

## APGA SENATE MEETING

March 26 and 29, 1972

The following is a complete listing of motions acted upon by the APGA Senate at its meeting in Chicago, Illinois, March 26 and 29, 1971. Although it is not repeated each time, every motion will begin with the statement "It was moved and seconded that:" when these are incorporated into the minutes of the meeting. At the end of each motion listed, indication is given as to whether the motion was passed or was defeated.

The Senate votes to adopt the Proposed APGA Senate Rules.

The Senate Rules be amended to include the three changes as proposed. Amendment passed.

Vote was called for on the motion to adopt the Senate Rules as amended. Motion passed. (The Senate Rules, as adopted, will be included in the final minutes.)

The minutes of the April 4 and 7, 1971 meeting of the APGA Senate be approved. Motion passed.

The proposed agenda as presented be adopted with the addition that there be included reports on the actions taken on all motions or resolutions from the last Senate meeting. Motion passed.

The proposed APGA By-Laws as amended by subcommittee one be tentatively approved and reproduced for final reading and action on Wednesday, March 29, 1972, and that if adopted, they be submitted to the Senate by mail ballot with a recommendation by the Senate to the APGA By-Laws Committee for a favorable recommendation to pass in accordance with the present By-Laws.

The motion be amended to delete the words "be tentatively approved." Amendment defeated.

Vote was called for on the original motion as presented. Motion passed.

The Senate votes to adopt the following resolution: WHEREAS, guidance and counseling has long been recognized as an important part of the educational process and counselors an important part of the educational team; and WHEREAS, this has not been adequately communicated to the community at large; THEREFORE, BE IT RESOLVED, that APGA initiate a public relations program utilizing all forms of mass communication feasible; and BE IT FURTHER RESOLVED, that this program become a regularly budgeted item in the Association budget; and BE IT FURTHER RESOLVED, that the initial year for the program be 1972-73 with a budget up to but not to exceed \$15,000.00 for the first year; and BE IT FURTHER RESOLVED, that the initial year include a part-time assignment of a Headquarters Staff member to develop the program, establish a Speaker's Bureau, and develop materials including brochures, press releases, spots for radio and television, guidelines for state branches; and BE IT FURTHER

RESOLVED, that Divisions, State Branches, and Local Chapters with public relations programs be identified and utilized in APGA's program development; and, BE IT FURTHER RESOLVED, that Divisions, Branches, and Local Chapters be encouraged to develop public relations programs designed to inform the public about the services provided by the guidance and counseling profession. Motion passed.

The Senate votes to adopt the following resolution. Motion passed. The resolution as adopted reads as follows: WHEREAS, the United States of America has subscribed to the principle of quality education and agrees to the belief that the denial of the right to quality education is the denial of an unalienable human right; and WHEREAS, education is for the full development of the human organism; and WHEREAS, APGA, as a leader among organizations in the helping professions, has subscribed to the principles in the Universal Declaration of Human Rights as they apply to all people; THEREFORE, BE IT RESOLVED, that APGA support the idea that every person shall have the right to equal educational opportunity in the nation's public schools; and BE IT FURTHER RESOLVED, that this right shall not be abridged on the basis of race, sex, or any condition which would deprive the individual of his civil or human rights; and BE IT FURTHER RESOLVED, that APGA supports programs which eliminate economic discrimination and encourage equitable distribution of the financial resources available to the educational authorities; and BE IT FURTHER RESOLVED, that the APGA Human Rights Commission work with the APGA Federal Relations Committee to communicate this position to the appropriate Congressional committees; and BE IT FURTHER RESOLVED, that individual members of APGA be encouraged to support this resolution through their local and national political leaders.

The Senate votes to adopt the proposed resolution on "Grandfather" clauses.

The previous motion be tabled. Motion passed and the motion to adopt this resolution was tabled.

The Senate votes to adopt the proposed resolution on Workshops for APGA Government Liaison Workers.

The previous motion be tabled. Motion passed and the motion to adopt this resolution was tabled.

The Senate votes to adopt the proposed resolution on Graduate Scholarships for Minority Students.

The proposed resolution be amended as follows: Substitute "non-white and/or disadvantaged" for the term "minority" where it appears (3 times). Add "And be it further resolved that each State Branch is strongly encouraged to establish a fund to be offered to those institutions that establish such scholarships and/or fellowships, and Be it further resolved that APGA offer on a matching basis up to \$500 each to the first two state branches that submit acceptable proposals establishing such funds." Amendment passed.

