

A HISTORY OF THE  
MICHIGAN ASSOCIATION FOR  
COUNSELING AND DEVELOPMENT

THE SILVER ANNIVERSARY

by

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### **AUTHOR'S NOTES**

This history was intended to be published as a MACD monograph and to be sold to the membership for a modest sum. However, in the spring of 1990, it was learned that there would be no fall-1990 edition of The Journal. The executive committee of MACD asked this author to publish the MACD history as a special edition of The Journal. In doing so the reader will note that there are no articles by various authors, no poetry, no message from the MACD President and no editorial comment. Therefore, this edition of The Journal is written in an atypical format. It is organized in a book form with chapters, appendices, etc. Because of the length of volume, a different style was used in printing this edition. Had the format of previous journals been used, the length would have been over 125 pages. Hopefully, this will not deter the reader from learning about the historical roots of the premier counseling organization in Michigan.

### **ACKNOWLEDGEMENTS**

Certainly a project of this magnitude has many authors - not just one. It has been my good fortune to have many "authors" who have been of immeasurable assistance. Sylvia Mansoff, librarian for the American Association for Counseling and Development, provided material and assistance from the AACD archives. The Cornwells, Terry and Dorothy, graciously provided access to all MPGA/MACD documents. Jennifer Bramer, John Bayerl, John Webber, Sara Sue Schaeffer, Leslie Carlin, Sylvia Walworth, Sue Clay, and Maurice Prince provided several documents which aided in the research efforts.

All of the living past-presidents were interviewed extensively. They willingly shared their memories of events that occurred during their terms of office. In addition, James Costar, Maurice Prince, Aram "Buzz" Vosgerchran, Paul Griffeth and Walter Johnson were also interviewed. All the interviews were audio and video taped. The tapes are now part of the MACD archives. The first president of the organization, Frances B. Schneider, deserves special attention. Not only did she provide a great deal of material on the early history, but her memory of events 30 years ago, were very complete and sharp in every detail. She graciously gave of her time.

Pat Garcia provided encouragement, read much of the manuscript and provided editorial assistance.

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Carolyn Cardwell is to be congratulated for her efforts in typing the final draft.

John S. Geisler  
May, 1990

## PREFACE

Any written history of an organization must be considered as incomplete. Minutes of meetings are misplaced, memories fade, materials are not to be found, etc. Such is the case with this history. Except for the 1965-66 year, the Michigan Association for Counseling and Development (MACD-formerly the Michigan Personnel and Guidance Association (MPGA)] has never had an archivist or historian. In fact, the minutes, newsletters, journals and materials, traveled with the president until May, 1975, when the MACD finally established an office with an administrative assistant. Since that date the office has been moved five times. The resulting confusion means that certain records have been lost to the association. Nonetheless, enough materials do exist to paint a picture of an emerging organization.

The first section of the history covers the period from the turn of the century through the 1950's and is a very brief overview of events that occurred on the national and state scene. It is cursory at best, but is included for the purpose of providing a backdrop to the formation of organizations which led to the organizing of MPGA/MACD in 1962, and the awarding of a charter in 1965.

The period 1965 through 1990 is fairly complete for the parent organization (MACD), but the same can not be said for the various local chapters and divisions. These records are either very sketchy or in some cases, do not exist at all. A few chapters/divisions willingly sent what materials they had. Others were less than forthcoming, probably because either records were not kept or have been lost. It is certainly possible that each chapter/division could write its own history which would illuminate more of the MACD history.

However, it was not the purpose of this project to write the history of each chapter/division, except to the extent that the individual histories had an impact on the parent organization. MACD is after all, a true federation of organizations with the major share of the governance power resting with the parent organization, yet with each chapter/division enjoying a high degree of autonomy.

The impact of chapters/divisions on the MACD and its history is worthy of note. Even though chapters and divisions have a somewhat equal voice in the conduct of the MACD business (see by-laws), it is very clear that the divisions hold the political power. This phenomenon holds for several reasons: (1) the divisions are better organized, (2) they have more economic power (the division dues are collected by the MACD), (3) their membership is state-wide (not regional as are the chapters), (4) chapter representatives are also members of divisions (the reverse is not always true), and (5) chapter representatives represent diverse groups--divisions represent singular interests.

Since divisions represent the interests of members who are of a like mind-set, the resulting discussions and debates in the conduct of the MACD business, sometimes produce "creative tension" and result in competition for direction, focus and resources. This is as it should be in a federation of organizations. Happily, to this point in the history of the MACD, this healthy competition has not fractured the organization because the members have been able to transcend parochial interests, put aside interdivisional differences and advance the cause of the profession in general. They have learned that there is a greater good to be served, a higher call to be answered, a higher ideal to be realized. The future of the MACD will hinge on this single precept: The future of the counseling profession will only be advanced when persons with diverse backgrounds, interests and agendas honor and respect each other and work for the common good of the profession, the organization to which they belong and the society they serve.

## **CHAPTER I**

### **A HISTORICAL PERSPECTIVE: THE NATIONAL SCENE**

Every professional organization has a history; not only an organizational history, but a societal history as well. Professional organizations do not spring up spontaneously. They result when a number of like-minded professionals make a decision that the profession can best be served by establishing a vehicle for professional development, developing programs, and organizing for potential political power. In an emerging profession, this is usually accomplished after a critical mass of practitioners have been practicing for a few years. However, before this phenomenon occurs there must be within the society certain experiences, pressures and/or values that create a need for the original practitioners to exist. Just as professional organizations do not develop spontaneously, neither do the original practitioners appear spontaneously. They appear because of a perceived societal need for their skills.

It is not the intent of this chapter to present a detailed analysis of this history. Indeed that has already been accomplished in the seminal works of Brewer (1942) and Pichioni and Bonk (1983). Rather, it is the intent to provide an overview of the societal trends that led to the establishment of professional organizations and to identify key persons who advanced the cause of the profession.

Some would argue that this is not necessary. That what is past, is past and has little bearing on the present and even less on the future. However, it would be well to remember what Santayana (1922) said, "Those who cannot remember the past are condemned to repeat it" (p.284).

#### **FRANK PARSONS**

*Appreciation is extended to Edward Bonk for permission to summarize his work in this chapter.*

It is generally recognized that Frank Parsons was the dominant personality in the guidance and counseling movement and that although the movement took a strong hold in the public schools during the first part of the 20th century, the movement was originally a social reform movement, not an educational one. Parsons was indeed a social reformer. He had been a high school teacher, railroad worker, lawyer (he specialized in railroad law), professional editor, author (he contributed several articles on social reform) and three times ran for mayor of Boston under three different political parties.

In 1905, he was asked to speak to the Economic Club of Boston. In his remarks he briefly outlined a "scientific" plan for choosing a vocation. In the audience that day was Meyer Bloomfield, who was director of the Civil Service House of Boston. Bloomfield asked Parsons to speak at the Civil Service House and was so taken by Parsons' concepts, that he asked him to join the staff and put his ideas into practice. Parsons did so and established an institute called the Breadwinners College which later became the Breadwinners Institute.

Civil Service House was established in 1901 as a philanthropic enterprise in Boston through the support of Mrs. Quincy Adams Shaw. It was a settlement house for immigrants and offered, what would now be called, continuing education and support groups.

Initially, guidance was "taught" in classes that were offered at the Institute. In 1908, Parsons established the Vocational Bureau of Boston, which had as its focus, more personalized guidance than could take place in a classroom. Other branches were opened in Boston. Besides being a pragmatist, he was also a theorist, whose ideas are still credible 80 years later. In his book, Choosing a Vocation (1909), he outlined three steps for vocational guidance:

**First:** a clear understanding of yourself, aptitudes, abilities, interest, resources, limitations, and other qualities.

**Second:** a knowledge of the requirements and conditions of success, advantages and disadvantages, compensations, opportunities, and prospects in different lines of work.

**Third:** true reasoning on the relations of these two groups of facts (p. 5).

After Parson's death, others carried on the work of the bureau. The Boston schools became interested in vocational guidance and asked the bureau to assist them. They did so and vocational guidance became an integral part of the schools' programs. So much so, that all 110 elementary and secondary schools in Boston had assigned "teacher-counselors". The bureau began to instruct these teacher-counselors, offered the first course in vocational guidance (through Harvard University) and became very involved in the educational scene. In 1917, the bureau became a part of the Division of Education, Harvard University. And thus began the long association of guidance and education.

School guidance programs began to spread in the early 1900's with programs in New York City; Grand Rapids; Cincinnati; Chicago; Dekalb, Illinois; San Francisco; Seattle, and New Orleans. The movement was catching fire and within 50 years of its initiation, most schools in the United States had some form of a guidance program.

### **JESSE B. DAVIS**

Of particular interest to Michigan professionals, are the contributions of Jesse B. Davis. Davis approached his work in guidance from a moralistic and social point of view--not as applied psychology. He was a counselor at Central High School in Detroit before the turn of the 20th century and in 1907, he became principal of Grand Rapids Central High School. He instructed all of his English teachers, from the 7th through the 12th grade, to have every student write an essay every week on selected topics related to vocational choice, their plans for the future, the idealized man or woman the students would like to be, etc.

Davis was a strong believer in the didactic part of guidance and in the ethics of hard work and moral development. These values are reflected in his book Vocational and Moral Guidance (1914).

Davis was made director of Vocational Guidance of the Grand Rapids Schools in 1913, and late in that year established a Vocational Bureau similar to the one Parsons established in Boston. Davis was one of the early pioneers in bringing guidance into the public schools. Davis could be said to have begun group guidance activities, since much of what he accomplished was done in a classroom setting.

Davis became the first president of Grand Rapids Junior College (1918-20). He later was supervisor of secondary education for the state of Connecticut and later dean of the College of Education, Boston University. Davis also was a member of the committee that developed the Cardinal Principles of Education.

It was in 1913, that a third National Guidance Conference was held in Grand Rapids. The first conference was held in Boston in 1910, the second in New York in 1912. At the New York conference, plans were made to develop a national association to advance the cause of vocational guidance. Needless to say, Davis was on the committee to draw up the plans and was the primary reason the 1913 conference was held in Grand Rapids. In Grand Rapids, the plans of the committee were approved and the National Vocational Guidance Association (NVGA) was

created. The influence of Jesse B. Davis on the guidance movement was felt across the country--but most certainly in his home state. So much so, that the NVGA conference returned to Michigan in 1918 (In Detroit).

### **GEORGE MERRILL AND ANNA REED**

Although others could be mentioned, two other personalities would have to be considered as early pioneers: George Merrill and Anna Reed.

In 1888, Merrill was at Cogswell High School in Los Angeles, as an instructor in manual arts, whose ideas led him to become headmaster of a new trades school. Merrill was concerned about his students' preparation and choice of a vocation. Guidance was a principal feature of Merrill's ideas, but the primary focus of his school, was vocational education. However, the choice of a specific trade as well as job placement, were to be a role the school would play.

Anna Reed's husband was the principal of Franklin High School in Seattle, Washington, in 1910. She was very much interested in the relationship of education to business and industry. She initiated the Seattle School Guidance Bureau, which had as its primary purpose, the placement of graduating seniors in the world of work. She was very pragmatic in her approach, believing that the value of education rested upon the ability of the school to meet the requirements of private enterprise and that the school had a primary role to play, not only in providing students with the necessary skills to compete in the work place, but also to assist in their vocational placement.

Anna Reed also authored three textbooks in the field and was a pioneer in the placement services component of guidance.

### **COLLEGE GUIDANCE PROGRAMS**

Formal counseling and guidance for college students can be said to have begun in the early 1900's as a direct result of the admission of women to college. Deans of women began to appear on college staffs and in 1916 the National Association of Deans of Women came into existence.

The Association of Collegiate Alumnae also assisted colleges and women graduates by providing career information, conducting surveys, counseling women, subsidizing vocational bureaus, providing speakers, establishing placement services, and publishing a journal.

Whereas, deans of women were perceived as authoritarian and had as their role, the overseer of student (women) conduct and morals, personnel services for men were more developmental in nature focusing on guidance and counseling activities related to course selection (the elective system was very popular), career choice, extra-curricular activities and housing. The growth of services to men was more gradual than women with the National Association of Deans and Advisors of Men not being formed until 1920.

### **TESTING**

The work of Cattail, Thorndike, Binet, Terman, Goddard, Kuhlman and others will not be documented here except to say that their early work did not attract a great deal of attention in the guidance movement--at least prior to World War I.

However, with the advent of the mass testing of army recruits with the Army Alpha and then the Army Beta Test, the heyday of testing was initiated and its effects on the counseling and guidance movement was very pronounced. These two tests had the effect of applying assessment principles in the selection of and placement of personnel in the armed services work force. Their utility was not lost on educators and guidance personnel after the war. After all, here were tools

that were “scientifically” based, upon which a great deal of research was available, which had made a contribution to the war effort and were recognized and accepted.

Not only were the army tests used in schools and colleges, but other advancements were being made by psychometricians. Aptitude tests, intelligence tests, verbal and non-verbal instruments were also developed.

Clark Hull developed prediction equations with aptitude tests and wrote his hallmark book, Aptitude Testing, in 1928. Indeed, the testing of recruits in the First World War unleashed a torrent of activity in assessment that has remained to this day.

In addition to aptitude and intelligence testing in the 1920's, an event that had great import for guidance and counseling workers, was the introduction of Edward K. Strong's, the Strong Vocational Interest Blank. This was a monumental addition to the testing movement. Its value can not be underestimated. Not only in terms of its intrinsic value in vocational guidance for the individual, but for the guidance and counseling movement. The care and precision of its construction and the massive amount of research it generated provided a scientific basis for personnel work.

With the advent of testing, practitioners could now claim that guidance and counseling not only had social redeeming value, but it now had an underlying scientific, psychometric base, from which to operate. Science and technology had now been wedded to social reform and guidance and counseling, marched under a new banner of credibility and received new acceptance.

### **THE MENTAL HYGIENE MOVEMENT**

If Frank Parsons could be considered the “Father of Vocational Guidance,” then the same could be said of Clifford W. Beers for his role in mental health. As Parsons book, Choosing A Vocation (1909), helped launch the guidance movement; Beer's book, A Mind that Found Itself (1908), launched the mental hygiene movement.

Beers had been admitted to several mental hospitals, suffering from depression and failed suicide attempts, as a result of the fear, that he too might contract epilepsy, as had his brother.

As a result of his hospitalization in “asylums”, he had a first hand view of the treatment received by those who had suffered mental illness. During his recovery, he began to write of his experiences. His autobiography met, not only with critical literary acclaim for its style, but more importantly, it struck a sympathetic chord for its content. It created an unprecedented interest in mental health and the treatment and prevention of same. Beers and his book created a national program for reform.

The mental hygiene movement had several consequences: a gradual removal of the stigma of mental illness, better treatment for those so afflicted, the role of prevention, and the formation of organizations to carry out the work of the movement.

The leading national organization that developed was the National Committee for Mental Hygiene which gained in stature after World War I. This committee began research on school children in the 1920's and the discoveries that children did indeed exhibit behavior problems that had psychological etiologies at a level theretofore unknown had an effect on the guidance movement. The report of the committee pointed out the fact that the resources to deal with these issues were inadequate. Consequently, many school and community based agencies began to appear--many having the term "guidance" in their title.

An expansion of the school guidance counselor's role also took place and the professionals who occupied these positions began to be concerned about more than just

“vocational guidance” but personal, social adjustment as well--and not for just the few--but for all students. A more holistic view of clients was taking place and therefore a more holistic view of the role of the practitioner was also being realized. The need for specially trained personnel was gaining momentum. The need for professional organizations to respond to the professional concerns was clearly in order.

## **FEDERAL GOVERNMENT PROGRAMS**

### **The Civilian Conservation Corps and the National Youth Administration**

The response of Franklin D. Roosevelt to the great depression was to create an “alphabet soup” of agencies to deal with the crisis. Two of these agencies had strong guidance components: the Civilian Conservation Corps (CCC) and the National Youth Administration (NYA).

Both agencies had as their central feature the employment of youth between the ages of 18 and 25. Both agencies had an educational and vocational training component. And both agencies utilized guidance activities extensively. The CCC employed youth directly. The NYA placed young people in out-of-school programs. The NYA also had a five step program that was entirely guidance oriented. Not only were young, unemployed people served, but a number of guidance workers were employed in these agencies. The programs also served as models for state agencies. Many states developed their own programs utilizing a guidance model.

