



Asia Pacific Career Development Association

APCDA Officer Meeting

August 26/27, 2018

Marilyn Maze called the meeting to order at 9PM ET US.

Present

Brian Hutchison, Carla Siojo, Narender Chadha, José Domene, Momoko Asaka, Woongtae Kim, Emily Lizada, Marilyn Maze

President's Message

- As an organization we are at a good place
- Moving forward financially
- Journal will be out in September
 - Each issue has a lead article
 - 16 on review board, 12 countries
- We are about a \$50,000 organization – need to grow into a \$75,000 Org
- Receiving a gift of \$50,000 – Martha Russell Scholarship Fund
 - Open to donations from others
 - Need a Public Relations Campaign
 - Model for other funds

Financial Report

- State of APCDA finances: Everything looks calm financially
 - Note: We had to purchase a subscription to Survey Monkey this July – which was not in the budget.

Staff Reports

- Committee Director Orientations
 - 2 meetings– early meeting last Wednesday & normal time this Wednesday
 - Training in tools for scheduling international meetings and running Zoom
 - Goal setting by Directors
- Webinars Planned
 - September: Millions of Millennials by Hao Guo
 - October: Using Design Thinking and Positive Psychology for Career Planning
 - November: Counselor Supervision by Roberta Neault
 - December: 5 Steps to You Dream Job by Vernon Williams
- Board Bios – Will link to these from the newsletter, so people know what kind of people are writing most of our articles without include the bios in the newsletter

Restructuring the Board

The APCDA President's Task Force on Board Restructuring recommends that the Board be comprised of 11 members including:

- the 5 officers identified in the bylaws (i.e., President, President-Elect, Past President, Treasure, and Secretary)
- 4 members elected by the Country Director Council from among the Country Directors
- 2 members elected by the Committee Director Council from among the Committee Directors
 - Jose moved, Carla seconded that the Officers make this recommendation to the Board. The motion passed

Restructuring advice from the Member/Friend Survey:

a. Candidates list their qualifications and objectives for APCDA, and the entire membership votes to select the best candidates. <i>Modifications suggested:</i>	38.4%
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<ul style="list-style-type: none"> Board skill sets needs to be determined (related to mission and strategic intent) then people appointed to fill skill sets 	
<p>b. Countries are grouped by large regions (i.e. East Asia, South East Asia, etc.) and each large region selects a Board Member.</p> <p><i>Modifications suggested:</i></p> <ul style="list-style-type: none"> Countries grouped by large regions plus even spread of key stakeholder representatives (academic, community, youth, elderly, HR professionals) Rotation system of representation of the larger region. Country/Region Councils organized by large region, so they can elect a representative to the Board. 	37.5%
<p>c. Countries are grouped based on number of APCDA members and each of these larger groups selects a Board Member.</p> <p><i>Modifications suggested:</i></p> <ul style="list-style-type: none"> Above a certain number of members in country, gets a board seat. Say above 20 at the moment. 	10.7%
<p>Other Options</p> <ul style="list-style-type: none"> Executive Board--Leadership elected, members elected from within large regional groups or other grouping based on members (#2 or #3) Extended Board (Board of Advisors) --rep from every country (only virtual meetings and electronic correspondence; participate by giving perspective and advice on key decisions, but do not vote) 	13.4%

Restructuring Details

- Duties of the Officer are unchanged.
- 6 New Positions:
 - They attend both the meetings of their Council and the Board.
 - They report to their councils on the decisions of the Board, and to the Board on the decisions of the Councils.
 - They are all equal and all represent the whole association. They do not have specific assigned duties.
- Election Process
 - Councils elect their own Chair and their own Representatives from among their members. The Chair of the Council could be one of the representatives, or not, as they choose.
 - We will ask the Nominating Committee to seek candidates from a variety of countries for the candidates for officers.
 - We will ask both Councils to seek representatives from different countries.
 - It is possible that an Officer, a Country/Region Representative, and a Committee Representative would all be from the same country. There is no way to avoid this because the selections are made from different pools and are primarily simultaneous.

Benefits of Core Countries

- Membership on Country Council: Should Azerbaijan, Kazakhstan be grandparenting in as existing members, or should we have a completely objective definition of the countries included on the Board?
 - Brian moved that we include Azerbaijan, Kazakhstan, & Canada as full member countries. Carla seconded. The motion passed.
- Must Organizational Members be from Member Country? (This question was tabled due to a lack of time. Currently, the definition of Organizational Member says they must come from a member country.)

Scholarship Decisions

- Harry wants "similar programs" funded. We have listed these 2 options for similar programs:
 - Pay applicant for local training.
 - Send an APCDA leader to present in an eligible country.
- Instead of reimbursement, APCDA will purchase the air tickets and hotel rooms as it does for Officers. Per Diem and Miscellaneous will be provided in cash at the conference.

- Applicants will be asked to estimate the cost of travel to the conference in their application.
- If APCDA dissolves, this endowment will be passed to another non-profit organization which provides related services in one or more of the eligible countries and which agrees to use these funds to provide training to local career professionals.
- Comparison of our scholarships:
 - a. **Martha Russell Scholarship**
 - Graduate students only
 - Residence within an eligible country¹
 - Required to make a presentation in home country after conference
 - Must report about the presentation
 - b. **Emerging Leader Scholarship**
 - Graduate students or graduated within the last 5 years.
 - No limitations on country of origin
 - c. **Requirements in Common**
 - Letter of recommendation from a professor (or employer if not in school)
 - Not a previous winner of either scholarship
 - Plan to attend the entire conference
 - How will your research/work contribute to the field of career counseling?
 - How do you plan to use the information you obtain at this conference to contribute to the field of career counseling?
 - The materials must be submitted in English.

Special Interest Groups

- APCDA wants to have active special interest groups – Anyone with a special interest area is encouraged to form a group

Other (Proposal by Nika Ohashi)

- International Registry for Career Consultants: All Career Services Providers anywhere in the world
- Translation service for each language
- Free to clients, Consultants pay to be listed, Corporations pay for employee access
 - Defer until we have a Vision & Mission statement

The meeting was adjourned at 11:45PM

Respectfully submitted,

Momoko Asaka

Secretary