

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION

1962 - 1963 EXECUTIVE COUNCIL

Meeting, April 5-6, 1963

Minutes of First Session, April 5

C. C. Dunsmoor, Presiding

I. CALL TO ORDER

The meeting was called to order by President Dunsmoor at 6:45 p. m. at the Statler Hilton Hotel, Boston, Massachusetts. Members in attendance were: Dr. Dugan, Dr. Roeber, Dr. Farwell, Mr. Benson, Mr. Bowman, Dr. Cottingham, Dr. Hardee, Dr. Holmes, Dr. Houghton, Dr. Patterson, Dr. Reed, Dr. Trueblood, and Dr. Hitchcock. Dr. Gellman and Dr. Proff were not present.

A. Review of Minutes

The minutes of the previous meeting were accepted as presented and were made a matter of record.

II. REPORTS OF OFFICERS, COMMITTEES, AND DIVISIONS

A. Officers

1. Executive Director.

a. The first item was the Branch situation in Georgia that was considered by the Executive Committee in February. It had been reported that the Human Relations Council in Atlanta had stated that the APGA Branch in Georgia was forming a separate Branch for Negroes. Communication with Mr. Charles Morris, Branch President, confirmed this, but the circumstance had been agreed upon by both principles. At the meeting of the Executive Committee in February, it was voted that there be a hearing held in Boston for the Georgia Branch before final action was taken. Now however, they have integrated the State Branch and therefore there will not be a hearing in Boston. Mr. Charles Morris has written a letter confirming that there will be an integrated Branch and that an integrated meeting will be held in the spring meeting. The state Branch will charter local branches. This is in complete agreement by the Negroes and whites in the situation; therefore, no action at this point is necessary. It was moved by Mr. Bowman and seconded by Mr. Benson that: The Executive Council approves the steps that the Georgia Personnel and Guidance Association has taken in accordance with the APGA Constitution, and instructs the Executive Director to send a letter to the Georgia Branch so stating, and reaffirming APGA's position on this. Motion passed.

b. The next item was the Louisiana situation. Dr. Hitchcock stated that we had received an application for an APGA State Branch charter from a Louisiana group. Investigation showed that this was a Negro group and was, in fact, segregated. Earlier, a Louisiana group had applied to ASCA for a charter. This situation which was similar had been turned over to the Executive Committee in February because it clearly involved APGA decision. The February Executive Committee, however, had decided to turn it back to ASCA for determination. Dr. Hitchcock stated further that he had had several discussions with the persons in Louisiana regarding this. The white group is known as the Louisiana Teachers Association and the group that applied for the ASCA charter is headed by Mrs. Taylor. We had to become involved with this because after the matter was turned over to the ASCA Council, the white group in Louisiana headed by Mr. Schultz applied for an APGA charter, therefore making it necessary for APGA to come into the picture. He further stated that there was no possibility after his discussions of the white and Negro coming together. At that point the white group decided not to put in for an ASCA charter as previously stated. He said it has now come to the point where both the white and Negro groups understand that both APGA and ASCA will not charter a branch that is obviously segregated even though not by choice of the people involved. He stated that there is a possibility of getting some of the white college people in with the Negro group.

c. The next item was the APGA Memorial Fund. He stated that upon the occasion of the death of Clifford Erickson, Michigan State University is setting up a memorial fund. He stated that Walter Johnson has informed him that some of the people are holding up their contributions in the hope that APGA will set up a fund for which they can send their contributions. It was moved by Dr. Dugan and seconded by Dr. Lyle Miller that: We establish the APGA Memorial Fund for professional development for the purpose of creating a fund, the interest of which will be utilized for professional purposes at the discretion of the Executive Council, and within which funds may be accumulated as memorials to specific persons and contributions to which should be non-designated so far as the utilization of the interest is concerned. Discussion followed. Dr. Hitchcock stated that before anything could really be done a large principle would have to be accumulated. One item that might fall into this would be the post doctoral fellowships. Dr. Dunsmoor asked if it would be feasible to have a small group prepare a statement on memorial funds. He stated that it may be wise to have a Committee to develop several items that could come under this and prepare a definite developmental plan. They could either report now or in May. Dr. Dunsmoor appointed Dr. Dugan as chairman of this Committee. Dr. Dunsmoor called for a vote on the motion. Motion passed.

It was moved by Dr. Miller and seconded by Dr. Roeber that: The Executive Council establish the Clifford E. Erickson Memorial Fund and authorize the President to appoint a Committee to seek and receive contributions for this fund. Discussion followed. Dr. Houghton stated that if we set this up for one individual and do not do it for another individual it might prove embarrassing. Dr. Dugan stated that the idea and the initiative for this came from those who wished a fund established for Dr. Erickson. If anyone else wishes to establish a similar fund, this could be easily done. Dr. Dunsmoor called for a vote on the motion. Motion passed.

d. The next item was the relationship of our Conventions to the Jewish Passover. He stated that this year we have received six or eight letters from members, enclosing a letter from the National Council of Jewish Synagogues, concerning the date of our Convention. He stated that in 1966, our Convention will fall on the main days of the Jewish Passover. Dr. Trueblood stated that we cannot work out schedules to meet all holidays, religious or otherwise, and Dr. Farwell agreed. Dr. Hitchcock stated that he would tell the people that this was brought to the attention of the Council, but that the Council did not feel that action could be taken.

e. The next item was the Juvenile Delinquency Project. He stated that the project has several centers around the country to which they have applied funds. In a meeting several months ago, it was decided the youth center at USC would have a session and a workshop for two weeks this summer and then another on the following summer. This is defined in terms of non-college people. This youth center is concerned only with the average students. He further stated that the people in the Juvenile Delinquency project need a great deal of help in furthering ideas of this sort. He stated that the Juvenile Delinquency Project group suggests that someone carry on a project, for approximately one year, that will embrace other centers in the United States. He further stated that Dr. Smallenburg agreed to release Dr. Harold Reed to work on this. Dr. Hitchcock stated that if this is done it will have to be with a full time director and staff. Dr. Roeber asked how would this fit into our structure. Dr. Hitchcock stated that it would be a temporary project for a year. Dr. Dugan asked what is meant by APGA identification and leadership with the project. He stated that if we did not become involved with it, they could still go ahead with it. Therefore, of what significance is the attachment of APGA's name to the project. Dr. Hitchcock stated that this would identify APGA very much with the leadership in the area because APGA would be sponsoring the project and a sponsored director who would work with the various centers around the country on the problem of the dropout. It was moved by Dr. Trueblood and seconded by Dr. Roeber that: APGA adopt this, and that the Executive Director be empowered to draw up a contract stating that the staff is taking care of it, expenses, etc. Motion passed. (Dr. Trueblood asked that Dr. Hitchcock reword this because he knew it was not worded properly.)

f. Dr. Hitchcock next stated that a certificate was going to be presented to Joseph Samler and that the resolution that appears on the certificate would have to be passed by the Executive Council. The resolution read as follows:

Whereas, He has made outstanding contributions to the profession through his tireless devotion and his creative response to the task of Editor, now, therefore, we the American Personnel and Guidance Association Executive Council do hereby extend to him our thanks and gratitude on behalf of the members of the personnel and guidance profession.

