

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

1964 - 1965 EXECUTIVE COUNCIL

Meeting, November 17, 1964

MINUTES

Presiding: Harold F. Cottingham

Others present:

Willis E. Dugan	Kenneth B. Ashcraft	George O. McClary
C. Winfield Scott	Ralph F. Berdie	John F. McGowan
Gail F. Farwell	William H. Edson	Daniel Sinick
Arthur A. Hitchcock	Paul W. Fitzgerald	Robert O. Stripling
	Dean L. Hummel	David V. Tiedeman
	Barbara A. Kirk	E. Wayne Wright

(Several items of business were enacted during the Workshop of the Council. President Cottingham ruled that these items would be included within the time shown for the regular Executive Council meeting that is reported in these Minutes because these items constitute regular business of the Council and therefore should be made a matter of permanent record through the medium of the Minutes.)

The meeting was called to order by President Cottingham at 1:00 p. m.

I. MINUTES OF LAST MEETING OF EXECUTIVE COUNCIL

It was moved by Dr. Dugan and seconded by Dr. Tiedeman that: The Minutes of the Executive Council meeting of May 14, 15, 16, 1964 be approved as presented. Motion passed.

II. RECORD IN THE MINUTES

It was moved by Dr. Scott and seconded by Dr. Tiedeman that: The three items in the mail ballot of August 10, 1964, be recorded in these Minutes as having been adopted by the Council in the mail ballot. Motion passed.

These three items are:

- A. The Executive Council accepts the ACES Statement of Standards as passed by the ACES Executive Council in April, 1964, and as reported by Chairman Robert Stoughton of the APGA PPS Committee as not being in conflict with the APGA Policy Statement on Counselor Role and Preparation.
- B. The Executive Council accepts the ASCA Statement on Counselor Role and Function as approved by the ASCA Governing Board in April, 1964, and as reported by Chairman Robert Stoughton of the APGA PPS Committee as not being in conflict with the APGA Policy Statement on Counselor Role and Preparation.

- C. The Executive Council cancels the indebtedness of the American Board on Counseling Services to APGA, of approximately \$7,500, with the understanding that this amount exists on paper and is largely due to the salary of the Staff Associate for the American Board on Counseling Services and with a further recommendation that the 1965-66 budget be reallocated to reflect more realistically the time actually spent by the Staff Associate on American Board work.

(For purposes of efficiency the remaining items were not separated between new and old business and therefore are reported for the Minutes in order as they were considered with the exception of the items considered and acted upon during the Workshop, said items being inserted where they fit most appropriately in the order of business.)

### III. ACTION OF THE EXECUTIVE COUNCIL

#### A. Mailing of Election Ballot

It was moved by Mr. Ashcraft and seconded by Dr. Dugan that: The Election Ballot for the 1965 election be sent by bulk mail for this year only on a trial basis, except to Hawaii, Alaska, Puerto Rico, other territories and foreign countries where it will continue to be sent by Air. Motion passed.

It was presented to the Executive Council that the election ballot has normally been sent by first class mail except for Hawaii, Alaska, Puerto Rico, other territories and foreign countries where the ballot has been sent by air mail. To send the ballot by first class mail in January 1965 would cost approximately \$1,900 (possibly more). The postage, in other words, is approximately 10 cents per ballot. In contrast, the cost by bulk mail is 1-1/4 cents each or about \$235 for the 1965 election. It was stated that if this permission is granted for the trial this year, any ballots that are returned as not being delivered will then be retransmitted by first class or air mail depending upon the situation to the best address that could be found.

In addition, it was reported to the Executive Council that it had been found that this year it would be possible to send the election issue of the Guidepost in the same envelope with the ballot and thereby effect a larger saving, considering the cost of mailing the Guidepost. In addition, however, there would be obviated the timing difficulty that always occurs in having the Guidepost, which is sent by bulk mail, in the hands of persons immediately before the ballots are received.

#### B. Names on Election Ballot

It was moved by Dr. Stripling and seconded by Dr. McGowan that: The following statement of policy regarding the dissemination of information about the election be adopted. Motion passed.

The statement of policy is:

1. Information regarding candidates for the positions of President-Elect of APGA and of the Divisions is to be published only in official publications of APGA and the Divisions. The Guidepost will provide adequate and equitable information on each candidate for these positions. If Divisional publications provide information about any candidate for APGA President-Elect or for President-Elect of any Division, adequate and equitable information must be provided on each candidate for the same position.
2. The election issue of the Guidepost will carry the pictures of candidates for President-Elect of APGA, biographical sketches, and statements of candidates; names and biographical sketches will be carried for the candidates for President-Elect of all of the Divisions.
3. Publications of Branches of APGA that carry information on the candidates for President-Elect of APGA or of the Divisions will provide adequate and equitable information on all the candidates for any of these offices. Such publications may, however, carry information on individual candidates for other positions in the Divisions, without equitable information about all the candidates providing the particular candidate is a resident of the state in which the Branch is chartered.
4. The Nominations and Elections Board will release the names of candidates to any interested persons at the time the election issue of the Guidepost and the election ballot are scheduled to be delivered to members of APGA.

