



wanted: asian american managers

ONE WINTER DAY IN 1984, William F. Woo stood outside the office of Joseph Pulitzer Jr. with an important message. In his hand, he held a document that outlined why he believed he should succeed Pulitzer Jr. as editor of the *St. Louis Post-Dispatch*. He knocked on the door and walked in.

BY TIM MARTIN
CHICAGO CHAPTER

"Mr. Chairman," Woo recalls saying in a formal tone of voice. "If you don't throw me out, I'd like to have your job."

The daring yet calculated move worked for Woo, who had been the paper's editorial page editor. Pulitzer Jr. listened and, after retiring more than a year later, he gave Woo his job. And so, nearly 25 years after Woo joined the *Post-Dispatch* as its only minority journalist, he became the first person not named by Joseph Pulitzer to serve as editor.

Woo's story has been the exception. Over the years, only a handful of Asian American journalists have risen through the ranks of their companies but none have reached such a high profile job.

At a time when women and African Americans have increasingly ascended to top-level newsroom management positions, Asian Americans have lagged behind. According to a recent study conducted by Northwestern University's Medill School of Journalism and AAJA, this is due to a low number of applicants, cultural stereotypes and the lack of participation in informal networks.

"I don't think anyone becomes an editor, regardless of background, if they don't have some luck..."

William F. Woo

American managers sink even lower: 1.3 percent with television and 2 percent for print. The numbers were calculated from the Northwestern/AAJA study that analyzed 30 media markets of large, medium and small sizes.

The study, which was funded by the *World Journal* and released in August at the UNITY: Journalists of Color conference, placed the responsibility for change on both journalists and their employers. News organizations need to become more flexible to different types of leadership styles, recruit more actively and identify prospective candidates. Asian American journalists need to seek out management training and express their desire for upper-level positions.

"Ultimately someone has to take a chance and say, 'You know what? I'm not positive this is going to work, but there's a good chance it's go-

ing to succeed, and let's just do it,'" said Joe Grimm, the recruiting and development editor at *The Detroit Free Press* since 1990. "I think there are people ready now and aren't being asked because too often we're still saying, 'Geez, we've never had anyone like this in that role before,'" he said.

In that sense, Woo and the *Post-Dispatch* represented an ideal example of how to climb the ranks. Woo, a three-time Pulitzer Prize finalist, was aggressive in declaring his aspirations, while management showed a commitment to helping him attain those goals.

"It doesn't take too many (hires) to start making a big difference—it's not like you have to replace the entire staff," said Stephen K. Doig, interim director of the Walter Cronkite School of Journalism and Mass Communications at Arizona State University, who over the last three years has conducted reports on newsroom diversity. "Because once you have hired somebody into your system then all those things, like mentorship, making sure minorities have the right opportunities to cover the right stories, fall into place."

At the heart of this issue is a difference of values between mainstream corporate America and traditional Asian culture, experts say. For example, many Asians will remain silent at a meeting if they agree on a topic, a quality that can be misinterpreted by the American business world as a lack of interest or disengagement, says Dinah Eng, a Gannett News Service columnist and director of AAJA's Executive Leadership Program. But too often, experts say, bosses hire people who remind them of themselves, a move that carries some potential problems, said Jill Geisler, the leadership and management group leader at the Poynter Institute. "It's one thing to say you remind me because we share the same values, standards," she said. "It's another thing to say it because we share the same leadership style."

But even third- or fourth-generation Asians may still run into cultural stereotyping, both in journalism and other job fields, said C. N. Le, chair of the Asian American studies program at the University of Massachusetts at Amherst. "There's still this lingering stereotype that many Asian Americans tend to be quiet, don't tend to be assertive and that they are a perpetual outsider," Le said.

To counter those cultural incompatibilities, AAJA for the last nine

CHIN q&a

BY SHARON PIAN CHAN
SEATTLE CHAPTER

CHRISTINE CHIN WAS HER high school newspaper editor when she heard Ted Turner declare newspapers a dying medium. So she abandoned print, thinking she would go into broadcast.



