

## AACD GOVERNING COUNCIL MEETING

### Action Minutes

July 11-15, 1990

In the reporting of the Minutes from the July 1990 Governing Council meeting, all action items are recorded in the order in which they were shown on the meeting agenda, and are listed with that same agenda number.

### Meeting Schedule

July 11, 1990

5:00 p.m.

Orientation Meeting for new Governing Council members

Introduction to Governing Council Procedure and Roles

- President
- Parliamentarian
- Treasurer
- Acting Executive Director
- Administrative Assistant

Introduction to AACD

- Slide Show
- Video
- Organization Charts

6:30 p.m.

Recess for the Day

July 12, 1990

9:00 a.m.

Continuation of Orientation Meeting

- Financial Affairs and Budget
- Governing Council Procedures:
  - Subcommittees
  - Action Procedures
  - Executive Session

- Briefing on Major Issues:
  - Strategic Planning
  - Governance Restructuring
  - Executive Director

12:00 noon

Lunch as a Group: Entire Governing Council

- Introduction of Members and Subcommittees

1:45 p.m.

Governing Council Convenes, First Session

- Overview of Agenda and Procedures
- Presidents' Reports
- Acting Executive Director's Report
- Presentation of Proposed Budget

2:45 p.m.

Subcommittee Meetings

3:45 p.m. Subcommittee Chairs meet with President  
4:00 p.m. Executive Session  
- Report of Executive Director Search Committee  
- Review of Executive Director Contract  
6:00 p.m. Recess for the Day

July 13, 1990

8:45 a.m. Governing Council Convenes, Second Session  
- Distribution of Motions for Review  
- Credentialling Reports and Discussion  
(CACREP, IACS, NBCC, NACCMHC)  
9:30 a.m. Caucus for selection of representatives from Divisions and Regions to Executive Committee and Nominations and Elections Committee  
10:00 a.m. Official Photo Session  
10:30 a.m. Subcommittee Meetings  
12:00 noon Lunch as a Group  
1:00 p.m. Governing Council Convenes, Third Session  
- Affiliate Reports and Discussion  
(Insurance Trust, Foundation)  
1:30 p.m. Strategic Plan (Report and Discussion)  
2:30 p.m. Subcommittee Meetings to discuss Strategic Plan  
4:00 p.m. Subcommittee Meetings  
5:30 p.m. Recess for the Day

July 14, 1990

8:30 a.m. Executive Session  
9:00 a.m. Governing Council Convenes, Fourth Session  
- Distribution of Motions  
9:15 a.m. Subcommittee Meetings  
10:30 a.m. Governing Council Convenes, Fifth Session  
- Actions on Non-Controversial Motions  
10:45 a.m. Governing Council Convenes, Sixth Session  
- Governance Restructuring (Report and Discussion)  
12:00 noon Lunch as a Group  
1:00 p.m. Subcommittee Meetings to Discuss Governance Restructuring  
3:00 p.m. Subcommittee Meetings, if needed  
4:00 p.m. Governing Council Convenes, Seventh Session  
- Action on Strategic Planning Motions  
- Other Motions as time permits  
5:30 p.m. Recess for the Day

July 15, 1990

9:00 a.m. Governing Council Convenes, Eighth Session  
- Distribution and Review of Motions  
9:15 a.m. Subcommittee Meetings to Discuss Motions - if Needed

9:45 a.m. Governing Council Convenes, Ninth Session  
- Action Items  
10:45 a.m. Governing Council Convenes, Tenth Session  
- Action Items, Governance Restructuring  
11:30 a.m. Budget Action and Wrap up  
12:00 noon Governing Council Adjourns

### Call to Order

The Governing Council meeting was called to order at 1:30 p.m., July 12, 1990, at the Old Town Holiday Inn, Alexandria, Virginia. President Jane Myers presided. Governing Council members present for all or part of the meeting were as follows:

Carol G. Barr, Southern Region  
Doris R. Coy, ASCA  
Bernadine Craft, Western Region  
Walter W. Davidson, Midwest Region  
Bruce E. Dickinson, Midwest Region  
Thomas L. Evenson, ARCA  
Gordon E. Footman, Western Region  
Nancy J. Garfield, ACPA  
Sunny Hansen, Past President, AACD  
Richard L. Hayes, ASGW  
Andrew A. HeIwig, NECA  
Janet M. Herman, AMHCA  
Larry K. Hill, AMHCA  
William W. Hunter, Acting Executive Director, AACD  
David J. Hurt, Treasurer, AACD  
David A. Jepsen, NCDA Susan R. Komives, ACPA  
William Krieger, AMHCA  
Richard E. Lampe, Southern Region  
Don C. Locke, Parliamentarian  
Carole W. Minor, NCDA  
Judith G. Miranti, ARVIC  
Marianne H. Mitchell, President-Elect, AACD  
Jane E. Myers, President, AACD  
Elizabeth Brad Noel, North Atlantic Region  
Beverly J. O'Bryant, ASCA  
Nancy S. Perry, ASCA  
Leo F. Remale, Midwest Region  
Joseph C. Rotter, ACES  
Harriet B. Saxton, North Atlantic Region  
Joan Dowd Shalls, Southern Region  
Janice L. Smith, AHEAD  
Clemmie Solomon, Jr., AMCD  
Thomas J. Sweeney, AADA  
David Weis, ARVIC  
James V. Wigtil, ASGW  
John D. Wilgeroth, North Atlantic Region

Patricia Love, (IAMFC Representative) was unable to be present, and the Division was represented by J. Scott Hinkle.

Nancy G. Hardy, Chair of the Western Region, represented the Region to replace Jim Schmidt, who has resigned as a Western Region Representative.

Esther E. Diamond (AMECD Representative) and Cynthia S. Johnson (ACPA Representative) were unable to be present, and those seats remained vacant for the meeting.

Other persons attending as guests or observers during all or part of the meeting included:

Fred L. Adair, NBCC Chairperson  
Pam Bixby, AACD Government Relations Staff  
Carol L. Bobby, CACREP Executive Director  
Arlena Chaney, AACD Manager of Association Relations  
Patrick Christoff, AACD Director, Professional Development and Research  
Thomas W. Clawson, NBCC Executive Director  
Brooke B. Collison, Chairperson, AACD Insurance Trust  
W. Mark Hamilton, AACD Director of Professional Publications  
Adrienne Harris, NACCMHC Director of Administrative Services  
Joseph R. Kandor, CACREP Chairperson  
James A. Kiser, Jr., AACD Treasurer-Elect  
Joseph McDowell, AACD Controller  
Karyl Moesel, Insurance Trust Staff Liaison  
Richard C. Page, Official Observer from POCA  
Joan Patterson, Official Observer from MECA  
Nancy Pinson-Millburn, AACD Assistant Executive Director for Association and Professional Relations  
Lori Rogovin, AACD Government Relations Office  
Nancy Ronchetti, IACS Administrative Officer  
Lauren Scheib, AACD Manager, Public and Media Relations  
Richard Yep, AACD Director of Government Relations

#### **91A-1 - Adoption of Governing Council Meeting Rules**

Following presentation of the proposed meeting rules and explanation by the Parliamentarian, it was moved by Solomon and seconded by Sweeney that: The Governing Council Meeting Rules be approved as presented. Motion passed.

#### **91A-2 - Approval of Meeting Agenda**

Following discussion and adjustment of items on the Agenda, it was moved by Remacle and seconded by Rotter that: The Agenda for the July 1990 Governing Council meeting be approved as amended. Motion passed.

### 91A-3 - Approval of Minutes of Last Meeting

It was moved by Helwig and seconded by Evenson that: The Minutes of the March 12-14, 1990 Governing Council meeting be approved. Motion passed.

### 91A-4 - President's Report

President Jane Myers called attention to her written report. She then read a letter from a member questioning the appropriateness of listing credentials after her name. She provided examples to emphasize the importance of credentialing, accreditation, licensure, etc. to the future of the profession, and encouraged Governing Council members to support the profession through consistent use of credentials in written correspondence.

### 91A-5 - President-Elect's Report

President-Elect Marianne Mitchell briefly commented on her activities and pointed out the need for endorsement of her convention theme so that activities for the 1992 convention could get under way.

It was moved by Rotter and seconded by Remacle that: The Governing Council endorse the Theme "AACD Building Societal Excellence" for 1991-92, as proposed by President-Elect Marianne Mitchell. Motion passed.

### 91A-6 - Past President's Report

Past President Sunny Hansen reported on major activities during her term of office. She briefly noted the history of the strategic planning and governance restructuring activities and called attention to the reports for action at this meeting. She further commented on the Executive Director search activities and on a number of other projects and activities that have taken place or are in progress.

### 91A-8 - Treasurer's Report

Treasurer David Hurt called attention to the proposed budget and commented on some specific portions of it. He noted that action on the budget will be taken at the close of this meeting after any changes due to Governing Council actions are incorporated into the budget. No action on the Treasurer report was indicated at this point.

### 91A-9 - Acting Executive Director's Report

Acting Executive Director William Hunter reported on activities being carried on through the headquarters office. He commented on several staff changes and noted that executive level staff will not be replaced until the new Executive Director comes on the job. He concluded his report with an expression of appreciation for the help given by the leadership during this time of transition.

**91A-10 - Division Reports**

Attention was called to the written reports submitted by Divisions. There were no further oral reports and no action was required on this topic.

**91A-11 - Organizational Affiliate Reports**

Attention was called to written reports submitted by Organizational Affiliates. No further oral reports were given and no action was required.

**91A-12 - Regional Reports**

Attention was called to the written reports submitted by the Regions. There were no further oral reports and no action was required.

**91A-13 - Council for Accreditation of Counseling and Related Educational Programs**

Joseph Kandor, Chairperson of CACREP, and Carol Bobby, Executive Director, reported to the Governing Council on the CACREP status and activities and responded to questions from the floor. This report was for information only and did not require Governing Council action.

**91A-14 - National Board for Certified Counselors**

Fred Adair, Chairperson of NBCC, and Thomas Clawson, Executive Director, presented a report on the status and activities of NBCC, and then responded to questions from the floor. No action was required on the report, as it was for information only.

**91A-15 - Counseling and Human Development Foundation**

Attention was called to the written report from the CHD Foundation. No action by the Governing Council was required on this.

**91A-16 - AACD Insurance Trust**

Brooke Collison, Chairperson of the AACD Insurance Trust, reported on the Trust's activities and on plans for the coming year. This report was for the Governing Council's information and did not require any action.

**91A-17 - International Association of Counseling Services**

Nancy Ronchetti, Administrative Officer of IACS, reported on the activities of IACS and responded to questions. There was no action by the Governing Council required.

**91A-18 - National Academy of Certified Clinical Mental Health Counselors**

William Krieger, Chairperson of NACCMHC, reported to the Governing Council on activities of NACCMHC, and then responded to questions. This report was for information only and did not require any Governing Council action.

**91A-19-A - Task Force on Membership Criteria**

It was moved by Wilgeroth and seconded by Lampe that: The Governing Council accept the report of the Task Force on Membership Criteria and recommend no action, due to action taken at the March 12-14, 1990 Governing Council meeting under new business (Control Number 90-2-52, pages 27 and 28). Motion passed.

**91A-19-B - Role and Expectations of Executive Director and Executive Staff Task Force**

The report of the Task Force on Role and Expectations of Executive Director and Executive Staff was noted. No Governing Council action was required at this meeting.

**91A-19-C - Continuing Professionalization Initiative (Professional Affairs Task Force)**

It was moved by Sweeney and seconded by Komives that: Regardless of future governance committee structure, AACD shall have a continuing professionalization initiative which includes effective means for promoting counselors and human development professionals through a systematic, articulated program of credentialing, advocacy and similar activities. Motion passed. (It was noted that at the very least, the Task Force on Professional Affairs recommendations should be implemented immediately in some form either through a new governance structure or by Bylaws change to establish a standing committee, as well as staff support under the present structure.)

