

APGA BOARD OF DIRECTORS MEETING

December 28-30, 1971

The following is a complete listing of motions acted upon by the APGA Board of Directors at its meeting in New Orleans, Louisiana, December 28-30, 1971. Although it is not repeated each time, every motion will begin with the statement: "It was moved and seconded that:" when these are incorporated into the minutes of the meeting. At the end of each motion listed, indication is given as to whether the motion was passed or was defeated.

The Board of Directors approves the agreement developed between Dr. Willis E. Dugan and APGA that had been worked out by the Executive Committee for an early retirement of Dr. Dugan as APGA's Executive Director and for his continuation as Executive Director Emeritus through August 1974. Motion passed (13 for; 2 abstain).

The Board of Directors accepts the recommendation from the American Board on Counseling Services for the addition of the five new members of the Board on Counseling Services as follows: Dr. William Badanes, Mrs. Jeanne Halleck, Dr. Mary Howard, Dr. Beryce McLennon, and Mr. Antonio Suazo; with the provision that when the financial situation is better that there be a better cross-country representation. Motion passed.

The Board of Directors votes to approve the proposed revised budget for the 1972 Chicago Convention. Motion passed unanimously.

The Board of Directors votes that steps be taken to assure that the proposed amendments to the By-Laws to initiate the action on sustaining membership and supporting membership; as approved by the Board of Directors at its June 1971 meeting; will be processed before the deadline for mailing By-Law amendments to the Senate, so that assuming the Senate adopts them it can be done at the first meeting of the Senate. The Board further authorizes the headquarters staff to take the necessary steps to have the proper application forms and other identification available for those who care to make their contribution at the convention if this By-Law amendment is approved. Motion passed.

The Board of Directors approves the extension of an invitation to any APGA member who wishes to sit in on Board deliberations for the remainder of the meeting; and such an invitation is therefore extended. Motion carried unanimously.

The Board of Directors moves to subsidize three representatives from the total non-white concern group from the Board of Directors budget, for one night, to remain with the total Board, so that one representative may be in each subcommittee for input. Motion passed.

The Board of Directors moves to recommend to the Senate that the By-Laws of APGA be stricken in their entirety and that the attached By-Laws entitled "Modified Commission Model" be adopted in lieu thereof, and that the Board be increased to 17 members and that the President be elected by popular ballot. The Board further asks that this recommendation be transmitted to the By-Laws Committee for transmission to the Senate. Motion passed.

The Board of Directors votes to express its appreciation to Glenn Fear for the time and effort and contribution he has made over the past several years, recognizing the sacrifice he has made and the work and effort he has put in. Motion passed, unanimously.

The Board of Directors recommends that SPATE and ACPA consider the possibility of SPATE becoming a commission within ACPA. Motion passed unanimously.

The Board of Directors recommends to the Branch Council that Divisions be invited to attend and participate in all regional meetings. Motion passed unanimously.

The Board of Directors receives the report of the ROOTS Committee with appreciation and votes that this be held for more conclusive consideration by the Board at its June 1972 meeting, in light of Senate actions on reorganization in March, and in light of the budget situation apparent at that time. Motion passed.

The Board of Directors names Dr. Patrick J. McDonough as Acting Executive Director of APGA until a successor has been appointed to serve in lieu of Dr. Willis E. Dugan as Registered Agent for the Association and its Divisions which are District of Columbia Corporations. Motion passed.

A Search, Screening and Recommendation Committee, chaired by President Walz be appointed by him and approved by the Board of Directors, which includes a Branch representative from the Current Board, a Divisional representative from the current Board, and two members at large, to recommend three to five candidates to the Board of Directors by the March meeting, to become APGA Executive Director. Motion passed.

The Search, Screening and Recommendation Committee be asked to develop job specifications for the Executive Director with criteria for selection and that the job specifications and criteria receive approval from the Board of Directors before the interviewing of candidates and the selection of the Executive Director occurs. Motion passed.

A budget of up to \$2,000 be allocated for the Search, Screening and Recommendation Committee. Motion passed.

The Board of Directors recommends to the Senate the adoption of the proposed APGA Senate Rules for use with the 1972 Senate. Motion passed.

The Board of Directors recommends to the Senate that it approve the amendment of Article VII, Section 4, Paragraph A by inserting after the first sentence, "The Board can approve compensation for reimbursement to the employer of the APGA President, or if the President is self-employed, to the APGA President." Motion passed.

A President's desk be provided in the APGA headquarters so that when the president is in Washington he will have additional visibility and be able to function as president more conveniently. Motion passed.

The recommendation to provide the employing institution of the President with a ten year subscription to all basic APGA journals not be approved. Motion passed.

