Financial Reporting

Legal Forms

Grant Payments

Grantee Profile

SAS-TV \\ 1. Employment

Current Grantee View: KUHT-TV

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Employment

Change Section: 1. Employment

Show all data for: 2015 ▼

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1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1 ▼

Please enter the number of FULL-TIME TELEVISION and JOINT 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.

▼

Major Job Category / Job Code / Joint Employee	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000 - TV Only	0	0	0	0	0	0
Officials - 1000 - Joint	0	2	0	0	0	2
Managers - 2000 - TV Only	0	1	0	0	0	1
Managers - 2000 - Joint	0	0	0	0	3	3
Professionals - 3000 - TV Only	1	0	0	0	3	4
Professionals - 3000 - Joint	3	1	0	2	5	11
Technicians - 4000 - TV Only	0	0	0	0	0	0
Technicians - 4000 - Joint	0	0	0	0	0	0
Sales Workers - 4500 - TV Only	0	0	0	0	0	0
Sales Workers - 4500 - Joint	0	0	0	0	0	0
Office and Clerical - 5100 - TV Only	0	0	0	0	0	0
Office and Clerical - 5100 - Joint	3	3	0	0	6	12
Craftspersons (Skilled) - 5200 - TV Only	0	0	0	0	0	0
Craftspersons (Skilled) - 5200 - Joint	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300 - TV Only	0	0	0	0	1	1
Operatives (Semi-Skilled) - 5300 - Joint	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - TV Only	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - Joint	0	0	0	0	0	0
Service Workers - 5500 - TV Only	0	0	0	0	0	0
Service Workers - 5500 - Joint	0	0	0	0	0	0
Total	7	7	0	2	18	34

Joint Employee	Males	Males	Males	Males	Males	Total
Officials - 1000 - TV Only	0	0	0	0	0	0
Officials - 1000 - Joint	0	1	0	0	2	3
Managers - 2000 - TV Only	0	1	0	0	0	1
Managers - 2000 - Joint	0	1	0	0	2	3
Professionals - 3000 - TV Only	0	0	0	0	7	7
Professionals - 3000 - Joint	0	0	0	0	4	4
Technicians - 4000 - TV Only	0	1	0	1	7	9
Technicians - 4000 - Joint	0	0	0	0	2	2
Sales Workers - 4500 - TV Only	0	0	0	0	0	0
Sales Workers - 4500 - Joint	0	0	0	0	0	0
Office and Clerical - 5100 - TV Only	0	0	0	0	0	0
Office and Clerical - 5100 - Joint	1	3	0	0	1	5
Craftspersons (Skilled) - 5200 - TV Only	0	0	0	0	0	0
Craftspersons (Skilled) - 5200 - Joint	0	0	0	0	0	0
Operatives (Semi-Skilled) - 5300 - TV Only	1	0	0	0	0	1
Operatives (Semi-Skilled) - 5300 - Joint	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - TV Only	0	0	0	0	0	0
Laborers (Unskilled) - 5400 - Joint	0	0	0	0	0	0
Service Workers - 5500 - TV Only	0	0	0	0	0	0
Service Workers - 5500 - Joint	0	0	0	0	0	0
Total	2	7	0	1	25	35

Major Job Category / Job Code	Persons with Disabilities
Officials - 1000 - TV Only	0
Officials - 1000 - Joint	0
Managers - 2000 - TV Only	0
Managers - 2000 - Joint	0
Professionals - 3000 - TV Only	0
Professionals - 3000 - Joint	0
Technicians - 4000 - TV Only	0
Technicians - 4000 - Joint	0
Sales Workers - 4500 - TV Only	0
Sales Workers - 4500 - Joint	0
Office and Clerical - 5100 - TV Only	0
Office and Clerical - 5100 - Joint	0
Craftspersons (Skilled) - 5200 - TV Only	0
Craftspersons (Skilled) - 5200 - Joint	0
Operatives (Semi-Skilled) - 5300 - TV Only	0
Operatives (Semi-Skilled) - 5300 - Joint	0

Laborers (Unskilled) - 5400 - TV Only	0
Laborers (Unskilled) - 5400 - Joint	0
Service Workers - 5500 - TV Only	0
Service Workers - 5500 - Joint	0
Total	0

Please enter the gender and ethnicity of each person with disabilities listed above (e.g. 1 African American female).

