

ASNE Board of Directors Meeting
April 9, 1991 -- Westin Hotel, Boston

The meeting was called to order by president Burl Osborne. Those present at appropriate times during the day-long meeting included:

Board members:

Burl Osborne, Dallas Morning News, president
David Lawrence Jr., Miami Herald, vice president
Seymour Topping, New York Times Co., secretary
James Squires, treasurer
Larry Allison, Long Beach (Calif.) Press-Telegram
Jay Ambrose, Rocky Mountain News, Denver
Linda Grist Cunningham, The Daily Record, Parsippany, N.J.
John Driscoll, Boston Globe
Gregory Favre, Sacramento (Calif.) Bee
Al Fitzpatrick, Knight-Ridder, Inc., Miami
Loren F. Ghiglione, The News, Southbridge, Mass.
Robert Giles, Detroit News
Jane Healy, Orlando (Fla.) Sentinel
William Hilliard, Portland Oregonian
William B. Ketter, Quincy (Mass.) Patriot Ledger
Susan Miller, Scripps Howard, Cincinnati
Ted Natt, Longview (Wash.) Daily News
Jean Otto, Rocky Mountain News, Denver

Committee leaders:

William Breisky, Cape Cod Times, Hyannis, Mass. - Disabilities, chair
Ellen Goodman, Boston Globe - Writing Awards, vice chair
John F. Greenman, Akron (Ohio) Beacon Journal - Minorities, chair
Robert Haiman, The Poynter Institute, St. Petersburg, Fla. - International
Communication, vice chair
David V. Hawpe, Louisville (Ky.) Courier-Journal - Minorities, vice chair
James Herman, Ottaway Newspapers - Membership, chair
Alan Horton, Naples (Fla.) Daily News - Ethics, vice chair
C.W. Johnson, Nashville Tennessean - Human Resources, chair
Literacy, vice chair
Karen Jurgensen, USA Today - Literacy, chair
Beverly Kees, Fresno (Calif.) Bee - Nominations, vice chair
Craig Klugman, Fort Wayne (Ind.) Journal-Gazette - Bulletin, vice chair
Lawrence Kramer, San Francisco Examiner - Press/Bar, chair
Scott McGehee, Lexington (Ky.) Herald-Leader - Future of Newspapers, chair
Tim McGuire, Minneapolis Star Tribune - Press/Bar, vice chair
Robert McGruder, Detroit Free Press - Education for Journalism, vice chair
Marcia McQuern, Riverside (Calif.) Press-Enterprise - Human Resources,
vice chair
Irene Nolan, Louisville (Ky.) Courier-Journal - Bulletin, chair
Geneva Overholser, Des Moines (Iowa) Register - FOI, chair
Peter Prichard, USA Today - Convention Program, chair
Edward Seaton, Manhattan (Kan.) Mercury - International Communication, chair
John Seigenthaler, Nashville Tennessean/USA Today - First Amendment, chair

ASNE legal counsel:

Richard M. Schmidt, Cohn and Marks

ASNE staff:

Lee Stinnett, executive director
 Elise Burroughs, publications director
 Neil Foote, minority affairs director

Mr. Osborne noted that the absence of board member Arnold Rosenfeld, Cox Newspapers, was due to illness. He also called attention to the resignation of ASNE treasurer Jim Squires, who is no longer employed by a newspaper.

The minutes of the fall board meeting were approved.

Mr. Stinnett in his executive director's report said that negotiations were under way with the Grand Hyatt of Washington, in response to the board's decision in the fall to explore an alternative to the J.W. Marriott. The initial Hyatt proposal was not very attractive, and the staff will explore the matter in the coming months.

In the absence of ASNE Foundation president Burleigh, Mr. Stinnett reported that roughly \$1 million was in the foundation's bank accounts as of January 31, 1991, of which \$672,143 was undesignated. The foundation continues to invest its funds conservatively in certificates of deposit, with one-third of the money invested long-term, one-third mid-term, and one-third short-term.

Mr. Lawrence, vice president, noted that 16 committees have been appointed for 1991-92, each of which has been asked to maintain a strong focus on diversity. The ASNE board will meet November 7-9 in Miami, and ASNE will sponsor a fact-finding trip to South America, departing at the conclusion of the board meeting from Miami.

The secretary's report indicated there have been six deaths and 38 resignations and ineligibilities since the board met in October. Mr. Topping reported that seven members have requested transfer to the retired rolls. Seventeen applicants were elected on the spring mail ballot, including two reinstatements. Three applications were held for discussion, and two were rejected in the executive session (see below), resulting in a spring membership total of 970, 787 active and 183 retired. Details of the secretary's report follow.

Elected on spring mail ballot (17)

Over 25,000 circulation

Douglas C. Clifton, executive editor, Miami Herald
 Terry R. Eberle, editor, Shreveport (La.) Times
 Michael J. Finney, executive editor, Omaha (Neb.) World-Herald
 Michael E. Hanke, editor, Canton (Ohio) Repository
 John A. Kirkpatrick III, editor, Harrisburg (Pa.) Patriot-News
 Bruce W. Kyse, editor, Santa Rosa (Calif.) Press Democrat
 Brian A. Mertz, managing editor, Ogden (Utah) Standard-Examiner
 Eric Newton, managing editor, Oakland (Calif.) Tribune
 Joel P. Rawson, deputy executive editor/news, Providence (R.I.)
 Journal-Bulletin
 Cliff G. Schechtman, managing editor, Wilkes-Barre (Pa.) Times Leader
 (reinstatement)
 Alan T. Sorensen, editorial page editor, Roanoke (Va.) Times & World-News
 Ruth Walker, deputy editor, Christian Science Monitor, Boston
 Allison W. Walzer, editor, Wilkes-Barre (Pa.) Times Leader
 Norman E. Webster, editor-in-chief, Gazette, Montreal, Quebec

10,000 to 25,000 circulation

Thomas Giordano, executive editor, Corriere-Canadese, Toronto, Ontario

(reinstatement)

Robert L. Harris, editor, Journal of Commerce, New York

Under 10,000 circulation

John A. Kerr, managing editor, Lincoln (Ill.) Courier

Deaths (6)

Wright Bryan, retired, Clemson, S.C.

