

# News@Knight

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## UP AHEAD: MIDDLE SCHOOL

Eileen Escarda for Knight Foundation



*For Christopher Clark of Riviera Beach, Fla., a world of opportunities and challenges awaits in middle school. The Palm Beach County youngster represents the universe of students in Knight communities who stand to benefit from the Community Partners Program's efforts to enhance after-school programs. See story, page 2.*

## REVEALING KNIGHT'S FACES AND PLACES

**B**RADENTON, Fla. – You don't expect statistical indicators to add anything to the storyline on a bus tour through the neighborhood locals here know as Duplex City.

After all, seeing is believing. And what you see, block after block, are several hundred rental one-story apartments, mostly hunkered down wood or cinder block, two units per building. As in distressed neighborhoods everywhere, the cycle of drugs and violence has pinned families down in substandard housing conditions here that threaten their health and safety. This stretch of the Sunshine State's glamorous West Coast may be blessed by Mother

Nature and welcoming to many wealthy retirees, but the fun-and-sun economy spun right past Duplex City. Many neighborhood kids have never even visited the beach, mere miles away.

Lt. Daryl Brown of the Manatee County Sheriff's Department knows this wooded, sandy neighborhood; as a boy, he rode horses here before the duplexes sprang up. On this day, he is leading Knight Foundation trustees and staff on a tour through these undeniably bleak streets. When he starts using indicators, you swear you can hear his voice break.

Brown says Duplex City's crime rate

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## INITIATIVE CHALLENGES NEWS MEDIA TO TRAIN THEIR OWN

**N**EW ORLEANS – Will the Southern Newspaper Publishers Association's significant endowment for newsroom training inspire other major players to do the same?

So asked Eric Newton, director of Journalism Initiatives, as he announced Knight Foundation's \$10 million Newsroom Training Initiative here in early April at the annual convention of the American Society of Newspaper Editors (ASNE).

The initiative will use traveling programs and the web to increase beyond the current 12,000 per year the number of journalists trained directly by a variety of Knight-funded programs. But it also serves as a call to action for the \$100 billion U.S. news media industry, challenging its leaders to take greater responsibility for training their own.

"When the nation's journalists say they want more training, when they admit they are ill-equipped to cover a complex world, there is still work to do," said Newton.

The initiative, which provides pilot funding and long-term grants for nine

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## ‘WITH SCHOOLS CLOSING AT 3 P.M., A CHILD’S MIND DOESN’T SHUT DOWN.’

George McGinn for Knight Foundation



*Chris Sprague, 11, shows off a web site he developed at the Sara Scott Harllee Middle School after-school program. Watching are trustees Hodding Carter III and Marjorie Knight Crane.*

**B**RADENTON, Fla. – When the day’s last school bell rings, eighth-grader Ashlee McCarthy stashes her books and spends the afternoon at Sara Scott Harllee Middle School here meeting with mentors, tinkering with computers and practicing her lines.

The free after-school activities are a welcome change from going home to an empty house.

“There are so many things to choose from,” said Ashlee. “I take drama. We put on plays and have so much fun.”

Too old for child care and too young for high school activities, middle-school students like Ashlee often find themselves with little to do when the clock strikes three. While high schools offer students extracurricular activities, after-school programs for kids in sixth, seventh and eighth grades are often hard to find in some economically disadvantaged schools.

The middle school years are when kids begin to experiment with establishing their independence, growing from children

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*Seven of the 26 Knight communities are focusing on the needs of students in middle schools, from Akron to Palm Beach County.*

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to teen-agers. Many are forced to grow up faster than ever before, bombarded by mixed messages about roles, sex, consumerism and appropriate behavior.

And it’s during after-school hours – especially from 3 to 6 p.m. – when the highest rate of youth crime occurs, according to FBI studies (*see story, page 1*).

“The middle school years are an important developmental stage. It’s when youth begin expressing their individuality, while still remaining connected to family, peers and other adults. It is also a period in which there is a gradual lessening of direct control on youth behavior,” said Julie Kohler, Knight’s content officer who focuses on children and families. “Middle school-

aged kids make an increasing number of independent decisions – decisions that have implications for their transition to adulthood.”

Eager to find appropriate developmental programs, seven of the 26 Knight communities are now focusing on the needs of students in middle school. In addition to Bradenton, community advisory committees in Akron, Ohio, Columbia, S.C., Columbus, Ga., Grand Forks, N.D., Palm Beach County, Fla., and Milledgeville, Ga. have chosen to use foundation grant dollars to help middle school students achieve success in and out of the classroom. Their varied approaches involve identifying programs that include mentoring, tutoring, volunteering and other organized activities.

Each community has different goals and strategies set out in community investment plans. Students like Ashlee at Harllee and nearby Louise R. Johnson middle schools participate in the Knight-funded after-school programs that include opportunities through ManaTEENS, a volunteer service organization geared to young people; and one-on-one mentoring with local professionals through Big Brothers Big Sisters of the Sun Coast.

Separately, Harllee offers students activities such as science, dance, sports and academic tutoring through the Boys and Girls Clubs of Manatee County. At Johnson, students can sign up for similar programs sponsored by the Manatee Family YMCA.

Knight’s advisory committees in Akron, Columbia and Palm Beach County are framing their approach to youth development programming in similar ways, each targeting specific schools in low-income neighborhoods. Columbus will focus its grant-making efforts at Marshall Middle School, a predominantly African-American school. Grand Forks participated in Knight’s Youth Violence Initiative by directing an anti-drug and alcohol abuse campaign at middle schools. And by taking a holistic approach to serving 30 to 40 at-risk youth, the Milledgeville committee hopes to reduce teen pregnancy and increase high-school graduation rates (*see story, page 10*).

“With schools closing at 3 p.m., a child’s mind doesn’t shut down. We need to have something in place, an after-school program

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## GARY'S FIELD OF DREAMS

Christopher Smith for Knight Foundation



Residents will soon be able to swing for the fences at a spruced-up baseball field and playground in Gary, Ind., as part of a new mixed-income neighborhood replacing a public housing project. Developer Richard Baron of Urban Strategies, left, will use a \$300,000 investment from Knight to upgrade the park in Duneland Village. Barbara Cope, center, the executive director of the Gary Educational Development Foundation, chairs Knight's Gary Community Advisory Committee. She and the committee work with Knight Community Partners Program Liaison David Smydra, right, helping to guide the foundation's efforts to improve the quality of life for children and families in Gary and Lake County.

### STATE COLLEGE

#### Study: Centre County Families Want More Services

Transportation, health care insurance and in-home nurse visits are the overriding needs of low-income families in the State College, Pa., area, according to preliminary results of a study to determine the needs of Centre County families.

"What concerns us is that many families lose their health care services or access to health care when their children are just six weeks old," said Mark Greenberg, the lead researcher from the Prevention Research Center for the Promotion of Human Development at Pennsylvania State University in State College.

The final results of the study will be released in late May. The State College Community Advisory Committee will use the findings of the Knight-funded needs assessment to develop the foundation's plan to provide adequate health care in the county to low-income families with young children.

"We need to understand where those gaps in services are," Greenberg said. "Organizations are missing the opportunity to serve parents in ways that will help their children to be healthy."

Greenberg and his staff of researchers met with local service providers and interviewed families to assess their needs and gaps in service. The organizations cited numerous barriers to serving their clients such as large workloads and the lack of centralized family service centers.

Families cited unreliable local child-care and transportation services, feelings of shame for having to rely on public assistance and difficulty dealing with impatient and insensitive service providers.

