

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

1960 - 1961 EXECUTIVE COMMITTEE

Meeting, November 20, 1960

Daniel D. Feder, Presiding

CALL TO ORDER

The meeting was called to order by President Feder at 9:00 a.m. November 20, 1960, in the APGA Headquarters Office, Washington, D. C. Others in attendance were Dr. Arbuckle, Dr. McCully, Dr. Roeber, Dr. Hitchcock, and Mrs. Janicke.

The meeting opened with a report from the Executive Director on operations in the headquarters office. Dr. Feder brought up the matter of an appeal that had been received from the previous custodian, Mr. Hodges Burton, on his dismissal. After discussion on this it was moved by Dr. Roeber and seconded by Dr. McCully that: The Executive Committee has reviewed the matter and has determined that the action taken by the Executive Director was appropriate. There being no dissent, the motion was endorsed.

Continuing his report, the Executive Director outlined the present status of the building and progress on membership. He reported also on the status of the investigation of possible retirement plan for the Association.

It was stated that there is needed an item of approximately \$100 to cover expenses of further investigation by the Committee on Retirement. It was moved by Dr. McCully and seconded by Dr. Arbuckle that: A budget of \$100 be allotted to this Committee for the Committee's expenses. Motion passed.

There was further discussion on the growth both in membership and in subscriptions to the Personnel and Guidance Journal. Dr. McCully brought up the problem of disseminating to members information on APGA and on the meaning of membership in their Association. He suggested that there should be some consideration of ways to get closer identification with the members and to enable members to better see APGA as their professional home. One possibility suggested was to provide something in the way of material for Branch meetings to help Branch members identify with their national association. Dr. Hitchcock suggested as one possible method of doing this the distribution of a record to Branches early in the fall. This could be played at Branch meetings and could contain comments from the APGA President and other officers and there could be printed or mimeographed material prepared to distribute in connection with the record.

Dr. Arbuckle expressed approval of the idea of some type of record and he suggested that this might be made into an annual project and that it could contain messages from the President of APGA, the President of each of the Divisions, and the Executive Director. The messages could be geared to the particular year but not necessarily to a specific meeting and each Branch could use this at the most appropriate meeting during the year.

Dr. Feder suggested the possibility of developing a sound film on the story of counseling and built around APGA. Such a film could be a basic document and the record previously discussed could supplement it.

Discussion on the American Child Guidance Foundation

Dr. Arbuckle asked if all members of the Executive Committee were aware of the American Child Guidance Foundation. He expressed his concern about the Foundation and its activities, centered around Child Guidance Week to be held in December. Of major concern is a television program to be presented at this time and there was also discussion of the Foundation's other activities.

Dr. Feder asked that Dr. Arbuckle keep track of the activities of the Foundation and determine if there are any concerns that should be brought up for discussion and action by the APGA Executive Council. Dr. Feder stated further that the record should show that the APGA Executive Committee has taken note of the work of the Foundation and has directed that Dr. Arbuckle be appointed as active liaison officer to represent APGA for continuing association with the Foundation to explore possibilities of mutual assistance and possible future relationships. Dr. Feder stated also that a letter from him as President of APGA should be sent to the American Child Guidance Foundation to express officially that we are aware of them. Dr. McCully asked what the implication would be for the Executive Director's work with the Foundation and Dr. Hitchcock asked whether it would be more appropriate for the letter to come from the President or from the Executive Director in this situation. In this connection, Dr. Arbuckle stated the feeling that we should make sure that Dr. Phillips, the Director of the Foundation, understands that we are stating not only the Executive Director's interest but that of the Executive Committee, which represents the profession, that is stating its interest.

Dr. Feder assured that he would indicate the matter has been reviewed by the Executive Committee. He suggested further that it might be appropriate for the Executive Director to write the letter saying that the Executive Committee has reviewed the operation and has asked Dr. Arbuckle, as a member of the Committee, to maintain the relationship.

Following this, there was discussion about radio and television articles, publications, and other media of information and the problems of having any control over the type of information that is distributed. In the case of the particular program to be presented by the American Child Guidance Foundation, Dr. Feder asked whether APGA will have any right to raise questions about the nature of the script. He wondered whether APGA would want to be identified with this without knowing anything about the specific content of the program. Dr. Arbuckle stated that it was his feeling that the Executive Committee should go on record with the expression of the Association's feeling before the broadcast. Dr. Feder felt that we should raise a question as to whether cooperating professional association will be identified and if so, it should be stated that it is the opinion of the APGA Executive Council that APGA should have some advance knowledge of the content of the program. Dr. Arbuckle expressed a further worry about the possible medical slant as expressed in the feeling that those things having to do with child guidance is the province of medicine.

Dr. McCully suggested that APA be contacted to see what its feelings are concerning this program since they are also listed as one of the sponsoring associations.

