

Chi Sigma Iota

Summer 2016, Vol. 31, No. 2

EXEMPLAR

Counseling Academic and Professional Honor Society International



wellness



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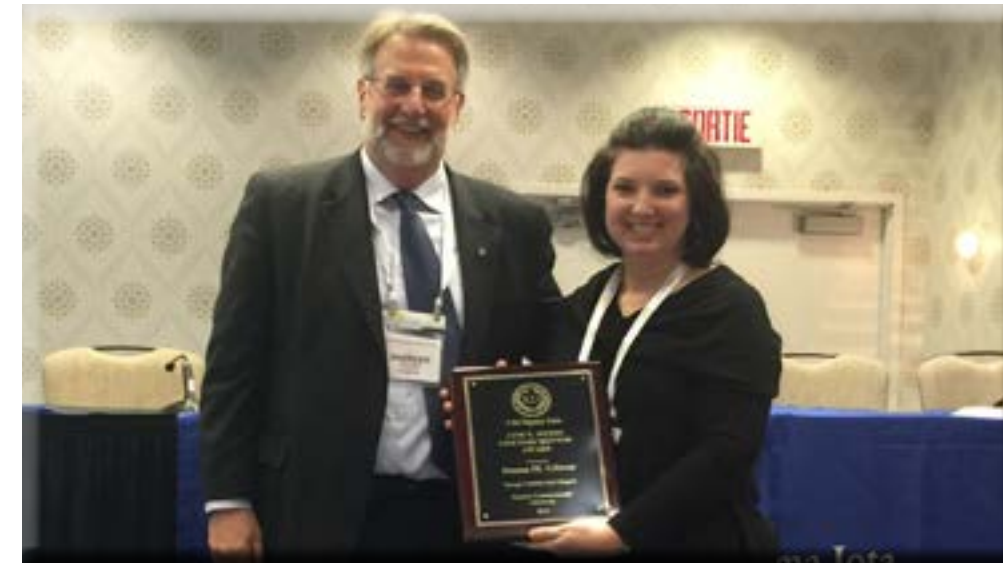
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Associate Editor Insights



Exemplar Editor Donna Gibson receives the Jane E. Myers Lifetime Mentor Award at CSI DayS

Counseling excellence. CSI promotes it, and each year at CSI DayS, we celebrate the achievement of it. This year, CSI DayS were celebrated among the Québécois in Montréal at the annual ACA conference. This edition of *Exemplar* highlights the 2016 CSI DayS, including award recipients and leadership fellows and interns who exemplify counseling excellence.

Summertime. A time for many to attempt a slowdown, a vacation, and, perhaps, a mindful reflection. One area worthy of reflection this summer is on President Michael Brubaker's presidential theme for the year, "wellness leadership," about which you can read on pages 6-7. The CSI Executive Council met recently for their annual summer meeting to reflect on the previous year and to plan for the coming year, and you can expect more information about their meeting in the fall issue of *Exemplar*.

Icons. They are the people who helped build the counseling profession into the vibrant and thriving life force it is today. When we lose an icon, we feel it deeply. The counseling profession recently lost two iconic leaders: Drs. Edwin L. Herr and Don C. Locke. We grieve their loss while celebrating their lives and continuing to build upon their legacies. You can read CSI's memoriam to each of them on pages 22 and 23.

The CSI Exemplar is distributed three times a year to all CSI members and is a main communication service informing members of current events within the Society and within the counseling profession. Its content represents enthusiasm for academic and professional excellence in counseling.

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Headquarters Update

by Holly J. Hartwig Moorhead, CSI Chief Executive Officer



*“And so with the sunshine and the great bursts of leaves growing on the trees, just as things grow fast in movies, I had that familiar conviction that life was beginning over again with the summer.”
F. Scott Fitzgerald, *The Great Gatsby**

As Chi Sigma Iota members, we walk through the year together. For many of us, summertime brings change to regular routines. Perhaps as a student CSI member, you recently graduated with a long-awaited degree in counseling and now you become a Professional Member of CSI as you take the next steps in your counseling career. Maybe as a Professional Member in clinical practice, you look forward to longer days of sunshine to enjoy some self-care outdoors in the warm evenings after long days of caring for others. As a Counselor Educator member, maybe you are teaching some summer classes and preparing for the fall outside of your usual spring/fall semester routine. Here at CSI Headquarters, summer remains a productive time as we close out one fiscal year and welcome a new one.

