

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

MINUTES

Executive Council
April 4, 5 and 7, 1968
Presiding: E. G. Williamson

I. CALL TO ORDER

The first session was called to order by President Williamson at 7:45 p.m., April 4, 1968, at Cobo Hall in Detroit, Michigan. Members in attendance for all or part of the meetings were:

Martin Acker	S. Norman Feingold	Ralph H. Johnson
Henry Borow	Leo Goldman	Eugene D. Koplitz
Willis E. Dugan	Elizabeth A. Greenleaf	Gilbert D. Moore
Walter N. Durost	Melvene D. Hardee	Paul F. Munger
Raymond A. Ehrle	Kenneth B. Hoyt	Eldon E. Ruff
W. Price Ewens	Henry L. Isaksen	E. G. Williamson
Gail F. Farwell	Marceline E. Jaques	E. Wayne Wright

Donald P. Hoyt and Richard R. Wootton were also present as observers.

II. MINUTES OF THE LAST MEETING

It was moved and seconded that: The minutes of the Executive Council meeting of November 29-December 1, 1967 be approved. Motion passed.

III. APPLICATIONS FOR APGA STATE BRANCH CHARTERS

Applications for State Branch charters were presented from the Louisiana Personnel and Guidance Association and the Massachusetts Personnel and Guidance Association. The Council was informed that these groups had met all requirements to apply for a charter.

It was moved and seconded that: The Executive Council approves the applications for State Branch Charters from the Louisiana Personnel and Guidance Association and the Massachusetts Personnel and Guidance Association. Motion passed.

This action means that the applications from these two groups, together with that of the Pennsylvania Personnel and Guidance Association which was approved by the Executive Council in November 1967, will be presented to the APGA Senate for ratification.

IV. TREASURER'S REPORT

Dr. Ralph Johnson, APGA Treasurer, presented the report. He called attention to the written report and noted that although the budget continues to be tight, there will be a larger surplus than last year due to careful management. He also noted that expenses for nominations and elections operations are far over the budget for this. Dr. Johnson also commented that for the first ten months of the 1967-68 year, income exceeds expenses by about \$20,000, and that the expenses are approximately \$10,000 below last year. He noted that the dues billing was late in January so the money from this is coming in later than usual.

Dr. Johnson also noted that reserves have increased by about \$12,000 and that accounts receivable have dropped from \$40,000 to \$19,000. He further noted that inventories in publications are up slightly and that the Association's liabilities are approximately the same as last year. He indicated that the restricted funds have increased and that the mortgage on the property has decreased by \$60,000. Dr. Johnson commended Gene Hunter, Assistant Executive Director for Business and Finance, for preparing the detailed report and background material.

Dr. Johnson concluded his report by calling the Council's attention to the report of the Subcommittee on Dues, contained as a part of the Treasurer's Report. He pointed out that the rapid increase in membership in past years has enabled the Association to keep up with increased cost of living, but that it is not likely that this will continue indefinitely. He noted that the Association must take a realistic look at the dues structure in terms of income as related to expenses.

V. CONVENTIONS

A. 1968 Convention

Dr. Edward G. Adamek, Detroit Convention Coordinator, and Dr. Robert A. Williams, Program Coordinator, reported to the Council on final preparations for the Detroit Convention. Dr. Adamek noted that there were 7300 advance registrants for the Convention. He commented on the housing situation and noted that some people will be housed as far as eight miles from downtown. Arrangements have been made for bussing people into town in the morning and back out in the afternoon and after general sessions. A .15¢ fare will be charged with APGA subsidizing any costs above this fare. Dr. Adamek also commented on scheduled tours and on planned activities for wives.

Dr. Williams then commented on the Convention program. He noted that a total of 537 meetings have been scheduled during the Convention period, with most meetings to be held in Cobo Hall. He indicated that this is the greatest number of meetings ever scheduled for an APGA Convention. Dr. Williams also outlined the way in which the Detroit Convention program had been built and the schedule for the various steps in pulling together the final program.

Dr. Adamek commented on the problems encountered with pre-Convention and ancillary group meetings. He noted that these have placed considerably more work on the volunteer Convention committees. He also pointed out the problem such meetings can cause with hotel space. He stated that such meetings also cause problems in relation to the Convention program. There was discussion of this problem and general agreement that the situation on pre-Convention and ancillary group meetings should be studied with the view to setting up some policy for the future.

