

## MEETING OF THE APGA EXECUTIVE COUNCIL

Sunday, March 25, 1956

Mary P. Corre, Presiding

### MINUTES

Minutes of the October 1955 meeting were approved.

### TREASURER'S REPORT

Walter Johnson presented the Treasurer's report for 1955-56. He explained the income and expense statements in the budget, discussed the cost accounting that is being developed in the central office, and stressed that every effort has been made to operate in the black this year. He thanked the committees and central office staff for their careful attention to economy. It was moved and seconded that the Treasurer's report be accepted. The motion was carried.

### EXECUTIVE SECRETARY'S REPORT

In presenting his report, the Executive Secretary outlined the various activities carried on by headquarters during the past year and discussed personnel policies which had been worked out in cooperation with the central office staff. Copies of the statement were distributed to members of the Council. Dr. Hitchcock described the luncheon meetings which are held once a month with representatives of various government agencies, and Mr. Odell pointed out that these meetings had been very helpful to the representatives of these agencies as well as to the Association. The Executive Secretary outlined APGA's representation upon other National Groups and at National functions, and then discussed groups on which APGA should be represented but is not at the present time. The first of these is the President's study of higher education. Helen Fisk reported that Devereux Joseph has been appointed commissioner of this study. It was recommended that Dr. Hitchcock approach him directly on the matter of APGA participation.

The second is the President's Committee on Government Contacts. The Committee works on problems relating to minority groups. It has in the past worked with industrialists, first, in setting up a small planning group, and following this with a National level conference and later various regional conferences. APGA has been formally requested to cooperate in working on minority group problems from the school-career development point of view. The development of this project might but would not necessarily follow the same pattern as that set up by the industrialists. It was moved and seconded that APGA cooperate in this project. The motion was carried.

Dr. Hitchcock reported that the College Entrance Examination Board has asked APGA to become an affiliate. This affiliation would call for an annual dues payment of \$25.00. It was moved and seconded that the Council accept this invitation and that the new President be empowered to appoint a representative or representatives to act for APGA. The motion was carried.

Dr. Hitchcock reported that the Educational Testing Service had received a grant from the Rockefeller Foundation to develop guidance work books. It was explained that this project would be aimed at the Junior High School level. The Educational Testing Service has requested APGA's cooperation on this project. After considerable discussion of the role that APGA might be asked to adopt on this project, the Council voted to appoint three Representatives to meet with Dr. Schimberg in an effort to clarify the request. Blanche Paulson, Anna Meeks, and Edward Landy agreed to undertake this assignment.

The Joint Commission on Mental Illness and Health will be conducting a project in the public schools. It was moved and seconded that the Executive Secretary be authorized to investigate the possibilities for APGA participation in this project. The motion was carried.

The Council pointed out that cooperative work with other organizations is most important for APGA. Dr. Shaw said that SPATE is now working actively with the American Association of Colleges for Teacher Education in accrediting student personnel work. It was suggested that the Education and Training Board of the American Psychological Association was another possibility for cooperative contact. It was moved and seconded that a very short term committee be appointed to study how best to use the total resources of the Association in these cooperative enterprises. The motion was carried.

The Representatives of the five APGA Divisions were asked to notify the Executive Secretary of all the organizations upon which these Divisions are represented.

#### BRANCHES

Dr. Hitchcock reported briefly on his visits with eighteen Branches throughout the country this year. He then presented the applications for APGA Charters from the following fifteen Branches: (1) Lansing Area Personnel and Guidance Association; (2) The Personnel and Guidance Association of Greater Philadelphia; (3) The Personnel and Guidance Association of Western New York; (4) The Long Island Personnel and Guidance Association; (5) The Central Indiana Personnel and Guidance Association; (6) The Maryland Personnel and Guidance Association; (7) The Central Ohio Guidance Association; (8) The Denver Area Personnel and Guidance Association; (9) The Oregon Personnel and Guidance Association; (10) The Westchester Putnam Rockland Personnel and Guidance Association; (11) The Personnel and Guidance Association of Worcester County; (12) Northern California Guidance Association; (13) New Mexico Personnel and Guidance Association; (14) The Cincinnati Personnel and Guidance Association (this name may later be changed to the Cincinnati Guidance and Personnel Association); (15) The Iowa Guidance Association.

