

## INSTRUCTIONS

Applicants should submit —

√ Hard copies of

- (1) **this completed form,**
- (2) **your essay answers,**
- (3) **your résumé** and
- (4) **your academic transcript.**

Submit them in a sealed envelope to Ruth Witmer, IDS news adviser, Franklin Hall 130C.

√ Electronic files of

- (1) **this completed form** (PDF),
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- (3) **your résumé** (PDF). Send all electronic files to Ruth Witmer, IDS news adviser, at [rwitmer@iu.edu](mailto:rwitmer@iu.edu).

The deadline?

**4 p.m. Friday, March 14, 2024.**

If only one or no applications are received by deadline, the deadline extends automatically to **4 p.m. Monday, March 17** to allow for additional applications. Other than this possible extension, late applications will not be accepted.

Those selected for an interview will meet with the Student Media Board **Friday, March 28** in the Student Building. All Interviews are public. Interview times will be posted after the deadline. Multiple applicants will be interviewed in alphabetical order.

Before the interviews, your completed form, essay and résumé will be posted in the IDS offices and on [idsnews.com](http://idsnews.com). Your transcript will be viewed only by members of the Student Media Board.

Carefully read the requirements for editor-in-chief before signing the application statement on the back of this form.

Your essay answers let you summarize your ideas for board discussion during the public interview. You'll be asked to expand on your answers during the interview. As in the past, board members and audience members will ask additional questions.

Following the interviews, the board will adjourn into an executive session for discussion and possible selection. Any selection will be announced following the executive session.

Thank you for your interest in applying.

**Student Media**  
Indiana University  
601 E. Kirkwood  
Bloomington, IN 47405  
812-855-0763

# Editor-in-Chief Application

Indiana Daily Student • Fall 2025

Mia Hilkwitz

*name*

Junior

Journalism, human-centered computing minor

*class standing*

*major (& minor)*

Yes

Are you now in good academic standing at Indiana University-Bloomington?

Yes

Have you been in good academic standing the past two semesters at IUB?

May 2026

What is your expected graduation date?

Six

For how many semesters have you worked for IU Student Media?

Three years

For how long have you lived in Bloomington?

## Your career plans after graduation

I hope to get a job reporting on local or state news, preferably government or investigative coverage.

## Staff positions you have had

Managing editor of content, news desk editor, city government reporter, breaking news reporter,

summer special publications editor

## Key experience — jobs, internships, freelancing, both collegiate, commercial

Indiana Capital Chronicle reporting intern, Carnegie-Knight News21 national reporting fellow,

Arnolt Center for Investigative Journalism intern, West Chester Liberty Lifestyle Magazine freelancer

## Organizations to which you belong

Arnolt Center for Investigative Journalism, WIUX Student Radio, Hutton Honors College,

Investigative Reporters and Editors (IRE)

## Check the jobs you've performed in IU Student Media

Covered a beat.

Edited copy.

Wrote commentary.

Taken photos.

Created multimedia.

Designed for print or web.

Assigned stories.

Edited a desk.

Edited page proofs.

Wrote stories.

Managed social media.

Contributed to special publications.

— continued on the back

## STATEMENT

I will be a properly registered student in good standing at Indiana University-Bloomington during my term.

I have read the Indiana Daily Student's charter, [idsnews.com/page/charter](https://idsnews.com/page/charter), and the attached job description for editor-in chief.

I have read and I subscribe to the staff's code of ethics. I recognize how the code has been formulated through the contributions of many IDS leaders.

I agree the code should not change without consultation and agreement with the IDS news adviser and the director of student media.

Mia Hilkwitz

Printed name

*Mia Hilkwitz*

Signature

03/14/2025

Date

## 2 • Application Essay Questions

Indiana Daily Student • Fall 2025

Address the following questions as you describe your proposals as editor-in-chief. Note: The Student Media Board invites individual and co-applicants for the position of editor-in-chief. Co-applicants may submit a joint application.

### 1. Personal statement.

Write an essay outlining your ethical, philosophical and professional goals as editor. Additionally, address these specific items:

Describe your management style, with examples to illustrate it.

How would you approach a difficult management decision?

Describe your approach to recruitment, training and management across departments in the newsroom.

Describe how you work in a daily deadline environment.

Tell us why you are the best-qualified candidate/team to lead the IDS.