In a further discussion of the problems of controlling information in general, Dr. Feder expressed the doubt that there can be much control that can be enforced. He mentioned two items for consideration. One would be the possibility of the Executive Director writing to all of the publications stating that the Association would be happy to cooperate with them at any time that articles or material are being prepared. Another possibility would be to have a high level full-time publicist to work with the Association, whose function would be to contact the news media and be certain that the story is told as the Professional Association feels it should be told. He suggested that the latter course would be the best one but that the former could be considered a temporary measure until the latter were possible.

Dr. Roeber expressed a concern about the several Divisions sometimes being on record with some things of which APGA and the Council are not fully aware. He asked what measures could be taken to stress with the membership that care should be taken in information given for public consumption.

Dr. McCully stated that there should be something in the APGA Constitution to provide that a Division must clear with APGA before approving anything for publication. Dr. Roeber suggested also that consideration should be given to a public relations counselor. Dr. Arbuckle felt that the best way to control this would be to get the idea across to individual members of a more professional concept. Dr. Hitchcock then brought up the matter of "Your Future Occupations" published by Mr. Pettus Randall. Dr. Roeber outlined the background on this activity and on his experiences in connection with it.

Dr. McCully then mentioned the meeting at which Educational Testing Service presented information intending to show that it was possible for schools to "buy" a guidance program and that there was evidence that guidance in this way can be performed as well as, and possibly better than, by professional guidance people. Dr. Arbuckle stated that the preceding discussions point out more clearly that the NDEA and APGA should be very close together. He stated that NDEA can have a great impact.

Dr. Feder stated the feeling that there is only one answer to the whole situation. He stated that when a member of our Association is associated with one of these other agencies that may be producing doubtful information, there should be a review of his right to continue membership on the basis of his practice. If a man employed by one of these firms should act improperly, then APGA should enter into it and should review the case. Then, if in the judgment of a competent group of the Executive Council this member has violated the tenets of good practice, he should be relieved of his membership. Dr. Feder felt that when this is done a few times we could count on a higher level of performance by people who may be more interested in furthering their own interests than in the service of the Association. Dr. Feder further stated that we will never become a real profession until we self-police our activities.

The Executive Director outlined the progress of the Ethical Practices Committee and the method of operation that the committee will propose. He stated that they

they will not attempt to spell out everything in detail but they will set up procedures to cover all possibilities of unethical practice.

Dr. Arbuckle stated a concern also for the day-to-day unprofessional acts taking place by counselors in many places.

The Executive Committee then turned to discussion of items on the formal agenda that had been prepared. The first item discussed was the matter of a Legislative Committee. A list of possible members for the Committee was presented and these names were discussed. Dr. Feder stressed that this is a very important Committee and it could also become the group that would be involved in liaison with the U. S. Office of Education. Dr. Feder asked consideration of the possibility that this type of Legislative Committee, because it represents the voice of the Association, might more appropriately be made up of the Division Presidents or Presidents-Elect of the respective Divisions. He stated that these would be the people who not only speak for their Division but who must also speak to their Divisions. In connection with this, it was pointed out by Dr. Arbuckle that such a Committee composed of Division Presidents would by necessity need to carry on communication by letter or by telephone. Dr. Roeber then suggested the possibility of having some representatives from the Washington area who could be designated as representatives of the Division Presidents and who would also be on the Committee. The general opinion of the Executive Committee was that the Presidents and Presidents-Elect of the various Divisions should be kept informed of legislative happenings.

Dr. McCully pointed out that there would be two major functions of such a Committee. The first function would be to work out a legislative program that the Association would back. The second function would be to serve as an action committee to work with the legislation itself. Dr. McCully stated that in terms of the weight that APGA has, we should consider ourselves obligated to consider the essential points of a program that APGA would want to recommend. He felt that this should be independent of the Government program. He further stated the belief that APGA should take a definite stand on a program rather than to take the role of commenting on the Government proposals that are made. Dr. Feder stated that this must be at a top policy level. In order to reflect the feeling of the Divisions, there would have to be a top level person such as the Division President. Dr. Arbuckle expressed the feeling that it is very necessary that APGA go on record in terms of where we stand with respect to the NDEA. He felt that this should definitely be done between now and the next Convention. Dr. Feder agreed that we need to prepare a definite statement on the position of the Association and to state that this is what the Executive Council and the Association will support. Dr. Hitchcock stated that the Executive Committee should at this time define what they will support and then this information would be turned over to the Legislative Committee to work through.

Dr. Roeber suggested that instead of a Committee, it might be more feasible for the Executive Director to work out a determination of APGA's stand on each of the points and to call on well-qualified people as needed for each of the areas. Dr. Feder expressed the feeling that the Executive Committee should at this time come to a decision on the views of the Association and the Executive Director could then define the thinking of the Executive Committee. This would then be circulated to the Executive Council for approval. Then the Legislative Committee would be a strategy committee that could be called upon to help in implementing the Congressional action. He further stated that if the Executive Committee is now agreed as to the definition of the Legislative Committee, we should then determine the membership of the Committee and also determine travel allowances and any other necessary details.