**91A-19-D - Task Force on Third Party Payments**

It was moved by Evenson and seconded by Sweeney that: the report of the Task Force on Third Party Payments be referred to the Directorate on Professionalization. Motion passed.

**91A-26 - Selection of Governing Council Representatives to Executive Committee**

Divisional and Regional representatives to the Governing Council caused to select a representative from each group to serve a two-year term on the Executive Committee. The selections were as follows:

Joseph Rotter, Divisional Representative

Thomas Sweeney, Divisional Alternate  
Gordon Footman, Regional Representative  
Leo Remacle, Regional Alternate

**91A-27 - Selection of Governing Council Representatives to Nominations and Elections Committee**

Regional and Divisional representatives to the Governing Council caucused to select a representative from each group to serve a one-year term on the AACD Nominations and Elections Committee. The selections were as follows:

Joan Dowd Shalls, Regional Representative  
Janice Smith, Divisional Representative

**91A-28 - AIDS Task Force**

It was moved by Craft and seconded by Miranti that: The Governing Council approve the Budget and Plan of Action as presented by the AIDS Task Force. Motion passed.

**91A-29 - Professional Advocacy Committee**

It was moved by Hill and seconded by Hinkle that: The Governing Council approve the Plan of Action and Budget of the Professional Classification Advocacy Committee, with the specification that the name of the Committee be changed to the Professional Advocacy Committee and that a fifth charge be added as follows: 5. To identify wherever possible those instances in which any form of discrimination exists against the full and free professional functioning of all human development professionals. Motion passed.

**91A-30 - Awards Committee**

It was moved by Noel and seconded by Dickinson that: The Governing Council accept the Plan of Action of the Awards Committee and reduce the budget allocation from \$2,975 to \$2,500 by changing category 64111 to \$1,000 from \$1,475. Motion passed.

It was moved by Minor and seconded by Noel that: There be a moratorium on the establishment of new awards until the approval by the Governing Council of the comprehensive plan to recognize excellence in accordance with strategic planning goals developed by the Awards Committee. It is further recommended that the Awards Committee review the nominations process with the idea of simplifying it. Motion passed (1 opposed).

**91A-31 - Task Force on Battle Creek Plan**

It was moved by Minor and seconded by O'Bryant that: The Budget for the Task Force on Battle Creek Plan be approved and the Plan of Action be referred to the Executive Committee for action. Motion passed.



**91A-32 - Bylaws Committee**

It was moved by Wilgeroth and seconded by Coy that: The Governing Council approve the Bylaws Committee Plan of Action and Budget with the following change in wording in Goal #3: "Develop a process and implement a systematic review of Branch and Division Bylaws." Motion passed.

**91A-33 - Task Force on Credentialing**

It was moved by Hill and seconded by Evenson that: The Governing Council reject the Plan of Action of the Credentialing Task Force and terminate the Task Force. Further move to reassign the mission of the Credentialing Task Force to the Directorate on Professionalization and to allocate \$300 to this Directorate to support this assignment, pending approval of the Directorate. Motion passed.

**91A-34 - Ethics Committee**

It was moved by Hill and seconded by Sweeney that: The Governing Council approve the Ethics Committee Plan of Action and Budget request as amended by the Financial Affairs Committee. Motion passed. (It was recommended that the Ethics Committee restate in stronger and more definitive terms its enforcement and adjudication procedures and provide a specific process for notifying appropriate professional bodies of its rulings.)

**91A-35 - Financial Affairs Committee**

It was moved by Hayes and seconded by Shalls that: The Governing Council approve the Plan of Action and Budget request of the Financial Affairs Committee. Motion passed.

**91A-36 - Committee on Gay, Lesbian, and Bisexual Issues in Counseling**

It was moved by Craft and seconded by Hardy that: The Governing Council approve the Plan of Action as submitted by the Gay, Lesbian, and Bisexual Committee. Further move to accept the Budget of the Gay, Lesbian, and Bisexual Committee as amended by the Financial Affairs Committee. Motion passed.

**91A-37 - Government Relations Committee**

It was moved by Herman and seconded by Garfield that: Goal No. 5 of the Government Relations Committee Plan of Action and the accompanying budget of \$130 be deleted, and that the remainder of Plan A be funded and accepted at the requested level. Motion passed.

**91A-38 - Graduate Student Committee**

It was moved by Noel and seconded by Davidson that: The Governing Council accept the Action Plan and Budget of the Graduate Student Committee with a reduction of \$300 in their budget -- Account #61907 reduced to \$700 from \$1,000 for a total budget of \$1,950. Motion passed.

**91A-39 - Human Rights Committee**

It was moved by Miranti and seconded by Weis that: The Governing Council accept the Plan of Action as proposed by the Human Rights Committee and recommend that the Budget be approved at \$5,720 rather than at \$5,245 as recommended by the Financial Affairs Committee. Motion passed.

**91A-40 - International Relations Committee**

It was moved by Smith and seconded by Dickinson that: The Governing Council accept the Action Plan and Budget request of the International Relations Committee and include the motion to develop an International Relations Policy in its Action Plan. Motion passed.

**91A-41 - Licensure Committee**

It was moved by Hinkle and seconded by Saxton that: The Governing Council approve the Budget and Plan of Action of the Licensure Committee. Motion passed.

**91A-42 - Media Committee**

It was moved by Remacle and seconded by Solomon that: The Plan of Action and Budget of the Media Committee be approved as requested. Motion passed.

**91A-43 - Committee on Men**

It was moved by Krieger and seconded by Weis that: The Governing Council approve the Plan of Action and Budget for the Committee on Men. Motion passed.

**91A-44 - Nominations and Elections Committee**

It was moved by Wigtil and seconded by Wilgeroth that: The Governing Council approve the Plan of Action and Budget request for the Nominations and Elections Committee. Motion passed.

**91A-45 - Task Force on School Based Developmental Counseling and Guidance Programs**

It was moved by Garfield and seconded by Solomon that: The Governing

Council accept the Plan of Action and Budget request of the School Based Developmental Counseling and Guidance Programs Task Force and recommend it be funded at \$2,000, and encourage the Task Force to consult with ASCA and ACES. Motion passed.

**91A-46 - Strategic Planning Committee**

It was moved by Shalls and seconded by Perry that: The Governing Council (a) approve the Budget of the Strategic Planning Committee and supplemental budget request as corrected by the Financial Affairs Committee; and (b) approve the Plan of Action of the Strategic Planning Committee contingent upon their amending the Plan to include an objective to consult with Divisions, Regions, and constituent groups on the development of skills and procedures necessary to implement ongoing strategic planning process for the unit. Motion passed.

**91A-47 - Committee on Testing**

It was moved by Hinkle and seconded by Saxton that: The Governing Council approve the Budget of the Committee on Testing as amended by the Financial Affairs Committee. Motion passed. (It was noted that AACD needs to establish policy on appropriations to non-AACD organizations.)

**91A-48 - Task Force to Study Need for Training Standards for Community/Agency Counseling Areas**

It was moved by Sweeney and seconded by Evenson that: The Governing Council approve the Plan of Action and Budget for the Task Force to Study the Need for Training Standards for Community/Agency Counseling Areas. Motion passed. (It was requested that the results of the survey be reported to the AACD Executive Committee no later than January 1991.)

**91A-49 - Committee on Women**

It was moved by Hardy and seconded by Miranti that: The Governing Council move to refer the Action Plan and proposed Budget of the Committee on Women to the AACD Executive Committee and request clarification of Item #5 prior to final approval. Motion passed.

**91A-50 - Regional Reports, Plans of Action and Budget**

It was moved by Shalls and seconded by Hayes that: The following revisions to financial policy be adopted: All Regional funds shall be deposited with AACD and further that they file an annual budget for their annual report to Governing Council. Motion passed. (Note: Interest may be accrued on funds in excess of their expenses not to include their AACD allocation.)

**91A-51 - CACREP Budget**

It was moved by Hinkle and seconded by Saxton that: The Governing Council move to congratulate CACREP on its Tenth Anniversary and on its contribution to the counseling and human development profession. Motion passed.

It was moved by Saxton and seconded by Komives that: The Governing Council approve the budget as requested by CACREP in the full amount as requested (\$75,000). We acknowledge the quality and volume of the work being done for the amount of money being invested in light of the Strategic Plan. Motion passed. (Note: The Governing Council requests that a report of actual expenses for 1990-91 be available at the July 1991 Governing Council meeting for the Council to see how these funds were used as a backup tool for future budget requests.)

**91A-52-A - President's Appointments - Committees**

It was moved by Dickinson and seconded by O'Bryant that: The Governing Council accept the appointments submitted by President Myers as listed below. Motion passed. The appointments approved by this motion are as follows:

Committee to Examine Division Affiliation/Dissolution Guidelines:

Martha Salmon, Chair  
Jerry Terrill

It was moved by O'Bryant and seconded by Davidson that: The Governing Council accept the Task Force and Committee appointments submitted by President Myers as listed below. Motion passed. The appointments approved by this motion are as follows:

Professional Advocacy Committee:

Lisa Lopez-Levers, Chair  
Lois Berger  
Jon Cosse  
Jackie Looney  
Rory Madden  
James Pitts

Task Force on the Battle Creek Plan:

Cynthia Johnson, Chair  
Sunny Hansen  
Carole Minor  
Larry Osborne  
Linda Torrence

Task Force to Study Need for Training Standards for Community/Agency Counseling areas:

Ernest Cowger, Chair  
Connie Amidon  
Phyllis Post  
Wayne Lanning  
Scott Hinkle  
Robert Comas

It was moved by Davidson and seconded by Minor that: The nominations of Susan Komives and Richard Hayes to the Strategic Planning Committee be approved. Motion passed.

**91A-52-B - President's Appointments - Liaisons to Affiliated Groups**

It was moved by Noel and seconded by Minor that: The Governing Council accept the Liaison appointments as listed below. Motion passed. The appointments approved by this motion are as follows:

**Betty Hedgeman** - National Academy of Certified Clinical Mental Health Counselors  
**Thomas Sweeney** - International Association of Counseling Services  
**Beverly O'Bryant** - Pupil Services Liaison  
**Cathy Myers** - Pupil Services Liaison

**91A-52-C - President's Appointments - Proposed Directorates**

It was moved by Smith and seconded by Noel that: The Governing Council move to accept the following nominations for Directorates for 1990-91. Motion passed. The nominations approved by this motion are as follows:

Directorate on Professionalization:

Tom Sweeney, Chair 3 year term  
L. DiAnne Borders 2 year term  
John Bloom 1 year term

Directorate on Personal and Professional Development:

Richard Hazler 3 year term  
J. Otis Smith, Chair 2 year term  
Roberta Martin 1 year term

Directorate on Developmental Approach:

David Emmerling 3 year term  
Valoria Baylor, Chair 2 year term  
Karen Kitchener 1 year term

Directorate on Human Rights:

Lucy McLamb 3 year term  
Dave Capuzzi, Chair 2 year term  
Jane Runte 1 year term

Directorate on Public Awareness and Support:

Louise Forsyth, Chair 3 year term  
Douglas R. Gross 2 year term  
Joyce Clark 1 year term

Directorate on Research and Knowledge:

E. H. Mike Robinson, Chair 3 year term  
Edna Szymanski 2 year term  
Janet Heddeshimer 1 year term

Directorate on Public Policy and Legislation:

Carolyn Sheldon, Chair 3 year term  
Howard Smith 2 year term  
Nettie Baldwin 1 year term