The necessity for this policy was pointed up in the work of the Nominations and Elections Board of APGA and was reported by Dr. Dugan. There are continuing developing problems because of organizations that wish to disseminate information about particular candidates in advance of the election ballots. The policy that was proposed by Dr. Dugan and was adopted by the Executive Council is aimed to provide a fairness for all candidates, so far as possible, and a fairness for all publications, so far as possible, that wish to carry information about candidates.

#### C. Report of Publications Committee

1. It was moved by Dr. Stripling and seconded by Dr. Scott that: The statement regarding advertising in APGA publications, as submitted by the Chairman of the APGA Publications Committee, Dr. Charles L. Lewis, be adopted. Motion passed.

The statement of policy is entitled "Advertising in APGA Publications" and reads:

Advertising may be accepted in the APGA and Divisional journals on the basis of service to readers if it meets the following requirements:

- a. Be concerned with services, products, and institutions which are of probable use, interest, value, or service to members in relation to

personnel and guidance professional goals.

b. Be based upon the ultimate decision as to how journal space can best be used, rather than on the amount of revenue that can be produced.

c. Be acceptable as to content and format to the Editor of the Personnel and Guidance Journal or the respective Division journal editors.

d. Be approved by the Advertising Manager of the Personnel and Guidance Journal in the APGA Headquarters office in accordance with Executive Council policy, April 13-14, 1962.

e. Be in accord with all other existing APGA or Division policies as to professional purposes and services.

f. Be handled equitably for all eligible advertisers who have met the requirements (a-e) above.

This statement of policy supplements the statement of policy adopted by the Executive Council in April 1962.

2. It was moved by Dr. Stripling and seconded by Mrs. Kirk that: The recommendation by the Chairman of the APGA Publications Committee for an APGA Publications Review Board be adopted with the reservations that this motion implies acceptance of the ideas expressed and that the Executive Committee is to review a redraft of this, as worked out by the Chairman of the Publications Committee and the Executive Director, and that this draft should then be re-submitted to the Executive Council. Motion passed.

In taking this action on the APGA Publications Review Board, the Executive Council wishes to recognize again the work of this Committee in developing the concept of the APGA Publications Review Board and of the previous Committee under Dr. Delmont K. Burn on the same item. (The statement establishing the Board will be attached as an appendix to these Minutes after it has completed the process of approval that is indicated in the motion.)

In the discussion regarding this item it was felt that there must be indicated a means of communication among Divisions, and the legal aspects of Divisions and APGA must be cleared with the General Counsel. By and large, the Executive Council in its motion of approval of the idea expressed the wish that the functions and general procedures of this Board should be spelled out in sufficient definiteness to assure both that the Board could function in the role it is expected to perform and that there would not be any misunderstandings concerning its role.

D. APGA Position on Legislation

It was moved by Dr. Scott and seconded by Dr. Stripling that: The Executive Council adopts the statement entitled, "APGA Position on Legislation," and with the understanding that the letter from the General Counsel to the Executive Director is included as an appendix to this statement. Motion passed.

(The APGA position on legislation is included as an appendix to these Minutes.) There has long been a need felt to have an open statement on the position of the Association on legislative matters in view of the pressures that frequently are exerted relative to legislative matters. During the past year and a half during which the Executive Director has been working on the development of this statement, there have been many conferences with the General Counsel and with other persons relative to the statement. The one that has emerged is believed to be a sound one on which the Association stands, and that can be shown to anyone to clarify completely the position of APGA on legislative matters.

E. Committee on Federal Relations

It was moved by Dr. Stripling and seconded by Dr. Scott that: APGA establish a Committee on Federal Relations to consist of not more than five (5) persons, of whom two shall be members of each successively current Executive Council, and having the following mission:

To be concerned with the nature of federal legislation as it affects the guidance of children, youth, and adults and with the administration of programs stemming from such legislation. Specifically, to recommend actions to the Executive Council, and to express the viewpoints of APGA directly to federal agencies within the framework of established policies of APGA. Motion passed.

In passing this motion it was felt by some members of the Executive Council that the Committee on Federal Relations should take as its first task the definition of its duties and procedures and should report the same to the Executive Council. In the composition of the Committee it was recommended to the President that the members of this Committee should represent a sufficient breadth and depth to bring the appropriate areas of interests to bear on the work of the Committee and that the President should consult with Divisions regarding the appointments.