### PRIORITIES

#### Advisory Committees Focus on Local Need

Knight's Community Advisory Committee in Lexington, Ky., didn't need more than one hour to recommend its funding priority: education.

The group specifically plans to "reduce equity gaps in public schools while improving academic achievement." This in a state that has worked since the early 1990s on equity in education.

"After years of community dialogue and the work of One Voice One Community, the committee came to its priority-setting meeting already

focused on reducing the equity gaps in Fayette County Public Schools while improving academic achievement," said Vivian Celeste Neal, Knight's community liaison for Lexington. "They have known for years that schools need the most help. They are eager to put Knight's money to work."

Committees in the 26 Knight communities are moving closer to wrapping up the priority-setting phase of the Partners Program rollout.

#### Here's an update on funding priorities recently selected or refined by committees in four other Knight communities:

##### PALM BEACH:

- To increase positive outcomes for middle school youth

##### GARY:

- To improve child development
- To increase economic development with emphasis on minority business expansion

##### AKRON:

- To increase job expansion and retention of jobs
- To increase positive outcomes for middle school youth

##### DETROIT:

- To increase community development

Details and updates are available at [www.knightfdn.org](http://www.knightfdn.org).

## MIDDLE EAST GRANTS PROMOTE TOLERANCE, UNDERSTANDING

The war in Iraq may have been short, but the war on terrorism goes on. As it does, questions linger about America's relations with Middle Eastern nations and about how well either side understands the other.

New Knight Foundation journalism grants are promoting the free flow of news at home and abroad, expanding journalism training and encouraging the exchange of ideas. Along the same lines, Knight also is making early inquiries in our 26 communities into ways to promote tolerance and understanding.

The journalism grants consist of a direct investment of \$2.9 million in new programs, as well as additional investments in previously funded projects.

U.S. TV viewers seeking an alternate perspective on the war's developments and aftermath have turned to *Mosaic*, the nightly satellite program presenting some 4 million Americans news and opinion from the Arabic world. WorldLink TV's English translations of newscasts from 15 Arab-language broadcasters provide access to the way other countries report world news.

"There have been stories in the local media and on the national news," said producer Jamal Dajani. "We are getting more and more viewers because of the stories about us. People are saying, 'Thank God we have another view.'"

A \$650,000 March grant from Knight has helped WorldLink TV add news feeds to mainstream U.S. media, video streaming and a new program on public television.

Internews Network, a nonprofit organization that supports open media worldwide, will use a \$750,000 grant to encourage media law reform in the Islamic world and work toward press freedom in the Middle East. Forty-five of 46 Islamic countries have closed media systems. One key to more open communication will be a new web site, AMIN.org, covering news from 11 countries. Internews also is designing a project to train as many as 50 Middle Eastern journalists annually at a U.S. university.

A Knight Chair in Media and Religion,

Photo by Bill Gitzuz, Davidson College



*Dr. James Zogby, president and founder of the Arab American Institute in Washington, D.C., spoke April 11 on Arab-American understanding. He's the James K. Batten visiting professor at Davidson College.*

created through a \$1.5 million endowment to the University of Southern California, will provide a unique opportunity to educate aspiring journalists and those experienced in the field about world religions, including Islam and its growing cultural and political influence. USC will soon name a chair.

"These efforts to expand domestic understanding of and an appreciation for Arab culture and the Muslim faith in the United States are important," said Hodding Carter III, Knight's president and CEO. "At the same time, we act in the interest of ensuring that the same principles are finding their way to the Middle East so that people in these historic lands have access to facts and opinions relevant to understanding American culture and values."

Several previously funded Knight journalism programs address issues of tolerance and understanding:

- In late April, 27 U.S. journalists attended a four-day seminar on "Islam and America" presented by the Knight Center for Specialized Journalism at the University of Maryland.

- With Knight funding, the Knight-Wallace Fellows at the University of

Michigan created slots this year for two journalists from two of the world's "hot spots." Einat Fishbain, an Israeli freelancer, and Muchlis Rofik, an Indonesian TV assignment editor, are completing their fellowship year in Ann Arbor. For the next few years, the fellowships will focus on the Middle East.

- And noted Middle East expert Dr. James Zogby hosted a lecture April 11 at Davidson College in North Carolina. Zogby, president and founder of the Arab American Institute in Washington, D.C., teaches two courses at the school as the James K. Batten Visiting Professor in Public Policy, a post funded by the foundation.

"There will be more stories about the Middle East in the coming months. We hope they'll also be more informed," said Eric Newton, the foundation's director of Journalism Initiatives.

That same free flow of information is just as important on the home front. Toward that end, Knight has given \$1 million to the National Security Archive Fund to encourage federal agencies to maintain standards of openness. In addition, a \$500,000 grant to Syracuse University will expand the news media's use of TRACfed, a database that tracks federal government spending and ultimately helps the public assess how well its government works.

A developing element of Knight's efforts will focus on promoting acceptance and understanding in each of the 26 U.S. communities the foundation serves.

Some 3 million people of Arab descent live in the United States. The metro Detroit area, for example, is home to an estimated 275,000 Arab Americans, one of the largest Middle East communities in the country.

Several Detroit-area Arab-American groups are working with Knight, discussing ethnic relations in the community.

"Despite consistent efforts over many years to develop mutual understanding among Detroit's many distinctive peoples and our Arab-American neighbors, the current climate will require all of us to work harder at finding tolerance and respect across all lines," said David Smydra, Knight's community liaison for Detroit. **KF**

## MIDCAREER EDUCATION



### Knight Chair's Students Name 'Deep Throat'

"Deep Throat," the anonymous insider who

helped Washington Post reporters unravel the Watergate scandal which caused a president's resignation, is Washington, D.C., attorney Fred Fielding, according to journalism students at the University of Illinois at Urbana-Champaign.

The students determined that Fielding, a deputy to former White House counsel John Dean, knew details of the domestic spying and cover-up that brought down Richard Nixon's administration in the early 1970s. The students contend Fielding shared that information with reporters Bob Woodward and Carl Bernstein, who won a Pulitzer Prize for their investigation.

Under the tutelage of Bill Gaines, the Knight Chair in Investigative and Enterprise Reporting, 12 Illinois juniors and seniors reached their final conclusion after sifting through 16,000 of pages of FBI reports and previous research by Gaines' investigative journalism students.

"It's not a guess," said Gaines, who made the announcement April 22 from the Watergate Hotel in Washington, D.C. Burglars who had broken into the Democratic National Headquarters at the Watergate complex were paid with presidential campaign funds.

The Deep Throat project started in 1999 as an exercise in investigative reporting. Each semester the journalism students tried to determine the identity of the high-level White House official. Gaines no longer plans to offer the class now that his students have reached a final conclusion.

Read more about the Deep Throat project at [www.deepthroatuncovered.com](http://www.deepthroatuncovered.com)

### Public Health Journalists Prepare for 'Boot Camp'

Eight experienced health and science journalists will study epidemiology and public health this summer at the Centers for Disease Control and Prevention (CDC) in Atlanta.

The Knight Fellows will begin their studies June 16 with an intensive 10-day "boot camp" in public health journalism, which will also be attended by some 25 other journalists. At the end of the course, the fellows begin advanced studies in biostatistics and epidemiology, training side-by-side with members of the Epidemic Intelligence Service – the CDC's "disease detectives."

Fellows will accompany these specialists on outbreak investigations and conduct disease surveillance in the field. While at CDC, the fellows work on special projects with scientists and other mentors of their choice.

