

Minutes — American Society of Newspaper Editors Board of Directors Meeting
October 16-17, 1992 -- Marriott Marquis, New York City

Mr. Topping called the meeting to order. The following were present, with absences noted.

Board members attending:

Seymour Topping, New York Times Co., president
 Bill Hilliard, Portland Oregonian, vice president
 Gregory Favre, Sacramento (Calif.) Bee, secretary
 Bill Ketter, Quincy (Mass.) Patriot Ledger, treasurer
 Linda Cunningham, Rockford (Ill.) Register Star
 Jack Driscoll, Boston Globe
 Al Fitzpatrick, Knight-Ridder, Inc., Miami
 Bob Giles, Detroit News
 Bob Haiman, The Poynter Institute, St. Petersburg, Fla.
 Jane Healy, Orlando (Fla.) Sentinel
 Al Johnson, Columbus (Ga.) Ledger-Enquirer
 Dave Lawrence, Miami Herald
 Ron Martin, Atlanta Journal and Constitution
 Tim McGuire, Minneapolis Star Tribune
 Marcia McQuern, Riverside (Calif.) Press-Enterprise
 Acel Moore, Philadelphia Inquirer
 Geneva Overholser, Des Moines (Iowa) Register
 Sandy Rowe, Norfolk Virginian-Pilot and Ledger-Star

Board member absent:

Chris Anderson, Orange County Register, Santa Ana, Calif.
 Edward Seaton, Manhattan (Kan.) Mercury

Committee chairs:

Lou Boccardi, Associated Press
 Shelby Coffey, Los Angeles Times
 Frank Denton, Wisconsin State Journal, Madison
 Jim Herman, Ottaway Newspapers, Campbell Hall, N.Y.
 Beverly Kees, Fresno (Calif.) Bee
 John Lee, New York Times
 Diane McFarlin, Sarasota (Fla.) Herald-Tribune
 Pat Murphy, Paradise Valley, Ariz.
 Peter Prichard, USA Today
 Arnold Rosenfeld, Cox Newspapers, Atlanta
 John Simpson, USA Today International
 Bill Woo, St. Louis Post-Dispatch
 Dave Zweifel, Madison (Wis.) Capital Times

Committee chairs absent:

Frank Caperton, Indianapolis Star
 Lou Heldman, Tallahassee (Fla.) Democrat

Others Attending:

Cathie Black, Newspaper Association of America

Gene Giancarlo, former ASNE executive director
 Dick Schmidt, Cohn and Marks, legal counsel
 Lee Stinnett, executive director
 Elise Burroughs, publications director
 Neil Foote, minority affairs director
 Nancy Andiorio, administrative assistant

The meeting began with a report from Mr. Lawrence about how the Miami Herald coped with the devastating Hurricane Andrew that swept through southern Florida on August 24. He said that people in the area were extremely grateful to get their newspapers, some of which he delivered himself. "It was rewarding, beyond belief, to hand someone a newspaper and hear him say, 'God bless you.'"

Mr. Topping in his president's report noted that a partnership is developing between ASNE and the newly reorganized publishers group, the Newspaper Association of America. He attended the NAA board of governors meeting as an observer, and welcomed Ms. Black's presence at ASNE's meeting. Mr. Topping said opportunities for cooperation were present in a number of areas, particularly in diversity and readership.

Before hearing comments from the committee leaders, the board approved the minutes of the April meeting.

Reporting for the Press, Bar and Public Affairs Committee, Mr. Lee said negotiations are under way for a meeting on how to cover future wars. He hopes that Freedom Forum will be involved. The objective will be to ensure that trained journalists are sent to cover any future combat situations. He said that journalists must do a better job of learning about the military.

The Pentagon recently surprised the media by issuing a set of guidelines to deal with the established national military press pools. Mr. Lee and other members of the committee are studying the proposed guidelines and will formulate ASNE's reaction to convey to the government. Mr. Schmidt noted that some of the language in the guidelines would specifically exclude some newspapers from participating in the national pools.

ASNE is cooperating with the Justice Research Institute to learn more about the knowledge of those who are covering federal courts. The staff helped develop a plan for gathering the information.