Dr. Arbuckle stated that this Committee should consist of people who are well known, who can communicate and are available.

Dr. Feder suggested that the Executive Committee at this time should discuss some of the issues on legislation as listed in the agenda. He then outlined some observations that he has made on some of the operations under NDEA. He expressed the belief that we must obtain the best people we can to work on this and have them determine what a good program is and how it can be supported. He stated that there is a great deal of interest for advanced fellowships in counseling as opposed to the NDEA Institutes. There is also a feeling that the Institutes are producing people who are not really well trained. He further stated that another issue that must be faced is the actual definition of what is meant by counseling. He stated that there are at present at least three well-defined positions in the field. The first of these is the counselor as a psychotherapist. The second is the vocational guidance expert. He then pointed out the third group doing nothing but testing on the assumption that this is all that is required. He pointed out the danger in this group that it may turn administrators against the entire idea. Their emphasis used on talent identification is such that people who read about the Institutes will gain the wrong impression. He felt that on the question of a scholarship program as opposed to the Institute program there are really needed some of both.

There was then discussion on the matter of going on record as favoring more money and Dr. Feder asked whether notice should be taken of the need expressed in the field that more of the money should be going to the support of counselors and counseling rather than of testing as testing. Dr. McCully replied that a position with reference to this would be extremely useful. Dr. Feder stated that there seems to be agreement that the emphasis should be in terms of support of the program rather than in terms of testing. Dr. Arbuckle asked if it could be stressed that we are thinking in terms of the personnel involved. This refers to the question of the extent to which at the state level they are getting more good people or simply more people. Dr. McCully stated that a problem is the outright limitation on the numbers of qualified people available. He expressed the opinion that one of the things very important is the provision of scholarships for leadership personnel in counseling and guidance.

Dr. Arbuckle stated the feeling that simply more money is not the answer. He felt that Congress should not be given the impression that we feel that as long as more money is provided this is all that is needed. He stated that in many cases we are approaching the point where there are more jobs than people, and he would like to tie in the money with provisions to develop and expand good programs.

Dr. Feder stated that in Title B, the question is whether there are enough Institutes if there were more money available. Dr. McCully then stated that from the beginning of the program it had been realized that there is a danger in the short term Institute. He mentioned that the idea of having been in an Institute possibly creates a feeling in the community of the person's having been in a specialized program and may give an impression of better qualifications than the person has. Dr. Arbuckle expressed the feeling that in full year Institutes it would be possible with careful selection to turn out capable individuals but that this could not be done with Summer Institute programs.

Dr. Feder brought up the question of certification laws and certification procedures. He stressed the feeling that we must move in the direction of getting

uniform legislation throughout the country on this. He felt also that we should move toward certification of individuals rather than certification of programs. Dr. McCully stated relative to any money spent in counselor education, that this should be spent only on quality programs where individuals of good promise will be involved. He further favored the shifting of emphasis to full year Institutes in order to begin to add to the pool of counselors in the country.

Dr. Feder stated that a fund should be continued for the preparation of introductory level people at the same pace as before. In addition funds should be added for the preparation of people at a higher level with a minimum of a year's full training. He then asked whether this was preferred or whether the consensus was that the latter idea should take the place of the former. He further stated that until now the emphasis has been upon the summer Institutes. He questioned whether there could be as many people as in the short term Institutes who could take off to attend full year Institutes.

Dr. McCully suggested consideration of a position that APGA feels that a person should not be initiated into counselor education through a short term Institute. He stated the feeling that the money spent on short term Institutes should be used for people who are already in the field. Dr. McCully reported an estimate that in four years there will have been added 1800 counselors to the program who are new to the program and who have the equivalent of one year of training. Further estimates are that if there can be a ratio of one counselor to every 300 students by 1965, and if attrition is taken into account, there would be needed an additional 9500 per year. He stated that we are adding at the rate of about 2000 in all on-going programs including the Institutes. He further stated that a most likely way of meeting the need to an increasing extent would be through some type of Federal support to a full year of training. The question then arises as to whether there would be added value in putting in a group of new people with a full continuous year as opposed to preparation taking place by segments. Dr. Arbuckle proposed the question as to whether the amount of money spent would be better if it were thought of as scholarships rather than as an Institute. He stated that in this way some of the money might also be used to improve the program. The difference in this would be that instead of students coming into a one-block experience that the program could take in a variety of candidates.

Dr. McCully stated that a full year Institute would cost approximately \$6400 per person including the stipend. He expressed also the hope that progress can be made toward the time when this can be done. He pointed out the problem of the administration of scholarships. Dr. Arbuckle said that professionally APGA should be able to say to the U. S. Office of Education that we feel that Institutes should measure up to standards of a good program and that this should also be an impetus for other institutions to work toward improving their program.