### 2. Strengths and shortcomings.

What is the greatest strength of the IDS? What would you do to maintain this strength? What is the biggest challenge facing the IDS? How would you approach it or what changes would you make to address this challenge?

### 3. Serving all of campus.

Every semester, the newsroom strives to cover a diverse community of students, faculty, staff and community members. Applicants for editor can offer lofty goals but specific, realistic approaches are more likely to take root. With that in mind:

How do you recruit a diverse staff ready to cover a wide range of topics when the semester starts?

How will you ensure diverse content?

### 4. Connecting with your audience and serving advertisers.

Share your perspectives on how to improve the IDS across platforms — digital, print and social media.

Special publications are valuable resources for readers and advertisers. How would you improve or grow some of the current special content that is being produced?

What opportunities are there to collaborate with other IU student media outlets and how will you develop relationships with those groups?

Most importantly, how will you lead a staff to maintain consistent quality and quantity of content?

### 5. Researching the position.

Contact the current, or any former, editor-in-chief and talk to them about their experience in this position. Share what you learned.

## **Indiana Daily Student Editor-in-Chief**

Editor-in-Chief (EIC): The top student executive of the Indiana Daily Student is a self-motivated leader who maintains the publication's editorial excellence, improves upon previous shortcomings and maintains its staff. They must set the tone, standards and quality of the publication with their leadership each semester. This position requires everyday attention.

The EIC supervises the newsroom staff as it works to cover IU, the community and other stories of interest and relevance to readers. They have the final say on all content and coverage, including special publications.

While this is an editorial position, much of the heavy lifting of the role lies outside of day-to-day editing. The EIC delegates appropriate tasks to staff and works largely in project organization and management. They set short- and long-term goals each semester to sustain and advance the organization. They have a duty to reflect on IDS precedent to decide whether to continue such or find a different solution.

This student handles budget issues, participates in professional staff meetings and decisions, mediates staff conflicts and works with the advisers to resolve problems. They work extensively with professional staff more so than any other IDS position. Additionally, this student must stand firm on decisions and accept some of their decision-making may be unpopular at times.

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**Student Media**  
Indiana University  
601 E. Kirkwood  
Bloomington, IN 47405  
812-855-0763

# Editor-in-Chief Application

Indiana Daily Student • Fall 2025

Andrew Miller

name

Junior

class standing

Journalism and History majors

major (& minor)

Yes \_\_\_\_\_ Are you now in good academic standing at Indiana University-Bloomington?

Yes \_\_\_\_\_ Have you been in good academic standing the past two semesters at IUB?

May 2026 \_\_\_\_\_ What is your expected graduation date?

Six \_\_\_\_\_ For how many semesters have you worked for IU Student Media?

Three years \_\_\_\_\_ For how long have you lived in Bloomington?

### Your career plans after graduation

I want to fit in wherever I can in journalism, preferably reporting on environmental or business beats.

### Staff positions you have had

Opinion writer, science/environment and elections beat reporter, news editor, managing editor of content.

### Key experience — jobs, internships, freelancing, both collegiate, commercial

Business reporting intern at The Oregonian, freelance for the Oregon Capital Chronicle.

### Organizations to which you belong

Indiana Daily Student, WIUX student radio, History Undergraduate Student Association.

### Check the jobs you've performed in IU Student Media

Covered a beat.

Taken photos.

Assigned stories.

Wrote stories.

Edited copy.

Created multimedia.

Edited a desk.

\_\_\_\_ Managed social media.

Wrote commentary.

\_\_\_\_ Designed for print or web.

Edited page proofs.

Contributed to special publications.

— continued on the back

## STATEMENT

I will be a properly registered student in good standing at Indiana University-Bloomington during my term.

I have read the Indiana Daily Student's charter, [idsnews.com/page/charter](https://idsnews.com/page/charter), and the attached job description for editor-in chief.

I have read and I subscribe to the staff's code of ethics. I recognize how the code has been formulated through the contributions of many IDS leaders.

I agree the code should not change without consultation and agreement with the IDS news adviser and the director of student media.

Andrew Miller

Printed name

*Andrew Miller*

Signature

March 14, 2025

Date

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Describe how you work in a daily deadline environment.

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What is the greatest strength of the IDS? What would you do to maintain this strength? What is the biggest challenge facing the IDS? How would you approach it or what changes would you make to address this challenge?

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Most importantly, how will you lead a staff to maintain consistent quality and quantity of content?