ASNE representatives, including Mr. Topping and Mr. Prichard, have spoken recently at military academies, and Freedom Forum funding is available to help press speakers attend sessions at the National Judicial College in Reno, Nev.

The board adopted a statement on free press issues that will be given to members for use in making speeches to groups such as local civic clubs. Mr. Lee and committee vice chair Tim Gallagher, Albuquerque (N.M.) Tribune, are preparing sample speeches to distribute to members.

In the Freedom of Information report, Mr. Zweifel said the committee encouraged the District of Columbia City Council to adopt an FOI measure (which it did). An amici brief was submitted to the Georgia Supreme Court supporting a student newspaper's efforts to achieve access to campus records, and a press alert was distributed to members stating ASNE's opposition to the "Pornography Victims' Compensation Act." Also, a memo was distributed to key ASNE members on a measure to keep records on the Kennedy assassination under normal FOIA provisions (successful in Congress), and the chairman sent a protest to the Motor Vehicle Manufacturers Association regarding the exclusion of a Japanese reporter from an association news briefing. Committee members have generated Bulletin articles on cameras in the courtroom and another on the presidential candidates' positions on First Amendment issues.

Other projects under way include a report on "just how secret is the federal government anyway?" Also,

progress is being made on the preparation of a model open records law for computerized data.

Mr. Schmidt's legal counsel's report included an update on various FOI developments on Capitol Hill. Mr. Topping noted, "Dick Schmidt is a tiger in defense of First Amendment issues that are important to us."

In the report of the Issues Committee, Mr. Prichard noted that three commentaries have been distributed. The initial piece, with President Topping's byline, generated the most reprints returned to ASNE. That piece dealt with proposed legislation to extend the FOIA to electronic records. Other mailings covered the military/press guidelines and the Supreme Court's hate speech ruling. The first two were sent to editorial page editors at newspapers throughout the nation, in addition to ASNE members.

Mr. Topping noted that Issues Committee pieces have been given wide distribution on a number of wire services. The committee will continue to look for items that reflect the general feelings of the board of directors on First Amendment and FOI issues. A number of additional ideas are being pursued, Mr. Prichard indicated.

Mr. Coffey, reporting for the Readership Committee, said his group is accumulating examples of "best practices" of newspapers that focus on explaining and illuminating the democratic process. Of particular interest are items that set the agenda for elections. The committee will produce prototypes from a compendium of the best ideas generated by coverage of the 1992 elections. Also, the Times Mirror Center for the People and the Press is polling the public on questions submitted by ASNE.

Mr. Driscoll, vice chairman, said the major focus of the Future of Newspapers Committee this year is on the "synergy between newspapers and television news." The committee is reviewing research it can find on television and newspapers. Also, examples are being collected to illustrate what newspapers are doing to compete with television and capitalize on reader interest in the tube. Some prototypes will be developed for distribution to the members.

Beverly Kees, Minorities Committee, proposed a plan to establish new priorities and expand ASNE programs to improve the racial diversity of the nation's newsrooms and recommended that the board also reaffirm its commitment to the year 2000 goal. The proposal, entitled "Blueprint for 2000," calls on ASNE to launch several new programs, expand some projects, and discontinue some others. Ms. Kees said the proposed priorities will focus more attention on helping editors do a better job of managing diversity in the newsroom and improving retention. This approach offers the best hope for increasing overall minority newsroom employment.

Among the new projects proposed is the Newsroom Multicultural Initiative. Newspapers that participate in this program will conduct a self-study of how employees of different racial, gender and ethnic backgrounds communicate in their newsrooms, and how newsrooms resolve sensitive diversity issues. NMI's objectives are to improve retention and stimulate better coverage of diversity. A part of this plan will be an audit of newspaper content to gauge how well the newspaper covers the diversity of its community.

Another proposal involves a joint effort with other newspaper groups to develop seminars at local and regional conferences to help editors use new concepts on managing diversity.

Ms. Kees said the Society will organize eight job fairs in 1992-93. The aim is to expand the number of job conferences in the following year. The annual employment survey will be continued, and ASNE will continue to serve as the minorities information clearinghouse for the industry.

