

**MINUTES – ASNE BOARD OF DIRECTORS MEETINGS – APRIL 7 and 11, 2003**  
The Fairmont Hotel, New Orleans

The ASNE board, staff and legal counsel met preceding the 2003 convention in New Orleans. During the day, the following were present.

Board members attending:

Diane H. McFarlin, publisher, Sarasota (Fla.) Herald-Tribune, president  
 Peter K. Bhatia, executive editor, The Oregonian, Portland, vice president  
 Karla Garrett Harshaw, editor, Springfield (Ohio) News-Sun and senior editor, Cox  
 Community Newspapers, secretary – *Membership*  
 Rick Rodriguez, executive editor, The Sacramento (Calif.) Bee, treasurer – *Nominations*  
 Gilbert Bailon, executive editor, The Dallas Morning News  
 Susan Bischoff, deputy managing editor, Houston Chronicle – *American Editor*, co-chair  
 Jennie Buckner, editor, The Charlotte (N.C.) Observer – *Education for Journalism*  
 Kenneth F. Bunting, executive editor, Seattle Post-Intelligencer  
 Frank M. Denton, editor, Wisconsin State Journal, Madison – *Craft Development*  
 Carolina Garcia, executive editor, Monterey (Calif.) County Herald  
 Charlotte H. Hall, managing editor, Newsday, Melville, N.Y. – *American Editor*, co-chair  
 Pamela J. Johnson, Leadership & Management Faculty, The Poynter Institute, St.  
 Petersburg, Fla.  
 Edward W. Jones, editor, The Free Lance-Star, Fredericksburg, Va.  
 Wanda S. Lloyd, executive director, Freedom Forum Diversity Institute at Vanderbilt  
 University, Nashville, Tenn.  
 Tim J. McGuire, retired, Star Tribune, Minneapolis, ex officio  
 Gregory L. Moore, editor, The Denver Post – *Diversity*  
 Paul C. Tash, editor and president, St. Petersburg (Fla.) Times

Committee chairs attending:

Douglas C. Clifton, editor, The Plain Dealer, Cleveland – *Freedom of Information*  
 W. Martin Kaiser, editor, Milwaukee Journal Sentinel – *Readership Issues*  
 Richard A. Oppel, editor, Austin (Texas) American-Statesman – *Awards Board*  
 Allen Parsons, executive editor and associate publisher, Star-News, Wilmington, N.C. –  
*Small Newspapers*  
 Rena M. Pederson, editor at large, The Dallas Morning News – *Convention Program*  
 Janet S. Weaver, executive editor, Sarasota (Fla.) Herald-Tribune – *Multimedia*

Incoming committee chairs attending:

Amanda Bennett, editor, Lexington (Ky.) Herald-Leader  
 Susan C. Deans, assistant managing editor/weekends, Rocky Mountain News,  
 Denver  
 Gregory Favre, distinguished fellow, The Poynter Institute, St. Petersburg, Fla.  
 Vicki S. Gowler, editor, St. Paul (Minn.) Pioneer Press

Others attending:

J. Scott Bosley, ASNE executive director  
 Mae Cheng, president, Asian American Journalists Association  
 LaBarbara Bowman, ASNE diversity director  
 Kevin M. Goldberg, Cohn and Marks, ASNE legal counsel  
 Diana Mitsu Klos, ASNE senior project director  
 Richard M. Schmidt, Cohn and Marks, ASNE legal counsel  
 Edward L. Seaton, editor-in-chief, The Manhattan (Kan.) Mercury, ASNEF President  
 Dean Singleton, chairman, Newspaper Association of America  
 Ernest Sotomayor, president, UNITY: Journalists of Color  
 John Sturm, president and CEO, Newspaper Association of America  
 Patty Talahongva, president, Asian American Journalists Association  
 Kevin Wilcox, ASNE communications director  
 Cristal Williams, ASNE project director

Not attending:

Gerald M. Boyd, managing editor, The New York Times – *Leadership*  
 Philip A. Bronstein, executive editor, San Francisco Chronicle  
 Joann Byrd, editor emeritus, editorial page, Seattle Post-Intelligencer – *Ethics and Values*  
 Jerome M. Ceppos, vice president/news, Knight Ridder, San Jose, Calif.  
 Judy Pace Christie, consultant, Judy Christie Consulting Services LLC – *High School Journalism*  
 Jeffrey D. Cohen, editor, Houston Chronicle  
 Susan Kille, Editor, Wire & Graphics Network, The New York Times Regional Newspaper Group  
 David B. Offer, executive editor, Central Maine Newspapers, Augusta  
 Robert Rivard, editor and sr. vice president for news, San Antonio Express-News – *International*  
 Gil Thelen, executive editor, The Tampa (Fla.) Tribune  
 David M. Yarnold, editor, San Jose (Calif.) Mercury News  
 David A. Zeeck, executive editor, The News Tribune, Tacoma, Wash.

The minutes of the Fall board meeting were approved.

President McFarlin, in her report, noted that by building partnerships with NAA, APME and the Unity organizations, among others, we have been and will be able to accomplish much more than we would by working independently.

She also made several other key points:

- The two most significant facets of The Campfire's first year have been the daily Editors Tips developed by the Small Newspaper Committee and the issues packages developed by the Multimedia Committee. The year was largely experimental, geared toward developing material that would most benefit our members and enhance the value of their association with ASNE.
- Working with the Readership Institute, we developed a curriculum on how to use the findings of the Impact Study to build readership. The McCormick Tribune Foundation agreed to fund a two-year program of 24 regional workshops. These workshops, which began in January, are designed to train interdepartmental teams from individual newspapers in how to grow readership.

- ASNE, in partnership with APME, convened a training summit in Atlanta last June. About 30 people gathered to discuss the dearth of training in the newspaper industry and our industry's dependence on charity to provide much of what training does exist. The result was the formation of a broad coalition of professional organizations, training institutions and foundations eager to elevate the conversation about training and persuade decision makers to invest more time and money in professional development.

A coalition subcommittee was selected, representing ASNE, APME, NAA, RTNDA, Unity and the Council of Presidents, and chaired by Ed Jones. This subcommittee developed a proposal for an omnibus program that would a) make the case for greater investment in training, and b) determine the best means of providing more training to more journalism professionals. This proposal was presented to the Knight Foundation, which has funded and adopted the program and will make a special announcement after the ASNE president's address on Wednesday, April 9.

