

MINUTES - BOARD OF DIRECTORS MEETING – MARCH 31, 1998

The ASNE board of directors met preceding the 1998 convention in Washington. Present during the course of the meeting were:

Board members:

Sandra Mims Rowe, editor, The Oregonian, Portland, president
 Edward L. Seaton, editor-in-chief, The Manhattan (Kan.) Mercury, vice president
 N. Christian Anderson III, publisher, The Gazette, Colorado Springs, secretary
 Richard A. Oppel, editor, Austin (Texas) American-Statesman, treasurer
 Richard Aregood, editorial page editor, The Star-Ledger, Newark, N.J.
 Peter K. Bhatia, executive editor, The Oregonian, Portland
 John S. Carroll, editor, The Sun, Baltimore
 Gene Foreman, deputy editor, The Philadelphia Inquirer
 Robert H. Giles, executive director, Media Studies Center, New York
 Robert J. Haiman, president emeritus, The Poynter Institute, St. Petersburg, Fla.
 Karla Garrett Harshaw, editor, Springfield (Ohio) News-Sun - *Education for Journalism*
 Deborah Howell, editor, Newhouse News Service, Washington - *Nominations*
 Edward W. Jones, managing editor, The Free Lance-Star, Fredericksburg, Va. -
Convention Program
 Ralph E. Langer, editor, The Dallas Morning News
 Linda C. Lightfoot, executive editor, The Advocate, Baton Rouge, La.
 Wanda Lloyd, managing editor/features, administration and planning, The Greenville
 (S.C.) News
 Diane H. McFarlin, executive editor, Sarasota (Fla.) Herald-Tribune
 Tim J. McGuire, editor/senior vice president of new media, Star Tribune, Minneapolis
 Marcia A. McQuern, editor and publisher, The Press-Enterprise, Riverside, Calif.
 Rick Rodriguez, managing editor, The Sacramento (Calif.) Bee - *Diversity*

Committee chairs:

George Bengé, executive editor, Asheville (N.C.) Citizen-Times - *Small Newspapers*
 Jennie Buckner, editor, The Charlotte (N.C.) Observer - *Readership Issues*
 Gregory Favre, executive editor, The Sacramento (Calif.) Bee - *Writing Awards Board*
 Thomas Greer, The Plain Dealer, Cleveland - *Election Judges*
 Craig Klugman, editor, The Journal Gazette, Fort Wayne, Ind. - *Wire Content*
 Robert W. Mong, executive vice president/publishing division, A.H. Belo Corporation,
 Dallas - *Management and Human Resources*
 Steven A. Smith, editor, The Gazette, Colorado Springs - *Change*
 Matthew V. Storin, editor, The Boston Globe - *International*
 Stanley R. Tiner, editor, Mobile (Ala.) Register - *Freedom of Information*
 Janet S. Weaver, managing editor, Sarasota (Fla.) Herald-Tribune - *The American Editor*
 James P. Willse, editor, The Star-Ledger, Newark, N.J. - *New Media*
 David Zeeck, executive editor, The News Tribune, Tacoma, Wash. - *The American Editor*

Committee vice chairs:

Caesar Andrews, editor, Gannett News Service, Arlington, Va. - *Management and
 Human Resources*
 Gilbert Bailon, executive editor, The Dallas Morning News - *Diversity*
 Douglas C. Clifton, executive editor, The Miami Herald - *International*
 Frank M. Denton, editor, Wisconsin State Journal, Madison - *Readership Issues*
 Joy Franklin, editorial page editor, Asheville (NC) Citizen-Times - *Small Newspapers*
 Kenneth A. Paulson, executive director, The First Amendment Center, Nashville, Tenn. -
New Media
 Christopher Peck, editor, The Spokesman-Review, Spokane, Wash. - *Wire Content*

Rena Pederson, editorial page editor, The Dallas Morning News - *Writing Awards Board*
 Gil Thelen, retired member, Columbia, S.C. - *Education for Journalism*

Guests:

Reid MacCluggage, The Day, New London, Conn., APME president
 John Sturm, president and CEO, Newspaper Association of America
 Vanessa Williams, The Washington Post, Unity president

Others:

Craig Branson, ASNE publications director
 Kevin M. Goldberg, ASNE legal counsel
 Veronica Jennings, ASNE diversity director
 Diana Mitsu Klos, ASNE project director
 Richard M. Schmidt Jr., ASNE legal counsel
 Lee Stinnett, ASNE executive director

President Rowe noted that four members of the board were retiring after this meeting — Mr. Foreman, who will be teaching at Penn State; Mr. Giles, who is running the Media Studies Center in New York; Mr. Haiman, who has retired from running Poynter; and Ms. McQuern, “who hasn’t retired from anything.” She expressed her appreciation for all those who worked so hard during the past year.

One of the significant developments in the past few months, she said, was the employment of Urban & Associates as principal researcher for the Journalism Credibility Project. “I feel that we are on very solid ground with Urban,” the ASNE president noted. The company is ideally qualified to conduct the national survey of newsrooms. The Journalism Credibility Project products for the 1998 convention include the resource notebook prepared for the Wednesday sessions, and a video tape and study guide, which will be prepared and distributed in the weeks following the meeting. The long-term commitment of ASNE to the credibility project has drawn widespread favorable comments, Ms. Rowe stated.

Executive director Stinnett said he is negotiating with the Westin Hotel in Seattle for the 2007 convention and expects to make a firm commitment in the coming weeks. The headquarters has been aided by the employment of Alison Hill in an administrative assistant position. She joined ASNE six months ago. The computer system has been upgraded with the purchase of two new units. ASNE’s landlord, the American Press Institute, has received a multi-million-dollar grant to upgrade and expand the facility, which will result in significant improvements for ASNE and some limited disruption. Among his other activities, Mr. Stinnett has served on the governance committee of the National Lesbian and Gay Journalists Association.