Presidents of APGA be extended life membership in the Association and that such acknowledgement be retroactive to the inception of APGA. Motion passed.

The Association make available to the president up to \$1,000 to be used for secretarial services and up to \$2,000 to be used for other expenses including travel, postage and office supplies. Following discussion the motion was withdrawn.

The Association negotiate with the employer of any incoming APGA President, or with any incoming president if self-employed, for reimbursement for one-third of his salary at the time of his election but not an amount to exceed \$10,000; this action to be dependent upon the adoption of a By-Laws amendment to make this possible. Motion passed.

The Board of Directors accept the report of the Insurance Trust and that the Insurance Trust be asked to furnish the Board members with a detailed accounting report at the March meeting. Motion passed.

The Board of Directors adopts the report of the Research Committee in principle and forwards it to the Executive Committee for study and implementation of the four recommendations as feasible. Motion passed.

The Board of Directors votes to adopt the "Commission on Human Rights Guidelines for Operation, Implementation and Grievance Procedure," with the second sentence of the second paragraph modified to read "Such Commissioners should desirably represent sex, geographic areas, and multi-ethnic groups." Motion passed.

The Executive Committee note with interest the proposal by Arthur Wellington, concerning presentation of membership and dues options and forward this to appropriate Committees of the Association including the By-Laws Task Force, for their consideration and recommendations to the Board. Motion passed.

The members of the Search, Screening and Recommendation Committee be as follows: C. Denny Auchard as the Branch representative, Thelma Daley as the Division representative, and Gail Farwell and Donald Hoyt as the two members-at-Large. Motion passed.

Consideration of the establishment of an APGA Press be deferred until the June 1972 meeting of the Board of Directors, and that it be considered then in the light of Senate action on reorganization and the budget situation apparent at that time. Motion passed.

The 501 (c)(3) non-profit status of APGA be retained for the present time. It is further recommended that the Executive Director and Legal Counsel investigate the creation of a separate organization of 501 (c)(6) status with separate fund raising and direct legislative concerns. A report on this shall be given to the Board of Directors at the June 1972 meeting. Motion passed.

The disbursement of funds raised at the Convention Box Lunch Benefit be determined by the Executive Committee prior to the Chicago meeting of the Board of Directors in light of the recommendations of the Convention Coordinator and Committee. Motion passed.

The Board of Directors moves to commend the APGA staff for the work done on the Cassette Series. The Board further moves that the Review Committee be considered an Editorial Committee, such Committee to review the tapes and pose questions to the presenter so that a question and answer section shall be incorporated into the final tape. Motion passed. (Rationale: Quality Control-it will give the listener clarification as to the meaning of presenter and make a more interesting tape; Procedural-it will give the Review Committee an active, constructive role with editorial input in the Cassette Series.)

The Board of Directors votes to commend the APGA staff for work done on the development of regional Seminars. It is recommended that experience from the first seminar be carefully reviewed including (1) a step by step description of procedures; and (2) the development of evaluation procedures to be used at future seminars. Further, the Committee of the first seminar is asked to present a complete report to the Board of Directors at its March meeting. Motion passed.

The Board of Directors votes to commend Mr. Leonard M. Miller and Dr. Frank L. Sievers for their efforts in developing concerns and programs in the Association for older Americans and to encourage their continuing effort on this project. Further, this Committee is encouraged to continue in their efforts to seek outside funds for proposed Committee activities. Motion passed.

In recognition and appreciation of the heavy additional responsibility assumed by the Acting Executive Director, and without regarding this action as representing adequate compensation, the Acting Executive Director shall receive an additional sum of \$1,000 in the first six months of 1972, payable in two equal installments on March 31 and June 30. Motion passed.

In anticipation of the prospects for positive outcome of reorganization in Chicago being excellent, and that these will lead to an upturn in membership sufficient to again eliminate the deficit in 1972-73, the Board of Directors regards the proposed deficit in the Association budget of \$45,000 as a prudent and manageable risk at this time; and the Board therefore approves the proposed revised budget as presented. Motion passed.

A series of priorities of services and activities be established and that a price list for these services be developed and published. The priorities listed will need review periodically, but can be changed only after serious review is made. The priority list, until formally changed, is to be inviolate.

Following some discussion on the motion concerning setting of priorities, there was a motion that this motion be tabled. Motion passed, and the previous motion was tabled.

The Board of Directors accepts the following sites and dates for conventions to be held in 1973: San Diego, February 7-12; St. Louis, April 15-18; Atlanta, May 24-27. It is further recommended that the annual business meeting of the Association be held in San Diego, that the full support be provided by the APGA central office staff for all three conventions, and that the financial commitment to California Personnel and Guidance Association remain as agreed upon, and provided for in the draft of the San Diego convention budget. Motion passed.