- Concurrent with this effort was the work done by the Craft Development Committee on the concept of "learning newsrooms." It is anticipated that this work, initiated by Chair Frank Denton, will be ASNE's particular contribution to the Knight-funded project.
- ASNE's president and executive director have represented the Society in a loosely organized group called "Good Business/Good Journalism," which is dedicated to studying the connection between quality journalism and the bottom line. The group's mission is to shift the conversation about cutbacks in newsrooms from one that has been largely emotional to a discussion that is more empirical. The first formal report to emerge from this effort, a review of research done on the economics of quality journalism, will be presented at the convention on Wednesday, April 9.
- ASNE led a fact-finding trip to Cuba in October. Although President Fidel Castro declined to meet with us at the last minute, we had a more open dialogue with other Cuban officials and greater access to the Cuban people, including dissidents, than we had during the first ASNE trip in 1998.
- The realization that our diversity programs had become too institutionalized prompted us to organize the ASNE Diversity Summit on January 15. Thirty of the industry's top decision-makers traveled to Nashville to help ASNE redesign its diversity programs.

Two consensus proposals emerged from the session: 1) development of a diversity leadership institute, and 2) incorporation of diversity goals into the mission of the Readership Institute. As a result of this summit, ASNE and NAA have forged a partnership for diversity that will involve pursuit of the consensus proposals as well as other means of advancing diversity throughout the industry. Meanwhile, ASNE's diversity funding has run out. It is hoped that foundation support for the new programs we are proposing will incorporate funding for our ongoing programs, including the diversity census and job fairs.

McFarlin concluded by expressing thanks to the board and committee chairs for their work and thanked directors, past and present, for the opportunity to serve as president.

In addition to the important initiatives covered in the President's Report, **Executive Director** Scott Bosley noted the continuing success of the Institute for Journalism Excellence, the International Journalism Exchange and the superb second year by staff on the High School Journalism Initiative. He indicated that the high school program and Institute for Journalism Excellence funding proposals were being prepared for three-year renewals and that all signs were positive for their continuance. The International Journalism Exchange is no longer being funded by the Freedom Forum and after this year, for which funding was cobbled together from

several sources, new funding needs to be found. That and funding for diversity projects are our major challenges going forward.

**Vice President** Bhatia said that his theme in the coming year will be “New initiatives, Traditional Values.” He said he is particularly looking forward to the FOI Summit planned for June and to working on broadening and finding funding for our important work in diversity. He said the Craft Development Committee’s “The Learning Newsroom” project affords ASNE another opportunity to build and retain newsroom leadership. In addition, Bhatia said he was pleased about a number of innovative ideas upon which committee chairs were already beginning work.

Scott Bosley gave the report of **Secretary** Karla Garrett Harshaw, whose flight to New Orleans was delayed. The officers recommended to the board that Karen Brown Dunlap of The Poynter Institute be offered Distinguished Service membership in her new role as President. Bosley also recommended that Tom Curley of the Associated Press also be offered distinguished service membership. Both were approved. A motion was made to remove the age restriction for retired members. After discussion, approval was unanimous.

The following secretary’s report, including all new member applications, was approved:

Since the board met in October, there have been five deaths and 59 resignations and ineligibilities, including 38 dropped for nonpayment of 2002 dues. Five members have requested transfer to the retired rolls. Thirty-eight applications will be considered; five are former members. Assuming all are elected and the transfers approved, membership will stand at 784; 595 active, 15 distinguished service, and 174 retired. This compares to 836 at the same time last year.

#### Membership applications/reinstatements (38)

<sup>2</sup>Ronnie Agnew, executive editor, The Clarion-Ledger, Jackson, Miss.

<sup>1</sup>Juan Arango, vice president/general manager, Hoy, New York

<sup>1</sup>Raymond Brassard, deputy editor, The Gazette, Montreal, Quebec

<sup>1</sup>Bobbie Joe Buel, managing editor, Arizona Daily Star, Tucson

Jody Calendar, Tinton Falls, N.J. (former member, reinstate to retired)

<sup>1</sup>Humberto Castello, executive editor, El Nuevo Herald, Miami

<sup>1</sup>Andres Cavelier, assistant managing editor, El Nuevo Herald, Miami

<sup>1</sup>Rebecca Corbett, assistant managing editor, The Sun, Baltimore

Dee Ann Divis, science and technology editor, United Press International, Washington

Editor, The Dominion Post, Morgantown, W. Va. (2003 dues paid; waiting for editor to be named)

<sup>1</sup>Susan Goldberg, executive editor, San Jose (Calif.) Mercury News

<sup>2</sup>Melinda Gorham, editor, The Huntsville (Ala.) Times

Marianne Goldstein, editorial director, United Media, New York

<sup>1</sup>Patricia Graham, managing editor, The Vancouver (B.C.) Sun, Canada

<sup>1</sup>Tim Griggs, managing editor, Star-News, Wilmington, N.C.

<sup>1</sup>Mary Hadar, assistant managing editor/features, The Washington Post

<sup>1</sup>Joseph Hall, deputy managing editor, The Toronto (Ontario) Star

<sup>1</sup>Benjamin Hamm, managing editor, Herald-Journal, Spartanburg, S.C. (former member)

Evelyn Hernandez, editorial page editor, el diario – LA PRENSA, New York

<sup>1</sup>Simon Li, assistant managing editor, Los Angeles Times

Catherine Martindale, executive editor, Amarillo (Texas) Globe-News

Bryan Monroe, assistant vice president/news, Knight Ridder, San Jose, Calif.

Glenn Mott, managing editor, King Features Syndicate, New York

<sup>1</sup>F. James Pensiero, vice president/news operations, The Wall Street Journal, Princeton, N.J.

<sup>1</sup>Miriam Pepper, editorial page editor, The Kansas City (Mo.) Star

Alexandra Poolos, assistant managing editor, Women’s eNews, New York

<sup>2</sup>Ronald Reaves, executive editor, The Gadsden (Ala.) Times (former member)

David Risser, executive editor, Statesman Journal, Salem, Ore.

