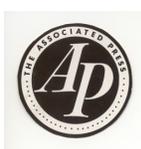


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The rise of women in the AP



Pictured at 1985 management seminar, from left: Margy McCay, Julie Dunlap, Wick Temple, Debra Hale, Ruth Gersh, Mary Anne Rhyne, Peg McEntee, Mary MacVean, Carolyn Lumsden, Kristin Gazlay, Diana Jensen, Deb Riechmann, Laura Wilkinson, Elaine Hooker, Sue Cross, Fran Richardson, Margaret Haberman, Dorothy Gast Abernathy, Marjie Anders, Joyce Venezia, Audrey Lee, Martha Waggoner, Kelly Tunney and Paul Stevens.

By PAUL STEVENS
Connecting Editor

Back in the day, not that many years ago, The Associated Press was a male-dominated organization, reflecting the industry it served.

At my first bureau chief meeting, most all the chiefs were men and the headquarters staff that directed us was almost totally male, with the exception of **Kelly Smith Tunney**, later the AP's first female vice president.

When **Katharine Graham** of The Washington Post was elected to the AP board of directors, legend has it she looked toward the wall where AP executives sat in the boardroom on the seventh floor of AP headquarters at 50 Rockefeller Plaza. Where are the women executives, she asked. *Are there any women in AP?*

While I believe the AP and the industry still have a ways to go, the leadership role of women in The Associated Press - and the news industry as a whole - has improved greatly since the time the photo above was taken at one of two back-to-back meetings held Sept. 8-12, 1985, in Kansas City.

Playing a key role in the change were meetings of women already in, interested in or with potential for management positions in the AP that were headed by Vice President/Human Resources **Wick Temple**, director of personnel **Margy McCay** and Assistant General Manager **Kelly Smith Tunney**.

As Kansas City bureau chief, I was honored to help host the meetings. A vivid memory of the meeting was one night when the group went to dinner at a well-known Kansas City restaurant. I was the only man in the group, headed by Kelly, and when it came time for the bill, the waiter brought it to me without asking who should accept it. Kelly smiled politely at the waiter, took the bill and paid it. A sign of the times.

Fast forward 30 years, and five in the photo are still working for the AP: **Ruth Gersh** (director of Global Product Operations, New York), **Kristin Gazlay** (vice president and Top Stories director, New York), **Diana Jensen Heidgerd** (Dallas breaking news supervisor), **Dorothy Gast Abernathy** (Mid-Atlantic chief of bureau, Richmond) and **Deb Riechmann** (foreign affairs reporter, Washington).

Margy McCay, who served many years as AP's director of personnel, provides this background on the meeting:

On July 1, 1983, the AP began operating under a five-year consent decree that settled class-action lawsuits alleging race and sex discrimination at the AP. The plaintiffs were the federal Equal Employment Opportunity Commission, the Wire Service Guild and seven women who worked for the AP: Shirley Christian, Ginny Pitt, Rachelle Cohen, Peggy Simpson, Fran Lewine, Maureen Connolly and Ginny Tyson.

As part of the settlement of the suit, the AP made many changes in its hiring and

promotion of women and minorities, some of the most visible being job posting and the minority internship program. The AP also established a training fund to encourage women to assume administrative positions, and costs of the Kansas City meetings were paid using money from that fund.

When Fran Lewine died in 2010, it was noted in one remembrance of her career that the AP lawsuit, coupled with one against the New York Times, put the news business on notice that it had to hire, promote and pay women fairly. The AP suit also had impact because so many AP stories appear in newspapers across the country, thus more women's bylines started appearing in those papers from the wire service's many bureaus.



(This 2007 photo shows Fran Lewine flanked by Edie Lederer, left, and Linda Deutsch.)

One thing the women felt strongly about was that all AP managers or potential managers - not just women - needed training, and the following March (1986) was the first of the management training seminars organized by Human Resources.

Margy said there are many people who deserve credit for helping the AP become a more diverse and inclusive organization, including the seven "named plaintiffs:" - "those brave women whose names appear in the lawsuit that resulted in the consent decree.

"But the name that stands out for me is Kelly Tunney, a hero to me and to many other women who joined the AP in the 1970s, when it was still not a particularly welcoming place.

"In addition to her journalistic achievements, Kelly was on the team that helped negotiate the consent decree, and I was honored to succeed her in Personnel and help

implement that ground-breaking agreement.

"I remember meeting her when she made a bureau visit to Des Moines, and I remember thinking what a smart, professional, caring person she was. She sent me (and many others) encouraging notes, and she was the one I reached out to when I finally decided I was ready for a move out of Iowa."

Margy left Des Moines for Providence, and then New York less than a year later, where she succeeded Kelly in Personnel when Kelly was named head of the AP's new Corporate Communications department.

