

**Minutes of the board of directors**  
**American Society of Newspaper Editors**  
 October 21, 1993 — Portland, Ore.

Those present for the opening day of the fall meeting of the board of directors were:

William A. Hilliard, Portland Oregonian, president  
 Gregory Favre, Sacramento (Calif.) Bee, vice president  
 William B. Ketter, Quincy (Mass.) Patriot Ledger, secretary  
 Geneva Overholser, Des Moines (Iowa) Register, treasurer  
 N. Christian Anderson III, Orange County Register, Santa Ana, Calif.  
 Robert H. Giles, Detroit News  
 Robert J. Haiman, The Poynter Institute, St. Petersburg, Fla.  
 Jane E. Healy, Orlando (Fla.) Sentinel  
 Deborah Howell, Newhouse News Service, Washington, D.C.  
 Al Johnson, Columbus (Ga.) Ledger-Enquirer  
 Ron Martin, Atlanta Journal and Constitution  
 Tim J. McGuire, Minneapolis Star Tribune  
 Marcia A. McQuern, Riverside (Calif.) Press-Enterprise  
 Acel Moore, Philadelphia Inquirer  
 Richard A. Oppel, Knight-Ridder, Washington, D.C.  
 Sandra Mims Rowe, Portland Oregonian  
 Edward Seaton, Manhattan (Kan.) Mercury  
 Seymour Topping, New York Times Co.  
 William F. Woo, St. Louis Post-Dispatch

James P. Herman, Ottaway Newspapers, was absent.

Others attending were :

Pierre Meyer, MDA Consultants Inc., San Diego, Calif., facilitator  
 Richard M. Schmidt Jr., Cohn and Marks, legal counsel  
 Lee Stinnett, ASNE executive director  
 Elise Burroughs, ASNE publications director  
 Cornelius F. Foote Jr., ASNE minority affairs director  
 Nancy Andiorio, ASNE administrative assistant

Mr. Hilliard called the meeting to order and set the stage for a day-long discussion of the mission of ASNE. Mr. Seaton, appointed in April to head a board committee to review what ASNE's major projects should be, noted that discussions have ensued with the three major newspaper-related foundations. The Freedom Forum has agreed to fund the International Journalism Exchange in 1994. A proposal for a high school journalism project has been submitted to the Knight Foundation, which has indicated that the project is "interesting." The outcome of the request to Knight is uncertain.

The McCormick Foundation is interested in the impact of the new technology on journalism, including ethics and the role of editors. There may be a way for ASNE and McCormick to work together in this area, which obviously touches on readership.

Mr. Favre noted that the ASNE Foundation directors met on the previous day and received a report from McKinsey and Company, indicating that ASNE has opportunities to increase funding from newspaper companies and related foundations. The pro bono McKinsey study involved interviews with 17 donors and potential donors and indicated that ASNE is valued highly. Some donors said, however, that the projects for which the Society has sought funding may not be bold enough, and the Society should clarify the uniqueness of its projects and its fit with other associations, such as the Associated Press Managing Editors, Society of Newspaper Design and Newspaper Association of America.

McKinsey recommended that the Foundation improve the solicitation process, with more direct and personal follow-up.

The board moved to the discussion of ASNE's mission and strategy. Mr. McGuire said the need to review the mission of ASNE became evident as the board committee on funding major projects struggled with different ideas about which projects to try to fund. Clarification is needed to determine whether ASNE is primarily an industry leader or an organization dedicated to supporting editors and the craft, for example.

Mr. Meyer agreed to help the board, on a pro bono basis, to clarify its mission. The discussion began with Mr. Meyer asking those present to identify why they joined the Society or became associated with ASNE, and why the present directors chose to run for election to the board. The remarks made by those present contain the values of ASNE, Mr. Meyer said.

The board and staff members present described why they had joined ASNE and had agreed to be a candidate for board membership. The major reasons that were articulated were:

- Professional development.
- Making a difference on important industry goals and standards such as freedom of information.
- Company of peers.
- Understanding changes in the newspaper industry and the need for diversity.
- Because one is expected to be active as a leader.
- Passion for the craft and newspaper work.

Mr. Meyer noted that much of the day should be spent on "dialogue," which minimizes "discussion". The word "discussion" comes from the Latin where "dis" means "apart" and of "quater" means "to shake, beat, or strike asunder." In other words, discussion implies a contest and a win/lose approach. The word "dialogue" is from the Greek where "dia" means "through" and "logos" means "the word or meaning." Dialogue is the passing of words or meaning among individuals in order to develop a common and broader meaning. Good dialogue requires individuals to suspend assumptions, treat others as colleagues, and understand the importance of paradox.