Branches must be informed that they should provide for sub-divisions within the branches that will accommodate the members of all five Divisions of APGA. It was moved and seconded that this be recorded as official APGA policy. The motion was carried. It was noted that those groups which did not send in their applications in time for action by the 1956 Assembly could be granted APGA Branch status by action of the Executive Council. However, before a Charter could be issued this action would have to be ratified by the next meeting of the APGA Assembly.

#### FUTURE CONVENTIONS

Donald Kitch reported on the Executive Committee's recommendations for future Convention sites and dates. It was moved and seconded that the following tentative schedule be adopted assuming that the Executive Secretary makes suitable arrangements; 1960 - Philadelphia; 1961 - Denver; 1962 - Chicago; 1963 - Boston to celebrate the 50th Anniversary of NVGA. The motion was carried.

#### POSTAL RATES

Donald Kitch requested that the Council approve a resolution to be presented at the APGA Assembly urging favorable action by the House Post Office Committee on Bill 5139 which provides for a downward revision of Postal Rates on Educational Materials. He explained that the companion Bill 1292 had been passed by the Senate and that House action is now needed. It was moved and seconded that this resolution be approved by the Council. The motion was carried. In addition, members of APGA in attendance at the Convention will be asked to get in touch with their Congressman and urge action.

#### COMMITTEE REPORTS

##### 1. Archives

The work accomplished by the Archives Committee during the past year was reviewed and commended. The Committee recommended that the status of the Archives Committee be clarified and asked the following questions:

- (a) Should each Division have an Archives Committee?
- (b) To whom is the present Committee responsible?
- (c) From what source should the finances come for the support of the Committee?

The Committee requested a budget of \$275.00 for the 1956-57 year. It was noted that NVGA has offered the sum of \$100.00 to be used by Dr. Jones in completing the NVGA Archives. It was moved and seconded that the Archives Committee report be accepted. The motion was carried.

## 2. Community Organization of Guidance

The Committee reported on its work in developing a statement of principal techniques and procedures of community planning. It recommended generally that communities be stimulated to use the guide line in developing community plan of coordination. The Council agreed that this material could be useful in helping Branches to work on coordination with other institutions and in making their influence felt in the community. It was moved and seconded that the report be accepted and that the Council request the Committee to prepare a draft of its guide lines to be delivered to the Council for study and possible distribution to the Branches. It was further moved and seconded that the Committee be discharged with thanks. The motion was carried.

## 3. Development Committee

The Development Committee listed its purposes and recommended: (1) That the Council approve its listed procedures in seeking grants from foundations or other sources; (2) That the Council give favorable and early approval to the International Relations Committee proposals; (3) That the Council request the Guidance and Pupil Personnel Section of the U. S. Office of Education to prepare and keep up-to-date with supplements a list of federal grants having special significance for guidance and personnel; (4) That the Public Relations Committee be kept informed of all current and proposed projects of the Divisions in order that this Committee may publicize these studies; (5) That the Council determine which APGA committee should be responsible for identifying new research studies and projects which APGA Divisions might undertake to advance the cause of guidance and personnel services. In the discussion which followed, Dr. Froehlich announced the proposed realignment which he wishes to make of the Development Committee and three related committees.

He stated that APGA should be reaching out in its public relations activities and expanding its services, but it cannot at this time support the recommendation of all of its committees. He is therefore setting up a Public Relations Committee to be composed of the chairmen of the following four committees; the Development Committee, the Speakers Bureau, the Radio and Television Committee, and the Committee on Expansion of Guidance Services. This Committee will be charged in the following year with studying the priorities of APGA public relations functions.