Much has changed for women in the AP since those days.

A list of "first" accomplishments

Ye Olde Connecting Editor will always remember the rule drummed into him by many editors over his AP years - Never use "Firsts" unless you are absolutely certain. Well, here goes anyway, alphabetically:

Tad Bartimus (right) was the first woman to be chief of bureau, in Anchorage, followed a year later, in 1976, by **Nancy Shipley**, chief of bureau in Nashville. Tad was also the first woman to be a special correspondent.



Kathleen Carroll was the first woman to be executive editor.

Lorraine Cichowski was the first woman to direct the Technology Department.

Sally Jacobsen was the first woman to be international editor.

Edie Lederer was the first woman to be foreign bureau chief, in Peru.

Nancy Shipley was the first woman to be broadcast executive.

Terry Taylor was the first woman to be national sports editor.

Kelly Smith Tunney was the first woman to be Assistant General Manager and later the first woman to be an AP Vice President.

Suzanne Vlamis was the first woman to be a daily news photographer - "important," Kelly said, "because the equipment in those days was so heavy and bulky that many thought a woman couldn't handle it on the run."

Kelly noted: "The naming of "firsts" is tricky because after the suit, titles began changing, as they have again in recent years - some eliminated and some added, and job descriptions changed as well to better reflect the development of the company."

"There were many trail blazers over the years and they all deserve recognition. In the creation of titles, we eventually had many other firsts."

Example: When AP President and CEO **Tom Curley** created the first Regional Vice President positions in 2003, they included **Sue Cross**, who later became a Senior Vice President before leaving AP earlier this year, and **Linda Stowell**, who served in the position until her death in 2011.

In AP bureaus, there were similar "firsts" as the advancement of women in management continued to build. In Kansas City, where I worked for many of my years with AP, the first female bureau chief in the bureau's 100-year-plus history was **Beth Grace**, who had been Albany chief of bureau. Today, Beth is executive director of the North Carolina Press Association.



On a sad note, in 1993 **Sharon Herbaugh** (left) became the first female bureau chief for the AP to die while on assignment, while covering Afghanistan. Twenty-one years later, in April 2014, AP photojournalist **Anja Niedringhaus** was killed while on assignment in Afghanistan and AP journalist **Kathy Gannon** was badly injured.

Women in key roles of today's AP

Since the founding of The Associated Press in 1846, all of the presidents of the news cooperative have been men.

The first woman to serve as chairman of the AP board of directors, **Mary Junck**, right, chairman and CEO of Lee Enterprises, was elected to that position in 2012.

Today, women occupy many leadership positions in the AP. Among them, listed alphabetically:

Dorothy Abernathy, Mid-Atlantic Chief of Bureau, Richmond
Kia Breaux, Iowa-Kansas-Missouri Chief of Bureau, Kansas City
Jessica Bruce, Senior Vice President, Human Resources
Kate Butler, Vice President for Membership and Local Markets
Sally Buzbee, Vice President and Chief of Bureau, Washington
Traci Carl, Regional News Editor-West, Phoenix
Kathleen Carroll, Senior Vice President and Executive Editor



Lorraine Cichowski, Senior Vice President and Chief Information Officer
Ellen Fegan, Vice President, Internal Audit
Kristin Gazlay, Vice President and Managing Editor (Director of Top Stories)
Ruth Gersh, director of Global Product Operations, New York
Ellen Hale, Senior Vice President, Corporate Communications
Sally Hale, Pennsylvania-New Jersey Chief of Bureau, Philadelphia
Joyce J. Jones, Vice President, New Products
Karen Kaiser, Senior Vice President, General Counsel
Valerie Komor, Director of Corporate Archives, New York
Lisa Pane, Regional News Editor-South, Atlanta
Eva Parziale, Regional Director-East
Ebony Reed, Director of Digital Business Development
Karen Testa, Regional News Editor-East, Philadelphia
Daisy Veerasingham, Senior Vice President, Revenue, International
Michelle Williams, Director of Major Accounts



AP executive editor Kathleen Carroll

Connecting would welcome your thoughts or memories that you might like to share on this subject, as well as any omissions I might have made. Please send them to me for use in the newsletter.

AP reporter gets some Hollywood stunt training

INGLEWOOD, Calif. (AP) - EDITOR'S NOTE: In reporting her story on the upcoming action film "John Wick," the author gets into a shootout - Hollywood style - and lives to tell about it.

By SANDY COHEN
The Associated Press

After a quick gun-safety lesson at a Hollywood stunt studio, I was ready to start shooting.

I have no experience with weapons. Yoga feels like a stunt to me.