Vote was called for on the motion to adopt the proposed resolution, as amended. Motion passed. The resolution as adopted reads as follows: WHEREAS, little effort is presently being made at the national level to encourage members of various non-white and/or disadvantaged groups to enter and practice in the field of Guidance and Counseling; and WHEREAS, political and economic conditions are prohibiting factors for non-white and/or disadvantaged persons who are desirous of entering the counseling profession; THEREFORE, BE IT RESOLVED, that APGA actively encourage every counselor training institution to establish scholarships and/or fellowships for non-white and/or disadvantaged students; and BE IT FURTHER RESOLVED, that each State Branch is strongly encouraged to establish a fund to be offered to those institutions that establish such scholarships and/or fellowships; and BE IT FURTHER RESOLVED, that APGA offer on a matching basis up to \$500 each to the first two State Branches that submit acceptable proposals establishing such funds.

The Senate votes to refer the proposed resolution on revision of the Strong Vocational Interest Blanks to AMEG for study and further recommendations.

The previous motion be tabled. Motion passed and the motion to refer this resolution was tabled.

The Senate votes to adopt the proposed resolution on Educational Assistance and Career Counseling for Veterans. Motion defeated, and the resolution was lost.

The Senate votes to adopt the following resolution. Motion passed. The resolution as adopted reads as follows: WHEREAS, the Federal Government has developed agencies for dealing with the aged; and WHEREAS, the population and problems of the aged are becoming larger and more complex; THEREFORE, BE IT RESOLVED, that APGA develop a committee to develop guidelines for planning a curriculum to train counselors in working with the aged and the children of the aged; and BE IT FURTHER RESOLVED, that the APGA contact counselor education institutions and ACES and encourage them to assist in this endeavor; and BE IT FURTHER RESOLVED, that the Federal Government be made aware of the needs in this area and funds requested to fulfill its intent; and BE IT FURTHER RESOLVED, that Branches be involved and the results of this resolution be reported at the 1973 Convention.

The Senate votes to refer the proposed resolution on Member Involvement in Developing Resolutions to the APGA Board of Directors for the Board's study and direction. Motion passed. The resolution that was referred to the Board of Directors reads as follows: WHEREAS, resolutions passed at each APGA Senate comprise the legitimate procedure whereby the membership shape and direct the policy of the professional association; and WHEREAS, each Senator representing the members of Branches and Divisions should have communications with the members represented; THEREFORE, BE IT RESOLVED, that each Branch and Division be instructed to provide for each Senator a specific plan for communicating with each APGA member in his group; and BE IT FURTHER RESOLVED, that the name and address of each Senator be communicated to the membership with a form providing for resolutions and other information sent to the Senator and that this communication be sent early enough so that each APGA member can suggest resolutions; and BE IT FURTHER RESOLVED, that the Resolutions

Committee be instructed to keep the membership and the presentors of the resolutions informed as to the implementation of the resolutions and that an opportunity be developed for the presentors of the resolution to express their concern over the degree of implementation of the proposed resolutions.

The Senate votes to adopt the proposed resolution on Utilizing Teachers and Counselors in Foreign Aid Programs. Motion defeated, and the resolution was lost.

The Senate votes to adopt the proposed resolution on Federal Underwriting of Basic Tuition and Fees for all Higher Education. Motion defeated, and the resolution was lost.

The Senate votes to adopt the proposed resolution to Establish an APGA Commission on Women.

This resolution be referred to the Finance Committee for its recommendations prior to final Senate action. Motion passed, and the resolution was referred.

The Senate votes to accept Recommendation number four of the paper on Counselor Certification 1971. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA voice non-support for emergency certificates that allow non-qualified individuals to function as school counselors.

The Senate votes to accept Recommendation number five of the paper on Counselor Certification 1971. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA explore with state departments of education and the ACES Commission on Standards and Accreditation the necessity of a special certificate for elementary counselors.

The Senate votes to accept Recommendation number six of the paper on Counselor Certification 1971. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA support the exploration of substitute experiences for the teaching experience prerequisite for school counselor certification.

The Senate votes to accept Recommendation number seven of the paper on Counselor Certification 1971. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA support the concept of certification based upon performance criteria.

The Senate votes to accept Recommendation number ten of the paper on Counselor Certification 1971. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA support the development of counselor training programs broad enough in scope to train counselors for a variety of work settings.

The Senate votes to accept Recommendation number eleven of the paper on Counselor Certification 1971. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA support two issues not considered in this study: (a) reciprocity of certification among the states, and (b) undergraduate programs in guidance and counseling.