B. Changes in Detroit Convention

(Although this report was presented at the third session of the Executive Council on April 7, it is recorded at this point for continuity.)

Due to the assassination of Dr. Martin Luther King, Jr. and due to the

curfew placed in effect, it was necessary to revise some Convention scheduling and estimates on Convention attendance. At the final session of the Council, Dr. Adamek presented a report on the situation at that point.

Dr. Adamek first reported that because of the curfew, the evening general sessions have had to be cancelled. He reported that at this point (Sunday evening) a total of 3190 people have registered for the Convention and that it seemed appropriate to forecast that about forty percent of the expected total attendance will come. He pointed out that the policy of not giving refunds will hold for this Convention, and indicated that financially it is hoped that the Convention will about break even.

It was moved and seconded that: The Executive Council extends a vote of confidence to the Detroit Convention Committee. Motion passed.

There was then discussion on an appropriate observance of the funeral of Dr. King. It was moved and seconded that: Convention programs be suspended during the time of the funeral of Dr. Martin Luther King, Jr. to permit discussion of the Special Resolution pertaining to Dr. King. Motion passed. Following passage of this motion, there was further discussion and it was agreed that instead of suspending the programs, these might continue but with some appropriate observance to take place within the sessions.

C. Future Conventions

President Williamson first called on the Executive Director for a report. Dr. Dugan called attention to his memorandum on the subject "APGA Convention Projections, Issues and Policy Considerations" (Appendix A) and briefly pointed out the highlights of that. He suggested that it might be possible for a workshop to be set up with former Convention Coordinators and Program Coordinators to make some recommendations on future directions. He also noted that some provision must be made to hold an annual meeting of the Senate as required in the APGA By-Laws.

Discussion then turned to the 1970 Convention. APGA Convention Consultant, Mr. Ted Driscoll, called attention to the summary of hotel commitments from New Orleans. He indicated that he could not recommend holding the Convention in New Orleans since it seems impossible to get sufficient hotel facilities for the estimated attendance there. He further indicated that it has not been possible to locate an alternate city for 1970 for the dates desired.

It was pointed out that a definite decision must be made by no later than the May Board of Directors meeting on the 1970 Convention. Some of the alternatives discussed were the possibility of holding the Convention at a different time, setting a limit on the number of registrations allowed, and holding of state or regional conferences rather than a national Convention. There was general agreement that more information is needed for the Subcommittee on Conventions to make any recommendation. Suggestion was made that some type of questionnaire might be circulated during this Detroit Convention to collect some information to guide the Subcommittee.

It was moved and seconded that: The Executive Council pass this problem on the 1970 Convention to the Subcommittee on Conventions to collect whatever data they can within the time that is permitted, and that Mr. Driscoll be asked to get the information he can on availability of space within a

two-month time block; and that the Subcommittee on Conventions report back to the Board of Directors at their May meeting for a decision.

It was then moved and seconded that: This motion be amended to state that the Subcommittee shall be expanded to include the past three Program Chairmen and the past three Convention Coordinators. Amendment defeated.

Vote was then called for on the original motion that the Subcommittee on Conventions report back to the Board of Directors in May for a decision. Motion passed.

It was agreed that former Convention Coordinators and Program Chairmen might be asked to serve as resource people for the Subcommittee. It was further agreed that a questionnaire on future Conventions be prepared and circulated to the Membership Workshop, Branch Workshop, Senate meetings, and Division meetings during the Detroit Convention. Results will be tabulated by May 1 after which the Subcommittee on Conventions will meet to prepare recommendations to present to the Board of Directors. Accordingly, such a questionnaire was prepared and distributed (Appendix B). Further action on this matter will be taken by the Board of Directors at its meeting in May 1968.

The first session of the Executive Council was adjourned at 9:55 p.m.

The second session was called to order by President Williamson at 9:10 a.m., April 5, 1968, at Cobo Hall, Detroit, Michigan. The same members were in attendance as in the first session.

VI. SPECIAL RESOLUTION

President Williamson called upon Dr. Martin Acker to present a special resolution and statement that he had prepared following the assassination of Dr. Martin Luther King, Jr. After reading the resolution and statement, Dr. Acker expressed the feeling that in light of the assassination of Dr. King, the Executive Council should immediately re-focus its deliberations and the deliberations of the Convention to address itself to some of these most significant issues in society today. Dr. Acker proposed that the Council adopt and publicize the suggested resolution, and he further urged that during the period of Dr. King's funeral all programs be urged to focus on the problems of racism. Dr. Acker further urged that the Association recommend to the Congress and the President that the recommendations of the Kerner Report be implemented.