Under the proposed plan, the Short Courses offered on the campuses of colleges and universities with high minority enrollments will be increased to five campuses over the next few months. The Short Courses bring newspaper professionals to campuses to participate in intensive daylong seminars on journalism. The expanded Short Courses will provide more effective assistance to colleges with high

minority enrollments. The Rainbow Institute, an intensive seminar for high school students, will be continued.

A number of other projects, including the convention newspaper produced by a multicultural staff, will be undertaken if special funding can be obtained.

In order to fund the new initiatives and pursue these new priorities, two other programs will be dropped — the scholarships for college freshmen and Project Focus, which encouraged college sophomores to apply for summer jobs at newspapers. While these programs and the Mini-Sabbatical have a great deal of merit, the proposed new initiatives have the potential of greater impact, Ms. Kees said.

Ms. Kees noted that the Blueprint for 2000 proposal has been approved by both the ASNE Minorities Committee, the executive committee, and several members of the board who responded to an advance distribution of the plan. Comments on the proposal have been widely solicited, including reactions from the minority journalism associations. While regret has been expressed from some regarding the proposed discontinuation of the three programs, support for the overall plan has been strong and widespread.

Mr. Driscoll moved for the adoption of the expansion and redirection of ASNE's diversity programs, as outlined in Blueprint for 2000, as a way to buttress ASNE's long-established minority goals for the year 2000. The motion was seconded and approved unanimously.

Ms. Black proposed that NAA and ASNE jointly seek funds for diversity issues, noting that both organizations go to the same sources for funding. Mr. Topping said ASNE would explore the idea with the NAA staff.

Mr. Foote noted that much time and energy were spent during the past few months on refining the Blueprint for 2000 proposal. He reported that the job fair season will begin Oct. 22 with a conference sponsored by the Akron (Ohio) Beacon Journal. Six of the eight job fairs are industry-wide, he said. Bob Mong, vice chairman of the Minorities Committee, has begun lining up job fairs for 1993-94.

The Freedom Forum is considering a request to help fund the ASNE Convention News Lab. The Baltimore Sun has been asked to assign professionals to help manage the project. Efforts are under way to set up five Short Courses in the coming months.

Mr. Herman said the Small Newspapers Committee was developing a program segment for one of the general sessions of the 1993 convention. The segment will focus on major changes in covering local news and the impact of these changes on readers. Spin-offs of the convention segment will include a written report, a display of best ideas during the convention, and a video or traveling display.

Work on the Literacy Committee's research project is under way, Mr. Denton said. The cost will be around \$20,000. The experiment will test different writing and reporting styles, including "real stories, on deadline, in a real newspaper." The objective is to help editors develop approaches to making their newspapers more lucid to more people, he said. Great care is being taken during the experiment to eliminate factors that might cause editors to discount the findings of the study, Mr. Denton said.

Also, the committee is preparing a packet of material on literacy and newspapers for distribution at the convention. The committee hopes to obtain information from a major national literacy study and make it available during a segment at the convention.

The International Communication Committee's trip to South Africa has 22 participants, including four spouses, according to Mr. Simpson. The trip will take place in January and the prospects are excellent that the group will meet major political and government leaders. The committee is willing to organize a trip to Russia next year if there is interest among the membership.

Eleven editors from around the world are currently in the United States participating in the ASNE International Journalism Exchange, he said. The visitors are all directing editors, and by all accounts they are the best group that ASNE has brought to the United States through this program.

The committee continues to issue vigorous protests when the rights or safety of U.S. journalists are threatened abroad. ASNE continues to press to open Cuba to U.S. news bureaus, but there has been little development in past months.

Mr. Boccardi said the Writing Awards Board will meet in February. The rules have been changed so that part-time staff members can enter the competition. Headline writing is the rotating category. Enthusiasm was expressed for his proposal to give editors attending the convention an opportunity to try their hands at headline writing in a competition in Baltimore.

Ms. Black briefed the ASNE board on NAA developments, particularly in the areas of diversity and readership. A second diversity summit for newspaper chief executive officers will take place in December. NAA is pressing the point that diversity is a business issue, with important potential for the future of the business, she said.

ASNE has been invited to weigh in on the decision about whether to undertake another large benchmark study of readers, Ms. Black said. A major promotional campaign supporting advertising in newspapers will be launched. The publishers association has undergone extensive restructuring and the internal corporate culture has been changed.

