

## MINUTES - BOARD OF DIRECTORS MEETING – OCTOBER 13, 1995 – BOSTON, MASS.

## Board members attending:

Bill Ketter, Quincy (Mass.) Patriot Ledger, president  
 Bob Giles, Detroit News, vice president  
 Sandy Rowe, Portland Oregonian, secretary  
 Edward Seaton, Manhattan (Kan.) Mercury, treasurer  
 Chris Anderson, Colorado Springs (Colo.) Gazette Telegraph  
 Gregory Favre, Sacramento (Calif.) Bee  
 Gene Foreman, Philadelphia Inquirer  
 Tim Gallagher, Ventura (Calif.) Star-Free Press - Future of Newspapers  
 Bob Haiman, The Poynter Institute, St. Petersburg, Fla.  
 Karla Garrett Harshaw, Springfield (Ohio) News-Sun  
 Jane Healy, Orlando Sentinel  
 Deborah Howell, Newhouse News Service, Washington, DC  
 Al Johnson, Columbus (Ga.) Ledger-Enquirer  
 Ron Martin, Atlanta Journal and Constitution  
 Diane McFarlin, Sarasota (Fla.) Herald-Tribune  
 Marcia McQuern, Riverside (Calif.) Press-Enterprise  
 Tim McGuire, Minneapolis Star Tribune  
 Acel Moore, Philadelphia Inquirer - Nominations  
 Rich Oppel, Austin (Texas) American-Statesman - Convention Program  
 Bill Woo, St. Louis Post-Dispatch - Change

## Committee chairs attending:

Mervin Aubespain, Louisville (Ky.) Courier-Journal - Human Resources  
 John Carroll, Baltimore Sun - Writing Awards Board  
 Shelby Coffey, Los Angeles Times - International  
 Sandra Keyes, Miami Herald - Education for Journalism  
 Frosty Landon, Roanoke (Va.) Times - FOI  
 Linda Lightfoot, Baton Rouge (La.) Advocate - Press, Bar & Public Affairs  
 Maxine Lynch, Cleveland Plain Dealer - Minorities  
 Chris Peck, Spokane (Wash.) Spokesman-Review - Ethics  
 Mike Pride, Concord (N.H.) Monitor - Small Newspapers  
 Josette Shiner, Washington Times - The American Editor  
 Lou Ureneck, Portland (Maine) Press Herald - New Media  
 Julia Wallace, Chicago Sun-Times - Literacy

## Other attendees:

Nancy Andiorio, ASNE meetings manager  
 Diane Borden, ASNE project director  
 Elise Burroughs, ASNE publications director  
 Gene Giancarlo, former ASNE executive director  
 Veronica Jennings, ASNE minority affairs director  
 Dick Schmidt, Cohn and Marks, ASNE legal counsel  
 Lee Stinnett, ASNE executive director

Mr. Ketter called the meeting to order and gave the **president's** report. He recognized the newest ASNE staff member, project director Diane Borden, and thanked the Reston staff for their contribution to ASNE's work. He also lauded the efforts of ASNE legal counsel Dick Schmidt. The ASNE president said he had accumulated 50,000 frequent flier miles since the April convention, including the ASNE trip to Southeast

Asia, where the editors had “interesting confrontations” with governmental leaders, particularly in China and Vietnam. At every opportunity, Mr. Ketter said, the ASNE group supported freedom of the press and working journalists, many of whom frequently encounter censorship in this region of the world.

Mr. Ketter has represented editors at two meetings of the Newspaper Association of America board of directors. He has underscored the idea with publishers that “content is king.” He noted that he has attended the meetings of ASNE committees held since the convention, and he plans to be present at the conventions of all of the major journalism associations during his term, or have someone else represent ASNE.

His many trips to Washington included giving testimony before the Administrative Conference of the United States supporting the federal Sunshine Act. Mr. Ketter also has had meetings with key Congressional leaders on First Amendment issues and joined Ms. Howell, Mr. Schmidt and his colleague Allan Adler, and Mr. Stinnett in a meeting with Attorney General Janet Reno. The focus of that meeting was clearing up the backlog of Freedom of Information Act cases and the need for legislation to extend the act to electronic records. Ms. Reno said she loves newspapers and dislikes television.

