

AACD GOVERNING COUNCIL MEETING

Action Minutes

March 12-14, 1990

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

Meeting Schedule

March 12, 1990

1:00 p.m.	Welcome and Warm Up Welcome from Cincinnati Convention Coordinator Approval of Meeting Rules
1:30 p.m.	Subcommittee Meetings to Review Agenda and Discuss Assignments Subcommittee Chairs Meet with President for Feedback
2:30 p.m.	Approval of the Agenda
2:45 p.m.	Approval of Minutes from Last Meeting Ratification of Executive Committee Actions
3:15 p.m.	President's Report President-Elect's Report Past President's Report Parliamentarian's Report Acting Executive Director's Report
4:00 p.m.	Meet in Subcommittees
6:00 p.m.	Recess for the Day

March 13, 1990

8:30 a.m.	Strategic Planning Committee Presentation and Small Group Discussion
10:15 a.m.	Governance Restructuring Committee Presentation and Small Group Discussion
12:00 noon	Lunch as a Group
1:00 p.m.	Treasurer's Report
1:30 p.m.	Meeting in Subcommittees
5:00 p.m.	Recess for the Day

March 14, 1990

8:30 a.m.	Progress Report from Chair of Executive Director Search Committee
10:15 a.m.	Executive Session
11:15 a.m.	Governing Council Convenes to begin Action Items
12:00 noon	Lunch as a Group
1:00 p.m.	Governing Council Reconvenes for Action Items

4:00 p.m. Reports from Affiliates
(a) CHD Foundation
(b) Insurance Trust
(c) NBCC
(d) CACREP
(e) NACCMHC
4:45 p.m. New Business
5:00 p.m. Closing Remarks and Commendations
5:15 p.m. Governing Council Adjourns

Call to Order

The Governing Council meeting was called to order at 1:00 p.m., March 12, 1990, at the Westin Hotel, Cincinnati, Ohio. President Sunny Hansen presided. Governing Council members present for all or part of the meeting were as follows:

Carol G. Barr, Southern Region
William Carpenter, ARVIC
Doris Rhea Coy, ASCA
Bernadine Craft, Western Region
Bruce E. Dickinson, Midwest Region
Thomas L. Evenson, ARCA
Gordon E. Footman, Western Region
Eileen L. Geigen, North Atlantic Region
Sunny Hansen, President, AACD
Andrew A. Helwig, NECA
Janet M. Herman, AMHCA
Larry K. Hill, AMHCA
William W. Hunter, Acting Executive Director, AACD
David A. Jepsen, NCDA
Cynthia S. Johnson, ACPA
Susan R. Komives, ACPA
Phyllis Mable, ACPA
William A. Mehrens, AMECD
Judith G. Miranti, ARVIC
Jane E. Myers, President-Elect, AACD
Robert J. Nejedlo, Past President, AACD
Elizabeth Brad Noel, North Atlantic Region
Beverly J. O'Bryant, ASCA
Linda A. Pfister, Treasurer, AACD
Leo F. Remale, Midwest Region
Lee J. Richmond, NCDA
E. H. Mike Robinson III, AHEAD
Joseph C. Rotter, ACES
Nancy A. Scott, Parliamentarian
Joan Dowd Shalls, Southern Region
Carolyn Sheldon, Western Region
Howard B. Smith, AMHCA
Janice L. Smith, AHEAD
Clemmie Solomon, Jr., AMCD
Rex Stockton, ASGW

Thomas J. Sweeney, AADA
William J. Weikel, Southern Region
Harvey Welch, Jr., Midwest Region
Jim Whitledge, ASCA
James V. Wigtil, ASGW
John D. Wilgeroth, North Atlantic Region

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

Burt Bertram, Member of AACD Insurance Trust
Carol L. Bobby, Executive Director, Council for Accreditation of Counseling and Related Educational Programs
Ginger Burns, AACD Director of Membership Development and Services
Arlena Chaney, AACD Manager of Association Relations
Thomas W. Clawson, Executive Director, National Board for Certified Counselors
Brooke B. Collison, Chair, AACD Insurance Trust
Hannah Dixon, Cincinnati Convention Coordinator
W. Mark Hamilton, AACD Director of Professional Publications
Dr. David J. Hurt, AACD Treasurer-Elect
Janet I. Jones, President, MECA
Joseph R. Kandor, Chair, Council for Accreditation of Counseling and Related Educational Programs
Wanda D. Lipscomb, Chair, National Board for Certified Counselors
Joseph McDowell, AACD Controller
Carole W. Minor, President-Elect, NCDA
Marianne H. Mitchell, AACD President-Elect-Elect
Nancy Pinson-Millburn, AACD Assistant Executive Director for Association and Professional Relations
Garry R. Walz, Chair, Executive Director Search Committee and representing the Counseling and Human Development Foundation
Richard Yep, AACD Director of Government Relations

90-2-23 - Approval of Meeting Rules

It was moved by Sweeney and seconded by Solomon that: The Governing Council Meeting Rules be adopted as presented. Motion passed.

90-2-1 - Welcome from Cincinnati Convention Coordinators

Cincinnati Convention Coordinator Hannah Dixon welcomed the Governing Council to the city and to the convention, and briefly reported on planned highlights of the convention.

90-2-24 - Approval of Agenda

Following some discussion and adjustment of items on the Agenda, it was moved by Helwig and seconded by Dickinson that: The Meeting Agenda for the March 1990 Governing Council meeting be approved as revised. Motion passed.

In a new approach to agenda setting, subcommittees met for an hour to review over all agenda and specific items delegated to them. Subcommittee chairs also met with the President to provide feedback on new or redistributed items.

90-2-25 - Approval of Minutes of Last Meeting

It was moved by Helwig and seconded by Evenson that: The Minutes of the July 12-16, 1989 Governing Council meeting be approved as written. Motion passed.

90-2-26 - Ratification of Executive Committee Actions (October 1989, December 1989, and February 1990)

It was moved by Wigtil and seconded by Wilgeroth that: The Governing Council ratify the Executive Committee actions as indicated in the Minutes of October 12-15, 1989; December 20, 1989; and February 1-4, 1990.

Following some discussion, it was moved by H. Smith and seconded by Whitlege that: The motion to ratify the Executive Committee Minutes be tabled until after the Executive Session. Motion passed, and the motion was tabled.

90-2-2 - President's Report

President Sunny Hansen called attention to her written report, and briefly reported on some of her activities during the year. She highlighted some of the major ongoing projects and accomplishments that have taken place such as numerous state branch and divisional presentations, convention planning, Mexico Conference planning, video development, strategic planning and governance restructuring, Executive Director search, and AACD and divisional relationships (see report). No action was called for on the President's Report. (The President's report is attached to these Minutes as Appendix A.)

90-2-3 - President-Elect's Report

President-Elect Jane Myers noted her written report and reported on some of her plans for the coming year and on her activities during the year just ending (see report). This report did not call for any Governing Council action. (The President-Elect's report is attached to these Minutes as Appendix B.)

90-2-4 - Past President's Report

Past President Robert Nejedlo reported briefly on his activities during the year and referred to his written report for further information. The report did not require any action by the Governing Council.

90-2-5 - Parliamentarian's Report

Parliamentarian Nancy Scott called attention to material that had been distributed concerning parliamentary procedure and called particular attention to procedures for handling of motions, frequency of speaking to a particular agenda item, and four-minute limitation on length of each speaker's responses. The report did not require any action.

90-2-7 - Acting Executive Director's Report

Acting Executive Director William Hunter reported on activities in the headquarters office and expanded on several items from his written report. No action was required on this report.