David Schlesinger, editor, Americas, Reuters, New York

<sup>1</sup>David Shribman, executive editor, Pittsburgh Post-Gazette

Rex Smith, editor, Times Union, Albany, N.Y.

Richard Somerville, editor, The Union, Grass Valley, Calif.

Vivienne Sosnowski, editor-in-chief, The Province, Vancouver, British Columbia, Canada (former member)

<sup>1</sup>Carol Stevens, editorial page editor, USA TODAY, McLean, Va.

Patricia Thomas, editor, Palm Beach (Fla.) Daily News

<sup>1</sup>Mark Trahan, editor of the editorial page, Seattle Post-Intelligencer (former member)

<sup>1</sup>Troy Turner, executive editor, The Anniston (Ala.) Star

Warren Wheat, editor, The News-Enterprise, Elizabethtown, Ky.

<sup>1</sup>Add-a-member special: ½ price 2003 dues, no initiation, ½ registration fee for NOLA

<sup>2</sup>NOLA regional special: no 2003 dues, no initiation, ½ registration fee for NOLA

#### Deaths (five)

George Chaplin, retired, McLean, Va.

William Dennis, retired, Henderson, N.C.

Dennis Dible, editor, The Dominion Post, Morgantown, W. Va.

Mike Slaughter, executive editor, The Courier, Houma, La.

Jean Alice Small, editor and publisher, The Daily Journal, Kankakee, Ill.

#### Resignations and ineligibilities (60):

J.D. Alexander, retired, Saratoga Springs, N.Y.; dropped for nonpayment of 2002 dues

Larry Allison, editor, Press-Telegram, Long Beach, Calif.; dropped for nonpayment of 2002 dues

Alan Allnutt, publisher, Times-Colonist, Victoria, B.C., Canada; resigned, "after hanging in as a member for a few years after "graduating" to the publisher's role, I can no longer justify the expense of ASNE membership."

William Barnard, retired, Cleveland Heights, Ohio; dropped for nonpayment of 2002 dues

Cecil Bentley, executive editor, Athens (Ga.) Banner-Herald; dropped for nonpayment of 2002 dues

David Brown, executive editor, TimesDaily, Florence, Ala.; dropped, no longer eligible, is now publisher of a cluster of five weeklies

Alan Buncher, publisher, Beaver (Pa.) County Times; resigned, did not pay 2002 dues and does not want to continue

Terri Burke, editor, Abilene (Texas) Reporter-News; dropped for nonpayment of 2002 dues

Lynell Burkett, editorial page editor, San Antonio Express-News; dropped for nonpayment of 2002 dues

Jesse Chavarria, left managing editor, Santa Barbara (Calif.) News-Press; dropped, no forwarding address

David Clymer, retired, El Dorado, Kan.; resigned, no reason given

David Cook, senior editor and bureau chief, The Christian Science Monitor, Washington; resigned, no reason given

Michael Curtin, president and associate publisher, The Columbus (Ohio) Dispatch; dropped for nonpayment of 2002 dues

James Dunlap, retired, Hermitage, Pa.; resigned, "I have been retired for more than 15 years and find myself growing more and more away from newspaper industry concerns . . . "

Celia Emmerich, owner, Emmerich Newspapers, Greenwood, Miss.; dropped for nonpayment of 2002 dues

Terri Fleming, left editor, The Gazette, Colorado Springs; not in qualifying position, dropped for nonpayment of 2002 dues

Ellen Goodman, associate editor, The Boston Globe; resigned after final notice for 2002 dues, says she is technically retired, now just a columnist, Bosley wrote to see if she wanted to be a retired member

James Herman, assistant managing editor of staff development, Rochester (N.Y.) Democrat and Chronicle.; dropped for nonpayment of 2002 dues

Argentina Hills, retired, Miami; dropped for nonpayment of 2002 dues

Tom Hodge, editorial director, Johnson City (Tenn.) Press; dropped for nonpayment of 2002 dues

James Hoge, retired, New York; dropped for nonpayment of 2002 dues

Ray Jenkins, retired, Baltimore; resigned, "This stock market crash has permanently changed our financial situation, and I'm afraid ASNE is one of the luxuries we must forego."

Lance Johnson, managing editor, The Day, New London, Conn.; dropped for nonpayment of 2002 dues

Ralph Langer, retired, Rockwall, Texas; dropped for nonpayment of 2002 dues

Jordan Lite, assistant managing editor, Women's eNews, New York; dropped, elected April 2002, dues/initiation fee never paid

George Lockwood, retired, St. Joseph, Mo.; resigned, "ASNE's obsession with newsroom quotas has fostered a drift from the organization's guiding principles that attracted me to join in the first place."

Larry Lough, editor, The Star Press, Muncie, Ind.; dropped for nonpayment of 2002 dues

John Lyst, retired, Indianapolis; dropped for nonpayment of 2002 dues

Alex MacLeod, managing editor, Seattle Times; resigned, elected Oct. 2002, decided not to join after all since he plans to retire June 2003

Cindy McCurry-Ross, left executive editor, The Times, Gainesville, Ga.; not in qualifying position; dropped for nonpayment of 2002 dues, no response to offer of retired

John McMillan, retired, Salem, Ore.

Patricia Meagher-Walker, executive editor, Bucks County Courier Times, Levittown, Pa.; dropped for nonpayment of 2002 dues

Everett Mitchell, managing editor, The Detroit News; dropped for nonpayment of 2002 dues

John Moeur, managing editor, Sierra Vista (Ariz.) Herald/Bisbee (Ariz.) Daily Review, to news editor, Daily Herald, Roanoke Rapids, N.C.; not in qualifying position; dropped for nonpayment of 2002 dues

Pat Murphy, retired, Ketchum, Idaho

Marnie Mead Oberle, managing editor, Sunday Times-News, Erie, Pa.; dropped for nonpayment of 2002 dues

Tony Pederson, executive editor, Houston Chronicle; resigned, "I am leaving the newspaper business . . ."