The Senate votes to accept Recommendation number one of the paper on Counselor Certification 1971 with the changes recommended by the Senate subcommittee. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA indicate readiness to collaborate in organizing and promoting regional and national workshops for state departments of education staff and for school counselors to coordinate counselor certification requirements among the states and to communicate the intent to the Commissioner of Education, the Commission of States, and the regional accrediting bodies.

The Senate votes to accept Recommendation number eight of the paper on Counselor Certification 1971 with the changes recommended by the Senate subcommittee. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA undertake a comprehensive study of the advisability of privileged communication for counselors and other guidance and personnel workers.

The Senate votes to accept Recommendation number nine of the paper on Counselor Certification 1971 with the changes recommended by the Senate subcommittee. Motion passed. The recommendation as adopted reads as follows: Recommended that APGA assist the certification efforts of ACES, ARCA, ASCA, and NECA.

The Senate votes to adopt the "Contract for the Maintenance of Divisions" within APGA. The contract is designed to state the conditions under which a new division will be moved from a provisional status within APGA and the procedures under which a Division may be dissolved.

The previous motion be tabled until the second session of the Senate on March 29. Motion passed, and the motion was tabled. (It was agreed that the proposed contract would be duplicated for distribution to Senators prior to the second session.)

The Senate votes to adopt the proposed resolution to encourage continuation of the development of policy/position papers. The chair ruled that this proposed resolution could not be acted upon until the second Senate session and should be submitted to the Resolutions Chairman in the meantime since this had not previously been done.

The Board of Directors establish a priority of financial expenditure based on long range and short term goals, and report this to the State Branches and Divisions for acceptance or modification immediately following the June Board meeting. Motion passed.

The Senate endorse the paper "APGA Position on Federal Relations" prepared by the Federal Relations Committee, and support the implementation phase contained therein.

The previous motion be tabled until the second session of the Senate on March 29. Motion passed and the motion was tabled.

The Federal Relations Committee be charged with the additional responsibility of assisting State Branches with the development of legislative action programs. Motion passed.

The Board of Directors make provision to assure continuity on the Federal Relations Committee by a method such as appointment of Committee members for three year terms with one-third of the seats being vacated each year. Motion passed.

The first session of the 1972 APGA Senate meeting be adjourned. Motion passed, and the first session adjourned at 4:55 p.m., March 26, 1972.

The Senate votes to enter the following statement in the records of the meeting. At the request of the Human Rights Commission and Peace Commission, the following statement shall be entered into the 1972 Minutes of the APGA Senate: "It is recognized that positive action for peace is imperative in our present society and the need to keep these issues viable not only in the thinking of counselors, but of all peoples is further noted. Therefore the APGA Senate encourages the continued efforts of the APGA Peace Commission and welcomes the opportunity to consider future proposals as submitted by concerned counselors in APGA." Motion passed.

Subject to approval and recommendation by the APGA Publications Committee, the Executive Committee of APGA be authorized to print a Single Publication with a title such as "Peace in Action," as suggested and/or revised and submitted by the APGA Peace Commission and that upon production of a single publication, a written summary of such single publication be included in an APGA regular publication. Motion passed.

The Senate votes the adoption of the proposed By-Laws as amended and that they be submitted to the Senate by mail ballot with a recommendation by the Senate to the APGA By-Laws Committee for a favorable recommendation to pass in accordance with the present By-Laws,

The previous motion be amended to state that the composition of the Senate under the proposed By-Laws shall remain the same as the present Senate composition at this 1972 Senate meeting. Amendment passed (62 for, 61 against).

Because of the closeness of the vote that there be a roll call vote on this proposed amendment. Motion passed, and a roll call vote was taken.

There be a ten minute recess until the roll call votes are tabulated. Motion passed, and the Senate recessed at 10:30 a.m. and reconvened at 10:43 a.m.

The Senate again recess for five minutes. Motion passed, and the Senate recessed at 10:45 a.m., and reconvened at 10:52 a.m.

Following the recess, the Chair announced that the roll call votes showed 73 for and 61 against, and therefore the Amendment passed.

Article V, Section 1 be deleted from the proposed By-Laws and that Article VI, Section 1 from the current By-Laws be substituted in its place, and that this be a further amendment to the motion on the floor. Amendment passed.

The motion on the floor be tabled until the afternoon session of the Senate when it reconvenes after lunch. Motion passed, and the motion was tabled.

The resolution that had been proposed concerning "Grandfather" clauses in upgrading certification be removed from the table. Motion passed, and the resolution was brought to the floor.

The proposed resolution be amended to slightly change the wording as read to the Senate. Amendment passed.