90-2-6 - Treasurer's Report

Treasurer Linda Pfister reported to the Governing Council on the financial status of the Association. She called particular attention to several of the items in the budget and commented particularly on the possibility of an unbalanced budget for 1990-91. There was no Governing Council action required on the Treasurer's Report.

90-2-26 - Ratification of Executive Committee Actions (October 1989, December 1989, and February 1990)

It was moved by Weikel and seconded by Herman that: The motion regarding ratification of Executive Committee Minutes be removed from the table. Motion passed, and this motion was again on the floor.

Vote was then called for on the motion that: The Governing Council ratify the Executive Committee actions as indicated in the Minutes of meetings for October 12-15, 1989; December 20, 1989; and February 1-4, 1990. Motion passed.

It was moved by Weikel and seconded by Shalls that: The Governing Council direct the AACD Executive Committee to stay within the confines of the AACD Bylaws regarding Executive Committee functions when conducting committee business [Article X, Section 4.(c)]. Motion passed. [Follow up notations: (1) Minutes need to be received within ten working days as per Bylaws. (2) The Executive Committee has changed a motion (page 9, #18, concerning convention complimentary suites) previously passed by the Governing Council.]

90-2-27 - Entity Bylaws Approval

It was moved by Wilgeroth and seconded by Herman that: The Governing Council approve the Bylaws of the Texas Association for Counseling and Development, based upon legal opinion. Motion passed. [There was also a request for further information on the "legal (including antitrust) problems" addressed by Legal Counsel and its impact on unification of dues.]

It was moved by Weikel and seconded by Shalls that: The Governing Council approve the Bylaws of the Louisiana Association for Counseling and Development, based upon legal opinion. Motion passed.

It was moved by Craft and seconded by Wigtil that: The Governing Council approve the Bylaws of the New York State Association for Counseling and Development, based upon legal opinion. Motion passed.

90-2-15 - Progress Report from Executive Director Search Committee

Dr. Garry Walz, Chair of the Executive Director Search Committee, presented a progress report on the committee's activities and brought Governing Council members up to date on the status of the search for a new Executive Director for AACD. He indicated that the committee would like to have Governing Council approval of their plan for the completion of their activities. In his interim report, Dr. Walz reported that 201 resumes had been submitted to the Committee, with 65 following through with complete applications. There were candidates from both association executive ranks and from counseling and development administrators. He reported that there was diversity of both race and gender. The Search Committee has interviewed eight semi-finalists and will conduct site visits to determine the top three or four. The final three or four candidates will be interviewed at headquarters May 8-12, with opportunities for headquarters staff and volunteer leaders to participate (the latter at their own expense) and provide feedback to the Committee. A final candidate will be presented to the Governing Council for action at the July 1990 meeting. (See Search Committee report for further details.)

90-2-29 - Action on Executive Director Search Process

It was moved by Shalls and seconded by Craft that: The Governing Council approve the Executive Director Search Process with clarification that the terms of the contract for Executive Director be presented at the same time that the candidate is presented (Step 8). Motion passed. (It was noted that at the time the candidate/contract is presented to the Governing Council, the candidate/contract can be rejected.) The nine step process for completion of the Committee's charge, as approved by this motion, is as follows:

1. Conduct telephone cross checks of references of semi-finalists (February, 1990).
2. Committee as a whole interviews semi-finalists in Atlanta (March 3-6, 1990); identify up to 3 finalists.
3. On-site visits by EDSC representatives to finalists' work/home environment (March and April, 1990).
4. Meeting in DC of finalists and AACD and divisional, regional and state leaders and headquarters staff (May, 1990).
5. Review of evaluations of candidates by participants in D.C. meetings.
6. Identification of candidate who scores highest on the evaluations provided by AACD leadership, Headquarters staff, and EDSC.

7. Presentation of final candidate to AACD Executive Committee for negotiation of contract (June, 1990).
8. Presentation of final candidate to AACD Governing Council for action (July, 1990).
9. Prepare final report to President and Executive Committee detailing the Executive Director Search Process.

90-2-30 - IAMFC Application for Divisional Status

It was moved by Noel and seconded by Rotter that: The Governing Council approve the application for Divisional status for the International Association of Marriage and Family Counselors (IAMFC). Motion passed. (It was pointed out that IAMFC now has 2,356 members and meets the requirement for Divisional status.)

90-2-31 - Approval of Appointment of AACD Treasurer for FY 1992

It was moved by Whitledge and seconded by Geigen that: The Governing Council approve the appointment of James A. Kiser, Jr. as Treasurer for the American Association for Counseling and Development for FY 1992. Motion passed.

90-2-32 - Committee Appointments

It was moved by Shalls and seconded by Wigtil that: The Governing Council approve the appointment of Nancy Garfield as 1990-91 Resolutions Chair. Motion passed.

It was moved by Craft and seconded by Shalls that: The Governing Council approve the appointments of ten Special Committee Chairs as presented by President-Elect Jane E. Myers. Motion passed. The appointments of Committee Chairs as approved by this motion are as follows:

Lucy A. McLamb, Chair, AIDS Task Force
Burt Bertram, Chair, Credentialing and Accreditation Committee
Michael Hutchins, Chair, Committee on Gay, Lesbian and Bisexual Issues
Allen E. Segrist, Chair, Graduate Student Committee
John W. Bloom, Chair, Licensure Committee
Courtland Lee, Chair, Committee on Men
Nettie W. Baldwin, Chair, Committee on School-Based Developmental Counseling and Guidance
Wanda Lipscomb, Chair, Strategic Planning Committee
Patricia B. Elmore, Chair, Committee on Testing
Linda K. Kemp, Chair, Committee on Women

It was moved by Wilgeroth and seconded by Wigtil that: The Governing Council approve the appointments to Special Committees as presented by President-Elect Jane E. Myers. Motion passed. (Special Committees are

to consist of one-half old and one-half new members.) Consistent with the motion passed by Executive Committee and ratified by Governing Council that special committees be limited to six persons, including the chair, the appointments to Special Committees as approved by this motion are as follows:

AIDS Task Force:

Belainesh Araya
Robert L. Barret
John Carew
John Dolan
Patricia Ferris

Credentialing and Accreditation Committee:

Bob Nejedlo
Priscilla Chavez-Riley
Donald Waterstreet
Diana Hulse-Killacky
Donna Kater

Gay, Lesbian and Bisexual Issues Committee:

Raymond Barone
James E. Washington
Louise Douce
Stephen Lenton
Cynthia Baldwin

Graduate Student Committee:

Laura Dean
Susan Cameron
Richard Hazler
Stella Jones
Presidential Intern

Licensure Committee:

Marion Jackson
James Benshoff
Ron Esposito
Harriet Fields
Sue Reynolds

Committee on Men:

Arthur Sanchez
Charles Eberly
Thomas S. Carter
Kevin Kelly
Cherie Smith

School-Based Developmental Counseling and Guidance Committee:

Jeff Siskind
Jon Cosse
Rhonda Gill
Ann Vernon
Jim Stiles

Strategic Planning Committee:

Marianne H. Mitchell
Bob Nejedlo
Rose Cooper

Lee Richmond
William Weikel

Committee on Testing:

Nicholas Vacc
Dale Prediger
Pat Bethea
William Mehrens
Jo-Ida Hansen

Committee on Women:

Elly Waters
Carrie Garner
George Grisdale
Susan Rhee
Pat Kerstner

It was moved by Wigtil and seconded by Weikel that: The Governing Council approve the appointments to Standing Committees as presented by President-Elect-Elect Marianne Mitchell. Motion passed. The appointments as approved by this motion are as follows:

Awards Committee:

Jackie Allen
Judith Bookhamer
Myrtle Clayton
Sally Miller
Charlotte Rodriguez

Bylaws Committee:

William Carpenter

Ethics Committee:

Wayne Huey
Richard Mucowski

Human Rights Committee:

Patricia Kerstner
Judith Kovacs-Long
Darryl Yagi

International Relations Committee:

Ann Brewer
Victoria D. Coleman
Arthur Horne
Joyce Rhoden

Media Committee:

Loretta Bradley

90-2-33 - Resolution to Expend Funds in FY 1991 until July Governing Council meeting - Also TIAA/CREF Resolution and Signature Resolution

It was moved by Whitledge and seconded by Helwig that: The Governing Council authorize the Executive Director to continue to expend funds consistent with the level authorized for FY 1990 until such time that the Governing Council approves the final Budget for FY 1991 at the July, 1990 Governing Council meeting. Motion passed.