### **Department of Education and Labor**

In 1938, the Federal Government established the Office of Occupational Information and Guidance in the Bureau (Department) of Education. With the passage of the George-Deen Act in 1936 monies were made available for vocational education. Although specific mention of guidance services was not made it was very clear that the act would reimburse vocational guidance activities. Thus began a guidance program at the national level. Reimbursable programs for states modeled after the national programs were initiated. Michigan was to begin its state program using federal funds in 1939.

The Department of Labor began publishing guidance materials in the late 1930's and 1940's. The Occupational Outlook Handbook and the Dictionary of Occupational Titles were two such efforts.

### **World War II Programs**

During and after World War II many programs of a guidance nature were developed.

The Army General Classification Test (AGCT) was used for inductees. Counseling became part of the army personnel system. Counseling also became part of the discharge program.

The United States Employment Service came into existence and developed the General Aptitude Test Battery (GATB).

The Veterans Administration (VA) established guidance centers throughout the country. In fact, this effort consumed the largest amount of monies ever generated for guidance programs up to that time. Some 200 guidance centers were established on college campuses and in communities. Their scope was wide-range, offering educational, vocational and personal counseling as well as placement activities.

The "GI Bill" also offered service personnel the opportunity to further their education and higher education enrollment increased practically exponentially as a result.

### **The George Barden Act**

This act passed in 1946 and had as a primary feature the use of funds for counselor training. Expansion of guidance services at the state and local level, the employment of guidance personnel, and research and program development were additional features of the act.

The Impact of these legislative provisions not only expanded guidance services throughout the country but also brought a new legitimacy to the guidance enterprise and an acceptance of guidance services as a regular part of the educational and social system.

### **The National Defense Education Act**

The reaction of the Congress to the Soviet Union's launching of Sputnik in 1967 was the passage of the National Defense Education Act of 1968 (NDEA). This act (and its successors) did more to influence the course of guidance and counseling than any other event in the movements' history. Millions of dollars went into counselor education programs through the development of short-term and long-term (academic year) institutes. Additional monies were given to schools to purchase materials and supplies. In addition, guidance consultants were employed at the state level.

The original law covered only secondary schools. Subsequent legislation permitted expansion of the program into elementary schools. This development initiated what was to be termed the true beginning of elementary school guidance. Certainly elementary school guidance had never been promoted on such a grand scale before the NDEA.

The national organization, (APGA) played a significant role in influencing the congress to include guidance, counseling and testing in the legislation. The APGA also impacted additional legislation which affected counselors.

A great deal of research was also generated because of this legislation. Countless studies and dissertations were conducted on training programs, follow-up studies and the effects of training on counselor-student ratios. The number of full-time secondary school counselors increased dramatically - 12,000 (1958-59) to 29,000 (1963-64). The counselor-student ratio fell from 1:960 to 1:527 over the same period (U.S. Office of Education, 1964).

The secondary results of the NDEA effort were numerous--the upgrading of requirements for master's degrees, the upgrading of state requirements for credentialing, program innovations, the establishment of testing programs in schools, increased research activities--were but a few examples of these results. The net effect can not be measured in statistical terms alone. The gain in stature of the profession and the recognition of counseling and guidance as a legitimate profession is not something that be quantified. But it can be said with a degree of certitude that NDEA had a major impact on the Zeitgeist of the 1960's and changed the face of guidance and counseling for the future.

### **THE NATIONAL VOCATIONAL GUIDANCE ASSOCIATION**

Although other professional guidance and counseling organizations were formed in the first half of the 20th century none had the prestige or size of the NVGA. Formed in 1913, in Grand Rapids it became the dominant organization of its type.

The NVGA went into a period of remission until 1920 when John Brewer took charge. The constitution was adopted in 1921 with the key provision being the establishment of local organizations (branches). This movement began to develop. Initially, there were seven local branches established, in 1923 there were 13 branches, in 1933 - 39 branches, and 1941 - 61 branches. Certainly this feature of local grass-root organizations within a national structure was

well received. The first Michigan branch was the Detroit and Vicinity Branch established in 1929 (see Chapter II).

The NVGA began publishing a journal (The National Vocational Guidance Association Bulletin, 1921) as well as a series of books and monographs.

The association grew in size (2,500 in 1930) and employed a full-time executive secretary - Robert Hoppock. The association's budget was in part underwritten by the J.C. Penney Foundation for a five year period (1929-1934). The association's headquarters were at Columbia University until 1949, at which time it moved to Washington, D.C.

By 1941, there were 4,400 members and the stature of the association was gaining. The NVGA had a close working relationship with the National Occupational Conference (NOC) from 1933-1938 and published a great deal of material dealing with occupations. The NOC was underwritten by the Carnegie Foundation. The NOC staff also assisted many communities in establishing guidance centers.

Although the association was the premier professional organization that did not mean that there was an absence of controversy within its ranks. Between 1929 and 1950 there were several proposals made to change the name and focus of the association. The proposed name changes were: the Guidance Association, the National Guidance Association, the Association for Educational and Vocational Guidance, the American Guidance Association and the American Guidance and Personnel Association. All attempts at a name change were defeated! Not until the association became a division of APGA/AACD did the name change occur--the National Career Development Association.

The association also began a dialogue with a newly formed confederation of associations that was forming outside of NVGA, namely the Council of Guidance and Personnel Associations.

This council was created in 1933 and met annually. However, it was not until 1950 that a unification plan was proposed. The plan was sent to the three major organizations who were interested in the concept: The NVGA, The National Association of Deans of Women (NADW) and the American College Personnel Association (ACPA). The ACPA and NVGA approved the plan, the NADW rejected it. Under the leadership of NVGA President, Clifford E. Erickson (Michigan State) the plan was approved in 1951 and the American Personnel and Guidance Association (APGA) was created In 1952 (with the NVGA as one division). The initial charted divisions of APGA were the NVGA, ACPA, the Student Personnel Association for Teacher Education (SPATE) and the National Association of Guidance Supervisors and Counselor Trainers (NAGSCT).

This model was adopted in Michigan through the establishment of the Michigan Council of Guidance and Personnel Organizations (MCGPO) In 1958. Interestingly enough, the MCGPO was not created for the purpose of bringing the MPGA into existence - it was formed initially for the sole purpose of certifying counselors through a voluntary plan. Only in the fourth year of its existence did it take on the task of forming a state branch of APGA. However, the model of the organization was clearly the one used in 1950-52 to create the APGA.

### **THE ROGERIAN REVOLUTION**

Just as the Parson's and Beer's book had an enormous influence upon counseling so it was that Carl R. Roger's book Counseling and Psychotherapy (1942) also had a major impact.

The guidance movement always had counseling as one of its components. But Roger's influence brought "counseling" to the forefront and the Counseling dimension of the guidance

process received much more attention than it had ever received before. If guidance, in the best sense of that concept, was seen as a constellation of services of which counseling was equal with the other components, Roger's and his adherents elevated it to a place of preeminence. For the next 20-30 years his ideas, reflected in major books and articles, became "du rigeur" for anyone who called themselves a counselor.

One of the significant tenets of his concept of counseling was that the counseling relationship was vital to therapeutic change. The belief was that the client has the capacity to self-direct and that with the counselor's assistance could gain insight and a new orientation to effect that change. This approach found favor with counselors in the counseling and guidance movement and many embraced Roger's ideas. Interestingly, Roger's first position after receiving his doctorate was in a community-based child guidance clinic. He later held appointments in academic settings.

### **SUMMARY**

All of the factors thus far presented (Parson's vocational guidance model; Davis, Merrill and Reeds' school-based programs; Beer's mental hygiene movement, the significant increase in group and individual testing; the high level of involvement by the federal government and Roger's new approach to counseling) laid the basis for a groundswell in the number of guidance and counseling programs offered to the public in both the public and private sectors. To have imagined that in a period of 50 years there would have been such an explosion of activity would have dumbfounded even the most fervent advocate. And there was more to come! The next two arenas that were now ready to expand were: (1) training and education and (2) professionalism. And professionals in Michigan were to play a leading role.

## **CHAPTER II THE EARLY HISTORY OF GUIDANCE AND COUNSELING ORGANIZATIONS IN MICHIGAN**

### **THE GUIDANCE ASSOCIATION OF METROPOLITAN DETROIT**

It can be said with certainty that the Guidance Association of Metropolitan Detroit (GAMD) enjoys the reputation of being the oldest continuing organization of its kind in Michigan. President Stanley Glazer (1960) in his message to the membership said:

*The Guidance Association of Metropolitan Detroit has one of the richest professional backgrounds of any organization in this area. It is the oldest and largest APGA chapter in the State of Michigan. It is, therefore, a pleasure and a privilege to have the opportunity to say a few words through the medium of this introductory article to our 1960-61 directory. In spite of this heritage, however, the strength of any organization is dependent upon the members who constitute such an organization. The field of counseling has made rapid strides in the last several years because the members of this profession recognize their responsibilities. The membership, the officers and the program of the Guidance Association of Metropolitan Detroit has done much toward the development of this advancement in counseling. It is through this continued interest and support that we will contribute both to our organization and the future growth and development of the counseling field (p. 4).*

The origins of the organization (originally chartered as the Guidance Association of Detroit and Vicinity) can probably be traced back to the period when Jesse B. Davis was on the staff of Central High School. Certainly his ideas led to the establishment of the Vocational Bureau of the Detroit Public Schools in 1921. Dr. Emory T. Filby came to Detroit from the University of Chicago to head the bureau. Dr. Atti Egerton became the Director of Counseling, Rex Cunliffe (later to become a president of the NVGA) was employed as an Occupational Information Specialist and Peter Cummins was the Chief of Placement. Guidance counselors were appointed in most of the intermediate and high schools in the city within the next few years.

In 1929 Gladys Little corresponded with the national association regarding the establishment of a local branch. An organizational committee met early in 1929 to form the local branch. The first official meeting was held at Northwestern High School, March, 1929 and the following persons were elected to office: F. E. Franklin, president (Detroit Teachers College—later to become Wayne State University); Laura Haddock, vice-president (Girls' Continuations High School); J. R. Schindler, secretary" (Cooley High School); Alex C. Crockett, treasurer (Psychological Clinic); Gladys Little, program chairman (Cleveland Intermediate School); Bertha M. Robinson, membership (Munger intermediate School); Grace C. Jones, nominations (Cooley High School); and I. C. Johnson, publicity (Episcopal Diocese). Another early pioneer in the branch was Sarah A. Robinson.

Little and Robinson (along with George E. Myers) wrote a vocational guidance textbook, Planning Your Future in 1930. It went through several revisions and was still in print in the 1950's. Little and Robinson were leaders in their community as well, serving in various capacities on social service agency boards. Robinson was also the first woman to serve as chairperson of the Michigan Civil Service Commission.

The preface to many of the annual directories contained the purpose of the organization (from the original constitution):

The purpose of this Association shall be:

*To unite in professional organization all those persons who are engaged in or interested in any phase of guidance or personnel work in the Metropolitan Detroit area.*

*To serve as a central clearing agency for information pertinent to guidance.  
To interpret the aims and purposes of guidance to the community.*

*To encourage and to promote research in the field of guidance.*

*To stimulate and encourage the development of guidance activities whenever needed in the community.*

*To cooperate whenever feasible with other professional organizations, local, national, or international (1980 GAMD Directory, p. 3).*

Although the bulk of the membership in the branch was from the Detroit schools, it did indeed serve the needs of the greater Detroit area and included in its membership persons from other social service agencies, clinics and institutions. Until the advent of other local counseling organizations (Macomb, Oakland, Northwest Wayne county, etc.) the organization was the dominant counseling organization in the tri-county area and attracted professionals from the

southeastern part of the state to its meetings. In correspondence with the NVGA, Florence Wiese (1944), (organizer of the Eastern Michigan branch of the NVGA headquartered in Port Huron), wrote "Our local teachers and counselors are of course, very much Interested In guidance associations and have In the past few years very profitably attended conferences In Detroit with the Detroit area."

Meetings were held throughout the metropolitan area and many officers of the branch came from the tri-county area. In 1957, GAMD became a chartered branch of APGA and became a local chapter of MPGA in December, 1965. It is probably the only organization which holds charters from NVGA, APGA (AACD) and MPGA (MACD) and has also been in continuous existence since the charters were awarded.

### **THE LANSING VOCATIONAL GUIDANCE ASSOCIATION**

Under the leadership of Leonard J. Luker (Department of Education of then Michigan State College of Agriculture and Applied Science) organizational meetings were held in early 1941. Officers elected that year were L. J. Luker, president; Hyrtie Freeman, (Lansing Eastern High School), vice-president; Ruby Johnson (Williamston High School); secretary; Clarence Hinchey (St. Johns High Schools), treasurer. The board of directors were: the officers and Kenneth Laub (Department of Public Relations, Olds Motor Works), Edwin Boyne (superintendent, Mason Schools), and Carl Horn (State Board of Control for Vocational Education).

Luker served as President In 1941-42, 1942-43, 1943-44, 1948-47 and 1947-48. Others who served as officers during the early years were: Grace Miller, Harold Pepinsky, Edward Felling, William Mann, Gwen Norrell, Raymond Hatch, Beatrice Fessenden and Norman Dunn.

Lansing was chartered as a state branch of the National Vocational Guidance Association (NVGA) in 1941. The association was very active in the 1940's through the 1970's. Several meetings were held every year, programs were developed, recognized speakers were scheduled, workshops were conducted and meetings were well attended.

In 1954, the Lansing branch started the process of becoming a branch of APGA. However, APGA was in a state of flux regarding state branches of divisions of APGA. Beatrice Fessenden (president, 1955-56) wrote to Arthur Hitchcock (executive secretary, APGA) on May 5, 1956 regarding Lansing's application. Hitchcock (1956) penned a hand written return note saying, "Your charter was approved. Charter will be sent next week." (signed) Arthur Hitchcock. (A note to the APGA staff was added afterward, "Send Telegram.") The name was then changed to the Lansing Personnel and Guidance Association. By 1969 Lansing had become a chapter of the MPGA.

The Lansing branch/chapter succeeded as well as it did from the 1940's through the 1970's because of the leadership from Michigan State. However, when key Persons from Michigan State retired or resigned and the leadership fell to other local professionals the branch/chapter began to decline. Michigan State personnel felt that other professionals in the area should take on the responsibility for leading the organization.

Several attempts by MPGA presidents to revitalize the chapter did not succeed. In 1988, James Stiles (Lansing Public Schools) and others attempted to reorganize the chapter. An informal organization was created—the Countywide Counselors Association. A dinner/workshop meeting was held. However, when the 200 people in attendance were polled, only six indicated any interest in serving in leadership roles. The concept of revitalization of the chapter was dropped.

## **THE WOLVERINE VOCATIONAL GUIDANCE ASSOCIATION**

Stuart Hulslander (University of Michigan), Vivien Ingram and George Canfield met in early 1950 in Ann Arbor for the purpose of organizing a local branch of the NVGA. They were granted a charter in 1951. Based primarily in Ann Arbor the branch had members in Washtenaw, Livingston, Lenawee, Jackson, Genesee and western Wayne counties. The Wolverine Guidance and Personnel Association (WGPA) (note the order of Guidance and Personnel In the title - it changed to Personnel and Guidance In 1957) usually met five times during the school year as well as during the summer months. Most meetings were program oriented with presentations by resource personnel. It was chartered by APGA In 1957.

Very little information is available on the branch's activities in the 1960's. "The Quest" of April, 1966, lists WPGA on the approved list of branches. With the advent of other new chapters in the immediate geographical area (Downriver, Genesee, Monroe, Livingston, northwest Wayne county, Lenawee and Jackson) it would appear that the WPGA became moribund in the 1970's. However, in a fashion it was resurrected in 1979 when it was approved by the MPGA as the Washtenaw County Counselors Association. The WPGA served its purpose for some 20 years and its legacy lives on through other local chapters.

## **THE BIG THREE**

The Guidance Association of Metropolitan Detroit, Wolverine VGA, and Lansing VGA were certainly the three major guidance organizations extant in the 1940's and 1950's. Their officers met together several times a year to exchange Information, coordinate dates and engage in professional development. These three also shared a common legacy - they were all chartered by NVGA, then APGA and finally MPGA. The dates are as follows:

	NVGA	APGA	MPGA
GAMD	1929	1957	1965
Lansing	1941	1956	1965
Wolverine	1951	1957	1965

The meetings of the officers of these three organizations could be said to be a prelude to the founding of MPGA. These meetings certainly led to the inclusion of local chapters In the MPGA organizational structure.