### 5. Researching the position.

Contact the current, or any former, editor-in-chief and talk to them about their experience in this position. Share what you learned.

## **Personal statement**

When we both joined the Indiana Daily Student in our first semesters at IU, we couldn't have imagined what the institution would end up meaning to us, nor the hurdles we'd have to jump over. That's meant covering an encampment, which prior editors-in-chief have described as one of the most chaotic events the IDS has had to report on. That's meant responding to state government officials threatening our students and editorial independence with silence from university leaders. That's meant uncertainty surrounding the future of our institution, decisions about which have been taken out of our IDS leaders' hands.

The IDS is the best newsroom in Monroe County for students and our wider community. What our newsroom has accomplished is not a testament to anything other than the strengths of our reporters and editors. Thus our guiding philosophy is this: give our staffers the room they need to thrive, push them to success and to make mistakes, learn from them and support them throughout their careers here.

We are journalists through and through: losing sleep, sleeping in the newsroom, driving across the country, covering the statehouse. Covering violence, protests, pain, tragedy, corruption, injustice and questionable behavior. Reporting on the successes of our community, their joys, celebrations and ultimately, what it means to be human. Editing all that too. Failing along the way, (some) mistakes and corrections and clarifications. It's who we are, the DNA of our organization.

## **Strengths**

The depth of our reporting this past year wouldn't have been possible without our staff's consistent growth across almost every desk. To date, our general assignments editors have trained at least 52 writers this year — the most GA graduates in recent memory. Our design,

visuals, socials and digital desks have also recruited many more members this year, allowing them to pursue more initiatives. In large part due to this increase in staff, the IDS far surpassed our amount of content and views from some previous semesters. The best way to retain staff is to maintain and expand upon what's working. We plan to implement senior reporter and photographer positions on all desks with potential weekly salaries to encourage more in-depth and advanced reporting than a standard beat. We need to offer more opportunities for younger reporters and editors to attend conferences and workshops — and crucially, connect them with internships.

While we will still pursue our usual avenues for recruiting — attending Media School and student involvement fairs and speaking to journalism classes — we would like to revamp these efforts. Specifically, we'll regularly have IDS representatives at other schools' recruiting events. We also want to hear from the rest of our staff about their ideas to recruit; while we may have our preliminary plans, our hope is that the rest of the staff will buy into this vision of growth.

Additionally, IDS reporters continue to produce award-winning stories across all desks. One focus this spring was expanding city coverage, an area we've excelled at in the face of uncertainty in coverage among other local outlets. In addition to regular meeting coverage, one of our reporters now writes a city-focused newsletter and is in the process of producing an explainer series about how local government works. We've hired two other city reporters who are already covering Bloomington and all its facets. Still, as our city coverage grows, we will continue hiring more reporters for campus-specific beats to cover more aspects of the IU community and ensure one coverage area does not outpace the other.

We've also significantly expanded our campus coverage — we broke the story that Greek Life would shut down until after spring break. We cover everything from the administration to cultural events to people who just love Jimmy John's. This is something we, again, hope to significantly expand — requiring and pushing more of our campus life reporters to put themselves out there, pop their bubble and expose themselves to the wider campus around them.

This semester we are particularly proud of our art desk's prolific community coverage; the amount of arts coverage we've seen from the desk this semester has far eclipsed the numbers from last fall. Key to this expansion was Grace Romine's and Gino Diminich's decision to require columnists to write at least one community arts story a week. Carrying over this coverage into the fall will be essential to the art desk's success. When hiring for the fall, we want to make sure our community arts and diversity in the arts beats are filled with talented reporters as well as institute senior reporting positions for the desk. Losing Grace and Gino will be a huge hit — but we plan to hire people who have consistently demonstrated the ability to come up with solid story ideas on their own, who we believe will continue the desk's success.

The IDS is also blessed to have a talented, and growing, team of sports reporters who go beyond standard game coverage of IU athletics. This past year, IDS sports reporters have broken numerous high-profile stories, including being the first to confirm that Indiana men's basketball head coach Mike Woodson will not return next season.

IDS sports reporters' consistent, comprehensive coverage of former IU men's basketball players' class action lawsuit against former team physician Brad Bomba Sr. is also a testament to the desk's commitment to high-impact journalism. Unfortunately, modern sports media is undergoing challenges amid the industry's shifting environment — accountability and investigative work is taking a backseat to game coverage. We've been consistently impressed

with our editors and reporters bucking that trend and ushering sports media into a better place in the future. That's a culture that has to be maintained at the IDS.