It was moved by Dr. Roeber and seconded by Dr. Dugan that: The resolution be adopted. Motion passed.

2. Treasurer.

Dr. Farwell, Treasurer, reported that budget planning of an optimistic nature was undertaken last year with the hope that by the end of fiscal 1963-64 we would be void of the deficit financing procedure. He stated that he continues to be optimistic that this may come to pass. He stated that the large increase in expenditures has been in two major areas: 1. In terms of a general salary raise; 2. In terms of supplies and operating procedures. He stated that we have so far during the year, paid off \$25,000.00 of our deficit which is half of the deficit over this period last year. He stated that there has been one trend affecting our financing which places us in a less desirable position. He stated that we are financed on the basis of 15,000 members. We have come across the problem of people not paying their dues on time and this is very expensive in two ways: 1. People have been paying on the third reminder and this means a greater expenditure of funds for reprocessing bills continually to the membership and also salaries. We are still not in the place of having 15,000 members paid up for this year. We must try to get members to pay their dues on the first billing. 2. If we can do some diligent planning for the year, we need to try to pay our 25,000.00 loan off. He stated that we have lowered our mortgage to \$88,300 and at the end of this quarter, another \$7,500 will be paid plus \$2500.00 in gifts. Each dollar in advance payment is worth \$.30 to the Association. Dr. Hitchcock stated that by next April 30 the mortgage will be down to approximately \$73,000.00 or maybe even less. Dr. Farwell stated that with the loan we have been able to pay our bills on time which has been a great help to Mr. Dawson. He stated that we cannot talk about budgeting without talking about membership because we depend on membership for our money. He further stated that major budgeting factors this year have accrued from a general cost rise in services, increased evaluation of our property (has doubled) and thus a rise in taxes, an increased general salary rise, and increased income primarily attributed to dues increase with hopefully stable membership numbers. Dr. Dugan stated that the Council should note on page 7 of the written report that we have an excess income over expenses and that this is due largely to Dr. Dunsmoor because last year he had the foresight to suggest that we prepare a budget with income under expenses.

B. Committees

1. Membership Committee.

Dr. Lyle Miller reported. He stated that at the May meeting of the Membership Committee they hope to be able to become acquainted with the IBM processing procedure. Because of changes taking place relative to the IBM set up during the May meeting of the Membership Committee last year, the Committee members did not have a good opportunity to view the machinery and this caused problems during the year. The growth since April 30 has fallen short of the 18,000 goal projected by the Committee, although a total of 2,534 new members have been recruited in that period. This gain has been almost completely cancelled by the loss of 2,528 old members who did not renew. The period from now to April 30 is usually one of increasing membership, however, and we may still end the year with about 17,000 members.

He stated that he felt that one of our main problems concerning membership during the year has been our attempt to follow-up dropouts. He stated that the attempt to follow-up on the dropouts during the year stopped because membership people could not tell who were the dropouts from the material that they received from the Headquarters. He stated that he felt we lost some of our membership because of the mix-up on IBM. He stated that this was brought to the attention of the Executive Council in the fall and a number of steps have been taken to remedy the situation. In brief, the membership retention plan did not work out to achieve the planned objective, but created instead a negative atmosphere for membership promotion. He recommended that special attention might be given to states which have held their per capita growth position in this top group for the two-year period--Alaska, Arizona, Georgia, Idaho, Massachusetts, and Wyoming, that the Membership Committee continue to maintain high goals, and that the Committee continue to state the procedures of the membership processing in the Headquarters. Dr. Dunsmoor stated that we owe a great deal of appreciation to the Membership Committee.

Dr. Hitchcock stated that at the May Executive Council meeting last year there was one recommendation from the Membership Committee that was not acted upon at that time. This was that all costs of the annual meetings of the Membership Committee be charged to the Membership Committee budget of APGA rather than to the budgets of the respective Divisions. Dr. Hitchcock stated that last year, three Divisions did share the expenses but it is the desire of the Membership Committee that APGA pay the expense for this Committee meeting. It was moved by Dr. Roeber and seconded by Dr. Houghton that: The May Membership Committee meeting be an APGA expense. Motion passed.

2. International Relations Committee

Dr. Dorothy J. Lipp, Chairman, reported that the Asia Foundation & Grant I, administered by Dr. Edward O. Hascall, provides Convention subsidy for selected Asian nationals who are professionals or professionals-in-training in fields allied with APGA and who are located in the United States at the time of the Convention. The Grant of \$2,500.00 was awarded by the Foundation for the fifth consecutive year. The sum will finance approximately 21 Asians who are selected by process of application and recommendation. The grantees together with other international visitors at the Convention (we estimate that the total international visitors this year will be between 50 and 75) are provided with hosts and hostesses who are APGA members. They also receive orientation, have the services of a staffed international visitors lounge, and participate in an evaluation session at the close. She stated that Mr. H. George Russell was in charge of the program of procedures for internationals with the help of the Convention Committee. Grant II from the Asia Foundation is in the amount of \$1,000.00 and it supports, for the third year, Association membership for Asian Nationals on a matching basis with contributions from the Grant candidate and from APGA. Under this procedure for a three-year membership the international pays \$15.00 for three years, the Asia Foundation pays \$15.00 and APGA pays \$36.00. She stated there are some problems with the procedure under the Grant.

She stated that some suggested changes in the old procedure are: (1) should have membership in APGA for these members only and not the Divisions; (2) review the cost and procedure because she felt that the Asia Foundation should be paying more; (3) simplify the procedure. She stated that feelings are that the coordinator should handle the mailing of magazines and publications to the internationals until such time as they are positive that individuals are receiving their magazines. At that time the international's name should be placed on the machine operation unit. Dr. Dugan asked if we should continue this as a long range thing or should we drop it at this point. Dr. Forrest Moore stated that we may have to go back to the Asia Foundation and have them bear all the expense except for what the individual pays. He further stated that we need to discuss with the Asia Foundation the way that the whole procedure is operated. She stated the time has come to review with the Asia Foundation our whole Asia Foundation program.

Dr. Lipp stated that one of her recommendations to the Council and the Senate is that the Committee should continue to develop its present liaisons with government and private agencies and should seek more effective communication with other professional organizations which are extending their programming into the international field.