The Senate votes to adopt the following resolution, as amended. Motion passed. The resolution as adopted reads as follows: WHEREAS, upgrading of professional skills should be an on-going process; and WHEREAS many states are in the process of improving and expanding requirements for counselor certification; and WHEREAS, many persons who are currently practicing as counselors or supervisors of counselors would not qualify for certification under new certification standards; THEREFORE, BE IT RESOLVED, that APGA supports the concept of professionally appropriate alternate routes for experienced professionals to qualify for new certification so that returning to school does not become the only possible method; and BE IT FURTHER RESOLVED, that APGA encourage State Branches and Division to work with State Departments of Education in the development of professional certification standards and in the development of the criteria for implementation; and BE IT FURTHER RESOLVED, that the President of APGA be called upon to appoint a special task force to prepare a position paper advancing the concept of competency evaluation for certification and budget \$1,500.00 for that purpose.

The resolution concerning the revision of the Strong Vocational Interest Blanks be removed from the table. Motion passed, and the resolution was brought to the floor.

The proposed resolution be amended as read to the Senate. Amendment passed.

The Senate votes to adopt the following resolution, as amended. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, the Strong Vocational Interest Blanks (SVIB) provide different occupational scores for men and women: that is, women cannot be scored on occupations like Certified Public Accountant, purchasing agenc, public administrator, and men cannot be scored on occupations such as medical technologist, recreation leader, physical education teacher; and WHEREAS, when the same person takes both forms of the SVIB, the profiles turn out differently: for example, one woman scored high as a dental assistant, physical therapist, occupational therapist on the woman's profile, and physician, psychiatrist, and psychologist on the man's form; and WHEREAS, the SVIB manual states "Many young women do not appear to have strong occupational interests, and they may score high only in certain 'Pre-marital' occupations; elementary school teacher, office worker, stenographer-secretary. Such a finding is disappointing to many college women, since they are likely to consider themselves career-oriented. In such cases, the selection of an area of training or an occupation should probably be based upon practical considerations, fields providing backgrounds that might be helpful to a wife and mother, occupations that can be pursued part time, are easily resumed after periods of non-employment, and are readily available in different locales." (Campbell, revised, p. 13, 1966); THEREFORE, BE IT RESOLVED, that APGA commission duly authorize members to petition and negotiate with the SVIB publishers to revise their instruments, manuals and norm groups so as to eliminate

discrimination; and BE IT FURTHER RESOLVED, that this duly authorized commission develop with the test publishers an explanatory paper to circulate among all purchasers of SVIB materials including answer sheets a statement which outlines the possible limitations inherent in the current SVIB with suggestions for ways to minimize the harm; and BE IT FURTHER RESOLVED, that the commission in cooperation with the test publisher set a deadline for the new forms to be published and distributed.

The Senate votes to refer the preceding resolution to AMEG for action. Motion passed, and the resolution will be referred.

Following concurrence by the Finance Committee, the Senate votes to adopt the following resolution. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, there is clear and undeniable evidence that girls and women suffer from personal and institutional discrimination, that they are, by sociological definition, an oppressed minority; that they are denied equality in educational opportunities, occupations, advancement, salary, prestige, and representation in decision and policy making areas; and WHEREAS, concern for the welfare of all human beings is an integral part of counseling and guidance; and WHEREAS, the American Personnel and Guidance Association is the major professional organization in counseling and guidance; THEREFORE, BE IT RESOLVED, that APGA support all efforts to seek, as a minimum, full and uniform compliance with Executive Order 11246 as amended by Order 11375, which prohibits discrimination on the basis of sex by any agency holding Federal contracts; and BE IT FURTHER RESOLVED, that APGA establish and fund as a regular part of the budget, a permanent Commission on Women, composed of a majority of women, including at least one representative of the Women's Caucus of APGA and one from the Women's Commission of any APGA division which has established such a commission, i.e. ACES and NVGA (Commission on the Occupational Status of Women); and BE IT FURTHER RESOLVED, that the initial year be budgeted up to \$2,500.00; and BE IT FURTHER RESOLVED, that the Commission be charged with: (a) investigating and reporting the status of women in the American Personnel and Guidance Association; (b) formulating recommendations for further action based on findings; and (c) contributing to the leadership and development of affirmative action programs within the American Personnel and Guidance Association and its Divisions and State Branches.