While the IU community could turn toward other sources for game coverage, the IDS' commentary, breaking and financial coverage stands out. It keeps readers coming back — we'll continue cultivating this commitment by creating a beat solely dedicated to covering sports politics, business, data and legal settlements. The possibilities for such a beat, especially ahead of the House vs. NCAA settlement that could upend the world of college sports, are untapped.

The enterprise desk also expanded its coverage this year, publishing more than 30 investigations, features, guides and photo stories since August. Key to ensuring the IDS continues to produce this level of work next fall will be requiring senior reporters to pursue at least one enterprise story a semester. We will also continue the IDS' partnership with the Arnolt Center for Investigative Journalism, which started this spring and has allowed the IDS to further delve into sports investigations.

The IDS has too many strengths to list in the detail we'd want to — including the immense talent on our design and digital desks, and Arbutus, who continue to produce award-winning work daily. The IDS is full of strengths — it's conveniently our favorite thing to talk about and we'd love to answer any questions about it!

### **Shortcomings**

We need to better support our visuals desk. This year, our visuals editors worked tirelessly to ensure photographers had opportunities to shoot events, sports, spot photos and more every week while facing challenges outside of their control. One major barrier for many photographers was access to cameras through the Media School. In past years, photographers from many student media outlets could reserve cameras and lenses through the Media School

checkout. After the Media School revoked access to checkout for the IDS due to a shortage of cameras available for classes, many photographers found themselves unable to even get the equipment needed to pick up an assignment. Photographers on our staff should not have to lose out on opportunities due to the financial burdens of purchasing their own camera — especially when they each are already paying \$438.48 a semester as part of their Media School Undergraduate program fee to access these resources. While we hope the Media School reinstates camera access for all its students, we will work to find other solutions such as soliciting donations with the expressed purpose of purchasing new equipment.

Our visuals desk has also struggled this year with inconsistency with photographers picking up pitches. A number of factors contributed to this: inconsistent visuals pitches each week from other editors and a lack of access to equipment and transportation. We unfortunately saw a few extremely talented photographers leave the IDS seeking more consistent pay and shooting opportunities. One way we will address this problem is by establishing several salaried photographer positions. These photographers would receive a set weekly pay; in return, photographers would commit to picking up a certain number of pitches each week. If there aren't as many pitches from our news, arts, sports and opinion desks a specific week, the photographers can also pick up photos for special publications, file photos and the Arbutus.

The IDS opinion editors this year grappled with inconsistent pitches — often struggling to even get writers to pitch the required number of columns each week. In the fall, the IDS also instituted a new compensation system to pay writers more for columns with deeper reporting and covering news-related topics; but editors found this wasn't always a convincing measure to push writers away from columns about personal experience and advice. Next fall, we'll ensure our opinion desk provides timely commentary on campus, city and state topics — while federal

government commentary has improved this semester, columns on these local issues are still not regularly published. To do this, we want to create several opinion beats for the fall semester. For instance, we envision beats specific to campus and city issues. Columnists could still occasionally pitch ideas outside of their beats but establishing those positions would allow them to learn more about certain topics and provide enriching, in-depth commentary. While we want writers to feel free to write on topics and personal experiences they are passionate about, it's of the utmost importance that the IDS ensures it covers the issues impacting our readers first. It's the expectation of all IDS desks that the needs of the community come first in coverage — no desk is an exception. Our opinion desk, like all our sections, will benefit from IDS' expanded recruiting efforts — especially from schools outside the Media School.

We want to publish more guest columns. These pieces are a win-win — they increase engagement and provide another way for community members to express their views. We'll advertise this opportunity by talking to people at town halls, distributing flyers and encouraging students to submit their thoughts. As with everything, the more our newsroom looks like our community, the better our coverage will be. And the more our site and paper look like our community, the more they'll trust us and our coverage.

### **Serving all of campus**

Serving *all* of campus is one of our biggest priorities, and we have a few strategies to improve our coverage in this aspect. First and foremost is the challenge with our Black Voices desk, which has produced no stories this semester. This cannot stay the same under our tenure. Inconsistent Black Voices coverage is not a problem unique to this past year's staff — and definitely won't be solved in a single semester — but we want to start taking steps toward ensuring this desk has the resources to cover the issues important to IU's Black community.

