
From: John Smalley
Sent: Friday, September 17, 2010 10:03 AM
To: [REDACTED]
Subject: Newsroom structure changes

Colleagues,

As many of you are aware, some structural changes -- the organizational kind, not the building-new-walls kind -- are under way in our newsroom. For the past year or so we've been operating with a hybrid system that employs a number of merged newsroom departments between the State Journal and Capital Times. There are many pros and cons to such a system, and we've evaluated the functionality of the various merged areas.

At this point, we've concluded the merged departments are not taking us where we need to go -- that is, a newsroom structure and workflow process that is efficient, effective and one that ultimately results in the best quality of work by all involved.

So, starting in a couple weeks with the turn to a new fiscal year, we're going to unwind most of our merged areas. For some in the newsroom, the new structure won't really change things much. For others, the change in process and workflow will be substantial.

In short, State Journal staffers will work on State Journal print products and the [madison.com](http://www.madison.com) Web site, while Capital Times staffers will work on Capital Times print products and the [madison.com](http://www.madison.com) Web site.

The only currently merged department that will stay merged is the Online Desk. Staffers who work on the online desk will continue to edit, post and manage content from both the State Journal and the Capital Times. Otherwise, our day-to-day, week-to-week efforts in the currently merged areas will be separated, with the workloads and workflows reassigned appropriately and as needed.

This shouldn't be viewed as a return to the Iron Curtain era, and we won't be resurrecting any walls between the newsrooms. In fact, we're hoping there still will be ample opportunity for collaboration between staff members and departments in a variety of ways, including sharing content of mutual interest when the situation is right.

As you are all acutely aware, making a quality newspaper and operating a robust, useful Web site is an enormous daily challenge. Our hope is that this latest iteration of newsroom structure within Capital Newspapers will allow us to meet that challenge in ever greater ways.

Individual department heads and supervisors are working on schedules and plans for the new workflows that will result from these changes. Thanks in advance for your tolerance and patience as we move ahead. Please let me know if you have any questions.

Thanks. -- John

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