Many important initiatives are under way through the ASNE committees, Mr. Ketter said, adding, “Diversity continues to be a major, major priority.” ASNE must continue to work on recruiting new members.

In his **executive director’s** report, Mr. Stinnett noted that considerable effort has been put into revamping the performance appraisal system for the headquarters staff. The result of this project included rewritten job descriptions and a more formal system of rating staff work. Three staff members got new titles: Ms. Jenkins is now administrative assistant/systems manager; Ms. Andiorio is executive assistant to the executive director/meetings manager; and Ms. Schmitt is financial/membership manager.

Mr. Stinnett noted that he was co-chairing the search to fill the executive director position for the National Lesbian and Gay Journalists Association.

With assistance from InfiNet, an electronic communications company owned by Landmark and Knight-Ridder, ASNE is constructing its home page on the World Wide Web. Mr. Stinnett expressed hope that the Web site would be published in a month. When it is fully developed, ASNE members will have ready access to a wealth of information, and ASNE will also disseminate material that will be useful and interesting to the public. One suggestion that came out of the discussion was to create a “members only” section to include e-mail addresses of members and other information of interest to the members.

Mr. Ureneck led off the reports of the ASNE committees, noting that the **New Media** group met at Cantigny Center in Chicago and is developing new media projects dealing with public affairs, consumer journalism, and interactivity. The committee will produce printed and online reports and sessions at the 1996 convention. Convention attendees will get hands-on experience constructing a Web site and a “technology playpen” where editors can explore a variety of newspaper home pages. The convention session will feature an overview of what’s happening on the Internet, a group of users and lots of practical ideas to take home. Mr. Ureneck said he and Literacy Committee chair Julia Wallace are looking at ways their two committees can work together to draw young people into newspapers through computers.

The **Small Newspapers** Committee is focusing on “getting close to your community,” according to Mr. Pride. The group will select examples of interesting newspaper ideas (both from members and from non-members) to display at the convention. Committee members are developing a number of projects, including how small-town papers cover the Christian Coalition, how newspapers use local people to collect news and get it in the newspaper, how editors rate various pagination systems, and how small newspapers present news online. The committee’s long-standing critique project is being reviewed and revamped. The plan is to organize informal critiques during the convention. The ASNE and APME small newspapers groups are working closely together.

The **Future of Newspapers** group is developing a major project exploring Generation X, Mr. Gallagher reported. Knight-Ridder researcher Jenny Fielder and other leaders of the NAA Research Federation are helping ASNE mine the database on this population segment accumulated by Yankelovich Partners. The plan is to produce a scientifically-based, anthropological picture of this generation. Editors tend to have a

naive view of this generation and don't generally understand GenX's deeper concerns. One fact already clear is the importance of newspaper classified ads to this population segment. It is possible that newspapers can be hopeful about attracting these young readers.

The **Change** Committee has organized a number of projects, Mr. Woo reported. Adjunct committee member Mary Dedinsky is visiting a dozen newspapers that have undertaken a change project, and Mark Silverman is engaged in a study to learn how editors calibrate change – “how to know if you have done it or not.” A low budget, mid-term meeting is scheduled for St. Louis in November. There is no registration fee and the Post-Dispatch is sponsoring a reception, dinner and lunch. Non-members will be welcome, in the spirit of ASNE outreach.

Mr. Aubespain reported that the **Human Resources** Committee is developing a project to determine how newspapers can “make life better for copy editors.” A successful conference has been held at the University of North Carolina at Chapel Hill, and a second meeting will take place at the University of Kentucky. The committee is receiving important help from The Poynter Institute and API. The committee's report will focus on “things that work.” Mr. Aubespain indicated that the universities involved had incurred expenses that ASNE Foundation might wish to reimburse.

Reporting for the **Minorities** Committee, Ms. Lynch noted that ASNE has initiated a mentoring program, launched at the National Association of Black Journalists convention in August. The committee has raised \$1,000 in scholarship funds to help minorities attend sessions on computer-assisted reporting. Greg Moore of the Boston Globe has agreed to be the editor of the convention newspaper, she reported.