The Senate votes to adopt the proposed resolution regarding restoration of guidance services in the Chicago public schools. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, a school budget as proposed by the administration reflects the priorities of that administration and as adopted implements the policies of the Board of Education; and WHEREAS, a disproportionate share of the austerity program of the 1972 budget is borne by the guidance program with these cut-backs representing direct service to all of the children; and WHEREAS, in the 1972 budget simultaneously with these curtailments of service to all of the children provision was made for expansion of remedial services of psychologists and social workers; and WHEREAS, thus the Board of Education appears to be reversing its former policy of encouraging preventive services as a base for all children; and WHEREAS, in addition the 1972 budget negates the pioneer work of the Chicago public school system in career development which clearly carried out some of the goals of the career education policies



of the Commissioner of Education; and WHEREAS, additional moneys would have been available to the Chicago public schools through the implementation of Chicago's career development program if the adjustment teachers had not been reduced in number and if the guidance consultant staff had been retained at its December strength; and WHEREAS, the budgetary action by the Board of Education repudiates its position as given in the Statement of Goals; THEREFORE, BE IT RESOLVED, that the Senate of the American Personnel and Guidance Association, acting for the 27,487 members of the Association, 10,000 of whom are presently in attendance in Chicago at the twentieth annual convention, CONVEY to the Board of Education, City of Chicago, and to the General Superintendent of Schools, James F. Redmond, the deep concern of the Association for the welfare of all of the children of Chicago in their developmental needs related to career development and the decision-making process, and CALL UPON the Board of Education to reaffirm its policy of providing guidance services on an every-pupil basis by restoring the school and consultant guidance personnel in the supplemental budget and reaffirming its policy of providing special help to the disadvantaged by restoring the programs of counseling and placement in areas of high mobility, the Higher Education Guidance Center for minority children, and the census and counseling program for drop-outs, and URGE the Board of Education to encourage the continuing efforts of its staff that created Chicago's outstanding guidance materials, collateral programs and systems of in-service training.

The Senate votes to adopt the proposed resolution submitted by the Western Region as follows: WHEREAS, the Western Region covers 59% of the geographic area of the United States; and WHEREAS, a carefully written proposal has been prepared by a Task Force from Western Region at considerable personal expense; and WHEREAS, Western Regional Leadership recognizes that APGA and regional members will gain mutually from a concentrated programmatic thrust at the regional level; and WHEREAS, the Western Region Branches have committed themselves to both a cash and in-kind funding; and WHEREAS, this Western Regional office significantly adheres to the "ROOTS" concept; and WHEREAS, proportionate APGA membership is lower than in other designated regions; and WHEREAS, official questionnaire responses sent to Western Branch Leaders on the needs from APGA indicated a high level of expressed concern that APGA is not adequately visible nor are its services adequately felt in the western states; and WHEREAS, the thirteen western states have given unanimous support to the Regional office concept; and WHEREAS, a pilot program is needed to determine the feasibility of the "ROOTS" recommendation; THEREFORE, BE IT RESOLVED, that (1) the APGA Senate support the concept of a Regional Office located in the Western Region on a three (3) year pilot basis and encourage the Western Region to develop a proposal for APGA Board of Directors review and action in June, 1972; and BE IT FURTHER RESOLVED, that (2) An amount of up to \$35,000.00 per year for a three-year period be redirected from the proposed 1972-73 budget to support this pilot project for a Regional Office and that the States in the Western Region support the Regional Office with a cash and in-kind contribution of at least \$10,000.00.

The Senate votes to adopt a substitute resolution as follows: WHEREAS, the Senate has received copies of the report from the Regional Office Organization to Serve (ROOTS); THEREFORE, BE IT RESOLVED, that the APGA Senate endorse the ROOTS concept as proposed and recommend to the Board of Directors that it be implemented as a priority item.

Voting on any substantive issues be deferred until the afternoon session of the Senate meeting. Motion passed.

The meeting be recessed until 2:15 p.m. Motion passed, and the meeting was recessed at 12:10 p.m., and reconvened at 2:20 p.m.

The agenda be re-ordered and that the first item of business for this afternoon's session shall be concerned with the application of the Association for Non-White Concerns in Personnel and Guidance to become a Division of APGA. Motion passed, and the agenda was re-ordered.

In light of the recommendation by the Senate subcommittee and in accordance with the action taken by the Senate last year, that the APGA Senate grant the petition of the Association for Non-White Concerns in Personnel and Guidance and as of this date and, pursuant to the terms specified in the petition, in the attached articles of incorporation and the By-Laws of the Association for Non-White Concerns in Personnel and Guidance, grant a charter to the petitioning Association and accept and designate it as a Division of the American Personnel and Guidance Association. Motion passed. Following action on this motion, Senators from the new Division were seated on the Senate floor.