Directorate on International/Interprofessional Collaboration:

Edwin Herr, Chair 3 year term  
John McFadden 2 year term  
Linda Pfister 1 year term

Directorate on Organization, Administration, Management:

Marianne Mitchell, Chair 3 year term  
David Hurt 2 year term  
Wanda Lipscomb 1 year term

**91A-53 - President-Elect's Committee Appointments**

It was moved by Dickinson and seconded by Smith that: The Governing Council approve the President-Elect's appointments. Motion passed.  
The appointments approved by this motion are as follows:

**Dr. Thelma Daley** - 1992 Convention Coordinator  
**Dr. Lee Richmond** - 1992 Program Co-Chair  
**Dr. Donald McBrien** - 1992 Program Co-Chair  
**Ms. Louise Forsyth** - Parliamentarian, 1991-92

**91A-54 - Approval of Nominees for Editorial Board of JOURNAL OF COUNSELING AND DEVELOPMENT**

It was moved by Remacle and seconded by Garfield that: The Governing Council approve the nominees for the Editorial Board of Journal of Counseling and Development as recommended by the Media Committee. Motion passed. The appointments approved by this motion are as follows:

Reappointments:

Dennis Engels - 3 year term  
Mary Fukuyama - 3 year term  
Gail Hackett - 3 year term  
Barbara Kerr - 3 year term  
Fred Lopez - 3 year term  
Louis Paradise - 3 year term

New Appointments:

Albert Agresti - 2 year term  
Rosie Bingham - 3 year term  
Janice DeLucia - 3 year term  
David Dixon - 2 year term  
Gerardo Gonzales - 3 year term  
Don Hamachek - 3 year term  
David Johnson - 3 year term  
Cynthia Kalodner - 2 year term  
Lisa Larson - 3 year term  
Edward Levinson - 3 year term  
Wanda Dean Lipscomb - 3 year term  
Michael Omizo - 3 year term  
Audrey Rentz - 1 year term  
T. F. Riggan - 3 year term  
Robert Saba - 3 year term  
Avraham Scherman - 3 year term

Karen Taylor - 3 year term  
Bruce Thompson - 3 year term

**91A-55 - AHEAD Bylaws Revisions**

It was moved by Coy and seconded by Lampe that: The Governing Council approve the Bylaws of AHEAD. Motion passed.

**91A-56 - Puerto Rico ACD Bylaws Revisions**

It was moved by Lampe and seconded by Coy that: The Governing Council approve the Bylaws of the Puerto Rico Association for Counseling and Development. Motion passed.

**91A-57 - Insurance Trust Bylaws Revision regarding Terms of Trustees**

It was moved by Footman and seconded by Coy that: The Governing Council approve the proposed change of terms of office of the Insurance Trust trustees as outlined in the support materials for this topic. Motion passed.

**91A-58 - Bylaws Review Procedures - State Branches**

No action was taken on this agenda topic, as it was noted that this item is addressed in the Bylaws Committee Plan of Action.

**91A-59 - Change of Division Name Process**

No action was taken by the Governing Council on the agenda item of Division change of name process.

**91A-60 - Policy on International Projects and Conferences and Non-USA Meetings**

It was moved by Noel and seconded by Minor that: The International Relations Committee be asked to develop an international policy to guide AACD involvement in international activities and projects. Such a policy should include the purpose, rationale, and emphasis of our international thrust. A draft of the policy should be presented to the Governing Council for its consideration in April 1991. Motion passed. (Rationale: With the growing international interests in the Association, AACD needs to think through what is or should be our primary purpose and how we can best achieve it. The International Relations Committee should examine current activities and consult with current and past international conference planners, divisional networks, the Foundation, and others involved in international activities.)

It was moved by Minor and seconded by O'Bryant that: The International Conference Policy be accepted as corrected. AACD will support, by endorsement, conferences relating to counseling and human development offered by recognized organizations other than AACD and its entities on

an international basis. Attendance at such conferences held outside the United States and its territories and possessions by AACD officers, members, or employees will not be funded by AACD unless specific approval by the Executive Committee is granted. Bilateral or international conferences which are organized by AACD in collaboration with a comparable entity outside the U.S.A. are authorized insofar as the budgeted income developed by such a conference will cover costs. Motion passed.

It was moved by Smith and seconded by Minor that: Effective July 1, 1991, regular meetings of AACD and Regions may only be held within the fifty states unless specific pre-approval for planning and attendance outside of the United States is authorized by the AACD Governing Council.

It was moved by Wilgeroth and seconded by Wigtil that: The motion on the floor be amended to delete the phrase "only be held within the fifty states" and replace it with "only in the geographical areas where branches exist." Amendment defeated.

Vote was then called for on the motion that: Effective July 1, 1991, regular meetings of AACD and Regions may only be held within the fifty states unless specific pre-approval for planning and attendance outside of the United States is authorized by the AACD Governing Council. Motion passed.

#### 91A-61 - Policy and Role for AACD on Non-Consensus Social Issues of Conscience

It was moved by Craft and seconded by Miranti that: The Governing Council adopt the proposed policy for AACD on non-consensus social issues of conscience as submitted by the Association for Adult Development and Aging, as revised. ("Preface" and "Issues" were eliminated.) Motion passed (26 for; 9 against). (Asking to be recorded with "NO" votes were: Coy, Davidson, Garfield, Hansen, Komives, O'Bryant, Remacle, Smith, Solomon.) The policy, as adopted by this motion, reads as follows:

##### **AACD Policy and Role on Non-Consensus Social Issues of Conscience**

Having respect for the individual's values and integrity in no way restricts us as individuals from finding legitimate avenues to express and support our views to others who decide and make policy around these issues. To this end, it will be AACD Governing Council policy to encourage its members to find and use every legitimate means to examine, discuss, and share their views on such matters within the Association. We also endorse the member's right to support social, political, religious, and professional action groups whose values and positions on such issues are congruent with their own. Through such affiliations, every member has an opportunity to participate in the shaping of government policies which guide public action.



To truly celebrate our diversity, we must be united in our respect for the differences in our membership. To this end, the role of the Association in such matters is to support the rights of members to hold contrary points of views, to provide forums for developing understanding and consensus building, and to maintain equal status and respect for all members and groups within the organization.

Following this philosophy, the Governing Council considers it inappropriate for this body to officially take sides on issues which transcend professional identity and membership affiliation, and which substantially divide our membership, at least until such time that there can be a visible consensus produced among the membership.

### **91A-62 - Legislative Grants**

It was moved by Remacle and seconded by Garfield that: The Governing Council approve the recommendations proposed by Dr. Howard Smith regarding procedures for Legislative Grants and that these recommendations be implemented through the Government Relations Committee. Motion passed. (The recommendations covered by this motion are attached to these Minutes as Appendix A.)

### **91A-63 - Diversity of Representation in Committee Appointments**

It was moved by Dickinson and seconded by Davidson that: Prior to the appointment or election of any Governing Council representations (e.g., liaisons, subcommittee chairs, Executive Committee) the President will present a chart indicating the sex, ethnicity, work setting, and entity representation of current position holders. Motion passed.

It was moved by Minor and seconded by Noel that: Prior to the approval of any appointments by the Governing Council, the President or President-Elect will present a matrix describing work setting and entity represented of both the current members of the group and the proposed members. Motion passed. (Note: The data collected will be reviewed for potential action at the Governing Council meeting, July 1991.)

It was moved by O'Bryant and seconded by Minor that: Each AACD President and President-Elect shall ensure that the recommended members for committees, task forces, commissions, and other comparable bodies include diversity of ethnicity and gender, with the goal of assuring representation in proportion to their membership in AACD, as well as a representative distribution from divisional and regional organizations. Representatives of specific populations and underrepresented groups should be included where necessary for properly addressing the task or issue and appropriate persons can be, and are willing to be, so identified. A diversity matrix should be developed and maintained by each AACD President and President-Elect to ensure that the overall objective

is being met among incumbent and proposed committee members. This direction shall supersede all previous actions relative to committee diversity. Motion passed.

**91A-64 - Guidelines and Criteria for Selection and Nomination of Candidates for Journal Editor, Associate Editor(s), and Column Editors and Publications Policy**

It was moved by Rotter and seconded by Remacle that: The Governing Council accept revisions in the Guide to AACD Media as proposed by the AACD Media Committee subject to: (1) routine editing by the Media Committee Chairperson and the Director of AACD Professional Publications; and (2) final approval by the Executive Committee. Motion passed.

**91A-65 - Membership Criteria**

There was no action taken on the topic of Membership Criteria under this agenda number.

**91A-66 - Newsletter Editors Complimentary Membership**

It was moved by Garfield and seconded by Remacle that: The Director of Professional Publications be requested to provide to each of the Division/Region Newsletter Editors a list of each of the editors. This list should be provided at the beginning of each fiscal year. Motion passed.

**91A-68 - TIAA-CREF Amendment**

It was moved by Perry and seconded by Hayes that: The Governing Council approve the TIAA-CREF Amendment concerning Cash Withdrawals of CREF Contributions to read as indicated. Motion passed. The statements approved by this motion are as follows:

1. An AACD employee, who at the time of his/her **Retirement** from AACD, is at least 55 years of age and has been a full-time AACD employee for at least the preceding ten (10) years, may withdraw in cash, both his/her personal contributions and AACD's contributions to CREF in a lump sum, provided that distribution of annuity has not yet begun.

2. An AACD employee who, at the time of his/her **termination of employment** from AACD, has not yet attained the age of 55 years and has been a full-time AACD employee for less than the preceding ten (10) years, may withdraw in cash, only his/her personal contributions to CREF in a lump sum, provided that distribution of annuity has not yet begun.

3. Whenever the combined years of age plus the number of years of AACD full-time employment totals at least 65, an employee who **retired or terminated employment** from AACD, may withdraw in cash, both his/her personal contributions and AACD's contributions to CREF in a lump sum, provided that distribution of annuity has not yet begun.

**91A-69 - Gender Equity Guidelines**

It was moved by Solomon and seconded by Barr that: The Governing Council approve the revised "Gender Equity Guidelines" Items 1-12, which will replace the sex equity section of the "Equal Rights and Responsibilities" in the Leadership Handbook with the changes as outlined below. Motion passed. The "Gender Equity Guidelines" as approved, read as follows:

Issues of gender roles and gender equity continue to be an important concern for the counseling and human development profession. AACD is committed to equal opportunity and "to a strong and positive position asserting the rights of all individuals to develop to their fullest potential" (Human Rights Position Paper, 1987.) AACD members need to be ever conscious of the pervasive effects of sexism and sex role stereotyping on their clients, their profession, and themselves.

AACD leaders, members, and staff are in a unique position to encourage gender-fair inclusive attitudes and behaviors and to actively support activities to promote gender equity. The Association is resolved to continue to promote gender equity through:

1. Providing for equitable representation and participation by women and men in association leadership and staff roles, in contributions to publications and conferences, and in visible and key positions in professional association activities such as conference planning, selection of keynote and workshop speakers and topics, and committee appointments.

2. Promoting and supporting activities which integrate new knowledge about women and men, gender roles, and gender equity into preservice and inservice counselor training programs.

3. Promoting equity in job, career, and salary/pay opportunity for AACD staff, for the profession, and in our placement efforts.

4. Encouraging, promoting, and supporting gender-fair interpersonal attitudes, feedback, and behaviors with colleagues, staff, clients, and partners.

5. Assisting victims of sex bias and sex role stereotyping in professional, counseling, or personal relationships to find culturally sensitive responses on their own behalf.

6. Promoting activities, presentations, publications, and legislation that increase awareness of gender issues and work to eliminate sexism for the membership, the profession, and the community at large.