Janet Chusmir, executive editor, Miami Herald

James Clendinen, retired, Tampa, Fla.

Thomas Gerber, retired, Concord, N.H.

Stuart Rose, editor, Union City (N.J.) Hudson Dispatch

Jack Swift, executive editor, Columbus (Ga.) Ledger-Enquirer

Resignations and ineligibilities (38):

Leroy Aarons, senior v.p/news, Oakland (Calif.) Tribune; resigned, left paper, no longer eligible

Gale Baldwin, editor, Trenton (N.J.) Trentonian; resigned, economic conditions

Robert Beck, editor, San Pedro (Calif.) News-Pilot; resigned, no reason given

George Bevan, retired, Bradenton, Fla.; resigned, no reason given

David Bradley Jr., editor and president, St. Joseph (Mo.) News-Press and

Gazette; resigned, George Lockwood will be their member

Tamra Brittingham, managing editor, Dover Delaware State News; resigned, no reason given

Michael M. Connell, executive editor, Port Huron (Mich.) Times Herald;

resigned, "cannot contemplate the prospect of staff layoffs without first cutting every possible line-item expense"

Mary Dedinsky, managing editor, Chicago Sun-Times; resigned, economics

John Epperheimer, asst. managing editor, San Jose (Calif.) Mercury-News;

resigned, leaving paper and will take job outside of industry

Stanford Erickson, editor, Journal of Commerce, N.Y.; resigned, became general manager and will have new editor join

Pic Firmin, executive editor, Biloxi (Miss.) Sun Herald; resigned, no reason given

William Florence, executive editor, Salem (Ore.) Statesman Journal; resigned, economic climate

Edward Frede, editor, Danbury (Conn.) News-Times; resigned, economy

Robert Frump, managing editor, Journal of Commerce, N.Y.; resigned, became assistant general manager, no longer qualified

James Gannon, bureau chief, Detroit News; resigned, "no longer has a real reason to remain active"

Richard Garvey, associate publisher, Springfield (Mass.) Newspapers; resigned, no longer involved in news operations and cannot justify in these economic times

J. Scott Gibson, managing editor, Augusta (Maine) Kennebec Journal; resigned, tough year financially

Robert Hull, editor, Owen Sound (Ontario) Sun Times; resigned, new duties, no longer qualified

William Johnson, editor, Fontana (Calif.) Herald-News; resigned, elected to membership Oct. 90, paper subsequently closed

William T. Kennedy, general manager, Middletown (N.Y.) Times Herald-Record; resigned, no longer eligible

Bruce McIntyre, publisher, Pontiac (Mich.) Oakland Press; resigned, tight times and inactive status

Michael Parman, editor, Santa Rosa (Calif.) Press Democrat; resigned, now general manager

Chris Powell, managing editor, Manchester (Conn.) Journal Inquirer; resigned, no reason given

Antonio Quinones-Calderon, associate editor, El Mundo, San Juan, Puerto Rico; dropped, left paper and went with magazine

Harris Rayl, publisher, Salina (Kan.) Journal; resigned, budgetary reasons

Donald W. Reynolds, publisher, Fort Smith (Ark.) Southwest Times-Record; resigned, Jack Moseley will be their only member

Earl Richert, retired, Evansville, Ind.; resigned, health reasons

H.L. Schwartz III, general manager, chief executive officer, and publisher, Trenton (N.J.) Trentonian; resigned, no reason given

Robert B.J. Small, editor, Gettysburg (Pa.) Times; resigned, budget constraints

Anthony Snow, editorial page editor, Washington Times; dropped, now presidential speechwriter, no longer eligible

Harry Sonneborn, retired, Milwaukee, Wis.; resigned, no reason given

Gillian Steward, managing editor, Calgary (Alberta) Herald; dropped, left paper and has not responded to inquiries about what she's doing now

John Troan, retired, Pittsburgh, Pa.; resigned, "fewer of the active members are familiar and there seems to be no role for retirees in the organization"

Elwood M. Wardlow, retired, Sarasota, Fla.; resigned, "it's time to hang up the spikes"

Robert C. Weaver, managing editor, Antioch (Calif.) Daily Ledger; dropped, left paper and could not get forwarding address

Edson Whipple, managing editor, Toledo Blade; dropped, now teaching, no longer eligible

Ernest Williamson, executive editor, Houston Post; resigned, no reason given

Susan Slobojan Wyland, deputy managing editor/features, Detroit News; dropped, is now a magazine editor

Transfers to retired rolls (7):

Will Fehr, Salt Lake City Tribune

Arthur Gelb, New York Times

William Hornby, Denver Post

Gene Roberts, Philadelphia Inquirer

A.N.Romm, Ottaway Newspapers

Peter Silberman, Washington Post

James Whyte, United Press International

Transfers to other papers:

Mary Kay Berenson, Salina (Kan.) Journal, to editor and publisher, Hays (Kan.) Daily News

David Burgin, Houston Post, to executive editor, Alameda Newspapers, Hayward, Calif.