In reporting this recommendation for the formation of a Committee on Federal Relations, it was stated that the U. S. Office of Education, as well as other federal agencies, has sprung into a giant organization dispensing funds and operating programs many times in excess handled as recently as two years ago. Other agencies of the government are supporting programs in counseling and guidance. The professional association has an obligation to society to respond to the needs for professional directions that are represented by this vast upsurge in programs. What is needed appears to be a Committee, small enough in size to be able to convene a number of times each

year, consisting of persons who are highly visible but persons, so far as possible, who would not have a conflict of interest in Federal programs. It is expected that such a Committee will be the point of some of the consultations of APGA with Federal agencies and that when new programs are contemplated or new directions given to old programs, this Committee will be consulted by the Federal agencies concerned.

F. Seminar or Workshop on Educational and Career Information

It was moved by Mrs. Kirk and seconded by Dr. Fitzgerald that: The area of concern relative to the aims, content and methods of the curriculum in counselor education on educational and career information development be referred to NVGA for study in consultation with other Divisions. Motion passed. (This motion was passed with the understanding that NVGA would take this proposal under consideration and see what action is to be evolved, presumably with a joint committee involving, in addition to NVGA, ACES and ARCA.)

As a part of the move into the reality of today's society, concern has been expressed that the preparation of the counselor in the realm of career and educational information and development keep attuned to these times and the needs of the population with which counselors are working. A seminar, with considerable advance preparation, could be conducted, and following such a working session there should be a working paper or a monograph that could help to stimulate further studies and improvements in this part of the counselor education curriculum. It was reported by the Executive Director that he had received expressions of interest - and probable commitment - from one industrial foundation and with the commitment of that Foundation for help from other Foundations to obtain full funding for such a workshop or seminar.

G. Workshop on Counseling for those who do not go to Four-Year Colleges

A recommendation was made that there be a workshop or seminar on counseling for those who do not go to four year colleges. This would be with the aim of developing more effective counseling for these young men and yougn women. The objectives would be to analyze the counseling dynamics and the aims and motivations of such youth as contrasted to others; to construct ways of working most effectively with such youth in a counseling relationship; to develop publications as ways of communicating with counselors on this part of the population. Preliminary investigation had indicated the strong probability that financing could be obtained under the Vocational Education Act.

The Council did not act on this proposal; Dr. Tiedeman expressed the view that this was a matter for university research and not for the Association.

H. Conference on Counselor Education Supported Under the Vocational Education Act

It was proposed that APGA hold a conference in cooperation with the American Vocational Association on the counselor education that will be funded under the Vocational Education Act of 1963. The conference could well be supported almost in its entirety by the individuals who attend, but for those not able to attend, preliminary

investigation had indicated the probability of funds being obtained under the Vocational Education Act.

In explanation of this proposal it was stated that the Office of Education anticipates that the counselor education program under the Vocational Education Act will involve groups of thirty (30) persons who are teachers in vocational classes and who will now be given one year for preparation in counselor education under the Vocational Education Act. In the course of several discussions in the Office of Education it has become apparent that there are problems in this program that must be solved. For example, some state directors of vocational education are determined to dictate the kind of "vocational counseling" this will be. Since they have contracting power with the universities they will eventually be seeking to inform the universities about the exact nature of the training for this "vocational counselor." There is a question also whether or not this will be the institute type of training. The proposed conference would bring together state guidance supervisors, state vocational education directors, along with persons in counselor education. The proposal had been discussed with Dr. Mobley, Executive Director of the American Vocational Association, and with Dr. Arthur Harris of the U. S. Office of Education, both of whom feel strongly in favor of it.

Dr. McGowan brought up the point that the American Vocational Association had disseminated a pamphlet that seemed to be in competition with APGA relative to bringing counselors into the Association. As long as this condition existed it was felt that APGA should not seek to join with AVA on a matter of this sort and the question was dropped without further action.

Relative to the publication mentioned by Dr. McGowan, he stated that he would send it to the members of the Executive Council.

#### I. Source book of Information on Federal Programs

It was proposed that APGA publish a source book of information on the Federal programs affecting the development of human resources, giving information on the nature of each pertinent title of each pertinent bill, such as the exact nature of each title, significant deadline dates for applications, where to apply, where to obtain guidelines, etc. The reason for this proposal rested in the large number of requests for information that had come to the Headquarters office and the very great difficulty experienced by persons in universities, school systems and other settings, in obtaining the exact kind of information that they need. Such a publication with cross references for such subjects as counselor education, would be used extensively, according to many persons who had commented about this to the Headquarters office. Following the Conference on Federal Programs, conducted by APGA on November 8 and 9, the need for this type of information had become more pronounced.

