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VITAE

EDUCATION

MICHIGAN STATE UNIVERSITY

East Lansing, Michigan

- Awarded two Bachelor of Arts degrees in 1975 at age 20. Member of Honors College, which includes only the top 10 percent of Michigan State University students. (Note: This was *not* a double major — one bachelor's degree is in English and the other is in Journalism)

CHASE COLLEGE OF LAW

Northern Kentucky University

- Doctorate in Law granted in 1984 and licensed by the Ohio Supreme Court in the same year for the practice of law.

TEACHING

RECAPITULATION OF COLLEGE COURSES TAUGHT

1991 TO PRESENT

At the University of Cincinnati:

2019-2020

Autumn semester

Reporting & Writing JOUR 2010 18 students enrolled

Editing JOUR 2010-001 18 students enrolled

Editing JOUR 2010-002 18 students enrolled

Spring semester

Reporting & Writing JOUR 2010-001 11 students enrolled

Reporting & Writing JOUR 2010-002 13 students enrolled

Editing JOUR 2040 10 students enrolled

2018-2019

Autumn semester

Reporting & Writing JOUR 2010 18 students enrolled

Reporting & Writing JOUR 2010 10 students enrolled

Editing JOUR 2010 13 students enrolled

Spring semester

Reporting & Writing JOUR 2010 5 students enrolled

Media, Law & Ethics JOUR 2020 44 students enrolled

Editing JOUR 2040 18 students enrolled

2017-2018

Autumn semester

Reporting & Writing JOUR 2010 17 students enrolled

Media, Law & Ethics JOUR 2010 59 students enrolled

Editing JOUR 2040 18 students enrolled

2016-2017

Autumn semester

Reporting & Writing JOUR 2010 22 students enrolled

Reporting & Writing JOUR 2010 18 students enrolled

Editing JOUR 2030 20 students enrolled

Spring semester

Reporting & Writing JOUR 2010 14 students enrolled
Media, Law & Ethics JOUR 2020, 39 students enrolled
Editing JOUR 2040 24 students enrolled

2015-2016**Autumn semester**

Reporting and Writing JOUR 2010, 20 students enrolled
Reporting and Writing JOUR 2010, 21 students enrolled
Editing, JOUR 2040, 18 students enrolled

Spring semester

Editing, JOUR 2040, 18 students enrolled
Reporting and Writing JOUR 2010, 20 students enrolled
Reporting and Writing JOUR 2010, 20 students enrolled
Media Law and Ethics JOUR 2020 001 35 students enrolled

2014-2015**Autumn semester**

Editing, JOUR 2040, 18 students enrolled
Editing, JOUR 2040, 18 students enrolled
Reporting and Writing JOUR 2010, 18 students enrolled

Spring Semester

Editing, JOUR 2040, 18 students enrolled
Reporting and Writing JOUR 2010, 20 students enrolled
Media Law and Ethics JOUR 2020 001 37 students enrolled

2013 to 2014**Spring semester**

Media Law and Ethics JOUR 2020 001 32 students enrolled
Advanced Content Editing JOUR 6030 001 16 students enrolled
Reporting & Writing JOUR 2010C 002 16 students originally enrolled

Autumn semester

Editing JOUR 2040C 002 18 students enrolled
Reporting & Writing JOUR 2010C 002 18 students enrolled

2012 to 2013**Autumn semester**

Editing JOUR 2040C 002 18 students enrolled
Editing JOUR 2040C 002 18 students enrolled
Editing JOUR 2040C 002 18 students enrolled

Spring semester – on family medical leave

2011 to 2012**Autumn**

Copy Editing 15 JOUR 303 002 19 students enrolled
Copy Editing 15 JOUR 303 001 18 students enrolled
English Composition II 15 ENGL 102 002 23 students enrolled

Winter

Copy Editing 15 JOUR 303 001 18 students enrolled
English Composition II 15 ENGL 102 025 23 students enrolled
English Composition II 15 ENGL 102 026 23 students enrolled

Spring

Editing and Design 15 JOUR 428 001 18 students enrolled
News Reporting & Writing 15 JOUR 215 303 18 students enrolled
English Composition II 15 ENGL 102 017 23 students enrolled