## **WESTERN MICHIGAN VOCATIONAL GUIDANCE ASSOCIATION**

Little is known about the founding of the Western Michigan Vocational Guidance Association (WMVGA) except that it was founded in 1937 and was a very active branch until 1943 when interest declined to the point that no meetings were held after that date. The geographic area covered by WMVGA is evidenced by the home cities of various members of the board of directors from 1938-42: Grand Rapids, Wayland, Muskegon, Greenville, Fremont, Grand Haven, Holland, Allegan, Otsego, Zeeland, Caledonia, and Rockford. It would appear from letterheads and program announcements that most members were from public schools and from an area bounded by Allegan/Otsego on the south, Holland and Muskegon on the west, Fremont on the north and Grand Rapids, Caledonia and Middleville on the east. Carl Horn (State Board of Control for Vocational Education) and Harold Byram (Michigan State College) were advisors to this branch.

The branch had meetings throughout the area during these years, presented quality programs, conducted an annual spring banquet and held annual elections. Much of the material in

the archives came from Boyd R. Swem (Creston High School, Grand Rapids) until 1941, when he went to New York state.

Boyd Swem was a business education teacher at Creston High School in Grand Rapids where he also had released time to do guidance activities. He became interested in guidance after reading Parsons book, Choosing a Vocation. He became a strong advocate for guidance. After leaving Grand Rapids he was employed by the State Department of Education in New York and for many years was the director of guidance for the Middleton Schools in New York state. When he retired he returned to Michigan and became active in organizations for retired persons.

Whatever fire burned brightly during the years 1937-42 faded in 1943 and was completely snuffed out in 1948, when Christine Melcher, executive secretary, NVGA (1948) wrote to Glenn Smith (Chief, Guidance Services Division, Michigan State Board of Control for Vocational Education) --"So far as NVGA is concerned the West Michigan group is defunct." It is clear from the correspondence of those years that Boyd Swem was the key person in West Michigan who kept the fire burning. When he left no one was willing to spend the necessary time and energy to carry on the work.

Leona Bean (1944) (Central High School, Grand Rapids) wrote to the NVGA headquarters requesting guidance as to how to close the books on WMVGA:

*The organization has been inactive for about four years. In 1943, a meeting of the Western Michigan branch was held, at which time I was elected secretary-treasurer. I was not present at the meeting—In fact I was not even a member of the association. Since that time, no meeting has been called, and I have merely followed instructions from headquarters in New York whenever any business has been transacted.*

Later (1947) she wrote NVGA:

*If, after reading the enclosed correspondence, you feel that it is advisable to do so, you might contact one of the committee appointed at last fall's meeting. In the meantime, I am sending you a check for the amount now in the treasury of the western branch. \$23.50.*

*I am very sorry not to have made a success of the office of secretary-treasurer, and sincerely hope that the Western Michigan branch may be reorganized in the future.*

The Grand Rapids-Western Michigan area would have to wait until the mid-1950s for another leader to pick up the torch--Douglas Blocksma.

### **EASTERN MICHIGAN VOCATIONAL GUIDANCE ASSOCIATION**

The Eastern Michigan Branch of the NVGA came into existence in 1945 after initial meetings were held in 1944. The first officers were: Alvena Seibert, president; Elmer Chapman, vice-president; Phila M. McIntyre, secretary and Dorothy Kemp, treasurer. Florence C. Weise (Port Huron High School) wrote to the NVGA office on March 28, 1944:

*We feel that there is a sufficiently large area of population and interest in and around Port Huron to warrant establishing our own guidance organization. This is especially true now with curtailed transportation facilities.*

*We would like to know the proper procedure to follow to set up a local guidance association, how we would affiliate with regional and national groups, what costs would be involved, and what additional benefits we would derive, etc.*

Twenty seven people comprised the membership list on July 11, 1944. The by-laws were developed in the fall of 1944 and were submitted that year. Alvena Seibert became president in

1945 and the official letterhead listed the junior college building in Port Huron as the headquarters.

In 1947, Warren K. Layton, divisional director of NVGA reported to Gilbert Wrenn of the University of Minnesota that he had received a letter from Alvena Seibert to the effect that:

*We still have a guidance association in Port Huron, but this year we did not affiliate with national. We found during the last few years that after we had sent in our national dues we didn't have enough left to carry on the kind of program we wanted locally. Not enough of our people were interested in receiving the magazine. We have about seventy members this year in a local organization and have had some splendid meetings.*

The membership list suggests that all of the members were from the immediate Port Huron area. Evidently the branch was very short lived, there being no evidence it existed as a branch after 1947, at least as a branch of NVGA.

### **GUIDANCE ASSOCIATIONS AND CONFERENCES**

In the late 1930's and early 1940's three guidance associations were established in Michigan almost exclusively for the purpose of promoting annual spring conferences: the Southeastern Michigan Guidance Association, Central Michigan Guidance Association, and Southwestern Michigan Guidance Association.

The central and southwestern conferences were held at state colleges in the area: Central Michigan College (later University, Mt. Pleasant) and Western State Teachers College (later Western Michigan University, Kalamazoo). The southeastern conferences were held in various locations.

The central conferences began in 1939 and continued on and off until at least 1960. The southeastern conferences began in 1943 and the last record of a conference was in 1952 in Dearborn. The southwestern conference began in 1937 and later became sponsored by Western Michigan University. This conference had its 54th session in 1990 and is the oldest, continuing conference of its kind in the United States. A complete record of every conference is now kept in the offices of the Department of Counselor Education and Counseling Psychology, College of Education, Western Michigan University (Betz, D. & Betz, R., 1987).

Among the luminaries who have presented at this conference have been: Rudolf Driekers, Gilbert Wrenn, Albert Ellis, Robert Hoppock, Edmund Gordon, Clifford Erickson and even a Governor of Michigan, Harry Kelly, spoke at the conference in 1944.

These three guidance associations were unique. They were not chapters or divisions of state or national organizations. Rather they were free-standing organizations whose primary purpose was to organize annual conferences where professionals from the area could engage in professional development. Prior to the annual conferences of Michigan Counselor's Association and MPGA/MACD these conferences were the only meetings of their kind in the state! Several hundred people were in attendance at each of these meetings. In the early years the conferences were designed for school personnel since guidance programs were not well established in all schools. In the later years the presentations were designed to meet the needs of a wider range of professionals--psychologists, social workers, and counselors from a-variety of settings (schools, colleges, private practice, agencies, etc.).

## **MICHIGAN GUIDANCE CAMPOREE**

When Carl Horn became the Supervisor of Occupational Information and Guidance, State Board of Control for Vocational Education he set about organizing a summer camp/conference for interested directors of guidance, counselors, teachers and administrators. The "Camporees" as Horn called them took place at Camp Michi-Vo-Ed, Allegan Lake, Allegan In 1940 (August 22-24) and again in 1941 (July 28-31). Over 100 professionals gathered as "campers" to hear speakers, take part in discussion groups, learn new techniques and engage in professional development. It certainly had to be one of the most unique professional programs in the history of counseling and guidance. State and national leaders took part including: Harry Jager (Chief of Occupational information and Guidance, U.S. Office of Education); Royce Brewster (U.S. Office of Education); Orb Crissey (Director, Flint Guidance Center); Douglas Blocksma (Flint Guidance Center); Mabel Peterson (Associate Dean of Women, Michigan State College); Edgar Johnston (University of Michigan); Franklin Zeran (U.S. Office of Education); R. M. Bruce (Science Research Associates, Chicago); Fred C. W. Parker (Secretary, Kiwanis International); Harold McCluskey (U.S. Office of Education); Eugene B. Elliot (Michigan Superintendent of Public instruction); Walter Greenleaf (U.S. Office of Education); and Lyle Spencer (Director, Michigan State Board of Control for Vocational Education).

The camporees were not without some levity and recreation with campfires, song fests, golf, fishing boating, movies, dances, games and publication of a camporee newspaper called "The Michi-Guide-Post", which was printed on a ditto machine everyday. (It is interesting to note that the newsletter of the APGA established in the 1950's was "The Guidepost".)

There is no record of this type of event occurring after 1941, undoubtedly because of World War II. However, the impact on counselors and the profession in general had to be felt for many years to come.

## **THE INFLUENCE OF MICHIGAN STATE UNIVERSITY AND THE STATE DEPARTMENT OF EDUCATION PERSONNEL**

The Influence of the faculty and staff at Michigan State University as well as persons serving In the Michigan Department of Education during the 1940's through the 1970's can not be underestimated. In fact, it can be said with a high degree of certitude that the status of counseling and guidance in Michigan would not have been achieved without their influence. And their Impact on the national scene can be well documented. A partial list of these persons and the contributions they made follows.

Carl Horn came to the position of State Supervisor of Occupational Information and Guidance, Board of Control for Vocational Education (State of Michigan ) in 1939 from the position of Superintendent of Dowagiac Schools. He was the second full-time guidance consultant in a state education agency in the United States. Later he was on the faculty at Michigan State. In 1940 and 1941 he originated the camporees at Camp Michi-Vo-Ed at Allegan Lake. He also originated the first Business, Industry, Education and Labor (BIEL) Days, taught extension classes across the state (he preferred to teach off-campus, probably so that he could travel at his usual breakneck speed); originated Cooperative Counselor Training Programs In Detroit, Grand Rapids, Traverse City, Bay City, and Battle Creek (counselors were Intern employees In business and Industry during the summer months); Influenced Michigan State University to expand its counselor training program, helped create an improved cumulative record form (CA39), and originated a program whereby the armed services would provide excursions-for counselors to visit bases around the country. He also employed Clifford E.

Erickson on a half-time basis when Erickson came to Michigan State in 1944. He also organized the first state-wide advisory committee on guidance.

Leonard Luker taught in the then Department of Education at Michigan State College and was the chief organizer of the Lansing branch of NVGA in 1941. He served as president during the branch's first year and served four more times as president.

Harold M. Byram was also in the Department of Education (MSC) at this same time and was an advisor to the Western Michigan Branch of NVGA. Both Luker and Byram were vocational educators at Michigan State but were vitally interested in school guidance. They made several presentations to professional organizations in Michigan.

Clifford Erickson came to Michigan State as a full professor in 1944 at the urging of Carl Horn. He had received his M.A. (1933) and his Ph.D. (1937) at Northwestern University under Shirley Hamrin. He taught at Northwestern from 1933-44. He was assistant dean of the University College and director of guidance laboratory at Northwestern.

Within his first year at Michigan State he established the Institute of Counseling, Testing and Guidance (forerunner to the Department of Guidance and Counselor Training). He authored eight textbooks including: Organization and Administration of Guidance Services (1947), A Basic Text for Guidance Workers (1947), and The Counseling interview (1950). He contributed articles to professional journals, edited a department in School Activities Magazine and was in demand as a speaker across the United States. He played many roles in NVGA in the 1940's and 1950's. Twice he was elected president (1950-51, 1961-62). He was on the editorial board of "Occupations, The Vocational Guidance Journal" and served as a representative to the Council of Guidance and Personnel Associations [forerunner of the American Personnel and Guidance Association (APGA)]. He was a founder of APGA. During his presidency he believed that a strong national PGA was both needed and necessary. After NVGA delegates studied, debated and discussed the issue they joined with other like-minded organizations in the national organization plan in 1951. Erickson immediately offered the offices and facilities of NVGA to the new PGA. (It must be remembered that NVGA was since its founding in 1913, the largest, most influential organization of its kind.)

In 1952 he and other NVGA officers attended the first assembly of the APGA on April 1, 1952 and the second assembly on April 3, thereby solidifying the APGA structure with NVGA becoming a division of APGA.

He later was dean of the basic college, dean of the college of education and provost at Michigan State. Within a month after his death in 1963 the Michigan State trustees named the College of Education building Erickson Hall.

Erickson not only served his profession well but his influence on the field of counseling was immeasurable, particularly in Michigan. Certainly, Clifford Erickson and Carl Horn must be considered the two founding "Fathers of Guidance" in Michigan; Horn for his innovative programs at the state level and Erickson for advancing the cause of counselor education. The status of counseling in Michigan could never have been realized without their contributions.

Erickson also attracted other people to Michigan State: Raymond Hatch (president, NVGA 1957-58); Waiter Johnson (president, APGA 1958-59); and Edgar Harden (later dean of continuing education, Michigan State University, president of Northern Michigan University and interim president of Michigan State).

Other people who were at Michigan State during these years were Harold Sponburg (later to become president of Northern Michigan University); Buford Steffire (editor of the "Personnel and Guidance Journal"); Willa Norris (former executive secretary, APGA); John Krumboltz; D.

Jack Sorrels (later dean of students at Central Michigan University); William Mann; Norman Kagan; Gregory Miller; Harold Pepinsky; James Costar; William Farquhar; Harry Scales, and John Jordan.

William Kell, William Mueller, Beatrice Fessenden, Gwen Norrell, Norman Abels, Tom Goodrich, and Rowland Pierson were professionals in the Counseling Center at Michigan State and were among others who contributed to the advancement of their local, state and national organizations.

Hatch, Johnson, Costar and Miller all became executive secretaries of the Michigan Counselors Association during their tenure on the faculty at Michigan State.

Along with state department of education consultants Glenn Smith, Maurice Prince, Jim Mahrt, Robert Stout, Celeste McClester, and Gary Cass it can truly be said that the axis of influence on MPGA/MACD was centered in Lansing from the 1940's through the 1970's.

Never in the history of the organization had there been such a constellation of professionals centered in one geographical location, whose influence was felt at the local, state and national level. Not only did they have influence as individuals but they had an enormous impact on their students and followers. The multiplier effect through their mentoring of literally hundreds of students can only be imagined-not measured.

### **THE MICHIGAN COUNSELORS ASSOCIATION**

Almost immediately after his appointment to Michigan State, Clifford Erickson established the Institute of Counseling, Testing and Guidance. The institute had as its role the promotion of guidance and counseling activities in the state through the offering of courses, consulting with schools and establishing programs of study. With the eventual employment of additional faculty (Raymond Hatch, Waiter Johnson, Edgar Harden, Carl Horn, etc.) all of whom had a strong belief in the land-grant concept and with the assistance of practitioners in the field, interest in a state counselor's organization was fostered. After organizational meetings were held in 1948 and 1947 the Michigan Counselors Association (MCA) was officially founded on November 3, 1948 with Russell Coney, Director of Guidance, Kalamazoo Public Schools as the first chairperson.

The MCA was a broad based association with membership from across the state (not limited to geographical areas as were the state NVGA branches) and can be said to be the first state-wide organization of its kind. The bulk of the membership was from the K-12 schools. However, colleges and universities were represented as were a few social agencies. The association immediately began to be active: the publishing of a newsletter ("The Michigan Counselor"); co-sponsoring (with Michigan State) annual fall conferences; the appointment of an executive secretary (Raymond Hatch, who also was the newsletter editor) and the establishment of a committee structure. It would appear that with the flurry of activity that occurred within the first few years of this organization the MCA was an idea whose time had come. And the spark that started it was the staff of the institute at Michigan State. It is clear that the institute was the genesis of MCA.

During most of its history the MCA Board of Directors was composed of nine members. The board was elected at the annual conference in the fall which was held at the Kellogg Center, Michigan State from 1947-63. In 1964 the conference was in Grand Rapids, 1965-Detroit, 1966-Grand Rapids, 1967-Lansing (Civic Center) and 1968-Grand Rapids. These conferences were discontinued in 1969 when MPGA sponsored its first convention in Detroit.

The annual conferences were the highlight of the MCA year. The board of directors met five times annually with the terms of office beginning in December. Board members served two year terms except for the president who continued on the board as past-president. Until president Terry Thomas initiated an at-large election, the president was elected by board members. Thomas initiated a change because when he was appointed to a vacancy on the board he was immediately elected president-elect!

The executive secretaries to the board were from the faculty at Michigan State:

1948-1958	Raymond Hatch
1956-1980	Waiter Johnson
1960-1962	James Costar
1982-1968	Gregory Miller

The board established a committee structure (standing and ad hoc) every year with committee members selected from the entire membership. The fall conference, membership, professional problems, professional growth and research, constitution, and nominating committees were the usual standing committees. Certification, annual awards, professional liaison and publications were typical ad hoc committees.