Mr. Seaton reported that the **ASNE Foundation** leadership will change on Thursday when Burl Osborne, A.H. Belo Corp., will be elected president. Solicitation of members and corporations/foundations has produced a steady stream of contributions. All members of the ASNE and ASNE Foundation boards made gifts in the last year. The foundation currently has \$2.4 million in certificates of deposit and its bank accounts, with more than \$1 million in unrestricted funds.

Also reporting as ASNE **vice president**, Mr. Seaton said the fall board meeting will be held in Miami (Oct. 20-21), followed by a fact-finding trip to Cuba (Oct. 21-25). He hopes the ASNE group will be able to see top officials of the Cuban government, including President Fidel Castro. The Cuban government may be unwilling to admit representatives of The Miami Herald, and the group will have to make a decision about whether or not to proceed, Mr. Seaton noted. Doug Clifton, Miami Herald executive editor and chair of the International Committee next year, has indicated he thinks the trip should go forward even if visas are not approved for Herald

personnel. The U.S. government has recently allowed the resumption of Miami-Havana flights, so the board meeting will be held at a hotel in the Miami airport area.

Mr. Anderson presented the following **secretary's** report, which was approved by the board. With the applicants approved at the meeting on April 3, ASNE membership stands at 870, compared to 873 a year ago.

Mr. Anderson said the membership brochure will be revised so that ASNE gets more information about the applicants, especially those who are employed in online work.

Among the 57 applicants are six former members and one person who has been nominated for distinguished service membership.

Member applicants/reinstatements (56):

Andrew Alexander, bureau chief, Cox Newspapers, Washington
 John M. Arthur, managing editor/regional editions and sports editions, Los Angeles Times
 Karen Baker, executive editor, The Idaho Statesman, Boise
 Daniel Blom, operations director, The Times, Munster, Ind. (former member)
 Randolph Brandt, editor, South County Journal, Kent, Wash. (former member)
 Alan Buncher, executive editor, Beaver (Pa.) County Times
 Mike Burbach, executive editor, Columbus (Ga.) Ledger-Enquirer
 Jeanette Chavez, managing editor, The Denver Post
 Steve Coll, managing editor, The Washington Post
 Milton Coleman, deputy managing editor, The Washington Post
 George deGolian, brand manager, Access Atlanta
 Susan Edgerley, editor, New York Times News Service
 Felipe Edwards, assistant managing editor (sub-director), El Mercurio, Santiago, Chile
 Howard Evans, editorial director and vice chairman, Daily News, New York
 Terri Fleming, managing editor, The Gazette, Colorado Springs
 Carolina Garcia, managing editor, San Antonio Express-News
 William Giles, managing editor, The Washington Times (former member)
 Jonathan Glass, newspaper liaison, Palm Beach Interactive, West Palm Beach, Fla.
 Gregory Halling, managing editor, The Hutchinson (Kan.) News
 Raymond Holton, editor, Allentown (Pa.) Morning Call
 Carole Leigh Hutton, managing editor, Detroit Free Press
 James Jennings II, editorial director, Thomson Newspapers, Stamford, Conn.
 Stephen Lambert, editor, Daily Times, Primos, Pa.
 John Lampinen, executive editor, Daily Herald, Arlington Heights, Ill.
 Kirk LaPointe, editor-in-chief, The Hamilton (Ontario) Spectator
 Philip Lewis, editor, Naples (Fla.) Daily News
 John Lindsay, managing editor, features, Los Angeles Times (former member)
 Susan Older, editor-in-chief, United Press International, Washington
 Mike Perry, managing editor, The Spectrum, St. George, Utah
 Nancy Regent, online news editor/director, Austin (Texas) American-Statesman
 Rex Rhoades, executive editor, Sun Journal, Lewiston, Maine
 Jerry Roberts, managing editor, San Francisco Chronicle
 Robert Rosenthal, editor, The Philadelphia Inquirer
 Ronald Royhab, executive editor, The Blade, Toledo, Ohio
 Richard Schneider, executive editor, Jackson (Tenn.) Sun
 Melanie Sill, managing editor, The News & Observer, Raleigh, N.C.
 Thomas Silvestri, director of news synergy and newsbank, Media General, Richmond, Va.
 Vivienne Sosnowski, managing editor, The Vancouver (British Columbia) Sun
 Brian Stallcop, editor, The Sun, Bremerton, Wash.
 Martha Steffens, executive editor, Press & Sun-Bulletin, Binghamton, N.Y.
 David Stoeffler, editor, Lincoln (Neb.) Journal Star
 Jane Sutter, managing editor, Star-Gazette, Elmira, N.Y.

Robert Swofford, managing editor, The Press Democrat, Santa Rosa, Calif.
 Stephen Trosley, executive editor, Inland Valley Daily Bulletin, Ontario, Calif.
 Janice Tuckwood, associate editor, The Palm Beach Post, West Palm Beach, Fla.
 Philip Van Hulle, editor, The Macomb Daily, Mount Clemens, Mich.
 Mark Vasché, executive editor, The Modesto (Calif.) Bee
 John Walston, director of editorial, United Press International, Washington (former member)
 Charlie Waters, executive editor, The Fresno (Calif.) Bee
 David Westphal, bureau chief, McClatchy Newspapers, Washington (former member)
 Keven Willey, editor of editorial pages, The Arizona Republic, Phoenix
 James Willis, editor and president, Birmingham (Ala.) Post-Herald
 Leo Wolinsky, managing editor, news, Los Angeles Times
 Mark Woodward, executive editor, Bangor (Maine) Daily News
 Peter Young, executive editor, Monterey County (Calif.) Herald
 Mark Zieman, editor, The Kansas City Star

Proposed for DS membership

Virginia Fielder, vice president/research, Knight Ridder, Miami, Fla.