During the lunch, Mr. Coffey gave an account of the riots that took place last spring in Los Angeles. The newspaper itself was the victim of violence. The Times has made a great effort to pinpoint the causes and effects of the disturbance, he said, and has started a downtown zoned edition, City Times.

The afternoon meeting resumed with Ms. McFarlin reporting for the Education for Journalism Committee, which is concentrating on the crisis in high school journalism. A tabloid report on "How to Rescue High School Journalism" will be available at the convention. Newspapers will receive information on establishing

summer workshops for local students, creating a summer fellowship for high school teachers, and administering an awards program. She said she had participated in a number of forums as head of the journalism education committee.

Mr. Giles, who represents ASNE on the journalism education accrediting committee, said that curriculum standards were recently changed, involving the number of journalism education courses and liberal arts classes that students are allowed to take.

Information on the 1993 Isaiah Thomas Awards was distributed in the September Editors' Exchange, according to Mr. Stinnett. The officers approved ASNE sponsoring the competition for an additional year as the medals had already been made.

Negotiations are under way regarding the selection of a national archive for ASNE materials, the executive director reported. Recently, the staff discovered that an archive was established in 1942 at the University of Minnesota, but an investigation indicates that the materials are now lost.

Mr. Woo said the Ethics Committee is concentrating on business/advertising pressure on newsrooms, especially those resulting from the economic downturn. A discussion ensued regarding the possibility of producing a video on advertising pressure. The consensus was that a published report would probably be more helpful to editors.

The committee is also looking into advertorials. The suggestion was made that ideas on how editors might best present such material would be a productive approach.

Mr. Woo said he had represented ASNE at a number of meetings on ethics.

Mr. Murphy, chairman of the Retired Members Committee, noted that 18 percent of ASNE's members are retirees. He said the first year had been a "learning experience" for the newly formed committee. A number of communications have been sent to retired members to involve them in the work of the Society.

Mr. Rosenfeld said the Convention Program Committee met earlier in the week to develop program plans. Because of the national election, plans remain flexible. The convention program will include a trip to the Naval Academy in Annapolis on Thursday, April 1. One morning of the convention will be devoted to health care, and the Friday sessions will focus on professional matters.

Mr. Ketter said chairing the Bulletin Editorial Board engenders appreciation for how well the ASNE publications director "makes it all happen." The expanded size of the Bulletin makes it easier to get more information in the magazine, he said. A meeting of the committee had disappointing attendance, but plans were developed for forthcoming issues.

Ms. Burroughs noted that through computer wizardry the Bulletin is being printed at a higher resolution — 1200 dots per inch, rather than 300. Rather than sending hard copies to the printer, layout and text are sent electronically.

Sales of publications have declined with no new published reports being produced, but are expected to increase when the 1993 reports become available, she said. An electronic index to the Bulletin is nearly complete. A new section will be added to The Editors' Exchange to keep editors up to date on readership research.

Ms. Cunningham, Membership Committee, presented a redesigned membership flier that her newspaper is printing. Anticipating that the secretary's report will indicate that membership is now under 900 editors, she asked board members and committee chairs to call at least five prospective members each and invite them to join the Society.

Her discussions with editors indicate that the poor economy is the major factor in the decline of membership. She anticipated that the situation would not be reversed until 1994.

In the absence of Mr. Seaton, Ms. McQuern, who chaired the Human Resources Committee last year, reported that the Newsroom Management Handbook is near completion. Mr. Stinnett called attention to Mr. Seaton's report, which indicates that the committee has completed the "crisis management" report, which was published in the September Bulletin. Several other articles by the committee have appeared in the magazine, including stories on the newspaper salary survey and complying with the Americans with Disabilities Act.

The committee is producing an analysis of newsroom staff reorganization plans and is developing a piece on the fruits of newsroom diversity. The committee also is examining whether newspaper personnel policies discourage newsroom employees from promoting their newspapers as indispensable elements of the civic process.

Mr. Stinnett noted that the Nominations Committee will meet January 16 in Atlanta.

The directors went into executive session to name a treasurer-designate. Ms. Overholser was elected to take office in April, and the meeting was adjourned for the day, with further business to be considered on the following morning.