After working in entertainment and getting her business degree from Harvard though, she realized, "I had a much more serious streak in me." She returned to the ink-stained world—Chin is now publisher of the *Bellingham Herald*, a Gannett newspaper in Washington state with a circulation of

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charging into management

THIS YEAR marks my 10TH year anniversary with *Newsday* and my 12TH year working in journalism full time. Shortly after my arrival at *Newsday*, I was given a unique opportunity to work as a frontline editor half the week. Admittedly, that was probably the most difficult year-and-a-half of my career.



BY MAE CHENG
NEW YORK CHAPTER

At the time, I still had a strong desire to report, not to be chained to my desk or the telephone, and to learn or experience something new every day through my reporting. And truthfully, I cherished the freedom a reporter has to be out in the field, and I enjoyed the satisfaction of seeing my name on a byline, claiming a story as my own. So the two days a week I spent on the desk was excruciating.

Today, I'm a full-time assistant city editor at *Newsday*. And to my nice surprise, I truly enjoy my job.

As an editor whose work is rarely publicly credited in the newspaper, the rewards may seem minimal, but the satisfaction is nevertheless great. Every day, I feel that I make a greater contribution to the paper than I did on any given day as a reporter, and I truly believe I am making the paper better and stronger.

While I know that "crossing over to the dark side" is not for every one, as I visit newsrooms around the country in my capacity as AAJA president, I've realized that the need for more Asian Americans in management and news-making decisions is great. In the hundreds of newspapers and television stations around the country, there are only a couple of dozen Asian Americans in top management positions.

And so, I believe our greatest challenge as an organization in the next few years is together helping one another break through that glass ceiling and having more of our members in these top spots. We can't very well continue to complain about what's wrong at our news organizations if we all continue to sit on the sidelines.

Come January, AAJA will partner with Gannett newspapers to offer a mentor program that seeks to help people rise up in the management ranks. Come March, AAJA will convene its 14TH class of Executive Leadership Program participants. And come next October, we will celebrate the 10TH anniversary of ELP by gathering together as many of the program's 300 graduates as possible and helping to provide them with the extra skills they need to continue to move up the ladder at their news organizations.

I invite any AAJA member with thoughts of possibly entering the management ranks and those who are already in positions of leadership to take advantage of these programs and others that AAJA will continue to offer.

Our voices are still not heard often enough in newsrooms and we need to change that sooner rather than later.

Mae Cheng can be reached at Mae.Cheng@newsday.com

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30,000. "I always knew I wanted to be in the publisher's seat," she says.

After a Knight-Ridder management development program, she joined Gannett at *The Desert Sun* in Palm Springs as the director of market development, then became strategic development director for the *Reno Gazette-Journal* before moving to Bellingham. "Our business isn't just newspapering anymore," Chin tells *Dateline AAJA*. "We have to morph into a news and information service business."

Why do you think there aren't more Asian American managers? *Probably they didn't even know it was an option. Or when I was going to school, a lot of my Asian friends were looking at going into either their own business or becoming a lawyer, a doctor, an engineer, or a scientist. Or they were in the arts but they weren't looking always at corporations and they weren't looking at newspapers.* **What advice do you have for Asian American journalists who want to become publishers?** *Make sure that your boss knows that you have the interest. Make sure that you can demonstrate that you understand your job and can execute your current job really well. Volunteer or offer to be part of interdepartmental project teams when the opportunity comes up. It's not*

rocket science in terms of moving from the journalism side to the business side. On the business side what we're looking for are people who can think well, present well, articulate ideas well and execute well. The same skills journalists have, they just apply to a different audience. Did your parents have expectations of what you would do with your life? *My father was probably one of the first Asian community college presidents. He was the president of Los Medanos Community College in Contra Costa.*

"I always knew I wanted to be in the publisher's seat."

Christine Chin

My mom was a homemaker. They never really pushed me in a particular career direction other than to say, "If you do something you really love, that's what's important. Don't worry about money, don't worry about title, those things will come if you're doing something you really love because your career will advance." **What personal skills did you develop to get to where you are now?** *Creative strategic thinking. I had to develop good team-management skills. Really good communication skills because when you work interdepartmentally, you don't actually have authority over other people. I had to hone my people skills and be able to determine people's strengths and weaknesses and what they brought to the team.* **Any other advice?** *There is never a stupid question. I was in a meeting at one point with Tony (Ridder) and he asked a question and I said to him later, "I wonder if people thought you didn't know what was going on by asking that question." And he said, "I would rather they think that than make the wrong decision because I didn't understand something." The other thing is it's always better to be nice than to be mean. People like to work with nice people. One should never underestimate the value of a handwritten note or a thank you or a smile when you're making requests or making decisions or involved with a project. It sounds simple but some journalists tend to be a little hard-bitten and a little rough around the edges.*

Sharon Pian Chan covers higher education for the *Seattle Times*.