7. Implementing the gender equity policy through existing and new committees and the establishment of a network of AACD and divisional committees to promote common goals regarding gender issues.

8. Encouraging and promoting gender-fair communication and feedback to eliminate sexist humor, sexist language regarding status or appearance, and other forms of overt or subtle sexism.

9. Promoting and using inclusive, gender-fair oral and written language according to the guidelines of the AACD policy and current APA publications manual.

10. Using equal and parallel phrasing to refer to or to address women and men in introducing speakers, conducting meetings, and other oral or written communication.

11. Encouraging, promoting, and supporting research which examines gender issues and their impact on women and men and the profession.

12. Encouraging, promoting, and supporting activities which help to integrate new knowledge about women and men and gender roles into preservice and inservice counselor training programs.

### 91A-70 - Human Rights Committee Recommendations Concerning AACD Affirmative Action Plan

It was moved by Barr and seconded by Craft that: The Executive Director review the present AACD Affirmative Action Plan and, if the recommendations as presented in the background material for this meeting are not included, a revision be made of the Plan to include these recommendations. The revised Plan should be brought to the Governing Council in Reno in 1991 for consideration and adoption. Motion passed. The recommendations referred to in this motion read as follows:

#### **Affirmative Action Plan Recommendations:**

1. Awareness: The foundation of all Association efforts be aimed at increasing inclusionary behavior and attitudes at all levels.
2. Identification: Ask state branches for directory or referral list of underrepresented potential leaders.
3. Leadership training: All members of Governing Council, presidents (divisional and state), presidents-elect, and committee members participate in human rights awareness training to promote human rights goals aimed at increasing inclusionary attitudes and behaviors.
4. That Research and Grants priority be given in evaluation grants and research proposals that address the needs of underrepresented groups and minorities.
5. Mentoring: That an emerging leader program for minorities be developed and expand existing Association leadership and mentoring programs to encourage emerging leaders.
6. Awards: #3 of Awards Committee objectives, "The process of nomination and selection of recipients," incorporates the intent of the human rights position statement of 1987-- approved by the AACD Governing Council.

### 91A-71-A - Proposed Resolutions - Student Membership

No action was taken on the adoption of the Proposed Resolution on Student Membership. It was moved by Garfield and seconded by Remacle that: The President and Executive Director be asked to look into the

issue of student membership--recruitment and retention, and report to the Governing Council at the Reno Convention meeting. Motion passed.

**91A-71-B - Proposed Resolutions - Addictive Behaviors**

It was moved by Rotter and seconded by Remacle that: The Governing Council adopt the proposed Resolution on Addictive Behaviors, and act on the three directives addressed in the "resolved" statement. Motion passed. The resolution, as adopted by this motion, reads as follows:

WHEREAS, Addictive behaviors adversely affect the development and functioning of persons across the lifespan; and

WHEREAS, Such behaviors include but are not limited to addictions to alcohol, other chemical substances, eating, gambling, sexual behaviors, and relationships; and

WHEREAS, Addictive behaviors affect a significant segment of the American population; and

WHEREAS, The health and well-being of the general public is significantly affected by the impact of addictive behaviors; and

WHEREAS, Standards for preparation of counselors in relation to addictive behaviors and their treatment have not been established; and

WHEREAS, Community agencies and individuals seeking assistance for addictive behaviors are in need of treatment by qualified professionals;

THEREFORE, BE IT RESOLVED, That AACD establish a national Task Force on Addictive Behaviors effective October 1, 1990, to (1) evaluate the national problem of addictive behaviors; (2) develop an AACD agenda for addressing the needs of clients with addictive behaviors; and (3) examine the need for standards for training of counselors in the area of addictive behaviors.

**91A-71-C - Proposed Resolutions - Licensure of Rehabilitated Criminal Offenders**

It was moved by Remacle and seconded by Garfield that: The Governing Council approve the proposed resolution on Licensure of Rehabilitated Criminal Offenders. Motion passed (22 for; 9 against; 4 abstain). The resolution, as approved, reads as follows:

WHEREAS, Throughout its history, the American Association for Counseling and Development and its affiliates, has constantly maintained a strong position supporting the opportunities of every individual; and

WHEREAS, We affirm the Association's obligation to create awareness of the issues faced by those seeking assistance from its members; and to safeguard the opportunities of children, youth, and adults whenever they are confronted by barriers; and

WHEREAS, We believe it is the professional obligation of each member of the Association to be sensitive to the needs of all human beings in diverse populations, and to add to the theory, research, and practices available to assist clients in the process of realizing their uniqueness and potential; and

WHEREAS, AACD believes in the respect and care for others through its identification and the removal of barriers to human development; and

WHEREAS, AACD believes that positive change in people and societies can be facilitated and that positive change is the major function of our profession; and

WHEREAS, This leadership style ensures that all populations served are empowered to reach their full human potential; and

WHEREAS, The Public Offender Counselor Association (POCA) is an organizational affiliate within AACD that serves a client population limited to a minority group of people that transgressed the laws of the local, state, and federal government; and

WHEREAS, We declare, as counselors and human development specialists, that it is sound public policy to encourage, and to contribute to the rehabilitation of incarcerated and former criminal offenders and assist them in the resumption of their responsibilities of citizenship; particularly, in the areas of securing employment, to pursue, practice, or engage in meaningful and profitable trade, vocation, profession, or business;

THEREFORE, BE IT RESOLVED, That AACD will strongly encourage any state or commonwealth committees proposing counselor licensure to allow former rehabilitated criminal offenders to become licensed as counselors when such applicants meet all the other educational and related qualifications set by the state or commonwealth; and

BE IT FURTHER RESOLVED, That each counselor licensing board be encouraged to review each applicant who is a former criminal offender by asking that he or she submit convincing evidence of sufficient rehabilitation and present fitness to perform the duties of a licensed professional counselor as may be established by the production of (a) documentary evidence including a copy of the relevant release or discharge order, evidence showing compliance with all conditions of probation or parole, evidence showing that at least three years has elapsed since release or discharge without subsequent conviction and letters of reference from at least three persons who have been in contact with the applicant since his/her release or discharge, and (b) any collateral evidence in testimony as may be requested by the board which shows the nature and seriousness of the crime, the circumstances relative to the crime or crimes committed and any mitigating circumstances or social conditions surrounding the crime or crimes and any other evidence necessary for the board to judge present fitness for licensure or whether licensure will enhance the likelihood that the applicant will commit the same or similar offenses; and

BE IT FURTHER RESOLVED, That this resolution be submitted to all existing State Boards of Licensed Professional Counselors, appropriate AACD staff, and AACD Division, Region, and State Branch leaders.

**91A-71-D - Proposed Resolutions - Freedom of Choice**

It was moved by Garfield and seconded by Remacle that: The Governing Council adopt the proposed Resolution on Freedom of Choice.

Following some discussion, it was moved by Sweeney and seconded by Shalls that: This resolution is a matter of conscience and therefore no stand will be taken in accordance with Association policy. Motion passed (20 for; 9 against; 2 abstain).

**91A-71-E - Computerized Database**

It was moved by Rotter and seconded by Garfield that: The Resolution on Computerized Database, as edited, be referred to headquarters to determine costs of implementation, i.e., (1) cost of database; (2) cost of mailing labels. Motion passed. (Note: Credentialed non-member sources, i.e., NBCC, NACCMHC, and state licensure and certification boards. The Resolution, as edited, shall read as follows:

WHEREAS, The American Association for Counseling and Development has provided strong support for licensure efforts throughout the United States; and

WHEREAS, Most states with laws providing for the legal recognition of counselors have approximately three times as many licensees as members of AACD; and

WHEREAS, Licensed non-member counselors have much the same interests and needs as AACD members and, therefore, constitute a prime group for both membership recruitment and legislative support activities;

THEREFORE, BE IT RESOLVED, That AACD create and maintain a computerized database for credentialed non-members and make such information, including mailing labels, readily available and without charge to divisions and regions for any purpose that serves the interests of AACD.

**91A-71-F - Proposed Resolutions - Campus Assessment Inventory re: AIDS and HIV Infection**

It was moved by Rotter and seconded by Herman that: The Governing Council approve the proposed Resolution to Endorse a Campus Assessment Inventory to Assist College and University Campuses in Responding to AIDS and HIV Infection. Motion passed. The resolution, as approved, reads as follows:

WHEREAS, Over 120,000 individuals in the United States have been diagnosed with AIDS, more than 70,000 have died of AIDS, and over one million are assumed to be infected with the HIV virus which causes AIDS; and

WHEREAS, As many as three out of every 1,000 college students may be infected with the HIV virus; and

WHEREAS, In the absence of a cure for AIDS, the most effective method of preventing the transmission of AIDS is through education; and

WHEREAS, Along with other institutions in our society, college and university campuses have a responsibility to their students, faculty, and employees to address AIDS and HIV infection in their policies, programs, and services; and

WHEREAS, Each college or university should determine for itself the best methods of providing appropriate and effective education and prevention programs, and clinical, mental health, and social support services related to HIV infection; and

WHEREAS, Recognizing the serious and significant impact that HIV infection has on campus communities, the AACD Executive Committee, during its October 1989 meeting, recommended the participation of an AACD staff member in meetings of the Inter-Association Task Force on AIDS and HIV infection; and

WHEREAS, The Inter-Association Task Force on AIDS and HIV infection -- comprised of AACD, American College Health Association, American College Personnel Association, Association of College and University Housing Officers-International, National Association for Foreign Student Affairs, National Association of Student Personnel Administrators -- has developed a Campus Assessment Inventory to assist colleges and universities in developing, promoting, and monitoring effective policies and programs of prevention and services related to HIV infection and AIDS; and

WHEREAS, The Campus Assessment Inventory offers a checklist of suggestions for colleges and universities to use, and encourages each institution to develop approaches and programs which effectively meet the particular needs identified on campus; and

WHEREAS, In developing the Campus Assessment Inventory, the representatives of the participating associations worked together as a concerned team to define a comprehensive campus response to the needs of students and employees who have concerns about HIV infection and AIDS;

THEREFORE, BE IT RESOLVED, That the American Association for Counseling and Development endorse the Campus Assessment Inventory, Responding to HIV Infection and AIDS: A Campus Assessment Inventory, developed by the Inter-Association Task Force on AIDS and HIV Infection, and assist in its dissemination to AACD members; and

BE IT FURTHER RESOLVED, That the Association distribute this document to all members of the Association in a timely manner. It is suggested that the document be distributed by headquarters and that the use of Guidepost be explored as a timely and cost effective manner of distribution.

(The Campus Assessment Inventory is attached to these Minutes as Appendix B.)

**91A-71-G - English Only**

It was moved by Remacle and seconded by Garfield that: The proposed English only resolution be referred to the Human Rights Committee to



refine and include issues and data of all immigrants as well as the psychological impact of one's primary language on her/his learning. Motion passed.

**91A-72 - Convention Site for 1997**

It was moved by Helwig and seconded by Perry that: The AACD Convention site for 1997 be Orlando, Florida. Motion passed.

**91A-73 - State Branch Executives Proposal for Formal Organization**

It was moved by Davidson and seconded by O'Bryant that: State Branch and Division Executive Directors or other designated paid staff be put on the mailing list to receive information sent to State Branch and Division Presidents. Motion passed.

It was moved by Smith and seconded by Noel that: The President and new Executive Director be directed to develop a proposal for a structure to meet the needs of executive directors or other designated paid staff of States, Divisions, and/or other entities. The proposal should be presented at the Reno Governing Council meeting. Motion passed.

**91A- 74 - Human Concerns Fund**

It was moved by Barr and seconded by Miranti that: The Governing Council adopt the AACD Human Concerns Fund proposal with modifications as indicated. Motion passed. (The Human Concerns Fund proposal, as adopted, is attached to these Minutes as Appendix C.)