The discussion turned to the difference between "values," "vision," and "mission." At the end of a lengthy discussion, the board adopted the following draft statement of mission, values and strategies:

#### Statement of mission

The American Society of Newspaper Editors is dedicated to the leadership of American journalism. It is committed to fostering the public discourse essential to democracy; helping editors maintain the highest standards of quality, improve their craft and better serve their communities; and preserving and promoting core journalistic values, while embracing and exploring change.

ASNE's priorities are:

- To protect First Amendment rights and enhance the free flow of information.
- To drive the quest for diversity and inclusion in the workplace and newspaper content.
- To promote the newspaper's role in providing information necessary to the informed practice of citizenship.
- To encourage innovation and celebrate creativity in newspapers.
- To respect and encourage the involvement of all its members.

Strategies for accomplishing the mission

- Seek alliances with like-minded industry groups.
- Encourage members to help one another improve their newspapers.
  - Develop on-site visits and other outreach to newsrooms.
  - Share success stories with members.
- Reach out to members.
  - Lead newspaper technologies into the next century.
  - Provide new ideas for shaping the craft of journalism.
  - Help editors face change and challenge.
- Support the emergence and development of a free press around the world.
- Re-examine all the activities and committees of the ASNE to determine if they fit the mission statement.
  - Establish new committees on "Change" and "Newspapers and the Changing Technology."
- Study how public debate of issues takes place and how newspapers can become more involved in the process.
  - Explore programs funded by foundations.
  - Generate new projects.
- Support quality education and training for journalists
  - Work through the Accrediting Council on Education in Journalism and Mass Communication .
  - Encourage newspapers and editors to get involved in high school journalism.
- Continue to emphasize core values.
  - Awareness of the First Amendment and the role of the press in society.
  - Freedom of information.
  - Newspaper coverage of elections and other issues of democracy.
  - Diversity in newsrooms and news coverage.

The officers will continue to discuss these strategies and will provide greater description, which will be helpful to the board and other members.

Following a lunch break, during which Ms. Overholser and Mr. Woo discussed their efforts to cover the Midwest summer flood, the discussion turned to strategies by which ASNE can pursue its mission.

Concluding the session, Mr. Meyer indicated that new board members will go through a "forming, storming, norming, and performing" development. It is important that the board officers and members quickly move through orientation, and discussion of power and role, he said. This in turn will accelerate an open exchange of ideas, defining problems, creating solutions and "sharing responsibility for outcome."

The board agreed upon a procedure for editing the mission statement and strategies, getting input, and reaching a consensus. The minutes reflect the outcome.

The board went into executive session, and Mr. Giles was elected to become treasurer in April. The board also approved bonuses for three employees who have recently completed 10 years of service to the Society, Nancy Andiorio, Elise Burroughs, and Chris Schmitt.

**Meeting October 22, 1993**

The directors meeting continued. Directors present on Oct. 22 were joined by Connie Riu, NAA manager, diversity outreach services, and the following ASNE committee chairs:

Anthony Day, Los Angeles Times, Retired Members

George M. Ewing Sr., Canandaigua (N.Y.) Daily Messenger, International  
 John S. Driscoll, Boston Globe, Future of Newspapers  
 Hunter T. George, Thomson Newspapers, Toronto, Small Newspapers  
 Robert W. Mong, Dallas Morning News, Minorities

Committee chairs absent were:

Richard Aregood, Philadelphia Daily News, Bulletin  
 Linda Grist Cunningham, Rockford (Ill.) Register Star, Nominations  
 Timothy J. Gallagher, Albuquerque (N.M.) Tribune, Press Bar  
 Thomas H. Greer, Cleveland Plain Dealer, Membership  
 Bill Kovach, Nieman Foundation, Cambridge, Mass., Ethics  
 Wanda S. Lloyd, USA Today, Human Resources

The minutes of the April meeting were approved.

In the president's report to the board, Mr. Hilliard noted that he had attended the 1993 annual conventions of all of the minority associations, plus the NAA board of governors meeting. He particularly urged the directors to attend future meetings of the Native American Journalists Association and the National Lesbian and Gay Journalists Association. The Native American group struggles with different problems of press freedom, as many of the newspapers are controlled by tribal councils and there is little freedom of the press. He said the gay and lesbian conference is a "no-nonsense" meeting that reminded him of the early NAACP meetings he covered as a reporter.

Mr. Stinnett in his executive director's report noted that a good deal of his time since the April convention was spent on developing proposals. In memos submitted to him during the summer, a number of staff members suggested the need to rekindle their creativity since several had completed more than 10 years of service to ASNE. Each person received a copy of Roger von Oech's A Whack on the Side of the Head: How You Can Be More Creative. The staff will meet with Pat Renfroe, a personnel specialist who recently retired from NAA, to discuss the ideas generated by the book.

