

MINUTES OF THE ASNE BOARD OF DIRECTORS MEETING

J.W. Marriott - Washington, DC, April 12, 1994

William A. Hilliard, Portland Oregon and ASNE president, called the meeting to order.

Board members attending:

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

Committee chairs attending:

Richard Aregood, Philadelphia Daily News
 Anthony Day, Los Angeles Times
 John Driscoll, Boston Globe
 George Ewing, Canandaigua (N.Y.) Daily Messenger
 Hunter George, Toronto, Ontario, Canada
 Thomas Greer, Cleveland Plain Dealer
 Wanda S. Lloyd, USA today
 Robert Mong, Dallas Morning News

Committee vice chairs attending:

Peter K. Bhatia, Portland Oregonian
 Frank A. Daniels III, Raleigh (N.C.) News & Observer
 David Hall, Cleveland Plain Dealer
 Karen Jurgensen, USA Today
 Craig Klugman, Fort Wayne (Ind.) Journal-Gazette
 Diane H. McFarlin, Sarasota (Fla.) Herald-Tribune
 E. Donald Lass, Asbury Park Press, Neptune, N.J.
 Ed W. Petykiewicz, Ann Arbor (Mich.) News

Other attendees:

Cathleen Black, Newspaper Association of America
 Richard M. Schmidt, Cohn and Marks, ASNE legal counsel
 Lee Stinnett, ASNE executive director
 Elise Burroughs, ASNE publications director
 Neil Foote, ASNE minority affairs director

Absent:

Seymour Topping, Pulitzer Prize Board
 Linda Grist Cunningham, Rockford (Ill.) Register Star - Nominations
 Timothy J. Gallagher, Albuquerque (N.M.) Tribune - Press, Bar
 Robert H. Giles, Detroit News

Bill Kovach, Nieman Foundation - Ethics
 David Lawrence Jr., Miami Herald
 Scott McGehee, Fort Wayne (Ind.) News-Sentinel - Membership vice chair
 Cynthia A. Tucker, Atlanta Constitution - Ethics vice chair

Minutes of the October meeting were approved.

In the report of the president, Mr. Hilliard said, "This has been a rewarding, busy and productive year for me." He noted that he had numerous keynote addresses and attended the annual conventions of the four minority associations and the National Lesbian and Gay Journalists Association. He said the meetings were "eye-openers" and urged board members to attend them.

He noted that ASNE continues to have a good working relationship with the Newspaper Association of America, and he praised the efforts of the "hardworking ASNE staff."

Mr. Hilliard reported that the Council of Presidents of National Newspaper Journalism Organizations met on April 11, with representatives of 22 organizations present. The council seems to be serving its intended purpose of stimulating information and idea sharing and consolidating efforts.

The mission statement drafted during the fall meeting was considered for adoption. After the draft version was published in the Bulletin, retired member Bob Achorn wrote ASNE proposing that the mission statement be expanded to reflect "ASNE's interest in covering the news, fully, fairly, head-on." After deciding that the concluding section on core values addressed this issue, the board adopted the following mission statement:

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 respect and encourage the involvement of all its members.
- To encourage innovation and celebrate creativity in newspapers.

Strategies for accomplishing the mission are:

- 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 "New Media and Values."
- 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.
- 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.
 - Quality education and training for journalism.

Mr. Stinnett described the newly developed convention registration materials, that are generated through data processing. He explained the package of prototype examples and committee reports that are being distributed to convention registrants and will be distributed to members who do not attend the convention.

The executive director's report noted a number of changes that have occurred during the past year, including a new logo and new address; replacement of all of the printed materials with the old address; a new fax number that brings documents into computers for scanning; upgraded computer system (spent \$17,000, including consulting work); new word and data processing software; a new members guide; a new annual report; ASNE's move to a new level of support among the major foundations; and replacement of Neil Foote, who has resigned as minority affairs director to join the staff of the Dallas Morning News.

Reporting for the ASNE Foundation, Mr. Seaton said that major funding has been secured or is being cultivated to operate four major projects (minorities, International Journalism Exchange, a new media and values project, and a program to train journalism educators in newsrooms). He said that the large foundation-funded projects may drive ASNE's agenda, but that the ASNE board is in a position to give direction when needed. Mr. Seaton is due to be elected ASNEF president on Friday.

ASNE vice president Favre noted that the 1994-95 committee chairs have prepared action plans to develop their committee projects for the year. The board will meet Sept. 29 - Oct. 1 in Sacramento, Calif.

Ms. Black reported that the Newspaper Association of America has adopted a mission statement. There is a consensus that the newly organized association can't do everything and that a better sense of focus is developing. A survey of newspapers indicates that many members feel that NAA is too expensive, she said, and the board of governors is being restructured. Among the priorities will be diversity, public policy and monitoring new technology. NAA feels that it cannot impact circulation/readership, which is a matter that local newspapers must attend to.

