

1961-1962 JOB CENSUS OF MEN AND WOMEN  
ON DAILY AND WEEKLY NEWSPAPERS  
IN OKLAHOMA

By

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## PREFACE

This job census of men and women currently working on daily and weekly newspapers in Oklahoma is a result of a suggestion by Dr. Charles L. Allen, Director of the OSU School of Journalism. It represents an attempt to develop basic criteria for a more realistic analysis of jobs available for college journalism graduates, both on daily and weekly newspapers in Oklahoma; a more accurate estimate of beginning salaries or salary ranges, and a basic understanding of specific job responsibilities expected of today's college graduates.

Most of the data for this study was gathered in the field, while the researcher traveled more than 7,500 miles throughout the state and visited 34 daily and weekly newspapers, personally interviewing 366 newspaper employees. This data is incorporated in more than 100 statistical tables, all of which concern personal, educational, salary, and job characteristics of the persons interviewed.

I wish to express my sincere appreciation to Dr. Allen for his guidance and advice throughout the entire project; to Warren E. Shull, editor of the Oklahoma State Alumnus magazine, for his editorial assistance; to the publishers and owners of the daily and weekly newspapers studied for their interest and cooperation, and to the newspaper employees, who so kindly contributed their valuable time and personal information to this study.

Indebtedness also is acknowledged to my wife, Marilyn, who assisted me in the typing of this thesis.

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## CHAPTER I

### INTRODUCTION

#### The Need for the Study

Some popular misconceptions are too often accepted about the current state of affairs in journalism education. Persons who are unfamiliar with the facts are saying that schools and departments of journalism in the United States are overcrowded with students, and are graduating larger classes than ever before. This is not true. Journalism enrollment figures have steadily declined during the last decade. The average number of journalism majors per school in 1948 was 227. In 1960-61, the average stood at 112 per school -- less than half of what it was in 1948.<sup>1</sup> Moreover, from 1948 to 1960-61, journalism enrollment in United States colleges and universities decreased by more than 2,500, or almost 200 a year.<sup>2</sup>

Dr. Charles T. Duncan, dean of the University of Oregon School of Journalism, advances seven basic propositions which further describe present conditions in journalism education.<sup>3</sup>

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<sup>1</sup>Charles T. Duncan, "Some Basic Realities in Journalism Education Today," Journalism Quarterly, Autumn 1961, Vol. 38, No. 4, p. 520.

<sup>2</sup>The author's analysis of enrollment figures presented in the article by Duncan "Some Basic Realities in Journalism Education Today," p. 520.

<sup>3</sup>Duncan, p. 520.

"Proposition 1. Journalism education is not gaining ground as it ought to be. At best, it is holding its own, making gains in some areas and slipping badly in others."<sup>4</sup>

The highest recorded total of journalism majors, 16,619, was in 1948. Concerning the inevitable drop in enrollment, Dr. Duncan explains, "This was the post-war bulge and everyone knew it wouldn't last, nor could it end too soon for the overworked, undermanned staffs of those hectic times."<sup>5</sup> He says that the enrollment decrease began almost immediately, and three years later (in 1951) reached its lowest figure -- 9,399 majors. Gradually it climbed to 9,800 in 1954, then jumped again to 11,482 in 1955, "where it has hung, with little fluctuation, ever since."<sup>6</sup> He concludes this proposition as follows:

Thus, while the nation's campuses are straining at the seams, journalism enrollment is still down more than 48% from the high tide mark and hasn't changed much in six years. In this era of seam-bursting enrollments, journalism classrooms, by and large, still have seats to spare.<sup>7</sup>

The educator also makes straightforward statements about the small demand for journalism teachers in universities, colleges, and junior colleges; the danger of losing the brighter high school graduates to other teaching areas on the campus; the importance of establishing a more aggressive, positive journalism department, and the need for more personal motivating forces to encourage journalism teachers and administrators in developing journalism education to its full potential. He

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<sup>4</sup>Duncan, p. 520.

<sup>5</sup>Ibid.

<sup>6</sup>Ibid.

<sup>7</sup>Ibid., p. 521.

especially emphasizes the last point of his discussion, Proposition 7, as follows:

Proposition 7. The ultimate fate of journalism education rests with two classes of decision-makers, which we can influence to some extent but cannot control: 1) the governing bodies and top administrators of higher education and 2) the owners, managers and other key executives of the communications industry.

I would add that the decision rests more with the latter than with the former group. If the publishers of our leading newspapers and magazines, and their top editors and managers, if the owners and chief executives of our broadcasting networks and independent outlets, if those who direct the bellwether advertising agencies, and if others who own, control and manage any significant aspect of journalistic enterprise really want quality, along with quantity, in journalism education, they will get it. They will get it because regents and presidents will listen to them.<sup>8</sup>

Nothing could be more effective in the improvement of journalism education than an increasing concern by newspaper publishers, owners, and managers in the strength and quality of the journalism programs of the nation's colleges and universities.

At the same time, if deans and directors of journalism schools and departments in America are to accept the responsibility of improving their journalism curricula to develop adequate educational programs to meet the specific needs of the newspaper media, they must have facts regarding these needs. Primary research conducted in the field is the only method which will provide this information.

The following study is an attempt to make a census of jobs, and an analysis of jobs on daily and weekly newspapers in Oklahoma. It was undertaken to obtain original information about the newspaper industry in Oklahoma, since no government document or academic source supplies

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<sup>8</sup>Duncan, pp. 524-525.

a job census of the newspaper industry in this state.

Prior to this study, this kind of information was not available in any depth for the state of Oklahoma. Only two studies were found that related to the area with which this thesis is concerned. Both researchers were graduate students of Oklahoma State University.

James A Butts, MS '62, in his thesis, "A Job Census of Oklahoma State University Journalism Graduates," reports as follows:

Newspapers employ a great number of the graduates, more than any other single occupation. There exists a great variety of jobs in which journalism graduates engage, indicating that their college training makes them adept at several types of work.

However, OSU journalism graduates tend to leave the state of Oklahoma to work. Only 42 per cent of the graduates currently are working in Oklahoma.<sup>9</sup>

The tendency for graduates to leave the state can probably be accounted for by the low pay scales for journalistic types of work in the state.

...Thus, it is actually costing Oklahoma employers to pay these initial low salaries. They have the expense of training these graduates, but are not able to retain them when their experience would be a valuable asset to the company.<sup>10</sup>

His study concerns only OSU journalism graduates and does not include other Oklahoma newspaper employees. However, it offers an up-to-date listing of OSU journalism graduates and their addresses,<sup>11</sup> in addition to analyzing job positions and weekly salaries.

Another extensive study was conducted in April, 1959, by Robert L.

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<sup>9</sup>James A. Butts, "A Job Census of Oklahoma State University Journalism Graduates" (unpub. MS Thesis, Oklahoma State University, 1962) Abstract.

<sup>10</sup>Ibid., p. 82.

<sup>11</sup>Ibid., pp. 86-108.

McCulloch, BA '49, editor and head of the Oklahoma State University News bureau. The survey compares weekly salary averages of daily and weekly newspaper reporters and reporter-photographers in Oklahoma.

A total of 86 questionnaires was mailed to reporters and reporter-photographers in Oklahoma, of which 54 were returned. The data consists of salary ranges for beginning reporters, reporters with from 2 to 5 years of experience, and those in the business for more than 5 years. Table I summarizes the results of the reporter and reporter-photographer survey.<sup>12</sup>

#### Other Studies

A report on current research compiled by Warren C. Price, a journalism faculty member of the University of Oregon, lists research projects either started or completed during 1960 by staff members and doctoral candidates in schools and departments of journalism in the United States, together with master's theses accepted during 1960.<sup>13</sup> None of the projects listed pertain to a job census of men and women on daily and weekly newspapers.

Additional research reports were investigated in the Autumn, 1956 to Winter, 1962 issues of the Journalism Quarterly. None were related to this study.

An article by Theodore Peterson, "The Changing Role of Journalism

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<sup>12</sup>Robert L. McCulloch, "A Survey of Salaries Paid By Oklahoma Daily and Weekly Newspapers to Reporters and Reporter-Photographers," (unpub. graduate report, Oklahoma State University, 1959), p. 14.

<sup>13</sup>Warren C. Price, "Report on Current Research in Schools of Journalism," Journalism Quarterly, Summer 1961, Vol. 38, No. 3, pp. 417-427.

TABLE I

A 1959 SUMMARY OF WEEKLY SALARIES PAID BY OKLAHOMA DAILY AND WEEKLY  
NEWSPAPERS TO REPORTERS AND REPORTER-PHOTOGRAPHERS

	Classification	Dailies	Weeklies
<u>Per Week</u>	Beginners	\$64.33	\$62.22
	2 to 5 years	\$78.66	\$76.76
	5 or more	\$96.61	\$86.25
<u>Per Month</u>	Beginners	\$278.76	\$269.62
	2 to 5 years	\$340.86	\$332.62
	5 or more	\$418.64	\$373.73
<u>Per Year</u>	Beginners	\$3,345.16	\$3,235.44
	2 to 5 years	\$4,090.32	\$3,991.52
	5 or more	\$5,023.72	\$4,485.00

Schools," reviews historical trends in journalism research, examines current programs in graduate instruction, and warns against "fads and gimmickry" in expanding the roles of schools of higher education.<sup>14</sup>

Concerning graduate research in journalism, Professor Peterson says, in part: "Today we might well be more concerned with the quality

<sup>14</sup>Theodore Peterson, "The Changing Role of Journalism Schools," Journalism Quarterly, Autumn 1960, Vol. 37, No. 4, pp. 579-585.

of communications research rather than its lack, for it is going on in abundance."<sup>15</sup>

...I cannot but feel that a good share of the research we are doing is busy work that contributes little more to a true understanding of our field. Much of it proceeds from a preoccupation with method rather than from concern about significant questions that need answering. Much of it has an air of gimmickry about it.<sup>16</sup>

"...What I have been talking about is a trend in journalism education. It will neither be hastened nor benefitted by fads and gimmickry."<sup>17</sup>

In contradiction to the article by Theodore Peterson, this job census of men and women on daily and weekly newspapers in Oklahoma makes available primary and valuable data about the Oklahoma newspaper industries for journalism schools and departments, undergraduate and graduate college students, and the general public.

Other reports have been studied by this author and are listed in the Selected Bibliography.

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<sup>15</sup>Peterson, p. 583.

<sup>16</sup>Ibid., p. 585.

<sup>17</sup>Ibid.



## CHAPTER II

### SCOPE, PURPOSE, AND METHOD

Fifty newspapers were selected from a list of more than 250 daily and weekly newspapers in Oklahoma, which are members of the Oklahoma Press association. The selections were based on newspaper circulation, size, number of employees, and proximity to Stillwater, Oklahoma, since the researcher planned to visit each newspaper and to interview at least one employee on each type of job. The total number of newspapers that could be studied depended on the speed with which the researcher worked, the number of miles he had to travel, and the time limit established for the completion of the thesis.

A standard questionnaire was prepared for the employee interviews (See Figure 1, page 9). It was printed on 4-inch by 6-inch cards for ease in carrying and filing. The first part of the card had space for the date, name of publication, town, daily or weekly classification, and the name, address, home phone number, and title of the person interviewed. Other sections pertained to personal information, salaries, educational and job characteristics.

A letter of introduction which briefly stated the purpose and need for such a study, was mailed to the newspapers prior to each research trip. (Figure 2, page 10). This advance notice helped to obtain the

\*Newspaper Job Census- PERSONNEL CARD (Gregg S. Bond)  
 (date: \_\_\_\_\_) 1961-1962

\*Publication: \_\_\_\_\_  
 \* Town: \_\_\_\_\_

DAILY \_\_\_\_\_ WEEKLY \_\_\_\_\_

Name: \_\_\_\_\_  
 Address: \_\_\_\_\_ Ph: \_\_\_\_\_  
 Title or Position: \_\_\_\_\_

1. Age: \_\_\_\_\_ 2. Married: \_\_\_\_\_ 3. Children: \_\_\_\_\_ 4. Religion: \_\_\_\_\_  
 5. Hobbies: \_\_\_\_\_

6. Years on present job: \_\_\_\_\_ 7. Years in Newspaper Business: \_\_\_\_\_

8. Breakdown of jobs---with salaries:

a. \_\_\_\_\_ Pay: \_\_\_\_\_  
 b. \_\_\_\_\_ Pay: \_\_\_\_\_  
 c. \_\_\_\_\_ Pay: \_\_\_\_\_  
 d. \_\_\_\_\_ Pay: \_\_\_\_\_  
 e. \_\_\_\_\_ Pay: \_\_\_\_\_

9. PAY for present job: \_\_\_\_\_  
 a. Commission?: \_\_\_\_\_  
 b. Fringe Benefits?: \_\_\_\_\_

(MORE)

10. Overtime Pay? Yes \_\_\_\_\_; No \_\_\_\_\_ 11. Amount: \_\_\_\_\_

12. Working Hours: M \_\_\_\_\_ T \_\_\_\_\_ W \_\_\_\_\_ Th \_\_\_\_\_ F \_\_\_\_\_ S \_\_\_\_\_ Su \_\_\_\_\_: \_\_\_\_\_ Wk.

13. Vacation: \_\_\_\_\_ 14. (Education) HS \_\_\_\_\_ 15. College \_\_\_\_\_

16. Name of College: \_\_\_\_\_

17. Degree: \_\_\_\_\_ 18. Major: \_\_\_\_\_

19. How did you get your first job: \_\_\_\_\_

20. What college courses helped most on your first job? \_\_\_\_\_

21. What college courses helped most on your present job? \_\_\_\_\_

22. Types of "on-the-job" training: \_\_\_\_\_

23. Other types of training: \_\_\_\_\_

24. Do you perform any special services? \_\_\_\_\_

25. What are your main duties? \_\_\_\_\_

26. QUOTES: \_\_\_\_\_

Figure 1. Standard Personnel Card Used for Recording Data During Newspaper Employee Interviews.

**OKLAHOMA STATE UNIVERSITY • STILLWATER**

Journalism Department  
FRontier 2-6211, Exts. 477 & 478

Under the direction of Dr. Charles L. Allen, head of the department of Journalism and Advertising at Oklahoma State University, I am conducting a "Job Census of Men and Women on Daily and Weekly Newspapers in Oklahoma," the subject of my graduate thesis. Our objective is to find out how many persons are employed in the various departments of Oklahoma Dailies and Weeklies, and something about their duties and training for these jobs.

I expect to be in your office on \_\_\_\_\_.  
Since Monday is the only day I can travel, I hope you will have a few moments to talk with me on this date.

I feel sure you will agree with Dr. Allen and other Journalism educators that Schools of Journalism should know the kinds of jobs for which they are preparing students.

Cordially,

Gregg S. Bond  
Graduate Student

Figure 2. Letter of Introduction.

immediate cooperation of newspaper executives.

Field work began on June 15, 1961. The first person interviewed on each newspaper either was the publisher and/or owner, or the manager. In addition to offering personal information, this executive helped the researcher develop an up-to-date organizational chart of his newspaper, which listed each full-time job and number of employees on each job. From this chart, employees were chosen for the study.

For example, if there were two assistant news editors, only one was interviewed. If eight persons were city circulation supervisors, one was selected to be interviewed. However, when a department, such as circulation, had a manager, a northside zone director, and a southside zone director, each was interviewed.

The selection of interviewees varied on each newspaper studied. Occasionally, the department editor or supervisor made the selections, choosing those who were least occupied at the time. Usually, the department heads introduced each of their employees and their individual positions, and the researcher then made the selections.

The average interview required approximately 15 to 20 minutes. Most of the interviews were conducted at the person's desk or place of work. One editor loaned the researcher his office in which to interview the employees.

The field trips continued for one year, ending on June 15, 1962 and totaled more than 7,500 miles. (Refer to Figure 3). During that period, 34 of the 50 newspapers, 12 dailies and 22 weeklies, were studied.<sup>1</sup>

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<sup>1</sup>The Appendix lists the daily and weekly newspapers in Oklahoma included in this study.

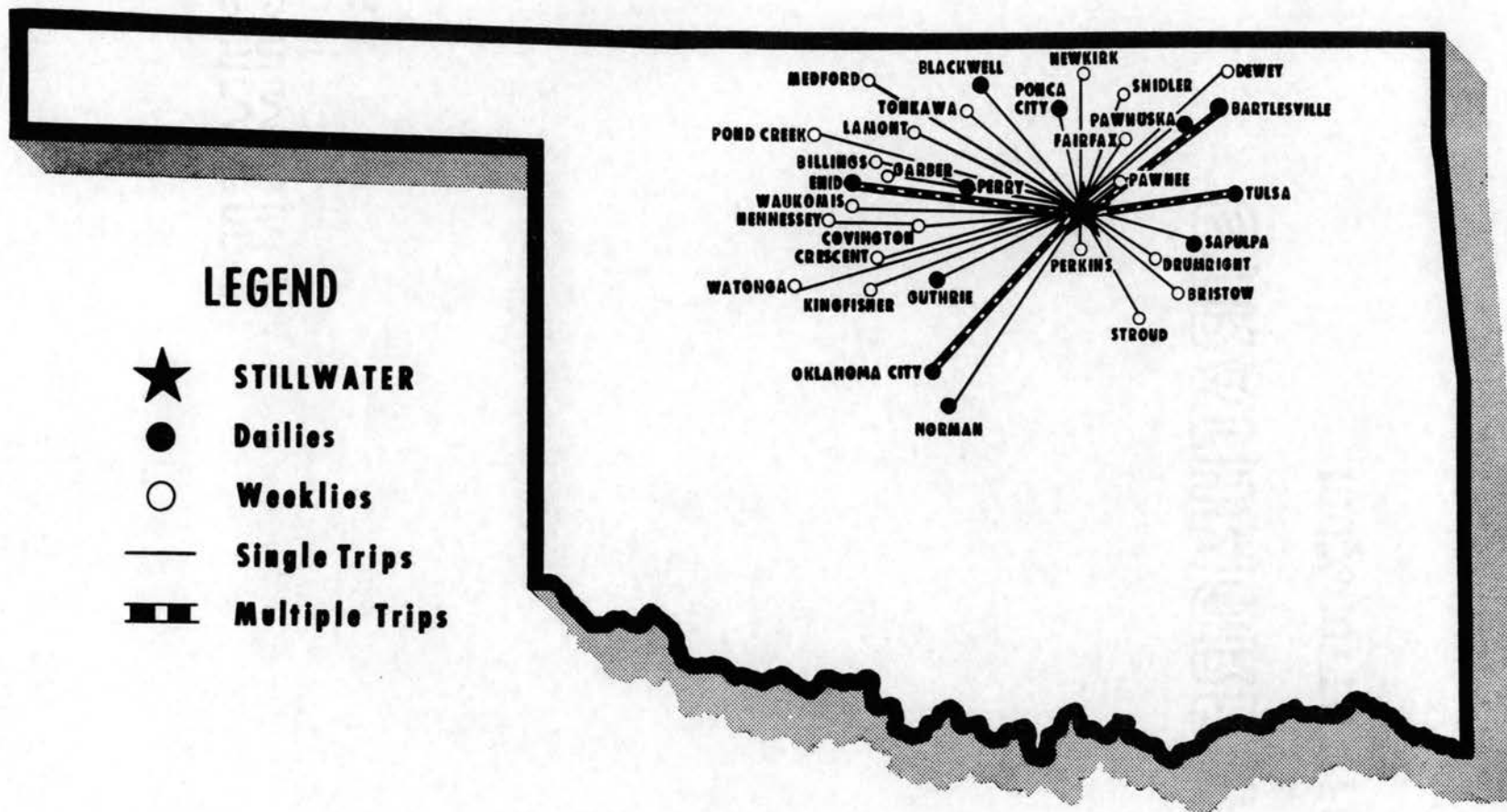


Figure 3. A Map of Oklahoma Showing Towns in Which Daily and Weekly Newspapers were Studied.

The total sample comprised 366 Oklahoma newspaper employees. (See Tables II and III).

Of the 366 persons in this study, 95.5 per cent voluntarily participated in the personal interviews. Only 4.5 per cent were not personally interviewed. Most of them were absent from the newspaper at the time of the visit. However, all of the 4.5 per cent completed the questionnaire and returned it by mail.

TABLE II

NUMBER AND CLASSIFICATION OF OKLAHOMA NEWSPAPERS STUDIED FROM  
JUNE 15, 1961 TO JUNE 15, 1962

Classification	Oklahoma Newspapers	
	Number	Per Cent
Daily Newspapers Studied	12	35.3
Weekly Newspapers Studied	22	64.7
Totals	34	100.0

TABLE III  
 NUMBER AND CLASSIFICATION OF PERSONS INTERVIEWED IN THIS STUDY  
 JUNE 15, 1961 TO JUNE 15, 1962

Classification	Interviewees	
	Number	Per Cent
Daily Interviewees	302	82.5
a. Men (207 -- 68.5%)		
b. Women (95 -- 31.5%)		
Weekly Interviewees	64	17.5
a. Men (43 -- 67.2%)		
b. Women (21 -- 32.8%)		
Totals	366	100.0

#### Presentation of Data

Data obtained in this study is presented in three major categories:

- Chapter III: A Study of Editorial Personnel on Daily and Weekly Newspapers in Oklahoma.
- Chapter IV: A Study of Business Personnel on Daily and Weekly Newspapers in Oklahoma.
- Chapter V: A Study of Composing and Production Personnel on Daily and Weekly Newspapers in Oklahoma.

Chapters III, IV, and V are concerned with the job categories on daily and weekly newspapers. Each chapter discusses the significant data for one broad classification of workers.

The information obtained from the interviews was manually tabulated and machine calculated by the researcher. Job categories were grouped according to editorial, business, and production personnel because newspapers are usually organized into these 3 divisions. The following tables (Tables IV, V, VI, and VII) list the job categories and specific types of jobs found on Oklahoma daily and weekly newspapers in this study.



TABLE IV

## JOB CATEGORIES OF PERSONS INTERVIEWED ON OKLAHOMA DAILY NEWSPAPERS

Kinds of Jobs	Interviewees	
	Number	Per Cent
Editors and Department Editors	45	14.9
Assistant Editors and Department Editors	10	3.3
Special Writers and/or Personnel	12	4.0
General Reporters and Reporter-Photographers	16	5.3
Publishers	4	1.3
Business Managers	43	14.2
Assistant Business Managers	9	3.0
Department Directors	4	1.3
Department Supervisors	11	3.6
Assistant Directors, Superintendents, Supervisors, and Foremen	4	1.3
Advertising Salesmen	19	6.3
General Clerks	54	18.0
Special Secretaries	16	5.3
Department Superintendents	10	3.3
Department Foremen	16	5.3
Composing Personnel	16	5.3
Production Personnel	13	4.3
Totals	302	100.0

TABLE V

## JOB CATEGORIES OF PERSONS INTERVIEWED ON OKLAHOMA WEEKLY NEWSPAPERS

Kinds of Jobs	Interviewees	
	Number	Per Cent
Editors and Department Editors	12	18.8
Publishers	18	28.1
Business Managers	11	17.2
Department Superintendents and Foremen	4	6.2
General Clerks	2	3.1
Composing Personnel	14	21.9
Production Personnel	3	4.7
Totals	64	100.0

TABLE VI

## SPECIFIC JOBS OF PERSONS INTERVIEWED ON OKLAHOMA DAILY NEWSPAPERS

Jobs	Interviewees	
	Number Interviewed	Total in Department
Editors and Department Editors		45
Aviation and Entertainment Editors	1	
Business Editors	2	
Church and Youth Editors	1	
City Editors	7	
Copy Editors	1	
Editors	1	
Editorial Editors	1	
Farm Editors	1	
Makeup Editors	1	
Managing Editors	6	
News Editors	5	
Oil Editors	3	
Society Editors	2	
Sports Editors	4	
State Editors	2	
Telegraph Editors	2	
Women's Editors	5	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
Assistant Editors and Department Editors		10
Assistant City Editors	3	
Assistant Managing Editors	1	
Assistant Oil Editors	2	
Assistant Sports Editors	1	
Assistant Sunday Magazine Editors	1	
Assistant Women's Editors	2	
Special Writers and/or Personnel		12
Advertising Layout Artist	1	
Artists	1	
Cartoonists	1	
Columnists	3	
Promotion Copy Writer	1	
Senior Artists	1	
Sports Columnists	1	
Specialized Writers	3	
General Reporters and Reporter-Photographers		16
City Reporters	1	
General Assignment Reporters	5	
Reporter-Photographers	2	
Sports Reporters	2	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
Staff Writers (Reporters)	2	
Women Reporters	4	
Publishers		4
Publishers-Owners	4	
Business Managers		43
Accounting Managers	2	
Advertising Production Managers	1	
Business Office Managers	1	
Business Managers	2	
Circulation Managers	4	
City Circulation Managers	1	
City Circulation Office Managers	1	
Classified Advertising Managers	3	
Classified Phone Room Managers	1	
Country Circulation Office Managers	1	
Credit Managers	1	
District Circulation Managers	2	
General Advertising Managers	3	
General Managers	3	
Mailroom Managers	1	
Managers, Stores and Services	1	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
National Advertising Managers	1	
PBX Managers	1	
Photography Managers	3	
Production Managers	1	
Promotion Managers	1	
Purchasing Managers	1	
Retail Advertising Office Managers	1	
Retail Advertising Managers	3	
Zone Circulation Managers	3	
Assistant Business Managers		9
Assistant Accounting Managers	1	
Assistant Advertising Production Managers	1	
Assistant Classified Advertising Managers	1	
Assistant Credit Managers	1	
Assistant Photography Managers	1	
Assistant Retail Advertising Managers	4	
Department Directors		4
Advertising Directors	2	
Circulation Directors	2	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
Department Supervisors		11
Accounting Supervisors	4	
Carrier Motor Route Supervisors	1	
Cashier Supervisors	1	
Copy Service Supervisors (Promotion)	1	
Phone Room Supervisors	1	
Stock Room Supervisors	1	
Supervisors, City Service Department	1	
TTS Supervisors	1	
Assistant Directors, Superintendents, Supervisors, and Foremen		4
Assistant Mail Supervisors	1	
Assistant Phone Supervisors	1	
Assistant Proofreader Superintendents	1	
Assistant Transportation Foremen	1	
Advertising Salesmen		19
Advertising Counselors (Salesmen)	2	
Advertising Representatives	1	
General Advertising Salesmen	6	
Classified Advertising Salesmen	3	
National Advertising Salesmen	1	
Retail Advertising Salesmen	6	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
General Clerks		54
Accountants	2	
Accounting Clerks	2	
Assistant Cashiers	1	
Bookkeepers	8	
Budget and Operations Auditors	1	
Circulation Billing Clerks	1	
Classified Advertising Clerks	6	
Clerk Stenographers	2	
Clerk Typists	4	
Copy Messengers	2	
Dispatch Clerks	2	
Engraving Clerks	1	
Fringe Benefit Clerks	1	
Internal Auditors	1	
Key Punch Operators	1	
Library and Records Clerks	5	
Mail Clerks	3	
National Advertising Clerks	1	
PBX Operators	1	
Phone Room Clerks	2	
Prepaid Clerks	1	



TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
Press Production Clerks	1	
Proofreaders	2	
Stock Clerks	1	
Voucher Clerks	2	
Special Secretaries		16
Circulation Secretaries	3	
Classified Advertising Secretaries	2	
Country Circulation Secretaries	1	
National Advertising Secretaries	2	
Production Secretaries	1	
Retail Advertising Secretaries	1	
Secretary to City Circulation Managers	1	
Secretary to Comptrollers	1	
Secretary to Credit Managers	1	
Secretary to Office Managers	1	
Secretary to Transportation Managers	1	
Want Ad Secretaries	1	
Department Superintendents		10
Art Superintendents	1	
Composing Superintendents	2	
Engraving Superintendents	1	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
Garage Superintendents	1	
Payroll Superintendents	1	
Press Superintendents	1	
Production Superintendents	3	
Department Foremen		16
Advertising Production Foremen	2	
Engraving Foremen	1	
Press Foremen	2	
Production Foremen	2	
Shop Foremen	6	
Stereotype Foremen	1	
Transportation Foremen	2	
Composing Personnel		16
Apprentice Printers	2	
Floormen	4	
Linotype Operators	5	
Markup Men	1	
News Bankmen	1	
Printers	2	
TTS Operators	1	

TABLE VI (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
Production Personnel		13
Apprentice Engravers	1	
Apprentice Stereotypists	1	
Journeyman Pressman	4	
Journeyman Stereotypists	1	
Machinists	6	
Total Number Interviewed		302
Total Number of Departments		17
Total Number of Job Classifications		152

TABLE VII

## SPECIFIC JOBS OF PERSONS INTERVIEWED ON OKLAHOMA WEEKLY NEWSPAPERS

Jobs	Interviewees	
	Number Interviewed	Total in Department
Editors and Department Editors		12
Managing Editors	1	
News Editors	4	
Society Editors	7	
Publishers		18
Publishers	4	
Publishers-Editors	10	
Publishers-Owners	4	
Business Managers		11
Business Managers	3	
Circulation Managers	1	
General Advertising Managers	4	
General Newspaper Managers	1	
Production Managers	1	
Retail Advertising Managers	1	
Department Superintendents and Foremen		4
Assistant Shop Foremen	1	
Mechanical Superintendents	1	
Shop Foremen	2	

TABLE VII (Continued)

Jobs	Interviewees	
	Number Interviewed	Total in Department
General Clerks		2
Bookkeepers	2	
Composing Personnel		14
Floormen	3	
Linotype Operators	7	
Printers	2	
TTS Operators	2	
Production Personnel		3
Machinists	1	
Pressmen	1	
Stereotypists	1	
Total Number Interviewed		64
Total Number of Departments		7
Total Number of Job Classifications		23

## CHAPTER III

### A STUDY OF EDITORIAL PERSONNEL ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

#### Introduction

Ninety-five editorial workers on daily and weekly newspapers in Oklahoma were personally interviewed for this study. (This number represents 26% of the total newspaper employees studied.) The data was grouped according to daily or weekly newspaper classification, then separated into specific types of jobs. Forty different jobs were held by these editorial workers. (See Table VI, page 18.)

Next, the jobs were grouped into five general categories:

1. Daily Newspaper Editors and Department Editors,
2. Daily Newspaper Assistant Editors and Department Editors,
3. Daily Newspaper Special Writers and/or Personnel,
4. Daily Newspaper Reporters and Reporter-Photographers, and
5. Weekly Newspaper Editors and Department Editors.

A statistical analysis was then made of each general category.

The following tables include all data for these editorial workers. Individual names are coded by special numbers to keep this information confidential. The author's interpretation follows each table.

TABLE VIII  
 PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER  
 EDITORS AND DEPARTMENT EDITORS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
2	36	Yes	5	Baptist		$\frac{1}{2}$	10
13	51	No		Presbyter- ian	Golf; Fish- ing and Gardening	12	32
20	57	Yes	2	Methodist	Reading	2	14
50	23	No		Christian	Horses, and Sports	$1\frac{1}{2}$	$3\frac{1}{2}$
52	49	Yes	3	Presbyter- ian	Golf; Fish- ing and Hunting	13	13
55	64	Yes	0	Christian	Golf; Fish- ing and Hunting	11	42
64	45	Yes	2	Baptist	Golf, and Writing	15	17
86	27	No		Episcopal	Golf, and Writing	2	6
90	45	Yes	1	First Christian	Golf; Photo- graphy; Music, and Reading	6	17
95	37	Yes	4	Presbyter- ian		$\frac{1}{2}$	12
99	53	Yes	0	Methodist	Golf	6	19
138	53	Widow	1	Methodist	Sports	9	38
143	34	Yes	2	Presbyter- ian	Writing	1	14
148	25	Yes	1	Jewish		2	4

TABLE VIII (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
158	44	Yes	2	Presbyter- ian	Golf	2	21
159	50	Yes	2	Methodist		11	30
160	50	Yes	2	Methodist	Professional Organizations	12	30
191	45	No		Methodist	Golf, and Pro- fessional Or- ganizations	5	5
193	36	Yes	4	Christian		1½	13
205	41	Yes	1	No Religion		1	15
224	37	Yes	4	Christian	Professional Organizations	1	11
283	38	Yes	2	Methodist	Golf; Sewing, and Fishing	3	3
284	37	Yes	6	Catholic	Flying	10	14
301	48	Yes	0	Methodist	Sports	4	12
308	30	Yes	1	Methodist	Golf	6	8
309	62	Yes	0	Presbyter- ian	Bowling, and Sewing	40	40
322	21	Divorced	1	Christian	Reading	1	1½
331	57	Yes	2	Presbyter- ian	Reading	8	24
333	48	Yes	3	Presbyter- ian	Reading	3	20
335	31	No		Methodist		2½	9
336	33	Yes	3	Christian		½	13
339	49	Yes	0	No Religion	Reading	2	25



TABLE VIII (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
344	46	Yes	3	Lutheran	Coin Collecting	3	6
347	43	Widow	0	Methodist	Pets	2	25
350	62	Yes	4	Catholic	Reading	9½	39
351	53	Yes	2	Episcopal	Golf; Fishing, and Bridge	2½	36
353	33	Yes	3	Methodist	Reading	5½	16
357	60	Yes	1	Presbyter- ian	Gardening, and Photography	6	41
360	48	Yes	3	Methodist	Photography, and Concrete Work	8	28
361	32	Yes	2	Christian		1	10
362	38	Yes	4	Episcopal	Writing, and Reading	11	18
363	49	Yes	1	Methodist		27	27
364	60	Widow	1	No Prefer- ence	Woodworking	4	38
365	48	Divorced	1	Baptist	Writing, and Cooking	6	19
366	58	Widow	1	Protestant	Fishing	18	37

## Personal Characteristics of Daily Newspaper

### Editors and Department Editors

Forty-five of the employees interviewed on 12 daily newspapers in this study were newspaper editors or department editors, such as managing editors, news editors, society, sports, et cetera. (Table VI, page 18, lists each type of job in this category.)