Dr. Roeber stated that APGA might take stock of some of the things that it believes in terms of Institutes, course, etc. He felt that our function should be to help Institutes assess themselves and help them to grow. Dr. McCully felt that apart from any merits the Institute program has enabled money to be spent for setting up definite Institutes. He felt that if there were fellowships only in the absence of such Institutes it would be difficult to staff the kind of training programs needed. Dr. Hitchcock asked if this should be stated as supporting the idea of what the needs are for counselors in this country. He stated that we must also support some

way of attracting new people and stated further that many people who start training with the Summer Institutes then go on to longer programs.

Dr. Roeber mentioned as a problem of the year long Institutes that of determining qualifications of people who might take off time to attend these. He stated as another possible suggestion that there might be some program of continuing the same people for several summer Institutes. Dr. McCully suggested another possibility of using the short term summer Institutes as feeders for the full year Institutes. Dr. Arbuckle agreed that it should be possible to turn out well trained people with a full year Institute and expressed the feeling that the function of the summer Institute should be to improve people already in the field.

Dr. Feder asked, concerning fellowships, whether we are at this point ready to say that APGA should not attempt to argue for a fellowship program to supplement the institutes for persons with outstanding qualifications. He further stated that we would then recommend keeping the institutes and shifting the emphasis, and then favoring a supplemental program which will create some fellowships to make possible the identification of potential leaders and their stimulation to the doctoral level. Dr. McCully felt that this would be excellent strategy in that it would begin a spearhead into a fellowship program that would be limited and that could be administered. He further stated that if the Association decides to support the full year Institutes these should be conducted on a quality basis. Dr. McCully further stated that during the academic year many qualified persons on the staffs of institutions are spending their time on matters other than counselor preparation and that for regular session Institutes there would be a possibility of expansion and there would still be sufficient staff available.

At this point the Executive Committee recessed for lunch and Dr. Feder then suggested that the other items on the agenda be discussed at this time and that the discussion return to the legislative matters later in the meeting. For clarity, however, the minutes on all of the legislation are included here.

Further Discussion on Legislative Issues

At this time the Executive Committee returned to the discussion on legislation and the first item was the matter of whether APGA should support an undergraduate scholarship program. Dr. Arbuckle expressed the opinion that there would be a great deal more behind this than just whether or not more money is wanted. Some of these would be; how much money, to whom it would go, who will control it, etc. Dr. McCully stated that indications are that there will be recommendations presented to Congress which will include some form of scholarships to supplement the loans. Dr. Feder expressed a fear that when the Federal Government steps in to this sort of thing private supporters will lose interest and will cut out a large measure of their support to higher education. Dr. McCully stated that this same expectation had been voiced before the Federal Loan Program was instituted but there actually has been a great move forward of local interest and initiative accompanying the Federal Loan Program. Dr. Arbuckle asked how scholarships at the college level will be useful to the children in depressed areas. He stated that a loan distinguishes between the persons who are willing to try to pay back the loan and those who would seek scholarships that would not need to be repaid. He stated that under the concept that the purpose of counseling is to develop independent American, if a person can be made

to feel that at the college level money can be borrowed, this should give sufficient incentive. Dr. Roeber suggested that a statement could be drawn up pointing out a little of the differences in philosophy. He stated that if it then looked as though the opinions of the Council are split, a statement could be made that this is a point on which we have not come to an agreement. Dr. Feder stated that the problem is not so much to build up the scholarship funds but rather to build up motivation. In this connection, Dr. Arbuckle expressed the feeling that there should be far more counselors in elementary schools in these depressed areas to stimulate the interest and increase motivation toward high education. Dr. McCully raised the question of whether the loan fund should be a revolving fund rather than all of the money coming back to the federal treasury as it now is. He suggested that the position paper that would be prepared might go into this as a significant issue of favoring a revolving fund.

At this point Dr. Arbuckle had to leave and before going he summarized his feelings on the several legislative issues. He stated that he is in favor of extension of the program into elementary schools. He does not favor extension to junior colleges since there is still much confusion about their status. He expressed further the feeling that the less we emphasize talent the better. We should think in terms of attempting to help people to get all they can out of what they have. Concerning school social workers and school psychologists, he would hope that this would move in the direction of stating it as aid to pupil personnel workers. He stated this might be a way to bring in the place of these people in APGA. We should think in terms of having institutes for the development of these. He stated also the wish that nationally when we talk about private schools, this could be thought of in terms of the realistic differences. He stated that there is a good argument for the inclusion of private schools whose purpose is the same as the public school system.

Dr. Feder stated a different point of view on the point of private schools and stated that his view would be to favor the support of education and not to differ between public and private schools. Dr. McCully suggested that if APGA recommends that Institutes should be continued, this raises the question on whether money should be provided for people from private schools who may otherwise be qualified to attend such Institutes. He stated that there would be an issue as to whether the Association wishes to take a stand on these stipends.

