

Grantee Information	
ID	1627
Grantee Name	KUHF-FM
City	Houston
State	TX
Licensee Type	University

1.1 Employment of Full-Time Radio Employees	Jump to question: 1.1
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: 1.1
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		1					1
Managers - 2000					1		1
Professionals - 3000	2	2	0	1	7		12
Technicians - 4000							0
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftpersons (Skilled) - 5200							0
Operatives (Semi-Skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
Total	2	3	0	1	8	0	14

1.1 Employment of Full-Time Radio 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	More Than One Race Males	Total
Officials - 1000							0
Managers - 2000	1	1	0	0	7		9
Professionals - 3000	1	1	0	0	11		13
Technicians - 4000					1		1
Sales Workers - 4500							0
Office and Clerical - 5100							0
Craftpersons (Skilled) - 5200							0
Operatives (Semi-Skilled) - 5300							0
Laborers (Unskilled) - 5400							0
Service Workers - 5500							0
Total	2	2	0	0	19	0	23

1.1 Employment of Full-Time Radio Employees		Jump to question: 1.1
Major Job Category / Job Code / Joint Employee	Persons with Disabilities	
Officials - 1000		
Managers - 2000		
Professionals - 3000		
Technicians - 4000		
Sales Workers - 4500		
Office and Clerical - 5100		
Craftpersons (Skilled) - 5200		
Operatives (Semi-Skilled) - 5300		

Laborers (Unskilled) - 5400

Service Workers - 5500

Total

0

1.1 Employment of Full-Time Radio 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

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.

1.2 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?

1.2 Major Programming Decision Makers

Jump to question: 1.2

	African American	Hispanic	Native American	Asian/Pacific	White, Non-Hispanic	More Than One Race	Total
Female Major Programming Decision Makers				1	2		3
Male Major Programming Decision Makers	1	0	0	0	6		7
Total	1	0	0	1	8	0	10

1.3 Employment of Part-Time Radio Employees

Jump to question: 1.3

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: 1.3

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							0
Managers - 2000							0
Professionals - 3000		1					1
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	1	0	0	0	0	1

1.3 Employment of Part-Time Radio 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	More Than One Race Males	Total
Officials - 1000							0
Managers - 2000							0
Professionals - 3000					1		1
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	0	0	0	1	0	1

1.3 Employment of Part-Time Radio 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	2

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)

☐

Major Job Category / Job Code	Minority Female	Non-Minority Female	Minority Male	Non-Minority Male	Total
Officials - 1000					0
Managers - 2000		0	1		1
Professionals - 3000		1	1		2
Technicians - 4000					0
Sales Workers - 4500					0
Office / Service Workers - 5100-5500			0		0
Total	0	1	2	0	3

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

1

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

Underwriting solicitation related activities	<input checked="" type="checkbox"/>
Direct Mail	<input checked="" type="checkbox"/>
Telemarketing	<input checked="" type="checkbox"/>
Other development activities	<input checked="" type="checkbox"/>
Legal services	<input checked="" type="checkbox"/>
Human Resource services	<input type="checkbox"/>
Accounting/Payroll	<input type="checkbox"/>
Computer operations	<input type="checkbox"/>
Website design	<input type="checkbox"/>
Website content	<input type="checkbox"/>

Broadcasting engineering	<input checked="" type="checkbox"/>
Engineering	<input checked="" type="checkbox"/>
Program director activities	<input checked="" type="checkbox"/>
None of the above	<input type="checkbox"/>

Comments

Question	Comment
	The Covid 19 pandemic resulted in huge revenue shortfalls for FY '20 and '21. HPM was proactive in this expense budget planning for the current year and as a result, reduced staff. We eliminated 7 vacant positions and 9 full-time positions.
	The Covid 19 pandemic resulted in huge revenue shortfalls for FY '20 and '21. HPM was proactive in this expense budget planning for the current year and as a result, reduced staff. We eliminated 7 vacant positions and 9 full-time positions. In addition, 2 staff retired.

