

AlaPressa

THE NEWSLETTER OF THE ALABAMA PRESS ASSOCIATION

OCTOBER 2022

Important Dates

Online Media Campus

“Trust in Truth”

Live Webinar

November 3 @ 1 p.m. (CDT)

“Winning the Talent War”

Live Webinar

November 17 @ 1 p.m. (CDT)

There are hundreds of webinars in the [Online Media Campus](#) archive that can be downloaded at any time. You can find a wide variety of webinar topics, including advertising, writing, reporting, circulation and much more.

Remember, employees of APA member newspapers may register for new webinars that are launched in 2022 free of charge with this access code:
ALTraining.

UA College of Communication and Information Sciences welcomes new dean

There is still time for nominations for APA’s Lifetime Achievement and Emerging Journalist awards

Newspaper is a passion project for the owners of the Greene County Democrat

Former APA employee offers freelance services

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What’s missing from many newspapers today? Locally-written columns



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There is still time for nominations for APA's Lifetime Achievement and Emerging Journalist awards

The deadline for nominations for APA's Lifetime Achievement and Emerging Journalist Awards for 2023 is Wednesday, Nov. 30.

The Lifetime Achievement recognizes outstanding service and accomplishments spanning a career in journalism in Alabama. APA members may nominate any person who, at the time of selection, is a living, present or former newspaper executive or employee of a newspaper in Alabama. Nominees must have spent a significant percentage of their newspaper careers in Alabama. Nominees must also have a minimum of 25 years of service in the newspaper industry and may not be nominated by a family member. Areas of service include production, editorial, advertising and circulation.

The Emerging Journalist Award

recognizes a young journalist with excellence in the field and someone who maintains high standards of quality and ethics. The award aims to reinforce the importance of a journalist's role by recognizing and nurturing talent to promote quality journalism.

Nominees must be an employee or regular contributor to an APA-member newspaper. This award is open to nominees younger than 30 with less than five years of experience writing professionally for a newspaper.

The selection committee will consist of APA's four officers and two additional board members. Nominations are due by Wednesday, Nov. 30. Nomination forms are available on the APA website Lifetime Achievement [HERE](#) and Emerging Journalist [HERE](#).

UA College of Communication and Information Sciences welcomes new dean

Dr. Brian S. Butler has been named dean of the University of Alabama College of Communication and Information Sciences. He replaces Mark Nelson, who retired after leading the college for eight years.

Butler comes to UA from the University of Maryland where he served as professor and senior associate dean of the College of Information Studies. As senior associate dean, he led the hiring and development of the college's senior staff; helped create the college's first undergraduate program, which is now the fourth largest major on campus; and oversaw the design and construction of facilities expansion that doubled the space available to the college. In addition, he served as the college's interim dean from 2015 to 2016.

Butler is the founding co-director of the



Dr. Brian S. Butler

University of Maryland Social Data Science Center. Created in 2019, the center provides education and research which enables effective, ethical and efficient use of social data throughout society. Butler facilitated faculty collaborations which resulted in \$3 million in corporate funding for research in privacy, artificial intelligence and social data science.

Additional roles previously held by Butler at UMD include director of the Master of Information Management Program and director of the Center for the Advanced Study of Communities and Information.

Butler earned a Bachelor of Science degree in mathematics and computer science, and Master of Science and doctorate in information systems from Carnegie Mellon University.

Welcome to Alabama, Dean Butler.

Are you ready to win in 2023?

Editorial Deadline: **March 6**

Advertising Deadline: **March 13**

Magazine Deadline: **March 20**

Visit www.newspapercontest.com to enter the Alabama contest portal, review rules and upload entries.

**APA
Media
AWARDS**
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Newspaper is a passion project for the owners of the Greene County Democrat

John and Dr. Carol Zippert purchased the Greene County Democrat in 1985, and for 37 years have reported on Greene County, with a newspaper they refer to as "Afro-centric but community oriented."

The Greene County Democrat is located in Eutaw, colloquially known as the "Gateway to the Black Belt." John and Carol moved to Greene County after being prompted by the Federation of Southern Cooperatives (FSC), of which Carol is a founder.