Dr. Holly Hartwig Moorhead

2015-16 Fiscal Year End

CSI's 2015-16 fiscal year ended on April 30, 2016, and the new 2016-17 fiscal year began on May 1, 2016. At the end of CSI's 2015-16 fiscal year, we had established a total of 387 CSI chapters and initiated more than 109,000 members since CSI was chartered in 1985. We welcomed more than 7,000 new members, and saw more than 6,000 members renew their memberships and continue to invest within our society just within the 2015-16 year. Thirteen new chapters also were chartered, including:

Delta Sigma Mu Chapter at Philadelphia University
Rho Iota Chi Chapter at Rhode Island College
Theta Sigma Upsilon Chapter at Tarleton State University

For more than three decades, the people of CSI have remained the heart of our society. A total of 210 volunteers served on CSI's committees, editorial boards, and review panels during 2015-16. Additionally, CSI leadership and volunteers provided leadership trainings for Chapter Faculty Advisors and chapter leaders at the 2015 Association for Counselor Education and Supervision conference in Philadelphia, PA and the 2016 American Counseling Association conference in Montreal,

Canada. CSI members also presented CSI-sponsored educational sessions, poster sessions, and the 2016 Leadership Workshop during the 2016 ACA conference.

The mission of CSI is to promote scholarship, research, professionalism, leadership, advocacy, and excellence in counseling, and to recognize high attainment in the pursuit of academic and clinical excellence in the profession of counseling. True to our mission, forty-two awards were distributed during the 2016 CSI DayS held during the 2016 ACA conference. More than \$142,000 in chapter rebates was returned to chapters in the 2015-16 fiscal year to help members further the mission of CSI through their chapter activities. Indeed, since CSI was chartered more than thirty years ago, CSI has returned more than \$1.2 million dollars to support counselor education!

CSI continued to provide other practical benefits to members as well. For the fifth year, CSI offered free webinars to active members. The 18 webinars offered in 2015-16 included a three-part series on play therapy and a three-part series on legal and ethical issues. We were delighted to issue 2,333 NBCC-approved clock hours to CSI members for participating in these webinars. The society has offered a total of 91 webinars during the past five years, and CSI members can visit the [Recorded Webinars webpage](#) to access all of the recordings. In addition to attending the webinars live, CSI members can earn free clock hours by watching the recording of a webinar and passing a short quiz.

During a busy and productive year, we also paused to honor and give thanks for the inspiring legacy of CSI Presidents and Life Members, Dr. Rose Cooper (1991-1992 President), Dr. Edwin L. Herr (2000-2001 President), and Dr. Don C. Locke (1999-2000 President), who passed away during the past year. Members

can read more about the extraordinary legacies and contributions of Drs. Cooper, Herr, and Locke, and post memorial tributes for these leaders, within CSI's online [Memorial to Members](#).

From facilitating leadership trainings, to supporting counselor education funding, to recognizing excellence in counseling through fellowships, grants, and awards, to developing practical resources for CSI members to use in counselor education, professional practice, and in research, CSI had a productive and successful year of service as we honored the legacy of CSI Past-Presidents who helped build the society we benefit from today.

2016-17 Fiscal Year Start

The 2016-17 Executive Council and Leadership officially began their term of service on May 1, 2016, and soon after members of the CSI Executive Council, the *Exemplar* Editor, and CSI's Interns spent part of their summer in Greensboro, NC planning for CSI's new year. Dr. Michael Brubaker, CSI's 2016-17 President, has chosen the theme for the coming year, "Wellness Leadership," which will be reflected throughout CSI's activities this year, including programs and initiatives, committee charges, and CSI DayS.

CSI's committees also have been working since the start of the new fiscal year. In March, the Executive Council approved three new Committee Chairs, each of whom will serve a three-year term. Dr. Peggy Ceballos will chair the Chapter Faculty Advisor Committee. Dr. Matt Glowiak will chair the Counselor Community Engagement Committee. Additionally, to facilitate collaboration between the members of the Leadership Committee and the Professional Advocacy Committee on shared goals, the Executive Council also voted to merge the two



committees and Dr. Laura Shannonhouse will chair the newly formed Leadership and Professional Advocacy Committee. Be sure to note that the Chapter Development and Chapter Faculty Advisors Committees will be facilitating Chapter Leadership Trainings and Chapter Faculty Advisors Trainings at every regional ACES conference this fall. Mark your calendar to attend one of these valuable learning and networking opportunities. We thank all of the Committee Chairs and Members for the work they will do during this year!

Now is a terrific time for CSI members to get involved in the important and exciting work of the society in the coming year. Interested members can visit our [Volunteer Opportunities webpage](#) for more information and submit a Volunteer Interest Form to be considered for a volunteer position. Feel free to contact Dr. Stephen Kennedy (stephen.kennedy@csi-net.org), CSI's Chief Operating Officer, with any questions.

This coming year, be sure to earn valuable NBCC-approved continuing education hours by attending and/or viewing our webinars (free to active members). Take part in recognizing excellence in counseling by nominating a deserving counselor for one of CSI's awards. Attend one of the Chapter Leaders Training and/or Chapter Faculty Development Training sessions that will be offered at every regional ACES conference this fall. Plan to be part of 2017 CSI DayS. Get involved in the work of your local chapter – and within CSI International.