### **ANNUAL CONFERENCES**

The conferences were usually held over a two day period in the late fall. The Conferences began in 1946, two years before the MCA was founded. The programs began on the evening of the first day and continued for a full day the second day. The reason for moving from the Kellogg Center after 1964 was that the numbers of people attending could not be accommodated at Kellogg. The conferences were well attended and attracted outstanding speakers e.g., John Hannah; Campbell Beard (executive secretary, NVGA); Willis Dugan (executive secretary, APGA); Esther Lloyd-Jones; Clifford Erickson; Charles Anspach; Harry Kitson (editor, "Occupations"); Ruth Strang; Frank Sievers (U.S. Office of Education and former executive secretary, APGA); William Kvaraceus; Carl Rogers; Rollo May; Gilbert Wrenn; Donald Super; Dugald Arbuckle; Melvene Hardee; Edward Roeber, and Kenneth Hoyt.

The first conferences attracted 200-300 professionals. The conferences in the early 1960's attracted nearly 1,000 people. The membership in MCA was 197 in 1950 and rose to over 1,500 in 1987. Certainly the MCA was meeting the needs of professionals during its tenure.

Of particular note was the publication of the newsletter, "The Michigan Counselor", which was subtitled --The Official Organ of the Michigan Counselors Association. The newsletter was a combination newsletter and quasi-journal with several professional articles in many issues. It was usually published four times a year and contained a great deal of information and always contained a calendar and a column called Chit Chat Concerning Counselors.

The Chit Chat column was personal in nature reporting notices of retirements, new positions taken, news from school programs, who was traveling where in the summer, who was on sabbatical, offices held by members, new degrees earned, meeting dates, deaths, births of children, marriages, etc. For example, the March, 1964, edition listed 80 names in the column and the activities of each person. The method of gathering this news (and other reports and articles) was a network of "reporters". Every year professionals in the field were asked to report on news from their area. The state was divided into 11 regions with one reporter from each region.

A list of the titles of the articles/columns in the March, 1984, "Michigan Counselor" is but a sample of the topics covered: Chit Chat Concerning Counselor (five Columns long); Two

National Leaders to Speak at Fall Conference; Rochester Counselors Complete "Curriculum Guide"; the Counselor's Calendar; Michigan Counselors Contribute to Erickson Fund; Charlotte Freshmen Start Three Weeks Career Unit; Briefer News (17 short statements on programs); Training Lab Planned for Michigan Youth Leaders; MCA Research Committee Reports; Business and Industry Cooperate In Potential Drop out Program; Guidance Training Institutes Set for U-M and MSU; Cooperation Between Teachers and Counselors Stressed at Fitzgerald; North Muskegon Plans In-Service Training Program, and Guidance Project Planned (Oakland Schools).

The newsletter editors were: Raymond Hatch (1948-1953), Willa Norris (1983-1987) and Jill Miller (1967-1968). The newsletter came under the sponsorship of the Michigan School Counselors Association (MSCA) when MSCA became a division of MPGA In 1968. As of 1990 it had a 42 year history of publication.

### **THE MICHIGAN EDUCATION ASSOCIATION**

In 1953, the MCA membership voted (104 to 32) to affiliate with the Michigan Education Association (MEA). The petition to become a department was approved by the MEA Representative Assembly (the petition was presented by Albert J. Phillips, Executive Secretary, MEA) on March 26, 1964. MEA departments were really special interest groups related to education. The MCA had no vote in the MEA Assembly.

A staff person from the MEA was assigned to assist the MCA board of directors. The MEA supported the MCA by providing monetary support (\$200 to \$400 annually) and gave the MCA access to publish in the MEA Journal. The MEA and MCA also cooperated in providing programs at the regional MEA meetings (In-service programs) throughout the state. At one time there were 18 regions in the MEA, each providing two day in-service programs every year. In the 1960's the Michigan School Counselors Association (MSCA - successor to the MCA) became an affiliate of the MEA.

### **PROFESSIONAL ISSUES**

The highlight of the MCA year was the annual conference. However, the board of directors and committees were active throughout the year and took appropriate action when necessary.

A primary issue throughout the history of MCA was school counselor certification. The first known committee to study the issue was appointed in 1948. This committee and its successors met continuously over the 20 year history of the MCA. They developed standards, proposed legislation, provided testimony, met with Michigan Department of Public Instruction officials, etc. It was not until MCA became MSCA that legislation was passed (1969). (See Chapter III for a history of counselor credentialing). At least one-half of the MCA newsletters contained information and/or articles on this subject.

The MCA had formal and informal relationships with other organizations throughout its history. It had a formal relationship with, the MEA. It had a formal relationship with the Council of Michigan Guidance and Personnel Organizations (CMGPO) beginning in 1958. The MCA sent a delegate to all CMGPO meetings.

It had informal connections with the Michigan Department of Public Instruction, the State Guidance Curriculum Committee, the NDEA Advisory Committee and the North Central Association. Since the MCA was the only statewide counselor's association its influence was felt on several fronts.

## **THE AMERICAN SCHOOL COUNSELORS ASSOCIATION (ASCA)**

Beginning in 1982, the MCA had an interest in affiliating with the ASCA. This interest took the form of a formal application in 1963 and final acceptance by the ASCA (a division of APGA). The branch charter was presented to the MCA President, William Gerard at the APGA convention in San Francisco, March, 1964. Other official MCA delegates in attendance were Robert Williams (Grand Rapids) and Kenneth Engle (WMU).

This was a significant step for the MCA. For the first time in Michigan's history, a state-wide counselor's organization had decided to affiliate with a national organization. True, there were local NVGA/APGA branches in Michigan at the time but no state-wide organization had an official connection with a national group.

This move also had implications at the state level. In 1962, the CMGPO had initiated action to become a state branch of APGA. If successful, this placed MCA in a unique position, i.e., being a state branch of a national division of APGA (ASCA) at nearly the same time that a state branch of the parent organization (APGA) was being organized.

This presented a dilemma for the MCA after the MPGA was established (1965). Should the MCA relinquish some of its autonomy by becoming a division of the state branch (MPGA), i.e., should it become a singular part of the "umbrella" parent organization? After all it had been in existence for almost 20 years, it had served its members well and it had successful state conferences. Certainly there were pro and con arguments. And yet it had also chosen to be a state branch of a national organization (APGA). Most of the leadership of the MCA was inclined to join the MPGA. One of the key persons that led this movement was Terry Thomas. Thomas played a unique role at this time. He was president-elect of MPGA (1968-89) and had been chairman of the MCA (1966-67). He, along with others (Frances B. Schneider, Leslie Carl in, John Webber, J. Patrick Egan, Stanford Glazer, Waiter Johnson, Raymond Hatch, Kenneth Parker, Paul Bader, and Robert Betz) were instrumental in convincing the MCA members to join MPGA. There were divided opinions of this issue. The board of directors were divided. Arnold Embree (Pontiac) made an impassioned plea to bring MCA under the umbrella organization - MPGA. The board was persuaded to do so. In the process the name was changed to the Michigan School Counselors Association (MSCA) and became a division of MPGA. The MCA became a division of the MPGA in 1969. The official relationship was cemented in the fall of 1969 when the new MSCA joined the MPGA for its first fall convention with an appropriate theme, "Forward Together". Thus, in a way, the MCA ceased to exist. It had existed officially for 21 years as the premier state organization, yet it relinquished that honor with grace and dignity, becoming part of a larger organization with a larger mission. Its mission had been accomplished and yet in a real sense it continued because MSCA became the largest and most influential division of MPGA.

## **THE COUNCIL OF**

### **MICHIGAN GUIDANCE AND PERSONNEL ORGANIZATIONS**

Beginning in the 1940's and continuing into the late 1950's counseling and guidance organizations (MCA, GAM<sup>o</sup>, Wolverine VGA/PGA, and Lansing VGA/PGA) as well as individuals were concerned about the lack of state regulation of counselors, particularly school counselors. As early as 1948 the MCA appointed a certification committee (S. N. Horton, chair) to study the issue. During the next 10 years discussions were held with legislators and Michigan Department of Public Instruction officials, proposals were advanced, potential legislation was

considered, meetings were held with school administrators, organizations, etc. The net result was that no legislation was advanced and no firm decisions were made by state officials. Stanford Glazer (Wayne State) was of the opinion that the most appropriate way to advance the cause of regulation would be two-fold:(1) To develop a set of standards for voluntary certification and (2) To have such standards developed by representatives of the various guidance and counseling organizations in the state.

Consequently, he convened such a representative group on January 15, 1958 at Parcels Junior High School in Grosse Pointe. The group became the Council of Michigan Guidance and Personnel Organizations (CMGPO). (The name was patterned after the Council of Guidance and Personnel Association, (forerunner to APGA). The following organizations were initially represented: GAMD, Wolverine PGA, Central Michigan Guidance Association, MCPA, Guidance Committee of the Southeastern Region of College Agreement Schools, Downriver Counselors Association, MCA-, Lansing PGA, West Shore PGA, Michigan Association of Women Deans and Counselors, and the Southwestern Michigan Guidance Association. For the initial year Glazer was elected chair; D. Jack Sorrells, vice-chair; Kenneth Rollins, secretary; and Richard Dresher, treasurer.

The council was active until 1965 with the following persons serving as chairpersons:

1988	Stanford Glazer	(Wayne State)
1989	D. Jack Sorrells	(Central Michigan)
1980	Paul L. Griffeth	(Western Michigan)
1961	Donald Bertsch	(Central Michigan)
1982	Kenneth Parker	(Lamphere Schools)
1963	Kenneth Parker	(Lamphere Schools)
1964-65	Frances B. Schneider	(Lansing Schools)

In an article in the Journal of the American College Personnel Association, Glazer (1960) wrote:

*The Michigan Council of Guidance and Personnel Organizations was founded in January; 1958 for the purpose of providing an agency which would encourage and support the development of a professional guidance program in the State of Michigan. It was felt, additionally, that such a body would provide Guidance and Personnel of Michigan a voice on a State level. This voluntary association of the many different Guidance and Personnel groups in the State of Michigan represents a rather unique departure in a co-operative effort to meet the objectives set forth above.*

The council also adopted the following principles:

- A. To coordinate professional matters of mutual concern to personnel, guidance and counseling groups In the State of Michigan.
- B. To provide for disseminating information of professional interest and concern to the members of the respective organizations.
- C. To study professional problems which are of importance and concern to personnel, guidance, and counseling groups in this state.
- D. To encourage and maintain ethical guidance practice In Michigan (Glazer, 1960, p. 1).

As it turned out the council had two primary functions: (1) implementing the Voluntary Counselor Approval Plan and (2) becoming the organization which founded MPGA. Other issues were discussed and debated during the six plus years the council existed (NDEA, testing in the schools, publications, ethics, psychologist's certification, legislation affecting counselors, relationships with allied organizations, etc.) However, the fundamental business of the council always centered on the voluntary plan and the eventual state organization. (For a complete analysis of the voluntary plan see Chapter III.)

Although a unified state organization was discussed informally among council members, (How could it be otherwise with a past-president of APGA and other national officers of APGA divisions taking part in council deliberations?), it was not until the February 12, 1962 council meeting when such discussions became more formal. During that meeting chairman Donald Bertsch read a letter from Marshall Moser (Parcells Junior High School, Grosse Pointe) wherein he stated that there was a need for a unified state organization to speak for all counselors. He suggested that with the growing numbers of guidance organizations in the state that coordination, leadership and direction were missing and that no one group could be said to represent all organizations. When Moser wrote this letter he was representing the Michigan Counselors Association, a fact that should be noted with due care, since MCA was the preeminent counselor's organization at the time.

This concept of a unitary organization seemed to strike a responsive chord in the council and the chair immediately appointed a committee to investigate the issue with Kenneth Parker, Donald Fink, Donald Davis, and Marshall Moser as members.

Another convincing argument made during this time was that most of the organizations in existence were populated with school counselors, college counselors or counselor educators. Other professionals were not well represented: rehabilitation counselors, employment counselors, agency counselors, counselors in the justice system (probation, parole, Juvenile homes, etc.), counselors in youth bureaus, guidance clinics, etc.. A state-wide organization representing abroad spectrum was called for and one did not exist.

At the May 7, 1962 meeting of the council, Donald Fink (Grand Rapids) proposed that the council establish a more broad-based committee to explore procedures to set up a state-wide organization, 10 members to come from the ranks of counselors in public schools and 10 to come from counselor education institutions. The proposed meeting time and place: October 1 and 2, 1962, Haven Hill Conference Center. The council also empowered the chair to provide council funds for the meeting. And thus was set in motion a meeting that was to have profound implications for the future of counseling in Michigan.

Eighteen persons were appointed by Bertsch to serve on the ad hoc committee whose purpose was: "Exploration of organizational possibilities for the establishment of an effective state-wide voice to speak for people engaged in guidance and counseling activities in Michigan." Sixteen persons met on the evening of October 1 and all day October 2. Seven attendees represented colleges and universities (both counselor educators and counselors) and nine represented public schools (counselors, directors of guidance, directors of pupil personnel services and assistant principals). The discussions were lively and spirited with many thought-provoking debates. There were serious disagreements over some proposals, unanimous agreement on others. This was indeed democracy at work in an intense, professional manner. The participants were fully aware that they could be laying the groundwork for a new concept in the state--a unified state organization. The deliberations were not unlike those that had taken

place at the national level almost a decade earlier when a national council was giving birth to a national unified organization - APGA.

At the end of the meeting the following principles were agreed upon:

1. A state organization serving as the state voice for guidance shall be affiliated with the American Personnel and Guidance Association, and its members shall join the state organization as individuals.
2. This state organization shall assume all functions of the Michigan Council of Guidance and Personnel Organizations plus other functions not now being performed by the Council.
3. A structure shall be established to implement these principles in the simplest possible way.

Frances B. Schneider presented a summary of the Haven Hill meeting at the council meeting on October 5, 1962. The council accepted the report. At the end of the meeting the council (upon a motion by Schneider) unanimously commended chairman Donald Bertsch for the strong stand he took in being an advocate for the recommendations of the Haven Hill meeting.

The council minutes of February 11, 1983, reflect several issues regarding APGA affiliation: "(1) The Haven Hill committee had met with the Board of Directors of MCA, (2) more specificity was needed, (3) how APGA affiliation would affect MCA and its relationship with MEA. etc." (MCGPO minutes, February 11, 1963).

Walter Johnson reported on organizational issues within APGA. At this time APGA did not have state branches that were modeled after APGA, i.e., a divisional structure. APGA had chartered state branches since 1954 but not with a divisional model. The council voted to correspond with APGA regarding the issues of becoming a "Pilot" state branch.

Two other events were occurring during this time span giving further impetus for a strong state organization: (1) chapter proliferation and the (2) MCA/ASCA affiliation.

By 1962, at least 14 guidance organizations had sent representatives to the council. In 1962 and 1963 more local chapters asked to be recognized and more were forming! This proliferation supported Moser's letter to Bertsch in February 1962 about the ever increasing number of groups with no central body to represent them. The council was, after all, a confederation of organizations. The council did not have any power of its own, only as the representatives gave it authority. It was essentially a coordinating body.

The second event was of greater import. The board of directors of MCA had decided to apply for state branch status as a division of ASCA. If this were to eventuate (as it did in March, 1964) then MCA would come under the APGA umbrella and it would be very likely that it would then come under the state organization umbrella as well (when and If It was formed). Plans for affiliation moved along in 1963. Michigan was accepted as a pilot state (with two others), and Arthur Hitchcock (APGA executive secretary) was invited - to attend the annual fall conference of MCA. Hitchcock and Pat Lawlor (APGA staff) meet with representatives of local APGA chartered chapters on November 4 and 5.

Joseph Hollis (Ball State University and chairperson, APGA state branch committee) and Lawlor met on November 22 with the newly appointed organizing committee to discuss affiliation.

In February, 1964, a proposed set of by-laws was presented to the council. They were discussed at length and amended. The April 27 meeting was devoted entirely to the by-laws. Several proposals were made - one to do away with state chapters (defeated) and another to do away with state divisions (defeated). Two rather distinguished members of the council gave invaluable advice: Walter Johnson (Michigan State) and Edward Roeber (University of Michigan). Both were past-presidents of APGA.

Hollis and Lawlor provided excellent advice and consultation during 1963-84. They pointed out the fact that in order for the application for a state branch to be approved, several things needed to be done: (1) A formal letter of intent must be signed and sent by the Council (accomplished in the fall of 1984); (2) 50% of the APGA chartered branches must agree (accomplished in 1964); and (3) at least 10% of the APGA members in Michigan must sign a petition to affiliate. After that was completed the MPGA by-laws had to be sent to every APGA member in Michigan with a ballot to either approve or disapprove.