1.2 Major Programming Decision Makers

Jump to question: 1.2 ▼

Of the full-time employees reported in Question 1.1, how many, including the station general manager, have responsibility for making major programming decisions?

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	Total
Female Major Programming Decision Makers	0	2	0	0	0	2
Male Major Programming Decision Makers	0	0	0	0	0	0
Total	0	2	0	0	0	2

Please report by gender and ethnic or racial group the headcount of full-time employees having responsibility for making major programming decisions. Include the station general manager if appropriate. Major programming decisions include decisions about program acquisition and production, program development, on-air program scheduling, etc. This item should result in a double-counting of some full-time employees; employees having the responsibility for making major programming decisions should be included in the counts for this item and again, by job category above, in the full-time employee Question 1.1.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3 ▼

Please enter the number of PART-TIME employees, both TV-only and Joint, 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.

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	1	0	0	1	2
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi- skilled) - 5300	1	0	0	0	4	5
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	1	1	0	0	5	7

Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000	0	0	0	0	0	0
Managers - 2000	0	0	0	0	0	0
Professionals - 3000	0	0	0	0	0	0
Technicians - 4000	0	0	0	0	0	0
Sales Workers - 4500	0	0	0	0	0	0
Office and Clerical - 5100	0	0	0	0	0	0
Craftspersons (Skilled) - 5200	0	0	0	0	0	0
Operatives (Semi- skilled) - 5300	1	0	0	0	6	7
Laborers (Unskilled) - 5400	0	0	0	0	0	0
Service Workers - 5500	0	0	0	0	0	0
Total	1	0	0	0	6	7

Major Job Category /	
Job Code	Persons with Disabilities
Officials - 1000	0
Managers - 2000	0
Professionals - 3000	0
Technicians - 4000	0
Sales Workers - 4500	0
Office and Clerical - 5100	0
Craftspersons (Skilled) - 5200	0
Operatives (Semi-skilled) - 5300	0
Laborers (Unskilled) - 5400	0
Service Workers - 5500	0
Total	0
448 45 5 4	

1.4 Part-Time Employment Jump to question: 1.4 V

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?

Number working less than 15 hours per week

Number working 15 or more hours per week 14

1.5 Full-Time Hiring Jump to question: 1.5 ▼

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.)

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

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000	0	0	1	0	1
Managers - 2000	0	1	0	0	1
Professionals - 3000	2	1	0	2	5

Technicians - 4000	0	0	0	0	0		
Sales Workers - 4500	0	0	0	0	0		
Office / Service Workers - 5100- 5500	2	3	2	1	8		
Total	4	5	3	3	15		
1.6 Full-Time and Part-Time Job	b Openings			Jump to q	uestion: 1.6 ▼		
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.							
Number of full-time and part-time job	openings				19		
1.7 Hiring Contractors				Jump to q	uestion: 1.7 ▼		
During the fiscal year, did you hire in	ndependent contractors to p	provide any of the follow	wing services?				
				Check a	all that apply		
None				Check a	all that apply		
				Check a			
Development Activities				Check a			
None Development Activities Legal Services Human Resources Services				Check a	✓		
Development Activities Legal Services				Check a	✓✓		
Development Activities Legal Services Human Resources Services				Check a			
Development Activities Legal Services Human Resources Services Accounting/Payroll Services				Check a			
Development Activities Legal Services Human Resources Services Accounting/Payroll Services Computer Operations				Check a			
Development Activities Legal Services Human Resources Services Accounting/Payroll Services Computer Operations		н	ave you comple	Check to the control of the control			