It was moved by Whittleage and seconded by Jepsen that: The Governing Council moves to permit AACD employees currently enrolled in the TIAA/CREF retirement plan the option of choosing from the two new programs (i.e., Bond Market Account and CREF Social Choice Account) as well as the fixed income and equity plans now being offered. Motion passed.

It was moved by Jepsen and seconded by Stockton that: The Governing Council adopt the amendment to the AACD Retirement Resolutions and Summary Plan Descriptions as presented. Motion passed. The amendment, as adopted, reads as follows:

To the extent that Plan Contributions are subject to the limitations of Code Section 401(m) and the Plan Contributions exceed these limitations, they are Excess Aggregate Contributions. Notwithstanding any other provision of this Plan, to the extent needed to meet the limitations of Code Section 401(m), the Institution may, as determined by the Plan Administrator:

(1) Distribute Excess Aggregate Contributions, adjusted to reflect investment experience, to the Participant no later than 12 months following the end of the Plan Year in which the Excess Aggregate Contributions arose. Excess Aggregate Contributions shall be treated as Annual Additions under the plan. The distribution of Excess Aggregate Contributions for each Participant who has Excess Aggregate Contributions will be made in a nondiscriminatory manner.

(2) Make Qualified Nonelective Contributions.

(3) Include Elective Deferrals and Qualified Nonelective Contributions under this Plan or any other plan of the Institution in computing the contribution percentage under Code Section 401(m) (3).

(4) Discontinue or limit contributions for Highly Compensated Employees at any point in the plan year, if it is determined by the Plan Administrator that continuation of contributions in accordance with the provisions of this Plan will cause the Plan to exceed the limitations of Code Section 401(m).

It was moved by Stockton and seconded by Jepsen that: The Governing Council adopt the resolution statement regarding authorized signers as proposed. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, The American Association for Counseling and Development has need from time to time to open accounts with Banks and Savings and Loans and other financial institutions; and

WHEREAS, There is a need to limit the access and use of these funds to the appropriate personnel at the Association;

THEREFORE, BE IT RESOLVED, That the funds of this corporation be deposited in its name, at the direction of the Executive Director or Assistant Executive Director, with a Bank or other financial institution, and that the same be subject to withdrawal

by checks, drafts, bills of exchange, acceptances, promissory notes and other orders for the payment of money made, signed, drawn, accepted, or endorsed in the corporate name and signed by the (1) Executive Director, (2) Assistant Executive Directors, (3) Administrative Assistant, (4) Secretary to the Executive Director, and (5) Director of Data Processing; and

BE IT FURTHER RESOLVED, That funds deposited in demand accounts (checking) will require only one of the signatures above for checks drawn in the amount of \$1,000.00 or less. Two signatures are required for withdrawals in excess of \$1,000.00; and

BE IT FURTHER RESOLVED, That funds deposited in investments accounts (savings, certificates of deposit, etc.) require two signatures on all transactions. On investment accounts the Controller is also authorized to act as one of the authorized signers; and

BE IT FURTHER RESOLVED, That these resolutions shall remain in full force and effect until revoked in writing by the Governing Council.

90-2-18 - Governance Restructuring Committee Presentation and Small Group Discussion

Mike Robinson of the Governance Restructuring Committee presented the current document on restructuring and there was considerable discussion, both as a full Governing Council and in small discussion groups. Much of this report came from data gathered by the Committee or others in regional or divisional meetings and through a formal survey of Governing Council leaders of the past five years. From these data, the Committee compiled thirteen recommendations for governance models. Among major recommendations are:

1. Regional structure be reconfigured along with restructuring of state branches into a more direct relationship of state branches to AACD;
2. A national strategy for leadership development;
3. A new basis for representation, possibly a 2-1 or 1-1 instead of the present 3-2-1;
4. Have an examination of the president's responsibilities with an eye to possible shared responsibilities among the past president, president, and president-elect; and
5. That the present is accountable for the strategic plan and that annual themes should relate to the strategic plan.

It was moved by Coy and seconded by Evenson that: The Governing Council accept the evaluation of the 3-2-1 Plan as contained in the Governance Restructuring Committee report and that the current governance structure needs to be modified. Motion passed.

It was moved by H. Smith and seconded by Evenson that: The Governing Council direct the Governance Restructuring Committee to develop and

propose two models for consideration at the July 1990 meeting, and that the two models reflect serious consideration of the comments generated during this meeting in March 1990, and subsequent meetings during the Cincinnati Convention, one representing minor modifications of the 3-2-1 Plan and the other one representing more extensive modification; one of the alternatives will be a 1-1 plan. It is further recommended that the Committee clarify the issues raised by the Governing Council subcommittees regarding the current report, and tie this restructuring process to the strategic plan. Motion passed.

It was moved by Coy and seconded by Evenson that: An amount of \$1,500.00 be made available to the Governance Restructuring Committee so it can accomplish its tasks (subcommittee meeting, telephone, publish documents) by June 30, 1990. Motion passed.

90-2-34 - Strategic Planning Committee Presentation and Small Group Discussion

A presentation was made by Cynthia Johnson of the Strategic Planning Committee, and full discussion was carried out by both the full Governing Council and small discussion groups. The report of the strategic plan was based on activities over the last two years, during which inputs were sought at regional and divisional meetings and through a member survey in Guidepost. Although there were only 609 respondents, an analysis of demographics indicated the respondents were very representative of the AACD membership.

The Governing Council indicated a desire to see the revised goals and objectives of the strategic plan following subcommittee inputs. (This was provided.) Questions were raised about the priority order of the nine goals and objectives and whether the goals should be prioritized at all. Following lunch break, the Governing Council spent almost five and a half hours debating the strategic plan. Members were concerned that the strategic plan should be only a working document, but it was also pointed out that, by its very nature, strategic planning is a tentative process, with revisions ongoing each year. The Governing Council decided to act on the various parts of the strategic plan separately (mission, identity, goals and objectives), and spent considerable time discussing the various points before action was taken.

It was moved by Richmond and seconded by H. Smith that: The Governing Council adopt the identity statement, mission, goals, and objectives of the Strategic Plan as amended, as a working document.

Following some discussion, it was moved by Rotter and seconded by Mable that: The Governing Council moves to divide the question (vote on each section separately). Motion passed.

It was then moved by Sweeney and seconded by Weikel that: The Governing Council adopt the identity statement as found on page 17 of the Strategic Planning Committee report.

It was moved by Rotter and seconded by Shalls that: The motion on adoption of the identity statement be amended to remove the words "working document". Following further discussion, the amendment was withdrawn.

Vote was called for on the motion that: The Governing Council adopt the identity statement as found on page 17 of the Strategic Planning Committee report. Motion passed (one abstain). The identity statement, as adopted, reads as follows:

The American Association for Counseling and Development (AACD) is an organization of counseling and human development professionals who work in educational, health care, residential, private practice, community agency, government, and business/industry settings.