2.1 Corporate Management

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer	1.00	\$ 306,684	9
Chief Executive Officer - Joint		\$ 0	0
Chief Operations Officer		\$	
Chief Operations Officer - Joint	1.00	\$ 168,000	8
Chief Financial Officer		\$	
Chief Financial Officer - Joint		\$	
Chief Digital Media Operations		\$	
Chief Digital Media Operations - Joint	1.00	\$ 150,930	1

2.1 Corporate Management

Jump to question: 2.1

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

2.2 Communication and Promotions

Jump to question: 2.2

Publicity, Program Promotion Chief	1.00	\$ 97,736	7
Publicity, Program Promotion Chief - Joint	3.00	\$ 68,176	17
Communication and Public Relations, Chief		\$	
Communication and Public Relations, Chief - Joint		\$	

2.2 Communication and Promotions

Jump to question: 2.2

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

2.3 Programming and Productions

Jump to question: 2.3

Programming Director		\$	
Programming Director - Joint		\$	
Production, Chief		\$	
Production, Chief - Joint		\$	
Executive Producer	3.00	\$ 91,774	11
Executive Producer - Joint	1.00	\$ 93,000	2
Producer	4.00	\$ 61,686	11
Producer - Joint	8.00	\$ 53,146	7

2.3 Programming and Productions

Jump to question: 2.3

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

2.4 Development and Fundraising

Jump to question: 2.4

Development, Chief		\$	
Development, Chief - Joint		\$	
Member Services, Chief		\$	
Member Services, Chief - Joint		\$	
Membership Fundraising, Chief		\$	
Membership Fundraising, Chief - Joint	1.00	\$ 39,832	1
Major Giving Fundraising Chief		\$	
Major Giving Fundraising Chief - Joint	1.00	\$ 90,480	5
On-Air Fundraising, Chief		\$	
On-Air Fundraising, Chief - Joint		\$	
Auction Fundraising, Chief		\$	
Auction Fundraising, Chief - Joint		\$	

2.4 Development and Fundraising

Jump to question: 2.4

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

2.5 Underwriting and Grant SolicitationJump to question: **2.5** ▼

Underwriting, Chief		\$		
Underwriting, Chief - Joint		\$		
Corporate Underwriting, Chief		\$		
Corporate Underwriting, Chief - Joint	1.00	\$	91,800	3
Foundation Underwriting, Chief		\$		
Foundation Underwriting, Chief - Joint		\$		
Government Grants Solicitation, Chief		\$		
Government Grants Solicitation, Chief - Joint		\$		

2.5 Underwriting and Grant SolicitationJump to question: **2.5** ▼

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

2.6 Broadcast Engineering and Information TechnologyJump to question: **2.6** ▼

Operations and Engineering, Chief		\$		
Operations and Engineering, Chief - Joint	1.00	\$	92,000	24
Engineering Chief		\$		
Engineering Chief - Joint	1.00	\$	60,000	1
Broadcast Engineer 1		\$		
Broadcast Engineer 1 - Joint	2.00	\$	53,892	6
Production Engineer	3.00	\$	42,080	11
Production Engineer - Joint		\$		
Facilities, Satellite and Tower Maintenance, Chief		\$		
Facilities, Satellite and Tower Maintenance, Chief - Joint	1.00	\$	102,249	26
Technical Operations, Chief		\$		
Technical Operations, Chief - Joint	2.00	\$	70,586	23
Information Technology, Director		\$		
Information Technology, Director - Joint	1.00	\$	92,000	2
Web Administrator/Web Master		\$		
Web Administrator/Web Master - Joint	1.00	\$	76,129	18

2.6 Broadcast Engineering and Information TechnologyJump to question: **2.6** ▼

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

2.7 Journalists, Announcers, Broadcast and TrafficJump to question: **2.7** ▼

News / Current Affairs Director	1.00	\$	116,732	13
News / Current Affairs Director - Joint		\$		
Music Director		\$		
Music Librarian/Programmer		\$		
Announcer / On-Air Talent	6.00	\$	71,616	7
Announcer / On-Air Talent - Joint		\$		
Reporter	7.00	\$	57,293	4
Reporter - Joint		\$		
Public Information Assistant		\$		
Public Information Assistant - Joint	3.00	\$	22,000	14
Broadcast Supervisor		\$		
Broadcast Supervisor - Joint	1.00	\$	68,838	6
Director of Continuity / Traffic		\$		
Director of Continuity / Traffic - Joint		\$		