We don't think we're the right people to determine what a community that is not our own needs from the Black Voices desk — which is why our first steps will be listening.

This issue also relates to another vital area we hope to change — our staff. Our newsroom needs to look like our community to cover it the best we can, which is why recruiting from groups not currently well-represented in our newsroom is going to be a prime objective we have for our incoming GA editors and our recruitment drives.

### **Connecting with audiences and serving advertisers**

Crucial to connecting with our audiences is meeting them where they're at — a cliché for sure, but important nonetheless. The current managing staff has already made great strides toward meeting our audience where they're at, oftentimes in a literal sense. One of the IDS' most successful initiatives thus far was the town hall hosted in February. From that one event, we received numerous story ideas, ideas for areas to target and, most importantly, met some of our dedicated readers. Laynie Pitts took on the inaugural position of community engagement coordinator this semester, a position we will carry over to next semester. But we don't want to stop at just listening sessions; we want to get our reporters and editors out to more community events, simply just to meet people, not even report. We hope that by planning more staff gatherings that actually get us out of the newsroom and into Bloomington — such as having staffers go to city-wide arts and culture events or programming at IU's culture centers — will further strengthen relationships with the community.

Perhaps the most important initiative we plan to continue in serving our advertisers is ensuring a reliable print edition comes back. We need regularity for our advertisers to want to sell ads with us, not counting the consistency our designers and drivers need. The process of getting our special publications done has improved this semester, another vital area for our

advertising. But more than anything, we need to continue supporting our outstanding marketing department. The work they do is vital to our organization, and we must treat it as such. More staffers need to help out with this work, from helping host events to coming up with ideas to implementing them.

### **Researching the position**

We've both served on management, as desk editors, as reporters. We've collectively designed, written columns, taken photos, created data visualizations and we are fairly confident in our ability to lead in all of those areas. We've also identified the areas we are less experienced in — namely managing social media and marketing, and are actively working on making sure we remain up to par in those fields.

In the weeks leading up to submitting this application, we've spoken to both current editors-in-chiefs, former ones, pro staff members and desk editors. Much of that has focused on issues beyond the technical aspects we're confident in — the ethical and philosophical issues that come with the job, the IDS' relationship with the Media School and the direction we need to go moving forward.

We've also both made plenty of mistakes through our time here. We've been harassed by sources, gone through our fair share of challenges. Our ultimate goal is not only to create an environment where our reporters can gain the base skills they need to get internships and jobs and move up in this world — it's to give them a space where they can make mistakes as well, bend the rules and try new things.

# MIA HILKOWITZ

## CONTACT

513.965.1775  
mhilkowi@iu.edu  
linkedin.com/in/mia-hilkowitz  
510 S Park Ridge Rd., Bloomington,  
IN 47401

## EDUCATION

Aug. 2022 - Present

### PURSuing B.A IN JOURNALISM, MINOR IN HUMAN-CENTERED COMPUTING

Indiana University Bloomington -  
Bloomington, IN

- One of 14 junior students selected for Wells Scholars Program with full cost of attendance scholarship
- Member of the Ernie Pyle Journalism Scholars Program

## SKILLS

Verbal and written communication  
Copywriting and editing  
Organization and leadership experience  
Design and Adobe Suite proficiency  
HTML, CSS and Python

## AWARDS

Fifth Place National Feature Story -  
Associated Collegiate Press Clips &  
Clicks (2023)

First Place Yearbook Organizations  
Spread Story - Indiana Collegiate  
Press Association (2024)

National Scholastic Press Association  
First Place Story of the Year for  
COVID-19 Online Reporting (2021)

Journalism Education Association  
Ohio State Journalist of the Year  
Runner-Up (2022)

Ohio Scholastic Media Association  
Superior Rating for In-Depth  
Reporting (2022)

## REFERENCES

Tom French - Journalism Professor  
727-744-7648 | thfrench@iu.edu

Niki Kelly - Indiana Capital Chronicle Editor  
317-402-6444 | nkelly@indianacapital-  
chronicle.com

Craig Lyons - Arnolt Center for Investiga-  
tive Journalism Managing Editor  
207-649-3525 | cralyons@iu.edu

Ruth Whitmer - Student Media Adviser  
812-322-4073 | rwhitmer@iu.edu

## PROFILE

I am a junior at Indiana University Bloomington currently pursuing a B.A. in journalism with a concentration in news reporting and editing, as well as a minors in human-centered computing, and law and public policy.