Dr. Feder stated that the Executive Director should be instructed to take the position which represents maximum leadership for education rather than optimum leadership. He stated that in the position paper this distinction should be made. He further stated that maximum leadership would indicate a strong position of the Association while optimum leadership simply carries us to a point where there would be reasonable feeling that Congress would go along without examining the issues. He agreed that the Association may have to settle for the optimum leadership but felt that we have obligations as a representative in the field of education to express the will of the professional Association and to try for maximum leadership. He further stated that ^{the} ~~the~~ fact that an idea would not sell should not prevent stating it, and that we should not base a decision on what is politically expedient.

There was further discussion on the problem of defining elementary school guidance. Dr. Feder stressed the importance of being able to give some definition of the Association's feeling of what elementary school guidance should do and what needs to be done on elementary school counseling. Dr. Roeber stated that if there were some way to build into the statement that in the area of elementary school counseling there is a definite need, such statement would be hard to refute. We could then think in terms of the need and of what can be done about it. He stated further that if there were some way in which states could obtain the money to set up elementary school programs the talk could then be in terms of actual programs. Dr. Roeber further stated that questions have come up on the difference between elementary counselors and visiting teachers.

Dr. McCully stated that there has been some hesitation to use freely the word elementary school counselor for the reason that there is an expectation that the effective guidance worker in the elementary school will be more heavily involved in really high level consultations with teachers and with parents. Dr. Feder stated that it should be recognized that talent levels are different but that we should also recognize every one has equal worth regardless of talent. He stated that one of the functions of the counseling program at the elementary level should be to make identification as early as possible and to stimulate growth as early as possible. Dr. Hitchcock questioned that in preparing the stand on elementary guidance whether in the position paper this might be more a matter of including the favoring of extension of the bill in terms of elementary schools in addition to secondary schools.

Dr. McCully stated that it would probably be most fortunate if there could be specific provision made for funds for pilot programs in elementary schools and the beginnings of some specific training plus some categorical research funds for several purposes. He pointed as an example to the fact that in the case of the Institutes the directors would like to carry on some better research and follow up but that there were no funds provided for this. He stated that beyond the program needs is the matter of more basic research in the area of counseling and guidance and in such areas as the elementary school.

Dr. Feder stated that the minutes should show a very strong endorsement of funds for research. He stated that we should take a strong position on both institutional research and Office of Education research. It was suggested that instead of calling this research funds it could be called funds for the evaluation of the specific emphasis of the NDEA program and needs as developed by the institutional research.

Dr. McCully asked whether we were now talking about the possibility of two things: the support of programs in higher education with Title Five, and the possibility of preparation of counselors short of the doctoral degree. Dr. Roeber expressed the feeling that we should go all the way and not stop with junior colleges. Dr. Feder stated agreement to the junior college situation. He stated that it could be said in broad enough terms without necessarily spelling it out that we should support the saving of talent at all educational levels. Dr. Roeber stated that it should be put in terms of optimum development in all of our human resources. Dr. Feder expressed the feeling of a need for some Institutes on counseling of lower intelligence persons. He stated that we should endorse a program for all children and should not single out any intelligence groups. This would mean identification of talent whatever it is so that each child can make the most of what he has.

The next issue taken up was the matter of school psychologists and school social workers. Dr. Hitchcock expressed the feeling that the terminology is difficult on these and asked whether the Association can specifically support these two terms. He suggested that it might be possible to leave some parts sufficiently open for interpretation. Dr. Feder stated that as we understand these terms the school psychologist may or may not be a counselor. He is functioning as a technician. The school social worker is functioning outside of the school situation. He suggested that it might be better to keep away from the area of the school psychologist and social worker. He further stated that he was not sure that even if these groups were a part of the Association we would be obligated to take a stand on them.

Dr. Roeber expressed the feeling that the danger in this whole thing is that these titles differ in meaning very drastically from state to state. We would then get into difficulty in trying to define these terms until such time as there is some common definition of duties throughout the different states. This concluded the discussion on the legislative issues.

Dr. Feder then presented material from an APGA member, Mr. Hawkinson, in Kent, Washington, and he outlined to the Executive Committee the background on this problem. After discussion, it was decided to appoint a committee of people in the area of Kent, Washington, to study the situation and report to the Executive Council. There was general agreement that this should be done. (Mr. Hawkinson is being attacked by reactionary groups, and the attempt made to remove him as Director of Guidance.)

GUIDANCE FOR MINORITY YOUTH

The matter of the publication on minority youth was brought up and the Executive Director outlined the background on this project and his discussions with the College Entrance Examination Board on this. Dr. Arbuckle cautioned that APGA should be in a position where the manuscript could be read before it is approved. Dr. Feder agreed that the Executive Committee should set some policy regarding the review of the manuscript. In reply to this, Dr. Arbuckle stated that he felt that if the College Board would be willing to accept APGA's having a look at the manuscript there would be no objections to going ahead with this. It was then moved by Dr. Arbuckle and seconded by Dr. Roeber that: The Executive Director is authorized to go ahead with this project.