Anne Pershing, editor, Lahontan Valley News and Fallon (Nev.) Eagle Standard; dropped, left paper, no forwarding address, 2003 dues not paid

Burle Pettit, retired, Lubbock, Texas; dropped for nonpayment of 2002 dues

Wayne Phaneuf, executive editor, Union-News, Springfield, Mass.; dropped for nonpayment of 2002 dues

Wayne Poston, retired, Bradenton, Fla.; dropped for nonpayment of 2002 dues

James Powell, retired, Little Rock, Ark.; resigned, " ..can't make the convention and the ASNE keeps raising the dues ..."

Glenn Ritt, retired, Orleans, Mass.; dropped for nonpayment of 2002 dues

Roberto Rock, editorial director, El Universal, Mexico City; dropped for nonpayment of 2002 dues, heard that he moved to another paper in Mexico City under same ownership

John Schueler, publisher, Los Angeles Daily News, Woodland Hills, Calif.; dropped for nonpayment of 2002 dues

Leland Schwartz, editor and president, States News Service, Washington; dropped for nonpayment of 2002 dues

Pamela Brunger Scott, retired as operations director, San Francisco Chronicle; dropped for nonpayment of 2002 dues

Paul Scripps, retired, Jamul, Calif.; dropped for nonpayment of 2002 dues

Claude Sitton, retired, Oxford, Ga.; resigned, no reason given

Vernon Smith Jr., assistant managing editor now deputy international editor, The Dallas Morning News; dropped for nonpayment of 2002 dues

William Sutton Jr., deputy managing editor, The News & Observer, Raleigh, N.C.; dropped for nonpayment of 2002 dues

Robert Thomson, editor, The Times, London, England; resigned, no reason given, had joined as U.S. managing editor of the Financial Times in New York, suspect he didn't see relevance of membership with move to London

Janice Tuckwood, associate editor, The Palm Beach (Fla.) Post; dropped for nonpayment of 2002 dues

Kenton Walz, editor, Albuquerque (N.M.) Journal; dropped for nonpayment of 2002 dues

George Waters, editor and president, Daily Sentinel, Rome, N.Y.; dropped for nonpayment of 2002 dues

Matthew Wilson, left executive vice president/news and associate publisher, San Francisco Chronicle; dropped for nonpayment of 2002 dues, no response to offer of retired

Charles Withers, retired, Rochester, Minn.; resigned, "All good things must come to an end."

James Wooten, associate editorial page editor, The Atlanta Journal-Constitution; dropped for nonpayment of 2002 dues

Michael Zamba, director, international development, Belo, Mexico City; dropped for nonpayment of 2002 dues

Transfers to retired rolls (five):

James Jennings, former editorial director, Thomson Newspapers, Lexington, Ky.

Pamela Luecke, former editor, Lexington (Ky.) Herald-Leader, now Donald W. Reynolds Professor of Business Journalism at Washington and Lee University, Lexington, Va. (from Distinguished Service)

Mary Jo Meisner, former editor and vice chairman, Community Newspaper Co., Needham, Mass.

Burl Osborne, president, publishing division, Belo, Dallas, now chairman, The Belo Foundation, Dallas

Joseph Weiler, executive editor, The News-Sentinel, Fort Wayne, Ind.

Transfers to other papers/title changes:

Walter Anderson, chairman, publisher and CEO to chairman and CEO, PARADE Publications, New York

Philip Bronstein, executive editor to editor, San Francisco Chronicle

Kenneth Brusic, head of content, Freedom Orange County Information, to editor, The Orange County Register, Santa Ana, Calif.

Marcia Bullard, president, CEO & editor to president & CEO, USA WEEKEND, McLean, Va.

Ward Bushee, editor, The Cincinnati Enquirer, to editor, The Arizona Republic, Phoenix

Joann Byrd, editor, editorial page, to editor emeritus of the editorial page, Seattle Post-Intelligencer, retires June 2

Thomas Callinan, editor, The Arizona Republic, Phoenix, to editor, The Cincinnati Enquirer

Terry Eberle, editor, The Indianapolis Star, to executive editor, Florida Today, Melbourne

Carolina Garcia, managing editor, San Antonio Express-News, to executive editor, Monterey (Calif.) County Herald

Lynn Haddrall, editor to editor-in-chief, The Record, Kitchener, Ontario

Steven Jukes, head of news, Reuters America, Washington, to global head of news, Reuters, London

Barbara Morgan, executive editor, Eastside Journal and South County Journal, Bellevue, Wash., papers merged and changed name to King County Journal

Derek Osenenko, executive editor, Florida Today, Melbourne, to executive editor, Courier-Post, Cherry Hill, N.J.

Chris Peck, retired, Dallas, to editor, The Commercial Appeal, Memphis, Tenn.

Rena Pederson, editorial page editor to editor at large, The Dallas Morning News

Gene Policinski, director of media relations/special projects to deputy director, The First Amendment Center, Nashville, Tenn. (DS member)  
 Dennis Ryerson, editorial page editor, San Jose (Calif.) Mercury News, to editor, The Indianapolis Star  
 Chris Waddle, executive editor and vice president for news, The Anniston (Ala.) Star, drops executive editor title and adds director, Ayers Institute  
 John Walcott, news editor to Washington Bureau Chief, Knight Ridder, Washington  
 Warren Watson, director of extended learning to vice president/operations and extended learning, American Press Institute, Reston, Va. (DS member)  
 Keven Willey, editor of editorial pages, The Arizona Republic, Phoenix, to editorial page editor, The Dallas Morning News  
 David Yarnold, executive editor to editor, San Jose (Calif.) Mercury News

Unemployed/status pending (2003 dues not paid)

Judy Pace Christie, left editor, The Times, Shreveport, La.  
 Pam Fine, left managing editor, Star Tribune, Minneapolis  
 William German, retired as editor emeritus, San Francisco Chronicle  
 Glenn Guzzo, left editor, The Denver Post  
 Robert Jodon, left editor and publisher, Ironton (Ohio) Tribune  
 Tonnie Katz, resigned as executive editor, The Orange County Register, Santa Ana, Calif.  
 Janet Leach, left editor, The Beacon Journal, Akron, Ohio  
 Angus McEachran, retired as editor and president, The Commercial Appeal, Memphis, Tenn.  
 Roger Mosher, left editor and publisher, The Daily News, Batavia, N.Y.  
 Gilberto Sucre, believe he left director, La Prensa, El Dorado, Panama

Rick Rodriguez gave the report of the **Treasurer**, which was adopted.