3. Research Awards Committee

Dr. Joseph French, Chairman, reported and stated that the Research Awards Committee reviewed 54 Journals and several monographs and books published during the past academic year. He stated that the awards that will be presented at the APGA Convention in Boston will be made to the authors of the following publications: Kenneth E. Clark, The Vocational Interests of Non-Professional Men; and to E. Paul Torrance, Guiding Creative Talent. He further stated that the procedures followed by the present Committee were patterned after those established by previous Committees. Each member of the Committee assumed responsibility for the nomination of articles in specific journals and was encouraged to nominate booklets, books, articles from other journals upon determining their merit. Each of the Journals was reviewed by at least two members of the Committee. In the cases of the Journals which were judged as more likely to be of greater interest to APGA members, from 3 to 10 members were assigned. As a result of this process, 46 articles and 6 books were nominated. He stated that a proposal will be submitted to the Research Awards Committee during their meeting on Monday and then will be submitted to the Executive Council. Dr. Dugan stated that the biography of the winning studies is very important and should be placed in the archives.

4. Finance Committee

Mr. David Dawson reported for Mr. Harold Logan, Chairman of the Finance Committee. He stated that at the outset of the fiscal year the Committee was given the problem of the APGA cash deficit. On August 15, the Committee met and suggested three alternatives for solving the problem. As a result, a bank loan was received in the amount of \$50,000.00. During the course of the year, the Committee was asked to make recommendations for the handling of the property. The Committee

felt that before they could offer sound recommendations, they needed to have some idea about the financial outlook for APGA. To obtain this, they requested that the Headquarters staff prepare a rough draft of the ten-year financial projection for the Committee. The first draft was completed and presented on March 5, 1963. He further stated that it was recommended that the ten-year projection be sent to the Executive Council members for their ideas and suggestions. It is hoped that the Executive Council members will return their copy of the ten-year projection by April 20 for discussion at the June 11 meeting of the Finance Committee. He concluded by stating that the Finance Committee felt that we should spend more money on public relations and promotion of the Association.

5. Publications Committee

Dr. Delmont Byrn reported and stated that a preliminary survey of publication problems and a collection of policy statements of the Division publications were made during the year. On March 15, twelve members of the Committee met in Washington and accomplished the following things: 1. Became acquainted first-hand with the APGA Headquarters staff and physical facilities, 2. Reviewed certain APGA publications and other publications in the Headquarters library, 3. Received reports of the stock of APGA and Division publications on hand, 5. Received personal reports of the services and procedures of the Headquarters office related to the publications from Mary Janicke, David Dawson, Roger Bowman, Steve Friedheim, Carl McDaniels and Arthur Hitchcock. At this meeting the Committee drew up twelve recommendations concerning the APGA Publications Committee membership, mission and policies. He presented these recommendations to the Executive Council. In general, two of the recommendations concerned the APGA Division Journals. Three recommendations concerned the Personnel and Guidance Journal. Two recommendations concerned publications other than APGA and Division journals and a recommendation and statement on possible personnel and guidance journal editorship arrangements. Dr. Byrn stated that ASCA has the best publication policy of all the Divisions. Dr. Dunsmoor stated that the Executive Council has become concerned about the scope of the publications program. The publications program has become such a significant part of the APGA program that we should take a look at what should be done to set up some general policies in relation to Division publications and over-all publications. Dr. Trueblood stated that what some Divisions put out in their publications reflect on the Divisions of APGA and also APGA. Dr. Dugan stated that we should have a progress report at the May meeting of this Committee. He asked Dr. Byrn how did he interpret the By-laws of the Constitution that specify the membership of his Committee. Dr. Trueblood stated that looking at divisional Journals that have Editorial Boards of their own, perhaps the role of the Publications Committee is one of looking over the needs of long-range planning instead of setting binding policies under which everyone would have to operate. If the Editorial Boards were to set up binding policies, there would be a possibility that it would lead us into a harassment to which we could never escape. Dr. Byrn stated that the Committee should do something about the safe guards without getting too involved in the machinery. Mr. Benson stated that he would support Dr. Trueblood that we want to be careful that we do not make our procedures so involved that it really becomes undesirable to work in the publications area. Dr. Trueblood stated that he thinks that within the next 3 to 5 years, there should be added onto the staff, a professional expert, who takes care of many of the problems on publications. He further stated that we do enough in the publications

business that we need expert publication advice. We do not need laymen but someone who knows what a good publication looks like. He stated that the best way to get membership is to turn out good publications and good programs. Dr. Byrn stated that the journal editors of the Divisions and the Personnel and Guidance Journal Editor could very well work as a unit aside from this group and could be an operational unit of technical know-how. Dr. Dunsmoor stated that it should include a representative from the Headquarters staff. Dr. Byrn stated that there should be someone to represent the Headquarters on the Publications Committee. Dr. Dunsmoor stated, relative to the size of the Committee, that we should have one Divisional representative, someone from the staff, and one or two people who would represent APGA in general. Dr. Trueblood stated that if we remove the Editor from the Committee we, in a sense, have a monograph committee. Dr. Dugan stated that he sees an advantage in continuing for another year in what has been the practice in the past of having two members from each Division and perhaps it would be well if one of these persons is the Editor of the Journal. Sub-committee meetings could be called for the editors to discuss matters of interest to them. Dr. Roeber stated that one of the problems over the years has been the relationship of the Publications Committee to the Personnel and Guidance Journal and the time of the new Editor coming in is the time to make any changes. He suggested that we change the procedures so that the Executive Council has a little more to say about the official publication. Dr. Dunsmoor stated that by the May meeting of the Council, we are going to have to discuss the selection of the new Editor.

6. 1963 Convention Report

Dr. David Tiedeman, Convention Coordinator and Dr. Edward Landy, Program Coordinator, reported. Dr. Tiedeman stated that the title of the program this year is "Guidance: Retrospect and Prospect." He further stated that if you are going to continue to have Conventions, he felt that we are going to need more support in the development of the Convention, which means more money in the budget of the Association. He stated that the Convention people are getting together some costs estimates to allow us to ascertain what these are. We are going to have to have more full time representation in the Headquarters for the Convention. Dr. Landy reported that there are 370 sessions scheduled at this Convention. The largest number of sessions in the history of the Convention and under the worst conditions. Three hundred-fifty of these programs are in the regular cycle. There are approximately 1,000 people who will be participating in these sessions. Program participation reaches from the unknown school counselors to the well known scholars. He further stated that each Division was given space and time for all their activities. He stated that some of the problems of programming had to do with the following: 1. Establish a budget for activities. 2. Establish a calendar of tasks to be accomplished. 3. Establish form and procedures for the programs. 4. Arrange with hotels for meetings etc. 5. Coordinate work with other Convention workers. He further stated that the Convention is the single most important activity that we carry on, therefore, a Convention manager, needs to be assigned full time in the Headquarters for the Convention. He further stated that there needs to be a clarification by the Executive Council between the APGA Convention Committee and the Divisions. He stated that many problems arise during the year because of the short staffing in the Headquarters, not adequately available financing, etc. He stated that it might be desirable to have a standing committee on conventions to come up with recommendations and policies. Mr. Friedheim stated that Dr. Landy and Dr. Tiedeman have done a tremendous job and