2010-2011**Autumn**

Copy Editing 15 JOUR 303 001 19 students enrolled

Winter

Copy Editing 15 JOUR 303 001 20 students enrolled
English Composition II 15 ENGL 102 025 23 students enrolled
English Composition II 15 ENGL 102 026 23 students enrolled

2009-2010**Autumn**

Copy Editing 15 JOUR 303 001 15 students enrolled

Winter

Copy Editing 15 JOUR 303 001 16 students enrolled

Spring

News writing 15 JOUR 215 001 6 students enrolled

2008-2009**Autumn**

Copy Editing 15 JOUR 303 001 15 students enrolled

Winter

Copy Editing 15 JOUR 303 001 15 students enrolled

Spring

News writing 15 JOUR 215 001 15 students enrolled

Copy Editing 15 JOUR 303 001 15 students enrolled

2007-2008**Autumn**

News writing 15 JOUR 215 001 15 students enrolled

Copy Editing 15 JOUR 303 001 19 students enrolled

Winter

Copy Editing 15 JOUR 303 001 20 students enrolled

Editing and Design 15 JOUR 428 001 18 students enrolled

Spring

News writing 15 JOUR 215 001 15 students enrolled

Copy Editing 15 JOUR 303 001 16 students enrolled

2006-2007**Autumn**

Copy Editing 15 JOUR 303 001 19 students enrolled

Winter

Copy Editing 15 JOUR 303 001 19 students enrolled

Editing and Design 15 JOUR 428 001 14 students enrolled

Spring

Copy Editing 15 JOUR 303 001 21 students enrolled

Editing and Design 15 JOUR 428 001 15 students enrolled

2005-2006**Summer**

Journalism, Law and Ethics 15 JOUR 304 501 7 students enrolled

Autumn

English Composition I 34 ENGL 101 903 18 students enrolled

English Composition I 34 ENGL 101 860 12 students enrolled

English Composition I 34 ENGL 101 901 24 students enrolled

Winter

English Composition II 34 ENGL 102 901 24 students enrolled

English Composition II 34 ENGL 102 901 24 students enrolled

English Composition II 34 ENGL 102 901 21 students enrolled

Spring

English Composition III 34 ENGL 103 901 23 students enrolled

English Composition I 34 ENGL 101 902 23 students enrolled

2004-2005**Autumn**

English Composition I 34 ENGL 101 901 23 students enrolled

English Composition I 34 ENGL 101 902 24 students enrolled

English Composition II 34 ENGL 102 902 19 students enrolled

Winter

English Composition II 34 ENGL 102 901 24 students enrolled

English Composition II 34 ENGL 102 902 21 students enrolled

English Composition II 34 ENGL 102 860 4 students enrolled

2003-2004**Autumn**

English Composition III 34 ENGL 103 820 25 students enrolled

English Composition I 34 ENGL 101 902 23 students enrolled

English Composition I 34 ENGL 101 903 18 students enrolled

Winter

English Composition II 34 ENGL 102 902 24 students enrolled

English Composition II 34 ENGL 102 903 23 students enrolled

Spring

English Composition III 34-ENGL-103-903 22 students enrolled

English Composition III 34-ENGL-103-902 24 students enrolled

2002-2003

Autumn

English Composition II 34 ENGL 102 901 27 students enrolled

English Composition II 34 ENGL 102 902 26 students enrolled

English Composition I 34 ENGL 101 009 26 students enrolled

Winter

English Composition I 34 ENGL 101 902 24 students enrolled

English Composition I 34 ENGL 101 901 26 students enrolled

English Composition I 34 ENGL 101 820 15 students enrolled

Spring

English Composition II 34 ENGL 102 902 25 students enrolled

English Composition II 34 ENGL 102 901 28 students enrolled

English Composition II 34 ENGL 102 820 19 students enrolled

2001-2002

Autumn

English Composition III 34 ENGL 103 901 23 students enrolled

English Composition I 34 ENGL 101 016 18 students enrolled

Student Newspaper Workshop I 34 ENGL 171 002 7 students enrolled

Winter

English Composition II 34 ENGL 102 009 27 students enrolled

Student Newspaper Workshop I 34 ENGL 171 001 4 students enrolled