**AMERICAN SOCIETY OF NEWSPAPER EDITORS  
 2002-03 Budget compared to actual through 2/28/03  
 and Projected Year-End compared to 2001-02 actual**

|                           | <b>A</b>                  | <b>B</b>                        | <b>C</b>                     | <b>D</b>                  |
|---------------------------|---------------------------|---------------------------------|------------------------------|---------------------------|
| <b><u>Income</u></b>      | <b>2002-03<br/>BUDGET</b> | <b>2002-03 thru<br/>2/28/03</b> | <b>Projected<br/>2002-03</b> | <b>2001-02<br/>ACTUAL</b> |
| 1. Dues                   | 338,500                   | 298,550                         | 340,000                      | 319,995                   |
| 2. Initiation fees        | 10,000                    | 4,600                           | 5,500                        | 9,900                     |
| 3. Interest/dividends     | 6,000                     | 3,422                           | 6,000                        | 9,276                     |
| 4. Program reimbursements | 377,500                   | 244,500                         | 425,000                      | 337,600                   |
| 5. Convention             | 459,000                   | 222,420                         | 353,000                      | 425,405                   |
| 6. American Editor        | 14,500                    | 8,045                           | 12,500                       | 15,304                    |
| 7. Publications           | 1,500                     | 290                             | 1,500                        | 1,955                     |
| 8. Miscellaneous          | 1,500                     | 881                             | 1,500                        | 1,350                     |
| 9. TOTAL INCOME           | 1,208,500                 | 782,708                         | 1,145,000                    | 1,120,785                 |
| <b><u>Expenses</u></b>    |                           |                                 |                              |                           |
| 10. Salaries              | 532,000                   | 340,163                         | 532,000                      | 510,725                   |
| 11. Payroll taxes         | 38,500                    | 23,278                          | 38,500                       | 36,723                    |
| 12. Group insurance       | 40,500                    | 21,983                          | 42,000                       | 30,255                    |
| 13. SEP contributions     | 41,500                    | 20,272                          | 41,500                       | 39,667                    |
| 14. Legal counsel         | 103,000                   | 49,499                          | 98,000                       | 97,948                    |
| 15. Auditing services     | 5,500                     | 2,500                           | 5,500                        | 4,750                     |



|                              |               |               |               |               |
|------------------------------|---------------|---------------|---------------|---------------|
| 16. Convention               | 280,000       | 22,903        | 184,000       | 225,011       |
| 17. Board/committee meetings | 11,000        | 7,612         | 11,000        | 12,821        |
| 18. American Editor          | 41,000        | 18,444        | 40,000        | 38,135        |
| 19. Proceedings              | 12,500        | 7,903         | 12,500        | 10,785        |
| 20. Dues/subscriptions       | 2,000         | 735           | 2,000         | 1,755         |
| 21. Rent                     | 33,000        | 21,789        | 33,000        | 31,096        |
| 22. Office expenses          | 17,000        | 11,600        | 18,000        | 16,888        |
| 23. Equipment/furniture      | 10,000        | 1,849         | 5,000         | 13,857        |
| 24. Postage                  | 29,000        | 14,459        | 22,000        | 26,579        |
| 25. Telephone                | 18,500        | 10,362        | 15,000        | 18,583        |
| 26. Travel                   | 27,500        | 11,017        | 22,000        | 25,487        |
| 27. Insurance                | 7,000         | 118           | 7,000         | 6,331         |
| 28. Miscellaneous            | <u>15,000</u> | <u>13,202</u> | <u>16,000</u> | <u>14,193</u> |
| 29. TOTAL EXPENSES           | 1,264,500     | 599,688       | 1,145,000     | 1,161,589     |
| 30. Profit (loss)            | (56,000)      | 183,020       | --            | (40,804)      |

Rodriguez said that the 2003-04 budget would be presented at the fall board meeting, when we would know how we finished 2002-03, particularly the convention.

Staff and legal counsel were excused while the board met in executive session.

McFarlin reconvened the board meeting with the committee chairs, staff and minority organization leaders present.

Edward Seaton, president, reported on behalf of the **ASNE Foundation**. He noted that the unrestricted funds of the Foundation are up and donations are roughly equal to last year. He also informed the board of the lack of funding for diversity projects. He said that ASNEF will likely have to use some money from the unrestricted funds to finish out this year's diversity projects. Currently there is no money for the 2003-04 year for diversity projects, but the board is pursuing new funding.

McFarlin spoke briefly on the ASNE Diversity Summit held in Nashville, Tenn. in January. She said that the purpose of the summit was to explore innovative ways to approach the issue and to re-examine the value of current diversity efforts. Two important new directions were identified: 1) partnership with NAA on a diversity leadership initiative and 2) formation of a Leadership Institute to develop and retain quality newsroom leaders.

Jennie Buckner gave the report of the **Education for Journalism** Committee. She highlighted the publication produced by the committee, *Why Choose Journalism*, a tool to encourage high school and college students toward careers in journalism.

Rich Oppel, chair of the **ASNE Awards** Board, reported that the committee met in St. Petersburg, Fla. in February and chose this year's winners. He said that the winners would be honored on Thursday during the general session of the convention. He noted that the number of entries was similar to past years and recommended that the rules and procedures be re-examined to clear up any misconceptions.

Diane McFarlin added that Gene Patterson, founder of the ASNE Awards and past president, would be honored at the Thursday luncheon. This year is the 25<sup>th</sup> anniversary of the Awards.

McFarlin noted that Joann Byrd, **Ethics and Values** chair, was not able to make the meeting due to flight changes. However, a workshop is scheduled during the convention to demonstrate the ethics model that the committee worked on in connection with the Poynter Institute.

Greg Moore gave the report of the **Diversity** Committee. He thanked Wanda Lloyd and the Diversity Institute at Vanderbilt University for hosting two meetings over the past year. He discussed the publication *To Whom It May Concern*, produced by the committee. It focuses on advice to improve retention and provide more professional challenges for minorities. He said that at the January Diversity Summit a main focus was to brainstorm ideas on how to step up the momentum on thinking about diversity. This was achieved as outlined in the president's report.

