas required to complete the bi-annual EEO training with new employees required to complete within first 30 days of employment. NETA Professional Development Training Summer 2021	All station staff
2	2021-2022 (January and February 2022)	Participation in events sponsored by educational institutions relating to broadcasting career opportunities	Station tours explaining operations and career opportunities	KUHF/KUHT leads tours for Scouts, Middle Schools, High Schools and various other community organizations (average 5 weekly) January and February 2022 only due to Covid	Advancement & Customer Service Staff
3	1/21 - 5/21 6/21 - 8/21 9/21 - 12/21 1/22 - 5/22	College Work-Study Program (Internship Program)	College work study students assist the fundraising department in day-to-day operations and gain training and experiential learning opportunities in public media fundraising & development	Full time staff lead interns through weekly meetings & professional development workshops. Interns assist in the completion of fundraising projects, present materials & information, and meet industry professionals & speakers	Mary Ann Marrucci, CWS Manager, CWS Student 1
4	1/21 - 5/21 6/21 - 8/21 9/21 - 12/21 1/22 - 5/22	College Work-Study Program (Internship program)	College work study students assist HPM technology in research for projects, provide extra hands and support for a variety of facility and technology tasks and aid in the installation of equipment.	Full time technology staff lead students through weekly meetings, professional development, and assign hands-on I.T. and engineering tasks. Students also visit our TV and FM transmitter site.	Brian Wood, CWS Manager CWS Student 1 CWS Student 2 CWS Student 3
5	Tuesdays at 11am. Virtual conf call. with all staff	Diversity, Equity and Inclusion (Participation in other program designed to promote outreach generally)	All staff encouraged to get in involved and participate by providing suggestions and participating in activities aimed at promoting and supporting DEI initiatives	DEI staff training & feedback survey through Global Alliance Solutions UH HR Anti-bias training in Spring 2021 Created HPM Culture Committee	All station staff