The motion presently on the floor (the substitute resolution concerning the endorsement of the ROOTS concept) be amended to add the following: "but that such implementation not take place until the Task Force has had time to study and come up with an acceptable regional boundary line plan. Amendment defeated, and the original substitute motion remains on the floor.

Vote was called for on the original motion to adopt the substitute resolution as follows: WHEREAS, the Senate has received copies of the report from the Regional Office Organization to Serve (ROOTS); THEREFORE, BE IT RESOLVED, that the APGA Senate endorse the ROOTS concept as proposed and recommend to the Board of Directors that it be implemented as a priority item. Motion passed. The intent of this resolution was to communicate a recommendation to the Board of Directors that this be a priority item at the time the Board considers the budget, and the Board would need to determine how this fits with other priorities.

The Senate votes to set a fifteen minute limit to discussion and debate on all substantive agenda items. Motion passed.

The motion regarding adoption of the proposed By-Laws as amended be removed from the table. Motion passed, and discussion resumed on this motion.

The Senate reconsider the vote on the motion to substitute Article VI, Section 1 of the present APGA By-Laws for Article V, Section 1 of the February 1, 1972 Commission Model.

A substitute motion be adopted that the entire report of the Task Force on Reorganization be referred to the By-Laws Committee for study and for final revisions to be circulated to the membership under normal procedure for consideration at the 1973 APGA

Senate and that APGA operate under the current By-Laws between the present time and the 1973 Senate meeting. Motion defeated, and the original motion to adopt the proposed By-Laws as amended remains on the floor.

The Senate rules that it is appropriate to consider the motion made to reconsider the earlier vote on substitution of Article VI, Section 1 of the present By-Laws for Article V, Section 1 of the proposed By-Laws. Motion passed, and discussion began on the motion to reconsider.

The Senate votes to extend the time limit on this discussion. Motion defeated, and the discussion concluded.

Vote was called for on the motion to reconsider the vote on the motion to substitute Article VI, Section 1 of the present APGA By-Laws for Article V, Section 1 of the February 1, 1972 Commission Model. Motion defeated, and the earlier vote stands.

The Senate votes to end discussion on the main motion and to move the question to vote on the motion on the floor. Motion passed, and discussion concluded.

Vote was called for on the motion that the Senate votes th adoption of the proposed By-Laws as amended and that they be submitted to the Senate by mail ballot with a recommendation by the Senate to the APGA By-Laws Committee for a favorable recommendation to pass in accordance with the present By-Laws. Motion defeated.

The Senate adopt the report of Senate Subcommittee One without amendment and submit the By-Laws as recommended to the Senators for their approval or rejection by mail ballot.

The motion be amended to state that Article VI, Section 5 (Executive Committee) from the current By-Laws be added at the end of Article V of the proposed By-Laws and that this become a section 4 of that Article. Amendment passed.

The motion on the floor regarding the proposed By-Laws be tabled. Motion defeated, and discussion continued.

The question be moved to vote on the motion on the floor. Motion passed.

Vote was then called for on the motion to adopt the report of Senate Subcommittee One to submit the By-Laws as recommended to Senators for their approval or rejection by mail ballot. Motion passed.

The Senate votes to adopt the proposed resolution concerning Field Seminars. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, the Board of Directors commended the headquarters staff on the proposal for field

seminars to initiate the plan on a pilot basis in 1971; and WHEREAS, the Board recommended that a reimbursable loan of \$10,000.00 be set aside; and WHEREAS, the staff did in fact assist in the planning and implementation of two field seminars during the year; and WHEREAS, the evaluation of the initial seminar showed that a majority of the participants profited from the experience; THEREFORE, BE IT RESOLVED, that the APGA Senate commend the Board of Directors for their support of field seminars; and BE IT FURTHER RESOLVED, that a reimbursable \$10,000.00 sum be an item in the operating budget of APGA in 1972 for field seminars; and BE IT FURTHER RESOLVED, that an abbreviated How-to- Handbook for seminars be developed and sent to all Division, Branch and chapter presidents together with a letter from the Board urging their leadership in the implementation of one or more field seminars during 1972-73.

The Senate votes to remove from the table the motion to adopt the "Contract for the Maintenance of Divisions" within APGA. Motion passed, and this motion was removed from the table and opened to discussion.

Vote was called for on the motion to adopt the "Proposed Contract for Maintenance of Divisions" as presented to the Senate. Motion passed. (The contract will be attached to the final Minutes of this meeting.)