Financial Procedures

The Executive Director outlined the problems on classification of budget items and the need for a concept that the classifications on the APGA budget and those of the auditor should coincide. It was suggested that the Executive Committee should agree on this principle and that the matter then might be turned over to the Finance Committee to work out the details. In the discussion, Dr. Feder expressed the feeling that the auditor's report should be geared to the operational needs of the Association and not the reverse. He stated that we must be careful that the auditor is not allowed to control the operational terms. Following further discussion it was moved by Dr. Arbuckle and seconded by Dr. Roeber that: It should be determined what the Association's needs are and that the auditor should then gear his terms to this need, and that the matter should be referred to the Finance Committee to work out. Motion carried.

ACCIDENT INSURANCE FOR PRESIDENT AND EXECUTIVE DIRECTOR

Dr. Feder brought up the question of the desirability for the Association to carry accident insurance on the President and the Executive Director, such policy to designate the Association as a partial beneficiary. Dr. Arbuckle agreed that this seemed logical since much of the Association business requires extensive traveling by these two officers. It was further suggested that such insurance might be written in the name of the position rather than of the specific person in the position.

Dr. Arbuckle suggested that the Executive Director investigate the possibilities and that the Executive Committee then be polled by letter for its reaction. In further discussion Dr. McCully wondered why the Association wished to carry as much as half of the amount as the beneficiary. There was further discussion on this point and the concensus was that the Association should probably not be listed as beneficiary for as much as half the proposed amounts. Following further discussion it was moved by Dr. Arbuckle and seconded by Dr. Roeber that: The Executive Director be authorized to obtain further information on this with a suggested limitation on such policy of \$125,000 or with the premium not to exceed \$500 per year. Motion passed. It was further suggested that under such limitation we might consider listing the person's family with \$100,000 beneficiary and \$25,000 to the association.

DISCUSSION OF ITEMS ON BUILDING

The Executive Director outlined discussions with the friends of the Middle East, renters of the building at 1607 New Hampshire Avenue. He stated that this group is very anxious to learn whether or not there is a possibility of the lease being renewed beyond its present 1964 expiration date. Following discussion on this and on the intentions of APGA to use the building at 1607, the decision was that the Friends of the Middle East should be advised at this point that we cannot renew the lease. They could be told that this would be reviewed again in a year but that they should not plan on the lease being renewed. It was further suggested that we might at the same time advise them that assuming APGA moves into the building at 1607, the building presently occupied by the Association at 1605 might become available for rental at that point.

Mention was made of Life Subscribers to the Association and the Committee was informed that as the membership has now passed the 12,000 figure, it is possible to begin adding additional Life Subscribers at a rate not to exceed 5% of the total membership. It was agreed that we could go ahead on this.

GUIDANCE IN AMERICAN SCHOOLS AND PROFESSIONAL PREPARATION AND STANDARDS.

The Executive Director outlined the present status of the project on Guidance in American Schools and outlined how this would tie in with the Committee on Professional Preparation and Standards. Dr. Arbuckle stated that the report of the Commission on Guidance in American Schools would be talking in broad general terms and that the Committee on Professional Preparation and Standards might use the report.

as a reference source. Dr. Feder expressed the hope that the report of the commission would spell out who the counselor is and what he does. He questioned also how generally this will be considered as an official viewpoint of APGA. Dr. Arbuckle also suggested that it might be well if Dr. Willis Dugan, the Chairman of the Professional Preparation and Standards Committee were invited to sit in at the meeting of the Commission in January.

OTHER ORGANIZATIONS JOINING APGA.

Dr. Feder reported on other groups that might become interested in affiliation with APGA. He mentioned first the American Association of College Admissions Counselors and stated that this group is looking for some professional identification. He stated that the groundwork has been laid for further discussion and possible progress on this.

He mentioned also the National Association of Foreign Student Advisors and stated that at the present time this group is supported by the Ford Foundation. He expressed the feeling that the group would not at this time be interested in any affiliation with APGA but that they might be at some future point.

Dr. Feder further mentioned the College Financial Officers and stated that these people are at this point interested in becoming organized. He stated that a number of people in the group would like to see the group become a Division of APGA or possibly some part of ACPA. He stated also that there now appears to be substantial interest from secondary people and that this might be a group that would cut across several areas of the Association and might make a legitimate Division that could be started.

Dr. Feder also mentioned the Association of College and University Religious Advisors. He stated that this group is interested in some national affiliation and that there are actually two groups in the field. He stated that care must be taken to see which if the two groups APGA should be aligned with.