John Carroll, Lexington (Ky.) Herald-Leader, to editor, Baltimore Sun

Louis Heldman, Knight-Ridder Inc., to executive editor, Tallahassee Democrat

James Herman, editor, Traverse City (Mich.) Record-Eagle, to associate director of newsroom services, Ottaway Newspapers

Albert Johnson, Gary (Ind.) Post-Tribune, to executive editor, Columbus (Ga.) Ledger-Enquirer

Sandra Keyes, Philadelphia Daily News, to executive editor, Long Beach (Calif.) Press-Telegram

Nelson Lampe, York (Pa.) Dispatch, to assistant managing editor, Fresno (Calif.) Bee

William McIlwain, Sarasota (Fla.) Herald-Tribune, to senior editor, New York Times Regional Group, Wilmington, N.C.

Anne Saul, Pensacola (Fla.) News Journal, to news systems editor, Gannett Co. Inc., Arlington, Va.

James E. Shelledy, Moscow Idahonian, to editor, Salt Lake City Tribune

James Vesely, Sacramento Union, to associate editor, Seattle Times

Currently unaffiliated/lost/status pending:

Caesar Andrews, teaching sabbatical at Grambling State

Bill Barnard, director of public affairs

Theodore Beitchman

Jim Bellows, offering retired

Dorothy Bland, USA Today, to assistant to publisher, Rockford (Ill.)

Register Star

William E. Brooks

Tal Campbell

Hugh Cunningham, offered retired

Thomas Driscoll, offering retired

Marcie Ersoff, leave of absence

Charles Ferguson, left paper

Tom Geyer

Randall Hatch

Deborah Howell, St. Paul (Minn.) Pioneer Press, Washington bureau chief, Newhouse Newspapers

Ron Minard, left paper

Robert Ritter, Gannett Co. Inc., to editor, Gannett News Service

Berl Schwartz, York (Pa.) Daily Record, to Washington bureau chief,

United Press International, on teaching assignment at Univ. of Oklahoma

James Squires, left paper

Bob Stiff, left paper

Darrow Tully, writing re eligibility

Charles Ward, former executive editor, Portsmouth (N.H.) Herald, now editorial consultant, Thomson Newspapers

Jeffrey Webb, left paper

William Wild, offered retired

D. Ray Wilson, offered retired

The Nominations Committee met in New Orleans in January, Mr. Allison reported, and produced a slate of candidates for the board election. Attendance at the meeting was excellent, and the list of candidates was announced in compliance with the bylaws requirements.

Mr. Topping said the Restructuring Committee met the previous day to hear reports from subcommittees that are studying various aspects of ASNE operations. He said the work of the committee is going very well and a detailed report will be made at the fall board meeting.

The membership was invited to submit ideas, but there were not many responses. Many feel that there is a need to make changes in ASNE, he said. Among the ideas that have been proposed are more efficient use of the board members, better shaping of the committee work, economical use of meetings, and a more effective way to rally editorial support for the resolutions adopted by the board.

A proposal has been made to increase cooperation with other organizations through a council of presidents. Ralph Langer, current APME president, has suggested that the group meet once a year, perhaps at the APME meeting. The recommendations of the council would be subject to review by the boards of the various organizations.

Mr. Topping reported on the developments associated with the Booz-Allen study of ANPA, NAB and other industry associations. A new marketing association will assume the work of a half dozen or so

existing organizations in the advertising and marketing area. The current study supported by ANPA and NAB is an attempt to rationalize and better focus newspaper activities in the marketing area.

The publishers are taking a hands-off policy toward the news/editorial organizations. "At the same time, their draconian travel policies are having a drastic effect on news/editorial associations. Some organizations are more dependent on convention income than ASNE, which gets half of its revenues from sources other than convention fees," Mr. Topping said.

Mr. Stinnett reported that he had met with representatives of the Booz-Allen firm which is advising the publishers association in the restructuring of the industry's marketing associations. The creation of a "back shop" organization to handle membership, financing, meeting planning, printing and other functions is planned. ASNE will have an opportunity to use the resources of the new operation on a voluntary basis. Mr. Stinnett said that he was proceeding cautiously in reviewing the options available to the Society.

Ms. Cunningham asked if these developments amounted to a "hostile takeover." Mr. Topping said that the changes in the marketing associations were the result of "pressure on the expense side." He said there is a lack of appreciation for all that ASNE is doing in key areas such as freedom of information, minorities and journalism education. It is incumbent on ASNE to educate the publishers and to assure them that "our house is in order." He added: "ASNE is in pretty good shape. We should view the current developments more as an opportunity than as a threat."

Mr. Topping moved that ASNE's president, or a designated board member, be authorized to participate in the proposed council of presidents of news/editorial associations and that the deliberations of the council be subject to approval by the board. The motion was seconded and approved.

In the absence of ASNE treasurer Squires at the time, Mr. Stinnett highlighted the Society's financial status. The projection for 1990-91 on the attached spread sheet now indicates a deficit of \$114,000 for ASNE in 1991, he noted. This is principally due to low attendance at the convention. ASNE has been notified that we will receive a \$5,000 gift from Knight-Ridder, to help out in these hard times.

Mr. Lawrence presented the proposed budget for 1991-92, which was previously distributed to the board. He noted that the initial workup by the staff indicated an anticipated deficit of \$124,000. The challenge of constructing a 1991-92 budget was to avoid taking steps for the short term that would cripple us in the long term, he said.

