

## Minutes WBAI LSB GM PD Search Committee Meeting 10-1-24

Present – Jim Dingeman, Eleanor Elizabeth Forman, Gloria Guillo, Alejandrina Murphy, Katherine O’Sullivan, Cerene Roberts, Michael D.D. White

Absent – Simon Fitzgerald, Sally Gellert

Also Present – CAL 678, James Sagurton, Janet, Steve Listening, M. Kay Williams

8:18 pm ET The meeting was convened by Michael D.D. White, acting as pro tem chair, a quorum being present.

Timekeeper identified as Gloria Guillo and there was no objection.

8:26 pm ET Discussion of the proposed agenda

1. Convene meeting,
2. Identify timekeeper
3. Adopt agenda
4. Roll call
5. Election of pro-tem officers, chair and secretary, until election of chair and secretary is complete
6. How and where to advertise availability of positions, what salaries to offer (10 min)
7. Consider changes to job descriptions (10 min)
8. Timeline, sequence of hiring, and priorities (15 min)
9. Budget for this search (10 min)
10. Set next meeting date
11. Adjourn

The Committee discussed this agenda which passed without objection.

Nominations were called for pro tem chair:

- Michael D.D. White – Self nominated
- Eleanor Elizabeth Forman – Self nominated

Nominations were closed by acclaim.

Roll call vote was called and the result was 4 for Michael, 2 for Eleanor and 1 abstention.

Nominations were requested for pro tem secretary.

- M. Kay Williams was nominated by M. D.D. White

8:37 pm ET There were no other nominations or objections to closing nominations and M. Kay Williams was elected pro tem secretary by acclaim.

Discussion where to advertise:

Highlights:

- On Air and on the WBAI and Pacifica websites

- The trade publication “The Current,” where a lot of Pacifica openings are advertised
- Outreach to the affiliates
- Outreach to journalism departments of colleges and universities, with a particular emphasis on recruiting Asians, Latinos, and other Peoples of Color
- NEBJ
- NFCB
- Podcasts
- “AI in the Newsroom” and other new media job sites in the journalism schools
- Focus on CUNY, NYU, and Columbia
- Re-instate the WBAI Newsletter?

8:51 pm ET Motion (Jim Dingeman) To extend this discussion 4 minutes.

The Committee continued to discuss advertising strategies.

- It was noted that you can list salary ranges in ads.
- From the job descriptions, it was suggested that we list \$60-80K for GM and \$50-60K for PD.
- If we advertise a more modest salary, we might attract more public-spirited people.

8:57 pm ET The committee began to discuss job descriptions.

Highlights:

- The printed ones are outdated. For example, they list “ability to supervise staff.” At the time they were written, we had over 25 administrative employees. Now we have only two.
- It also requires the physical ability to lift 40 pounds. Is that appropriate for management?
- There was a discussion whether one person wearing many hats would draw applicants or repel them: it might look good on a resume to list additional responsibilities. On the other hand, it wouldn’t add hours to your day.

9:06 pm ET Motion (Jim Dingeman) To extend the time of the meeting so we can go on to the next topics, timeline and budget. Passed without objection.

The Committee began to discuss Timeline, Sequence of Hiring, and Priorities

Highlights:

- If we want the decision to be made by the present Board, we need to complete interviews and decisions by 11/13, the last meeting of the present Board, so the Board can approve them before we recommend them to the ED.
- Can we do a part of that meeting as an executive session?
- It would be better to bring it to the ED by 11/6. That gives us 5 weeks.
- Dec 11 is the first meeting of the new Board. How will that affect the membership of this committee. Will we have to get a new resolution passed and have new elections?
- It would be best to hire the GM slightly before the PD, since it’s the GM who actually hires the PD, according to the bylaws.

- It depends on how successful we are with our ads, and whether there are any financial surprises.

9:18 pm ET Motion (Jim Dingeman) To extend the meeting 3 minutes.

Amendment (Cerene Roberts) To extend the meeting 5 minutes. The amendment and then the original motion passed as amended, both without objection.

The Committee continued to discuss the timeline.

#### Highlights

- On the question of the composition of this committee, 2 are up for re-election, 1 is term-limited. We may need to add 2 or 3 new people.
- The new Board can declare us an ad hoc committee which means we can continue with the present composition until our work is done.
- Either way is OK.

9:23 pm ET The Board discussed the budget.

#### Highlights

- The ballpark for the PD search committee a couple of years ago was \$1200.
- We can ask \$1500-2000 since we are looking to fill two places.
- Jim Dingeman volunteered to look into advertising costs. We should go with free ads first, but there may be some costs. Most ads aren't in newspapers anymore but online and run 3-4 weeks. He will consult Stephanie Wells, the ED, because she has had experience advertising Pacifica jobs. We might even go to Craig's List.
- All five stations now have interim General Managers, some volunteer. The ED may have another agenda in mind for WBAI management.

9:28 pm ET The Committee set next meeting date for Tuesday 10-8-24 at 7 pm ET.

9:32 pm ET The Committee adjourned.

Submitted by M. Kay Williams, pro-tem secretary