Following considerable discussion, it was moved and seconded that: The Executive Council endorses the statement and resolution in principle, and asks the Committee to bring back a revision for adoption later in this session; such statement and resolution then to be published as widely as possible. Motion passed. President Williamson then appointed a Committee from the Executive Council to re-work the draft as instructed in the above motion.

Later in the session, the Committee presented to the Council the revised resolution and statement. It was moved and seconded that: The Executive Council adopt this resolution as presented. Motion passed. (Resolution attached as Appendix C.) It was agreed that this be released to the press, the President

of the United States, and other appropriate places.

It was then moved and seconded that: The Executive Council accepts the Statement regarding the Resolution. Motion passed. (Statement attached as Appendix D.)

President Williamson stated that Dr. Acker will be asked to present this special resolution at the beginning of the first session of the APGA Senate on Monday, April 8, 1968, for adoption by the Senate.

VII. EXECUTIVE DIRECTOR'S REPORT

Dr. Dugan stated that his full report will be published in the Personnel and Guidance Journal; therefore he presented some of the highlights of the year's activities at this point. He noted that membership has increased from 24,000 to 27,000 during this year. Under next year's budget professional staff in the headquarters office will be added in the area of membership development and branch relationships. Dr. Dugan also reported on increased activities and communication with Divisions, Committees and State Branches during the year.

Dr. Dugan also reported on activities concerning amendments to the new By-Laws and called attention to the group of amendments to be presented to the Senate. He mentioned the APGA property and noted the proposal for support for renovation and furnishings of the present headquarters building. He also briefly reported on activities in the areas of federal relations and accreditation.

In the discussion following this report the question was raised as to whether Committees should be administrative or policy making in nature. There was some discussion on this and it was suggested that the Executive Council Self-Study Committee should make this question a part of its consideration.

VIII. ARCHIVES COMMITTEE REPORT

Mrs. Phoebe Nicholas, Chairman of the Archives Committee, presented the report. She first noted that at this point, the backlog of archives material has been processed and the sorting and filing is almost complete. She stated that with the use of a part-time staff person in the headquarters office, it should be possible to keep this up to date from now on, and that therefore, the work of the Archives Committee as presently constituted, appears to be coming to an end. Mrs. Nicholas then called attention to the six recommendations which the Archives Committee desires to present to the Executive Council at this point. These are:

1. That the Archives Committee as presently constituted be dissolved.
2. That the President of APGA be requested to appoint an APGA Archivist from the local Washington area, and that each Divisional President be requested to do the same. It is recommended that periods of appointment for the APGA and Divisional Archivists be for a period of one year, with the possibility of reappointment being the option of the appointing officer.
3. That the appointed archivists be on call to advise APGA Headquarters staff on any matters pertaining to the Archives, but that they will engage in operations only to the extent required for overview of the work and for

assisting with any special problems that may arise.

4. That APGA Headquarters assign responsibility for general maintenance of the APGA archives and the archives of all its Divisions to an APGA employee as part of his duties.
5. That the present Archives Committee prepare operational guidelines to assist in the transition to the proposed new arrangement.
6. That procedures for obtaining archives materials be included in these guidelines.

Although no formal action was taken, there was general agreement that these recommendations point in the direction that the Association should move in regard to its archives. The question was raised if there are presently any procedures to protect the archives from fire or other destruction. It was agreed that some consideration should be given to means of protecting irreplaceable archives materials.

IX. REPORTS FROM DIVISION PRESIDENTS ON ISSUES AND PROJECTED DEVELOPMENTS

A. National Employment Counseling Association (NECA)

Dr. Raymond A. Ehrle, President of NECA, presented the report. Dr. Ehrle first called attention to his written report (Appendix E), and commented on some of the major points contained therein. Dr. Ehrle noted that about seventy-five percent of the NECA membership is made up of persons employed in the public employment service or its various sub-divisions. There was some discussion of the problems on the training of employment counselors, and Dr. Ehrle reported that NECA is vitally interested in working toward increased professionalization of these people.