The collection of petition signatures provided some interesting stories. Since the MCA was holding its 1984 fall conference at the Pantlind Hotel in Grand Rapids and since many APGA members were in attendance, the council made every effort to collect signatures. For the most part this campaign went fairly well with council members explaining the benefits of affiliation. Some potential signers were not so easily convinced since they felt that MCA would be "lost in the shuffle" and perhaps lose its identity and political power. J. Patrick Egan (Calhoun County Counselors Association) reported being not so politely asked to leave a hotel room when a signature was requested. Kenneth Parker and Frances B. Schneider reported having no difficulty in convincing signees. At any rate, 98 signatures were acquired (88 were needed).

When APGA sent out ballots the following vote resulted: 499-Yes, 20-No (February, 1965). The charter was approved by the APGA executive council and final approval was granted by the APGA Senate on April, 13, 1966. The charter presentation was made by Joseph Hollis to Frances. B. Schneider in Minneapolis at the APGA Convention.

With this event having taken place, a significant chapter in the MPGA/MACD history came to a close and a new chapter began--the dawn of a new state organization. The council ceased to exist and the MPGA was created.

### **CHAPTER III THE MICHIGAN ASSOCIATION FOR COUNSELING AND DEVELOPMENT**

This chapter of the history of the MACD is organized around basic themes the organization has dealt with in the last 25 years. A decision was made to approach the history in this manner rather than a straight forward chronology on a year-to-year basis since many of the issues that have confronted the organization cut across time--appearing once and then reappearing several years later in a different form. The organization of the chapter is as follows: Credentialing, Publications, Divisions, Chapters, Organizational issues, and Conventions. Some of these issues pre-date the founding of MPGA/MACD. Most have arisen after the founding in 1965.

The history of chapters and divisions is not as detailed as it could be for two primary reasons: It was not the intent to write the complete individual histories of every single unit of the parent organization and secondly, not all the individual histories are in existence. Some chapters and divisions do not have any records of meetings or activities.

## **CREDENTIALING**

Other than organizational issues that are endemic to any organization (membership, dues, budgets, committees, elections, conventions, meetings, etc.) probably no other single issue has commanded the time, attention and resources than credentialing. Credentialing in Michigan has taken two forms: school counselor endorsement and licensing.

### **School Counselors**

The credentialing of school counselors was an issue that came to the attention of the profession long before MACD was created in 1965. The earliest mention of activity was in the October, 1949 edition of The Michigan Counselor in an article: "Counselor Certification Committee Reports". The committee (S. N. Horton, chair, George H. Hilliard, Norma Judd, Norbert E. Radtke, Frances B. Schneider and Lorette White) was formed in 1948 for the purpose of studying the issue. Their first activities were: (1) To conduct a survey of the literature in the field, and (2) develop a questionnaire to survey the membership. The results were as follows:

- (1) An equally divided opinion as to whether the standards for certification should reflect the status quo or set new, higher standards;
- (2) The standards should be flexible to allow for future development;
- (3) Was certification justified [any more than certification for any other educational field (opinion divided)];
- (4) The state Department of Public Instruction should be the responsible agency;
- (5) "Successful" teaching experience should be a pre-requisite;
- (6) The personal characteristics of the applicant should be part of the selection criteria. (p. 5).

This committee became a quasi-standing committee of the MCA for many years and kept the issue alive throughout the history of MCA. The committee would usually make a report and a series of recommendations at the board of directors meetings and the annual fall conference. The first such report to the conference was presented by S. N. Horton in October, 1949.

The certification committee was discontinued in 1951-52 after the 1950-51 committee published a brochure on counselor preparation. This brochure was sent to all school superintendents and principals in Michigan. The committee again resumed work in 1952-83 with William Mann as chairperson.

At the fall conference of 1955, a special program on "Counselor Certification In Michigan" was presented to all attendees. The program was chaired by Stanley Glazer from Wayne State. Glazer was to be a major force in bringing certification into being.

In the May, 1955, Michigan Counselor readers were given a list of six articles to read on the certification of counselors before they came to the conference in October. At the same time the guidance unit staff of the then Michigan Department of Public Instruction was also preparing a plan for counselor certification.

Stan Glazer and Marshall Moser wrote an article on the subject in the October, 1955 edition of The Michigan Counselor. The major part of this article was also published in the Michigan Education Journal (Glazer and Moser, 1955). In addition, S. C. Hulslander and Walter Johnson published an article in the February 1955 edition of The Guidance Services Newsletter (Michigan Department of Public Instruction, 1955).

All of this activity led to the adoption of a "Counselor Approval Plan" by those in attendance at the 1955 conference. For the first time a document had been written which had the sanction of the most representative organization in Michigan.

The MCA certification committee met with a subcommittee of the state guidance curriculum committee in December of 1955, and the plan was rewritten with two important changes: (1) the expansion of the "grandfather clause" and (2) the plan was to be considered as voluntary--not mandatory.

The new plan was presented to various guidance and counseling organizations in the state and then to the Michigan Education Association (MEA) executives and the full state guidance committee on May 4, 1956. There was enthusiastic support generated from all the groups represented.

The plan was presented to the Michigan Association of School Administrators and to the Superintendent of Public Instruction, Clair Taylor, and was published in the Bulletin of the Michigan Secondary School Association in January, 1957.

The name was changed to the counselor approval committee sometime in the mid-1950's. During the period 1955 through 1957 committee members made presentations at conferences and meetings throughout the state. The responses they received were most favorable. Glazer and others decided to involve more organizations in more formal manner. The result was the formation of the Council of Michigan Guidance and Personnel Organizations (MCGPO).

The council met for the first time on January 15, 1956, in Grosse Pointe at the home school of one of the organizers, Marshall Moser. Stanford Glazer (Wayne State) was elected chairperson; D. Jack Sorrells (Central Michigan College), vice-chair; Kenneth Rollins (Jackson Public Schools), secretary; and Richard Dresher (Detroit Public Schools), treasurer. Ten guidance organizations sent representatives to the meeting.

Although the council developed a statement of objectives that were global in nature it was clear that their initial goal was implementation of the "Voluntary Counselor Approval Plan". The council developed criteria, established a committee to screen applications and began to accept applications in late 1958.

By October, 1959, 533 applications had been received --511 persons were awarded approval at the professional level and 22 were granted provisional approval. By October, 1980, an additional 91 professionals were granted approval. By March, 1981, a total of 657 were approved, May 7, 1962 - 717, December 9, 1963 - 793. When the council ceased to exist in 1965, (when MPGA was formed), a total of 963 certificates had been issued.

It was during the early 1960's that another step in credentialing was taking place. At the February 10, 1961 meeting of the council, Walter Johnson presented the rationale for a proposal to mandate the regulation of school counselors. This was a new direction for the council. Up until this time credentialing was a voluntary effort. However, Johnson was suggesting sponsoring legislation to bring counseling certification to the next step. Johnson cited the NDEA legislation, the APGA policy statements and the Conant Report as a basis for his proposal. On May 12, 1961, the council voted to approve mandatory certification and immediately set in motion a process to gain State Board of Education adoption.

In 1981, the council developed a proposal to submit to the state board. The council proposed three levels of certification. The proposal was forwarded to the Michigan State Advisory Commission on Teacher Education and Certification by the state board.

At the October 7, 1963 meeting of the council, Maurice Prince (guidance consultant, Michigan State Department of Education) reported that the proposed certification code was being

reviewed by the Attorney General. In 1983, the Attorney General ruled that the state board did not have the legal authority either to endorse counselors or require local schools to employ only endorsed counselors.

Between 1963 and 1987 the certification effort was reactivated by the Michigan Counselors Association, the state guidance curriculum committee (a state board of education advisory group) and the MPGA. The curriculum committee was especially concerned about credentialing. They presented a resolution to the state superintendent who advised favorable reaction by the state board. The board adopted a resolution in support of the idea.

On March 29, 1967, the board instructed the superintendent to prepare legislation that would permit the board to: (1) establish requirements for counselor endorsement on teaching certificates and (2) require local schools to employ only endorsed counselors to perform counseling roles. Associate Superintendent Ferris Crawford was an outspoken advocate for counselors and Superintendent Ira Polley was in favor of this legislation. In March, 1968, Crawford spoke to the spring conference at Western Michigan University (which was also an MPGA regional conference) about the need to certify school counselors and about the need to support pending legislation.

Superintendent Ira Polley's memorandum to the state board specifically mentions the Michigan Counselors Association, the Michigan Personnel and Guidance Association and the state curriculum committee for guidance. The curriculum committee's report was cited as a compelling document. Edward Adamek (Wayne State) was the chairperson of this committee.

On February 21, 1988, three house bills were introduced (H.B. 3847, 3848, and 3849) which would have regulated school counselors. They died in the House Education Committee on March 21 for lack of a second on a motion to accept. Gerald Matthews, Paul Bader and Frances B. Schneider testified for the bills.

In 1969, three new house bills were introduced by Representatives Pettipren, Strange and Brown (H.B. 2892, 2893, and 2894). This time the bills cleared the House Education Committee with no opposition. H.S. 2893 and 2894 were passed by the House on June 9, 1969. H.B. 2892 mandating endorsed counselors in private schools was defeated. Edward Adamek and Frances B. Schneider testified before the House Education Committee. Schneider also testified before the Senate Education Committee. Many MCA and MPGA members lobbied for this effort. MPGA was learning an important first lesson in political activity.

The bills passed the Senate on July 14, 1969, and were signed into law (P.A. 229 and 230 of 1989) by Governor William Milliken on August 11, 1989, with an effective date of July 1, 1971. The passage of this legislation occurred 21 years after the initial study was conducted by the MCA.

Between 1989 and 1971 the MPGA developed a set of proposed rules for the state board. Most of the proposals were accepted by the board except one. The MPGA proposal required a 30 semester hour master's degree or its equivalent--the state board reduced that requirement to 18 semester hours, in prescribed course content.

However, the Counselor Educators of Michigan (CEM), an interest group of the Michigan Association for Counselor Education and Supervision (MACES), developed their own policy that they would not submit for approval programs that required less than a master's degree. This policy resulted in a double standard--one for in-state endorsement (master's degree) and one for out-of-state (18 semester hours)--an issue that has not been resolved to this date.

## **Licensure\***

*\* Some material in this section is a condensation of William Carlson's article in the 1978 MPGA Journal*

Outside of the cost of administration, MACO spent more time, money and resources on counselor licensure than on any other single activity between 1965 and 1990.

The number of hours spent in licensure committee meetings, lobbying efforts, testimony, fund raising, workshops etc., can not even be estimated. The cost of publicity, mailings, lobbyists, and expenses clearly was well over \$50,000. Many articles appeared in the MPGA/MACD Journal and the Quest Newsletter. Over 100 presentations were made at chapter and division meetings, state conventions, graduate student classes and meetings of allied professional organizations. A telephone hotline was established. Three telephone networks were completed-- all for the purpose of getting a licensure bill enacted into law.

The effort began in 1974 when MPGA president-elect Robert Betz outlined 10 goals for his presidential year (Betz, 1974). One of those goals was to study the issue of counselor licensure. Betz appointed Robert Williams as chairperson of the first counselor licensure committee. The charge to the committee was:

- a.) To communicate pertinent information regarding licensure and certification to the membership.
  
- b.) To aid in the development and improvement of licensing procedures in the State of Michigan (Carlson, 1978, p. 49).

Betz, Thomas Sweeney (Ohio University), and Edward Wallow (past-president, Michigan Psychological Association) met in Kalamazoo in April, 1975, to discuss counselor licensure. At this time there was a national effort to establish psychology licensing boards and psychology laws. Counselors in some states were reported to be having difficulty when applying for licenses as psychologists.

Howard Splete (MPGA President, 1975-76) reappointed Williams as chairperson and requested representation from MPGA divisions. This committee met in March, 1976, with Michael Musci, Nancy Tyler, Richard Jaebion, Gloria Smith and William Carlson in attendance. (Smith and Carlson had attended the first APGA licensure committee meeting in January, 1976).

In 1978, a blue ribbon commission had been appointed (the Public Health Statute Revision Project) to recodify all the laws relating to public health. The Michigan Psychological Association (MPA) managed to have the psychology section of the commission report deleted. The MPA objected to the language in this section. The MPA then submitted their own amendment to the commission's report which by that time had been introduced into the Michigan House of Representatives as House Bill 4070.

However, the MPA amendments included language that would have jeopardized unregulated counselors in Michigan. Under Part 182 (Psychology) the scope of practice included "counseling" and other language that would have restricted the practice of counseling to licensed psychologists. Counselors were in serious trouble.

When Donald Bertsch (MPGA president, 1978-77), reorganized the licensure committee (by having divisions, chapters and interest groups represented) and appointed Williams and Carlson as co-chairpersons, the committee's first order of business was to attempt to amend Part 182 of the proposed Public Health Code. The committee formed a political relationship with the Michigan Association of Professional Psychologists relative to H.B. 4070.

H.B. 4070 had passed the House and was sent to the Senate Committee on Health, Social Services and Retirement chaired by Senator John Otterbacher. MPGA members Charles Lacy, William Carlson, Steven Kish, James Stiles, Judy Smith, and JoAnne Burns provided oral and written testimony. As a result of this testimony Senator Otterbacher requested that MPGA, MPA, the committee staff and interested parties meet and agree on amendatory language.

They did so and reached agreement on the following amendments:

Section 18214:

4. This part does not prohibit a certified, licensed, registered or otherwise statutorily recognized member of any profession including a lawyer, social worker, school counselor or marriage counselor from practicing his or her profession as authorized by law.
5. This part does not prohibit a clergyman, professional educator, or professional counselor whose practice may include preventive techniques, counseling techniques, or behavior modification techniques from practicing his or her profession consistent with his or her training and with a code of ethics for that respective profession. (Carlson, 1978, pp. 51-2).

With some additional language added for substance abuse counselors, the committee passed the MPGA sponsored amendments and then the entire bill. The act (P.A. 368 of 1978) is known as the Public Health Code.

After this had been accomplished the licensure committee returned to the task at hand, namely the writing of a proposed counselor licensure bill. William Carlson resigned as chair on August 1, 1978, and Judy Smith was appointed to succeed him.

Smith immediately began to lead the committee in their efforts at drafting legislation. The committee wrote eight drafts of a proposed bill. They held open hearings at state conventions and began contacting legislators to introduce legislation. Two important legislators were agreeable: Senator Gary Corbin and Representative Mary Brown. The committee also wrote pamphlets and articles on the issue. Mailings were sent to the MPGA membership. Smith led the committee, the MPGA executive council and senate through the arduous task of educating them and the membership about licensure and drafting language that would be acceptable to all divisions and chapters.

Representative Mary Brown spoke to the 1981 MPGA Convention in Kalamazoo and arranged to have the first draft of a bill to be delivered to those in attendance. House Bill 5217 was formally introduced into the legislative process, seven years after the first licensure committee was formed. However, no action was taken during the legislative session. The bills were assigned to the House State Affairs Committee, Representative John Kelsey, chair. Representative Kelsey was deaf to the pleas of the licensure committee members including the new chairperson Sue Schaeffer. Despite their urging Kelsey was non-committal and did not mark the bills up for hearings.

In the next session of the legislature Brown again re-introduced legislation: H.B. 4796 (counselor licensure) and H.S. 4797 (the fee bill). This time there was action. H.B. 4796 amended the Occupational Code (P.A. 299 of 1980) and was again sent to the House State Affairs Committee. This time the new chair of the committee, Representative Joe Young, Jr., was favorably inclined. He marked the bills up for hearings and MPGA was ready and willing. The telephone hotline (located in John Geisler's home) was activated with the message that MPGA was finally going to receive a hearing for the first time. The committee held two hearings

on the bills. Among those testifying were MPGA members Sue Schaeffer, Jere Thomas, Sylvia Walworth, Jim Blundo, Elyce Cron, Thomas Stone, Christine Lowe, and newly appointed licensure committee co-chair, John Geisler. Extensive lobbying was done with all committee members but special attention was directed to one particular member who was very ambivalent - Representative Ruth McNamee. When the final votes were cast (favorably) Representative McNamee was not in attendance because of illness. However, she made certain later that she was on record of voting - yes.

This politically naive group of MPGA members were on their way in spite of opposition from Blue Cross and Blue Shield of Michigan, the Michigan Consumers Council and the Michigan Psychological Association. After a second try they had cleared the first hurdle.

The bills were sent to the full House and on May 3, 1984; Yeas - 86, Nays -5 (H.B. 4796); Yeas - 84, Nays - 4 (H.B. 4797) A resounding success!

MPGA members were ecstatic. They had passed over the first hurdle and felt confident about success. However, they had not counted on the opposition of a key member of the Senate - Senator Richard Fessler.