Student Newspaper Workshop II 34 ENGL 172 002 3 students enrolled

Spring

English Composition II 34 ENGL 102 005 20 students enrolled

Student Newspaper Workshop I 34 ENGL 171 001 2 students enrolled

Student Newspaper Workshop II 34 ENGL 172 001 2 students enrolled

Student Newspaper Workshop III 34 ENGL 173 001 2 students enrolled

2000-2001

Autumn

Prep English Composition 34 ENGL 099 002 10 students enrolled

English Composition II 34 ENGL 102 002 25 students enrolled

Student News Workshop III 34 ENGL 273 001 1 student enrolled

Student News Workshop II 34 ENGL 272 001 3 students enrolled

Student News Workshop I 34 ENGL 271 001 4 students enrolled

Winter

English Composition II 34 ENGL 102 008 28 students enrolled

Student Newspaper Workshop I 34 ENGL 271 001 8 students enrolled

Student Newspaper Workshop II 34 ENGL 272 001 3 students enrolled

Spring

English Composition I 34 ENGL 101 001 29 students enrolled

Student Newspaper Workshop I 34 ENGL 271 001 2 students enrolled

Student Newspaper Workshop II 34 ENGL 272 001 3 students enrolled

1999-2000

Autumn

English Composition III 34 ENGL 103 003 23 students enrolled

English Composition II 34 ENGL 102 002 26 students enrolled

Student News Workshop 34 ENGL 271 001 8 students enrolled

Winter

Student News Workshop II 34 ENGL 271 002 7 students enrolled

Student News Workshop I 34 ENGL 271 001 5 students enrolled

English Composition I 34 ENGL 101 003 24 students enrolled

Spring

English Composition III 34 ENGL 103 010 10 students enrolled

English Composition I 34 ENGL 101 551 7 students enrolled

Student News Workshop III 34 ENGL 273 001 2 students enrolled

Student News Workshop II 34 ENGL 272 001 3 students enrolled

Student News Workshop I 34 ENGL 271 001 3 students enrolled

1998-1999

Autumn

English Composition I 34 ENGL 101 023 12 students enrolled

Student News Workshop I 34 ENGL 271 001 12 students enrolled

Winter

English Composition I 34 ENGL 101 003 22 students enrolled
 Student News Workshop I 34 ENGL 271 001 4 students enrolled
 Student News Workshop II 34 ENGL 272 001 4 students enrolled

Spring

English Composition III 34 ENGL 103 001 10 students enrolled
 English Composition I 34 ENGL 101 002 24 students enrolled
 Student News Workshop I 34 ENGL 271 001 8 students enrolled

INSTRUCTOR

1991-1995

Miami University
 Oxford, Ohio

Taught feature writing classes as well as beginning and advanced news-writing courses.

At Miami University:

1994-1995**Autumn**

Introduction to news writing; 15 students enrolled

Spring

Advanced news writing; 12 students enrolled

1993-1994**Autumn**

Feature writing; 14 students enrolled

Spring

Introduction to news writing; 14 students enrolled.

1992-1993**Autumn**

Introduction to news writing; 15 students enrolled

Spring

Feature writing; 13 students enrolled

1991-1992**Autumn**

Feature writing; 12 students enrolled

Spring

Feature writing; 15 students enrolled

- All courses taught at UC were for three credit hours each and for an equivalent semester credit at Miami University.
- Created, wrote, coded and developed an interactive model for an online textbook, which is available free for UC students.
- Have taught eight different courses at UC: English Composition I and II, Copy Editing, Editing, Advanced Editing, Page Design and Editing (I created the course), Media Law and Ethics, Writing and Reporting and News Writing and Reporting.
- Wrote more than 1,200 pages of typed lectures, handouts, exercises, quizzes and examinations used in course work at the University of Cincinnati. In addition, created a 100-page technical handbook on computer pagination and page design, which is available free for UC students.
- Good-to-excellent ratings on all student evaluations.