The board went into executive session and all who were not directors were excused. During the session, the board approved the salary raises included in the proposed 1994-95 budget, as well as a 7.8 percent contribution to staff retirement accounts.

Mr. Stinnett was called back into the meeting to report on his efforts to recruit a new minority affairs director. There have been more than 70 applicants, he said, and eight candidates have been interviewed. These included persons from all four minority groups. He said he expects to hire a candidate in the weeks following the convention.

Other members of the staff and the legal counsel were recalled to hear the discussion of membership. Mr. Ketter reported that a board committee appointed at the fall meeting reviewed the membership policy and decided that there was no need to change the current policy.

The board reviewed the application of John Goossen, publisher of the Grand Island (Neb.) Independent, along with five applications received since the mail ballot. All were accepted and the following report of the secretary was adopted.

Since the board met in October, there have been no deaths, but 20 resignations and ineligibilities. Four members have requested transfer to the retired rolls. Thirty-nine new members have been elected; three were former members. Three members requested reinstatement. Membership stands at 892; 703 active and 189 retired.

Reinstatements (three):

Joseph Ellis, retired member
Ben Johnson, associate editor, Chicago Sun-Times
John Sengstacke, editor, Chicago Daily Defender

Members elected (39):

Andrea Aleff, associate editor, Fort Lauderdale (Fla.) Sun-Sentinel
Gilbert Bailon, assistant managing editor, Dallas Morning News
George Baker, managing editor, Fresno (Calif.) Bee
Soma Golden Behr, assistant managing editor, New York Times
Mark Bowden, managing editor, Cedar Rapids (Iowa) Gazette
Gerald Boyd, assistant managing editor, New York Times
Kenneth Bunting, managing editor, Seattle Post-Intelligencer
Byron Calame, deputy managing editor, Wall Street Journal
Amy Carlile, Sunday and features editor, Arizona Republic, Phoenix
Richard Cheverton, managing editor (strategy and administration), Orange County Register, Santa Ana, Calif.
Elizabeth Cook, editor, Salisbury (N.C.) Post
Robert Franken, assistant managing editor, Arizona Republic, Phoenix (former member)
Edward Frede, editor, Danbury (Conn.) News-Times (former member)
Michael Getler, deputy managing editor, Washington Post
John Goossen, publisher, Grand Island (Neb.) Independent
Vicki Gowler, executive editor, Duluth (Minn.) News-Tribune
Barbara Gutierrez, managing editor, El Nuevo Herald, Miami
Ian Haysom, editor-in-chief, Vancouver (British Columbia) Sun
Warren Hoge, assistant managing editor, New York Times
Carol Hunter, editor, Bridgewater (N.J.) Courier-News
W. Martin Kaiser, managing editor, Milwaukee Journal
Stephen Lawrence, director of editorial development, Thomson Newspapers, Toronto
Thomas Lee, executive editor, Oshkosh (Wis.) Northwestern
Rexanna Keller Lester, managing editor, Savannah (Ga.) News-Press
Judith Locorriere, editor, Jersey City (N.J.) Jersey Journal
Mark Nadler, executive editor, Chicago Sun-Times
H. Graham Osteen II, executive editor, Sumter (S.C.) Item
Wayne Parrish, executive editor, Toronto (Ontario) Sun
Terry Plumb, editor, Rock Hill (S.C.) Herald (former member)
Nancy Remsen, news editor, Bangor (Maine) Daily News
Sharon Rosenhouse, managing editor/news, San Francisco Examiner
Daniel Rosenheim, managing editor, San Francisco Chronicle
Louise Seals, managing editor, Richmond (Va.) Times-Dispatch
Isabel Spencer, managing editor, Denver Post
Susan Jessup Svihlik, executive editor, Warren (Ohio) Tribune Chronicle
Scarlett Syse, editor, Shelbyville (Ind.) News
Robinson J. Ward Jr., editor, Huntsville (Ala.) Times

Neil Westergaard, executive editor, Denver Post
Owen Youngman, features editor, Chicago Tribune

Resignations and ineligibilities (20):

Dee Boaz, editor, Clarksville (Tenn.) Leaf-Chronicle; resigned, "watching pennies", subsequently left paper

Jack Briggs, publisher, Tri-Cities (Wash.) Tri-City Herald; resigned, managing editor has joined Jerald Finch, senior editor, Richmond (Va.) Times-Dispatch; resigned, "new role does not involve participation"

Earl Foell, retired, Boston; resigned, "active in too many organizations"

Alf Goodykoontz, former executive editor, Richmond (Va.) Times-Dispatch; resigned, retired and did not want to continue