Dr. Ehrle also commented that NECA has several State Divisions at this point and hopes to have others in the near future. He also pointed out ways in which NECA is seeking to work with other groups in areas of mutual interest.

B. Association for Measurement and Evaluation in Guidance (AMEG)

Dr. Leo Goldman, President of AMEG, presented the report. He first called the Council's attention to the written report (Appendix F). Dr. Goldman then commented on some of the major concerns. He first noted the item on test distribution practices, and expressed the hope that AMEG can begin to work in the direction of attempting to recommend some policies for control of this.

Dr. Goldman commented further on the other points contained in his written report. In the discussion that followed, a number of Council members expressed agreement with the concerns outlined in the AMEG report and also expressed the hope that the Division can continue to take positive steps in the directions indicated by Dr. Goldman in his report.

C. American Rehabilitation Counseling Association (ARCA)

Dr. Marceline E. Jaques, President of ARCA, presented the report. She first

noted the written report that had been prepared (Appendix G). Dr. Jaques then commented that within the counseling profession there appears to be two types of counselors in rehabilitation settings; one is school based and the other community based. She pointed out that it is difficult for these two types to communicate and that often ARCA members feel the Association is not concerned with counselors in other than school settings.

Dr. Jaques also noted the matter of the National Rehabilitation Counselors Association under the National Rehabilitation Association and pointed out that many public agency rehabilitation counselors are required to belong to NRCA. She stated that eventually this group and ARCA must be brought together.

Dr. Jaques also noted the problem within ARCA in that the rehabilitation counselor educators are in the process of forming a separate group. In the considerable discussion following Dr. Jaques' report, there was general agreement that APGA needs to give serious consideration to serving counselors in all settings and to becoming less school oriented.

D. American School Counselor Association (ASCA)

Dr. Eldon E. Ruff, President of ASCA, presented the report. Dr. Ruff first called attention to the written report on concerns of ASCA (Appendix H). He noted that a major concern is the consideration of a structural framework to provide for more involvement of the membership and for more recognition of the different work settings of school counselors. He called attention to the situation on elementary school counselors and their feeling of a need for more recognition within ASCA.

Dr. Ruff called attention to a proposal the ASCA Governing Board is presently considering for a reorganization of the governmental structure of the Division. He noted that the Division is also presently concerned with ways of financing its activities, with the kinds of services the Division needs and should expect, and with nominations and elections procedures particularly on the issue of campaigning.

E. Student Personnel Association for Teacher Education (SPATE)

Dr. Eugene D. Koplitz, President of SPATE, presented the report. Dr. Koplitz noted his written report (Appendix I), and commented briefly on the several concerns. He noted that SPATE has re-written its Constitution to conform to the new APGA By-Laws and it is hoped this Constitution will be adopted at the next SPATE business meeting.

Dr. Koplitz also noted that the purposes of the Division have been enlarged which should make SPATE a more vital Division of APGA. The Division is also working to enlarge and improve its journal and has now developed a newsletter.

F. National Vocational Guidance Association (NVGA)

Dr. Henry Borow, President of NVGA, presented the report. He called attention to the written report (Appendix J), and noted that it is divided into two parts, the first part dealing with activities of the Division and the second part with issues, problems and concerns. Dr. Borow reported on activities related to National Vocational Guidance Week and noted also

that the Division hopes to encourage pre-Convention joint workshops with counselors and employment service people.

Dr. Borow commented that NVGA has a need for more funds to finance some important projects that should be carried out. He concluded his report by expressing the hope that the APGA Senate and Board of Directors will think in terms of increasing the strength of Divisions.

G. Association for Counselor Education and Supervision (ACES)

Dr. Paul F. Munger, President of ACES, presented the report. He called the Council's attention to the written report (Appendix K), and commented briefly on the several items. Dr. Munger noted that ACES would like to increase the communication with other Divisions of APGA regarding common goals. The Division has also been working in the area of accreditation with a view toward upgrading counselor education.

Dr. Munger noted that ACES is conducting a workshop for counselor supervision. The Division is also interested in the area of research and with the preparation of support personnel. ACES is also interested in the role of the counselor in society and the relationship of counseling to other disciplines.

H. American College Personnel Association (ACPA)

Dr. Elizabeth A. Greenleaf, President of ACPA, presented the report. She opened her report by calling attention to the written report that had been prepared (Appendix L). Dr. Greenleaf noted that one major problem is the identity of ACPA within APGA, and the identity of ACPA in relation to other associations. She stated that there are some organizations with which ACPA feels it has a closer relationship than it has with the associations within APGA.