These editors are responsible for the general news content of their newspapers and for the supervision of their editorial departments.

#### Ages

Daily newspaper editors and department editors in Oklahoma range in age from 21 to 64, while the average is 44 years. The median age is slightly more than 49 years, with the youngest 25% between the ages of 21 and 36, and the veterans, or oldest 25%, in the neighborhood of 60 to 70 years of age.

Only 7% of the editors and department editors are between the ages of 61 and 70, while 20% are 51 to 60; 27% are 31 to 40, and 11% are 21 to 30 years of age. The largest group, 36%, are between the ages of 41 and 50, as indicated by the median figure above.

#### Marital Status

More than three-fourths of the editors and department editors are married -- 75.6%. Eleven per cent are unmarried, while 9% are widows and 4% are divorcees.

### Employees' Children

The 34 married, widowed, or divorced editors and department editors have a total of 76 children (approximately two children per family). More than 13% of the married persons interviewed have no children at all.

### Religions

The prevailing religions among editors studied seem to be the Methodist (31.1%), Presbyterian (20.0%), and Christian (17.8%) faiths, respectively. Two persons indicated they had no church affiliation. (Other religions are listed individually in the preceding table.)

### Hobbies

The most popular hobby of Oklahoma daily editors and department editors studied appears to be golf, claimed by 26.7%. Reading is second with 22.2%, followed by fishing, 13.3%; writing, 8.9%; professional organizations and general sports, 6.7%, and hunting and photography, each 4.4%, among others. (Refer to Table VIII for additional hobbies of daily editors and department editors.)

### Years on Present Job

Fifty-three per cent of the newspaper editors interviewed have worked on their present job from  $\frac{1}{2}$  year to 5 years only, while the remaining 47% have held their present positions from 6 to as many as 42 consecutive years.

It is interesting to note that 41.7% of those having worked  $\frac{1}{2}$  to 5 years on their present job have a college degree, and all but one

majored in journalism. Of the editors from 6 to 42 years on the present job, 42.9% are college graduates; all but three majored in journalism.<sup>1</sup> Apparently, a college degree in journalism has been helpful to these editors and department editors in obtaining administrative positions.

#### Years of Newspaper Experience

Editors and department editors in this study have a total of 876 years in the newspaper business. This means the average newspaper editor or department editor has worked nearly 20 years in his profession. The median figure is 18.06 years. Those with the least amount of experience, the lower 25%, have worked from  $1\frac{1}{2}$  to 10 years, while the most experienced 25% have been in the business from 30 to 42 years.

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<sup>1</sup>A statistical comparison of Table VIII, page 30, and Table IX, page 36.

TABLE IX

EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER  
EDITORS AND DEPARTMENT EDITORS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
2	Yes	No					
13	Yes	No					
20	Yes	No					
50	Yes	Yes	OU*	BA	Journ- alism	Newsroom Prac- tice; Photog- raphy, and Copy Reading	Geography; Government, and Home Economics
52	Yes	Yes	NW	BS	Journ- alism	Introductory Journalism; English; Bas- ic Newswrit- ing, and Ad- vanced News- writing	Advanced Newswriting
55	Yes	Yes	PU	BA	Arts and Sci- ences	None	None
64	Yes	No					
86	Yes	Yes	MU	BJ	Journ- alism	English; His- tory; Mathe- matics, and Government	English; His- tory; Mathe- matics, and Government
90	Yes	Yes	KU	BA	Journ- alism	English; Eco- nomics, and Government	Geography
95	Yes	Yes	OSU	BA	Journ- alism	Journalism Management; Editing; Mar- keting, and Accounting	Advanced Newswriting; Accounting, and Foreign Languages

TABLE IX (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
99	Yes	No					
138	Yes	Yes	NU	BA	Journ- alism	None	None
143	Yes	Yes	KU	BA	Journ- alism	None	None
148	Yes	Yes	OU	BA	Journ- alism	Advanced News- writing	Advanced News- writing, and Journa- lism Manage- ment
158	Yes	Yes	MU	BJ	Journ- alism	English; His- tory, and Pol- itical Science	Basic News- writing; Ad- vanced News- writing, and Marketing
159	Yes	No					
160	Yes	No					
191	Yes	Yes	OU	BA	Journ- alism	None	None
193	Yes	Yes	OU	BA	Journ- alism	None	None
205	Yes	No					
224	Yes	No					
283	Yes	No					
284	Yes	No					
301	Yes	No					
308	Yes	Yes	OSU	BA	Journ- alism	Typography, and Newsroom Practice	Basic News- writing; Ad- vanced News- writing, and Speech

TABLE IX (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
309	Yes	No					
322	No	No					
331	Yes	No					
333	Yes	No					
335	Yes	Yes	OSU	BA	Journ- alism	Newsroom Practice	Newsroom Practice
336	Yes	No					
339	Yes	No					
344	Yes	No					
347	Yes	Yes	TU	BA	His- tory	English; His- tory; General Science, and Government	Religion, and Phi- losophy
350	Yes	No					
351	Yes	No					
353	Yes	Yes	OU	BA	Journ- alism	None	English, and Business Law
357	Yes	Yes	MU	BJ	Journ- alism	Introductory Journalism; Basic Newswri- ting; Advanced Newswriting; Economics, and History	Economics, and History
360	Yes	No					
361	Yes	No					
362	Yes	No					

TABLE IX (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
363	Yes	Yes	TU	BA	Eng-lish	Introductory Journalism; Basic News-writing, and Advanced News-writing	None
364	Yes	No					
365	Yes	Yes	OU	BA	Eng-lish	English, and Psychology	English, and Psychology
366	Yes	No					

\* Abbreviated symbols are defined in Table CXVI, page 286.

### Educational Characteristics of Daily Newspaper

#### Editors and Department Editors

##### High School Education

Nearly 100% of these editors and department editors on daily newspapers received a high school education. Only one person failed to graduate from high school. This percentage of high school graduates is exceptionally high compared with other job categories.

##### College Education

College-educated editors and department editors comprised 42.2% of the persons interviewed. In other words, 19 had a college degree and 26 did not. A few attended college, but for reasons unknown, failed to graduate.



Of the graduates, 78.9% received Bachelor of Arts degrees; 15.8% received Bachelor of Journalism degrees, and 5.3% earned Bachelor of Science degrees. Coincidentally, 78.9% also were journalism majors. English was the major of 10.5 % of the college graduates, while Arts and Sciences and History each had 5.3%.

Interviewees were asked to name the courses they considered most important on their first newspaper job. Thirty-one per cent answered, "None," while 31.6% said English; 21.1% said advanced newswriting, and 15.8% mentioned basic newswriting and newsroom practice.

Concerning the courses most important to them presently, 31.6% answered, "None;" 26.3% replied, "Advanced Newswriting;" 15.8% said English, and 10.5% recalled basic newswriting. (The above table lists other college courses of importance.)

TABLE X

## SALARIES OF DAILY NEWSPAPER EDITORS AND DEPARTMENT EDITORS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
2	\$ 30	\$ 40	\$ 40	\$ 44		\$ 53	1½	52	2
13	\$ 10	\$ 35	\$ 20	\$ 60	\$ 70	\$ 95	No	48	2
20	\$ 12	\$ 60	\$ 65			\$ 70	No	42	2
50	\$ 50					\$ 55	1½	45	2
52	\$290					\$355	No	42	3
55	\$ 11			\$110		\$167	No	45	3
64	\$ 5	\$ 50	\$ 50			\$ 50	1½	34	2
86	\$ 65	\$100	\$125			\$133	No	50	2
90	\$ 90	\$154	\$155	\$192		\$317	No	75	2
95	\$ 70	\$ 82	\$ 95	\$123		\$135	1½	40	3
99	\$ 44	\$ 53	\$ 84			\$125	No	40	3
138	\$ 25			\$ 85		\$190	No	40	3
143	\$ 70	\$108				\$122	No	40	3
148	\$ 85					\$102	1½	40	2
158	\$ 50	\$ 85				\$170	No	40	3
159	\$100					\$200	No	40	3
160	\$ 40	\$ 42	\$ 65	\$100	\$100	\$200	No	40	3
191	\$110					\$135	No	40	2
193	\$ 60	\$ 68	\$ 76			\$135	1½	40	3
205	\$ 58					\$155	No	40	3
224	\$ 78		\$210			\$230	No	40	3

TABLE X (Continued)

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
283	\$ 35					\$ 58	No	50	2
284	\$ 19	\$ 35	\$ 45	\$ 55	\$ 60	\$130	No	47	2
301	\$ 50	\$ 75	\$ 80	\$ 95		\$123	No	54	2
308	\$ 65	\$ 75	\$ 85	\$ 90	\$105	\$118	No	67	2
309	\$ 5					\$ 69	1½	36	2
322	\$ 40	\$ 40	\$ 44			\$ 65	1½	44	1
331	\$ 35	\$ 68	\$ 75	\$100	\$100	\$270	No	40	4
333	\$ 13	\$ 25	\$ 25	\$ 52	\$ 97	\$105	No	50	2
335	\$ 50	\$ 86				\$ 98	No	55	3
336	\$ 33	\$ 50	\$ 88	\$129	\$145	\$150	No	50	3
339	\$ 12	\$ 16	\$ 45	\$ 73	\$138	\$142	No	48	3
344	\$ 72	\$ 80	\$ 95	\$130		\$155	No	50	3
347	\$ 4	\$ 20	\$ 48	\$110	\$110	\$115	1½	40	2
350	\$ 43	\$ 45	\$ 60	\$ 60	\$ 98	\$153	No	45	3
351	\$ 10	\$ 30	\$ 32	\$ 65	\$115	\$195	No	55	3
353	\$ 40	\$ 40	\$ 40	\$ 48	\$115	\$125	No	50	3
357	-----Confidential-----					\$125	No	40	3
360	-----Confidential-----					\$125	No	48	3
361	-----Confidential-----					\$125	No	40	2
362	-----Confidential-----					\$192	No	54	3
363	-----Confidential-----					\$125	No	40	3
364	-----Confidential-----					\$192	No	48	3

TABLE X (Continued)

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
365	-----Confidential-----					\$125	No	48	3
366	-----Confidential-----					\$192	No	50	3

### Salaries of Daily Newspaper Editors and Department Editors

#### First Newspaper Job

The average weekly salary of Oklahoma editors and department editors on their first newspaper job was \$49.97, while the median was \$49.25.<sup>2</sup> The lowest 25% earned from \$4 to \$13 a week,<sup>3</sup> but the highest 25% drew between \$65 and \$290 per week.

#### Second Newspaper Job

The average salary of editors on their second newspaper job increased to \$60.08 per week. However, the median salary was only \$55.00 per week. The lowest 25% made from \$16 to \$40 a week, and the highest 25% earned from \$80 to \$154 per week.

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<sup>2</sup>Eight persons interviewed considered the salary information extremely confidential, and referred the research to their immediate supervisor, who gave only their present salary ranges.

<sup>3</sup>Many of the exceptionally low salaries reported in this study were earned during the depression period.

### Third Newspaper Job

The average daily editor or department editor made \$72.79 per week on his third newspaper job, which in most cases was a promotion from the previous job. The median salary was \$65.50.

The lowest 25% earned between \$20 and \$44 per week, and the highest 25% received between \$88 and \$210.

### Fourth Newspaper Job

Those who attained a fourth job earned an average of \$90.58 per week. The median salary was \$85.25, with the lowest 25% receiving \$44 to \$60 a week and the highest 25% between \$110 and \$192.

### Fifth Newspaper Job

In all cases, this job was a promotion, and increases in salaries were considerable. For instance, the average editor or department editor now received \$104.42 per week. The median increased to \$105 per week. The lowest 25% received from \$60 to \$97 per week, and the highest earned between \$115 to \$145.

### Present Salaries

The average editor or department editor earns \$143.69 per week on his present job.<sup>4</sup> The median salary is slightly lower -- \$135.45.

Currently, the poorest paid 25% of editors and department editors

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<sup>4</sup>See Figure 4 -- 1961-62 Weekly Salary Ranges of Daily and Weekly Newspaper Editorial Personnel.

studied earn between \$50 and \$105 a week, while the highest 25% draw a base pay of from \$190 to \$355 per week.<sup>5</sup>

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<sup>5</sup>The highest salary is somewhat misleading, since only one editor receives \$355 per week. A more realistic range for the top quartile is from \$190 to approximately \$300 a week. See Table X, page 41.

TABLE XI

## JOB CHARACTERISTICS OF DAILY NEWSPAPER EDITORS AND DEPARTMENT EDITORS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
2	Personal Interview			
13	Worked During High School			
20	Personal Interview			
50	Personal Interview			Public Relations
52	Married Owner of Newspaper	OPA Clinics	Personal Reading and Study	Public Relations
55	Personal Interview			Public Relations, and Promotion
64	Personal Interview			
86	Knew Employer Personally			
90	Through Correspondence			Public Relations
95	Recommendation of Journalism School			
99	Personal Interview			Public Relations
138	Personal Interview			Public Relations, and Special Writer
143	Personal Interview			
148	Through Correspondence			

TABLE XI (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
158	Personal Interview			
160	Personal Interview			Public Relations
191	Personal Interview			Public Relations, and Civic Organizations
193	Personal Interview			Public Relations
205	Personal Interview			Public Relations, and Civic Organizations
224	Personal Interview			Public Relations, and Civic Organizations
283	Answered Advertisement			Public Relations, and Civic Organizations
284	Personal Interview	GI Bill Benefits	Armed Services Newspaper Work	Public Relations, and Civic Organizations
301	Wanted Experience—Accepted No Salary			
308	Through Close Friend	OPA Clinics		Public Relations, and Civic Organizations
309	Personal Interview			
322	Personal Interview			
331	Personal Interview			



TABLE XI (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
333	Personal Interview			Public Relations, and Civic Organiza- tions
335	Worked with News- paper before College Gradua- tion			
336	Personal Interview			Public Relations, and Newspaper Com- mittee Member
339	Personal Interview			
344	Worked with News- paper before College Gradua- tion			Public Relations
347	Worked with News- paper before College Gradua- tion			Public Relations; Civic Organizations, and Guest Speaker
350	Personal Interview			
351	Personal Interview			Public Relations, and Civic Organiza- tions
353	Worked with News- paper before College Gradua- tion			Public Relations
357	Personal Interview		Personal Reading and Study	
360	Personal Interview			Public Relations; Civic Organizations, and Guest Speaker

TABLE XI (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
361	Recommendation of Journalism School			
362	Personal Interview			
363	Personal Interview			
364	Personal Interview			
365	Personal Interview		Personal Reading and Study	Public Relations, and Civic Organizations
366	Personal Interview			

### Job Characteristics of Daily Newspaper

#### Editors and Department Editors

##### Attained First Newspaper Job

Sixty-nine per cent of these editors and department editors attained their first newspaper job through personal interviews. Nine per cent of them worked on the newspaper during college and accepted a regular position after graduation. Other college graduates received help from their journalism schools in obtaining a job (4.4%), while those without college degrees either corresponded with newspaper executives (4.4%); answered

newspaper classified advertisements (2.2%); made arrangements for interviews through a close friend (2.2%), or knew the employer personally and asked for a job (2.2%).

One editor even worked the first few weeks free of charge. "At the time, it was the only way I could get experience," he said. Another married the owner's daughter and immediately became an administrator with the newspaper.

### On-the-job Training

A few daily newspapers in Oklahoma seem to encourage on-the-job training for their executive employees. One person interviewed received training under the GI Bill of Rights, while two others regularly attended Oklahoma Press association clinics as representatives of their newspapers. However, 93.4% of the editors and department editors in this study have not received this type of training.

### Additional Training

Approximately 7% of these interviewees emphasized the importance of outside reading and study, in order to "stay abreast" of current events. One department editor referred to his practical experience on a U.S. Army newspaper as "additional training." Ninety-one per cent of the editors and department editors, however, had no additional training other than practical experience received on their present job.

### Special Services

Interviewees also were asked if they performed any special services for their newspaper in addition to their present job. Fifty-one per cent

of the editors and department editors interviewed said, "None," while 48.9% said they were assigned several public relation duties within the community. Some 24% of the persons attended civic organizational meetings as newspaper representatives, while others performed extra duties of writing, developing promotion ideas for various departments, public speaking, and serving on employee special committees within the newspaper.

TABLE XII

PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER ASSISTANT EDITORS  
AND DEPARTMENT EDITORS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
165	35	No		Episcopal	Social Orga- nizations	1	11
178	40	Yes	1	Episcopal	Army Reservist	1	16
203	29	No		Methodist	Army Reservist	1½	6
248	53	Yes	3	Presbyter- ian	Work	6	28
249	45	Yes	3	Baptist	Sports	2	22
260	47	Yes	1	Christian		8	25
263	29	Yes	2	Lutheran		½	11
330	28	Yes	0	No Religion	Reading	1	3
345	40	No		Catholic		2½	18
349	27	Yes	0	Presbyter- ian	Sewing	2	6

Personal Characteristics of Daily Newspaper Assistant Editors  
and Department Editors

The 10 assistant editors in this study consist of assistant managing editors, assistant city editors, assistant sports editors, oil editors, Sunday magazine editors, and women's editors. Their main responsibility is to:

Assist the editor in the supervision of the department and take charge in his or her absence.

...Assistant editors must possess a talent for writing and editing, in case he or she must fill in when necessary; a pleasant personality for meeting the public, and have ample management experience to supervise subordinate staff members adequately.<sup>6</sup>

### Ages

Ages of daily newspaper assistant editors and department editors in Oklahoma range from 27 years to 47 years of age, with the average in the neighborhood of 37 years. The median is 35.5 years of age, with the youngest quartile between the ages of 27 and 29, and the oldest 25% from 45 to 53 years of age.

The majority of these assistant editors and department editors are between the ages of 21 and 30 (40.0%), while other age groups are 31 to 40 (30.0%), 41 to 50 (20.0%), and 51 to 60 (10.0%).

### Marital Status

Seventy per cent of the assistant editors interviewed are married, while 30% are unmarried.

### Employees' Children

This study shows that 80% of the married assistant editors and department editors have children, with approximately one child per family. Eight of the married persons have a total of 10 children, while two have none.

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<sup>6</sup>A statement taken from a personal interview with a managing editor on a small daily newspaper in Oklahoma.

### Religions

Two of these assistant editors and department editors are Presbyterians; 2 are members of the Episcopal church, and 5 are members of different faiths (Methodist, Baptist, Christian, Lutheran and Catholic). One person interviewed has no church affiliation.

### Hobbies

Thirty per cent of these assistant editors have no hobbies at all, while 20% are army reservists (considered by them as a hobby), and the remaining 50% have hobbies such as reading, sewing, attending social organizations, working, and sports in general.

### Years on Present Job

The average assistant editor or department editor on daily newspapers in Oklahoma has worked on his present job for  $2\frac{1}{2}$  years. The median length of time is  $1\frac{1}{2}$  years. This shows that 80.0% of these assistants have worked less than 3 years on their present job, while 20.0% have worked from 6 to 8 years on the job they now hold.

### Years of Newspaper Experience

Assistant editors and department editors in this study have a total of 146 years of newspaper experience. The average assistant editor has accumulated nearly 15 years of experience (the median is 17.5 years), while the more experienced 25% have worked from 22 to 28 years in the business. The beginning assistant editors or department editors have worked on newspapers from 3 to 6 years (first 25%).

TABLE XIII

EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER  
ASSISTANT EDITORS AND DEPARTMENT EDITORS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
165	Yes	Yes	DC	BA	English	English; Advanced News-writing, and Speech	Home Economics, and Humanities
178	Yes	No					
203	Yes	Yes	OU	BA	Journalism	English; Advanced News-writing; Geography, and Government	Economics; Newsroom Practice, and Government
248	Yes	Yes	OU	BA	Journalism	Introductory Journalism; Basic News-writing; Advanced News-writing; Mathematics, and Liberal Arts	Mathematics, and Law of the Press
249	Yes	Yes	KU	BA	Journalism	None	Basic News-writing, and Advanced Newswriting
260	Yes	Yes	OU	BA	Journalism	Advanced News-writing; Political Science, and Accounting	Advanced Newswriting; Political Science, and Accounting
263	Yes	No					
330	Yes	Yes	TU	BA	Journalism	None	Basic News-writing, and Advanced Newswriting



TABLE XIII (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
345	Yes	No					
349	Yes	Yes	OSU	BA	Journ- alism	Introductory Journalism; Basic News- writing, and Advanced Newswriting	Home Econom- ics

### Educational Characteristics of Daily Newspaper

#### Assistant Editors and Department Editors

##### High School Education

Every assistant editor or department editor on daily newspapers in Oklahoma in this study had a high school education, which is commendable in comparison to other job categories.

##### College Education

The number of college graduates also is high, 70.0%. The remaining 30.0% attended college at one time but did not graduate. One assistant editor completed  $3\frac{1}{2}$  years, then accepted his present position instead of finishing college.

Each college graduate received a Bachelor of Arts degree. Nearly 86% of them majored in journalism, while 14% majored in English.

Advanced newswriting was the most popular and helpful course to these college graduates on their first newspaper job (71.4%). The second choice was a tie between introductory journalism, basic newswriting, and English. (Refer to Table XIII for additional courses of importance.)

When asked what courses are most valuable to them now, advanced and basic newswriting received top billing, while home economics, humanities, economics, newsroom practice, government, mathematics, law of the press, and political science tied for second.

TABLE XIV

## SALARIES OF DAILY NEWSPAPER ASSISTANT EDITORS AND DEPARTMENT EDITORS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
165	\$ 45	\$ 50	\$ 79			\$110	No	40	3
178	\$ 50	\$ 75	\$112	\$150		\$165	No	42	3
203	\$ 90	\$ 95	\$120			\$137	1½	40	2
248	\$ 8	\$ 15	\$ 65	\$ 80	\$ 95	\$265	No	55	3
249	\$ 28	\$ 40	\$ 65	\$ 85	\$120	\$165	No	40	3
260	\$ 50	\$ 60	\$ 78	\$ 85	\$ 98	\$105	No	40	3
263	\$ 50	\$ 60	\$ 75	\$ 90	\$105	\$130	No	40	3
330	\$ 55	\$ 85				\$ 85	No	45	2
345	\$ 19	\$ 55	\$ 60	\$ 85	\$120	\$130	No	40	3
349	\$ 67	\$ 93				\$ 96	No	40	3

Salaries of Daily Newspaper Assistant Editors  
and Department Editors

First Job

The average salary of assistant editors and department editors on their first newspaper job was \$46.20 per week. The median was \$45.50. The lowest paid 25% received from \$8 to \$28 a week, while the highest salaried quartile earned between \$55 and \$90 per week.

### Second Job

The average assistant editor in this study received a weekly paycheck of \$62.80 on his second newspaper job. The median salary was \$55.50. The lowest 25% only earned from \$15 to \$50 each week, but the higher paid quartile advanced to between \$85 and \$95 per week.

### Third Job

Weekly averages steadily increased. On the third job, the average assistant editor expected \$81.75 a week (median was \$75.50), while the lowest 25% now received \$60 to \$65 each week. The more privileged 25%, highest paid, took home between \$112 and \$120 weekly.

### Fourth Job

Sixty per cent of the assistant editors or department editors studied had a fourth job, which was a substantial promotion. The average assistant was raised to \$95.83 a week (median -- \$85.50). The lower paid 25% now earned \$80 to \$85 each week, (notice the median figure), while the highest paid quartile earned from \$98 to \$120, less than the weekly raise obtained on the third job.

### Fifth Job

Another promotion increased the average salary to \$109.60 a week for daily assistant editors and department editors on their fifth job. The lowest paid quartile received between \$95 and \$98 per week, while the highest salaried 25% earned exactly \$130 a week. The weekly median salary also increased to \$105.

### Present Salaries

The average assistant editor or department editor on daily newspapers included in this thesis currently receives \$138.80 a week. The median is \$125.50 weekly. Salaries in the lower 25% range from \$85 to \$105, while those in the higher quartile are from \$165 to \$265 per week.

TABLE XV  
 JOB CHARACTERISTICS OF DAILY NEWSPAPER ASSISTANT EDITORS  
 AND DEPARTMENT EDITORS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
165	Personal Interview			Public Relations
178	Personal Interview			
203	Recommendation of Journalism School			
248	Personal Interview			Public Relations
249	Personal Interview			
260	Worked with News- paper before Col- lege Graduation			Public Relations, and Civic Organiza- tions
263	Worked During High School			Public Relations, and Civic Organiza- tions
330	Worked with News- paper before Col- lege Graduation			
345	Knew Employer Personally			
349	Worked with News- paper before Col- lege Graduation			Public Relations; Civic Organizations, and Promotion

Job Characteristics of Daily Newspaper Assistant Editors  
and Department Editors

Attained First Job

Forty per cent of the assistant editors and department editors attained their first newspaper job by personal interview. Those working with the newspaper while attending college totalled 30%, while college graduates who received help from their school of journalism, worked for the newspaper during high school, or knew the employer personally each were 10%.

No assistant editors or department editors interviewed recalled any on-the-job or additional training during their newspaper experience. Fifty per cent of them said they occasionally serve on Public Relations committees for the newspaper; 30% attend civic meetings for the paper, and 10% help with newspaper promotion, in addition to their regular duties.

TABLE XVI

PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER  
SPECIAL WRITERS AND/OR PERSONNEL

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
68	32	Yes	1	Baptist	Sewing	$\frac{1}{2}$	1
128	58	Yes	2	Christian Science	Professional Organizations	8	24
132	26	Yes	0	Baptist	Social Organiza- tions	$3\frac{1}{2}$	$3\frac{1}{2}$
185	57	Yes	2	Episcopal		6	34
201	30	Yes	2	Methodist		6	6
216	37	No		Methodist	Sports	8	12
218	26	Yes	1	Baptist	Photography, and Music	$\frac{1}{2}$	$\frac{1}{2}$
258	60	Yes	2	Methodist		14	35
340	41	Yes	4	Methodist	Reading	6	21
341	74	Yes	3	Christian	Coin Collecting	40	60
352	28	Yes	2	Methodist	Fishing	$\frac{1}{2}$	11
359	52	Yes	1	Protestant	Golf; Traveling, and Reading	20	30



Personal Characteristics of Daily Newspaper  
Special Writers and/or Personnel

Twelve of the editorial persons interviewed on daily newspapers in Oklahoma had specific jobs which demanded special talents, rather than general newspaper experience. In addition, most of these persons received premium salaries as a result of their specialties.

Among the jobs listed in this category are columnists, specialized writers, cartoonists, senior artists and artists, a promotion copy writer, and advertising layout artist, among others. (See Table VI, page 19, for a complete listing.)

Ages

The average age of special writers and/or personnel on daily newspapers in Oklahoma is 43 years, while the median is 45 years of age. The youngest quartile range in age from 26 to 28 years, and the oldest -- the top 25% -- are from 58 to 74 years of age.

Marital Status

Ninety-two per cent of the special writers in this study are married. Eight per cent are single.

Employees' Children

This study also shows that the average married special writer on daily newspapers in Oklahoma has 2 children. One person is married and has no children at all, while the rest have a total of 20 children (See Table XVI.)

### Religions

The majority of these special writers in Oklahoma, 41.8%, are Methodists, while 25% are Baptists. Other religions include the Christian, Episcopal, and Christian Science faiths. One person interviewed said he was a member of a protestant church, yet he declined to specify which one.

### Hobbies

Two of the daily newspaper special writers in this study have the same hobby, reading. Others' hobbies are sewing, professional and social organizations, sports, photography, music, coin collecting, fishing, traveling, and golf.

### Years on Present Job

Seventy-five per cent of these special writers on daily newspapers in Oklahoma have held their present job from 1 to 8 years. The remaining 25% are veterans, having been on the job from 14 to 40 years.

The average special writer has spent more than 9.4 years on his present job (median figure is 7.9).

### Total Years of Newspaper Experience

These special writers have a total of 238 years of newspaper experience. The average is 19.8 years.

The top quartile have been in the business from 34 to 60 years, while the bottom quartile, or the beginners, have only  $\frac{1}{2}$  to  $3\frac{1}{2}$  years of experience.

TABLE XVII

EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER  
SPECIAL WRITERS AND/OR PERSONNEL

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
68	Yes	No					
128	Yes	No					
132	Yes	No					
185	Yes	Yes	MU	BJ	Journ- alism	None	None
201	Yes	No					
216	Yes	Yes	OU	BA	Journ- alism	None	None
218	Yes	Yes	OSU	BA	Journ- alism	Typography; Journalism Management; Journalism Accounting, and Graphic Arts	Typography; Journalism Management; Journalism Accounting, and Graphic Arts
258	Yes	No					
340	Yes	Yes	BU	BA	Social Science	None	None
341	Yes	No					
352	Yes	Yes	TU	BA	Eng- lish	None	English
359	Yes	Yes	IU	BA	Busi- ness	None	English, and History

Educational Characteristics of Daily Newspaper  
Special Writers and/or Personnel

High School Education

Every special writer interviewed had at least a high school education.

College Education

Fifty per cent of these special writers graduated from college. Twenty-five per cent of them majored in journalism, while the others majored in English, social science, or business. The degrees received were Bachelor of Arts (83.3%) and Bachelor of Journalism (16.7%).

Almost half of these special writers felt that their college courses were of little help to them on their first newspaper job. The remaining 50% emphasized their advanced journalism courses: management, accounting, typography, and graphic arts.

When asked to name their most helpful courses on their present job, 75% recalled the same ones mentioned above, in addition to English, and history. Only 25% answered, "None."

TABLE XVIII

## SALARIES OF DAILY NEWSPAPER SPECIAL WRITERS AND/OR PERSONNEL

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
68	\$ 24	\$ 40				\$ 41	1½	35	1
128	\$ 45	\$ 80	\$105			\$115	No	40	3
132	\$ 75					\$ 90	1½	42	2
185	\$ 50	\$ 95				\$143	No	40	3
201	\$ 85	\$100	\$125	\$160		\$190	No	36	3
216	\$100	\$110	\$125			\$133	No	40	3
218	\$ 90					\$ 90	1½	40	2
258	\$ 65	\$ 80	\$105	\$130	\$175	\$202	No	40	3
340	\$ 18	\$ 35	\$110	\$135		\$170	No	40	3
341	\$ 35	\$ 75	\$150			\$210	No	50	3
352	\$ 28	\$ 45	\$ 65	\$ 90	\$110	\$135	No	37	3
359	\$ 18					\$210	No	49	3

## Salaries of Daily Newspaper Special Writers and/or Personnel

First Newspaper Job

The average weekly salary of special writers on daily newspapers in this study, on their first newspaper job, was \$52.75. The median was slightly lower, \$45.50 per week. The lowest quartile was paid between \$18 and \$24 a week, and the highest 25% received from \$85 to \$100 a week.

### Second Newspaper Job

The lowest 25% of these special writers earned nearly twice as much on their second job, from \$35 to \$45 per week, in comparison to the \$10 raise awarded the upper 25%, from \$95 to \$110 each week. The average weekly salary was \$73.33. However, the median salary increased to \$75.67 per week, indicating that the lower salaries were gradually improving.