As a new fiscal year begins, the CSI Headquarters Staff continues to strive to serve our members and chapters with excellence. We will be in touch again in fall as the new academic year officially begins with information about upcoming events including voting within CSI elections, processes for approving and initiating new chapter members, and CSI events in Fall 2016 and Spring 2017. As always, in the meantime, please share your comments, suggestions, or ideas about ways to enhance member services (office@csi-net.org or holly.moorhead@csi-net.org). Welcome to summer – and a new year for the CSI community.

Right: Dr. Holly Hartwig Moorhead, along with Dr. Michael Brubaker (left), 2015-16 President-elect, present the CSI President Plaque and Gavel to Dr. Spencer Niles (right), 2015-16 President, during the Delegate Business Meeting.



An “EXEMPLAR”y Newsletter by Donna M. Gibson, CSI *Exemplar* Editor

In 2015, the CSI *Exemplar* Editorial staff created four issues that were very unique from each other. Due to significant and unforeseen changes in the CSI Headquarters staff, we dedicated issues to reflect the changes, as well as a special edition that was preplanned to focus on professional identity. Concurrently, there were parallel changes occurring in the counseling profession that centered around accreditation and licensure. As a staff, we believed it was important to reflect those changes as well.

These issues of the *Exemplar* are highlighted because they include information that will continue to be important to you as a member of CSI and the counseling profession, and you are encouraged to revisit them. I am also highlighting them because they have been recognized, for the second year, as a publication of excellence. This year the *Exemplar* received an APEX Award of Publication Excellence in the Category of Newsletters-Electronic & Email. The 2015 Spring Special Edition on Professional Identity was submitted for this review. In 2015, the *Exemplar* received an APEX Award of Publication Excellence in the Category of Newsletters-Most Improved.

The *Exemplar* staff is proud of this recognition and recognizes the contribution of the guest editor, Dr. Thomas Sweeney, for the Spring 2015 Special Edition. As the *Exemplar's* Editor, I also want to recognize the contributions and diligence of my 2015 editorial staff: Dr. Bradley McKibben (Associate Editor), Dr. Sandi Logan (Assistant Editor), and Amanda DeDiego (Student Editor). Much appreciation goes to the CSI Headquarters staff for editing and publishing the *Exemplar* online. We're looking forward to more great things to come!



Wellness Leadership: An Interview with CSI 2016-2017 President Dr. Michael Brubaker

by Donna M. Gibson, CSI Editor

As Chi Sigma Iota International embarks on a new year, we welcome Dr. Michael Brubaker as President for 2016-2017. Currently, he is an Associate Professor of Counselor Education and Program Coordinator at the University of Cincinnati and has been involved with CSI since his doctoral program days at the University of Florida. In this article, I will share my interview with him as he transitions into this position and outline his presidential theme of “Wellness Leadership.” We sat down to talk about these things prior to the CSI Executive Council meeting that was held June 3-5, 2016 in Greensboro, North Carolina.

When reflecting on how CSI has become an important aspect of his service to the counseling profession, Michael indicated that his involvement was based more on how he could fulfill “needs” of his chapter or the organization as a whole. He was encouraged to run for the elected position of president of his doctoral program chapter and served at a time when the chapter needed some revitalization. Subsequently, he participated in the [CSI Leadership Fellow and Internship \(LFI\) program](#) that had him engaged in the CSI Strategic Planning Committee that included interacting with Drs. Edwin Herr and Courtland Lee. Networking with these high-profile counseling professionals made an impression on Michael of the importance of the role of CSI in the profession. “So many leaders in our profession, such as ACA and division presidents, have been CSI members. So many have come through our organization, and I came to appreciate that,” said Michael.

Through the strategic planning process, Michael realized that many of our CSI chapters do a lot of work in our communities, but there was (at the time) not a mechanism in place to recognize and nurture this. Hence, the Counselor Community Engagement committee was formed, and Michael was asked to chair it. He served in that position until he was elected and served as CSI Secretary and Publications Committee Chair. As CSI President-elect, he also became the chair of the Wellness Task group that is working on developing opportunities around wellness research that is founded on the work of Dr. Jane Myers.

Although he clearly has and is serving in leadership positions within CSI, Michael did not identify himself as a leader immediately. “I see that I have leadership skills and it has been an evolution



**Dr. Michael Brubaker
President**

over time,” reflects Michael. Throughout his life, he remembers growing into leadership roles, often serving as a mediator between groups of people. He soon found his voice through the philosophy of servant leadership. It requires intentionality, energy, and different experiences with leadership.