Ms. Jennings noted that the ASNE minority projects are proceeding “at a fast clip” this fall, including job fairs and short courses. For the first time, ASNE will sponsor a short course at a community college. ASNE will again invite newspapers to sponsor student travel in connection with the student convention newspaper. The students will put the ASNE Reporter on the World Wide Web this year. She noted that the ASNE staff has developed a new concept, called “Connections '96,” to promote hiring minority internships at newspapers under 50,000. The internship plan will help editors find and hire their own interns. ASNE/Unity will stimulate applications and also sponsor a high-caliber pre-internship seminar, possibly at The Poynter Institute.

Board discussion turned to the question of whether or not ASNE's annual minorities survey should be changed to include the percentage of minorities in each newspaper's circulation zone. Ms. Lynch presented arguments against adding the population numbers to the survey report. Mr. Anderson strongly supported making a change. He was named to head a committee to study the matter and to make a report at the April meeting. Joining Mr. Anderson on the committee are Ms. McFarlin, Mr. Woo, Ms. Lynch and Ms. Harshaw.

Mr. McGuire, who headed the Unity '99 task force, said the ASNE group met with representatives of the minority journalism associations in Washington and subsequently followed up with a conference call. The result was the following plan for a partnership between Unity and ASNE, “bringing our organizations closer to a point where we can work successfully to achieve diversity in the newspaper business.”

“The American Society of Newspaper Editors and Unity '99 have a unique opportunity to work closely together for greater diversity in newsrooms. The major initiatives of this joint effort are as follows:

- In the area of journalism education, ASNE will urge ACEJMC to support Standard 12. ASNE and Unity will move to recruit strong members to serve on college accrediting teams. A seminar on Standard 12 will be held at ASNE or one of the minority journalists' conventions to help evaluation teams better understand diversity.
- ASNE and Unity '99 will jointly create a program to connect editors with colleges and universities with high minority enrollments.
- ASNE and Unity '99 will develop a summer internship program for minority students. The project would begin in 1996 with a minimum of eight newspaper participants, primarily on internships under 50,000-circulation newspapers. ASNE and Unity '99 jointly will provide funding as needed for the program.

- A Unity '99 representative will join the ASNE Convention Planning Committee. Gilbert Bailon, assistant managing editor, Dallas Morning News attended the Sept. 30, 1995, meeting of the convention planning committee, and has been invited to the committee's January meeting in Austin.
- ASNE and Unity '99 will explore a workshop or seminar on improving retention and promotion of minorities in newsrooms. The program would include successful mentoring and career tracking systems at newspapers. ASNE will encourage NAA to continue its annual employee departure survey. Unity agreed it would examine the feasibility of an Internet job bank.
- ASNE and Unity '99 will explore ways to recognize editors and newspapers who have conducted successful content audits and changed their newspapers accordingly.
- ASNE and Unity '99 will consider a diversity summit. In 1996, we will discuss ideas on where such a summit would be held, what topics or issues should be the focus of the meeting, and what desired results would come from such a meeting.
- ASNE agreed it would explore a significant presentation for the 1999 Unity convention in Seattle."

The **Freedom of Information** Committee has worked hard on pursuing First Amendment issues on Capitol Hill, Mr. Landon reported. At the recommendation of the FOI Committee, the board approved the following resolution:

The American Society of Newspaper Editors vigorously opposes the amendment proposed by Sen. Byrd to require disclosure of outside earned income by journalists accredited to cover the Senate's proceedings. We oppose any amendment that would take regulation out of the hands of the standing committees that accredit members of the Senate Press Galleries.

Mr. Woo will pursue the question of whether or not ASNE should take a position on journalists voluntarily abstaining from taking funds from outside sources.

There is hope that Congress will decide that the First Amendment ought to apply in cyberspace, now that the Speaker of the House has come out against federal censorship of the Internet, Mr. Landon said. A bad precedent was set for prior restraint when a court enjoined BusinessWeek from publishing a story. ASNE has vigorously opposed the flag desecration measure approved by the House and now about to be acted on by the Senate. Newspapers have been asked to editorialize and send clips to ASNE.

Ms. Lightfoot, **Press, Bar and Public Affairs** chair, said that ASNE is achieving success in its efforts to connect with the nation's military academies. Some 500-600 cadets attended the session at West Point, she said, and discussion is under way with representatives of the Naval Academy. Some 1,000 midshipmen will participate in the Annapolis event.