John and Dr. Carol Zippert

With concern over the coverage of the Black community, the Zippets offered to buy the paper, but their offer was originally rejected. They were working as organizers with the Southern Christian Leadership Conference, and were very familiar with the issues in Greene County.

When their offer to buy the paper was finally accepted, they mortgaged their home for half of the money needed, and people in the community raised the other half.

The importance of their acquisition became evident immediately. In 1985, four Civil Rights leaders were accused of stuffing absentee ballot boxes. Reporting by the Greene County Democrat was

crucial in bringing the truth of their innocence to light, according to John. Harnessing the messaging and investigative potential of a local newspaper, the Zippets helped prevent a grave injustice.

Greene County was an important Black Belt county during the Civil Rights movement and newly minted voters began to take advantage of the 1965 Voting Rights Act, electing many Black leaders county-wide during the 1969 court-ordered Special election.

The Zippets view the newspaper as a service they offer to the community. Though they are now retired, they maintained the newspaper while they each had jobs outside of the newspaper industry.

John and Carol call themselves "community citizens," and it's easy to see why. Both are heavily involved in happenings throughout Greene County. Carol Zippert is a member of the Greene County school board and served as an educator for Miles College-Eutaw, Tuskegee University, and has pursued a variety of other ventures to give back and serve her community and state—all the while publishing the newspaper.

John worked full-time for the FSC and has contributed his time to a multitude of organizations, including The Rural Coalition and the Alabama Black Belt Commission. The paper is a passion project for the Zippets—not a career.

In 1999, the Zippets founded a Community Foundation, the first in the Alabama Black Belt. Today, the



The Greene County Democrat newsroom.

headquarters are in Selma, and the foundation serves twelve counties. After Miles College-Eutaw closed, the Zippets sought to keep some of what the college brought to Greene County.

"We started a non-profit called The Society of Folk Arts and Culture to continue that cultural celebration, and it's held the fourth Saturday and Sunday of August every year, including this year," Carol said. "It's free. There's crafts and music and food and art activities for the children. We helped to start that and to maintain it to continue those kinds of projects that grow community."

The Zippets are unsure of what the future holds for their beloved newspaper. While they have a website and publish articles digitally, they worry their print-first philosophy may make it difficult to recruit young reporters.

"For young people that may be going on to study journalism communications - it's not for hardcopy newspapers," Carol said. "They're going into journalism or communications for the technological approach."

The Zippets have three children, 12 grandchildren, and three great-grandchildren.

Former APA employee offers freelance services

Kayla Chiodo worked for APA in 2017 during her senior year of college at the University of Alabama in Birmingham. She is now working as a freelance journalist.

Before coming to APA, Chiodo worked on the editorial team at Good Grit magazine during the publications' early years. She worked directly with the editor in chief, pitched original stories,

and wrote articles that were featured in print. She continued writing for them the following year as a freelance writer.

More recently, she has been managing social media accounts and writing weekly blog content for a local company in the beer industry.

If you need freelance services, you can contact Kayla at 205-317-2920 or kaylachiodo@gmail.com.

**NEED
HELP?**

Newspaper Periodical postage rates to rise dramatically in 2023

From the National Newspaper Association

Local newspaper publishers entering their subscribers' newspapers at local post offices will see an average 7.6 percent increase in postage rates in January 2023. The increase was announced recently by the U.S. Postal Service. Newspapers mailed outside the county will increase by an average of about four percent.

The increase comes as USPS is experiencing inflation pressures and also raising prices to improve revenue for its operation, where a new Delivering for America plan will roll out major changes in the way mail is handled and transported. Postmaster General Louis DeJoy spoke today to an assembly of community newspaper publishers gathered at the National Newspaper Association Foundation Annual Convention & Trade Show in San Francisco. He said USPS had been hurt by pricing limitations in a 2006 law and that more postage increases were ahead.

NNA incoming chair John Galer, publisher of the Hillsboro (Ill.) Journal-News, said the proposed increases were daunting. The January increase added to a price hike of around seven percent from July 2022. The total impact of increased mailing cost has risen into the range of 15 percent in a single year.