Raymond Gover, publisher, Harrisburg (Pa.) Patriot-News; resigned, approaching retirement and newsroom duties have diminished, editor is member

Lewis Haber, retired, South Bend, Ind.; resigned, no reason given

Jack Howard, retired, New York; resigned, health reasons

Tom Honig, editor, Santa Cruz (Calif.) Sentinel; resigned, "worsening bottom line"

Robert Jodon, former editor, Duluth (Minn.) News-Tribune; dropped, left paper, no forwarding address

Jenk Jones Jr., retired, Tulsa, Okla.; resigned, cited increased rate for retired members

Dorothy Jurney, retired, Haverford, Pa.; resigned, no longer able to attend convention

John Kerr, managing editor, Elgin (Ill.) Courier-News; resigned, newspaper suspended financial support

Herbert O'Keef, retired, Raleigh, N.C.; resigned, moving to retirement community, has not participated

Jeffrey Owen, editor, Franklin (Ind.) Daily Journal; resigned, budget restrictions

W. Robert Pattridge, retired, Lakewood, Colo.; resigned, no reason given

John Powers, retired, South Bend, Ind.; resigned, dues too high for modest pension

James Stommen, former editor, Norristown (Pa.) Times Herald; resigned, paper sold and he decided to go back to Georgia

William H. Wood, former editor, Norfolk Virginian Pilot and Ledger-Star; resigned, left paper and is no longer eligible

Robert Woods, retired, Wenatchee, Wash.; resigned, no reason given

Transfers to retired rolls (four):

Ben Bowers, Greensboro (N.C.) News & Record

Larry Jinks, San Jose (Calif.) Mercury News

Patrick McCauley, Huntsville (Ala.) Times

F. Gilman Spencer, Denver Post

Transfers to other papers/title changes:

Robert Ashley, State College (Pa.) Centre Daily Times, to editor, Owensboro (Ky.) Messenger-Inquirer

Peter Bhatia, Fresno (Calif.) Bee, to managing editor, Portland Oregonian

Daniel Blom, Logansport (Ind.) Pharos-Tribune, to assistant managing editor, Munster (Ind.) Times

John Hollon, Great Falls (Mont.) Tribune, to executive editor, Honolulu Advertiser

Fred Kardon, Marlboro (Mass.) Enterprise/Hudson Daily Sun, to executive editor, Bloomington (Ill.) Pantagraph

Jacqueline Thomas, Detroit News, to deputy bureau chief, Detroit News, Washington

Unemployed/lost/status pending:

Robert Bentley, left paper

William Cheshire, title change, will write

Waldo C. Dannenbrink, offered retired

Hunter George, left group

Reginald G. Henry, left paper

Beverly Kees, left paper

Robert H. Longstaff, offered retired

Mark Mathes, left paper

Scott H. McElhaney, left paper

Ed Rademaekers, paper sold

The board turned its attention to the decision to support an amicus brief filed in the Concord Monitor case, which involved the question of whether newspaper reporters are "professionals" as defined by U.S. labor regulations and are, therefore, exempt from overtime pay. After inviting comment from the whole board, the executive committee conferred in a conference call. Joining in the discussion were two directors (Mr. McGuire and Mr. Oppel) who had expressed concern about ASNE's taking a position on this matter, along with legal counsel Schmidt and Mr. Stinnett. All but Mr. McGuire thought that ASNE should support the position taken by the Monitor, and ASNE joined in the brief.

Mr. Schmidt reported that ASNE has been looking for a way to participate in the Dan E. Moldea vs. New York Times case, which involves serious issues for the press. However, the New York Times counsel discouraged ASNE from filing a brief. ASNE will continue to look for opportunities to join with an amicus brief.

The board concluded its executive session and continued with the treasurer's report from Ms. Overholser, who noted that the staff projects a \$54,150 profit for 1993-94, mainly due to larger-than-budgeted convention registration. The proposed 1994-95 budget is balanced, and is only 6 percent larger (\$49,000) than ASNE's 1988-89 budget. Other highlights of the 1994-95 budget are:

Income

1. Dues are not increased. Paid membership for 93-94 will not be as high as budgeted.
2. Initiation fees are unchanged.
3. Interest income for 92-93 was lower because of reduced reserves and payment of a premium for a \$30,000 long-term investment.
4. Includes convention sponsorships and partial reimbursement for minorities and IJE administration, and administrative services to ASNE Foundation.
5. Editors' Exchange Fund interest was incorporated into line 3 beginning with 93-94.
6. No increase in convention registration fees. 1994 projected paid registration of 750 exceeds budgeted attendance of 625.
7. Bulletin subscriptions are declining.
8. Publications income decreases because there are no sales of Proceedings.
10. Budgeted 94-95 income of \$798,000 reflects increase in sponsorships and reimbursements. Projected 93-94 income is lower than budgeted because we are not actually receiving reception funds of \$50,000.