INVITED PRESENTATIONS, CONFERENCES AND SEMINARS

Invited to speak about fake news and the erosion of trust in college media at the 2019 ACP/CMA National College Media Convention Oct. 31 to Nov. 2, 2019, at the Grand Hyatt Hotel in Washington, D.C., and during the convention presided over roundtable discussions in the Hyatt Constitution Ballroom, and also attended speeches by Marty Baron, editor-in-chief of the Washington Post, Nina Totenberg, NPR's legal affairs correspondent and Eric Lipton, reporter for the New York Times, as well as participation in seminars such as *Social Media and the Law*, by Mike Hiestand of the Student Press Law Center and *Covering the Trump Administration* by Astead Herndon, of the New York Times and Adam Entous, of the New Yorker. Attended a seminar hosted by the Cincinnati Bar Association on Nov. 14, 2019,

titled *First Amendment and Freedom of the Press*, which included a speech by David McCraw, deputy general counsel for The New York Times and presentations by Beryl Love, executive editor of The Cincinnati Enquirer and David Giles, deputy general counsel and chief ethics officer for the E.W. Scripps Company.

Participated during 2017 and 2018 in the following seminars hosted by the Cincinnati Bar Association about media law, copyright, intellectual property and related journalistic, reportorial and administrative topics: *Use of Social Media Searches*, Oct. 26, 2018; *28th Annual Intellectual Property Conference*, Oct. 10, 2018; *Do Anti-Discrimination Laws Violate Religious and Free Speech Rights?* June 21, 2018; *Cell Phone Record Analysis in Litigation*, June 26, 2018; *Tax Institute*, Dec. 29, 2018. *Attorney Conduct*, Nov. 13, 2018; *Attorney conduct and DUI*, Nov. 16, 2018; *Driving Under the Influence of Marijuana*, Oct. 13, 2018.

Participated April 29, 2016, in the following seminars hosted by the University of Cincinnati College of Law at 3300 Great American Tower, 301 East Fourth St., Downtown Cincinnati: *Alice and the Oracle of CONTU: The Mysteries of Software as Intellectual Property* presented by UC Law Professor Timothy K. Armstrong; *Recent Important Decisions from the Supreme Court of Ohio* hosted by Professor Emeritus Marianna Brown Bettman; *Recent Trends in Employment Discrimination Law*, presented by Associate Dean of Law Faculty and Professor Sandra F. Sperino; *The Human Rights City*, presented by UC Law Professor Bert B. Lockwood; *Actors Imaginary Truths for Lawyers* presented by Professor Marjorie Corman Aaron; *Netflix "Making a Murderer" and Psychology in the Criminal Process* presented by UC Law Professor Mark A. Godsey.

Participated during 2014 and 2015 in the following seminars about media law, copyright, intellectual property and related journalistic, reportorial and administrative topics:

- *Intellectual Property, Dealing with the Media in High Profile Cases, Courtroom Conduct*, hosted downtown by the Cincinnati Bar Association;
- *All Ohio 24th Annual Institute on Intellectual Property* at Northern Kentucky Convention Center;
- *Law & Film*, hosted by the Cincinnati Bar Association;
- *Local Government Law Update*, hosted downtown by the Cincinnati Bar Association
- *Ethics & Professionalism*, hosted downtown by the Cincinnati Bar Association;
- *Cybersleuth's Guide to the Internet: Legal & Investigative Research*, hosted downtown by the Cincinnati Bar Association;
- *Ethical Implications for the Internet Lawyer*, hosted downtown by the Cincinnati Bar Association.

Participated between 2011 and 2013 in the following seminars about media law, copyright, intellectual property and related journalistic, reportorial and administrative topics:

- *All Ohio 23rd Annual Institute for Intellectual Property* at Northern Kentucky University on Sept. 26, 2013; *Legal Writing*, presented by First District Ohio Court of Appeals Judge Mark Painter, on Dec. 4, 2012; *eDiscovery and Forensic Collection and Analysis of Hand-held Devices*, presented by the Cincinnati Bar Association on Nov. 20, 2012; *Law and Film – Do Films Influence the Law or Reflect it?* hosted by First District Ohio Court of Appeals Judge Howard Sundermann Jr. on Nov. 9, 2012; *All Ohio 22nd Annual Institute for Intellectual Property* at Northern Kentucky University on Sept. 21, 2012; *Legal Ethics and Professionalism*, presented by the Cincinnati Bar Association, on Sept. 11, 2012; *Psyche at Work*, hosted by the University of Cincinnati College of Law on Dec. 16, 2011.
- Attended a five-day conference, including a daylong seminar at the Poynter Institute, which was hosted by the College Media Advisers Association (CMA) from July 11 to July 14, 2010, at St. Petersburg, Fla., participating in the following seminars: *Multimedia Storytelling Elements*, by Sara Quin; *Using Video Forms and Illustrations* and *Mobile Media*, by Regina McCombs; *Social Media*, by Ellyn Angelotti.
- Participated in the following workshops during a five-day CMA conference, including a day-long seminar at the Poynter Institute, June 28 to July 1, 2009, also at St. Petersburg, Fla.: *Financial Management of Media Operations*; *Managing a Converged Media Operation*; *Principles of Multimedia Storytelling*; *Ethical Decision Making in the Digital Age*; *The Lawyer Is In: Advice for Advisers*; *Current Topics on College Campuses*. At the

Poytner, during the CMA conference: *Convergence, multi-media storytelling, Social Networks and Ethics*.

- Attended a five-day conference hosted by the Association for Education in Journalism and Mass Communication held Aug. 4-7, 2010, in Denver, Col., participating in at least nine lectures, workshops and seminars.
- Participated in the SPJ 2009 Convention and National Journalism Conference in Indianapolis, attending more than 20 lectures, workshops and seminars.
- Named a member of the Law Committee of the College Media Advisers during the National College Media Conference held Oct. 28 to Nov. 1, 2009, in Austin, Texas, while attending the following workshops: *Breaking News with Twitter and Live Blogging; Web Publishing with Free Content Management Systems; Newspaper Business & Advertising Workshop; The Future of Visual Journalism; So You Want to Write a Textbook; Legal Issues with the Internet; State of the First Amendment; Media Business Models; Collegiate Newspaper Design*.
- Participated in a five-day conference hosted by the Association for Education in Journalism and Mass Communication held Aug. 7-12, 2007, in Washington, D.C., attending more than 15 workshops and seminars: *Issues and Challenges Facing Campus Media; Journalism and Politics -- Inside the Beltway; Numbers in the Newsroom -- How Newspaper Ownership Changes Have Affected News Coverage and Editorial Independence; Citizen Journalism and the Voice of the Voiceless; Preparing Journalists for the 21st Century; The Doctor is In; Grow Your Own -- Nurturing a Newsroom From Local Schools; Challenges to Authority in Media and Religion; Media Coverage of the Tragedy at Virginia Tech: Rising to the Occasion, or Sinking to New Lows; An Insider's Look at the Washington Press Corps; When Self Interest and Public Interests Collide -- Consequences and Effects of Media Ownership; Law and Ethics of the First Amendment In and Out of the Classroom; What Do Today's Print Readers Want?*
- Attended the following legal seminars hosted by the Cincinnati Bar Association, the Ohio State Bar Association, Northern Kentucky University or the University of Cincinnati College of Law: Oct. 8, 2010, *Chase College of Law Alumni Association Annual Law Review* at Northern Kentucky University; Sept. 17, 2010, *Dangerous Reading: What Does the Constitution Really Say*, which was presented by Garrett Epps, a former Washington Post columnist and author who has written about and covered the U.S. Supreme Court; Sept. 23, 2010, *Creon's Ghost: Three Faces of Justice*; Feb. 4, 2009, *Governor's Judicial Appointments*; March 10, 2009, *Thurgood Marshall's Global Impact*; March 18, 2009, *Interrogations and False Confessions*; Nov. 19, 2009, *Role of Corporate Counsel*; March 3, 2009, *Disability and Integration*; May 18, 2010, *Professionalism*; June 3, 2010, *Intellectual Property, the Landscape is Changing*; Feb. 18, 2009, *Law & Media Night*; Oct. 5, 2008, *Government Speech and the First Amendment*; Nov. 6, 2008, *Annual Ethics Conference*, which was sponsored by the Corporate Law Center and the Association of Corporate Counsel; Nov. 14, 2008, *Law Alumni Association CLE Program* at the University of Cincinnati; Dec. 10, 2008, *Famous Political Trials*; Nov. 9, 2007, *Working with a Computer Forensics Expert*; Nov. 15, 2007, *Law and Film: Do Films Influence Law or Reflect it*; Nov. 16, 2007, *Mr. Taft Takes Charge*; Oct. 4, 2007, *Democracy, Death of Knowledge*; Nov. 9, 2006, *Professionalism and Ethics*; Sept. 7, 2006, *Estate and Probate Planning*; Nov. 29, 2006, *Persuasive Communications*; Nov. 30, 2006, *Hot Topics for Non Profits*; Dec. 7, 2006, *Patent and Trademark*; Dec. 12, 2006, *Famous Political Trials*; Dec. 12, 2006, *Time Management*; Dec. 14, 2006, *Bankruptcy Update*, a seminar which addressed newspapers and other corporations.