the whole Committee has been dynamic. Dr. Dunsmoor stated that he was most pleased with the work that has gone into the planning of this Convention. He further stated that he wanted to say, also, that it was really an inspiration to meet with the Convention group and see the enthusiasm with which they have been approaching their job. We are most grateful to the entire Convention Committee who have worked so hard during the year to prepare and set up a fine Convention. Mr. Bowman stated that he thinks that the ASCA program this year shows the kind of imagination and creativity that will make it stand out and discuss the criteria for the selection of the top persons for the Convention with his group. He stated that it is extremely important that the two positions be filled by people who are of the highest caliber. He stated that in the development of Convention procedures, we should look at the two top persons who are selected very, very carefully. Dr. Roeber stated that we are reaching a stage that may be within another year or two, we should count on our Convention income being put into the development of another Convention and not into the support of other item. This is something that deserves some study as far as the Convention goes. Dr. Dunsmoor stated that we should be able to raise money in our Convention to pay for the full time person who is going to draw off some of the load of the Convention people. Dr. Dugan stated that next year we may need more help of the Executive Council and officers of the Divisions in backing up the representatives at the Convention because of a general smaller amount of experience of the people in that area. Dr. Roeber stated that he would like to extend an invitation for the APGA Convention to come to Detroit in 1967, the year, however, could be flexible. Dr. Patterson asked how can we go on having our Convention from Monday through Friday, the same amount of days, but continue to increase the number of sessions. He stated that this year he has asked his program chairman to ask for less time instead of more time for programs. Dr. Bowman stated that Dr. Patterson's point is very well made. On the other hand, there are a great number of people who like to have a large variety of programs to choose from. Dr. Dunsmoor stated that maybe we should have a Committee of the Executive Council study this and report at the May meeting and that Dr. Dugan should appoint the Committee. Dr. Dugan stated that the fact that there should be a standing Committee on the Convention is a very good point. Also, perhaps, the best qualified persons to serve on this Committee are those that have gone through the mill like Mr. Ashcraft, Dr. Landy and Dr. Tiedeman who have served in this capacity. Dr. Roeber stated that this could be an ad hoc committee. Dr. Dugan stated a small committee of three. It was moved by Mr. Benson and seconded by Mr. Bowman that: The Executive Council ask Mr. Kenneth Ashcraft to serve as the chairman of a committee of three, drawn out of the new Executive Council to come up with recommendations for the approach to a permanent committee. Motion passed.

The meeting adjourned at 11:10 p. m.

Minutes of Second Session

April 6, 1963

C. C. Dunsmoor, Presiding

The meeting was called to order at 9:15 p. m. by President Dunsmoor. Members in attendance were: Dr. Dugan, Dr. Roeber, Dr. Farwell, Mr. Benson, Mr. Bowman, Dr. Cottingham, Dr. Hardee, Dr. Holmes, Dr. Houghton, Dr. Patterson, Dr. Proff, Dr. Reed, Dr. Trueblood, and Dr. Hitchcock. Dr. Gellman was not present.

7. Editor, Personnel and Guidance Journal

Dr. Joseph Samler reported and stated that they have received 342 manuscripts for consideration from March 1, 1962 to February 28, 1963. He stated that we have 64 articles that are in our accepted manuscripts file--enough for the May issue in print to run through the February 1964 issue. In addition, there are 68 in process of revision and in review status. He estimates that more than one-third of these eventually will be accepted. Finally, 23 manuscripts are awaiting review. He stated also that our publication backlog is ten to twelve months which is too great. He stated that we have taken out a certain amount of insurance of publishing periodically a list of accepted manuscripts. This should help the searcher of the literature, but it is only a mild corrective. The 342 manuscripts received in the current period compares with 91 articles published in 1958-59. He stated that as the number of manuscripts submitted increases, a difficult problem in review is presented. The basic problem, of course, has to do with the nature of the Journal, whether it should keep pace with the field, or follow, or maintain a certain lead. He stated that he hoped that the Council will continue to support Journal policy relative to level of articles and that he is greatly encouraged in this respect by the preliminary findings of the readership survey. At this point a certificate of recognition and a camera were presented to Dr. Samler by Dr. Dunsmoor.

8. Branch Coordinator

Dr. Hollis reported that the objectives of the Branch Coordinator are to be of service to Branches APGA, coordinate Branch activities, functions, organizations and structure, and stimulate formation of new Branches where the membership may be better served through addition of new Branches. He stated some of the several methods that were used during the past year to fulfill these objectives. Some of these were a Branch letter, personal correspondence, questionnaire, etc. The new APGA Directory will identify each APGA member who is also a Branch member. The local Branches have been encouraged to publish local directories and to identify each of their members who belong to APGA and to Divisions. He presented several recommendations to the Executive Council and some were as follows: 1. Branch Coordination Committee be formed, 2. State Branch in each state, 3. Several local Branches within a state, 4. APGA Division representation with each state, 5. Voting power and Senate representation for Branches, and 6. New brochure publication. He stated that just as questions occur on the national level for which APGA represents professional workers, so do questions occur on the state level for which an official organization is needed to represent the interests of the professional members. In some states a state Branch has been chartered. These seem to have proven very successful, but the organizational structure in relationship to

local Branches is varied. Dr. Roeber felt that it would be a good idea to call the smaller Branch chapters because it would be less confusing. Dr. Hitchcock stated that the following Branches have applied for APGA charters and have been studied and found to be in order according to the APGA policy and design:

1. ASCA State Personnel and Guidance Association
2. Boulder Personnel and Guidance Association (Colorado)
3. Colorado Personnel and Guidance Association
4. Delaware Personnel and Guidance Association
5. Northwest Indiana Branch of APGA
6. Montgomery County Personnel and Guidance Association (Pennsylvania)
7. Lookout Personnel and Guidance Association (Tennessee)
8. Texas Personnel and Guidance Association

It was moved by Dr. Roeber and seconded by Mr. Benson that: The Executive Council approve the granting of these eight charters. Motion passed.

9. Long Range Advisory Committee

Dr. Hitchcock stated that it was the consensus of the Committee that the present Branch structure is difficult to administer and provides no sound basis for representation in the national Association. The Committee recommends the creation of one state Branch in each state--a comparable political unit consisting of officers and executive council who would be de facto representatives to the APGA Senate augmented by representatives proportionate in number to the number of national members in the state Branch. This state Branch should be given full discretion and authority to recommend chartering district local branches within the state in whatever way it will best serve the needs of the field in that state. The state Branch would, upon its creation, automatically review the charters of all existing Branches together with new applications and make recommendations to the national Association for the issuance of new charters. Election to the Executive Committee and Executive Council of the state Branch would take place through APGA machinery with both nominating and election ballots sent only to APGA members resident in a given state. Members of this state would have the right of appeal to the APGA Executive Council. The existing pattern in each state would prevail until the new structure begins to function. A moratorium would be called on the creation of new Branches until the new structure begins to function. A Committee on liaison with the states would be created to try the plan in two or three pilot states prior to the final decision on its general adoption.