Deaths (five)

Robert Baker, retired, Fredericksburg, Va.
 Frank Johnson, retired, Tucson, Ariz.
 Harvey Jacobs, retired, Franklin, Ind.
 Harvey McGee, editor and publisher, The Union Democrat, Sonora, Calif.
 Newbold Noyes, retired, Sorrento, Maine

Resignations and ineligibilities (21):

Lee Anderson, editor and publisher, Chattanooga (Tenn.) Free Press; resigned, says "I do not feel comfortable continuing my membership in organizations in which time and other constraints prevent my appropriate participation."
 Thomas Bray, editorial page editor, The Detroit News; resigned, secretary thought it was a financial decision
 Edward Como, managing editor, Kingsport (Tenn.) Times-News; resigned, publisher wrote ". . . we are no longer interested in maintaining membership in ASNE."
 Bonnie Cooper, executive editor, Danville (Va.) Register & Bee; dropped, left paper to spend more time with family, no longer eligible
 Walter Dawson, editorial page editor, The Monterey County (Calif.) Herald; resigned, saying ". . . I am no longer employed as a qualified member."
 Sherida Dill, vice president of marketing, The Wichita (Kan.) Eagle; resigned, has moved from editorial to marketing side, editor is member
 Janet Fontenot, former managing editor, The Spectrum, St. George, Utah; resigned, has become assistant managing editor, managing editor will be member
 Edward Gaylord, editor and publisher, The Daily Oklahoman, Oklahoma City; resigned, no reason given
 Pete Hamill, editor-in-chief, Daily News, New York; dropped, left paper, now writing for Digital City NY, no longer eligible
 Thomas Inman, editorial page editor, The Greenville (S.C.) News; resigned, says executive editor and managing editor are active, so he is looking elsewhere for professional activity
 Roger Kullenberg, retired, Kalamazoo, Mich; resigned, cannot attend the convention this year and thought he'd save himself the dues
 Robert Matson, executive editor, The Daily Messenger, Canandaigua, N.Y.; resigned, budget decision
 Susan Miller, former editor and president, The Monterey County (Calif.) Herald; resigned, left paper when it was traded to Knight Ridder, became newspaper consultant, no longer eligible

Jim Moss, former senior vice president, San Antonio Express-News; resigned, retired and did not want to continue

Larry Pope, resigned as executive editor, Asheville (N.C.) Citizen-Times; dropped, will take over a local printing establishment, no longer eligible

Harry Rosenfeld, editor at large, Times Union, Albany, N.Y.; resigned, retired at end of 1997 and is not interested in transferring to retired rolls, "It's time for the younger people. . ."

Louise Seals, managing editor, Richmond (Va.) Times-Dispatch; resigned, executive editor will be only member

Jeff Storey, former managing editor, Times Herald-Record, Middletown, N.Y.; dropped, now working copy desk, no longer eligible

Carol Stogsdill, senior editor, Los Angeles Times; dropped, went to work for Fleishman-Hillard consulting, no longer eligible

Mark Trahan, editor and publisher, Moscow-Pullman (Idaho) Daily News; dropped, now columnist, Seattle Times, no longer eligible

Georgiana Vines, editor, El Paso (Texas) Herald Post; resigned, won't be renewing since she's moved to deputy managing editor, Knoxville (Tenn.) News-Sentinel

Transfers to retired rolls (eight):

Andrew Glass, bureau chief, Cox Newspapers, Washington; now senior correspondent

James Jacobson, editor, The Birmingham (Ala.) News

David Jones, assistant managing editor, The New York Times

Robert Kelleter, executive editor, Bangor (Maine) Daily News; left paper, no new position, age qualifies

Sanders LaMont, executive editor, The Modesto (Calif.) Bee, now ombudsman, The Sacramento (Calif.) Bee

Donald Lass, editor, publisher and president, Asbury Park Press, Neptune, N.J.

Charles Rowe, editor and co-publisher, The Free Lance-Star, Fredericksburg, Va.

Gil Thelen, editor, The State, Columbia, S.C., now consultant for Knight Ridder

Transfers to other papers/title changes:

Meg Angus-Smith, editor, Oneonta (N.Y.) Daily Star, to managing editor, Times Herald-Record, Middletown, N.Y.

Rick Attig, executive editor, The Bulletin, Bend, Ore., to associate editor, The Oregonian, Portland

George Bengé, executive editor, Journal and Times, Lafayette, Ind., to executive editor, Asheville (N.C.) Citizen-Times

Peter Bhatia, managing editor to executive editor, The Oregonian, Portland

Scott Bosley, president and publisher, Post-Tribune, Gary, Ind., to corporate director of shared content, Knight Ridder, Washington

Jeff Bruce, executive editor, Tribune Newspapers, Mesa, Ariz., to editor, Dayton (Ohio) Daily News

Patrick Canty, editor, Valley Morning Star, Harlingen, Texas, to publisher, Recorder, Porterville, Calif.

Francis Coombs, assistant managing editor/news to deputy managing editor/news, The Washington Times

James Crutchfield, executive editor, Press-Telegram, Long Beach, Calif., to assistant to the publisher, Philadelphia Newspapers Inc.

