

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

MINUTES

Executive Council Meeting

November 18, 19, 20, 1965

Presiding: C. Winfield Scott

I. CALL TO ORDER

The meeting was called to order at 1:45 p.m., November 18, by President Scott in the Washington Hilton Hotel, Washington, D. C. Members of the Executive Council present were:

Ralph F. Berdie	Arthur A. Hitchcock	Frank C. Noble
Bernard R. Black	Kenneth B. Hoyt	C. Winfield Scott
Harold F. Cottingham	Henry L. Isaksen	Benjamin Shimberg
Walter N. Durost	(sat in for Paul Fitzgerald	Robert O. Stripling
(only on 19th and 20th)	on November 18)	W. Wesley Tennyson
Gail F. Farwell	George O. McClary	David V. Tiedeman
Paul W. Fitzgerald	John F. McGowan	Garry R. Walz
(only on 19th and 20th)	John E. Muthard	E. Wayne Wright

The following observers were present: David Dawson, Stephen B. Friedheim, Beverly Gunstone, Ralph H. Johnson, Laura Mae Kress, and Patricia Lawlor.

Dr. Scott opened the meeting by asking one minute of silence in tribute to Harold Seashore.

II. MINUTES

A. Minutes of Last Meeting

The revised minutes of the May 27-29, 1965 Executive Council meeting were presented. A question was raised about the omission of some Divisions on page 3. (It was moved and seconded that: The Minutes be approved as revised with the exception of Item 3C on page 3. Motion passed. (The corrected page 3 is attached as Appendix A.)

B. Votes Taken by Mail Ballot

All motions sent out for mail ballot passed. It was moved and seconded that: The Report on the mail ballot results be accepted. Motion passed. These items are:

(1) Travel and Honoraria; (2) The Role of the Professional Preparation and Standards Committee; (3) To have a study of sub-professional training and personnel done by the PPS Committee; (4) Authorization for APGA to become a member of the U. S. Commission on UNESCO; and (5) Resignation of Executive Director.

III. REPORTS OF OFFICERS AND DIVISIONAL PRESIDENTS

A. Officers

1. President

No report was given by President Scott.

2. Executive Director

No official report was given by Dr. Hitchcock. Attention was called to the fact that the Administrative Staff were attending as observers and will take part in appropriate committee reports and studies.

3. Treasurer

Dr. Farwell called attention to the 12 1/2 percent growth in membership. There is also a lag between membership income and the payment of bills. He stated that the new Medicare Act adds to our social security budget requirements. It was reported that a certain portion of the rent from our 1607 New Hampshire Avenue, N. W., building must be taxable. There is a need for the modification of certain personnel positions. Dr. Farwell remarked about a recommendation for additional clerical personnel at Headquarters. A question was raised about the necessity of installing a new telephone system in lieu of the proposed Management Consultant Firm study of Headquarters. Further clarification was given by David Dawson and Gail Farwell on various budget items and the Treasurer's report.

B. Divisional Presidents

1. American College Personnel Association

Dr. Ralph Berdie reported about an analysis done recently which compared the membership overlap between ACPA and other associations. It was learned that 80 percent of the ACPA members do not belong to any other COSPA association. There may be 12,000 to 13,000 student personnel workers, but only 4500 of these belong to ACPA or APGA. This is relevant for APGA because of the growing interest to have COSPA develop into a separate organization of student personnel workers in higher education. Dr. Berdie said that since they have a list of these particular individuals not belonging to ACPA, efforts will be made to make them members. This list was produced from the eight COSPA organizations and the ACPA membership lists.

The 14 ACPA Commissions have been very active. One is starting a study on the implications of a code of ethics and a casebook. The Commission on Professional Preparation has prepared several statements, including one with COSPA, and an inter-divisional statement on the role and preparation of student personnel workers. These will be analyzed and recommended to the Executive Council for action. Two Commissions are working with the Junior College Association to plan a training institute for persons involved in preparing student personnel workers. A policy statement is being prepared by the Housing Commission on the housing of students in colleges and universities.

Dr. Berdie stated that two studies are being done. One is on membership and the other concerns the attitudes of members toward Conventions.

Dr. Muthard suggested that the other Divisions might benefit from the reasoning behind the ACPA Commission structure. Dr. Black summarized the distinction between their Committees and Commissions. They found the Committees too large to function well, so fifteen or twenty people were appointed to commissions on a rotation basis. They are structured with long-term goals whereas the Committees are of shorter duration and concentrate on specific tasks. The latter reports to the Executive Council and the Commission Chairman reports directly to the Commission Coordinator. This structure also enables more members to be active in the organization.

