

## 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, Indiana Daily Student news adviser, Franklin Hall 130C.

✓ Electronic files of

- (1) **this completed form** (PDF),
- (2) **your essay answers** (PDF or Microsoft Word), and
- (3) **your résumé** (PDF or Word).

Send all electronic files to Ruth Witmer at [rwitmer@iu.edu](mailto:rwitmer@iu.edu).

The deadline?

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

Late applications will not be accepted.

If only one application is received by deadline, the deadline extends automatically to **noon Monday, March 17**, to encourage additional applications.

The Student Media Board will interview candidates in a public meeting on **Friday, March 28**, in the Student Building. Interview times will be posted after the application deadlines. 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

# Editor-in-Chief Application

Indiana Daily Student | Summer 2025

Jonathan Frey

*name*

*Junior*

*class standing*

*Journalism*

*major*

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?

2026 What is your expected graduation date?

Two, Summer would be my third 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

**It's rather difficult for me to say exactly what I'm going to do once I graduate, as that's still a year and change down the road. However, I've always**

**maintained that I want to find a way to make a living by telling stories. My dream job would be to serve as an editor at a reputable publication.**

### Staff positions you have had

**In Spring of 2024, I served as a news reporter, most notably being one of the younger members of staff to cover the Dunn Meadow encampment. In Fall of 2024, I was the Enterprise editor, and during my time in the position, we were able to dwarf the previous few semesters' number of published enterprise stories.**

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

**Outside of the IDS, my experience has been extremely limited. I only knew I wanted to be a journalist after taking Tom French's Narrative Journalism in Fall '23, and a severe knee injury put me out of commission all of last summer. My only notable job experience is serving as a counselor at YMCA Camp Icaghowan in Amery, WI from 2021-2024. I was offered the position of Unit Leader, a position very similar to Editor-in-Chief in its responsibilities, for the summer of 2024, which was also derailed by the aforementioned injury. I would happily call on any of my camp colleagues to vouch for my work ethic and leadership.**

### Organizations to which you belong

**IDS and Bloomington Delta Music Club. Also, I'm studying abroad as a part of DIS: Study Abroad in Scandinavia.**

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

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 Ave. Room 129/130  
Bloomington, IN 47405  
812-855-0763  
*Summer 2025 application / March 2025*

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Covered a beat              | <input checked="" type="checkbox"/> Edited copy   | <input type="checkbox"/> Wrote commentary         |
| <input checked="" type="checkbox"/> Taken photos     | <input type="checkbox"/> Created multimedia       | <input type="checkbox"/> Designed pages           |
| <input checked="" type="checkbox"/> Assigned stories | <input type="checkbox"/> Managed social media     | <input checked="" type="checkbox"/> Edited proofs |
| <input checked="" type="checkbox"/> Wrote stories    | <input checked="" type="checkbox"/> Edited a desk | <input type="checkbox"/> Special Publications     |
|  |   | <input type="checkbox"/> Arbutus                  |

– *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 (<https://www.idsnews.com/page/charter>) and the qualifications for editor-in chief.

I've 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.

**Printed name**

**Jonathan Frey**

**Signature**

*Jonathan Frey*

**Date**

**03/18/2025**

## 1.

I am a passionate and vocal leader in everything I do. Since joining the IDS in Spring 2024, you won't find anyone more committed to our organization. Even through a torn ligament in my knee that seriously hindered my mobility, I was a valuable and dedicated reporter during some of the most strenuous times at the IDS.

My goals all align toward creating content that matters to and benefits the communities we serve. It goes beyond publishing content without error, beyond content that is just readable. It goes beyond stories that we laud internally amongst ourselves. I envision a full-scale commitment to the public. I want to constantly strive to do better and be better with every story we write.

I'm excited to recruit and train writers and editors both new and old this summer. I understand that this is an organization full of learning journalists — and I understand that I fall into that category just as much as anyone. My expectation will never be perfection. However, I also know that when we are not pushed, we are vulnerable to falling into complacency. Nothing makes me happier as a manager and as a person than seeing the people around me blossom into their full potential. It is the job of editors to bring their writers to that point, and it would be my job as editor-in-chief to bring all of my staff to the point where they feel confident not just in themselves, but in mentoring others.

In my time as enterprise editor, I believe I embodied that philosophy. I worked with writers on many different levels of experience, skill and confidence, and I am proud of the work we did together. Specifically, there were two stories that I believe showcased my ability to lead and advocate.

First, I worked with Eva Remijan-Toba on an investigation of sexual harassment and assault at Crazy Horse, a downtown bar and restaurant. Eva and I both entered the project with minimal experience conducting an investigation, and she was nervous to take on such a sensitive subject. It was my first time leading a story as an editor, so I was nervous too. But as an editor, it was and is my job to project confidence in my writer and in the story. I encouraged her to pursue sources she was otherwise hesitant about and empowered her to take charge of her story through the editing process. I watched her grow tenfold as a writer and reporter, entirely on her own merit, but aided by my unwavering support. I made it a focal point of my personal philosophy to never impose my will on her story, or any story. The true skill of being an editor and a manager is unearthing where your writer wants to go with their story and doing everything you can to help them get there. The resulting story was voted the single best of the semester at Final Slash.