The Senate votes to adopt the proposed resolution concerning policy/position statements. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, the Senate Subcommittee on Position/Policy Statements is aware that the Association has under way the preparation of several position papers and wishes to encourage the Board of Directors to continue in this direction; and WHEREAS, the Subcommittee feels that such papers when done well will assist guidance and personnel workers in their particular work settings and will enhance the image of APGA as a professional organization; and WHEREAS, the Subcommittee wishes to commend the Chiles Resolution Committee for the Alpha Paper, especially for the categories of types of issues and levels of involvement for a professional association; and WHEREAS, the Subcommittee utilized their work in its brainstorming about appropriate topics for Position/Policy Statements; THEREFORE, BE IT RESOLVED, that the APGA Board of Directors develop procedures whereby position papers may be written and disseminated and whereby APGA may be a clearinghouse of information for members in regard to topics such as: The Counselor and (1) The Advocacy of Client Rights in situations such as due process in schools, dress and grooming codes, and bussing; (2) The Counselor and Career Education in the Modern World; (3) The Counselor and Civil Rights; (4) The Counselor and The Abuse of Drugs including Alcohol; and (5) Recommended Practices in the More Effective Utilization of Counselors.

The Senate votes to remove from the table the motion that the Senate endorse the paper "APGA Position on Federal Relations" prepared by the Federal Relations Committee, and support the implementation phase contained therein. Motion passed, and the motion was removed from the table and placed on the Senate floor.

The motion be amended to state that the implementation phase of the paper would not begin until the fiscal year 1974. Amendment passed.

Vote was then called for on the motion as amended. Motion passed.

The Senate votes to adopt the proposed resolution from the Human Rights Commission. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, the Commission on Human Rights was created by the American Personnel and Guidance Association to assist the Association in administering the Policy Statement on Individual Rights and Opportunities adopted by the APGA Executive Council on May 25, 1966; and WHEREAS, it is the concerted realization of the members of the Human Rights Commission that the present allocation of \$2,000.00 is less than "token support" for the Commission's identified purposes; THEREFORE, BE IT RESOLVED, that the Senate recommend to the Board of Directors the adoption of the following budget so that the Commission may begin to perform its assigned responsibilities (attached budget with a total of \$12,500.00 - detailed budget will be included with the final Senate minutes.) (It was noted that this constitutes a recommendation to the Board of Directors from the Senate and the Board will need to consider it in conjunction with other priorities.)

The Senate votes to adopt the proposed resolution from the Human Rights Commission. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, it is the responsibility of the President of APGA to appoint the Chairman and the members of the Human Rights Commission; and WHEREAS, this appointment procedure involves the use of a considerable amount of time, thus limiting the effective functioning of the Commission; and WHEREAS, the present Commission, for these as well as budgetary reasons, has not been able to function; THEREFORE, BE IT RESOLVED, that the Senate recommends that the present Chairman and constitutional membership of the Commission (Fred Vogel, Kathleen Crouch, James Chambers, Britanna Bright, Edward Galloway, Josephine Vandiver, Victor Bland, Clemmont Vontress, Brady Fletcher, Adolph Cherot, Martin Acker, Lucy Gay, and Lois Benson) be re-appointed.

The Senate votes to adopt the proposed resolution from the Human Rights Commission, including change in title for the Executive Assistant for Non-White Concerns.

The proposed resolution be amended to state that the name of the office be changed rather than the title of the individual. Amendment passed. The proposed resolution as amended read as follows: WHEREAS, the Human Rights Commission in its endeavor to carry out its assigned purposes as identified by the APGA Executive Council in May, 1966; and WHEREAS, additional emphases and clarification concerning Human Rights have developed as the Association itself has grown; and WHEREAS, the Commission has attempted to be sensitive to the growth of the Association; and WHEREAS, these additional insights require a continuous assessment of organizational and operational patterns; THEREFORE, BE IT RESOLVED, that (1) the name of the Office of Non-White Concerns be changed to the Office of Human Rights and Opportunities so that efforts can be developed in this area more effectively; (2) A full-time secretary be employed for use by the Office of Human Rights and Opportunities; and (3) The APGA Board of Directors, acting for the Association, take another "hard look" at the Policy Statement on Individual Rights and Opportunities adopted in May, 1966, to determine (a) If the Association is currently in agreement with the Policy statement; (b) If the Association is satisfied with the way its Human Rights Commission has functioned in the past; (c) If the Association endorses the rationale and the proposed recommendations and activities of its current Commission as presented in these documents; and (d) If the Association is ready to give its moral, professional, and financial support to the Commission.