"We understand the damage that inflation inflicts upon the U.S. economy and, as loyal customers of the Postal Service in our industry for more than 200 years, we try to take actions to help USPS control its own expenses," Galer said. "But price increases of this magnitude will hurt newspapers as well as the Postal Service. This is not the time to drive business away if the Postmaster General's goal is to fill his mail trucks and his mailbags, as he told us today."

There were some silver linings in the USPS price announcement, building upon NNA initiatives of recent years:

Although Periodicals in sacks will no longer be accepted at many USPS facilities, local newspapers entering at their delivery units or a nearby Sectional Center facility will still be able to use sacks.

NNA has long encouraged publishers to use white flats trays instead of sacks. In the January rate schedule, the differential price between sacks and trays continues to spread. Publishers can save about 20 cents per container by using the flats trays.

The Postal Service has increased the amount of savings from worksharing for certain types of mail to encourage more efficient preparation. In its



"passthroughs" where USPS passes along a percentage of its own savings from publishers' efficient preparation, the most commonly used prices for Within County mail will gain back about 20% more of USPS' own savings.

However, even at the new rates, USPS will still keep more than half of the savings in Carrier Route and 5-Digit presort categories earned by publishers' presorting initiatives.

USPS has provided no explanation for increasing Within County Prices at a higher rate than Outside County mail. Galer said NNA would seek explanations.

Also, in the recent price increase announcement, USPS said it would raise the price of the First-Class Forever Stamp by three cents.

JCPA, ISSN and You

The Journalism Competition and Preservation Act (JCPA) now before Congress may base newspaper eligibility to participate on ISSN number.

The Library of Congress issues ISSNs (which stands for International Standard Serial Number), an eight-digit code used to identify newspapers, journals

and other periodicals. The Library of Congress differentiates between print ISSN numbers and online ISSN numbers. The National Newspaper Association recommends that newspapers have both.

To apply for an ISSN, go to the U.S. ISSN Center's online application system and enter the required information for

each title. Applicants are prompted to provide URLs for online publications and attach scans for print or other physical formats. Applicants for titles available in print are also required to send hard copies by U.S. Mail or private carrier.

For more information, visit the U.S. ISSN Center website, www.loc.gov/issn.

Live Online Training at No Cost

Online Media Campus will present "Trust in Truth" from 1-2 p.m. **Thursday, Nov. 3**. The session is presented by Lyle Muller, Iowa editor for PolitiFact. National polls consistently show low trust in media, but the level of mistrust does not always carry over into local news organizations.

This session explores what it means to maintain trust in our local newspapers and our monetizing efforts to readers. Key points of the session include:

- A public hungry for the truth looks to news organizations to find it and tell it.

- We can be leaders in telling the truth about important community matters.
- We should tell people that in our news efforts and when we market those efforts.

Lyle Muller is the Iowa editor for PolitiFact and professional adviser for Grinnell College's student-run Scarlet & Black newspaper. A long-time Iowa news veteran, his previous work includes serving in various roles that included executive editor at The Gazette (Cedar Rapids, IA); executive director and editor of the Iowa Center for



Public Affairs Journalism; and politics reporting coach at The Daily Iowan. His reporting has been published in several newspapers and websites at the local, state, regional and national level.

Register [HERE](#) by Oct. 31. APA members can access this event for FREE (normally \$45 per person) with access code: **ALTraining**.

Hunter replaces Baker at TPI

By Kaitlin Fleming, managing editor of Tallapoosa Publishers, Inc.

After six and a half years, Steve Baker is retiring from the position of publisher at Tallapoosa Publishers, Inc.

The company has announced Tippy Hunter, the current director of marketing and advertising for the company, will be stepping into the role of general manager.

"I am very excited about Tippy Hunter taking the general manager's position," Kenneth Boone, owner of TPI, said. "She's a hometown girl who is very involved in our community, and a natural leader to TPI."

Hunter is a native of Alexander City, a graduate of Benjamin Russell High School and Auburn University, and has been at TPI for 11 years. Before TPI, Hunter worked at Russell Athletic in their merchandising and development, selling products to businesses across the country.

"When I joined TPI eleven years ago, I had no idea where it would lead," Hunter said. "Being a part of Steve [Baker]'s legacy is an honor, and I look forward to



Tippy Hunter

continuing the mission of TPI by leading our staff into the next phase of growth and development."