Bobbi Bowman, reporting as ASNE **Diversity Director**, said that the number of minority journalists working at daily newspapers has grown slightly since last year, by a half of one percent to 12.53%. She also said minorities currently make up 31% of the nation's population.

Dean Singleton, chairman, and John Sturm, president, represented **NAA** at the board meeting. Singleton talked about NAA's desire to work with ASNE on building a more diverse readership, using the Readership Institute's existing and additional research. Sturm said he was excited about the prospect of the overlap of the ASNE and NAA meetings next year in Washington and our ability to hear some speakers together and share in some joint programming, particularly on readership and diversity.

Judy Pace Christie, reporting on **High School Journalism**, noted that the program, now in its third year, had exceeded all goals. She, joined by **senior project director** Diana Mitsu Klos, noted that a new feature this year was the addition of *Myhighschooljournalism.org*, which allows schools to post their newspapers at no charge on a site hosted by ASNE. Also, Klos noted that the application to Knight Foundation for renewal of the program for three more years was being prepared and that signs were positive that approval would be granted.

In the absence of **Leadership** chair Gerald Boyd, McFarlin directed the members to his report in the board books. She noted that the committee had started a series of leadership interviews for the Campfire and had selected this year's ASNE Leadership Award winner, H. Brandt Ayers of Anniston, Ala., who would be honored during the convention.

**Readership Issues** chair Marty Kaiser reported that his committee's major effort had been working with staff and the Media Management Center at Northwestern University to implement the readership training grant awarded to ASNE by the McCormick Tribune Foundation. The sessions have been well received. Slightly more than half of the 24 scheduled regional seminars will be conducted in calendar year 2003 and the remainder in 2004.

Doug Clifton, reporting for the **FOI** Committee, detailed a very busy year of work. A set of public service ads emphasizing the value of open access were distributed to newspapers and got significant usage. An FOI "stump speech" was made available to editors via the ASNE Web site. Cooperative efforts were begun with APME's FOI Committee. And, as committee chair, Clifton appeared on seven national programs to discuss FOI issues. Going forward, the committee is leading the planning for an FOI Summit in Washington in June. Clifton said his hope is that this meeting will lay the groundwork for more effective work on First Amendment issues by journalism-allied groups.

**ASNE legal counsel** Dick Schmidt and Kevin Goldberg discussed the many challenges on the First Amendment front, including Homeland Security Act provisions that dilute access provided under FOIA, the continuing challenge of a flag desecration amendment (votes in the Senate seem still to be with us, barely) and provisions of the relatively new USA Patriot Act that have given the government increased secrecy powers.

**Convention Program** chair Rena Pederson updated the board on the program for the convention and reported that pre-registrations were nearing last year's numbers in Washington. Attendance was affected by the ongoing war in Iraq, which had forced a number of cancellations.

**Membership** chair Karla Garrett Harshaw reported that the economic recession had taken its toll on membership, which stood below 800 at 784 as the convention began, a drop of nearly 50 from the previous year.

Frank Denton gave the **Craft Development** Committee report. He said that a proposal had been sent to the Knight Foundation for the professional development training project and the three-year grant for nearly \$10 million had been approved. Eric Newton will make an announcement of the grant on Wednesday. SPJ will be given part of the grant money to set up and maintain a Web site for this project. SNPA will also receive a portion of the grant to invest in their traveling training seminars. The Poynter Institute, the Committee for Concerned Journalists, and Northwestern's Medill School of Journalism will also join the project. The Committee's publication, *The Learning Newsroom*, outlines the latest research on what is a learning organization and how to apply it to the newsroom. The handbook will provide the basis for continuing work by the committee, to be done in conjunction with the American Press Institute.

Janet Weaver, reporting for the **Multimedia** Committee, said the major focus of the committee was the Campfire Project created by Diane McFarlin. The purpose of the Campfire is to keep ASNE members plugged into the work of the committees. The challenge going forward is to see that Campfire becomes part of the work of all of the committees, not just the Campfire Committee.

Charlotte Hall and Susan Bischoff gave the report of the **American Editor** Committee. Charlotte said that the magazine reduced to six issues this year and has started using color in each issue. The magazine's main goal for the year was to highlight the work of the committees, the leadership development and Campfire. Susan said that the committee worked hard and succeeded in getting new faces to write for the magazine this year.

Diane McFarlin noted that Bob Rivard, **International** Committee chair, was not able to be at the meeting, but a report of the committee's work was in the board books. The highlight of the year was the ASNE trip to Cuba in October.

Allen Parsons, reporting on behalf of the **Small Newspapers** Committee, said that the main focus was to develop and send out daily editors tips via email. He said that there had been a tremendous positive response to the tips.

Rick Rodriguez gave the **Nominations** Committee report. He said that this year the committee was faced with filling an unusually high number of vacancies. Sixteen candidates were chosen to fill eight positions on the ASNE Board.

Diane McFarlin noted that several board members would be leaving the board this year. She recognized Ed Jones, Pam Johnson, Wanda Lloyd, Tim McGuire and Paul Tash for their service.

### **The 2003 American Society of Newspaper Editors board of directors election results:**

|   | <b>No. of votes</b> |
|---|---------------------|
| Five directors were elected for three-year terms: |                     |
| Charlotte Hall, <i>Newsday</i> , Melville, N.Y.   | 133                 |
| Mike Jacobs, <i>Grand Forks (N.D.) Herald</i>     | 126                 |
| Ken Bunting, <i>Seattle Post-Intelligencer</i>    | 124                 |

|  |     |
|--|-----|
| Janet Weaver, Sarasota (Fla.) Herald-Tribune | 116 |
| Marty Kaiser, Milwaukee Journal Sentinel     | 113 |

|  |     |
|--|-----|
| One director was elected for a two-year term:<br>Julia Wallace, The Atlanta Journal-Constitution | 106 |
|--|-----|

|   |     |
|---|-----|
| Two directors were elected for one-year terms:<br>Milton Coleman, The Washington Post | 103 |
| Don Wycliff, Chicago Tribune  | 99  |

Names were drawn to break a three-way tie for the final position.