Fessler was the chair of the Senate State Affairs Committee and the bills were assigned to his committee. Fessler was adamantly opposed to any further licensing of professions or occupations of any kind. He was unmoved in spite of hundreds of letters and scores of phone calls. In spite of intense lobbying for many weeks, the MPGA membership was not able to convince Fessler to schedule hearings. He was very resolute and as a result the bills died without receiving a hearing.

In 1985, licensure committee co-chairs Sue Schaeffer and Jim Blundo (appointed for 1985-88) met with Representative Brown. She suggested that Senator Vernon Ehlers might be receptive to introducing legislation in the Senate. Strategy-wise this was perceived as an appropriate action since the primary opposition was in the Senate. John Geisler met with Ehlers in his home after Representative Brown had discussed the legislation with Ehlers. Senate Bills 604 and 605 were introduced and again sent to the Senate State Affairs Committee and again chaired by Senator Fessler. And again the Senator held fast to his position regarding the bills, i.e. no hearings were scheduled.

Three times the licensure bills had been introduced --three times they had failed. The only thing that kept the licensure committee going was the fact that progress had been made. At least on the second try they had made it through the House of Representatives. In addition, MACD had contracted with Capitol Services for lobbying services. This was a strategic move. Up until this point lobbying was done on a part-time basis by MACD members or by John Geisler, who had become a registered lobbyist, but lived in Kalamazoo and performed lobbying services on a part-time basis. At this time Sylvia Walworth and Irene Ametrano had been appointed licensure co-chairs.

Capitol Services was a professional multi-client firm who had a good track record of working with human service groups. One of the firm's partners, Ellen Hoekstra, came to the attention of the MACD through Jere Thomas who was active in the Michigan Federation of Teachers (MFT). Hoekstra had been a lobbyist for the MFT. The other Partner was Darrell Tennis.

The new strategy, in 1987, was to amend the Public Health Code instead of the Occupational Code. It made little difference which code was amended (both would have the same effect) except that Ehlers served as vice-chair of the Senate Public Health Committee--the committee to which the bills would be assigned!

Senator Ehlers then introduced Senate Bills 386 and 387 In 1987 just before the legislature recessed for the summer. Companion House Bills 4894 and 4895 were introduced by Representative Brown at the same time.

When the Senate returned for the fall session, the MACD was ready. Schaeffer, Betz, and Walworth all testified before the Public Health Committee. However, the testimony from a client who had been harmed by a "counselor" had great impact on the committee. After two hearings (the last one chaired by Senator Ehlers) the committee voted the bills out of committee and on to the Senate floor. On December 8, 1987, the Senate voted 246 for passage and in the process defeated amendments sponsored by Senators Geake and Faxon that would have weakened the bills.

The bills were then sent to the House. The substantive bill (S.B., 386) was sent to the Public Health Committee (Representative Michael Bennane, chair) the fee bill (S.S. 387) was sent to the State Affairs Committee (Representative Joe Young, Jr., chair). The fee bill was then reassigned to the House Appropriations Committee chaired by Representative Dominic Jabobetti.

Early in 1988, Ellen Hoekstra met with Representative Bennane and determined the procedures that would be followed with respect to hearings. Bennane reported that he was receiving opposition to the bills and asked for all interested parties to meet to draft a compromise.

For several weeks an ad hoc group of interested parties met on the issue. Opposition groups (the Michigan Psychological Association, the Michigan Psychiatric Society, the Michigan Association for Marriage and Family Therapy, and the Alliance for Mental. Health) and their lobbyists met with MACE) members Sue Schaeffer, John Geisler, Sylvia Walworth, Irene Ametrano and the MACD lobbyists, Ellen Hoekstra and Darrell Tennis. Barry Cargill, Senator Ehler's chief aide, was also in attendance and was very helpful. The meetings could be characterized as heated and sometimes acrimonious. No quarter was asked and none was given. Eventually some language was rewritten (particularly the "scope of practice" section) and a compromise was reached.

This compromise bill was sent to the committee, testimony was taken and the final vote was 18-2 in favor. The fee bill was reported out of committee on July 28, 1988, the last day before summer recess.

With these hurdles cleared, the new substitute bills were passed by the House and Senate. The bills became Public Acts 421 and 461 of 1988, when Governor James Blanchard signed them into law on Christmas Eve and Christmas Day, respectively, over 14 years after Robert Betz had appointed the first licensure committee.

In 1989, the MACD Assembly endorsed the recommendations of the MACD Licensure Task Force (Sue Schaeffer, chair) in recommending the following persons to serve on the newly formed Board of Counseling: Sue Schaeffer, Stuart Itzkowitz, John Hechilk, Yvonne Hall, Jack Cloud, Jennifer Bramer, John Geisler and Irene Ametrano. On October 12, at the MACD Assembly Meeting at Shanty Creek, the announcement was made that Schaeffer, Ametrano, Bramer, and Hell had been appointed to the board by the governor. Schaeffer was eventually elected as the first board chairperson.

The board developed emergency rules in early 1990. The new licensure committee, under the leadership of Sylvia Walworth, continued to monitor the rules-making process and the committee continued to influence the board as they developed public policy.

## **PUBLICATIONS**

### **Newsletter**

The first newsletter published by MPGA was edited by the first president, Frances B. Schneider. The first two editions cannot be located. However, it is known that the first edition was called "Branch Bark". That title was dropped (some members believed the title was not dignified enough). The third edition reported on the first year's activity, listed the candidates for the 1966 - 67 election (J. Patrick Egan and John Webber, president), (Eleanor Widlack and Jane Bonnell, secretary), and (Robert Marks and Frank Womer, treasurer); reported on North Central Association evaluation teams; invited members to a hospitality hour at the APGA convention in Washington, D.C. on April 4, 1966; and described a principal/counselors meeting at Grand Valley. In addition, a reminder for members to send their dues (\$3.00) to membership chairman J. Patrick Egan at Springfield High School was also provided.

In the spring of 1987, MPGA determined that a newsletter should be published on a regular basis and that it should have an editor that was not also the president of the organization. James Weeks (Eastern Michigan University) agreed to accept the assignment and it was he who suggested the name - Quest. The intent was to publish three editions each year. Since 1969, there have usually been at least four editions, sometimes as many as six. One edition (April, 1979), was a special edition on licensure.

The newsletter has really been a chronicle of the activities of the organization with reports on committees, divisions, local chapters, election announcements, convention activities, information on future meetings, legislation, awards announcements, counselor education program changes, professional development activities, convention program proposals, by-law changes, and committee assignments as typical content material. In addition, the president always has a column in every edition. Occasionally, there have been articles of a research nature. However, more formal articles are found in the journal.

Other than the minutes of the organization the best single source of material relating to organizational activities has been the newsletter. Certainly it is the primary method of communications with the total membership.

The newsletter has won awards (in conjunction with the journal) for publication from both APGA/AACO and the branch council. The newsletter editors are listed in the Appendix.

### **The Journal**

The MACD journal has a long and distinguished history. MACD has published it continuously since 1969, and was one of the first state branches to have its own professional journal. The journal has won national awards and is considered a model in its field. For most of the 21 years of its publication it has been a refereed journal with its editorial board members representing the various divisions of MACD.

There is no question that the 1969-70 MPGA President, Terry Thomas was the driving force behind the founding of the journal. Thomas was the first editor of the Journal (one edition only), believed that a state professional organization must have a journal if it is to call itself a true professional organization. He persuaded John Vriend to take the first three year term appointment as editor.

The overwhelming percentage of articles have been non- data based and would have to be considered as position statements on topical themes such as program development, current issues, training, current or new practices, etc. There have been special issues and some editions have been devoted to particular themes. Most volumes have contained statements by editors and several contained articles by the then current president outlining his or her plans for their term of office.

The editors and their terms are as follows:

Terry Thomas	1969
John Vriend	1969-72
Robert Brown	1973-77
Leslie Sabbath	1977-79
Robert Betz	1979-82
Jane Goodman	1982-86
Charles Eberly	1986-88
Diane Lawsche	1988-90
Andrea Smillie	1988-90

## **DIVISIONS**

This section of the MACD history must be considered cursory in nature. Each division of MACD has its own history and a great deal could be written about each. Hopefully, each division will appoint a historian to conduct a thorough investigation of each division. In addition, there are conflicting dates in the records of the association with respect to some division charters. The minutes of the association and the minutes of divisions are sometimes disparate. In some instances the dates reported in the "Quest" do not coincide with other records.

What is known is that one of the first divisions was the Michigan Counselors Association (MCA) (It changed Its name to the Michigan School Counselors Association in 1969). This division became a state branch of ASCA before the founding of MPGA. The time period from 1985 to 1988 was interesting since MCA existed as an independent organization (since 1948), and yet the umbrella organization (MPGA) had come into existence which had as its purpose the uniting of all guidance organizations. The situation was somewhat delicate since MCA was clearly the dominant group and yet it was being asked to become but one of several organizations under a new political arrangement. Jean Carlson (Muskegon) was president of MCA at the time. Terry Thomas played a very key role in the deliberations. He held a unique position having been president of MCA In 1965-66 and in 1988 was president- elect of MPGA. (See Chapter II for details.)

Other divisions which came on board early were the Michigan-American Rehabilitation Counselors Association (Michigan ARCA-1968), the Michigan Employment Counselors Association (MECA-1969), the Michigan Vocational Guidance Association (MVGA-1969), the Michigan Association for Counselor Education and Supervision (MACES-1969), and the Michigan College Personnel Association (MCPA-1970).

The MACES division has an interesting history. Even though it became a chartered division In 1969, it was really composed of two interest groups that had existed prior to that date: The Michigan Guidance Directors Association (MGDA) and the Counselors Educators of

Michigan (CEM). In fact, the MGDA had been in existence since 1980. The possibility of a merger was discussed at a CEM meeting in March, 1968. Surveys were sent to national ACES members in Michigan. There was a favorable response. An organizational meeting was held on January 17, 1969. The by-laws were adopted in February and MACES was chartered in fall. The two groups continued separate as well as joint meetings but decided to merge once and for all in 1974. MGDA and CEM ceased to exist after that date.

The MVGA [renamed the Michigan Career Development Association (MCDA)] was founded by George Leonard (Wayne State University). Leonard had created the Developmental Career Guidance Program in the Detroit Public Schools in 1964, was MVGA's first president, later became president of NVGA and was president of MPGA in 1971-72. MCDA has been a very active division with its own newsletter ("The Scanner") and annually sponsors a well attended spring conference.

The name of Charles Shields will be always inextricably linked to MECA. Shields was one of the founders of MECA and for many years was its only president. Shields was always present at assembly and senate meetings and represented well the interests of MECA.

The Michigan Association for Measurement and Evaluation in Guidance (MAMEG) under the presidency of John Lormer and assisted by Marjorie Mastle (Washtenaw ISD) and George Grisdale (Oakland ISD) became a chartered division in 1973 after having been founded in 1969.

The Michigan Catholic Guidance Council (MCGC) joined MPGA in 1973 and the Michigan Association for Non-White Concerns (MANWC) [renamed the Michigan Association for Multi Cultural Counseling and Development (MAMCD)] was approved in 1975. The Michigan Public Offender Counselors Association (MPOCA) was chartered in the same year. However, MPOCA never developed a strong following and following revitalization efforts by the 1981-82 President Jere Thomas the division was deactivated in 1983.

Two related interest groups were founded in 1974 and 1978 respectively: The Michigan Association of Agency Counselors (MAAC) and the Michigan Mental Health Counselors Association (MMHCA). The MAAC was approved as a MPGA interest group in 1975. In 1979, the two groups consolidated and were known as the Michigan Mental Health and Agency Counselors Association. The name has been shortened to the Michigan Mental Health Counselors Association.

The Michigan Association of Specialists in Group Work was organized in 1975 under the leadership of John Webber (Schoolcraft College). During its initial year Michigan had 39 ASGW members on its rolls. John Webber was the acting president, Leslie Sabbath was president-elect and Jannar Davis was secretary-treasurer. Webber had been active in ASGW and had become a leader in the Human Potential Seminar movement.

The existence of the Michigan Elementary School Counselors Association (MESCA) and its relationship to MSCA is a unique chapter in the MACD history. MESCA was founded in 1986 and held several meetings and workshops in 1987 and 1968. At the same time the MCA was changing its name and identity to MSCA and becoming an organization which was even more of a school counselors oriented Organization than its predecessor--MCA. And It (MSCA) was a chartered division of MPGA. In addition, MESCA was publishing its own newsletter, the "MESCA Messenger." MESCA also held several successful spring conferences.

Never-the-less, tensions between the two groups did exist. The issues were at once both political and economic. MESCA wanted to establish its own identity, have a voice in the governance of MSCA and lay claim to portion of the dues paid to MSCA. And at the same time

MESCA wished to have a high degree of autonomy. Had they been able to they would have formed their own MPGA division. That was not possible because MSCA was the recognized and chartered school counselors division. The first effort at a 'merger' occurred in 1971 under the guidance of MPGA president George Leonard. The second effort was made in 1977 and resulted in much more cooperation. MESCA and MSCA began to share publications and dues at that time. In the early 1980's the 'merger' had been completed and the activities of both groups were consolidated.

In 1978, a middle school counselor's network was formed with the idea that if there were enough interest shown an Interest group would be formed. However, not enough interest was generated and the concept was abandoned.

Leslie Carlin holds the distinction of being the prime mover in forming two divisions of MACD-MCPA and MAHEAD. Carlin came to Central Michigan University in 1948 as a counselor. He joined the Michigan Counselors Association (MCA). However, the MCA was primarily a school counselors association. Carlin felt there should be an organization for college counselors. He consulted with his dean, David Trout and as a result in 1951 he and his wife Margo wrote letters to student deans at other colleges inviting them to send representatives to an organizational meeting.

The meeting was held at the University of Michigan on July 31, 1952, hosted by Stuart Huislander. Thirteen people attended. The Michigan College Counselors Association (MCCA) was formed with William Mann (Michigan State University) elected as the first president. Their first conference was held at Michigan State in 1952. In 1958, the name was changed to the Michigan College Personnel Association (MCPA) which reflected the broadening scope of member interest and also to parallel the national organization (ACPA). MCPA was chartered by MPGA in 1971.

The MCPA met at the 1970 MPGA convention in Grand Rapids. At this meeting the issue of becoming a division of MPGA was discussed. A motion was made to become a division. This motion sparked heated debate. On the one side was the argument that MCPA should join with other counseling organizations in a united organization. The counter arguments were that: (1) MCPA would lose its identity and (2) MCPA had been in existence 18 years as an independent organization with its own semi-annual conferences and did not need what MPGA was offering. The discussion was sometimes acrimonious. The vote was taken with the majority favoring to join MPGA. Some of those who were in the minority resigned their membership and never returned to the organization.

Carlin also was instrumental in forming MAHEAD. He had been national president (1961-82) of the Student Personnel Association for Teacher Education (SPATE) which was a national division of APGA and the predecessor of MAHEAD. Carlin, Virginia Norton, Floyd Bell, Donald Bertsch, and John Rinke became the nucleus of MAHEAD. They met and organized at the fall convention of MPGA held at Long's Convention Center Lansing in 1976. MAHEAD was chartered on May 20, 1977, at the MPGA Senate Meeting.

The Michigan Association for Adult Development and Aging is the newest division of MACD having been organized by Elinor Waters, George Grisdale and others. It was chartered in 1988. Elinor Waters has also served as president of the national division.

The strength of MACD lies in its divisions. The divisions are the heart and soul of the organization. True, local chapters have a role to play in governance but they are not as well organized or as invested in the governance structure. Also, their representatives are not always in attendance at MACD meetings and they do not form political alliances as well as divisions.

With the founding of APGA in 1982 along divisional lines it was only natural that state branches would have the same type of governance structure. When state branches started organizing after 1965 they were really duplicating the national organization at the state level.

An analysis of the minutes since 1965 clearly indicates that the divisions that have been prominent in organizational matters have been MSCA, MACES, MCDA and MCPA--all educationally based divisions with the majority of their members from K-12 schools, colleges or universities.

Some divisions (MSCA, MACES, MCPA, MECA, MMHCA and MARCA) are related to work-specific settings and others are more related to special interests and cut across work-settings (MAADA, MAHEAD, MAMCD, MAMEG, MCGC, MASGW and MCDA). Certainly there are exceptions to these categories but as a general rule they can be ordered in this fashion.

However, when there have been debates in the councils of the governing bodies of MACD over the last 25 years it is clear that whatever differences have existed have been between the work-specific divisions rather than special interest divisions. (It should be noted that about 90% of the time actions taken by MACD have been by near unanimous consent.)