Hunter said this promotion wasn't something that was originally on her radar, but she's passionate about the company and the community.

"I care about the community and the company," Hunter said. "I am excited to continue building on the momentum of Steve's tenure. TPI has really taken off in the last five or six years. I'm looking forward to continuing a strong relationship with the community and continuing to see the company thrive."

TPI owns and operates four newspapers, numerous magazines and a robust digital presence for their print products. The company was recognized by Harvard's Neiman Journalism Lab in 2018 as one of the leading newspaper companies growing in digital success, as well as being named one of the "Top 10 Newspapers Doing it Right" by Editor & Publisher. TPI has also recently won dozens of awards at the annual Alabama

Press Association Media Awards banquet, including general excellence for the fourth year in a row.

"Steve's done a terrific job here at Tallapoosa Publishers," Boone said. "He joined us at the end of challenging economic times and then went through the pandemic with us. Through it all, he brought us well into the digital age. I am especially proud of how he has become an important part of our community. We are really going to miss him."

Baker is planning on spending his retired days with his family and is excited to spend days with his grandchildren. But Baker has no worries about TPI or the future leadership of the company.

"She's well equipped to continue to move this organization forward," Baker said.

Baker has spent 42 years in the newspaper industry and has been a big supporter of the local community.

"[TPI] had some challenges in the beginning, but the strong leadership in the community and the newspaper helped," Baker said. "It's a terrific community."

Baker's last day at the company is Oct. 28. Hunter assumes the general manager position immediately following Baker's retirement.

Columns

What's missing from many newspapers today? Locally-written columns



by Chip Hutcheson,
Past KPA President,
Past NNA President

During 41 years as a community newspaper publisher, one of my most rewarding tasks, and often the most challenging, was writing a column.

Many newspapers today have forgone a locally-written column, abandoning an immensely valuable reader asset. That's especially true for chain-owned newspapers, where editorial staffs are trimmed to the bare minimum, and there's no one with the time to write a column.

That isn't to say that local columns have gone the way of the dinosaur. The Kentucky Press Association had 60 entries in the "best columnist" category, plus close to 40 in the "best sports column" category. "Going back to our glory days, newspapers had a lot of community columnists writing

about their 'part' of the county," said David Thompson, KPA executive director. "Those have disappeared, but I would think many newspapers have one or two write columns on a regular basis."

Growing up in the 1960s and entering the workforce in 1970, memories flood my mind of the columnists who devoted decades of endearing readers to their communities. Most owners/publishers wrote a local column, but often kept the content on a light note. They used editorials to focus attention on the actions of government entities and used their columns to take a more lighthearted approach.

My parents moved to the small western Kentucky community of Princeton in 1949, purchasing The Princeton Leader. That weekly had carried a Wednesday column every issue for the previous nine years, and my father made sure to begin writing a column with that first issue under his control. Today's columns rarely have a title, or standard head so readers can quickly

identify it. But in those days, most used a title to designate that it was "your" column. I was only 10 months old when my dad wrote his first column in Princeton, and coming up with a title was easy. He named it "Little Chips." So 27 years later, when I took over the paper's operation, the title was a no-brainer. Every Wednesday over the next 41 years, there was a "Chips Off the Old Block" column — 2,132 of them, typically averaging 1,300 words a week. That's well over 2.7 million words during that span. For 23 years, I also wrote a column titled "Publisher's Notebook" in our Saturday paper. Those were usually in the 800-word range.

Newspapers in most nearby towns had long-term columnists whose writings were considered essential reading in their communities.

One of the most prolific columnists was the late Joe Dorris, a Kentucky Hall of

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Fame journalist who had a 50-year career at the Kentucky New Era in Hopkinsville. In addition to writing editorials, he began writing a column titled "Watching the Parade" in 1965, penning five columns each week until 1993. He would characterize his columns by saying, "Never has so much been written about so little." If someone grew a huge watermelon or any other kind of produce, that often resulted in a visit to the newspaper where Dorris would have a reporter take a picture, then he would chronicle in a column the details of how such a prize garden product came to be. He enjoyed reliving his sports writing days by remembrances of games and people from yesteryear. But his claim to fame came when he dubbed himself the "privy editor." He felt it appropriate because of the numerous columns he wrote that pertained to outhouses, those facilities in rural areas that were necessary when there was no indoor plumbing.