## JOURNALISM AND MEDIA EXPERIENCE

May 2024 - August 2024

### STATE GOVERNMENT INTERN

Indiana Capital Chronicle - Indianapolis, IN

- Reported and produced at least three stories a week to publish on the Indiana Capital Chronicle's website and newsletter
- Covered the Indiana Supreme and appellate courts, reproductive and maternal health, election recount efforts, state political campaigns and other issues within Indiana's state government
- Filed Freedom of Information Act requests for investigative projects
- Helped compile and produce candidate position for election guide

September 2022 - Present

### MANAGING EDITOR; NEWS DESK EDITOR; NEWS DESK REPORTER

Indiana Daily Student Newspaper - Bloomington, IN

- As a managing editor, I help edit and coordinate all news, sports, arts and opinion stories for the Indiana Daily Students' weekly print paper and daily website
- Lead daily content and budget meetings for team of 20 editors
- Have reported more than 180 stories covering breaking news, city and state government, and crime beats through interviews, research and newsgathering
- My photography, originally published in the IDS, has been republished in TIME Magazine

January 2023 - Present

### INTERN

Arnolt Center for Investigative Journalism - Bloomington, IN

- Research and report on collaborative investigative journalism pieces with partner journalism organizations, including the Associated Press
- Complete public records requests, interviews and research for investigative projects

August 2022 - Present

### NEWS TEAM MEMBER

WIUX Student Radio - Bloomington, IN

- Gather stories and information for weekly live, on-air news show
- Edit audio from shows and interviews to produce multimedia web pieces
- Gathered information and reported on local, state and national election results for 2022 Midterm Election live coverage

May 2023 - August 2023

### INTERN

Hedges and Yaugh, LLC Law Firm - Middletown, Ohio

- Assisted firm with court filings, briefings, research and administrative tasks
- Shadowed attorney Beth Yauch during court proceedings and hearings

April 2022 - Present

### FREELANCE WRITER

West Chester Liberty Lifestyle Magazine - Liberty Township, OH

- Conduct interviews, report, and write local culture and feature stories in the Cincinnati area

# Andrew Miller

ami3@iu.edu  
317-417-6930

<https://www.linkedin.com/in/andrew-miller-463774213/>

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## EXPERIENCE

### **The Oregonian/OregonLive**

May 2024 – August 2024

*Intern — Business Reporter*

- Embedded myself in the timber industry
- Published nearly 40 stories including six long-form articles
- Worked breaking shifts at two murder scenes, broke a story about the Portland Trail Blazers

### **Indiana Daily Student — Indiana University**

August 2022 - Present

*Reporter — Environment, Elections and General Assignment beats*

- In-depth coverage of the localized impacts of the Israel-Hamas war
- Interviewed two gubernatorial candidates and one candidate for senator
- Broke down IU's climate action plan and profiled researchers in complex physics

### **Indiana Daily Student — Indiana University**

December 2023 - May 2024

*Managing Editor — Sophomore Year*

- Set up comprehensive primary election coverage
- Edited thousands of words per shift from all desks' stories
- Helped lead coverage of Indiana University's pro-Palestinian encampment

### **Indiana Daily Student — Indiana University**

December 2024 - Present

*News Editor — Junior Year*

- Help lead a team of dozens of reporters
- Leading investigations, getting scoops, all that good stuff
- Heavy focus on expanding state government and city coverage

## EDUCATION

### **Indiana University — Bloomington, Indiana**

May 2026

Bachelor of Arts in Journalism and History

GPA: 3.73

**Majors:** Journalism and History

- Concentration in News Editing and Reporting
- Concentration in Medieval Studies

## REFERENCES

### **Ruth Witmer**

*Newsroom adviser for IU Student Media*

812-855-5898

[rwitmer@iu.edu](mailto:rwitmer@iu.edu)

### **Kelley Benham French**

*Narrative accountability director for The Washington Post*

727-744-5571

[Kelley.French@washpost.com](mailto:Kelley.French@washpost.com)

### **Elliot Njus**

*Senior Editor for Newsroom Development*

503-294-5034

[enjus@oregonian.com](mailto:enjus@oregonian.com)