THE MAYNARD MANAGEMENT EXPERIENCE

By ARIC JOHNSON + KRISTEN GO

ARIZONA CHAPTER

SHIPPING HOME the two binders containing the notes from Maynard Management at Kellogg: **\$200. Total amount of scholarship money used by Aric Johnson and Kristen Go to attend MMK: \$23,500. Value of the MMK program: Priceless.**

There is little doubt the MMK program changed our perspective on our careers and the industry.

Before MMK, we lived in a bit of a vacuum. We were both old-school journalists, focused on our craft and its importance to effect change in the community. We believed the business side should be treated with healthy skepticism and as a necessary evil to accomplish our goals as journalists.

But we saw the light.

The month-long program is held at Northwestern University in Evanston, Ill. We joined five other journalists in this enriching experience. The program is very well run, focusing on intense learning but also the importance of becoming part of the Maynard family. It combined working journalists and consultants along with faculty from the prestigious Kellogg School of Management. The whole goal of the 19-year program is to give journalists the foundation they need to become senior-level managers.

We learned that although ethics must remain a cornerstone of journalism, we need to understand how the whole business functions. That there are ways to improve revenue while maintaining our standards. And we also learned the critical state of our industry. Circulation scandals have shaken our industry, and a circulation consultant said there will likely be more papers who will disclose problems. A talented human resources vice president showed us that in order to improve your staff, you need to test your own strengths and weaknesses and then try to understand their personalities so you can find the best approach to make them better. Although it's instinct to try to tap into what motivates yourself that doesn't always work on other people.

A former McDonald's corporate executive showed us that managing change in your newsroom requires significant planning, but if successful, you can minimize the number of people who resist.

We learned about accounting and how different industries can have radically different balance sheets.

The group took a tour of the *Chicago Tribune* printing presses and saw how new technology in sorting has allowed the paper to customize its inserts.

These lessons and discussions gave us a broader understanding of our industry and how it works. We have a better sense of a newspaper as a whole, how it operates and why it is critical we take another look at how the overall operation is structured.

The experience also opened our eyes to different career tracks. Before MMK, we might have considered continuing along the editing track. But now, we see other opportunities in the newspaper. That moving into the business side, with a journalist's mentality, could be good for us as well as the newspaper.

But we also learned more about ourselves and our relationships with people with different ethnic backgrounds. Although a weighty and sensitive issue, we learned a lot about those differences. And spending time in a program that traditionally targets African Americans (this was the first year Asian Americans were the majority), gave us a life experience that no lecture or book could possibly match.

The program demands seem high: a month off of work and \$12,000 for tuition. But the investment is well worth it. The program taught us to think about newspapers as a whole, not as a department. We learned about ourselves and how to lead and manage people.

And the perks are plenty: invaluable connections and friendships, a town filled with great restaurants and a daily view of Lake Michigan. Not to mention Chicago is a train ride away.

If you, or someone you work with, are interested in the program, go online at www.maynardije.org.

...IT'S INSTINCT TO
TRY TO TAP INTO
WHAT MOTIVATES
YOURSELF...

Aric Johnson is an assistant business editor at *The Arizona Republic* and received the AAJA *New York Times* fellowship to attend MMK. Kristen Go is a reporter at *The Arizona Republic* and received scholarships from the National Association of Minority Media Executives and The Freedom Forum to attend the program.



GANNETT PROGRAM TO MENTOR aspiring ASIAN AMERICAN EDITORS

BY ADEEL IQBAL
SAN FRANCISCO CHAPTER

AAJA recently announced a joint management mentorship program with Gannett Company, Inc. The pilot program, which will hold its first session at Gannett's corporate headquarters in Virginia in January, will match 10 mid-career Asian American journalists with Gannett men-

tors who are veteran newsroom managers.