Reporting for the **Convention Program** Committee, Mr. Oppel indicated that planning is well under way for the 1996 meeting. A number of heads of state have been invited to speak, including South African President Nelson Mandela and Cuban leader Fidel Castro. A series of "Great Newspaper Moments" will be sprinkled throughout the convention, prepared by member Peter Prichard of The Freedom Forum. Ms. Garrett suggested a segment on "Race and politics and how we handle it; what we call it when we see it." Mr. Moore thought a segment on coverage of the O.J. Simpson murder trial would be useful.

Mr. Oppel said that the leading Republican candidates were being invited, and ASNE expects President Clinton to accept an invitation to speak. The committee will meet next on Jan. 13 in Austin.

The **International** Committee scrubbed a fact-finding trip to the former USSR because of lack of enthusiasm among members. As an alternative, a Jan. 1997 trip to Asia is contemplated, according to Mr. Coffey. He proposed a new project, "ASNE Watch," in order to "more systematically bang the drum" to call attention to the increasingly difficult situation for a free press around the world. Six countries would be selected each year for special focus and monitoring. ASNE would publish one or two opinion pieces a year on the six

countries, and members would be encouraged to travel to these nations. Mr. Coffey said ASNE would “cooperate with reputable organizations and add our own independent voice.”

Ms. Borden expressed appreciation for the opportunity to work for ASNE. Her first months have been a whirlwind, she said. The International Journalism Exchange brought a wonderful group of editors to the United States for six weeks of interchange and training. They are now at their newspaper attachments. The Freedom Forum will reduce funding to \$100,000 in 1996, but it has committed to fund the project through 1999. The four-week newspaper attachment will remain intact, but the time in Washington before the attachment and the New York City period will be reduced. In addition, the number of participants will be reduced from 12 to 10.

Ms. Keyes, reporting for the **Education for Journalism** Committee, said the Institute for Journalism Excellence, funded by the John S. and James L. Knight Foundation, was a tremendous success. In order to give structure to summer newspaper attachments and to learn from the process, the educators were asked to administer a questionnaire. The focus was to observe the gaps between what is taught in journalism programs and what happens in the newsroom. Some educators observed that almost nothing is taught in journalism schools about newsroom collaboration or team approaches, but they are a constant reality in the newsroom. Some of the educators found community news more important than what they had thought before working in the newsroom. Ms. Borden said she expects that the educators will produce research that is more useful to newspapers than previously.

Mr. Giles reported that an Association for Education in Journalism and Mass Communications proposal to drastically change journalism school curricula is “dead on arrival.”

**Ethics and Values** chair Peck said the Journalism Values Institute is off to a strong beginning, with support from the Robert R. McCormick Tribune Foundation. The next phase in the project is to conduct focus groups, with members of the public and with journalists. At the second JVI session editors will be joined by a newsroom colleague. At the third and final meeting, the group will attempt to reach a consensus. The committee will deliver an outstanding convention session and provide something editors can use in their newsrooms.

The **Literacy** Committee is taking a look at computer savvy kids, Ms. Wallace reported. She plans to interview experts on how children use computers to gather information and evaluate newspaper online services aimed at youth.

Mr. Carroll noted that the **Writing Awards** Board has established sports writing as the rotating category this year. He urged those present to submit strong entries for the Jesse Laventhol Deadline Writing Awards, one of which is for writing by an individual, the other for a team effort.

**The American Editor** name for what was formerly the ASNE Bulletin has drawn very positive responses from members and others, according to Ms. Shiner. The committee has tried to make the content more compelling. The design has drawn some positive and some critical reactions and some refinements will be made. Following suggestions made at the committee meeting before the board convened, some features will be combined. She commended the work of Ms. Burroughs.

In Mr. Hunter’s absence, his report on the **Membership** Committee was submitted in writing. The committee has targeted 500 editors at newspapers with no ASNE members. These editors have received three mailings from ASNE and members of the committee are following up with personal phone calls. If the board approves all applications, the total for fall membership will reflect an increase compared with a year ago.

Mr. Moore, **Nominations** chair, asked those present to provide suggestions of nominees. The board will meet Jan. 14 in Las Vegas.