It was moved by Sweeney and seconded by Stockton that: The Governing Council adopt the mission statement as found on page 17 of the report of the AACD Strategic Planning Committee. Motion passed. The mission statement, as adopted, reads as follows:

The mission of the American Association for Counseling and Development is to enhance human development throughout the life span and to promote the counseling and human development profession.

It was moved by Sweeney and seconded by Weikel that: The Governing Council adopt the Goals for 1990-91 (as amended) as found on page 20 of the Strategic Planning Committee report as a working document, i.e., policy of the Association which is continually under review. Motion passed. The Goals as adopted by this motion are as follows:

- To promote the professionalization of counseling and human development.
- To promote the personal and professional development of counseling and human development professionals.
- To promote a developmental approach which will facilitate positive change and optimize human potential among the members' clientele.
- To promote programs which proactively address human rights, societal trends, and social issues most relevant to the profession.
- To promote public awareness of and support for the counseling and human development profession.
- To promote the advancement and dissemination of research and knowledge in counseling and human development.
- To promote and support public policy and legislation which enhances human development.
- To promote, respect, and recognize the global interdependence among individuals, organizations, and societies.

- To provide the organizational structure, membership, management, staff, facilities, and resources necessary to fulfill our mission.

Considerable discussion revolved around the question of what should be the priorities of the strategic plan and whether the goals should be prioritized at all. The present prioritization is based on responses from the Guidepost survey. Clemmie Solomon, of the Human Rights Committee and AMCD, urged that the human rights goals have a higher priority. Committee Chair Bob Nejedlo pointed out the discrepancy between the ranking of the human rights goal by leaders and members (leaders ranked it second, members ranked it seventh). The committee therefore had moved the human rights priority to number four.

It was moved by Sweeney and seconded by Solomon that: The Strategic Planning Committee be asked to review the prioritization process and recommend priorities for the Goals for 1990-91 (as amended) to the July, 1990 Governing Council. Motion passed.

It was moved by Sweeney and seconded by Weikel that: The Governing Council adopt the objectives and three-year plan (1991-94) (as amended) contained in the Strategic Planning Committee report (pages 24-40) as a working document, i.e., policy of the Association which is continually under review. Motion passed.

It was moved by Richmond and seconded by H. Smith that: The ongoing Strategic Planning Committee establish: measurable behavioral objectives, cost analysis of the plan, and an assessment of the present AACD activities which relate to the plan.

It was moved by Hill and seconded by H. Smith that: The motion on the floor be amended to add the following: To retain a highly qualified and experienced strategic planning consulting firm to review all documents, procedures, and conclusions derived from the strategic planning process and to present the Governing Council with a comprehensive analysis of the process used and with recommendations for future work in this vital area.

It was moved by Robinson and seconded by Myers that: The review not take place until the cost is known and then the outside review would be approved in July if it is judged cost effective at that time. Amendment passed.

Vote was called for on the amendment to retain a highly qualified and experienced strategic planning consulting firm to review all documents, procedures, and conclusions derived from the strategic planning process and to present the Governing Council with a comprehensive analysis of the process used and with recommendations for future work in this vital area; but that the review not take place until the cost is known and then the outside review would be approved in July if it is judged cost effective at that time. Amendment defeated.

Vote was then called for on the motion that: The ongoing Strategic Planning Committee establish: measurable behavioral objectives, cost analysis of the plan, and an assessment of the present AACD activities which relate to the plan. Motion passed.

It was moved by Hill and seconded by H. Smith that: The Strategic Planning Committee be requested to develop a document that provides Governing Council and the membership with a comprehensive analysis, not just a listing, of the state of the Association relative to the components of the Forbes model, that is, internal strengths and weaknesses within the context of external dangers and opportunities. Motion passed.

90-2-35 - Human Rights Committee - Human Concerns Fund

It was moved by Dickinson and seconded by Sheldon that: The Chairperson of the Human Rights Committee, the Executive Director, President and President-Elect of AACD explore ways for establishing a Human Concerns Fund. This is to include approaching the Foundation for possible collaboration in developing a fund raising mechanism and the administrative management of the Human Concerns Fund as well as AACD staff exploration of other possible internal or external alternatives. A report is to be presented to the July 1990 Governing Council. Motion passed.

90-2-36 - Policy on Diversity of Representation in Committee Appointments

It was moved by Herman and seconded by Weikel that: The professional staff be directed to review and update for consistency the policies and procedures regarding Committees and representatives, and bring an updated policy back to the Governing Council for approval in July 1990. Motion passed.

90-2-37 - Nominations and Elections Policy Recommendations

It was moved by Craft and seconded by Wilgeroth that: The Governing Council approve Proposal 2 of the AACD Nominations and Elections Committee recommendations with the following changes: (1) Delete recommendation 3; replace with the following wording: "Screening of nominees will be conducted through use of an objective screening instrument." (2) Delete recommendation 7-B. (3) Adopt the proposed nominations and elections schedule with the following addition: September 1 is the deadline for receipt of AACD answers for Guidepost for both AACD and divisional candidates. Motion passed. (This motion is to be referred to the Bylaws Committee as a Bylaws change is required.)

90-2-38 - Professional Membership Criteria

It was moved by Sheldon and seconded by Mable that: The Governing Council adopt the Task Force report which states: "The Divisions and not AACD should set standards for professional (voting) membership in accordance with qualifications for entry level positions in the specialty they represent." Divisions should have standards in place by the Reno Convention in April 1991.

Following considerable discussion, it was moved by Robinson and seconded by Myers that: The motion on the floor be tabled to the July 1990 Governing Council meeting. Motion passed (19 for; 17 against; 1 abstain), and the motion was tabled. (See New Business, item 90-2-58.)

90-2-14 - Counseling and Human Development Foundation Report

Dr. Garry Walz, a member of the Counseling and Human Development Foundation, reported to the Governing Council on the Foundation's activities. He called attention to some of the highlights in the written report that had been provided, particularly the leader survey (completed) and the member survey (planned) regarding an international center, of the team captain approach to funding, the nest egg campaign, the appointment of Mike Robinson to the Foundation, and the completion of tenure by Dave Capuzzi. This report was for information only and no Governing Council action was required.

90-2-13 - Insurance Trust Report

Dr. Brooke Collison, Chair of the AACD Insurance Trust, reported on the status of some of the insurance programs presently being offered to the members. He highlighted some of the activities of the Trust during the current year. The report of the Insurance Trust was for the Governing Council's information and did not require any action.

90-2-12 - CACREP Report

Dr. Joseph Kandor, Chair of the Council for Accreditation of Counseling and Related Educational Programs, reported on some of the activities being carried out by CACREP and on the plans for the future. This report was for information only and no Governing Council action was required.

90-2-11 - NBCC Report

Dr. Wanda Lipscomb, Chair of the National Board for Counselor Certification, and Dr. Thomas Clawson, Executive Director of NBCC, reported on the status of NBCC's programs and on future plans which are getting under way. They reported on plans, in collaboration with ASCA and AADA, for certification of school counselors and gerontological counselors. This report was for the Governing Council's information and did not require any action.

90-2-39 - Pupil Services Policy

It was moved by O'Bryant and seconded by Sheldon that: The Governing Council moves that AACD authorize \$200.00 to support a minimum of two Washington-based meetings for 1990-91 of an appointed liaison committee to promote and enhance collaborative initiatives among the pupil services disciplines. Motion passed.

It was moved by Sweeney and seconded by Mable that: The Governing Council endorse the ASCA Statement on Pupil Personnel Services as presented. Motion passed. (The Statement, as presented, is attached to these Minutes as Appendix C.)

90-2-40 - Home Study Program

It was moved by Hill and seconded by Miranti that: (1) The Governing Council endorse the recommendations of the Media Committee to establish an AACD Self-Study Program; (2) That a pilot program on youth suicide be implemented, with experiences in developing and conducting this project being used to formulate a policy for home study programs generally; and (3) That the Media Committee be commended for presenting a very important and creative proposal. Motion passed.