The effort aims to promote management among Asian American journalists, as well as train aspiring managers for higher level positions, said Janice Lee, deputy executive director for AAJA.

"I think it's very valuable to get Asian Americans in high level positions," said AAJA President Mae Cheng. "News decisions are being made and we definitely need to have more of a voice there."

According to a recent study by Northwestern University's Medill School of Journalism, released this summer at the UNITY conference in Washington D.C., Asians lack representation at top management positions in newsrooms across the country.

Of the 30 media markets studied in the report, only one had an Asian television news director. No Asian editor-in-chief, executive news editor or managing editor was found in the newspapers analyzed. "We do believe diversified newsrooms are to the benefit of everyone and the benefit of the community," Lee said. "Having Asian Americans and Asian Pacific Islanders in these key positions is important to bring out different perspectives." Said Cheng: "We have a lot of members who are starting editors or maybe even higher up and we really want to move them toward becoming higher level managers. We hope this (program) will help them move higher."

Cheng began discussing the project idea with Phil Currie, Gannett's senior vice president for news, two years ago. The informal discussions slowly evolved into a complete mentoring program. "Our company philosophy is to increase diversity in our newsrooms wherever possible and however possible," he said. "It's important to us in terms of providing the content and the ideas for that content that can make us more inclusive."

The original application deadline for the mentorship program was October 11 but at press time, AAJA received only 6 applications. AAJA has since extended the deadline. Potential applicants wanted more time to complete the application and obtain letters of recommendation, Lee said.

But Lee was quick to caution that the low application rate does not mean a lack of interest. She attributed the low turnout to poor outreach and the program's tough criteria. "We have members who are interested in management," Lee said. "This is a very specific target level that we're talking about." Since the program is new, details are not yet set in stone, Lee said. AAJA will evaluate the program and then make improvements and expand. The focus will be on the mentor and participant, she said. "There's a personal relationship and we really draw from that," she said.

The Gannett initiative is only one of a number of AAJA programs to groom Asian American managers. There is the ten-year-old Executive Leadership Program, the Broadcast Mentor Program, and the AAJA/*New York Times* Mentor Program. "Things aren't going to change overnight," Lee said. "The mentorship program is just one effort."

Adeel Iqbal is a sophomore at the University of California at Berkeley. This past summer, he was a staff writer at *The Unity News* student newspaper project.

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years has trained more than 265 journalists in its Executive Leadership Program. The program offers sessions that help Asian American journalists define their goals and understand the power of corporate structures while looking at Asian cultural values, Eng said. According to the most recent numbers, 57 percent of the participants had received increased responsibility or a promotion after attending.

The journalism industry could also help by encouraging minorities to think about management positions before they open up. Some of the respondents in the Northwestern/AAJA study, particularly those from the small- or medium-sized markets, cited a lack of Asian American applicants.

But that argument is weak, Grimm said. "I think that answer is bull. If these positions are important—and they are—top executives need to be recruiting those positions long before they have an opening."

Recruiting and retaining a diverse management impacts news coverage and hiring, editors say. Leonard Downie, executive editor at *The Washington Post*, said the paper ran a series of stories concerning the Asian community

"It's now time to do the right thing because Asian Americans are the consumers."

Vaughn P. Benjamin

after two female Asian Americans presented to him their ideas. Janice Gin, associate news director at KTVU in Oakland, Calif., said her position has allowed her to have a voice in hiring a more diverse staff. *The San Jose Mercury-News*, one of the most diverse

newspapers in the country that has a number of Asian American managers, called out a presidential search committee at San Jose State University because it had named all-white finalists. The committee changed the process, selected new finalists including an Asian, whom they hired.

"The paradigm has shifted," said Vaughn P. Benjamin, chair of the National Association of Minority Media Executives. "This isn't about doing the right thing because it's the right thing to do in terms of legal reasons; it's now time to do the right thing because Asian Americans are the consumers."

Tim Martin is a junior at Eastern Illinois University. This past summer, he was a staff writer at *The Unity News* student newspaper project.



AAJA and the United Nations Development Programme (UNDP) selected two AAJA members to cover the Pan-Asian Youth Leadership Summit, September 19-21, 2004. Sonia Krishnan and Eiji Yamashita were selected from among more than 20 journalism professional and student applicants ages 18-30 to report on the summit in Hiroshima, Japan. The goal of the summit was for Asian and African youth leaders to work together to build an international network of youth working collaboratively to address some of the most critical and pressing global and regional issues. Visit the AAJA web site at www.aja.org to read Sonia Krishnan's perspective on the Summit.