2. The Association for Counselor Education and Supervision

Dr. Stripling reported that the main issue concerning ACES will be the reports for preparation of counselors at all levels, and called attention to the Higher Education Act and relationships to counselor education. ACES will have had five regional meetings this fall which have helped to stimulate interest and activity in the area of guidelines to follow in the education of counselors. He felt a new look must be taken at guidelines for secondary school counselors and those in elementary and higher education counseling. The preparation of people in non-education settings should also be looked into.

The Executive Committee is moving toward forming a Professional Preparation and Standards Committee in ACES to look at the overall responsibilities for leadership in helping institutions prepare for quality preparation. It would work closely with the overall PPS Committee with the specific aim of upgrading the preparation of counselors.

3. National Vocational Guidance Association

Dr. David V. Tiedeman reported that the reorganization of the Division is continuing which has activated the possibility of continuing section and interest groups. These are being investigated in order that attention might be given those that wish to take action.

Commissions are being established that focus on three primary areas: (1) Several commissions are working on the problem of vocational materials as they are used in the educational frame; (2) The relationship between employment services and schools and colleges is being studied. Tentative steps toward looking into private employment counseling have been taken; (3) A commission concerned with economic opportunity has been formed.

Concern has been expressed in the areas of research and curriculum. NVGA may try a new proposal for an invitational conference of about 75 people in May. It is hoped that occupational psychologists, brought together with counselors, vocational educators, etc., will result in new ideas for research and practices.

4. Student Personnel Association for Teacher Education

Dr. E. Wayne Wright stated that the primary task of the Division this year has been to evaluate ways in which the Division can be restructured to broaden its scope and function in order to reach people involved in the selection of personnel workers for professional schools. In the past SPATE has been primarily concerned with reaching people in teacher education in colleges. He felt that many people come into SPATE as an entry Division while training, or uncertain about Divisional affiliation. When their training is finished they may join another Division. This has resulted in SPATE not reaching these other potential members, and a stabilizing of the membership has occurred.

This year the nature of the membership will be explored. New directions need to be found to put more life into the Division. Other ideas will be discussed with the membership regarding general membership procedures which might involve constitutional changes. Several possibilities of other related groups who are closely associated with the interest of identifying personnel workers in professional schools will be explored. The Division is continuing its relationship with the TEPS Commission and will be involved in their regional conferences beginning in December. A Convention program is being developed to include a workshop with NCATE.

This is all being aimed at the general intent of trying to develop ideas to vitalize SPATE and pinpoint more specifically some of the unique functions of the Division, as distinct from other Divisional interests.

5. American School Counselor Association

Dr. Henry L. Isaksen reported that the teacher-counselor pamphlet is now being distributed. A yearbook program is underway for 1967 to commemorate the Division's fifteenth anniversary. Articles will be contributed by members of ASCA. It is to be made available before the 1967 Convention.

The joint committee with school administrators and school principals is working on a pamphlet on administrator-counselor relations. A Committee is developing a statement concerning a policy for use by school boards and superintendents of schools regarding counseling and the role of counselors in schools. A commission on physical facilities for counseling is working on a pamphlet, and the membership chairman is presently working on a new membership brochure.

It was reported that the new nominations procedures were a vast improvement over the old ones, and it was felt this will better involve the membership in the selection of officers.

6. American Rehabilitation Counseling Association

Dr. John McGowan reported that a grant of \$50,000 for the first year of a three-year study has been received. This is to be used for studying the role and preparation of the rehabilitation counselor.

ARCA's membership has reached 1,200 and it is expected that within the next year or so that it will grow to 2,000.

Appointments have been made to the joint NVGA-ARCA Committee on vocational counseling.

7. Association for Measurement and Evaluation in Guidance

Dr. Benjamin Shimberg reported that AMEG is still in the process of organizing and setting up procedures. Emphasis is being placed on enlarging the membership which grew twenty-eight percent in the past month.

A publication policy and newsletter are being developed, along with a good Convention program.

IV. COMMITTEE REPORTS

A. Professional Preparation and Standards Committee

Dr. Wray Strowig presented the report for the Professional Preparation and Standards Committee. At the meeting of the Committee in early November, the concerns of the Committee had centered in two major elements: (1) How can the Committee keep up with the many new activities and programs of the Federal Government? (2) How can the Committee work together most effectively with the interests of the several Divisions of APGA in standards and roles of counselors? Dr. Strowig stated that in the Committee meeting progress had been made toward an understanding of the role that Divisions can play at the same time that they enhance the Divisional interests.