During the lunch, Massachusetts Gov. Bill Weld addressed the group and took questions. Afterwards the discussion continued with members of the board, legal counsel and staff present.

The minutes of the April meeting were approved and 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 William B. Ketter, president; Edward Seaton, 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. Seaton reported that the **ASNE Foundation** has solicited newspaper companies and foundations for support for minorities and a newspaper readership project focusing on Generation X. The first donation has come back, from Cox, and it is a generous one. This was a good year for contributions, he noted, with receipts totaling \$822,291. ASNE Foundation was able to fund all of the requests of committees for financial assistance in the past year, and ASNEF is in "good shape" with support funds for the current projects. We have excellent relationships with the three largest newspaper-connected foundations, and we are opening communications with a fourth, the Donald Reynolds Foundation.

The Knight Foundation has authorized the expenditure of \$7,567 to support the publication of the 1995 Proceedings.

Mr. Giles, **vice president**, said that the 1997 fall board meeting will be held Oct. 17-18 in Detroit.

Ms. Rowe gave the following report as **secretary**. Since the board met in April, there have been seven deaths and 33 resignations and ineligibilities, including 15 dropped for nonpayment of 1995 dues. Seven members have requested transfer to the retired rolls. The board approved 22 applications, including five reinstatements. Bringing the membership to 855, including 680 active and 175 retired members.

Member applicants/reinstatements (22):

Jacqueline Banaszynski, senior editor/enterprise, Portland Oregonian  
 Gary Blonston, bureau chief, Knight-Ridder Inc., Washington, DC  
 Robert Burdick, editor, Rocky Mountain News, Denver (reinstatement)  
 Wanda Garner Cash, managing editor, Clute (Texas) Brazosport Facts  
 John Greenman, publisher, Columbus (Ga.) Ledger-Enquirer (reinstatement)  
 Anders Gyllenhaal, editor/enterprise, Raleigh (N.C.) News & Observer  
 Meegan Holland, editor/bureau chief, Booth News Service, Lansing, Mich.  
 Albert Hunt, executive Washington editor, Wall Street Journal  
 John Irby, executive editor, Thomson L.A. News Group, West Covina, Calif.  
 Melinda Keirman, assistant vice president, Knight Ridder Inc., Miami  
 Dean Lehman, president/editor, Times-Call Publishing Corporation, Longmont, Colo.  
 Maryanne McNellis, editorial director, Financial Post, Toronto, Ontario  
 Roger Oglesby, editor, Allentown (Pa.) Morning Call  
 James Poling, vice-president, editor, The Canadian Press, Toronto, Ontario  
 Dennis Ryerson, editor, Des Moines (Iowa) Register (reinstatement)  
 Todd Schurz, editor and publisher, South Bend (Ind.) Tribune  
 John Secor, managing editor, DeKalb (Ill.) Daily Chronicle  
 Steven Smith, editor, Colorado Springs Gazette Telegraph  
 Robert Stiff, executive editor, Lexington (N.C.) Dispatch (reinstatement)  
 Janet Weaver, managing editor, Wichita (Kan.) Eagle  
 Joe Worley, executive editor, Tulsa (Okla.) World (reinstatement)  
 Wendy Zomparelli, editor, Roanoke (Va.) Times

Deaths (seven)

Frank Ahlgren, retired, Knoxville, Tenn.  
 James Batten, chairman, Knight-Ridder, Inc., Miami  
 Zack Binkley, executive editor, Fort Myers (Fla.) News-Press  
 Josephine Davidson, editor, Daytona Beach (Fla.) News-Journal

Dan Henderson, retired, Harlingen, Texas  
 Elmer Jackson Jr., retired, Annapolis, Md.  
 Wesley Maurer, retired, St. Ignace, Mich.