James Denley, editor and president, Birmingham (Ala.) Post-Herald, to editor, Abilene (Texas) Reporter-News

Dennis Dible, executive editor, Beaver County Times, to managing editor, The Dominion Post, Morgantown, W.Va.

Kevin Doyle, editor to associate publisher, The Post-Crescent, Appleton, Wis.

Pamela Fine, newsroom leader to managing editor, Star Tribune, Minneapolis

Perry Flippin, manager/news services to director/news services, Donrey Media Group, Fort Smith, Ark.

Joy Franklin, executive editor, Times-News, Hendersonville, N.C., to editorial page editor, Asheville (N.C.) Citizen-Times

Jack Fuller, executive vice president to president, Tribune Publishing Co., Chicago

Hunter George, managing editor, The Ledger, Lakeland, Fla., to executive editor, The Birmingham (Ala.) News

Vicki Gowler, executive editor, Duluth (Minn.) News-Tribune, to managing editor, Saint Paul (Minn.) Pioneer Press

Jeannine Guttman, managing editor to editor, The Portland (Maine) Newspapers

David House, executive editor, Corpus Christi (Texas) Caller-Times, to editor, Pittsburgh Tribune Review

Debby Krenek, executive editor to editor in chief, Daily News, New York

John Lee, president to president and CEO, Harris Enterprises, Hutchinson, Kan.

Mark Lett, editor, Post-Tribune, Gary, Ind., to editor, The State, Columbia, S.C.

Dan Martin, president and publisher, Springfield (Mo.) News-Leader, to president and publisher, Courier-Post, Cherry Hill, N.J.

Ron Martin, editor, The Atlanta Journal and The Atlanta Constitution, also becomes senior editor, Cox Newspapers

Glenn McCutchen, publisher, The Lufkin (Texas) Daily News, to publisher, Longview (Texas) News-Journal

Larry McDermott, executive editor to editor and associate publisher, Springfield (Mass.) Newspapers

Maryanne McNellis, editorial director to vice president news, The Financial Post, Toronto, Ontario

Edward Mead, editor and publisher to chairman of the board, Morning News and Erie (Pa.) Daily Times

Mary Jo Meisner, executive vice president and editor to editor and vice chairman, Community Newspaper Company, Needham, Mass.

Barbara Morgan, editor and vice president/news, Eastside Journal, Bellevue, Wash., to executive editor, Eastside Journal and South County Journal, Kent, Wash.

Roger Oglesby, editor, The Morning Call, Allentown, Pa., to president, Orange County Edition, Los Angeles Times

Michael Parks, managing editor to editor, Los Angeles Times

Burle Pettit, executive editor to editor, Lubbock (Texas) Avalanche-Journal

Mike Phillips, editor to publisher, The Sun, Bremerton, Wash.

Gene Policinski, special asst. to the president and CEO to coordinator for special projects, The Freedom Forum, Arlington, Va. (DS Member)

Sam Pollak, editor, Portsmouth (N.H.) Herald, to editor, The Daily Star, Oneonta, N.Y.

Addie Rimmer, executive editor, Daily Camera, Boulder, Colo., to deputy managing editor/news, Detroit Free Press

Robert Rivard, managing editor to editor and senior vice president for news, San Antonio Express-News

John Rumbach, managing editor to editor and co-publisher, The Herald, Jasper, Ind.

Gary Sawyer, editor, Globe-Gazette, Mason City, Iowa, to publisher, Corvallis (Ore.) Gazette-Times

Thomas Scarritt, executive editor to editor, The Birmingham (Ala.) News

Paul Schatt, editor of the editorial pages to associate editor, The Arizona Republic, Phoenix

Terry Schwadron, deputy managing editor, Los Angeles Times, to senior editor for information technology, New York Times Electronic Media

Paul Scripps, chairman of the board, John P. Scripps Newspapers, to v.p./newspapers/director, Scripps Howard, San Diego

Calvin Stovall, news executive, Gannett Co. Inc., to managing editor, Courier-Post, Cherry Hill, N.J.

William Sutton Jr., assistant managing editor to deputy managing editor, The News & Observer, Raleigh, N.C.

William Thomas, executive editor, The Oakland Press, Pontiac, Mich., to publisher, The Macomb Daily, Mount Clemens, Mich.

Brian Toolan, managing editor, Philadelphia Daily News, to editor, The Hartford (Conn.) Courant
 Rufus Woods, editor to editor and publisher, The Wenatchee (Wash.) World

Unemployed/status pending

Andrea Aleff, left Sun-Sentinel, Fort Lauderdale, Fla.

Richard Allport, new position as assistant to the president, Morris Communications, August, Ga.;
 writing re eligibility

David Barrett, left editor, The Hartford (Conn.) Courant

Shelby Coffey, left editor, Los Angeles Times

Ron Dillman, left general manager and CEO, The Daily News, Charlotte Amalie, Virgin Islands;
 will offer retired

Lawrence Fuller, resigned as publisher, The Honolulu Advertiser, and president of the Hawaii
 Newspaper Agency ('98 dues paid)

Kelso Gillenwater, retired as publisher, The News Tribune, Tacoma, Wash.

John Irby, left Thomson L.A. News Group, now with The Herald Bulletin, Anderson, Ind.; left
 there 1/98 ('97 dues not paid; has budgeted dues payment for '98, not paid 2/10/98)

Max King, taking time off after leaving editor, The Philadelphia Inquirer

Steve Knickmeyer, resigned as managing editor, The Arizona Republic

David Mack, left The Democrat and Chronicle, Rochester, N.Y.