The purchase of new software and computers will enable the staff to produce a registration form with tickets, notes, ballots, and nametags generated through the computer, he said.

Another project was the launch of a search for candidates to fill the minority affairs position, after Mr. Foote announced his plans to return to newspaper work. Mr. Stinnett said Mr. Foote's impending departure was unexpected and all of his colleagues on the staff hate to see him go. Some 75 applications have been received. Among the 20 or more well qualified candidates are members of the four major racial minority groups. \_\_

Ms. Howell, reporting for Freedom of Information, said that the Clinton administration had instituted new policies as a result of the memorandum that ASNE and other press groups sent to the newly elected president. ASNE sent a protest to the Fairfax County (Va.) Board of Supervisors regarding attempts to remove a gay-focused newspaper from the county libraries.

The response to the committee's efforts to compile a list of incidents of federal secrecy has been disappointing. Only a half-dozen incidents have been reported. Newspapers seem to concentrate on state and local FOI situations. These are interesting cases, but not enough to be considered a real survey, she said. Another mailing to members is contemplated, as well as a Bulletin article.

Mr. Schmidt said that press reaction was minimal to the Senate Judiciary Committee's decision to close hearings in connection with the confirmation of Ruth Bader Ginsburg to the Supreme Court. No editorials were generated by ASNE's protest of the action, and the move was under-reported in news accounts.

Attorney General Janet Reno phoned Mr. Schmidt to discuss a memorandum calling upon the new administration to practice openness. ASNE signed the memorandum along with a number of other media associations. Mr. Giles wrote NAA to ask for an explanation of that organization's failure to join the other groups in signing the statement. He received no response.

ASNE was among many groups that were subpoenaed by a Pennsylvania litigant, Peter J. Wirs. A Philadelphia law firm, Dechert, Price and Rhoads, filed a motion to quash the subpoena, which was granted. Mr. Hilliard agreed to express ASNE's appreciation to the firm.

Mr. Schmidt noted that Sen. Bob Graham of Florida continues to take a leading role in calling for the federal government to operate in the sunshine. However, few others on Capitol Hill have joined Sen. Graham's crusade. Major decisions are made in secrecy, Mr. Schmidt said. There seems to be a trend toward privacy and keeping names out of print. And the news media seem to have little concern.

The board endorsed the commemoration of May 3, 1994, as International Press Freedom Day. May 3 is the anniversary of the signing of a declaration in 1991 in Windhoek, South-West Africa, that an independent and pluralistic free press is essential for democracy.

A Press, Bar and Public Affairs report was submitted by Mr. Gallagher. The report noted that more than 40 newspapers in 30 states have agreed to participate in an "Open Government" project. Each participating newspaper will find a high school journalism class to test local government's openness.

Mr. McGuire urged the Press, Bar group to be alert and ready for a future military-press conflict. The media should be better prepared to deal with military censorship than they were when the Persian Gulf hostilities occurred.

Mr. Ewing, International Committee, said 14 news professionals are visiting the United States this fall through the ASNE International Journalism Exchange. A journalist from Vietnam and an editor from Russia were accepted by the program, but were unable to get documents to enable them to leave their countries and travel to the United States. The board expressed great appreciation to Freedom Forum for underwriting the 1994 program and voted to name the program "Freedom Forum/ASNE International Journalism Exchange."

Mr. Ewing noted that plans are developing for an ASNE trip focusing on the Islamic World, May 12-29, 1994. Twenty-seven editors have expressed tentative interest in participating. Future trips will be planned by the committee vice chair and take place after the annual convention. Craig Klugman, Ft. Wayne (Ind.) Journal-Gazette, is taking the lead in planning the Islamic trip.

The Future of Newspapers Committee will produce a 100-to-120 page book based on editor interviews with about 25 futuristic-minded individuals, according to Mr. Driscoll. He is proposing that the Boston Globe pay the cost (approximately \$3,000) to print copies for distribution to members. The committee is also searching for a commercial publisher.

Mr. Favre said the study of potential readers generated a list of more than 40 newspapers that were interested in serving as test papers. Fourteen were accepted to give representation of various circulation sizes plus geographical diversity. Each test paper will send two or three representatives to a brainstorming session Nov. 5-7 at the Poynter Institute in St. Petersburg, Fla. Some of the "interventions" to be tested involve electronic dissemination of information. The study will focus on people with serious interest in news who are nevertheless infrequent newspaper readers. The targeted readers are 25-to-45 years old, and a special focus will be put on women readers.