He won a Kentucky Press award for his columns on outdoor toilets. The community held privy races in the downtown area. Readers enjoyed sending him information, jokes and folklore about outhouses.

That reputation for writing about outhouses resulted in his image being featured on a manhole cover on one of the busy downtown intersections. The father of Kentucky's governor and other dignitaries were on hand for a ceremony in 1981 to install the manhole cover. Guess you could say that was Kentucky's version of found.

Another legendary columnist was the late Larry Stone of the Times-Argus in Central City. His quick wit amused not only local readers, but often caught attention of people statewide. His column was titled

"Mulebergers," a takeoff on Muhlenberg County, where he resided. He wrote a column every Wednesday from 1946 to 1993, winning 14 national and 242 state awards. He labeled himself the "thief of bad gags, poacher of puny puns, splitter of infinitives, dangler of participles, prince of plagiarists and mule of Muhlenberg." He will go down in newspaper history as the first person to ever jump a photo. The paper had a beauty contest, and Stone placed on the front page a picture of the winner in a bathing suit. But to show the full length of the photo, he had to jump the bottom part of the image to an inside page.

In 1988, excerpts from his columns were published in a 231-page book. The book cover features the artwork that went with his columns — a mule about to chomp down on a burger.

In Dawson Springs, Ky., population 2,600, "About Town" was a column begun in 1948 by the late Niles Dillingham, who had purchased the newspaper in 1946. He wrote it until a son, the late Jed Dillingham, became editor in 1980. Jed unexpectedly passed away on a Monday night in November, 2007, but his column for that week, for the most part, was finished. His brother, Scott, wrapped it up and took over the column writing task the next week. He did that through the end of May, 2016, when he retired and sold the newspaper. His successor, Melissa Larimore, continued the column until the newspaper sold again in December, 2018. The three Dillinghams combined to write 3,511 columns.

The legacy of these column writers evidence their firm commitment to the importance of a local column. If your newspaper wants to revive that tradition, here are a few tips, along with some suggestions from the University of Missouri:

- Write on a regular schedule, using simple,

short sentences and paragraphs.

- Use local names and places. The adage "names make news" still holds true.
- Write the way you talk, but don't discard proper English usage and grammar.
- Uncover a lead that will catch readers' attention.
- Use a variety of material, not just one subject. Any time I heard a good joke I'd write it down and put it into a file for future use.
- Write about people. Try to tell stories of the experiences of local people.
- Keep it simple. Avoid technical or difficult words.
- Jot down ideas, names, stories during your weekly routine. You may get an idea or hear an interesting story while you are in the grocery checkout line, at church or a local civic club meeting, or at the high school's Friday night football game.

Some may think that finding column ideas every week would be a major challenge. But develop ideas and gain inspiration from other folks who write local columns. Occasionally in the early years of column writing, I would look back on my dad's columns from the 1950s and '60s and get inspiration. Your newspaper's bound volumes can spark ideas as you scan decades-old papers and locate significant moments and milestones in the community's history that many may not know about. Revisit those and determine how they affected life in the community years later. Social media can be your friend — consider posts from local residents and how you can adapt their story to make it even better by adding your perspective.

In days of declining circulation, having a regular locally-written column may be one tool you can use to attract new readers because you are offering something they cannot find anywhere else.

Say it and do it, or renegotiate



Ad-libs
by John Foust

Joanne is an ad manager with a common-sense approach to managing her team and their goals. She believes in communication – not micro-management – but real communication on how things are going.

"For years," she told me, "I often found out at the eleventh hour that something wasn't going as planned. A crucial email wasn't sent in time, a proposal was held

up by research delays, or an ad deadline wasn't met. Now, those things can happen to even the best members of an ad team at the best of publications. But it puts everyone in an awkward position and threatens to damage our credibility.