Dr. Dugan stated that there has been, for a number of years, a position known as Branch Coordinator and Assistant Coordinator. Looking at the Committees for next year, he suggested that we form a new Committee on Branches to replace the position of Branch Coordinator and Assistant Coordinator acting alone and this Committee be made up so that the Branch Coordinator and Assistant Coordinator serve on the Committee. Each president-elect of a Division has named a person to serve on the Committee for next year. It was moved by Dr. Dugan and seconded by Mr. Benson that: The Proposed Committee on Branches for next year, consisting of the Branch Coordinator and an Assistant Coordinator and a representative from each Division be authorized. Motion passed.

Dr. Hollis stated that this new Committee is going to study the items with the Long Range Advisory Committee and report next year at the May meeting of the Executive

Council. Dr. Dugan wondered if Dr. Hollis' Committee on Branches could report in May. Dr. Hollis stated that he will try to get together with his Committee members and look it over and do as much as he can. It was the consensus that the Executive Council ask the Committee on Branches to be convened between now and the May meeting and be prepared for a progress report at the May meeting. Dr. Roeber was wondering what the transition phases of this were and he stated that we should look at this. Dr. Dugan asked what is the present feelings of the Executive Council. Is it in the direction that we should have only one state Branch per state or is it more flexible and widespread? Mr. Benson stated that he would support one state Branch and Dr. Hardee stated that she would support one state Branch.

10. Professional Preparation and Standards Committee

Dr. Robert Stoughton reported. He stated that the Committee has prepared a tentative draft of a "statement of policy" which appeared in the January issue of the Personnel and Guidance Journal. Advance copies of the tentative draft were distributed in late November and early December to all members of the APGA Executive Council and to all regional chairmen of ACES and ASCA study groups with a note that additional copies were available for local study groups. He stated that each member of the PPS Committee has acted as a medium for the exchange of information between the PPS Committee and the Division he represents. He stated that the APGA policy statement is designed as an umbrella--a framework wherein each Division of APGA could develop some statements and/or standards on counselor role. He stated that the Committee is in the process of revising its statement for action at the Senate next year. He is going to encourage the Divisions to work with their own statements to see how it works in with the APGA. He stated that the PPS Committee believes that APGA and its Divisions have the responsibility to promote the best in professional matters related to the attainment of these goals. Statements of policy and standards should be designed to promote better service to our public and should be perceived as a means of promoting special interests. It is essential to provide flexibility so that there may be continued growth along with a continued search for new and better procedures and concepts and it is essential also that there be a realistic calendar for implementation. These statements should be included in the contemplated series of APGA publications on preparation and role. He stated that it is a little difficult to know how the PPS Committee should move next year.

11. Guidance Information Committee

Dr. Trueblood stated that ACPA has not had a voice on student personnel in relation to higher education and legislation. Dr. Stripling was present at the meeting. He was not speaking for the Guidance Information Committee, but for the new Committee that has just been set up on legislative review and the title of the Committee is Legislative Review Committee. Dr. Dugan stated that the Committee that Dr. Stripling represents is a new Committee that will begin functioning this year. We have received information during the year regarding the bill before the House. It is felt that the bill will be broken up into parts and the one bill that has a good chance is the Higher Education part. It was felt that the continued support for preparation of counselors might die with the mass of H.R. 3000, consequently, because of this, we went on record favoring extension

of other levels of secondary education. The Guidance Information Committee over the period of years has not been too physical. Next year we are going to face the fact that we are more than a Guidance Information Committee. We, therefore, propose the formulation of a Committee with representation from each Division with some members at large who are in better positions to help with this. At this point Dr. Stripling presented the following proposed Resolution to the Council:

The American Personnel and Guidance Association commends the Congress for its foresightfulness in including in the National Defense Education Act of 1958 provisions for (1) improving the quality of preparation of secondary school counselors and (2) encouraging the states to develop counseling and guidance services in secondary schools. This legislation has not only made a significant contribution toward the accomplishment of these objectives but it has also encouraged the states to revise and upgrade standards for the certification of secondary school counselors, and has encouraged local school boards to make provision for their employment.

Furthermore, it has increased public awareness of the potential value of counseling and guidance services for secondary school youth.

However, the needs of our youth for such services are yet far from being adequately met and in the immediate future these needs will be even greater. Thirty million young people will enter the work force of our country during the next decade. This represents a 40% increase over the last decade. Our association feels that each of these youth deserves the very best counseling and guidance services to assist him (her) in identifying and realizing his potential as a member of our society. This is in the interest of the individual as well as of the Nation.

Therefore, it is urgent that the Congress make provisions for:

1. The professional preparation of counseling and guidance personnel for all youth in all elementary schools, secondary schools, junior colleges, colleges and universities, special training programs supported by the Federal and State governments, and for all school age youth not in school;
2. The establishment of stipends (traineeships) for the professional preparation of persons to (1) supply leadership at the local school level and to facilitate the work of counselors and (2) to insure quality preparation for college teachers who prepare counseling and guidance personnel to work with American youth;
3. Financial support to encourage the development of college programs, curricular, and facilities to make available and insure sound preparation for counseling and guidance personnel to work with youth in all parts of the Nation;
4. Financial support for the development of demonstration centers in selected colleges and universities in different parts of the country to demonstrate advanced and improved methods of educating counselors and to demonstrate best practices in counseling and guidance services for American youth; and

5. Financial support to the states for establishing or extending programs to insure adequate counseling and guidance services for all school age youth.

Dr. Stripling stated that we do want to keep this rather short and to the point. We do not want to mention NDEA as such. This is part of the strategy. We want to tell the Congress what we think is needed. After the Council studied the resolution prepared by Dr. Stripling, it was moved by Dr. Dugan and seconded by Dr. Hardee that: The Executive Council move the change of the name of the Guidance Information Committee to the Legislative Review Committee. Motion passed. This is a Standing Committee. Dr. Trueblood stated that he felt that additional items should be added to the list of five resolutions that the sixth one being that continued support and further development of financial aid, housing and other facilities for the college student. It was then moved by Dr. Proff and seconded by Dr. Patterson that: The additional item be added to the five resolutions being that: the continued support and further development of financial aid, housing, and other facilities for the college student and that the resolution be adopted with this additional section. Discussion followed. Dr. Roeber at that time stated that he was worried about some other items that were not covered here. Dr. Stripling stated that the resolution intent is very specific. It is a statement for complimenting the Congress for its foresight for moving into this area. Motion passed. (Dr. Hardee and Dr. Stripling were to reword the resolution before the Senate meeting.)