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Financial Reporting

Legal Forms

Grant Payments

Grantee Profile

SAS-TV \\ 2. Salary

Current Grantee View: **KUHT-TV**

Change Grantee: Change Grantee ▼

Salary

Change Section: 2. Salary ▼
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2.1 Average Salaries FULL TIME EMPLOYEES ONLY		Jump to question: 2.1 ▼		
	# of Employees	Avg. Ar	nual Salary	Average Tenure
Chief Executive Officer - TV Only		\$	0	0
Chief Executive Officer - Joint	1.00	\$	277,688	4
Chief Operations Officer - TV Only		\$		
Chief Operations Officer - Joint	2.00	\$	113,300	4
Chief Financial Officer - TV Only		\$		
Chief Financial Officer - Joint	1.00	\$	92,000	1
Publicity, Program Promotion Chief - TV Only	1.00	\$	73,061	2
Publicity, Program Promotion Chief - Joint		\$		
Communication and Public Relations, Chief - TV Only		\$		
Communication and Public Relations, Chief - Joint		\$		
Programming Director - TV Only		\$		
Programming Director - Joint		\$		
Production, Chief - TV Only		\$		
Production, Chief - Joint		\$		
Executive Producer - TV Only		\$		
Executive Producer - Joint		\$		
<u>Producer</u> - TV Only	2.00	\$	51,831	2
Producer - Joint		\$		
Director - (Television Production ONLY)	1.00	\$	63,860	3
<u>Development, Chief</u> - TV Only		\$		
Development, Chief - Joint		\$		
Member Services, Chief - TV Only		\$		
Member Services, Chief - Joint	1 00		61 800	
	1 00	đ	61 000	1

	1.00	₽	01,000	2
Membership Fundraising, Chief - TV Only		\$		
Membership Fundraising, Chief - Joint	1.00	\$	97,000	1
On-Air Fundraising, Chief - TV Only		\$		
On-Air Fundraising, Chief - Joint	1.00	\$	72,100	2
Auction Fundraising, Chief - TV Only		\$		
Auction Fundraising, Chief - Joint		\$		
<u>Underwriting, Chief</u> - TV Only		\$		
Underwriting, Chief - Joint	1.00	\$	82,400	2
Corporate Underwriting, Chief - TV Only		\$		
Corporate Underwriting, Chief - Joint		\$		
Foundation Underwriting, Chief - TV Only		\$		
Foundation Underwriting, Chief - Joint		\$		
Government Grants Solicitation, Chief - TV Only		\$		
Government Grants Solicitation, Chief - Joint		\$		
Operations and Engineering, Chief - TV Only		\$		
Operations and Engineering, Chief - Joint	1.00	\$	90,000	1
Engineering Chief - TV Only	1.00	\$	76,617	13
Engineering Chief - Joint		\$		
Broadcast Engineer 1 - TV Only		\$		
Broadcast Engineer 1 - Joint		\$		
Production Engineer - TV Only		\$		
Production Engineer - Joint		\$		
Facilities, Satellite and Tower Maintenance, Chief - TV Only		\$		
Facilities, Satellite and Tower Maintenance, Chief - Joint		\$		
Technical Operations, Chief - TV Only	1.00	\$	55,552	2
Technical Operations, Chief - Joint		\$		
Education, Chief - TV Only		\$		
Education, Chief - Joint		\$		
Information Technology, Director - TV Only		\$		
Information Technology, Director - Joint		\$		
Instructional Services Director - TV Only		\$		
Parent / Pre-School Coordinator - TV Only	1.00	\$	82,765	12
Volunteer Coordinator - TV Only		\$		
Volunteer Coordinator - Joint		\$		
News / Current Affairs Director - TV Only		\$		
News / Current Affairs Director - Joint		đ		