SERVICE

ADMINISTRATIVE:

- Former ad-hoc Chairman of the Reappointment, Promotions and Tenure Committee for the University of Cincinnati Department of Journalism.

- Member and recorder for the Undergraduate Studies Committee for the Department of Journalism.
- News track coordinator and parliamentarian for the Department of Journalism.
- Elected to the McMicken College of Arts and Sciences Faculty Senate in September 2012.
- Appointed to the McMicken College of Arts and Sciences Senate Faculty Affairs Committee and named in November 2012 as its representative to Dean Ronald Jackson's Budget Committee.
- Certified as an Apple Inc. technological developer in February 2012.

ADVISING:

- Served four years as News Record adviser from 2006 through 2010. While serving, The Ohio Newspaper Association — the trade association for more than 250 Ohio daily and weekly newspapers and more than 150 news websites — in March 2010 awarded first-place state awards to the newspaper for photojournalism and editorial writing. The ONA during its state conference in Columbus also awarded second-place awards to News Record students for page design, best website and for top sports coverage in the Hooper & Collegiate Newspaper Contest Awards.
- The Society of Professional Journalists in 2010 named the newspaper's website as second best in the Region IV Mark of Excellence awards. (Region IV includes Michigan, Ohio, Western Pennsylvania and West Virginia, and collegiate journalists annually submit more than 3,600 entries in 39 categories across SPJ's 12 regions.) While serving as adviser, The Society of Professional Journalists in 2009 named The News Record as the second-place winner for Best All-Around Non-Daily Student Newspaper (published less than four times per week) in the multi-state region. Individual winners in the Society of Professional Journalists Region IV Mark of Excellence Awards include first-, second- and third-place winners for journalistic excellence in photography, reporting and writing.
- The SPJ Region IV Mark of Excellence Awards announced in 2008 included: Second place for Best All-Around Non-Daily Student Newspaper as well as first-place and third-place individual awards for sports photography.
- The College Newspaper Business and Advertising Managers Association awarded two second-place national awards and three third-place national awards to The News Record in 2009 for its business accomplishments. A former News Record student business manager was named national college newspaper and advertising business manager of the year. In addition, the newspaper won second-place business awards for Best Digital Rate Card/Media Kit and for Best Classified Page/Section and third-place awards for Best Online Display Ad and for Best Sales Promotion Materials.
- Students at The News Record nominated me as the nation's best business adviser for 2009-2010 at the College Newspaper Business Advisers annual award competition.
- Oversaw the comprehensive redesign and expansion of The News Record website, which was completed during summer 2009. The News Record's website has ranked first and among the top five in the nation for total page views on several occasions during autumn quarter 2009 and winter quarter 2010. The website during summer 2008 became the third among 650 college newspaper websites nationally belonging to the MTVu network to launch a fully interactive Beta website mixing videos, slide shows, text and graphics.
- Assisted in drafting a job description and in the search for an assistant program director for the Department of Student Media, screening 42 candidates. Implemented an all-new software and computer system in September 2007 at The News Record.
- Assisted in the recruitment of the second African-American editor-in-chief in the newspaper's 130-year history and the first Asian-American editor-in-chief.

- Served as adviser 2006-07 for the University of Cincinnati Chapter of the Society of Professional Journalists, assisting in the organization of five workshops where professionals talked to students about various topics in the field.
- Regularly advise approximately 50 journalism students about curriculum matters.
- Designed and paginated a news website for instructional use, which was used as the design model for the website in use from 2009-2012 by The News Record.