12. Awards Committee

Dr. Cecil Patterson reported. He stated that the mission of the Awards Committee was to consider the desirability of awards and one of the main things was to consider the nature of honorary memberships within the Association. The Committee has made progress during the year, but has had no physical meeting. He stated the range of the activities of the Awards Committee affects the range of other awards. The Committee last year gave an award to a textbook and a question was raised as to whether or not this is part of the Research Awards Committee's function. He next stated that the Constitution and By-Laws are sound regarding honorary membership. He stated that the honorary membership award is given only to those who can be qualified for membership within APGA. The Awards Committee recommended also that a membership be considered to other professionals who have contributed to the Association but are not in the field of personnel work. Next, he stated that if the Nancy C. Wimmer Award has to be discontinued because of lack of funds, a similar award should be established by the Association from other funds. The Committee suggests that the Nancy C. Wimmer Award Committee consider the possibility of re-examining its criteria. Possibly, he stated, it is desirable to have two awards. One, limited in time and two, long service to the profession. A contribution in the form of a publication, outstanding monograph, etc. He stated that the Committee felt that consideration should be given to awards for guidance and personnel work within the media of TV, etc. Monetary award might be possible. Dr. Patterson stated that copies of the proposal prepared by the Committee will be sent to each member of the Executive Council and at that time they should have time to study these. It was moved by Dr. Roeber and seconded by Dr. Proff that: This Committee or some other Committee draw these recommendations up into terms of some specific proposals that would be given to the new Executive Council meeting in May. Motion passed.

Dr. Patterson stated that this was a sub-committee of the current Council and that all of the officers will be going off at this time. Dr. Roeber stated that it should be an Ad Hoc Committee. Dr. Patterson stated that if the Council felt that the Committee should continue, they could meet at the Convention. Dr. Harold Reed will become the Chairman.

C. Division Presidents

1. American College Personnel Association

Dr. Hardee reported and stated that at their annual business meeting last year the following motion was passed by Dr. W. Maxvise that, "I move that this body instruct the Executive Council to study and recommend to the 1963 meeting the ways by which this Association can exercise more responsible and independent action in meeting its obligations to students in American higher education including a consideration of the relationships of this Association to APGA and to other professional groups. Further, that the membership should be consulted as to its views and be advised of Executive Council." Following this motion, a self study committee was appointed with the members in the New York, New Jersey and D. C. area. She stated that they have not been available or able to figure in legislation in higher education as they had chosen to do. They see themselves as needing to do some changes internally and they are looking at student personnel work as a profession very critically these days.

2. Association for Counselor Education and Supervision.

Dr. Houghton reported that ACES has some real competent people. Their purpose this year has been to maintain continuity to keep ACES and the PPS Committee in harmony. To try and keep unity in the Association, they have tried to set up cooperative projects and produce items of interest to all or at least one group in particular. He stated that they have formed two Committees, a Regional Program Liaison Committee and a Division Liaison Committee. From a budget point of view, they have a deficit of \$200.00. They have a membership of 925 which is an increase of 66 members. He further stated that the western region of ACES met for the first time in seven years, and had 300 members present which was a very large body of the membership. He stated that they have distributed to the membership copies of the awards criteria, a thirty page document on research hypotheses in the area of counselor education, role and function of the counselor, etc. The Committee on Girls, met during the past year and they will be informing their membership about the meetings through a mailing.

3. National Vocational Guidance Association

Dr. Cottingham reported and stated that they are in the process of a new membership involvement. This is an attempt to improve their relationships and operational approach. They have contacted all members to see what their affiliation is with the four groups: agency, schools, colleges, and industry. Bob Walker is coordinator of this project and there are sub-chairmen in the four areas. This will have an impact on publications, activities, and other organizational plans. This is a three-year project and is just getting underway. He further stated that they had a 40% return from their general

membership inquiry for participation. The return showed the involvement of the membership as follows: public schools - 50%, college level 20%, agency - 11%, industry - 6%. He stated that there is a need for some Divisional representation in the Headquarters to help expedite the Division's operations. He stated that there is a possibility of NVGA changing their professional membership category.

4. Student Personnel Association for Teacher Education

Dr. Holmes reported and stated that during the year they have been attempting to study themselves. In the effort to make this study, they have attempted to do everything that they were capable of doing within their financial means to express what they consider their purpose to be. This year they have had a special committee on functions that has re-evaluated their functions and come up with a statement regarding the contributions that SPATE makes to the student personnel workers. They are at the present time ready to publish their history and also have studied the membership in some detail to determine their needs and nature. Out of this study will come their status for the future.

5. American School Counselor Association

Mr. Bowman reported and stated that ASCA started their counselor role and functions study last August. Their National Planning Committee met and set up a basic format for the study. This will be a position for ASCA. They approved four state branches last year--Utah, Ohio, Virginia and Hawaii and three charters will possibly be awarded during the Convention. The Boston program has been under the leadership of Ray Hummel. He further stated that they have published a tenth anniversary issue of the School Counselor. He stated that they have some very noted contributions in this publication and it shows a good backward and forward look at ASCA in its ten years. He stated that Mr. Benson, President-Elect, has worked on a constitutional change during the year. He further stated that they have set up procedures to spread the leadership of ASCA throughout the United States. Also, this year, ASCA has set up a new accounting procedure.

6. American Rehabilitation Counseling Association.

Dr. Patterson reported and stated that ARCA has problems also, but that they are too young to conduct a selfstudy evaluation. Lack of funds is the major problem of ARCA and they will show a deficit this year, and are very concerned about the matter of finances. The one activity that costs ARCA the most is their publication. They do not, however, want to come to the point of having to charge an assessment to their members as ACPA has been doing. If they do not get support for their Journal next year, however, they will go further into the red and almost wipe out their reserves. He was wondering if a greater return of the membership dollar could be made to the Divisions for their operations. The National Rehabilitation Association is a factor that implements the gain in membership because their dues are only \$10.00 per year. This not only affects the membership of ARCA but also affects the membership of their Branches.