Asian youth get their voices heard in Japan

HIROSHIMA, Japan—In a Japanese industrial city that was resurrected after war as the mecca of peace, young leaders from across Asia found themselves gazing hard at the future.

In Hiroshima, a group of Asian Pacific youth leaders, mostly representing struggling places of the world, were hoping to turn a situation around for their countries as they gathered for the Pan-Asian Youth Leadership Summit in September. Eliminating poverty, improving environment, preventing HIV/AIDS, raising literacy levels, protecting gender equality and peace—these are some of the tough issues the youths tackled over the three-day meeting to find unified visions for solutions. This was an attempt to map out ways to achieve the United Nations' Millennium Development Goals, an agenda for improving lives and a global commitment to results by 2015.

The summit may be over, but the work has only begun. The real test comes when these youth put these words into action back home. When the apathy of the younger generation is recited in the daily news, the task appears more like a pursuit of a fleeting goal.

But Pham Thi Thanh Nhung, a 22-year-old green activist from Vietnam who was among the nearly 80 summit delegates, said she is undaunted by the challenge. Nhung pointed at herself and said she is a living proof of hope. "When I was a freshman in my university, I was a shy, quiet girl." In other words, Nhung was once blurred in a typical college campus landscape. No more. Today, Nhung heads the first youth environmental advocacy group organized in Vietnam.

However, this metamorphosis did not happen overnight. It took repeated exposure to the message of environmental advocacy, she said. For her, the catalyst was her friends who daily showed her ways to protect the environment through picking up the trash on a beach and carrying out a street cleanup on weekends. Gradually, Nhung said she was nudged toward activism. "In my situation, it wasn't only one push after another," Nhung said. But she admits it's not everyday that she can influence people, especially in a country like Viet-

nam, where enough social problems, like poverty, persist.

Still, Nhung believes youths can change just as she did. "They might not have reached the time they are ready for action," Nhung said, "but if somebody trusts you and encourages you and if you interact with someone who has a strong conviction and passion, that is gradually passed onto you. It will somehow work, but it will take time."

"Mobilizing the Next Generation" — the slogan — was chanted throughout the summit. In essence, activating the youths and engaging them in history making presented a goal in itself. In 10 years, most of these young men and women who took part in the summit will reach the age, and will probably be in power, to make changes. By then, all these talks about improving people's quality of life must bear results.

Asia—where most of the world's youth reside today—represents a hemisphere vastly diverse in ethnicity, cultures and geography. This is the region where virtually every major religion is practiced and more than 2,000 languages spoken. The Asian landscape presents a contrast with the highest peak in the world, as well as some of the lowest points on earth not covered with water. In other extremes, some of the richest countries and the poorest in the world are here.

Problems facing Asia are just as diverse. Civil instability and violence continue in Afghanistan and Kashmir. Environmental crises, such as deforestation in Nepal and arsenic poisoning among villagers in Bangladesh, persist. Proliferation challenges are posed by the nuclear powers of India and Pakistan. And a new wave of terrorism threats is felt in Indonesia. Depressing issues aren't confined to developing countries. They are hitting right in the heart of the developed countries, such as Japan, where emerging youth violence and mental health concerns make frequent headlines.

This is the glimpse of the world today's

BY EIJI YAMASHITA
SAN FRANCISCO CHAPTER

young generation in Asia will inherit in the coming years. In his speech at the Hiroshima summit, UN Under Secretary-General Maurice Strong said there is a lot to learn from the experience of Hiroshima. "Displaying resilience and ingenuity, the people brought Japan back," Strong said. "No country has a greater stake than Japan" in seeing Asia fulfill its potential, he said.

As far as Strong is concerned, today's Asia Pacific region emanates a ray of hope. "The axis of the world is shifting to Asia," said Strong. "Most of the youths in the world are located here." In fact, four out of the five most populous countries are in Asia and the Pacific. It is not just the demographics that make Asia the center of gravity. Asia also has the fastest growing economies in the world, exemplified by the rise of China.