There have been many influential individuals in his life that have contributed to building his leadership skills and experiences, including his late father who was a professor in education at the University of North Carolina at Greensboro and Dr. Jane Myers who encouraged his leadership in CSI. Dr. Tom Sweeney has been more of a calming presence

Hence, one goal of this theme is to raise consciousness to wellness in counseling among students and professionals. This includes individual wellness, interpersonal connections, chapter wellness, community wellness, and collective change. In terms of individual wellness, more attention is given to how individuals’ wellness goals and practices affect others, including their families. Interpersonal connections are a natural extension of individual wellness in that it includes authentic dialogue while respecting the uniqueness of the individual (or CSI chapter). At the chapter level, wellness is promoted through specific activities, education (via newsletter information) and possibly having a wellness chairper-

***“Wellness comes in seasons and is about perspective taking.
How do we individually say what really matters and ‘who’ matters?”***

Dr. Michael Brubaker

for Michael’s involvement in CSI, and Jim Bass (Director of Men’s Services in the Atlanta Union Mission) mentored him in a clinical setting and encouraged him to be an advocate within a counseling relationship. Michael recognizes that leadership skills are required and developed in the counselor role.

As the interview transitioned to discussing his presidential theme of “Wellness Leadership,” Michael recognizes that he is not the “guru” of wellness. However, it is important to strive toward it and find meaning in it. “Wellness comes in seasons and is about perspective taking. How do we individually say what really matters and ‘who’ matters?” questions Michael. He indicated that this theme is more of a need to attend to wellness in our profession and need to embrace this as a central part of who we are as counselors.

son. Community wellness expands wellness outside of counselor education programs into the larger community. Finally, collective change is what is expected from all wellness activities as advocacy efforts are assumed as a natural part of wellness as a student, practitioner, researcher, supervisor, and educator.

For CSI, wellness is part of the society’s vision and we should be the model and champion of wellness in the counseling profession. In essence, CSI should demonstrate wellness leadership. Wellness activities are only one aspect, but a wellness mindset should be integral to how counseling professionals interact with each other, clients, and the community. In order to do this, Michael emphasizes, CSI has to attend to wellness leadership within its own organization. He anticipates several initiatives to move this forward throughout the new year, which will also be part of CSI’s development.



JCLA Outstanding Article Award

Professional Identity Scale in Counseling (PISC): Instrument Development and Validation

by Hongryun Woo, Rho Upsilon, The University of Iowa

Editor Note: Dr. Woo was the recipient of the 2015-2016 *Journal of Counselor Leadership and Advocacy* Outstanding Article Award. We asked her to share a summary of her work.



Dr. Hongryun Woo

In the past few years, I have explored educational experiences of diverse student populations who face systemic barriers to their academic success and development in various educational settings. Findings from the research studies I engage in suggest there are critical questions left unanswered about counseling and its connection to student success. Based on the findings, as well as my review of the literature, the counseling profession seems to be struggling with differentiating itself from other helping professions, which has strong implications for the individuals and groups which counselors-in-training are being trained to serve. As a result, my research interests have shifted to the recent national agenda promoting the professional identity of counseling professionals and the counseling profession as a whole. Specifically, my scholarship centers on investigating counselors' and counselor educators' professional identity development in relation to counseling effectiveness. I believe exploring and assessing professional identity is critical, not only for counseling

professionals to be more definitive about their role and function, but also for the profession to continue on the path toward greater professionalization and full recognition among other helping fields. In the following section, I introduce an article that Dr. Malik Henfield and I published in the *Journal of Counselor Leadership and Advocacy*. This article is based on my dissertation research, and Dr. Henfield, as my doctoral advisor, served a critical role in the research idea development. He inspired and guided me to examine this topic in much more depth than I ever had.

Professional Identity Scale in Counseling (PISC): Instrument Development and Validation

Since 1900, when systematized guidance was first used in public schools (Calley & Hawley, 2008), the counseling profession has taken tremendous critical initiatives to advance its status as a mental health profession (Gale & Austin, 2003). One of the significant advancements has been a constructive effort made to establish a collective professional identity among its members within the field (Kaplan, Tarvydas, & Gladding, 2014). Having a solid definition of professional identity among counseling professionals is crucial for increasing the likelihood of ethical performances, an advanced awareness of counseling roles, and ultimately, a better chance for the profession to thrive (Woo, Henfield, & Choi, 2014).

"I believe exploring and assessing professional identity is critical, not only for counseling professionals to be more definitive about their role and function, but also for the profession to continue on the path toward greater professionalization and full recognition among other helping fields."

Dr. Hongryun Woo

In order to develop a unified professional identity, counseling scholars have attempted to conceptually define and set criteria that capture professional identity (Brott & Myers, 1999; Calley & Hawley, 2008; Puglia, 2008). However, they have identified elements of professional identity very differently from one another and have targeted different populations of counseling professionals (e.g., counselors-in-training, practitioners, school counselors, counselor educators). Although increased attention to professional identity and efforts to define its elements are valuable from several standpoints, the prevailing definitions are divergent, which makes collective professional identity a challenging topic to grasp. Also, research with specific counseling groups is informative; however, definitions of professional identity tailored to each subgroup may not be collective to professional identity among counseling professionals as a whole. Although various groups of counseling professionals may play different roles depending on their positions and settings and may be at different stages developmentally, they need to agree with core values and professional identity of counseling which their practices and services can be based upon. Because professional identity represents the profession and its future direction, all members of the profession will have to look together in the same direction and share a common vision for the development of the profession.