Dr. Roeber stated that care should be taken in considering new groups when there is already a Division of college personnel. In reply Dr. Feder stated that at the college level there is need to begin the definition of interest groups. He further stated that there is a large development in ACPA that has a feeling this should be a separate holding corporation bringing together all of the college people and running parallel to APGA. He suggested that to forestall this APGA should encourage ACPA to start dividing into functioning Divisions within APGA. The question here would be not just timing but also a question of the philosophy within our own organization. He felt that if something is not done a split may occur faster than is anticipated. In reply, Dr. Arbuckle asked whether this would be suggesting that ACPA do away with itself as a Division and that there be a regrouping into several new Divisions. He stated as one problem that this would cause the need for a different type of representation in the make-up of the Executive Council. Dr. Arbuckle further asked whether there would be a possibility of consultation with ACPA people to do a study in terms of a different concept of Divisions in accordance with functions. Dr. Feder pointed out that there are a substantial number of ACPA leaders who would like to pull this Division out of APGA and become a separate organization. He suggested that they might be invited to consider the possibility of leading the way to the creation of additional Divisions to accommodate the different specialties.

Dr. Hitchcock then reported on negotiations with the International Association of Pupil Personnel Workers. He stated that at the present time it is very unlikely that this group will wish to consider affiliation with APGA.

RESOLUTION TO PRESIDENT-ELECT KENNEDY REGARDING COMMISSIONER DERTHICK.

Dr. Feder expressed regret that the Association had not endorsed Commissioner Derthick to both candidates prior to the election. He questioned whether the timing would be bad at this point and stated that if President-Elect Kennedy is thinking about a new Commissioner and asks major associations to suggest outstanding people, the APGA might be able to endorse Commissioner Derthick at that time.

Dr. Arbuckle suggested that a resolution could be worded in such a way to state that although there might be other candidates in mind, the association feels that Commissioner Derthick would be good. He pointed out that this would not be any sense of speaking against anyone.

Dr. Feder stated that it would be most desirable to do this type of thing right away rather than to wait until the Commissioner's resignation is asked for. He further stated that we might say something directly to Commissioner Derthick regardless of whether or not he will continue. Dr. Arbuckle pointed out that such a resolution would be saying that we realize this is a political job but the Association feels that Commissioner Derthick is a good person. He stated the feeling that a resolution should be sent to endorse the Commissioner, but that we would be overstepping our right in asking President-Elect Kennedy to retain him. He further stated that we have an obligation to indicate that if he is retained he will have the support of the association.

Dr. Feder stated that this should show as a resolution of the Executive Committee and worded in such a way as not to commit the association. The following was framed and adopted:

In consideration of the Splendid educational statesmanship of Dr. Lawrence G. Derthick, U. S. Commissioner of Education, his aggressive and constructive leadership in this era of rapid change, and his keen anticipation of, and provision for the developing needs of American education at all levels, the American Personnel and Guidance Association expresses its appreciation of his work, its confidence in him, and assures its continued support in the event of his reappointment.

AUDIO-VISUAL AID PROJECT

The Executive Director reported on the background of this and outlined some of the films on guidance that have been made. He suggested that the end point of APGA's endorsement of films would be for the Association to have a vehicle whereby approval could be given or withheld. Dr. Feder asked whether there are any standards set up that we would ask them to meet. Dr. Hitchcock presented a proposal on working seminars on audio-visual aids and presentation outline prepared by Mr. Carl McDaniels. (This is attached as Exhibit A.) There was further discussion on the

matter and Dr. Roeber mentioned the film on careers in photography that had been prepared by the Eastman Kodak Company and on which NVGA had acted as consultant. Dr. Feder suggested that there could be carried a byline "Prepared with the assistance of the American Personnel and Guidance Association" on material on which the Association had collaborated. He stated that in giving a seal of approval the Association would be in a different kind of relationship. He suggested that our position is somewhat different than the actual creating of a seal of approval. He further stated that if the Association were given an opportunity to study the script and if a group from the Association feels this script is acceptable it could then be said that it is prepared with the assistance of the Association.

Dr. Arbuckle expressed apprehension about implying assistance of the Association and stated that he was more apprehensive about this than about the approval idea. Dr. Feder suggested that the attorney for the association could be asked to draft a regular contract form to govern a commitment so that if a group preparing the materials signs the contract they would agree to take the guidance of the Association on the preparation. The Association would then appoint consultants. Any monies paid on such a contract would be paid to APGA rather than to the individual consultant. The Association would then pay any consulting fees for the persons who act as consultants.

Dr. McCully brought up the problem of communications to potential film developers. Dr. Roeber expressed the feeling that if the developers knew the service was available there would probably be many of them who would take advantage of it. He further stated that in the future we might certainly wish to consider the possibility of APGA's having a seal of approval but he felt that this will be a long way in the future. Dr. Feder stated that he felt individuals were less likely to be concerned with a statement that APGA had assisted than they would be if the Association issued a seal of approval. Dr. Feder further stated that a budget outline should be prepared for holding a meeting such as outlined in the proposal. He stated also that the Association's attorney should be in on such meeting. He asked whether an attempt should be made to obtain the funds under NDEA and if this were not possible that it might be possible to seek the funds privately. Dr. Feder asked if it would now be too early to discuss the issue of approval or assistance and to discuss methods of obtaining consultants, etc. The general feeling was that this should not be done at this point. The feeling was further expressed that concern should be given not only to films but to other media of communication. Dr. McCully expressed further hope that the audio-visual will be interpreted as broadly and separately. This could include, then, possible areas of teaching tapes, tapes on counselor education, etc.