This is both a blessing and a curse; a blessing in the sense that it is natural that representative from divisions are just that--advocates for their division. They are competing for services and resources from the parent organization. And through debate, discussion and political compromises, solutions are reached, compromises are struck, agreements are made and the business of the association carries on.

It is a curse in that more global issues have been sacrificed in order to resolve inter-divisional issues and immediate situations rather than how the organization --a human services organization could impact such areas as: educational reform, assisting the dispossessed, aiding victims of disasters, taking part in dispute resolutions, and engaging in advocacy.

**TABLE 1**  
**MACD DIVISIONS [Current Title]**

Division	Charter/Approval Date
Michigan American Rehabilitation Counseling Association (MRCA)	December, 1968
Michigan Employment Counselors Association (MECA)	February, 1968
Michigan School Counselors Association (MSCA)	November 16, 1968
Michigan Association for Counselor Education and Supervision (MACES)	November 16, 1968
Michigan Vocational Guidance Association (MVGA)	November 16, 1968
[Michigan Career Development Association] (MCDA)	
Michigan College Personnel Association (MCPA)	May 14, 1971
Michigan Association for Measurement and Evaluation In Guidance (MAMEG)	May 18, 1973
Michigan Catholic Guidance Association (MCGA)	October 29, 1973
Michigan Association for Non-White Concerns (MANWC)	May 22, 1975
[Michigan Association for Multi- Cultural Counseling and Development) (MAMCD)	
Michigan Association for Specialists In Group Work (MASGW)	November 2, 1975
Michigan Public Offender Counselors Association (MPOCA)	November 2, 1975 (Decertified 1983)
Michigan Association for Humanistic Education and Development (MAHEAD)	May 20, 1977
Michigan Mental Health and Agency Counselors Association (MMHACA)	January 19, 1979
(Michigan Mental Health Counselors Association] (MMHCA)	
Michigan Association for Adult Development and Aging (MAADA)	October 29, 1987
<b>Interest Groups</b>	
Michigan Association for Agency Counselors (MAAC)	May 27, 1975
Michigan Guidance Directors Association (MGDA)	October 8, 1968
Michigan Elementary School Counselors Association (MESCA)	October 8, 1968
Michigan Mental Health Counselors Association (MMHCA)	September 27, 1978
(MAAC and MMHCA combined January 19, 1979).	

## CHAPTERS

Since 1929, there have been 41 local organizations in the MACD history. Some have become chartered local chapters of MACD, some have operated informally, many have combined with other local chapters and become re-chartered, and some have become defunct. It was not the intent of the author to write the individual histories. Hopefully, each chapter will take it upon themselves to do so.

The history of three chapters can be found in Chapter II (Detroit, Wolverine and Lansing). Certainly these chapters played a dominant role in the early history of MACD. Beginning in the late 1950's several other local chapters began to organize.

One of those was organized in 1968, under the leadership of Douglas Blocksma. He must be considered the founder of West Shore (later West Michigan). Blocksma had been employed at the Flint Guidance Center and at the time of the founding of West Shore was Director of Pupil Personnel Services for the Grand Rapids Public Schools. He later went into private practice. He held many seminars and taught courses for several years. He was an outstanding leader, teacher, therapist, consultant and role model. An annual award is given each year in his name by WMACD.

In addition to Blocksma, Phil Lucasse and Donald Fink assisted in the formation of this organization. The constitution was adopted in February, 1958, and was approved by APGA. The charter was awarded March 13, 1958.

Other local chapters were in existence prior to the 1966 founding of MPGA. The October, 1985, edition of the Michigan Counselor lists the following: Berrien County, Calhoun County, Guidance Association of Metropolitan Detroit, Downriver, Lansing, Lenawee, Macomb, North Central, Northwest Wayne, Oakland, Upper Peninsula, West Shore, and Wolverine.

After 1965, the number of local chapters increased dramatically. In addition to those already mentioned the following were added by 1968: Allegan, Genesee, Jackson, Marquette, Muskegon, Northeastern, Northwestern, Port Huron, Tri-County and Van Buren.

In terms of receiving charters from MPGA/MACD the following can be reported (from the minutes of MPGA/MACD): Lenawee and Calhoun (1965); West Shore, Northwest Wayne, Macomb and Oakland (1967).

Beginning In 1968, president-elect Terry Thomas began an official directory of officers, chapters, divisions and related organizations. That directory listed no new chartered chapters.

The 1969-70 directory also listed no new chartered chapters but does list some new counselor's groups: Counselors Chapter of the Detroit Federation of Teachers, Detroit Counselors Association (not GAMD), Downriver, Jackson, Muskegon, (later Shoreline), North Central (Saginaw, Bay City, Mt. Pleasant area), Northwestern (Traverse City region), Tuscola County, Upper Peninsula, and Van Buren County.

In 1972, West Shore changed its name to West Michigan. By 1973, the following groups were approved: Berrien- Cass, Detroit Archdiocesan, Genesee, Jackson, Kalamazoo, and Northeast. Mid-Michigan was added in 1974 along with Monroe County.

Berrien-Cass became Berrien-Cass-Van Buren in 1975. Washtenaw was first listed in the directory in 1977. The Livingston County chapter came into existence in 1979- Blue Water in 1981. The Bridge Area was chartered in May, 1987.

Other chapters were in operation during these years. Some never bothered being chartered preferring to operate informally. A complete list of chapters that have been in existence at one time or another since 1929 is given in the Appendix.

## **ORGANIZATIONAL ISSUES**

### **Administration**

The administration of MPGA/MACD has been a continuing issue since its founding. As the organization has grown in size and the budgets have increased significantly (\$60.23 in the treasury in 1966, to a budget of \$84,200 in 1989-90) the need for personnel to administer the policies of the organization has also grown.

The issue has been studied by various ad hoc committees almost continually. The minutes of the organization reflect a stated need for an executive secretary director (October, 1968; October, 1969; May, 1970; May, 1971; January, 1978; February, 1980; and May, 1980). Various issues of the "Quest" have statements by presidents indicating this need (May, 1974, February, 1980, March, 1982). In 1971-72, Ken Schipper served as an unpaid executive secretary. For the first few years the administrative duties were performed by the president (1965-1974). Robert Betz appointed James Costar as chairperson of a committee to study the issue (June 14, 1974). As a result of that study the MPGA Senate approved an administrative assistant position. The first persons to hold the position was Jeffrey Zydrale (1974-76). Two others followed: Herman Rummelt (1976-77) and Larry Urban (1977-78). All three were doctoral students at Michigan State. The MPGA office was at Erickson Hall, MSU until May, 1975 when it was relocated to 4211 Okemos Road, Okemos. MPGA paid for these services by contracting with MSU. MSU was the actual fiscal agent. During these years the role and function of the position was debated and discussed several times at MPGA meetings.

In April 1978, the appointment of George Lokken was discussed by the MPGA Executive Council. Lokken was offered a contract through his company (Marlok Enterprises). This appointment was a departure from the model established in 1974.

George Lokken was a colonel in the Army who, when he retired in 1974, accepted an appointment as a program coordinator for the City of Lansing. He resigned from that position in June 1978, to start his own management and consulting business. He also became a registered lobbyist. He was married to Mary Lokken (Waverly Schools) who was an active member of MPGA. He was a graduate of the University of South Dakota.

The MPGA headquarters was moved to the Lokken home in July 1978. The initial contract for administrative services was \$500/month. Lokken was the administrative assistant for six years and brought stability and expertise to the MPGA. He also provided lobbying services. Lokken provided high quality services and was an excellent source of advice and counsel on management issues. The information and data that Lokken provided were well received by the governing bodies of MPGA and assisted the MPGA in growth and development. He resigned on June 30, 1984.

Betty Ongley was appointed chairperson of a search committee by president Harry Clay in 1984. The committee interviewed several candidates and recommended Richard Northrup of Okemos. Northrup (Marbob Enterprises) took office on July 1, 1984. He resigned from this position February 15, 1985, when the officers of the association determined that he was not fulfilling his assignments.

The responsibilities for interim administration and legislative services fell to Loren Perry, Terry Cornwell and Dorothy Cornwell (Family Growth Associates - St. Johns) and John Geisler

(Kalamazoo), respectively. Loren Perry later resigned from his position after he was charged with a felony. Geisler's position was eliminated when the 1988-89 budget was adopted in May of 1988.

Since 1985, Terry and Dorothy Cornwell have been the administrative assistant team. They have been assisted by their daughter Trish.

The legislative responsibilities were assigned to Ellen Hoekstra and Darrel Tennis (Capitol Service, Inc.) of Lansing. Capitol Services has been under contract since 1988 when they were contracted to assist in the passage of counselor licensure legislation.

### **Elections**

For the most part the elections have run very smoothly throughout the 25 years of MPGA/MACD. However, some unusual situations have occurred. One issue was the election of 1978. The nominating committee had recommended that Wyatt Kirk (Kalamazoo) and Thelma Vriend (Detroit) be the candidates for president-elect. Before the slate was approved by the executive council, Vriend withdrew her name from nomination. Her rationale was that there were several minority candidates who were qualified to run for the presidency and that it was not necessary for two minority candidates to oppose each other.

At the February 27 meeting the council, upon a motion by Donald Bertsch, directed the nominating committee to identify a second candidate to fulfill the by-laws requirement. The candidate who was selected then had to be approved by the council. Charles Lacy was accepted as the second candidate at the council meeting of April 2, 1978, and eventually was elected president-elect.

In 1973, William Mick was appointed treasurer after Robert Tupper resigned. Mick was subsequently elected to serve a full term.

James Howse has the distinction of having served in office longer than any other officer of MPGA/MACD. Howse was elected treasurer-elect in 1976 and served as treasurer from July 1, 1977 through June 30, 1987 - a total of 10 years. He was never defeated in an election and his last year in office was actually an extra year (the treasurer serves a three year term) because the nominating committee - forgot to nominate treasurers- elect in 1982.

In February, 1986, president-elect Diane Perry resigned for health reasons. Since the by-laws at that time were silent on the issue of filling vacancies for the office of president-elect the executive council voted in favor of appointing Sylvia Walworth to the position. Walworth had been the candidate to oppose Perry. Walworth accepted the appointment and served four months before assuming the presidency for 1985-86.

In 1986, the nominating committee developed a slate of officers for 1987-88. The slate that was developed and approved by either the executive committee or the assembly (minutes not available early in 1988). However, only one candidate for the office of president-elect was listed - Jane Goodman.

Janice McIntosh resigned the office of secretary- elect in March of 1988. The office was vacant until the election of Mary Ladue in that same year. Jacklyn Gibson was elected secretary for 1988-89.

A list of all officers who have served the association is provided in the Appendix.

### **Budgets**

As might be expected the MPGA/MACD budgets have increased over the 25 year history. Several factors have affected the budgetary process.

1. Membership. The membership increased from 279 In December, 1965, to an all- time high of 2,200 In September, 1972. From October 1977 through January, 1990 the range was 1003 - 2001 with a mean of 1378 (monthly basis).
2. Dues Increases. The dues Increased from \$3.00 In 1987-88 to \$40.00 In 1989-90. As far as can be determined the Increments were \$3-6-9-15-20-35-40.
3. The net Income from the fall convention has varied from zero to over \$16,000.
4. The Income from other sources (interest, advertising, fund raising, etc.) has had a negligible effect on budgets.

Budget data are not available for every year (1965-1990). The listed budgets are the only ones available from the minutes of the association:

1986-87	\$1,595.00
1987-68	1,800.00
1973-74	11,000.00
1978-79	14,782.50
1979-80	38,800.00
1980-81	43,850.00
1981-82	81,000.00*
1983-84	48,200.00
1984-85	38,800.00
1985-88	45,500.00
1986-87	50,000.00
1987-88	73,500.00
1988-89	71,450.00
1989-90	84,220.00

### **Conventions**

The highlight of the MIACD year is the annual convention. It is the one time during the year when the entire membership is invited to participate in both professional development and social activities. It is also the time when the association honors its members with awards and citations.

The annual convention has been held in the fall every year since 1969. Prior to 1969 the annual meetings were sponsored by the Michigan Counselors Association (MCA). When the MCA became a division of MPGA in 1968 the annual fall conference of MCA became combined with MPGA for its annual convention.

Attendance has varied from approximately 300 to 900 Persons. The convention is staffed entirely by volunteers with as many as 50 members volunteering their time. John Webber has chaired four conventions, Harry and Sue Clay - three, and Charles Lacy - two.

\*When expenditures exceeded income in 1981-82, Jere Thomas and James Howse secured a loan for \$7,500.

Two convention sites had to be changed. In 1975, the convention was scheduled for the Heritage Hotel, Detroit. For several weeks before the convention rumors were circulating that the hotel was about to go bankrupt. Charles Lacy received assurances that this was not the case. However, on his way to a meeting at the hotel prior to the convention he discovered the doors had been padlocked! The hotel was closed. Fortunately the Detroit Convention and Visitors Bureau came to the aid of MPGA and the convention was moved to the Ponchatrain Hotel and nearby Cobo Hall.

At the May 1979 meeting of the MPGA Senate, Harry Clay (co-chair, 1979 Grand Rapids convention) called John Geisler (president-elect) with the news that the Pantlind Hotel had been purchased by Amway Corporation and would be closed for renovations. Within four days Geisler secured arrangements with the Kalamazoo Center (Hilton Hotel) and the convention moved there.

Michigan has also hosted several national conventions. The earliest known national conference was in 1913 when the National Vocational Guidance Association (NVGA) was founded In Grand Rapids. The NVGA returned to Grand Rapids In 1918, and also met in Detroit in 1931. The 1931 convention chair was Warren K. Layton of Detroit. The NVGA president was Emma Pritchard Cooley of Detroit. Some of the topics presented were: Methods of Conducting and Recording Vocational Interviews; How to Increase Vocational Counseling Services In Schools; and Vocational Information, Interest and Aptitude Tests. The premier of the first vocational guidance "audible" movie by Harry Kitson titled, "Finding the Right Vocation" was shown at this convention (Guidance Association of Detroit and Vicinity Directory, 1956-57, p. 4-5).

In 1968, the APGA convention was in Detroit. Edward Adamek (Wayne State) was the convention coordinator. Mary Calderone, Oscar K. Buros and Albert Ellis were principal speakers. One of the memories of this convention was not planned. Martin Luther King, Jr.'s assassination provoked riots and the City of Detroit was under curfew.

Leo Buscaglia, Jean Huston and C. Gilbert Wrenn were the primary speakers at the 1982 Detroit APGA Convention. John Webber was the coordinator, James Owen was the program chair.

**Table 2**  
**Convention Sites, Chairpersons and Presenters**

Year	Place	Principal Speakers
1969	Detroit, Statler Hilton Chair: Robert Wurtz	Willis Dugan
1970	Grand Rapids, Pantlind Hotel and Civic Auditorium Chair: Kenneth Schipper	Robert Lusk C. Gilbert Wrenn Brendan Sexton
1971	traverse City, Park Place Chair: Robert Warner	William Lewis, William C. Shutz, S. Norman Feingold
1972	Detroit, Sheraton Cadillac Chair: Euthimeus Cocoves	William F. Peirce Garry Walz Jack Hutchison

1973	Grand Rapids, Pantlind Hotel and Civic Auditorium Chair: B. Margaret "Bunny" Voss	Murray Banks
1974	Lansing, Olds Plaza and Civic Center Chair: James Scott	Robert Carkhuff Earl Nelson
1975	Detroit, Pontchatrain Hotel and Cobo Hall Chair: Charles Lacy	John Krumboltz Pre-convention - John L. Holland, John Q. Crites, Bert W. Westbrook (MAMEG)
1976	Grand Rapids, Pantlind Hotel and Civic Center Chair: Tyrus Wessell, Charlene Paquin	Msgr. Michael Hugh Beahan (Father Mike)
1977	Lansing, Long's Convention Center Chair: Gregg Childs, Lois Frears	Sidney Simon
1978	Detroit, Plaza Hotel Chair: John Webber, Dorothy Savage	Wayne Dyer
1979	Kalamazoo, Hilton Hotel and Miller Auditorium (WMU) Chair: Harry and Sue Clay	Elizabeth Kubler-Ross Mary Maples
1980	Detroit, Renaissance Center Chair: John Webber, Charles Lacy	Mary Calderone Paul Gephard Richard Green Robert Kolodny David Viscott
1981	Kalamazoo, Hilton Hotel Chair: Robert Betz, J. Patrick Egan	
1982	Flint, Hyatt Regency Chair: Barbara Hec	Dulmar "Dutch" Landen
1983	Grand Rapids, Grand Plaza Chair: Harry and Sue Clay	Ivan Fitzwater
1984	Detroit, Westin Hotel Chair: John Webber	Nancy Schlossberg
1985	Boyne Mountain Chair: Jere Thomas, John Bayerl	Rollo May Robert Ackerman
1986	Flint, Hyatt Regency Chair: Jim Vukovich	Richard Bolles
1987	Grand Rapids, Grand Plaza Chair: Harry and Sue Clay	William Purkey Foster Klein
1988	Detroit, Westin Hotel Chair: John Webber, Phyliss Robinson	Paul Pearsall Samual Betances
1989	Shanty Creek, Bellaire Chair: Bob Berryman	Lawrence Smith

## **CHAPTER IV FUTURING**

The Michigan Association for Counseling and Development (MACO) has had a successful 25 years because those professionals who have been in leadership positions have recognized that there is truth in the axiom: United We Stand, Divided We Fall. Expanding on that idea over the Past 25 years it could be said: United We Have Made Progress, Divided We Could Not Have Done It.