Second, I worked with Natalie Fitzgibbons on a story following three women who had abortions prior to the ban imposed by the state of Indiana. It was one of the most difficult things I've done in my life. The first draft came to me from Words and Pictures only about a week before it was meant to publish. Natalie's reporting was flawless, but the story itself wasn't ready. Working on this story helped me to grow into a much better editor. Natalie showed an unreal amount of drive and passion to finish the story, and I was with her every step of the way. I learned that as an editor, you must be every bit as passionate as your writer. I found my passion in my belief in the story's importance, and if that were ever to wane, I had a backup generator in my commitment

to Natalie herself. We assembled an award-nominated story from only its parts in a week, and I am so, so proud of the work we did.

## **2. Strengths and shortcomings.**

### **Strengths:**

We are the largest and most reputable name in Bloomington media. As such, during the summer, we will still be called on to be the number one provider of local news. It will be a challenge to maintain even half the production of a regular semester with a reduced staff and fewer stories to report, but I will ensure that our quality only improves. Anyone who has worked with me will tell you that I am meticulous about quality control and line editing, and I will employ every tool at my disposal and the skills of those who I work with to keep a quality product rolling.

We are a staff with a deep camaraderie and commitment to our jobs beyond what you see in most college papers. Over the summer, we'll be working with a stripped-down staff, but I will ensure that we are as close and committed to each other as ever. I will continue to engage everyone, regardless of experience, in the culture we have.

We have a wide social media presence, especially after the Socials desk's work this past year. Especially in a stretch where we'll be shorter on content, I'll work closely with Socials to maintain our outreach and keep our audience engaged through creative methods. Specifically, I want to propose a man-on-the-street series. It's a simple way to create interesting and valuable content, and a great experience for reporters to gain confidence in interviewing with relatively low stakes.

**Weaknesses:**

It is the nature of the IDS as a student paper to work with less experienced journalists, which can pose challenges. This is not a weakness per se, but it requires a serious commitment from older and more experienced journalists to help everyone grow. I will personally commit to engaging every single member of staff

During the regular school year, editors can get swamped and allow stories with very fixable changes to publish. During the summer, a benefit of a lighter workload is the ability to devote more time to stories and ramp up the effort we devote to individual stories.

Slack communication last summer was lacking, and though it was nobody's fault, I think it's very fixable. Part of the issue may have been unclear expectations of who was meant to communicate what, and how. I will keep a close eye on communication, and ensure editors are comfortable communicating with their staff.

**3.**

I've answered this a bit in the strengths and weaknesses section, but it's important to keep in mind how different the summer is from a regular semester of coverage. Smaller staff will require stricter deadlines, heavier direct oversight from my position and strategic planning of coverage. One specific tool I can employ to ensure smooth coverage is taking ownership of the majority of story planning. Before the semester begins, I will work with my editors to make a comprehensive list of all stories we can possibly predict. For example, with the arts desk, I'll go over every movie release, art exhibition or whatever else they can think of that they'd like covered. On news, we'll list every planned campus and city event. The Board of Trustees meeting is of special interest and importance, as it will have a lasting impact

carrying through the next semester. My initial thought is that we'll revise our list each week, but I will discuss with my staff and mentors before and throughout my term if this needs to be done more, less, or at all. Ultimately, my main strategy is to be out ahead of everything as much as possible and as early as possible. If we can minimize the unpredictability of the summer, it makes it much easier to keep ourselves prepared for whatever breaking news arises and allows us to plan for filling in the gaps.

I am of the belief that there is a wealth of content whenever and wherever you are in the world. Fewer campus events will make it very hard to churn out as much campus as during a regular semester, but it also allows us to undertake more creative and interesting stories. Without the pressure of important but unimaginative hard news reports on scheduled meetings, I think there's so much room for our reporting staff to explore parts of the city and city life we rarely report on. I've personally always been interested in a profile of the immigrant-owned international market in Eastland Plaza, just to spitball, but I will encourage reporters to come to me and their editors with their most left-field ideas during the summer. I believe that reporters do their best work when they are empowered to work out of the box.

There are always opportunities to collaborate with other IU student media outlets, but during the summer, I envision there being a lot of space to feel each other out. In the future, we will be working in much closer quarters with IUSTV and WIUX. With likely lower stakes during the summer, there will be ample opportunities to experiment with mixed coverage, cross-training in our respective expertises and creative uses of multimedia. There has been significant blowback since the announcement of the student media merger, and I know that not everyone is eager for

the shift, but I want to take my opportunity as a leader to bridge the gap between our organizations for the future of the IDS and whatever shape it may take.