90-2-41 - Individual Study Program

It was moved by Mehrens and seconded by Remacle that: The Governing Council approve the self-administered continuing education program, using Guidepost as a media vehicle; (1) that the title be changed to "Individual Study Program"; (2) that guidelines for proposals be tied more closely to CACREP criteria and NBCC guidelines; (3) that in the guidelines for proposals the fields listed be expanded to include Human Development Specialists and organizational settings; (4) that proactive approaches to topics (field) be encouraged; (5) that objective measures be used with an appropriately established passing point; and (6) that a Special Committee on Professional Development (the same committee as proposed in item 90-2-43) review all materials to assure quality control. Motion passed.

90-2-43 - Professional Development Policy (Establishment of Professional Development Advisory Committee)

It was moved by Komives and seconded by Miranti that: The Governing Council will establish a Special Committee on Professional Development, appointed by the President and put in place as soon as possible and be consistent with but not limited by the strategic planning process. This Committee will propose policy and review such professional development programs as home study, individual study, PDI's, regional workshops and other CEU options. The range of professional development

activities offered will attend to the needs and issues of counseling and human development professionals. The Committee will propose a specific mission, goals and operating procedures in its first year. Procedures for home study should be developed in conjunction with the Media Committee and be linked with their established procedures for published products. Motion passed.

90-2-42 - Research Grant Proposal Policy (Establishment of Advisory Committee on Research and Development)

It was moved by Barr and seconded by Welch that: AACD establish an Advisory Committee for Research and Development whose goal is to provide to headquarters staff the professional expertise necessary to promote the advancement and dissemination of research and knowledge in counseling and human development, consistent with but not limited by the strategic planning process. Motion passed. (It was noted that this action results from a motion passed at the February 1990 Executive Committee meeting to ask the Governing Council to take action on establishing an Advisory Committee for Research and Development. Currently, the AACD staff makes decisions that don't necessarily involve input from professionals within the counseling field.)

90-2-44 - Revision of Policies and Procedures for Filing Ethical Complaints

It was moved by J. Smith and seconded by Remacle that: The Governing Council approve revisions in the Policies and Procedures for Handling Complaints of Ethical Violations as proposed by the Ethics Committee. Motion passed. (The Policies and Procedures for Handling Complaints of Ethical Violations, as revised by this motion, are attached to these Minutes as Appendix D.)

90-2-46 - JCD Issues - Approval of Editorial Appointments

It was moved by Dickinson and seconded by Sweeney that: The slate of thirteen (13) nominees for the Editorial Advisory Board be accepted. Motion passed. The nominees accepted by this motion are as follows:

- Dr. Murray Tondow, Behaviordyne, California
- Dr. Mary McCormac, Occupational Information Systems Specialist, Virginia
- Dr. Stanley Cramer, SUNY at Buffalo, New York
- Dr. Robert Sheverbush, Pittsburg State University, Kansas
- Dr. Steve Weinrach, Villanova University, Pennsylvania
- Dr. Charles Ryan, Wright State University, Ohio
- Dr. Mary Maples, University of Nevada, Nevada
- Dr. Earl Ginter, University of Georgia, Georgia
- Dr. Robert Cash, California State University, California
- Dr. Marjorie Cuthbert, Glen Springs Elementary School, Florida
- Dr. Roman Coronado-Bogdaniak, Montay College, Illinois
- Dr. Mark E. Johnson, University of Alaska, Anchorage, Alaska
- Dr. Victoria Doree Coleman, Purdue University, Indiana

It was moved by Mable and seconded by Sweeney that: The appointment of Sharon E. Robinson as Associate Editor of the Journal of Counseling and Development be approved. Motion passed.

It was moved by Carpenter and seconded by Dickinson that: The Governing Council direct the Media Committee to establish specific guidelines and criteria for the selection and nomination of candidates for Journal Editor, Associate Editor(s), and Column Editors. All nominees must be approved by the Governing Council. The Media Committee is to present these guidelines and criteria to the July 1990 Governing Council meeting for action. Motion passed.

90-2-47 - Policy on Inside Authors

It was moved by Dickinson and seconded by Mable that: The Governing Council approve the Media Committee recommended Publications Policy regarding publications by inside authors. Motion passed. (It was noted that this policy protects members of the Committee from a conflict of interest, i.e., authoring publications for AACD while on the AACD Committee which approves such publications.) The policy as approved by this motion reads as follows:

That the Media Committee establish a policy to exclude from consideration any publications and/or products, author, editor, and/or proposed members of the Media Committee during the period of their appointment.

Members shall be understood to include all those persons who are appointed, ad hoc, ex-officio, and/or serving as President-Elect, President, or Past President of the Association.

90-2-48 - AMHCA Request for Additional Membership Data

It was moved by Hill and seconded by Helwig that: AACD provide to Divisions the information specified in the February 2, 1990 memorandum of Larry Hill to Sunny Hansen. Motion passed. (Considerable discussion centered on whether other Divisions had related concerns and whether the Hill memo adequately covered those concerns. No further action was taken.) (The February 2, 1990 memorandum referred to in this motion is attached to these Minutes as Appendix E.)

90-2-49 - Proposed Resolutions

It was moved by Komives and seconded by Mable that: Discussion on Proposed Resolutions No. 24 (Computer Database) and No. 1 (POCA Resolution on Offenders) be deferred to the Summer (July 1990) Governing Council meeting, to be assigned to Subcommittee 4 of the Governing Council for discussion and possible recommendations. Motion passed.

It was moved by Rotter and seconded by Noel that: The Governing Council adopt the Proposed Resolution No. 2, recognizing the Silver Anniversary of AMECD, and commend the association for its record of leadership and service to the counseling and development profession. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, The use of measurement has materially advanced the ability of counseling professionals to respond effectively to growing numbers of clients; and

WHEREAS, Proper test interpretation expands people's options for effective decision making; and

WHEREAS, The Association for Measurement and Evaluation in Counseling and Development was founded as the seventh division of AACD in 1965 to advance the appropriate development, use and interpretation of measurements in counseling and development; and

WHEREAS, 1990 marks the twenty-fifth year of the Division's service to the profession;

THEREFORE, BE IT RESOLVED, That the AACD Governing Council recognize the Silver Anniversary of AMECD and commend the Association for its record of leadership and service to the counseling and development profession.

It was moved by Richmond and seconded by H. Smith that: Proposed Resolution No. 3 (Unification of Dues/Memberships) be referred to the Governance Restructuring Committee. Motion passed. (Concern was expressed that this item has been buffeted from one body to another for a long time without resolution and that some final resolution should be sought.)

It was moved by Geigen and seconded by Jepsen that: Future "annual" national conventions (excluding international conferences) be conducted at various sites throughout the United States.

Following some discussion, it was moved by Weikel and seconded by H. Smith that: The motion on the floor regarding future convention locations be tabled. Motion passed, and the motion was tabled.