Journalists trained at CDC have become some of the most able reporters in the nation covering anthrax, HIV/AIDS, severe acute respiratory syndrome (SARS), and other public health issues.

## FREE PRESS

### IAPA Expands Press Freedom Project

The Miami-based Inter American Press Association (IAPA) has launched an advertising campaign to bring to justice the killers of journalists.

The ads, targeting Latin American newspapers, will promote IAPA's Impunity Project. The campaign is part of a \$3.6 million, four-year press freedom grant from Knight Foundation.

According to IAPA, 267 journalists were killed in the Americas since October 1988. Fewer than 5 percent of those crimes have been solved.

"The goal is to create awareness ... and international pressure," says Alberto Iburgüen, chairman of IAPA's Impunity Committee and president of The Miami Herald Publishing Co. "Anyone who doubts the power of a community that says, 'Enough!' should think



*A sample ad from the IAPA campaign.*

of the cases of Guillermo Cano in Colombia ... Tim Lopes in Brazil. We will not eliminate crimes against journalists. There will always be criminals and we will always be in their sights. But we do want to end impunity, and, thus, reduce the risk."

"It would be ideal if these ads were to appear throughout the hemisphere," said Iburgüen. "Imagine the impact."

Find out more about IAPA's Impunity Project at [www.impunidad.com](http://www.impunidad.com)

## NEW MEDIA

### Ex-FBI Chief Likes WebWatch Guidelines

Consumer WebWatch drew support for its voluntary web ethics guidelines at an April summit in New York. Former FBI Director Louis J. Freeh said voluntary guidelines proposed by WebWatch to keep news separate from ads and also tell consumers how their personal information is to be used are a better solution to web credibility than government regulation.

As part of its mission to improve web credibility, the project presented three new

research reports:

- Rating the performance of hotel and travel booking sites.
- Addressing credibility issues facing health web sites.
- Finding that web users were easily confused by the policies of some search engines to mix paid ads in with search results.

WebWatch was founded in 2002 to investigate, inform and improve the credibility of information published on the World Wide Web. It is a project of Consumers Union, underwritten by The Pew Charitable Trusts, Knight Foundation and the Open Society Institute.

For more:

[www.consumerwebwatch.org](http://www.consumerwebwatch.org)

## FRIENDLY PERSUASION

### MINNESOTA NONPROFITS LEARN THE ART OF INFLUENCE

Doug Knutson for Knight Foundation



*Consultant Marcia Avner coaches staffers from several Minnesota nonprofits on lobbying and advocacy during a training session offered by Charitable Lobbying in the Public Interest.*

**M**embers of the Council of Asian Pacific Minnesotans, at first reluctant to enter the political arena, have grown adept at getting their message across to lawmakers.

They rely on Charity Lobbying in the Public Interest (CLPI) to polish their skills.

“Asian communities have been quiet advocates,” said David Zandar, research analyst and community liaison for the council. “Groups like the Hmongs [a Southeast Asian immigrant community] were very intimidated about going to the state capital. People didn’t understand how policy decisions are made, how to influence elected officials, and how to be champions for issues.”

With a \$250,000 National Venture Fund grant from Knight Foundation, the Washington, D.C.-based CLPI is teaching nonprofits like the Minnesota group, as well as community foundations in at least 10 Knight communities, how to take an active role in public policy debates and effectively advocate for their causes and clients. That often means educating nonprofits, their employees and board members about their rights and the regulations governing lobbying and advocacy.

“The importance of lobbying is not only how to do it, but how to do it to be effective. As leaders in their communities, nonprofits can be among the most effective advocates for important changes in public policy,” said David Arons, co-director of CLPI.

CLPI consultant Marcia Avner has been coaching several St. Paul nonprofits including the Asian council, the Minnesota Mutual Assistance Association Directors Forum and the West Seventh Community Center, honing their skills of persuasion and developing their messages.

Such communication is more critical than ever because Minnesota Gov. Tim Pawlenty has proposed massive budget cuts as a result of the economic recession. That situation is mirrored in state capitals across the country as lawmakers and state officials look for ways to work with declining revenues and cut spending fairly.

When the political debate centers on health care, education and taxes, nonprofits are rarely in the decision-making loop. Nonprofits that receive public funding find themselves in jeopardy, Avner said.

CLPI is working on these current budget issues and long-term efforts to support

organizations in building their advocacy skills.

“Many nonprofits are facing huge cuts and they need to make a case as to why the cuts are not in the best interest of the community,” said Avner.

Few charities take part in lobbying or advocacy campaigns to promote their causes because they are too small to dedicate the staff or the money required, according to Arons. U.S. tax law permits charities to lobby as long as the activity remains a small part of what they do. However, if charities want to lobby, CLPI recommends that they elect to comply under the 1976 lobby law that permits them to spend 20 percent of the first \$500,000 of their budget on lobbying and advocacy, and up to \$1 million a year, depending on the size of their budget. But funding from private foundations can’t be used for lobbying campaigns.

CLPI helps charities understand the federal tax laws. But given such complexities, many simply refrain from advocacy activities for fear of breaking the law.

“CLPI training gives nonprofits the legal information they need to help their staff and governing boards become vocal advocates on issues affecting their clients,” said Lisa Versaci, director of Knight’s National Venture Fund.

Knight Community Liaison Polly Talen views the work of CLPI as vital to an organization’s survival in the world of politics.

“CLPI teaches groups how to give policymakers a deeper sense of who their constituencies are and a deeper understanding of their needs,” said Talen. **K**

#### WHAT IS LOBBYING?

**People often get “lobbying” and “advocacy” confused.**

*Lobbying* is the attempt to influence legislation.

*Advocacy* is the pursuit of influencing public policy using organized efforts such as letter campaigns, rallies, petitions and the direct lobbying of lawmakers.

~ From *Charity Lobbying in the Public Interest and the Advocacy Institute*

**COMMUNITY DEVELOPMENT****2003 Knight Fellows Class Will Study Community Building**

Thirteen professionals from a variety of disciplines, including several from Knight communities, have been awarded 2003 fellowships in the Knight Program in Community Building at the University of Miami School of Architecture.

The fellows met for the first time in Seaside, Fla., March 6-9. The four-day event provided the fellows a chance to meet their predecessors, the 2002 Knight class. They took guided walking tours of three projects built using Smart Growth and New Urbanist principles, which promote livable communities through development and transportation policies and practices. The fellows also attended a presentation on a charrette – an intensive community design workshop – conducted by last year's fellows in San Jose, and lectures by prominent community-building theorists and practitioners.

Over the next 12 months, the fellows will conduct independent research projects and take part in six intensive community-building events including workshops, seminars and a community meeting. The fellows also help organize and conduct a new charrette to highlight community-building efforts in one of the 26 Knight communities in conjunction with the university's School of Architecture.

2003-04 Knight Program Fellows include: Lolly Barnes, historical administrator, City of Biloxi, Biloxi, Miss.; Alicia Diaz, executive director, Shorebank Enterprises, Detroit; Ken Driggers, founder/executive director, Palmetto Conservation Foundation, Columbia, S.C.; Robert Freeman, a

Pennsylvania state representative from Easton, Pa.; Jai Jennifer, a principal with Northern Real Estate, Oakland, Calif.; Pam Kramer, the program director of Duluth Local Initiatives Support Corporation (LISC), Duluth, Minn.; and Michelle Robinson, manager of Station Planning and Design for Amtrak, Philadelphia.

**Preservation Initiative Taps Four More Knight Cities**

Philadelphia, San Jose, Calif., Duluth, Minn., and Columbus, Ga., have been selected to receive Preservation Development Initiative grants from the National Trust for Historic Preservation.