It was felt by members of the Executive Council that APGA should not furnish this type of list. APGA might list places for information of a limited nature such as has been provided in the Guidepost on legislative matters, but some government agency or other part of the society should furnish the complete kind of information indicated

here. Therefore, the Executive Council did not take action on this proposal.

J. The Role and Preparation of Counselors in the Elementary School  
(Items J & K were developed from the report of the Ad hoc committee on Counselor Role and Preparation, attached as appendix.)  
It was moved by Dr. Stripling and seconded by Mr. Ashcraft that: The following recommendation be adopted by the Executive Council. Motion passed. The recommendation reads:

It is recommended that the APGA Executive Council invite the Association for Counselor Education and Supervision and the American School Counselor Association to form a Joint Committee on the Role and Preparation of the Elementary School Counselor. The Joint Committee would be formed by the Presidents of the respective Associations in consultation with the President of APGA, and after they have conferred with the Presidents of other Divisions. The Joint Committee is charged with the mission to:

1. Make appropriate recommendations, through the channels of APGA, on the role of the elementary school counselor.
2. Make appropriate recommendations, through the channels of APGA, on the preparation of the elementary school counselor.

(The term, "through the channels of APGA," is intended to designate acceptance of the statement by the Governing Board of ASCA and the Executive Council of ACES, and transmittal of the statement to the APGA Executive Council by the APGA Committee on Professional Preparation and Standards with comments by that Committee.)

It was the understanding of the Executive Council members that they would receive copies of early drafts of the statement. It was also suggested that the Joint Committee should hold an open meeting at the Minneapolis Convention.

In carrying out its mission on the role and preparation of the counselor in the elementary school, the following guidelines are provided for the Joint Committee:

1. A time schedule should be prepared by the Joint Committee to establish the deadlines by which each phase of action will be completed. This schedule should be filed with the President of APGA as soon as possible.
2. The schedule should account for the presentation by the Joint Committee of a Report of Progress at the Minneapolis Convention. (An open meeting is being scheduled designating the Chairman of the PPS Committee as the Chairman of the meeting and the Chairman of the Joint Committee as the Presenter and the members of the Joint Committee as Discussants.)
3. The Joint Committee is expected to move into action without delay.
4. The Joint Committee is expected to use already existing documents in preparing its tentative draft of the role of the elementary school counselor that



should be ready by the time of the 1965 Convention. Particularly, the report of the Committee chaired by Dr. Anna Meeks should be used extensively. However, the Joint Committee should not view its draft as a "stop gap" measure, but rather as a forth-right statement that fits into the time schedule for the production of the final draft.

5. This statement should be preceded by a statement of broad functions of the elementary school counselor.

6. The statement of the preparation of the elementary school counselor should proceed at the same time, utilizing the background of existing statements of the preparation of counselors and dealing with the specialization of elementary school counseling as these emerge in the development of the statement on the role of the elementary school counselor.

7. In performing its work, the Joint Committee is expected to consult with and be sensitive to, representatives of school psychology and school social work; representatives of elementary school administration, supervision, and teaching; and, representatives of other appropriate associations and Federal Agencies. It is assumed that such consultations, as well as the total work of the Joint Committee, will clarify the distinct role of the elementary school counselor in contrast to roles of others, particularly other pupil personnel workers, and that such clarification will serve to establish the meaning of the term of the worker who is designated in this statement of mission.

K. The Role and Preparation of Counselors and Other Student Personnel Workers in Higher Education.

It was moved by Dr. Stripling and seconded by Mr. Ashcraft that: The recommendation for the preparation of a statement on the role and preparation of counselors and other student personnel workers in higher education be accepted with the understanding that the same procedures for the appointment of the Joint Committee and the preparation of the drafts of the statement would be followed as with the elementary school statement. Motion passed. The statement reads:

It is recommended that the APGA Executive Council invite the American College Personnel Association, the Student Personnel Association for Teacher Education, and the Association for Counselor Education and Supervision to form a joint committee on the role and preparation of the counselor and other student personnel workers in institutions of higher education. (It is assumed that junior colleges are included in this consideration.) The joint committee would be appointed by the Presidents of the respective Divisions in consultation with the President of APGA.

The Joint Committee is charged with the mission to:

1. Make appropriate recommendations, through the channels of APGA, on the role of counselors and other student personnel workers in institutions of higher education.
2. Make appropriate recommendations, through the channels of APGA, on the preparation of counselors and other student personnel workers in institutions of higher education.

The discussion on the two preceding joint committees, as acted upon at the regular business session, had been considered in the Workshop session and since a motion had been offered at that time, it will be made a matter of record in these Minutes.