Meeting October 17

The meeting resumed, with the directors, legal counsel and staff present on the previous day, except Mr. Lawrence.

Mr. Topping turned the discussion to NAA's proposal to undertake a national readership survey. He said an informal survey of editors and researchers by the executive director indicated that everyone agrees that a national study is worthwhile. However, there is not much evidence that the 1987 NAB study received a great deal of attention. What appears to be needed in the next study is deep involvement of editors on the design and focus of the study and questionnaire. These matters should not be left solely to the technical people, he said. The directors were asked to consider the matter carefully and respond with their ideas to the executive director within two to three weeks.

In the treasurer's report, Mr. Ketter noted that ASNE ended the fiscal year with a modest profit. Corporate support raised for the 1992 convention helped substantially. The 1991-92 financial summary is given on page 1281. The board approved the treasurer's report.

Mr. Favre presented the secretary's report. The following new members were approved:

Robert W. Chandler, editor/chairman of the board, Bend (Ore.) Bulletin (reinstatement)
 Hope Frazier, executive editor, San Gabriel Valley Publishing Co., Covina, Calif.
 Tom Honig, editor, Santa Cruz (Calif.) Sentinel
 Griffin Smith Jr., executive editor, Arkansas Democrat-Gazette, Little Rock
 Matthew Storin, executive editor, Boston Globe (reinstatement)
 Arthur Sulzberger Jr., publisher, New York Times
 Craig W. Swanson, editor, Lincoln (Neb.) Journal
 Stanley Tiner, editor, Mobile (Ala.) Press Register (reinstatement)

Since the board met in April, there has been one death and 49 resignations and ineligibilities (including 18 members dropped for non-payment of dues). Nine members have requested transfer to the retired rolls. Six members were elected by mail ballot in August. With eight new members just elected and the transfers reported below, membership will stand at 877; 682 active and 195 retired. The board accepted the following summary of membership changes submitted by the

secretary.

Elected on the August mail ballot (six):

Richard Allport, executive editor, Florida Times-Union, Jacksonville
Stephen J. Ford, managing editor, Louisville (Ky.) Courier-Journal
Andrew J. Glass, bureau chief, Cox Newspapers, Washington, D.C.
Karla Garrett Harshaw, editor, Springfield (Ohio) News-Sun
Kenneth L. Robertson, managing editor, Tri-Cities (Wash.) Herald
James R. Stommen, editor, Norristown (Pa.) Times Herald (reinstatement)

Deaths (one):

William H. Cowles III, Spokane (Wash.) Spokesman-Review and Chronicle

1991-92 TREASURER'S REPORT

(Adjusted/Unaudited)

	<u>Budget</u> <u>1991-92</u>	<u>Actual</u> <u>1991-92</u>	<u>% of Budget</u>	<u>1992-93</u> <u>Budget</u>
1. Dues	\$314,000	\$278,140.00	88.6	\$288,500
2. Initiation fees	12,000	11,652.27	97.1	9,000
3. Interest/dividends	13,500	13,189.62	97.7	8,500
4. Grants/reimbursements	65,500	65,500.00	100.0	163,000
5. Editors' Exchange fund	9,500	7,832.05	82.4	7,500
6. Convention	352,500	259,528.00	73.6	272,500
7. Bulletin	20,500	20,572.98	100.4	15,000
8. Publications	4,000	4,398.00	110.0	5,500
9. Miscellaneous	<u>1,500</u>	<u>1,620.00</u>	108.0	<u>1,500</u>
10. Total Income	\$793,000	\$662,432.92	83.5	\$771,000
11. Salaries	304,000	305,737.31	100.6	308,000
12. Payroll taxes	21,000	21,968.58	104.6	24,000
13. Group insurance	33,500	31,607.50	94.4	35,500
14. Annuity	21,000	6,304.02	30.0	21,000
15. Retiree payments	2,500	1,400.00	56.0	--
16. Legal counsel	55,500	52,000.00	93.7	35,000
17. Audits/consulting	4,000	3,329.75	83.3	4,000
18. Convention	182,000	103,941.46	57.1	171,000
19. Board/committee meetings	7,000	7,672.73	109.6	7,000
20. Bulletin	34,000	31,663.95	93.1	35,500
21. Proceedings	10,500	10,054.40	95.8	11,000
22. Editors' Exchange	8,500	7,276.03	85.6	9,000
23. Dues/subscriptions	500	630.22	126.0	500
24. Contributions	*	250.00*	--	--
25. Rent	18,000	2,006.00	11.1	18,000
26. Office expenses	20,000	14,358.07	71.8	20,000
27. Equipment/furniture/maint.	7,000	3,947.99	56.4	7,000
28. Postage	33,000	25,693.03	77.9	33,500
29. Telephone	10,000	8,105.52	81.1	10,000
30. Travel	10,500	8,749.01	83.3	10,500
31. Insurance	6,500	5,949.00	91.5	6,500
32. Miscellaneous	<u>4,000</u>	<u>2,163.30</u>	54.1	<u>4,000</u>
33. Total Expenses	\$793,000	\$654,807.87	82.6	\$771,000
34. Profit (loss)	--	7,625.05	--	--
35. FAF income	23,000	18,548.45	80.6	23,000
36. FAF expenses	<u>23,000</u>	<u>24,477.86</u>	106.4	<u>43,500</u>
37. FAF profit (loss)	--	(5,929.41)	--	(20,500)