In order to respond to these concerns and to provide an expanded base for research on a collective professional identity, Woo, Henfield, and Choi (2014), based on an extensive review and synthesis of the counseling literature, explored characteristics of a unified professional identity applicable to diverse populations of counseling professionals (i.e., counseling students, practitioners, and counselor educators). They conceptualized a collective professional identity as consisting of the six following domains of self-perceived ability to (a) demonstrate knowledge of the profession, (b) articulate philosophy of the profession, (c) establish expertise required of members of the profession and understand members' professional roles, (d) validate attitudes toward the profession and oneself, (e) engage in professional behaviors expected of members, and (f) interact with other professionals in the field. Based on this conceptualization, Woo and Henfield (2015) developed the Professional Identity Scale in Counseling (PISC). The original PISC consisted of 62 items, supported by a panel of experts who endorsed the items as adequate representations of the domains of professional identity.

When Woo and Henfield administered the original PISC to 385 counseling professionals among master's level counseling students, doctoral level students, counseling practitioners, and counselor education faculty, factor analyses suggested that 9 items be deleted. Based on the results, the PISC was finalized to consist of 53 items of six domains as follows: Engagement Behaviors, Knowledge of the Profession, Attitude, Professional Roles and Expertise, Philosophy of the Profession, and Professional Values. Results indicated that the PISC is a reliable and valid measure as compared to the Professional Identity and Values Scale (PIVS; Healey, 2009) and the Marlowe-Crowne Social Desirability Scale (Strahan & Gerbasi, 1972). It was also found

that although participants had various educational backgrounds, specialties, and different positions, they appeared to share a common vision for the development of the profession with regard to professional identity.

Study results will hopefully contribute to establishing training standards that provide practical guidelines to counselors and counselor educators about how to measure and strengthen their own and counseling students' professional identity. The PISC scale provides counseling programs with a tool to assess the impact of specific curricular and non-curricular activities on professional identity. The PISC scale can also be used practically as a post training or follow-up instrument to measure changes occurring in the development of professionalism in counseling professionals. Findings suggest implications for professional organizations who strive to enhance counselors' professional identity. For example, professional credentialing bodies might consider incorporating the aspects of professional identity into content areas for certifications (Woo et al., 2014). Furthermore, due to diverse training standards across counseling specialties, 'How to establish and evaluate common qualifications and credentials for certifications in those specialty areas?' has been an ongoing discussion among counseling professionals. The PISC scale could inform discussions about how to strengthen and assess professional identity in multiple specialties in the field of counseling.

Check out the full article:

Woo, H., & Henfield, M. S. (2015). Professional Identity Scale in Counseling (PISC): Instrument development and validation. *Journal of Counselor Leadership and Advocacy*, 2(2), 93-112. DOI: 10.1080/2326716X.2015.1040557

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JCLA Call for Manuscripts

Through high-quality research, scholarship, and professional dialogue, JCLA will promote the development of leaders to serve in diverse counseling settings, bring awareness to professional and client advocacy initiatives, and provide a forum for discussing professional issues. JCLA welcomes empirical, theoretical, and conceptual manuscripts focused on leadership, professional and client advocacy, and professional identity for counselors, counseling students, and counselor educators. Because evidence-based practice is at the heart of the counseling profession, JCLA will occasionally publish exemplary scholarship related to evidence-based practice in counseling practice, supervision, and education.

JCLA is published twice a year with a circulation in excess of 15,000. The editorial board accepts research and practice manuscripts on a rolling basis. To learn more about the journal aims and scopes and author guidelines, please visit www.tandfonline.com/ucla. Our manuscript submission portal is located at <http://mc.manuscriptcentral.com/ucla>. You may also address inquiries to jcla@csi-net.org.



CSI Days 2016

Montréal, Québec

by Michael Brubaker, CSI President



“**B**ienvenue à Montréal! Welcome to Montreal!” was our combined French/English greeting upon arrival in the great Canadian city in the Province of Québec. Indeed, we could be in no better venue for CSI DayS this year as we welcomed new leaders and gathered our membership for some of the most important business of the year. To begin the week, the Executive Council (EC) met and subsequently welcomed the new CSI Leadership Fellows and Interns (LFIs) to observe this final working session of the EC for the fiscal year. The LFI program is a unique opportunity for emerging leaders to develop their skills and competencies to serve within CSI and the counseling profession as a whole. This year’s LFIs are an outstanding group of individuals, and we welcome them all.



CSI members participate in a small group discussion during the leadership workshop

On the following day, we began with the Leadership Workshop, which was an introduction to the coming year’s Presidential theme of “Wellness Leadership.” Four leaders from the profession with expertise in wellness counseling and advocacy shared their perspectives on this topic and the role of CSI in promoting wellness within our honor society, the counseling profession, and our many communities. The panelists included Drs. Mark Young, Craig Cashwell, Laura Shannonhouse, and Philip Clarke and was moderated by then CSI President-Elect, Dr. Michael Brubaker. Following the panel discussion, participants broke into small groups and discussed the ways that CSI may further wellness leadership through chapter practices, professional advocacy, and counselor community engagement.