The National Trust and Knight Foundation created the preservation program to foster economic development by restoring historical buildings and neighborhoods. Each community selected receives technical assistance, loans and grants with a value of up to \$1.8 million. All 26 Knight Foundation communities are eligible to apply for grants over a three-year period. Miami; Macon, Ga.; Pontiac, Mich.; and Grand Forks, N.D., have previously received funding.

"The National Trust offers the leaders and residents of these Knight communities invaluable expertise from a broad base of experience from other communities across the nation," said Lisa Versaci, director of Knight's National Venture Fund. "This initiative demonstrates the value of historic preservation as a driver of local economic and community development."

Philadelphia will use the grant to spark economic redevelopment in blighted neighborhoods and focus attention on historic buildings in lower income neighborhoods. San

Jose hopes to create affordable rental housing and simplify city policies targeting historically significant buildings. Duluth will create market-rate housing and commercial retail

space in historic downtown buildings. Columbus will craft a 25-year plan and develop land use strategies to reclaim vacant and underused buildings. [www.nationaltrust.org](http://www.nationaltrust.org).

**ECONOMIC DEVELOPMENT**

Harvey Pitt for Knight Foundation

*Luz Gomez is the Miami director of ACCION in East Little Havana.*

**ACCION's Small Loans Aid Miami Entrepreneurs**

ACCION USA has opened a lending office in Miami's East Little Havana neighborhood, providing low-income residents access to loans and business financing.

The office, in the heart of the city's Hispanic community, started making loans in March ranging from \$500 to \$25,000 to self-employed individuals unable to tap into traditional sources of business credit. Eligible borrowers include owners of part-time, home-based businesses or owners of such small businesses as hair salons, fruit stands, or corner markets. Immigrants looking for a way to take their entrepreneurial ideas and put them into practice are also eligible.

"The assistance fosters economic development for small businesses," said Luz Gomez,

director for ACCION's Miami lending program. "It's the backbone of the new economy."

The \$250,000 project is part of Knight's strategy of providing low-income families in East Little Havana with better financial resources to improve their lives.

"Our goal is to take the experience from the Miami loan program and duplicate the program in other Knight communities," said Lisa Versaci, director of Knight's National Venture Fund.

For more information about ACCION, log on to [www.accionusa.org](http://www.accionusa.org).

# \$10 MILLION KNIGHT INVESTMENT EXPAN

## BUT WILL IT LEVERAGE MORE FROM MEDIA?

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major partners, is the result of a strategic re-examination and trustee-approved expansion of the foundation's investments in midcareer journalism training and education. Knight's Journalism Advisory Committee, chaired by past ASNE President Sandra Mims Rowe, editor of the (Portland) Oregonian, led the effort.

Knight's re-examination was grounded in research – and reality.

**1) The research:** The Knight-funded survey *Newsroom Training: Where's the Investment?* showed that eight in 10 journalists and nine in 10 news executives wanted more training. The news industry, it found, spends an average of 0.7 percent of payroll on training, compared to an average 2 percent by all American companies.

Nieman Foundation Curator Bob Giles cited the research as he made the case in his November 2002 Reed Sarratt Lecture at the University of North Carolina, pointing out that many of the field's training and education programs are modest at best, collectively falling far short of meeting the need. Most of the dollars provided, he says, come from sources other than the news organizations themselves.

Said Giles: "Can you imagine another industry that so depends on charity to pay for the education of its workforce?"

**2) The reality:** Journalism foundations like Knight are minor players on the training stage. Although Knight has given \$200 million to improve journalism and advance press freedom since its inception, and even though last year Knight gave away \$22.5 million, "...the news business is about 5,000 times larger than that," Newton told the editors.

"The initiative

will help an industry we love do what in its heart it knows it must: increase its own investment in the development of its own people," said Newton. "This seems a hard task, but not impossible as long as we are willing to look at the cultural reasons why we do not train as we should."

One of those cultural reasons is the way newspapers typically respond in tough economic times, according to William Moss, editor of the Hendersonville (N.C.) News. "Everyone knows the first thing newspapers do when cutting the budget is zero out training," he said.

But money isn't the only impediment, says Poynter Institute's Howard Finberg. Executives, he said, "are struggling to find the time within their own busy schedules."

The initiative builds on Knight-funded midcareer training efforts at universities such as Michigan, Maryland, Southern California, California-Berkeley; at Stanford, Harvard and MIT; and with programs such as Investigative Reporters and Editors, the Robert C. Maynard Institute of Journalism Education and the Inter American Press Association. Knight's Newsroom Training Initiative links well-known educational and professional institutions as collaborating partners. Three pilot grants provide coordination and program development:

- **The Medill School of Journalism at Northwestern University** will coordinate the initiative, with advice from an industry coalition formed by ASNE. Using a \$250,000 pilot grant to design the three-year project are Medill Dean Loren Ghiglione, another past ASNE president, and consultant Michele McLellan, who wrote ASNE's successful credibility handbook. Medill will involve Northwestern's Media Management Center and the Kellogg School of Business in the project.

"Medill looks forward to providing a home for this important initiative," said Ghiglione.

- **ASNE and the American Press Institute (API)**, both of which received pilot grants last year, are working to

develop a multiyear plan to expand the *Learning Newsroom* program. Conceived by ASNE's Craft Development Committee and its Chair Frank Denton, editor of the Wisconsin State Journal in Madison, the program's goal is to help editors better understand why they need to offer skill training, topic training, values training, professional development and other continuing education. Each ASNE conventioneer received a copy of the *Learning Newsroom* handbook.

Newton credits ASNE with bringing the training issue to the forefront.

"Because ASNE did what it did – organize an industry coalition to face this problem – Knight Foundation was able to do what it did – re-examine its midcareer training and education strategy, and expand," he said.

- **The Associated Press Managing Editors** will use another pilot grant to develop *News Train*, a national network of training for middle managers. Editors will learn of training available nationally through a high-powered search engine, [journalismtraining.org](http://journalismtraining.org), which will be available this fall. The site was created with the help of Knight grants to the Society of Professional Journalists and the Council of Presidents of National Journalism Organizations.

After successfully using similar pilot grants to plan, three partner organizations received multiyear grants:

- **The Poynter Institute** will use \$2.8 million for a five-year project to develop News University, a web-based learning center that will make it possible for thousands of journalists to train themselves online using interactive lessons in journalism skills and ethics. They also will gain access to the best content from a number of journalism schools, including



Eric Newton, Knight's director of Newsroom Training Initiative. At left are ASNE outgoing



*Newsroom Training: Where's the Investment* is available at [www.knightfdn.org/journalism](http://www.knightfdn.org/journalism)

# NEWSROOMS COMMITMENT TO NEWSROOM TRAINING



Kimberly Morand for Knight Foundation

*Tom Rosenstiel, vice chairman of the Committee of Concerned Journalists, announces the \$10 million grant at the ASNE annual convention in New Orleans. Standing next to him are outgoing ASNE President Diane McFarlin and Frank Denton of the Wisconsin State Journal.*

newsrooms of all types to examine whether their techniques, methods and reflexes live up to their own purpose and mission. News organizations customize a training program from a menu of modules covering everything from accuracy to news in a time of national crisis to conscience and communication in the newsroom.

The program features follow-up and assessment to ensure it is serving the industry usefully. “We worked hard with developmental psychologists at Stanford to develop a program that maximizes self-teaching, relies on Socratic dialogue, case study method and small group exercises to help people in news organizations engage in serious reflection about critical decision making,” said Tom Rosenstiel, CCJ vice chairman.