Kevin McKenna, editorial director, NYT Electronic Media, on sabbatical

Kent Pollock, left editor, Anchorage Daily News

Irby Simpkins, publisher, The Nashville Banner, paper closed 2/21/98

Thomas White, left Lincoln (Neb.) Journal Star

**1998-99 PROPOSED BUDGET COMPARISON TO
1997-98 ACTUAL THROUGH 2/28/98 AND PROJECTED YEAR-END**

	A	B	C	D	
<u>Income</u>	<u>1997-98 BUDGET</u>	<u>1997-98 thru 2/28/98</u>	<u>Projected 1997-98</u>	<u>1996-97 ACTUAL</u>	<u>Proposed 1998-99 BUDGET</u>
1. Dues	339,000	291,815	338,000	322,930	355,500
2. Initiation fees	12,000	11,400	17,000	13,500	13,500
3. Interest/dividends	14,000	8,180	13,500	13,732	13,500
4. Program reimbursements	223,000	104,800	227,500	214,500	238,000
5. Convention	429,500	221,120	429,500	466,589	447,500
6. American Editor	16,000	9,871	16,500	16,182	12,000
7. Publications	3,000	1,986	3,000	2,388	3,000
8. Miscellaneous	<u>1,000</u>	<u>840</u>	<u>1,000</u>	<u>1,075</u>	<u>1,000</u>
9. TOTAL INCOME	1,037,500	650,012	1,046,000	1,050,896	1,084,000
<u>Expenses</u>					
10. Salaries	430,500	309,035	430,500	400,983	450,500
11. Payroll taxes	30,500	20,997	30,500	29,729	32,500
12. Group insurance	35,000	15,675	35,000	35,633	33,000
13. Pension contributions	32,500	15,731	32,500	27,124	35,000
14. Legal counsel	76,000	38,000	76,000	73,000	79,000
15. Auditing services	4,000	4,529	4,500	3,375	5,000
16. Convention	196,000	12,853	196,000	222,341	222,000
17. Board/committee meetings	9,000	10,327	10,000	7,851	10,000
18. American Editor	45,000	13,359	41,000	43,336	45,000
19. Annual report/Proceedings	10,000	10	10,000	8,819	10,000
20. Editors' Exchange	6,000	1,980	4,000	6,051	7,000
21. Dues/subscriptions	1,000	307	1,000	619	1,000
22. Rent	23,500	15,520	23,500	23,255	24,500
23. Office expenses	28,500	20,134	26,500	28,588	30,000
24. Equipment/maintenance	10,000	5,890	10,000	6,260	10,000
25. Postage	32,000	15,878	31,500	29,681	32,000
26. Telephone	12,500	7,433	12,000	12,758	13,000
27. Travel	19,500	13,235	21,500	15,748	31,000
28. Insurance	7,000	5,847	6,000	6,416	6,500
29. Miscellaneous	<u>5,000</u>	<u>7,380</u>	<u>8,000</u>	<u>18,952</u>	<u>7,000</u>
30. TOTAL EXPENSES	1,013,500	534,120	1,010,000	1,000,519	1,084,000
31. Profit (loss)	24,000	115,892	36,000	50,377	--
31a. Unbudgeted expenses*	<u>--</u>	<u>--</u>	<u>--</u>	<u>(26,213)</u>	<u>--</u>
31b. Adjusted profit (loss)	24,000	115,892	36,000	24,164	--
32. FAF - income	14,000	12,431	15,000	13,232	39,500
33. FAF - expenses	<u>14,000</u>	<u>7,624</u>	<u>13,500</u>	<u>16,295</u>	<u>42,000</u>
34. FAF - profit (loss)	--	4,807	1,500	(3,063)	(2,500)

The board turned its attention to the report of the **treasurer**. ASNE is expected to post a \$36,000 profit in the fiscal year that ends June 30, according to Mr. Oppel. He said he set out to raise \$128,000 in convention sponsorships this year, and ultimately raised \$143,000. After discussion of the necessity of raising dues and convention fees, the 1998-99 budget was approved. The new budget anticipated expenditures and income of \$1,084,000.

The discussion turned to the question of ASNE's diversity initiatives after the year 2000. Mr. Seaton noted that ASNE had organized a well-attended "diversity dialogue" in San Francisco to get input from members and various groups, including the minority journalism associations. The meeting was well-attended and the discussion was lively and helpful, Mr. Rodriguez said.

After lengthy discussion, the directors approved the following "Statement on Newsroom Diversity":

Newsroom diversity is essential to the newspaper's responsibility in a democratic society and success in the marketplace. To accurately and sensitively cover the community, newsroom staffs must reflect society as a whole. The newsroom should be a place in which all employees contribute their full potential, regardless of their race, ethnicity, color, age, gender, sexual orientation, physical disability or other defining characteristic.

To drive the quest for diversity and inclusion in the work place, the American Society of Newspaper Editors will:

- Commit a significant portion of the Society's energy and resources to fostering newsroom diversity.
- Advocate diversity in content as a journalistic core value.
- Encourage and assist all newspapers to have minority journalists representation, to increase representation of journalists of color to reach 20 percent industrywide by 2010, and to achieve parity with local communities as soon as possible.
- Monitor year by year the employment of Asian Americans, blacks, Native Americans, and Hispanics in the newsroom.
- Encourage collaboration on diversity among various groups.

Mr. Seaton indicated that the draft would be circulated and the board will consider adoption at the fall meeting.

The staff and legal counsel were excused, and the board went into executive session.

When the meeting resumed with the committee leaders present, Mr. Jones, **Convention Program** led off the reports. He said this year's annual meeting will have "take home value" and include some fun.