### Third Newspaper Job

The average salary increased to \$112.14 per week when Oklahoma special writers started their third newspaper jobs. The lowest 25% received a weekly paycheck of between \$65 and \$105, while the highest paid quartile earned from \$125 to \$150 a week. The median figure stood at \$105.67 per week.

### Fourth Newspaper Job

On the fourth newspaper job, the median was \$135 per week. This means from the second to the fourth job, the median increased by \$30 a week per job. The average weekly salary was \$128.78. The bottom quartile earned exactly \$90 per week, while the top 25% received \$160 a week.

### Fifth Newspaper Job

Only two special writers in this study were promoted to fifth jobs.

### Present Salaries

Special writers on daily newspapers in Oklahoma, interviewed in this study, earn an average of \$144.08 each week on their present job. The median figure, \$145 per week, shows that a majority are highly paid employees. The top 25% presently earn between \$202 and \$210 per week, while the bottom 25% receive salaries between \$41 and \$90 each week.

TABLE XIX

JOB CHARACTERISTICS OF DAILY NEWSPAPER  
SPECIAL WRITERS AND/OR PERSONNEL

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
68	Through Cor- respondence			
128	Personal Interview			
132	Answered Advertisement			
185	Recommendation of Journalism School			
201	Knew Employer Personally			
216	Personal Interview			
218	Knew Employer Personally			Promotion
258	Personal Interview			
340	Worked with News- paper before Col- lege Graduation			
341	Worked with News- paper before Col- lege Graduation			
352	Worked During High School			
359	Personal Interview	Personal Reading and Study	OSU Short Courses, and Trade Clin- ics and Seminars	Public Relations; and Civic Organizations, and Promotion



Job Characteristics of Daily Newspaper  
Special Writers and/or Personnel

Job Characteristics

One-third of the special writers in this study received their first jobs by personal interviews, either arranged by their employer or by the interviewee. Some knew the employer personally (16.6%) or worked on the newspaper before graduating from college (16.6%), while others corresponded with the newspaper (8.3%), answered a classified advertisement (8.3%), worked on the newspaper during high school (8.3%), or were assisted by their journalism school in obtaining the job.

Seventeen per cent of these special writers in Oklahoma receive additional training from their newspaper, principally attending Oklahoma State University short courses, and trade clinics and seminars in Oklahoma and surrounding states.

Interviewees also were asked if they perform any special services for the newspaper in addition to their everyday duties. More than 16% attend civic organizational meetings as newspaper representatives or help with official newspaper public relations. Another group, 16.6%, engage in promotion work among different departments. The remaining two-thirds work only on their present jobs. Commenting on the question, one person replied, "Believe me, I have enough to do here to keep 10 men busy."

TABLE XX

PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER GENERAL  
REPORTERS AND REPORTER-PHOTOGRAPHERS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
14	33	Yes	1	Episcopal	Reading	6	9
17	16	No		Baptist	Photography	1½	1½
49	26	Yes	1	Christian	Photography	1½	5
110	34	Yes	2	Methodist		6	12
127	33	Yes	2	Episcopal	Professional Organizations	17	17
146	23	Yes	1	Baptist	Photography	1	1
163	24	No		Baptist	Reading	1	1
270	45	No		Presbyter- ian		6	6
297	25	Yes	0	Methodist		3	3
317	21	No		Baptist	Reading	4	5
319	23	Yes	2	Baptist	Fishing, and Writing	½	1½
332	22	No		Presbyter- ian	Traveling	1½	1½
343	28	Yes	0	Christian	Writing	2	5
346	43	Yes	4	Christian	Golf	15½	27
355	47	Yes	0	Christian	Gardening	14	26
356	55	Yes	4	Episcopal		18	35

Personal Characteristics of Daily Newspaper General  
Reporters and Reporter-Photographers

The following data pertains to general reporters and reporter-photographers on daily newspapers in Oklahoma. The author occasionally refers to the group as "reporters," since only a few actually have the secondary job of photography.

A total of 16 reporters were interviewed, representing at least one of each of the 12 daily newspapers in this study.

Ages

Reporters studied on daily newspapers in Oklahoma range in age from 16 years to 55 years of age. The youngest 25% are between 16 and 23, while the oldest quartile range from 43 to 55 years of age.

The average reporter on daily newspapers in this study is 31 years of age. The median figure is 25.9 years, indicating that a large number of this group range from 21 to 30 years of age (50.0%).

Marital Status

Only 30% of the daily reporters studied are single. The remaining 70% are married, and most of them have children.

Employees' Children

The average married reporter on daily newspapers in Oklahoma has 2 children. Married reporters interviewed have a total of 17 children, while three of them have none.

### Religions

Nearly one-third of the daily reporters interviewed are Baptists. The rest are Christians (25.0%), Episcopalians (18.7%), Methodists (12.5%), and Presbyterians (12.5%).

### Hobbies

Reading (18.7%) and Photography (18.7%) tie as the most popular hobby among reporters and reporter-photographers on daily newspapers in Oklahoma. The other choices are writing (12.5%) and professional organizations (6.3%). Twenty-five per cent of these persons, however, have no hobbies at all.

### Years on Present Job

The average daily reporter in this study has held his present job for 6.2 years (median is 5.0 years). Some 56% of these reporters have worked on their present job from 1 to 5 years, while only 25% boast of between 15½ and 18 years on the present job.

### Years of Newspaper Experience

Daily reporters studied have a total of 156.5 years of newspaper experience. The highest quartile have between 17 and 35 years of newspaper service, while the lowest 25% have only been in the business from 1½ to 3 years.

The average reporter or reporter-photographer on daily newspapers in this study has accumulated 9.8 years of newspaper experience. The median is 5.0 years.

TABLE XXI

EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER GENERAL  
REPORTERS AND REPORTER-PHOTOGRAPHERS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
14	Yes	Yes	PU	BS	Business	English	Government, and Psychology
17	No	No					
49	Yes	Yes	PU	BA	English	None	English; Mathematics, and Business Administration
110	Yes	No					
127	Yes	No					
146	Yes	Yes	OSU	BA	Journalism	Basic News-writing; Advanced News-writing; Typography, and Criminology	Basic News-writing; Advanced News-writing; Typography, and Criminology
163	Yes	Yes	OSU	BA	English	Basic News-writing; Advanced News-writing; Copy and Layout, and Typography	Basic News-writing; Advanced News-writing; Copy and Layout, and Typography
270	Yes	Yes	OU	BA	Journalism	Newsroom Practice	Newsroom Practice
297	Yes	Yes	OSU	BA	Journalism	None	None
317	Yes	No					

TABLE XXI (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
319	Yes	Yes	OSU	BA	Journ- alism	Typography, and Government	Typography; Political Science; Edi- ting; Socio- logy, and Graphic Arts
332	Yes	Yes	MU	BJ	Journ- alism	Advanced News- writing, and Foreign Langu- ages	Advanced Newswriting, and Foreign Languages
343	Yes	Yes	TU	BA	Journ- alism	None	Basic News- writing, and Advanced Newswriting
346	Yes	Yes	MU	BJ	Journ- alism	English, and Newsroom Practice	English; Eco- nomics; His- tory, and Government
355	Yes	Yes	MU	BJ	Journ- alism	Basic News- writing, and Advanced Newswriting	Basic News- writing and Advanced Newswriting
356	Yes	No					

### Educational Characteristics of Daily Newspaper General

#### Reporters and Reporter-Photographers

##### High School Education

Ninety-four per cent of the Oklahoma daily reporters interviewed had a high school education. Actually, only one person failed to graduate

from high school.

### College Education

This study shows that more than two out of three Oklahoma daily newspaper reporters interviewed have a college degree. Sixty-nine per cent graduated from college, while 31% did not.

In addition, 73% of the colleges represented were Oklahoma colleges or universities. Of all college-educated reporters in this study, 36.4% were graduated from Oklahoma State University, Stillwater, Oklahoma; 18.2% from Phillips University, Enid, Oklahoma, and 9.1% each from Tulsa University, Tulsa, Oklahoma, and Oklahoma University, Norman, Oklahoma.

The majority of these college graduates majored in journalism (72.7%), while the remainder majored in English (18.2%) and business (9.9%).

The reporters or reporter-photographers in this study were asked to specify what college courses were most helpful on their first newspaper job. The largest group recalled advanced newswriting (36.7%), while others named basic newswriting and typography (each 27.3%); newsroom practice and English (each 18.2%), and others, such as copy and layout, criminology, government, and foreign languages. More than one-fourth of these persons said, "None."

Each college graduate was asked to name courses that presently are helpful to them on their job. Nearly 46% of the daily reporters interviewed said advanced newswriting had proved extremely worthwhile, and 36.4% recalled basic newswriting. Typography was favored by 27.3 per cent of these persons, while English and government were each chosen by 18.2%. Additional courses of present importance included mathematics,

psychology, business administration, criminology, copy and layout, editing, graphic arts, and others. (See Table XXI above for a complete listing of "Most Helpful Courses—Now.")



TABLE XXII

SALARIES OF DAILY NEWSPAPER GENERAL REPORTERS  
AND REPORTER-PHOTOGRAPHERS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
14	\$ 2	\$ 40	\$ 40	\$ 50		\$ 95	1½	48	2
17	\$ 40					\$ 40	No	30	0
49	\$ 48	\$ 56	\$ 70	\$ 85		\$ 95	1½	48	2
110	\$ 90					\$120	1½	40	3
127	\$ 35	\$ 50	\$ 65	\$ 85	\$ 95	\$110	1½	40	3
146	\$ 75					\$ 85	1½	40	2
163	\$ 55					\$ 60	1½	40	2
270	\$ 45					\$ 97	1½	40	2
297	\$ 50					\$ 75	1½	54	1
317	\$ 25	\$ 40				\$ 60	1½	47	1
319	\$ 70					\$ 75	1½	50	0
332	\$ 75					\$ 75	No	40	2
343	\$ 30	\$ 70	\$ 75	\$ 85		\$105	No	40	2
346	\$ 5	\$ 25	\$ 70	\$ 50	\$ 75	\$110	No	50	3
355	-----Confidential-----					\$110	No	40	3
356	-----Confidential-----					\$110	No	47	3

Salaries of Daily Newspaper General Reporters  
and Reporter-Photographers

First Newspaper Job

The average reporter or reporter-photographer on daily newspapers in Oklahoma, who was interviewed in this study, earned \$46.07 per week on his first newspaper job. The weekly median was \$45.33. Salaries for the lowest 25% ranged from \$2 to \$30 a week, while the top quartile received between \$70 and \$90 each week.

Second Newspaper Job

On the second job, the highest 25% earned considerably less, from \$56 to \$70 per week. The lowest paid quartile received an increase, now earning between \$25 and \$40 a week.

The average reporter in this study earned only a few cents more per week on his second job -- \$46.83. The median, \$45.00, was less than that of the first newspaper job.

Few reporters or reporter-photographers in this study held a third, fourth, or fifth newspaper job. Table XXII, page 80, shows salaries earned by reporters or reporter-photographers on their third, fourth or fifth newspaper jobs.

Present Salaries

The average daily newspaper reporter or reporter-photographer in

this study now receives \$88.88 per week.<sup>7</sup> The median is considerably higher, \$95.33, per week.<sup>8</sup> The bottom quartile receives between \$40 and \$75 per week, while the highest paid 25% earn from \$110 to \$120 each week.

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<sup>7</sup>Robert L. McCulloch, "A Survey of Salaries Paid by Oklahoma Daily and Weekly Newspapers to Reporters and Reporter-Photographers as of April, 1959" (unpub. graduate report, Oklahoma State University, 1959), p. 14: "Comparing the weekly salary averages for college graduates, the beginning daily reporter makes only \$2.11 a week more than his brother on the weekly (Dailies--\$64.33 per week). ...When the reporter has five or more years of experience, the daily reporter makes \$10.36 a week more (\$96.61 per week)."

<sup>8</sup>Table I, page 6, lists the weekly, monthly, and yearly average salaries paid to Oklahoma daily and weekly newspaper reporters and reporter-photographers in 1959.

TABLE XXIII

JOB CHARACTERISTICS OF DAILY NEWSPAPER GENERAL REPORTERS  
AND REPORTER-PHOTOGRAPHERS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
14	Knew Employer Personally	OPA Clinics		Public Relations
17	Knew Employer Personally			
49	Personal Interview	OPA Clinics		Public Relations
110	Personal Interview			
127	Personal Interview			
146	Personal Interview	OPA Clinics		Public Relations
163	Personal Interview			
270	Personal Interview			Public Relations
297	Recommendation of Journalism School	OPA Clinics		
317	Worked During High School			
319	Recommendation of Journalism School			Public Relations
332	Through Cor- respondence			
343	Recommendation of Journalism School			

TABLE XXIII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
346	Personal Interview			
355	Personal Interview			
356	Personal Interview			

Job Characteristics of Daily Newspaper General Reporters  
and Reporter-Photographers

Attained First Newspaper Job

Most of the reporters or reporter-photographers on daily newspapers in this study received their starting job from personal interviews (56.3%). Others were recommended by their schools or departments of journalism (18.8%), knew their employer personally (12.5%), worked on the newspaper during high school then advanced to a full-time position (6.2%), or received their first newspaper job by correspondence with newspaper executives (6.2%).

One-fourth of these reporters attend Oklahoma Press association clinics regularly. To them, this opportunity is on-the-job training sponsored by the individual newspaper. The remaining 75% did not indicate any similar training.

Only 31% of the Oklahoma daily newspaper reporters and

reporter-photographers in this study perform special services for their newspapers in addition to their present jobs. The 31% help with official newspaper public relations when necessary.

TABLE XXIV  
 PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER EDITORS  
 AND DEPARTMENT EDITORS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
28	54	Yes	1	Methodist		2½	7
32	51	Yes	0	Presbyter- ian	Coin Collecting	9	11
40	45	Yes	2	Baptist		8	10
42	30	No		Baptist	Photography	9	9
59	66	Widow	3	Methodist	Gardening	34	34
73	31	Yes	2	Methodist	Golf, and Skiing	7	16
79	63	Widow	1	Congrega- tional	Coin Collecting	1	31
285	27	Yes	3	Methodist	Cooking, and Gardening	1	1
287	39	Yes	5	Christian	Woodworking	12	15
326	48	Yes	2	Unitarian	Sewing	½	½
328	39	Yes	3	Methodist	Golf	4	12
357	41	Yes	4	Baptist	Sewing	1	1

Personal Characteristics of Weekly Newspaper Editors  
and Department Editors

The following data was compiled from personal interviews with 12 editors and department editors on weekly newspapers in Oklahoma. Seven were society editors, 58.3%; 4 were news editors, 33.3%, and 1 was managing editor, 8.4%.

Ages

The average Oklahoma weekly newspaper editor or department editor in this study is 44.5 years of age. The median also is 44.5 years. The lowest 25% range from 27 years to 31 years of age, and the top quartile are between 54 and 70 years of age. The largest group of editors on weekly newspapers in Oklahoma (50.0%) are from 31 years to 50 years of age.

Marital Status

Seventy-five per cent of the Oklahoma weekly editors interviewed are married. Seventeen per cent are widows and 8% are single.

Religions

Among the weekly newspaper editors in Oklahoma included in this study, the majority are Methodists (41.8%) and Baptists (25.0%). The remaining 13.2% are Presbyterians, Congregationalists, Christians, or Unitarians.



### Hobbies

Hobbies include coin collecting (16.6%), golf (16.6%), gardening (16.6%), and sewing (16.6%). Approximately 34% of the department editors on weekly newspapers in Oklahoma have no hobbies at all.

### Years on Present Job

The average editor or department editor on weekly newspapers in Oklahoma in this study has held his present job for 7.4 years. The median figure is 7.5 years. Fifty per cent of these editors have been on their present job only 5 years or less, while the other half have been editors or department editors on weekly newspapers from 7 to 34 years.

### Years of Newspaper Experience

These weekly newspaper editors or department editors had a total of 147.5 years of newspaper experience. The average weekly editor in Oklahoma had been in the newspaper business for 12.3 years, the median being 12.5 years. The lowest quartile had between  $\frac{1}{2}$  and 1 year of experience, in comparison to the highest 25%, who obtained from 16 to 34 years of experience.

TABLE XXV  
 EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER EDITORS  
 AND DEPARTMENT EDITORS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
28	Yes	No					
32	Yes	No					
40	Yes	No					
42	Yes	Yes	OU	BA	Journ- alism	English	Introductory Journalism; Basic News- writing; Eco- nomics; Geo- graphy, and History
59	Yes	No					
73	Yes	No					
79	Yes	No					
285	Yes	No					
287	Yes	No					
326	Yes	Yes	CC	AA	Eng- lish	English, and Foreign Lang- uages	English
328	Yes	No					
357	Yes	No					

Educational Characteristics of Weekly Newspaper Editors  
and Department Editors

High School Education

Every editor or department editor interviewed on weekly newspapers in Oklahoma graduated from high school.

College Education

However, only 16.7% of these persons received a college degree. Their majors were journalism (8.3%) and English (8.3%).

TABLE XXVI

## SALARIES OF WEEKLY NEWSPAPER EDITORS AND DEPARTMENT EDITORS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
28	\$ 28	\$ 30	\$ 35			\$ 40	No	40	2
32	\$ 25	\$ 45				\$ 80	No	40	2
40	\$ 35	\$ 30				\$ 28	No	30	1
42	\$ 30	\$ 40				\$ 63	No	42	2
59	\$ 25					\$ 50	Straight	40	1
73	\$ 15	\$ 40	\$ 55	\$ 80		\$ 90	1½	44	2
79	\$ 15	\$ 25	\$ 25	\$ 40	\$ 50	\$ 60	No	46	2
285	\$ 40					\$ 44	Straight	40	2
287	\$ 40	\$ 72				\$ 72	No	52	0
326	\$ 50					\$ 50	No	44	0
328	\$ 36	\$ 86	\$ 90			\$105	No	44	2
357	\$ 15	\$ 40				\$ 48	No	44	0

## Salaries of Weekly Newspaper Editors and Department Editors

First Newspaper Job

Editors and department editors on weekly newspapers earned an average salary of \$29.50 weekly on their first newspaper job. The median was slightly higher, \$35.63 per week. The lowest quartile received exactly \$15 a week, while the highest 25% made between \$40 and \$50 a week.

### Second Newspaper Job

The median weekly salary decreased on the second newspaper job to \$35.50, but the average increased to \$45.33 a week. Highest 25% now was paid between \$72 and \$86 per week, and the lowest quartile earned from \$25 to \$30 weekly.

### Third Newspaper Job

For many of these weekly newspaper editors, the third job was the beginning of their present job. Their average salary was raised to \$51.25 per week, and the median increased to \$50 per week. The bottom 25% earned exactly \$25 a week, while the top 25% made \$90 per week.

The number of persons holding a fourth and fifth newspaper job is so small that an analysis is not needed. The reader can refer to Table XXVI, page 91, for this information.

### Present Salaries

A weekly newspaper editor or department editor in this study earns an average of \$60.83 per week. The lowest quartile receives a weekly paycheck of from \$28 to \$44, and the highest quartile earns between \$80 and \$105 per week. The median presently is \$55 per week.

TABLE XXVII

JOB CHARACTERISTICS OF WEEKLY NEWSPAPER EDITORS  
AND DEPARTMENT EDITORS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
28	Personal Interview			
32	Knew Employer Personally			Public Relations, and Civic Organiza- tions
40	Hired from Another Job	OPA Clinics		
42	Answered Advertisement	OPA Clinics		Public Relations
59	Married Owner Of Newspaper			
73	Personal Interview	OPA Clinics		Public Relations, and Civic Organiza- tions
79	Personal Interview			
285	Personal Interview			
287	Father Owned Newspaper	OPA Clinics	Armed Ser- vices PIO Work—News- paper	Public Relations, and Civic Organiza- tions
326	Through Close Friend	GI Bill Benefits		Public Relations, and Civic Organiza- tions
328	Knew Employer Personally			
357	Personal Interview			

Job Characteristics of Weekly Newspaper Editors  
and Department Editors

Attained First Newspaper Job

Approximately 42% of the Oklahoma weekly newspaper editors interviewed received their beginning newspaper job by applying for an interview. Seventeen per cent knew their employer personally and were asked to start in the business, and the others received job offers in the following ways: hired from a job in another type of business, 8.3%; answered an advertisement, 8.3%; married the newspaper owner, 8.3%; hired by a close friend on the newspaper, and father owned the newspaper.

Of the weekly editors and department editors in this study, 41.8% have received on-the-job training at some time. The training included attending regular OPA Clinics and seminars (33.5%) and working under the GI Bill of Rights (8.3%).

Sixty-seven per cent of these editors perform special services for their newspapers outside of regular duties. Their special activities include public relations work, 33.5%, and representing the newspapers at various civic organizational meetings, 33.5%.

## Chapter Summary

Several summaries can be drawn from this study of editorial workers on daily and weekly newspapers in Oklahoma:

1. The average editorial employee in this study is 41.2 years of age. The median is exactly 41 years of age.
2. Approximately 75.8% of these persons are married; 6.3% are widows, and 2.1% are divorcees, while 15.8% are single. The 80 married persons, widows, and divorcees have a total of 153 children, or an average of 2 per family.
3. Editorial workers studied have a total of 1,564 years of newspaper experience. The average person has been in the business for 16.5 years. The median figure, however, is 13.2 years.
4. High school graduates comprise 97.9%, while only 47.4% have received college degrees. These college graduates majored in journalism, 73.4%; English, 15.6%; business, 4.4%, and arts and sciences, history and social science, each 2.2%.
5. The average editorial worker on Oklahoma daily and weekly newspapers in this study earns \$123.53 per week. The salaries range from a low \$28 a week to a high \$355 per week. The median is \$115.63 each week.

Tables XXVIII, XXIX, and XXX, pages 96 to 98, and Figure 4, page 99, summarize further the significant findings of this chapter.



TABLE XXVIII

SUMMARY OF PERSONAL CHARACTERISTICS OF EDITORIAL PERSONNEL ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Ages of Persons Interviewed	Interviewees		Number of Persons Married	Interviewees		Number of Children	Interviewees		Years in Newspaper Business	Interviewees	
	Number	Per Cent		Number	Per Cent		Number	Per Cent		Number	Per Cent
Unknown	0	0.0	Yes	72	75.8	None	13	16.3	1 to 5	21	22.1
Up to 20	1	1.1	No	15	15.8	One	21	26.3	6 to 10	14	14.7
21 to 30	23	24.2	Widow	6	6.3	Two	22	27.5	11 to 15	18	19.0
31 to 40	23	24.2	Divorced	2	2.1	Three	12	15.0	16 to 20	11	11.6
41 to 50	25	26.3				Four	9	11.2	21 to 25	8	8.4
51 to 60	17	17.9				Five	2	2.5	26 to 30	8	8.4
61 to 70	5	5.2				Six or Above	1	1.2	31 to 35	6	6.3
71 or Above	1	1.1							36 to 40	6	6.3
									41 to 45	2	2.1
									46 to 50	0	0.0
									51 or Above	1	1.1
Total	95	100.0	Total	95	100.0	Total	80	100.0	Total	95	100.0
Total Ages	3,915					Total Number of Children	153		Total Years in Business	1,564	
Average Age	41.2 or 41					Average Children Per Family	1.9 or 2		Average Years in Business	16.5 or 17	
Median Age	41.0								Median Years in Business	13.2	

TABLE XXIX

SUMMARY OF EDUCATIONAL CHARACTERISTICS OF EDITORIAL PERSONNEL  
ON DAILY AND WEEKLY NEWSPAPERS IN OKALHOMA

Persons with High School Diploma	Interviewees		Persons with College Degree	Interviewees		Types of College Degrees	Interviewees		Academic Majors	Interviewees	
	Number	Per Cent		Number	Per Cent		Number	Per Cent		Number	Per Cent
Yes	93	97.9	Yes	45	47.4	BA	35	77.8	Journa- lism	33	73.4
No	2	2.1	No	50	52.6	BS	2	4.4	Arts and Sciences	1	2.2
						BJ	7	15.6	Business	2	4.4
						AA	1	2.2	English	7	15.6
									History	1	2.2
									Social Science	1	2.2
Total	95	100.0	Total	95	100.0	Total	45	100.0	Total	45	100.0

TABLE XXX

SUMMARY OF WEEKLY SALARIES PAID TO DAILY AND WEEKLY NEWSPAPER  
EDITORIAL PERSONNEL IN THIS STUDY

Salary Range	1st Job		2nd Job		3rd Job		4th Job		5th Job		Present Job	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
\$ 1-10	8	8.4										
\$ 11-20	11	11.6	3	4.3	1	1.7						
\$ 21-30	11	11.6	6	8.6	2	3.4					1	1.1
\$ 31-40	14	14.7	14	20.0	6	10.4	1	2.2			2	2.1
\$ 41-50	15	15.8	7	10.0	4	6.9	4	8.7	1	3.1	6	6.3
\$ 51-60	4	4.2	6	8.6	3	5.2	4	8.7	1	3.1	6	6.3
\$ 61-70	7	7.3	3	4.3	8	13.8	1	2.2	1	3.1	4	4.2
\$ 71-80	5	5.3	8	11.4	7	12.1	3	6.5	1	3.1	5	5.3
\$ 81-90	6	6.3	5	7.1	4	6.9	10	21.7			5	5.3
\$ 91-100	2	2.1	5	7.1	2	3.4	3	6.5	7	21.9	6	6.3
\$101-110	1	1.1	2	2.9	3	5.2	2	4.3	4	12.5	10	10.5
\$111-120					2	3.4			3	9.4	4	4.2
\$121-130					3	5.2	4	8.7	1	3.1	12	12.6
\$131-140							1	2.2	1	3.1	7	7.4
\$141-150					1	1.7	1	2.2	1	3.1	3	3.1
\$151-160			1	1.4	1	1.7	1	2.2			3	3.1
\$161-170											5	5.3
\$171-180									1	3.1		
\$181-190											2	2.1
\$191-200							1	2.2			6	6.3
\$201-210					1	1.7					3	3.1
\$211-220												
\$221-230											1	1.1
\$231-240												
\$241-250												
\$251-260												
\$261-270											2	2.1
\$271-280												
\$281-290	1	1.1										
\$291-300												
\$301-310												
\$311-320											1	1.1
\$321-330												
\$331-340												
\$341-350												
\$351-360											1	1.1
Confidential	10	10.5	10	14.3	10	17.3	10	21.7	10	31.3	0	0.0
Totals	95	100.0	70	100.0	58	100.0	46	100.0	32	100.0	95	100.0
Mean		\$46.39		\$58.98		\$77.31		\$91.28		\$104.82		\$123.53
Median		\$35.89		\$50.50		\$70.50		\$85.50		\$100.50		\$115.63

\$391 to \$400  
 \$381 to \$390  
 \$371 to \$380  
 \$361 to \$370  
 \$351 to \$360  
 \$341 to \$350  
 \$331 to \$340  
 \$321 to \$330  
 \$311 to \$320  
 \$301 to \$310  
 \$291 to \$300  
 \$281 to \$290  
 \$271 to \$280  
 \$261 to \$270  
 \$251 to \$260  
 \$241 to \$250  
 \$231 to \$240  
 \$221 to \$230  
 \$211 to \$220  
 \$201 to \$210  
 \$191 to \$200  
 \$181 to \$190  
 \$171 to \$180  
 \$161 to \$170  
 \$151 to \$160  
 \$141 to \$150  
 \$131 to \$140  
 \$121 to \$130  
 \$111 to \$120  
 \$101 to \$110  
 \$ 91 to \$100  
 \$ 81 to \$ 90  
 \$ 71 to \$ 80  
 \$ 61 to \$ 70  
 \$ 51 to \$ 60  
 \$ 41 to \$ 50  
 \$ 31 to \$ 40  
 \$ 21 to \$ 30  
 \$ 11 to \$ 20  
 \$ 1 to \$ 10

WEEKLY SALARY RANGES  
 OF EDITORIAL PERSONNEL

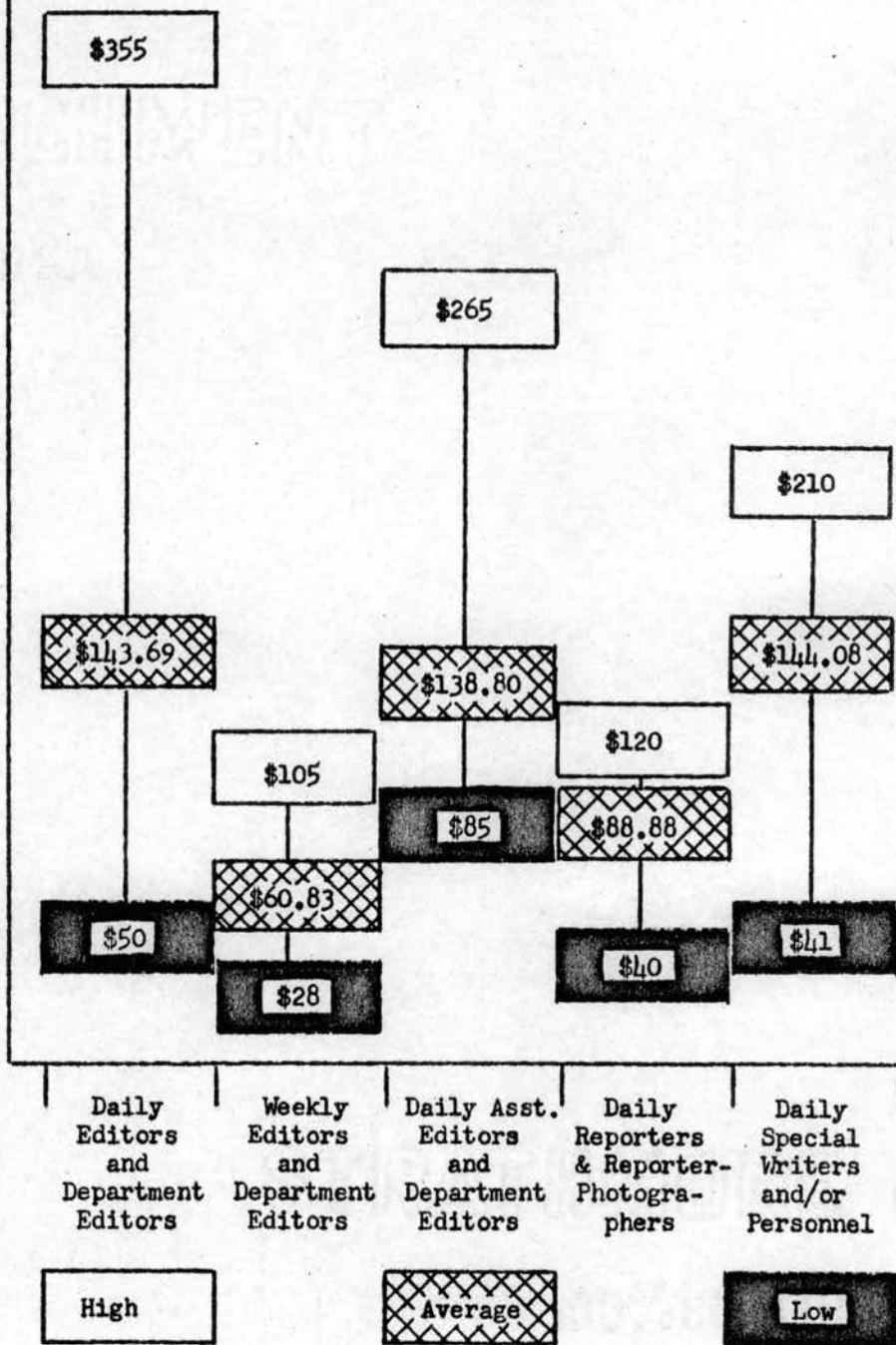


Figure 4. Average Weekly Salaries of Editorial Personnel on Daily and Weekly Newspapers in Oklahoma.

## CHAPTER IV

### A STUDY OF BUSINESS PERSONNEL ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

#### Introduction

The author personally interviewed 195 business employees on daily and weekly newspapers in Oklahoma. Naturally, this was the largest section -- or category -- studied, comprising 53.3% of the total persons interviewed.

The general classification of "Business Personnel" consists of 177 specific newspaper jobs (the objective was to interview one person per job).