• **The Southern Newspaper Publishers Association (SNPA)**, having used a pilot grant to create a traveling weekend training program to reach more than 7,000 newspaper employees throughout the South, will use \$600,000 to continue the program. The weekend sessions have already reached as many people as SNPA reached in 34 previous years of training.

More important, Newton explained, SNPA has used the training program to help build a new foundation endowment of \$5.6 million, and now hopes to raise it to \$10 million.

“What SNPA has decided to do is to use income from that endowment to take over the underwriting of the training program and continue it year after year into the future,” said Newton. “And that’s the way it should be.”

“I can’t think of a better way to fulfill the (SNPA) foundation’s mission whether we’re in economically pressed times like these or in times when business is booming,” said former SNPA

*Continued on Page 13*



*Tom Rosenstiel, vice chairman of the Committee of Concerned Journalists, visits with the Sarasota Herald-Tribune’s Diane McFarlin, outgoing ASNE president.*

## NEWSROOM TRAINING INITIATIVE PARTNERS

Knight Foundation’s \$10 million Newsroom Training Initiative links well-known educational and professional institutions as collaborating partners:

- **THE MEDILL SCHOOL OF JOURNALISM AT NORTHWESTERN UNIVERSITY**  
[www.medill.northwestern.edu](http://www.medill.northwestern.edu)
- **NORTHWESTERN’S MEDIA MANAGEMENT CENTER**  
[www.mediamanagementcenter.org/news/EDPmedia\\_trends.htm](http://www.mediamanagementcenter.org/news/EDPmedia_trends.htm)
- **POYNTER INSTITUTE FOR MEDIA STUDIES**  
[www.poynter.org](http://www.poynter.org)
- **COMMITTEE OF CONCERNED JOURNALISTS (CCJ)**  
[www.journalism.org](http://www.journalism.org)
- **SOUTHERN NEWSPAPER PUBLISHERS ASSOCIATION FOUNDATION (SNPA)**  
[www.snpa.org](http://www.snpa.org)
- **AMERICAN PRESS INSTITUTE (API)**  
[www.americanpressinstitute.org](http://www.americanpressinstitute.org)
- **AMERICAN SOCIETY OF NEWSPAPER EDITORS (ASNE)**  
[www.asne.org](http://www.asne.org)
- **THE ASSOCIATED PRESS MANAGING EDITORS (APME)**  
[www.apme.com](http://www.apme.com)
- **THE COUNCIL OF PRESIDENTS OF NATIONAL JOURNALISM ORGANIZATIONS**  
[www.asne.org](http://www.asne.org)
- **SOCIETY OF PROFESSIONAL JOURNALISTS (SPJ)**  
[www.spj.org](http://www.spj.org)

the 17 schools with Knight Chairs in Journalism. Finberg, former vice president for Internet strategies and technology of Central Newspapers, will direct News U.

• **The Committee of Concerned Journalists** will use \$2 million for a three-year expansion of its Traveling Curriculum, a special training program that will help jump-start newsroom change by reaching at least 4,000 journalists. The CCJ traveling curriculum engages



Kimberly Morand for Knight Foundation

*Peter Bhatia, executive editor of The (Portland) Oregonian and incoming ASNE president, talks with Caesar Andrews of Gannett News Service and past president of the Associated Press Managing Editors.*

## FINDING A SUCCESSFUL APPROACH TO REDUCING TEEN PREGNANCY

**C**an a program to reduce teen pregnancy developed in bustling New York City work in the quaint Georgia town of Milledgeville?

The question surfaced as Knight Foundation's Milledgeville Community Advisory Committee began an intriguing phase of the grant-development process. The goal of the committee's fact-finding mission, simple yet daunting, was to determine which programs would be most effective in reducing teen pregnancy and increasing high school graduation rates in Baldwin County.

Each local advisory committee in our Community Partners Program, with the help of Knight's staff, looks for programs that have proven records of success, yet align themselves well with the unique needs and priorities of the community. There are civic engagement models to match up in Myrtle Beach, S.C., early childhood literacy approaches to find in Philadelphia, and job retention and development strategies that will be a good fit in Akron, Ohio.

A few programs stood out as early, promising strategies for helping Knight achieve its community-recommended goals in Milledgeville. But one program stood above the rest: Dr. Michael Carrera's Adolescent Pregnancy Prevention Program from the Children's Aid Society, a New York organization dedicated to improving the well-being of children and families.

Broad and holistic in scope, the program takes an "above the waist" approach to sex education by emphasizing the importance of education and employment. Carrera's method caught the attention of the Milledgeville committee, which plans to target Knight dollars toward improving the lives of 30 to 40 middle-school youth in Baldwin County.

"The Milledgeville committee felt Knight's dollars would most effectively be used by making a significant difference to young people, even if they were focused on a smaller group of children," said Susan Patterson, Knight's community liaison for Milledgeville. "The Carrera program offered the kind of approach they envisioned would make that kind of difference."

### CARRERA AT A GLANCE



*Dr. Michael Carrera*

#### **Carrera Adolescent Prevention Program:**

- Developed in 1984 by Dr. Michael Carrera, director of the Adolescent Sexuality and Pregnancy Prevention, The Children's Aid Society, New York City.
- Initially offered at community centers in Harlem.
- Focused on educating youth about the consequences of sexual activity and the importance of education and employment.
- Offered in more than 20 U.S. communities including Houston, Texas, Hollywood, Fla., and Baltimore, Md.

*For more about Carrera and the program go to: [www.stopteenpregnancy.com/about/history.html](http://www.stopteenpregnancy.com/about/history.html)*

Beginning in the middle-school years, kids in the Carrera program meet six days a week – after school and on Saturdays. The program provides them with a variety of activities including academic assistance, job training, family and sex education, art classes and sports. They also receive comprehensive medical, dental and mental health services in order to help them become healthy and successful adults.

"The key to this program is providing a parallel family-systems structure, which provides a stable and nurturing 'home life' for young people, continually supporting their dreams and encouraging their creativity," says Carrera, who has designed and helped launch 50 teen pregnancy prevention programs in more than 20 states.

"We teach them to use their brain, not their body," Carrera told the Houston Chronicle. "The best way you dilute the effects of bombardment of sex in society is to communicate."

Recent research reveals that the Carrera program's intensive approach pays off. A three-year evaluation of 12 participating

organizations in low-income neighborhoods revealed that young girls in the program had lower rates of pregnancy and births and higher rates of contraceptive use than young women who weren't in the program.

Identifying best practices, however, is just a first step toward tackling issues in Knight's 26 communities. There's also the "can we apply it here?" factor.

Knight made a grant to Georgia College & State University in December to explore the possibility of adopting the Carrera program in Milledgeville. In addition to determining if the program meets the community's local needs, the school is assessing whether Milledgeville can provide the transportation, office space, staffing and access to other services required by the Carrera program.

If Milledgeville's nonprofit universe has what it takes to support the many aspects of Carrera's model, then Knight's local advisers will likely propose using it – or one very much like it.

"Not only has this helped the community identify many strengths, it has also generated a great deal of enthusiasm for the Carrera model and the potential for helping Milledgeville youth," Patterson said.

Believing that our limited resources are best applied to a tightly focused, locally recommended handful of priorities, all Knight communities are going through a similar series of introductions and reviews to prepare them for effective grant making.

"The steps we went through in Milledgeville help to ensure that Knight Foundation will make solid investments and meet its goals," said Joe Ervin, director of Knight's Community Partners Program. 