**91A-75 - Approval of Warehouse Transfer**

It was moved by Shalls and seconded by Hayes that: The Governing Council approve the warehouse transfer as outlined in the backup materials. Motion passed.

**91A-76 - Provisional Divisional Members**

It was moved by Wigtil and seconded by Footman that: The category of Divisional Provisional Membership be extended indefinitely. Motion passed.

**91A-78 - Strategic Planning Recommendations**

It was moved by Wilgeroth and seconded by Wigtil that: The Directorates of the Strategic Plan be appointed in July 1990 and the timeline for objectives of the Strategic Plan begin July 1991. Motion passed. (Note: It was felt that this motion should be dealt with before any of the nine goal statements were dealt with.)

It was moved by Sweeney and seconded by Hill that: The Governing Council endorse the Goal I Objectives A through H for implementation beginning in year 1990-91 with the addition of inserting in "A. Year 1", between "ethics" and "related issues", "NIMH Core Provider status." Motion passed. The Goal I and objectives as endorsed by this motion read as follows:

**Goal I. PROFESSIONALIZATION - To promote the professionalization of counseling and human development.**

Objectives:

- A. To develop a comprehensive credentialing plan to include professional preparation standards, accreditation, certification, licensure, testing, ethics, and related issues.
  - Year 1: At the July, 1990 Governing Council meeting a Directorate on Professional Standards will be created and will be composed of divisional and other appropriate representation. (CACREP, NBCC, CAS, etc.) This Directorate will be charged to study issues of professional preparation, standards, accreditation, certification, licensure, testing, ethics, NIMH Core Provider status, and related issues.
  - Year 2: By July, 1991 the Governing Council acts on the recommendations of the Directorate.
  - Year 3: By March, 1992 the Governing Council initiates an on-going formative and summative evaluation plan for the Directorate.
- B. To encourage and promote the development and on-going revision of standards of professional preparation in all areas of counseling and human development.
  - Year 1: Following its appointment in July, 1990, the Directorate will conduct a survey of the current status of the standards of professional preparation in the counseling and human development field and forward an interim report of its findings to the Governing Council by April, 1991.
  - Year 2: By July, 1991, the Directorate will have analyzed this report and will provide these results to the Governing Council with directives for action.
  - Year 3: By July, 1992, the directives resulting from the priorities set by the survey will be implemented.
- C. To encourage and promote all counselor and human development preparation programs to seek appropriate accreditation such as CACREP or CAS.
  - Year 1: By April, 1991, the Governing Council authorizes the Directorate to study preparation programs and divisional needs as well as barriers related to accreditation.
  - Year 2: By March, 1992, the Governing Council authorizes the Directorate to initiate meetings between counseling and human development preparation faculty

- and appropriate accreditation bodies to discuss the results of the study.
- Year 3: By July, 1992, the Directorate submits a plan to the Governing Council based on its findings.  
The Governing Council receives the plan and empowers the Directorate to act on the Governing Council recommendations.
- D. To request members to seek and maintain appropriate certification where applicable in their discipline.
- Year 1: The Governing Council requests the Directorate to query the Divisions to determine the certification needs of their members.  
The Directorate develops a plan to provide professional development activities which support certification such as major convention activities to educate members about certification.
- Year 2: Governing Council receives and acts upon the report of the certification needs of the Divisions.
- Year 3: On-going.
- E. To encourage passage and renewal of licensure laws in all states.
- Year 1 Beginning July 1990, the Governing Council continues to support the on-going activities of the Government Relations and Licensure Committees and State Branches working for passage and renewal of licensure laws in all states.
- On-going
- F. To encourage all states to develop plans for reciprocity of professional credentials.
- Year 1: In July, 1990, the Governing Council charges the Licensure Committee or some other appropriate body to cooperate with the Association of State Counselor Licensing Boards to examine problems and opportunities for reciprocity of professional credentials.
- Year 2: In July, 1991, the Governing Council develops plan to encourage states to develop processes for reciprocity of professional credentials.
- Year 3: On-going.
- G. To promote and encourage the highest standards of ethical and professional conduct for counseling and human development.
- Year 1: 1. By July, 1990, the Governing Council charges the Professional Development Directorate to design and implement training programs for members and preparation faculty using the 1990 AACD Ethical Standards Casebook.
2. Beginning July, 1990, the Governing Council collaborates with AACD Insurance Trust in the development of risk management educational programs.

- Year 2: By July, 1991, the Governing Council charges the Ethics Committee to develop additional sanctions for violations of ethical standards.
  - Year 3: By July, 1992, the Governing Council adopts and enforces the additional sanctions developed by the Ethics Committee.
- H. To advocate for access to professional positions and benefits commensurate with the professional training and credentialing of counseling and human development professionals.
- Year 1: By July, 1990, the Governing Council requests that Divisions and Branches submit an initial list of issues for which AACD advocacy is desired.
  - Year 2: By July, 1991, from the lists submitted, the Governing Council sets the annual AACD advocacy agenda.
  - Year 3: By July, 1992, the Governing Council evaluates the effectiveness of the advocacy efforts and modifies the annual agenda as appropriate.

It was moved by Sweeney and seconded by Hill that: The Governing Council endorse Goal II Objectives A through E for implementation beginning in year 1990-91. Motion passed. The Goal II and Objectives endorsed by this motion read as follows:

**Goal II. PERSONAL AND PROFESSIONAL DEVELOPMENT - To promote the personal and professional development of counseling and human development professionals. The professional development program is the recommended term to include all AACD program development and continuing education activities.**

Objectives:

- A. To determine the personal and professional development needs of counseling and human development professionals.
  - Year 1: By July, 1990, the Governing Council appoints a Professional Development Directorate and charges it to survey the personal and professional developmental needs of its members and student members. AACD staff is assigned to work with the Directorate. The Directorate is also charged with including professional development activities surrounding the goals of the strategic plan (human rights, qualitative research, etc.)  
By April, 1991, the survey results are reported to the Governing Council, the report includes a set of priorities for professional development and methods for implementation.
  - Year 2: By July, 1991, the Professional Development Directorate will begin implementing the plan.
  - Year 3: By July, 1992, the Directorate evaluates the results of personal and professional development to date and develops an on-going plan for the establishment of a professional development program for AACD.

- B. To determine the leadership development needs of AACD and to design a National Leadership Institute as part of the professional development program that responds to those needs.
- Year 1: Beginning July, 1990, the Directorate will survey all divisions and states, identify leadership needs, and by July, 1991, a comprehensive plan to address those needs will be presented to the Governing Council.
- Year 2: By July, 1992, the first annual Leadership Institute will be conducted and evaluated as part of the professional development program.
- Year 3: By March, 1993, the pilot model will be revised and provisions will be made for on-going Leadership Institutes.
- C. To plan, implement, and evaluate introductory, intermediate, and advanced programs designed to address those personal and professional development needs identified by surveys for a full spectrum of member and student member needs.
- Year 1: By April, 1991, the professional development program implements pilot programs for a tri-level approach to meeting the personal and professional development needs of AACD members.
- Year 2 By 1994, the professional development program fully and implements and evaluates the tri-level approach to On-going meeting the personal and professional development needs of AACD members and plans for continuous programs.
- D. To encourage the development of pre-service and continuing education programs related to the mission and goals of the association.
- Year 1 The professional development program, the Convention Committee, and the Graduate Student Committee, On-going working with the Headquarters Staff, are charged with providing and monitoring professional development activities to assure that they equip members to fulfill the mission and goals of AACD.
- E. To recognize excellence in counseling and human development.
- Year 1 Beginning in July, 1991, the Awards Committee will and develop a comprehensive and on-going plan to recognize excellence in accordance with the strategic planning goals. Recognition will take place annually.

It was moved by Davidson and seconded by Smith that: The Governing Council accept Goal III, Developmental Approach, of the Strategic Plan as amended. Motion passed. The Goal III, as accepted by this motion, reads as follows:

**GOAL III. DEVELOPMENTAL APPROACH - To promote a developmental approach which emphasizes mental health and human potential.**

Objectives:

A. To develop an official AACD statement which will explain the developmental (remedial, preventive, wellness) approach and its use, and to communicate this approach to members, counselor education programs, trainers, other constituent bodies, and the public-at-large.

Year 1: By July, 1990, the Governing Council will direct the Developmental Directorate to develop a draft statement to be reviewed by the divisions, regions, and the Executive Committee and presentation for consideration at the Reno Convention.

By July, 1991, the Governing Council revises and adopts the official statement.

Year 2: The Governing Council directs the Media and Public Relations Committees to communicate this approach to members, counselor education programs, trainers, other constituent bodies, and the public-at-large.

Governing Council directs the Media and Public Relations Committees to communicate the approach to:

Members -- committees utilize existing publications, conferences, and conventions to creatively communicate with members.

Counselor Education Programs -- Governing Council requests ACES to coordinate through divisional input the development of model curricula utilizing the developmental approach which the committees can distribute to counselor training programs.

Trainers -- Governing Council authorizes the development of a "Train the Trainer" workshop and begins providing it.

Constituent Bodies -- Governing Council directs committees to provide the statement for publication and adoption by the internal constituent bodies (CACREP, NBCC, CHDF, NACCMHC) and for distribution, with needed explanations, to external bodies (international groups, APA, APA, NASW, etc.)

CACREP Standards -- directs the Directorate to review CACREP standards and to propose changes to reflect the developmental approach.

Public-at-large -- Governing Council instructs the AACD Public Relations and Government Relations Networks to creatively communicate the uniqueness of the AACD approach to the various publics.

B. To encourage members and constituent bodies to adopt and utilize this approach and develop illustrative programs which utilize it.

Year 1 and On-going: Governing Council encourages the "showcasing" of models of utilization and illustrative programs at regional and national conventions as well as through existing media and publications.

- C. To encourage basic and applied research which both tests the effectiveness of this approach and advances the knowledge base.
  - Year 3 By March, 1993, the Governing Council encourages and the Counseling and Human Development Foundation to On-going fund and broadly disseminate basic and applied research on this approach.
- D. To encourage those who are responsible for educating counselors and human development professionals to include instruction in their programs on the principles of change, the change process, and the development of potential.
  - Year 2: Governing Council requests Divisions to assist in developing a strategy to include faculty and trainer involvement in developing incentives for the inclusion of these principles in training programs.
  - Year 3: Governing Council authorizes the development and delivery of on-going workshops for those responsible for educating counselors and human development professionals on the principles of change, the change process, and the development of potential.
- E. To offer professional development workshops to AACD staff and members which enable them to become more effective change agents and developers of potential.
  - Year 2: By July, 1991, the Governing Council authorizes the Professional Development Academy to develop and deliver on-going workshops for AACD staff and members on the principles of change, the change process, and the development of potential.
- F. To increase members' awareness of the connectedness of diverse areas of human development (e.g., mind/body/spirit, men/women, work/family, etc.).
  - Year 1: By July, 1990, the Governing Council appoints a three member task force or refers to the Directorate the task of developing a Focus Paper on Integrative Approaches to Counseling and Human Development and Implications for the Profession.
  - Year 2: By July, 1991, the Governing Council studies the Focus Paper and recommends action items for AACD.
- G. To encourage an integrative approach to career development/planning over the life span that takes into account societal and global shifts (e.g., in the economy, gender roles, diverse populations, global implications, etc.).
  - Year 1: By July 1, 1991, the Directorate instructs committee members to consult appropriate divisions (NCDA, ASCA, AADA, ACPA, AMCD, NECA, ARCA, ACES) to assemble a pool of integrated models and develop a dissemination/sharing strategy.
  - Year 2: By July, 1992, integrative models are made available to members for possible implementation, replication, and research.