For the statistical analysis, each job was assigned to one of 12 business departments. These assignments were made according to the title of the job. Assistant credit managers, for example, were placed with other assistant managers under the Assistant Business Managers department.<sup>1</sup>

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<sup>1</sup>The term "department" is only used to illustrate the grouping of interviewees for the statistical analysis of Chapter IV. The groups include Categories, such as Editorial, Business, and Composing or Production personnel; Departments -- Managing Editors or Business Managers, and Specific Jobs, such as retail advertising manager or promotion manager.

TABLE XXXI

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER PUBLISHERS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
92	72	Yes	2	Episcopal	Gardening; Reading	39	51
292	44	Yes	2	Methodist	Music	13	27
298	48	Yes	3	No Prefer- ence	Gun Collecting; Museum Work, and Reading	12	30
316	48	Yes	2	Episcopal	Fishing	1	40

## Personal Characteristics of Daily Newspaper Publishers

Only four publishers on daily newspapers in Oklahoma were studied. The sample is so small, a complete statistical analysis is not necessary.

Ages

Seventy-five per cent of these persons were between the ages of 41 and 50 years of age. The oldest publisher interviewed was 72 years of age.

Marital Status

Each of the publishers on daily newspapers in Oklahoma was married.

### Employees' Children

The four daily publishers in this study have a total of 9 children, or an average of more than 2 children per family.

### Religions

Two of these publishers belong to the Episcopal church. One person is a Methodist, and another has no particular church affiliation, yet he attends from time to time.

### Hobbies

Two of the daily publishers in this study selected reading as their favorite hobby. The other two have no hobbies at all.

### Years on Present Job

Table XXXI, above, shows that these Oklahoma daily publishers have held their present job from 1 to 39 years. An average would be unrealistic, since one publisher has held his job for 39 years and the others range from 1 to 13 years on the present job.

### Years of Newspaper Experience

The 4 Oklahoma daily newspaper publishers in this study have spent a total of 148 years in the newspaper business. Two have between 27 and 30 years of experience, and the other two have worked in the business from 40 to 51 years.

TABLE XXXII

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER PUBLISHERS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
92	Yes	Yes	OU	BA	Journ- alism	English; Bas- ic Newswrit- ing; Economics, Law and History	Sociology, and Business Law
292	Yes	No					
298	Yes	Yes	NW	BS	Journ- alism	History; Sci- ence; Econom- ics, and Journ- alism Manage- ment	History; Economics, and Journ- alism Man- agement
316	Yes	No					

## Educational Characteristics of Daily Newspaper Publishers

High School Education

All of these publishers interviewed on daily newspapers in Oklahoma graduated from high school.

College Education

Two daily publishers had a college degree, 50.0%, and 2 did not, 50.0%. Both graduates majored in journalism. One received a Bachelor of Arts degree and the other was awarded a Bachelor of Science degree.

When asked to name the most helpful courses on their first newspaper



job, the college-graduated publishers each named economics and history. Other courses mentioned were basic newswriting, English, general science, and journalism management.

Neither agreed on the second question, which asked them to name the courses most helpful to them now. One answered, "History, economics, and journalism management," while the other said, "Primarily, business law and sociology."

TABLE XXXIII

## SALARIES OF DAILY NEWSPAPER PUBLISHERS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
92	\$ 10	\$ 18	\$ 22	\$ 25	\$100	\$175	No	39	4
292	\$ 3	\$ 10	\$ 20	\$ 45	\$100	\$166	No	58	3
298	\$ 35	\$ 35	\$ 85	\$105	\$145	\$221	No	50	3
316	\$ 5	\$ 50	\$125	\$ 50	\$225	\$250	No	50	0

## Salaries of Daily Newspaper Publishers

First Through Fifth Jobs

Salaries of publishers on daily newspapers in Oklahoma in this study ranged from \$3 to \$35 per week on their first newspaper job. Their pay increased to between \$10 and \$50 a week for the second job, while weekly salaries thereafter were: \$20 to \$125 per week, third job; \$25 to \$105 weekly, fourth job, and \$100 to \$225 a week on their fifth newspaper job.

Present Salaries

The average Oklahoma daily publisher presently earns \$203 each week. Weekly salaries range from \$166 to \$250. (See Figure 5 for a comparison of weekly salary ranges with other business personnel on daily and weekly newspapers in this study.)

TABLE XXXIV

## JOB CHARACTERISTICS OF DAILY NEWSPAPER PUBLISHERS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
92	Personal Interview			Public Relations, and Special Writer
292	Personal Interview			Civic Organizations, and Promotion.
298	Asked to help, then stayed	Dale Carnegie Course		Public Relations, Civic Organizations, and Guest Speaker
316	Personal Interview		Personal Reading and Study	Public Relations, and Civic Organizations

## Job Characteristics of Daily Newspaper Publishers

Attained First Newspaper Job

Three of these daily newspaper publishers personally applied for their job, while the other person was asked to help in the newspaper office for only one day, then stayed on a full-time basis.

Special Services

Three of these daily newspaper publishers in Oklahoma perform official public relations and attend local civic organizational meetings for their individual newspapers. One person occasionally is used as a special writer, while another is frequently asked to be a guest speaker.

TABLE XXXV

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER BUSINESS MANAGERS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
4	42	Yes	1	Methodist	Photography, and Art	1	20
6	54	Yes	5	Presbyter- ian	Bowling; Boat- ing; Skiing, and Fishing	2½	2½
8	47	Yes	4	Methodist	Fishing, and Hunting	11	25
15	36	Yes	3	Methodist	Golf, and Fishing	6	11
19	25	Yes	4	Christian	Fishing, and Sports	1	2½
22	38	Yes	3	Lutheran	Gardening, and Fishing	1	19
51	31	Yes	3	No Religion	Woodworking, and Electronics	3	3½
53	50	Yes	0	Presbyter- ian	Fishing	11	11
62	52	Yes	1	Christian	Hunting; Fish- ing, and Pets	1	2
63	36	Yes	2	Christian	Work; Fishing, and Photography	½	12
84	44	Yes	1	Lutheran	Fishing	3½	18
88	37	Yes	3	Episcopal	Fishing, and Sports	3½	3½
98	60	Yes	2	Congrega- tional	Photography, and Traveling	9	19
102	46	Yes	2	Methodist	Fishing, and Hunting	1	26

TABLE XXXV (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
105	21	Yes	1	Baptist	Sports	3	7
107	61	Yes	2	Unitarian	Painting	13	34
109	47	Yes	1	Catholic		$\frac{1}{2}$	10
113	44	Yes	1	Methodist	Fishing	12	24
123	45	Yes	2	Baptist	Hunting; Fish- ing, and Wood- working	3	15
140	42	Yes	3	Catholic	Golf, and Woodworking	$2\frac{1}{2}$	17
152	64	Yes	1	No Religion	Work	25	34
198	43	Yes	3	Presbyter- ian	Painting	$2\frac{1}{2}$	17
202	40	Yes	1	Baptist	Golf, and Fishing	$2\frac{1}{2}$	9
208	38	Yes	0	Presbyter- ian	Sewing, and Cooking	5	6
209	50	Yes	3	Presbyter- ian	Golf	5	16
210	36	Yes	3	Baptist	Sports	1	3
211	44	Yes	1	Baptist	Traveling	7	12
213	27	Yes	2	Baptist	Golf, and Fishing	2	4
215	40	Yes	1	Methodist	Professional Organizations, and Boating	8	15
221	48	Yes	2	Baptist	Golf, and Photography	7	31

TABLE XXXV (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
237	47	Yes	1	Methodist	Golf; Fish- ing and Music	2½	21
253	48	Yes	2	Christian		11	29
254	48	Yes	3	Christian	Fishing, and Hunting	12	24
255	46	Yes	1	Methodist	Golf, and Hunting	6	17
268	69	No		Presbyter- ian	Church affili- ation	47	54
273	41	Yes	2	Christian	Fishing, and Reading	9	12
280	43	No		Catholic	Sports	2	2
281	32	Yes	2	Lutheran	Hunting; Fish- ing; Painting, and Pets	2	13
294	31	Yes	2	First Christian	Dancing	2	6
300	42	No		Methodist	Music	17½	17½
320	42	Yes	3	Baptist	Work	6	7½
338	60	Yes	1	Catholic	Fishing	30	42
358	44	Yes	3	Protestant	Golf	21	21

## Personal Characteristics of Daily Newspaper Business Managers

Approximately 12% (43) of the persons interviewed in this study were daily newspaper business managers. These include general managers, promotion managers, general advertising, credit, circulation, accounting, and purchasing managers, et cetera. (Table VI, page 18, lists each of the 25 different jobs held by these business managers.)

Each manager has the general responsibility of supervising the operation of his department. None of them are editorial workers, and only one is production manager, whose job consists of labor management and financial control of the production department.

### Ages

Oklahoma daily newspaper business managers in this study range in age from 21 to 64, while the average is 44 years. The youngest 25% are between 21 and 38, and the oldest quartile range from 48 to 64 years of age. The median is 45.3 years of age.

### Marital Status

Ninety-three per cent of these managers in Oklahoma are married. The remaining 7% are single.

### Employees' Children

The 40 married business managers have a total of 81 children. Five per cent have no children; 32.5% have 1 child; 27.5% have 2; 27.5% have 3; 5% have 4, and 2.5% have 5 children.

### Religions

Most prominent religions among these business managers include Methodist (20.9%), Baptist (18.6%), Christian (16.3%), and Presbyterian (14.0%) faiths. (Others may be found under "Religion" in Table XXXV, page 107.)

### Hobbies

Fishing, chosen by 44.2%, is by far the most popular hobby of business managers on daily newspapers in Oklahoma. Other hobbies include golf, 20.9%; hunting, 16.3%; photography, 9.3%; woodworking, 4.7%; and music, reading, painting, traveling, gardening, professional organizations, and church affiliations, each 2.3%.

### Years on Present Job

On the average, these managers have held their present jobs for 6.4 years (median is 3.4 years). The lowest quartile have worked from  $\frac{1}{2}$  to 2 years on their present job, while the top quartile have held the same job from 11 to 47 years. Fifty-six per cent of these business managers have worked 5 years or less on their present job; 19% have worked from 6 to 10 years, and 15% have held the job they now hold for 11 to 15 consecutive years.

### Years in Newspaper Business

The average business manager on daily newspapers in this study has worked more than 16 years in the business. The median figure is 17.5 years. Those with the least amount of experience, the bottom 25%, have



worked from 2 to 7 years, while the most experienced 25% have been in the newspaper business from 25 to 54 years.

TABLE XXXVI

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER BUSINESS MANAGERS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
4	Yes	No					
6	Yes	No					
8	Yes	No					
15	Yes	Yes	OSU	BS	Business	Copy and Lay-out, and Typography	Copy and Lay-out, and Typography
19	Yes	No					
22	Yes	No					
51	Yes	Yes	OSU	BA	Journ- alism	Basic News- writing, and Advanced News- writing	Basic News- writing, and Advanced Newswriting
53	No	No					
62	Yes	No					
63	Yes	No					
84	Yes	No					
88	Yes	Yes	OU	BA	Accoun- ting	English; Accounting, and Business Communica- tions	English; Accounting, and Business Communica- tions
98	No	No					
102	Yes	No					
105	Yes	No					
107	Yes	Yes	UF	BS	Chem- istry	English; For- eign Languages, and Typing	English, and Mathematics

TABLE XXXVI (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
109	Yes	No					
113	Yes	No					
123	Yes	No					
140	Yes	No					
152	Yes	No					
198	Yes	No					
202	Yes	Yes	OU	BS	Business	None	Advanced News-writing; Mathematics; Accounting, and Business Administration
208	Yes	No					
209	Yes	No					
210	Yes	No					
211	No	No					
213	Yes	No					
215	Yes	No					
221	Yes	No					
237	Yes	No					
253	No	No					
254	No	No					
255	No	No					
268	No	No					
273	Yes	No					

TABLE XXXVI (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
280	Yes	No					
281	Yes	No					
294	Yes	No					
300	Yes	No					
320	Yes	No					
338	No	No					
358	Yes	No					

### Educational Characteristics of Daily Newspaper

#### Business Managers

##### High School Education

Nearly 81.5% of these business managers received a high school diploma. Only 18.5% failed to graduate.

##### College Education

Thirty-eight (88.4%) of the business managers studied did not graduate from college. Only 5 (11.6%) received college degrees. Two majored in business, while 3 majored in journalism, accounting, or chemistry. Three of these graduates received Bachelor of Science degrees, while 2 were awarded Bachelor of Arts degrees.

One person felt that his college courses were of no significance to him on the first newspaper job. The other business managers named English (40%), copy and layout, typography, basic and advanced newswriting, accounting, business communications, foreign languages, and typing, each 20%.

On their present job, none felt that their college courses were insignificant. The most important appeared to be advanced newswriting, English, accounting, and mathematics, each 40.0%. The rest selected business communications, business administration, copy and layout, typography, and basic and advanced newswriting.

TABLE XXXVII

## SALARIES OF DAILY NEWSPAPER BUSINESS MANAGERS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Overtime Pay	Hours Per Week	Paid Vacations
4	\$ 18	\$ 70	\$ 75	\$ 80	\$ 90	\$100	No	44	2
6	\$ 50					\$ 75	1½	51	2
8	\$ 30	\$ 50	\$ 65	\$192		\$385	No	66	2
15	\$ 40	\$ 80	\$ 75			\$ 90	No	46	2
19	\$ 65	\$ 85	\$ 90			\$ 95	No	48	2
22	\$ 30	\$ 35	\$ 70	\$ 75		\$ 75	No	52	2
51	\$ 65	\$ 70				\$ 89	1½	48	2
53	\$115					\$137	No	48	2
62	\$ 50	\$ 75				\$ 75	No	50	2
63	\$ 15	\$ 40	\$110	\$ 90		\$120	No	66	2
84	\$ 35	\$100	\$110	\$125	\$130	\$145	No	60	2
88	-----Confidential-----						No	48	2
98	\$ 50	\$100	\$100			\$165	No	53	3
102	-----Confidential-----						No	49	3
105	\$ 20	\$ 40	\$ 75			\$ 93	No	40	2
107	\$ 40	\$ 50	\$ 75			\$205	No	48	3
109	\$ 38	\$ 55				\$ 70	1½	40	3
113	\$ 15	\$ 50	\$ 60			\$127	No	42	3
123	\$ 45	\$ 95	\$ 95			\$120	No	45	3
140	\$ 16	\$ 48	\$120	\$130	\$190	\$275	No	48	3
152	\$ 16	\$ 20				\$ 82	No	40	3

TABLE XXXVII (Continued)

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
198	\$ 50	\$ 70	\$135	\$175	\$195	\$308	No	60	2
202	\$ 50	\$ 59	\$100	\$125		\$155	No	48	3
208	\$ 55	\$ 60				\$ 85	1½	40	3
209	\$ 60	\$125	\$200	\$200		\$325	No	50	3
210	\$ 60	\$ 80				\$ 85	No	40	2
211	\$ 30	\$ 45	\$ 57			\$ 69	No	40	3
213	\$ 75	\$110				\$120	No	40	2
215	\$ 45	\$ 65	\$ 85			\$150	No	40	3
221	\$ 65	\$ 95	\$130	\$185		\$235	No	51	3
237	\$ 35	\$ 65	\$ 85	\$102	\$125	\$155	No	48	3
253	-----Confidential-----					\$289	No	37	3
254	\$ 23	\$ 75	\$175	\$175	\$185	\$245	No	48	3
255	-----Confidential-----					\$235	No	40	3
268	\$ 9	\$ 16	\$ 22	\$ 62		\$ 72	No	48	3
273	\$ 75	\$125				\$220	No	44	3
280	\$ 35					\$ 52	No	45	2
281	\$ 28	\$ 65	\$ 75	\$100	\$100	\$100	No	44	2
294	\$ 26	\$ 50				\$ 52	No	40	2
300	\$ 20	\$ 25				\$ 60	No	48	2
320	\$ 65	\$ 85				\$125	No	60	3
338	\$ 30	\$ 45	\$ 63	\$ 73		\$120	No	44	3
358	-----Confidential-----						No	44	3

## Salaries of Daily Newspaper Business Managers

### First Newspaper Job

The average weekly salary of daily newspaper business managers on their first newspaper job was \$41.29. The median was slightly lower, \$35.57 per week. The lowest paid 25% earned from \$9 to \$28 each week, while the highest paid quartile received from \$50 to \$115 weekly.

### Second Newspaper Job

Little increase was noticed in the average salary of managers on their second job, \$41.23 per week. However, a considerable raise occurred for the median figure, which now was \$65.58 a week. The bottom quartile earned from \$16 to \$45 a week, and the top 25% made between \$85 and \$125 each week.

### Third Newspaper Job

On the third newspaper job, the average weekly salary for these persons was \$85.29. The median was nearly the same, \$85.33. Bottom quartile received from \$22 to \$70 per week, and the top 25% earned from \$110 to \$200 weekly.

### Fourth Newspaper Job

Daily business managers in this study now earned an average of \$125.93 per week on their fourth newspaper job. The median was \$125.67. The lower 25% received from \$62 to \$80 each week, and the highest quartile made between \$175 to \$200 per week, indicating that raises occurred in both quartiles.



### Fifth Newspaper Job

Those in the top 25% now received between \$190 and \$195 each week, while the lowest quartile earned from \$52 to \$82 weekly, a considerable drop in pay from the fourth job. The average person interviewed made \$145 per week. The median was less, however, \$129.75 a week.

### Present Salaries

Today, the average business manager on Oklahoma daily newspapers in this study earns \$144.50 per week. The median salary is considerably lower, \$115.38. The lowest paid 25% earn between \$52 and \$82 per week, while the highest paid quartile make from \$205 to \$385 weekly.

TABLE XXXVIII

## JOB CHARACTERISTICS OF DAILY NEWSPAPER BUSINESS MANAGERS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
4	Recommendation of Journalism School			Public Relations
6	Personal Interview			Public Relations, and Newspaper Committee Member
8	Worked During High School			Public Relations; Civic Organizations, and Promotion
15	Knew Employer Personally			Public Relations
19	Personal Interview			Public Relations, and Civic Organizations
22	Personal Interview			Public Relations, and Civic Organizations
51	Personal Interview	Dale Carnegie Course		
53	Personal Interview	OPA Clinics		Public Relations; Civic Organizations, and Promotion
62	Personal Interview			Public Relations
63	Answered Advertisement			Public Relations; Civic Organizations, and Promotion
84	Answered Advertisement			Public Relations, and Part-time Journalism Teacher

TABLE XXXVIII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
88	Knew Employer Personally			Public Relations, and Civic Organiza- tions
98	Personal Interview			Newspaper Committee Member
102	Knew Employer Personally			Public Relations, and Civic Organiza- tions
105	Personal Interview			
107	Knew Employer Personally			Public Relations, and Civic Organiza- tions
109	Personal Interview			
113	Personal Interview			
123	Personal Interview			
140	Personal Interview			
152	Knew Employer Personally			
198	Through Cor- respondence			
202	Knew Employer Personally			Public Relations, and Newspaper Com- mittee Member
208	Personal Interview			

TABLE XXXVIII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
209	Hired from Another Job			Public Relations, and Newspaper Committee Member
210	Personal Interview			
211	Personal Interview			
213	Worked During High School			
215	Knew Employer Personally			Guest Speaker
221	Hired from Another Job			Public Relations, and Civic Organizations
237	Personal Interview			Public Relations, and Newspaper Committee Member
253	Personal Interview			
254	Personal Interview			
255	Knew Employer Personally			
268	Worked During High School			
273	Hired from Another Job			Newspaper Committee Member
280	Hired from Another Job			Public Relations
281	Personal Interview	OPA Clinics		Public Relations, and Civic Organizations

TABLE XXXVIII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
294	Personal Interview			
300	Personal Interview			
320	Personal Interview	OPA Clinics		Public Relations
338	Hired from Another Job			Public Relations; Civic Organizations; Newspaper Committee Member, and Promotion
358	Personal Interview			Newspaper Private Pilot

### Job Characteristics of Daily Newspaper

#### Business Managers

#### Attained First Newspaper Job

A majority of these business managers received their first newspaper job through personal interviews (53.5%). Others knew the employer personally (18.6%), were hired from another job (11.6%), worked for the newspaper during high school (7.0%), answered an advertisement (4.7%), were recommended by their journalism department or school (2.3%), or corresponded with newspaper executives by mail (2.3%).

### On-the-job Training

Ninety-one per cent of the business managers in this study have had no on-the-job training. Seven per cent credit their newspapers with sponsoring them to numerous OPA clinics and seminars, considered by them as training other than their everyday practical experience. One person said his newspaper financed additional education, such as Dale Carnegie speech and rhetoric courses.

### Special Services

Nearly half of these business managers in Oklahoma help with official newspaper public relations, 25.6% attend civic organizational meetings as representatives of their newspaper, 14% are members of special employee committees, and 9.3% assist in general promotion work for the newspaper. One person has the special task of piloting the newspaper executives in the company plane, while another teaches journalism on a part-time basis, which he considers worthwhile public relations for his newspaper.

TABLE XXXIX  
 PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER  
 ASSISTANT BUSINESS MANAGERS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
108	33	Yes	0	Baptist	Photography, and Sports	1	7½
115	41	Yes	3	Presbyter- ian	Woodworking	5	13
142	33	Yes	3	Episcopal	Golf, and Fishing	5	7½
151	35	Yes	2	Lutheran	Golf	1	8
186	47	Yes	0	Presbyter- ian		1	12
227	60	Yes	1	Catholic	Golf; Fish- ing, and Sports	25	40
239	31	Yes	2	Methodist	Golf, and Sports	6	8
261	47	Yes	2	Methodist	Boy Scouts	2	26
269	41	Yes	4	Lutheran	Bowling, and Swimming	7	15

## Personal Characteristics of Daily Newspaper

### Assistant Business Managers

Nine of the persons interviewed on daily newspapers in Oklahoma were assistant business managers. Four of them were assistant retail advertising managers, and the other 5 included an assistant classified advertising manager, credit manager, accounting manager, advertising production manager, and assistant photography manager. In all cases, each person assisted the manager, and in his absence, supervised the department's operation.

#### Ages

The average age of assistant business managers on daily newspapers in Oklahoma is 41 years, while the median is 45.4 years of age. The oldest 25% are between the ages of 41 and 60 years, while the youngest quartile are from 31 to 33 years of age.

#### Marital Status

Each of these assistant managers is married and 77% of them have children.

#### Employees' Children

Married assistant managers on daily newspapers in this study have a total of 17 children, or an average of two per family. Twenty-three per cent have no children.



### Religions

The Methodist, Presbyterian, and Lutheran religions, each with 22.2%, comprise the majority of religious faiths among these assistant business managers. The Baptist, Episcopal and Catholic faiths comprise the minority, 11.1% each.

### Hobbies

Golf leads the list of hobbies with 44.4%, while general sports is second with 33.3%, fishing is third at 22.2%, and woodworking, Boy Scout activities, bowling, and swimming tie for fourth.

### Years on Present Job

The average assistant business manager in this study has held his present job for 5.9 years, while 66.7% have been on their job for 5 years or less, and 22.2% have worked on the job they now hold from 6 to 10 years.

### Years of Newspaper Experience

These 9 assistant business managers have a total of 135 years of experience. The average is 15 years, while the median is slightly lower, 13.2 years of experience. The lowest quartile have been in the newspaper business for 8 years, while the veterans, or highest quartile, have worked on newspapers between 26 and 40 years.

TABLE XL

EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER  
ASSISTANT BUSINESS MANAGERS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
108	Yes	Yes	OSU	BS	Business	None	English; Copy and Layout, and Psychology
115	Yes	No					
142	Yes	Yes	TX	BS	Business	Economics, and Speech	Economics, and Business Law
151	Yes	Yes	OU	BA	Journ- alism	English; Speech; Adver- tising, and Psychology	English, and Business Ad- ministration
186	Yes	Yes	UW	BA	Journ- alism	Copy and Lay- out; Law of the Press, and Business Ad- ministration	English; Copy and Layout, and Business Ad- ministration
227	Yes	No					
239	Yes	Yes	OSU	BS	Business	None	Copy and Lay- out, and Ad- vertising
261	Yes	No					
269	Yes	No					

Educational Characteristics of Daily Newspaper  
Assistant Business Managers

High School Education

Every assistant manager on daily newspapers in this study graduated from high school.

College Education

More than half of these persons (5) graduated from college, 55.5%.

Forty per cent (2) were journalism majors, while 60% (3) majored in business. Three received Bachelor of Arts degrees and 2 were awarded Bachelor of Science degrees.

Asked, "What college courses helped you the most on your first newspaper job?" 40% answered, "None of them;" another 40% said, "Beginning speech," and the remainder recalled English, copy and layout, psychology, economics, advertising, business administration, and law of the press.

Referring to their most helpful college courses on their present job, 60% answered, "English;" 60% recalled, "Copy and layout;" 40% said, "Business administration," and the rest named psychology, economics, business law, business administration, and advertising, each 20%.

TABLE XLI

## SALARIES OF DAILY NEWSPAPER ASSISTANT BUSINESS MANAGERS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
108	-----Confidential-----					\$138	No	44	3
115	\$ 55	\$ 78				\$110	1½	42	3
142	\$ 65	\$ 85				\$ 98	No	45	3
151	\$ 59					\$135	No	45	3
186	-----Confidential-----					\$115	No	40	2
227	\$ 18	\$ 28	\$ 35	\$ 60		\$ 65	No	40	3
239	-----Confidential-----					\$125	No	49	3
261	\$ 20	\$ 35	\$ 95			\$130	1½	40	3
269	\$ 40	\$ 50	\$ 60	\$ 90	\$100	\$155	No	42	3

## Salaries of Daily Newspaper Assistant Business Managers

First Newspaper Job

Daily assistant managers in this study received an average of \$42.83 per week on their first newspaper job. The salaries ranged from \$18 to \$65 a week.

Second Newspaper Job

An increase was noticed in salaries paid on the second job. The average now was \$55.20, and the range was between \$28 and \$85 per week.

Only a limited number of these assistant managers attained a third, fourth, or fifth newspaper job. A statistical analysis would not be realistic. Still, the average salaries show steady increases on each job. The weekly averages were \$63.33 for the third job, and \$75.00 on the fourth job. Only one person obtained a fifth job, for which he was paid \$100 per week.

### Present Salaries

The lowest paid quartile of assistant business managers on daily newspapers in Oklahoma presently earn between \$65 and \$98 per week. The highest paid 25% receive from \$138 to \$155 weekly.

The median salary is \$121.25 per week, while the average assistant manager receives \$119 each week.

TABLE XLII

## JOB CHARACTERISTICS OF DAILY NEWSPAPER ASSISTANT BUSINESS MANAGERS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
108	College Placement Bureau			
115	Personal Interview			
142	Personal Interview			Public Relations, and Civic Organizations
151	Answered Advertisement			
186	Recommendation of Journalism School			Public Relations, and Civic Organizations
227	Personal Interview			Newspaper Committee Member
239	Worked with Newspaper before College Graduation			Public Relations, and Newspaper Committee Member
261	Personal Interview			
269	Hired from Another Job			

## Job Characteristics of Daily Newspaper

### Assistant Business Managers

#### Attained First Job

Most of these persons obtained their first newspaper job by applying for an interview, 44.5%. The remaining 55.5% either answered a classified advertisement, were assisted by their college placement bureau or school of journalism, worked for the newspaper before graduating from college, or were hired from another job.

#### Special Services

Approximately 78% of these daily assistant business managers perform special services for their newspapers in addition to their daily assigned jobs. For example, 33.3%, or one-third of these persons, occasionally are selected to attend Public Relations committee meetings; 22.2% represent their newspaper at civic organizational meetings, and the remaining 22.2% are members of special newspaper employee committees.

None of the assistant managers on daily newspapers in this study received on-the-job or additional types of training.

TABLE XLIII

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT DIRECTORS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
10	28	Yes	0	No Religion	Hunting, and Swimming	$\frac{1}{2}$	19
11	35	Yes	2	Presbyter- ian	Fishing	$1\frac{1}{2}$	13
187	43	Yes	1	Lutheran	Golf, and Fishing	11	25
299	44	Yes	3	Methodist	Reading	7	14

Personal Characteristics of Daily Newspaper  
Department Directors

The following data pertains to information received from 2 advertising directors and 2 circulation directors on daily newspapers in Oklahoma. Each of these persons, in addition to directing and supervising the operations of their departments, is an executive officer of his newspaper.

Ages

Department directors on 12 daily newspapers in Oklahoma range from 28 to 44 years of age. The average age is 37.5 years and the median is 40.5 years of age.



### Marital Status

Each of these persons is married.

### Employees' Children

Three of the daily newspaper directors in this study have children. One has 1 child; another has 2, and the third has 3 children. The total number is 6, indicating that the average is 2 children per family.

### Religions

One of the four department directors in this study has no church affiliation. The other three have different religions: Presbyterian, Lutheran and Methodist.

### Hobbies

Two of these department directors named fishing as their hobby. Other hobbies included hunting, golf, reading, and swimming.

### Years on Present Job

The average department director has spent 5 years on his present job. However, the range is from  $\frac{1}{2}$  to 11 years of service on the job they now hold (See Table XLIII, page 135).

### Years of Newspaper Experience

The least experienced daily department director in this study has worked 13 years in the business, while the more experienced person has accumulated 25 years of service. (See Table XLIII, page 135.)

TABLE XLIV

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT DIRECTORS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
10	Yes	No					
11	Yes	Yes	OU	BA	Journ- alism	Copy and Lay- out; History, and Government	Copy and Lay- out; History, and Government
187	Yes	No					
299	Yes	Yes	MU	BJ	Journ- alism	Economics, and Business Admin- istration	Economics, and Business Ad- ministration

Educational Characteristics of Daily Newspaper  
Department Directors

High School Education

Each of these directors studied on daily newspapers in Oklahoma had a high school education.

College Education

Two of them graduated from college. Each of the graduates majored in journalism. One director received the Bachelor of Arts degree, and the other received the Bachelor of Science degree.

The most helpful college courses, both on the first job and the present job, included copy and layout, history, government, economics, and business administration.

TABLE XLV  
SALARIES OF DAILY NEWSPAPER DEPARTMENT DIRECTORS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
10	\$ 20	\$ 45	\$ 90	\$103	\$ 90	\$ 90	No	48	2
11	\$ 4	\$ 40	\$125	\$ 75	\$105	\$125	No	42	2
187	\$ 25	\$ 65	\$ 85	\$115	\$140	\$289	No	65	2
299	\$ 10	\$ 25	\$ 60	\$100		\$175	No	48	2

#### Salaries of Daily Newspaper Department Directors

Because only 4 daily department directors are included in this study, only salary ranges and averages are offered in the analysis of their newspaper jobs.

The lowest salaries paid to department directors on daily newspapers studied were received on their first job, from \$4 to \$25 per week. (This was during the depression years.) The average was \$14.75 a week.

Wages nearly doubled on the second newspaper job, ranging from \$25 to \$65, and averaging \$43.75 each week. The same was true on the third job, where salaries increased to an average of \$90 per week, ranging from \$60 to \$125 weekly.

On their fourth newspaper job, lowest salaries were increased to \$75 per week, but the highest decreased to \$115. The weekly average now was \$98.25.

Three of these directors were promoted to a fifth newspaper job. Their salaries ranged from \$90 to \$140 a week. The average was \$111.67 weekly.

### Present Salaries

Oklahoma daily newspaper department directors in this study currently earn between \$90 and \$289 per week. The average salary is \$167.75 per week.

TABLE XLVI

## JOB CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT DIRECTORS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
10	Worked During High School			Public Relations, and Civic Organizations
11	Through Close Friend	OPA Clinics		Civic Organizations
187	Hired from Another Job			Public Relations
299	Through Close Friend	OPA Clinics		

## Job Characteristics of Daily Newspaper

## Department Directors

Attained First Newspaper Job

Two of the 4 daily newspaper directors were introduced to their employer by a close friend, while another worked on the newspaper during high school, and the fourth was hired from another job.

TABLE XLVII

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT SUPERVISORS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
106	50	Yes	4	Lutheran		5	11
117	46	No		No Religion	Photography, and Profess- ional Organi- zations	7	14
141	30	Yes	2	Baptist	Fishing, and Hunting	4	5
199	31	No		Baptist	Golf	5	5
229	49	Yes	1	Presbyter- ian	Skiing, and Fishing	5	11
238	33	No		Christian		8	16
242	27	Yes	0	Unitarian	Painting	2	5
243	30	Yes	2	Methodist	Bowling, and Skiing	$\frac{1}{2}$	10
251	42	Yes	4	Methodist	Woodworking	1	16
262	51	Widow	1	Catholic	Reading	8	10
271	32	Yes	2	Episcopal	Golf	8	12

Personal Characteristics of Daily Newspaper  
Department Supervisors

Eleven persons in this study were department supervisors on daily newspapers in Oklahoma. Each was responsible for the work of from 4 to 12 employees.