III. NEW BUSINESS

A. Increased Services to Divisions

Dr. Dunsmoor stated that it has been asked by Divisions how APGA will provide more services to them. At the Executive Council meeting last May, it was decided that as soon as we had funds we would add another person to the Headquarters staff to serve Divisions. It has been incorporated in the budget the provision of one person to be added to the Headquarters staff for that purpose. The Executive Committee has been discussing this and it feels that instead of adding one person to the Headquarters staff, if possible, we should add two persons to the staff who would be paid for by APGA and who would serve all of the Divisions that are concerned with college and the college level and the other person would serve the other three Divisions. Dr. Patterson asked what services are we talking about. Have Divisions specified the services that they want. Dr. Hardee stated that at the pre-Convention workshop of ACPA there were five recommendations prepared. Action is to be taken at their business meeting on Monday concerning these five recommendations. Some of their recommendations were as follows he stated:

- (1) That ACPA have the services of an executive secretary of a caliber appropriate to the task of representing student personnel work in higher education. The secretary must have training, experience, and personal stature, be able to interpret the profession in multiple and demanding situations. He will assist the president in implementing Executive Council decisions, make available information relevant to critical educational and legislative matters and arrange for information for informed ACPA members to represent the organization wherever appropriate.
- (2) A person ^{person} that will represent ACPA.
- (3) His duties would be to serve as an administrative assistant to the president of ACPA, to assist the president of APGA in coordinating activities, keep the ACPA president informed of appropriate data, and arrange for informed and appropriate members to represent ACPA.

Dr. Trueblood stated that this person would be integrated into the staff of APGA. Dr. Dunsmoor stated that no action was taken by the Executive Committee--just discussion. Dr. Dugan stated that he does not believe that ACPA is the only body that has ^{given} serious thought to this whole problem. He further stated that the demands on the Headquarters are extremely great. He stated that the fundamental strength of APGA lies in its Divisions, Branches and the membership within these groups. He stated there must be more visible service to the members in terms of what his \$22.00 is used for. One way to do this is to provide in the Headquarters, either by a new structure in the Headquarters or by increasing the staff to help do this professional job, the means whereby Divisions can become more active and effective. Additional Headquarters staff would provide coordination between the Headquarters and Divisions and the membership. This feedback would relate to such things as Division projects, activities of Committees, and Division publications. He further stated that there is no greater priority than how we can provide greater service and greater efficiency of service to the Divisions and Branches. Dr. Houghton stated that if we were to look at this as a more efficient functioning of the staff that he would be in favor of it. Dr. Dugan stated that the pie chart shows that we are paying twenty per cent to process an individual membership. If we could cut this in half, this would save us approximately \$30,000.00. Dr. Miller stated that a large part of our membership cost is not processing a membership but in promoting materials. He stated that he was confident that one of our

problems is that we are operating on an archaic system. Dr. Reed stated that we may have some problems not at the administrative or managerial level, but at production level. He further stated that we need to find out which level is involved here. Mr. Bowman stated that he was concerned about the operational prospects of the Headquarters. His perception into the Headquarters is not the same as ACPA is thinking of as an executive secretary. One of the problems is in terms of the relationship to this person and to the Executive Director and to Divisions. This additional person would carry out what the Division wanted until it conflicted with APGA and that time a solution would have to be made. Dr. Holmes stated that the Divisions might be more effective if they had some kind of help, but how would it be possible for one person to be familiar with the type of program of every Division involved. Dr. Trueblood stated that ACPA feels very strongly that for the interest of student personnel work in higher education that this is the time that we must move into this. A year from now will be more and more difficult to take hold of it. The timing on this is very critical. Dr. Farwell stated that APGA cannot finance this for one Division. Dr. Holmes stated that if we do want coordination of higher education efforts that the place to start is with an executive secretary, one that can coordinate the interests of APGA and who works in higher education. Dr. Hardee stated that the thinking of ACPA has always been with the understanding that the person be at the Headquarters. Dr. Dunsmoor stated that the urgent need right now is ACPA and that there are a lot of things that can be done. Dr. Dugan asked what if some Division does not want this kind of representation at the Headquarters; do you relate this to the Headquarters staff in relation to the Division that wants a person? Dr. Patterson stated that we could return more money to the Divisions that did not want a person. Dr. Farwell reminded the Council that all they could do was approve the idea of an additional person until the time when we could work out the finances on it. Dr. Dugan stated that the proposal to add extra professional staff is simply another form of what the Executive Council has done, and that is to vote a subsidy to certain Divisions. We voted subsidies to three small Divisions. It would be in the nature of two alternatives: 1. What Divisions want Headquarters help in terms of a Headquarters person on the staff in relationship to feedback; 2. Those who do not want the help. These Divisions should have some kind of support. Dr. Trueblood stated that we need to recognize that the Divisions are in various stages of growth and, therefore, have different needs at different times. We need to meet the needs of each Division as they arise. Dr. Miller agreed that the needs of the Divisions are different. If we talk about only one person, in a sense we are looking for a person that can handle everything. The needs, therefore, are too diverse to find one person to handle all Divisions. Mr. Benson suggested that maybe we should consider adding one person now with the possibility of adding another person later. Dr. Dunsmoor stated that he feels that one, at this stage, is not going to make enough of an impact that should be made. Additional services to Branches should be considered. Dr. Roeber stated that we have two big needs; college and secondary-elementary level. He further stated that he was wondering if we could find one person who would have the qualifications to handle both of these areas. Mr. Benson stated that the needs of ASCA are quite different than those of ACPA, however, the developing needs of ASCA are very important. Dr. Farwell stated that at present we have only five professional people serving a membership of 16,000. Therefore, some reassignment of staff, due to the addition of one person, might assist us in serving better the needs of the Divisions in terms of planning for

two or three years from now the addition of another person. He further stated that the additional person may not be in one area, but help relieve the pressure on the present staff members. Dr. Houghton stated that we should be sure that the Headquarters staff are being used to their fullest and also he wanted to be sure that it really takes twenty per cent out of a member's dollar for membership. Dr. Farwell stated that the first thing is to come to some kind of principle agreement that there is definitely a need for this person and then the qualifications and the specifications for the person's position will be worked out at a later time.