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Announcer / On-Air Talent - TV Only	1.00	\$ 69,650	3
Announcer / On-Air Talent - Joint	3.00	\$ 63,174	6
Reporter - TV Only		\$	
Reporter - Joint	1.00	\$ 54,128	3
<u>Cinema / Videographer</u> - TV Only	2.00	\$ 57,317	13
Video Film Editor - TV Only	1.00	\$ 50,000	2
<u>Unit / Studio Supervisor</u> - TV Only		\$	
Public Information Assistant - TV Only		\$	
Public Information Assistant - Joint		\$	
Broadcast Supervisor - TV Only		\$	
Broadcast Supervisor - Joint		\$	
Director of Continuity / Traffic - TV Only		\$	
Director of Continuity / Traffic - Joint	1.00	\$ 49,730	5
Events Coordinator - TV Only		\$	
Events Coordinator - Joint	1.00	\$ 45,192	2
Web Administrator/Web Master - TV Only		\$	
Web Administrator/Web Master - Joint	1.00	\$ 69,650	2
Total	27.00	1,748,815	87
	Have y	ou completed this Section?	O Yes No
Back	Cancel		Next
_	Back to Main		
	Duen io main		

Change Grantee: Change Grantee ▼ **Governing Board** PRINT: This Page OR Entire Survey Change Section: 3. Governing Board **GET HELP WITH: Instruction Guide** Show all data for: 2015 ▼ 3.1 Governing Board Method of Selection Jump to question: 3.1 ▼ 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: Ex-Officio (Automatic membership because of another office held) 0 Appointed by government legislative body (including school board) 10 or other government official (e.g. governor) Elected by community/membership Elected by board of directors itself (self-perpetuating body) Other (please specify below)

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

Jump to question: 3.2 ▼

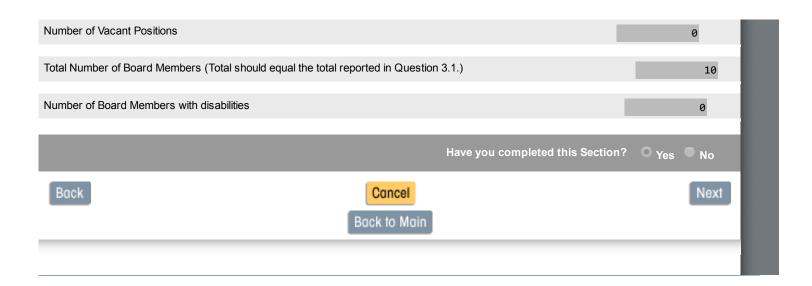
10

3.2 Governing Board Members

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.

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

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	Total
Female Board Members	0	1	0	0	1	2
Male Board Members	1	0	0	1	6	8
Total	1	1	0	1	7	10





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Financial Reporting

Legal Forms

Grant Payments

Grantee Profile

SAS-TV \\ 4. Qualitative Evaluation

Current Grantee View:

KUHT-TV

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Qualitative Evaluation

Change Section: 4. Qualitative Evaluation ▼

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This Page OR Entire Survey

2) GET HELP WITH: Instruction Guide

4.1 Local Community Outreach

Jump to question: 4.1 ▼

In what local community outreach or educational activities has your station been involved this year that supports unserved or underserved audiences? Please describe in detail: outcomes, audience served, community response.

TV8 coordinates with more than 1,000 schools across 42 counties for the second largest spelling bee in the country. The effort starts at the beginning of the school year and concludes with a live broadcast of the top 55 spellers from the diverse region. HPM hosted a documentary screening and panel discussion with community partners and experts on The Homestretch - a film that sheds light on the experiences of being a homeless youth in high school. For 20 years, HPM has presented a writing contest for children in the hugely diverse Houston region. HPM also conducted hundreds of station tours, the majority of them dedicated to different children's groups including Boy Scouts and Girl Scouts.

4.2 Production Activity

Jump to question: 4.2 ▼

In what production activity has you station been involved that supports unserved or underserved audiences?