Yet there I was, blasting away bad guys like I knew how. This one's coming from behind, blam! I see you there on the side. Let me grab your gun, quick shoot you in the neck, then twist your arm and flip you into this stack of boxes.



Housed in a warehouse near Los Angeles International Airport, 87Eleven Action Design specializes in creating action sequences for blockbuster movies. Founded by two veteran stuntmen - Chad Stahelski and David Leitch - the company boasts a staff of experts in weapons, martial arts and gymnastics who transform actors - and even this mild-mannered reporter - into action stars.

Keanu Reeves spent three months working with 87Eleven's team to prepare for his action lead in the upcoming "John Wick," Stahelski and Leitch's directorial debut in which Reeves plays a smooth-as-silk contract killer looking for revenge.

The stunt team gave me a mini version of Reeves' action-star training. It began with weapons. Stahelski showed off a real 9 millimeter, a few realistic-looking air guns and a rubber pistol. Air guns work well for action scenes because they allow close-range shots, he said. They emit harmless puffs of air.

Weapons expert Thayr Harris demonstrates how to discharge and replace ammunition magazines and assume a proper shooting stance. I'm clunky and slow, though we practice a dozen times.

Choreographer Jackson Spidell explains the sequence: An assailant jumps out in front of me, and I blast him. Just then I notice someone off to the side who's aiming at my head. I drop to my knee and shoot him in the stomach. As he's falling, I give him one more round in the face. Another killer sneaks in from behind, so I wrap my arm around my chest and fire at him from behind my back.

"Stop smiling," Stahelski tells me.

Performing with the stuntmen felt like attempting ballet with a troupe of sculpted professionals. If I did all the moves I'd learned, each of the stuntmen would appear to die dramatically by my gunfire, just like in the movies.

Stuntmen armed with prop pistols start attacking as planned, and I execute the routine we practiced- step left, drop to knee, look over the shoulder, firing, firing, firing. In 30 seconds, I've slain all three men and walk victoriously out of frame.

Everyone agrees Reeves did it better.

AP's chief White House correspondent marries

From The New York Times wedding section, shared in today's Mike Allen's Politico Playbook:

Julie Pace and Michael William Ferenczy were married Saturday at Oatlands Plantation in Leesburg, Va. Erik Moskowitz, a friend of the couple who became a Universal Life minister for the occasion, officiated.



The bride, 32, is keeping her name. She is the chief White House correspondent for The Associated Press in Washington. She graduated from Northwestern.

She is a daughter of Diane M. Pace and James J. Pace of Amherst, N.Y. The bride's father owns I.G.S. Landscaping, a lawn care company in Amherst. Her mother is a radiology supervisor at the

D.I.A./Invision Health, a radiology practice in Williamsville, N.Y.

The groom, 35, is a postdoctoral fellow at the National Institutes of Health in Bethesda, Md., where he researches the JC virus, a type of human polyomavirus, in the laboratory of molecular medicine and neuroscience at the National Institute of Neurological Disorders and Stroke. He graduated from Tufts and received a Ph.D. in molecular virology and microbiology from the University of Pittsburgh School of Medicine.

He is a son of Elisabeth M. Ferenczy of East Aurora, N.Y., and the late William J. Ferenczy, and a stepson of Dr. Richard T. Cheney. The groom's mother is the senior department administrator for clinical operations at Roswell Park Cancer Institute in Buffalo, where the groom's stepfather, a pathologist, is the chairman of the department of pathology and laboratory medicine. The groom's father owned a medical packaging equipment distribution company in Hamburg, N.Y.

Stories of interest

[Legendary war photographer Dickey Chapelle back in focus](#) (Paul Colford)

After talking her way onto Iwo Jima during one of the famous battles of World War II, Dickey Chapelle recalled hearing the buzzing of wasps as she stood on a rocky outcrop snapping photos of Marines.

The Marines later told her there were no wasps on Iwo Jima. But there were Japanese snipers. The sounds she heard were enemy bullets whizzing by her head.

On assignment for a women's magazine, the Shorewood native was supposed to be covering the efforts of Navy nurses saving lives on a hospital ship anchored off the South Pacific island.



She wanted to get to the front lines, and persuaded the military to take her ashore.

Her fearlessness led to an impressive career covering the world's hot spots for two decades. One morning in November 1965 as Chapelle photographed a U.S. mission in Vietnam, a Marine walking in front of her tripped a booby trap. The explosion blew shrapnel into Chapelle's neck. She died within minutes.

A famous photo snapped by Associated Press photojournalist Henri Huet, who would die in Vietnam a few years later, shows a Navy chaplain performing the last rites for Chapelle. She was 47 - and the first American woman correspondent killed in action.