Expenses

11. Salary increases are included.
14. Simplified employee pension (SEP) is expected to be in place by beginning of 94-95 fiscal year. Retirement contribution is computed at 7.8% of full-time employee salaries, the rate set at the Portland board meeting.
15. Legal counsel retainer is increased by \$3,000. First Amendment Fund (line 35) pays half of retainer and all expenses.
16. Auditing services are increased to cover filing of additional returns regarding the retirement program.
17. Projected 93-94 convention expenses are less than budgeted because receptions will be paid directly by Washington Post and Newhouse Newspapers.
19. Bulletin budget includes additional use of color and expected increase in printing costs.
20. Revamped annual report costs include printing, \$6,000; transcribing, \$2,000; and reproducing members' guide, \$1,000.
21. Editors' Exchange costs for 93-94 are projected to be less than budgeted because only two issues have been six pages.
24. NAA increased rent in Jan. 1994 by 2.7%. Similar increase is budgeted for Jan. 1995.
25. The 93-94 projection includes the purchase of ergonomic chairs for the staff.

29. Travel budget for 94-95 includes executive director attendance at APME, AEJMC, NLGJA and Unity '94. Minority affairs director goes to Unity '94 and one other minority association convention in spring '95. Three staff members go to fall board meeting in Sacramento. Five staff members will attend a program committee meeting in Dallas and six staff members will travel to the Dallas convention. Minority travel related to programs is paid by ASNEF, as is publications director travel to Writing Awards.

Profit/loss

33. Proposed 94-95 budget is balanced. Projected profit of \$54,150 in 93-94 may be higher if convention registration continues to increase and expenses decline.

First Amendment Fund

36. Losses for three consecutive years will exhaust reserves by June 1995.

1994-95 PROPOSED BUDGET COMPARISON

<u>Income</u>	<u>1993-94 BUDGET</u>	<u>1993-94 thru 3/20/94</u>	<u>Projected 1993-94</u>	<u>1992-93 ACTUAL</u>	<u>Proposed 1994-95 BUDGET</u>
1. Dues	318,500	277,676	305,000	272,659	309,000
2. Initiation fees	9,000	7,950	13,000	9,900	9,000
3. Interest/dividends	16,000	9,856	16,000	5,935	14,500
4. Sponsorships/reimbursements	102,500	112,750	118,750	143,500	193,500
5. Editors' Exchange Fund*	--	--	--	2,051	--
6. Convention	312,500	228,686	285,000	263,240	256,500
7. Bulletin	14,500	12,323	15,000	16,308	12,000
8. Publications	4,500	1,415	4,500	7,132	2,000
9. Miscellaneous	<u>1,500</u>	<u>1,050</u>	<u>1,500</u>	<u>1,335</u>	<u>1,500</u>
10. TOTAL INCOME	779,000	651,706	758,750	722,060	798,000
 <u>Expenses</u>					
11. Salaries	320,500	237,508	324,000	307,093	334,000
12. Payroll taxes	22,000	17,513	25,000	22,877	23,000
13. Group insurance	35,000	16,529	29,000	33,144	32,500
14. Retirement	20,500	10,613	18,000	6,342	25,500
15. Legal counsel	36,500	17,000	34,000	34,012	35,500
16. Auditing services	4,000	3,720	4,500	3,745	5,000
17. Convention	171,000	13,725	121,500	81,798	173,000
18. Board/committee meeting	7,500	5,493	6,500	7,471	7,500
19. Bulletin	35,500	21,868	33,000	31,838	38,500
20. Annual report	11,000	7,277	9,500	9,317	9,000
21. Editors' Exchange	9,000	4,359	7,000	7,578	9,000
22. Dues/subscriptions	500	209	500	482	500
23. Reports/publications	--	--	--	2,418	--
24. Rent	18,000	11,495	17,400	17,160	18,000
25. Office expenses	17,000	9,389	14,000	19,212	15,000
26. Equipment/maintenance	5,000	1,279	4,500	4,468	5,000
27. Postage	28,000	15,609	25,000	25,348	28,500
28. Telephone	8,500	5,130	9,200	9,370	9,500
29. Travel	10,500	9,465	13,500	10,213	20,000
30. Insurance	6,000	3,969	5,500	4,799	6,000
31. Miscellaneous	<u>3,000</u>	<u>2,622</u>	<u>3,000</u>	<u>2,136</u>	<u>3,000</u>
32. TOTAL EXPENSES	769,000	414,772	704,600	640,821	798,000
33. Profit	10,000	236,934	54,150	81,239	- 0 -
34. FAF - income	15,000	16,781	17,500	17,033	13,500
35. FAF - expenses	<u>45,000</u>	<u>21,003</u>	<u>45,000</u>	<u>41,437</u>	<u>46,500</u>
36. FAF - loss	(30,000)	(4,222)	(27,500)	(24,404)	(33,000)

*Included in line 3 beginning 7/1/93.