It was moved by Rotter and seconded by Welch that: The Governing Council adopt Proposed Resolutions No. 7 and No. 21 as combined (Disaster Preparedness). Motion passed. The resolution, as adopted by this motion, reads as follows:

WHEREAS, Hurricane Hugo has caused devastation to the Virgin Islands, Puerto Rico and South Carolina; and

WHEREAS, The people of these areas have suffered loss of life, belongings, homes community, education and social services; and

WHEREAS, Over 100,000 people were left homeless in these three areas alone; and

WHEREAS, Over 15,000 people were left homeless by the San Francisco Bay area earthquake; and

WHEREAS, Disasters, such as hurricanes and floods, affecting large numbers of persons exist in our global society; and

WHEREAS, Media and technology increasingly expand the involvement of all persons in such disasters, as occurred with the space shuttle explosion; and

WHEREAS, The psychological and emotional impact of disasters is extensive and long lasting; and

WHEREAS, This emotional impact affects the totality of human development for persons experiencing disasters; and

WHEREAS, The mission of AACD is to enhance human development throughout the life-span;

THEREFORE, BE IT RESOLVED, That AACD supports a commitment to assist the victims of disasters in coping with the emotional impact of their experiences; and

BE IT FURTHER RESOLVED, That AACD identify existing assistance programs and make them known to the membership; and

BE IT FURTHER RESOLVED, That AACD encourage disaster preparedness training programs for its members; and

BE IT FURTHER RESOLVED, That AACD take an active role in helping members respond to disasters and community crises when they occur.

It was moved by Sheldon and seconded by Carpenter that: The Subcommittee deliberations on the issue of Proposed Resolutions Nos. 9, 22, and 29 (Freedom of Choice) are incomplete. This is a serious topic which requires much discussion and time simply did not permit the needed in-depth discussion. It is therefore recommended that the resolution be forwarded for action to the Governing Council at its July 1990 meeting, and that the subcommittee plan to provide time for Governing Council members to give input to the Committee before a motion is formulated. Motion passed, and this proposed resolution will be deferred to the July 1990 Governing Council meeting.

It was moved by Solomon and seconded by Welch that: The Governing Council adopt Proposed Resolution No. 10 (Daycare), with the following amendments: That the 2nd, 3rd, and 4th "Whereas" statements be deleted; and that in the last line add between the words "for" and "daycare" the words "available and affordable". Motion passed. The resolution, as adopted by the Governing Council, reads as follows:

WHEREAS, AACD is an organization committed to the proper environment for early childhood development; and

WHEREAS, There are insufficient daycare facilities; and

WHEREAS, Insufficient funding exists for the working poor; and

WHEREAS, The funding of daycare is expensive and out of the reach of the average working mother; and

WHEREAS, Many mothers would enter the workforce if adequate daycare were available and affordable for their children;

THEREFORE, BE IT RESOLVED, That AACD mount a campaign to support legislation to provide funding for available and affordable daycare services for children.

It was moved by Helwig and seconded by Remacle that: The Governing Council adopt Proposed Resolution No. 12 (Homeless People) with the following revision: change the words "provide funding" to "support efforts" in the last clause. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, AACD approved in July 1988 goals of believing in the worth and dignity of the individual and the value of caring and respect for self and others and the belief that positive change in people, organizations and societies can be facilitated; and

WHEREAS, AACD has a priority of developing and promoting programs that proactively address human rights; and

WHEREAS, Thousands of men, women and children are homeless;

THEREFORE, BE IT RESOLVED, That AACD support efforts to develop strategies and training for those counselors working with homeless people.

It was moved by Stockton and seconded by Geigen that: The Governing Council adopt Proposed Resolution No. 13 (Violence), as revised by deleting the phrase "by committing financial and human resources.....in the cause of peace." Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, AACD is an organization committed to a positive, proactive position on Human Rights issues; and

WHEREAS, AACD recognizes violence as any act or omission which results in an individual or collective loss or lessening of human wellness and dignity; and

WHEREAS, AACD is concerned with the personal and collective comfort, safety and security of all human beings; and

WHEREAS, AACD believes that all people should be able to live their lives without fear of physical or psychological violence or coercion; and

WHEREAS, AACD supports the rights of every world citizen for optimal human development;

THEREFORE, BE IT RESOLVED, That AACD support individual and group efforts to reduce personal, societal, and global violence.

It was moved by Whitlege and seconded by Geigen that: The Governing Council adopt Proposed Resolution No. 14 (African-American Males), with the following revisions: Delete the last two paragraphs (be it further resolved); and in the "Therefore, be it resolved" section delete the word "prioritize" and change "addressing" to "address"; and put a period after "males". Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, According to recent data, African-American males have a 1 in 21 chance of being murdered before the age of 25; and

WHEREAS, In 1986 African-American males were 3.5 percent of all college enrollments--but 46 percent of the prison population; and

WHEREAS, African-American male college enrollment dropped by over 7 percent over the past 10 years; and

WHEREAS, 18 percent of African-American males drop out of high school; and

WHEREAS, Between 1973-1986 the average real earnings for African-American males, age 20-24, fell by 50 percent; and

WHEREAS, Since 1970, the number of African-American households headed by women increased by 108 percent; and

WHEREAS, The AACD is committed to providing leadership to address the human development needs of our society; and

WHEREAS, African-American males are considered at risk of endangerment;

THEREFORE, BE IT RESOLVED, That AACD address the unique needs and concerns of African-American males.

It was moved by Helwig and seconded by Solomon that: This resolution on African-American males be referred to the Committee on Men to develop counseling strategies for addressing the critical dilemma of African-American Male endangerment, and that a report be made to the Governing Council by the Reno Convention in April 1991. Motion passed.

It was moved by Solomon and seconded by Welch that: The Governing Council adopt Proposed Resolution No. 15 (Japanese Reparations for Internment During World War II), as amended. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, U. S. citizens of Japanese ancestry were placed in internment camps during World War II against their will with their property, belongings, and businesses confiscated, and their civil rights violated; and

WHEREAS, The United States government has authorized reparations for these former internees through Public Law 101-162 which was signed into law by President Bush on November 21, 1989; and

WHEREAS, No former internee has received any monies; and

WHEREAS, Only 60,000 of the original 120,000 internees are still alive and 2,400 former internees have died since reparations were authorized; and

WHEREAS, AACD recognizes the American Japanese internment during World War II as a violation of human and civil rights;

THEREFORE, BE IT RESOLVED, That AACD strongly urges the speedy payment of reparation monies, in full, to victims of this unjust internment; and

BE IT FURTHER RESOLVED, That AACD recognize Rep. Norman Mineta, Rep. Robert Matsui, Sen. Sparky M. Matsunaga, and Sen. Daniel K. Inouye as major supporters of the reparations bill; and

BE IT FURTHER RESOLVED, That copies of this resolution be forwarded to all members of Congress, to the appropriate officials of Federal agencies, and the President of the United States; and

BE IT FURTHER RESOLVED, That an article be placed in Guidepost addressing the current status of reparations for those Americans of Japanese ancestry who were interned.

It was moved by Jepsen and seconded by Wigtil that: The Governing Council adopt Proposed Resolution No. 16 (Student Protest at Tiananmen Square), with the following revisions: (1) Change the "therefore be it resolved" section to read "therefore, be it resolved that AACD forward an official letter conveying concern about violations of human rights relative to the actions taken in Tiananmen Square....."; and (2) under the first "be it further resolved" delete the word "also". Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, The government of the People's Republic of China refuses to allow freedom of speech and public expression; and

WHEREAS, Free speech is an inherent inalienable human right regardless of the form of government; and

WHEREAS, Student-led pro-democracy protestors peacefully demonstrated at Tiananmen Square; and

WHEREAS, Innocent student demonstrators, citizens, and children were killed, maimed, injured, crushed during this public demonstration; and

WHEREAS, Soldiers of the People's Liberation Army retook Beijing's Tiananmen Square by force from student-led pro-democracy protestors, killing hundreds and possibly thousands of people en route to the Square; and

WHEREAS, Soldiers unmercifully used tear gas, clubs, bullets, tanks, machine guns; and

WHEREAS, The people in the People's Republic of China continue to live under oppression and fear of free expression;

THEREFORE, BE IT RESOLVED, That AACD forward an official letter, conveying concern about violations of human rights relative to the actions taken at Tiananmen Square, to the embassy of the People's Republic of China; and

BE IT FURTHER RESOLVED, That AACD support the U. S. government's position protesting these actions; and

BE IT FURTHER RESOLVED, That AACD's protest be mentioned in the Guidepost.