It was moved by Craft and seconded by Barr that: The Governing Council adopt Objective A of Goal IV (Human Rights) of the Strategic Plan with the following amendments: (1) Goal statement of Objective A will read: "To identify the human rights issues which enhance human development and the barriers which limit its development." (2) Year 1 will read: "By July, 1990, the Governing Council creates a Human Rights Directorate and authorizes it to identify the human rights issues which enhance human development and the barriers which limit it." Motion passed. The Goal IV and Objectives adopted by this motion read as follows:

**GOAL IV. HUMAN RIGHTS - To promote programs which proactively address human rights, societal trends, and social issues most relevant to the profession and react to the barriers that interfere with human rights.**

A. To identify the human rights issues which enhance human development and the barriers which limit its development.

Year 1: By July, 1990, the Governing Council creates a Human Rights Directorate and authorizes it to identify the human rights issues which enhance human development and the barriers which limit it.

Year 2: By July, 1991, the Directorate reports to the Governing Council the findings from its investigation and recommends a plan of action. The adopted plan is implemented, and formative and summative evaluation strategies are adopted.

It was moved by Barr and seconded by Craft that: The Governing Council adopt Objective B of Goal IV of the Strategic Plan with some editorial changes as noted. Motion passed. The Objective B of Goal IV as adopted by this motion reads as follows:

B. To implement a program for recruiting into AACD individuals, including graduate students, of multicultural backgrounds.

Year 1: By April, 1991, the Governing Council empowers the Directorate to request from the leaders of the divisions, branches, and regions their plans for identifying and recruiting individuals of multicultural backgrounds. The Directorate may refer to an existing committee the responsibility for conducting the survey.

Year 2: By July, 1991, the Governing Council identifies and disseminates model programs of recruitment.

It was moved by Barr and seconded by Craft that: The Governing Council adopt Objective C of Goal IV of the Strategic Plan with some changes as noted. Motion passed. The Objective C of Goal IV as adopted by this motion reads as follows:

C. To increase member awareness of the implications for practice of all issues of diversity, including but not limited to the following: multicultural, religious, and racial issues; gender and gender-related issues; sexual orientation issues;



issues affecting persons with disabling conditions; and issues of aging.

Year 1: By April, 1991, the Human Rights Directorate asks the divisions, regions, and branches to provide information regarding their specific needs and activities addressing these issues.

Year 2: By July, 1991, the Human Rights Directorate disseminates the findings utilizing the expertise of representatives of the identified groups.

The Governing Council implements the recommendations throughout the Association and encourages preparation programs to do likewise.

Year 3: By March, 1992, publications, research activities, training programs, and professional development activities are in place in each of the above-mentioned areas.

It was moved by Craft and seconded by Barr that: The Governing Council adopt Objective D of Goal IV of the Strategic Plan with amendments as noted. Motion passed. The Objective D of Goal IV, as adopted by this motion, reads as follows:

D. To develop a program for recruiting and training emerging leaders of multicultural backgrounds.

Year 1: By April, 1991, the Human Rights Directorate requests divisions, regions, and branches to identify and recruit emerging leaders of under-represented multicultural backgrounds, and develop an effective program to prepare them for Association leadership.

Year 2: By July, 1992, the Human Rights Directorate implements and evaluates the effectiveness of the selection process and the training models.

Year 3: On-going.

It was moved by Craft and seconded by Barr that: The Governing Council moves to collapse Objectives E and F of Goal IV of the Strategic Plan as noted. Motion passed. The Objectives E and F of Goal IV, as combined by the adoption of this motion, read as follows:

E. To identify, develop, implement, evaluate, and promote programs which address human rights issues such as race, gender, sexual orientation, age, disabling conditions, economic inequity, and youth at risk.

Year 1: By April, 1991, the Human Rights Directorate requests divisions, regions, and branches to submit a list of human rights issues and existing model programs to be combined with similar lists developed by Association leaders to set the human rights agenda for the Association.

By July, 1991, the Governing Council suggests divisions, regions, and branches develop, implement, and promote programs which address human rights issues including, but not limited to, race,

- gender, sexual orientation, age, disabling conditions, economic inequity, and youth at risk.
- Year 2: By March, 1992, the Human Rights Directorate evaluates the scope of implementation of the human rights agenda and its effectiveness in addressing these issues and modifies its programs as necessary.
- Year 3: On-going.

It was moved by Lampe and seconded by Wilgeroth that: The Governing Council approve the Objectives for Goal V of the Strategic Plan and adjust the Objective timeline to begin July, 1991. Motion passed. The Goal V and Objectives approved by this motion read as follows:

**GOAL V. PUBLIC AWARENESS AND SUPPORT - To promote public awareness of and support for the counseling and human development profession.**

Objectives:

- A. To survey the public to determine its perceptions of what counseling and human development professionals do.
- Year 1: By July, 1990, the Governing Council charges the Public Awareness Directorate to search for a public relations firm to survey the public regarding its perceptions of the roles of counseling and human development professionals.
- Year 2: By July, 1991, the Governing Council hires a professional firm to survey the public regarding its perceptions of the roles of counseling and human development professionals.
- Year 3: By March, 1992, the Governing Council receives and publishes the survey results to increase member awareness of public perceptions of the profession and works with a full-time public relations staff member to develop strategies to ensure congruence between AACD "ideal" image and that held by the public and to enhance the public image of counselors. (Note: see Counselor Image Blue Ribbon Committee Report.)
- B. To develop a systematic way of providing counseling services to the public in crisis situations by linking with appropriate public agencies.
- Year 1: By March, 1993, the Public Relations Directorate will review and modify, if necessary, the Association services to the public in this area.
- Year 2 and On-going: The Public Relations Directorate recommends the adoption of the policy and hiring procedures for hiring a full-time professional staff member who will create and coordinate a crisis center. This will occur by July, 1994.
- The Public Relations Directorate will identify professional expertise in the Association on speci-

- fic issues related to crisis counseling (i.e., suicide, grief counseling, etc.)
- C. To develop media strategies which promote public awareness and enhance the acceptance of the counseling and human development profession.
- Year 1: By July, 1992, the Governing Council charges the Public Relations Directorate and staff to continue developing media strategies which promote public awareness of counseling and human development.
- Year 2: By March, 1993, the staff and Directorate develop strategies for identifying specific publics to be targeted for future public relations efforts in such publications as Black Issues in Higher Education, Family Circle, or Parents Magazine.
- Year 3 and On-going The Public Relations Directorate implements the strategy for reaching identified target markets.

It was moved by Solomon and seconded by Remacle that: The Governing Council accept Goal VI, Research and Knowledge, and Goal VII, Public Policy and Legislation, as presented in the revised Strategic Plan. Motion passed. The Goals VI and VII, as accepted by this motion, read as follows:

**GOAL VI. RESEARCH AND KNOWLEDGE - To promote the advancement and dissemination of research and knowledge in counseling and human development.**

Objectives:

- A. To develop incentives for creative new research designs and paradigms.
- Year 1: The Research Directorate requests the divisions to submit annual lists of priorities of important research questions by July, 1991.
- Year 2: By July, 1992, the Research Directorate recommends funding incentives for new research designed to meet the needs of the profession, including the goals and objectives found in the strategic plan.
- Year 3: On-going mechanisms are devised to stimulate and fund research for the profession.
- B. To encourage the utilization of both qualitative and quantitative research.
- Year 1: By July, 1992, the Research Directorate in cooperation with the Media Committee develops materials which will describe and promote the utilization of both qualitative and quantitative research.
- Year 2: By July, 1993, the Research Directorate, in cooperation with the Professional Development Academy, ACES and the divisions, will help develop professional activities that teach qualitative research methods.

- Year 3: The Research Directorate investigates and recommends ways to incorporate qualitative/naturalistic research in all areas of the profession.
- C. To encourage the development and funding of longitudinal studies, case studies, and other naturalistic studies in counseling and human development.
- Year 1: By July, 1994, discussions will be held with the Counseling and Human Development Foundation regarding funding possibilities. The Counseling and Human Development Foundation's Report to the March 12-14, 1990 Governing Council meeting will be referenced.
- Year 2: By March, 1995, the Governing Council establishes the Research Institute as one of the components of the Center for the Advancement of Counseling and Human Development. The professional staff member appointed as Coordinator and the involved volunteer members are charged with the task of developing and seeking funding for longitudinal studies, case studies, and other naturalistic studies in counseling and human development.
- Year 3: By July, 1996, the Research Institute files its report with the Governing Council describing its progress and continues to fulfill its charge.
- D. To utilize current and evolving technologies to advance research, knowledge, and practice.
- Year 1: By July, 1992, the Governing Council charges the Executive Director to work with the Executive Committee to hire a technological consultant to identify current and evolving technologies which could be utilized to advance research, knowledge and practice, and to work with divisions to identify members with specialties in specific areas of research.
- Year 2: By March, 1993, using the results of the consultant's report, the Governing Council requests the Research Institute to work with the Professional Development Directorate and the Media Committee to develop programs and materials to assist members in effectively utilizing current and evolving technologies.
- Year 3: By July, 1996, the Research Institute will establish on-going training and research activities in this area.
- E. To promote the integration of interdisciplinary and cross-disciplinary research findings into the knowledge base of the counseling and human development field.

Year 1: By July, 1992, the Governing Council charges the Research Directorate with establishing a process for promoting interdisciplinary and cross-disciplinary research findings among members and graduate students.

Year 2: By July 1994, Governing Council authorizes staff to work with the Research Institute to promote the integration of interdisciplinary and cross-disciplinary research findings into the knowledge base of the counseling and human development field.

Year 3: On-going.

F. To encourage counselor education programs to continually integrate current and evolving knowledge and paradigms into their training.

Year 1: By July, 1992, the Governing Council requests divisions to prepare recommendations on how to more effectively encourage counselor educators and trainers to continually integrate current and evolving knowledge and paradigms into their training.

Year 2: In July, 1993, based on the ACES recommendations, the Governing Council encourages CACREP, NBCC, NACCMHC, CAS, etc. to cooperate with ACES to ensure that current and evolving knowledge and paradigms are being integrated into counselor education programs.

Year 3: On-going.

G. To develop a variety of strategies to disseminate the current and evolving knowledge and paradigms to our members and the public.

Year 1: By July, 1993, the Governing Council charges the Public Relations Directorate to develop and utilize a variety of on-going strategies to disseminate the current and evolving knowledge and paradigms to AACD members and the public.

Year 1 By July, 1994, the Governing Council evaluates the and effectiveness of the strategies and requests their

On-going modification as required.

**GOAL VII. PUBLIC POLICY AND LEGISLATION - To promote and support public policy and legislation which enhances human development.**

Objectives:

A. To monitor and promote public policy and legislation which enhances counseling and human development.

Year 1: By July, 1990, the Governing Council establishes a public policy and legislation directorate to oversee goal VII.

Year 2: In July, 1992, the Governing Council charges the Public Policy Directorate to complete a survey of the public policy and legislative needs of divisions and branches and to incorporate identified issues into the strategic plan in their survey results.

