

Grantee Information	
ID	1874
Grantee Name	KUHT-TV
City	Houston
State	TX
Licensee Type	University

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.		

1.1 Employment of Full-Time Television and Joint Employees							Jump to question: 1.1
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	
Officials - 1000 - Joint					1	1	
Managers - 2000 - TV Only		1				1	
Managers - 2000 - Joint	2	1			1	4	
Professionals - 3000 - TV Only	1				1	2	
Professionals - 3000 - Joint		1		1	1	3	
Technicians - 4000 - TV Only					1	1	
Technicians - 4000 - Joint						0	
Sales Workers - 4500 - TV Only						0	
Sales Workers - 4500 - Joint						0	
Office and Clerical - 5100 - TV Only					0	0	
Office and Clerical - 5100 - Joint		3			3	6	
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	3	6	0	1	8	18	

1.1 Employment of Full-Time Television and Joint Employees							Jump to question: 1.1
Major Job Category / Job Code / Joint Employee	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total	
Officials - 1000 - TV Only						0	
Officials - 1000 - Joint					1	1	
Managers - 2000 - TV Only		1			1	2	
Managers - 2000 - Joint		1			2	3	
Professionals - 3000 - TV Only					2	2	
Professionals - 3000 - Joint	1	1			7	9	
Technicians - 4000 - TV Only				1	2	3	
Technicians - 4000 - Joint		2	1		5	8	
Sales Workers - 4500 - TV Only						0	
Sales Workers - 4500 - Joint						0	
Office and Clerical - 5100 - TV Only						0	
Office and Clerical - 5100 - Joint				1		1	

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	1	5	1	2	20	29

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1

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

1.1 Employment of Full-Time Television and Joint Employees

Jump to question: 1.1

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		1				1
Male Major Programming Decision Makers					2	2
Total	0	1	0	0	2	3

1.2 Major Programming Decision Makers

Jump to question: 1.2

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.

1.3 Employment of Part-Time Television and Joint Employees

Jump to question: 1.3

Major Job Category / Job Code	African American Females	Hispanic Females	Native American Females	Asian/Pacific Females	White, Non-Hispanic Females	Total
Officials - 1000						0
Managers - 2000						0
Professionals - 3000						0
Technicians - 4000	1	1			2	4
Sales Workers - 4500						0
Office and Clerical - 5100	3	4		1	1	9
Craftspersons (Skilled) - 5200						0
Operatives (Semi-skilled) - 5300						0
Laborers (Unskilled) - 5400	1					1
Service Workers - 5500						0
Total	5	5	0	1	3	14

1.3 Employment of Part-Time Television and Joint Employees						Jump to question: 1.3
Major Job Category / Job Code	African American Males	Hispanic Males	Native American Males	Asian/Pacific Males	White, Non-Hispanic Males	Total
Officials - 1000						0
Managers - 2000						0
Professionals - 3000						0
Technicians - 4000	1	1			7	9
Sales Workers - 4500						0
Office and Clerical - 5100		3		1		4
Craftspersons (Skilled) - 5200						0
Operatives (Semi-skilled) - 5300						0
Laborers (Unskilled) - 5400		1				1
Service Workers - 5500						0
Total	1	5	0	1	7	14

1.3 Employment of Part-Time Television and Joint Employees		Jump to question: 1.3
Major Job Category / Job Code	Persons with Disabilities	
Officials - 1000		
Managers - 2000		
Professionals - 3000		
Technicians - 4000		
Sales Workers - 4500		
Office and Clerical - 5100		
Craftspersons (Skilled) - 5200		
Operatives (Semi-skilled) - 5300		
Laborers (Unskilled) - 5400		
Service Workers - 5500		
Total	0	

1.4 Part-Time Employment	Jump to question: 1.4
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: 1.4
Number working less than 15 hours per week	0

1.4 Part-Time Employment	Jump to question: 1.4
Number working 15 or more hours per week	28

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.)	

1.5 Full-Time Hiring	Jump to question: 1.5
No full-time employees were hired (check here if applicable)	<input type="checkbox"/>

1.5 Full-Time Hiring	Jump to question: 1.5
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Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000					0
Managers - 2000	1				1
Professionals - 3000	3				3
Technicians - 4000					0
Sales Workers - 4500					0
Office / Service Workers - 5100-5500					0
Total	4	0	0	0	4

1.6 Full-Time and Part-Time Job Openings

Jump to question: 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.