*Content Program Officer Julie Kohler wrote this for News@Knight. She focuses on children and families.*

## CULTURAL LIFE

### Fort Wayne Arts Groups Reach Out to New Audiences

Shirley Wood never realized some of her African-American traditions belonged in the same sentence as established art forms like painting and dancing.

“Art is broader than what I had imagined. Hair braiding is really considered an art,” said Wood, founder of the Euell Wilson Center in Fort Wayne, Ind. “I realize there’s more to art than the mainstream and traditional art forms like going to a museum or the theater.”

Wood learned to relax her strict view of the arts at the Cultural Arts Public Forum sponsored by Knight’s Fort Wayne Community Advisory Committee in February. Researchers from the Joint Center for Politics and Economic Studies, a leading African-American think tank based in Washington, D.C., worked with members of the city’s arts community to develop ways to reach Fort Wayne’s minorities, especially its youth.

Building a diverse audience for local arts and cultural programming is a funding priority for Knight’s advisory committee in Fort Wayne. The Knight forum provided local cultural organizers an opportunity to find out about minority audiences and what they like.

“It was such an eye-opening experience to bring people together that work in the same field but had never met each other before,” said Vivian Celeste Neal, Knight’s community liaison for Fort Wayne, as well as for Lexington, Ky., and Akron, Ohio. “They talked, they shared experiences and they learned new ways of reaching youth in the community through the arts.”

Participants learned the

Steve Linsenmayer for Knight Foundation



*Fort Wayne arts groups discuss reaching out to new audiences at a Knight-convened forum in February.*

importance of adapting cultural elements that would appeal to minority youth and hosting programs in more inviting settings such as community centers, YMCAs, churches and libraries.

Broadening the definition of art to include different forms of music and visual arts such as rap and graffiti unlocked a world many thought was out of reach – socially and financially.

“They felt programs weren’t geared to minorities. They’re used to seeing all white faces. If a [theater group] provided a more colorful cast, that would be an improvement to them,” said Tawandra Rowell, a program associate with the Joint Center.

Knight’s Community Indicators survey of Fort Wayne residents shows a large gap between African-American

residents and white residents on the issue of access to arts programs.

A substantially larger share of African Americans compared with whites (64 percent vs. 40 percent) report the lack of cultural resources as a problem in their community. In contrast, 53 percent of whites say this is not a problem at all, a view shared by only 31 percent of African Americans.

The arts community also appears to be missing the city’s youth market, according to the results of the 2002 study. About 56 percent of the city’s youth under 30 consider a lack of cultural resources a problem in their community, compared with 39 percent of those age 30 and older.

## RESOURCES

### Looking for Answers? Try These Toolkits

Whether they’re interested in healthier kids or better homes, our community advisory committees and others can learn more about Knight Foundation’s funding priorities by using an expanding roster of “what works” toolkits.

For committees focused on community development, Knight has commissioned a report from The Brookings Institution summarizing what works in affordable housing and giving suggestions for programming and policy. The summary is coming soon to the Brookings site.

[www.brookings.edu/es/urban/urban.htm](http://www.brookings.edu/es/urban/urban.htm)

For other communities focused on children and family issues – 17 of Knight’s 26 communities – there’s a series of research briefs produced by Child Trends, a nonprofit, nonpartisan research group in Washington, D.C. Communities are able to see what works on issues as varied as getting children ready for school and promoting positive adolescent development. The briefs and accompanying “what works” tables are available online.

[www.childtrends.org](http://www.childtrends.org)

## UPDATED COMMUNITY INDICATORS AID GRANT DEVELOPMENT

*Continued from Page 1*

decreased 7 percent from June 2001 to June 2002, while the rate in Manatee County jumped 10 percent. One explanation for the neighborhood drop, Brown believes, is that last year, for the first time ever, the local Boys and Girls Club offered kids a Knight Foundation-funded summer program at nearby Sara Scott Harlee Middle School. Although causality is hard to prove, the connection is clear to Lt. Brown. The neighborhood crime rate, he explains, found its level again in the weeks between the summer program's end and the resumption of the club's afternoon program during the school year.

In similar ways, we're connecting indicators to our grant making in all 26 Knight communities, drilling down to reveal the faces and places behind the numbers. As a starting point, our community advisory committees reviewed our indicators in establishing local funding priorities.

This spring, Knight Foundation is releasing updated and expanded features from our Community Indicators Project, which tracks quality-of-life measures linked to our areas of interest: economic development; housing and community development; education; civic engagement and positive human relations; vitality of cultural life; and the well-being of children and families.

Based on conversations with more than 20,000 residents, we have survey reports for Knight's 26 communities, including selected regional survey reports covering South Florida, greater Philadelphia and metro Detroit. Detailed tabulations of the findings are posted on our web site. Also available are 96 hard-data measures tracking key statistics on each Knight community, including summaries of cross-community comparisons.

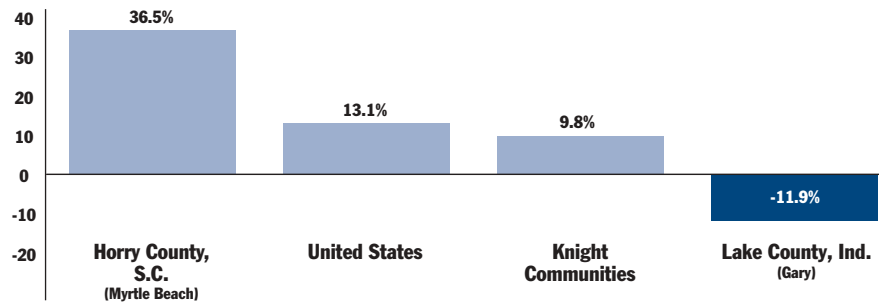
For a foundation determined to work effectively on achievable goals in 26 distinctly different cities and towns through the Community Partners Program, the opinions and statistics gathered in each locale help us understand the community's concerns and zero in on need and opportunity. In short, the numbers help us make better grants.

### INTRODUCING: INDICATORS SPOTLIGHT

**D**ebuting on Knight Foundation's web site in May is the Community Indicator Spotlight, a convenient snapshot of trends across Knight communities. The new feature highlights selected data from

the virtual warehouse of information accumulated in our Community Indicators Project.

The first feature focuses on population trends.



Between 1990 and 2000, the U.S. population rose from 249 million to 281 million – a rate of 13.1 percent. Meanwhile, the 26 Knight communities rose from 13 million to 14 million residents – just under 10 percent. Nine out of 26 Knight

communities had county population growth rates above the national average. Fast-growing Horry County – home to Myrtle Beach – added 53,000 residents in the decade; Gary's population decreased by 14,000.

Yet the indicators represent just one of the ways we listen to and learn from our communities. Our advisory committees' local knowledge has also been critical. Their advice has been decisive, for example, in setting Bradenton's course in working toward positive youth-development outcomes. Local indicators, in fact, revealed a mixed picture.


Beyond our local advisers, we hope other audiences will find new applications for the community indicators. We've packaged the material to ensure easy access – [www.knightfdn.org](http://www.knightfdn.org). Community foundations and chambers of commerce often work with indicators, as do journalists, government agency heads, political leaders, teachers and college professors.

Our surveys describe attitudes and behaviors of representative samples of local adults in Knight communities, measuring everything from neighborliness (Aberdeen, S.D., is friendliest) to Internet usage (State College, Pa., Grand Forks, N.D., and Boulder, Colo., are

more often online) to symphony attendance (Charlotte, N.C., and Boulder residents top the concertgoers). In places where the foundation's grant-making geography extends beyond one county, our new surveys cover outlying areas.