Resignations and ineligibilities (33):

Clarke Ash, retired; dropped for nonpayment of 1995 dues  
 George Baker, managing editor, Fresno (Calif.) Bee; dropped for nonpayment of 1995 dues  
 Christina Bradford, managing editor/news, Detroit News; dropped for nonpayment of 1995 dues  
 Louis A. Brancaccio, former executive editor, Binghamton (N.Y.) Press & Sun-Bulletin; dropped, left paper,  
 no forwarding address  
 Millard Browne, retired; resigned, poor health  
 Otis Chandler, retired; resigned, no reason given  
 Virginius Dabney, retired; dropped for nonpayment of 1995 dues  
 Joseph Ellis, retired; dropped for nonpayment of 1995 dues  
 Frank Eyerly, retired; dropped for nonpayment of 1995 dues  
 Kenneth Fazzari, editor, Sault Ste. Marie (Mich.) Evening News; dropped for nonpayment of 1995 dues  
 Robert Franken, Arizona Republic, Phoenix; dropped, left paper, no forwarding address  
 John Gibson, assistant managing editor/sports, Rochester (N.Y.) Democrat and Chronicle and Times-Union;  
 dropped for nonpayment of 1995 dues and eligibility question  
 Malcolm Gibson, managing editor, Lowell (Mass.) Sun; resigned, "My current position offers no opportunity  
 to be an active member."  
 David Hamilton, former assistant managing editor, Newsday; dropped, left paper, no longer eligible  
 Lawrence Hymans, Allentown (Pa.) Morning Call; resigned, retired and does not want to continue  
 Ben Johnson, former associate editor, Chicago Sun-Times; dropped, left paper and is not in a qualifying  
 position, no longer eligible  
 John Jopes, retired; resigned, no particular reason given  
 Frank Keegan, former editor, Bristol (Conn.) Press; dropped, left paper, no forwarding address  
 Joseph Kingsbury-Smith, national editor, Hearst Newspapers; resigned, no reason given  
 David Levine, former editor, Passaic (N.J.) North Jersey Herald & News; dropped, left paper, not in  
 qualifying position  
 Lawrence Lyon, former executive editor, Lexington (N.C.) Dispatch; dropped, left paper to go into ministry,  
 no longer eligible  
 F. Duncan McMonagle, executive editor, Winnipeg (Manitoba) Free Press; dropped for nonpayment of 1995  
 dues and initiation fee  
 Ralph Millett, retired; resigned, no reason given  
 Geneva Overholser, former editor, Des Moines Register; resigned, took job as ombudsman at Washington  
 Post, no longer eligible  
 Mort Pye, retired; dropped for nonpayment of 1995 dues  
 A.C. Snow, retired; dropped for nonpayment of 1995 dues  
 Mark Stafforini, news copy editor, Walnut Creek (Calif.) Contra Costa Times; dropped for nonpayment of  
 1995 dues and eligibility question  
 Peter Stauffer, assistant vice president, editorial, Topeka (Kan.) Capital-Journal; dropped for nonpayment of  
 1995 dues  
 R. Joe Sullivan, editor, Cape Girardeau (Mo.) Southeast Missourian; dropped for nonpayment of 1995 dues  
 Robert Utter, former editor, Westerly (R.I.) Sun; resigned, now in circulation, no longer eligible  
 David Westphal, former managing editor, Des Moines Register; resigned, now in non-qualifying position with  
 McClatchy Washington bureau  
 Barbara White, retired; resigned, no reason given  
 D. Ray Wilson, retired; dropped for nonpayment of 1995 dues

Transfers to retired rolls (seven):

Janet Brandt, Tacoma (Wash.) News Tribune  
 Bill Breisky, Cape Cod (Mass.) Times  
 Joe Goodman, Winston-Salem (N.C.) Journal  
 Bob Haring, Tulsa (Okla.) World  
 Carlton Harrell, Durham (N.C.) Herald Sun  
 George Lockwood, St. Joseph (Mo.) News-Press  
 Ed Perkins, South Bend (Ind.) Tribune

Transfers to other papers/title changes:

Jay Ambrose, Rocky Mountain News, Denver, to chief editorial writer, Scripps Howard News Service  
 Richard Aregood, Philadelphia Daily News, to editorial page editor, Newark (N.J.) Star-Ledger  
 Ward Bushee, executive editor to editor, Reno (Nev.) Gazette-Journal  
 Amy Carlile, assistant managing editor, Arizona Republic, to assistant managing editor of combined Arizona Republic/Phoenix Gazette  
 Nancy Conway, York (Pa.) Dispatch then Denver Post, to executive editor, Alameda Newspaper Group, Oakland, Calif.  
 Barrie Hartman, executive editor to editor, Boulder (Colo.) Daily Camera  
 Michael Hengel, Ontario (Calif.) Inland Valley Daily Bulletin, to publisher, Conway (Ark.) Log Cabin Democrat  
 Don Henninger, managing editor Phoenix Gazette, to deputy managing editor of combined Arizona Republic/Phoenix Gazette  
 Pam Johnson, managing editor, Arizona Republic, to managing editor of combined Arizona Republic/Phoenix Gazette  
 Joseph Karius, Rapid City (S.D.) Journal, to publisher, Brookings (S.D.) Daily Register  
 Forrest Landon, executive editor to assistant to publisher, Roanoke (Va.) Times  
 David Marcus, Sunbury (Pa.) Daily Item, to editor, Salem (Mass.) Evening News  
 Richard Oppel, Knight-Ridder Newspapers, Washington, to editor, Austin (Texas) American-Statesman  
 Kent Pollock, Sacramento Bee, to editor, Anchorage Daily News  
 William Roesgen, Racine (Wis.) Journal Times, to publisher, Lincoln (Neb.) Journal Star  
 Keith Spore, Milwaukee Journal Sentinel, to president, Journal Sentinel Inc.  
 Howard Weaver, Anchorage Daily News, to assistant to the president, McClatchy Newspapers  
 Thomas White, Racine (Wis.) Journal Times, to editor, Lincoln (Neb.) Journal Star  
 James Willse, Newhouse Newspapers, to editor, Newark (N.J.) Star Ledger

Unemployed/status pending (1995 dues paid):

Maggie Balough  
 Hope Frazier  
 Gerald Garcia  
 Clay Haswell  
 Mark Nadler  
 Nancy Remsen  
 Ruth Walker  
 John Walston

Ms. Rowe said she had begun work on lining up the 1997-98 committee chairs. The board approved her recommendation that the New Media and Change Committees be continued, that the Future of Newspaper Committee and Literacy Committee be combined and renamed the Readership Issues Committee, and that the Human Resources Committee be renamed the Management and Human Resources Committee.

A board committee headed by Ms. Rowe and joined by Mr. Woo, Ms. Healy, Mr. McGuire, and Ms. Harshaw recommended two bylaws changes to be presented at the ASNE business meeting during the April convention.

The board approved the following new addition to the bylaws:

Persons of suitable qualifications who are directing editors having immediate charge of journalistic policies and operations of daily newspapers, editorial and opinion pages, news gathering operations of daily newspapers, or wire services and other organizations that gather and publish information for daily newspapers, which, in the opinion of the directors, shall have attained adequate journalistic standards, are eligible for membership.

This will replace the present bylaws language:



Persons of suitable qualifications who are directing editors having immediate charge of editorial or news policies of daily newspapers which, in the opinion of the directors, shall have attained adequate journalistic standards are eligible for membership. Membership shall also be open to directing editors of the Associated Press, Canadian Press, Reuters News Service, and United Press International.

The ASNE directors also approved a bylaws change to enable retired members who attend the convention to vote in board of directors elections. The bylaws presently state:

Retired members will have all of the same rights and privileges as regular members, except that they may not vote or hold office.

The following will be substituted:

Retired members will have all of the same rights and privileges as regular members, except that they cannot hold office. Retired members who attend the convention may vote in the board of directors elections. Those who do not attend the convention may not vote.

Mr. Stinnett noted that the procedure for changing the bylaws requires approval of proposed changes by the board of directors, notification of the proposed changes at least two weeks prior to a vote at a regular or special meeting, and approval by two-thirds of those voting at a regular or special meeting.

Mr. Seaton gave the ASNE **treasurer's** report, which showed that ASNE enjoyed a \$1,500 surplus in 1994-95, but reserves were reduced by computer purchases of about \$6,600. The ASNE convention showed a \$160,000 surplus, but staff work and other incidental costs (postage, printing) are not reflected in the convention expenses.

A proposal to rename the ASNE "convention" drew negative reactions and was withdrawn.

In an executive session, Mr. Anderson was elected treasurer-designate.

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

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Sandy Rowe  
Secretary