Four were accounting supervisors, 36.4%. Their main job was to direct the flow of work throughout the department, assisting the clerks when necessary. The other 63.6% included:

1. supervisor, city service department,
2. cashier supervisor,
3. phone room supervisor,
4. stock room supervisor,
5. carrier motor route supervisor,
6. copy service supervisor, and
7. teletypesetter supervisor.

#### Ages

Department supervisors on daily newspapers in Oklahoma range in age from 27 years to 51 years of age. The average is 38 years, while the median is 39.8 years of age. The oldest 25% are between 49 and 51, and the youngest quartile range from 27 years to 30 years of age.

#### Marital Status

Approximately 63% of the daily supervisors interviewed are married. Only 3 are single, while one is a widow.

#### Employees' Children

This study reports that these department supervisors have a total of 16 children or an average of 2 children per family. One married person has no children at all.

### Religions

Religious affiliations are numerous among the Oklahoma daily supervisors studied. Thirty-six per cent either are Methodists or Baptists, and the remainder are Christians, Presbyterians, Catholics, Episcopaleans, Lutherans, or Unitarians, each 9.1%. One person said he had no church affiliation.

### Hobbies

The most popular hobbies are fishing, 18.2%; golf, 18.2%, and skiing, 18.2%. Others selected by these supervisors include photography, professional organizations, hunting, painting, bowling, woodworking, and reading.

### Years on Present Job

The average department supervisor on daily newspapers in Oklahoma has worked on his present job for 4.9 years. The median is 3.6 years. The lowest quartile have worked from  $\frac{1}{2}$  to 4 years, and the highest 25% have been on their present job for 8 years.

### Years of Newspaper Experience

The average department supervisor in this study has obtained nearly 11 years of experience. The median is 11.1 years. The lowest quartile have from  $\frac{1}{2}$  to 2 years of experience, while the highest 25% have been in the business from 11 to 16 years.



TABLE XLVIII

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT SUPERVISORS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
106	Yes	No					
117	Yes	No					
141	Yes	No					
199	Yes	Yes	OU	BA	Accounting	Journalism Management, and Accounting	Journalism Management, and Account- ing
229	Yes	No					
238	Yes	No					
242	Yes	No					
243	Yes	No					
251	Yes	No					
262	Yes	No					
271	Yes	No					

## Educational Characteristics of Daily Newspaper

### Department Supervisors

#### High School Education

Each of these persons had a high school education.

#### College Education

However, 91.0% did not graduate from college. Only one of these supervisors graduated, receiving a Bachelor of Arts degree. He majored in accounting and had a minor in journalism.

His most important courses for practical use on newspapers were journalism management and accounting.

TABLE XLIX  
SALARIES OF DAILY NEWSPAPER DEPARTMENT SUPERVISORS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
106	\$ 28	\$ 45				\$ 59	No	40	3
117	\$ 30					\$ 92	No	40	3
141	\$ 75	\$ 75	\$ 87			\$107	1½	40	3
199	\$ 75					\$ 97	No	46	2
299	\$ 38	\$ 72	\$ 75			\$ 95	No	40	3
238	\$ 20	\$ 35	\$ 50			\$ 70	1½	40	3
242	\$ 50	\$ 50	\$ 55	\$ 60		\$ 87	1½	43	2
243	\$ 60	\$ 50	\$ 56	\$129		\$133	1½	37½	3
251	\$ 35	\$ 40	\$ 90	\$115	\$115	\$125	No	48	3
262	\$ 50					\$102	No	40	3
271	\$ 40	\$ 55	\$ 80			\$156	No	48	3

Salaries of Daily Newspaper Department Supervisors

First Newspaper Job

The average weekly salary of Oklahoma department supervisors on their first job was \$45.55, while the median was \$39.83. The lowest quartile earned between \$20 and \$30 a week, while the highest 25% drew from \$60 to \$75 per week.

### Second Newspaper Job

The highest quartile received a small increase in pay, from \$72 to \$75 per week, while the lowest paid 25% earned between \$35 and \$40 weekly. The average increased to \$56.50, but the median was lower, \$45.67 per week.

### Third Newspaper Job

On the third newspaper job, the average weekly salary of Oklahoma newspaper supervisors was \$70.43. The median was \$71.25 a week. Salaries ranged from \$50 to \$90 a week.

### Fourth Newspaper Job

Those who were promoted to a fourth job averaged \$101.33 per week. The salaries ranged from \$60 to \$129 weekly.

### Present Salaries

Currently, the lowest paid 25% of daily supervisors studied earn between \$59 and \$87 a week, while the highest quartile draw a weekly salary of from \$125 to \$156.

The average supervisor earns \$109.09 per week on his present job. The median is a little lower, \$99.83 weekly.

TABLE I

## JOB CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT SUPERVISORS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
106	Through Close Friend			
117	Answered Advertisement			
141	Personal Interview			
199	Answered Advertisement			
229	Personal Interview			
238	Personal Interview			
242	Recommendation of Journalism School			
243	Personal Interview			
251	Worked During High School			
262	Hired from Another Job			
271	Hired from Another Job			

## Job Characteristics of Daily Newspaper

### Department Supervisors

#### Attained First Newspaper Job

Personal interviews and job applications (36.4%) helped these department supervisors most in obtaining their first job. Other methods varied from answering advertisements (18.2%) and being hired from another job (18.2%), to being introduced by a close friend, recommended by the journalism school, or working for the newspaper during high school, (each 9.1%).

TABLE LI

PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER ASSISTANT DIRECTORS,  
SUPERINTENDENTS, SUPERVISORS, AND FOREMEN

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
122	56	Yes	3	Methodist	Reading	2	17
139	39	Yes	1	Baptist	Bowling; Ski- ing, and Fishing	8	17
222	50	Yes	2	Methodist	Painting	1½	12
275	48	Yes	2	Presbyter- ian		7	23

Personal Characteristics of Daily Newspaper Assistant Directors,  
Superintendents, Supervisors, and Foremen

Two of the persons interviewed on daily newspapers in Oklahoma were assistant department supervisors, one was an assistant superintendent, and a fourth was an assistant foreman. (See Table VI, page 18.) Each assisted in the management of his department. The departments included mailing, phone room, proofreading, and transportation.

Ages

Assistant directors, superintendents, supervisors, and foremen studied on daily newspapers in Oklahoma range in age from 39 to 56 years of age. The average is 48 years of age.

### Marital Status

Each of these persons is married. Two have 2 children and 4 have 1, for a grand total of 6 children.

### Religions

Two of the daily assistant supervisors are Methodists. The assistant foreman is a Baptist, and the superintendent is a Presbyterian.

### Hobbies

Hobbies include reading, bowling, skiing, and fishing.

### Years on Present Job

The daily newspaper assistant executives in this study have been on their present job from  $1\frac{1}{2}$  to 8 years (the average is 4.8 years).

### Years of Newspaper Experience

The average assistant executive has 17.3 years of newspaper experience. The range is from 12 to 23 years.



TABLE III

EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER ASSISTANT DIRECTORS,  
SUPERINTENDENTS, SUPERVISORS, AND FOREMEN

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
122	Yes	Yes	DU	BA	For- eign Lang- uage	English, and Foreign Lang- uages	English, and Foreign Lang- uages
139	Yes	No					
222	Yes	No					
275	Yes	No					

Educational Characteristics of Daily Newspaper Assistant Directors,  
Superintendents, Supervisors, and Foremen

High School Education

All of the Oklahoma daily assistant executives interviewed had a high school education.

College Education

Only one person received a college education, while 3 did not. The college graduate majored in Foreign Languages, received a BA degree, and utilized his English and foreign language courses on both his first and present jobs.

TABLE LIII

SALARIES OF DAILY NEWSPAPER ASSISTANT DIRECTORS,  
SUPERINTENDENTS, SUPERVISORS, AND FOREMEN

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
122	\$ 20	\$ 23	\$ 40	\$ 42	\$ 65	\$ 76	1½	37½	3
139	\$ 50	\$ 70	\$ 90			\$135	1½	37½	3
222	\$ 40					\$ 80	1½	40	3
275	\$ 45					\$ 85	No	40	3

Salaries of Daily Newspaper Assistant Directors,  
Superintendents, Supervisors, and Foremen

On their first newspaper job, salaries of assistant supervisors, and other executives in this study ranged from \$20 to \$45 per week. The second newspaper job offered from \$23 to \$70 a week, and the third paid weekly salaries of from \$40 to \$90.

Present Salaries

Today, the average weekly salary is \$94. The median is \$85.50 per week. Daily newspaper assistant directors, superintendents, supervisors, and foremen studied receive between \$76 and \$135 each week.

TABLE LIV

JOB CHARACTERISTICS OF DAILY NEWSPAPER ASSISTANT DIRECTORS,  
SUPERINTENDENTS, SUPERVISORS, AND FOREMEN

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
122	Knew Employer Personally			
139	Personal Interview			
222	Answered Advertisement			
275	Personal Interview			

Job Characteristics of Daily Newspaper Assistant Directors,  
Superintendents, Supervisors, and Foremen

Attained First Job

Most of the assistant executives on daily newspapers in this study received their starting job from personal interviews (50%). Others answered advertisements (25%) or knew the employer personally (25%).

TABLE LV

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER ADVERTISING SALESMEN

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
27	25	Yes	1	Lutheran	Sports	1	1
48	43	Yes	1	Christian	Golf; Fish- ing, and Electronics	8	8
70	52	Yes	1	Church of Christ	Fishing, and Sports	11	11
89	29	No		No Religion	Bowling; Read- ing and Music	$\frac{1}{2}$	3
101	34	Yes	3	Christian	Golf	4	10
124	25	Yes	0	Christian	Coin Collecting, and Fishing	3	5
126	37	Yes	0	Methodist	Bowling, and Fishing	13	16
136	62	Yes	3	Christian		1	15
170	29	Yes	2	Christian	Fishing, and Sports	$4\frac{1}{2}$	12
177	35	Yes	3	Lutheran	Sports, and Boy Scouts	3	6
200	22	No		Christian	Hunting, and Fishing	2	2
219	22	Yes	1	Methodist	Sewing	$\frac{1}{2}$	$\frac{1}{2}$
241	37	Yes	9	Catholic	Sports	6	15
296	31	Yes	1	Methodist	Golf, and Sports	5	5
318	45	Yes	1	Christian		$5\frac{1}{2}$	$5\frac{1}{2}$
321	57	Yes	3	Christian	Fishing	9	15

TABLE LV (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
334	71	Yes	0	Methodist	Fishing	38	38
348	33	Yes	1	Presbyter- ian	Woodworking, and Painting	12	12
354	25	Yes	0	Presbyter- ian		3	3

### Personal Characteristics of Daily Newspaper

#### Advertising Salesmen

Nineteen advertising salesmen on daily and weekly newspapers in Oklahoma, 5.2% of all interviewees, were included in this study. The jobs studied consisted of the following:

1. 6 general advertising salesmen, 31.6%,
2. 6 retail advertising salesmen, 31.6%,
3. 3 classified advertising salesmen, 15.8%,
4. 2 advertising counselors (salesmen), 10.4%,
5. 1 advertising representative, 5.3%, and
6. 1 national advertising salesman, 5.3%.

#### Ages

Advertising salesmen interviewed on 12 daily newspapers in Oklahoma range from 22 years to 71 years of age. The average salesman is 38 years

of age, while the median is somewhat lower — 35.6 years.

The youngest 25% are between 22 and 25 years of age, and the oldest quartile, the veteran salesmen, are from 45 to 71 years old.

#### Marital Status

A majority (89.5%) of these persons are married. The remaining 10.5% are single.

#### Employees' Children

The average married advertising salesmen in this study has two children. However, four of these married persons have none.

#### Religions

Nearly half of the advertising salesmen studied are Christians, 42.1%. The others are Methodists, 21%; Lutherans, 10.5%; Presbyterians, 10.5%; Catholics, 5.3%, or members of the Church of Christ, 5.3%. Those who have no church affiliation total 5.3%.

#### Hobbies

Forty-two per cent of these advertising salesmen selected fishing as their favorite hobby, followed by general sports, 26.3%, and golf, 15.8%. Additional hobbies included electronics, bowling, reading, music, Boy Scout activities, sewing, woodworking, and painting. (See Table LV.)

#### Years on Present Job

The average advertising salesman on newspapers in Oklahoma has held his present job for 6.8 years. The median figure is 3.4 years. The

lowest quartile have been on their present jobs from  $\frac{1}{2}$  to 1 year, while the highest 25% have worked from 12 to 38 years on the jobs they now hold.

It is significant to note that 57.9% of these advertising salesmen in Oklahoma have held their present jobs for 5 years or less.

#### Years of Newspaper Experience

Advertising salesmen in this study have a total of 183 years of newspaper experience. The average salesman has 9.6 years of experience (median is 8.1 years).

The most experienced 25% have from 15 to 38 years in their profession, while the beginning 25%, those with the least amount of experience, have only accumulated between  $\frac{1}{2}$  and 2 years.

TABLE LVI

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER ADVERTISING SALESMEN

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
27	Yes	No					
48	Yes	No					
70	Yes	No					
89	Yes	Yes	TA	BA	English	English; Advertising, and Psychology	None
101	Yes	No					
124	Yes	Yes	OSU	BA	Journalism	Copy and Layout, and Typography	Copy and Layout, and Typography
126	Yes	No					
136	Yes	No					
170	Yes	Yes	OU	BS	Business	Basic News-writing; Advanced News-writing; Copy and Layout; Business Administration, and Psychology	Journalism Management; Economics Advertising, and Marketing
177	Yes	Yes	OSU	BS	Business	Copy and Layout; Typography, and Business Administration	Marketing
200	Yes	No					
219	Yes	No					
241	Yes	No					



TABLE LVI (Continued)

No.	High School Degree	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
296	Yes	Yes	OSU	BA	Journ- alism	Marketing; Sociology, and Adver- tising	General Science
318	Yes	Yes	OSU	BS	Zoolo- gy	None	None
321	No	No					
334	Yes	No					
348	Yes	Yes	OU	BA	Journ- alism	Copy and Lay- out, and Mar- keting	Copy and Layout and Advertising
354	Yes	Yes	OSU	BA	Journ- alism	Copy and Layout	Advertising

### Educational Characteristics of Daily Newspaper

#### Advertising Salesmen

##### High School Education

Approximately 95% of these advertising salesmen on daily newspapers in Oklahoma had a high school education. Only one person interviewed did not graduate.

### College Education

Forty-two per cent of the Oklahoma advertising salesmen interviewed had a college degree. Several of the remaining 58% attended college, but for reasons unknown, failed to graduate.

Of the total college graduates, 50% majored in journalism, 25% majored in business, and the remainder selected majors in English and zoology. Degrees received were Bachelor of Arts, 62.5%, and Bachelor of Science, 37.5%.

Each advertising salesman was asked to name college courses that were most helpful on the first newspaper job, then the present job. Almost 63% answered, "Advertising copy and layout." Other significant courses were general advertising, psychology, typography, marketing, and advanced newswriting, business administration, sociology, and English. Three salesmen, 15.8%, said, "None."

TABLE LVII  
SALARIES OF DAILY NEWSPAPER ADVERTISING SALESMEN

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
27	\$ 65					\$ 68	No	44	1
48	\$ 75					\$ 94	No	48	2
70	\$ 30	\$ 35	\$ 40			\$ 65	No	44	1
89	\$ 65	\$ 85	\$ 93			\$ 95	No	40	0
101	\$ 85	\$ 97	\$103			\$115	No	45	2
124	\$ 78					\$ 90	No	45	2
126	\$ 45	\$ 55				\$ 68	No	40	3
136	\$ 45	\$100	\$110			\$125	No	50	3
170	\$ 20	\$ 35	\$ 75	\$ 70		\$ 95	No	45	3
177	\$ 80	\$ 85	\$ 90			\$100	No	48	2
200	\$ 80					\$ 87	No	40	2
219	\$ 55					\$ 60	No	40	2
241	\$ 95	\$105	\$120	\$145		\$175	No	44	3
296	\$ 65	\$ 95	\$ 98			\$101	No	44	2
318	\$ 65					\$ 70	No	57	2
321	\$ 20	\$ 60				\$ 70	No	57	2
334	\$ 40					\$145	No	45	3
348	\$ 50					\$135	No	45	3
354	\$ 70					\$105	No	45	2

## Salaries of Daily Newspaper Advertising Salesmen

### First Newspaper Job

The weekly salary of the average advertising salesman in Oklahoma on his first newspaper job was \$59.47. The median, however, was much higher, \$65.30 per week.

The lowest 25% earned from \$20 to \$30 a week, while the highest quartile received a weekly paycheck of between \$80 and \$95.

### Second Newspaper Job

Salaries were much better on the second job. The average increased to \$75.20 a week, and the median, \$85.50, was nearly \$20 a week higher than the first job. The lowest paid advertising salesmen, the bottom 25%, now received between \$35 and \$55 per week, and the highest paid quartile earned from \$97 to \$105 weekly.

### Third Newspaper Job

The average advertising salesman in this study was paid \$91.13 per week on his third newspaper job. Of course, this was a significant promotion. The median salary was exactly \$91 a week.

The lowest quartile earned from \$40 to \$90 weekly, and the highest 25% received between \$103 and \$120 per week.

Just two advertising salesmen received a fourth newspaper job, and none had a fifth job before his present one.

### Present Salaries

Today, the average advertising salesman on daily newspapers in Oklahoma in this study receives \$98.11 per week. The median salary is \$95.38 a week.

The poorest paid salesmen, the lowest 25%, receive from \$60 to \$70 each week. However, the highest paid quartile earn between \$115 and \$175 weekly. (A comparison of lowest, highest, and average weekly salaries paid to daily and weekly business personnel in Oklahoma is shown in Figure 5.)

TABLE LVIII

## JOB CHARACTERISTICS OF DAILY NEWSPAPER ADVERTISING SALESMEN

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
27	Personal Interview			Public Relations
48	Personal Interview	OPA Clinics		Public Relations
70	Personal Interview			Public Relations, and Civic Organiza- tions
89	Answered Advertisement			
101	Personal Interview			Public Relations
124	Personal Interview			
126	Answered Advertisement			
136	Personal Interview			
170	Worked with News- paper before Col- lege Graduation			
177	Recommendation of Journalism School			Public Relations, and Civic Organiza- tions
200	Personal Interview			Public Relations, and Civic Organiza- tions
219	Personal Interview			
241	Personal Interview			

TABLE LVIII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
296	Personal Interview	OPA Clinics		Public Relations, and Civic Organizations
318	Hired from Another Job	OPA Clinics	Trade Clinics and Seminars	
321	Personal Interview			
334	Answered Advertisement			Public Relations; Civic Organizations, and Newspaper Committee Member
348	Through Correspondence			
354	Recommendation of Journalism School			

#### Job Characteristics of Daily Newspaper Advertising Salesmen

##### Attained First Newspaper Job

Fifty-eight per cent of these advertising salesmen received their first newspaper jobs by personal application or interview; 15.6% answered newspaper advertisements; 10.5% were recommended by their school or department of journalism, and others worked on the newspaper before graduating from college, corresponded with their employer by mail, or were hired from another job, each 5.3%.

### On-the-job Training

Two advertising salesmen regularly attend Oklahoma Press association clinics and seminars. Almost 89.5% receive no on-the-job training whatsoever. (This is in addition to everyday practical experience and includes training programs sponsored by the newspaper.)

### Special Services

It is generally accepted, and is the case among these persons, that advertising salesmen maintain personal public relations within the community. These interviewees were asked to specify the special services which they perform in addition to their daily job responsibilities.

Thirty-two per cent attend local civic organizational meetings, 5.0% are members of various newspaper employee committees, and 63% perform no special services outside of promoting advertising campaigns.



TABLE LIX  
PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER GENERAL CLERKS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
5	57	No		Baptist		9	9
9	39	Yes	0	Unitarian	Sports, and Coin Collecting	$\frac{1}{2}$	$\frac{1}{2}$
12	32	No		Christian Science	Painting	6	6
18	26	Yes	1	Methodist	Reading	8	8
21	43	Yes	2	Church of Christ	Painting	6	6
66	42	Yes	2	Baptist	Gardening, and Sewing	11	11
91	32	Yes	0	Catholic	Bowling, and Sports	9	9
97	46	Yes	1	Presbyter- ian	Gardening	10	13
103	20	No		Methodist	Music, and Dancing	$\frac{1}{2}$	$\frac{1}{2}$
111	50	Yes	0	Presbyter- ian		$\frac{1}{2}$	25
112	35	Yes	2	Methodist	Boating, and Dancing	12	15
114	36	Yes	2	Catholic		3	5
116	21	Yes	0	Baptist		1	3
120	25	Yes	2	Catholic	Mechanics	3	3
121	50	Yes	0	Methodist	Reading	16	16
125	32	Yes	1	Episcopal	Pets	4	4
129	26	Divorced	1	Catholic		$\frac{1}{2}$	3

TABLE LIX (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
130	49	Widow	1	Baptist		7	8
131	20	No		Baptist	Sewing	$\frac{1}{2}$	1
133	43	No		Christian Science	Reading	4	8
134	46	Yes	1	Christian	Sewing, and Reading	5	6
135	18	Yes	0	Methodist	Music	$\frac{1}{2}$	1
144	23	Yes	0	Baptist		3	3
145	51	Widow	1	Baptist		4	15
154	21	No		Christian	Reading	2	2
155	59	Widow	1	Methodist		9	9
156	24	No		Baptist	Writing	1	5
164	23	Yes	2	No Prefer- ence	Sports	$\frac{1}{2}$	2
175	37	Yes	3	Methodist	Gardening	$\frac{1}{2}$	3
184	48	Yes	2	Baptist	Gardening	7	7
194	42	Yes	2	Assembly of God		7	7
204	22	No		No Religion		$\frac{1}{2}$	$\frac{1}{2}$
214	55	Yes	0	Baptist	Music, and Reading	34	34
217	52	Widow	3	Baptist		6	12
220	21	No		No Prefer- ence	Bowling	$\frac{1}{2}$	$\frac{1}{2}$
223	38	No		Methodist	Swimming	$\frac{1}{2}$	3
228	37	Yes	3	Baptist		$\frac{1}{2}$	5

TABLE LIX (Continued)

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
231	47	Yes	2	Baptist		2	7
233	19	No		Methodist		2	2
236	22	No		Catholic		1½	1½
240	23	Yes	1	Baptist	Fishing; Bowl- ing and Sports	1½	1½
245	22	Yes	1	Baptist	Sports	1	1
246	44	Yes	3	Methodist	Bowling	3	11
247	38	No		Catholic		10	10
252	?	No		Methodist		18	18
256	34	Yes	3	Methodist	Photography; Fishing, and Hunting	3	3
257	20	No		No Prefer- ence		2	2
265	62	No		Christian Science		14	14
266	54	Widow	1	Baptist	Reading	9	18
267	53	Widow	3	Methodist	Sewing	7	7
276	47	Yes	2	Episcopal	Sports; Bowl- ing and Skiing	3	3
279	54	Widow	4	Catholic	Fishing	4	4
313	38	Yes	5	Baptist	Sewing; Read- and, and Writing	2	2
342	38	Divorced	2	Baptist	Dancing, and Sports	4	4

## Personal Characteristics of Daily Newspaper General Clerks

Fifteen per cent, or 54 of the persons interviewed in this study were general clerks on daily newspapers in Oklahoma. They ranged from bookkeepers (14.8%), classified advertising clerks (11.1%), library and record clerks (9.3%), and clerk typists (7.4%), to copy messengers (3.7%), dispatch clerks (3.7%), and stock clerks (1.9%). The remaining 41.8% are listed in Table VI, page 18.

### Ages

The youngest 25% of general clerks studied on daily newspapers in Oklahoma range in age from 18 to 23 years. The oldest quartile are from 48 to 62 years of age.

The average clerk is 36.9 years old; while the median age is 35.7 years.

### Marital Status

A majority of the clerks interviewed (61.1%) are married. Single persons total 29.6%, widows, 7.4%, and divorcees, 1.9%.

### Employees' Children

Almost 80% of the married clerks, widows, and divorcees in this study have children. Combined, they have a total of 80 children, or an average of 2 per family.

### Religions

More than 33% of the daily newspaper clerks interviewed are Baptists; 24.1% are Methodists; 13.0% are Catholics, and 5.6% are Christian Scientists. The other religions are listed in Table LIX, page 168.

### Hobbies

Reading is the most popular hobby of these general clerks, chosen by 14.8%, followed by general sports, 11.1%; sewing, 9.3%; gardening, 7.4%; fishing, 5.6%, and painting, 3.7%.

### Years on Present Job

Sixty-three per cent of the daily newspaper general clerks in Oklahoma have held their present job for 5 years or less. The median is 3.3 years. The average length of time on the present job is 5.2 years.

### Years of Newspaper Experience

Total years of newspaper clerical experience equals 378 for these persons — far less than the totals for several other business job categories. The average clerk has 7 years of experience, but the median, 3.5 years, is much lower, pointing out that the majority have little newspaper experience, perhaps due to a large annual turnover of clerks.

TABLE LX

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER GENERAL CLERKS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
5	Yes	No					
9	Yes	No					
12	Yes	Yes	WU	BA	Educa- tion	Psychology	Psychology
18	Yes	No					
21	Yes	No					
66	Yes	No					
91	Yes	No					
97	Yes	No					
103	Yes	No					
111	Yes	No					
112	Yes	No					
114	Yes	No					
116	Yes	No					
120	Yes	No					
121	No	No					
125	Yes	No					
129	Yes	No					
130	Yes	No					
131	Yes	No					
133	Yes	No					

TABLE LX (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
134	Yes	Yes	OU	BS	Home Economics	Accounting, and Business Administration	Business Administration
135	Yes	No					
144	Yes	No					
145	Yes	No					
154	Yes	No					
155	Yes	Yes	OU	BA	Libra-ry Science	None	None
156	Yes	No					
164	Yes	No					
175	Yes	No					
184	Yes	No					
194	No	No					
204	No	No					
214	Yes	No					
217	Yes	No					
220	Yes	No					
223	Yes	No					
228	Yes	No					
231	Yes	No					
233	Yes	No					
235	No	No					

TABLE LX (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
240	Yes	No					
245	Yes	No					
246	Yes	No					
247	Yes	No					
252	Yes	No					
256	Yes	Yes	OSU	MS	Busi- ness	Marketing, and Accounting	Marketing, and Account- ing
257	Yes	No					
265	Yes	No					
266	No	No					
267	No	No					
276	Yes	No					
279	Yes	No					
313	No	No					
342	Yes	No					



## Educational Characteristics of Daily Newspaper General Clerks

### High School Education

From the 54 general clerks interviewed on daily newspapers in Oklahoma, 50 (92.6%) received a high school diploma. Only 4 (7.4%) did not graduate.

### College Education

Here, the situation is reversed. Only 4 of these persons (7.4%) graduated from college. Each had a different major: education, home economics, library science, and business. Two of the clerks received Bachelor of Arts degrees and one was awarded the Bachelor of Science degree. The fourth received the Master of Science degree, and is one of two MS graduates in this entire study.

TABLE LXI  
SALARIES OF DAILY NEWSPAPER GENERAL CLERKS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
5	\$ 30					\$ 40	1½	40	2
9	\$ 40					\$ 40	1½	40	1
12	\$ 40					\$ 40	1½	40	2
18	\$ 30					\$ 48	1½	40	2
21	\$ 32					\$ 50	1	35	2
66	\$ 30					\$ 50	1½	40	2
91	\$ 45					\$ 91	1½	42	2
97	\$ 33	\$ 45				\$ 85	1½	40	3
103	\$ 55					\$ 55	1½	40	2
111	\$ 16	\$ 20	\$ 30			\$ 55	1½	40	3
112	\$ 22	\$ 30	\$ 40			\$ 90	1½	40	3
114	\$ 50	\$ 55				\$ 70	1½	40	2
116	\$ 55					\$ 62	1½	40	2
120	\$ 50					\$ 59	1½	40	2
121	\$ 25					\$ 58	1½	40	2
125	\$ 60					\$ 80	1½	40	2
129	\$ 50					\$ 59	1½	40	2
130	\$ 45	\$ 45	\$ 45			\$ 70	1½	40	3
131	\$ 60					\$ 60	1½	40	2
133	\$ 55					\$ 65	1½	40	3
134	\$ 45					\$ 76	1½	40	3

TABLE LXI (Continued)

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
135	\$ 41					\$ 55	1½	40	2
144	\$ 60					\$ 68	1½	40	2
145	\$ 50	\$ 55				\$ 68	No	40	3
154	\$ 40					\$ 65	1½	40	2
155	\$ 35					\$ 97	No	40	3
156	\$ 50	\$ 70				\$ 92	No	60	3
164	\$ 45	\$ 55				\$ 55	1½	40	2
175	\$ 45	\$ 55	\$ 55			\$ 55	1½	40	2
184	\$ 50	\$ 65				\$ 70	1½	40	3
194	\$ 45					\$ 80	1½	40	3
204	\$ 50	\$ 56				\$ 56	1½	40	2
214	\$ 15	\$ 35	\$ 45	\$ 55	\$ 60	\$ 70	1½	40	3
217	\$ 30	\$ 50				\$ 82	1½	40	3
220	\$ 70					\$ 75	1½	40	1
223	\$ 45					\$ 69	1½	40	2
228	\$ 40	\$ 48	\$ 56			\$ 58	No	40	2
231	\$ 54	\$ 60	\$ 65	\$ 68		\$ 74	1½	40	3
233	\$ 50					\$ 60	1½	40	2
236	\$ 41					\$ 48	1½	40	2
240	\$ 50					\$ 58	1½	40	2
245	\$ 75					\$ 86	1½	40	2
246	\$ 48	\$ 60	\$ 75	\$ 90	\$110	\$125	No	40	3

TABLE LXI (Continued)

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
247	\$ 42					\$ 60	1½	40	3
252	\$ 20					\$ 65	1½	40	3
256	\$180					\$220	No	48	2
257	\$ 45					\$ 50	1½	40	2
265	\$ 40	\$ 60				\$ 80	1½	40	3
266	\$ 23	\$ 40				\$ 70	1½	40	3
267	\$ 45					\$ 65	1½	40	1
276	\$ 55					\$ 73	1½	37½	2
279	\$ 30					\$ 53	No	50	2
313	\$ 40					\$ 52	1½	40	1
342	\$ 63					\$ 82	1½	40	2

## Salaries of Daily Newspaper General Clerks

First Newspaper Job

The average weekly salary for general clerks on their first newspaper job was \$26.67. The median was twice as high, \$45.32 per week, with the lowest 25% earning from \$16 to \$33 each week, and the highest quartile ranging from \$50 to \$180 a week.

### Second Newspaper Job

On the second job, weekly averages were much higher, from the previous \$26.67 to \$55.78. The lowest quartile earned between \$20 and \$45 a week, and the highest 25% made from \$50 to \$70 per week. The median salary also increased to \$55.13 a week.

### Third Newspaper Job

Those having a third job, 18.4% of the clerks studied, reported a weekly average of \$80.50. The median was \$55 per week, and the lowest paid 25% earned from \$30 to \$40, while the highest quartile received between \$65 and \$75 each week.

### Present Salaries

The average general clerk on daily newspapers in Oklahoma receives \$69.24 weekly. The median is \$65.23 per week.

Presently, the poorest paid quartile receive from \$40 to \$56 a week, while the highest paid 25% earn between \$75 and \$220 each week.