But the growth potentials are at a reciprocal relationship with the environment, poverty, education, and health as well as gender and political issues. Strong, too, spoke of the irony facing Asia: development at the price of environmental degradation or poverty in the midst of technological sophistication and growing international commerce.

Strong takes an alarmist approach to the issue. "The longer we take to make changes, the more and more difficult it will be," Strong said. "We can't delay any longer."

Asia's future, Strong said, can be guided by a "new inertia" built around the Millennium Development Goals. This was the second round in a series of regional youth leadership summits. The Hiroshima summit rode upon the momentum gathered in Dakar, which is now rolling its way to Rio de Janeiro early next year for the Pan-American summit.

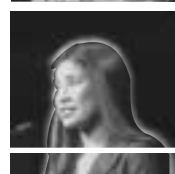
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Maurice Strong

Eiji Yamashita is a reporter for *The Hanford Sentinel*, California.



D I M S U M

Washington, D.C.

The Washington, D.C. chapter is jumping right back into the game after the highly successful UNITY convention. The members and officers helped with countless aspects of UNITY, from organizing panels and stuffing bags to organizing together the much-talked about Diversity in the Washington Press Corps project. DC membership now brims around 240. This autumn, **Amy Alipio** from *National Geographic Traveler* Magazine organized a panel of editors and writers who talked about how to break into magazines. The chapter organized a fall family day, hoping to increase outreach to mid-career journalists.

New England

AAJA New England has had a busy few months. In August, fourteen chapter members and friends headed out to Fenway Park to take in a Red Sox game for its first-ever AAJANE Fenway Day, raising money for its scholarship program in the process. In September, chapter treasurer, Certified Financial Planner, and radio host **Dolores Kong** held a seminar for all interested members and friends called "How to Survive and Even Build Wealth on a Journalist's Salary." In October, twenty people gathered at the *Boston Globe* for a "Rise and Shine" breakfast and talk with the *Globe's* Spotlight Team, a Pulitzer Prize-winning group of reporters. In November, we plan to hold an art gallery reception and talk at MIT's List Visual Arts Center, and in December, we will get together for a holiday dinner.

New York

AAJA-NY hosted its annual softball and picnic in Central Park in July. In the annual friendly rivalry, the print team (aka "Hot Type") bested the broadcast team (aka "B-Roll") 16-2 in a five-inning game. In the second round, final score was Hot Type 9, B-Roll 3. The chapter also organized a

"How to Land an Internship" panel in September at New York University as a way to welcome back students. And the chapter co-sponsored a "Moving Up the Masthead" panel in October with the American Society of Magazine Editors to help magazine journalists navigate the political landscape. The chapter was also proud to host an elegant dinner at the Waldorf-Astoria on Nov. 17 to kick off AAJA's national endowment campaign. (For more on the Endowment, visit our web site at www.ajaa.org)

Philadelphia

AAJA-Philadelphia hosted a Student Pizza Night Oct. 21 at the *Philadelphia Inquirer*, drawing more than 80 students from the Philadelphia region. Thanks to the meticulous planning of Membership Coordinator **Tina Kim** (Fox29 reporter), we were able to get nearly 20 new members to sign up. The Philadelphia Association of Black Journalists, National Lesbian and Gay Journalists Association and National Association of Hispanic Journalists co-sponsored the event. AAJA broadcast members **Nydia Han** (ABC-6), **Denise Nakano** and **Aditi Roy** (both of NBC10) spent several hours with students interested in journalism careers. **Alan Tu** (senior producer for PBS Radio Times), gave students an insight on a career in radio. The event gave our chapter a much-needed infusion of student membership as we continue to be one of the fastest-growing chapters in AAJA. Tina Kim has capped off a busy October by moderating an Asian political panel co-sponsored by AAJA-Philly and the National Association of Asian American Professionals. On October 26, the debate, which featured **Jan Ting** of Temple University and **Tsiwen Law**, an Asian American Democratic leader in Philadelphia, discussed how each party would benefit the Asian community. AAJA and community members attended the spirited discussion.

student program



my J camp experience

BY JAIME HWANG
BELLEVUE, WA

Story-telling used to be my favorite pas-time. My parents used to tell me I should either be an anchorwoman, teacher, or professor because I liked to talk so much. That is why I got

into the radio business. For the past four years, I have been hosting and producing a weekly evening show. It is my passion.