Mr. Stinnett noted that the project involved a partnership with the test newspapers, which are contributing much of the research work to keep ASNE's out-of-pocket costs as low as possible. Still, the projected budget is \$130,000. Mr. Driscoll noted that NAA, which has contributed \$30,000 to the project, is cooperating with ASNE on a more intense level than in the past. ASNE has solicited gifts from newspaper companies and foundations to cover the balance. A report will be ready by the time of the April convention, and Mr. Favre has agreed to give a similar presentation at the NAA convention, which follows ASNE's meeting. A final report is expected by July 1, 1994.

A session at the journalism educators convention was videotaped and will be edited to 20 minutes. The discussion concentrated on the education of future journalists. Mr. Driscoll is preparing a Bulletin article, which will also include the best of the comments about journalism education by Hearst-Awards students.

A proposal was circulated to the McCormick Tribune Foundation to create an ongoing readership project. However, ASNE has been informed that the foundation isn't interested in this particular project. Further explorations will be held with McCormick.

Mr. George said the Small Newspapers Committee has developed an expanded critique program. Some 60-70 editors will work with each other for several months before the convention.

A reader-to-reader section is being developed with help from the Chicago Tribune. The report will be printed by the San Gabriel (Calif.) Daily Tribune. The findings of a prototype study with focus groups would make a good 30-minute convention program segment, Mr. George said.

Mr. Foote outlined the plan for the Minorities Committee job fair to follow the board meeting. He said a workbook on managing diversity is under way.

Mr. Mong described initiatives to connect with Hispanics, including a short course at the University of Texas at El Paso. Also, a recruiting video emphasizing Hispanics is being created. Lessons that can be learned from other industries are being accumulated.

The committees have generated a number of articles for the Bulletin, Ms. Burroughs reported. Subscriptions to the Bulletin are at a low point, and a number of suggestions were made – offer multiple subscriptions at a discount, encourage editors to send gift subscriptions to journalism schools, and send out a notice about Bulletin subscriptions that editors can distribute to newsroom staff or post on bulletin boards.

A staff-written memo proposing a redesigned annual report as an alternative to the Proceedings was discussed. A motion was made and approved to discontinue the Proceedings in favor of publishing a more timely report to the members in a magazine or tabloid format, at a cost not to exceed the expense of publishing the hardback book. The report should be the highest quality that is obtainable within the present Proceedings budget. The sense of the proposal was that the staff would work with the executive committee to develop the most attractive format. There was concern expressed about maintaining a historical record of the convention segments. The executive director will see if the permanent archive, soon to be established, will include the audio tapes.

Ms. Overholser said the Program Committee has scheduled an opening reception at the historic building of the Library of Congress and hopes to hold the closing event at the White House. The schedule includes a visit to the Holocaust Museum on Thursday. Committee meetings will begin at 8:30 a.m. and conclude at 10:15 a.m. A one-hour plenary session will take place at 11 a.m., and two concurrent workshops will be held following lunch (2:30-4), preceding the Holocaust event. A segment on covering Holocaust-like events will be held on Friday morning as a follow-up to the museum visit.

Ms. Overholser said she hoped the convention program would offer "difficult" sessions that cause attendees to think. Mr. Haiman will organize a session on "tough questions" that inhibit free and open discussion in the newsroom.

A session on spirituality and values in American life will be organized by Ms. Howell, and a session on foreign policy following the end of the Cold War will be put together by Mr. Klugman. Jim Hoge will be the moderator. The possibility of taking the convention to Capitol Hill is being explored. A session on press coverage of the Branch Davidian cult disaster is another convention possibility, as is a session on reaching young readers. Ms. Overholser invited committee chairs to propose ideas for program segments.

Mr. Ketter is in charge of fund-raising. He reported that USA Today and the Washington Times have both indicated they will make financial contributions toward the cost of the convention. Other news organizations are also being contacted. Mr. Favre will see if the Baltimore Sun will print the convention program again.

Ms. Overholser said she hopes that the board members and committee chairs will ask probing questions of the speakers.

The board decided to reinstate the convention newspaper as a minorities training project. Some felt that the project could be done less expensively. Perhaps more revenue can be raised from advertising sales.

Ms. Overholser also gave the Treasurer's report, which showed a 1992-93 profit of \$81,239 in a break-even budget. This was largely due to convention income and convention expenses, she said. The income/expense figures do not include funding for the two receptions that were included in the budget because the costs were paid directly by the N.Y. Times and Baltimore Sun. Convention attendance was 674, versus 575 budgeted. The year-end financial report is shown on page 1304.

With executive committee approval, purchases of computer equipment (\$2,954) were made, and in the current fiscal year an additional \$4,700 has been spent on computer equipment. Additional purchases of \$5,000 are anticipated. Total anticipated computer costs are \$12,500.