TABLE LXII

## JOB CHARACTERISTICS OF DAILY NEWSPAPER GENERAL CLERKS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
5	Personal Interview			
9	Personal Interview			
12	Personal Interview			
18	Worked During High School			
21	Through Close Friend			
66	Answered Advertisement			Public Relations, and Civic Organiza- tions
91	Personal Interview			
97	Personal Interview			
103	Answered Advertisement			
111	Personal Interview			
112	Answered Advertisement			
114	Personal Interview			
116	Through Close Friend			
120	Personal Interview			

TABLE LXII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
121	Local Employ- ment Bureau			
125	Personal Interview			Public Relations
129	Personal Interview			
130	Answered Advertisement			
131	Through Close Friend			
133	Personal Interview			
134	Local Employ- ment Bureau			
135	Local Employ- ment Bureau			
144	Local Employ- ment Bureau			
145	Personal Interview			
154	Personal Interview			
155	Worked with News- paper before Col- lege Graduation			
156	Local Employ- ment Bureau			
164	Personal Interview			
175	Answered Advertisement			

TABLE LXII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
184	Local Employ- ment Bureau			
194	Personal Interview			
204	Local Employ- ment Bureau			
214	Personal Interview			
217	Answered Advertisement			
220	Answered Advertisement			
223	Personal Interview			
228	Personal Interview			
231	Answered Advertisement			
233	Local Employ- ment Bureau			
236	Through Close Friend			
240	Personal Interview			
245	Recommendation of High School			
246	Personal Interview			Public Relations
247	Answered Advertisement			



TABLE LXII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
252	Answered Advertisement			
256	Hired from Another Job			
257	Personal Interview			
265	Hired from Another Job			
266	Answered Advertisement			
267	Personal Interview			
276	Personal Interview			
279	Through Close Friend			
313	Answered Advertisement			
342	Answered Advertisement			

## Job Characteristics of Daily Newspaper General Clerks

### Attained First Newspaper Job

The most common method of obtaining the first job appears to be by personal application, 42.5%. Other clerks received employment by answering newspaper advertisements, 24%; through a close friend working on the newspaper, 9.3%; from the local employment bureau, 14.8%; by working on the newspaper before graduating from college, 1.9%; and as a result of recommendations made by the person's high school teachers. (Table LXII, page 181, lists other methods by which these general clerks attained their first newspaper job.

TABLE LXIII

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER SPECIAL SECRETARIES

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
24	21	No		Lutheran	Cooking	1½	1½
69	20	No		Christian		2	2
87	23	Yes	1	Methodist	Golf; Reading, and Cooking	1	1
153	22	No		Catholic	Reading	2	4
168	40	Yes	0	Methodist	Fishing	½	14
182	27	No		Baptist		7	7
183	27	No		Baptist	Bowling	5	5
190	21	Yes	1	Catholic	Swimming	½	3
195	34	Yes	3	Baptist	Bowling, and Church Activi- ties	2½	2½
225	51	Yes	5	Methodist	Sports	7	11
259	20	No		Methodist	Dancing; Music, and Painting	½	½
264	51	Yes	1	Baptist		15	24
272	37	No		Methodist	Swimming, and Reading	½	16
277	23	No		Methodist		4	4
278	54	Yes	0	Baptist	Sewing, and Reading	8	23
310	31	Yes	3	Baptist		½	½

## Personal Characteristics of Daily Newspaper

### Special Secretaries

Special secretaries on daily newspapers in Oklahoma generally are responsible only to one person. Most of them manage a staff of general clerks.

Sixteen of these secretaries were interviewed for this study, approximately 4.4% of the total. The jobs included: circulation secretaries, 18.8%; national advertising secretaries, 12.5%; secretary to comptroller, 6.3%; secretary to credit manager, 6.3%; and secretary to city circulation manager, 6.3%. (The remaining 49.8% are shown in Table VI, page 18.)

#### Ages

The average age of special secretaries on daily newspapers in Oklahoma is 36.9 years of age. The median is 25.9 years.

The lowest quartile are between the ages of 20 and 21, and the highest quartile range from 40 to 54 years of age.

#### Marital Status

Fifty per cent of these special secretaries are married, and most of them have children.

#### Employees' Children

Six, or 75%, of the married secretaries in this study have children, with a combined total of 14 children. Hence, the average is two children per family.

### Religions

Of these special secretaries, 37.5% are Baptists, 37.5% are Methodists; 12.5% are Catholics, and the remaining 12.5% either are Christians or Lutherans.

### Hobbies

Reading appears to be the most popular hobby, with 25% indicating. Some others include cooking, 12.5%; bowling, 12.5%, and swimming, 12.5%, in addition to music, painting, sewing, golf, fishing, church activities, general sports, and dancing.

### Years on Present Job

Seventy-five per cent (12) of the special secretaries interviewed have held their present job either 5 years or less, while the remaining 25% (4) have worked between 7 and 15 years on the job they now hold. The average secretary has worked 3.6 years on her present job. The median is 3.2 years.

### Years of Newspaper Experience

Special secretaries in this study have a total of 119 years of experience. The average secretary has worked in the newspaper business 7.4 years.<sup>1</sup> The median is only 3.3 years, while the highest quartile have worked on newspapers from 14 to 24 years, and the lowest 25% have been in the business only  $\frac{1}{2}$  to 2 years.

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<sup>1</sup>The special secretaries in this study gave only their years of experience on newspaper jobs, and did not include experience in some other business. Therefore, the average figure, 7.4 years, is remarkably high. This fact prompted the author to separate the discussion of special secretaries from general clerks.

TABLE LXIV

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER SPECIAL SECRETARIES

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
24	Yes	No					
69	Yes	No					
87	Yes	No					
153	Yes	No					
168	Yes	No					
182	Yes	No					
183	Yes	No					
190	Yes	No					
195	Yes	No					
225	Yes	No					
259	Yes	No					
264	Yes	No					
272	Yes	No					
277	Yes	No					
278	Yes	No					
310	Yes	No					

Educational Characteristics of Daily Newspaper  
Special Secretaries

High School Education

Each special secretary on Oklahoma daily newspapers in this study had a high school education.

College Education

None of these secretaries had a college education, however.

TABLE LXV

## SALARIES OF DAILY NEWSPAPER SPECIAL SECRETARIES

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
24	\$ 40					\$ 40	1½	40	1
69	\$ 46					\$ 46	1½	40	2
87	\$ 63					\$ 70	1½	42	2
153	\$ 50	\$ 56				\$ 64	No	40	2
168	\$ 40					\$ 70	No	40	3
182	\$ 60					\$ 82	No	40	2
183	\$ 59					\$ 77	1½	40	3
190	\$ 60					\$ 72	1½	40	2
195	\$ 63					\$ 71	1½	40	2
225	\$ 28	\$ 40				\$ 70	1½	40	3
259	\$ 60					\$ 65	1½	40	2
264	\$ 45	\$ 55	\$ 70			\$ 85	1½	40	3
272	\$ 28	\$ 80				\$ 85	1½	40	3
277	\$ 55					\$ 75	1½	40	2
278	\$ 14	\$ 20	\$ 25	\$ 55		\$ 93	1½	40	3
310	\$ 40					\$ 46	1½	40	0



## Salaries of Daily Newspaper Special Secretaries

### First Newspaper Job

The average special secretary in this study earned \$46.94 a week on her first newspaper job. Their median salary was \$45.67 weekly. The bottom 25% was paid between \$14 and \$40 a week, but the top quartile earned from \$60 to \$63 each week.

### Present Salaries

Special secretaries on daily newspapers in this study now earn an average of \$69.43 each week. The highest paid 25% receive from \$82 to \$93 per week, and the lowest paid quartile weekly earn between \$40 and \$64.

TABLE LXVI

## JOB CHARACTERISTICS OF DAILY NEWSPAPER SPECIAL SECRETARIES

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
24	Personal Interview			
69	Personal Interview			
87	Personal Interview			
153	Personal Interview			
168	Recommendation of High School			
182	Answered Advertisement			
183	Knew Employer Personally			
190	Personal Interview			
195	Local Employ- ment Bureau			
225	Personal Interview			
259	Local Employ- ment Bureau			
264	Personal Interview			
272	College Place- ment Bureau			
277	Answered Advertisement			

TABLE LXVI (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
278	Personal Interview			
310	Answered Advertisement			

### Job Characteristics of Daily Newspaper

#### Special Secretaries

##### Attained First Newspaper Job

Fifty per cent of the special secretaries received their first newspaper job because of personal application and interview. Other methods included answering newspaper advertisements, 18.8%; contacting the local employment bureau, 12.5%; seeking help from their college placement bureau, 6.3%; knowing the employer personally, 6.3%, and being recommended by high school teachers, 6.3%.

None of these secretaries performed any special services for their newspapers or received any type of on-the-job training.

TABLE LXVII

## PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER PUBLISHERS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
33	52	Yes	3	Baptist	Gardening	4	4
36	38	Yes	2	Christian	Writing	12	18
39	38	No		Methodist	Golf; Fishing, and Hunting	2	17
46	51	Yes	3	Baptist	Fishing	20	23
56	44	Yes	2	Baptist		3	20
57	44	Yes	2	Baptist		3	3
60	64	Yes	2	Baptist		1	20
72	58	Yes	1	Baptist	Fishing	7	44
75	54	Yes	1	Evangelical and Reform		37	45
81	43	Yes	2	Christian	Photography, and Fishing	5	24
291	23	Yes	2	Christian	Fishing	2	2
302	43	Yes	2	Methodist	Golf	4	27
305	57	Yes	3	Presbyter- ian	Fishing	30	40
325	46	Widow	1	Baptist	Social Organi- zations	9	11½
327	39	Yes	4	Methodist	Golf	10	15
355	52	Yes	3	Catholic	Hunting	20	30
359	54	Widow	1	Methodist	Gardening	36	36
360	34	Yes	2	Methodist		11	14

## Personal Characteristics of Weekly Newspaper Publishers

The following data pertains to information received from 18 publishers on weekly newspapers in Oklahoma. Ten (55.6%) were publisher-editors, responsible both for business and editorial work; 4 (22.2%) were publisher-owners, who owned the newspapers and served as business managers, and 4 (22.2%) were publishers, most of whom were presidents of the corporations and financial controllers of the weekly newspapers.

### Ages

Weekly newspaper publishers in Oklahoma range in age from 23 to 64 years of age. The average is 46.3 years of age.

The lowest quartile are from 23 to 39 years of age, and the highest 25% range from 54 to 64 years. The median age is 45.7 years.

### Marital Status

About 83% of these publishers are married; 6.0% are single, and 11% are widows.

### Employees' Children

The 17 married persons and widows have a total of 36 children, or an average of two per family. For the distribution, 23.5% have 1 child; 47.1% have 2; 23.5% have 3, and 5.9% have 4 children.

### Hobbies

One-third of the weekly newspaper publishers studied named fishing as their hobby, while the remaining two-thirds selected golf, 16.7%;

gardening, 11.1%; hunting, 11.1%, and photography, writing, and social organizations, each 5.5%. Nearly 28% had none.

#### Years on Present Job

The average publisher on weekly newspapers in Oklahoma has held his present job for 12 years. (On one weekly newspaper studied, the publisher was a woman.) The median is 7.8 years, with the lowest quartile having been on the job they now hold from 1 to 3 years. The highest 25% have 20 to 37 years of consecutive service.

#### Years of Newspaper Experience

These weekly publishers have a total of 395 years of newspaper experience, and an average of 21.9 years. The median is 18.3 years. The highest quartile have been in the business from 30 to 45 years, while the bottom 25% have had from 2 to 15 years of experience.

TABLE LXVIII

## EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER PUBLISHERS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
33	Yes	No					
36	Yes	Yes	OSU	BA	Journ- alism	Introductory Journalism; Basic News-writing; Ad- vanced News-writing; Typ- ography; So- ciology; Gov- ernment; Law of the Press, and Criminol- ogy	Introductory Journalism; Basic News-writing; Ad- vanced News-writing; Typ- ography; So- ciology; Gov- ernment; Law of the Press, and Criminol- ogy
39	Yes	Yes	OSU	BA	Journ- alism	English; Ad- vanced News- writing, and Copy and Layout	Advertising; Mathematics, and Business Administra- tion
46	Yes	No					
56	Yes	Yes	OSU	BA	Journ- alism	English, and Advertising	English, and Advertising
57	Yes	No					
60	Yes	No					
72	Yes	Yes	CS	BS	Journ- alism	Mathematics	None
75	Yes	No					
81	Yes	Yes	OSU	BA	Journ- alism	None	Journalism Management; Journalism Accounting, and Adver- tising

TABLE LXVIII (Continued)

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
291	Yes	No					
302	Yes	No					
305	Yes	Yes	OSU	BS	Business	None	None
325	Yes	Yes	OSU	BS	Business	Advanced Newswriting; Typography and Home Economics	Speech
327	Yes	Yes	OU	BA	Journalism	Advertising	Typography; Photography, and Government
355	Yes	Yes	OSU	BS	Engineering	English	History; Accounting; Liberal Arts, and Typing
259	Yes	No					
360	Yes	No					



## Educational Characteristics of Weekly Newspaper Publishers

### High School Education

One hundred per cent of the publishers studied on weekly newspapers in Oklahoma had a high school education.

### College Education

One-half of these publishers graduated from college. Of the graduates, 66.7% majored in journalism, 22.2% majored in business, and 11.1% majored in Engineering.

TABLE LXIX  
SALARIES OF WEEKLY NEWSPAPER PUBLISHERS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
33	\$ 75					\$100	No	49	1
36	\$ 15	\$ 65				\$100	No	65	1
39	\$ 30	\$ 30	\$ 22	\$ 43	\$175	\$175	No	50	0
46	\$ 25	\$ 38	\$ 38			\$100	No	44	2
56	\$ 2	\$ 6	\$ 22	\$ 90	\$ 75	\$100	No	63	0
57	\$100					\$100	No	54	0
60	\$ 50	\$ 75				\$ 85	No	40	1
72	\$ 53	\$ 88				\$150	No	66	1
75	\$ 60	\$125				\$200	No	60	1
81	\$ 25	\$ 29	\$100	\$130		\$150	No	60	2
291	\$135					\$135	No	59	1
302	\$ 3	\$ 15	\$250			\$326	No	58	2
305	\$ 3	\$ 75	\$ 75	\$ 75	\$150	\$175	No	40	3
325	\$ 50	\$ 50				\$125	No	40	2
327	\$ 55	\$ 75	\$110			\$140	No	44	2
355	\$ 10	\$ 40	\$ 45	\$100		\$125	No	39	2
359	\$ 35					\$157	No	40	2
360	\$ 40					\$157	No	48	2

## Salaries of Weekly Newspaper Publishers

### First Newspaper Job

The average salary of publishers on weekly newspapers in Oklahoma on their first job was \$42.72 per week, while the median was \$35.50 per week. The lowest 25% received from \$2 to \$15 each week, and the highest quartile earned between \$55 and \$135 a week.

### Second Newspaper Job

On the second job, average salaries increased to \$54.69 a week (median was \$50 weekly), while the lowest quartile earned only \$6 to \$29 a week. The top 25% weekly received between \$75 and \$125.

### Third Newspaper Job

The lowest paid 25% earned exactly \$22 a week, and the highest salaried quartile drew from \$100 to \$110 per week on their third job. The average salary was \$82.75 and the median was \$60.50 per week.

### Present Salaries

Salaries for publishers on weekly newspapers in Oklahoma have greatly increased since their first jobs. Today, the average weekly publisher in this study earns \$144.44 per week, and the median is \$135.50 a week. The lowest 25% receive from \$85 to \$100, and the highest quartile make between \$157 and \$326 a week.

TABLE LXX

## JOB CHARACTERISTICS OF WEEKLY NEWSPAPER PUBLISHERS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
33	Married Owner of Newspaper			
36	Recommendation of Journalism School			Public Relations, and Civic Organizations
39	Personal Interview			Public Relations, and Civic Organizations
46	Father Owned Newspaper	OPA Clinics		Public Relations, and Civic Organizations
56	Bought Newspaper		Trade Clinics and Seminars	Public Relations
57	Married Owner of Newspaper			
60	Bought Newspaper			
72	Personal Interview	OPA Clinics		
75	Father Owned Newspaper			
81	Recommendation of Journalism School			Public Relations, and Civic Organizations
291	Bought Newspaper			Public Relations, and Civic Organizations
302	Personal Interview			

TABLE LXX (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
305	Personal Interview			Public Relations, and Civic Organizations
325	Married Owner of Newspaper			Civic Organizations
327	Recommendation of Journalism School	OPA Clinics	Dale Carnegie Course	Public Relations, and Civic Organizations
355	Through Correspondence	OPA Clinics	OSU Short Courses, and Trade Clinics and Seminars	Public Relations
359	Married Owner of Newspaper	OPA Clinics		
360	Father Owned Newspaper	OPA Clinics		Public Relations, and Civic Organizations

### Job Characteristics of Weekly Newspaper Publishers

#### Attained First Newspaper Job

Twenty-two per cent of these weekly publishers in Oklahoma either married the owner of the newspaper or personally applied to attain their first job. Others were recommended by their department or school of journalism, corresponded with the weekly newspaper executives, purchased the newspaper outright, or their father owned the newspaper and they began as helpers.

### On-the-job Training

One-third of the weekly publishers interviewed regularly attend OPA clinics and seminars. Two-thirds receive no similar training.

### Additional Training

Eleven per cent attend regional trade clinics and seminars, 5.5% are enrolled in Dale Carnegie speech courses, and 5.5% regularly attend Oklahoma State University short courses, each sponsored by their newspaper.

### Special Services

Fifty-six per cent help with official newspaper public relations, and another 50% represent their newspapers at various civic organizational meetings.

TABLE LXXI

## PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER BUSINESS MANAGERS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
16	51	No		Methodist		1	3
30	?	Yes	2	Presbyter- ian	Painting	6	6
35	36	Yes	2	Christian		12	12
44	50	Yes	0	Christian	Fishing	3	25
76	30	Yes	3	Methodist	Photography	6	8
77	65	Yes	3	Baptist		9	9
80	60	Yes	1	Methodist		24	44
82	27	No		Free Methodist		$\frac{1}{2}$	$\frac{1}{2}$
288	43	Divorced	3	Presbyter- ian	Coin Collect- ing	2	8
304	32	Yes	2	Presbyter- ian	Fishing	6	10
324	47	Yes	2	Baptist	Fishing, and Hunting	2	2

## Personal Characteristics of Weekly Newspaper

### Business Managers

Of the 11 business managers interviewed on weekly newspapers in Oklahoma, 36.4% (4) were general advertising managers and 27.2% (3) were business managers. The remaining 36.4% (4) either were production managers, circulation managers, retail advertising managers, or general newspaper managers.

#### Ages

Weekly newspaper department managers in Oklahoma range in age from 27 to 65 years. The average is 44.1 years, while the median is 45.3 years of age.

The lowest quartile are between the ages of 27 and 32, and the oldest 25% are from 51 to 65 years of age.

#### Marital Status

At least 72.7% of these weekly department managers are married; 18.2% are single, and 9.1% are divorced.

#### Employees' Children

Approximately 90% of these married persons and divorcees have a total of 18 children. This is an average of two children per family. Of the 90%, 12.5% have one child, 50.0% have 2, and 37.5% have 3 children. One married person has no children.



### Religions

The prevailing religion among weekly department managers studied is the Methodist faith, with 36.4%, followed by Presbyterian, 27.2%, Baptist, 18.2%, and Christian, 18.2%.

### Hobbies

Fishing is the most popular hobby of weekly department managers, claimed by 27.2%. Other hobbies include photography, painting, hunting, and coin collecting.

### Years on Present Job

The average weekly department manager in Oklahoma has spent 6.5 years working on his present job. The median is 6.1 years. The lowest 25% have held their present job from  $\frac{1}{2}$  to 2 years, while the highest quartile have accumulated from 9 to 24 years working on the job they now hold.

### Years of Newspaper Experience

The top 25%, or veterans, or veterans, have between 12 and 44 years of newspaper experience, while the bottom quartile of weekly business managers have only  $\frac{1}{2}$  to 3 years of experience.

The average years in the business is 11.6, while the median is lower, 8.0 years.

TABLE LXXII

## EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER BUSINESS MANAGERS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
16	Yes	Yes	PU	BS	Business	None	None
30	Yes	No					
35	Yes	No					
44	Yes	Yes	MU	BJ	Journ- alism	Copy and Lay- out, and Typo- graphy	Copy and Lay- out and Typo- graphy
76	Yes	Yes	OSU	BS	Busi- ness	Typography, and Adver- tising	Typography, and Adver- tising
77	No	No					
80	Yes	Yes	SU	BA	Journ- alism	Basic News- writing; Ad- vanced News- writing, and Speech	None
82	Yes	No					
288	Yes	Yes	OU	BA	Journ- alism	English; Ad- vanced News- writing; Ad- vertising; Ac- counting, and Business Ad- ministration	English; Ad- vanced News- writing; Ad- vertising; Ac- counting, and Business Ad- ministration
304	Yes	Yes	OSU	BA	Journ- alism	Introductory Journalism	Economics; Ac- counting, and Business Administration
324	Yes	No					

Educational Characteristics of Weekly Newspaper  
Business Managers

High School Education

Only one department manager studied on weekly newspapers in Oklahoma failed to graduate from high school. Hence, 90.9% had a high school education.

College Education

Those who graduated from college total 55.5% of the weekly business managers in this study. Two-thirds of them majored in journalism, while 33.3% majored in business. Degrees received included Bachelor of Arts, 50.0%; Bachelor of Science, 33.3%; and Bachelor of Journalism, 16.7%.

TABLE LXXIII  
SALARIES OF WEEKLY NEWSPAPER BUSINESS MANAGERS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
16	\$ 25					\$ 85	No	44	1
30	\$ 35					\$ 50	No	40	2
35	\$ 62					\$100	No	48	0
44	\$ 25	\$ 85				\$100	No	32	1
76	\$ 50	\$ 65	\$ 85			\$ 85	1½	48	2
77	\$ 15					\$ 25	No	24	0
80	\$ 6	\$ 16	\$ 16	\$ 45	\$ 85	\$ 90	No	48	2
82	\$ 30					\$ 45	Straight	44	2
288	\$ 30	\$ 35	\$ 40	\$ 35	\$ 60	\$ 60	Straight	44	2
304	\$ 50	\$ 85	\$ 95			\$100	No	60	2
324	\$ 75					\$ 80	No	40	2

Salaries of Weekly Newspaper Business Managers

First Newspaper Job

Department managers on weekly newspapers in Oklahoma earned an average of \$36.64 per week on their first newspaper job. The median was \$29.88.

The highest quartile made from \$50 to \$75 per week, and the lowest 25% received between \$6 and \$25 weekly.

### Second Newspaper Job

The average weekly department manager earned \$57.20 a week on his second newspaper job. The median was \$61.50 per week, and salaries ranged from \$16 to \$85 weekly.

### Present Salaries

The highest paid 25% of weekly department managers in this study earn exactly \$100 per week. The lowest paid quartile make from \$25 to \$50 a week, while the average weekly salary is \$74.55. The median is \$81.17 per week.

TABLE LXXIV

## JOB CHARACTERISTICS OF WEEKLY NEWSPAPER BUSINESS MANAGERS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
16	Father Owned Newspaper			
30	Through Close Friend			
35	Married Owner of Newspaper			Public Relations
44	Personal Interview	OPA Clinics		Public Relations
76	Father Owned Newspaper	OPA Clinics		Public Relations, and Civic Organizations
77	Married Owner of Newspaper			
80	College Placement Bureau			Public Relations
82	Personal Interview			
288	Recommendation of Journalism School			Public Relations
304	Father Owned Newspaper	OPA Clinics	Trade Clinics and Seminars	Public Relations, and Civic Organizations
324	Personal Interview			Public Relations, and Civic Organizations

Job Characteristics of Weekly Newspaper  
Business Managers

Attained First Newspaper Job

Most of the first newspaper jobs held by weekly business managers in Oklahoma were obtained by personal application or interview, 27.2%, or because the person's father owned the newspaper, 27.2%. Other methods included marrying the newspaper owner, 18.2%; having a friend on the newspaper introduce the person to a newspaper executive, 9.1%; utilizing the college placement bureau to locate newspaper jobs, 9.1%, and being recommended by the journalism school or department.

TABLE LXXV

## PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER GENERAL CLERKS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
74	60	Yes	2	Baptist		30	30
303	61	No		Presbyter- ian	Fishing	16	16

## Personal Characteristics of Weekly Newspaper General Clerks

Only 2 general clerks on Oklahoma weekly newspapers were included in this study. Because of such a small sample, a complete statistical analysis is not necessary. (Tables LXXV, LXXVI, LXXVII, and LXXVIII contain the data received from general clerks on weekly newspapers in Oklahoma.)

TABLE LXXVI

## EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER GENERAL CLERKS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
74	No	No					
303	Yes	No					



TABLE LXXVII  
SALARIES OF WEEKLY NEWSPAPER GENERAL CLERKS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
74	\$ 10	\$ 50				\$ 60	No	40	3
303	\$ 38					\$ 55	No	40	2

TABLE LXXVIII  
JOB CHARACTERISTICS OF WEEKLY NEWSPAPER GENERAL CLERKS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
74	Married Owner of Newspaper			
303	Knew Employer Personally			

## Chapter Summary

From the 195 interviews with business personnel on daily and weekly newspapers in Oklahoma, the following summaries are made:

The average age of business workers studied on daily and weekly newspapers in Oklahoma is 40.3 years of age. The median, 45.0 years, is slightly higher.

Of these persons, 150, or 76.9% are married, 36, or 18.5% are single; 7 or 3.6% are widows, and only 2, or 1% are divorcees.

The average married person, widow, or divorcee in this study has 2 children, while combined, they have a total of 297. Only 21, or 13.2% have none.

A total of 2,481 years of experience has been accumulated by the 195 business personnel interviewed. The average person has worked 12.7 years in the newspaper business. The median figure is lower, only 10 years of experience.

Nearly 91%, or 177 of these persons graduated from high school, while 9.2%, or 18 did not.

Only 43 persons interviewed (22.1%) received a college degree. Of these graduates, 48.9% (21) majored in journalism and 28% (12) majored in business. The remaining 23.7% selected majors in accounting, chemistry, foreign languages, zoology, education, and engineering, among others. (See Table LXXX, page 220.)

Twenty-four (55.8%) of these persons received Bachelor of Arts degrees, 15 (34.9%) were awarded Bachelor of Science degrees, and 3 (7%) received Bachelor of Journalism degrees. Only one person (2.3%) was awarded the Master of Science degree.

The average business worker on daily and weekly newspapers in Oklahoma earns \$104.64 weekly. The median salary is much lower, however, \$85.50 per week.

TABLE LXXIX

SUMMARY OF PERSONAL CHARACTERISTICS OF BUSINESS PERSONNEL ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Ages of Persons Interviewed	Interviewees		Number of Persons Married	Interviewees		Number of Children	Interviewees		Years in Newspaper Business	Interviewees	
	Number	Per Cent		Number	Per Cent		Number	Per Cent		Number	Per Cent
Unknown	2	1.0	Yes	150	76.9	None	21	13.2	1 to 5	62	31.8
Up to 20	7	3.6	No	36	18.5	One	44	27.7	6 to 10	36	18.5
21 to 30	37	19.0	Widow	7	3.6	Two	48	30.2	11 to 15	37	19.0
31 to 40	49	25.1	Divorced	2	1.0	Three	35	22.0	16 to 20	24	12.3
41 to 50	60	30.8				Four	7	4.4	21 to 25	13	6.7
51 to 60	30	15.4				Five	3	1.9	26 to 30	8	4.1
61 to 70	8	4.1				Six or Above	1	0.6	31 to 35	4	2.0
71 or Above	2	1.0							36 to 40	6	3.1
									41 to 45	3	1.5
									46 to 50	0	0.0
									51 or Above	2	1.0
Total	195	100.0	Total	195	100.0	Total	159	100.0	Total	195	100.0
Total Ages	7,773					Total Number of Children	297		Total Years in Business	2,481	
Average Age	40.3 or 40					Average Children Per Family	1.9 or 2		Average Years in Business	12.7 or 13	
Median Age	45.2								Median Years in Business	10.0	

TABLE LXXX

SUMMARY OF EDUCATIONAL CHARACTERISTICS OF BUSINESS PERSONNEL  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Persons with High School Diploma	Interviewees		Persons with College Degree	Interviewees		Types of College Degrees	Interviewees		Academic Majors	Interviewees	
	Number	Per Cent		Number	Per Cent		Number	Per Cent		Number	Per Cent
Yes	177	90.8	Yes	43	22.1	BA	24	55.8	Journa- lism	21	48.9
No	18	9.2	No	152	77.9	BS	15	34.9	English	1	2.3
						BJ	3	7.0	Business	12	28.0
						MS	1	2.3	Accounting	2	4.7
						MS			Chemistry	1	2.3
									Foreign Language	1	2.3
									Zoology	1	2.3
									Education	1	2.3
									Home Economics	1	2.3
									Library Science	1	2.3
									Engineering	1	2.3
Total	195	100.0	Total	195	100.0	Total	43	100.0	Total	43	100.0

TABLE LXXXI

SUMMARY OF WEEKLY SALARIES PAID TO DAILY AND WEEKLY NEWSPAPER  
BUSINESS PERSONNEL IN THIS STUDY

Salary Range	1st Job		2nd Job		3rd Job		4th Job		5th Job		Present Job	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
\$ 1-\$ 10	12	6.3	2	1.7								
\$ 11-\$ 20	20	10.3	7	6.0	2	2.4						
\$ 21-\$ 30	28	14.4	7	6.0	6	7.3	1	2.0			1	0.5
\$ 31-\$ 40	29	14.9	16	13.7	6	7.3	1	2.0			4	2.1
\$ 41-\$ 50	43	22.1	19	16.2	4	4.9	5	10.2			9	4.6
\$ 51-\$ 60	23	11.8	15	12.8	8	9.8	4	8.2	2	6.3	24	12.3
\$ 61-\$ 70	15	7.7	12	10.3	5	6.1	3	6.1	1	3.1	27	13.9
\$ 71-\$ 80	11	5.6	11	9.4	10	12.2	5	10.2	1	3.1	18	9.2
\$ 81-\$ 90	1	0.5	8	6.8	11	13.5	4	8.2	3	9.3	22	11.4
\$ 91-\$100	2	1.0	7	6.0	8	9.8	3	6.1	4	12.5	24	12.3
\$101-\$110			2	1.7	5	6.1	3	6.1	2	6.3	5	2.6
\$111-\$120	1	0.5			2	2.4	2	4.1	1	3.1	6	3.1
\$121-\$130			3	2.6	3	3.6	4	8.2	2	6.3	11	5.6
\$131-\$140	1	0.5			1	1.2			1	3.1	7	3.6
\$141-\$150							1	2.0	2	6.3	5	2.6
\$151-\$160											6	3.1
\$161-\$170											2	1.0
\$171-\$180	1	0.5			1	1.2	2	4.1	1	3.1	5	2.6
\$181-\$190							1	2.0	2	6.3		
\$191-\$200					1	1.2	2	4.1	1	3.1	1	0.5
\$201-\$210											1	0.5
\$211-\$220											2	1.0
\$221-\$230									1	3.1	1	0.5
\$231-\$240											2	1.0
\$241-\$250					1	1.2					2	1.0
\$251-\$260												
\$261-\$270												
\$271-\$280											1	0.5
\$281-\$290											2	1.0
\$291-\$300												
\$301-\$310											1	0.5
\$311-\$320												
\$321-\$330											2	1.0
\$331-\$340												
\$341-\$350												
\$351-\$360												
\$361-\$370												
\$371-\$380												
\$381-\$390											1	0.5
\$391-\$400												
Confidential	8	4.1	8	6.8	8	9.8	8	16.4	8	25.0	3	1.5
Totals	195	100.0	117	100.0	82	100.0	49	100.0	32	100.0	195	100.0
Mean		\$38.16		\$51.16		\$65.38		\$97.66		\$121.46		\$104.64
Median		\$45.11		\$55.13		\$75.60		\$85.38		\$105.50		\$85.50

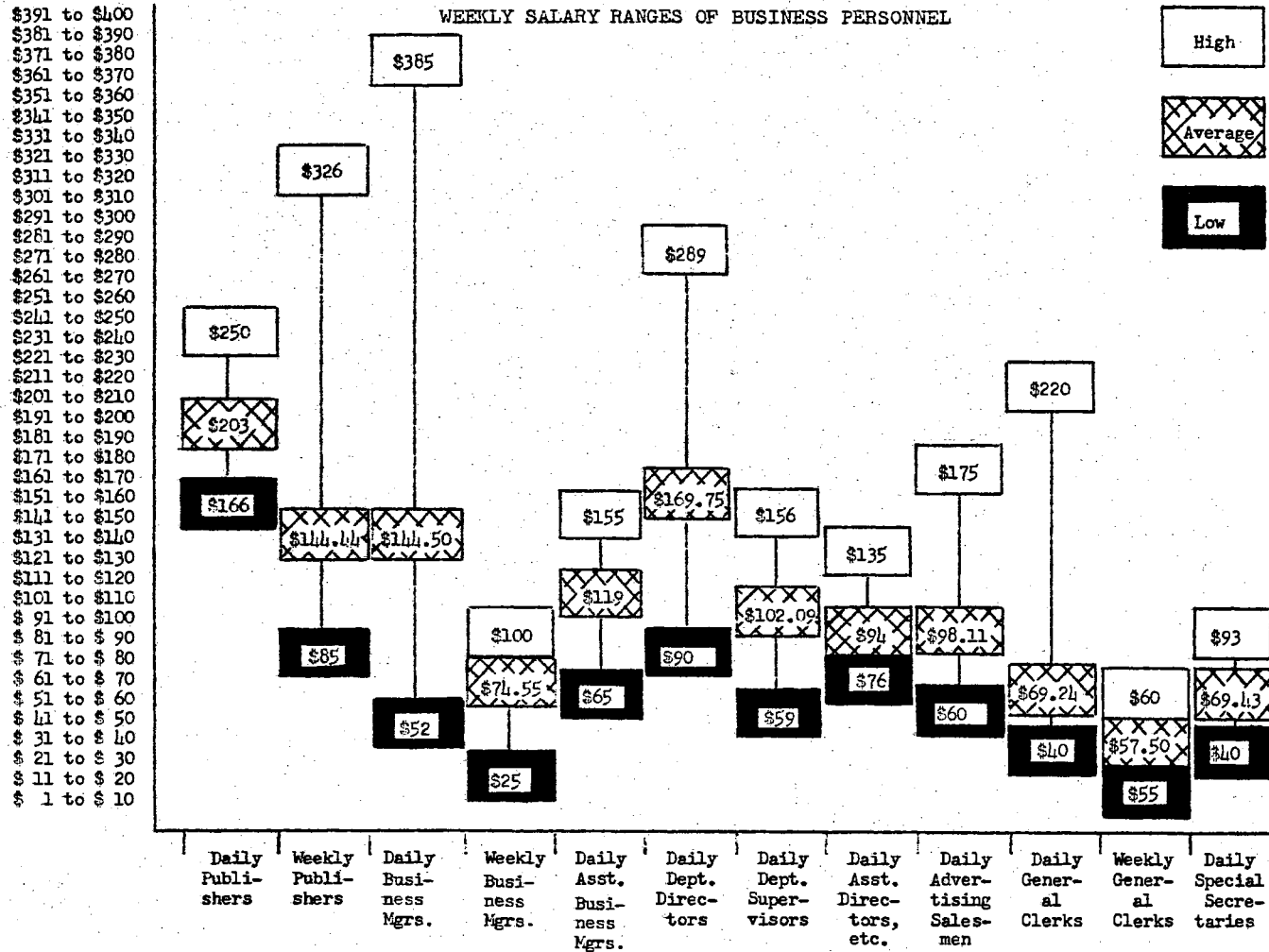


Figure 5. Average Weekly Salaries of Business Personnel on Daily and Weekly Newspapers in Oklahoma.