Following the workshop, CSI held its annual Delegate Business Meeting, where members gathered to learn about important updates from the CSI Executive Council and Headquarters Staff. Additionally, members learned about many frequently asked questions including those related to initiations, managing finances, rebates, social media, and membership retention. This information and a list of delegates is available at [2016 CSI DayS](#), should you wish to review these details. Chapter leaders should be sure that their chapter delegate’s attendance at the Delegate Business Meeting is recorded. If you were not able to attend this year, we highly encourage you to come next year, as this informative meeting also helps you meet your tri-annual obligation to receive an annual rebate.

Following the Delegate Business Meeting, CSI honored the outstanding achievements and grant recipients during the annual Awards Ceremony. Dr. Kristen Dickens, Chair of the CSI Awards Committee, recognized this year’s honorees of CSI’s Individual and Chapter Awards. Grant recipients were also recognized during this ceremony, including those receiving the Excellence

in Counseling Research Grants, Chapter Development Grants, and Statewide Networking Grants. In total CSI gave out 42 awards during the 2016 CSI DayS!

To cap off the first full day of activities involving our general membership, CSI hosted our annual reception. This was a chance for members, leaders, and staff to network and socialize with one another and celebrate another successful year. It was a delight to see so many chapter leaders and LFIs staying through the event to meet our Executive Council Members and CEO, Dr. Holly Hartwig Moorhead. CSI continues to grow, and our new members are as active as ever.

To close the week, CSI hosted two trainings, one for Chapter Faculty Advisors (CFAs) and the other for Chapter Leaders. Dr. John Laux hosted the CFA training, which included small group discussions led by Drs. Stephanie Burns, Tiphonie Gonzalez, Tiffany Stoner-Harris, and Stephen Kennedy. Together, this team shared their experiences and answered questions about chapter efficacy and CFA leadership. The roundtable discussions focused on priorities identified during a 2015 survey of CFAs, including strategies for increasing membership, recruiting and mentoring student leaders, fundraising, involving alumni, using online resources, and supporting faculty involvement.



CSI Award recipients at the Awards Ceremony



This year, the Chapter Leaders Training was presented by a panel including Drs. Philip Clarke, Matt Glowiak, Susanne Preston-Josey, Linwood Vereen, and Julia Whisenhunt. This session was especially helpful for new leaders who wished to learn how to effectively guide their chapters. During the training, participants discussed how to plan initiations and awards ceremonies, develop mentoring programs, find leadership resources at csi-net.org, and include alumni and professional members in chapter activities. All chapter leaders, including those who could not attend, are encouraged to read the [CSI Best Practice Guidelines for Chapter Initiations and Ceremonies](#).

CSI DayS always provide a great opportunity for us to convene and learn about current CSI activities, leadership practices, and the overall state of the organization. CSI remains strong and healthy thanks to the many members who continue to dedicate their time and energy to promoting excellence, mentoring new leaders, and impacting our communities. Thanks to all who made CSI DayS 2016 such an amazing event. We look forward to seeing you next year!



Above: Drs. Tamarine Foreman and Melissa Fickling reconnect at the CSI reception.

Top Right: Drs. Joe Behun, Spencer Niles, and Julie Cerrito at the CSI reception.

Bottom right: 2016-2017 CSI Executive Council members: Everett Painter, Spencer Niles, Holly Hartwig-Moorhead, Cassandra Storlie, Barbara Herlihy, Christine Suniti Bhat, Michael Brubaker, and Devon Romero

New to the CSI Website: Wellness Research Resources

CSI is grateful to Dr. Tom Sweeney, CSI Executive Director Emeritus, for allowing www.wellness-research.org to now be accessible as part of the CSI website, and to Dr. Cheryl Wolf and Mark Wolf for their expertise in setting up this valuable resource. CSI members now can access the new Wellness Research link on www.csi-net.org for a rich repository of wellness information, research citations and abstracts, assessments, and the opportunity to share posts about wellness with other CSI members. Information about CSI Wellness Research Grants is available too!

Call for Student Reflections

2016 Fall Exemplar

“Wellness” is not a new concept for CSI members, but what does “wellness leadership” mean for members, the counseling profession, and CSI?

According to CSI President, Dr. Michael Brubaker, it is imperative that CSI members demonstrate wellness leadership.

What are your thoughts and experiences in wellness leadership as an individual or within your CSI Chapter?