It was moved and seconded that the report of the Development Committee be accepted with thanks. The motion was carried.

## 4. Expansion of Guidance Services Committee

This Committee had been charged by the October council with initiating a meeting with the representatives of other service groups to discuss possibilities in the expansion of guidance services. The Executive Secretary has learned from the Kefauver subcommittee that has been involved with service groups that the contact point of a loosely organized federation of service clubs is in Chicago. It is believed that this is the point at which the principal contact should be made.

## 5. Radio and Television Committee

It was reported that the Chairman of the Radio and Television Committee had agreed to supply national headquarters with material for its manual on Radio and TV for mimeographing and distribution and for a summary for the PERSONNEL AND GUIDANCE JOURNAL. On the basis of the plans for the new Public Relations Committee it was moved and seconded that the report of the Committee be accepted and the Committee be discharged with thanks. The motion was carried.

## 6. Speakers Bureau

It was reported that the Chairman of the Speaker's Bureau had followed the direction of the Council and the material it had produced had been very helpful. It was recommended that until the Public Relations Committee had set up its priorities no further action be taken. It was moved and seconded that the committee's report be accepted. The motion was carried.

## 7. THE PERSONNEL AND GUIDANCE JOURNAL

Joseph Samler reported for the Journal. Dr. Samler outlined as continuing problems for the Journal: (1) The amount of lead which the Journal should take with respect to our members; (2) The difficulty in obtaining good articles at the secondary and elementary school level.

He presented statistics on the numbers of manuscripts received and printed and on the costs of general operations. He made the following two recommendations: (1) That the page allotment for each issue of the Journal be raised to 68 pages; (2) That 50 to 100 reprints be supplied free of charge to each author rather than the five copies of the Journal which are now supplied. Action on these recommendations was deferred to the new council. In discussing the scarcity of good material at the secondary and elementary school levels, the Council made the following suggestions: (1) That possibly different criteria might be used in selecting these articles; (2) That the Journal might seek jointly written articles by counselor trainers and school counselors; (3) That a department might be set up for reporting practices on this level which would help the counselors to see their work as different and significant. An editor might be selected for this department who could rewrite if necessary and edit the practices sent in. It was further suggested that the Council bring to the attention of the Division executive bodies and Branch Presidents the questions which the editor had raised with the Council.

## 8. Placement Committee

In addition to its operational activities in publishing the Placement Bulletin, maintaining the active file, and the convention placement service, the Placement Steering Committee for 1955-56 has carried on a survey of supply and demand for personnel workers in various related areas. The results of this survey will be discussed at a Convention program meeting and in the PERSONNEL AND GUIDANCE JOURNAL. The Committee asked for a 1956-57 budget of \$500. Action on this budget was referred to the new council.

#### 9. Research Awards Committee

This committee reported on the extensive survey that was made of research in 40 Journals. The research selected for the award was Rogers and Dymond's Psychotherapy and Personality Change. A program meeting on the research will be held during the convention and a summary will be carried in the PERSONNEL AND GUIDANCE JOURNAL. It was moved and seconded that the committee's report be accepted. The motion was carried.

#### 10. Professional Training, Licensing and Certification Committee

The committee reported that it had cooperated with the Placement Committee in surveying trainees available for jobs next year, and that an article on the job duties of ACPA members had been prepared and is scheduled for publication in the PERSONNEL AND GUIDANCE JOURNAL. The Committee recommended that in the future it may be made up of Division chairmen of similar committees in the Divisions and that the APGA committee act as a coordinating body rather than a working group. It was moved and seconded that the report be accepted and referred to the new Council. The motion was carried.

