

KBOO Radio Policy		Hiring Committee Composition
Rev. Date: 032007	Prepared by: AWD	POLICY # 53

Hiring Committee Composition

The Station Manager shall appoint the hiring committees for regular non-temporary non-interim staff vacancies. The committee shall be 4 or 5 participants. The composition shall be:

- Station Manager (or designee)
- 1-2 Board Members.
- 1-2 Volunteers
- 1 Staff Member

The board may choose to appoint board member(s) to the committee or may delegate appointment to Station Manager.

At least two of the members shall be women, and at least two shall be people of color. The hires shall be made in accordance with KBOO's Affirmative Action policies.

The Station Manager (or his or her designee) shall chair the committee. The Station Manager must approve all hires.

This policy replaces all previous Board policies on hiring committee composition, including KBOO's Equal Employment Opportunity / Affirmative Action Plan, Section VIII(A)(1).

This policy does not apply to the Station Manager position that is selected and hired by the Board of Directors. This policy does not apply to interim, temporary or independent contractor positions that are appointed by the Station Manager.

Adopted by the Board of Directors – 012798, amended – 042404 and 032007.