2.7 Journalists, Announcers, Broadcast and TrafficJump to question: **2.7** ▼

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

2.8 Education and Community EngagementJump to question: **2.8** ▼

Education, Chief		\$		
Education, Chief - Joint	1.00	\$	73,560	21
Volunteer Coordinator		\$		

Volunteer Coordinator - Joint		\$		
Events Coordinator		\$		
Events Coordinator - Joint		\$		
Section 2. Average Salary Totals	57.00	\$	2312219	258

2.8 Education and Community Engagement

Jump to question: 2.8

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: 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)

0

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)

10

3.1 Governing Board Method of Selection

Jump to question: 3.1

Elected by community/membership

0

3.1 Governing Board Method of Selection

Jump to question: 3.1

Other (please specify below)

0

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

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	More Than One Race	Total
Female Board Members					1	0	1
Male Board Members	1	2	0	1	5	0	9
Total	1	2	0	1	6	0	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 Community Outreach Activities

Jump to question: 4.1

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: 4.1

	Yes/No
Produce public service announcements?	No
Did the public service announcements have a specific, formal component designed to be of special service to the educational community?	No
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?	No
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?	Yes
Host community events (e.g. benefit concerts, neighborhood festivals)?	No
Did the community events have a specific, formal component designed to be of special service to the educational community?	No
Did the community events have a specific, formal component designed to be of special service to the minority community and/or diverse audiences?	No
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?	No
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 commerical 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
No Comments for this section	

5.1 Radio Programming and Production

Jump to question: 5.1

Instructions and Definitions:

5.1 Radio Programming and Production

Jump to question: 5.1

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.)

	For National Distribution	For Local Distribution/All Other	Total
Music (announcer in studio playing principally a sequence of musical recording)	0	0	0
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)	0	75	75
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)	0	800	800
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)	0	0	0
All Other (incl. sports and religious — Do NOT include fundraising)	0	0	0
Total	0	875	875

5.1 Radio Programming and Production

Jump to question: 5.1

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: 5.1

Approx Number of Original Program Hours

195

Comments

Question

Comment

No Comments for this section

6.1 Telling Public Radio's Story

Jump to question: 6.1

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 2020. 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 2020 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: 6.1

1. Describe your overall goals and approach to address identified community issues, needs, and interests through your station's vital local services, such as multiplatform 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.

see local content service report

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.

see local content service report

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.

see local content service report

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 2020, and any plans you have made to meet the needs of these audiences during Fiscal Year 2021. If you regularly broadcast in a language other than English, please note the language broadcast.

see local content service report

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?

see local content service report

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										
Job Title	Full Time	Part Time	Contract	Male	Female	African-American	Hispanic	Native-American	Asian/Pacific	
News Director	1	0	0	1	0	0	0	0	0	
Assistant News Director										
Managing Editor										
Senior Editor										
Editor										
Executive Producer	4			3	1	1				
Senior Producer	2			1	1					
Producer	5			2	3	0	2		1	
Associate Producer										
Reporter/Producer										
Host/Reporter										
Reporter	5			1	4					
Beat Reporter										
Anchor/Reporter										
Anchor/Host										
Videographer										
Video Editor										
Other positions not already accounted for										
Total	17	0	0	8	9	1	2	0	1	

Comments

Question

Comment

HPM reorganized due to the pandemic. Part of this reduction in force also included shifting all journalist to radio and digital efforts. For the reporting period, all HPM journalist worked specifically on Radio and digital efforts due to our TV studios being closed and remote working efforts. The SAS-Radio survey 7.1 reflects this shift in resources.

https://isis.cpb.org/Survey/Printing.aspx?sabssas=2&secnum=1000

8/8