The motion to adopt this resolution be tabled until the Human Rights Commission, the Office of Non-White Concerns, and the new Division (Association for Non-White Concerns in Personnel and Guidance) can work this matter out for possible action at the next annual meeting. Motion passed, and the preceding resolution was tabled.

The 1972 election results for APGA President-elect be declared in suspension, and that a recount of all ballots be undertaken by an outside bonded organization not previously involved in this election, under the supervision of the Nomination and Election Board, such recount to be based on a legally established precedent as determined by Minutes of Board of Directors meetings, past and current, or other sufficient evidence of precedence; that this process be completed by June 1, 1972.

The motion on the floor be amended to re-word the motion as follows: The 1972 election results for APGA President-elect be declared in suspension, and that the Nominations and Elections Board make a study to determine whether legally established precedent was followed as determined by Minutes of Board of Directors meetings, past and current, or other sufficient evidence of precedence; and if the Nominations and Elections Board finds that such precedence have not been followed, a recount be undertaken by an outside bonded organization not previously involved in this election; that this process be completed by June 1, 1972.

This matter be referred to the Commission to study Nominations and Elections Procedures established by the Board of Directors for their information and action as may be necessary. Motion passed (48 for; 16 against), and the motion is to be referred.

The Senate approves as its representatives to the Board of Directors to replace those two persons whose terms are expiring the following: C. Denny Auchard (Rep.) and Al Slawson (Alt.); and John Giblette (Rep.) and John Whitaker (Alt.). Motion passed.

The membership materials and the information concerning qualifications and eligibility for APGA membership be changed from simply stating that "Graduate" Students are eligible, to state that "Graduate and Undergraduate" students are eligible and qualified for student membership, and that an undergraduate student rate of not more than the graduate student rate be established. Motion passed.

The Senate votes to adopt the proposed resolution concerning Career Development. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, there is a national emphasis on the importance of and need for Career Education for all American youth; and WHEREAS, Career Development is a basic aspect of Career Education; and WHEREAS, guidance is the process through which Career Development is implemented; and WHEREAS, wise choices should be based upon an understanding of self in terms of interests and aptitudes; and WHEREAS, all youth should be aware of job opportunities and demands; and WHEREAS, there is a need for acquainting all youth with the world of work at an early age beginning with Career Awareness in grades K-6, career orientation in the middle and junior high school grades, career exploration in grades 9 and 10; and WHEREAS, there is a need for breadth in vocational course offerings in grades 11 and 12 so that all youth can have the benefits of the availability of choices from a wide variety of course offerings; and WHEREAS, Career Development is a

continuous, life-long process, there is a need for services to adults; and WHEREAS, there is a need for vocational, educational, and personal career information and assistance at all grade levels; THEREFORE, BE IT RESOLVED, that the American Personnel and Guidance Association strongly encourage all counselors, all counselor educators, other guidance, counseling and personnel organizations, and all members of state and federal guidance, counseling and personnel staffs to become directly involved in assuring that there be a strong guidance component which emphasizes the developmental process as an integral part of all Career Education programs; and BE IT FURTHER RESOLVED, that the Acting Executive Director of APGA request the Board of Directors to set Career Development as a high priority and to strongly urge its Divisions and Branches to set in motion action programs in Career Development.

The Senate votes to adopt the proposed resolution presented by the Southern Region. Motion passed. The resolution as adopted by the Senate reads as follows: WHEREAS, it is the purpose of the American Personnel and Guidance Association to advance the scientific discipline of guidance, counseling, and personnel work and to promote sound practices of same in the interest of those to whom it is directed; and WHEREAS, the Southern Association of Schools and Colleges, in the best interest of those for whom educational instruction is intended zealously supervises its established criterion that a teacher will not have more than 150 pupil contacts daily; THEREFORE, BE IT RESOLVED, that APGA immediately petition the Southern Association of Schools and Colleges to change its criterion for evaluating the guidance departments of elementary and secondary schools under its jurisdiction from its current ratio of 500 pupils to one counselor to that of not more than 300 pupils to one counselor and that schools found to be not in compliance with this standard be given six months to make the required adjustment or thereafter be removed from the approved list; and BE IT FURTHER RESOLVED, that where it is determined that other accrediting agencies have approval or evaluative criteria ratios greater than 300 pupils to one counselor that these agencies be so petitioned.

The Senate highly commends the 1972 Convention Committee, the APGA Headquarters staff, and all others involved in the planning and conduct of this Convention for their excellent work in making this Convention such a success. Motion passed.

The final session of the 1972 APGA Senate meeting be adjourned. Motion passed, and the meeting was adjourned at 5:57 p. m., March 29, 1972.