- Year 3: By March, 1993, using the survey results, the Public Policy Directorate establishes priorities and develops strategies for the implementation of public policy and legislation which includes the needs of all AACD members.
- Year 4: In July, 1994, Governing Council charges the Public Policy Directorate to develop processes which ensure that AACD member needs are incorporated in the annual legislative agenda for government relations activities.
- B. To ensure that public policy and legislation which the Association promotes contains the basic principles of equity and human rights and promotes the profession of counseling and human development.
- Year 1 In July, 1992, the Governing Council charges the and Public Policy Directorate to develop and implement On-going processes which ensure that the basic principles of equity and human rights are included in all public policy and legislative agendas of the Association.
- C. To develop a Public Policy Institute which will:
1. identify societal needs requiring public policy and legislative action to enable the counseling and human development profession to successfully respond to those needs,
  2. draft public policy and legislation which will enable AACD to address the identified needs, and
  3. inform AACD members and the public of its positions and to solicit their support in adopting the public policies and legislation.
- Year 1: In July, 1992, the Governing Council authorizes a study of the means necessary to develop an Institute for Research and Analysis of Public Policy and Legislation.
- Year 2: In July, 1993, the Governing Council adopts the recommendations developed during the study for the development of the Institute and initiates the necessary planning activities.
- Year 3: By July, 1994, the Institute for Public Policy and Legislation opens its doors and begins fulfilling its mission.
- D. To identify and support public policy and legislation which positively impacts unserved and under-served populations.
- Year 1 By July, 1992, the Governing Council requests the and Human Rights Directorate to identify the needs of On-going unserved and under-served populations and to insure that the Public Policy Directorate and other appropriate bodies support public policy and legislation which positively impacts those populations.
- E. To infuse public policy analysis and legislative strategy development into counselor preparation programs and recognize

its interface with the practice of counseling and human development.

Year 1: By July, 1993, the Governing Council authorizes the Public Policy Directorate, working with ACES, to design a program to infuse public policy analysis and legislative strategy development into counselor preparation programs.

Year 2: By July, 1994, the Public Policy Directorate and ACES develop and evaluate model programs for curriculum infusion into counselor education programs.

Year 3: By July, 1994, the Public Policy Directorate requests NBCC, CACREP, CAS, and specialty certification bodies to include questions and standards related to public policy and legislation in their materials.

F. To develop creative and systematic legislative training programs to increase member awareness, knowledge, and skills in public policy analysis and legislative strategies.

Year 1: By July, 1990, the Governing Council charges the Government Relations Committee to survey AACD to determine member awareness, knowledge, and skills in public policy analysis and legislative strategies and to determine what training programs currently exist.

Year 2: By July, 1991, the Governing Council authorizes the Government Relations Committee and the Professional Development Directorate to design interventions to meet member training needs.

Year 3: By July, 1992, on-going training and assessment is provided.

It was moved by Dickinson and seconded by Davidson that: The Governing Council accept Goal VIII, International/Interprofessional Collaboration, of the Strategic Plan as proposed. Motion passed. The Goal VIII, as accepted, reads as follows:

**GOAL VIII. INTERNATIONAL/INTERPROFESSIONAL COLLABORATION - To promote, respect, and recognize the global interdependence among individuals, organizations, and societies.**

Objectives:

A. To create opportunities and mechanisms to involve members in interdisciplinary and interprofessional conferences, coalitions, and networks.

Year 1: Governing Council appoints a task force to study:

1. by July, 1990, the opportunities, recommended priorities, and suggested mechanisms for member involvement in the above stated objective;
2. by March, 1991, a process through which AACD can develop and implement joint ventures with other organizations on activities of mutual concern.

Year 2: By July, 1991, the Governing Council acts upon the recommendations of the task force.

Year 3: On-going.

- B. To increase member awareness of and involvement in global issues and interrelatedness and to develop collaborative relationships with related international institutions, organizations, and associations.

Year 1: By July, 1990, the Governing Council authorizes the International Relations Committee to conduct a survey to determine the level of interest and awareness of members regarding global professional issues and interrelatedness with international institutions, organizations, and associations.

The Task Force evaluates divisional plans for members' awareness and collaborative relationships in global and international activities.

Year 2: By July, 1991, the International Relations Committee makes recommendations to the Governing Council based on the data collected.

Based on the findings, the Task Force develops a plan for implementation that will promote member awareness of and involvement in global issues and interrelatedness with other organizations that have similar international interests.

Year 3: By July, 1992, the Governing Council charges the International Relations Committee to work with existing programs to develop an Association plan for increasing member awareness and collaborative activities related to international and global issues.

It was moved by Jepsen and seconded by Helwig that: The Governing Council adopt Goal IX, Organization, Administration, and Management, of the Strategic Plan with changes as indicated. Motion passed. The Goal IX, as adopted by this motion, reads as follows:

**GOAL IX. ORGANIZATION, ADMINISTRATION, AND MANAGEMENT - To provide the organizational structure, membership, management, staff, facilities, and resources necessary to fulfill the mission.**

Objectives:

- A. To establish an organizational structure which allows for the achievement of the Association's goals and objectives.

Year 1 The President and the Executive Director, working and within their job descriptions, lead and manage the On-going Association in order that its goals and objectives are achieved.

Year 1: By July, 1990, the Governing Council acts on the reports of the Strategic Planning and Governance Restructure Committees, including a Transition Plan for both governance structure and functional structure.



By March, 1991, Strategic Planning Committee prepares an updated Three-Year Plan as a result of environmental scanning and evaluation.

Year 2: During FY 92 Strategic Planning Committee develops an updated three-year plan and continues to monitor Transition Plan to ensure that both the governance structure and the functional structure enable AACD to fulfill its mission, goals, and objectives.

Year 3: On-going.

B. To modify organizational policies, as necessary, to allow for the achievement of the Association's goals and objectives.

Year 1: The Bylaws Committee will continue to receive proposals for amending the Bylaws and present proposed amendments to the Governing Council. The Nominations and Elections Committee will conduct the nominations and elections of the Association and operate within policies adopted by the Governing Council.

On-going

C. To recruit and maintain the active membership necessary to meet the goals and objectives of the Association.

Year 1: By July, 1990, the Governing Council establishes a Membership Committee to guide the recruitment and maintenance of an active membership, including all membership categories.

Year 2: During 1991-92, the Membership Committee continues to evaluate and modify its efforts to recruit and maintain membership.

Year 3: On-going.

D. To recruit and retain the qualified staff necessary to implement the Association's goals and objectives.

Year 1: By July, 1990, the Governing Council authorizes the Executive Committee to assist the Executive Director to develop procedures for the recruitment, maintenance, and evaluation of qualified staff according to the criteria outlined in the report of the Task Force on Roles and Expectations of the Executive Director and Executive Staff.

Between March, 1991 and June 30, 1991, the Executive Committee evaluates the Executive Director according to predetermined criteria including the Strategic Plan, contract, and the above Task Force report.

Year 2: Prior to June 30, 1992, the Executive Committee evaluates the Executive Director.

On-going

E. To implement staff organizational patterns which enable the achievement of the Association's goals and objectives.

Year 1: By July, 1990, the Governing Council authorizes the Executive Director to ensure that staff organizational patterns are established to enable AACD to meet its goals and objectives. An example is the

- model of staff and leader involvement presently utilized by the Government Relations Committee.
- Year 2: Executive Director evaluates the effectiveness of the staff organizational patterns and recommends needed changes.
- Year 3: On-going.
- F. To develop effective organizational communication patterns which enable the accomplishment of the Association's goals and objectives.
- Year 1: By July, 1990, the Governing Council authorizes the Executive Committee and Executive Director to establish organizational communication patterns which enable AACD to meet its goals and objectives.
- Year 2 By March, 1992, the Executive Committee evaluates and the effectiveness of the organizational communication patterns and recommends needed changes.
- On-going
- G. To examine the configuration of the physical facilities and the extent to which they are meeting the Association's goals and objectives.
- Year 1: By July, 1991, the Governing Council authorizes the Executive Director to secure the necessary expertise to configure the physical facilities and working environment to assist in meeting the AACD goals and objectives.
- Year 2 By March, 1992, the Executive Director evaluates and the effectiveness of the reconfigured physical facilities and working environment, and reports to the Governing Council.
- On-going
- H. To assess the process of resource allocation as necessary in accordance with the AACD mission and goals and objectives.
- Year 1: By July, 1991, the Governing Council appoints an Organizational Management Directorate of business-minded members to study the process of resource allocation and recommend needed changes.
- Year 2: By July, 1992, the Governing Council modifies the resource allocation policies as required to meet AACD goals and objectives.
- Year 3: By July, 1993, the Governing Council evaluates the effectiveness of the resource allocation policies.

It was moved by Perry and seconded by Helwig that: It is necessary that the Strategic Planning Goals for 1990-91 not be put in priority order but be listed alphabetically according to the key words (p. 18 of Strategic Planning Committee report). Motion passed. In accordance with this motion, the Strategic Planning Goals for 1990-91 will be listed in the following order:

Developmental Approach  
Human Rights  
International/Interprofessional Collaboration  
Organization, Administration and Management

Personal and Professional Development  
Professionalism  
Public Awareness and Support  
Public Policy and Legislation  
Research and Knowledge

**91A-79 - Governance Restructuring Recommendations**

It was moved by Wigtil and seconded by Lampe that: The Governing Council move to retain the 3-2-1 Structure

Following some discussion, it was moved by Komives and seconded by Minor that: This motion be tabled until the discussions of Model R and Model 1-1 are acted on by this body. Motion passed (18 for; 15 against), and the motion was tabled.

It was moved by Jepsen and seconded by Solomon that: The Governing Council adopt Model R as recommended by the Governance Restructuring Committee.

After further discussion, it was moved by Noel and seconded by Remacle that: The motion on the floor be tabled. Motion passed (17 for; 16 against; 1 abstain), and this motion was tabled.

The Subcommittees next reported on their deliberations, and following those reports it was moved by Wilgeroth and seconded by Wigtil that: The motion for retention of the 3-2-1 Plan be removed from the table. Motion passed (19 for; 15 against), and the motion was again on the floor.

After considerable additional discussion, it was moved by Solomon and seconded by Shalls that: Debate be closed on this motion. Motion passed (28 for; 5 against; 1 abstain).

Vote was then called for on the motion that: The 3-2-1 Structure be retained. Motion defeated (8 for; 16 against).

It was moved by Rotter and seconded by Garfield that: The Executive Director will implement the previous direction of the Governing Council by establishing a pilot study for voluntary collection of unified dues by one or more states. Motion passed.

It was moved by Rotter and seconded by Garfield that: The President shall establish a State Branch forum prior to the opening day of the annual convention to foster implementation of the Strategic Plan at the state level. If possible, this should be implemented at the Reno Convention. Motion passed.

It was moved by Garfield and seconded by Rotter that: The President shall appoint a Task Force to examine the roles and expectations of the

President, President-Elect and Past President with recommendations for cost reductions presented to the Reno Governing Council. Motion passed.

It was moved by Garfield and seconded by Rotter that: The President will be accountable to the Strategic Plan. Motion passed.

It was moved by Shalls and seconded by Jepsen that: The President present to the Reno Governing Council meeting a plan to strengthen the accountability of Regions and enable the implementation of the Strategic Plan at the state level. Motion passed. (Note: The Bylaws charge to Regions needs to be expanded to encompass the above motion.)

It was moved by Perry and seconded by Hayes that: The Governance Structure of AACD should be reviewed on an ongoing basis by the Strategic Planning Committee. Motion passed.

It was moved by Hayes and seconded by Shalls that: The Bylaws Committee present to the Reno Governing Council meeting changes that enable the Strategic Planning Committee to become a Standing Committee. Motion passed.

It was moved by Weis and seconded by Krieger that: The Executive Director will present a plan for meeting the unique needs of the Divisions in the allocation of common resources to the July 1991 Governing Council meeting. Motion passed.

It was moved by Craft and seconded by Hardy that: The Executive Director will present a plan for the redirection of staff duties toward the implementation of the Strategic Plan and key Governance Restructuring, and reflecting changes approved at this meeting to the Reno Governing Council meeting. This is not meant to impede the Executive Director in any interim staff reorganization. Motion passed.