Mr. Moore said the Education for Journalism Committee has focused on high school projects this year. The proposal submitted to the Knight Foundation would build ties between newspapers and high school journalism programs through matching funds for the purchase of a computer for desk top publishing. Mr. Moore urged directors to make site visits as members of accrediting teams.

**ASNE 1992-93 COMPARISON TO BUDGET**  
(Adjusted/Unaudited)

	<b><u>Budget</u></b> <b><u>1992-93</u></b>	<b><u>Actual</u></b> <b><u>1992-93</u></b>	<b><u>% of Budget</u></b>	<b><u>1993-94</u></b> <b><u>Budget</u></b>
1. Dues	\$288,500	\$272,658.50	94.5	\$318,500
2. Initiation fees	9,000	9,900.00	110.0	9,000
3. Interest/dividends	8,500	5,935.25	69.8	16,000
4. Grants/reimbursements	163,000	143,500.00	88.0	102,500
5. Editors' Exchange fund*	7,500	2,051.28	27.4	--
6. Convention	272,500	263,239.99	96.6	312,500
7. Bulletin	15,000	16,308.44	108.7	14,500
8. Publications	5,500	7,132.00	129.7	4,500
9. Miscellaneous	<u>1,500</u>	<u>1,335.00</u>	89.0	<u>1,500</u>
10. Total Income	\$771,000	\$722,060.46	93.6	\$779,000
11. Salaries	308,000	307,093.16	99.7	320,500
12. Payroll taxes	24,000	22,877.31	95.3	22,000
13. Group insurance	35,500	33,144.07	93.4	35,000
14. Retirement	21,000	6,341.50	30.2	20,500
15. Legal counsel	35,000	34,011.78	97.2	36,500
16. Audits/consulting	4,000	3,745.00	93.6	4,000
17. Convention	171,000	81,797.59	47.8	171,000
18. Board/committee meetings	7,000	7,470.68	106.7	7,500
19. Bulletin	35,500	31,838.42	89.7	35,500
20. Proceedings	11,000	9,317.23	84.7	11,000
21. Editors' Exchange	9,000	7,578.33	84.2	9,000
22. Dues/subscriptions	500	482.13	96.4	500
23. Reports/publications	--	2,417.55	--	--
24. Rent	18,000	17,160.00	95.37	18,000
25. Office expenses	20,000	19,211.98	96.1	17,000
26. Equipment/furniture/maint.	7,000	4,467.63	63.8	5,000
27. Postage	33,500	25,348.20	75.7	28,000
28. Telephone	10,000	9,370.13	93.7	8,500
29. Travel	10,500	10,213.18	97.3	10,500
30. Insurance	6,500	4,799.00	73.8	6,000
31. Miscellaneous	<u>4,000</u>	<u>2,136.19</u>	53.4	<u>3,000</u>
32. Total Expenses	\$771,000	\$640,821.06	83.1	\$769,000
33. Profit (loss)	--	81,239.40	--	10,000
34. FAF income	23,000	17,033.07	74.1	15,000
35. FAF expenses	<u>43,500</u>	<u>41,436.79</u>	95.3	<u>45,000</u>
36. FAF profit (loss)	(20,500)	(24,403.72)	119.0	(30,000)

\* \$115,000 is restricted as the Editors' Exchange Fund. Beginning with 1993-94, the interest from these funds will be included in line 3.

Mr. Giles, who represents ASNE on the accrediting council, said several trends are evident in collegiate journalism education:

- Pressure to hire Ph.D.'s.
- Decline in the proportion of news/editorial majors.
- Lack of collaboration among educators and news professionals.

A summary of Ethics Committee projects was submitted by Mr. Kovach. The committee will publish its report in the Nieman magazine. Articles in the report will be designed to serve as a guide for editors on how to think about ethical problems at a time when sensationalism is growing in both print and broadcasting. The New York Times Co. Foundation is considering a request to cover the cost of printing the report.

Mr. Day said that the time may have come to retire the Retired Members Committee, as no clear purpose has emerged for the group. Few retired members have responded to invitations to participate in projects. Mr. Favre does not plan to continue it.

Mr. McGuire said similar problems confront the Issues Committee, though some ideas were generated by the report of the Future of Newspapers Committee. Two of Mr. Hilliard's columns in the Bulletin were distributed to the wire services.

Mr. Martin reported that the main project of the Literacy Committee is a catalog of news-for-kids approaches. Nearly 200 newspapers have submitted examples of sections, pages and features aimed at young readers in the elementary school range. Mr. Martin added: "We were led to believe that the National Adult Literacy Survey would focus more on newspaper reading, but the preliminary report is that there may not be much there to work with. However, vice chair Diane McFarlin of Sarasota will attend a Reading in America Conference Dec. 1 at the Poynter Institute, and Roy Peter Clark has volunteered to ask experts at the conference to study the adult literacy survey results. We hope to develop something from the reading conference for a possible Bulletin article."