The proposed budget calls for an increase of \$25 in dues for active members and \$5 for retired members. Income from grants would be increased, with ASNEF paying \$2,500 more (total of \$7,500) to reimburse ASNE for administrative costs associated with the foundation. Additional foundation grants (total of \$58,000) would be applied to the administrative cost of the minorities program. A 50/50 cost-sharing is proposed for the ASNE funds and foundation grants. This will require approval of the ASNE Foundation board, but Mr. Lawrence said that the president of the foundation has been consulted and he supports the proposals.

Convention fees would be raised \$50 for active members, \$100 for guests, and \$20 for spouses. Registration fees for educators and retired members remain at the 1991 level. The Miami Herald/Knight-Ridder and the Washington Post will sponsor the evening receptions at next year's convention, a \$50,000 windfall for ASNE.

A number of cuts are anticipated on the expense side:

- The budget for board and committee meetings was cut by \$10,000 to \$7,000. Fewer committee meetings are anticipated due to travel restraints, and expenses will be kept at a minimum for other events.
- The Bulletin budget anticipates fewer pages and less color.

- Economies will be instituted for the Proceedings.
- The executive director's membership in the National Press Club will be cancelled.
- The cost of additional office space (about \$4,250) was not included in the rent item.
- Staff travel will be curtailed for a \$6,000 savings.

A motion was made, seconded and approved to adopt the proposed budget calling for income and expenses amounting to \$793,000.

The board reviewed its policy regarding exhibits of outside groups during the convention. Mr. Topping noted that New Directions for News canceled its plans to mount a display of editorial innovations at the convention, due to cost considerations. As an alternative, an illustrated report will be prepared for distribution by NDN to ASNE members. The purpose of the exhibit was in no way to solicit support for NDN, said Mr. Topping.

Mr. Favre, as incoming chair of the convention program, was asked to propose a resolution regarding the Society's policy for having exhibits during the convention.

The board went into executive session. Mr. Hilliard was elevated to secretary and Mr. Favre was named treasurer-designate.

The following resolution was adopted:

The Board of Directors of the American Society of Newspaper Editors wishes to express to Lee Stinnett, upon completion of 10 years of service to ASNE, its gratitude, friendship and respect for his outstanding service to the members and aims of the society.

The board took action on several membership matters:

- Mr. Squires was elected a Distinguished Service member. The board declined to accept the application of Shakil Rahman of the Jang Group in Pakistan. The secretary was instructed to inform Mr. Rahman that the Society cannot admit him under the present bylaws, but that the board is reviewing the policy regarding foreign members. In the meantime, he is invited to participate in the convention as a guest and he can subscribe to ASNE publications.
- The board also rejected the application of Robert Trounson, editor of Stars and Stripes.
- It approved the application of Hunter George, director of editorial development for Thomson Newspapers. The board voted to retain in active member status Deborah Howell, editor, Newhouse News Service and Washington Bureau chief, Newhouse Newspapers, and Bob Ritter, editor, Gannett News Service.

The board also adopted as policy the retention of Washington news service and bureau chiefs as active members of the society.

At the conclusion of the executive session, the board was joined by the chairs and vice chairs of the 1990-91 committees.

Mr. Hilliard, reporting for the Writing Awards Board, announced that the following were designated to receive ASNE's Distinguished Writing Awards:

- Richard Aregood, editorial page editor of the Philadelphia Daily News, editorial writing.

- Rick Bragg, staff writer, St. Petersburg Times, non-deadline writing.
- Jim Dwyer, columnist, New York Newsday, commentary/column writing.
- Paul Moran, staff writer, Newsday, deadline writing
- Julie Sullivan, reporter for the Spokesman-Review and Spokane Chronicle, short news writing.

Mr. Ambrose noted that the History and Newspapers Committee has named two winners of the Isaiah Thomas Newspaper History Preservation Prizes. The 1991 winners were the New York Times Co. Archives and the American Antiquarian Society.

The text of the history of ASNE by Brigham Young University journalism professor Alf Pratte is being reviewed, Mr. Ambrose noted.

Mr. Natt called attention to the printed report of the Ethics Committee. A number of projects were undertaken during the year, including a report on participation by news/editorial people in outside activities.

Mr. Ketter said the Readership Committee cooperated with the Future of Newspapers Committee to complete the study of at-risk and potential readers. The report, which will be distributed to convention registrants, presents useful information that will help newspapers hang on to the readers targeted by the study. One of the reassuring findings of the study is that loyal readers readily accept changes that attract at-risk and potential readers.

The Future of Newspapers Committee completed five prototype studies to explore the findings of the research study, Ms. McGehee reported. The cooperating newspapers included the Orange County (Calif.) Register, Sacramento (Calif.) Bee, Lexington (Ky.) Herald-Leader, Portland (Maine) Newspapers, and Madison Wisconsin State Journal. The project finds that there are ways to attract marginal readers, she said.

The ASNE directors paused to remember Janet Chusmir, the Miami Herald executive editor and board member who recently died. The following resolution was adopted:

The Board of Directors of the American Society of Newspaper Editors wishes to recognize the legacy of achievement and leadership of our colleague Janet Chusmir.

In marking her death last December, journalists and friends shared their sorrow, their admiration and an extraordinary measure of affection for the executive editor of the Miami Herald.