In the discussion, Dr. Strowig reported that the Committee is working on definitions of terms and that a sub-committee on the role and preparation of sub-professional technical personnel has been formed with Dr. Emery Kennedy as Chairman. It was pointed out that there should be a paper presented at the APGA Convention on the sub-professional, and that action should be taken to develop the statement within a short time because Federal Agencies will be moving ahead with their decisions about sub-professional personnel. The concern was expressed very strongly that this is an emergency situation.

The Sub-Committee on Sub-Professional and/or Technical Personnel will work closely with the total PPS Committee. The Chairman will keep in continual touch with the Chairman of the PPS Committee.

Dr. Strowig stated that he and the Committee realize there is a sense of urgency in the preparation of a statement on the sub-professional. Assurance was given to Dr. Strowig by President Scott that the Executive Council will give the PPS Committee its full support and financial assistance as necessary.

It was moved and seconded that: The Executive Council make funds available to the Professional Preparation and Standards Committee as needed for its work. Motion passed.

Attention was invited to the relationship of the PPS Committee with COSPA. It was reported that COSPA is involved in the development of guidelines for institutes for training student personnel workers and that COSPA invited ACES, SPATE, and ACPA to join with them in the development in formulating the guidelines. It was moved and seconded that: A person be appointed by the PPS Committee to represent the interested Divisions of APGA on COSPA for setting up Guidelines for institutions that have NDEA institutes in higher education. Motion passed.

The question was brought up as to whether APGA should endorse the report entitled, "Counselor Development in American Society", a report of the Invitational Conference on Government-University Relations in the Professional Preparation and Employment of Counselors, and support the use of the document by institutes that prepare counselors. It was moved and seconded that: A special task force be appointed to consider this document on university-government relations and other similar documents which may be used to implement the interests of APGA, and report back to this Council meeting Saturday. Motion passed.

THE MEETING WAS RECESSED BY PRESIDENT SCOTT AT 10:05 p.m. UNTIL 9:00 a.m. NOVEMBER 19, AT WHICH POINT COMMITTEE REPORTS WERE CONTINUED.

B. Federal Relations Committee

Two recommendations were presented to the Council for consideration. They are as follows: (1) APGA puts itself in a position to work with the Office of Education and with other Federal Agencies; (2) That APGA make a statement on HR-11322 with regard to the child development specialist. The Chairman pointed out that APGA will undoubtedly

be called upon to make a statement on the bill in the second session of the 89th Congress. Some members agree that we cannot afford to oppose the bill. It may be better to work from the present bill with amendments rather than oppose it.

There appeared to be two other concerns of APGA with which the Executive Council should be involved: (1) A liaison operation should be implemented with the Inter-Agency Task Force on Counseling and Guidance; (2) APGA should make a direct effort to be involved in the National Assessment Program.

C. Committee on Individual Rights and Opportunities

The Committee on Individual Rights and Opportunities met in May, 1964. Chairman Stern presented six recommendations to the Executive Council. The actions taken on each are as follows:

-Recommendation No. 1 - That all publications of APGA, as developed or revised, state the provisions of the document pertain to all persons regardless of race, nationality, religion, or sex.

Action taken: It was moved and seconded that: A statement on Individual Rights be inserted in the APGA Constitution (Article II) and into the APGA Ethics Statement. Motion passed.

-Recommendation No. 2 - That the proposed questionnaire be refined and distributed to a sample of APGA membership.

Action taken: The Executive Council reacted favorably.

-Recommendation No. 3 - That APGA publish a single comprehensive statement of position with regard to Individual Rights and Opportunities and later incorporate the Statement in Ethical Standards.

Action taken: It was moved and seconded that: The Committee be charged with the development of a comprehensive Statement on Individual Rights for consideration by the Executive Council. Motion passed.

-Recommendation No. 4 - That consideration be given to the establishment of a separate grievance committee.

Action taken: The Committee was charged to be more specific in their recommendation before action is taken.

-Recommendation No. 5 - That a workshop on Individual Rights and Opportunities be held.

Action taken: It was moved and seconded that: The Council express its confidence in the Committee on Individual Rights and Opportunities and authorizes it to develop plans for, and hold a workshop if funds can be obtained. Motion passed.

-Recommendation No. 6 - That determination of publications be deferred awaiting the decision concerning the workshop.

Action taken: There was no official action taken on this recommendation.