(At this point in the report, it was necessary to adjourn the second session of the Executive Council because of the curfew. Therefore, Dr. Greenleaf was unable to complete the oral report.)

The second session of the Executive Council was adjourned at 4:05 p.m.

The third and final session was called to order by President Williamson at 6:30 p.m., April 7, 1968, in the Pontchartrain Hotel, Detroit, Michigan. The same members were in attendance as in the first and second sessions.

X. SUBCOMMITTEE ON DUES REPORT

Dr. Gail F. Farwell, Chairman of the Subcommittee, opened the report with an outline of the background leading up to the appointment of this Committee. He called attention to the written report of the Subcommittee, and noted the recommendation of the Subcommittee that the dues be increased to \$30 in three stages, with a \$3 increase on May 1, 1968; a \$3 increase on May 1, 1969; and a \$2 increase on May 1, 1970. The recommendation also included an increase in Division dues to \$3 with add-a-Division dues also set at \$3. Dr. Farwell pointed out some of the reasons that a dues increase is vital and noted also

that the Subcommittee in its recommendations attempted to move in the direction of long-range financial planning.

There was considerable discussion on the recommendations of the Subcommittee, and mention was made of several possible alternatives. It was noted that if the Executive Council approves the recommendation for a dues increase, the matter will need to go on to the Senate for consideration. After further discussion, it was moved and seconded that: Action on a dues increase be postponed until the May 1968 meeting of the Board of Directors. Motion defeated.

It was then moved and seconded that: The Executive Council recommend to the Senate an immediate dues increase to \$25 per year with a \$3 return to each Division and that the May Board of Directors meeting be committed to a lengthy discussion of future dues structure; and also that add-a-Division dues be increased to \$3.

After discussion on this motion, a substitute motion was made and seconded that: The Executive Council recommends that the recommendation of the Subcommittee on Dues be sent to the Senate with the Council's recommendation for a dues increase to be decided by the Senate. Substitute motion defeated.

Vote was then called for on the original motion to approve the dues increase to \$25 per year with further discussion at the May Board of Directors meeting. Motion defeated.

It was then moved and seconded that: The Executive Council recommend to the Senate a dues increase in the amount stated in the proposal of the Subcommittee on Dues, of \$8 over the three-year period as follows: \$3 the first year with \$1 returned to the Division; \$3 the second year with an additional \$1 to the Division; and \$2 the third year with an additional .50¢ returned to the Division. (This would mean that the first year APGA would receive \$21.50 and the Division \$3.50; for the second year APGA would receive \$23.50 and the Division \$4.50; and for the third year APGA would receive \$25 and the Division \$5.)

Following further discussion, it was moved and seconded that: The motion on a dues increase be tabled. Motion passed.

XI. EXECUTIVE COUNCIL SELF-STUDY COMMITTEE REPORT

Dr. Gilbert D. Moore, Chairman of the Self-Study Committee, first called attention to the written report of the Committee. Dr. Moore expressed the feeling that many questions have been raised and that the Association is now at a stage where it is necessary to take a very serious look at these questions. He pointed out that the Self-Study Committee has two recommendations: (1) to appoint a new Self-Study Committee to study and collate all the data, with extension of the scope of the study to include state branches and assignment of a staff person to work on this.

The other approach recommended by the Self-Study Committee would be to hire a consulting firm to do a management study. Following some discussion on the report of this Committee, it was agreed that time did not permit full consideration and action by the Executive Council at this point, and it was further agreed that this report should be carried over for the May 1968 meeting of the Board of Directors to consider.

XII. SUBSCRIPTION RATE FOR PERSONNEL AND GUIDANCE JOURNAL

Attention was called to the action by the Executive Committee on February 9, 1968, to approve an increase in the subscription rate for non-member subscribers to the Personnel and Guidance Journal from \$10 to \$15 per year.

It was moved and seconded that: The Executive Council endorse the action of the Executive Committee to approve the increase in subscription rate to non-member subscribers of the Personnel and Guidance Journal from \$10 to \$15 per year. Motion passed.

XIII. ADJOURNMENT

The third and final session of the Executive Council meeting was adjourned at 7:30 p.m.