Mrs. Kirk had given the information regarding the statement on college student personnel work that would be utilized as a guide for the persons discussing college student personnel work in a conference called by Dr. Bedell, and it would be presumed to be a guide for other actions or discussions. This is the statement prepared by Dr. Esther Lloyd-Jones and reviewed by Mrs. Kirk with the ad hoc Committee that met at the direction of President Cottingham on Sunday, November 22. The statement had been prepared by Dr. Esther Lloyd-Jones as Chairman of a committee appointed by Mrs. Kirk.

In the discussion on the formation of two committees, one at the elementary level and one at the higher education level, there were many suggestions made relative to the problem of ways of forming such committees. It was a matter of agreement that ASCA would be concerned at the elementary level and ACPA at the higher education level and that ACES would be concerned with the preparation of personnel at both levels. In the setting of finding the best way to develop the two committees, it was moved by Mr. McClary and seconded by Dr. Hummel that: The two new committees recommended for developing statements on the counselor in the elementary schools and on the counselor and other student personnel workers in higher education be APGA committees and that the Division having primary responsibility for the respective types of training be consulted in the formation of the committee. The motion was defeated.

The record of discussion would indicate that the primary consideration in the action taken on the motion was the precedent that would be established by this situation and that would indicate that the joint committees in the future might be appointed by the APGA President.

Further points that were made in the discussion included the concern about whether these committees would get into matters of technical aspects of counseling at the elementary school level or counseling and other aspects of student personnel work in higher education. It was responded that this concern would really be superseded by the concern of the precedent in the situation regarding the appointment of the Committees.

It was further stated, in another point, that ACES must deal with the technical school question that it would not be a matter of primary responsibility of the American College Personnel Association. Reference was made to the statement in the agenda regarding

the formation of the joint committees that junior colleges were presumed to be within the purview of the formation of the joint committee but the statement was made that technical institutes do not always fall within the framework of a junior college.

It was stated by another member of the Council that ACPA should have the primary responsibility for the preparation of college counselors.

None of these statements of expression is intended to indicate that there was full agreement; these comments are intended only to indicate the content of the discussion.

L. Committee on the Role and Preparation of Counselors in the Vocational, Technical and Area Vocational Schools, in the Employment Service and in Other Activities other than Elementary and Secondary Schools and Colleges.

It was moved by Dr. Dugan and seconded by Dr. Fitzgerald that: The APGA Executive Council invite the American Rehabilitation Counseling Association, the National Vocational Guidance Association, and the Association for Counselor Education and Supervision to form a Joint Committee on the Role and Preparation of the Counselor in Other than Regular Elementary, Secondary and Higher Education Institutions, with the understanding that the Committee is set up similar to the two preceding committees, and that the Joint Committee will be appointed by the Presidents of the respective Divisions in consultation with the President of APGA. Motion passed.

The joint committee is charged with the mission to:

1. Make appropriate recommendations, through the channels of APGA, on the role of counselors in areas of activity that utilize counselors outside of the regular elementary and secondary schools and outside of college settings. It is understood that these areas are intended to include not only offices such as the Employment Service office but also vocational programs, technical institutes, and area vocational schools.
2. Make appropriate recommendations, through the channels of APGA, on the preparation of counselors for these same areas of job setting.

In the three foregoing motions to form joint committees for the development of statements on the role and preparation of counselors (and other student personnel workers as appropriate) it is recognized that several professional groups both within and outside of APGA have already contributed significantly through commission reports and in other ways to understandings regarding the role and professional preparation of college counselors, elementary school counselors, and other counselors. It is expected that the joint committees that work in their respective areas will utilize these various reports and recommendations. It is assumed that they will also suggest ways or outlines of plans for implementing their recommendations. As soon as possible each of the joint committees should supply the President of APGA with the time tables of their work and also conduct open forums at the Minneapolis Convention where at least a progress report will be made and time given for comments and suggestions from the membership of APGA.

M. Study of Rehabilitation Counseling.

It was moved by Dr. Stripling and seconded by Dr. Tiedeman that: Approval is granted to the request to propose a study of rehabilitation counseling to the Vocational Rehabilitation Administration and to accept a grant or a contract from VRA for this purpose, said study to be sponsored by APGA and administered by ARCA as the Division designated to assume the professional responsibility. (In practice this means that the President of ARCA and the President of APGA would reach an agreement on such matters as the Director of the Project.) Motion passed.