Other finishers were:

|  |    |
|--|----|
| Sue Deans, Rocky Mountain News, Denver                         | 99 |
| David Yarnold, San Jose (Calif.) Mercury News                  | 99 |
| Sharon Rosenhouse, South Florida Sun-Sentinel, Fort Lauderdale | 84 |
| Bob Rivard, San Antonio Express-News                           | 82 |
| Gil Thelen, The Tampa (Fla.) Tribune                           | 77 |
| Tim Gallagher, Ventura (Calif.) County Star                    | 70 |
| Allen Parsons, Star-News, Wilmington, N.C.                     | 59 |
| Andy Alexander, Cox Newspapers, Washington                     | 51 |

There were a total of 194 valid ballots, including 22 absentee. There were seven invalid ballots and 11 write-in votes.

### Meeting April 11, 2003

The newly constituted board met briefly at Noon to elect officers for the coming year. Elected were Peter K. Bhatia, executive editor, The Oregonian, Portland, president; Karla Garrett Harshaw, editor, Springfield (Ohio) News-Sun and senior editor, Cox Community Newspapers, vice president; Rick Rodriguez, executive editor, The Sacramento (Calif.) Bee, secretary; and David A. Zeeck, executive editor, The News Tribune, Tacoma, Wash., treasurer.

Following the convention's closing luncheon, the 2003-04 board and committee chairs assembled to review plans for the coming year.

Board members attending:

Peter K. Bhatia, executive editor, The Oregonian, Portland, president  
 Karla Garrett Harshaw, editor, Springfield (Ohio) News-Sun and senior editor, Cox Community Newspapers, vice president  
 Rick Rodriguez, executive editor, The Sacramento (Calif.) Bee, secretary –  
*Convention Program, co-chair*  
 David A. Zeeck, executive editor, The News Tribune, Tacoma, Wash., treasurer  
 Gilbert Bailon, executive editor, The Dallas Morning News  
 Susan Bischoff, deputy managing editor, Houston Chronicle  
 Jennie Buckner, editor, The Charlotte (N.C.) Observer  
 Milton Coleman, deputy managing editor, The Washington Post  
 Frank M. Denton, editor, Wisconsin State Journal, Madison – *Craft Development*  
 Charlotte H. Hall, managing editor, Newsday, Melville, N.Y.

Mike Jacobs, editor, Grand Forks (N.D.) Herald  
 W. Martin Kaiser, editor, Milwaukee Journal Sentinel  
 Diane H. McFarlin, publisher, Sarasota (Fla.) Herald-Tribune, ex officio  
 Gregory L. Moore, editor, The Denver Post  
 Julia D. Wallace, editor, The Atlanta Journal-Constitution  
 Janet S. Weaver, executive editor, Sarasota (Fla.) Herald-Tribune – *Convention Program*, co-chair  
 N. Don Wycliff, public editor, Chicago Tribune

Committee chairs attending:

Amanda Bennett, editor, Lexington (Ky.) Herald-Leader – *Readership Issues*  
 Jerome M. Ceppos, vice president/news, Knight Ridder, San Jose, Calif. – *Education for Journalism*  
 Susan C. Deans, assistant managing editor/weekends, Rocky Mountain News, Denver – *American Editor*, co-chair  
 Gregory Favre, distinguished fellow, The Poynter Institute, St. Petersburg, Fla. – *Nominations*  
 Vicki S. Gowler, editor, St. Paul (Minn.) Pioneer Press – *Ethics and Values*  
 Pamela J. Johnson, Leadership & Management Faculty, The Poynter Institute, St. Petersburg, Fla. – *American Editor*, co-chair  
 Susan Kille, Editor, Wire & Graphics Network, The New York Times Regional Newspaper Group – *Campfire*, co-chair  
 Allen Parsons, executive editor and associate publisher, Star-News, Wilmington, N.C. – *Campfire*, co-chair  
 Gil Thelen, executive editor, The Tampa (Fla.) Tribune – *Leadership*  
 David M. Yarnold, editor, San Jose (Calif.) Mercury News – *Diversity*

Others attending:

J. Scott Bosley, ASNE executive director  
 LaBarbara Bowman, ASNE diversity director  
 Craig Branson, ASNE Online Director  
 Kevin M. Goldberg, Cohn and Marks, ASNE legal counsel  
 Diana Mitsu Klos, ASNE senior project director  
 Richard M. Schmidt, Cohn and Marks, ASNE legal counsel  
 Kevin Wilcox, ASNE communications director  
 Cristal Williams, ASNE project director

Not attending:

Gerald M. Boyd, managing editor, The New York Times  
 Philip A. Bronstein, executive editor, San Francisco Chronicle – *International*  
 Kenneth F. Bunting, executive editor, Seattle Post-Intelligencer – *Membership*  
 Douglas C. Clifton, editor, The Plain Dealer, Cleveland – *Freedom of Information*  
 Jeffrey D. Cohen, editor, Houston Chronicle – *High School Journalism*  
 Carolina Garcia, executive editor, Monterey (Calif.) County Herald  
 Tim J. McGuire, retired, Star Tribune, Minneapolis – *Awards Board*  
 David B. Offer, executive editor, Central Maine Newspapers, Augusta – *Small Newspapers*  
 Edward L. Seaton, editor-in-chief, The Manhattan (Kan.) Mercury, ASNEF President

The meeting was called to order at 2:45 p.m.

The following banking resolution was approved:

Resolved that Fidelity, Merrill Lynch, Scudder and United 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 Peter K. Bhatia, president; David A. Zeeck, treasurer; or J. Scott Bosley, executive director. 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.

Rick Rodriguez, secretary, moved for acceptance of the membership application from J. Gerardo Lopez, executive editor, La Opinion, Los Angeles. Approval was unanimous. Appointed to the 2003-04 Membership Review Committee were Rick Rodriguez, Ken Bunting and Charlotte Hall.

Committee chairs present outlined their immediate plans for the coming year. Following is a compilation of plans and goals for 2003-04:

The **American Editor** will keep ASNE members informed on ASNE's goals, projects and current issues. Peter Bhatia's agenda will give the magazine opportunities to focus on journalism fundamentals and values, renewed diversity efforts, training and development, small newspapers, high school journalism and readership. Articles will highlight trends, with practical advice based on newsroom experiences. Working with the ASNE Web site and the Campfire Project, the magazine will provide journalistic context on significant issues in the news.