The proposed San Diego Convention budget be accepted as presented subject to necessary review at the March and June meetings of the Board of Directors; it is assumed that by the March meeting, budgets for the St. Louis and Atlanta conventions will have been prepared by staff and reviewed by the Treasurer and Executive Committee. Motion passed.

The Board of Directors approve the following resolution: WHEREAS the American Personnel and Guidance Association will be holding its 21st Convention in Chicago, commencing March 26, 1972, and ending March 30, 1972, and WHEREAS the Convention Committee under the direction of Dr. Garry Walz, President of APGA, has endeavored to perform in concert with the convention theme "Involved for Human Development," and WHEREAS a Benefit Meal has been planned so that the revenue received above cost of the meal will be used to assist disadvantaged youth programs in the metropolitan area of the convention site; NOW THEREFORE BE IT RESOLVED by the Board of Directors of APGA that the highest expression of gratitude be acknowledged to the following individuals and their respective organizations for their complete cooperation and assistance, and for recognizing the needs of disadvantaged young people: (1) Mr. Ronald L. Hughes, General Manager, Palmer House, Chicago, Illinois; (2) Mr. Larry Kirk, Sales Manager, Palmer House, Chicago, Illinois; (3) Mr. William Edwards, Executive Vice President, Hilton International Hotels, Chicago, Illinois; (4) Mr. Albert M. Quarles, Executive Vice-President, Greater Chicago Hotel and Motel Association, Chicago, Illinois. Motion passed and the resolution was adopted.

The dates for the New York Convention in 1975 be Friday March 28 through Tuesday April 1, with Board of Directors meetings and other pre-session activities on Thursday and Friday, March 27 and 28, and the opening session on Friday evening, March 28. Motion passed.

After the 1973 regional conventions are held, their operation and effectiveness be assessed. It is further recommended that the 1976 and 1979 site proposals and dates be obtained from the regional leadership conferences. Motion passed.

Assuming that after 1973 the decision to hold regional conventions in 1976 and 1979 is confirmed, it is recommended that the Board of Directors empower the APGA staff to contact the following convention bureaus to determine whether facilities are available: 1977-Dallas; 1978-Washington, D.C.; 1980-Anaheim. Motion passed.

The Board of Directors recommends to the Senate the adoption of the following standing rules for the establishment of new Divisions of the Association: (1) Groups desiring divisional status shall file a written petition with the Executive Director over the signature of not less than 100 persons, together with a copy of the proposed By-Laws and the names and residence addresses of the petitioners. Such petitioners must be individuals having a common interest in some defined area of Guidance, counseling or personnel work, must be a member of APGA, and the Division must conform with the Association's By-Laws and established policies. Membership in any such Division may not be restricted by race, sex, religion, age or national origin. (2) Application must be approved by the Senate upon the recommendation of the Board of Directors. (3) Within four years after the issuance of a Divisional charter by the Senate, the Senate shall review the status of the division. At that time the division must include a membership of at least one thousand persons and be on a sound financial basis. If these conditions are met divisional status will be maintained. If not, the division shall be dissolved in accordance with the By-Laws of the Association. (4) Upon acceptance of its charter by Act of its Governing Board, any such division shall agree to any conditions required by the Senate as a condition precedent to the granting of any such charter. Motion passed.

Dr. Leo Goldman be reappointed for a three-year term as Editor of the Personnel and Guidance Journal. Motion carried.

The Board of Directors approves the following list of names for the Editor to use in choosing the five replacements on the Editorial Board of the Personnel and Guidance Journal: Winthrop R. Adkins, Roger F. Aubrey, William M. Banks, G. Lawrence Beymer, Melvin L. Foulds, Lenore W. Harmon, Frederick Harper, Robert I. Havens, Doris Jefferies, Norman I. Kagan, John D. Krumboltz, Donald L. Peters, Eldon E. Ruff, T. Antoinette Ryan, David G. Zimpfer, Gilbert Maza, Corrine S. Cope, Joyce Fielding, Daniel Zyatowski, James Barclay, Harriet Rose, and Frank Meyer. The Board further urges the Editor to be sure that minority groups are included on the Editorial Board. Motion passed.

The Board of Directors recognizes that the National Career Information Center can meet most important needs in the profession and that provision of these services is in accord with the purposes of APGA; it commends Mr. Frank Burt nett and the staff for the careful and enthusiastic work already done in preparing the proposal. The Board will support further planning and advocates that the proposed formation of NCICE be initiated immediately so that by the time of its June 1972 meeting, the Board will have sufficient information regarding the fiscal liability of NCICE to make final decisions re budget commitments. Motion passed.