At this time the Council broke up into two groups. The three larger Divisions in one group and the three smaller Divisions in the other group to discuss the possibility of increased services to the Divisions, mainly of adding two new staff members at the Headquarters office to assist the Divisions and the Branches. Dr. Roeber stated that the higher education group needs some assistance in the Headquarters office to spearhead some of the issues and problems that they see in the future. (Dr. Roeber was at this time reporting on what happened in the discussion between ASCA, ACPA, and NVGA concerning the additional services to the Divisions. No. 1 was the matter of higher education group needs some assistance, No. 2 some differences in opinion in terms of how the other two groups see what help they would receive or what help they would need to receive, No. 3 ACPA sees it as a facilitated thing, No. 4 there is a lack of enthusiasm on the part of NVGA. He stated that the finance part was a big issue, of course. Dr. Dunsmoor stated that anything that could be done on the part of the Divisions to help during the first year would be good. The three smaller Divisions reported at this time. Dr. Dunsmoor reported for the three smaller Divisions--ACES, SPATE and ARCA. (1) They did not want to give up their subsidy and they were wondering if there were very many services that they needed at this particular time to entail hiring another person at the office. Dr. Dunsmoor stated that certain groups will have different needs at different times. At this time Dr. Dunsmoor presented his proposal on increasing the number of life subscriptions in order to raise our reserves. If we increase the number of life subscriptions, then the money we would get we would be able to add this additional person to the staff. Dr. Reed stated that if we could approach this on a problem basis instead of on a Division basis. If there is a problem in one Division, let us get at it and solve it. If it affect one Division, it in turn affects all Divisions. If we have some problems in the Headquarters of management, then let us get at them. If there is an APGA problem then it concerns all the Divisions. Dr. Hardee presented the sheet showing the recommendation that the ACPA selfstudy committee is adopted by the ACPA Executive Council and the Convention Workshop. One of the recommendations was that ACPA have the services of an executive secretary of a caliber appropriate to the task of representing student personnel work in higher education. The secretary must by training, experience, and personal stature be able to interpret the profession in multiple and demanding situations. He will assist the president in implementing Executive Council decisions, make available information relevant to critical education and legislative matters and arrange for informed ACPA members to represent the organization wherever appropriate. Dr. Trueblood stated that this is what ACPA sees as a service of APGA to its Divisions. Dr. Reed asked that if this secretary was employed now to meet the immediate needs, what would happen when the problem was solved. Dr. Trueblood stated that it will not be over in a few years. This will continue to develop. If we develop it now, we get in on the ground level. Dr. Cottingham asked what is our obligation to the Divisions and what is our

functioning. Dr. Hardee stated that it is the autonomy idea. Dr. Dugan stated that APGA has a broad given responsibility and that is to work with all Divisions and at times there will be more urgent need in one area than another. The question is what can APGA do for one of its Divisions to help it over the hump. Dr. Farwell stated that ASCA and ACES have been helped more than anyone else during the past. Dr. Houghton stated that he did want to help ACPA, but this is April and the Executive Council meets in May and was there any reason there is so much urgency now. Dr. Trueblood stated that he realized that this body could not actually make the formal decision at this point. He stated that the only contribution that ACPA can make to student personnel and higher education at this time is to stay within APGA and play a role that bridges with other associations of higher education. He stated that some of their members say let's drop APGA and start our own APGA. This would not be for the best interests of higher education. Dr. Miller stated that if we look at this as only a problem of ACPA this is a very narrow point of view. There are other Divisions that are interested in this matter. Dr. Farwell stated that ACES and SPATE should be just as concerned with this as ACPA. Dr. Reed stated that higher education means student personnel services in higher education. ACPA within APGA initiates the pattern approach to this. If so, what are the consequential steps to which you plan to go and how much does it cost and what is involved? Present this into the May Council meeting for action. Dr. Miller stated that we already have an extra person okayed within our budget. Why can't we go ahead immediately seeing this as a staff position that needs to be filled and look into the other position as the need arises. It was moved by Dr. Miller and unanimously seconded by all Divisions that: The Executive Council recommend to the 1963-63 Executive Council that the most urgent needs in the filling of the approved position is that we select a person that could represent us adequately on the level of student personnel services and higher education. Motion passed.

Dr. Trueblood stated that the next professional staff person added be a higher education specialist. Dr. Dugan stated that he approved in principle to this idea. Dr. Miller stated that the business is cleared and is now a budgetary matter. Dr. Roeber stated that this Council cannot authorize anything on next year's budget. It was moved by Dr. Dugan that: The following be added to the motion as a parenthesis: "This position must be established within the framework of the APGA role in current executive leadership." Dr. Hitchcock at the request of Dr. Dugan reworded the motion to read as follows:

Whereas, The role and leadership function of the American Personnel and Guidance Association encompasses guidance and personnel concepts and services at all levels of education, as well as in other institutional settings, and

Whereas, The organizational framework of the Association's Headquarters has been constructed to exercise and facilitate the Association's responsibilities relative to these concepts and functions, including the executive leadership role, therefore be it

RESOLVED, That the 1962-63 Executive Council recommends to the 1963-64 Executive Council that the most urgent need in the filling of the position already approved is the selection of a person who will well represent APGA in student person-

nel services on the level of higher education. This is in recognition of the expected needs not only within higher education but also with those Divisions of APGA which are primarily concerned with higher education. This resolution was seconded by each Division of APGA and was passed unanimously by the Executive Council on April 6, 1963.

B. Invitation from Hawaii

Mr. Bowman reported and stated that ASCA has chartered four state Branches and one of these is the Hawaii Counselor Association. The President of the Hawaii Personnel and Guidance Association has worked with the Executive Committee of ASCA to set up a conference that will follow the APGA Convention in 1964, the dates of which will be May 26-28. The plans are, if enough people want to attend, to set up a tour arrangement for leaving for Hawaii on Thursday with tours arranged for Friday and Saturday. He stated that we have a letter from the Governor of Hawaii, the Mayor, the Convention Bureau, and the President of the Hawaii Personnel and Guidance Association extending an invitation to come to Hawaii. This will be the tenth consecutive conference of the group in Hawaii. Dr. Dugan stated that there is some hope that APGA might help them sponsor it, but not financially. Mr. Bowman stated that if this is endorsed by APGA, our members might be more willing to attend. He further stated that they hoped that there would be in advance of the 1964 Convention, a program stating what their registration fees are and advising our membership of the conference in Hawaii. It was moved by Dr. Dugan and seconded by Dr. Reed that: The APGA Executive Council endorse this concept of a post-Convention conference by the Hawaii Personnel and Guidance Association as a professional meeting open to the membership of APGA in 1964. Discussion followed. Mr. Bowman stated that they were thinking of articles and advertisements in our Journal prior to their conference. Dr. Dunsmoor stated that between now and the May meeting that this be studied and if there is any need then to clarify any matters this should be done at that time. Dr. Cottingham stated that between now and the May meeting get the information regarding what they want in terms of personnel. Dr. Hardee and Dr. Dugan withdrew the motion. It was moved by Dr. Dugan and seconded by Dr. Holmes that: The APGA Executive Council express its gratitude to the Hawaii Personnel and Guidance Association for the invitation they extended to the American Personnel and Guidance Association to meet in Hawaii and express its interest in knowing more in the way of cooperation of APGA in its development. Motion passed.

C. Emeritus Membership

Dr. Hitchcock stated that the following persons have been cleared through the Divisions and are being presented to the Executive Council by the Divisions for the granting of emeritus membership. The persons are as follows: Dr. Donald Bridgman (ACPA), Dr. Joseph V. Hanna (NVGA), Dr. Harlan C. Koch (NVGA), Dr. Frank H. Lewis (NVGA), Dr. M. R. Travue (NVGA), Dr. J. Raymond McNeel (NVGA). It was moved by Dr. Dugan and seconded by Dr. Cottingham that: The Executive Council approve the granting of emeritus membership to the above mentioned persons. Motion passed.

The meeting adjourned at 5:00 p. m.