* To be paid by ASNE Foundation. \$250 actual was for previous year; ASNEF had previously reimbursed ASNE.

Resignations and ineligibilities (49):

- R.R. Allbaugh, editor and publisher, Laramie (Wyo.) Daily Boomerang; resigned, retired and does not want to continue
- Alex Beer, former editor, Hamilton (Ontario) Spectator, now asst. to the publisher; resigned, new editor is now member
- George Beidler, executive editor, Greensburg (Pa.) Tribune-Review; dropped for nonpayment of dues
- James Bellows, retired; dropped for nonpayment of dues
- Mary Kay Berenson, editor and publisher, Hays (Kan.) Daily News; dropped for nonpayment of dues
- Jeffrey Billiel, editor, Sidney (Ohio) Daily News; dropped for nonpayment of dues
- James Bloom, editor and publisher, Garden City (Kan.) Telegram; dropped for nonpayment of dues
- Roy Bode, former editor, Dallas Times-Herald, now public information officer for S.M.U.; resigned, no longer eligible
- J. Earle Bowden, editor, Pensacola (Fla.) News-Journal; dropped for nonpayment of dues
- Ralph Brem, editor, Morgantown (W. Va.) Dominion Post; resigned, no reason given
- Gordon Britton, former editor, Midland (Mich.) Daily News; dropped, '92 dues not paid, left paper and has not returned to a qualifying position
- Charles Bury, editor-in-chief, Sherbrooke (Quebec) Record; dropped for nonpayment of dues
- Joann Byrd, former executive editor, Everett (Wash.) Herald, now ombudsman, Washington Post; resigned, no longer eligible
- Scott Callahan, former associate editor, DeLand (Fla.) Sun News, now city editor, Key West (Fla.) Citizen; dropped, no longer eligible
- Mary Alice Casey, former editor, Galion (Ohio) Inquirer, now city editor, Marietta (Ohio) Times; dropped, no longer eligible
- John Cole, editor, Lorain (Ohio) Journal; dropped for nonpayment of dues
- George Collier, former executive editor, Ontario (Calif.) Inland Valley Daily Bulletin, left paper for a career in politics; dropped, no longer eligible
- William Condy, former managing editor, Norwalk (Conn.) Hour; dropped, '92 dues not paid, left paper and has not returned to a qualifying position
- Nora Cooper, former editor-in-chief, Wailuku (Hawaii) Maui News; dropped, retired, '92 dues not paid, no response to offer of retired membership
- Helen Copley, publisher, San Diego Union-Tribune; resigned, no reason given
- Lee Cullum, former editorial page editor, Dallas Times-Herald; paper closed, now columnist with Dallas Morning News, resigned, no longer eligible
- Hugh Cunningham, retired, Gainesville, Fla.; dropped for nonpayment of dues
- Kenneth Fazzari, editor, Sault Ste. Marie (Mich.) Evening News; dropped for nonpayment of dues
- Gordon Fisher, former editor now general manager, Ottawa (Ontario) Citizen; resigned, new editor is now member
- Perry Flippin, former editor, Hemet (Calif.) News, now news editor, Las Vegas Review Journal; dropped, '92 dues not paid, no response to letter regarding eligibility to continue
- David Greiling, executive editor, Fort Collins Coloradoan; resigned, "will not be paying dues"
- George Harmon, former associate editor, editorial page, Florida Times-Union, Jacksonville, now retired; resigned, does not want to continue as a retired member
- H. Doyle Harvill, chairman and publisher, Tampa (Fla.) Tribune; resigned, managing editor will be member
- James Houck, former managing editor, Baltimore Sun; dropped, '92 dues not paid, no longer with paper, has not returned to a qualifying position
- Kathleen Kozdemba, president and CEO, Warrendale (Pa.) North Hills News Record; resigned, "in light of my general-management responsibilities"
- Michael Larson, editor, Mankato (Minn.) Free Press; dropped for nonpayment of dues
- Jack Lemmon, former managing editor, Baltimore Evening Sun; dropped, '92 dues not paid, left paper and has not returned to a qualifying position
- Kristen Moulton, former managing editor, Moscow (Idaho) Daily News; dropped, '92 dues not paid, left paper and is not working
- William Mungo, editor, Norwich (Conn.) Bulletin; dropped for nonpayment of dues