To complement the surveys, we've tracked 96 hard-data markers such as infant-mortality rates (highest in Milledgeville, Ga.), the share of households spending more than 30 percent of income on housing (highest in Miami), and per capita assets of nonprofit arts and culture organizations (highest in St. Paul, Minn.).

This year we've added measures of racial segregation in neighborhoods, and we've created a chapter on economic development.

Visit our web site ([www.knightfdn.org/indicators](http://www.knightfdn.org/indicators)) to view the Community Indicators reports or to request copies. Researchers can access the data sets through the Odum Institute's online library, at [www2.irss.unc.edu/irss/home.asp](http://www2.irss.unc.edu/irss/home.asp). 

## GOOD AFTER-SCHOOL ACTIVITIES HELP YOUNGSTERS THRIVE

*Continued from Page 2*

or a structured activity for youth and their families,” said Zelda Waymer, executive director of the South Carolina Afterschool Alliance, a Knight-funded coalition of organizations that support quality after-school programming. “When you serve a child you serve their siblings and their parents and also serve that community.”

“What we do now will stay with them. It will make a difference in their lives,” said Jerry Koontz, president of the United Way of Manatee County.

Knight’s initial investment in Bradenton grew out of concerns that local cutbacks in funding for education would eliminate programs for students. Nationwide, thousands of after-school programs and school districts are facing similar cutbacks. For instance, the Bush administration proposes to cut \$400 million in funding for 21st Century Community Learning Centers Program, the federal government’s principal

after-school program. The cutback could potentially deny more than 550,000 U.S. children after-school opportunities.

Studies show that after-school sports, arts and even tutoring programs can make a difference in a child’s life no matter the age. Evaluations of after-school programs show clear positive findings, particularly in the areas of youth safety. That said, a U.S. Conference of Mayors survey of after-school programs in 86 U.S. cities showed that only 35 percent of children in need were actually enrolled in extracurricular activities.

Keeping kids busy shouldn’t be the only goal of an after-school program, says Dr. Nancy Guerra, a professor of psychology at the University of California at Riverside who worked on Knight’s youth violence prevention and youth development initiative.

“Giving kids a place to go and have a good time – that’s a reasonable goal,”

Guerra said. “But then your outcome can’t be improved behavior. Many people like to see change. They want to know children are better off from coming to their program. To do that you need to develop a strategic plan. You need to have a plan for what you want to do.”

In Bradenton, Knight is demonstrating that after-school programs can be a positive influence in children’s lives, giving them the opportunities and programs to shape them into responsible and successful students and adults, said Joe Ervin, director of Knight’s Community Partners Program.

“Other Knight communities have taken on that same challenge and by the end of the year we will have launched programs that provide students in middle school a productive, safe and fun learning environment,” Ervin said.

For more information, go to [www.childtrends.org](http://www.childtrends.org). 



Kimberly Morand for Knight Foundation

*Phil Meyer, Knight Chair in Mass Communication Research at the University of North Carolina, contributed to an ASNE panel making the point that good journalism is good business.*

## CITING THE ENDOWMENT APPROACH, KF INITIATIVE PRAISES SNPA’S COMMITMENT TO TRAINING


*Continued from Page 9*

Foundation Chairman Dolph Tillotson, publisher of the Galveston County Daily News.

Encouraging the news industry to invest more in training might not be as hard as it looks, Newton said. “A new generation of newsroom leaders appreciates the direct and provable connection between well-trained journalists and satisfied news consumers.”

Already, he said, research shows that 24 percent of the nation’s journalists work for news organizations committed to editorial training.

Nieman Curator Giles believes the numbers will grow when the news industry leaders understand how other businesses see training.

“Companies like General Motors and General Electric believe it is in the best interests of their companies, and their shareholders, to invest in the knowledge base of their employees,” he said. “They understand that brainpower is an imperative in creating new products and sustaining market share in their industries.” 

## WASHINGTON AND LEE, SYRACUSE APPOINT JOURNALISM CHAIRS

Two award-winning journalists have joined the ranks of the Knight Chair professors.

Beginning this fall, educator and reporter Charlotte Grimes joins the faculty at Syracuse University as the Knight Chair in Political Reporting. At Washington and Lee, retiring Knight Chair in Ethics Louis Hodges makes way for columnist, editor and news executive Ed Wasserman.

A highly respected journalist known for her contributions to political reporting and journalism education, Grimes will join the faculty at Syracuse's S.I. Newhouse School of Public Communications. She has more than 25 years reporting experience, 12 of them at the Washington bureau of the St. Louis Post-Dispatch. She covered an array of topics including local and national campaigns, health care, international trade, and the U.S. invasion of Panama.

"This is a dream job and I'm thrilled to have this extraordinary opportunity to contribute to journalism and journalism education," she said. "It's a privilege and a pleasure to be part of the Newhouse School and Knight Foundation, two outstanding examples of excellence."

Her academic experiences include serving as Ferris Professor of Journalism at Princeton University, visiting professor at the Newhouse School and as a fellow at the Shorenstein Center on the Press, Politics and Public Policy at Harvard University.



*Ed Wasserman*

Most recently, Grimes laid the groundwork for the new Scripps Howard School of Journalism and Communications at Hampton University. She also directed the Semester in Washington internship program for the Scripps Howard Foundation.

"In Charlotte Grimes we have a veteran Washington journalist with a particular perspective on political reporting; that is, she has always tried to make politics relevant to her readers by demonstrating how the decisions of politicians affect their daily lives," Newhouse Dean David Rubin said. "Good political reporting is a lot more than coverage of campaign fund-raising and election strategies. The most important political coverage occurs between elections, when the electorate should really be following what elected officials are, in fact, doing."

Wasserman replaces Hodges, who retires this summer after 43 years on the W&L campus in Lexington, Va..

In 2001, Wasserman became chief editorial officer of Prime-media Inc.-Media Central, which publishes 160 specialty magazines and newsletters



*Charlotte Grimes*

including Cable World, America Demographics, Folio and Kagan World Media.

From 1986 to 2000, Wasserman was CEO and editor-in-chief of the Daily Business Review, located in South Florida and owned by American Lawyer Media. He transformed the legal newspaper into an award-winning daily, covering business, finance, real estate and law.

Wasserman spent five years at The Miami Herald as deputy city editor, executive business editor and projects editor. He oversaw the paper's daily and weekend business sections and its highly regarded Business Monday supplement. He rejoined the Herald as a columnist three years ago.

"I couldn't design a better job than the Knight chair," said Wasserman, a 26-year journalism veteran. "This position brings together the odd choices I've made in my career working in both editorial and management at small trade publications and large daily newspapers."

Wasserman earned a doctorate degree from the London School of Economics in 1980. He also earned the French

equivalent of a master's degree in philosophy from the University of Paris I, Pantheon-Sorbonne, after receiving his bachelor's in politics and economics from Yale University in 1970.

Wasserman, a native of Washington, D.C., began his journalism career in 1972 as a reporter with the Montgomery County Sentinel in Gaithersburg, Md. He quickly advanced to management positions at the Casper Star-Tribune in Casper, Wyo., before joining The Herald.

Knight chairs inspire excellence in the classroom and the newsroom, according to Eric Newton, Knight's director of Journalism Initiatives.

"Charlotte Grimes will help both the current generation of political reporters and the next one find better ways to report accurately, fairly and with meaningful context," Newton said. "And Ed will continue the tradition established at Washington and Lee by his predecessor Lou Hodges, and shine a spotlight on ethical issues in journalism."