The board approved a motion made by Ms. Healy to amend the rules of the Writing Awards to include entries from news services or bureaus headed by active ASNE members.

The Human Resources Committee report submitted by Wanda Lloyd indicates that a principal focus is on survey data from newsroom staffs compiled by Indiana University researchers David Weaver and Cleve Wilhoit. A focus group will be organized, perhaps with Freedom Forum help. Also, a list of training resources has been developed by Freedom Forum, relieving the committee of undertaking a similar project.

Mr. Ketter, in the Secretary's report, said he had called most of the members who were dropping out of ASNE due to non-payment of dues. A couple may reconsider and remain members.

The board approved applications of 24 candidates for membership. They were:

Frank C. Barrows, managing editor, Charlotte (N.C.) Observer  
 Judith H. Bolch, assistant managing editor, Raleigh (N.C.) News & Observer  
 Michael W. Chapin, managing editor, Aurora (Ill.) Beacon-News  
 Nancy A. Conway, editor and publisher, York (Pa.) Dispatch  
 James N. Crutchfield, executive editor, Long Beach (Calif.) Press-Telegram  
 Joan Fraser, editor, Montreal (Quebec) Gazette  
 Marion S. Gregory, managing editor, Raleigh (N.C.) News & Observer  
 Robert W. Haring, executive editor, Tulsa (Okla.) World (former member)  
 Donald W. Henninger, managing editor, Phoenix (Ariz.) Gazette  
 Edward A. Higgins, editorial page editor, St. Louis Post-Dispatch (former member)  
 James S. Hill, editor of the editorial pages, Phoenix (Ariz.) Gazette  
 Lance C. Johnson, managing editor, New London (Conn.) Day  
 Paul M. Keep, editor, Bay City (Mich.) Times  
 David M. Levine, editor, North Jersey Herald & News, Passaic, N.J.  
 Robert C. Matson, managing editor, Canandaigua (N.Y.) Daily Messenger

Andy McMills, executive editor, Springfield (Mo.) News-Leader  
 Michael J. Pelrine, managing editor, Delaware State News, Dover  
 Jennie L. Phipps, executive editor, Utica (N.Y.) Observer-Dispatch  
 Rick Rodriguez, managing editor, Sacramento (Calif.) Bee  
 James A. Rosenthal, managing editor, Providence (R.I.) Journal-Bulletin  
 Cliff G. Schechtman, managing editor, Wilkes-Barre (Pa.) Times Leader  
 Robert D. Utter, editor and president, Westerly (R.I.) Sun  
 John N. Walston, executive editor, Wilmington (Del.) News Journal  
 Allison W. Walzer, editor, Wilkes-Barre (Pa.) Times Leader

Since the board met in March, there have been seven deaths and 43 resignations and ineligibilities, including 11 active members still in qualifying positions dropped for nonpayment of 1993 dues. Four members have requested transfer to the retired rolls. With the 24 applications just approved, membership stands at 870 (677 active and 193 retired). Following are details of the secretary's report.

Deaths (seven):

Milton B. Chilcott, retired, Sheridan, Wyo.  
 W. Howard Eanes, retired, Bristol, Va.  
 William Randolph Hearst Jr., editor-in-chief, Hearst Newspapers, New York  
 Don James, editor, Wichita Falls (Texas) Times Record News  
 Robert C. Maynard, Oakland, Calif.  
 Joseph Pulitzer Jr., retired, St. Louis  
 Kenneth R. West, retired, Lakeland, Fla.

Resignations and ineligibilities (43):