Through a series of circumstances it became possible to submit a proposal for a feasibility study to VRA. In consultation with Dr. Sinick, with VRA personnel and with the approval of President Cottingham, a draft of a proposal of a feasibility study was prepared. After several redrafts, a tentative draft had recently been left at VRA for informal study. VRA had indicated the acceptableness of the content of this study. A feasibility study provides \$15,000 essentially for studying the best procedures for carrying out a larger study. During the course of this work, the proposal for the full scale study of the role and preparation of the rehabilitation counselor would be prepared. VRA has indicated that in the full study it will likely have included some consideration of work in the realm of rehabilitation counseling which can or cannot be carried by persons who are not professional counselors.

The VRA had found that its funds were depleted for feasibility studies and in an informal discussion with Dr. Usdane and Dr. Nicholas they had been urged that the full scale study proposal be prepared without the feasibility study.

It was reported that Dr. Robert Stoughton as Chairman of the PPS Committee was informed about and aware of this possible proposal and that he endorses the submission of a proposal for such a study.

In the foregoing motion the intent is to indicate that APGA is seeking to make it possible for ARCA to carry through this study. Many comments that were made by members of the Executive Council and that had been made previously by others indicate the advisability of seeking to bring ARCA into prominence as the professional association for rehabilitation counselors.

N. Resolution on Employment Service Counseling.

A draft of a resolution on Employment Service counseling was presented to the Executive Council to provide a guide for the President or others who would be representing APGA in providing testimony if there is legislation on Employment Service counseling during the next session of the Congress, opening in January 1965. The Executive Director expressed the feeling that the resolution was not entirely well stated and that it should be redrafted. It was therefore moved by Dr. Kirk and seconded by Dr. Tiedeman that: The intent of the resolution as presented is approved and that this can be accepted as approval of the resolution following its rewording and resubmission by mail to the Executive Council. Motion passed.

The resolution as resubmitted to the Executive Council and accepted by the Council will be attached to these Minutes as an appendix.

In the discussion of this resolution it was felt by members of the Executive Council that there should be included among other things: the role of the Employment Service in national manning, placement and counseling not being the exclusive right of the Employment Service, that the role of Employment Service Counselors and their preparation should be consistent with the content and implications of the resolution of the PPS Committee relative to short-term training as well as with the content and implications of the various APGA and Divisional resolutions on role and preparation of counselors as enacted in the 1964 Convention, that the level of competence of Employment Service counselors be considered, that in-service training and out-service education be included.

O. CAUSE Program

Dr. Stripling brought up the matter of some action relative to the CAUSE Program of the summer of 1964. In the discussion on this matter, a consensus was taken and it was the consensus of the Executive Council that the President, in accordance with Dr. Stripling's proposal, should appoint a committee to meet with the Secretary of Labor and communicate within a month to the Executive Council on the progress, asking the Secretary of Labor:

1. It was understood by members of APGA that persons who were trained in the CAUSE Program in the Summer of 1964 would be called counselor aides or youth advisors. There is some evidence that these people are being called counselors and are being assigned duties that would normally be assigned to counselors. What is the official policy of the Department of Labor on this matter?
2. It was the understanding of members of APGA that persons in the CAUSE program would have the opportunity for in-service training during the time when they would be employed as counselor aides and some or all would have opportunities for further full-time graduate education in counseling. What has the Department of Labor done to make this intention operative?
3. It developed in further comment that an additional point might be made, namely that within the training program for the CAUSE trainees, certain practices had been engaged in that are considered to be obnoxious to universities. Such practices include the issuance of diplomas that give at least an implication of a status that is not achieved in an eight weeks program and that is quite out of keeping with usual practices of universities. Other matters of administration would be included.

In the discussion on this matter, some of the difficulties of confronting the Secretary of Labor on such matters was pointed out. Dr. Dugan stated that the proposed action sounded rather negative in that it seemed to be chastizing the Secretary of Labor and furthermore that the work of the persons on the job is really in the hands of state civil services and not in the hands of the Secretary of Labor.

It was also pointed out that such questions being put to the Secretary of Labor in a confrontation with him would unquestionably be answered by persons along the line. It was therefore suggested that a letter be written to the Secretary of Labor by the President of APGA pointing out the concern of APGA with various matters as stated above and that this letter be reviewed in advance with Mr. Robert Goodwin who in the course of Department of Labor channels would be receiving the document anyway from the Secretary of Labor.

It was the consensus that this line of action should be followed by the President but with a free hand to the President to express the concerns of the Council to the Department of Labor in the best way that he possibly can and to report to the Council on this.

P. Conventions

In the previous discussion in the Workshop it had been stated that the Convention Manual should show the relationship of the Convention to the Headquarters and it should also show the program procedures. It had been reported to the Executive Council that both of these matters were planned for the next revision of the Convention Manual which will be made after the Minneapolis Convention and that already had been discussed with the Minneapolis Convention personnel.