Martin Merzer, a Herald reporter, wrote about the reaction in the newsroom as word of her death spread: "They gathered in small groups, these newspeople proud of their fortitude, and they hugged and they cried, and they glanced into a darkened office enclosed in glass and told stories about its occupant, about the best boss they were ever going to have."

The sudden shock of her passing heightened the sense of loss. As columnist Charles Whited said, "Rarely does death come with such savage suddenness as this one, striking down such a person at the peak of her career as the nation's foremost news boss of a major newspaper."

Gene Miller, a legendary reporter at the Herald, said, "As a city room newspaperman, it is not a good practice to love your editor. Janet Chusmir was a wondrous exception."

Her colleague from the editorial page, Jim Hampton, recalled the countless people who "know individually when, and where, and how, she touched them. How she guided them toward confidence when they were in doubt. How she redirected them when they went awry. How she

covertly arranged help, financial or spiritual, when they were in desperate straits. How she impatiently nudged them when they dawdled. And -- yes, Jewish mother that she was -- how she nudged them when they were in peril of failing to meet her own unfailingly high standards, personal and professional."

She had described those professional standards in a column she wrote about newspapering: "It's a sacred trust. We are our readers' eyes and ears; we must be fair, accurate, sensitive and courageous."

In living by those standards, she opened up the newspaper, insisting that it listen intently to the needs of a multicultural community, and hiring and promoting a diverse staff to be effective listeners. Her sensitivity to the community, coupled with tenacious reporting, set an example for all editors.

Her community, her newspaper, her profession and her friends are enriched by Janet Chusmir's warmth and wisdom.

Turning to the report of the Bulletin Editorial Board, Ms. Nolan said that reaction to the redesign of the magazine has been quite positive. Ms. Burroughs, in the publications director's report, said that a 436-page Proceedings was published in November. A leather-bound copy of the 1990 yearbook was presented to Mr. Ghiglione. Copies of "Drawing the Line" have been depleted and the Ethics Committee will consider republishing the book.

Mr. Herman reported that the Membership Committee generated a list of 20 applicants, 17 of whom were elected on the spring ballot. A study of the membership list indicated that 101 different titles are represented in the Society.

Mr. Breisky said that the Disabilities Committee had produced a centerfold report for the ASNE Bulletin. The report, which dealt with appropriate terminology, generated a good response. It was also distributed by APME. A survey of editors indicated that less than half have had experience in employing people with disabilities. The study shows that people with disabilities have been employed in a wide variety of positions in various departments in the newsroom. "All disabilities, except perhaps mental illness, can be overcome by technology," Mr. Breisky said. Equipment that helps newsroom people with disabilities will be on display during the convention.

Ms. Jurgensen said the Literacy Committee worked hard during the past year to improve the quality of coverage of literacy issues by sponsoring a series of workshops for reporters. The workshops occurred during the annual ANPA literacy meeting last July; at the NABJ convention in Los Angeles last summer; and at the National Conference of Editorial Writers annual meeting last September. After the first session in July, Ms. Jurgensen said the Gannett Foundation produced a report, and last December there was an article in the ASNE Bulletin. All of the projects were cosponsored by the Gannett Foundation, which provided more than \$20,000 for expenses.

The meeting was adjourned for a lunch break, during which three members leaving the board were presented with certificates. They were Loren Ghiglione, Susan Miller, and Jim Squires.

When the meeting was resumed, Mr. Johnson said the Human Resources Committee believes that the Society possesses the basic tools for addressing the problems facing the newsroom. These tools include two major studies of newsroom personnel conducted by ASNE in recent years. In a letter to the membership distributed in the fall, the committee urged continued commitment to improving diversity in newsrooms across the country.

Mr. Prichard said the Convention Program Committee worked hard to produce an interesting program. He noted the contribution of Bill Kovach and the Nieman Foundation in organizing the

program on Wednesday at Harvard. Attendance at the convention is expected to number about 480 paid registrants.

The First Amendment Committee successfully completed a number of projects in connection with the bicentennial of the Bill of Rights adoption, Mr. Seigenthaler reported. A number of reports have been prepared for the

membership and the convention will feature an exhibit of editorial cartoons focusing on free speech. Banners, pins, and bumper stickers are also part of the celebration. The Associated Press has agreed to distribute op-ed columns on First Amendment themes, as well as the prize-winning essays written by students.

An extensive public opinion poll indicates a lack of public support for basic First Amendment concepts, he noted.

Mr. Favre noted that the major project of the Education for Journalism Committee was the production of a video promoting journalism careers, especially for minorities. Television companies owned by Cox, A.H. Belo, the Washington Post and Multimedia produced the various segments. The videotape was played.

Mr. Giles, who represents ASNE on the Accrediting Council on Education in Journalism and Mass Communications, said that figures on minority enrollments in news/editorial segments are not encouraging.

Mr. Greenman, reporting for the Minorities Committee, said the 1991 employment survey indicates that the percentage of minorities in the newsroom rose to 8.72 percent, up nearly one percentage point from last year. He said that the percentage of first-time hires, 22.5 percent, and interns, 33.8 percent, also rose this year.

The minorities chair said the pilot program of the "ASNE/NABJ HBC Short Course" was well-received by students and professors. He said a team of professionals spent a day at Hampton University in March to provide nearly 400 students with advice on careers in journalism. As a reward for their participation in the program, the students received a T-shirt and a bag full of journalism career materials. Greenman said David Hawpe and Merv Aubespin hope to visit several schools next year.

