

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	More Than One Race Females	Total	
Officials - 1000 - TV Only							0	
Officials - 1000 - Joint		1			1		2	
Managers - 2000 - TV Only	0						0	
Managers - 2000 - Joint	1	2		1	1		5	
Professionals - 3000 - TV Only	0					0	0	
Professionals - 3000 - Joint	1	3	0	2	0	0	6	
Technicians - 4000 - TV Only				0	0		0	
Technicians - 4000 - Joint	0				1		1	
Sales Workers - 4500 - TV Only							0	
Sales Workers - 4500 - Joint							0	
Office and Clerical - 5100 - TV Only	0				0		0	
Office and Clerical - 5100 - Joint	1				1	0	2	
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	3	4	0	16	

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	More Than One Race Males	Total	
Officials - 1000 - TV Only							0	
Officials - 1000 - Joint	2				1		3	
Managers - 2000 - TV Only							0	
Managers - 2000 - Joint	1	1			9		11	
Professionals - 3000 - TV Only						0	0	
Professionals - 3000 - Joint	1	1		1	4		7	
Technicians - 4000 - TV Only					0		0	
Technicians - 4000 - Joint		1			4		5	
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	4	3	0	1	18	0	26

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	1
Managers - 2000 - TV Only	
Managers - 2000 - Joint	1
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	2

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	More Than One Race	Total
Female Major Programming Decision Makers		2			0		2
Male Major Programming Decision Makers	1				2	0	3
Total	1	2	0	0	2	0	5

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	More Than One Race Females	Total
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	0	0	0	0	0	0

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	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 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	

1.4 Part-Time Employment	Jump to question: 1.4
Number working 15 or more hours per week	1

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			1		1
Managers - 2000	1	0	0	2	3
Professionals - 3000	4	1		0	5
Technicians - 4000	0	1			1
Sales Workers - 4500			0		0
Office / Service Workers - 5100-5500		1			1
Total	5	3	1	2	11

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

11

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
	HPM Reduced staff related to the pandemic. The 2020 report reflected these reduced positions. In 2021, HPM has slowly started to grow television staffing to support local content and production.
	HPM Reduced staff related to the pandemic. The 2020 report reflected these reduced positions. In 2021, HPM has slowly started to grow television staffing to support local content and production.

2.1 Corporate Management

Jump to question: 2.1

	# of Employees	Avg. Annual Salary	Average Tenure
Chief Executive Officer - TV Only		\$	
Chief Executive Officer - Joint	1.00	\$ 316,018	10
Chief Operations Officer - TV Only		\$	0
Chief Operations Officer - Joint	1.00	\$ 171,360	8
Chief Financial Officer - TV Only		\$	
Chief Financial Officer - Joint	1.00	\$ 105,924	1
Chief Digital Media Operations - TV Only		\$	
Chief Digital Media Operations - Joint	1.00	\$ 150,000	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 - TV Only		\$	
Publicity, Program Promotion Chief - Joint	1.00	\$ 100,000	7
Communication and Public Relations, Chief - TV Only		\$	
Communication and Public Relations, Chief - Joint	1.00	\$ 60,000	1

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 - TV Only		\$	
Programming Director - Joint		\$	

Production, Chief - TV Only		\$	0	0
Production, Chief - Joint	1.00	\$	104,293	28
Executive Producer - TV Only	1.00	\$	92,000	2
Executive Producer - Joint		\$		
Producer - TV Only	4.00	\$	68,874	16
Producer - Joint		\$		
Director - (Television Production ONLY)		\$		

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 <div>Jump to question: 2.4</div>				
Development, Chief - TV Only		\$		
Development, Chief - Joint		\$		
Member Services, Chief - TV Only		\$		
Member Services, Chief - Joint	1.00	\$	91,800	5
Membership Fundraising, Chief - TV Only		\$		
Membership Fundraising, Chief - Joint	1.00	\$	56,460	4
Major Giving Fundraising Chief - TV Only		\$		
Major Giving Fundraising Chief - Joint		\$	0	
On-Air Fundraising, Chief - TV Only		\$		
On-Air Fundraising, Chief - Joint		\$		
Auction Fundraising, Chief - TV Only		\$		
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 Solicitation <div>Jump to question: 2.5</div>				
Underwriting, Chief - TV Only		\$		
Underwriting, Chief - Joint		\$		
Corporate Underwriting, Chief - TV Only		\$		
Corporate Underwriting, Chief - Joint	1.00	\$	91,800	4
Foundation Underwriting, Chief - TV Only		\$		
Foundation Underwriting, Chief - Joint		\$		
Government Grants Solicitation, Chief - TV Only		\$		
Government Grants Solicitation, Chief - Joint		\$		

2.5 Underwriting and Grant Solicitation

Jump to question: 2.5

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

2.6 Broadcast Engineering and Information Technology <div>Jump to question: 2.6</div>				
Operations and Engineering, Chief - TV Only		\$		
Operations and Engineering, Chief - Joint	1.00	\$	93,840	4
Engineering Chief - TV Only		\$		
Engineering Chief - Joint		\$		
Broadcast Engineer 1 - TV Only		\$		
Broadcast Engineer 1 - Joint	2.00	\$	67,220	24
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	\$	68,838	6
Technical Operations, Chief - Joint		\$		
Information Technology, Director - TV Only		\$		
Information Technology, Director - Joint		\$	0	
Web Administrator/Web Master - TV Only		\$		
Web Administrator/Web Master - Joint	2.00	\$	69,425	12

2.6 Broadcast Engineering and Information Technology

Jump to question: 2.6

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

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: 2.7

News / Current Affairs Director - TV Only		\$		
News / Current Affairs Director - Joint		\$		
Announcer / On-Air Talent - TV Only		\$		
Announcer / On-Air Talent - Joint		\$		
Reporter - TV Only		\$		
Reporter - Joint		\$		
Cinema / Videographer - TV Only		\$		
Video Film Editor - TV Only		\$		
Unit / Studio Supervisor - 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		\$		

2.7 Journalists, Announcers, Broadcast and Traffic

Jump to question: 2.7

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

2.8 Education and Community Engagement

Jump to question: 2.8

Education, Chief - TV Only		\$		
Education, Chief - Joint	1.00	\$	74,200	22
Instructional Services Director - TV Only		\$		
Parent / Pre-School Coordinator - TV Only		\$		
Volunteer Coordinator - TV Only		\$		
Volunteer Coordinator - Joint		\$		
Events Coordinator - TV Only		\$		
Events Coordinator - Joint		\$		
Section 2. Average Salary Totals	22.00		1,782,052	155

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)

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)

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)

3.1 Governing Board Method of Selection

Jump to question: 3.1

3.1 Governing Board Method of Selection

Jump to question: 3.1

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

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		1
Male Board Members	1	2		1	5		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 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.

See Local Content Services Report.

4.2 Production Activity

Jump to question: 4.2

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

See Local Content Services Report.

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

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.

Houston Public Media is a community service of and licensed by the University of Houston, which is governed by the University of Houston System Board of Regents. The University of Houston's governance policy is enumerated in its MAPP Policies and Procedures. The UH Board of regents has an audit and finance committee and HPM reports audit findings through this committee annually.

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?

See Local Content Services Report.

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										
Senior Producer										
Producer										
Associate Producer										

Reporter/Producer										
Host/Reporter										
Reporter										
Beat Reporter										
Anchor/Reporter										
Anchor/Host										
Videographer										
Video Editor										
Other positions not already accounted for										
Total	0	0	0	0	0	0	0	0	0	0

Comments

Question	Comment
No Comments for this section	