Mr. Stinnett noted that ASNE was able to advise members that their 1994 dues are entirely tax-deductible, despite new laws affecting how lobbying costs are reported to the IRS, because the current budget calls for expenditures of First Amendment Fund money. However, dues payments in the future likely will be affected by the new laws, after ASNE depletes FAF monies.

The board adopted a resolution naming the Newspaper Association of America to be administrator of the benefits package, with the exception of the retirement program. The ASNE board has approved a separate Simplified Pension Program for the staff.

The ASNE board was joined by committee leaders and the meeting continued with reports from the chairs.

Reporting for the Convention Program Committee, Ms. Overholser said convention registration is expected to be around 864, compared to a final registration count of 708 in Baltimore. She noted that there was some unhappiness about the handling of the White House event of Friday evening. The White House established a 400 limit on attendance. The only alternative was to have a tent erected on the lawn, and that did not seem to be a workable solution and was expensive. ASNE accepted the 400 limit and announced a first-come, first-served policy, which was rigorously followed. Mailings were staggered as follows to give members first opportunity: ASNE leadership (Dec. 17); past presidents (Dec. 20); ASNE members (Dec. 23); and journalism educators/past guest registrants (Jan. 7). After a waiting list was begun on Jan. 21, registration information was distributed to the heads of journalism associations and others whose registration fees are comped. Virtually everyone who registered wanted to attend the WH event; therefore, about half of the convention registrants got a "sorry, it's filled" letter.

Several directors indicated that they had received complaints from members who were angry about the way the event was handled. After a discussion of alternative approaches, including not having events where there are limits on attendance, the board decided to offer no guidance to future ASNE leaders.

Ms. Overholser said she had received outstanding support from committee members who arranged various sessions and from the staff in Reston. An innovation this year is the inclusion of brief biographies of the convention speakers in the printed program, so that introducers could avoid lengthy introductions. An expected highlight of the meeting will be the "Voices of Unity," brief remarks from minority journalists.

She asked ASNE leaders to be aggressive about asking questions during the convention sessions.

Mr. George said the Small Newspapers group proved to be "the little committee that could." The major project was the production of a prototype ("Celebrations") and accompanying booklet to develop new concepts of how newspapers can cover their communities. Forty editors are participating in the one-on-one critiques that got under way in the fall and are culminating in a session on Tuesday afternoon before the opening reception.

A project to examine problems that "slow the drive toward excellence" is under way and will continue under the 1994-95 committee. A recruiting brochure that touts the virtues of starting newspaper careers at small newspapers is being developed. Mr. Petykiewicz said the committee in the coming year will focus on improving diversity on the newsroom staffs of small newspapers, and continue efforts to develop practical ways for small newspapers to improve.

Reporting for Freedom of Information, Ms. Howell said the greatest success was the Clinton Administration's new policy on electronic freedom of information. "The administration has promised openness, but we have yet to see it followed up with regulations," she said. A meeting with Attorney General Reno has been requested to follow up. There are plenty of instances to generate concern about the Administration's FOI stance, including closed hearings on health care reform, reluctance to reveal White House salaries, and claims in court that all National Security Council staff documents are secret.

The committee received only limited feedback from its request to editors for documentation of federal attempts to violate the FOI Act. Ms. Howell said that the Reporters Committee for Freedom of the Press appears to be in a better position to monitor such problems and she concluded that ASNE should not attempt to duplicate the efforts of that group. A meeting has been scheduled with officials of the Office of Management and Budget to discuss FOI issues.

The ASNE legal counsel and committee leadership worked hard to change the Boxer-Moran bill to restrict access to license plate information. Since it was impossible to strike this aspect of the bill from the legislation, ASNE worked with members of Congress to revise the law so that citizens can elect to have their names and other information kept private, while information from other citizens will be accessible to the press and others.

Mr. Opiel noted the need to resume discussions with the military about press coverage in war times.

Mr. Johnson indicated that the committee is pressing for the meeting with Attorney General Janet Reno, in order to follow-up on the Administration's policies for openness and freedom of information.

The board approved support for International Press Freedom Day each year, at the discretion of the FOI Committee chair and the ASNE president.

The Press, Bar and Public Affairs Committee completed a project to test how open local government is to requests for information from students, according to a report submitted by Mr. Gallagher. The committee devised 12 scenarios in which students would ask for public records or try to attend meetings that should be held in public. Students at 15 high schools in 13 states participated. More than half of the 161 students who participated in the project were only partially successful or were turned down flat.