Greenman described the resume database, organized by Robert Zaltsberg, editor of the Bloomington (Ind.) Herald-Times, who chaired the small newspapers subcommittee. The information was sent to recruiters who attended this year's job fairs. Mr. Zaltsberg has asked those who received the information, which includes job seekers names and other career information, to tell him whether it is useful.

Mr. Foote said that there were a dozen job fairs last year and that they averaged about 100 job seekers and 25 recruiters. Each cost about \$14,000 to produce.

He said that only 12 college sophomores have been placed at their hometown newspapers as part of the Project Focus program, far below last year's 54. Mr. Foote said that newsroom cutbacks are preventing many newspapers from participating this year.

Four minority journalism professors will be placed at newspapers this summer as part of the Mini-Sabbatical Program, according to the minority affairs director. There were only two last year.

The ASNE News Lab will be jointly managed by Ron Hutson of the Boston Globe and Lawrence Goodrich of the Christian Science Monitor. There are 22 students from around the country participating and 15 professionals, mainly from Boston-area newspapers, who are helping to edit the ASNE Reporter, which is using four-color for the first time.

Mr. Fitzpatrick said he was pleased to hear that the percentage of minorities was higher, but that he was still greatly concerned about the lack of progress of minorities moving into management. He referred to the efforts of the newly formed National Association of Minority Media Executives and the need for more minority managers.

Mr. Lawrence suggested that Fitzpatrick talk at greater length about this concern with Foote and David Hawpe, incoming Minorities Committee chairman.

Loren Ghiglione raised the issue of continuing to use the term "minority" and said that some perceived it as a negative term. Lawrence said he preferred using the term "pluralism" or "diversity," and referred the issue to the Minorities Committee for further discussion.

Mr. Schmidt said the ASNE legal counsel has been tracking about a half-dozen legal cases. ASNE joined amici briefs in several lawsuits, including the San Francisco Chronicle against the Bureau of Prisons over whether the Chronicle may publish with a byline features by inmate Dannie Martin; the Masson case against Janet Malcolm of the New Yorker; *Gentile v. State Bar of Nevada*, presenting the issue of a criminal defense counsel's First Amendment right to make extrajudicial assertions and explanations of his client's innocence; and *Cohen v. Cowles Media Co.*

Ms. Overholser said the Freedom of Information Committee finds that access to electronic documents at all levels of government is an area of growing concern. She said Chris Peck is working with both ASNE and APME in looking at statutes in individual states, but she urged a broader project to include legal experts who know access law state by state.

The committee followed up on last year's FOI committee report on the impact of the U.S. Supreme Court's *Hazelwood* decision on high school journalism. The number of calls for help from the Student Law Press Center rose to 929 in 1990, up from 615 in 1989 and an average of about 500 pre-*Hazelwood*.

She said that Linda Lightfoot found out that most universities were applying state open-meeting and open-record laws to college presidential searches.

John Finnegan has represented ASNE on the First Amendment Congress. His term is expiring, and in a report to the board he recommended the appointment of Ms. Otto as his replacement. Mr. Lawrence indicated that a "letter is in the mail" to Ms. Otto, requesting that she assume the responsibility. She indicated that she would accept the responsibility.

Mr. Kramer said the Press, Bar and Public Affairs Committee has worked on the military press pool issue. Last February, he said, the committee joined the FOI Committee to issue a media alert to ASNE members, asking them to provide the ASNE legal counsel with ammunition for hearings in Congress on the issue of press restriction in war situations. He said several Representatives consulted ASNE in drafting legislation that might deal with some of the problems.

Mr. Kramer said the 6th Circuit Project is moving along very nicely. Dayton (Ohio) Daily News editor Max Jennings and ASNE project coordinator Jim Delaney, are now spending more time helping more ASNE members learn how to use the computer-based court file established at the federal appeals court.

Mr. Giles has worked with the chief justice of the circuit and others to come up with a job description for the public affairs officer to satisfy the court, Mr. Kramer said. Some justices felt that a public affairs officer shouldn't be putting words in the mouth of the court when summarizing decisions.

Mr. Kramer said that more than 80 newspapers in the region have now used the computer abstract and opinion service and that Delaney publishes a monthly newsletter to the papers in the four-state region covered by the 6th Circuit.

He said that Mr. Schmidt and Jean Otto helped create a program for the 10th Circuit Judicial Conference in Keystone, Colo., July 25-27, which some 500 judges and lawyers attended. He also reported that the National Judicial College continues its cooperative arrangement with ASNE.

Mr. Seaton said the International Communication Committee's International Journalism Exchange is focusing this year on the needs of the emerging newspapers of Central and Eastern Europe and the Soviet Union. The program has been moved from Tufts University's Murrow Center to the Center for Foreign Journalists in Reston.

He pointed out that a survey of ASNE members produced a list of approximately 115 U.S. journalists who volunteered their services to the emerging free press around the world. He said that Mr. Osborne attended a conference on U.S.-Soviet media relations in Moscow last fall. The talks have made it possible for U.S. journalists in the Soviet Union to contract for housing and services on their own. Other restrictions may be lifted as well.

Last October, an 11-member ASNE delegation, including several board members, visited Poland, Germany, Hungary and Czechoslovakia.

The seventh U.S.-U.S.S.R. Union of Journalists exchange was successful with the help of Watson Sims. Ten ASNE members went to the U.S.S.R. and 12 Soviet journalists came here in September. The Soviets have indicated an interest in another exchange, and this will be reviewed by the committee at its meeting on Thursday.