#### 11. Professional Practices Committee

The Committee reported on its plans for the 1956 Directory of Approved Counseling Agencies. It has sent evaluation forms to all agencies listed in the 1954 Directory and will send teams to visit the ones that are to be re-evaluated. In addition, all agencies applying for the first time will be visited. The Committee recommended the adoption of a revised form of minimum standards for counseling services. Following discussion the council voted to adopt the following statement: (This statement is attached).

#### 12. Constitution Committee

It was reported that the attempt to amend the Constitution in time for Assembly action this year ran into considerable difficulty. The Constitution needs a complete rewriting rather than simply partial revision. Clifford Froehlich reported on his plans for this Committee as follows: George Pierson has been appointed the new chairman; he has asked for ideas from the old and new Councils and will ask the 1957 Assembly in its orientation meeting this year to present ideas; communication with the new delegates on proposed revisions will be carried on throughout the coming year. The following specific areas which need attention were listed: (1) The by-laws; it is now as difficult to amend the by-laws as it is to amend the constitution; (2) Branch representation; what is the best way to provide for branch representation in the APGA assembly; (3) Committee structure; more discipline is needed in the establishment of standing and temporary committees; (4) Nominations and elections procedures; can these be simplified and made more satisfactory to the membership.

It was pointed out that in order to react intelligently to requests for ideas for constitutional revisions, specific ideas and criticisms about the present document must be made known.

13. International Relations Committee. (See also Item 23)

The Committee reported that plans are in progress for the publication in two parts of a report covering the conferences which the Committee chairman held in 23 foreign countries. (1) In this connection the chairman intends to request the Ford Foundation to contribute \$1,000 in support of the printing of the second part of the report; (2) A request is being prepared for submission to the Ford Foundation for a minor grant of approximately \$2,000 to establish and continue communication with 23 countries; (3) A project involving approximately \$50,000 which is expected to be requested from the Rockefeller Foundation would provide for a program involving the transmittal of materials and correspondence with the Japanese, exchanges of technical personnel, and an institute at the end of a three year period; (4) Dr. Lloyd proposed that consideration be given to an additional trip which would mean revisiting England and France, visits to the Scandinavian Countries and to Russia. This proposal calls for an approximate expenditure of \$3,500 for travel, subsistence and other expenses; (5) The Chairman also makes a proposal which would involve teams of specialists to conduct workshops in Europe, Asia and Africa. He estimates that this project would entail a grant of approximately \$1,000,000.

Most of the discussion of the council centered around Dr. Lloyd's fourth proposal. It was explained that in our relationships with the countries we are now visiting we have found that we are running into real competition from the Soviet. The trip to Russia is proposed as a means of studying at first-hand, student personnel functions in that country. The council expressed considerable concern and raised a number of questions about this trip. The new executive committee was requested to meet with Dr. Lloyd and learn more of the details of his proposal. In addition, Dr. Lloyd will be asked to come before the APGA assembly and discuss his activities as Chairman of the International Relations Committee.

14. Joint Commission on Pupil Personnel Services.

This committee was planned to develop in cooperation with appropriate groups statements concerning pupil personnel services at various school levels. Continuing efforts to set up the Commission have been unsuccessful. Dr. Hitchcock reported that it appeared that APGA would need to take definite leadership if the project is ever to get underway. It was moved and seconded that the committee not be reappointed at this time. The motion was carried. It was emphasized that this idea should be borne in mind for future reference.

15. Resolutions Committee.

Helen Fisk reported that resolutions would be presented to the assembly on Wednesday, March 28. She asked that the Council provide her with any ideas they may have for resolutions, by Tuesday night.

The Council was recessed until Tuesday, March 27th, at 3:00 p.m.

MEETING OF THE APGA EXECUTIVE COUNCIL

Tuesday, March 27, 1956 3:00 P.M.

Mary P. Corre, Presiding

The Council continued to hear the reports of the various committees.