It was moved by Mrs. Kirk and seconded by Dr. Tiedeman that: The policy be established that the exclusive Convention responsibility lies within the province of the Convention Coordinator, and the Program Coordinator and other Coordinators and Committee Chairmen, with the APGA Headquarters Staff serving as a consultative body under the general jurisdiction of the President of the Association. Motion passed.

The foregoing motion was proposed by Dr. Farwell in the Workshop as a matter of bringing to a closure the discussion that had been held regarding the Minneapolis Convention.

Q. Governmental Structure of APGA and Divisions

In seeking to bring together many comments that had been made in the Workshop relative to the governing of APGA, it was moved by Dr. Dugan and seconded by Mrs. Kirk that: The APGA Constitution Committee examine the digest of this Executive Council discussion of APGA governmental structure (and other documents, proposals, and suggestions) with special reference to the functions and membership of the APGA Senate, Executive Council, and Executive Committee and

1. That in order to distinguish clearly between APGA and Divisional policy development and business action that representation in the Senate be considered in terms of APGA state-wide branch delegates in contrast to the present practice of both branch and divisional delegates; and
2. That a preliminary conference on APGA governmental structure be scheduled as an open meeting of the Constitution Committee at the APGA Convention. Motion passed.

In the discussion on this matter there were suggestions that the Constitution Committee be expanded somewhat to enable it to function on a basis more broadly directly representative of all Divisions. It was further suggested that the Constitution Committee could not be expected to develop actual Constitutional amendments until after the Minneapolis Convention. Thus, an open meeting would provide an opportunity for the Constitution Committee to hear more discussion. It was suggested also that the Constitution Committee might confer with various members of the Executive Council.

It was suggested by Dr. Tiedeman that this matter is so large that it should be considered by an ad hoc committee and that that committee should eventually make known to the Constitution Committee the changes that it believes should be made. Dr. Dugan pointed out that the Constitution Committee really could not formulate amendments without being thoroughly acquainted with the same kind of materials that such an ad hoc committee would have to have had.

R. Role of Headquarters (Executive Director)

It was moved by Mr. Ashcraft and seconded by Mrs. Kirk that: The President appoint a Committee of three members of the Council to study the activity of the Executive Director, and prepare a report for the Executive Council and in said study to endeavor to delineate appropriate priorities and recommend limiting functions in which there is dual responsibility. Motion passed.

S. Governmental Structure, Role of Headquarters, Decision-Making Process

In connection with questions of government of APGA and functions of the Executive Director, as discussed in the Workshop, Dr. Farwell brought attention to the composition of the Executive Committee. He recommended that the Presidents and Presidents-Elect of the Division select two members from their body to be added to the composition of the Executive Committee, thus increasing the membership of the Executive Committee to seven. It was pointed out that there might be a question about the Constitution in respect to this although it was suggested that the two additional persons, for the time being at least, could be non-voting. It was felt that there was no particular need for this.

Mr. McClary pointed out that the Council members as a group should have confidence in the Executive Committee and in the fact that the Executive Committee will consult with the Divisional Presidents.

Dr. Tiedeman pointed out that he felt there had been a consensus that there was a recognition of the responsibility of members of the Council on their own to participate, investigate and criticize as matters arose rather than to hold attitudes which are difficult to deal with.

On the grounds of these comments, action was sought to put this suggestion into a motion.

Dr. Wright then brought up the question of the appointment of a Committee to consider areas in which the previously passed motion to appoint a committee was completed (relative to the government of APGA). Dr. Fitzgerald followed this with questions about the identification of APGA policy and ways in which such policies can be formulated regarding areas of concern of the Association.

Mrs. Kirk indicated her concern that the President appoint a sub-committee of the Executive Council to examine the program of the Association in order to determine what properly is its program and its priorities in terms of budget limitations.

It was then moved by Dr. Wright and seconded by Dr. Berdie that: The President appoint a sub-committee of the Executive Council to determine areas in which the Executive Council needs to establish policies as guidelines for program and action and decisions, by which it can be better determined who shall make what kinds of decisions. The motion was defeated.

In the process of the discussion on this particular motion, it was recommended that the Executive Council meet three times a year. It was also suggested that the Council should have an opportunity to ventilate its feelings and ideas in an unstructured manner for part of the period. This idea was incorporated when it was moved by Dr. Fitzgerald and seconded by Dr. Wright that: The Executive Council should meet at least three times a year with the possibility of including in one of these meetings a "retreat" but that at each meeting there should be plans that would make it possible to include the opportunity for discussion of policy matters and a relatively unstructured kind of session in addition to the regular business sessions. Motion passed.