"So, I started relying on a little saying that I heard a long time ago: 'Say what you're going to do. Then do it, or renegotiate.' It has become a catchphrase around the office. Start out with a realistic commitment, by saying what you're going to do, whether it's to email certain information to an advertiser by the end of the week, submit a proposal by next Tuesday, or have an ad ready to run by this afternoon. Then

do what you committed to do – on time. It sounds simple, but some salespeople get so excited about a sale that they have a tendency to overpromise. That's where they can get into trouble by thinking they can double their effort and get things done on schedule. The result is often a missed deadline or sloppy proofreading.

"That's why renegotiating is so important," Joanne said. "As soon as they know things aren't going as promised, it's best to go back to the other person and say something like, 'I'm sorry the proposal I promised by next Tuesday has been delayed.'

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Columns

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I wanted to tell you as soon as I found out, because you have a right to know exactly what's going on. Let's talk about some alternatives. Could later next week possibly work for you? That will allow us to gather more complete demographic information and give you a better view of your target audience.' Notice how the statement ends with a benefit to the other person.

"As a manager," Joanne explained, "this approach helps me stay up to speed with what is happening with our advertising department. Plus, it shows the team that this kind of situation does not mean failure. It's just a speedbump along the way. This is much better than waiting until the last minute to tell me, their advertiser or their coworkers."

There's a big lesson in Joanne's philosophy. Transparency is a key principle of business communication. The word itself indicates "seeing through," such as a window allows us to see what's on the

other side. When we are transparent with other people, we eliminate the window shades of pride and embarrassment which tempt us to wait "one more day" before sharing what we fear could be interpreted as bad news.

While bad news is not happy news, this technique can help keep the lines of communication – and customer relations – open.

John Foust conducts training programs for newspaper advertising professionals. E-mail for information: john@johnfoust.com

Go beyond 'votes and quotes' when delivering election results



by Jim
Pumarlo

Newsrooms have toiled the past many weeks churning out stories to help voters make informed choices on Election Day. Now you're ready to put the exclamation point on coverage.

"Votes and quotes" are the typical charge for delivering results by producing voting charts and soliciting quotes from winners and losers. Is that your best use of resources as the community's clearinghouse of information? Is it enough to simply regurgitate standard information readily available on a variety of platforms?

In short, newspapers put incredible resources into laying the groundwork for elections, but then often fall short in translating what voters said. This is an excellent time to think how best to examine reporting the results.

Here is one checklist of items to consider when deploying resources on what is certain to be a hectic night:

Decide criteria for pursuing comments from winners and losers. Not all races necessitate the obligatory statements, especially if results were widely predicted.

Be prepared for surprises. Was an especially popular incumbent ousted? Do races require an automatic recount?

Localize national and state stories. Explaining the hows and whys of local results should be your prime focus. In addition, a local twist can make statewide stories more meaningful. For example, does a local race have a statewide impact, such as affecting which party controls a particular legislative body? Without a local perspective – if newspapers simply use a statewide lead on a statewide story – many reports will go unread.

Scrutinize variety of factors. Were local legislative results part of a statewide or national wave? Did changing demographics have an impact? Were voters looking for fresh faces? Were some candidates and campaigns simply more energized? Was there a common theme

Newspapers also might identify rank-and-file citizens who represent a cross-section of the community and have them weigh in on results.

How did the bellwether precincts perform? Every political party – and polling experts, for that matter – identify



among the winning candidates, such as, "Hold the line on spending." There are several ways to take a deeper look at outcomes.

Voter turnout is a made-to-order story. Compare local numbers with statewide patterns. Was turnout markedly up or down from the previous election? Did specific issues spur more voter interest?

Interview experts or have individuals write an analysis of election results. Network coverage of elections invariably includes "expert" commentary. Elder statesmen or high-ranking party officials frequently analyze vote totals. Community newspapers can have a panel of analysts, too. It might be a retired public official, an incumbent who chose not to seek re-election or a political science professor at an area university.

and monitor key precincts. Returns from these representative districts often enable the experts to "call" elections. Were results consistent with previous elections?

Explore point/counterpoint columns for editorial page: Many communities have referendums on a variety of issues. You'll likely seek comments from campaign chairs for the "Vote Yes" and "Vote No" committees for immediate reports. Go a step further and have the respective chairs write commentaries on why they think a referendum succeeded or failed. Publish them side-by-side, and you'll likely generate letters to the editor.