It was moved by Helwig and seconded by Geigen that: The Governing Council adopt Proposed Resolution No. 17 (Amnesty International Women's Program), with the following revisions: In the first "be it further resolved" add "Amnesty International Women's Programs"; and delete the rest of that sentence and the second "be it further resolved." Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, A growing number of women and women's organizations recognize that injustice in any part of the world can quickly spread to other countries and, that, acting in international solidarity, women are committing themselves to protect the basic freedoms of all women; and

WHEREAS, The Amnesty International Women's Program is working to protect the basic rights of women worldwide;

THEREFORE, BE IT RESOLVED, That AACD endorse the Women's Urgent Action Network, acting on behalf of women prisoners worldwide, and the Women's Interact Network, which campaigns on behalf of women throughout the world who are detained unjustly, tortured or subjected to other human rights abuse; and

BE IT FURTHER RESOLVED, That AACD support and publicize organizationally the 1990 International Women's Day observance in March and Amnesty International Women's Programs.

It was moved by Geigen and seconded by Jepsen that: The Governing Council adopt Proposed Resolution No. 18 (Political Refugees). Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, Political refugees enter the United States every day from diverse countries; and

WHEREAS, Political refugees face overwhelming language, financial, medical, social and educational barriers; and

WHEREAS, The human rights of political refugees emigrating to the United States must be continually protected from cultural and political prejudice--both direct and subtle; and

WHEREAS, The children of political refugees encounter closed doors in the educational system as nontraditional students often lacking school records, test results, birth certificates, and academic and language proficiencies needed to be accepted into the public school system;

THEREFORE, BE IT RESOLVED, That AACD endorse the development of community and school counselor advocacy programs to protect the human rights and cultural heritage of political refugees and their families.

It was moved by Helwig and seconded by Geigen that: The Governing Council adopt Proposed Resolution No. 19 (Use of Pesticides), with the revisions as indicated. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, The children of migrant workers are at risk as never before because pesticides are in the fields, in the air above their school yards, in the water they drink, and in the food they eat; and

WHEREAS, The families of migrants are frightened because of the recent and tragic increase in cancer and birth defects as a result of the use of pesticides in their environment; and

WHEREAS, The irresponsible use of dangerous pesticides threatens the quality of life, especially among the young and the unborn from the families who pick the crops for the tables of all Americans;

THEREFORE, BE IT RESOLVED, That AACD condemn the irresponsible use of dangerous pesticides.

It was moved by Helwig and seconded by Geigen that: The Governing Council adopt Proposed Resolution No. 20 (Angola). Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, Angola, South Africa has the highest per capita amputees of any country in the world; and

WHEREAS, These amputees are the result of the war between the government of Angola and the UNITA rebel forces which are supported by the Apartheid government of South Africa; and

WHEREAS, Most of these amputees are women and children who were maimed as a result of land mines placed on roadways and near schools; and

WHEREAS, The civilian population, especially that of women and children, has continued to be underreported in the U. S. media; and

WHEREAS, All countries of the world have recognized the present country of Angola under the leadership of Dis Santos, except the countries of the United States and South Africa; and

WHEREAS, The human development needs of the people of the frontline states in South Africa, Angola in particular, are greatly impaired by the current conflict in the region; and

WHEREAS, Peace is essential for the development needs of the people of this region;

THEREFORE, BE IT RESOLVED, That AACD express its condemnation of the human rights violations in southern Africa through its media mechanism, the Guidepost; and

BE IT FURTHER RESOLVED, That AACD lobby to the U. S. Congress through its Legislative Affairs Office and protest the atrocities experienced by the people of Angola.

It was moved by Hill and seconded by Mehrens that: The AACD Governing Council reaffirms its previous action of March 1989 to discourage the development of additional certification areas pending completion of the work of the Credentialing Task Force to develop a comprehensive plan and that NBCC be informed that this action was not intended to limit development of certifications to NBCC but was meant to limit all certifications from all sources. Motion defeated.

It was moved by Rotter and seconded by Footman that: The Governing Council adopt Proposed Resolution No. 30 acknowledging the Fiftieth Anniversary of ACES, one of the founding associations of AACD (APGA), and commend the Association for its record of leadership and service to the counseling and development profession. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, The Association for Counselor Education and Supervision was one of the founding Divisions of the AACD/APGA; and

WHEREAS, 1990 marks the 50th year of the Division's service to the profession;

THEREFORE, BE IT RESOLVED, That the AACD Governing Council recognize the Golden Anniversary of ACES and commend the Association for its record of leadership and service to the counseling and development profession.

It was moved by Noel and seconded by Footman that: The Governing Council adopt Proposed Resolution No. 31 to recognize the Silver Anniversary of ARVIC and commend the Association for its record of leadership and service to the counseling and development profession. Motion passed. The resolution, as adopted, reads as follows:

WHEREAS, The Association for Religious and Value Issues in Counseling addresses the spiritual, ethical, and value dimensions of issues including religious freedom, human rights, social justice, cross-cultural understanding, spiritual growth, world peace, and human sexuality; and

WHEREAS, 1990 marks the 25th year of the Division's service to the profession;

THEREFORE, BE IT RESOLVED, That the AACD Governing Council recognize the Silver Anniversary of ARVIC and commend the Association for its record of leadership and service to the counseling and development profession.

It was moved by Helwig and seconded by Komives that: Consideration of Proposed Resolution No. 32 (Campus Assessment Inventory) be deferred to the July 1990 Governing Council meeting. Motion passed.

90-2-50 - Concerns of Presidents-Elect and Chairs-Elect

It was moved by Sweeney and seconded by O'Bryant that: The letter of concerns of all Presidents-Elect and Chairpersons-Elect of the divisions and regions of AACD be referred to the President, President-Elect, Acting Executive Director and future Executive Director for both action to establish a process for systematic solicitation of such input in the future, as well as action on the items identified in the letter. Motion passed. (It was noted that this letter was prepared in a spirit of cooperation and positive concern. In light of the proposed Strategic Plan and Governance Restructuring, as well as a new Executive Director, this is perceived as an excellent reference document for future review and consideration of change in AACD.)

NEW BUSINESS - 90-2-52 - Guidelines for Division Formation, Maintenance, and Dissolution

It was moved by Whitley and seconded by H. Smith that: The Governing Council direct the AACD President-Elect to appoint a Task Force to re-examine the "Guidelines for Division Formation, Maintenance, and Dissolution" in light of possible changes brought about through the governance restructuring process, the strategic plan, or AACD/Division relationships. A report, with any recommended modifications is to be presented at the April 1991 Governing Council meeting in Reno. Motion passed.

NEW BUSINESS - 90-2-53 - Minutes of Governing Council Meetings

It was moved by Herman and seconded by Craft that: Beginning with the July 1990 Governing Council meeting, all meetings where official business is conducted shall be taped as well as hand transcribed. Motion passed.

NEW BUSINESS - 90-2-54 - Governing Council Information

It was moved by Craft and seconded by Shalls that: The Governing Council re-affirm its directive of July 1988 to the AACD President and Executive Director, to develop a method to keep Governing Council informed on the progress of all action items until they are completed. Motion passed.

NEW BUSINESS - 90-2-55 - Elementary Counseling

It was moved by H. Smith and seconded by Shalls that: The AACD Governing Council endorse H.R. 3970, a bill to improve counseling services for elementary school children, and place its passage and enactment in high priority on the AACD Legislative Agenda. Further, that the AACD President be directed to write a letter to Rep. Purcell thanking him for his efforts on behalf of the bill. Motion passed.