It was moved by Dr. Tiedeman and seconded by Mr. Ashcraft that: A Committee be appointed to study the financial consequences in the next two years of policies of the Association and to recommend financial policies that will assure reasonable funds to enable the Council to have funds available for new programs. Motion passed.

The foregoing motion was connected with the previous motions relative to the formation of a committee to study policies.

T. Ad hoc Committee of Educational Institutions on Copyright Law Revision.

It was moved by Mr. Ashcraft and seconded by Dr. Scott that: Recognizing that the education community has a substantial interest in the proposed revisions of the Copyright law and that the use of the Copyright law in the classroom is an established and expected privilege, the American Personnel and Guidance Association joins with the other educational organizations in the Ad hoc Committee on Copyright Law Revision with the hope that the interest of the educational community will be better served in the Copyright law revision. Motion passed.

For the past year, twenty-five (25) major educational organizations have engaged in studying the proposed changes to the Copyright law as they affect education's use of material and resources. Although the Register's proposed Bill died at the end of the last Session of the 88th Congress, a new Bill will likely be presented to the new Congress in January or February. (The effect of the proposed changes in the Copyright law will be to curtail or close off the use of copyrighted materials for classroom use in ways that teachers and others customarily have used them.) This committee has taken the position with respect to the proposed new law, both in public press conferences during the first week in August and in statements before the Register, that the Bill in its present form will be detrimental to education's need and that substantial changes should be made. This Ad hoc Committee will concern itself with the areas of "fair use," utilization under the "for profit" limitation, and the duration of the copyright.

The names of the associations currently forming the Ad hoc Committee on Copyright Law Revision were stated to the Executive Council are here made a matter of record in the Minutes.

American Association of Colleges of Teacher Education  
American Association of Junior Colleges  
American Association of School Administrators  
American Association of Teachers of Chinese Language and Culture  
American Association of Teachers of French  
American Association of Teachers of Spanish and Portugese



American Association of University Women  
American Council on Education  
Association for Higher Education  
College English Association  
Council of Chief State School Officers  
Department of Audio-Visual Instruction, NEA  
Department of Classroom Teachers, NEA  
Department of Foreign Languages, NEA  
Department of Rural Education, NEA  
Midwest Program on Airborne Television Instruction, Inc.  
American Association of Educational Broadcasters  
National Catholic Educational Association  
National Catholic Welfare Conference  
National Commission on Professional Rights and Responsibilities, NEA  
National Council of Teachers of English  
National Education Association of the United States  
National School Boards Association (Tentative)  
National Science Teachers Association  
New Jersey Art Education Association

U. Increase in Student Membership Dues

It was moved by Dr. Tiedeman and seconded by Mr. Ashcraft that: The dues for student members be increased from \$11.00 per year to \$16.00 per year, effective May 1, 1965.  
Motion passed.

This recommendation was made by the Finance Committee of APGA as it has continued its study of the financial condition of APGA. Dues for student members have always been one-half the regular dues. Now the budget is made up with the number of student members shown as ten per cent of the total. Last year the actual figure was 9.6 per cent. Taking the entire budget, based upon 16,200 members, then the cost per member is \$24.41. The Finance Committee feels that with so large a portion of the membership made up of student members, and with the cost per member at this figure, student fees should be higher and the Committee feels that this figure of approximately two-thirds of the regular fee is more than just one-half rate.

The Executive Council requested that a report be submitted in two years after the change has gone into effect to show what changes if any the increased student dues may have upon the number of student members.

V. Format of Journal

The Council has been presented with several designs for changing the format of the Journal. The Council was informed that the Publications Committee had studied the same materials and felt that it should not actually make a recommendation to the Executive Council but it did state its preference for a new cover format. The Council also felt that it should not actually vote on a specific format but it did record itself as pre-

ferring the one that was the same as that preferred by the Publications Committee. In actual effect, the Editor and Editorial Board will make the final vote. No action was taken specifically relative to a possible disagreement between the Editor and Editorial Board on the one hand and the preference of the Executive Council on the other, but it would be assumed that this matter would be referred back to the Executive Council with a recommendation if the Editor and Editorial Board did not see the preference in a way similar to the Executive Council.

It was stated that the changes in the format of the Journal could not be enacted in September 1965, unless the budget can accommodate the changes.

For two years there has been a desire on the part of a number of people to develop a somewhat different format for the Journal that would be more in keeping with the times but that would be in such substantial good taste that it would last for many years. The Editors have wanted to do this. Without money for such a study, we have utilized only one commercial artist and the artists at Mack Printing Company. For formats that are suggested and that are illustrated for the Executive Council are believed to contain at least one that would be thoroughly usable for a new format for the Journal.

The meeting adjourned at 4:10 p.m.