Jennifer J. Allen, publisher and president, Ironton (Ohio) Tribune; dropped, nonpayment of dues  
 W. Dale Allen, editor, Akron (Ohio) Beacon Journal; resigned, no reason given  
 Paul O. Anderson, retired, Tacoma, Wash.; dropped, nonpayment of dues  
 Thomas S. Beebe, former managing editor, Fort Atkinson (Wis.) Jefferson County Union; now research writer for Dept. of Public Instruction, dropped, no longer eligible  
 George A. Beidler, executive editor, Greensburg (Pa.) Tribune-Review; dropped, nonpayment of dues  
 George R. Blake, former editor, Cincinnati Enquirer; resigned, now vice president/community affairs, no longer eligible  
 Lee E. Cearnal, former editor, Monroe (La.) News-Star; dropped, dues not paid, now copy editor, Houston Chronicle, no longer eligible  
 William Chanin, executive editor, Vineland (N.J.) Daily Journal; dropped, nonpayment of dues  
 Kathryn Christensen, former managing editor, Baltimore Sun; left paper to return to broadcast, dropped, no longer eligible  
 Ed Corson, editorial page editor, Macon (Ga.) Telegraph; resigned, budget concerns  
 Michael J. Davies, former publisher, Baltimore Sun; dropped, dues not paid, resigned from paper, not in qualifying position  
 Linda M. DeMeglio, managing editor, Primos (Pa.) Delaware County Daily Times; dropped, nonpayment of dues  
 William B. Dunn III, managing editor, Orlando (Fla.) Sentinel; dropped, nonpayment of dues  
 Cindy R. Eikamp, editor, Aberdeen (S.D.) American News; dropped, nonpayment of dues  
 Joseph F. Ellis, retired, Clarksdale, Miss.; dropped, nonpayment of dues  
 James E. Farrell, editor, Lanham (Md.) Prince George's Journal; dropped, nonpayment of dues  
 Debra Flemming, former editor, Owatonna (Minn.) People's Press; dropped, dues not paid, left paper, no forwarding address  
 Stephen J. Geimann, executive editor, United Press International, Washington, D.C.; dropped, nonpayment of dues  
 Malcolm Gibson, former executive editor, Gainesville (Fla.) Sun; dropped, dues not paid, took sabbatical to get master's degree, has not secured qualifying position  
 Mitchell F. Golub, deputy managing editor/development, Fort Lauderdale (Fla.) Sun-Sentinel; dropped, nonpayment of dues  
 E. Cody Hall, former editor-in-chief, Anniston (Ala.) Star; dropped, dues not paid, no response to offer

of retired membership

H. Harrison Jenkins, retired, Columbia, S.C.; dropped, nonpayment of dues

Ben Johnson, former assistant managing editor/development, St. Petersburg (Fla.) Times; resigned, left paper for consulting job, no longer eligible (now at Chicago Sun-Times; will ask to rejoin)

Don Marsh, former editor, Charleston (W.Va.) Gazette; resigned, retired and did not want to continue

Mary L. Martin, former executive editor, Oshkosh (Wis.) Northwestern; resigned, retired and did not respond to offer of retired membership

Joseph T. McGuff, former editor, Kansas City (Mo.) Star; dropped, dues not paid, no response to offer of retired membership

Randal L. Miller, former editor, Fort Madison (Iowa) Daily Democrat; dropped, dues not paid, not in qualifying position

J. Randolph Murray, former editor, Anchorage (Alaska) Times; dropped, dues not paid, paper closed, now working in non-qualifying position at Daytona Beach (Fla.) News-Journal

Eric Newton, former managing editor, Oakland (Calif.) Tribune; dropped, dues not paid, left paper when it was sold, not in qualifying position

Norman A. Pearson, retired, Springfield, Ohio; dropped, nonpayment of dues

Neil L. Reynolds, former editor, Kingston (Ontario) Whig-Standard; dropped, dues not paid, left paper

V. Paul Reynolds, former managing editor, Bangor (Maine) Daily News; dropped, dues not paid, left paper and has not secured qualifying position

Robert E. Rhodes, retired, Corpus Christi, Texas; resigned, health problems

Russell A. Roberts, executive editor, Lake City (Fla.) Reporter; dropped, nonpayment of dues

A.N. Romm, retired, Boynton Beach, Fla.; dropped, nonpayment of dues

John H. Sengstacke, editor, Chicago Daily Defender; dropped, nonpayment of dues

James E. Shelledy, editor, Salt Lake Tribune, Salt Lake City; resigned, no reason given

Wiley W. Spurgeon Jr., retired, Syracuse, Ind.; dropped, nonpayment of dues

William E. Sweisgood, former editorial page editor, Jacksonville (Fla.) Times-Union; dropped, dues not paid, no longer at paper

Steve Vaughn, former executive editor, Orlando (Fla.) Sentinel; dropped, dues not paid, no longer at paper

Norman E. Webster, former editor-in-chief, Montreal (Quebec) Gazette; dropped, left paper and is not in a qualifying position

Steve M. Wilson, former editor, Scottsdale (Ariz.) Progress; resigned, now columnist, Arizona Republic, no longer eligible

Lou Ziegler, former editor, Springfield (Mo.) News-Leader; dropped, dues not paid, now general news executive, Gannett Co. Inc.