D. Report of Parliamentarian

Dr. Robert Colver reported and presented information on the recent procedural changes for the Senate meetings. The report was for informational purposes. The following changes and additions should be made in the Parliamentarian's written report:

Roman numeral II should be Roman numeral III; Roman numeral II should read as follows: "New Business can be introduced by Senate members."

E. Publications Committee

In a written report presented to the Council, seven functions of the Publications Committee were listed. These functions were discussed and approved at a recent APGA Publications Committee meeting held in November in Washington, D. C. It was suggested that an eighth item dealing with the responsibility of APGA for libel (as it pertains to publications) be looked into. The Executive Director was asked to clarify this matter with the General Counsel. With respect to No. 6 on the written report, it was thought that the Publications Committee should review periodically all Divisional, as well as APGA publications, and a statement should be made to the Executive Council. (The written report was included in your Council notebook.)

It was moved and seconded that: The Executive Council approve the report of the Publications Committee. Motion passed.

F. Selection Committee

Six major concerns were presented in a written and verbal report of the Selection Committee. The Executive Council deliberated and made the following decisions on these questions:

- (1) The Selection Committee will maintain close and continuous communication with the President and Executive Council during the entire selection period.
- (2) Candidates may be nominated by any member of the Association and submitted to the Selection Committee.
- (3) The Selection Committee is responsible for screening the candidates to be considered by the Executive Council.
- (4) The Executive Council makes the final decision on the selection of the Executive Director.

- (5) The ultimate selection of the Executive Director is to be made by the Executive Council from a list of candidates arranged in ranking order by the Selection Committee.
- (6) Rather than announcing the open Executive Directorship in the Guidepost, it was agreed that mentioning the names of the members of the Selection Committee in the Guidepost was sufficient publicity for those interested.
- (7) It was moved and seconded that: We accept the recommendation of the Executive Committee to defer the selection of an Assistant Director until an Executive Director is chosen. Motion passed.
- (8) Job qualifications and descriptions - Criteria for the selection of the Executive Director are to remain flexible. There should be no age or sex restrictions; a high energy level is necessary; he must be able to establish and maintain good inter-personal relationships; he must have a reputation that will provide status; he must have knowledge about, and insight into problems of education at all levels, from elementary through higher education; he should have demonstrated management and administrative competencies.
- (9) Selection and qualifications of the Assistant Executive Director is contingent upon the type of Executive Director selected.
- (10) The term of office of the Executive Director is stated in the following motion - It was moved and seconded that: The Executive Council go on record as favoring a term appointment of not less than four nor more than eight years, but give to the Selection Committee, in consultation with the President, the charge to recommend the length of term for the person considered for the position of Executive Director. Motion passed.

The salary of the Executive Director is as follows - It was moved and seconded that: Salary be roughly in the GS 17 range. Motion passed.
(This is the government salary scale as of January, 1966.)

V. ACTION ITEMS

A. Financial Report

I. New Salary Schedule

Background information on the new salary schedule was given. This discussion was based on careful consideration and study done by the Finance Committee. The Finance Committee felt that the salary schedule which was presented to the Executive Council is definitely justified. The salary schedule now proposed is designated to cover all positions in the Association. The Finance Committee recommends that there be a two-part operation with some adjustments on January 1, 1966. The January 1, adjustment would be created by placing the persons on a new salary schedule. The second part would become effective

at the beginning of the next fiscal year, May 1, 1966. The May 1 change will place employees of APGA on the same schedule as those who work for the government. It was pointed out that the employees of the Association are receiving salaries now which are not concurrent with those in the government. The final step in May will put APGA in a more competitive situation. The Finance Committee urged adoption of the salary schedule on acceptance of the principle that in order to remain competitive in the future, we will adjust our salaries whenever the Federal Government modifies its pay schedule. Every effort will be made to reflect this change by APGA, effective in the next fiscal year. If at the time of budget planning it is anticipated that there will be an increase in the Federal Government scale, it should be reflected in the APGA budget in that year. Any abrupt and/or unanticipated changes made in the Federal Government salary scale will not necessarily be reflected in the APGA salary scale until the next fiscal year.

It was moved and seconded that: The revised salary schedule be approved by the Executive Council with suggested modifications of the implementation program. Motion passed. (The modifications refer to the conditions stated above which are adopted by the Executive Council in this motion.)