FUNDRAISING

- Helped develop a campaign with the University of Cincinnati Foundation, launched in January 2011, to raise money for The News Record by targeting alumni who worked for the newspaper.
- Facilitated a continuing \$20,000 funding increase and a one-time, \$5,000 grant for capital improvements in 2010 from SACUB for The News Record.
- Established an online MasterCard donation account and seeded it with a personal donation, creating the first-ever gift fund for The News Record, which allows it to receive charitable donations via its website.
- Applied for and received a \$9,500 grant in March 2007 from the UC Alumni Association MasterCard program to purchase six Apple iMac computers, two Dell PCs and Adobe Creative Suite III editorial software for The News Record.

WORKSHOPS

- Conducted or organized workshops about Web editing and design, production issues, photo editing, news writing and reporting, page design and many other journalism and business topics, for students at The News Record, including a regional conference at the University of Cincinnati on college newspaper Web design. In attendance were representatives of MTVu, which hosts 650 college newspaper websites nationwide, and professors and students from UC, Northern Kentucky University and Miami University.
- Taught pagination and Adobe InDesign to page editors and advertising personnel, and developed templates used as the basis for broadsheet and tabloid pages currently in use at The News Record.
- Led an independent study on the use of podcasts on newspaper websites.

FINANCIAL AND ACCOUNTING

- Implemented business, financial, administrative and accounting policies and procedures allowing The News Record to earn \$1 million over a five-year span ending June 30, 2011, with approximately \$500,000 used for student salaries during this time period. In the 2005 academic fiscal year, the year prior to my appointment as director of the department of student media, the newspaper lost at least \$70,000.
- Reorganized the student newspaper business office to follow a modern newspaper model and supervised four non-student staff persons during four years who assisted in this process; implemented new advertising, accounting and financial monitoring procedures; established annual operating budgets and initiated quarterly financial reports; implemented cost-saving measures such as reducing a multiplicity of long-distance phone codes and eliminating unnecessary purchases; launched new billing and invoicing practices; changed policy to require student payroll agreements and participation in a Kronos time-keeping system; changed commission policies and oversight procedures to reduce the risk of fraud in the business office.
- Negotiated and drafted bid specifications for three printing and distribution contracts totaling approximately \$500,000 for The News Record and on terms favorable to the University.
- Assisted in identifying and implementing all-new delivery drop-off locations. Installed new newsstands both on and off campus at scores of new locations following comprehensive audits to determine the most popular spots in Clifton, Batavia and Blue Ash for the stands.
- Conducted a 15-year financial analysis concluded in November 2006 to identify the reasons for the newspaper's financial condition and how to improve it.
- Organized and helped develop a marketing plan to allow The News Record to grow financially over the next five years.

- Facilitated the organization and presentation of a proposal for SACUB leading to a \$20,000 increase in annual funding for the student newspaper.
- Redrafted and revised the rate document used by The News Record in computing fees charged for display advertising.
- Drafted legal contracts for advertisers and assisted in maintaining and servicing accounts with national advertisers for The News Record.
- Assisted in collection of unpaid debts for The News Record.
- Trained production and sales staff in advertising design, and motivated and set goals for the sales and business staff at The News Record
- Assisted in managing the daily accounts receivable and payable, monitoring and reconciling SAP ledgers and entries.
- Implemented new advertising, accounting and financial monitoring procedures; changed commission policies and oversight procedures to reduce the risk of fraud in the business office at The News Record.
- Helped facilitate agreements allowing The News Record and its website to be advertised at billboards across campus, including the Jumbletron billboard at Nippert Stadium and on billboards and through public address systems at TUC, and at the baseball and soccer fields as well. The student newspaper provided advertising space in exchange for the promotions at the athletic fields. In addition, assisted in the design and pagination of the ads appearing at the fields.