The Board of Directors commends the development of the pilot project-legislative Internship. Regretably, due to our financial deficit the committee moves to discontinue the financial support of an internship on Capitol Hill and recommends that money available for work in the area of federal relations be allocated to the Federal Relations Committee to strengthen their programs. The committee further requests that the Federal Relations Committee recommend to the Board of Directors issues to be supported by the Board.

Following discussion on the preceding motion, it was moved that this be tabled until the March meeting of the Board, at which time there would hopefully be greater input. Motion passed and the previous motion was tabled.

The Board of Directors commends the work of the Peace Commission and recommends acceptance of the report with the following provisos: Three recommendations were made by the Commission. The Board regrets that our APGA budget deficit precludes authorization of travel funds (Recommendation A). The Board recommends provision of a booth for the Peace Commission at the Chicago Convention (Recommendation B). The Board charges the APGA staff to assist the Commission in their work on development of a "Directory of Activities, Studies and Careers for World Peace" by assisting them with the search for outside funding for its potential publication and referral to the APGA publications committee for consistency with APGA publication policies. Motion passed.

The Board of Directors approves the recommendation of the American Board on Counseling Services for new Board members. The Board recommends, however, that greater geographic distribution be considered in future recommendations for members. The Board of Directors is pleased with the success of the association and requests that the President of the Board, Dr. Daniel Sinick, report to the March meeting of the Board of Directors on the status of the new association and the effects of its new criteria and objectives on the various categories of institutional membership. Motion passed.

The Board of Directors authorizes the President-Elect to appoint a Committee on Computer Applications in Guidance for 1972-73, after consultation with Division Presidents, to consist of representatives from Divisions and Branches, and to coordinate inter-divisional and APGA concerns and activities related to the utilization of computers in guidance. The Committee may prepare policy recommendations, plan and conduct conferences and workshops, and assume responsibility for initiating publications. The Board recommends that funds now being devoted by Divisions to such committees be utilized for the support of members of this Committee. Motion passed.

The Board of Directors commends the work of the Resolution Committee and moves that the working paper "APGA and political and social action" currently being developed by the Resolutions Committee be completed for presentation and action at the March 1972 meeting of the Board of Directors. It is further recommended that precise action, steps for implementation of the Committee recommendations should be included in the report. Motion passed.

The Board of Directors commends the APGA staff for the work done to implement the motion passed by the Board of Directors relative to certification. The staff is urged to continue to work on this report and have it ready for the March 1972 meeting of the Board of Directors. Motion passed.

The Board of Directors moves that consideration be given to nominating the same person to serve as APGA's representative to both CEEB and ACT. Motion passed.

The Board of Directors urges its individual members to respond to the President's request contained in the November 1971 Guidepost and to prepare topics and issues meriting APGA position papers and to assume initiative in preparing such statements. Motion passed.

President Garry Walz and the APGA staff be requested to continue to cooperate with the U. S. Office of Education in working for a National Foundation for Post-Secondary Education. Motion passed.

The registration fee for non-members be increased by \$15, from \$20 to \$35 for advance registration, and from \$25 to \$40 for on-site registration at the San Diego, St. Louis and Atlanta Conventions. Motion passed.

The Board of Directors votes that the Association not provide exhibit space at the convention for display on a non-cost basis except to APGA sub-groups, since the Association cannot subsidize and support, as it would wish, the numerous philanthropic and humanitarian associations, it is felt it would be unfair to do it for any selected member. Motion passed.

The Board of Directors approves the plan for special recognition in appreciation of Dr. Willis E. Dugan to take place during the Chicago convention. Motion passed.

That a Committee of one be appointed to investigate two things: (1) An award plaque to be given to Dr. Willis E. Dugan in recognition of his years of service, and (2) To make recommendations in regard to a plaque of recognition for the services of the President. Motion passed.

The Board of Directors endorse the idea of the preparation of a formal statement of appreciation to Dr. Willis E. Dugan by the 1971-72 APGA Board of Directors. Motion passed.

The meeting of the Board of Directors was adjourned at 5:30 p.m., December 30, 1971.

The following motion comes from the Executive Committee meeting:

The Executive Committee recommends to the Board of Directors the establishment of a sub-committee of the Board for the development of guidelines for the formation of new Divisions of APGA; such guidelines should be forwarded to the Senate for their consideration. Further, this committee should also recommend interim guidelines for review of pending applications for Divisional status. Motion passed.