**Submit a 500 word reflection by August 15, 2016 to:
Dr. Donna Gibson
exemplar@csi-net.org**



2016-2017 Leadership Fellows and Interns

by Dr. Craig Cashwell

2014-2015 CSI President

2015-2016 LFI Selection & Mentoring Committee Chair

Each year, Chi Sigma Iota International selects a new cadre of emerging leaders to serve as Leadership Fellows and Interns (LFIs). This year, we are excited to welcome to the leadership team 10 new LFIs selected from a robust and competitive applicant pool. In selecting this year's class of LFIs, the review committee assessed applicants' goal statements for consistency and compatibility with the CSI mission, history of service and leadership, and letters of support.

As an LFI, one is expected to provide a range of service to CSI, including supporting CSI DayS at the ACA Conference and serving on at least one standing committee and one review panel. At the American Counseling Association conference in Montreal, LFIs attended the CSI Executive Committee meeting, observing first-hand how the organization conducts business. They also attended either the Chapter Leader or Chapter Faculty Advisor training, the CSI Business Meeting, Awards Ceremony, and various committee meetings. These events provide LFIs with a foundational understanding of the structure and work

of CSI. In addition to their work in support of CSI DayS and serving committees and review panels, LFIs also help prepare the Chapter Annual Report Summary, write articles for the *Exemplar*, work on selected web projects, and work on other special projects in collaboration with CSI officers and staff.

In addition to their vital service to CSI, each LFI is paired with a current or former leader within CSI in a mentoring relationship. This provides each LFI with personal attention from a leader well versed in the operations of CSI. LFIs receive ongoing consultation from their mentor throughout their year of service, maximizing their leadership development.

Congratulations to the 2016-2017 Leadership Fellows and Interns, and thank you for your service to CSI!

Interested in applying for CSI's LFI program next year? Visit CSI's [LFI webpage](#) to learn more!

2016-2017 Leadership Interns

Everett Painter – Upsilon Theta Chapter – The University of Tennessee at Knoxville
Devon Romero – Rho Chapter – The University of Alabama

2016-2017 Leadership Fellows

Angela Catena – Upsilon Nu Mu Chapter – The University of New Mexico
Nikki Elston – Chi Epsilon Chapter – Georgia State University
Kelly Gentry – Chi Sigma Mu Chapter – Montclair State University
Joy Kelly – Upsilon Nu Chi Chapter – The University of North Carolina at Greensboro
Victoria Maneev – Rho Upsilon Chapter – The University of Iowa
Simone May – Iota Delta Sigma Chapter – Auburn University
Emily Teague Palmieri – Mu Tau Beta Chapter – The University of North Carolina at Charlotte
Sunny Teeling – Upsilon Nu Iota Chapter – The University of Northern Iowa



Above: 2016-2017 Leadership Fellows and Interns with CSI COO Dr. Stephen Kennedy.



Right: Intern Everett Painter receives his LFI plaque from Dr. Spencer Niles



2015-2016 CSI Award Recipients

Chapter Awards

**Outstanding Newsletter
(Small Chapter)**

Alpha Chi - Louisiana State University

**Outstanding Newsletter
(Large Chapter)**

Alpha Eta - The University of New Orleans

**Outstanding Individual Program
(Small Chapter)**

Kappa Zeta - The University of Memphis

**Outstanding Individual Program
(Large Chapter)**

Phi Sigma - The University of North Carolina at Pembroke

**Outstanding Chapter
(Large Chapter)**

Alpha Omega Lambda - Regent University



Alpha Zeta Chapter receive their Outstanding Newsletter Award for "The Advocate"

Individual Awards

Outstanding Entry-Level Student

Matthew Dooley
Chi Epsilon - Georgia State University

Outstanding Doctoral Student

Bill Owenby
Alpha Upsilon - The University of Akron

Outstanding Service to Chapter

Kristen Woods
Zeta - The University of Alabama at Birmingham

Outstanding Research

LaToya Yaites, Casey Barrio Minton,
LaKaavia Taylor, Eric Price
Rho Kappa - The University of North Texas

JCLA Outstanding Article

Hongryun Woo
Rho Upsilon - The University of Iowa

Outstanding Chapter Faculty Advisor

Adriana McEachern
Delta Iota - Florida International University

Edwin L. Herr Fellowship

Melissa Fickling
Kappa Zeta - The University of Memphis

Jane E. Myers Lifetime Mentor Award

Donna Gibson
Omega Lambda Iota - Virginia Commonwealth University

Excellence in Counseling Research Grants

Gene Crofts, Kristopher Goodrich
Upsilon Nu Mu - The University of New Mexico

Nikki Elston, Laura Shannonhouse
Chi Epsilon - Georgia State University

Tamarine Foreman
Alpha - The Ohio University

Sandra Logan
Beta - The University of Florida

W. Bradley McKibben, Wesley Webber, Ashley Neuhauser
Rho - The University of Alabama

Robert McKinney, Marissa Fye, Erin West, Cassandra Storlie
Kappa Sigma Upsilon - Kent State University

Jennifer Isabelle Ong Pei Ling
Upsilon Nu Chi - The University of North Carolina at Greensboro

Blair Sanning
Upsilon Chi Chi - The University of Cincinnati



Nikki Eaton and Laura Shannonhouse receive their Excellence in Counseling Research Grant.