In the absence of Mr. King, Ms. McFarlin, vice chair, said the credibility project was developing strongly under the leadership of the **Ethics and Values** Committee. Much of the work of the project will be undertaken through the eight test sites. This year's committee organized an excellent meeting at The Philadelphia Inquirer, where five subcommittees gave reports.

Ms. Harshaw, reporting for **Education for Journalism**, said the 1997 Knight-sponsored Institute for Journalism Excellence was highly successful. She served as a discussion leader at the 1997 institute's closing seminar and also participated in a site visit for the Accrediting Council. Efforts

continue to connect ASNE with the convention program for the Association for Education in Journalism and Mass Communications.

Reporting for the **International** Committee, Mr. Storin said the relationship with the Committee to Protect Journalists has been strengthened, and ASNE has been more effective in responding when press freedoms are threatened in various parts of the world. The committee organized a fact-finding trip focused on Ireland and the troubles associated with Northern Ireland. "It was a very successful trip, and I found it useful personally," he said. However, ASNE should consider carefully whether there is sufficient member interest to justify the effort that's needed to organize future international trips.

The following resolution was proposed and approved: "The American Society of Newspaper Editors supports the creation of a permanent press freedom advocate at the Organization of American States. We believe, however, that OAS should not establish itself as an intermediary between the press and the public. An OAS role to further press freedom in the hemisphere is needed and welcome."

Project director Diana Mitsu Klos noted ASNE did a quick turnaround following the withdrawal of The Harwood Group as researcher for the Journalism Credibility Project. The projects that train journalism educators and foreign editors continue to attract outstanding participants.

Management and Human Resources chair Mong noted that a video on newsroom recruitment is under preparation at WHAS-TV in Louisville, Ky. ASNE continues its support of the copy editors' association, the American Copy Editors Society. Ms. Rowe noted that the creation of the organization is a "wonderful example of how ASNE has an influence" on industry developments.

Reporting for **APME**, Mr. MacCluggage said the organization is in the process of reorganizing itself on a regional basis. Among the priorities are the expansion of the association's Web site, encouraging students to participate, and developing a publication on how to make diversity work.

Mr. Sturm said **NAA** has resumed a larger role in readership issues and is very interested in working with ASNE in this area. The association's advertising campaign, which connected newspaper readership to literacy, had high positive response from the public.

The **Change** Committee organized a weekend seminar in Colorado Springs, Mr. Smith reported. A report on Project Reconnect, from the previous year, has been issued.

Readership Issues has published two reports, one on the committee's seminar at the Newspaper Management Center and the other from the ASNE-NAA media usage study, Ms. Buckner reported. A new study is under way with six newspapers that have increased their penetration.

Mr. Klugman said the **Wire Content** Committee examined how the wire services covered the Timothy McVey verdict and issued a report on "a day in the life of the wire services."

Following lunch, Ms. Williams, representing **Unity**, said her group shares ASNE's concern about how the newspaper industry commits itself to diversity in the post-2000 era. An aggressive effort will be needed and Unity stands ready to work with ASNE, she said. "Far too many newspapers have no minority journalists. Some are content to have one or two, while others have had some success." Newspapers have not found a way to afford opportunities for advancement to all members of their staffs. The associations represented in Unity are helping their members at all levels update their skills and prepare themselves for leadership roles in the newsroom. She urged ASNE "to take some action while you're here" and "recommit to a goal."

The **New Media** report exploring newspapers' efforts to partner with other organizations has been published on ASNE's Web site, Mr. Willse noted. A hands-on computer lab has been organized by Scott Anderson, Digital City South Florida, during the 1998 convention.

Mr. Tiner reported that he spoke at a Senate subcommittee hearing against the proposal to amend the constitution to prohibit desecration of the flag. He said the **Freedom of Information** Committee has prepared a number of reports for The American Editor.

Mr. Schmidt and Mr. Goldberg, in their **legal counsel's report**, said ASNE is closely following bills on Capitol Hill, including the paparazzi and flag bills and efforts to restrict Internet access at schools and libraries. A number of amici briefs have been filed. Ms. Rowe commended the legal counsel team for "the amazing way you stay on top of things."

The American Editor had a focus on credibility in every issue, according to Mr. Zeeck and Ms. Weaver. They commended Mr. Branson for his work in producing the magazine. Mr. Branson reported on progress in developing The American Editor and ASNE's Web site. The Proceedings book was published earlier this year than last. A policy is being developed regarding letters to the editor. Hits on ASNE's Web site are being closely monitored and about 4,000 a month are being recorded.

The **Membership** Committee found recruiting new members challenging work, according to Mr. Yack.

A **Small Newspapers** Committee report from the previous year has been printed and will be ready for distribution to ASNE members following the convention.

The **Nominations** Committee met in Phoenix and produced a slate of 12 candidates, according to Ms. Howell.

Special attention will be put on the **Writing Awards** at the convention, on the occasion of the 20th anniversary of their creation, Mr. Favre said.