Mr. Mong said the Minorities Committee's Hispanic initiative made "strong inroads that should be continued." Two short courses were held on campuses with large Hispanic enrollments. More job fairs were held west of the Mississippi than previously. Also, a film is being developed to recruit Hispanics.

The Minorities chair said that last year's content audits workbook is in its third printing and noted that a companion piece on managing diversity is being distributed at the convention. And a report on what other industries are doing to recruit minorities will appear in the April Bulletin.

Mr. Foote said the annual survey of employment indicated little growth in the proportion of newsroom professionals who are minorities - 10.49 percent, compared to 10.25 percent a year ago. However, minorities accounted for 24 percent of all journalists hired for their first full-time newspaper positions and 39 percent of all newsroom interns.

He expressed his appreciation for support during his tenure as minority affairs director. He said those associated with ASNE should feel good about the Society's efforts in the diversity area.

The directors adopted the following resolution: "The Board of Directors of the American Society of Newspaper Editors commends Cornelius F. Foote Jr. for nearly four years of outstanding contributions to ASNE's efforts to increase newsroom diversity and multicultural understanding. Your persistence, energy and good nature brought significant progress to ASNE's Year-2000 objective."

Mr. Hall said he would work to ensure continuity in the minorities programs in the coming year.

Mr. Aregood said he hoped the Bulletin has included material that editors wanted to read. During the past year, two pages of each issue have been devoted to writing.

Ms. Burroughs indicated that several directors are being asked to provide feed-back on each issue of the magazine.

Ms. Lloyd and Mr. Bhatia will share responsibilities for the Bulletin in the coming year, as co-chairs.

During the lunch break, the directors and committee leaders heard Ms. Rowe and Mr. Bhatia describe how the Oregonian covered the national story of Olympic-contender Tonya Harding's involvement in the attempt to injure competitor Nancy Kerrigan. Also, Mr. Anderson gave an account of the Orange County Register's coverage of wild-fires in his area.

The afternoon meeting resumed with a report from Mr. Ewing, who headed the International Committee. He said the committee supervised another successful International Journalism Exchange program in which 14 journalists from 12 foreign countries visited the United States. The program was expanded to include four senior reporters from Korea, whose expenses were covered by The Freedom Forum, which has made a grant to cover the costs of the 1994 exchange, he said. Two of twelve editors selected to participate were unable to get out of their respective countries.

ASNE expressed concern over the Council of Europe's proposals for government determination of news content and "ethical" journalism.

A fact-finding trip to the Middle East has been organized by Mr. Klugman and will take place in May, following the convention.

A motion to adopt Declaration of Chapultepec (Hemisphere Conference on Free Speech) was unanimously approved. The resolution, developed at a meeting in Mexico City earlier in the year, calls for press freedom throughout the Americas.

Mr. Moore, who headed the Journalism Education Committee, noted the outstanding work done in his area by other organizations. He cited the publication of "Death by Cheeseburger" by The Freedom Forum, and a video produced by ASNE's Future of Newspapers Committee.

Concern about increasing emphasis on academic credentials, rather than professional experience, for tenure of journalism faculty has been voiced by Betty Medsger, chair of the Journalism Department at San Francisco State University.

A proposal to aid and support high school journalism received partial funding from the Knight Foundation. Mr. Daniels indicated that the incoming committee will develop a project and utilize the funding.

Mr. Driscoll reported that the Future of Newspapers group produced a book probing change in American society, "Come the Millennium." The committee also organized a meeting of editors and educators during the journalism educators convention. A 55-minute videotape entitled "Blown Into Bits" has been produced and is on sale during the convention.

A major study of potential readers has been launched under the leadership of Mr. Favre. Ms. Rowe said a principal project of the committee next year will be to complete the research study.

Ms. Lloyd said the Human Resources Committee generated a number of Bulletin articles. Data from an Indiana University study of newsroom employees were probed, but there seemed to be no particular need to develop a report for ASNE. The newsroom management handbook, being handled by Ms. McQuern, is "still a work in progress."

Mr. Day recommended that the Retired Members committee be retired. "It's clear that everything this committee might propose falls under another committee. Mr. Day said he had distributed a letter to retired members to work with local high schools or with journalists abroad through the Center for Foreign Journalists. "We received no response at all."

The 1993-94 Literacy Committee produced a magazine-sized catalog targeting young readers, according to Mr. Martin. The report surveys the variety of approaches large and small newspapers use to reach young readers, from grade schoolers to teens and young adults. Also, he said, committee

members attended a reading conference at the Poynter Institute. The 94-95 committee may join with Poynter in developing a second conference, according to Ms. McFarlin.