16. Membership Committee.

Dr. Hitchcock reported on membership statistics and on the activities of the Membership Committee and central office during the past year, with particular emphasis on the questionnaire follow-up of unrenewed members. Plans for an APGA Membership Directory were reviewed. Council members expressed the feeling that a number of the Divisions would like to have separate listings of their members included in such a directory.

17. Publications Committee.

Activities of this committee during the past year were reviewed. Recommendations will be presented to the new Executive Council following the committee's meetings during the convention.

18. Planning and Appraisal Committee.

The Council reviewed the recommendations of the Planning and Appraisal Committee with particular attention to: (1) Means of working towards a unified convention program; (2) Coordinating and simplifying committee structure; (3) Inviting related groups to membership in Divisions or to Division status; (4) Sale of membership directory to members. It was moved and seconded that the report be received with thanks. The motion was carried.

19. Convention Policies.

The report of the Convention Policies Committee was received with thanks and the Committee was discharged upon completion of its work during the current convention. (The committee was not able to meet until March 28, and therefore could not submit its final report. This will be presented to the Executive Council in October. Exec. Sect.)

20. Building Commission.

The Building Commission established in October has been following two lines of inquiry in seeking more adequate space for the Association: (1) It has been working through local realtors looking into the possibilities of buying or renting property in Washington; (2) It has been looking into facilities at universities in Washington.



The Commission has no definite information to report at this time. It was moved and seconded that the report be accepted with thanks and the committee be urged to continue its work. The motion was carried.

21. Life Membership.

The Life Membership Committee reported on its investigation into the practices followed by a number of associations in the Washington area. Three of the organizations have \$150 life memberships with annual dues of \$10. Two have \$100 life memberships with annual dues of \$5. None of these plans were based on actuarial information nor with any record kept of drop-outs. It was learned that the building plans of these organizations were tied in with their life memberships.

In the discussion which followed the report it was emphasized that the Association's need for capital funds is urgent. It was noted that a ceiling on the number of life memberships to be sold would be necessary to safeguard the Association's annual income. It was also noted that a constitutional change would be necessary before life memberships could be sold. It was moved and seconded that the problem of life memberships be presented to the Assembly for its reaction and that the Executive Secretary be authorized to look further into the matter. The motion was carried.

22. Nominations and Elections Committee.

Dr. Arbuckle reported on the open meeting of the Nominations and Elections Committee held during the convention. The committee had questioned the process of sending nominations ballots to the membership with the annual dues statement, but had decided it was necessary to do this. The problem of the extent to which the committee should be bound by the actual nominations by the membership was discussed but no decision was reached. Dr. Arbuckle reported that the SPATE by-laws had been revised to make the SPATE nominating committee merely a recording committee so that persons receiving the highest number of nominations in the nominations balloting would be the ones to be placed on the elections ballot. The Executive Council reviewed the arguments and recommendations that had been made at previous meetings. Among those considered was the recommendation that the persons receiving the highest number of votes in the nominations would be placed on the ballot and that in addition the nominating committee could add such names as it felt might be necessary. It was agreed that in all probability no single plan would satisfy the entire membership. What we are seeking is some kind of watertight plan which would take care of the democratic aspirations of the membership plus guaranteeing that competent people would appear on the ballot with the fewest objectionable qualities. It was moved and seconded that the problem of Nominations and Elections procedures be referred to the Constitution Committee. The motion was carried.

The Council was recessed until 3:00 P.M. Thursday, March 29th.

## MEETING OF THE APGA EXECUTIVE COUNCIL

Thursday, March 29th 3:00 P.M.