The question for the next 25 years might very well be: Will the ties that have bound us together, keep us together? The same question is being posed at the national level with some AACD divisions seriously examining whether it is to their benefit to remain in a federation of organizations. If there is a breaking off of divisions at the national level, there is every reason to believe that a majority of state branches will follow suit within a very few years. Michigan, in particular, has followed the national lead in many ways.

For example, Michigan was one of the first pilot states to have a state branch modeled after the then APGA. There were no state branches patterned after the national until 1965--and APGA was founded in 1952. When APGA had 13 divisions, Michigan was the first state branch to also have 13 divisions. When APGA/AACD added new divisions--Michigan followed within a very few years. Michigan has followed very closely the national model. And why not? Michigan has produced three presidents of the national organization: Walter Johnson, Edward Roeber and Garry Walz. Michigan has also produced 24 national division presidents: Jesse B. Davis, Emma P. Cooley, Edward Roeber, Raymond Hatch, Clifford E. Erickson, George Leonard (NVGA/NCDA); Arnold Embree, James Whitledge, James Stiles (ASCA); Gregory Miller (APCA); John Vrlend (ASGW); Elinor Waters (AADA); Leslie Carlin (SPATE.AHEAD); Frank Womer, William Mehrens, George Grisdale (AMEG/AMECD); Glenn Smith, Carl Horn, William Cash, Garry Walz (NAGSCT/ACES); Roberta Floyd, Dave Meyers (NECA) and Gloria Smith, Thomas Gunnings (ANWC/ AMCD). And, Michigan has produced two chairpersons of the Mid-West Region Branch Assembly (James Owen and John Geisler). And this is just the tip of the iceberg. Several former APGA senators have come from Michigan and countless others have served on other governing bodies, committees, commissions, etc. Michigan has been very active at the national level.

The lesson is clear. Whatever happens on the national scene will have a very direct bearing on MACD. It would be wise for every AACO/MACD member to carefully monitor national activity and impact that process if necessary. For example, Smith (1990) makes a valid case for collapsing the current AACD divisions into four single divisions.

### **MEMBERSHIP**

For all of its history the overwhelming majority of the membership has come from an educational base. With one exception (Sylvia Walworth) all of the presidents at the time they took office came from either a K-12 public school or college background. This phenomenon is reflective of the composition of the membership. There will probably be a shift in the training, education and interests of many of the new members of MACD. More of them will be interested in private practice, agency settings, marriage and family counseling, mental health settings, etc.

The number of professionals entering educational settings will be stable, those entering non-educational settings will increase. Will the MACD respond to the needs of these new entry level professionals? Will the MACD provide different professional development programs,

seminars, institutes and conferences? Will the convention program committee schedule meetings at the state convention that will attract this new breed? If it doesn't then MACD may initially attract the interest of these new professionals but it will not hold them for long. And these people will then likely join other organizations or establish one of their own. Not only must the MACD leadership plan for this future--but perhaps even more importantly the local chapters must initiate action on their own--at the grass roots! It would be a strategic move if MACD would bring local chapter leaders together to develop initiatives. For far too long, local chapters have neglected "agency counselors"--not by design--but by failing to recognize that counseling is more than just "school counseling." There are counselors in MESC offices, MRS offices, DSS programs, private practice, hospitals, clinics, etc. who must be brought into local chapters.

The standards for membership need to be modified. Currently, the criteria is that anyone who is engaged in counseling, guidance or personnel services can become a regular member. To become an associate member all you have to do is be "interested" in counseling. In effect, if you pay your dues - you are in. And the criteria for staying in is to keep paying your dues. Not exactly an exclusive club! Shouldn't there be rigorous standards for entry? And shouldn't there be some recognition for those who continue their professional development? I believe the future will see a higher standard for initial membership and a reward for those who participate in professional growth.

There is also a double standard in terms of requirements for division and chapter membership. With two exceptions all members of divisions are also members of MACD. This is not the case at the local chapter level. In some cases there are chapters whose non-MACD members outnumber MACD members. When the by-laws were first developed it was assumed that chapters and divisions would share a somewhat equal voice in the governance of MACD. But history tells us that is not the case. Until the by-laws were changed chapter representatives could only vote in two meetings a year! Divisions clearly have the political clout. The future will see a more equitable distribution of power or the chapter/division arrangement will be modified.

### **ADMINISTRATION**

The administration of MACD has an interesting history. There was no administrative assistance until 1974 when MACD began employing part-time doctoral graduate assistants. Since then MACD has employed two management/lobbyist professionals on a part-time basis. Later these responsibilities were split with an administrative team separate from the part-time lobbyist. With one exception these people have provided quality services and the association has benefited from their expertise. The question for the future is: Does the MACD want the headquarters/government relations staff to operate on a part-time basis or does it see the benefit in a full-time staff with resources to provide full-time services and leadership to the membership? Does it perceive its headquarters staff to be just service oriented or to be service and full-time leadership oriented? If the MACD moves to a progressive, influential, politically astute mode of operation then the latter view will prevail.

### **DUES**

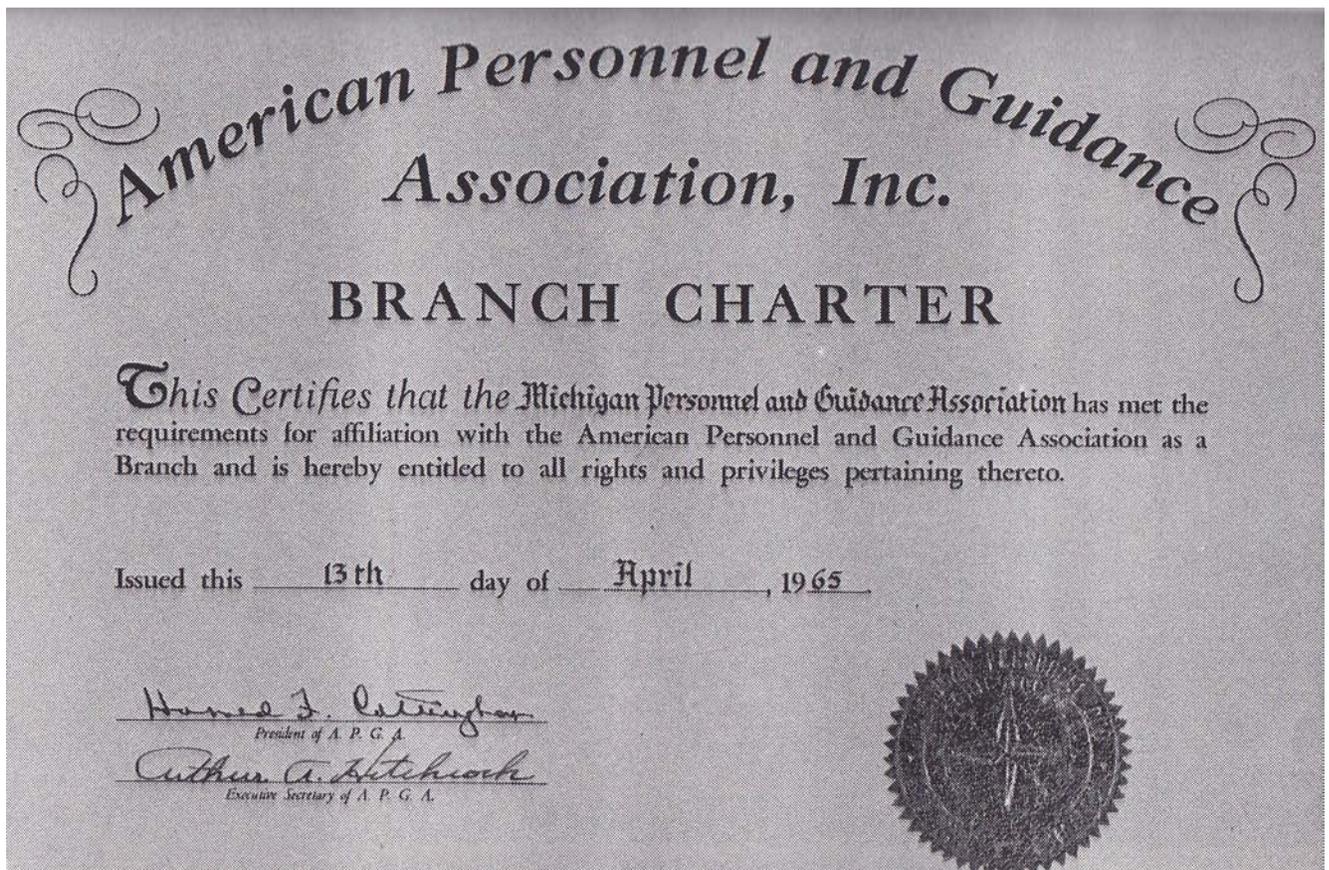
The dues will increase. Just ascertain as death and taxes there will be an increase in dues. The 1990-91 dues for MACD are \$45 and for \$45 I expect \$45 in services, which is to say--not a great deal. Forty-five dollars is a nice evening of dinner and the movies for two people. The Michigan State Medical Society dues are over \$350 plus county medical society dues plus optional specialty group dues raises the total to between \$380 and \$800. The Michigan Ear

Association dues are over \$200. The Michigan Education Association dues are over \$300. If the MACD expects to have a full-time staff offering a variety of professional services to its members then they must be willing to pay the price. And that means more than a token increase in dues.

### UNITY

Unity through diversity has been the theme that has run through the history of MACD. The membership is indeed diversified and probably will become more so. Will the unity theme prevail? Will it become the touchstone of the future? Will special interests be transcendent to the common good? If this view prevails, then MACD will remain healthy. If not, then MACD will be fractured and splintered with the special interest groups going their own way and becoming diffused.

I am hopeful. The MACD has accommodated new ideas and new groups. It has survived birth and adolescence and, with an increased sense of mission and purpose, will survive and provide distinguished services to its members, the profession, and those it serves.



**The MPGA Charter**

**Appendix A**  
**Local Chapters (Since 1929)**

Allegan County  
Berrien County  
Berrien-Cass  
Berrien-Cass-Van Buren  
Bridge Area  
Blue Water Area  
Calhoun Area  
Cass County  
Central Michigan  
Copper Country  
Downriver  
Eastern Michigan  
Genesee Area  
Grand Traverse  
Guidance Association of Metropolitan Detroit (Detroit and Vicinity)  
Jackson  
Kalamazoo County  
Lansing Area  
Lenawee County  
Livingston  
Macomb County  
Marquette  
Mid Michigan  
North Central  
Northeastern  
Northwest Wayne County  
Northwestern  
Oakland Area  
Port Huron  
Sanilac County  
Shoreline (Muskegon)  
Suburban Wayne County  
Thumb Area  
Tri County  
Tuscola County  
Upper Peninsula  
Van Buren County  
Washtenaw Area  
Western Michigan (West Shore)  
Western Michigan Vocational Guidance Association  
Wolverine

Most chapters have been chartered by either NVGA, APGA, MPGA or MACD. Some have existed without being chartered by any state or national organization. Those whose names

have been changed are indicated by a parenthesis ( ). Not all chapters are in existence and some have formed, reformed and combined with other chapters in their geographic area.

There were two Western Michigan groups: WMVGA existed from 1937-42. WMACO was formed in 1957 as West Shore.

MICHIGAN PERSONNEL AND GUIDANCE ASSOCIATION

MICHIGAN ASSOCIATION FOR COUNSELING AND DEVELOPMENT (1)  
OFFICERS  
1965 - 1990

**Appendix B**

Year	President	President Elect	Past President	Secretary	Secretary Elect	Treasurer	Treasurer Elect
1965-66	Frances Schneider	Leslie Carlin		Jane Bonnell		George Grisdale	
1966-67	Leslie Carlin	J. Patrick Egan	Frances Schneider	Jane Bonnell		George Grisdale	
1967-68	J. Patrick Egan	John webber	Leslie Carlin	Robert Marks		Frank Womer	
1968-69	John Webber	Terry Thomas	J. Patrick Egan	Robert Marks		Robert Betz (2)	
1969-70	Terry Thomas	James Owen	John Webber	Alice Bishop		Robert Betz	
1970-71	James Owen	George Leonard	Terry Thomas	Kathryn Adams		Robert Betz	
1971-72	George Leonard	Joseph Messana	James Owen	Martha Stone		Robert Tupper	
1972-73	Joseph Messana	Rex Bean	George Leonard	Bruce Galland		Robert Tupper	
1973-74	Rex Bean	Robert Betz	Joseph Messana	George Mitchell		William Mick (3)	
1974-75	Robert Betz	Howard Splete	Rex Bean	Alice Morris		William Mick	
1975-76	Howard Splete	Donald Bertsch	Robert Betz	Barbara Heck		William Mick	
1976-77	Donald Bertsch	Charles Lacy	Howard Splete	Mildred Tanner	Carol Hollis	William Mick	James Howse
1977-78	Charles Lacy	George Grisdale	Donald Bertsch	Carol Hollis	Diane Hodges	James Howse	
1978-79	George Grisdale	John Geisler	Charles Lacy	Diane Hodges	Ann Leathers	James Howse	
1979-80	John Geisler	Sara Sue Schaffer	George Grisdale	Ann Leathers	Esta Stove	James Howse	James Howse
1980-81	Sara Sue Schaffer	Jere Thomas	John Geisler	Esta Stover	Jeanne Wagenfeld	James Howse	
1981-82	Jere Thomas	John Bayerl	Sara Sue Schaffer	Jeanne Wagenfeld	Joan Barnard	James Howse	
1982-83	John Bayerl	Harry Clay	Jere Thomas	Joan Barnard	Linda Stuart	James Howse	
1983-84	Harry Clay	Thomas	John Bayerl	Linda Stuart	Elinor	James	James Howse

		Stone			Waters	Howse	
1984-85	Thomas Stone	Diane Perry (4) Sylvia Walworth	Harry Clay	Elinor Waters	Cathy Hof	James Howse	
1985-86	Sylvia Walworth	Betty Ongley	Thomas Stone	Cathy Hof	Irene Ametrano	James Howse	
1986-87	Betty Ongley	Jane Goodman	Sylvia Walworth	Irene Ametrano	Nila Wilson	James Howse	Constance Speers
1987-88	Jane Goodman	Joseph Morris	Betty Ongley	Nila Wilson	Janice McIntosh (5)	Constance Speers	
1988-89	Joseph Morris	Roger Perry	Jane Goodman	Jacklyn Gibson	Mary Ladue	Constance Speers	
1989-90	Roger Perry	Gary Hershoren	Joseph Morris	Mary Ladue	Sheryl Holland	Constance Speers	Betty Reisman

- (1) MPGA became MACD, January, 1986
- (2) The treasurer became a three year term in 1968
- (3) Robert Tupper resigned; William Mick appointed
- (4) Diane Perry resigned; February, 1985; Sylvia Walworth appointed
- (5) Janice McIntosh resigned, March, 1988

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John S. Geisler was born in Morenci, Michigan in 1938. He received his bachelor's degree from Adrian College in 1961, his master's from the University of Toledo in 1966 and his doctorate from the same institution in 1968. He has been a high school teacher, college admissions counselor, director of an Upward Bound program and a counselor educator at two Michigan universities [Central Michigan University, (1968-76) and Western Michigan University (since 1976)]. He is a past-president of MACD and maintains a part-time practice as a counselor and consultant. He is the father of three children Charles, Suzann and Nicole. He currently lives in Kalamazoo.