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

Meeting Friday April 3,1998

The board met briefly and elected Mr. Seaton, president; Mr. Anderson, vice president; Mr. Oppel, secretary; and Mr. McGuire, treasurer. Following the luncheon, the board and committee chairs reassembled to address business matters and hear reports on committee activities from the 1998-99 chairs. Present during the course of the meeting were:

Board members:

Edward L. Seaton, editor-in-chief, The Manhattan (Kan.) Mercury, president
 N. Christian Anderson III, Publisher, The Gazette, Colorado Springs, vice president
 Richard A. Oppel, editor, Austin (Texas) American-Statesman, secretary - *Membership*
 Tim J. McGuire, editor/senior vice president of new media, Star Tribune, Minneapolis - treasurer
 Richard Aregood, editorial page editor, The Star-Ledger, Newark, N.J.
 Peter K. Bhatia, executive editor, The Oregonian, Portland - *Convention Program*
 Jennie Buckner, editor, The Charlotte (N.C.) Observer
 Karla Garrett Harshaw, editor, Springfield (Ohio) News-Sun
 Deborah Howell, editor, Newhouse News Service, Washington - *The American Editor*
 Edward W. Jones, managing editor, The Free Lance-Star, Fredericksburg, Va.
 Ralph E. Langer, editor, The Dallas Morning News
 Linda C. Lightfoot, executive editor, The Advocate, Baton Rouge, La.
 Wanda Lloyd, managing editor/features, administration and planning, The Greenville (S.C.) News - *Nominations*
 Diane H. McFarlin, executive editor, Sarasota (Fla.) Herald-Tribune - *Ethics and Values*
 Rick Rodriguez, managing editor, The Sacramento (Calif.) Bee
 Sandra Mims Rowe, editor, The Oregonian, Portland, ex officio
 David Zeeck, executive editor, The News Tribune, Tacoma, Wash.

Committee chairs:

Caesar Andrews, editor, Gannett News Service, Arlington, Va. - *Management and Human Resources*
 Gilbert Bailon, executive editor, The Dallas Morning News - *Diversity*
 Arthur S. Brisbane, president and publisher, The Kansas City (Mo.) Star - *Change*
 Douglas C. Clifton, executive editor, The Miami Herald - *International*
 Frank M. Denton, editor, Wisconsin State Journal, Madison - *Readership Issues*
 Joy Franklin, editorial page editor, Asheville (NC) Citizen-Times - *Small Newspapers*
 Kenneth A. Paulson, executive director, The First Amendment Center, Nashville, Tenn. - *New Media*
 Christopher Peck, editor, The Spokesman-Review, Spokane, Wash. - *Wire Content*
 Rena Pederson, editorial page editor, The Dallas Morning News - *Writing Awards Board*
 Paul Tash, executive editor and deputy chairman, St. Petersburg (Fla.) Times, *Freedom of Information*
 Gil Thelen, retired member, Columbia, S.C. - *Education for Journalism*

Others:

Craig Branson, ASNE publications director
 Kevin M. Goldberg, ASNE legal counsel
 Veronica Jennings, ASNE diversity director
 Diana Mitsu Klos, ASNE project director
 Richard M. Schmidt Jr., ASNE legal counsel
 Lee Stinnett, ASNE executive director
 Felix Wilson, deputy chief of the mission, Cuban Interests Section, Washington
 Luis Fernandez, press officer, Cuban Interests Section, Washington

Directors not attending:

John S. Carroll, editor, The Sun, Baltimore
 Robert McGruder, editor, Detroit Free Press
 Gregory Moore, managing editor, Boston Globe

Mr. Seaton called the meeting to order and congratulated the winners in the election. The results of the election, submitted by the 1997-98 Election Judges, Thomas H. Greer chair, were as follows:

For a three-year term (five spots):

	<u>Number of votes</u>
Jennie Buckner , The Charlotte (N.C.) Observer	182
Edward W. Jones , The Free Lance-Star, Fredericksburg, Va.	180
Ralph E. Langer , The Dallas Morning News	158
Robert G. McGruder , Detroit Free Press	157
Gregory L. Moore , The Boston Globe	139

For a one-year term (one spot):

David A. Zeeck , The News Tribune, Tacoma, Wash.	138
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Other finishers:

Narda Zacchino , Los Angeles Times	128
Frank M. Denton , Wisconsin State Journal, Madison	121
Stanley R. Tiner , Mobile (Ala.) Register	120
Paul C. Tash , St. Petersburg (Fla.) Times	94
James P. Herman , Wausau (Wis.) Daily Herald	93
Michael J. Finney , Omaha (Neb.) World-Herald	88

There were a total of 239 valid ballots, including 18 absentee. There were 12 invalid ballots and 16 write-in votes.

Mr. Seaton also congratulated Ms. Rowe and Mr. Jones on the success of the convention and reminded the group of plans for the Oct. 20-21 board meeting in Miami, to be followed by a fact-finding trip to Cuba, if arrangements can be worked out with the Cuban government. The ASNE president underscored that spouses cannot go to Cuba unless they are regularly employed as journalists. "And we shouldn't fudge."

The following banking resolution was approved: "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 Edward L. Seaton, president; Tim J. McGuire, 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 appointed Mr. Carroll, Mr. McGuire, Ms. McFarlin and Mr. Oppel to a committee to review membership applications prior to the next board meetings.

The following applications were approved:

John M. Arthur, managing editor/regional editions and sports editions, Los Angeles Times
 Howard Evans, editorial director and vice chairman, New York Daily News
 Raymond Holton, editor, Allentown (Pa.) Morning Call
 Richard Schneider, executive editor, Jackson (Tenn.) Sun

The ASNE president asked the committee to review the membership policy, particularly with respect to applicants who are employed in online operations. Members of the board were asked to help recruit new members.

The 1998-99 chairs summarized the action plans that emerged from the committee meetings. Mr. Seaton asked for written updates by April 20.

The American Editor, Ms. Howell: All committee members have assignments. Additions to the magazine will include columns on new media, copy editing (Gene Foreman), what editors are saying, speeches given by editors, valedictories written by editors who leave the business (on what they learned). Planned articles will include pieces on the “mad dog editors of editorial pages,” how to deal with publishers, and photos and graphics. There will be an occasional piece on history.