If there is one thing that I learned from my J Camp experience, it would be summarized in one word: *passion*. It is the underlying foundation of becoming a good journalist. Attending a prestigious journalism school, interning at the *Washington Post*, even reading the newspaper everyday won't make you a good journalist unless you have the drive, the curiosity, the desire to delve into people lives and divulge secrets the world should know.

The week-long program made my crackling passion ignite into full-fledge flames. With the appearance of the nation's most successful journalists as mentors, and viewing several TV shows being filmed, varying stories were heard; the journalists' stories. Some stories were inspirational, some humorous, but all were honest. Journalism isn't an easy career choice. It provides a unique lifestyle once adopted—a lifestyle filled with excitement, intrigue, and communication—three essential factors in preserving youth. No wonder journalists all seem so young to me!

All the J Campers were split off into specific groups that targeted everyone's strengths and interests. I was placed in the broadcasting group. To me, it was radio simplified, yet far more complicated. When anchoring or voicing over, everything needed to be succinct. However, the behind-the-scenes work was far more complex than simple sound-board manipulation. Camera, lights, and action! It was nothing like I had imagined, and it made me realize I eventually wanted to transition into broadcasting.

The people of J Camp were down to earth and friendly. Both the J Campers and the guest speakers were open and realistic. United by similar journalism interests and also typical teenage issues, J Campers from all across the nation bonded instantly.

Returning home to Washington state, I realize a number of things besides the drastic weather difference, and the familiarity of having a Starbucks on every corner. For one thing, my mindset has broadened for the better. Associating with such a diverse group of people, who each contributed distinct opinions, ideas and comments made me more accepting than ever before. I could not have asked for a better way of spending that priceless week of my 2004 summer. A week seemed too short a time span to really develop any sort of connection with people, or pick up important life skills or aspirations. J Camp undoubtedly proved all my thoughts wrong. J Camp was a turning point in my confusing teenage life. It has given me direction, valuable knowledge, and most of all, an unforgettable memory.

PROFESSIONAL PROGRAMS

Executive Leadership Program Introductory Session. March 9-13, Miami, FL. ELP helps participants gain valuable skills in identifying newsroom dynamics and a broadened perspective of the role of leadership in the newsroom. The deadline to apply will be in mid January 2005. For more information about these and other professional programs, visit our Web site or email Albert Lee at albertl@aja.org.

STUDENT PROGRAMS

Student scholarships, internships and grants application deadlines are approaching. All applications are available on our web site. For more information about these and other student programs, visit our Web site or email Lila Chwee at lilac@aja.org

AP INTERNSHIP	11/15/04
SPORTS JOURNALISM INSTITUTE	1/03/05
COX REPORTING INTERNSHIP	2/28/05
SIANI LEE BROADCAST INTERNSHIP	3/07/05
CONVENTION STUDENT PROJECTS	3/07/05
NPR INTERNSHIP	3/07/05
SCHOLARSHIPS	4/08/05
INTERNSHIP GRANT FOR BROADCAST	5/16/05
INTERNSHIP GRANT FOR PRINT/NEW MEDIA	5/16/05
STAN CHEN INTERNSHIP GRANT	5/16/05



AAJA

FACTS & FIGURES

\$2 Million

AAJA's \$2 million endowment that is designed to ensure that even during the worst economic years, AAJA will be able to continue offering needed programs to meet the organization's goals of fair and accurate coverage of AAPI communities and greater representation in America's newsrooms. Make a donation online at www.aja.org

2,320

AAJA's 2004 membership hit 2,320, setting the highest-ever record in the organization's 23-year history.

\$900,000

To date, AAJA has awarded close to \$900,000 in scholarship funds to assist approximately 400 students pursuing a career in journalism.

\$100

Membership fee for full and associate journalists who choose to sign up for a two-year membership.

MINNESOTA & AAJA:

HOTTER THAN YOU THINK

Save the date! AAJA's 17TH Annual National Convention will take place in Minnesota's Twin Cities (St. Paul, Minneapolis), August 17-20, 2005 at the Hyatt Regency Minneapolis. Visit our web site at www.aja.org for updates and information.

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