NEW BUSINESS - 90-2-56 - Word Processor Assistance at Governing Council Meetings

It was moved by Weikel and seconded by Herman that: Clerical support be provided to facilitate the actions and amendments of Governing Council by having a secretary with word processor available on site for Governing Council related work. Motion passed.

NEW BUSINESS - 90-2-57 - Possibility of Unbalanced Budget

It was moved by Robinson and seconded by Weikel that: The Governing Council will entertain an unbalanced budget at the July 1990 meeting. Motion passed. (It was noted that a previous action of Board of Directors required that a balanced budget be brought to the July meeting. Because of the potential for an income short fall and because of the strategic planning process, the Governing Council may wish to entertain an unbalanced budget in order to make decisions regarding the budget and implications of the Strategic Plan.)

NEW BUSINESS - 90-2-58 - Professional Membership Proposal (See Agenda Item 90-2-38)

It was moved by Weikel and seconded by H. Smith that: The motion tabled earlier that "The Governing Council adopt the Task Force report which states: 'The Divisions and not AACD should set standards for professional (voting) membership in accordance with qualifications for

entry level positions in the specialty they represent.' Divisions should have standards in place by the Reno Convention in April 1991." Motion passed, and the earlier motion was again on the floor.

Vote was called for on the motion that: The Divisions and not AACD should set standards for professional (voting) membership in accordance with qualifications for entry level positions in the specialty they represent. Divisions should have standards in place by the Reno Convention in April 1991. Motion passed.

It was moved by Myers and seconded by Sweeney that: The President be directed to communicate with all Division Presidents regarding the intent of this motion and encourage each of them to give serious consideration to accepting the existing national standards for accreditation and certification as the basis for professional membership criteria. Motion passed.

NEW BUSINESS - 90-2-59 - Resolution Screening

It was moved by Shalls and seconded by Nejedlo that: The Resolutions Committee Chair be charged with the task of developing criteria for screening resolutions to be forwarded to the Governing Council. Motion passed.

NEW BUSINESS - 90-2-60 - Commendations

It was moved by Sheldon and seconded by Shalls that: The Governing Council commend Bob Nejedlo, Past President, for his three years of outstanding, dedicated leadership and service to AACD. Motion passed.

It was moved by Shalls and seconded by Sheldon that: The Governing Council commend Dr. Sunny Hansen for her sincere dedication, commitment, and efforts in leading AACD as President during this meeting and throughout the 1989-90 year. Motion passed.

It was moved by H. Smith and seconded by Weikel that: The Governing Council commend Linda Pfister, AACD Treasurer, and Nancy Scott, Parliamentarian, for excellence in service to AACD and its Governing Council. Motion passed.

It was moved by Sweeney and seconded by Solomon that: The Governing Council commend outgoing Governing Council members for their dedicated service to AACD. Motion passed. The outgoing members, who received certificates of appreciation at the Governing Council dinner, are: Robert J. Nejedlo, Linda A. Pfister, Eileen L. Geigen, Rex Stockton, Nancy A. Scott, William Carpenter, Phyllis Mable, William A. Mehrens, Lee J. Richmond, E. H. Mike Robinson III, Carolyn Sheldon, Howard B. Smith, William J. Weikel, Harvey Welch Jr., and Jim Whitledge.

It was moved by Nejedlo and seconded by Myers that: The Governing Council commend Ginger Burns, who will leave AACD in April to move with her husband to Chicago, for her contributions to AACD as Director of Membership and wish her well in her future career path. Motion passed.

It was moved by Miranti and seconded by Mehrens that: The Governing Council commend Acting Executive Director Bill Hunter and the AACD Professional Staff for preparation of materials and assistance in facilitating the Governing Council meeting. Motion passed.

It was moved by Welch and seconded by Whitlege that: The Governing Council commend Mary Janicke for her continued outstanding service to AACD and the Governing Council. Motion passed.

It was moved by Wigtil and seconded by Wilgeroth that: The Governing Council commend the 1990 Cincinnati Convention committees and volunteers who have worked zealously and with enthusiasm in providing the leaders and members with a productive and enjoyable convention. Motion passed.

EXECUTIVE SESSION

Nancy Scott as recorder, Garry Walz as a member of the new Executive Director negotiating team, and Marianne Mitchell as President-Elect-Elect, were invited to remain for the Executive Session. Agenda items were: (1) Cost of Executive Director Search, (2) Guidelines for the Executive Director contract, and (3) Discussion of legal counsel.

1. Cost.

- A. Search and Transition. The estimated cost of the search and transition is \$107,000 over the FY 1990 budget. The President has been directed by the Executive Committee to ask the Insurance Trust to underwrite the cost. The Governing Council asked the President to pursue with the Trust chair questions regarding the legal and ethical precedents for using Insurance Trust monies for this purpose.
- B. McDonough Contract. President Hansen pointed out that some issues regarding Dr. McDonough's contract were not resolved due to lack of clear language in the employment agreement. She has talked with Bruce Hopkins, Legal Counsel; Preston Rutledge, Benefits Expert; and A. E. Van Meter of AACD Personnel to determine all aspects of the retirement plan, the employment contract, and the AACD Personnel Policy Manual regarding benefits to Dr. McDonough. On advice of Counsel, Dr. Hansen has sent a letter to Dr. McDonough reporting the legal interpretation. It was pointed out that the new contract needs to be in much more precise language.

2. Guidelines for New Contract.

The Governing Council made suggestions for the new contract, but indicated that the contract negotiating committee should have some leeway to negotiate. Suggestions were given for three important areas of the contract: term of office, renewal of contract, and severance areas.

- A. Consistent with other association practices in the D. C. area, no automobile will be provided in the new contract.
- B. It was suggested that the term of office might be: (1) three years with a three-year renewal, (2) two years with automatic renewal, (3) five years with lesser time for renewal.
- C. Language regarding aborting or terminating the contract should be very explicit.
- D. Depending on the candidate's experience and salary levels in the D. C. area, the salary range should be from \$90,000, with possibility for negotiations.

3. Question of Legal Counsel

The question of the kind of legal counsel needed for AACD was discussed in light of Bruce Hopkins' move to a new law firm, Steptoe and Johnson. He can take his clients with him if the clients so wish. It was recommended that:

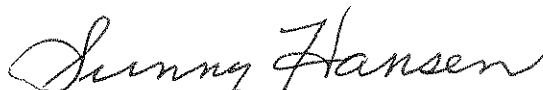
- A. Any decision regarding legal counsel be deferred until the July 1990 meeting.
- B. The contract negotiating committee must tell the attorney the Governing Council's expectations on the new Executive Director contract.
- C. Continue with Bruce Hopkins for the development of the new Executive Director contract.
- D. The negotiating committee should get a second opinion on the new Executive Director contract.

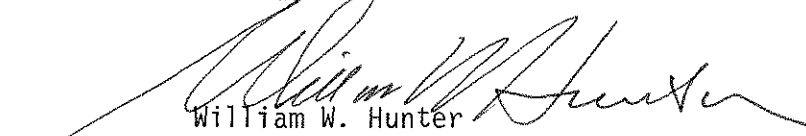
It was also suggested that AACD might need to deal with two separate attorneys, one for the Executive Director contract, and one for other matters. The negotiating committee was urged to ask the attorney regarding possible pitfalls and also to refer to the names provided by ASCA in considering a new or second attorney.

ADJOURNMENT

The meeting of the AACD Governing Council was adjourned on March 14, 1990, at 7:05 p.m.

Respectfully submitted,


Sunny Hansen
President


William W. Hunter
Acting Executive Director


Mary E. Janicke
Administrative Assistant for
Governance

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