An ASNE trip to the Middle East was canceled when only three active editors indicated an interest in going. The committee has undertaken an initiative to get the U.S. Department of State to reduce the restrictions on Cuban journalists, while achieving similar gains for Americans covering Cuba.

There being no further business before the board, the meeting was adjourned.

Meeting April 12, 1991

The board of directors met briefly on April 12 for the purpose of electing officers. New directors joining the board were Geneva Overholser, Des Moines (Iowa) Register; N. Christian Anderson, Orange County (Calif.) Register; Acel Moore, Philadelphia Inquirer; Irene Nolan, Louisville (Ky.) Courier-Journal; and Edward Seaton, Manhattan (Kan.) Mercury. Ron Martin, Atlanta Journal and Constitution editor who did not attend the convention, was also elected to the board. Other directors present included Allison, Ambrose, Cunningham, Driscoll, Favre, Fitzpatrick, Giles, Healy, Hilliard, Ketter, Lawrence, Osborne, Otto and Topping.

The following officers were elected:

David Lawrence Jr., president
 Seymour Topping, vice president
 William A. Hilliard, secretary
 Gregory Favre, treasurer

Meeting April 13, 1991

The newly constituted board of directors and the 1991-92 committee chairs met following the ASNE convention. Directors present included Allison, Ambrose, Anderson, Cunningham, Driscoll, Favre, Giles, Healy, Hilliard, Ketter, Lawrence, Moore, Nolan, Osborne, Otto, Overholser, Seaton, and Topping.

Committee leaders present, in addition to board members who are heading committees, included:

Loren Ghiglione, Southbridge (Mass.) News, History and Newspapers
 Robert J. Haiman, Poynter Institute, International Communication
 Alan M. Horton, Naples (Fla.) Daily News, Ethics
 Charles W. Johnson Jr., Nashville Tennessean, Literacy
 Beverly Kees, Fresno (Calif.) Bee, Nominations
 Craig Klugman, Fort Wayne (Ind.) Journal-Gazette, Bulletin
 Robert G. McGruder, Detroit Free Press, Education for Journalism
 Tim J. McGuire, Minneapolis Star Tribune, Press, Bar and Public Affairs
 Marcia A. McQuern, Riverside (Calif.) Press-Enterprise, Human Resources

The directors approved the following resolution:

Resolved that Fidelity, Merrill Lynch, Scudder and Washington Bank are hereby designated as depositories for the funds of this Society and that the said banks are hereby authorized and directed to pay checks and other orders for the payment of money drawn in the name of this Society when signed by either David Lawrence Jr., president; Gregory Favre, treasurer; or Lee Stinnett, executive director. In addition, Washington Bank is authorized and directed to pay checks up to \$500 in the name of this Society when signed by Christine L. Schmitt.

Mr. Lawrence congratulated Mr. Osborne for a highly successful convention.

The report of the elections committee was distributed at the meeting. The results are as follows:

Elected to three-year terms:

Geneva Overholser	140
William B. Ketter	130
N. Christian Anderson	125
Acel Moore	117
Linda Grist Cunningham	113

Elected to one-year terms:

Ronald D. Martin	103
Irene Nolan	100
Edward Seaton	100

Also receiving votes:

Lawrence S. Kramer	99
Ted M. Natt	99
Robert J. Haiman	95
James P. Herman	80
Larry Tarleton	79
Horacio Aguirre	74

Total ballots cast: 209. Absentee ballots cast: 55.

Mr. Lawrence invited the committee chairs to give brief summaries of their plans for the coming year. He asked that any chair looking for ASNE Foundation money make that request known, and he also asked that chairs indicate if there is to be a committee meeting during the year.

Bulletin. Mr. Klugman said the nine issues of the Bulletin will present useful and timely information. A number of stories are in preparation for the next issue, including a piece on the Gannett Foundation and an article on the media and the Persian Gulf War. Each issue will have a piece on diversity. A fall committee meeting is planned.

Convention Program. Among the topics that probably will be addressed are the 1992 elections, the 1992 Olympics, and the American family, according to Mr. Favre. Something similar to "Harvard Day" may be attempted through the Smithsonian. Other suggestions that were offered by those present included:

- Provide a sample of the writing in remarks made when the Writing Awards are given.
- Introductions should be shorter.
- ASNE Reporter staffers should be encouraged to spread themselves out during the Friday luncheon so that members would have an opportunity to meet them.
- Include someone like Rev. Wintley Phipps, who did readings on the First Amendment.

George Blake has agreed to coordinate the workshops at the 1992 convention.

The board approved the following resolution proposed by Mr. Favre:

It is the board's desire that any exhibit during the ASNE convention be limited to special projects focused closely on particularly current issues important to the Society or subjects that fit within the Society's aims and goals.

In addition, any requests for exhibits should be forwarded to the convention program chair for his or her recommendation. Final approval will rest with the executive committee.

Education for Journalism. The committee will have a special focus on Standard 12 of the accrediting procedures -- the diversity principle, Mr. McGruder said. Another project to be developed is a model for high school journalism teachers.

Mr. Anderson urged the committee to develop stronger affiliations with colleges and universities that have sizeable Hispanic and Asian student enrollments. Mr. McGruder asked that the post-convention questionnaire help committee members get in touch with colleges and universities that have significant minority enrollments.

Mr. Giles said ASNE should encourage schools to enter the accrediting process, which upgrades quality.