In anticipation of the 50th anniversary next year of Chapelle's death, the [Milwaukee Press Club is inducting her into its hall of fame](#) on Oct. 24. A book of her photos will be published next spring by the Wisconsin Historical Society Press. A playwright in California is writing a play about her. The Milwaukee Press Club is working with University of Wisconsin graduate students on a project to track down military members and journalists who interacted with Chapelle.

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[So We Beat On: Another Year in the Hot Seat](#)

ANOTHER year has come and gone in my stint as public editor, which began in September 2012.

Or, to use another measure, that's about 45,000 emails - more than 800 a week. Times readers have written to me on topics ranging from the global (whether to show images from ISIS videos) to the local (credit to other publications in New Jersey's "bridgegate"). They've shared their views on the serious (a report on torture) to the silly (a trend story on monocles).

Some of the reader complaints or requests make their way into my blog posts or Sunday columns, often with responses from editors and reporters. Others result in behind-the-scenes conversations with desk editors, including those in charge of corrections or departments such as business or Washington news.

Still others are sent, sometimes with comment, to editors or writers. Some are responded to directly. But this much is certain: All are read and considered. (My assistant, Jonah Bromwich, gets first crack at the daily email queue, and he deserves many thanks here.)

Let's review a few of the overarching topics and where they stand.

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[Why some newspapers are abandoning endorsements](#)

DETROIT, MI - The newspaper endorsement: It's a hardy trademark of election season, a platform for editorial boards to dispense their wisdom, even a source of information for data journalists.

But the traditional endorsement is increasingly being tinkered with-or dropped altogether. Dozens of newspapers have stopped making endorsements over the last two election cycles, often citing doubts about their impact and fears that, in a polarized era, endorsements put the credibility of the paper's political coverage at risk.

Meanwhile, publications that continue to endorse are trying out new approaches, from live-streamed candidate interviews to full-fledged public events. The changes amount to a minor experiment in how and whether an old form can be made to matter in a new media and political environment.

Today in History

By The Associated Press

- On Oct. 20, 1944, during World War II, Gen. Douglas MacArthur stepped ashore at Leyte in the Philippines, 2½ years after saying, "I shall return." The cities of Belgrade and Dubrovnik were liberated by Russian and Yugoslav troops. The Guatemala Revolution took place as student and military leaders overthrew the military dictatorship. A series of gas storage tank explosions and fires in Cleveland killed 130 people.
- In 1714, the coronation of Britain's King George I took place in Westminster Abbey.
- In 1803, the U.S. Senate ratified the Louisiana Purchase.
- In 1914, "Stay Down Here Where You Belong," an antiwar song by Irving Berlin, was published by Waterson, Berlin & Snyder Co. in New York.
- In 1936, Helen Keller's teacher, Anne Sullivan Macy, died in Forest Hills, New York, at age 70.

- In 1947, the House Un-American Activities Committee opened hearings into alleged Communist influence and infiltration in the U.S. motion picture industry.
- In 1964, the 31st president of the United States, Herbert C. Hoover, died in New York at age 90.
- In 1967, seven men were convicted in Meridian, Miss., of violating the civil rights of three slain civil rights workers.
- In 1968, former first lady Jacqueline Kennedy married Greek shipping magnate Aristotle Onassis.
- In 2011, Moammar Gadhafi, 69, Libya's dictator for 42 years, was killed as revolutionary fighters overwhelmed his hometown of Sirte and captured the last major bastion of resistance two months after his regime fell.

Today's birthdays: Actor **William Christopher** is 82. Japan's Empress **Michiko** is 80. Rockabilly singer **Wanda Jackson** is 77. Former actress **Rev. Mother Dolores Hart** is 76. Singer **Tom Petty** is 64. Actor **William "Rusty" Russ** is 64. Actress **Melanie Mayron** is 62. Retired MLB All-Star **Keith Hernandez** is 61. Sen. **Sheldon Whitehouse**, D-R.I., is 59. Movie director **Danny Boyle** is 58. Former Labor Secretary **Hilda Solis** is 57. Actor **Viggo Mortensen** is 56. Rock musician **Jim Sonefeld** (Hootie & The Blowfish) is 50. Political commentator and blogger **Michelle Malkin** is 44. Actor **Kenneth Choi** is 43. Rapper **Snoop Lion** (formerly Snoop Dogg) is 43. Singer **Jimi Westbrook** (country group Little Big Town) is 43. Country musician **Jeff Loberg** is 38. Actor **Sam Witwer** is 37. Actor **John Krasinski** is 35. Rock musician **Daniel Tichenor** (Cage the Elephant) is 35. Actress **Katie Featherston** is 32. Actress **Jennifer Nicole Freeman** is 29.

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