Mary P. Corre, presiding

### EDUCATIONAL TESTING SERVICE PROJECT

Dr. Landy reported for the committee which had met with Dr. Shimberg to discuss the project of the Educational Testing Service for which APGA's assistance had been requested. He stated that the matter had been clarified to his satisfaction and the other members of the group concurred. Dr. Shimberg had assured the group that APGA's assistance would not carry endorsement of the final product either implied or otherwise and APGA would not be obligated to have its name appear. Dr. Landy explained that the project is intended to encourage greater teacher utilization for guidance in the public schools. It might take the form of a workbook and teacher guide, but this would not necessarily be the case. Anything which the Educational Testing Service might say about APGA's assistance would first be cleared with the headquarters office, and Dr. Hitchcock would decide whether further clearance were necessary. It was moved and seconded that APGA cooperate with the Educational Testing Service in this project. The motion was carried.

### 23. International Relations Committee. (See also Item 13)

Frank Fletcher reported to the Council on the meeting of the new executive committee with Dr. Wesley Lloyd, and also on Dr. Lloyd's presentation to the APGA assembly. It was moved and seconded that the report which was accepted by the APGA assembly on March 28 be accepted by the executive council. The motion was carried.

### PROFESSIONAL AND GENERAL MEMBERSHIP

Three points of view were put forth in the Council's discussion of the problem of professional or general membership for APGA. (1) That APGA needs a general membership for non-professional persons and that professional membership is a matter to be handled exclusively by the Divisions; (2) That general membership should be taken care of at the divisional level, but that APGA should itself have a professional membership; (3) That APGA should not at this time consider either a general or professional membership.

ASCA representatives on the Council expressed the feeling that ASCA should not have a divisional general membership at this time. They explained that their problem is one of raising the requirements for their voting members. Professional standards for school counselors need support from the Association. They feel that it is now too easy for state departments of education to overlook standards for school counselors. They would have no objection to a professional membership in APGA as well, but they believe that the real need is for a category of membership in APGA for people who are not yet qualified for

professional status in a division. It was also suggested that persons interested in the guidance movement, but not qualified for membership, might be able to express their interest through a general membership in APGA.

The Council was informed that ACPA is now in the process of lowering its membership requirements to a B. A. degree for general membership. NAGSCT and SPATE are not considering any membership requirement changes.

The strong argument against APGA general membership proposed by council members was that it is too soon since the unification to change the basic philosophy of APGA: that membership in APGA comes only through membership in a division. The Council agreed that the problem of general and professional memberships should be postponed. However, the problem of persons not in the field, associates or non-voting members who need some contact with the association, still requires attention. It was moved and seconded that the problem of general and professional membership in APGA be tabled to the October meeting. The motion was carried.

#### STUDENT MEMBERSHIP

As an outgrowth of the discussion of General and Professional membership in APGA the special problem of students who may become professionals in personnel and guidance work was taken up. Two possible approaches to the problem were covered: (1) The provision by each Division for student membership in that Division; and (2) The provision for a student membership in APGA. The council reached the general agreement that students present a unique problem since it would be unrealistic to assume that as students they would know which division they might eventually want to join. It was also felt that it would be out of line with our personnel orientation to imply that we know which Division would be appropriate for them. It was recommended that students be permitted a non-division affiliated membership in APGA for a period not to exceed three years, and that students be permitted to elect the divisions from which they wish to receive publications. It was moved and seconded that it is the sense of the Executive Council to inform the Constitution Committee that the council favors the establishment of student affiliates for APGA. The motion was carried.

#### APGA POLICY ON LEGISLATION

The Chairman of the Planning and Appraisal Committee had recommended the establishment of a Legislative Committee to be located in the Washington area. This committee would serve in an advisory capacity to the President and would recommend action which might be taken by the Association. In the discussion which followed it was pointed out that the Association has missed in the past innumerable opportunities to make itself known in legislative quarters. Without actually lobbying, the Association can effectively influence thinking by getting itself interpreted and its point of view on record. It was the consensus of the group that the Executive Secretary has established good liaison with government agencies through the monthly luncheon meetings, and his participation in the NEA Legislative luncheons. Further activities on legislative matters will be left to the discretion of the Executive Secretary.

The meeting of the old Executive Council was adjourned.