## CHAPTER V

### A STUDY OF COMPOSING AND PRODUCTION PERSONNEL ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

#### Introduction

Of the three major categories in this study, Editorial Personnel, Business Personnel, and Composing and Production Personnel, the latter is the smallest in size. Only 76 of these persons were interviewed, less than 21.0% of the total figure.

Oklahoma daily and weekly newspapers each are represented in this chapter. Of the 55 daily newspaper personnel, 10 are superintendents, 16 are foremen, 16 are composing personnel, and 13 are production personnel.

Weekly newspaper workers include: superintendents and foremen (4), composing personnel (14), and production personnel (3). These persons, like "player-coaches," are responsible for the management of their departments and the performance of a particular job. For example, one composing superintendent operates a linotype machine whenever he is not supervising the work of his employees.



TABLE LXXXII

PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER  
DEPARTMENT SUPERINTENDENTS

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
1	51	Yes	1	Church of Christ	Work	10	35
94	35	Yes	3	Baptist	Fishing, and Hunting	2	15
119	51	No		Methodist	Photography	2	14
169	35	Yes	2	Baptist	Golf	4	22
173	51	Yes	3	Lutheran	Horses	6	36
174	29	Yes	5	Church of Christ	Hunting	3	10
192	32	No		Methodist	Painting	1	6
197	44	Yes	2	Presbyter- ian	Photography; Reading, and Gardening	5	26
206	37	Yes	4	Lutheran	Hunting; Fishing, and Photography	4	13
226	57	Yes	2	Methodist	Fishing, and Hunting	11	11

## Personal Characteristics of Daily Newspaper

### Department Superintendents

Department superintendents on Oklahoma daily newspapers studied have seven different types of jobs. They include: composing, production, press, and engraving superintendents; art superintendents; payroll superintendents, and garage superintendents

#### Ages

The average age of daily newspaper superintendents in this study is 42.2 years, while the median is 40.5 years of age. The youngest quartile are from 29 to 35 years, and the oldest 25% are between 51 and 57 years of age.

#### Marital Status

Of the 10 persons in this category, 8 are married, 80.0%. The 2 remaining are single.

#### Employees' Children

These combined married superintendents on daily newspapers in Oklahoma have a total of 22 children. Three have 2 children, 2 have 3 children and 1 has 4, while still another superintendent has 5 children.

#### Religions

Religious faiths of these persons include: Methodist, 30%; Baptist, 20%; Church of Christ, 20%; Lutheran, 20%, and Presbyterian, 10%.

### Hobbies

Hunting was the favorite among these hobbyists interviewed, claimed by 40%. Three superintendents selected fishing and 3 chose photography. In most cases, the interviewees had more than 1 hobby. The other hobbies included gardening, golf, horses, painting, reading, and work.

### Years on Present Job

The lowest, or youngest quartile had held their present job between 1 and 2 years, while the highest 25%, or veteran department superintendents, had from 6 to 11 consecutive years on the job they now hold.

The average daily newspaper department superintendent studied had 4.8 years. The median figure was considerably lower, 3.2 years.

### Years of Newspaper Experience

Total years of experience was 188 years for the 10 superintendents in this study. The average was 18.8 years, and the median, much lower, was 13.2 years of newspaper experience. The top quartile had accumulated from 26 to 36 years in the newspaper business. The bottom 25%, or least experienced superintendents, had from 6 to 11 years of experience.

TABLE LXXXIII  
 EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER  
 DEPARTMENT SUPERINTENDENTS

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
1	Yes	No					
94	Yes	No					
119	Yes	No					
169	Yes	No					
173	Yes	No					
174	Yes	Yes	OCU	BS	Busi- ness	None	None
192	Yes	Yes	OU	BA	Arts and Sci- ences	None	None
197	Yes	No					
206	Yes	No					
226	Yes	No					

## Educational Characteristics of Daily Newspaper

### Department Superintendents

#### High School Education

All of the daily newspaper superintendents in this study received a high school education.

#### College Education

Only 2 of these persons, however, received college degrees. Many of the remaining 80% attended college, but never graduated.

Of these graduates, one majored in business and received a Bachelor of Science degree. The other person majored in arts and sciences and was awarded a BA degree.

Neither could recall any college courses that were of help either on the first or the present job.

TABLE LXXXIV

## SALARIES OF DAILY NEWSPAPER DEPARTMENT SUPERINTENDENTS

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
1	\$ 3	\$ 15	\$ 68	\$100	\$100	\$100	No	50	2
94	\$105	\$105	\$125	\$142		\$158	No	44	2
119	\$ 35	\$ 40	\$ 62			\$ 98	1½	40	3
169	\$ 4	\$ 50	\$ 50	\$ 75		\$188	No	40	3
173	\$ 18	\$ 62	\$ 80	\$110	\$115	\$128	No	44	3
174	\$ 4	\$ 64	\$ 90	\$105	\$165	\$175	No	40	3
192	\$ 60	\$ 60				\$120	No	43	3
197	\$ 14	\$ 42	\$ 88	\$110	\$150	\$285	No	48	3
206	\$ 16	\$ 21	\$124	\$100	\$100	\$150	No	37½	3
226	\$ 62	\$ 75	\$ 85			\$ 91	No	42	3

## Salaries of Daily Newspaper Department Superintendents

First Newspaper Job

Daily superintendents in this study earned an average of \$31.10 per week on their first newspaper job. The median was higher, \$15.67. The lowest quartile earned from \$3 to \$4 a week (during the depression), while the highest 25% received from \$60 to \$105 weekly.

### Second Newspaper Job

A considerable increase in pay occurred on the second job. The average superintendent now earned \$53.40 a week; the median weekly salary tripled to \$50.50, indicating that perhaps a trend of higher salaries for newspaper employees was under way. The poorest paid 25% received between \$15 and \$40 a week, nearly 3 times their pay on the first job, while the highest paid quartile earned from \$64 to \$105 each week.

### Third Newspaper Job

The average salary for daily newspaper superintendents increased more than \$30 on the third job, from \$53.40 to \$85.78 a week. The median was \$81.17 per week indicating that the lower salaries also had increased. The lowest 25% were paid from \$62 to \$68, while the highest quartile drew between \$124 and \$125 weekly.

### Fourth Newspaper Job

Salaries continued to increase, and on the fifth job, superintendents received an average of \$106 per week. The median was slightly lower, \$101.17, but the bottom quartile earned from \$75 to \$100 a week, and the top 25% were paid between \$110 and \$142 each week.

### Fifth Newspaper Job

Weekly salaries ranged from \$100 to \$165, while the average was \$128.00 per week. The median salary for superintendents in this study increased to \$115.50 a week.

Present Salaries

The lowest 25% currently receive from \$91 to \$110 per week. The highest quartile is paid from \$175 to \$285 each week. The median weekly salary is \$135.50, while the average superintendent earns \$150.30 a week.



TABLE LXXXV

## JOB CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT SUPERINTENDENTS

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
1	Hired from Another Job			
94	Worked During High School	GI Bill Benefits		
119	Personal Interview			
169	Personal Interview			
173	Worked During High School			Public Relations
174	Worked with News- paper before Col- lege Graduation			Public Relations, and Civic Organi- zations
192	Personal Interview			
197	Worked During High School			Newspaper Committee Member
206	Personal Interview			
226	Hired from Another Job			

Job Characteristics of Daily Newspaper  
Department Superintendents

Attained First Newspaper Job

Forty per cent of these daily newspaper superintendents received their first newspaper job by personal application. Others worked on the newspaper during high school, 30%; were hired from another job, 20%, or worked for the newspaper before graduating from college, 10%.

On-the-job Training

Ninety per cent of these superintendents recalled no on-the-job training. One person (10%) received GI Bill benefits shortly after his discharge from the armed services.

Special Services

Two superintendents serve on Public Relations committees; one represents the newspaper at civic organizational meetings, and another is chairman of a newspaper employee committee. The remaining 60% denied having to perform any special services for their newspapers.

TABLE LXXXVI

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT FOREMEN

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
3	27	No		Baptist		$\frac{1}{2}$	6
7	28	Yes	2	Church of God		2	10
26	53	Yes	4	Presbyter- ian		$\frac{1}{2}$	35
54	48	Yes	2	Christian	Golf	4	25
65	39	Yes	2	Christian	Fishing	8	16
85	26	Yes	2	Baptist	Hunting	2	5
96	59	Yes	2	No Religion		13	34
172	38	Yes	3	Lutheran	Horses	6	15
179	33	Yes	2	Church of Christ	Hunting, and Fishing	1	9
181	40	Yes	1	Baptist	Golf, and Woodworking	6	23
189	35	Yes	3	Methodist	Golf, and Photography	2	3
212	31	Yes	2	Methodist		$\frac{1}{2}$	19
234	50	Yes	3	Baptist	Sports	13	33
282	56	Yes	1	Christian	Coin Collect- ing, and Woodworking	17	41
311	30	Yes	2	Baptist	Sports	2	13
323	45	Yes	3	Baptist	Fishing	10	27

## Personal Characteristics of Daily Newspaper

### Department Foremen

Twenty-one per cent of the composing-production personnel interviewed were daily newspaper foremen.

All but one person, a transportation foreman, worked in the production departments of their newspapers. The different jobs include: 1) shop foremen, 37.5%; 2) advertising production foremen, 12.5%; 3) production foremen, 12.5%; 4) press foremen, 12.5%; 5) engraving foremen, 6.3%; 6) stereotype foremen, 6.3%, and 7) transportation foremen, 12.5%.

### Ages

The average foremen in this study is 39.9 years of age. The median is 35.7. The youngest 25% are from 26 to 30, while the oldest quartile are between 50 and 59 years of age.

### Marital Status

Of the 16 persons interviewed, 93.8% (15) are married. Only one foreman is single.

### Employees' Children

Fifty-three per cent of these married foremen have 2 children; 26.7% have 3, and 13.3% have only one child. One foreman has 4 children. All married persons have a total of 34 children, or an average of 2 per family.

### Religions

One person has no church affiliation. The other foremen are Baptists (37.5%), Christians (18.8%), Methodists (12.5%), Presbyterians

(6.3%), Lutherans (6.3%), or members of either the Church of God (6.3%) or Church of Christ (6.3%).

### Hobbies

Golf and fishing, each 18.8%, appear to be the favorite hobbies of these foremen, while hunting, general sports, and woodworking, each 12.5%, are second choice. Others include photography, horses, and coin collecting.

### Years on Present Job

The average daily newspaper foreman in this study has worked on his present job for 5.5 years. The median is only 3.4 years. The bottom quartile has worked from  $\frac{1}{2}$  to 1 year, while the top quartile has spent between 10 and 17 years on the job they now hold.

### Years of Newspaper Experience

Daily newspaper foremen in this study have accumulated an average of 19.6 years in the newspaper business. The median is 18 years of experience. The lowest quartile only have from 3 to 9 years, while the highest 25% have between 33 and 41 years newspaper work.

TABLE LXXXVII

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT FOREMEN

No.	High School Diploma	College Degree	Name of College	Degree Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
3	No	No				
7	No	No				
26	Yes	No				
54	Yes	No				
65	Yes	No				
85	Yes	No				
96	No	No				
172	Yes	No				
179	Yes	No				
181	No	No				
189	Yes	No				
212	Yes	No				
234	No	No				
282	Yes	No				
311	No	No				
323	No	No				

## Educational Characteristics of Daily Newspaper

### Department Foremen

#### High School Education

Nine, or 56.3% of these foremen received a high school education. For reasons unknown, 43.7% or 7 did not graduate.

#### College Education

None of the Oklahoma daily newspaper foremen in this study received a college education.

TABLE LXXXVIII  
SALARIES OF DAILY NEWSPAPER DEPARTMENT FOREMEN

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
3	\$ 40	\$140	\$170	\$119	\$ 85	\$ 85	1½	50	1
7	\$ 34	\$ 58	\$ 75	\$ 75		\$ 75	1½	55	2
26	\$ 10	\$ 35	\$ 40	\$ 90	\$115	\$115	No	48	2
54	\$ 3	\$ 6	\$ 25	\$ 28	\$ 38	\$119	No	60	3
65	\$ 18	\$ 74				\$ 74	1½	40	2
85	\$ 40	\$ 81				\$ 82	1½	52	2
96	\$ 13	\$ 80	\$125			\$215	No	58	3
172	\$ 60	\$160				\$165	No	37½	3
179	\$ 50	\$105	\$133			\$150	1½	37½	2
181	\$ 20	\$ 40	\$ 80	\$100	\$120	\$150	No	40	3
189	\$125	\$125				\$125	1½	37½	2
212	\$ 8	\$ 24	\$ 40	\$100	\$108	\$160	No	44	3
234	\$ 15	\$ 59	\$ 80	\$115		\$150	No	37½	3
282	\$ 12	\$ 25	\$ 35	\$ 40	\$ 46	\$140	No	50	2
311	\$ 16	\$ 32	\$ 64	\$100		\$118	No	45	2
323	\$ 3	\$ 23	\$ 45	\$ 70	\$ 90	\$130	No	40	2



## Salaries of Daily Newspaper Department Foremen

### First Newspaper Job

The average weekly salary paid to these daily newspaper foremen was \$29.19, but the median was much lower, \$15.67 per week. On this first job, the lowest 25% earned from \$3 to \$10, while the highest quartile received between \$40 and \$125 a week.

### Second Newspaper Job

Salaries increased on the second job, with an average of \$66.69 per week, and a weekly median of \$55.50. The lowest quartile was paid from \$6 to \$25, and the top 25% earned between \$125 and \$170 each week.

### Third Newspaper Job

The most notable raise on the third job occurred in the median salary, which now was \$75 per week. The weekly average slightly increased to \$76, while the bottom 25% earned between \$25 to \$40, and the top quartile drew from \$125 to \$170 per week.

### Fourth Newspaper Job

The median salary also increased on the fourth newspaper job to \$95 per week. The average daily foremen in this study earned \$83.70, while the lowest 25% made from \$28 to \$70 per week and the top 25% received from \$100 to \$119 a week, a considerable decrease in pay.

Fifth Newspaper Job

On this job, the average salary increased to \$86 per week, but the median decreased to \$85.25 a week. Highest 25% now earned from \$108 to \$115, while the lowest quartile made between \$38 and \$46 per week.

Present Salaries

This study shows that the average foreman interviewed on daily newspapers in Oklahoma currently earns \$127.06 each week. The median pay is \$125.50. The lowest 25% receive between \$74 and \$85, and the highest quartile earn from \$150 to \$215 each week.

TABLE LXXXIX

## JOB CHARACTERISTICS OF DAILY NEWSPAPER DEPARTMENT FOREMEN

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
3	Personal Interview			
7	Personal Interview			
26	Personal Interview			
54	Personal Interview			Public Relations, and Civic Organizations
65	Hired from Another Job			
85	Knew Employer Personally			
96	Personal Interview			
172	Personal Interview			
179	Hired from Another Job			
181	Worked During High School			
189	Hired from Another Job			
212	Personal Interview			
234	Personal Interview			
282	Answered Advertisement			

TABLE LXXXIX (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
311	Personal Interview			
323	Personal Interview			

### Job Characteristics of Daily Newspaper

#### Department Foremen

#### Attained First Newspaper Job

Ten (62.5%) of the daily newspaper foremen in this study received their first job by applying in person; 3 (18.8%) were hired from another job, while 1 (6.3%) answered an advertisement, 1 (6.3%) knew the employer personally, and another (6.3%) worked for the newspaper during high school.

TABLE XC

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER COMPOSING PERSONNEL

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
23	36	Yes	1	Methodist		1	11
25	19	No		Assembly of God		1½	3½
47	33	Yes	3	Methodist	Photography, and Coin Col- lecting	8	18
67	41	Yes	2	Christian	Fishing	6	32
93	32	Yes	0	Catholic	Dancing	9	11
100	34	Yes	1	Baptist	Golf, and Flying	6	14
150	22	No		Catholic	Sports	2	4
196	28	Yes	0	Church of Christ	Photography	3	6
230	47	Yes	0	Christian	Golf	½	39
235	25	Yes	0	Catholic	Skiing	6	8
244	26	Yes	2	Methodist	Skiing, and Bowling	5	5
250	40	Yes	1	Methodist		6	11
293	20	Yes	1	Methodist	Skiing	4	4
295	47	Yes	1	No Prefer- ence	Sports; Hunting, and Fishing	12	25
312	23	Yes	1	Baptist		1½	9
337	54	Yes	1	Methodist	Painting	14	42

## Personal Characteristics of Daily Newspaper Composing Personnel

### Ages

The average age of 16 composing workers interviewed on daily newspapers in Oklahoma is 32.9 or 33 years. The median is 31.2 years of age.

### Marital Status

Of these persons, 87.5%, or 14, are married, and 12.5%, or 2, are single.

### Employees' Children

The 14 married persons in this study have a total of 14 children, while 3 have no children at all.

### Religions

Six (37.5%) of the composing employees studied are Methodists; 3 (18.8%) are Catholics; 2 (12.5%) are Christians, and 2 (12.5%) are Baptists. The others are members of the Church of Christ (6.3%) and Assembly of God (6.3%) religions, while one interviewee (6.3%) has no church affiliation.

### Years on Present Job

The average composing worker on daily newspapers in Oklahoma, in this study, has held the present job for 5.3 years. The median is 7.5 years.

TABLE XCI

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER COMPOSING PERSONNEL

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
23	Yes	No					
25	Yes	No					
47	Yes	No					
67	No	No					
93	Yes	No					
100	Yes	No					
150	Yes	No					
196	Yes	No					
230	No	No					
235	Yes	No					
244	Yes	No					
250	Yes	No					
293	Yes	No					
295	Yes	No					
312	Yes	No					
337	Yes	Yes	OU	MA	Journ- alism	None	None

Educational Characteristics of Daily Newspaper  
Composing Personnel

High School Education

Fourteen, or 87.5% of these composing personnel on daily newspapers in Oklahoma received a high school education. Only 2, 13.5% failed to graduate.

College Education

Only one of these persons (6.3%) graduated from college, while 93.7%, or 15 received no college education. It is significant to note that the college graduate received a Master of Arts degree and majored in journalism.

When asked to name the most helpful courses on his first newspaper job and on his present job, he answered, "None."



TABLE XCII

## SALARIES OF DAILY NEWSPAPER COMPOSING PERSONNEL

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
23	\$ 40	\$ 54	\$ 84			\$ 84	1½	40	2
25	\$ 40	\$ 40				\$ 44	1½	40	0
47	\$ 10	\$ 50	\$ 90	\$109		\$100	1½	40	2
67	\$ 6	\$ 12	\$ 18	\$ 72		\$ 74	1½	40	2
93	\$ 50	\$ 50	\$ 54			\$ 92	1½	40	2
100	\$ 40	\$ 25	\$ 60	\$ 96	\$108	\$122	1½	37½	3
150	\$ 45	\$ 45				\$ 80	1½	37½	2
196	\$ 65	\$ 90				\$127	1½	37½	3
230	\$ 12	\$ 45	\$ 25	\$ 85	\$107	\$127	1½	37½	3
235	\$ 25	\$ 65				\$122	1½	37½	3
244	\$ 65					\$127	1½	37½	2
250	\$ 13	\$ 50	\$ 50	\$ 50		\$124	1½	37½	3
293	\$ 50					\$ 74	1½	40	2
295	\$ 4	\$ 25	\$ 40	\$ 85		\$102	1½	40	2
312	\$ 15	\$ 40	\$ 40	\$ 50	\$ 60	\$ 64	1½	48	2
337	\$ 18	\$ 30	\$ 62	\$ 99		\$102	1½	40	2

## Salaries of Daily Newspaper Composing Personnel

### First Newspaper Job

On the first newspaper job, composing personnel in this study were paid an average of \$31.13 each week. The median was \$35 per week.

### Second Newspaper Job

The average increased on the second job to \$44.36 per week, as did the median, \$45.20. The highest 25% received from \$50 to \$90 a week, while the lowest earned from \$12 to \$30 weekly.

### Third Newspaper Job

These composing workers made a weekly average of \$62.30 on their third job. The median now was \$55 per week.

### Fourth Newspaper Job

Salaries increased to an average of \$80.75 on the fourth job, while composing personnel earned a median of \$85.50. The lowest quartile were paid \$50 per week, while the highest 25% received from \$99 to \$109 a week.

### Present Salaries

Oklahoma daily newspaper personnel in this study earn an average of \$97.81 per week. Their median salary is \$105 a week. The lowest 25% presently earn from \$44 to \$74 weekly, while the top quartile receives between \$124 and \$127 each week.

TABLE XCIII

## JOB CHARACTERISTICS OF DAILY NEWSPAPER COMPOSING PERSONNEL

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
23	Personal Interview			
25	Personal Interview			
47	Personal Interview			
67	Personal Interview			
93	Personal Interview			
100	Personal Interview			
150	Personal Interview			
196	Personal Interview			
230	Knew Employer Personally			
235	Personal Interview			
244	Hired from Another Job			
250	Personal Interview			
293	Personal Interview			
295	Personal Interview			

TABLE XCIII (Continued)

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
312	Worked During High School			
337	Through Close Friend			

### Job Characteristics of Daily Newspaper

#### Composing Personnel

##### Attained First Newspaper Job

Of the 16 composing workers interviewed on daily newspapers in Oklahoma, 75%, of them received their first job by applying in person. The remaining 25%, or 4 workers, either knew the employer personally, worked on the newspaper during high school, had a close friend help him get the job, or were hired from another job.

None of these employees received on-the-job training, or presently perform any special services for their newspapers.

TABLE XCIV

## PERSONAL CHARACTERISTICS OF DAILY NEWSPAPER PRODUCTION PERSONNEL

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
61	55	Yes	1	No Religion	Mechanics	8	10
104	25	Yes	2	Baptist	Golf	3	3
118	27	Yes	1	Methodist		$\frac{1}{2}$	9
149	44	Yes	3	Methodist		5	12
157	20	No		Baptist	Traveling	3	3
166	41	Yes	1	No Prefer- ence		4	7
167	22	Yes	1	Methodist	Hunting	1	2
176	32	Yes	2	Baptist	Fishing	4	7
180	20	Yes	0	No Prefer- ence		$\frac{1}{2}$	1
207	37	Yes	2	Methodist		3	4
232	28	Yes	3	Church of Christ		4	4
274	32	Yes	4	No Religion		4	5
307	41	Yes	4	Methodist		2	21

## Personal Characteristics of Daily Newspaper Production Personnel

### Ages

Thirteen production personnel on daily newspapers in Oklahoma were interviewed for this study. Their average age was 32.6 years, and their median age was 35.7.

### Marital Status

Twelve were married and one was single.

### Employees' Children

One of the married production workers had no children while the other 12 had a total of 24, or an average of 2 children per family.

### Religions

Religious faiths of these persons included Methodist, 38.5% (5); Baptist, 23% (3), and Church of Christ, 7.7% (1). Four persons (30.8%) had no church affiliation.

### Hobbies

Their hobbies included mechanics, golf, travel, hunting, and fishing.

### Years of Newspaper Experience

These workers have an average of 6.8 years of experience. The median is 4.9 years.

TABLE XCV

## EDUCATIONAL CHARACTERISTICS OF DAILY NEWSPAPER PRODUCTION PERSONNEL

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
61	No	No					
104	Yes	No					
118	Yes	No					
149	Yes	No					
157	Yes	No					
166	Yes	No					
167	Yes	No					
176	No	No					
180	Yes	No					
207	Yes	No					
232	Yes	No					
274	Yes	No					
307	Yes	No					

## Educational Characteristics of Daily Newspaper Production Personnel

High School Education

Eleven or 84.6% of these production personnel had a high school education. Only 2 (15.4%) did not graduate.

None of these persons received a college education.

TABLE XCVI  
SALARIES OF DAILY NEWSPAPER PRODUCTION PERSONNEL

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
61	\$ 30	\$ 50				\$ 80	No	45	2
104	\$ 75					\$ 95	1½	46	2
118	\$ 55	\$ 75	\$ 90			\$122	1½	37½	3
149	\$ 5	\$ 19	\$105	\$135		\$180	No	47	3
157	\$ 60					\$ 77	No	37½	2
166	\$100					\$140	1½	37½	3
167	\$ 50	\$ 57				\$ 61	1½	40	2
176	\$ 50	\$ 85	\$118			\$126	1½	37½	2
180	\$ 60					\$ 68	1½	37½	2
207	\$125					\$125	1½	37½	2
232	\$ 90					\$122	1½	37½	2
274	\$ 90					\$122	1½	37½	2
307	\$ 24	\$ 35				\$ 89	1½	48	2

SALARIES OF DAILY NEWSPAPER PRODUCTION PERSONNEL

The average daily production worker in this study received \$62.62 per week on his first newspaper job. The median was much lower, however, \$55.33.

So few were promoted to second, third, or fourth jobs that a statistical analysis is not necessary.



Present Salaries

Of the 13 production employees on Oklahoma daily newspapers in this study, the average receives \$108.23 per week. The median salary is \$121.10.

The lowest 25% earn between \$61 and \$77, while the highest quartile receive from \$126 to \$180 a week.

TABLE XCVII

## JOB CHARACTERISTICS OF DAILY NEWSPAPER PRODUCTION PERSONNEL

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
61	Personal Interview			
104	Answered Advertisement			
118	Personal Interview			
149	Personal Interview			Newspaper Committee Member
157	Personal Interview			
166	Worked During High School			
167	Personal Interview			
176	Worked During High School			
180	Personal Interview			
207	Worked During High School			
232	Personal Interview			
274	Hired from Another Job			
307	Worked During High School			

Job Characteristics of Daily Newspaper  
Production Personnel

Attained First Newspaper Job

The most popular method of attaining their first job was by personal application, 53.8%. Other methods used by these production workers were: answering advertisements, 7.7%; working on the newspaper during high school, 30.8%, and being hired from another job, 7.7%.

TABLE XCVIII

PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER  
DEPARTMENT SUPERINTENDENTS AND FOREMEN

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
71	30	Yes	4	Baptist	Fishing, and Sports	1	1
83	25	Yes	1	Church of Christ		2½	10
286	?	Yes	7	Baptist	Sports	10	16
385	24	Yes	1	Baptist	Horses	2½	2½

Personal Characteristics of Weekly Newspaper  
Department Superintendents and Foremen

Only 4 department superintendents and foremen on weekly newspapers in Oklahoma were interviewed. This small sample does not warrant a complete statistical analysis. However, certain observations are made.

Two of these workers were shop foremen, one was a mechanical superintendent, and another was an assistant shop foreman.

Ages

Their ages ranged from 24 to 30 years, with an average of 26.3 years of age.

Marital Status

Each of these persons was married and had children. The total number of children was 14. Two workers had 1 child each, one had 4, and the other had 6 children, or a mathematical average of 2 per family.

Religions

Three of these superintendents and foremen were Baptists, and the other was a member of the Church of Christ.

TABLE XCIX

EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER  
DEPARTMENT SUPERINTENDENTS AND FOREMEN

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
71	Yes	No					
83	Yes	No					
286	Yes	No					
358	Yes	No					

## Educational Characteristics of Weekly Newspaper

## Department Superintendents and Foremen

High School Education

All weekly newspaper superintendents and foremen in this study graduated from high school.

However, none received a college degree.

TABLE C

## SALARIES OF WEEKLY NEWSPAPER DEPARTMENT SUPERINTENDENTS AND FOREMEN

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
71	\$100					\$100	Straight	41	2
83	\$ 20	\$ 60	\$ 60			\$ 68	Straight	48	2
286	\$ 30	\$ 80	\$ 60	\$ 60		\$ 74	Straight	52	2
358	\$ 53					\$ 66	Straight	44	2

## Salaries of Weekly Newspaper Department

## Superintendents and Foremen

First Newspaper Job

Salaries ranged from \$20 to \$100 per week for these weekly newspaper superintendents on their first newspaper job. The average was \$50.75 weekly.

TABLE CI

JOB CHARACTERISTICS OF WEEKLY NEWSPAPER DEPARTMENT  
SUPERINTENDENTS AND FOREMEN

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
71	Worked During High School			
83	Worked During High School			
286	Answered Advertisement	GI Bill Benefits		
358	Hired from Another Job			

Job Characteristics of Weekly Newspaper Department  
Superintendents and Foremen

Attained First Newspaper Job

Two of these persons attained their first newspaper job by working on the newspaper during high school. One answered an advertisement, and another was hired from another job.

TABLE CII

## PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER COMPOSING PERSONNEL

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
31	26	Yes	2	Church of God	Woodworking	5	8
34	35	Yes	2	Baptist	Mechanics	4	4
37	36	Yes	1	Presbyter- ian		4	14
38	43	Yes	1	No Religion		2	12
41	26	Yes	2	Baptist	Sports; Fishing, and Swimming	7	7
45	22	Divorced	2	Methodist	Sewing	$\frac{1}{2}$	$\frac{1}{2}$
58	27	Yes	2	No Religion		2	4
78	27	Yes	3	Baptist	Sports	$1\frac{1}{2}$	14
289	26	Yes	3	Christian	Woodworking, and Mechanics	4	10
306	23	Yes	0	Episcopal	Golf, and Fishing	6	8
314	21	No		Methodist	Sports	1	1
315	19	No		Methodist	Sports	$\frac{1}{2}$	$\frac{1}{2}$
329	46	Yes	3	Methodist	Fishing	4	24
356	20	Yes	1	Methodist		$\frac{1}{2}$	$\frac{1}{2}$



## Personal Characteristics of Weekly Newspaper Composing Personnel

Fourteen composing personnel on weekly newspapers in Oklahoma were included in this study. They consisted of printers, 14.3%; floormen, 21.4%; linotype operators, 50%, and teletypesetter operators, 14.3%.