Change, Mr. Brisbane: In its final year, the committee will not go out with a whimper. There will be a retrospective and significant documents on change as driven by external market factors, such as corporate acquisitions and mergers. Plans are to create a pamphlet or small book.

Convention Program, Mr. Bhatia: The committee will meet in San Francisco in August, October and January. The San Francisco convention will take advantage of the site of the convention and focus on issues associated with California, including technology, management and employee relations, science (AIDS research), food and wine, sports, and the money surrounding sports. Newsmaker possibilities will include Hollywood stars, Mayor Willie Brown, the premier of China, President Zedillo of Mexico, Microsoft’s Bill Gates, and President Clinton. Credibility will still be a centerpiece.

Diversity, Mr. Bailon: Regarding post-2000, the greatest number of people who spoke were opposed to any diversity goal short of parity. The local barometer was seen as a way to “get off the hook,” that reflecting your community might lower the bar. The committee will meet Aug. 7 in Chicago in connection with the Asian American Journalists Association. The broadened language seemed to some to suggest that ASNE would be organizing job fairs for gay and lesbian journalists. The committee will organize one or two “diversity dialogues” to generate ideas for projects to implement ASNE’s post-2000 vision.

Mr. Seaton noted that the “Statement on Newsroom Diversity” was adopted by the board as a draft and that the Society is seeking consensus and support. Parity with the community was seen as an effort to “raise the bar.” The statement also says that all newspapers should employ minorities.

Mr. Rodriguez said that ASNE’s credibility becomes an issue when so many in the audience get up and leave when a black speaker on diversity, such as John Hope Franklin, is scheduled to speak. He was invited to write a piece on this theme for The American Editor.

ASNE will find 10 newspapers to work in the Student Press Partners Project to start new newspapers or upgrade existing papers in high schools with significant racial mixes. With funding from The Freedom Forum, desktop publishing systems will be purchased. Also, an ASNE event will be organized in connection with the Unity ’99 event in Seattle.

Mr. Seaton introduced Mr. Wilson of the **Cuban Interests Section** in Washington, who said

Cuban officials in his office welcome the idea of an ASNE group going to Havana. Every effort will be made to secure appointments at the high level that has been requested. The Cuban situation has changed, Mr. Wilson said. The economy is growing, step by step, and the government hopes the United States will lift its economic boycott.

Education for Journalism, Mr. Thelen: Among the ideas under consideration are offering fellowships to ASNE for three winners of a competition focused on research.

Ethics and Values, Ms. McFarlin: The timeline for the Journalism Credibility Project was discussed at the meeting. The committee anticipates that a lot of valuable information will be generated in studies and offered at the San Francisco convention.

Freedom of Information, Mr. Tash: The committee is interested in feedback on whether it's worthwhile to repeat the "Your Right to Know" project. It's hard to tell how useful the member newspapers found it. Ms. Howell said that ASNE will revive the semi-annual meetings with Attorney General Janet Reno.

International, Mr. Clifton: A series of roundtable meetings will be held to focus on how newspapers cover foreign news. One objective will be to generate a laundry list of good ideas. The committee will look at how relevant the wire services are. Among the topics that are of interest to American readers are the global economy and narcotics traffic. The committee will rely on The American Editor as a forum. Copies of the Committee to Protect Journalists annual report were distributed. The board approved the following resolution, at the recommendation of the committee:

The American Society of Newspaper Editors urges renewed commitment to the principle of press freedom as set out in Article 19 of the United Nations' Declaration of Human Rights and calls on America's editors, in whatever form is appropriate, to recognize the importance of this great mandate for a free, vigorous and independent press.

Management and Human Resources, Mr. Andrews: The committee will look at how editors develop their own standards to improve their personal credibility. Other focuses will be on accuracy and fairness, budget realities, how editors deal with corporate initiatives, and involvement in non-news aspects of newspapers. A survey and roundtable discussions in different parts of the country are anticipated.

Membership, Mr. Oppel: The committee will seek to create a net gain of 20 ASNE members. Efforts will be made to encourage Canadian and Latin American editors to join.

New Media, Mr. Paulson: The committee will examine the business aspects of online publication, and other topics. Reports will be posted on the ASNE Web site. A report will be produced and some interesting ideas will be generated for the San Francisco convention.

Nominations, Ms. Lloyd: The committee will meet in Savannah, Ga.

Readership Issues, Mr. Denton: Plans are under way to call an industrywide meeting to focus on newspaper readership. ASNE, joined by NAA and NMC, will do preliminary studies. NAA will focus on newspaper operations, NMC on lifestyle issues, and ASNE on reading behavior. The committee will also develop a project on local news, which emerged as a key factor in the ASNE/NAA circulation successes study.

Small Newspapers, Ms. Franklin: The number-one concern is staff issues. The committee will focus on how small newspapers can do in-house training on an economical basis. A daylong workshop will be organized, perhaps to precede the San Francisco convention, and the workshop will be offered to state press associations. The committee will meet at The Freedom Forum in Nashville on the weekend after Labor Day.

Wire Content, Mr. Peck: The committee will look at how to make international news more relevant. Too much international coverage today concentrates on highly negative news, with low relativity to American readers. Also, the committee will attempt to generate more interactivitiy between newspapers and the wire services.

Writing Awards, Ms. Pederson: The committee proposed to devote the rotating category to writing that helps readers understand international news. The rules for deadline writing will be reviewed, particularly regarding stories that have been prepared in advance of anticipated news developments.

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

N. Christian Anderson III
ASNE secretary