2. Revised Budget

The Treasurer pointed out that there are many indirect expenses which included (1) social security increases, (2) tax on income from the 1607 New Hampshire Avenue, N.W., building, (3) necessary repairs made on the building. There was further discussion centered in the dual structure of APGA and the services that are provided for APGA Divisions at the central office. This person also stated that because Headquarters is able to handle a large portion of their administrative load, the Divisions are able to devote much more of their time and resources to their own committees. (Finance report was included in your Council notebook.) After this discussion, it was moved and seconded that: We adopt the revised budget. Motion passed.

B. Building

The Finance Committee is studying the use and disposition of the property owned by APGA. It is expected that a recommendation will emerge from the study and be presented to the Executive Council. The disposition of this property has wide-spread physical and fiscal implications.

C. CAUSE (U. S. Department of Labor)

Correspondence between Mr. Stanley Ruttenberg, Manpower Administrator, U. S. Department of Labor, and the President-Elect was presented and discussed. The main concerns are: (1) whether the CAUSE Program will have educational leadership; (2) whether the colleges and universities may select their own students. The President-Elect was instructed to write to Mr. Ruttenberg stating that his letter had been discussed in the Executive Council and give Mr. Ruttenberg the consensus

of the Council's feelings. Copies of that letter are to be sent to the Executive Council for their information. (This correspondence was included in your Council notebook.)

D. President's Committee on Manpower

There was discussion about the correspondence between the President-Elect and the Executive Director of the President's Committee on Manpower, Dr. Thayne Robson, on the support of counseling services and counselor education. In his letter, Dr. Robson raised ten questions and invited responses to them. It was moved and seconded that: The Executive Director be instructed to reply to the letter received from Dr. Robson, responding to those items for which we already have statements, and indicating that we would be interested in gathering further data for those items to which replies cannot be given immediately, and the funds for this purpose may be sought and accepted. Motion passed. (Correspondence was included in your Council notebook.)

It was brought to the Council's attention that APGA should begin immediately to develop a national authority on counseling and guidance. We are trying to get the kind of legislation that would make it possible for children, youth, and adults in any setting of our society to have the kind of counseling and guidance services they need, when they need it. In preparing for this legislation, it was suggested that the Executive Director put a plan into writing. It was moved and seconded that: We ask the Executive Director to bring in a statement on the creation of a national authority on counseling and guidance. Motion passed.

THE MEETING WAS RECESSED BY PRESIDENT SCOTT AT 5:15 p.m. UNTIL 9:05 a.m., NOVEMBER 20, AT WHICH POINT ACTION ITEMS WERE CONTINUED.

E. Insurance Trust Fund

Background of earlier programs for income protection and other insurance was given. The money will come back to the Association and will actually belong to members of the plan, which became effective in 1962. Because of the problems involved in activating the insurance trust fund, it was suggested that the insurance questions be carefully and responsibly studied by a group of trustees independent of the Association. The composition of the Trustees and their functions are stated in the following motion. It was moved and seconded that: The Executive Council adopt the Agreement and declaration of Trust as drawn by the General Counsel. Motion passed.

It was moved and seconded that: We continue the present Insurance for Members Committee as it now stands, with the understanding that the members of the committee will serve as Trustees with the addition of Gail Farwell, Paul O'Brien, and Benjamin Shimberg, and that the individual terms will be staggered for two, three, and four years, and further that, as these specific terms expire there will be four year terms only; if any persons specified in this motion cannot serve, the Executive Committee is empowered to name other individuals as Trustees. Motion passed. (The trust document was included in your Council notebook.)

F. Travel and Honoraria

The travel and honoraria policy was discussed by the Executive Council at the May meeting. It was approved by the Executive Council by a mail ballot in August, 1965. Interpretation of this policy was brought up at this (November) meeting. It was decided that the Divisions would be financially responsible for their own officers travel expenses. APGA will not pay for travel expenses for Divisional officers who attend constitutionally established units of APGA and the Divisions. Furthermore, it was moved and seconded that: January 1, 1966, become the effective date for this policy. Motion passed. Division candidates for office must be informed of this policy. It was then moved and seconded that: Any contract that has been entered into before today should be honored. Motion passed. (This policy was included in your Council notebook.)

G. Recommendation on Royalties

At the time the Executive Council approved APGA serving as publisher for Divisional publications, the question of royalties was left undecided. The Executive Director had been instructed to prepare a recommendation on royalties and present it to the Council. After the Executive Director explained his written proposal it was moved and seconded that: The Executive Council approve the recommendation of the policy on Divisional publication royalties. Motion passed. The policy is that the involved Divisions will be paid royalties of 50 percent on the net sale after the expenses, plus interest, have been repaid to APGA. (This recommendation was included in your Council notebook.)