Chapter Development Grants

Alpha Tau Chi
The Citadel

Beta Kappa Tau
Sam Houston State University

Chi Nu Upsilon
Carson-Newman University

Nu Eta Sigma
New Jersey City University

Phi Gamma Sigma
Argosy University - Chicago

Rho Theta
The George Washington University

Rho Zeta
The University of Kentucky

Sigma Delta Sigma
South Dakota State University

Sigma Tau Sigma
Texas State University

Upsilon Nu Chi
The University of North Carolina at Greensboro

Statewide Networking Grants

Pi
Marywood University
~Pennsylvania~



In Memoriam: Honoring Two CSI

by Dr. Spencer Niles, 2015-2016 CSI Past-President

Dr. Edwin L. Herr

CSI President, 2000-2001 . CSI Distinguished Scholar
CSI Academy of Leaders for Excellence. CSI Life Member
Died, April 23, 2016



Dr. Edwin L. Herr
1933-2016

With the sad news of Dr. Edwin L. Herr's passing, our profession has lost a marvelous statesperson, scholar, distinguished professor, and mentor to many. Dr. Herr dedicated his career to advancing the counseling profession around the world. His national and international leadership of our profession is remarkable and reflects the type of transformational excellence that CSI has focused on during this year. In fact, in identifying our theme this year, it is my relationship with Ed that guided me. More specifically, throughout his life, Ed demonstrated the type of excellence that transforms individuals and associations. He led with the goal of helping others achieve their potential. He showed no deference to status but inclusively reached out to everyone in ways that were caring, empathic, and empowering. I know this because Dr. Herr did this for me in my life. He was my mentor for 35 years and his transformational excellence has made all the difference in my work and life. Like so many, I will forever be grateful for his influence. Our profession is better

for his leadership. Those whom he mentored are better people because of his caring. We have, indeed, lost a giant who transformed people and our profession.

CSI members can also read more about the life and work of Dr. Herr on the CSI website: [CSI Academy of Leaders for Excellence](#); [CSI Distinguished Scholar](#); [CSI Edwin L. Herr Fellowship](#); [Biography](#); [Interview with Ed Herr](#); [Excellence Paper](#); and [Position Paper on Leadership](#). CSI members also can read and share [Memorial Postings](#) about Dr. Herr online.

**Photo courtesy of The Pennsylvania State University College of Education.*

Past-Presidents and Counseling Icons

by Catharina Chang, 2009-2010 CSI Past-President

Dr. Don C. Locke

CSI President, 1999-2000 . CSI Distinguished Scholar
CSI Academy of Leaders for Excellence. CSI Life Member
Died, June 9, 2016



Dr. Don C. Locke
1933-2016

With the recent passing of Dr. Don C. Locke, the counseling profession and CSI lost one of our greatest advocates, educators, scholars, and mentors.

He was a powerful and courageous voice at critical times for social justice and equality and his trademark humor, energy, and thoughtfulness were contagious. He was instrumental in fighting for the approval of the multicultural counseling competencies and advancing the literature of multiculturalism through his scholarship.

His legacy of positive change was further defined by his passion for mentoring students to become advocates and to serve the counseling profession. Generations of counselors and counselor educators will continue to be impacted from his guidance and example. The following statement by UNC Asheville Chancellor Mary Grant exemplifies Dr. Locke's immense impact: "He truly believed that education was the greatest tool that we have for making a difference in the lives of students in our communities," Grant said. "I think his greatest contribution is he changed people's lives. He made sure we had honest conversations around hard issues particularly race and culture and class."

As an implementer of positive change, his gifts to the counseling profession and to his community are immeasurable and we are all better because of him. Thank you Don, you will be greatly missed.

CSI members can read more about the life and work of Dr. Locke on the CSI website: [CSI Academy of Leaders for Excellence](#) and can read and share [Memorial Postings](#) about Dr. Locke online.



Leadership Directory

2016-2017



Dr. Spencer Niles
Past-President



Dr. Michael Brubaker
President



Dr. Barbara Herlihy
President-Elect

Elected Officers



Dr. Cassandra Storlie
Secretary



Dr. Christine Bhat
Treasurer



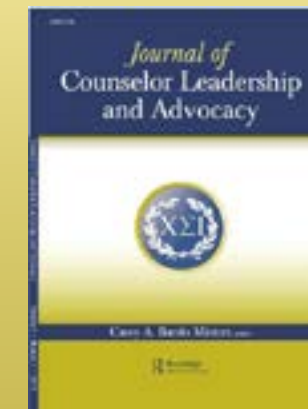
Established - 1985

Chi Sigma Iota

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Journal of Counselor Leadership and Advocacy

(www.csi-net.org/?JCLA)



www.csi-net.org

for other CSI publications, webinars,
member and chapter resources, and more