POSSIBLE PUBLICATION COMMEMORATING COMPLETION OF BUILDING FUND

The Executive Director outlined the proposed plans to bring out a booklet at the Denver Convention to commemorate the completion of the building fund. An outline was given of possible content of the booklet and it was stated that if this type of thing is done, the members should be given an opportunity to make contributions so that their names would be included in the commemorative publication. Dr. Arbuckle suggested that if such a booklet were to come out in April, it might be a logical companion piece to the publication of the Commission on Guidance in American Schools. Dr. Hitchcock suggested that the plan would be to distribute the commemorative publication at the Convention and then to the entire membership. Dr. Roeber voiced an objection

to the idea of putting in this a textbook type of thing on what the guidance program is, etc. He felt the emphasis should be on what the status of the nation is right now and then maybe a brief look ahead. Dr. Hitchcock emphasized the need for approval right away if we wish to go ahead with the idea since it would involve a mailing to the membership and this would have to be made as soon as possible. There was discussion of the present status of the building fund budget and Dr. Feder stated the feeling that an error had been made in asking for large contributions from corporations and he felt that it would have been better to put it in terms of several smaller amounts instead. Dr. Roeber asked about the possibility of preparing a smaller type of publication. Each year there could then be an annual report to the membership at the time of the Convention which would serve as a memento to persons attending the Convention. This would be in terms not of a single commemorative publication, but rather of a yearly report. Dr. Arbuckle suggested that such a report could be called "A Report to the Profession" from APGA headquarters.

COMMUNICATION FROM REVEREND KIM

The Executive Director presented a report from Rev. Kim of Korea and summarized the request made in the communication. He stated that Rev. Kim was expressing a need for two things: a framework of operation, and the necessary money to carry out the operation. In the discussion, Dr. Feder expressed concern that the Korean Minister of Education should be involved in this project and questioned whether the ministry is aware of it. Dr. Arbuckle agreed to the feeling that nothing could be done from this country unless it goes through the regular channels with the Korean government. Dr. Feder stated further the need to know what the Korean government itself feels its needs are and pointed out the dangers of becoming involved in this project without being absolutely certain to go through the correct government channels. Dr. Roeber suggested that the Executive Committee should communicate to Rev. Kim an interest and sympathy and also state that a lot of information still is needed before any action can be taken. Dr. Feder then expressed concern that the Association must be very sure to know what the Korean government itself wants before any action at all could be taken. There was general agreement that additional information should be obtained before any action is taken.

The Executive Committee next took up discussion on the publication on guidance for the academically talented. The Executive Director outlined the status of this project and the progress of the publication that will be brought out. Dr. Feder inquired about making a greater distribution of it to the members. Dr. Feder asked whether the Divisions should be asked if they wished to make a contribution so that their Divisional members could receive a free copy of the publication. It was stated that money could be used from the U. S. Steel Foundation grant to aid in the distribution and that it was felt there would be sufficient sales of the book to cover all the expenses on it. As an illustration, it was pointed out that the ASCA publication on college financing has had extremely good sales and that the cost of publishing this has already been recovered.

Dr. Roeber expressed agreement to the use of the U. S. Steel Foundation funds to make up any deficit on the academically talented project and he agreed that if this is going to sell it is necessary to distribute it to the membership and make it known.

Discussion then turned to the Ethics Committee and the request from the Chairman of the Committee that the name of Dr. Robert Callis be added as a member of the Committee. There was general approval to this and Dr. Feder stated that he will write to Dr. Callis to appoint him as a member of the Ethics Committee.

The Executive Committee reported on the budget of the Ethics Committee and stated that at the present time this is set at \$200. It is necessary for the Committee to be allotted an additional amount of \$100 since the Committee does need to hold a further meeting to complete its work. The Executive Committee, following further discussion, approved the addition of this \$100 to the budget of the Ethics Committee.

A letter was presented from Dr. Abraham Jacobs, the President of the Division of Rehabilitation Counseling, concerning his absence from the country and the problem of who will serve in his stead to be the representative on the APGA Executive Council. It was agreed that a letter should be sent to Dr. Jacobs informing him of the Constitution provisions regarding this and the provision that the President-Elect shall serve in the absence of the President.

Dr. Feder brought up the matter of a possible medical plan that could be made available to the membership. It was stated that there is at the present time a committee looking into such plans. Dr. Feder expressed the feeling that the best way to go about this would be to find out the type of plan that the membership wants. This would then be taken and a program built around it and the Association could then ask various underwriters to bid on providing such a plan.

The meeting adjourned at 5:30 p.m.