Members are appointed to the **Awards Board**, which selects winners of eight awards that recognize excellence in writing and photography. The board will undergird ASNE's efforts to increase newspaper credibility by assuring that prize-winning entries meet the highest standards of accuracy, fairness and source attribution. The rotating category for this year's contest will be profile writing.

The heat and light emitted by ASNE's **Campfire** is in the hands of this committee. The challenge is to maintain the best aspects of the site, such as its authoritative articles and growing resource base, while injecting interactivity and immediacy. How? By using means such as polls, stirring things up with point-counterpoint presentations, putting more ASNE business out to members to help shape board actions, collaborating with The American Editor, providing a venue for ASNE committees, and adding multimedia. The committee will generate material from within ASNE's ranks, from guest writers, and from committee members.

The **Convention Program** Committee plans to put together a convention built around Peter Bhatia's 2003-04 theme: "New Initiatives, Traditional Values." We'll focus on areas such as freedom of information, craft development and newsroom leadership. We'll also examine ways we can reconnect as ASNE members, and how the organization can better help us meet the challenges we face in our newsrooms. For the first time, the ASNE convention will feature a crossover day with the NAA convention, bringing editors and publishers together to consider the important challenges we all face. Because the convention will be returning to Washington in a presidential election year, we're sure to focus on the upcoming elections and the nation's political climate. Our goal is to create a convention that is stimulating, provocative, practical and filled with opportunities for editors to learn from each other.

The **Craft Development** committee's primary objective will be to represent ASNE and participate actively in the national effort of journalism organizations to increase and improve training. The committee also will follow up on this year's effort, "The Learning Newsroom" project. A grant will be sought for one or more pilot projects to test and develop Learning Newsroom concepts. Also

on the horizon is a new Web site that promises to offer a comprehensive, continually updated guide to national, regional and state training programs.

ASNE's **Diversity** Committee intends to lead on three fronts: training editors to change content and management practices to better reflect diverse communities; establishing compelling research-driven baseline data about communities of color; and working with Unity to create unique programming at its 2004 conference.

The **Education for Journalism** Committee strives to encourage college students to choose journalism as a career and seeks to improve the training that they receive.

The **Ethics and Values** committee will continue to focus on providing editors tools to produce newspapers that readers believe are ethical and credible. In particular, the committee will explore how to help newspapers frame stories in ways that build trust with readers with different values and backgrounds, while still continuing to be truth-tellers.

The **Freedom of Information** Committee will continue its plan to train and energize editors on FOI issues, enlighten the public on the value of open access, lobby Congress for access and against secrecy, and strategically press legal challenges. Our principal project in 2003-04 will be to explore the feasibility of forming an FOI coalition. That process will begin at an FOI summit in Washington on June 5 and 6. The sense of the summit will dictate much of the committee's effort in the next year. We will explore developing a "Dream Team" of First Amendment lawyers to work pro-bono on landmark FOI issues. Projects that began in 2002 that will continue include perfection of a training program, production of on-line "FOI Profiles in Courage" in league with APME, an FOI presence in The American Editor, and production of op-ed pieces that address FOI issues of significance.

The **High School Journalism** Committee is focused on drawing a bright, diverse generation of young people into journalism and instilling an appreciation of the First Amendment among all teens. The committee oversees the High School Journalism Project, which involves partnerships between daily newspapers and local high schools; journalism training for high school teachers; [www.highschooljournalism.org](http://www.highschooljournalism.org), the most dynamic scholastic journalism site on the Web; and [my.highschooljournalism.org](http://my.highschooljournalism.org), an online hosting service for school newspapers.

The **International** Committee will monitor the ongoing events in the Middle East with an eye on the military and the press in a potential Iraq conflict and elsewhere. It will also focus on the ability of American reporters to do their work overseas and the challenges facing the press worldwide. In addition, the committee traditionally organizes an overseas trip for ASNE editors. Early interest has been expressed in a visit to China or the Middle East.

Editors are expected to be key figures in company-wide initiatives that transcend newsroom boundaries, such as readership and circulation, branding and strategic positioning. What roles are appropriate and what aren't for editors? What advice do editors have for one another on navigating this tricky ground? How can editors use company-wide forums and committees to advance news literacy and build coalitions for improving journalism, demonstrating that content excellence is vital for profit? How can editors develop young leaders in their newsrooms? Improving journalism quality is an essential task for editors. When you can't throw money at problems, what do you do? We will gather case studies of how successful editors of large, medium and small papers improved their newsrooms. The **Leadership** committee also administers the ASNE Leadership Award.

Despite the challenging economy, the **Membership** Committee will dedicate itself to a daunting, but simple near-term goal: Build momentum for future growth in membership. ASNE has suffered membership declines that mirror the economic downturn of the past three years. Just as we

would never accept circulation declines as inevitable and irreversible, ASNE as an organization should not be complacent regarding declining membership. The committee intends to launch an aggressive campaign to turn things around. We will focus on retention, as well as contacts with newly-appointed editors, and those editors who are eligible but who have not joined ASNE. The committee will also work toward devising and presenting an incentive strategy to the board this fall that is aimed at making ASNE more affordable for editors of smaller newspapers.

The **Nominations** committee is charged with recruiting a diverse and committed slate of candidates for the ASNE board who have a record of service to the organization, high journalistic standards and who will bring energy and new ideas to the table.

The **Readership Issues** committee mission will be to help newspapers increase readership. We plan to do this in part with help from research from the Readership Institute. We will also be soliciting information on best practices and studies conducted by ASNE members to provide other members real-life examples of what has worked and not worked.

Eleven years ago, the **Small Newspapers** committee produced a list of the nation's best small newspapers and then interviewed editors of those papers to determine what they do to achieve excellence. The committee will repeat that study this year. Working with the Readership Institute using its definition of excellence, we will examine the content of small newspapers, identify the best ones, and learn how they operate. These success stories will be shared so that other papers can succeed in this vital readership effort. We will also continue the successful Editors Tips e-mail program.

The meeting was adjourned at 4:45 p.m.

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Karla Garrett Harshaw, ASNE Secretary