#### Transfers to retired rolls (four):

George N. Gill, Louisville (Ky.) Courier-Journal

Jenk Jones Jr., Tulsa (Okla.) Tribune

Robert H. Wills, Journal/Sentinel Inc., Milwaukee

John L. Wise Jr., Butler (Pa.) Eagle

#### Transfers to other papers/title changes:

J.D. Alexander, executive editor to editor and publisher, Seattle Post-Intelligencer

Peter Bhatia, Sacramento (Calif.) Bee, to executive editor, Fresno (Calif.) Bee

Jennie Rae Buckner, Knight-Ridder Inc., to editor, Charlotte (N.C.) Observer

Robert Cochnar, Pleasanton (Calif.) Tri-Valley Herald, to vice president news, Alameda Newspaper Group, Oakland, Calif.

Charles E. Cooper, Hayward (Calif.) Daily Review, to editor, Pleasanton (Calif.) Tri-Valley Herald

Joseph S. Distelheim, executive editor to editor-in-chief, Anniston (Ala.) Star

Helen W. Donovan, managing editor to executive editor, Boston Globe

John S. Driscoll, editor to vice president, Boston Globe

Henry M. Freeman, Wilmington (Del.) News Journal, to president and publisher, Bridgewater (N.J.) Courier-News

Jack Fuller, Chicago Tribune, to president and chief executive officer, Chicago Tribune Co.

Lawrence R. Fuller, Sioux Falls (S.D.) Argus Leader, to publisher, Honolulu Advertiser

H.D.S. Greenway, senior associate editor to editorial page editor, Boston Globe

Clark Hoyt, Knight-Ridder Newspapers, Washington, to vice president for news, Knight-Ridder Inc., Miami

Janet C. Leach, Phoenix (Ariz.) Gazette, to managing editor, Cincinnati Enquirer

Edward E. Manassah, Palm Springs (Calif.) Desert Sun, to president and publisher, Louisville (Ky.) Courier-Journal

R. Glenn McCutchen, Nacogdoches (Texas) Daily Sentinel, to publisher, Lufkin (Texas) Daily News

Mary Jo Meisner, Fort Worth (Texas) Star-Telegram, to editor, Milwaukee Journal

Susan H. Miller, Scripps Howard Newspapers, Cincinnati, to editor and president, Monterey County Herald, Monterey, Calif.

Roger L. Mosher, Shelbyville (Ind.) News, to editor, Batavia (N.Y.) Daily News

Richard A. Oppel, Charlotte (N.C.) Observer, to Washington bureau chief, Knight-Ridder Newspapers

Roger D. Plothow, Idaho Falls (Idaho) Post Register, to publisher, St. George (Utah) Daily Spectrum

Sandra Mims Rowe, Norfolk Virginian-Pilot and Ledger Star, to executive editor, Portland Oregonian

Paul J. Schatt, Phoenix Gazette, to editor of the editorial pages, Arizona Republic, Phoenix

Terry Schwadron, assistant managing editor to deputy managing editor, Los Angeles Times

William J. Steinauer, Idaho Statesman, Boise, to executive editor, Bucks County Courier Times, Levittown, Pa.

Matthew V. Storin, executive editor to editor, Boston Globe

Howard Tyner, associate editor to editor, Chicago Tribune

Pete Weitzel, managing editor to senior managing editor, Miami Herald

James P. Willse, New York Daily News, to director of new media, Advance Publications Inc. Systems Group, Jersey City, N.J.

Unemployed/lost/status pending (93 dues were paid):

Robert Bentley, left paper

C. David Burgin, left papers

William P. Cheshire, title change, will write

Waldo C. Dannenbrink, offered retired

Reginald G. Henry, left paper

Robert W. Jodon, left paper

Fred S. Kardon, left paper

Beverly Kees, left paper

Robert H. Longstaff, offered retired

Scott H. McElhaney, left paper

Ed Rademaekers, paper sold

F. Gilman Spencer, offered retired

Robert M. Witty, writing re eligibility

A number of directors raised questions about ASNE's membership policy, and Mr. Hilliard appointed a committee headed by Mr. Ketter to review the current policy and make recommendations. Messrs. McGuire and Anderson and Ms. Howell join Mr. Ketter on the committee.

Mr. Stinnett reported that the ASNE Foundation gave about \$34,000 to support committee projects in 1992-93, plus \$4,300 in contributions to journalism groups. All of the directors of ASNE and ASNEF have made gifts or pledges to the Foundation this year.

The board approved a request from NAA to share the cost of remodeling the sections of the Newspaper Center to which ASNE has moved. The costs to ASNE are expected to be under \$2,500.

Meeting in executive session, the board voted to create a separate retirement program for ASNE staff and contribute 7.8 percent of staff salaries to it during the first year. A board committee headed by Mr. Favre will review what other newspaper associations are contributing to retirement programs and reassess the ASNE contribution.

A motion was made and approved in connection with 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 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 William Hilliard, president; Geneva Overholser, 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."

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

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William B. Ketter, Secretary