The Membership Committee made a concerted effort to recruit more minority members into ASNE, Mr. Greer said. Also, letters were sent to prospective members using lists provided by ASNE/Reston.

Mr. McGuire recommended that the Issues Committee also be retired and committee chairs will publicize their own projects.

The Writing Awards Board made five awards this year, Ms. Healy reported. The board made two awards in the commentary/column-writing category but decided that entries received in the deadline writing category did not merit an award and none was issued. The 1994 winners were Joan Beck, columnist, Chicago Tribune, commentary/column-writing; Donna Britt, columnist, Washington Post, commentary/column writing; Michael G. Gartner, editor and chairman, Ames (Iowa) Daily Tribune, editorial writing; Anne Hull, staff writer, St. Petersburg (Fla.) Times, non-deadline writing; and Ken Wells, senior writer, Wall Street Journal, headline writing.

A collection of articles on journalism ethics was assembled and published through the *Nieman Report* by the Ethics Committee.

The Nominations Committee generated a list of 12 candidates to fill six vacant positions on the ASNE board, according to a report submitted by Ms. Cunningham.

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

Meeting April 15, 1994

The newly constituted ASNE board of directors met briefly to elected new officers. Named to lead ASNE in 1994-95 were Mr. Favre, president; Mr. Ketter, vice president; Ms. Overholser, secretary; and Mr. Giles, treasurer.

Meeting April 16, 1994

Following the convention, the ASNE board met, primarily to hear the plans of the incoming committee chairs.

Board members attending:

Gregory Favre, Sacramento (Calif.) Bee, president
 William B. Ketter, Quincy (Mass.) Patriot Ledger, vice president
 Geneva Overholser, Des Moines (Iowa) Register, secretary
 Robert H. Giles, Detroit News, treasurer - Nominations
 N. Christian Anderson III, Orange County Register, Santa Ana, Calif. - New Media and Values
 Robert J. Haiman, The Poynter Institute, St. Petersburg, Fla. - Convention Program
 Jane Healy, Orlando (Fla.) Sentinel
 William Hilliard, Portland Oregonian
 Deborah Howell, Newhouse News Service, Washington, DC
 Al Johnson, Columbus (Ga.) Ledger-Enquirer - Freedom of Information
 Ron Martin, Atlanta Journal and Constitution
 Diane H. McFarlin, Sarasota (Fla.) Herald-Tribune - Literacy
 Tim J. McGuire, Minneapolis Star Tribune - Change
 Marcia McQuern, Riverside (Calif.) Press-Enterprise
 Acel Moore, Philadelphia Inquirer
 Richard A. Oppel, Knight-Ridder Newspapers, Washington, DC
 Sandra Mims Rowe, Portland Oregonian
 Edward Seaton, Manhattan (Kan.) Mercury

William F. Woo, St. Louis Post-Dispatch

Committee chairs attending:

Peter K. Bhatia, Portland Oregonian - Bulletin
 Frank A. Daniels III, Raleigh (N.C.) News & Observer - Education for Journalism
 David Hall, Cleveland Plain Dealer - Minorities
 Karen Jurgensen, USA Today - Press, Bar and Public Affairs
 Craig Klugman, Fort Wayne (Ind.) Journal-Gazette - International
 David Lawrence Jr., Miami Herald - Writing Awards
 Wanda S. Lloyd, USA today - Bulletin
 Christopher Peck, Spokane (Wash.) Spokesman-Review - Ethics (Vice Chair)
 Ed W. Petykiewicz, Ann Arbor (Mich.) News - Small Newspapers

Other attendees:

Allan Adler, Cohn and Marks
 Richard M. Schmidt Jr., Cohn and Marks, ASNE legal counsel
 Lee Stinnett, ASNE executive director
 Elise Burroughs, ASNE publications director
 Neil Foote, ASNE minority affairs director

Absent:

Timothy J. Gallagher, Albuquerque (N.M.) Tribune
 E. Donald Lass, Asbury Park Press, Neptune, N.J. - Human Resources
 Scott McGehee, Fort Wayne (Ind.) News-Sentinel - Membership
 Cynthia A. Tucker, Atlanta Constitution - Ethics

Mr. Favre called the meeting to order and quoted the German poet Goethe:

*Whatever you can do, or dream you can, begin it.
 Boldness has genius, power and magic in it.*

He extended a warm invitation to the directors and committee chairs to attend the fall meeting Sept. 29-Oct. 1 in Sacramento.

He congratulated the winners in the board of directors election. They were:

Winning three-year terms

Mr. Woo, 172 votes
 Ms. McFarlin, 154
 Mr. Anderson, 148
 Mr. Moore, 148
 Mr. Seaton, 143

Winning a two-year term

Mr. Gallagher, 122

Also finishing

Mr. Herman, 119
 Mr. Klugman, 119
 Ms. Jurgensen, 100
 Ms. Lloyd, 97
 Mr. Dible, 84
 Mr. Aubespain, 83

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 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 Gregory Favre, president; Robert H. Giles, 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. Favre congratulated Mr. Hilliard for a successful year as president.