Ethics. A principal focus of the committee will be an exploration of news staff involvement in outside activities, such as political or civil rights causes, Mr. Horton reported. The committee will address racial and other stereotyping in a Bulletin piece and examine the ethics of paid wedding announcements, obituaries, etc. The pros and cons of republishing the Drawing the Line book were discussed. Mr. Haiman noted that the task of assembling the earlier work was substantial. Mr. Stinnett urged that new material be developed, rather than reprinting the previously developed examples of tough ethical choices.

Freedom of Information. Mr. Giles said the committee's work will include working to develop model laws focusing on freedom of electronically held

information. The current draft of the report is highly detailed and very bulky. Mr. Stinnett proposed having two versions of the report — one shorter and the other longer.

A second major objective will be to work with the Press, Bar group on questions raised by the Persian Gulf war.

Press, Bar and Public Affairs. ASNE, working with the broadcast news association, will attempt to get a meeting with Pentagon leaders, Mr. McGuire said. In anticipation of the meeting, Gen. Sidle will be interviewed. Six committee members are working on various aspects of the issue.

Mr. Topping noted that this war was unlike any previous war, and the military will cite the need for improvisation. The next war will also be dissimilar.

Mr. McGuire said the merits of the 6th Circuit project continue to be debated. Max Jennings will continue to oversee the project.

The committee will actively reach out to the military, in an attempt to sensitize them to freedom-of-information issues. A number of those present, including Mr. Lawrence, Mr. Topping and Mr. Ambrose, indicated a willingness to go to armed forces academies to speak on FOI.

Future of Newspapers. Mr. Anderson said the major objective of his committee is to learn how newspapers can customize papers for individual readers. He anticipates having a meeting in October or November. Several board members suggested that the committee get free help from newspaper researchers and from New Directions for News.

History and Newspapers. The committee plans to select winners for the Isaiah Thomas Prizes, explore production of a public television series on the American journalist, update the flier on newspapers' preservation of their history, assist in the publication of the ASNE history, encourage publication of articles on journalism history, examine history texts in light of how minorities are covered, establish a relationship with an institution for the storage of ASNE papers, and other projects, according to Mr. Ghiglione. Some funding will be needed. Mr. Lawrence encouraged the committee chair to make an informal approach to the Gannett Foundation, but to coordinate requests with others from ASNE. The committee will meet Oct. 5 in Philadelphia when the journalism history association has its convention.

Human Resources. Ms. McQuern said that the committee will attempt to learn how newspapers have responded to ASNE's call for inclusion of sexual orientation in non-discriminatory policies, assemble success stories regarding using technology to help people with disabilities participate in the work force, and reissue the newsroom management handbook. The handbook will be "pitched at the new manager," she said. Mr. Anderson urged the committee to examine issues associated with "out placement."

International Communication. Mr. Haiman indicated that the committee will attempt to keep the costs of the South American trip under \$5,000. The International Journalism Exchange will be focused on Eastern and Central Europe this year, and a meeting is scheduled for June 7 to screen and select the 1991 participants.

The committee plans to update the list of editors willing to make appearances abroad, and pursue ASNE's Cuban initiative. Some interest was expressed in ASNE's organizing a trip to Africa and the Middle East, and the committee will work on a 1992 exchange with the USSR.

At the recommendation of the committee, the board approved the following resolution:

ASNE deploras the kidnapping of Francisco Santos, managing editor of El Tiempo of Bogota, by gunmen connected to the Medellin drug cartel of Colombia.

Mr. Santos was kidnapped in September 1990 and has been held hostage for eight months. No word has been heard from him or his captors since December of last year.

His captors have identified themselves as 'The Extraditables,' members of the drug cartel who are pressuring the Colombian government not to extradite drug dealers to the United States.

They have said that Mr. Santos will be held hostage until the Colombian government bends to their will, and until El Tiempo abandons its news policy of aggressive coverage of the drug war and its tough-minded editorial policy against drug dealers and their efforts to corrupt the government and judicial system through bribery and terrorism.

The Santos family, which owns El Tiempo, has refused to knuckle under. Rafael Santos, brother of Francisco and also a managing editor of El Tiempo, is a new member of ASNE and is attending this convention. So is their cousin, Juan Manual Santos, co-publisher of the paper.

The ASNE salutes the Santos family and El Tiempo for their personal and journalistic courage, deplores the kidnapping of Francisco Santos, and urges his kidnappers to immediately release him and to cease their efforts to subvert the legitimate news-gathering and publishing processes of Colombia through terrorism and brute force."

Also, the committee recommended that ASNE drop its objections to the United States' membership in UNESCO. The board adopted the following resolution in this regard:

The board of directors of the American Society of Newspaper Editors applauds the recent progress at UNESCO under the leadership of Director General Federico Mayor Zaragoza in relation to its recognition of the essential role of an independent press in countries around the world. The United States' withdrawal from UNESCO in 1984 provided a significant inducement for change and emphasized the fundamental role of a free press in all societies. While there is room for continued substantial improvement, and the need for vigilance has not ceased, the Society is encouraged by the growing respect within UNESCO for a free press and believes that further progress on this essential issue can best be accomplished from within the organization.

The ASNE board wishes to express its view that freedom of press concerns specifically underlying the U.S. withdrawal from UNESCO no longer provide a compelling basis for our country continuing to remain outside the U.N. body.

Minorities. Mr. Foote, reporting for David Hawpe who was absent, said the committee will continue its multifaceted programs. A meeting is anticipated in Kansas City in July in connection with the NABJ convention.

Nominations. The committee will meet in January in Las Vegas.

Writing Awards. The board voted to continue the short news writing in the 1992 awards.

There being no further business before the board, the meeting was adjourned.

Secretary

Seymour Topping,