TV 8 works in close partnership with sister stations News 88.7 and Classical 91.7 to cover important educational stories across all platforms.TV 8 produces local programs that serve all Houstonians. In fiscal year 2014, programs like Red White and Blue covered women in politics and the mayoral election. The program added a digital initiative called Political Perspectives that expanded the topics covered to serve the greater Houston Community.

4.3 Program Content in Other Languages

Jump to question: 4.3 ▼

Do you provide program content in languages other than English? If so, please list your services in this area

Houston Public Media broadcasts Vme, the first and only Spanish broadcast television network in association with public television stations created for the United States Hispanic market. Vme runs on Houston Public Media's digital channel 8.3.

4.4 Governance Structure

Jump to question: 4.4 ▼

Please describe your station's governance structure. Please include information about your station's Board of Directors, Advisory Boards or Panels, Community Boards or Panels, and the Committee Structure under each of these entities.

Your response should include but is not limited to:

What are the direct and indirect reporting relationships?

What committees are active and what is their function?

Does your Board have an Audit and Finance Committee?

What are the roles and responsibilities of these Boards, Panels and/or Committees? Etc.

The Board of Regents is the governing body of the University of Houston System as authorized by the Texas Legislature according to Section 111.11 of the Texas Education Code. The Board of Regents is the licensee. The Board has fiduciary responsibility for the station as well as the University. The station reports to the board via upper administration of the University (Asst. Vice Chancellor/Vice President for Outreach & University Planning). The BOR consists of the Executive Committee and three standing committees...Academic and Student Affairs, University Advancement and Administration and Finance. The Administration and Finance reviews the station's annual audit and also approves the station's annual budget.

4.5 Community Outreach

Jump to question: 4.5 ▼



CPB is interested in learning more about stations' significant activities planned for the upcoming year - both broadcast and beyond broadcast. What types of on-air programs and off-air activities are you planning in the upcoming year that will connect your station more closely with your community? What goals are you setting in conjunction with these initiatives, and how will you measure your success?

Houston Public Media plans to continue community screenings of national productions that are important to our audience and general community. HPM intends to increase its commitment to arts&culture coverage and hold an event to convene the smaller to mid-size arts&culture groups who struggle with resources yet are so vital to the fabric of the greater Houston region. In the area of education, HPM is looking to expand into the area of sharing content on PBS learning media especially in the area of arts&culture.





SAS-TV \\ 5. Journalists

Current Grantee View: **KUHT-TV**

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Journalists

Change Section: 5. Journalists

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5.1 Journalists Jump to question: 5.1 V

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.

Job Title	Full Time	Part Time	Contract	Male	Female	African- American	Hispanic	Native- American	Asian/ Pacific	White, Non- Hispanic	Other
News Director	0	0	0	0	0	0	0	0	0	0	0
Assistant News Director	0	0	0	0	0	0	0	0	0	0	0
Managing Editor	0	0	0	0	0	0	0	0	0	0	0
Senior Editor	0	0	0	0	0	0	0	0	0	0	0
Editor	0	0	0	0	0	0	0	0	0	0	0
Executive Producer	0	0	0	0	0	0	0	0	0	0	0
Senior Producer	0	0	0	0	0	0	0	0	0	0	0
Producer	5	0	0	1	4	1	0	0	1	3	0
Associate Producer	0	0	0	0	0	0	0	0	0	0	0
Reporter/Producer	0	0	0	0	0	0	0	0	0	0	0
Host/Reporter	0	0	0	0	0	0	0	0	0	0	0
Reporter	0	0	0	0	0	0	0	0	0	0	0
Beat Reporter	0	0	0	0	0	Ø	0	0	0	0	0
Anchor/Reporter	0	0	0	0	0	0	0	0	0	0	0
Anchor/Host	3	0	0	3	0	0	0	0	0	3	0
Videographer	0	0	0	0	0	0	0	0	0	0	0
Video Editor	0	0	0	0	0	0	0	0	0	0	0
Other positions											