H. Career Research Awards

The Executive Director gave a summary of the proposal on Career Research Awards, referring to the written report presented at the beginning of the Council meeting. It was felt that life members should not be asked to contribute to such an award. It was suggested that in order to proceed, at least a certificate should be awarded.

It was moved and seconded that: We approve the award with or without money as soon as the Committee wishes to proceed, but we reject solicitation of money from life subscribers, but authorize acceptance of gifts of money if donors can be found. Motion passed. (This award was explained in your Council notebook.)

VI. TASK FORCE REPORTS

A. Task Force Report on Management Consultant Firms

The Task Force on the Management Consultant Firms did not endorse the submitted Management Consultant Firms studies. The Task Force felt that it would be better to have the studies made after the new Executive Officer is appointed. Also our limited budget does not reasonably allow a study to be made at this time. It was moved and seconded that: The Association not employ a Management Consultant Firm to make a study of APGA's operations at this time. Motion passed. (These studies were included in your Council notebook.)

B. Task Force on Accreditation

The Task Force on accreditation reported that no conclusions could be drawn at that time because of a meeting scheduled for December 20 with the National Committee on Accreditation and other associations and agencies involved in this area. A few members of APGA (including some from the Executive Council) have been invited to attend this December 20 meeting in which participants are to discuss problems in the accrediting of counselor education.

C. Task Force Report on APGA Committees

A written report was presented with the following recommendation:

The President appoint a study committee to re-examine the present APGA committee structure with respect to certain matters of concern. This "Committee on Committees" would work closely with the Constitution Committee and offer such recommendations to the Executive Council as to be feasible when revisions of the APGA Constitution are proposed.

Some possible areas for Committee study are as follows:

1. Characteristics of Committee Structure
 - a. Continuity - variation by committees (important)
 - b. Tenure of committee chairmen and members
 - c. Size of committees
 - d. Constitutional status
 - e. Need for membership involvement
 - f. Leadership (rotation concept)
2. Appointments by APGA President
3. Regional Representatives
 - a. Made by President and Divisional Presidents

It was moved and seconded that: We accept the report of the Task Force on Committees. Motion passed. The President appointed Dr. Cottingham as Chairman, and Dr.'s McGowan, Hoyt, Isaksen, and Tennyson as members of the Committee to study our present Committee structure.

D. Task Force Report on Non-APGA Documents

I. Communication with leaders in Higher Education

Several suggestions were made for action on the University-Government Relations Report. APGA, through the Executive Director, should send a letter to appropriate college and university presidents, calling their attention to the present and possible future significance of the Conference Report on University-Government Relations. A summary copy of the Conference Report should be especially prepared for this purpose.

APGA, through the Executive Director, should investigate the possibilities of foundation support for the development of an executive edition of the McGowan report for inclusion in the above mentioned letter to college and university presidents.

The above steps should be undertaken in the immediate future to be accomplished as soon as possible.

2. Area Higher Education Seminars or Conferences

APGA Executive Committee, working with the Executive Director, should explore the possibilities of joint sponsorship with the American Council on Education of a series of area conferences to involve both college and university administrators (presidents) and governmental agency representatives for the purpose of examining the implications of the University-Government Relations conference for using on counselor supply and demand as a model for the entire range of university-governmental relations. Such areas as research, service and preparation in various types of occupational endeavor might be jointly reviewed.

The APGA Executive Committee, in cooperation with the Executive Director, explore the possibility of various strategies and foundation funding sources for the design and structure of these conferences by taking advantage of the experience of such people as Dr. Joseph Kauffman, at the University of Wisconsin.

The above proposal should be implemented as quickly as possible, but within the next six to eight months if at all possible.

After a discussion on the McGowan report, it was moved and seconded that: We table the discussion until the Executive Director presents the report on the National Authority and until we learn about the responses to the questions raised by Dr. Robson. Motion passed.

A request was made to distribute copies of the McGowan report to members of the Executive Council. (After the meeting, however, it was learned that Dr. McGowan had sent a copy to each member of the Council immediately after it was printed.)

VII. UNFINISHED BUSINESS

The President stated that the following unfinished business shall be handled by mail vote:

1. Memorial Fund
2. Public Awards
3. Policy on Research and Services

President Scott suggested that we do not vote by mail on the Post-Convention Tour.

VIII. ADJOURNMENT

The meeting was adjourned at 3:30 p.m., November 20.