It was moved by Noel and seconded by Minor that: The President and Executive Director appoint and work with a Task Force of Regional and Divisional representatives to develop a "National Leadership Training Model" and present a plan to the Reno Governing Council meeting for implementation in 1991-92.

It was moved by Perry and seconded by Coy that: The motion on the floor be amended to change the word "Model" to "Program". Amendment defeated (9 for; 19 against), and the amendment was lost.

Vote was then called for on the motion that: The President and Executive Director appoint and work with a Task Force of Regional and Divisional representatives to develop a "National Leadership Training Model" and present a plan to the Reno Governing Council meeting for implementation in 1991-92. Motion passed.

It was moved by O'Bryant and seconded by Minor that: The Bylaws Committee review for revision Article IX, Section 2(e), the sentence reading "The Executive Director shall serve as the executive officer of the Association and each of the Divisions", and to delete the phrase "and each of the Divisions". Motion passed. (It was noted that this also will need to be reviewed by Legal Counsel.)

It was moved by Hill and seconded by Helwig that: The motion to adopt proposed Model R of the Governance Restructuring plan be removed from the table. Motion passed, and this motion was again on the floor. By agreement of the maker and seconder, the motion to adopt proposed Model R was withdrawn.

It was moved by Hayes and seconded by Dickinson that: The Governing Council move to adopt a governance structure that includes: (1) one representative for each Association (Division) and Region; (2) weighted votes such that Associations (Divisions) with more than 7,000 members shall have two votes; and (3) expand the directive to the Regions to include professional development, continuing education, and coordination and implementation of strategic planning at the state branch level.

It was moved by Coy and seconded by O'Bryant that: The motion be amended so that in section (2), Associations (Divisions) with more than 7,000 members shall have two representatives (rather than simply having two votes). Amendment defeated.

It was moved by Herman and seconded by Miranti that: To amend section (1) of the motion on the floor to state that Regional Representatives will be elected from the general AACD membership from each Region. This person will then implement the Action Plan of the Region.

It was moved by Komives and seconded by Garfield that: The proposed amendment to elect Regional Representatives from the general AACD membership from each Region be referred to a Task Force to be established by the President which will also propose reforms in the Regional system to address such issues as the election of the representative, the Budget allocation process, implementation of such items as strategic plan, leadership development, and other Regional reform items; the Task Force to report to the Governing Council at its Reno meeting in 1991. Motion passed, and the amendment will be referred to the Task Force to be established.

Vote was then called for on the motion that: The Governing Council adopt a governance structure that includes: (1) one representative for each Association (Division) and Region; (2) weighted votes such that Associations (Divisions) with more than 7,000 members shall have two votes; and (3) expand the directive to the Regions to include professional development, continuing education, and coordination and implementation of strategic planning at the state branch level. Motion passed.

It was moved by Evenson and seconded by Sweeney that: The Governing Council approve the Strategic Planning Committee's proposed structure of nine (9) Directorates. Further, that the Strategic Planning Committee study the structure of standing and special committees and task forces and report to the Governing Council at the July 1991 meeting. Motion passed.

It was moved by O'Bryant and seconded by Minor that: The Governing Council direct the Bylaws Committee to present to the Reno Governing Council meeting changes reflecting the change of the term "Division" to "Association". Motion defeated.

It was moved by Hinkle and seconded by Evenson that: The Bylaws Committee be directed to present to the Reno Governing Council meeting new criteria for Divisions such that: (1) New divisions have a minimum of 2,000 members; (2) Existing divisions must have a minimum of 1,500 members and will have three years to reach this number; (3) Existing organizational affiliates must have a minimum of 1,500 members and will have three years to reach this number or revert to a special interest group (SIG); and (4) New associations will be accepted only after a 3/4 majority vote of the Governing Council. Following some discussion, it was agreed that this motion be referred to the Strategic Planning Committee for its consideration.

It was moved by Hinkle and seconded by Saxton that: The Bylaws Committee be directed to present to the Reno Convention Governing Council meeting changes that clarify state governance by stating that state divisions will be chartered solely by the national division. Motion passed.

It was moved by Saxton and seconded by Hinkle that: The President shall implement a plan to encourage and facilitate state divisions to become more closely affiliated with the state branches. Motion passed.

It was moved by Hardy and seconded by Krieger that: The Divisions not be called Associations but continue to be called Divisions. Motion passed.

#### **91A-80 - Approval of FY 1991 Budget**

It was moved by Jepsen and seconded by Helwig that: The Governing Council move to fund new positions in headquarters staff (Marketing Manager, Part-time Convention Assistant, Project Development Manager/Secretary, and Publications Development Assistant) contingent upon the judgement of the Executive Director that such positions are necessary and consistent with the Strategic Plan. Positions may not be filled prior to October 1, 1990. Motion passed.

It was moved by Perry and seconded by Jepsen that: The Governing Council accept the AACD FY 1991 Budget as modified by the July 1990 Governing Council. Motion passed. (The FY 1991 AACD Budget, as approved, is attached to these Minutes as Appendix D.)

**91A-81 - Preliminary Interest in Sale of 5999 Stevenson Avenue Building to AACD**

It was moved by Shalls and seconded by Hayes that: The Executive Committee be authorized and directed to look into possibilities of purchasing 5999 Stevenson Avenue building. Motion passed.

It was moved by Shalls and seconded by Helwig that: The Executive Committee be authorized and directed to undertake the following actions as it may deem appropriate without need for further approval by the Governing Council: (1) Ascertain market value of property; (2) Consult with persons or firms regarding dollars and tax indication should the Association purchase the property; (3) Consult with AACD Foundation regarding this purchase; (4) If appropriate, proceed to negotiate for purchase of this property; (5) Proceed to settlement on any such property contract; (6) To the extent practical keep the Governing Council advised as to the status of these matters but report to the Governing Council in detail at the 1991 Convention; and (7) The decision to purchase shall be determined by no less than a unanimous vote by the Executive Committee. Motion passed.

**91A-82 - Affinity Programs**

It was moved by Evenson and seconded by Hinkle that: The Governing Council authorize the President, President-Elect, Past President, and Executive Director to negotiate for non-dues revenue through affinity programs. Motion passed.

**91A-83 - Convention Exhibits**

It was moved by Miranti and seconded by Hardy that: The President appoint a Task Force to develop a policy on convention exhibits and submit the draft to the Governing Council at its meeting at the 1991 Reno Convention. Motion passed. [Rationale: Refer to Agenda item 91A-61 and other sources (e.g., Guidelines for Advertising, NEA Guidelines and State Association Policies, and Leader Handbook p. 109-110).]

**91A-84 - AACD Policy**

It was moved by Hardy and seconded by Craft that: The AACD Executive Director be requested to develop a standardized format for all AACD policies and to compile these policies in a document designed for easy reference and clarity. Motion passed.

**91A-85 - Re-Examination of AACD Placement Services**

It was moved by Hinkle and seconded by Hill that: The AACD Staff be directed to re-examine the need for a year-round placement service for AACD members, and to report at the Governing Council meeting in April 1991. Motion passed.

**91A-87 - Diversity Issues**

It was moved by Dickinson and seconded by Smith that: AACD Professional Development Programs through the office of Professional Development establish specific guidelines for ensuring diversity in its selection process for national and pre-convention workshop topics and presenters and that such guidelines be presented at the Reno Governing Council meeting for approval. Motion passed.

**FIRST EXECUTIVE SESSION**

It was moved by Smith and seconded by Solomon that: The rules of the Governing Council for the Executive Session be adopted. Motion passed.

It was moved by O'Bryant and seconded by Shalls that: The Governing Council accept the recommendation of the Executive Director Search Committee that Dr. Ted Remley be appointed as the Executive Director of the American Association for Counseling and Development. Motion passed.

It was moved by Shalls and seconded by Smith that: The President appoint a committee to write a job description that encompasses past Governing Council actions and report at the second Executive Session. Motion passed.

It was moved by Hayes and seconded by Helwig that: Language be included in any job description for "Executive Director" that directs him/her to abide and be committed to the Mission of the Association and be bound to conduct him/herself in a manner consistent with the Ethical Standards of the Association. Motion passed.

It was moved by Miranti and seconded by Barr that: The Governing Council accept the Executive Director contract and authorize the AACD President to sign it on behalf of the Governing Council. Motion passed.

It was moved by Rotter and seconded by Shalls that: The Governing Council commend Garry Walz and the members of the Executive Director Search Committee for the time and effort which they devoted to the process of selecting a new Executive Director for the Association. Motion passed.



## SECOND EXECUTIVE SESSION

It was moved by Mitchell and seconded by Sweeney that: The Governing Council adopt the job description as a working document to be further developed and revised by the President in consultation with the Executive Committee and Legal Counsel, including the development of performance criteria. Motion passed.

## GENERAL SESSION ACTION CONCERNING EXECUTIVE SESSIONS

It was moved by Shalls and seconded by Smith that: All motions approved during the Executive Session be approved. Motion passed.

## COMMENDATIONS

It was moved by Minor and seconded by Lampe that: The Governing Council commends the Governance Restructuring Committee for its efforts in preparing the report and recommendations. Motion passed.

It was moved by Solomon and seconded by Smith that: The Governing Council commends the Strategic Planning Committee for its efforts and for its report and recommendations. Motion passed.

It was moved by Sweeney and seconded by Weis that: The Governing Council commends the Executive Director Search Committee for its efforts on behalf of the association. Motion passed.

It was moved by Rotter and seconded by Remacle that: The Governing Council commend the members of the Government Relations Committee and related AACD staff for their work in furthering the mission of the Association by initiating, promoting, and responding to legislation and public policy that may impact on the members and constituents of the Association. Motion passed.

It was moved by Wigtil and seconded by Wilgeroth that: The Governing Council commend David Hurt, AACD Treasurer, and the Financial Affairs Committee for their preparation and review of budget information. Motion passed.

It was moved by Miranti and seconded by Minor that: The Governing Council commend the AACD staff for their excellent work in preparing for this Governing Council and for their outstanding commitment to the profession during this transition period. Motion passed.

It was moved by Hansen and seconded by Garfield that: The Governing Council commend Nora Cannon for her exceptional dedication and contribution well beyond the "call of duty" in helping the Governing Council accomplish its work during this session. Motion passed.

It was moved by Hansen and seconded by Smith that: The Governing Council commend Mary Janicke for her excellent service to the association and for her work in preparing for and carrying out the first 1991 session of the Governing Council. Motion passed.

It was moved by Evenson and seconded by Dickinson that: The Governing Council commend Richard Yep, Lori Rogovin, and the Government Relations staff for the significant role they played in the successful passage of the Americans With Disabilities Act by Congress this week. Motion passed.

It was moved by O'Bryant and seconded by Noel that: The Governing Council commend Richard Yep, Director of Government Relations, for his years of dedicated commitment and service to the American Association for Counseling and Development and all of the divisions and regions; and for his proactive and aggressive efforts on our behalf. It is further moved to wish him continued success in his new endeavors. Motion passed.


It was moved by Hansen and seconded by Coy that: The Governing Council commend William Hunter for his excellent performance as AACD Acting Executive Director during this transition year and for guiding the Association and Headquarters Staff through a difficult period. Motion passed.

It was moved by Dickinson and seconded by Evenson that: The Governing Council commend Jane Myers for conducting a productive meeting of the Governing Council and for her implementation of new procedural changes which have expedited our meeting process. Motion passed.

### Adjournment

The first meeting of the 1990-91 AACD Governing Council was adjourned on July 15, 1990, at 12:05 p.m.

Respectfully submitted,

  
Jane E. Myers  
AACD President

  
William W. Hunter  
Acting Executive Director

  
Mary E. Janicke  
Administrative Assistant

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