The new ASNE president said he attended portions of all of the committee meetings. "I've rarely heard such enthusiasm and significant discussion. The committee meetings were very well attended," he said. He invited committee chairs to give brief accounts of their plans for the coming year. The following reports were made.

Mr. Seaton said the ASNE Foundation has funds for the committees to use as seed money to get their projects started.

Writing Awards - The directors approved making sports writing the rotating category for the 1995 awards. Although there was some discussion about making headline writing a permanent category, no motion was made in this regard.

Bulletin - Deadlines have been set for nine issues: June issue (May 15), July/August (June 15), September (July 15), October (Aug. 15), November (Sept. 15), December (Oct. 15), January/February (Nov. 15), March (Jan. 15), April/May (Feb. 15). Among the subjects to be explored are how to get the most out of the Unity '94 convention, performance evaluations, and activities of the copy desk.

Change - The committee hopes to make a major presentation at the 1995 convention. There will be a meeting of committee members and others in Minneapolis Sept. 11-13.

Convention Program - The committee will meet Sept. 17 in Dallas and Jan. 20 in St. Petersburg. A long list of prominent speakers and topics are under consideration. One definite segment will feature convention spouses on the topic, "It's great to be married to an editor, well, sorta, actually it's hell." There will be a strong focus on Texas topics. There will be some surprises during the convention for sure. An important component will be how editors can do their jobs better.

Ethics - Checkbook journalism and bad surveys will be among the topics examined.

Freedom of Information - The committee will pursue meetings with Attorney General Janet Reno, initiated by the 1993-94 committees. A group including Mr. Oppel, Tony Day and Seymour Topping will work to clarify military press rules. There will be more frequent ASNE Media Alerts. Special attention will be given to assuring the free speech of high school journalists.

Future of Newspapers - An attempt will be made to understand cultural shifts among children. Rising fifth-graders are the targeted group. The study of young potential readers will be completed.

Human Resources - An interactive video for use in the newsroom will be developed. Other projects will focus on copy editors, an updated newsroom management handbook, repetitive stress injury, and people with disabilities.

International - The ASNE group will work more closely with international organizations such as the Committee to Protect Journalists. The International Journalism Exchange will be continued in cooperation with The Freedom Forum. IJE participants will be selected at a meeting in June at the Center for Foreign Journalists in Reston. A fact-finding trip, perhaps to Southeast Asia, will be organized in 1995, either in May or October.

Literacy - The focus will be on young people's reading. A conference will take place Dec. 11-12 in St. Petersburg. Leaders in youth media will be invited, along with editors. A subcommittee will look at comics.

Membership - Potential members will be asked to participate in a survey to probe why they don't belong to ASNE.

Minorities - The committee will focus on recruiting and training, mid- and senior-level management, increasing minorities in entry-level jobs, and encouraging talented minorities who are working in other fields to join newspaper staffs. The committee will meet during Unity '94.

New Media and Values - A major research project will probe how editors are responding to new media challenges to core journalism values. A conference to develop ideas will be held Sept. 18-20 in Chicago.

Press, Bar and Public Affairs - A meeting will be held in early October at USA Today headquarters in Arlington, Va. Attendees will include lawyers, journalists and "teckies." Monthly conference calls among committee members are contemplated. The focus will be on discovering what questions ASNE should take to judges. A grant of \$5,000 may be made by The Freedom Forum to support the meeting. The committee will encourage editors to visit military academies.

Small Newspapers - The committee will collect the best ideas from small newspapers. Management problems that block change in small papers will be examined. Critiques will be offered again on the opening day of the convention.

In other business, Mr. Favre indicated that retired members want to continue their own organization with a breakfast during the 1995 convention. They are willing to pay their own way, Tony Day indicates.

The discussion turned to what ASNE might do to have a presence at the Unity '94 convention. A number of ideas were considered, including operating a booth through which editors attending the convention could offer career advice. A reception or hospitality room would cost a great deal.

The following ideas were agreed upon:

- ASNE will create buttons that members will wear. They will say, "ASNE Supports Unity."
- An ad developing this theme will be placed in the Unity program.
- The president of ASNE will write the heads of the minority associations, expressing the board's desire to be helpful and describing some of ASNE's work in the diversity area.
- The Minorities Committee and Executive Committee will meet during Unity.

There being no further business before the board, the meeting concluded with Mr. Favre urging those present to make plans to attend the Sacramento board meeting.

William B. Ketter
Secretary