Jerome Nachman, former editor, New York Post, now writing books; dropped, no longer eligible
 Irene Nolan, former managing editor, Louisville (Ky.) Courier-Journal, now editing news magazine on Outer Banks; resigned, no longer eligible
 Michael Payton, managing editor, Superior (Wis.) Evening Telegram; dropped for nonpayment of dues
 Norman Pearlstine, former executive editor, Wall Street Journal; dropped, left paper to pursue other options, no longer eligible
 William Lee Porter, former editor and publisher, Winter Haven (Fla.) News Chief, now retired; dropped, '92 dues not paid, no response to offer of retired membership
 James Reston, retired; dropped for nonpayment of dues
 Robert Roule, managing editor, Dunn (N.C.) Daily Record; dropped for nonpayment of dues
 Vermont Royster, retired; dropped for nonpayment of dues
 Carl Sampson, former managing editor, Juneau (Alaska) Empire; dropped, '92 dues not paid, no longer at paper, no forwarding address
 James Santori, former editor, Decatur (Ill.) Herald and Review, now publisher, Ottumwa (Iowa) Courier; resigned, "my direction now rests on the business side"
 Don Shoemaker, retired; dropped for nonpayment of dues
 Thomas Trotter, former managing editor, Keyser (W. Va.) Mineral Daily News-Tribune, no longer with paper for health reasons; resigned, no longer eligible
 Andrew Viglucchi, editor, San Juan (Puerto Rico) Star; dropped for nonpayment of dues
 William Watson, editor, Ansonia (Conn.) Evening Sentinel; dropped for nonpayment of dues
 James Wynn, former executive editor, Rome (Ga.) News-Tribune; dropped, '92 dues not paid, no longer at paper, no forwarding address

Transfers to retired rolls (nine):

Keith Blackledge, North Platte (Neb.) Telegraph
 Otis Chandler, Times Mirror Co., Los Angeles
 Russell D'Oench, Middletown (Conn.) Press
 Arnold Friedman, Springfield (Mass.) Union-News
 James Hoge, New York Daily News
 Jenkin Lloyd Jones, Tulsa (Okla.) Tribune
 L. Durwood McAlister, Atlanta Journal
 Carl Morgan, Windsor (Ontario) Star
 Jean Otto, Rocky Mountain News, Denver

Transfers to other papers and title changes:

Dorothy Bland, Rockford (Ill.) Register Star, to president and publisher, Chillicothe (Ohio) Gazette
 Charles E. Cooper, Houston Post, to editorial director, Media News Group
 Terry Eberle, Shreveport (La.) Times, to editor, Warrendale (Pa.) North Hills News Record
 Sherman Frederick, from editor to publisher, Las Vegas (Nev.) Review-Journal
 David Hall, Hackensack (N.J.) Record, to editor, Cleveland Plain Dealer
 Linda Hughes, from editor to publisher, Edmonton (Alberta) Journal
 Paul Janensch, West Nyack (N.Y.) Rockland Journal-News, to editor, Worcester (Mass.) Telegram and Gazette
 Joel Kramer, executive editor to publisher, Minneapolis Star Tribune
 David Lipman, managing editor, St. Louis Post-Dispatch, to chairman, Pulitzer/2000
 Scott McGehee, Lexington (Ky.) Herald-Leader to publisher, Fort Wayne (Ind.) News-Sentinel
 Neil Morgan, editor, San Diego Tribune, to associate editor, San Diego Union-Tribune
 Glenn Ritt, Woodbridge (N.J.) News-Tribune, to editor, Hackensack (N.J.) Record
 Mark Silverman, from general news executive to director/News 2000, Gannett Co. Inc.
 Jackie Thomas, associate editor, Detroit Free Press, to news editor, Detroit News
 Julia Wallace, USA Today, to managing editor, Chicago Sun-Times

Karin Winner, managing editor, San Diego Union, to executive editor, San Diego Union-Tribune

Unemployed, lost, status pending ('92 dues were paid):

Stephen Buttry, new position
 Michael Foley, wrote re eligibility
 Malcolm Gibson, on sabbatical
 Barbara Henry, writing re eligibility
 Jenk Jones Jr., paper closed
 Beverlee Kritz, offered retired
 Joseph McGuff, offered retired
 Randolph Murray, paper closed
 V. Paul Reynolds, left paper
 Gary Seacrest, left paper

On the motion of Mr. Favre, the board approved the following banking resolution: "Resolved that Fidelity, Merrill Lynch, Scudder and George Mason 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 Seymour Topping, president; William B. Ketter, treasurer; or Lee Stinnett, executive director. In addition, George Mason Bank is authorized and directed to pay checks up to \$500 in the name of this Society when signed by Christine L. Schmitt. And that said banks shall not be required to make inquiry respecting the application of any instrument executed in virtue of this resolution or of the proceeds therefrom, nor be under any obligation to see to the application of such instrument or proceeds."

Mr. Hilliard, commenting as vice president, said the 1993-94 committees will continue to emphasize diversity, regarding women as well as minorities. The use of newspapers in a democracy will also be a focus during the year. Action papers are being prepared by the incoming committee chairs, and are due by the first of the year.

In the report of the executive director, Mr. Stinnett noted that the headquarters staff have moved into new offices at the Newspaper Center. ASNE has asked NAA to make some changes in walls and change some doors to improve the flow of work within the ASNE suite. Excellent working relations have been established with NAA staff in the key areas of diversity and readership, he reported.

During recent months, the executive director has conducted one-on-one discussions with each staff member, and each of the staff members contributed ideas about improving ASNE operations. Each staff member is performing exceptionally well in his or her respective position. All of the staff continue to feel challenged in their work, he reported.

Particular attention has been focused on the minorities programs, the publications and hotel contracts. The staff is concluding negotiations with the Fairmont Hotel in San Francisco for the 1999 convention. The terms of the contract offered ASNE appear to be very attractive. A study is under way to examine the rates charged to convention groups meeting at the same time and in the same cities as ASNE, including Washington, Baltimore and San Francisco. A rate of \$128 (single or double) has been negotiated with the Hyatt Hotel in Baltimore.

Mr. Stinnett reported that he attended the first convention of the National Lesbian and Gay Journalists Association, held in July in San Francisco. He was asked to give the concluding summary and write the overall piece on the convention for the association's newsletter. His current volunteer work includes service on the Northern Virginia board of the American Civil Liberties Union.

The executive director also reported that the ASNE Foundation disbursed \$326,669 for committee projects during 1991-92. Although unrestricted contributions from members and newspaper companies were down

somewhat over the previous year, the foundation's net worth increased about \$30,000, from \$750,224 to \$780,412. The foundation was able to fund all of the committee requests that were received in the previous year, he said.

A color version of a new ASNE logo, prepared by the staff of the Sacramento Bee, was circulated. Some of the directors felt that an updated logo was needed, while others wondered why the Society should make a change. There shall be more mulling before a decision is made.

With an expression of appreciation to Seymour and Audrey Topping for their hospitality in New York, the meeting was adjourned.

Gregory Favre, Secretary