Since 1990, Knight Foundation has funded 17 Knight Chairs in Journalism at major U.S. universities, an investment of \$25.5 million. Grimes and Wasserman join such noted news professionals as William Raspberry, Sylvia Nasar, Haynes Johnson and Michael Pollan as chairholders.

For more on Knight Chairs, visit [www.knightfdn.org/journalism](http://www.knightfdn.org/journalism).

## ARRIVALS



**Linda B. Fitzgerald** is the new deputy director of the Community Partners Pro-

gram working with Joe Ervin, director of the program. Fitzgerald will assist with the administrative functions of the grant-making program that oversees long-term investments in the vitality of 26 Knight communities. Those duties include writing and editing, managing quarterly meetings and projects, program budgeting, and grant monitoring.

Fitzgerald most recently worked in Rio de Janeiro for the Brazilian subsidiary of Development Alternatives Inc., a Bethesda, Md., consulting firm specializing in international economic development. She managed a major multiyear research initiative in Latin America in addition to numerous other projects.

Fitzgerald obtained a master's degree in international marketing from the University of Maryland and a bachelor's degree in economics from George Washington University.

## DEPARTURES

Content Program Officer **Heidi Rettig** has left Knight Foundation to become a full-time consultant focusing on audience building and program development. Rettig joined the foundation in November 2001 after previously working for the Urban Institute in Washington, D.C.



**Denise Tom**, an award-winning editor and sports journalist, is the new Journalism

Initiatives Program Officer working with Eric Newton, director of Journalism Initiatives. Tom's 26 years in journalism include nine as a reporter for the Oakland Tribune, 10 as a reporter and seven as an editor for USA TODAY. She has covered virtually every major professional sport, the Olympics and college athletics.

In 1996, Tom won an Exceptional Merit Media Award for a project examining gender equity at NCAA Division I universities. That same year, she was nominated for a Pulitzer Prize for a project she led examining the sudden deaths of young athletes.

She was a founding member of the Association for Women in Sports Media and was a sports reporter at a time when women were barred from locker rooms.

## TRUSTEES



Knight Foundation Trustee **Cesar Alvarez** has been inducted into

the Miami-Dade Community College Hall of Fame. Alvarez, president and CEO of Greenberg Traurig L.L.P., an international law firm based in Miami, is one of 19 South Florida residents to be in the first class of inductees. Other honorees include actor Andy Garcia and U.S. Rep. Ileana Ros-Lehtinen (R-Miami).

## NOTABLE



**Tyrone Bumpus**, Knight's Information Technology Support

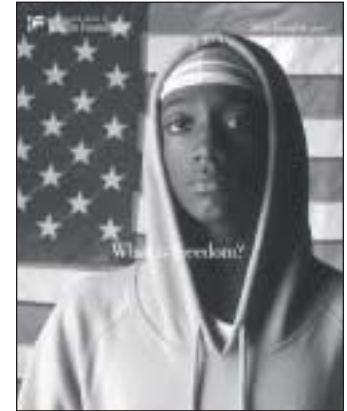
Specialist, has spent the last several months working as a U.S. Army reservist at Fort Stewart near Savannah, Ga. Bumpus, a staff sergeant, is replacing soldiers called to active duty in Iraq. He will return to Knight Foundation in January 2004.



Content Program Officer **Katherine T. Loflin** received her doctorate in social work this

spring from the University in North Carolina at Chapel Hill. She specializes in civic engagement issues.

## PUBLICATIONS



What *is* freedom? Knight Foundation's 2002 annual report asked the question and got surprising answers from people involved in journalism worldwide and in our 26 communities of interest. To get a copy, email [publications@knightfdn.org](mailto:publications@knightfdn.org)

## NEW ADDRESS



Knight Community Liaison **Alfredo Cruz** has moved to Tallahassee to be closer to

his work in the field.

All eight Knight community liaisons now live in one of the

26 communities the foundation serves.

Cruz had been shuttling from Miami to his Knight Foundation communities of Tallahassee, Fla., Biloxi, Miss., Myrtle Beach, S.C., and Columbia, S.C. He will be based at the relatively new Community Foundation of North Florida.

## FIRST QUARTER 2003 GRANTS\*

Program	Grants	Amount
Journalism Initiatives		
Journalism Education	5	\$ 4,660,000
Press Freedom	7	7,690,000
Diversity in Journalism	3	2,920,000
New Media	4	3,650,000
<b>Total</b>	<b>19</b>	<b>\$18,920,000</b>

\*Grants approved from Jan. 1, 2003 through March 11, 2003



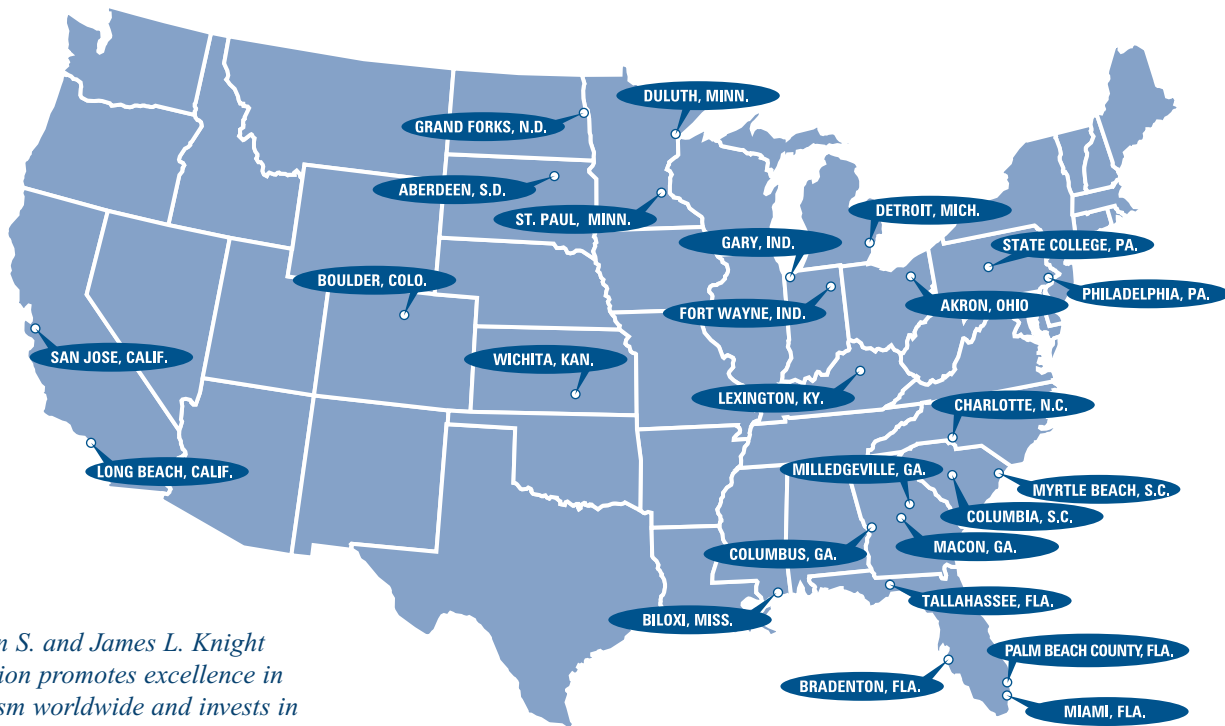
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## KNIGHT FOUNDATION COMMUNITIES