1.6 Full-Time and Part-Time Job Openings

Jump to question: 1.6

Number of full-time and part-time job openings

15

1.7 Hiring Contractors

Jump to question: 1.7

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

1.7 Hiring Contractors

Jump to question: 1.7

Check all that apply

None

☐

Development Activities

☒

Legal Services

☒

Human Resources Services

☐

Accounting/Payroll Services

☒

Computer Operations

☒

Engineering

☒

Comments

Question	Comment
No Comments for this section	

2.1 Average Salaries FULL TIME EMPLOYEES ONLY

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
<u>Chief Executive Officer</u> - TV Only		\$	
Chief Executive Officer - Joint	1.00	\$ 288,906	6
<u>Chief Operations Officer</u> - TV Only		\$	
Chief Operations Officer - Joint	1.00	\$ 137,891	5
<u>Chief Financial Officer</u> - TV Only		\$	
Chief Financial Officer - Joint	1.00	\$ 65,205	1
<u>Publicity, Program Promotion Chief</u> - TV Only		\$	
Publicity, Program Promotion Chief - Joint	1.00	\$ 80,325	4
<u>Communication and Public Relations, Chief</u> - TV Only		\$	
Communication and Public Relations, Chief - Joint		\$	
<u>Programming Director</u> - TV Only	1.00	\$ 81,689	2
Programming Director - Joint		\$	
<u>Production, Chief</u> - TV Only		\$	
Production, Chief - Joint	1.00	\$ 95,472	26
<u>Executive Producer</u> - TV Only		\$	
Executive Producer - Joint		\$	
<u>Producer</u> - TV Only	5.00	\$ 56,606	14
Producer - Joint	3.00	\$ 60,432	7
<u>Director - (Television Production ONLY)</u>		\$	
<u>Development, Chief</u> - TV Only		\$	
Development, Chief - Joint		\$	
<u>Member Services, Chief</u> - TV Only		\$	
Member Services, Chief - Joint	1.00	\$ 85,728	5
<u>Membership Fundraising, Chief</u> - TV Only		\$	0

Membership Fundraising, Chief - Joint		\$	0
<a href="#">On-Air Fundraising, Chief</a> - TV Only		\$	0
On-Air Fundraising, Chief - Joint	1.00	\$	47,628
<a href="#">Auction Fundraising, Chief</a> - TV Only		\$	
Auction Fundraising, Chief - Joint		\$	
<a href="#">Underwriting, Chief</a> - TV Only		\$	
Underwriting, Chief - Joint		\$	
<a href="#">Corporate Underwriting, Chief</a> - TV Only		\$	
Corporate Underwriting, Chief - Joint		\$	
<a href="#">Foundation Underwriting, Chief</a> - TV Only		\$	
Foundation Underwriting, Chief - Joint		\$	
<a href="#">Government Grants Solicitation, Chief</a> - TV Only		\$	
Government Grants Solicitation, Chief - Joint		\$	
<a href="#">Operations and Engineering, Chief</a> - TV Only		\$	
Operations and Engineering, Chief - Joint		\$	
<a href="#">Engineering Chief</a> - TV Only		\$	
Engineering Chief - Joint	1.00	\$	84,957
<a href="#">Broadcast Engineer 1</a> - TV Only		\$	
Broadcast Engineer 1 - Joint	3.00	\$	56,069
<a href="#">Production Engineer</a> - TV Only		\$	
Production Engineer - Joint		\$	
<a href="#">Facilities, Satellite and Tower Maintenance, Chief</a> - TV Only		\$	
Facilities, Satellite and Tower Maintenance, Chief - Joint	1.00	\$	74,635
<a href="#">Technical Operations, Chief</a> - TV Only	1.00	\$	57,796
Technical Operations, Chief - Joint		\$	
<a href="#">Education, Chief</a> - TV Only	1.00	\$	70,704
Education, Chief - Joint		\$	
<a href="#">Information Technology, Director</a> - TV Only		\$	
Information Technology, Director - Joint	1.00	\$	55,156
<a href="#">Instructional Services Director</a> - TV Only		\$	
<a href="#">Parent / Pre-School Coordinator</a> - TV Only		\$	
<a href="#">Volunteer Coordinator</a> - TV Only		\$	
Volunteer Coordinator - Joint		\$	
<a href="#">News / Current Affairs Director</a> - TV Only		\$	
News / Current Affairs Director - Joint		\$	
<a href="#">Announcer / On-Air Talent</a> - TV Only		\$	
Announcer / On-Air Talent - Joint		\$	
<a href="#">Reporter</a> - TV Only		\$	
Reporter - Joint		\$	
<a href="#">Cinema / Videographer</a> - TV Only		\$	
<a href="#">Video Film Editor</a> - TV Only		\$	
<a href="#">Unit / Studio Supervisor</a> - TV Only	1.00	\$	62,424
<a href="#">Public Information Assistant</a> - TV Only		\$	
Public Information Assistant - Joint		\$	
<a href="#">Broadcast Supervisor</a> - TV Only		\$	
Broadcast Supervisor - Joint		\$	
<a href="#">Director of Continuity / Traffic</a> - TV Only	1.00	\$	47,507
Director of Continuity / Traffic - Joint		\$	
<a href="#">Events Coordinator</a> - TV Only		\$	
Events Coordinator - Joint	1.00	\$	61,775
<a href="#">Web Administrator/Web Master</a> - TV Only		\$	
Web Administrator/Web Master - Joint	1.00	\$	73,174
<b>Total</b>	<b>28.00</b>		<b>1,643,479</b>