#### 4.

I have noticed through my semesters at the IDS that special pubs often feel like hectic emergencies that we scrape out of by the skin of our teeth. I think the primary reason for this is a failure to communicate to writers, photographers and designers the sheer importance of special pubs, especially as we focus on growing our revenue. By taking a more proactive approach to special pubs, we give ourselves more time to review the content itself and ensure that we are producing them not just out of necessity, but out of an understanding of their value to our audience and revenue.

One actionable item is that we can't give our reporters so much wiggle room in special pubs. At some point, if stories are not taken willingly, we need to be more ready to assign them. As much as this is a learning lab, this is now also a revenue-driven organization. My personal opinions on that aside, it's my job to make sure that our cash cow is grass-fed and free of disease. We can't wait as long as we have in the past to assign stories, and we can't give as late of deadlines. If it comes down to it, and there's slack that needs picking up, editors and upper management need to also be willing to pitch in. I don't expect anyone to work themselves to the bone for the IDS, but I do expect us as a unit to produce on time, and I expect us to be willing to help each other to that end.

#### 5.

I spoke with Natalie Fitzgibbons, last year's summer EIC, and learned quite a bit about her experience. She was adamant that I secure a dedicated special pubs designer

for the summer. Last summer, though special pubs were ultimately released on-time and up-to-standard, far too much of it rested in the hands of Theo Hawkins, the design editor. There were many sleepless nights and a whale of unneeded stress put on their plate, and having someone in place specifically for that job will be one of my top priorities.

She also told me I should advocate for training for myself, which I intend to do both here on my application and moving forward if I am elected. I'm very confident in my abilities to lead, but as a leader, it's also my responsibility to make sure I'm at my best in my position and capable of doing the job. As such, I will take measures from the moment I know I have the job to reach out to pro staff and current/former EICs about how best to approach the position.

Natalie mentioned that I should make sure I keep marketing as a priority in my mind. She said it can be easy to overlook marketing from positions lower down the ladder at the IDS, but keeping our finances in order is as important as anything else in the EIC position, and I intend to do so.

Finally, she told me that I should stay confident in myself throughout the job. It's intimidating to become the boss, and especially so when I've been away for the semester. Summer EIC is also a position that tends to be marginalized in its importance compared to the main semesters. She said it's important that I don't second guess my value to the position and the position itself, and while I wouldn't say I'm someone who struggles with confidence, I will take extra care to monitor my state of mind and find confidence in myself every day.

# Jonathan Frey

3217 E 3rd St. Apt. 114, Bloomington, 47401, United States, 6127186317, jonathandylanfrey@gmail.com

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Date of birth	02/23/2004	Place of birth	Minneapolis
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**PROFILE**

I'm a junior from Minneapolis, MN, studying Journalism at Indiana University. I'm social and extroverted by nature, and I love to interact with customers and coworkers. My time working as a summer camp counselor instilled in me an infallible work ethic and a profound empathy for both those I serve and those I work with. Being an editor taught me powerful leadership and creative problem solving. I am vocal, passionate, and hard-working in everything I do.

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## EMPLOYMENT HISTORY

Jan 2024 — Present      Reporter/Writer/Desk Editor, Indiana Daily Student      Bloomington, IN

I report and write articles for one of the most well-regarded student newspapers in the country. Most recently, the IDS was awarded the 2023 Corbin Gwaltney Award for Best All-Around Student Newspaper as part of the Society of Professional Journalists Mark of Excellence contest. Most notably, I've contributed to the IDS' award-winning coverage of campus protests surrounding Israel and Palestine.

Jun 2021 — Aug 2023      Summer Camp Counselor, YMCA of the North      Amery, WI

Tasked with the guardianship of 8-12 campers, anywhere between the ages 6 and 15 for 6 days and 6 nights. During the day, also required to lead a variety of different activities and teambuild with campers of all ages, genders, races, and backgrounds. I'm skilled in building relationships with campers and myself, as well as ensuring a safe and fun environment for all campers. I also excel in collaborating with coworkers and finding creative solutions tailored to individual camper and coworker needs.

Jun 2020 — Aug 2020      Go-Kart Technician, Elmer's Fun Park      St. Germain, WI

Worked with go-karts on short commercial tracks. Job included interacting with customers or potential customers, managing safety on the racetrack, keeping the track clear of obstacles, landscaping, and upkeep of karts.

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## EDUCATION

Aug 2018 — Jun 2022      High School Diploma, Southwest High School      Minneapolis, MN

Graduated with a 3.6 GPA

Aug 2022 — Present      Journalism BA (in progress), Indiana University -- Bloomington      Bloomington, IN

Currently pursuing a Bachelor's in Journalism, with plans to declare a second major in International Studies. Have worked and excelled with Pulitzer Prize winner Thomas French. Presently and historically receive high marks in all classes.

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**SKILLS**

Leadership	Experienced	Interpersonal Communication	Experienced
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Customer Service	Experienced	Problem Solving	Experienced
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Ability to Work in a Team	Experienced		
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**LANGUAGES**

English	Native speaker	Spanish	Very good command
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