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The Associated Students of the University of Montana

Resolution Creating the KBGA Assistant Program Director Position and Amending KBGA Personnel Policy

August 4th, 2016

SB12-16/17

Authored by: Chase Greenfield, ASUM Business Manager; Brenna Love, ASUM Senator;
Christian Mu, KBGA General Manager;

Sponsored by:

Whereas, The Associated Students of the University of Montana (ASUM) is bound by its Personnel Policy;

Whereas, KBGA, the student-run radio station, is an ASUM Agency and therefore bound to ASUM’s Personnel Policy;

Whereas, ASUM Personnel Policy lists the KBGA Program Director as the KBGA “Programming Director”;

Whereas, the KBGA Program Director is currently compensated for 80 hours of work per month (20 hours per week) according to ASUM Personnel Policy;

Whereas the KBGA Program Director is responsible for creating, coordinating, and managing ALL programing content for the entire KBGA radio station;

Whereas, the KBGA Program Director trains over 200 individual volunteer disc jockeys and maintains responsibility for the organization when volunteers do not fulfill their obligations;

Whereas, the KBGA Program Director is frequently working excessive overtime hours, without compensation from KBGA, to maintain the quality of KBGA’s program throughout the year;

Whereas, the current KBGA Program Director pay is financially insufficient to maintain an employee, as the Programming Director needs to be able to work extra odd-hours throughout the week- currently without pay;

Whereas, the KBGA Program Director is on call 24 hours a day, seven days a week and has a KBGA issued cell phone to respond to urgent calls or community complaints at any time during the day;

Whereas, the KBGA Program Director monitors all broadcasts throughout the day to ensure Federal Communications Commission (FCC) compliance and is accountable for FCC violations;

Whereas, in the last ASUM Election, KBGA successfully passed a student fee increase, raising the radio fee to $7.00 from $6.00;

Whereas, this fee increase will account for approximately $20,000 in increased revenue for the 2017 Fiscal Year;
Whereas ASUM Personnel Policy is out of date and contains KBGA positions that no longer exist, and omits many new positions and renames as well;

Whereas, the following KBGA positions currently exist, and have already been budgeted for, but are not listed under ASUM Personnel Policy: KBGA Office Manager, KBGA Productions Engineer, KBGA Volunteer Coordinator, KBGA Underwriting Coordinator, KBGA Media Director;

Whereas, the KBGA Business Manager and the KBGA Underwriting Coordinator are currently being paid commission at a rate that varies between 10-20%, but this commission rate is not listed in the most recent version of ASUM Personnel Policy;

Therefore, Let It Be Resolved, the KBGA Programming Director be renamed to the KBGA Program Director in ASUM Fiscal Policy;

Therefore, Let It Further Be Resolved, that a new position be added under KBGA in Personnel Policy with the title of Assistant Program Director with a 40 base monthly hours;

Therefore, Let It Further Be Resolved, that section 4.612.1 be added to Personnel Policy with the following language:

4.612.1 Assistant Program Director: The Assistant Program Director (APD) shall be responsible for all secondary needs of the Program Director (PD) including filling shows, working with the Volunteer Coordinator on DJ related projects, and monitoring the overall status of programming. The Assistant Program Director shall report to the Program Director, and shall take on other delegated responsibilities as requested by the PD.

Therefore, Let It Further Be Resolved, that the Sports Director position be removed from ASUM Personnel Policy, as this position no longer exists;

Therefore, Let It Further Be Resolved, that the “Office Manager” position be added to ASUM Personnel Policy with 80.00 set monthly hours;

Therefore, Let It Further Be Resolved, that the “Productions Engineer” position be added to ASUM Personnel Policy with 80.00 set monthly hours;

Therefore, Let It Further Be Resolved, that the “Volunteer Coordinator” position be added to ASUM Personnel Policy with 80.00 set monthly hours;

Therefore, Let It Further Be Resolved, that the “Underwriting Coordinator” position be added to ASUM Personnel Policy with 40.00 set monthly hours and a commission rate at 15% of sales collection;

Therefore, Let It Further Be Resolved, that the “News Director” position in ASUM Personnel Policy be renamed to “Media Director”;
Therefore, Let It Further Be Resolved, that the KBGA “Business Manager” position include a commission rate at 15% of sales collection;

Passed by Committee: __________________________, 2016
Passed by ASUM Senate: __________________________, 2016

______________________________, ______________________
Kaitlin Hopingardner Elizabeth Engebretson,
Chair of Relations & Affairs Chair of the Senate