### Ages

The average age of these production employees on Oklahoma weekly newspapers was 28.4. The median was 25.6 years of age.

### Marital Status

Eleven of these persons were married, 2 were single, and 1 was divorced.

### Employees' Children

The 12 married or divorced employees had a total of 22 children. Three persons had 1 child; 5 had 2, and 3 had 3 children.

### Religions

Two of these persons had no church affiliation. The others were Methodists, 35.7%; Baptists, 21.4%, and Episcopaleans, Presbyterians, members of the Church of God, and Christians, each 7.15%.

### Hobbies

The weekly composing workers selected general sports, 28.6%; fishing, 21.4%; woodworking, 14.3% and mechanics, 14.3% as their favorite hobbies. (See Table CII, page 263.)

TABLE CIII

## EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER COMPOSING PERSONNEL

No.	High School Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses---1st Newspaper Job	Most Helpful Courses---Now
31	Yes	No					
34	Yes	No					
37	Yes	No					
38	No	No					
41	Yes	No					
45	Yes	No					
58	Yes	No					
78	Yes	No					
289	Yes	No					
306	Yes	Yes	OT	MO	Print- ing	Machine Operation	Machine Operation
314	Yes	No					
315	Yes	No					
329	Yes	No					
356	Yes	No					

Educational Characteristics of Weekly Newspaper  
Composing Personnel

High School Education

Ninety-three per cent of the weekly newspaper composing workers in this study graduated from high school. Only one person did not complete the requirements.

College Education

One of these persons graduated from college. He received a Machine Operators degree, majoring in printing.

TABLE CIV

## SALARIES OF WEEKLY NEWSPAPER COMPOSING PERSONNEL

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over-time Pay	Hours Per Week	Paid Vacations
31	\$ 3	\$ 15	\$ 15			\$ 75	No	40	2
34	\$ 20					\$ 20	No	10	0
37	\$ 30	\$ 50	\$ 75	\$ 80		\$ 90	Straight	40	1
38	\$ 17	\$ 65	\$ 80	\$ 89	\$ 89	\$ 89	No	40	1
41	\$ 65	\$ 74	\$ 75			\$ 88	Straight	40	1
45	\$ 15	\$ 32				\$ 32	Straight	32	0
58	\$ 14	\$ 40	\$ 60	\$ 50		\$ 56	1½	44	1
78	\$ 20	\$ 65	\$ 80	\$ 90		\$ 92	Straight	44	2
289	\$ 20	\$ 30	\$ 30	\$ 70		\$ 80	Straight	51	2
306	\$ 14	\$ 36	\$ 44			\$ 83	1½	40	2
314	\$ 55					\$ 58	No	44	0
315	\$ 49					\$ 49	Straight	44	0
329	\$ 15	\$ 25	\$ 85	\$ 80		\$100	1½	44	2
356	\$ 40					\$ 40	No	40	0

## Salaries of Weekly Newspaper Composing Personnel

### First Newspaper Job

Weekly newspaper composing workers in this study received an average of \$26.93 a week on their first newspaper job. The median was \$15.75 per week. Salaries ranged from \$3 to \$65.

### Second Newspaper Job

The average composing employee drew \$43.20 a week on his second job. Median was \$35.67. The range increased to between \$15 and \$74 per week.

### Third Newspaper Job

Salaries ranged from \$15 to \$85 a week on the third job. The average compositor was paid \$60.44, while the weekly median was \$70.50.

### Present Salaries

The average composing worker on weekly newspapers in this study earns \$68 a week. The lowest 25% earn from \$32 to \$49 per week, and the highest quartile weekly receive between \$89 and \$100.

TABLE CV

## JOB CHARACTERISTICS OF WEEKLY NEWSPAPER COMPOSING PERSONNEL

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
31	Worked During High School			
34	Knew Employer Personally			
37	Personal Interview	GI Bill Benefits		
38	Personal Interview	GI Bill Benefits		
41	Worked During High School			
45	Personal Interview			
58	Personal Interview			
78	Personal Interview			
289	Personal Interview			
306	Through Close Friend			
314	Personal Interview			
315	Personal Interview			
329	Worked During High School			
356	Personal Interview			

## Job Characteristics of Weekly Newspaper

## Composing Personnel

Attained First Newspaper Job

None of these persons (64.3%) applied for their first job, and 3 (21.4%) worked on the newspaper during high school. The others either knew the employer well, or were introduced to their employer by a close friend.

TABLE CVI

## PERSONAL CHARACTERISTICS OF WEEKLY NEWSPAPER PRODUCTION PERSONNEL

No.	Age	Mar- ried	Number of Children	Religion	Hobbies	Years on Present Job	Years in Newspaper Business
29	73	Yes	1	Free Methodist	Mechanics	12	57
43	40	Yes	0	Church of God	Coin Collect- ing and Reading	17	20
290	41	Yes	2	Baptist	Painting	16	20

## Personal Characteristics of Weekly Newspaper Production Personnel

Only three production workers on weekly newspapers in Oklahoma were included in this study. The sample is so small that a complete statistical analysis is not necessary. However, this data is included in the summary tables on pages 275, 276, and 277.



TABLE CVII

## EDUCATIONAL CHARACTERISTICS OF WEEKLY NEWSPAPER PRODUCTION PERSONNEL

No.	High Schol Diploma	College Degree	Name of College	Degree	Major	Most Helpful Courses--1st Newspaper Job	Most Helpful Courses--Now
29	No	No					
43	Yes	No					
290	No	No					

TABLE CVIII

## SALARIES OF WEEKLY NEWSPAPER PRODUCTION PERSONNEL

No.	1st Job	2nd Job	3rd Job	4th Job	5th Job	Present Job	Over- time Pay	Hours Per Week	Paid Vaca- tions
29	\$ 35	\$ 45	\$ 75			\$100	No	40	3
43	\$ 4	\$ 4				\$ 25	No	44	1
290	\$ 24	\$ 24	\$ 30	\$ 46		\$ 60	Straight	48	2

TABLE CIX

## JOB CHARACTERISTICS OF WEEKLY NEWSPAPER PRODUCTION PERSONNEL

No.	Attained First Newspaper Job	On-the-job Training	Other Training	Special Services
29	Worked During High School			
43	Personal Interview			
290	Personal Interview	GI Bill Benefits		

## Chapter Summary

The following summaries are made concerning composing and production personnel on daily and weekly newspapers in Oklahoma.

Forty different jobs were held by the 76 composing-production employees interviewed.

The average age was 35.2, while the median was 35.3 years of age.

Sixty-seven workers, or 88.2% were married, 1 person (1.3%) was divorced, and 8 (10.5%) were single.

These employees had an average of 14.4 years of newspaper experience, while the median indicated 10.5 years in the business.

Sixty-two, or 81.6% were high school graduates. Only 14, or 18.4% did not have a high school education.

Only 4, or 5.3% of the composing-production employees in this study graduated from college. The remainder, 94.7%, for reasons unknown, did not have a college education.

The degrees received by these college graduates were Bachelor of Arts, Bachelor of Science, Machine Operator's license, and Master of Arts. Majors included business, arts and sciences, journalism, and printing.

The average weekly salary of composing and production personnel on daily and weekly newspapers in Oklahoma is \$105.04. The median is slightly lower, \$95.78 per week. (Figure 6, page 278, contains a graphic comparison of salary ranges paid to all composing and production personnel on daily and weekly newspapers in Oklahoma.)

The following tables summarize further the data reported in this chapter.

TABLE CX

SUMMARY OF PERSONAL CHARACTERISTICS OF COMPOSING AND PRODUCTION PERSONNEL  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Ages of Persons Interviewed	Interviewees		Number of Persons Married	Interviewees		Number of Children	Interviewees		Years in Newspaper Business	Interviewees	
	Number	Per Cent		Number	Per Cent		Number	Per Cent		Number	Per Cent
Unknown	1	1.3	Yes	67	88.2	None	7	10.2	1 to 5	21	27.6
Up to 20	6	7.9	No	8	10.5	One	20	28.9	6 to 10	17	22.4
21 to 30	25	32.9	Widow	0	0.0	Two	22	31.9	11 to 15	14	18.4
31 to 40	21	27.6	Divorced	1	1.3	Three	12	18.8	16 to 20	6	7.9
41 to 50	13	17.1				Four	5	7.2	21 to 25	6	7.9
51 to 60	9	11.9				Five	1	1.5	26 to 30	2	2.6
61 to 70	0	0.0				Six or Above	1	1.5	31 to 35	5	6.6
71 or Above	1	1.3							36 to 40	2	2.6
									41 to 45	2	2.6
									46 to 50	0	0.0
									51 or Above	1	1.3
Total	76	100.0	Total	76	100.0	Total	68	100.0	Total	76	100.0
Total Ages	2,641					Total Number of Children	135		Total Years in Business	1,092.5	
Average Age	35.2 or 35					Average Children Per Family	1.9 or 2		Average Years in Business	14.4 or 14	
Median Age	35.3								Median Years in Business	10.5	

TABLE CXI

SUMMARY OF EDUCATIONAL CHARACTERISTICS OF COMPOSING AND PRODUCTION PERSONNEL  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Persons with High School Degree	<u>Interviewees</u>		Persons with College Degree	<u>Interviewees</u>		Types of College Degrees	<u>Interviewees</u>		Academic Majors	<u>Interviewees</u>	
	Number	Per Cent		Number	Per Cent		Number	Per Cent		Number	Per Cent
Yes	62	81.6	Yes	4	5.3	BA	1	25.0	Business	1	25.0
No	14	18.4	No	72	94.7	BS	1	25.0	Arts and Sciences	1	25.0
						MO	1	25.0	Journa- lism	1	25.0
						MA	1	25.0	Printing	1	25.0
Total	76	100.0	Total	76	100.0	Total	4	100.0	Total	4	100.0

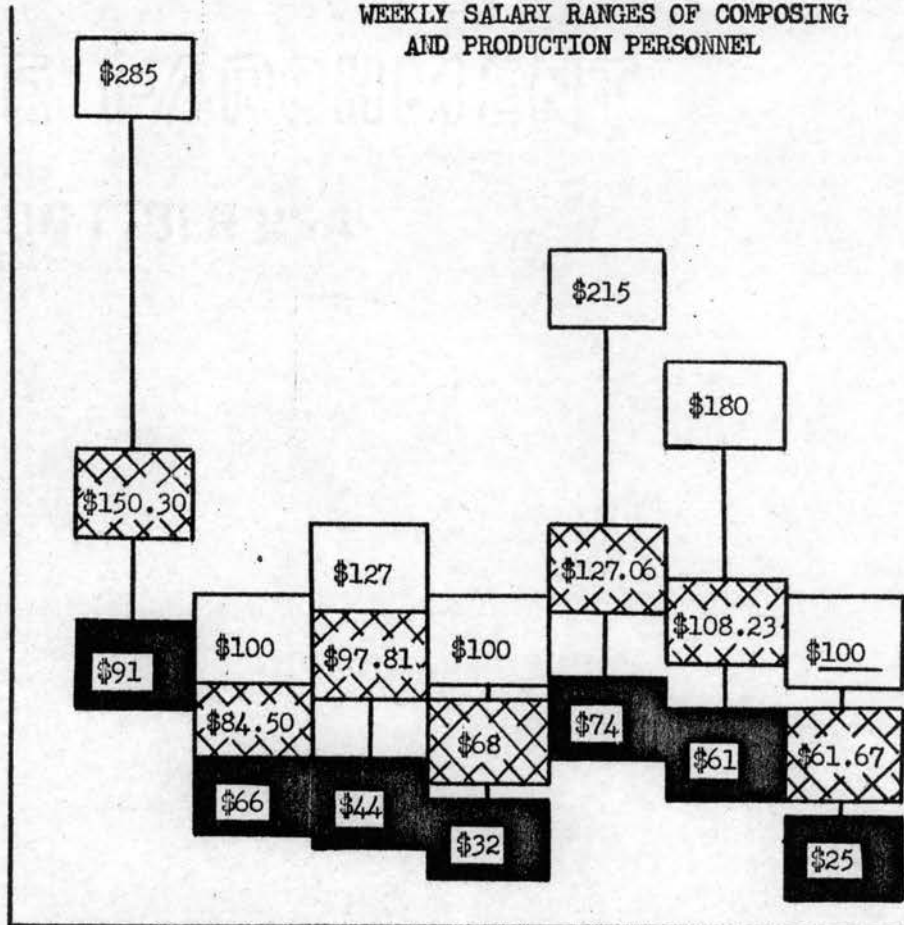
TABLE CXII

SUMMARY OF WEEKLY SALARIES PAID TO DAILY AND WEEKLY NEWSPAPER  
COMPOSING AND PRODUCTION PERSONNEL IN THIS STUDY

Salary Range	1st Job		2nd Job		3rd Job		4th Job		5th Job		Present Job	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
\$ 1-\$ 10	13	17.1	2	3.3							1	1.3
\$ 11-\$ 20	22	28.9	4	6.6	2	4.3					1	1.3
\$ 21-\$ 30	6	7.9	10	16.4	4	8.5	1	2.9			1	1.3
\$ 31-\$ 40	9	11.9	10	16.4	5	10.7	1	2.9	1	6.3	2	2.6
\$ 41-\$ 50	7	9.2	10	16.4	4	8.5	4	11.8	1	6.3	2	2.6
\$ 51-\$ 60	7	9.2	6	9.8	5	10.7	1	2.9	1	6.3	3	3.9
\$ 61-\$ 70	4	5.4	5	8.3	4	8.5	2	5.9			5	6.6
\$ 71-\$ 80	1	1.3	6	9.8	9	19.1	5	14.7			10	13.2
\$ 81-\$ 90	2	2.6	3	4.9	7	14.9	5	14.7	3	18.6	8	10.5
\$ 91-\$100	2	2.6					7	20.7	1	6.3	9	11.9
\$101-\$110	1	1.3	2	3.3	1	2.1	4	11.8	4	25.0	3	3.9
\$111-\$120					1	2.1	2	5.9	3	18.6	4	5.4
\$121-\$130	2	2.6	1	1.6	3	6.4					14	18.4
\$131-\$140			1	1.6	1	2.1	1	2.9			2	2.6
\$141-\$150							1	2.9	1	6.3	4	5.4
\$151-\$160			1	1.6							2	2.6
\$161-\$170					1	2.1			1	6.3	1	1.3
\$171-\$180											2	2.6
\$181-\$190											1	1.3
\$191-\$200												
\$201-\$210												
\$211-\$220											1	1.3
\$221-\$230												
\$231-\$240												
\$241-\$250												
\$251-\$260												
\$261-\$270												
\$271-\$280												
\$281-\$290											1	1.3
\$291-\$300												
Totals	76	100.0	61	100.0	47	100.0	34	100.0	16	100.0	76	100.0
Mean		\$35.96		\$52.26		\$72.11		\$83.09		\$100.38		\$105.04
Median		\$25.50		\$45.50		\$69.88		\$85.60		\$105.25		\$95.78

\$291 to \$300  
 \$281 to \$290  
 \$271 to \$280  
 \$261 to \$270  
 \$251 to \$260  
 \$241 to \$250  
 \$231 to \$240  
 \$221 to \$230  
 \$211 to \$220  
 \$201 to \$210  
 \$191 to \$200  
 \$181 to \$190  
 \$171 to \$180  
 \$161 to \$170  
 \$151 to \$160  
 \$141 to \$150  
 \$131 to \$140  
 \$121 to \$130  
 \$111 to \$120  
 \$101 to \$110  
 \$ 91 to \$100  
 \$ 81 to \$ 90  
 \$ 71 to \$ 80  
 \$ 61 to \$ 70  
 \$ 51 to \$ 60  
 \$ 41 to \$ 50  
 \$ 31 to \$ 40  
 \$ 21 to \$ 30  
 \$ 11 to \$ 20  
 \$ 1 to \$ 10

WEEKLY SALARY RANGES OF COMPOSING AND PRODUCTION PERSONNEL



Daily Dept. Superintendents    Weekly Dept. Supts. and Foremen    Daily Composing Personnel    Weekly Composing Personnel    Daily Dept. Foremen    Daily Production Personnel    Weekly Production Personnel

High

Average

Low

Figure 6. Average Weekly Salaries of Composing and Production Personnel on Daily and Weekly Newspapers in Oklahoma.

## CHAPTER VI

### SUMMARY

This job census of men and women on daily and weekly newspapers in Oklahoma was an attempt to develop a documentary record of this part of the newspaper industry, since no government agency or academic source supplies this necessary information. It was done by the personal interview method to avoid the delays and difficulties of other research methodologies.

The author traveled more than 7,500 miles, visiting 12 daily and 22 weekly newspapers in Oklahoma, and personally interviewed 366 newspaper employees in an effort to obtain sufficient data.

The need for this study has been intensified by the growing demands of the newspaper industry, which have caused increasing concern among deans and directors of journalism schools in the U.S. Educators must have information about the newspaper industry readily available in a newspaper job census of this nature.

The general objectives of this study were:

1. To secure original information about the employees of daily and weekly newspapers in Oklahoma,
2. To conduct personal interviews with at least one employee on each type of newspaper job, and
3. To present the data in easily interpreted tables.



The procedures followed in this study were those which would insure the most complete and correct data possible. The researcher did not select any of the employees to be interviewed. Newspaper executives described the organization of each of their departments, then suggested names of at least one person on each job per department to be interviewed.

All data presented in this study, except for 17 questionnaires received by mail, was obtained by face to face interviews. The author did all tabulation and interpretation of the data.

Types, or kinds, of newspaper jobs in this study total 175. Twenty-three were on weekly newspapers and 152 were on daily newspapers.

More than 95% of the persons interviewed volunteered to cooperate in this research. The remaining 4.5% were away from the newspaper at the time of the researcher's visit, and completed a questionnaire which was returned by mail.

All of the 366 newspaper employees willingly contributed their valuable time and helped to secure the confidential information in this job census. They are a glowing tribute to the newspaper industry in Oklahoma.

The weekly salary averages of these 366 newspaper employees are much higher than the researcher anticipated. This study shows that the average weekly wage is \$111.07. The median is \$98.97 weekly.

Ninety-five of the persons interviewed in this study were editorial personnel (26.0%), while business personnel comprised 53.3% (195) and workers in composing and production departments were 20.7% (76).

Average age of these Oklahoma newspaper employees was 39.5. The median was slightly lower, 35.9 years.

Seventy-nine per cent, or 298, of these interviewees were married. Thirteen (3.6%) were widows, 5 (1.3%) were divorcees, and 59 (16.6%)

were single.

Of these Oklahoma newspaper employees, 86.9% or 318, had children. The total number of children was 582, or an average of 2 per family.

These 366 employees on daily and weekly newspapers in Oklahoma have a total of 5,137.5 years of newspaper experience. The average employee has been in the business 14.0 years.

Ninety-one per cent (332) of the Oklahoma newspaper employees in this study graduated from high school, while 34 (9%) did not.

Only 25.1% (92 interviewees) had a college education. Many of the remaining 274 (74.9%) attended college, but for reasons unknown, failed to graduate.

The top 3 majors, which comprised nearly 85% of the college graduates, were journalism, 60.0%; business, 16.3%, and English, 8.7%.

Sixty-seven per cent of the colleges or universities that had graduates participating in this study were Oklahoma colleges or universities.

The top 5 universities, in order of the highest number of college graduates presently working in the Oklahoma newspaper industry were the following:

Oklahoma State University, Stillwater, Oklahoma, 27 (29.3%),  
 Oklahoma University, Norman, Oklahoma, 25 (27.1%),  
 University of Missouri, Columbia, Missouri, 9 (9.5%),  
 Phillips University, Enid, Oklahoma, 5 (5.4%), and  
 Tulsa University, Tulsa, Oklahoma, 5 (5.4%).

(Table CXVI, page 286, lists every college or university represented in this study.)

Religions included: Methodists; 26.2%, Baptists, 22.1%; Christian,

11.8%; Presbyterian, 10.1%, and Catholic, 6.3%. (Table CXVII, page 288, lists each religious affiliation of newspaper employees reported in this study.)

TABLE CXIII

GRAND SUMMARY OF PERSONAL CHARACTERISTICS OF ALL PERSONS INTERVIEWED  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Age	Number	Per Cent	Married	Number	Per Cent	Number of Children	Newspaper Workers (Married, Widowed, Divorced)		Years in Newspaper Business	Number	Per Cent
							Number	Per Cent			
Unknown	3	0.8	Yes	289	78.9	None	41	13.4	1 to 5	104	28.4
Up to 20	14	3.8	No	59	16.1	One	85	27.8	6 to 10	67	18.3
21 to 30	85	23.2	Widow	13	3.6	Two	92	29.9	11 to 15	69	18.9
31 to 40	93	25.4	Divorced	5	1.4	Three	59	19.2	16 to 20	41	11.2
41 to 50	98	26.8				Four	21	6.9	21 to 25	27	7.4
51 to 60	56	15.3				Five	6	1.9	26 to 30	18	4.9
61 to 70	13	3.6				Six or Above	3	0.9	31 to 35	15	4.1
71 or Above	4	1.1							36 to 40	14	3.8
									41 to 45	7	1.9
									46 to 50	0	0.0
									51 or Above	4	1.1
Total	366	100.0	Total	366	100.0	Total	307	100.0	Total	366	100.0
Average Age	39.5					Total Number of Children	582		Average Years in Business	14.0	
Median Age	40.5					Average Children Per Family	1.9 or 2		Median Years in Business	11.2	

TABLE CXIV

GRAND SUMMARY OF EDUCATIONAL CHARACTERISTICS OF ALL PERSONS INTERVIEWED  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

High School Graduates	Number	Per Cent	College Graduates	Number	Per Cent	Types of College Degrees	Number		Academic Majors	Number	
							Per Cent	Per Cent		Per Cent	Per Cent
Yes	332	90.7	Yes	92	25.1	BA	60	65.2	Journalism	55	59.8
No	34	9.3	No	274	74.9	BS	18	19.5	Arts and Sciences	2	2.1
						BJ	10	10.9	Business	15	16.3
						MS	1	1.1	English	8	8.7
						MA	1	1.1	History	1	1.1
						AA	1	1.1	Social Science	1	1.1
						MO	1	1.1	Accounting	2	2.1
									Chemistry	1	1.1
									Foreign Language	1	1.1
									Zoology	1	1.1
									Education	1	1.1
									Home Economics	1	1.1
									Library Science	1	1.1
									Printing	1	1.1
									Engineering	1	1.1
Total	366	100.0	Total	366	100.0	Total	92	100.0	Total	92	100.0

TABLE CXV

GRAND SUMMARY OF WEEKLY SALARIES PAID TO ALL PERSONS INTERVIEWED  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA

Salary Range	1st Job		2nd Job		3rd Job		4th Job		5th Job		Present Job	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
\$ 1-\$ 10	33	9.0	4	1.6								
\$ 11-\$ 20	53	14.5	14	5.6	5	2.7					1	0.3
\$ 21-\$ 30	45	12.3	23	9.3	12	6.4	2	1.6			3	0.8
\$ 31-\$ 40	52	14.2	40	16.1	17	9.1	3	2.3	1	1.3	8	2.2
\$ 41-\$ 50	65	17.8	36	14.5	12	6.4	13	10.1	2	2.5	17	4.6
\$ 51-\$ 60	35	9.6	27	10.9	16	8.6	9	6.9	4	5.0	33	9.0
\$ 61-\$ 70	26	7.1	20	8.1	17	9.1	6	4.7	2	2.5	36	9.8
\$ 71-\$ 80	17	4.6	25	10.1	26	13.9	13	10.1	2	2.5	33	9.0
\$ 81-\$ 90	9	2.5	16	6.5	22	11.8	19	14.7	6	7.5	35	9.6
\$ 91-\$100	6	1.6	12	4.8	10	5.4	13	10.1	12	15.0	39	10.7
\$101-\$110	2	0.5	6	2.4	9	4.8	9	6.9	10	12.5	18	4.9
\$111-\$120	1	0.3			5	2.7	4	3.1	7	8.7	14	3.9
\$120-\$130	2	0.5	4	1.6	9	4.8	8	6.2	3	3.7	37	10.2
\$131-\$140			1	0.4	2	1.1	2	1.6	2	2.5	16	4.4
\$141-\$150					1	0.5	3	2.3	4	5.0	12	3.3
\$151-\$160			2	0.8	2	1.1	1	0.8			11	3.0
\$161-\$170									1	1.3	8	2.2
\$171-\$180	1	0.3			1	0.5	2	1.6	2	2.5	7	1.9
\$181-\$190							1	0.8	2	2.5	3	0.8
\$191-\$200					1	0.5	3	2.3	1	1.3	7	1.9
\$201-\$210					1	0.5					4	1.1
\$211-\$220											3	0.8
\$221-\$230									1	1.3	2	0.5
\$231-\$240											2	0.5
\$241-\$250					1	0.5					2	0.5
\$251-\$260												
\$261-\$270											2	0.5
\$271-\$280											1	0.3
\$281-\$290	1	0.3									3	0.8
\$291-\$300												
\$301-\$310											1	0.3
\$311-\$320											1	0.3
\$321-\$330											2	0.5
\$331-\$340												
\$341-\$350												
\$351-\$360											1	0.3
\$361-\$370												
\$371-\$380												
\$381-\$390											1	0.3
\$391-\$400												
Confidential	18	4.9	18	7.3	18	9.6	18	13.9	18	22.4	3	0.8
Totals	366	100.0	248	100.0	187	100.0	129	100.0	80	100.0	366	100.0
Mean		\$38.54		\$51.30		\$67.16		\$84.06		\$97.97		\$111.07
Median		\$35.50		\$50.38		\$67.16		\$85.49		\$103.75		\$98.97

TABLE CXVI

SUMMARY OF COLLEGES AND UNIVERSITIES FROM WHICH PERSONS INTERVIEWED  
ON DAILY AND WEEKLY NEWSPAPERS IN OKLAHOMA GRADUATED

Name of Colleges or Universities	Abbreviated Symbols	Interviewees	
		Number	Per Cent
University of Florida Gainesville, Florida	UF	1	1.1
Northwestern University Evanston, Illinois	NW	2	2.2
Indiana University Bloomington, Indiana	IU	1	1.1
De Pauw University Greencastle, Indiana	DU	1	1.1
Creston College Creston, Iowa	CC	1	1.1
Baker University Baldwin City, Kansas	BU	1	1.1
University of Kansas Lawrence, Kansas	KU	3	3.3
Wayne University Detroit, Michigan	WU	1	1.1
University of Missouri Columbia, Missouri	MU	9	9.7
Drury College Springfield, Missouri	DC	1	1.1
University of Nebraska Lincoln, Nebraska	NU	1	1.1
Central State College Edmond, Oklahoma	CS	1	1.1
Phillips University Enid, Oklahoma	PU	5	5.4
University of Oklahoma Norman, Oklahoma	OU	25	27.1

TABLE CXVI (Continued)

Name of Colleges or Universities	Abbreviated Symbols	Interviewees	
		Number	Per Cent
Oklahoma City University Oklahoma City, Oklahoma	OCU	2	2.2
Oklahoma State University Stillwater, Oklahoma	OSU	27	29.3
Oklahoma State University School of Technology Okmulgee, Oklahoma	OT	1	1.1
University of Tulsa Tulsa, Oklahoma	TU	5	5.4
A & M College of Texas College Station, Texas	TA	1	1.1
Southwestern University Georgetown, Texas	SU	1	1.1
University of Texas Austin, Texas	TX	1	1.1
University of Washington Seattle, Washington	UW	1	1.1
Totals		92	100.0



TABLE CXVII

SUMMARY OF RELIGIONS CHOSEN BY DAILY AND WEEKLY  
NEWSPAPER PERSONNEL IN THIS STUDY

Religions	Interviewees	
	Number	Per Cent
Methodist	96	26.2
Baptist	81	22.1
Christian	43	11.8
Presbyterian	37	10.1
Catholic	23	6.3
Episcopal	17	4.7
Lutheran	15	4.1
No Religion	14	3.9
Church of Christ	8	2.2
No Preference	8	2.2
Christian Science	4	1.1
Unitarian	4	1.1
Church of God	3	.8
Protestant	3	.8
Assembly of God	2	.5
Congregational	2	.5
First Christian	2	.5
Free Methodist	2	.5
Evangelical and Reform	1	.3
Jewish	1	.3
Totals	366	100.0

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## APPENDIX

### LISTING OF ALL OKLAHOMA DAILY AND WEEKLY NEWSPAPERS STUDIED

The following daily and weekly newspapers comprise the total number of Oklahoma newspapers studied by the author. The list is divided into daily and weekly divisions, both of which are arranged alphabetically.

#### Oklahoma Daily Newspapers

Examiner Enterprise Bartlesville, Oklahoma	Daily Journal Capital Pawhuska, Oklahoma
Blackwell Journal-Tribune Blackwell, Oklahoma	Perry Daily Journal Perry, Oklahoma
Enid Morning News & Daily Eagle Enid, Oklahoma	Ponca City News Ponca City, Oklahoma
Guthrie Daily Leader Guthrie, Oklahoma	Sapulpa Herald Sapulpa, Oklahoma
Norman Transcript Norman, Oklahoma	Stillwater Daily News-Press Stillwater, Oklahoma
Daily Oklahoman & Times Oklahoma City, Oklahoma	Tulsa Daily World & Tribune Tulsa, Oklahoma

#### Oklahoma Weekly Newspapers

Billings News Billings, Oklahoma	Logan County News Crescent, Oklahoma
Bristow News & Record Citizen Bristow, Oklahoma	Dewey Herald Record Dewey, Oklahoma
Covington Record Covington, Oklahoma	Drumright Journal & Derrick Drumright, Oklahoma

Fairfax Chief  
Fairfax, Oklahoma

Garber Free Press  
Garber, Oklahoma

Hennessey Clipper  
Hennessey, Oklahoma

Kingfisher Free Press  
Kingfisher, Oklahoma

Lamont Valley News  
Lamont, Oklahoma

Patriot Starr & Grant County  
Journal  
Medford, Oklahoma

Newkirk Herald Journal  
Newkirk, Oklahoma

Pawnee Chief  
Pawnee, Oklahoma

Perkins Journal  
Perkins, Oklahoma

Pond Creek Herald  
Pond Creek, Oklahoma

Sapulpa Democrat News  
Sapulpa, Oklahoma

Shidler Review  
Shidler, Oklahoma

Stroud American  
Stroud, Oklahoma

Tonkawa News  
Tonkawa, Oklahoma

Watonga Republican  
Watonga, Oklahoma

Oklahoma Hornet & Vance AFB  
Airscoop  
Waukomis, Oklahoma

VITA

Gregg Stephen Bond

Candidate for the Degree of

Master of Science

Thesis: 1961-62 JOB CENSUS OF MEN AND WOMEN ON DAILY AND WEEKLY  
NEWSPAPERS IN OKLAHOMA

Major Field: Journalism

Biographical:

Personal Data: Born in Enid, Oklahoma, November 11, 1938,  
the son of Lowell E. and Cuma J. Bond.

Education: Attended grade school in Enid, Oklahoma; graduated  
from Enid High School in 1956; received the Bachelor of  
Arts degree with a major in Speech, Radio and Television  
in May, 1960, and the Bachelor of Arts degree with a major  
in Journalism in May of 1962 from the Oklahoma State  
University, and completed requirements for the Master of  
Science degree in August, 1962.

Professional Experience: Worked as salesman for Newman's de-  
partment store, Enid, Oklahoma, during the holidays and  
summers of 1956, 1957, and 1958; served as advertising rep-  
resentative of the Oklahoma State Alumnus magazine during  
the academic years 1958-59 and 1959-60 and summers of 1959  
and 1960, at which time accepted position of assistant edi-  
tor, maintaining that position throughout 1960, 1961 and  
1962.

College Activities: Served as pledge president, chaplain, music  
director, and member of intrafraternity wrestling team of  
Sigma Nu social fraternity; student member of Blue Key, men's  
national honorary-leadership fraternity; member of the Okla-  
homa State University Student Entertainers and Men's Glee club,  
and member of Theater Guild. Public information officer of the  
National Intercollegiate Flying association; member of the OSU  
Flying Aggies and student member of Pi Alpha Mu, professional  
journalism advertising fraternity at Oklahoma State University.