Comments

Question	Comment
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Question

Comment

No Comments for this section

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:

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

9

3.1 Governing Board Method of Selection

Jump to question: 3.1

Elected by community/membership

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

3.1 Governing Board Method of Selection

Jump to question: 3.1

Other (please specify below)

1

3.1 Governing Board Method of Selection

Jump to question: 3.1

non-voting governor appointed student regent

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

10

3.2 Governing Board Members

Jump to question: 3.2

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: 3.2

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

3.2 Governing Board Members

Jump to question: 3.2

	African American	Hispanic	Native American	Asian / Pacific	White, Non-Hispanic	Total
Female Board Members		1			1	2
Male Board Members	1			2	5	8
Total	1	1	0	2	6	10

3.2 Governing Board Members

Jump to question: 3.2

Number of Vacant Positions

0

3.2 Governing Board Members

Jump to question: 3.2

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

10

3.2 Governing Board Members

Jump to question: 3.2

Number of Board Members with disabilities

0

Comments

Question

Comment

No Comments for this section

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 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. For 22 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. HPM hosted a series of town hall discussions and documentary screenings with community partners and experts on the Houston Latino community, Vietnam and teacher Story Slam.

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 our digital properties to cover important educational stories across all platforms.TV 8 produces local programs that serve all Houstonians. In fiscal year 2017, Red White and Blue covered the presidential election. HPM also has a digital initiative called Party Politics that expanded political topics covered to serve the greater Houston Community. HPM hosted a series of town hall discussions and documentary screenings with community partners and experts on Latino diversity, the Houston Vietnam Community and Title 1 (At Risk) Students and Educators. HPM also airs children's programming 24x7x365 on the 8.3 digital sub channel.

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

No content in other languages

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 University of Houston 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?

The Houston Public Media Spelling Bee will welcome 50 students and their families to the station for a 2-part broadcast /community event . Through the eyes of young, black students, witness an extraordinary history of higher learning. In the multi-platform initiative, "Legacies," Houston Public Media explores the origins of two historically black universities: Prairie View A&M and Texas Southern University. The project includes an intimate television special featuring today's young minds and the generations that helped pave their way, a series of radio in-depths on the show "Houston Matters" and a live stream star-studded panel discussion with the director of "Tell Them We Are Rising: The Story of Black Colleges And Universities." We'll reboot Arts Insight, a popular arts & culture series with a new look and fresh, modern graphics. The show will remain a weekly series that highlights 2, local arts stories each week and mixes these with some of the best art stories from around the country. Ernie Manouse will host the show but Tomeka Weatherspoon will have a visible presence in the program. In the intimate video series, "Stories That Shape Us," famous Houstonians reveal the books, characters and words that changed their lives. These are short features, captured in personal or comfortable settings – just an exceptional person and their favorite story in hand. We take a look back at the storm, its aftermath and the city's response. The world watched as thousands of people lost their homes and property. We will evaluate questions including: "How has the city changed?"; "What lessons were learned?"; and "Where did the relief money go?". With the help from the news department, and in conjunction with the hurricane podcast series, HPM will oversee the production of a series of stories addressing those questions. Houston is a melting pot of international flavors. In a half-hour television special, a local foodie enters the kitchens of families from India, Vietnam and Mexico, getting a taste of some of the cuisine that helped re-define Houston. We will continue with a revamped Houston Public Media Spelling Bee and Writers' Contest

Comments

Question	Comment
No Comments for this section	

5.1 Journalists

Jump to question: 5.1

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.

5.1 Journalists										
Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	
News Director										
Assistant News Director										
Managing Editor										
Senior Editor										
Editor										
Executive Producer	1			1						
Senior Producer	4			3	1					
Producer	3			2	1	1				
Associate Producer										
Reporter/Producer										
Host/Reporter										
Reporter										
Beat Reporter										
Anchor/Reporter										
Anchor/Host										
Videographer	2	11		9	4	1	2			
Video Editor	1			1						1
Other positions not already accounted for										
Total	11	11	0	16	6	2	2	0		1

Comments

Question	Comment
No Comments for this section	