

2006 Report of the Management Review Committee

The 2006 Management Review Committee (MRC) is comprised of eight LSB members (Lydia Brazon, Israel Feuer, Sherna Gluck (chair), Jan Goodman, Sonali Kolhatkar, Alan Minsky, Margaret Prescod, Don White and 2 non-LSB listener members: Jane Halleran and Roger Zimmerman). During its 2006 term, the committee completed its work in evaluating both the GM and PD, as mandated in the bylaws.

The committee sought to cast a wide net and include both paid and unpaid staff in the process in addition to the LSB. To expeditiously survey this large a group (over 250 people), a decision was made to contract a survey company to administer the MRC-created questionnaire online. Several companies were queried but only PERSEUS was able to assure the security and confidentiality that we felt was necessary. Although the majority of potential respondents in each evaluation process were invited to participate online, those for whom we were unable to obtain valid email addresses were sent hard copy to their mailing address.

Even though the return rates of the unpaid staff were low (26% on the GM survey and 24% on the PD survey), most members of the committee felt that the inclusion of the unpaid staff nevertheless was very important. In turn, many of the unpaid staff expressed their appreciation at being included in the process. In addition to including the large pool of unpaid staff, for the first time, all communication in the PD survey process was bilingual in English and Spanish, and all respondents were given the option of completing the survey (in hard copy) in Spanish.

The GM Evaluation report for the period 1/01/05-6/30/06 was submitted to the LSB in Executive Session on 8/12/06, during which the GM also presented her Self Evaluation. As a follow up to the GM review, the following two motions were passed by the LSB in Executive Session and subsequently read into the public record:

Be it resolved that the KPFK LSB recommends that the GM will work within a more democratic, consensus-based structure at the station. That democratic structure will be decided upon at a later meeting of the LSB and the GM to take place within 2 weeks of this meeting.

In order to continue work with the GM on issues raised both in the 2005 and 2006 LSB review and her self-evaluation, we move that the LSB re-affirm the process outlined in Don White's motion of 4/15/06 mandating and authorizing the Management Review Committee to begin a series of meetings with the GM. These meetings may be called and arranged **by either the committee or the GM and will be limited to elected LSB Members with an invitation to participate extended to other members of the LSB. The purpose of these meetings is to clarify issues, eliminate misunderstandings, and assess goals. These meetings may begin immediately.**

The PD Evaluation report for the period 1/01/05-9/30/06 was completed on 12/10/06 and is being submitted to the LSB in Executive Session on 12/16/06. Any motions that legally can be disclosed will be read into the public record.