OTHER SERVICE

- Spoke about Internet Media Law at the 94th annual National College Media Convention hosted by the American College Press/College Media Association held Oct. 28 to Nov. 1, 2015, at Austin Texas.
- A primary presenter at the 89th annual National College Media Convention held Oct. 27-31, 2010, in Louisville. Topic: Online news writing and reporting.
- Delivered a speech titled *Bloggng: The New Filter* for more than 500 students on Feb. 15, 2007, at the Main College Auditorium of the DAPP Complex at the University of Cincinnati.
- Discussed censorship and subpoenas issued to Enquirer reporters Sheila MacLaughin and Eileen Kelley in the Liz Carroll case during a March 2007 Bearcast radio broadcast sponsored by the Society of Professional Journalists.
- Designed and published a journal for the Clermont County Bar Association, responsible for all aspects of the journal's distribution, development and publication.
- Panelist at a 2009 journalism symposium about wartime disabilities hosted by the Drake Foundation, the journalism program at the University of Cincinnati and the Society of Professional Journalists.

PROFESSIONAL EXPERIENCE

JOURNALIST

1978-2006

The Cincinnati Post

Cincinnati, Ohio

- Wrote approximately 6,500 articles published by The Cincinnati Post.
- Designed and paginated most editions of The Cincinnati Post and Kentucky Post website that won a first-place award for Best Newspaper Website in Ohio for 2006 from the Society of Professional Journalists and a second-place award from the Kentucky Press Association under the Best Newspaper Website category for 2006 in Kentucky.
- Editor of the Online Edition of The Cincinnati Post and A-section page designer for the print version of The Cincinnati and Kentucky Post.
- Supervisory duties at The Post have included service as editor of the suburban Neighbors and Kentucky Life sections, bureau chief and as assistant metro and Sunday editor, which required the direct supervision of writers, reporters, artists and photographers. Non-supervisory duties at The Post have included work as page designer

and copy editor, columnist and reporter. Pagination duties required Page One and other A-section layout and design. Reporting duties have included coverage of suburbs, police, courts, city hall and county government for The Post.

- Wrote a human-interest column for a decade about people living in Greater Cincinnati.

PUBLICATIONS

- Approximately 7,500 articles penned during a 32-year career in daily journalism have been published in print and many were distributed nationwide or internationally through the Associated Press, Scripps Howard and New York Times wire services. Approximately 6,500 of these bylined stories are available today in digital databases for Scripps Howard News and the Associated Press or on microfiche or databases at the Public Library of Hamilton County, and online at a multiplicity of sites (2,185 are available online from the University of Cincinnati Libraries). *An estimated 500 million people have read at least one of these stories in print worldwide, and an estimate for additional online readers is not available.* (Note: More than 6,500 articles were originally published by The Cincinnati Post and an additional 1,000 stories were printed by other publications.)
- Contributed more than 150 pages of text and more than 100 pages of textbook designs by September 2012 for a journalism textbook pursuant to an Aug. 11, 2010, publishing contract with Pearson Education, a division of Pearson Allyn & Bacon, the world's largest textbook publisher. Publication date to be announced.
- Created an overall design concept and preliminary print designs adopted by Pearson editors for "News Now," a textbook about broadcast journalism published in 2011 by Pearson Higher Education.
- Thousands of articles referencing or with Len Penix bylines today appear in online databases such as NewsLibrary.com, Newspapers.com, and on scores of Search Engine Result Pages by Google, Yahoo and all major search engines.
- Approximately 3,139 articles are referenced in NewsBank, an online collection of articles from news organizations nationwide.
- At least six articles with a Len Penix byline were posted since 2007 to the Wikipedia online encyclopedia.
- More than 1,900 news stories with a Len Penix byline written for The Post and others were included in 2012 in the Higher Colleges of Technology database, which serves academics worldwide.
- Nearly 900 bylined articles with a Len Penix byline penned for The Post and others were included in 2008 in the High Beam Research database, which also serves academics worldwide.

SAMPLES OF PUBLISHED ARTICLES:

- http://issuu.com/lenpenix/docs/samples_of_published_stories
- <http://www.highbeam.com/Search?searchTerm=len+penix>
- <http://libraries.hct.ac.ae>

SAMPLES OF MULTIMEDIA AND WEBSITE DESIGNS:

- <http://penixproductions.com/>
- <https://adobe.ly/2RtmM65>

TEXTBOOK SAMPLE:

- <https://adobe.ly/2MaZxbb>

ONLINE REVIEW:

- <http://pendulumconvention.wordpress.com/tag/acpcma-2010/>