Jim Pumarlo writes, speaks and provides training on community newsroom success strategies. He can be reached at www.pumarlo.com and welcomes comments and questions at jim@pumarlo.com.

Help Wanted

Managing Editor- Opelika, AL

The Opelika Auburn News, a Lee Enterprises company, is seeking a Managing Editor to lead its experienced staff as it provides excellent coverage of the community on digital and print platforms.

This managing editor must be forward-thinking and innovative, with a focus on growing our audience through a variety of storytelling methods.

The managing editor will assign and edit content; oversee reporters and editors, and ensure that all content meets our rigorous standards. A candidate must embrace urgency and a web-first strategy, including breaking news and video. This editor should use data to drive newsroom decisions regarding content and staffing. Overall, our managing editor should focus on news that informs, engages, educates, enlightens and attracts new audiences.

The successful candidate must be a professional journalist with at least five years of daily newspaper experience and a bachelor's degree, or equivalent experience.

Why Join Us?

Lee Enterprises offers competitive wages in a dynamic, interesting work environment with career growth opportunities. We offer an extensive benefit program that can be personalized to your needs. Our benefit program includes medical, dental, vision, short and long-term disability, company provided life insurance and supplemental life insurance. In addition, we offer a 401K retirement plan with company match. We also offer generous paid time off to allow the flexibility to balance personal life and work. This includes paid parental leave for new parents.

Lee Enterprises is a leading provider of high-quality local news, with 77 daily newspapers in 26 states that have print, digital and e-replica versions. Lee's newspapers have a combined circulation of more than 1.2 million daily. Our digital sites attract more than 44 million unique visits monthly. We also have a rapidly growing roster of digital products for consumers, and are committed to aggressive digital growth.

Lee Enterprises is proud to be an equal opportunity employer. We are committed to attracting and retaining a workforce whose diversity reflects the communities we serve. Lee embraces change, and we recognize that we must create and maintain a culture of fervent inclusion. For more information about Lee, check us out at www.lee.net.

We are focused on building a diverse and inclusive workforce. If you are excited about this role but do not meet 100% of the qualifications above, we encourage you to apply. For more information, email Paige Mudd at pmudd@timesdispatch.com

Assistant Professor of Journalism- Auburn University

Job Description Summary

The School of Communication and Journalism at Auburn University invites applications for a tenure-track, Assistant Professor of Journalism beginning fall semester, Aug. 16, 2023.

The successful candidate will be expected to: maintain an appropriate level of research productivity for their rank, help to build on already existing instructional capabilities of the journalism program, and will have taught or have an interest in developing courses or have a research specialization related to one or more of the following areas: race, class, culture, ethnicity, diversity, misinformation/disinformation international journalism, or sports journalism. The ability to teach courses in areas such as Multimedia Journalism, Visual Journalism, Magazine and Feature Writing, Broadcast Journalism or Sports Journalism is a plus.

Candidates should indicate in their cover letters the courses they are qualified to teach. A full listing of journalism-related courses and their descriptions are available online: <https://bulletin.auburn.edu/coursesofinstruction/jrn/>

In addition to teaching five courses per year, responsibilities include service to the School, College and the professional journalism community, teaching graduate-level courses and directing theses in the graduate program. We are particularly interested in candidates who advance our commitment to building a diverse and inclusive educational environment.

Minimum Qualifications: The ideal candidate

will have a Ph.D. in journalism, mass communication or related field at the time employment begins, and more than three years of professional journalism experience. Applicants should have a demonstrated record of excellence in teaching college-level courses and a solid record of scholarly or creative productivity or substantive evidence of research/creative potential.

Outstanding candidates who are in the final stages of dissertation writing (ABD) will be considered. However, appointment to the tenure-track position at the rank of assistant professor for an ABD candidate requires the earned doctorate by the Aug. 16, 2023 start date. Salary is competitive, dependent on qualifications and contingent on funding.

Review of applications will begin October 24th, 2022 and continue until a candidate is selected.

For more detailed information or to apply Click HERE: <https://www.auemployment.com/postings/32664>

Questions: Contact Dr. Justin Blankenship, Associate Director for Journalism: jzb0124@auburn.edu

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For more detailed information on these positions and others, visit our Help Wanted page (updated frequently) on the APA website HERE.

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